

HUMAN RIGHTS POLICY



Introduction

M.J. MAILLIS SINGLE MEMBER S.A. – INDUSTRIAL PACKAGING SYSTEMS & TECHNOLOGIES hereinafter called "MAILLIS" recognizes, protects, and respects labor and human rights in general, in accordance with Greek legislation and international mandates (UNGC).

In this context, it has developed policies and internal human resources management procedures as well as the Code of Ethics for Personnel. Thus, it takes care and takes actions to protect employees, strengthen their employment and personal development by creating a humane and civilized work environment.

The human rights policy is a reference guide for the company's approach and responsible practices. "MAILLIS" in the context of its business activity, respects and protects the following labor and social Human Rights.

Working Conditions

MAILLIS is committed to maintaining a work environment based on trust, dialogue and mutual respect, while protecting the well-being and the work-life balance of its employees. Our Company is committed to ensuring decent wages and working hours, based on applicable laws and industry standards for work schedule, overtime and leave.

Child Labor

MAILLIS is against and prohibits child labor. Our company employs only workers who meet the applicable minimum legal age requirement. We maintain the age of 18 as a minimum level of employment.

The Company voluntarily commits and complies with the 10th Principle of the United Nations Global Compact, which is based on zero tolerance of child labor incidents and circumstances in its supply chain and consequently in its entire range of activities.

Occupational Health & Safety

Our Company is committed to taking all the necessary actions for the improvement of health and safety conditions and to creating a safe and healthy working environment for its employees. Our aim is the elimination of risks and the prevention of accidents and occupational diseases, as defined by the written provisions of Greek and European legislation.

The company's strategy for reducing the riskiness of its activities is based on the maintenance and monitoring of the safe operation of means and facilities, internal instructions and in open and transparent communication, participation and consultation

with employees and continuous and appropriate training on all matters related to health and safety at work.

Equal Opportunities, without Discrimination

MAILLIS is committed to following a policy against discrimination at work and to offering equal opportunities for work and professional development for all. It follows all international regulations that prohibit discrimination against any employee regarding religion, race, sex, sexual orientation, age, other reduced ability including pregnancy and mental capacity. Human dignity and the creation of a civilized and pleasant working environment are a priority of our Company, respecting human rights and the right to diversity, recognizing that employees are its driving force.

Disciplinary practices

MAILLIS is committed to treating all its people with dignity and respect. The Company's disciplinary practices are implemented, if needed, as a means of management, to prevent and avert unacceptable behavior, in accordance with labor law.

Furthermore, is committed to implementing its disciplinary practices in a consistent and fair manner as regards its entire workforce, while personal characteristics, such as gender, national origin, religion, etc. do not affect the results of the investigation of a possible misdemeanor or the severity of a possible sentence.

Local Communities Rights

The local community in which MAILLIS operates is an important audience with which the company interacts, cultivating a spirit of cooperation and responding to their expectations regarding the protection of the environment, the Health and Safety of employees and their families and compliance with legal and regulatory requirements. In addition, and wherever possible, it contributes through social and environmental interventions to the improvement of the quality of life in the wider community, in which it operates.