



# Equal Opportunities and Diversity

Compliance | Business Ethics



ENERGY & UTILITIES



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REAL ESTATE  
MANAGEMENT



TRANSPORTATION  
& INFRASTRUCTURE



TECHNOLOGY



POSTAL SERVICES

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# 1. Purpose

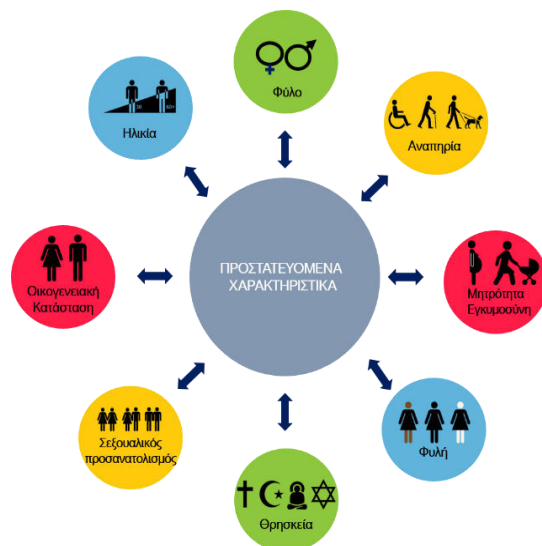
Providing equal opportunities, respecting diversity and promoting them is a duty for all of us. They contribute to the creation of an open and productive working environment, where employees operate responsibly and feel they have opportunities to actively engage and take initiatives.

It is a priority of the Hellenic Corporation of Assets and Participations S.A. (**Growthfund** or the **Company**) to promote diversity and equal opportunities in the workplace and positions of responsibility in the companies included in its portfolio. In this context, Growthfund's subsidiaries should establish and implement policies and procedures to better provide and promote equal opportunities and diversity. The aim is to develop common corporate values, combat any type of discrimination and actively support all employees through appropriate information, training and further qualification.

# 2. Equal opportunities and diversity

Equal opportunities in the workplace pertain to the fair and unbiased treatment of all employees, as well as the creation of conditions that respect and encourage diversity. Equal opportunities are also ensured through early detection and response to improper situations, as well as by making sure that everyone is encouraged to participate on the basis of merit leaving no room for discrimination. Respect for diversity pertains to upgrading the environment and the practices of diversity management, which benefit the company, its people and associates. In order to achieve Growthfund's vision of diversity, we must establish a set of principles and values that will govern our daily conduct and practice in the performance of our duties.

Efforts towards equal opportunities and respect for diversity focus on the following protected characteristics:



- Gender
- Physical or mental disability with long-term impact on an individual's ability to carry out daily activities
- Maternity - securing employment and leave during pregnancy / childbirth
- Race, nationality, citizenship
- Religious and philosophical beliefs
- Sexual orientation
- Marital status (marriage, civil partnership, etc.)
- Age

### 3. Expectations and Corporate Strategy

It is everyone's obligation to foster and promote a stable, modern and healthy corporate environment, and establish a culture that nurtures equality and fair treatment of people, individual rights and respect for diversity.

We expect that:

- the principle of equal opportunities and treatment be strictly and rigorously observed and applied during all corporate processes;
- diversity of human resources be fully respected and promoted in order for us to contribute to the promotion of equality, mutual respect, acceptance and social cohesion;
- every person's individual characteristics be promoted and enhanced and their diversity constructively used with a view to creating a diverse and inclusive working environment.

In this sense, respect for diversity is fully integrated into our corporate strategy. Special emphasis should be placed on employee awareness-raising and training as well as on achieving progress on these issues.

### 4. Standards of Conduct

We must behave with respect and dignity towards all our colleagues and associates, creating a working environment of equal opportunities for personal and professional development for all, which is a prerequisite for healthy business as well as social cohesion and progress.

- ✓ We treat everyone equitably and provide equal opportunities to all employees.
- ✓ We are aware of the Company's rules and principles and participate in the relevant training activities.
- ✓ We apply the inclusion principles to all Company procedures, as appropriate, including the selection and recruitment process, terms of employment, training, remuneration, workload and professional development.
  
- We do not tolerate any form of discrimination and harassment in the workplace. We do not conceal irregularities.
- We do not promote negative stereotypes or behaviours that are inconsistent with this Policy.
- We do not behave in a manner that offends the Company's image, reputation and status.

The Company encourages its employees and associates to immediately report cases of misconduct, as well as any act or conduct that may be considered inappropriate, as necessary. This is the only way to ensure that Growthfund's rules of ethics and business conduct will be fully and unconditionally applied, as well as that the Company will be able to take any corrective action required.