

Policy on the Prevention and Combating of Violence & Harassment

The company "Th. Chalkiadakis S.A." is committed to creating and maintaining a safe, dignified, and respectful working environment, free from all forms of violence and harassment (including gender-based and sexual harassment), as stipulated in Article 9 of Law 4808/2021.

Zero Tolerance Statement

The company enforces a zero-tolerance policy toward any behavior that violates the dignity of employees, including physical, verbal, or psychological violence, sexual innuendo, threats, exclusion from work-related activities, or discriminatory treatment based on gender, race, religion, sexual orientation, or other personal characteristics.

Scope of Application

This policy applies to all members of the company: management, employees (regardless of contract type), external partners, interns, job applicants, and any third party working or interacting with the company.

Prevention & Awareness Measures

The company implements preventive measures such as:

- Training for managers and staff on identifying and addressing such behaviors.
- Awareness campaigns, posters, and printed material.
- Anonymous workplace climate surveys conducted every two years.

Reporting Procedure

The company encourages the reporting of any incident through its Internal Complaints Policy, ensuring confidentiality and protection from retaliation. All complaints are investigated promptly, objectively, and with full confidentiality.

Retaliation

Any act of retaliation against employees or third parties who report incidents or cooperate in investigations is strictly prohibited.

Sanctions

If a violation is confirmed, the company enforces appropriate measures, which may include disciplinary actions, job reassignment, termination of contract, or legal proceedings.

Contact Person

For any matter related to this policy, employees may contact the Human Resources Director or the designated responsible officer.

Sincerely,


CEO of Cactus Hotels SA

