Policy Against Violence and Harassment in the Workplace

"**AGRO.VI.M. S.A.**", hereinafter referred to as the "**Company**", demonstrates zero tolerance for incidents of violence and harassment in the workplace. The Company takes action to raise employee awareness of such issues and to clarify the rights and responsibilities of all parties involved.
The **Company** complies with all measures and obligations regarding the implementation of the provisions of Part II of Law 4808/2021 for the prevention and response to all forms of violence and harassment, including gender-based violence and harassment, as well as sexual harassment.
The **Company** is committed to informing its personnel about the risks of violence and harassment, the related prevention and protection measures, the procedures in place within the organization, and the legal options available in the event of such incidents.

AGROVIM
genuine
origin
authentic
taste

PURPOSE

The purpose of this policy is to create and establish a workplace culture and environment that respects, promotes, and safeguards human dignity and the right of every individual to a world of work free from violence and harassment.

PREVENTION AND COMBATING OF VIOLENCE AND HARASSMENT IN THE WORKPLACE

The **Company** encourages open communication among all individuals within the organization, including legal representatives, managerial staff, department heads, supervisors, and colleagues at all levels.
The **Company** takes appropriate measures to assess the risks of violence and harassment in the workplace, considering any inherent risks related to the nature of the work, the job position, and factors such as gender, age, or other characteristics that may lead to discrimination. It also accounts for specific risks affecting vulnerable groups of employees (e.g., night shift workers, newly hired staff).
The **Company** promotes the values and principles of this policy in its employees through a variety of actions and implements necessary technical measures based on occupational risk assessments. Examples include improving lighting throughout work areas and ensuring emergency alert systems are in place.
In its commitment to supporting victims, the **Company** offers continuous guidance and assistance not only to victims of workplace violence and harassment but also to victims of domestic violence, to help them reintegrate into the workplace. To that end, the Company makes all reasonable adjustments to working conditions to protect employment and support employees who are victims of domestic violence.

RIGHTS OF THE AFFECTED INDIVIDUAL

The **Company** encourages all individuals covered by this Policy to file complaints if they experience or become aware of any form of violence or harassment occurring during, related to, or arising from their work.
Furthermore, the **Company** ensures that the personal data of all involved parties will be protected in accordance with this Policy. It also guarantees that individuals who submit internal complaints will be protected from any form of retaliation.

INTERNAL COMPLAINT HANDLING

Any interested party may submit a report to the Reporting Receiving and Monitoring Officer (RRMO) either ANONYMOUSLY or WITH IDENTIFICATION through the following channels:

- **By telephone:** (+30 6944960333)
- **In writing (by letter)** to the Company's address "AGROTIKI VIOMICHANIA MESSINIAS S.A., 6th km national road Kalamata–Messini, 24100, Kalamata", with the additional indication on the envelope "CONFIDENTIAL REPORT TO RRMO".
- **By e-mail** to whistleblowing@agrovim.gr, with the subject line "CONFIDENTIAL REPORT TO RRMO".

Upon receipt of a report, the RRMO immediately informs the Company's legal representative and the three-member Report Management Committee (RMC), consisting of: **1.** An Independent Non-Executive Member of the Board of Directors; **2.** The Factory Director; and **3.** The Regulatory Compliance Director. In addition, in the event of a report concerning violence and/or sexual harassment in the workplace, the Committee shall be reinforced with a fourth member, being an employee representative.
The **Company** is committed not to obstruct the receipt of reports and to investigate them with objectivity, impartiality, and respect for human dignity. Complaints must be addressed promptly, and immediate measures must be taken to protect the affected individual.
The **Company** is committed to complying with the prohibition of retaliation, in accordance with Article 13 of Law 4808/2021 and the provisions of labour legislation.
Should an incident be substantiated whereby an employee or any other person engaged by the Company violates the fundamental principles of this Policy, the Company's Management shall, on a case-by-case basis, take all necessary, appropriate, and proportionate measures to prevent and avoid the recurrence of any similar incident or behavior.

AGRO.VI.M. S.A.
Dimitris Gyfteas, Chairman of the Board
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