

# SOCIAL ACCOUNTABILITY POLICY

International Standard Social Accountability SA 8000:2014

The Management of HELLENIC ENVIRONMENTAL CENTER SA defines the Social Accountability Policy, which has the following guidelines:

- Absolute compliance with the legislation during the implementation of its operations, as well as compliance with other requirements which the Company has accepted.
- Respect for the International Labor Organization (ILO) Treaty, as well as the International Declaration of Human Rights (UN Human Rights Convention) and the United Nations (UN) Declaration of the Rights of the Child.
- Commitment to comply with the requirements of the Standard SA 8000 and more specifically to the protection and promotion of human and labor rights with a primary concern:
  1. the protection of the employees as well as the prevention and avoidance of negative impacts on human health and safety at work
  2. the prohibition of any form of child or forced labor, as well as discrimination or harassment at work
  3. the promotion of equal opportunities, meritocracy, and teamwork.
- Communication the Company's Social Accountability Policy through communication with the authorized bodies and stakeholders, such as:
  1. Human resources
  2. Suppliers and subcontractors
  3. Local community in each project.
- Provision of all necessary resources and means by:
  1. The use of modern equipment and the provision of personal protective equipment
  2. The continuous knowledge, training, and awareness of the personnel
- Audit of all the processes to ensure the control and continuous improvement of the Social Accountability System and the continuous improvement of its performance
- Identification and risk assessment regarding the requirements of the SA 8000 standard and other commitments of the company
- Recognition of the right of the personnel to form and participate in trade unions

All the above are key priorities of HEC in the context of the Company's Social Accountability Policy.

HEC's ambitions and commitments are:

- The prevention of violation of human and labor rights
- The promotion of a healthy and safe work environment
- The achievement of being recognized as an employer of first choice.

HEC sets objectives and goals, which are measurable and achievable.

The goals and objectives of social accountability are evaluated annually in terms of their effectiveness, and they are reviewed, if it is necessary.

**Piraeus, 09/12/2021**

**Panagiotis Stamatogiannis**

**Chairman of the Board**

**HELLENIC ENVIRONMENTAL CENTER M.A.E.**

Social Accountability International 9 East 37th Street; 10th Floor New York, NY 10016 United States of America Tel. +1 (212) 684-1414 Email: <a href="mailto:info@sa-intl.org">info@sa-intl.org</a>	Social Accountability Accreditation Services 9 East 37th Street, 10th Floor New York, NY 1001, USA Tel: 1-(212)-391-2106 Email: <a href="mailto:saas@saasaccreditation.org">saas@saasaccreditation.org</a>	EUROCERT SA 89 Chlois Str. & Likovriseos Str., Metamorfosi, GR 14452 Athens, Greece Tel: +30-210 62 52 495 E-mail: <a href="mailto:info@eurocert.gr">info@eurocert.gr</a>
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