



Policy against violence and harassment in the workplace

THALES HELLAS expresses its commitment to address and eliminate discrimination, violence, and harassment in the workplace with the aim of ensuring a workplace environment where the respect to human dignity prevails and no discrimination due to personal features and choices will be allowed.

THALES HELLAS will operate a zero-tolerance policy for any form of violence and harassment, including sexual harassment and gender violence, that occurs in or due to the workplace.

Furthermore, zero-tolerance will be exhibited in engagement to actions that may induce a person to feel threatened or insecure, including verbal insults, threats or any kind of hostile expressions, bullying, aggression, or coercion that may happen by an employee against another employee, executive, authorized person considered as employer, customer, visitor, subcontractor or any third party.

Ostensive incidents of violence and harassment are considered the following:

- Physical assault or threatening behavior.
- Verbal assault including threats, insulting expressions, insinuations belittling personality, appearance, or preferences (i.e., religious, sexual) of the employees.
- Dissemination of devious rumors verbally or through electronic means of communications i.e., email, teams, social media, excluding the employee socially or isolating or disparaging of the employee's personality.
- Abuse of authority to degrade the employee's personality.
- Abuse of authority to exclude an employee from promotions, trainings, and the limitation of the employee's work growth.
- Abuse of authority with the aim of exchanges such as sexual relationships.

The risk assessment is mentioned extensively in the company's occupational risk assessment study, which is monitored on a regular basis. To address the risk that occur from workplace violence and harassment, the Company has established a set of safeguard measures. Specifically, the Company:

- Has adopted this zero-tolerance policy in cases of violence and harassment.
- Defines specific procedure for handling internal complaints cases of violence and harassment.
- Defines the HR Manager as reference person to guide and inform the employees for preventing and addressing violence and harassment in the workplace
- Provides access to employees through all the communication channels in this policy for employees to be aware of their rights.

- Oversees the implementation of the policy and takes measures for the employees that do not conform to the policy.
- Ensures a safe and fair work environment.
- Establishes the prohibition of retaliation and determines the invalidity of the complaint or the termination of the legal relation at which the employment is based, as well as any adverse behavior provided it constitutes vengeful behavior or response to violence and harassment incident.
- Ensures compliance with the applicable Thales Group Policies

For the notification of the personnel the Company has determined the following actions:

- Training of all the personnel in this specific policy and the Company's grievance procedure, whether live or through e-learning courses.
- Making the policy available to the personnel by posting it.
- Inclusion of relevant subjects into Company's internal trainings.
- Creating informative material.

Emphasis is laid on the employees' obligation to report promptly unusual or alarming behaviors, threats, or potential violence in the workplace that themselves experience or they witness of. The harming behavior is not required to have a specific duration or to be repeated; only one, single act will suffice.

Company's personnel:

- Has the right to judicial protection
- can file a complaint at the Labour Inspectorate Body
- can file a report at the Greek Ombudsman
- can file a complaint at the Company's HR Management

Moreover, all employees are obliged to:

- Conform to the present policy and all relevant procedures.
- Cooperate in investigations of filed complaints.
- Participate in Company's training programs regarding the violence and harassment incidents.
- File complaints when such incidents are detected.

In addition to the preceding, the Company's executives have the obligation to:

- ✓ Consider for the policy's implementation under their field of responsibility.
- ✓ Elaborate appropriate behavior models under their field of responsibility.
- ✓ Restrain themselves from exhibiting adverse and prohibited behaviors in their duties' framework
- ✓ Act immediately when they are notified upon actions not permitted
- ✓ Encourage the employees under their field of responsibility to report any cases of violence and harassment that may have experienced or perceived.
- ✓ Notify promptly the HR Management for any violence and harassment instances under their field of responsibility.

Regarding the incidents of domestic violence, as they derive from the policy's domain of definition, THALES HELLAS adopts actions supporting all the

employees affiliated with the Company as described in the normative definition section and are considered victims of domestic violence and abuse. Every member of the personnel impacted by domestic violence and abuse can report the incident through the appointed reference person in order to notify the Company and take the necessary course of actions.

In case an employee wishes to address internally any event of workplace violence and harassment, can file the complaint through the following link

<https://thales.integrityline.org/>

In case an employee wishes to address to the public authorities any event of workplace violence and harassment, can file the complaint through the following communication channels:

- SEPE via e-platform <https://apps.sepenet.gr/portal/login> (anonymous complaint or create an account) or Citizen Service Line 1555, Complaints Line SEPE 15512
- The Greek Ombudsman tel. 2131306600 – A complaint can be filed through the website (www.synigoros.gr) and through post at: Chalkokondyli 17, zip code 104 32 Athens.
- Instant Mental Support and Counseling for Gender Violence Female Victims Line 15900

DEFRANOUX Patrick
Chairman and C.E.O.
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