

Autohellas

<i>Autohellas</i>	SOCIAL GOVERNANCE	
	PROPOSITION	
	HUMAN RIGHTS POLICY	Date of first issuance: 14/7/2021 Date of first amendment:

HUMAN RIGHTS POLICY

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1. INTRODUCTION.

2. APPLICATION OF PROCEDURE (VALIDITY/AMENDMENT) – SCOPE - DEFINITIONS

This Report Management Policy comes into effect immediately after its approval by the Board of Directors and is revised whenever corrections are required by the Company.

This Policy applies to all Group companies, including those based abroad. This Policy is binding on (i) the members of the Board of Directors (BoD), (ii) all employees of the Group, (iii) all suppliers working with the Group and its companies and establishes a framework to promote respect and protection of Human Rights, both within the Company's internal environment and in the sphere of influence.

The implementation of the Human Rights Policy is monitored by the Group's Board of Directors and the Compliance Unit.

3. ΣΚΟΠΟΣ

Respect for human rights is a fundamental principle of the Autohellas Group. The purpose of this policy is to raise awareness and ensure the commitment of Autohellas' employees, suppliers and partners to the respect and protection of Human Rights in all Business Areas of the Group's Companies.

4. ΑΝΑΦΟΡΕΣ

During the drafting process of this Policy, internationally recognized standards and guidelines have been taken into account, such as:

The United Nations Universal Declaration of Human Rights.

-The Principles of the UN Global Compact.

The United Nations Guiding Principles on Business and Human Rights.

-The Global Sustainable Development Goals (2030 Agenda)

-The Guidelines of the Organisation for Economic Co-operation and Development (OECD).

The United Nations Convention on the Elimination of All Forms of Discrimination against Women

5. STATEMENT/BASIC PRINCIPLES

At the Group, we recognize the importance of human rights as a fundamental principle for our society. We recognize that all human beings are born free and equal in dignity and rights. We are based on the following principles and are committed to protecting and promoting them:

Rights of Individual Liberty: We recognize the right of every individual to be free from all forms of slavery, forced labour or exploitation. We protect freedom of thought, conscience, expression and assembly..

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Rights of Equality: We are committed to promoting equality and combating all forms of discrimination based on gender, nationality, religion, race, social class or other category. We protect the right to equal treatment and equal opportunities for all.

Rights of Safety: We recognize the right of every individual to the protection of life, life freedom and its security. We are committed to taking all necessary measures to avoid incidents and any direct or indirect involvement of the Group in any form of forced or compulsory labor and human trafficking. We promote effective prevention of violence and crime, ensuring justice and access to a fair criminal justice system.

Social Security Rights: We are committed to providing access to health, health and social security, education and social welfare for all employees. We promote access to high-quality universal services, particularly protecting vulnerable members of society.

Rights to freedom of expression: We defend freedom of speech, press and information. We recognise the right to pluralism and free expression by all citizens, including the media and online platforms.

These principles represent our commitment to protecting and promoting human rights. We are committed to comply with international conventions and to develop legislation and policies to ensure that these rights are protected for all stakeholders.

We implement this policy, committing to our principles with the aim of ensuring the protection and promotion of human rights in all aspects of our society.

6. REPORTS

The Group, through its whistleblowing mechanism (anonymous or named reports), enables its employees to formulate any concerns, as well as reporting incidents of Human Rights violations. The Group, in order to encourage those with relevant information to report possible misconduct or irregularities in a timely manner, guarantees the confidentiality of the Report and the data it contains, as well as the anonymity of the report and the data it contains, as well as the anonymity of the reporting person, even if the Report subsequently turns out to be incorrect or unfounded.

The Group does not tolerate any kind of threat, retaliation, sanction or discrimination against the Reporter or the Reporter or those involved in investigating the merits of the Petition