



SA 8000 Policy

Effective date	Version	Issued by	Approved by
May 2025	Issuance	Internal Audit and Business Process Department	CEO GOODY'S everest Group

1. INTRODUCTION

Hellenic Catering is committed to implementing the principles of the SA8000 standard, aiming for high performance in social responsibility and ensuring fair and safe working conditions for all employees.

2. PURPOSE AND SCOPE

In line with the Vivartia Code of Conduct and the Group's Business Ethics Code, the SA8000 Policy reaffirms Hellenic Catering's commitment to achieving the highest standards of ethical and sustainable business development. The company supports and integrates SA8000 principles into its operation and complies with applicable laws and major national and international human and labor rights regulations.

This policy applies to all Hellenic Catering employees and is expected to be respected and implemented by all suppliers, partners, and stakeholders across the Group's value chain, in accordance with the Group's Supplier Code of Conduct.

This policy is based on the applicable legislation of the country and compliance is our constant commitment.

2.1 Validity and modification

This document remains in continuous effect. Relevant departments (per relevant sector), in collaboration with the Internal Audit & Business Processes Department, are responsible for drafting and revising the policy as needed.

2.2 Approvals – Roles and responsibilities

- The policy is approved by the CEO of the GOODY'S | everest Group.
- Management considers all significant changes in the organization, legislation, or business environment and establishes measurable indicators and goals. These are reviewed annually or as needed to ensure continuous improvement.
- The Social Performance Team (SPT) is responsible for monitoring and reviewing the policy (refer to relevant Appendix). SPT members are trained, knowledgeable, and adequately resourced to ensure full and continuous compliance with SA8000.
- The involved Departments (according to their area of responsibility) are responsible for providing clarifications regarding this policy, in collaboration with the Internal Audit & Business Processes Department.



3. BASIC PRINCIPLES

Child Labor Prohibition: The company is committed to not employing children below the minimum legal working age, supporting the education and development of young people. To achieve this goal, age verification procedures are implemented during recruitment and throughout the employment period of all workers. The company voluntarily and fully complies with the 5th Principle of the United Nations Global Compact, which is based on zero tolerance for incidents and conditions of child labor across the entire scope of its operations.

Forced Labor Prohibition: The company does not engage in any form of forced or compulsory labor, and all employees work freely and of their own will. At the same time, employees are provided with information about their rights and the available channels for reporting violations of those rights.

The company fully and unconditionally complies with Article 5 of the Charter of Fundamental Rights of the European Union, which explicitly states:

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labor.
3. Human trafficking is prohibited.

Health and Safety: The company prioritizes providing a safe and healthy working environment. Regular workplace risk assessments are conducted to identify, prevent, and mitigate risks (occupational risk assessments) and to properly manage all hazards and their impact on employees' health and safety.

Training programs on health and safety topics are organized, including emergency procedures, in full compliance with applicable health and safety legislation.

Freedom of Association and the Right to Collective Bargaining: The company respects the right of employees to form and join trade unions and to engage in collective bargaining. We facilitate dialogue and negotiation with employees and trade union organizations, and we are committed to not retaliating against employees who participate in union activities.

Non-Discrimination: The company is committed to providing equal opportunities to all employees and to avoiding any form of discrimination in the workplace. Programs are developed to promote diversity and equality, and mechanisms are established for reporting and managing complaints related to discrimination.

The principle of equal opportunity is protected by legislation and prohibits discrimination on any grounds, including but not limited to gender, race, color, ethnic or social origin, genetic



features, language, religion or belief, political or other opinion, membership in a national minority, property, birth, disability, age, family or social status, or sexual orientation.

The company does not tolerate offensive or inappropriate behavior, is committed to providing equal opportunities, and prohibits discrimination and harassment throughout all aspects of its organizational operations (recruitment and hiring, access to training and development, compensation, performance evaluation, etc.).

Working Hours: Hellenic Catering maintains working hours in accordance with national legal requirements and ensures a balance between work and personal life. Monitoring systems are used to ensure compliance with legal working hours (in line with applicable legislative regulations).

Fair Remuneration: The company ensures that all employees are fairly compensated, taking into account legal requirements and collective labor agreements. Regular reviews of compensation are conducted in relation to the market to ensure competitiveness, and clear information is provided to employees regarding their pay and benefits.

Disciplinary Practices: The company operates with respect and dignity toward all its employees. It does not tolerate any form of violence or mistreatment of its workforce. As part of its continuous development, Hellenic Catering implements the requirements of the SA8000 standard and raises awareness among internal stakeholders.

Hellenic Catering remains committed to transparency and accountability, encouraging all employees to report any violations of this policy.

The company acknowledges its obligation and is committed to investigating, with seriousness, discretion, and confidentiality, any complaint or report it receives. Where necessary, it activates the disciplinary measures system as defined in the applicable Employee Handbook. Disciplinary practices are applied fairly and consistently across all personnel, with respect for employees' fundamental rights.

4. TRAINING – AWARENESS AND COMPLIANCE

The company integrates this policy into its corporate culture through actions and communications, aiming to raise employee awareness and encouraging their active participation in the implementation of this policy.

All personnel demonstrate knowledge and understanding of the organization's policy statement, which includes its commitment to comply with the SA8000 standard.

This policy is published on the Group's Compliance website Compliance / Goodys - Everest Group of Companies, on the company's Policies and Certifications website as well as the company's intranet.

Through its Code of Conduct violation reporting mechanism (communication/complaint boxes, anonymous or named reports via mail and corresponding email), the company encourages employees and enables them to express any concerns and report incidents of Human Rights violations.

5. KEY ORGANISATIONS

Accreditation body: Social Accountability Accreditation Services (SAAS)

e-mail: saas@saasaccreditation.org

Social Accountability International (SAI)

e-mail: info@sa-intl.org

Certification body

EUROCERT

e-mail: info@eurocert.gr

6. REFERENCES

This policy was developed based on internationally recognized standards, including:

- UN Global Compact Principles
- EU Charter of Fundamental Rights
- UN Universal Declaration of Human Rights
- UN Sustainable Development Goals (Agenda 2030)
- UN International Covenants on Civil, Political, Economic, Social, and Cultural Rights
- UN International Covenant on Civil and Political Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Goody's everest Group Human Rights Policy

Date: 09/05/2025