

POLICY TO PREVENT VIOLENCE AND HARASSMENT

Hotel Management, in the context of its actions to address any form of violence, harassment or discrimination against any person or society, having in mind the provision of high quality services within a sustainable framework for itself and society, has formulated its policy of respect.

The Hotel and its Management are committed to:

- Comply with any legislative or other requirement regarding the rights of people and workers covered by its activities
- Comply with all measures and obligations relating to the implementation of the provisions of Part II of Law 4808/2021
- Promote the creation and consolidation of a working environment that respects, promotes and safeguards human dignity and the right of every person to a world of work free from violence and harassment
- Promote the creation and consolidation of a working environment which is equal to all people in it regardless of their specificities, opinions, preferences or other characteristics
- Be particularly sensitive to child labour in all parties interacting with it
- Not tolerate any deviant behavior or discrimination of any kind by any person
- Manage any grievance/complaint within 3 days, as of the time received.

To achieve this, the Hotel takes the following actions:

- The establishment of measures to prevent, control, mitigate and respond to such risks, as well as to monitor such occurrences or behavior
- Implementation of information and awareness actions for staff providing information on the rights and obligations of employees and the employer, as well as of people exercising managerial rights or representing the employer, to the extent of their own responsibility, in the event of the occurrence or reporting or termination of such incidents, and on the relevant procedure
- Employment protection and support for workers victims of domestic violence, as far as possible, by any appropriate means or reasonable accommodation
- Cooperation with the local community, both through the recruitment of employees from it and by seeking to participate in information actions taken by the hotel

The above guiding objectives-actions of our policy are achieved through:

- Assessing potential risks of violence, harassment or discrimination at work
- The appointment of a reference person ("liaison") to guide and inform employees on preventing and dealing with violence and harassment at work and discrimination against employees and the local community
- A regular review of the policy at least every three years

***Staff at all levels of the company are aware of the Hotel's Policy
Of Human Rights and are obliged to contribute to its implementation.***

The Management of the Company is committed to supporting the implementation of the Policy.

17/01/26

The Management

ΠΑΝΤΟΥΒΑΣ Α.Ε.
Κ/ΜΑ: PARALOS KOSTA MARE
ΠΑ: Τ.ΣΟΜΕΣΟΥ - ΤΗΛ.: 28970 22297
Ο/Μ: ΑΛΗ ΚΑΡΑΤΖΗ 74 - ΤΗΛ.: 2810 331437
714 41 - 1 ΠΑΡΑΛΕΙΟ ΚΡΗΤΗΣ
94090904 - Λ.Ο.Υ.: ΗΡΑΚΛΕΙΟΥ