

## INTRODUCTION

The COMPANY under the corporate name “GEORGIOS D. PANOPOULOS Engineering and Safety Consultants S.A.”, operating under the trade name **MANAGEMENT FORCE**, headquartered at 10–12 Kifissias Avenue, Maroussi, Attica VAT number 099085700, Tax Authority FAE Athens, GEMI No. 006496801000, telephone +30 210 6178080, and email [info@mforsafety.com](mailto:info@mforsafety.com), is fully committed to complying with all measures and obligations relating to the implementation of the provisions of Greek Law 5239/2025 (Article 3), concerning the prevention and response to all forms of workplace violence and harassment, including gender-based violence and sexual harassment.

Workplace violence and harassment constitute an issue of paramount importance for our COMPANY. The adoption of policies and measures aimed at preventing and addressing such phenomena is a statutory provision and has been intrinsically linked to the COMPANY since its establishment. The policies and measures, beyond promoting broader social objectives - such as combating discrimination, respecting diversity, and safeguarding the dignity of every individual - also contribute overall to the effective and more productive operation of our organization and to its sustainability.

## PURPOSE OF THIS POLICY

The purpose of this policy is to continuously reaffirm that the COMPANY’s working environment is founded upon and upholds principles of ethics and law relating to respect for all individuals without any discrimination. This objective is aligned with the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth).

Within this framework, the policy incorporates any requirement relating to the respect for human dignity and the right of every individual to a world of workplace free from violence and harassment, as provided for in Greek Law 5239/2025 (Article 3) and the relevant implementing legislation.

## SCOPE OF APPLICATION

This policy applies to all individuals employed by the COMPANY or engaged with it under any form of contractual arrangement.

SPECIFICALLY:

### A. PREVENTION AND COMBATING OF VIOLENCE AND HARASSMENT

**MANAGEMENT FORCE** conducts assessments of risks related to violence and harassment in the workplace, taking into account any potential risks arising from the nature of the activity, the job position, and factors such as gender, age, or other characteristics that may constitute grounds for discrimination, as well as risks affecting specific categories of employees (e.g., newly hired staff, night workers).

**MANAGEMENT FORCE** implements measures to prevent, control, mitigate, and address such risks, as well as to monitor any incidents or behaviors related to violence and harassment. The COMPANY maintains a zero-tolerance approach to violence and harassment, operates with strict confidentiality, and respects human dignity, adopting the objective of decent work and economic development, as defined in the United Nations Sustainable Development Goals. Indicatively, the COMPANY promotes a workplace environment in which respect for human dignity, cooperation,

and mutual support constitute core values. It implements awareness initiatives promoting healthy behavioral standards and addressing issues affecting vulnerable groups of employees. In addition, the COMPANY implements technical preventive measures within its facilities, such as ensuring adequate workplace lighting, and has established procedures for the management of reports and complaints, while regularly evaluating the effectiveness of its actions.

**MANAGEMENT FORCE** undertakes initiatives to inform and raise awareness among personnel regarding potential risks of violence and harassment in the workplace as long as the corresponding preventive and protective measures. Within this framework, targeted meetings are organized to address relevant issues and ensure the proactive management of potential risks. Furthermore, the participation of management executives and employee representatives in educational training programs concerning the identification and management of workplace violence and harassment risks is actively encouraged.

**MANAGEMENT FORCE** provides information regarding the rights and obligations of employees and the employer, as well as of individuals exercising managerial authority or representing the employer, within the scope of their respective responsibilities, in the event of the occurrence, reporting, or filing of complaints regarding such incidents. It also provides information regarding the procedures for receiving and examining complaints. Specifically, any person affected by an incident of violence or harassment—whether during recruitment, during the course of the employment relationship, or even after the termination of the contract or employment relationship within which the alleged incident occurred—may pursue the following options: 1) Seek judicial protection, 2) Submit a complaint to the Labour Inspectorate within the scope of its legal authority, 3) File a report with the Greek Ombudsman within the scope of its legal authority, 4) Submit an internal complaint within the Company in accordance with the Company's complaint management policy. The contact details of the competent authorities are as follows: Greek Ombudsman Hotline: +30 213 1306600 ([press@sinigoros.gr](mailto:press@sinigoros.gr)), Labour Inspectorate Citizen Service Line: 1555 ([helpdesk@sepenet.gr](mailto:helpdesk@sepenet.gr)), SOS Hotline 15900 for immediate psychological support and counselling for women victims of gender-based violence.

**MANAGEMENT FORCE** appoints Ms. Maria Agiasoti as the designated corporate liaison responsible for guiding and informing employees on the prevention and management of incidents of workplace violence and harassment. Employees may, and are encouraged to, contact her at +30 210 6178080 or [magiasoti@mforsafety.com](mailto:magiasoti@mforsafety.com). The role of the reference person is primarily informational and advisory, aimed at guiding and informing employees regardless of whether they approach the liaison in relation to an incident or complaint of workplace violence or harassment. The reference person is required to protect any personal data that may come to their knowledge during the exercise of their duties.

The COMPANY also ensures the protection of employment and provides support to employees who are victims of domestic violence, social injustice, or instances of non-compliance with management principles, to the extent possible, through all appropriate means or reasonable adjustments, such as, for example, flexible working arrangements upon request by an employee affected by domestic violence.

## **B. PROCEDURE FOR RECEIVING AND EXAMINING COMPLAINTS**

**MANAGEMENT FORCE** guarantees safe and easily accessible communication channels for the receipt and examination of complaints and ensures that complainants are appropriately informed, facilitating the relevant procedures. The person designated to receive, examine, and

manage complaints or grievances concerning incidents of violence or harassment is Ms. Maria Agiasoti, who may be contacted via email at [magiasoti@mforsafety.com](mailto:magiasoti@mforsafety.com). In all cases, at any stage of the internal procedure, the affected individual shall be informed of their right to submit a complaint to the competent administrative authorities (the Labour Inspectorate and Greek Ombudsman), as well as to pursue legal action before the competent courts.

The receipt, investigation, and management of complaints shall be conducted promptly and impartially, in a manner that respects human dignity and ensures the protection of confidentiality and personal data of both victims and the individuals against whom complaints are made, as collected in the course of performing the duties mentioned above.

**MANAGEMENT FORCE** is committed to complying with the prohibition of retaliation, as provided in Article 3 of Greek Law 5236/2025 and the applicable provisions of labor legislation.

In the event of a confirmed violation, **MANAGEMENT FORCE** shall take the necessary, appropriate, and proportionate measures against the individual concerned in order to prevent the recurrence of similar incidents or behavior. Such measures may include, indicatively a recommendation for compliance, reassignment of position, modification of working hours, change of workplace or working arrangements, and the termination of the employment or contractual relationship, subject to the prohibition of abuse of rights under Article 281 of the Greek Civil Code.

**MANAGEMENT FORCE** as well as any person responsible for receiving and managing complaints, is committed to providing full cooperation and assistance to the competent public, administrative, and judicial authorities, including the provision of any relevant information, upon request.

Maroussi, 20 March 2026  
For **MANAGEMENT FORCE**



Dr. Georgios D. Panopoulos  
Chief Executive Officer