

SOCIAL RESPONSIBILITY POLICY

At "ERATO HOTEL" our goal is to be recognized as an important company in corporate social responsibility, acting proactively by addressing the social, environmental and economic aspects and impacts of our business with key stakeholders.

For us, being a responsible company means integrating corporate social responsibility into our daily business in all our activities and achieving strong performance on the three key success indicators:

- A safe, healthy and satisfying workplace
- Clean environment
- Supportive communities

Our decisions and actions in each of these areas are underpinned by our core values and a strong code of conduct and ethics.

In this way, value is added to our business by gaining the trust of our key stakeholders and ensuring the long-term competitiveness and sustainability of our operations.

POLICY IMPLEMENTATION

- A safe, healthy and rewarding workplace

We are committed to ensuring a safe, healthy and fulfilling workplace that reflects compliance with the national and European laws in which we operate.

As part of this commitment:

- Invest in robust health and safety management systems (π.χ. ISO 45001).
- We continually improve the quality of our human resource management and strive to be a free-choice employer through competitive pay and benefits, hiring and employment practices, training and education programs, and other fair labor practices.
- Respect workers' rights to fair pay, privacy, safety, freedom of association and collective bargaining and freedom from harassment and discrimination in the workplace.
- Clean Environment

We are committed to continuously improving our overall environmental performance throughout the lifecycle of our operations.

Although our operations do not produce basic hazardous, toxic or other waste, we implement and maintain an environmental management system and support programs, based on ISO 14001:2015, that enable the company to protect the environment through improved resource and energy use efficiency, waste and waste management, and reduction of emissions and discharges to water.

We also monitor and measure the key features of our operations that can have a significant impact on the environment.

- Supportive Communities

We are committed to building long-term and trusting relationships with the communities in which we operate.

We work closely with the municipal authority, local authorities and other stakeholders so that our overall activities do not disrupt the quality of the environment and life.

Through the type of our products and facilities we promote and support the aims, projects and activities of the above authorities and bodies.

As part of our commitment:

- Proactively engage with local communities, regulatory bodies and non-governmental organizations and respond to questions and concerns in a timely, transparent and appropriate manner.
- Ensure long-term relationships with local and wider communities by aligning their development needs with our business goals.
- Respect for the culture, values, beliefs and rights of neighboring peoples.
- Working with governments and institutions to promote respect for human rights.

Application

Examples of applying this policy are included in a separate file.

- Responsibility

Management is responsible for ensuring compliance with this policy and implementation of its support programs and monitoring, from time to time, the status of the implementation of this policy.

The Management of each division, division, operation and subsidiary is accountable and has the necessary authority to create, maintain and implement documented programs, plans and procedures that support this policy.

All employees are accountable for the performance of their work in accordance with this policy. This policy should be read in conjunction with:

- Environmental, Quality and Food Safety Policy
- Respectful workplace policy
- Supply of Goods and Services
- Local Community Participation Program
- Applicable Internal Laws and Regulations

THE MANAGEMENT:

01/06/2023