



WORKPLACE VIOLENCE AND HARASSMENT POLICY

Company: MEDITERRANEAN A.T.E – OLYMPIA GOLDEN BEACH RESORT & SPA

Employer's details - Legal representative

SURNAME: BRATIS

NAME: ANDREAS

FATHER'S NAME: DIONISIOS

VAT NUMBER: 079373650

VAT OFFICE: AMALIADA

ADDRESS: MELINA MERKURI 6 VARTHOLOMIO ILIA

POSTAL CODE: 27050

APPROVAL: ANDREAS BRATIS

1 . The **MEDITERRANEAN A.T.E** , complies with all the measures and obligations related to the implementation of the provisions of the part II law.4808/2011 to prevent and deal all forms of violence and harassment, including gender-based violence and harassment and sexual harassment.

2. The purpose of this policy is to create and consolidate a working environment that respects, promotes and ensures human dignity and the right of every person to a world of work free of violence and harassment. **The MEDITERRANEAN A.T.E** declares:

Recognizes and respects the right of every employee to a safe working environment free of violence and harassment and that it does not tolerate any such behavior of any kind by any person.

3. The current policy is adopted in accordance with articles 9 and 10 of the l.4808/2021 and their legislation which mention the paragraph 1. of the article 3 of l.4808/2021.

A. Preventing and combating the violence and the harassment at work

- The violence risk assessment
- Measures to prevent, control, restrict and deal with these risks, as well as to monitor such incidents or forms of behavior.
- Actions to inform and raise the awareness among the staff
- The information about the rights and the obligations of the employees and the employer, as well as the persons belonging to the management, in the case of reporting such incidents as well as the relevant procedure.
- The designation of a person responsible for guiding and informing employees regarding the prevention and treatment of the violence and the harassment at work.
- The protection of the employees and the support for the staff that have been as victims of domestic violence with any appropriate or reasonable adjustment.

B. The procedure of the acceptance and the examination

- Communication ways- competent persons
- Investigating and examining complaints impartially and protecting the confidentiality and personal data of victims and complainants
- The prohibition of retaliation against the offended person
- The description of the consequences for finding violations
- The cooperation and provision of relevant information to the competent authorities if it's needed

Signed by
General Manager
Andreas Bratis

