



SOCIAL RESPONSIBILITY POLICY

In Oceanic Security we value our people and our success depends on them. All our employees must work in a safe, positive and supportive environment and have their rights upheld.

To ensure the well-being of our people, we follow the SA 8000 policy, which sets out the principles we follow in our Company processes. The policy is based on the SA 8000 standard, principles and rules of international human rights regulations.

We are committed to adhering to the principles of this Policy. Oceanic Security operates in accordance with applicable legislation both at national, European and international level, where this is required and we set measurable social responsibility goals.

Child labour

The Company condemns the use of child labor and does not employ workers under the age of 18. If such a case nevertheless occurs, then the case will be managed according to a specific procedure for the safety, health and protection of the minor. The Company also expects its partners and suppliers not to use child labor.

Forced and Compulsory Labor

The Company condemns the use of forced or compulsory labour, including prison labour, as defined in Convention 29, does not retain original identity documents and does not require staff to pay 'deposits' upon commencement of employment. No part of any employee's wages, benefits, property or documents shall be withheld in order to compel him to continue working for the Company. No remuneration or employment costs are borne by the employees in any way.

Employees have the right to leave the workplace premises after the completion of the standard work day and are free to terminate their employment provided they give timely notice to the Company.

The Society condemns human trafficking.

Freedom of association and collective agreements

All staff have the right to form, join and organize unions of their choice and to bargain collectively on their behalf with the Company. The Company will respect this right and will effectively inform staff that they are free to join an employee group of their choice without negative consequences or retaliation from the Company. The Company does not interfere in any way in the formation, operation or administration of workers' organizations or in collective bargaining.

The Company ensures that union members, employee representatives and any personnel involved with the employee group are not subject to discrimination, harassment, intimidation or retaliation for being union members, employee representative(s) or participating in the employee group, and that these representatives have access to their members in the workplace.

Discrimination

All employees are recruited on the basis of their suitability for the requirements of the role and, after recruitment, are evaluated solely and fairly according to their performance in relation to the requirements of the role. No employee is treated differently because of national origin, citizenship, marital status, color, religious belief, sex, sexual orientation, age, disability, political preference, socioeconomic status, union membership, and other characteristics or beliefs. All forms of discrimination and inequality recruitment, hiring and employment are prohibited.

All employee rights are protected with impartiality and respect for diversity. The company does not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of staff. No cruel or inhumane treatment is allowed.



Fair Pay

Company employees are paid based on role, equity, market practices and internal needs without any form of discrimination. We comply with all national laws on wages, overtime and working hours. We respect the right of staff to live with a decent wage.

Health and Safety

The Company is committed to providing its staff with a healthy and safe workplace. Where necessary, workers are provided with safety equipment appropriate for the work being performed, such as uniforms, footwear and personal protective equipment. Any form of practice or threat of workplace violence and harassment is prohibited and there is full compliance with applicable health and safety legislation.

This Policy is available to the Company's internal and external stakeholders and care is taken to ensure two-way communication. Any social responsibility issue that concerns the employees can be communicated either through the supervisors, or through the members of the Social Responsibility Team and the Social Responsibility representative.

The Management of Oceanic Security is committed to the observance and implementation of the Corporate Responsibility System and the provision of all the necessary resources for the implementation of this Policy, which it will update whenever deemed necessary.

In addition, for any matter related to the Corporate Responsibility Policy, interested parties may contact the following organizations:

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 SA

E-mail: info@eurocert.gr

CEO

OCEANIC SECURITY A.E.
ΔΙΟΙΚΗΤΗΡΙΑ ΕΠΙΧΕΙΡΗΣΗ ΓΑΡΟΧΗ-ΣΥΓΓΡΗΦΕΩΝ ΑΤΟΛΑΝΤΑΣ
25ης ΜΑΡΤΙΟΥ 15 - ΠΑΡΑΛΙΑ ΠΑΤΡΩΝ - Τ.Κ. 26333
ΤΗΛ. 2610 454927 - FAX 2610 454926
ΑΟΜ 994638007 - Γ.Δ.Ο.Υ. ΠΑΤΡΩΝ
Π.Ε.Μ.Η. 00034583316000
ΑΡ. Α.Ε.Α.Σ 3015/39/60/2104

Diogenis Dimakidis