

Health and Safety Policy

II: RESPECT POLICY

POLICY ON RESPECT AND PREVENTION OF VIOLENCE AND HARASSMENT

The Hotel Management



In line with its commitment to preventing and addressing all forms of violence and harassment, the Hotel Management has established the following Respect Policy.

COMMITMENTS

- Adhering to all measures and obligations related to the implementation of the provisions of Part II of Law 4808/2021 regarding the prevention and handling of all forms of violence and harassment, including gender-based violence and sexual harassment.
- Promoting the creation and establishment of a work environment that respects, promotes, and ensures human dignity and the right of every person to a workplace free from violence and harassment.
- Not tolerating any such behavior, of any form, from any individual.

To achieve these objectives, the Hotel ensures the prevention and combat of violence and harassment at work through:

- a) Assessment of risks related to violence and harassment in the workplace.
- b) Implementation of measures for the prevention, control, limitation, and handling of these risks, as well as monitoring such incidents or behaviors.
 - c) Actions for raising awareness and informing the staff.
- d) Providing information about the rights and obligations of employees and the employer, as well as those in managerial positions or representing the employer, regarding the reporting or complaint process of such incidents.
- e) Designation of a contact person (“liaison”) to guide and inform employees about the prevention and handling of workplace violence and harassment.
- f) Protection of employment and support for employees who are victims of domestic violence, to the extent possible, through appropriate means or reasonable adjustments.

Complaint Reception and Examination Process:

- a) Communication channels – responsible individuals.
- b) Investigation and examination of complaints with impartiality, maintaining confidentiality and protecting the personal data of victims and the accused.
 - c) Prohibition of retaliation against the affected individual.
 - d) Description of consequences in case of identified violations.
- e) Cooperation and provision of all relevant information to the competent authorities, if requested.

10/03/2023

The Management