



ATHENS 1/3/2023

**POLICY FOR THE PREVENTION AND TREATMENT OF
VIOLENCE & HARASSMENT AT WORK**

Employer - Legal Representative Details

SURNAME : PETRAKAKI

NAME: SOFIA SULTANA

FATHER'S NAME: MANOUSOS

OFFICE ADDRESS: 58 FRYNIS STR., VYRONAS 16232, ATHENS

1. MP ADVISORS complies with all measures and obligations related to the implementation of the provisions of Part II of Law 4808/2021 for the prevention and treatment of all forms of violence and harassment, including gender-based violence and harassment and sexual harassment.
2. The purpose of this briefing is to create and consolidate a working environment that respects, promotes and safeguards the human dignity and the right of every person to a world of work free from violence and harassment.
3. MP ADVISORS, through its legal representative, declares that it recognizes and respects the right of every employee to a work environment free of violence and harassment and that it does not tolerate any such behavior, of any form, *by* any person.
4. This information is posted at the workplace and is made accessible to all employed personnel in accordance with article 5 c. d) of Law 4808/2021 and covers the persons referred to in par. 1 of article 3 of Law 4808/2021, i.e. employees and employees of the company regardless of their contractual status.

A. Preventing and combating violence and harassment at work

(a) measures to prevent, control, limit and address such risks, as well as to monitor such incidents or forms of behaviour:

- Encouragement to maintain a working climate where respect for human

dignity, cooperation and mutual assistance are core values.

- Open communication with the employer and direct supervisors and colleagues.

- training/information of employees to carry out their duties.

- Training and information of employees in the procedures for the management of violent incidents.

(b) information on *the* rights and obligations of employees and employers, as well as persons exercising managerial rights or representing the employer, to the extent and extent of their own responsibility, in the event of such incidents being manifested or reported or denounced, as well as on the relevant procedure.

Any employee or employee with another relationship who is affected by an incident of violence and harassment against him/her, even if the relationship has ended, in the context of which the incident or behaviour allegedly occurred against him/her, has the right, in addition to judicial protection, to appeal to the Labour Inspectorate and the Ombudsman in accordance with Laws 3896/2010 and Law 4443/2016 on equal treatment.

Also, the same affected person has the right to submit a relevant complaint within the company (art. 10, Law 4808/2021), in which case the employer is obliged to take the necessary appropriate and appropriate measures on a case-by-case basis against the complainant (either an employee or an employee with another relationship, who violate the prohibition of violence and harassment) (art. 12, par. 2, Law 4808/2021).

In the event of a found violation of the prohibition of violence and harassment at work by the employer or a person exercising the managerial right or representing the employer or in the event that the employer fails to take appropriate and similar measures in the event of a violation of the prohibition by another employee, the administrative sanctions of article 19 par. 2 of Law 4808/2021.

Finally, every affected person, if he or she has a reasonable belief that there is an imminent serious danger to his life, health or safety, has the right to leave the workplace for a reasonable period of time without deprivation of salary or other adverse consequences, with the obligation to inform the employer in writing, stating the incident of violence and harassment and the incidents that justify his belief. However, if the risk has ceased to exist and the affected person refuses to return to the workplace, the employer may appeal to the Labour Inspectorate with a request for the resolution of the dispute.

c) ANGELIKI PAPPY is appointed as a reference person ("liaison") for the guidance and information of employees regarding the prevention and treatment of violence and harassment at work

d) The company is committed to protecting employment and supporting employees who are victims of domestic violence, to the extent possible, by any appropriate means or reasonable accommodation.

B. Complaint reception and examination procedure

a) The Company maintains secure and easily accessible communication channels for the reception of complaints.

b) undertakes to investigate and examine complaints with impartiality and protection of the confidentiality and personal data of victims and complainants.

c) prohibition of retaliation against the affected person (Article 13 of Law 4808/2021). Any retaliatory behaviour (such as termination of the employment contract and any other adverse treatment) against the person who has made a complaint, testimony, provision of information or a request for legal protection for an incident of violence or harassment is prohibited.

d) Description of the consequences on the detection of violations (Article 12 par. 2 of Law 4808/2021).

(e) cooperation and provision of any relevant information to the competent authorities, if requested.

CONTACT DETAILS REGARDING VIOLENCE AND HARASSMENT IN THE WORKPLACE

Employee Representative: PAPPY ANGELIKI

Labor Inspectorate Complaint Phone: 1555

Direct psychological support and counselling service for women victims of gender-based violence: SOS Line 15900

Ombudsman: 210 7292 129