

TEDRA Group, recognizing the great importance of corporate responsibility in modern social life, applies the Social Responsibility policy according to Standard SA 8000:2014, through a human-centered and fair human resources policy, aiming at the proper management of its relationship with its human resources.

The group aims at the full implementation of the current Greek and EU labour legislation, while it complies with the obligations arising from international conventions/acts: ISO, the International Declaration on Human Rights and the United Nations regulations, in accordance with the SAI standard. TEDRA Group has obtained all the licenses and authorizations required by law governing its activities, and is fully consistent with the limits to which it must adhere. The work is carried out by trained and experienced employees and by qualified crews, in order to ensure the safe and professional execution of the planned work, while its facilities have all the necessary measures and equipment for risk protection.

TEDRA Group takes special care in the continuous training, education and motivation of all its human resources, in order to raise awareness and create a sense of responsibility among its employees with regard to its operation, in accordance with the commitments of this policy. TEDRA Group management is committed to complying with the Social Responsibility Policy and to continuously improving its performance, which it monitors through objective measurement indicators. TEDRA Group's Social Responsibility Policy focuses on achieving the following:

- It will continuously improve its social face and performance in terms of the requirements of SA 8000 and its relationship with its employees.
- The group will not engage in or support child labor, and will not expose children or young workers to working conditions in or outside the workplace.
- It will not allow any form of forced labor.
- It will take all necessary measures to provide a safe and healthy working environment, and to prevent accidents and injuries that may be caused by or directly related to the workflow.
- It will recognize the right of workers to form and participate in trade unions of their choice.
- It will not condone or support the use of corporal punishment, mental or physical coercion and insult.
- There will be no discrimination in hiring, compensation, training, promotion, termination, dismissal on the basis of: age, race, cost, nationality, religion, disability, gender, sexual orientation, union membership or political ideology. No form of sexual harassment will also be allowed.
- It will apply the laws and industry standards regarding working hours. Overtime work is always an exception and must be paid with extra pay.
- Salaries will be at least at the minimum required by national legislation or the construction industry.

In order to meet the above commitments and to continuously improve the performance of Social Responsibility policy, TEDRA Group strives to ensure mutual cooperation with all relevant social institutions, customers, suppliers and partners, in a spirit of sincere and mutual respect.

The Social Responsibility Policy, with which all TEDRA Group's actions are harmonized, as well as the work regulations, are communicated to the Group's staff and partners.

Any claim or complaint can be sent to the following e-mail addresses:

SAI e-mail: info@sa-int.org, EUROCERT e-mail: info@eurocert.gr

Ioannis Toliou
Chairman & CEO TEDRA