

Anti-harassment and anti-discrimination policy

Our Policy Statement

At Micplast we greatly value our collaborative work environment and we want every employee to feel safe and secure. We do not tolerate sexual harassment, any other type of harassment or physical intimidation. Likewise, we do not tolerate any form of illegal or unfair discrimination against individuals or groups.

Global Application

Our offices are subject to local laws prohibiting harassment and discrimination. Because we want to uphold the highest standards equally across the company regardless of location, all employees, officers, directors, contractors and others working on our behalf are subject to this Policy. We also do not tolerate discriminatory, harassing, or retaliatory conduct by non-employees and other third parties when performing duties for or providing services to Micplast.

Prohibiting Sexual Harassment

We prohibit all forms of sexual harassment including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical acts of a sexual nature. Similarly, conduct that has the purpose or effect of interfering with an employee's work performance in an unreasonable way or creating an intimidating, hostile, or offensive work environment is prohibited. Verbal comments or physical actions of a sexual nature, regardless of whether they constitute sexual harassment, are unacceptable here at Micplast whether welcome or unwelcome. Examples of conduct we prohibit are:

- Verbal: Sexual innuendo, sexually suggestive comments, jokes of a sexual nature, unwanted sexual advances or propositions, implicit or explicit offers of employment benefits or favorable terms and conditions of employment in exchange for sexual favors, threatened or actual reprisals after rejection of sexual advances, graphic commentaries about a person's body.
- Non-Verbal: Leering, obscene gestures, sexually suggestive objects or pictures, cartoons or posters, suggestive or insulting sounds, suggestive or obscene notes or letters or electronic communications.
- Physical: Unwanted physical contact of a sexual nature, including sexually suggestive or offensive touching, impeding or blocking movement or brushing up against the body.

Other Prohibited Harassment

We also prohibit all other form of harassment including physical intimidation, bullying and verbal abuse. There is no place for violence or threats of violence in our collaborative environment. In short, we should always treat each other with respect as colleagues no matter what the situation.

Anti-Discrimination

At Micplast we respect and value the unique talents and contributions made by all individuals. There is no room for illegal or unfair discrimination at Micplast. We should never engage in any discriminatory conduct against individuals or groups based on any of the following:

- Age (40 and over)
- Ancestry
- Color
- Religious Creed (including religious dress and grooming practices)
- Use of Family and Medical Care Leave
- Disability (mental or physical) including HIV and AIDS
- Marital or Domestic Partner Status
- Medical Condition
- Genetic Information
- Military and Veteran Status
- National Origin (including language use restrictions)
- Race
- Sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding)
- Gender, Gender Identity, and Gender Expression
- Sexual Orientation
- Citizenship
- Political Affiliation

In many places the classes of persons listed above are protected from discrimination by law and it can be a crime or civil wrong to discriminate against persons in these classes.

We do not tolerate any act of discrimination against persons or groups in these classes regardless of location or local law. We also prohibit any act of discrimination prohibited by your local law.

Complaints and How We Handle Them

We take very seriously any allegation of sexual harassment, other harassment or discrimination. All complaints are kept confidential (to the extent possible) and investigated thoroughly by qualified personnel in a timely, fair and impartial manner.

Any Micplast employee who feels he or she has been subjected to harassment, discriminated against or retaliated against, or who feels he or she has witnessed any of the foregoing, should report such incidents immediately through one of the following channels unless local law requires a different process:

- Legal Department;
- Send an email to globalcompliance@Micplast.gr; or,
- Using the [Wistleblowing](https://whistleblowersoftware.com/secure/micplast) (<https://whistleblowersoftware.com/secure/micplast>) website.

You may choose to remain anonymous. If so, please use [Wistleblowing](https://whistleblowersoftware.com/secure/micplast) website.



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By law and by contract [Wistleblowing](#) will not reveal your name unless you choose to be identified. Please keep in mind that Micplast will not tolerate retaliation against anyone for making a report in good faith or against anyone who participates in an investigation.