

TRITON ACT
QUALITY · CONSISTENCE · RELIABILITY

SOCIAL ACCOUNTABILITY POLICY

TRITON ACT recognizes that its people are a key factor in its sustainable development and successful operation. The Company is committed to providing a working environment based on respect for human dignity, labour and human rights, equal treatment, safety and responsible business conduct.

Within this framework, the Company implements a Social Accountability Management System in accordance with the principles and requirements of SA8000, applicable national and European legislation, and relevant international principles and conventions on human and labour rights.

Management is committed to compliance with applicable requirements, prevention of adverse impacts on workers, continual improvement of the Company's social performance and provision of the resources necessary for the effective operation of the Management System..

Protection of Children and Young Workers

The Company does not use or support any form of child labour and complies with applicable legal and regulatory requirements regarding the minimum age for employment.

Where young workers are employed, the Company ensures that their work does not jeopardise their health, safety, development or education and that all applicable protective measures are implemented.

The Company expects equivalent compliance from its suppliers, subcontractors and other business partners.

Free and Fair Recruitment, Employment and Termination

The Company does not use or tolerate any form of forced, compulsory, bonded or unlawful labour or any form of human trafficking. No monetary deposits or other financial guarantees are required as a condition of employment, and original personal documents, wages, benefits or property are not withheld for the purpose of restricting workers' freedom.

Recruitment, terms of employment and termination of employment are managed transparently, lawfully and with respect for workers' rights.

Workers are free to leave the workplace after completing their lawful working hours and to terminate their employment relationship in accordance with applicable legal procedures.

Freedom of Association and the Right to Collective Bargaining

The Company recognizes and respects workers' rights to establish, join or choose not to join trade unions of their choice and to participate in collective bargaining in accordance with applicable legislation.

No worker or worker representative shall be subject to discrimination, harassment, intimidation or retaliation as a result of participation in lawful trade union or collective activities.

Equal Treatment and Freedom from Discrimination

The Company promotes equal opportunities and does not permit discrimination in recruitment, remuneration, training, professional development, allocation of duties or termination of employment.

Personnel decisions are based on objective and professional criteria and not on characteristics such as gender, age, national or social origin, race, colour, religion, disability, family status, sexual orientation, political opinion, trade union membership or any other characteristic protected by applicable legislation.

Dignity and Disciplinary Practices

All workers are treated with dignity and respect.

The Company does not permit or tolerate corporal punishment, mental or physical coercion, verbal abuse, intimidation, sexual harassment, violence, threats or any other harsh, inhuman or degrading treatment.

Any disciplinary processes are applied fairly, transparently and lawfully and with respect for workers' rights.

Working Hours

The Company complies with applicable labour legislation and collective arrangements concerning working hours, rest periods, leave, public holidays and overtime.

Work is organised in a manner that protects workers' health and well-being and ensures adequate periods of rest.

Fair Wages and Benefits

The Company ensures that workers are remunerated in accordance with applicable legislation, collective arrangements and agreed employment terms.

Wages, overtime payments, leave and other statutory benefits are provided transparently, lawfully and without discrimination or unauthorised reductions.

Health and Safety

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The Company is committed to providing a safe and healthy working environment and to taking appropriate measures to prevent occupational accidents, injuries and work-related ill health.

Health and safety hazards are identified and assessed, and appropriate organisational and technical prevention and protection measures are implemented. Where required, suitable personal protective equipment, information, training and safe working instructions are provided.

Workers are encouraged to report hazards, incidents and health and safety concerns without fear of retaliation.

Privacy and Protection of Personal Data

The Company respects workers' privacy and processes their personal data lawfully, fairly and transparently.

The collection and processing of personal information is limited to data necessary for legitimate and specified purposes, and appropriate measures are applied to protect such information against unauthorised access, use, disclosure or loss.

Communication, Participation and Grievance Management

The Company encourages active worker participation and communication on social accountability matters.

Workers and interested parties may raise questions, concerns, reports or grievances regarding the implementation of this Policy and social accountability requirements.

The Company ensures that relevant grievance mechanisms are accessible, confidential and fair and that no good-faith report or participation in a grievance investigation results in retaliation, adverse treatment or loss of rights.

Concerns are investigated objectively and, where necessary, corrective and remediation actions are implemented.

Suppliers and Business Partners

The Company seeks to promote the principles of social accountability and respect for labour and human rights throughout its business relationships.

Within its ability to influence and according to the level of risk, the Company assesses and monitors social accountability matters related to suppliers, subcontractors and other business partners and promotes action to address any identified adverse impacts.

Management Commitment and Continual Improvement

The Management of TRITON ACT retains ultimate responsibility for the implementation of the Social Accountability Management System and is committed to:

- complying with applicable legal, regulatory and other requirements;
- applying the principles and requirements of SA8000;
- establishing and monitoring appropriate social performance objectives;
- promoting worker participation and consultation;
- identifying and addressing social risks and adverse impacts;
- providing the necessary human, organisational and financial resources;
- monitoring the effectiveness of the Management System; and
- continually improving the Company's social performance.

This Policy is communicated to workers and made available to interested parties. It is periodically reviewed and updated whenever necessary to ensure its continuing suitability to the nature, scale and activities of the Company.

For the Management

Emmanouil Chatzimanolakis


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