

## SOCIAL ACCOUNTABILITY POLICY

### ALTER EGO is committed to:

- Complying with the requirements of the SA8000:2014 standard, and in particular:
  - Not engaging in or supporting the use of child labor or forced/compulsory labor
  - Providing a safe and healthy working environment
  - Respecting workers' rights to freedom of association and collective bargaining
  - Not engaging in or supporting any form of discrimination in hiring, compensation, training, promotion, or termination of employment
  - Treating all personnel with dignity and respect, and not engaging in or tolerating the use of corporal punishment, mental or physical coercion, or verbal abuse
  - Complying with national laws regarding working hours (not exceeding 40 hours per week) and overtime (not exceeding 150 hours per year)
  - Respecting the right of personnel to a living wage and ensuring timely payment of wages
  - Complying with applicable labor laws and adhering to the conventions of the United Nations (UN) and the International Labour Organization (ILO)
- Ensuring that the corporate social responsibility policy is effectively documented, implemented, maintained, communicated, periodically reviewed, and made accessible in an understandable form to all company executives and staff, whether directly employed, contracted in any form, or otherwise representing the company. It also ensures that the policy is freely available to the public and to external interested parties upon request.

Version: 2<sup>nd</sup>/31-03-2025

Athens

---

**Dimitrios Ziogos**  
General Manager

**SAAS - Social Accountability Accreditation Services**  
**Διεύθυνση Επικοινωνίας:**  
NYC Headquarters  
9 East 37th Street; 10th Floor  
New York, NY 10016  
United States of America  
Email: [info@sa-intl.org](mailto:info@sa-intl.org)  
Phone: +1 (212) 684-1414

**TUV AUSTRIA HELLAS – Φορέας Πιστοποίησης**  
**Διεύθυνση Επικοινωνίας:**  
Headquarters  
429 Mesogeion Av.  
15343, Agia Paraskevi  
Greece  
Email: [info@tuvaustriahellas.gr](mailto:info@tuvaustriahellas.gr)  
Phone: +30 210 5220920