




**dataplex**  
EXCELLENCE IN ICT


**POLICY FOR THE  
PREVENTION AND  
ADDRESSING OF  
VIOLENCE AND  
HARASSMENT IN THE  
WORKPLACE**

Athens,  
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## Introduction

Dataplex S.A. (hereinafter also referred to as “the Company”) declares that it recognizes and respects the right of every employee to a working environment free from violence and harassment and that it does not tolerate any such behavior, in any form, by any person.

The Company complies with all measures and obligations relating to the implementation of the provisions of Part II of Law 4808/2021 for the prevention and addressing of all forms of violence and harassment, including gender-based violence and harassment and sexual harassment.

As an entity employing more than twenty (20) employees, and in accordance with the provisions of Law 4808/2021 (Article 5), the Company is obliged to:

- receive, investigate, and manage any complaint or relevant report, demonstrating zero tolerance toward violence and harassment, ensuring confidentiality and respect for human dignity, and refraining from obstructing the receipt, investigation, and handling of such complaints or reports,
- provide assistance and access to any competent public, administrative, or judicial authority during the investigation of such incidents or behaviors, when requested,
- provide employees with information regarding potential risks of violence and harassment in the workplace and related prevention and protection measures, including the obligations and rights of both employees and the employer in such cases,
- post information in the workplace and make it accessible regarding the procedures in place at company level for reporting and addressing such forms of behavior, as well as contact details for the competent administrative and judicial authorities, in accordance with applicable legislation.

To meet these obligations, the Company has prepared an informational leaflet (“INFORMATION ON HARASSMENT AND BULLYING AT WORK”) as well as a document describing the procedure for submitting and managing relevant complaints (“MANAGEMENT OF INTERNAL COMPLAINTS OF HARASSMENT AND BULLYING AT WORK”). These documents are posted at the Company’s premises and are available to employees upon request from management and are also sent to employees’ corporate email addresses in the event of any substantial change.

## 1. Purpose and Scope

This policy aims to prevent and combat all forms of violence and harassment in the workplace, to ensure a safe, dignified, and non-discriminatory working environment, and to protect the mental and physical health of Dataplex employees.

The policy applies to all employees, associates, management, and third parties who interact with the Company.

## 2. Risk Assessment

The Company conducts regular assessments of risks related to violence and harassment, taking into account:



- the nature of its activities,
- job positions and working conditions,
- factors such as gender, age, disability, national or social origin, sexual orientation, or other characteristics that may lead to discrimination.

The assessment is updated whenever working conditions change and whenever deemed necessary by the Company and the competent safety officer.

### **3. Prevention and Response Measures**

The Company has communicated this Policy to employees, management, and relevant third parties, in writing or by any other means, and ensures that sexual harassment in the workplace is not tolerated, taking measures in every case of non-compliance.

At the same time, the Company ensures a safe, accessible, and friendly working environment, where relationships among all individuals are characterized by mutual respect, courtesy, honesty, understanding, trust, cooperation, and support.

Dataplex implements specific prevention, control, and response measures, including:

- clear definition of acceptable behaviors,
- development of mechanisms for early risk identification,
- recording and monitoring of incidents,
- immediate implementation of corrective measures where required.

The Company also informs all interested parties about prohibited discrimination, the importance of combating and eliminating it, and the stereotypes that sustain and reproduce discrimination, gender-based violence, sexual harassment, workplace inequality, relevant legislative provisions, and the benefits of their observance and implementation.

### **4. Staff Information and Awareness**

The Company ensures:

- employee information regarding this policy,
- awareness-raising on issues of violence and harassment,
- training of employees and executives on prevention and proper incident management.

### **5. Rights and Obligations**

Employees have the right to:

- a safe and dignified working environment,
- report incidents without fear of retaliation.

The employer is obliged to:

- promptly and objectively examine every complaint,

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- take the necessary protective measures.

## **6. Designation of a Contact Person**

A specific contact person (“liaison”) has been appointed and is responsible for:

- guiding and informing employees,
- receiving and managing complaints,
- ensuring confidentiality.

## **7. Protection of Victims of Domestic Violence**

Dataplex takes all appropriate measures or reasonable accommodations to protect employees who are victims of domestic violence, such as flexible working hours or reassignment of duties, where feasible.

## **8. Communication Channels and Complaints**

Complaints may be submitted orally or in writing to authorized members of management. All complaints are treated with seriousness and confidentiality.

## **9. Investigation Procedure**

Investigations of complaints are conducted impartially and objectively, with respect to confidentiality and full protection of the personal data of all parties involved.

## **10. Prohibition of Retaliation**

Any form of retaliation against a person who submits a complaint or participates in an investigation process is strictly prohibited.

## **11. Consequences of Violations**

In the event of a violation of this policy, the legally prescribed sanctions are imposed, depending on the seriousness of the incident.

## **12. Cooperation with Competent Authorities**

The Company fully cooperates with the competent authorities and provides all necessary information when requested.

