

ANTI-SLAVERY POLICY

Through this Policy, Top management of **ISOPIPE S.A.** declares, in line with SA 8000:2014, that:

ISOPIPE The company shall not engage in or support the use of forced or compulsory labour, including prison labour, as defined in ILO Convention 29, shall not retain original identification papers and shall not require personnel to pay 'deposits' to the company upon commencing employment.

ISOPIPE Not any of our works or services involves persons that have not offered to work voluntarily and are made to do under the threat of punishment or retaliation or demanded as a means of repayment of debt.

ISOPIPE Neither ISOPIPE S.A. nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the company.

ISOPIPE ISOPIPE S.A. ensures that no employment fees or costs are borne in whole or in part by workers.

ISOPIPE Personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment provided that they give reasonable notice to the company.

ISOPIPE Neither ISOPIPE S.A. nor any entity supplying labour to the company shall engage in or support human trafficking.

Top management of **ISOPIPE S.A.** encourages product suppliers and service providers to demonstrate a commitment to improved anti-slavery awareness.

Athens 17/03/2025

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Ath. Tzanos

General Manager