



## Code Of Business Ethics

### Import

The code of Business Ethics of **Iraklis Roupas Ltd** (hereinafter code) proclaims zero tolerance for fraud, corruption, violation of legislation and it has as its main objectives

- **Business ethics and honesty**
- **The formation of a common corporate culture and behavior with a clear value system**
- **Creating a climate of trust**

The code is part of everyday work, it works like a commitment to compliance with company procedures and policies and responding to ethical work dilemmas. Describes the expected behavior of employees and associates and it must be embraced and implemented by all employees, the administration and those who have an employment relationship with the company

### Business Ethics

For business ethics issues as well as in case you find or be informed of a possible violation or omission of an action by a person who maintains relationship with Iraklis Roupas Ltd, which is related to the business code. Ethics you can send your report to the company last name or anonymously with the following ways:

- e-mail to the address [ethics@roupascoffee.com](mailto:ethics@roupascoffee.com) , access to which limited to the Business Ethics Officer
- in writing at the company's headquarters at 37 Ag.Pavlou Str., 12132 Dove with the note " account of Responsible Business Matters Ethics"

**Iraklis Roupas Ltd** guarantees the confidentiality of your communication-reference and the your anonymity. The protection and maintenance of the good reputation of the company, the moral integrity, the transparency and honesty are inviolable principles, which are followed by all the people of the company but also all the stakeholders, the activities of which intersect with these **Iraklis Roupas Ltd**.

For its part, the company has a moral obligation to defend progress and well-being both her and her partners and on their part interested parties have a moral obligation to know and be part of specific standards, which reflect the principles of **Iraklis Roupas Ltd**.



## Human rights-non-discrimination policy

**Iraklis Roupas Ltd.** fully respects all fundamental human rights and it implements a non-discrimination policy in all its business activities; and transactions. The company has zero tolerance for child exploitation and child labour, corporal punishment, forced labour, trafficking people and coercive power. Having as a basic value the respect of all to all in **Iraklis Roupas Ltd.** any form of discrimination is prohibited as to the wage treatment, job development, education and conditions in general employment in the company due to: gender, religion, race, sexual orientation, gender identity, political beliefs, marital status, trade union action and disability.

Employees have all the rights deriving from the provisions of the current legislation, by this regulation, by employment contracts, etc. Every employee has the freedom and moral obligation to denounce phenomena that violate human and labor rights, such as discrimination, intimidation, rudeness, insult his personality.

## Health and safety policy

**Iraklis Roupas Ltd** considers the preservation of Health and physical integrity the inviolable Authority governing its activities and conduct of all staff. The company's obligation is the absolute harmonization with national and European legislation and strict observance of all provisions relating to health and safety. At the same time, it systematically seeks to improvement of Health and safety conditions in its facilities.

For their part, employees are committed to observing all labor rules and are asked to report incidents or situations that pose a threat to the health and safety.

## Environmental policy

The basic principle of **Iraklis Roupas Ltd** is to develop responsibly and in harmony with society and the environment recognizing the burden on the ecosystem from the thoughtless use of plastic, all packages of products are 100% recyclable.

Participate in CO2 NEGATIVE TRANSITION DECLARATION programs from 2021 in cooperation with production farms.



Due to the scope of the company's operations do not arise environmentally issues or implications for Public Health and safety. In the context of of social sensitivity, relevant information actions are carried out; or participation in actions carried out by social actors. One of these it is also the recycling of paper that takes place throughout the entire period of time. next year. At the same time, the company is trying to reduce unnecessary consumption energy, replacing older equipment related to electronics its computers, with new machines and regularly checking the system air conditioning in workplaces

## **EMPLOYMENT ISSUES**

The company has as its main axis, respect for Human Rights and equal treatment in employment. It considers that its human resources are the the main factor of its development and invests in it, taking care of the systematic training and providing equal opportunities for promotion and professional career. At the same time, it implements a meritocratic evaluation system the performance of each employee. Finally, the company ensures a safe working environment for all its employees in which the rules are observed health and safety.

For Iraklis Roupas Ltd

Iraklis Roupas