

Diversity, Equality and Inclusion Policy



29/03/2023



DOCUMENT TITLE

DIVERSITY, EQUALITY AND INCLUSION POLICY

POLICY TITLE DIVERSITY, EQUALITY AND INCLUSION POLICY		DOCUMENT TYPE GROUP POLICY
DATE OF ENTRY INTO FORCE 29/03/2023	CODE P41	VERSION 1

ENTITY IN CHARGE / BUSINESS OWNER GROUP HUMAN RESOURCES DIRECTOR	APPROVED BY BOARD OF DIRECTORS QUEST HOLDINGS
--	--

DOCUMENT ADDRESSED TO The personnel of Quest Holdings and its Subsidiary Companies.

CLASSIFICATION: PUBLIC DOCUMENT
--

1. Introduction

The Quest Group, through the Code of Conduct and Ethics, is committed to creating a working environment in which all employees are treated with respect and dignity.

In this context, it has established a Human Rights Policy and has created a separate Policy on Diversity, Equality and Inclusion, in order to highlight the Management's commitment to respect diversity, to ensure equality, as reflected in its policies and procedures, and the continued reinforcement of an inclusion culture, according to which all employees feel that they belong and participate.

2. Purpose

According to the Code of Conduct and Ethics of the Group, *respect for diversity is a key pillar for ensuring a functional and efficient working environment. In this context, the Quest Group provides equal employment opportunities and prohibits all forms of discrimination and acts such as gender, religion, race, color, nationality, disability, social class, political beliefs, age, marital status, sexual orientation or any other characteristics.*

The purpose of this Policy is to highlight and reinforce the principles of diversity, equality and inclusion, in line with Group values.

Furthermore, the recognition of the importance of promoting and implementing best practices concerning the adoption and integration of the principles of diversity, equality and inclusion at all levels of the hierarchy, namely the Board of Directors, senior executives, as well as all employees of the Company and the subsidiaries of the Group and the individuals seeking for a position of employment in Quest Holdings and the Group Companies, where possible.

Furthermore, increasing the awareness of Quest Group employees to promote equality among employees and to strengthen the inclusion of diverse groups in decisions concerning their career path.

3. Scope

The Diversity, Equality, Inclusion Policy governs the Quest Holdings and Group Companies (hereinafter "Quest Group").

In particular, the Management of the Company (hereinafter "Company" or "Quest Holdings") and its subsidiaries in which the Company participates with more than 50%, and/or has their control (hereinafter "Group Companies") are committed to complying with this Policy and have the necessary resources to implement it.

The principles of this Policy are expected to be respected by all employees.

The Management of the Company and the Group Companies disclose the Policy, as well as the accessibility through the website, to the third partners and suppliers, encouraging them to adopt these principles, so that they can be aligned accordingly.

4. Policy Description

The Quest Group recognizes that in an era where flexibility and creativity are the keys to competitiveness, promoting diversity in the composition of BoDs, senior executives and all employees is critical for its business growth. At the same time, it is recognized that diversity in the wider workplace can multiply the possibilities of access to a greater variety of solutions in matters relating to its business activity, increasing its competitive advantage.

This Policy expresses the will of Quest Holdings Management to support diversity at all levels of management, respect for all persons, irrespective of their differences, and use of diversity, equality, inclusion to improve work culture and the results of the Company and the Group Companies.

Diversity: means respecting and appreciating differences. Diversity includes the range of similarities and differences that each individual brings to the workplace, including, but not limited to, their national origin, language, race, color, disability, gender, age, religion, political beliefs, sexual identity, sexual orientation, socioeconomic status.

Equality: describes the key position which states that every person should have equal opportunities and the same potential for access and development, irrespective of their personal status.

In particular, it concerns the creation of a culture that respects, promotes and benefits from gender diversity and equality, as well as ensuring equal rights and opportunities for its people, attracting and developing female talents where possible and educating our leaders to take into consideration gender equality.

Inclusion: refers to the way in which the company ensures the participation in the work of an employee with diversity as well as focusing on the needs of each person and ensuring the appropriate conditions, so that each person can make full use of their potential. The inclusion creates a work culture and environment that recognizes, appreciates and effectively utilizes the talents, skills and perspectives of each employee. Inclusion is defined as the set of behaviors (culture) that encourages employees to feel valued for their unique qualities and at the same time to belong to a wider whole.

In particular, inclusion creates an environment that appreciates, respects and encourages different views, knowledge and experience. During the recruitment and promotion of candidates and employees, the relevant Directorate of Human Resources and/or the Board of Directors take into account diversity in the selection and appointment procedures.

In this context, the BoD seeks to ensure that there is no discrimination against employees based on diversity data, such as discrimination in relation to the remuneration they receive for their work.

Inclusion is an investment in the physical, mental and emotional well-being of the people of the Quest Group through ongoing relevant training.

The Quest Group recognizes the importance of providing flexible work arrangements for all employees to achieve the right balance between personal and work commitments, as well as creating a truly flexible work environment. It also facilitates and encourages transparent and cooperative dialogue on flexible working arrangements.

Achieving change and improvement for the Group and employees requires commitment and involvement of all parties. Employees at all levels and sectors of the Group should ensure that values of diversity and equality are part of their professional lives.

At the same time, the Diversity, Equality and Inclusion Policy forms the framework according to which plans for the management of prejudices and the strengthening of the conscious inclusion are implemented.

Specifically, in order to achieve two-way contact at all levels, the Quest Group provides all employees with multiple channels of communication, including: Employee Satisfaction Survey, intranet, personalized and group e-mail communication, unit meetings, evaluation of employee performance and skills, anonymous employee counseling and guidance meetings,

focus groups. Furthermore, the Group systematically seeks new ways of communication to ensure the dissemination of information and further improve communication and contact with employees.

People are the heart of the Quest Group and the principles of diversity, equality and inclusion are among the core business priorities, tasks and requirements.

The goal of the Quest Group is to create a working environment that facilitates the well-being of its people and the attainment of their goals.

The aim of the Quest Group is to create a culture that embraces diversity, equality and inclusion for all employees. The creation of a secure workplace governed by respect for diversity, equality and inclusion is the key to our staff successfully contributing to the achievement of the Quest Group objectives and achieving sustainable business results.

The principles of diversity, equality and inclusion are expressed in all the Policies and Procedures established by the Quest Group to recruitment, selection, development, promotion and remuneration of its employees. At the same time, they are directly linked to corporate culture.

1. In accordance with this Policy:

Assessing and managing diversity and equality means that the Quest Group:

(a) promotes and encourages the existence of a workforce taking into account the principles of diversity and inclusion, creating an environment of mutual learning, respect, dignity, open-mindedness towards other cultures and appreciation of diversity and different perceptions;

(b) the composition of the Company's Board of Directors and the Group's Companies reflects the application of these principles;

(c) seeks to ensure that business practices, systems and corporate procedures do not prevent individuals with differences of identity from having equal opportunities within the Quest Group;

(d) evaluate whether there are obstacles to the development and well-being of women in the workplace of the organization, such as wage inequalities, reduced access to leadership roles, harassment and moral abuse.

e) evaluates, measures and communicates the results of the actions and programs it implements, in accordance with the commitments, the rules and the objectives it has set for equality and diversity.

In this context and in order to ensure a culture of equality and equity in the workplace, the Quest Group plans and implements targeted actions, such as a study on pay gap, ensuring the participation of women in leadership programs, stereotype recognition and management programs, programs to manage abusive behaviors and strengthen boundary setting in the face of incidents of moral and sexual violence, inclusive leadership programs for all those involved.

2. Criteria for diversity in the BoD

Quest Group is committed to recruiting and retaining BoDs whose composition reflects - as far as possible - diversity in particular in terms of knowledge background, skills, experience and capabilities.

The BoD of the Company, through the competent Committee for the Nomination of Candidates and Corporate Governance, also takes diversity into account when drawing up the selection criteria and the required skills during the process of recommending to the Board of Directors

candidates for election. For the composition of the BoD the adequate representation by gender of at least 25% of all its members shall be taken into account. Quest Holdings, recognizing the benefits of the diversity of the members of the Board of Directors of itself and the Group Companies and considering that through this, among other things, it will maintain and strengthen its competitiveness, applies this Diversity, Equality and Inclusion Policy with the aim of inclusion of board members with elements of diversity and the creation of a diverse group of BoD members. Through the collection of a wide range of qualifications and skills in the selection of BoD members, the diversity of opinions and experiences is ensured, in order to make correct decisions in the interest of the Company. In particular, in the Eligibility Policy of BoD Members the basic diversity criteria applied by Quest Holdings are defined and constitute essential priorities. These criteria may also be applied by the Group Companies when selecting BoD members.

5. Reporting of incidents

Employees of the Quest Group must report any incident which they believe is contrary to this Policy through the basic incident reporting mechanism (milisemas@company.gr / where *company* indicates the corresponding company of the Group) of the Code of Conduct and Ethics applied by Company and the Group Companies.

6. Control of Application

The Human Resources Directorate of Quest Holdings as well as any company of the Quest Group is responsible for the faithful application to the organization of this Policy.

The Regulatory Compliance of Quest Holdings and any Quest Group company is responsible for the compliance check.

7. File of Changes

Version	Date	Description
1	29/03/2023	Initial version of Policy