



Doxiadis Associates

ANTI-BRIBERY POLICY

It is our policy to conduct all our activities in an honest and ethical manner. We adopt a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business transactions and relationships wherever we operate and by implementing and enforcing effective anti-bribery systems.

This policy applies to all individuals working at all levels and ranks, including the Board, directors, employees (permanent, temporary or appointed), consultants, subcontractors, seconded staff, home workers, casual workers, sponsors or any other person associated with us, or any of our affiliated companies or their employees, wherever located (collectively referred to as employees in this policy).

This policy covers:

- Bribery
- Gifts and hospitality
- Gifts and hospitality
- Political contributions
- Charitable contributions

For all of the above cases, detailed Guidelines for the implementation of the Policy have been issued.

We will comply with all laws related to anti-bribery and anti-corruption in all jurisdictions in which we operate. However, we remain bound by the laws in Greece with respect to our conduct both domestically and abroad.

We are committed to meeting all the requirements of the ELOT EN ISO 37001:2016 standard and to the continuous improvement of our Anti-Corruption Management System.

In case of a complaint or allegation, please send an email to doxiadis@doxiadis.com or anonymously to the company's postal address.

Athens, 20/05/2024
Georgia Sakarellou

CEO