



ATTIKH ODOS

November 2020

### COP - Communication On Progress 2019

I am pleased to confirm ATTIKI ODOS S.A. continued support for the UN Global Compact and its Ten Principles in the areas of human rights, labour, environment and anti-corruption.

ATTIKI ODOS S.A., is a subsidiary of ELLAKTOR Group, which is a signatory member of UN Global Compact. ATTIKI ODOS in itself, is a member of the local Global Compact Network Hellas -GCNH. Information on ATTIKI ODOS's environmental, social and governance (ESG) issues is included in ATTIKI ODOS Sustainable Development Report for 2019 issued jointly with ATTIKES DIADROMES S.A.

ATTIKI ODOS's Sustainable Development Report 2019, describes all actions taken to continually improve the integration of the Global Compact and its principles into the company business strategy, culture and daily operations and is primarily used to establish a communication channel with our key stakeholders.

Regarding UN Global Compact 10 Principles:

- **Principles 1, and 2 (Human Rights):** ATTIKI ODOS follows the requirements of ELLAKTOR Group Code of Conduct, approved in July 2016 by the Group BoD, according to which all employees are treated with respect, no form of harassment is tolerated, while the company ensures a healthy and safe working environment for both employees and sub-contractors.

- **Principles 3, 4, 5 and 6 (Labour):** ATTIKI ODOS offers an equal opportunities working environment, freed from any form of discrimination based on either visible characteristics such as age, sex, race, ethnicity and physical ability or non-visible such as culture, religion, marital status, experience and opinion.

Any form of child and forced labor is forbidden, while the company respects freedom of association and recognizes employees' right to collective bargaining.

- **Principles 7, 8 and 9 (Environment):** ATTIKI ODOS implements an Environmental and Energy Management System across company operations, certified by ISO 14001:2015 and ISO 50001:2011. The company's primarily objective is to manage resources (water and energy) efficiently as well as waste responsibly, minimizing the quantities that end up in landfills.

- **Principle 10 (Anti-Corruption):** ATTIKI ODOS complies with ELLAKTOR Group Code of Conduct, as well as Group's Anti-Bribery Policy approved in January 2020. The Group and all its subsidiaries carry out their activities honestly, ethically, with integrity and in line with applicable laws, regulations, standards, policies and guidelines as well as the Code of Conduct. A whistle-blowing mechanism is available to employees, suppliers, and any other interested party to report any breach with the Group's Code of Conduct and policies.

As we are during the COVID-19 pandemic, our primary concern for 2020 is to carry on with our business plan and activities, while taking all the necessary measures to secure the health and safety of our employees, our subcontractors' employees, our customers and users, and respond to urgent societal needs as they arise.

Yours faithfully,

Dimitrios Kallitsantis  
Chairman of the Board of Directors &  
Managing Director ATTIKI ODOS SA

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