

LABOR & HUMAN RIGHTS REPORT

OBJECTIVE

This Human Rights and Labor Reports outlines the KPIs used that reflect the statements of the Human Rights and Labor Policy in order for PROMIDEA SRL to demonstrate the efforts towards ensuring that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. This report is based on the ISO26000 core subjects that are relevant to PROMIDEA SRL.

SCOPE

This Labor & Human Rights Report presents KPIs that include all PROMIDEA SRL employees.

Reporting period: 01/01/2023 - 31/12/2023

Overview

Total number of hours worked in the last financial reporting period: 120.888h

Number of employees (including apprentices and self-employed) by gender and professional category

Employees	Male	Female	% Female from total
Board	2	3	60,0%
Number of Directors	2	2	50,0%
Number of Managers	4	3	42,9%
Number of Office Workers	22	40	64,5%
Number of Workers	0	0	0%
Number of Apprentices	3	5	62,5%
Self-employed	5	6	54,5%

	2022	2023
for the most represented professional category the difference between the average wage/salary of men and women	1,13%	1,281%
ratio between the highest wage/salary in your company and the median (times)	3,64	3,33
Indicate the percentage of total employees belonging to protected classes and/or minorities underrepresented	0	0

Subject	Key Issue	Initiative details	KPIs	Target	2020	2021	2022	2023	Trend
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Version: A/Issue date: 14/12/2015 / Review date: 13/02/2023	Approved by: Kapatos Ioannis
Author: Filoglou George	p 1 of 4

Continuous professional development	On job training	Individual training	Training hours per employee	48	46.1	46.2	46.4	46.9	+0.3
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Subject	Key Issue	Initiative details	KPIs	Target	2020	2021	2022	2023	Trend
Organizational governance	Internal control	Strengthening information security and expanding education/training	Training attendance rate	100%	92.2%	93.1%	93.5%	93.9%	+0.4%
Human rights	Respecting human rights	Human rights education and training	Training attendance rate	100%	92.2%	94.1%	94.1%	93.8%	-0.3
	Conflict	Supply chain audits and enhanced education/training	Staff training attendance rate	100%	91.1%	93.2%	93.6%	93.6%	-
	Respecting human rights	Discrimination and harassment control	Discrimination and harassment complaints	0	0	0	0	0	-
	Respecting human rights	Human rights education and training	% employees receiving training On discrimination and harassment	100%	93%	94.2%	94.8%	94.9%	+0.1%
	Respecting human rights	Internal control	number of resolved cases	100%	No case	No case	No case	No case	-
Labor practices	Decent work (a rewarding workplace)	Improvement in workforce stability	Workforce stability after three years	95% or more	91.3%	90.6%	91.4%	92.2%	+0.8%
	Occupational health and safety	Monitoring of occupational injuries	Accident frequency rate	Zero	zero	zero	zero	zero	zero
	Occupational health and safety	Monitoring of occupational injuries	Accident severity rate	Zero	zero	zero	zero	zero	zero
	Occupational health and safety	Prevention of occupational injuries	Number of workplace accidents requiring time off from work	Zero	zero	zero	zero	zero	zero
	Occupational health and safety	LTI	Lost time injury (LTI) frequency				zero	zero	zero

			rate for direct workforce						
Occupational health and safety	LTI		Lost time injury (LTI) severity rate for direct workforce				zero	zero	zero
Diversity	Promotion of diversity		Hiring rate for new college graduates	100%	91.4%	92.1%	94.2%	94.8%	+0,6%
			Number of female directors	40%	36.2%	36.2%	44.8%	50%	+5,2%
			Rate of disabled person employment	1%	zero	zero	zero	zero	zero
			workers from minority groups	1,5%	0%	0%	0%	0%	-
	Promotion of active participation of women	Rate of female managers	20%	21.2%	21.9%	28.3%	37.5%	+9.2%	
	Promotion of active participation of women	Percentage of women employed in relation to the whole organization	50%	63%	62%	65%	60,9%	-4,1%	
Work-life balance	Encouraging employees to take paid leave	Paid leave usage rate	85%	95%	95.4%	96.0%	96.0%	-	
Fair personnel evaluation systems	Assessment by subcontractor		1/3years	1	zero	zero	1	-	

General Manager
Kapatos Ioannis

