

Gender Equal Pay

Golden Automation System (“Golden AS”) has the goals, by 2030, to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Golden AS is committed to ensuring equal pay for like work and work of equal value among all employees. Beyond the obvious and legitimate reasons of fairness and equality, we believe that a company committed to gender equality will more effectively attract and retain top talent, which in turn yields greater business productivity. **Golden AS** recognizes the importance of, and is committed to, providing a fair and objective pay system which is free from gender bias.

Golden AS objectives relating to equal pay are to:

- Eliminate unfair, unjust, or unlawful practices that impact pay as it relates to gender.
- Take appropriate remedial action regarding evidence of gender pay inequity.
- Review other company policies and rewards to ensure consistency with equal pay principles.

To achieve these objectives **Golden AS** will:

- ✚ Inform team members as to how these processes and practices work and how their own pay is determined.
- ✚ Respond decisively to grievances on equal pay matters.
- ✚ Monitor pay/bonus statistics regularly and gather other relevant information to assess the impact of these objectives.

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Updated: July 2023

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Date Issued	Jul-23