

<p><b>MANUAL</b> HPI MANAGEMENT SYSTEMS MANUAL ANNEX 4</p>		<p>HPI_A4-01_Annex 4</p>
	<p><b>POLICY FOR INCLUSION &amp; DIVERSITY</b>  <b>FOR SUPPLIER DIVERSITY</b></p>	<p>Date of Issue: 11/06/2022 Page: 1 of 2</p>

HPI Supplier Inclusion and Diversity Policy aims to include a more diverse range of suppliers to provide us with products and services through increasing engagement and opportunities (e.g. suppliers that are owned by, or employ, people or groups that are traditionally financially excluded and/or underrepresented in the Greek economy and/or have a social or environmental mission).

HPI embrace a society where all workplaces can have individual who participate and develop regardless of age, cultural background, disability, ethnicity, sex, gender identity, marital or family status, religious belief, sexual orientation or socio-economic background, perspective and experience.

HPI seeks to promote social and economic participation with our supplier partners and has establishes a policy and performs specific actions that value and promote inclusion and diversity. HPI recognize the opportunities that supply chain creates to positively impact people through inclusive and diverse sourcing strategies and practices. HPI presents all respective actions in its Sustainability Report.

Our desired social and economic outcomes include:

- improved economic participation by suppliers which are traditionally financially excluded and/or underrepresented in our economy;
- increased opportunity for suppliers that have a social or environmental mission; and
- increased capability and commitment from our supplier partners to drive inclusion and diversity within their organizations and communicates, particularly through improved employment outcomes.

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HPI supports the inclusion opportunities in supply chain with the following diverse business groups:

- Businesses owned by Women
- Social businesses
- Suppliers that are owned by, or employ, people or groups that are traditionally financially excluded and/or underrepresented
- Suppliers that have a social or environmental mission in terms of sustainability
- Suppliers that publish Corporate Social Responsibility and/or Sustainability reports