



# ÖKOHAUS GER LTD

## OFFICIAL SIGNED POLICY ON VIOLENCE AND HARASSMENT IN THE WORKPLACE

### **1. Definitions**

The term 'Violence and Harassment' includes any unwanted behavior, act, or threat that may cause physical, psychological, sexual, or economic harm. Harassment can be verbal, physical, visual, or based on gender or other discriminatory grounds. Sexual harassment includes unwelcome touches, comments, innuendos, or offers of professional advantages in exchange for sexual favors.

### **2. Discrimination and Retaliation**

ÖKOHAUS GER prohibits any form of discrimination or retaliation against individuals who report, resist, or participate in the investigation of such incidents.

### **3. Purpose of the Policy**

The aim is to foster a respectful work environment, free from discrimination, violence, or harassment, in compliance with Cyprus Law 6(I)/2022.

### **4. Scope of Application**

This policy applies to all individuals working with or linked to ÖKOHAUS GER: employees, contractors, candidates, former staff, visitors, and suppliers.

### **5. Zero Tolerance Declaration – Risk Assessment**

The company implements a zero-tolerance approach. Behaviors such as verbal insults, sexist or racist jokes, touching, intimidation or exclusion will not be tolerated.

### **6. Preventive and Corrective Measures**

The company adopts all necessary measures to prevent and address incidents. It promotes awareness, organizes educational activities, and supports victims of domestic violence.

### **7. Rights and Obligations of Employers & Employees**

Affected individuals are entitled to:

- Seek legal protection through the courts
- File a complaint to the Cyprus Department of Labour Inspection
- Submit an internal complaint to the company
- Leave the workplace temporarily without salary loss, when facing immediate safety risks

### **8. Protection and Confidentiality**

The company ensures confidentiality and personal data protection for those reporting incidents. Complainants are protected from retaliation.

### **9. Contact Points – Policy Officer**

The designated Policy Officer is the Administration Management. You may contact:

- By email: [info@okohausger.com](mailto:info@okohausger.com)
- Or by phone: 7000 2797.

## 10. Policy Review

This policy is reviewed every two years or whenever deemed necessary.

Signed by the Director.

Larnaca, 20 June 2025

Managing Director  
Elias Elia