

Objective

At Sarantis Group we comprehend and recognize that our operational activity has direct and indirect economic, social and environmental impacts on all our stakeholders, including consumers, employees, investors, customers, partners and local communities in which we operate worldwide.

Fully recognizing the importance of our contribution to sustainable development, the purpose of this policy is to commit to responsibly managing these impacts throughout the Group's value chain, from the production of the raw materials we supply to the use and disposal of our products by consumers.

The Group's business practices are designed to create value in the short and long term, maximizing positive impacts, such as creating employment, ensuring occupational health & safety and wellbeing, while mitigating negative effects, such as greenhouse gas emissions or the use of plastic.

The company's Sustainable development policy is based on:

1. In compliance with current legislation
2. Contributing to the United Nations Sustainable Development Goals
3. The Precautionary Principle or approach - Principle 15 of the Rio Declaration on Environment and Development.
4. The Principle of Materiality, as defined by the GRI Standards, through which the Group undertakes to prioritize at least every two years the most important economic, social, and environmental impacts it creates
5. The Principles of the United Nations Global Compact

Scope and duration of application

This Policy covers all the activities of the Group and is linked to individual procedures, standards, voluntary and regulatory commitments that may create liabilities to third parties.

The Policy will be reviewed every two years.

Aspects

The Sustainable Development Policy covers the following economic, social and environmental aspects of the Group's impacts, which arise following the observance of the Policy Principles, and which are reviewed at least biennially, in the context of the analysis of substantive sustainable development issues of the Sarantis Group:

1. Sustainable Production and Consumption:

- Ensuring product quality and customer safety.
- Practicing responsible marketing and product environmental and social labeling.
- Safeguarding sustainable, and circular sourcing of raw and packaging materials
- Minimizing packaging and adopting circular economy waste practices.
- Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution.

- Investing in R&D for innovative and sustainable products.
- Assessing suppliers against ESG criteria (i.e. energy, emissions, water, biodiversity, human rights, etc.)
- Improving water use efficiency, wastewater treatment and circularity in production.
- Supporting responsible consumption and sustainable lifestyles.

2. Responsible Governance:

- Ensuring robust economic performance.
- Safeguarding corporate governance, regulatory compliance and business ethics

3. Empowered Employees

- Creating employment and ensuring human capital development.
- Ensuring occupational health & safety and wellbeing.
- Safeguarding employee diversity, equal opportunities and human rights.

4. Thriving Communities

Being an active part of the society across our operational region, the Group effectively supports the needs of the local communities and implements similar initiatives. The impact of the Group on the local and wider community is deeply understood and expressed through financial contributions, product donations and many other initiatives aimed at increasing the positive economic, social, and environmental impacts on all stakeholders.

Marousi, 15/05/2021