



2020

SUSTAINABILITY REPORT



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Message from Sarantis Group CEO

GRI 102-14, ATHEX C-G1



“Addressing the respective challenges of the wider economy, society, and environment, especially on issues related to our sector, is not only a moral obligation but also a business incentive.”

The Covid-19 pandemic not only defined 2020, but challenged us all, both professionally and individually. As the pandemic escalated, we have faced numerous challenges and rose to the circumstances posed by the new reality. Throughout this period, the Group's priority has been to ensure the protection and safety of its employees, the uninterrupted business continuity across all our operations and particularly the supply of products in high demand.

The Group responded with resilience and ingenuity demonstrating its ability to withstand shocks and emerge stronger. Specifically, the Group managed to maintain a solid financial position and follow its strategic expansion plan, generating profitable growth and additional value to its stakeholders, while presenting its enduring strengths. Our significant overall performance, achieved during some of the most volatile and unpredictable conditions, gave us drive to continue mobilizing social and financial support to the communities where we operate, contributing in local prosperity.

This year was critical as the COVID-19 pandemic forced everyone to make radical changes in our everyday lives. Sarantis Group apart from being agile relative to emerging societal needs, adapted its production lines to produce a new antibacterial and hand cleansing product line, enriching its diversified product portfolio, while responding to high demand levels. Moreover, we steered the Group successfully through the first phase of the pandemic after having ensured the protection and safety of our employees, customers, partners and consumers by enacting a special management

action plan and precautionary measures in line with each state's government in which it operates and in accordance with the official WHO's guidelines.

For us responding to the economic, social and environmental needs and expectations of our stakeholders, but also contributing to addressing the respective challenges of the wider economy, society, and environment, especially on issues related to our sector, is not only a moral obligation but also a business incentive, as we seek to maintain the optimum balance between our economic performance and responsible environmental and social practices. We are committed in addressing four main pillars in our sustainable development strategy: responsible governance, thriving communities, sustainable production and consumption, and empowered employees.

Responsible governance: Sarantis Group exhibits a healthy financial position, supported by the improving profitability of the business and balanced capital expenditure. Despite the adverse circumstances posed by the COVID-19 pandemic, the Group, committed to its strategy, invests the cash generated by the business behind initiatives to accelerate growth, either organically or through acquisitions, and to return value to its shareholders. The year 2020 was also the last year in which the Corporate Governance Code was in effect. As Sarantis is obliged to comply with the new legislative and regulatory framework regarding Corporate Governance, moving forward to 2021 we chose to adopt the Hellenic Corporate Governance Code and Hellenic Corporate Governance Council. To achieve that, a multidisciplinary compliance procedure was initiated and is well underway.

Thriving communities: Sarantis Group supported the forefront of the pandemic and cared for those affected, by increasing contributions to the society, focusing on strengthening the health sector and supporting those in need in the Group's countries, through product and monetary donations, as well as donations in-kind to hospitals, nursing homes, NGOs and other socially vulnerable groups. Sarantis Group in Greece offered cleaning products to schools, NGOs, nursing homes and hospitals as well as a 70,000€ donation to the Greek Ministry of Health and supported educational programs on personal hygiene. Similar product and financial donations were conducted by Sarantis Group in Poland, Czech Republic, Slovakia, Ukraine, Serbia and North Macedonia. Thanks to the extraordinary efforts and dedication of our most valuable asset, our employees, we were able to implement contingency and business continuity plans in order to safeguard production plants and enable the Group's supply chain to remain fully operational in order to ensure the uninterrupted business continuity and the continuous supply of high-demand products to the market.

Sustainable production and consumption: Many sustainability driven changes are disrupting the sector and gain more and more traction between producers and consumers, shifting the demand to sustainable raw materials, more efficient production processes, more sustainable product lines and less packaging waste. Consumers are increasingly aware of the impacts their everyday choices have to the society and to our shared resources, asking for products that derive from sustainably sourced materials, with less non-recyclable packaging, that do not harm the environment when used. In these challenging times, Sarantis Group's strategy towards providing sustainable and safe products to our consumers is crucial. Our priorities are well established, and we are fully committed in safeguarding the environment as well as our consumers and employees' health and safety by providing products they trust for themselves and their families. We developed in-house a complete eco range of household products under the Green Life concept and at the same time we replaced single-use plastic products. Furthermore, we continued our investments in automated production processes and production technologies that will allow us to increase sustainable sourced ingredients use. We strive for the optimal result regarding customer and environmental safety by increasing the percentage of sustainable, biodegradable ingredients in our formulas and increase recycled and recyclable packaging materials. Our commitment towards the environment is even more strengthened thanks to the growing list of Sarantis Group production sites that obtain the ISO 14001 Environmental Management System certification.

Empowered employees: Our focus is our people, our most valuable investment. Thanks to them our business develops and flourishes. We are committed in ensuring the health, safety and wellbeing of our people. We are committed in safeguarding our employee's diversity, offering equal opportunities and safeguarding human rights for all. We are committed to establishing a better environment and prospects for them as we recognize they are a key catalyst for our path towards sustainable development. Amidst the COVID-19 pandemic outbreak and with an absolute sense of responsibility towards our employees and the society, we embraced Smart-Working and a special coronavirus protection policy for our people, ensuring at the same time our business continuity, remaining committed to continue offering high quality brands.

For 2020, the Group exhibited a healthy financial position, supported by the improved profitability of the business during the COVID-19 pandemic. Despite the challenges, the Group remained committed to its strategy, investing in initiatives to accelerate growth, either organically or through acquisitions. Thanks to our customers support and our employees' commitment, Sarantis Group continues to actively contribute to the economies and societies involved within our operation processes, create employment and opportunities and ensure environmental and occupational safety.

The pandemic did not only reveal the magnitude of the health, social and environment risks that weigh on humanity and our planet, but it also highlighted further the sensitive role companies must play towards building a more responsible and sustainable world. We aspire to rise to the occasion towards this change going forward.

Kyriakos Sarantis
CEO of Sarantis Group



SARANTIS GROUP AT A GLANCE



SUBSIDIARIES IN **12** COUNTRIES
EXPORTS IN **50** COUNTRIES

Strong international presence

We operate in 12 countries through subsidiaries and have presence through exports in more than 50 countries worldwide.



Financial Performance

Over the last decade we have achieved a 2x growth in sales, a 4x growth net income and a 6x growth in market cap.



25+ Strategic partnerships

We collaborate with leading international consumer companies that aim to grow their business in our region.



2,600+ employees



110,000 Point of sales

Strong distribution network across our region and commercial excellence in the PoS reinforce our consumers engagement.



50+ years of presence

A history full of successes that shapes the way we do business today.



4 Production facilities

operating under the strictest quality and safety criteria



LUXURY COSMETICS



PERSONAL CARE



HEALTH CARE



HOME CARE



PROFESSIONAL PRODUCTS

100+ brands of high quality and recognition in our portfolio



2020 ESG HIGHLIGHTS



36%

of our input materials used in our Polipak production site are recycled



75%

of our waste production is diverted from disposal

-9.6%

reduction of our energy intensity ratio to 0.42GJ per thousand Euros of net sales.

-16%

reduction of our GHG emissions (Scope 1 & 2) intensity to 0.07 tCO₂e per thousand Euros of net sales



56%

of our employees are women

96%

of our employees were employed full time



94%

of our employees had permanent contracts

0.18

rate of recordable work-related injuries



67%

of our procurement budget is allocated to local suppliers

0

incidents of non-compliance with regulations concerning the health and safety impacts of our products, product marketing communications, information, labeling and corruption.

+30%

increase of amounts paid to governments through taxes etc.



93%

generated economic value distributed



1

ABOUT SARANTIS GROUP



1.1 VISION, MISSION AND VALUES

GRI 102-16, ATEX C-S5, ATEX C-G2



Our vision

Our vision is to become the fastest growing Home care, Personal Care and Beauty business in our territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

Driven by innovation and quality excellence, the Group has achieved to develop in this scale due to its given emphasis on know-how, specialization and high quality, without compromise.

Our continuous research aims to improve and create new products that ensure our high quality, as product development plays a crucial part at our business model.

Our mission

We are a long-standing reputable company built on excellence, trust, humbleness and ownership, committed to bringing sustainable growth and achieving a positive impact on people's everyday lives.

We consist of a team of passionate and dedicated people for whom we are proud of, who are committed to maximize company's heritage. We are always close to our stakeholders, as an indispensable partner, working with them, creating value through the unique impact of our brands and our operational excellence. We embrace local communities we operate in and empower them through initiatives that help build a better today while caring for tomorrow.

Our mission is to uplift the mood of consumers, with beautiful simplicity that makes everyday life better, by being always nearby, working closely with our stakeholders to create value sustainably.

Our values

Sarantis Group aims in creating value for all stakeholders, as sustainability constitutes an integral part of the Group's business model. The Group seeks to maintain the optimum balance between its economic performance and its responsible environmental and social practices. In fulfilling the Group's mission, we are guided by our values. They are the foundation of our business model and, together with our solid financial performance, create the basis of our successful future development.

Our values define how we do business with our colleagues, business partners, customers, consumers, employees, suppliers, local communities, business associations, banks and financial institutions, state bodies, and shareholders and investors, while giving purpose to our daily work life.

“We are a Team with ETHOS”

Ethos comes from the Greek word “ἦθος” and shows a set of beliefs and ideas about the social behavior and relationships of a person or a group. **ETHOS** inspires constantly our moral culture. It's the path we have chosen to follow faithfully all these years.

Excellence: **We strive for continuous improvement.** We are restless to deliver top quality solutions to all our stakeholders and create value for them. Our results-driven performance – oriented culture empowers people to reach their full potential and achieve continuous growth.

Trust: **We are reliable partners.** We build relationships that are in the interests of all involved. We always act and communicate with integrity and transparency. We follow through our promises and we deliver on them.

Humbleness: **We dare to review our actions against the language of pride.** We are willing to learn from each other and from failures as well as successes. We are confident and proud of our heritage, but we never assume that we are at the top of the game.

Ownership: **We have owner's mentality.** We think, decide and act like each of us owns the business. We understand that everything happens with a collective effort and we thus treat each other with respect and empathy. We lead with drive, passion and commitment to achieve success.

Sustainability: **We care about tomorrow!** We conduct our business in a socially and environmentally responsible and ethical manner providing long lasting value to our stakeholders. We respect diversity, human rights and the communities where we operate in.

The Group's values are incorporated in the [Code of Conduct](#), which contains our policies towards human rights, the environment, consumer health and safety, social engagement of the Group, operational practices (anti-corruption and fair competition) and corporate governance.





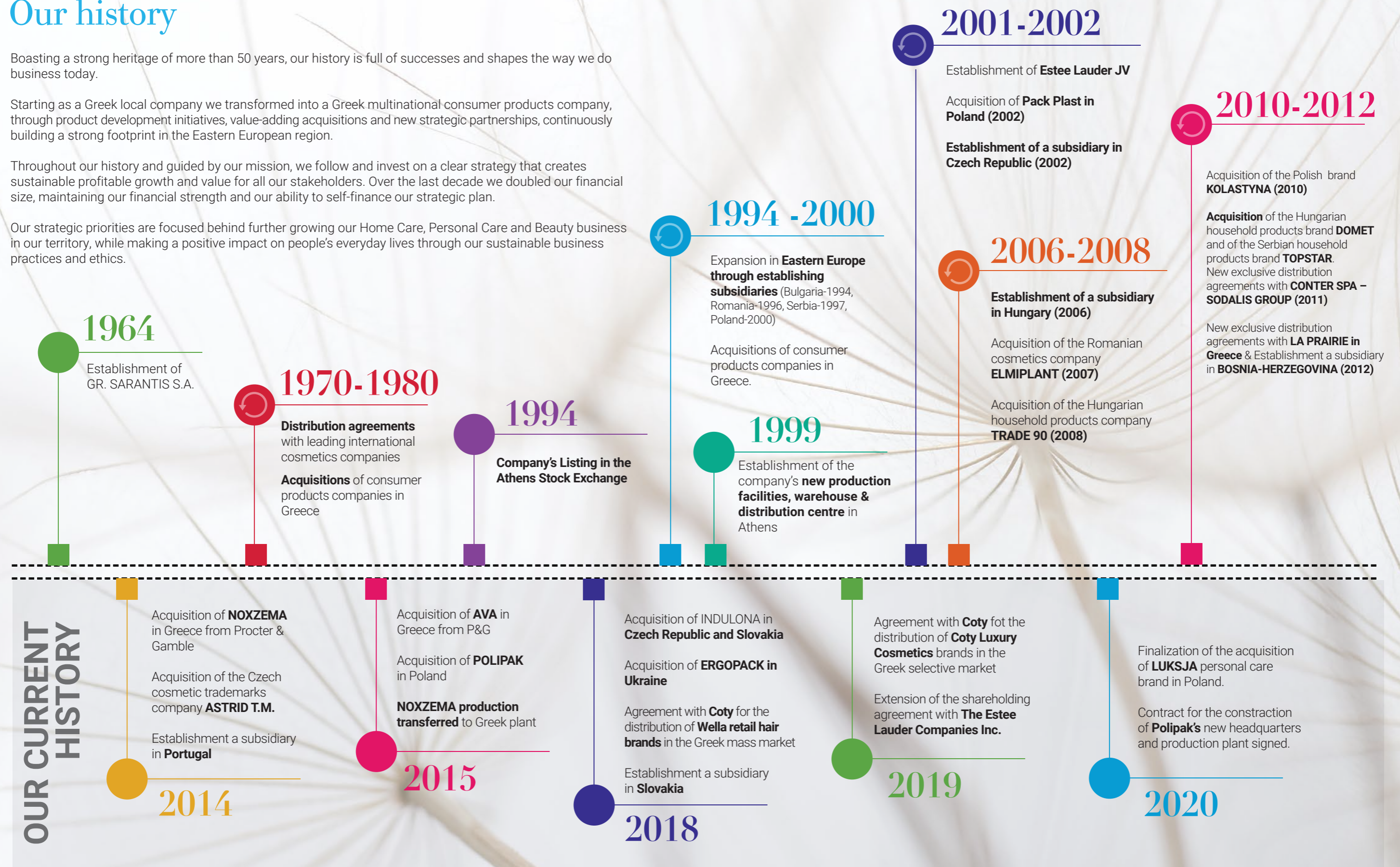
Our history

Boasting a strong heritage of more than 50 years, our history is full of successes and shapes the way we do business today.

Starting as a Greek local company we transformed into a Greek multinational consumer products company, through product development initiatives, value-adding acquisitions and new strategic partnerships, continuously building a strong footprint in the Eastern European region.

Throughout our history and guided by our mission, we follow and invest on a clear strategy that creates sustainable profitable growth and value for all our stakeholders. Over the last decade we doubled our financial size, maintaining our financial strength and our ability to self-finance our strategic plan.

Our strategic priorities are focused behind further growing our Home Care, Personal Care and Beauty business in our territory, while making a positive impact on people's everyday lives through our sustainable business practices and ethics.





1.2 BUSINESS MODEL AND ACTIVITIES



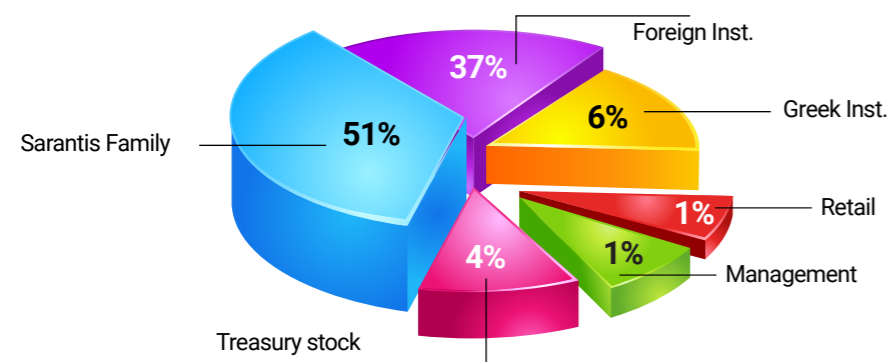
The Group's companies, which are included in the consolidated financial statements, are the following:

GROUP STRUCTURE				
COMPANY	DOMICILE	DIRECT PARTICIPATION PERCENTAGE	INDIRECT PARTICIPATION PERCENTAGE	TOTAL
Full Consolidation Method				
GR. SARANTIS S.A.	GREECE	PARENT		
SARANTIS BULGARIA LTD	BULGARIA	100.00%	0.00%	100.00%
SARANTIS ROMANIA S.A.	ROMANIA	100.00%	0.00%	100.00%
SARANTIS BELGRADE D.O.O	SERBIA	100.00%	0.00%	100.00%
SARANTIS BANJA LUKA D.O.O	BOSNIA	0.00%	100.00%	100.00%
SARANTIS SKOPJE D.O.O	NORTH MACEDONIA	0.00%	100.00%	100.00%
SARANTIS POLSKA S.A	POLAND	100.00%	0.00%	100.00%
POLIPAK SP.Z.O.O.	POLAND	0.00%	80.00%	80.00%
SARANTIS CZECH REPUBLIC sro	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS HUNGARY Kft.	HUNGARY	100.00%	0.00%	100.00%
ZETA FIN LTD	CYPRUS	100.00%	0.00%	100.00%
ZETA COSMETICS LTD	CYPRUS	0.00%	100.00%	100.00%
WALDECK LTD	CYPRUS	0.00%	100.00%	100.00%
ELODE FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS PORTUGAL Lda	PORTUGAL	100.00%	0.00%	100.00%
ASTRID TM A.S.	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS SLOVAKIA S.R.O	SLOVAKIA	0.00%	100.00%	100.00%
IVYBRIDGE VENTURES LTD	CYPRUS	90.00%	0.00%	90.00%
SARANTIS UKRAINE LLC	UKRAINE	100.00%	0.00%	100.00%
ERGOPACK LLC	UKRAINE	0.00%	90.00%	90.00%
HOZTORG LLC	RUSSIA	0.00%	90.00%	90.00%
Equity Consolidation Method				
ELCA COSMETICS LTD	CYPRUS	0.00%	49.00%	49.00%
ESTEE LAUDER HELLAS S.A.	GREECE	0.00%	49.00%	49.00%
ESTEE LAUDER BULGARIA EOOD	BULGARIA	0.00%	49.00%	49.00%
ESTEE LAUDER ROMANIA S.A.	ROMANIA	0.00%	49.00%	49.00%

Group profile

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7 (ii, v), GRI 102-45

Gr. Sarantis SA (the Company) has the legal form of a société anonyme and is the parent company of the Gr. Sarantis SA Group (the Group). The Company's domicile is located at 26 Amarousiou – Chalandriou Street, Marousi Greece, The Company's central offices are also located at the same address.



Sarantis Group operates in Europe, via 12 subsidiaries in Poland, Romania, Bulgaria, Serbia, Czech Republic, Slovakia, North Macedonia, Hungary, Bosnia & Herzegovina, Portugal, Ukraine and Russia, while at the same time, the Group maintains a powerful distribution network in more than 50 countries in Europe, Asia, Africa and Oceania via direct exports. Foreign countries activity constitutes 66% of the total Group turnover, while the further strengthening of the Group's presence abroad is a significant strategic pillar of growth.

The Group currently holds over 100 brands of personal care, home care, health care and luxury cosmetics, both own and distributed brands that customers honor with their trust across the Group's geographical presence. Furthermore, for over 50 years the Group has been fostering strategic partnerships with market leading consumer product companies that seek to expand their market reach in central-eastern and southeastern Europe. The Group is deemed as an ideal strategic partner thanks to its deep market trends knowledge and its extensive distribution network.

Our international distribution partners include:

- Within luxury cosmetics (i.e. Coty, La prairie, Puig Group, Cartier Parfums, Chopard, Lalique etc.)
- Within Health Care products (i.e. GR Lane Health Products, HRA Pharma, Union Swiss, Pikdare)
- Within Personal Care (i.e. Coty, Puig Group, Sodalis Group, Johnson & Johnson, Church & Dwight, PZ Cussons, etc.)
- Within Home Care (i.e. PZ Cussons, Henkel)



Business units

GRI 102-2

Our strength lies in our brands.

Our strength lies in our brands with more than 100 brands of high quality and recognition within the business units of Personal Care products, Luxury Cosmetics, Home Care and Health Care. Boasting a strong brand portfolio of own brands and distributed brands through our strategic partnerships, we offer to our consumers brands they love and trust in their everyday lives.

Personal Care

Through our Personal Care business unit we offer cosmetics and toiletries such as Skin Care, Sun Care, Body Wash, Hand Wash, Fragrances, Deodorants, Haircare and Grooming products, that consumers love and trust in their everyday life.

Home Care

We develop, produce and distribute a wide range of well recognized brands in the categories of food packaging, garbage bags, cleaning tools, dishwashing, insect control and bathroom cleaners. Additionally, through our Professional Products business unit we offer a wide range of food packaging products, waste management, cleaning tools and detergents, addressing the needs of every professional.

The business units of Personal Care and Home Care are the basic growth pillars of the Group, representing approximately 90 % of the total sales, while the majority of these categories consists of own brands that are produced in the Group's main production facilities in Greece, Poland and Ukraine.

OWN BRANDS

personal care



home care



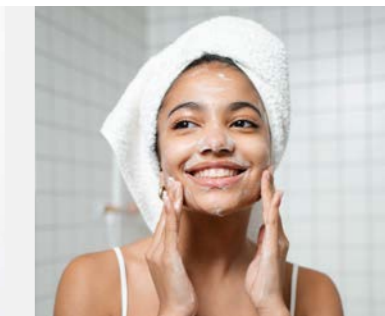
Additionally, the Group maintains a large portfolio of consumer products from leading international companies through exclusive representation agreements, such as: Wella, Johnson&Johnson, Antonio Banderas, Pearl Drops, Vidal, Denim, Wash & Go, etc.

Health Care

We represent and distribute leading brands within the sector of Health & Care products, like vitamins and food supplements (e.g. Lanes, Bio-Oil, Pic, etc.).

Luxury Cosmetics

We retain a dynamic presence in the market of luxury cosmetics through our exclusive representation agreements with international consumer companies, such as La Prairie, Coty Puig, distributing a wide range of internationally famous fragrances, treatment and makeup products, such as: La Prairie, Lancaster, Chopard, Nina Ricci, Trussardi, Salvatore Ferragamo, Cartier, Jean Paul Gaultier, Gucci, Boss, Burberry, Calvin Klein, etc.



Business model

Headquartered in Athens and boasting a history of over 50 years, Sarantis Group, is a multinational consumer products company, having dominant presence in Eastern Europe through own subsidiaries and strong export activity worldwide. Throughout our history, we have been offering high quality consumer products that people trust in their everyday lives, always taking into consideration consumers' needs and our socio-environmental impact. From Personal Care to Health Care, as well as everyday Home Care Products and Luxury Cosmetics, we offer a wide range of products with high brand awareness.

Sarantis Group is a long-standing reputable company built on excellence, trust, humbleness and ownership resilience, entrepreneurship, agility and trust, committed to bringing sustainable growth and achieving a positive impact on people's everyday lives.



Moral culture of Sarantis Group

The Group consists of a team of passionate and dedicated people we are proud of, who are committed to maximize company's heritage. The Group is always nearby to its stakeholders, as an indispensable partner, working with them, creating value through the unique impact of our brands and our operational excellence. Embracing local communities where the Group operates in and empowering them through initiatives that help build a better today while caring for tomorrow.

The Group's purpose is to uplift the mood of consumers, with beautiful simplicity that makes everyday life better, by being always nearby, working closely with our stakeholders to create value sustainably. The Group follows and invests on a clear strategy that is shaped throughout its successful history and creates sustainable profitable growth and value for all stakeholders, (Shareholders, Banks & Financial Institutions, Customers, Consumers, Employees, Suppliers and Partners, Business Community, Society - Communities, State Authorities, Regulatory Authorities), within a highly competitive and dynamic international business environment.

Strategic priorities

The Group's strategic priorities are focused on further growing our Home Care, Personal Care and Beauty business in Central and Eastern Europe (CEE) as well as in the Commonwealth of Independent States (CIS) territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

The business model that supports and ensures the implementation of the Group's strategic objectives is as follows:

- Focus on maintaining dynamic sales growth both on an organic basis and through acquisitions, combined with new strategic international brand distribution agreements, as well as the geographical expansion of the Group.
- Focus on cost optimization, economies of scale and the exploitation of synergies.
- Efficient liquidity management. Reinvestment of net cash flows to further enhance the operation and financing of development projects.



Our Business Model Infographic

INPUTS

Financial capital

We use our pool of funds, obtained through financing or generated through operations, to produce our goods and provide our distribution services and invest.

Manufactured capital

We use material goods and infrastructure to produce high quality safe products.

Natural capital

We use energy and natural resources to manufacture our products.

Human capital

A team of passionate and dedicated people we are proud of, who are committed to maximize company's heritage.

Intellectual capital

R&D capabilities, trademarks, product formulas

Social and relationship capital

We have strong and ongoing strategic partnerships and a continuous engagement with all our stakeholders.

ACTIVITIES

Main activities

- Production
- R&D
- Logistics
- After Sales

Supportive activities

- HR
- Finance
- Legal

PRODUCT CATEGORIES

- Personal care
- Home care
- Luxury cosmetics
- Health Care



SUSTAINABILITY PILLARS

- RESPONSIBLE GOVERNANCE
- SUSTAINABLE PRODUCTION AND CONSUMPTION
- THRIVING COMMUNITIES
- EMPOWERED EMPLOYEES

OUTCOMES

Financial capital

Improved financial performance and increased economic value distributed to stakeholders (i.e. governments, community investments and employees).

Manufactured capital

Improved selection of material goods, efficiency of machinery use and infrastructure, through the use of technologies and process optimization.

Natural capital

Decreased energy consumption and the use of fossil fuels.

Human capital

Increased total number of employees and gender diversity ratio and decreased our work related injuries.

Intellectual capital

Training, patents, certification.

Social and relationship capital

Increased local community outreach support numerous initiatives during the COVID-19 pandemic. Continuation of our strategic partnerships.

SUSTAINABLE DEVELOPMENT GOALS





Supply Chain & Operations

GRI 102-9, GRI 102-10

Production planning takes place after the Company's sales plan has been defined (through forecast). We use industry-leading ERP tools in order to calculate our needs for replenishment in materials and renew service provider's contracts by considering all necessary elements such as inventory, orders, vendors & customers' specific characteristics and data. Sarantis sources materials either from the company's own production sites or 3rd party suppliers who meet the Company's strict technical and quality standards. Orders to our 3rd party suppliers are fully monitored through our ERP system.

Regarding the replenishment needs that are scheduled to be met by the Company's own production sites, another process takes place in order to calculate the procurement, in terms of quantity and timing, of raw & packaging materials that will be used in production. The supply sources of these raw & packaging materials are again approved 3rd party suppliers that meet our strict technical and quality criteria.

Various parameters are taken into consideration when the Company's production is planned. Production lines capacities, raw materials availability, human resources and of course the specific production practices of each product. All the production processes and operations are previously approved internally as a "good manufacturing practice".

As soon as each product exits its respective production line, either in a 3rd party supplier's premises or in Sarantis Group production sites, they are delivered to distribution centers that are operated by the Company's own means and personnel or by using 3rd party logistics services providers that have been previously selected based on our Company's standards.

The warehouse management procedures, that manage our distribution network, are applied in raw & packaging materials storage. Depending on the material at hand and its characteristics it is possible to apply special storage conditions.

We collaborate with multiple established and recognized companies for the supply of the materials required for our products. Our main suppliers are chemical and packaging material (plastic, aluminium foil, plastic, cellulose etc.) providers, utilities for energy and water supply and fuel providers. In 2020, we did not have any major changes regarding our suppliers, most of which are from within the EU.

PERSONAL CARE PRODUCTION LINE SUPPLIED MATERIALS

Skin conditioning Emollients, Detergents/Cleansing/Foam Boosting Agents, Vitamins, Preservatives, Active ingredients (Antiaging / Antiwrinkle), Colorants/Pigments, Plant Extracts/Vegetable Oils, Perfumes, Thickeners/Suspending Agents, Emulsifiers/Emulsion Stabilizers, UV Filters, Absorbents-Texture Modifiers, Exfoliants, PH Adjusters.

HOME CARE PRODUCTS PRODUCTION LINE SUPPLIED MATERIALS

- Aluminium foil in jumbo rolls to be converted into household consumer rolls (rewinding process) and aluminum trays/food containers (presses)
- PVC& LDPE Cling film as well as Baking & Wrapping paper in jumbo rolls to be also converted into consumer rolls (HH Production Sites in Greece and Poland)
- Several types of Polyethylene granules (HDPE, LDPE, LLDPE, MDPE, recycled PE) for the production of Plastic Bags (Polipak) and films for the production of recycled PE granules (Ergopack)
- Chemical substances (i.e TDI & POLYOL) for the sponge foam production process (Ergopack)
- Cellulose & Viscose Wipes in Jumbo Rolls to convert them into final retail pack (Ergopack)

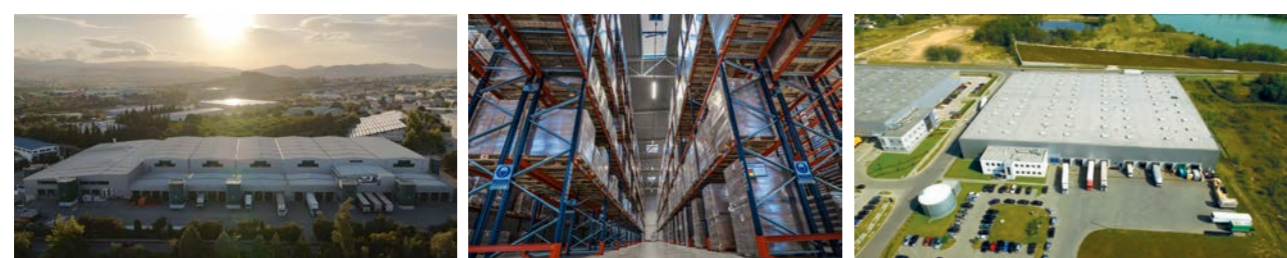




The Group's supply chain network includes company owned production and distribution sites as well as 3rd party suppliers of finished and semi-finished goods as well as logistics services providers.

Production plants

PRODUCTION SITES	INOFYTA PLANT	SARANTIS POLSKA PLANT	POLIPAK PLANT	UKRAINIAN PLANT
Location	Inofyta, Viotia, Greece	Pruszkow,Warsaw, Poland	Sroda Wielkopolska, Poznan, Poland	Kaniv, Ukraine
Size	constructed in 1999 in a total site of 46.000 sq.meters	production plant (incl. a warehouse) of 11.000 sq. meters. Production area uses 1.500 sq.meters	production plant (incl. 2.000 sq. meters of a new high storage warehouse plus 600 sq.meters for other storage places) of 12.000 sq. meters.	Total area 16.120 sq. meters (include 12.500 sq.meters production area)
Products	Cosmetics: Shower gels, Bath foams & liquid soaps, Skin care (Creams, Lotions, Cleansing lotions, Oils), Hair Care (Shampoos, conditioners, masks, oils, creams), Sun care products (Milks, milk sprays, oils, creams), Deodorants (Roll on), Perfumery Products (Eau de Toilette, After Shave Lotions, Body Fragrances/ Mists). Household: Alu foil, cling film, Alu trays, plastic foodbags	Aluminium foil, Cling Film, Roast in it, Plastic Foodbags, Aluminium trays, Bake paper, Ice cube bags	Polyethylene foil bags: Garbage Bags, Food bags, industrial-use bags.	Garbage Bags(starting from sorting of PE scrab, granula production, extrusion of film, ending garbage bags production), cleaning items production(sponges, viscose napkins, moisture absorbing napkins), Alu foil, Cling Film, Bake paper, Ice cube bags, baking sleeve)



The production plants in Greece, Poland and Ukraine serve as hubs which feed all the Group's subsidiaries, as well as the export countries where the Group operates through sub-distributors.

The Group's warehouse facilities as of today are summarized in the following table:

COUNTRY	Sarantis Management square meters	3PL Management square meters	Total	Comments
Greece	27,288	5,000	32,288	4 warehouses in total.1 own, 1 rented warehouse and 2 of them through 3 rd PL.
Poland	13,102		13,102	Warsaw -Rented warehouse
Poland-Polipak	2,000		2,000	Own warehouse
Romania	10,000		10,000	Bucharest. Rented warehouse
Bulgaria	2,200		2,200	Sofia. Rented warehouse
Hungary	2,670		2,670	Budapest. Rented warehouse
Bosnia & Herzegovina	600		600	Banja Luka. Rented warehouse
North.Macedonia	1,200		1,200	Skopje.rented warehouse
Czech Republic		4,000	4,000	Prague. 3 rd PL
Slovakia		1,800	1,800	Bratislava. 3 rd PL
Serbia		4,500	4,500	Belgrade. 3 rd PL
Portugal		500	500	Lisboa.3 rd PL
Ukraine	300	9,000	9,300	Kaniv. Own -Kiev.3 rd PL
Total	59,360	24,800	84,160	

The infrastructure of distribution centers' aims to fulfil the current market's needs, being able to serve the most demanding customers while retaining high quality and safety standards. In order to support the warehouse operations and to ensure efficiency, we are using dedicated, industry-leading warehouse management software accompanied by high-end automated orders preparation systems.

Through this framework, the Group maintains full control of the inventory and can trace every product's route up until the customers and monitor its quantity and quality. The Company uses 3rd party subcontractors for its distribution network, except for North Macedonia where Sarantis has a privately owned fleet of 5 vans.





Strategic partnerships

For over 50 years, we have been a strategic and reliable partner for consumer product companies that want to sell their products in Central Eastern and Southeastern Europe. The considerable knowledge of the markets where we operate, our constantly expanding brand portfolio, along with our extensive distribution network, make us the ideal strategic partner for any consumer products company that wishes to enter and expand in our territory. Always targeting at long term strategic partnerships, we now maintain the exclusive representation and distribution of more than 65 well known international brands.

	wellaflex Delure KOLESTON NEW WAVE RIMMEL BALENCIAGA BOTTEGA VENETA BOURJOIS roberto cavalli BURBERRY Calvin Klein DAVIDOFF TIFFANY & Co. ESCADA GUCCI BOSS JOOP! LANCASTER Chloé MARC JACOBS PERFUME MAX FACTOR X		Tesori d'Oriente VIDAL strep DENIM Leocrema GAIA Wash GO PERSONAL BIOPOINT
	la prairie		Μυρώ
	SEPTIFOS	Union Swiss	Bio-Oil®
	pearl drops Nair femfresh Batiste		PIC
	ANTONIO BANDERAS CAROLINA HERRERA NINA RICCI UNITED COLORS OF BENETTON paco rabanne Jean Paul GAULTIER		Carex ORIGINAL SOURCE MORNING FRESH
	TRUSSARDI GIANFRANCO FERRE		Chopard
	ARKO Faxo	PARLUX LTD	pierre cardin Paris Hilton
	ob. Carefree LISTERINE Neutrogena Johnson's MARSHALLS PIZ BUIN	MARQLABS®	b.tan
	Cartier	HRA Pharma	Compeed
	LALIQUE	Salvatore Ferragamo	Salvatore Ferragamo
	ORTIS laboratoires	Helen of Troy	final NYT
	PUPA MILANO		Lanes
	WILKINSON SWORD		604KO MyRose OF BULGARIA
	GROWN ALCHEMIST	· TAILORED PERFUMES ·	Pepe Jeans LONDON
			DR.VRANJES FLORENCE
		PHILIPP PLEIN	PHILIPP PLEIN





1.3 MEMBERSHIPS AND DISTINCTIONS

GRI 102-12, GRI 102-13



Sarantis Group participates in a variety of bodies and organizations in the context of strengthening and expanding the network of collaborations, exchange technical knowledge within the sector, and promoting business responsibility.

Sarantis Group is a member of the following corporate initiatives:

- Member of the ECR Hellas which focuses on promoting voluntary cooperation between fast-moving consumer product companies (retailers and suppliers). It develops best practices and metrics, on non-competitive issues, with a view to a more efficient supply and demand chain that satisfies consumers.
- Member of Athens Chamber of Commerce and Industry.
- Member of the Hellenic Recovery Recycling Corporation which supports Greece's recycling infrastructure. The support that Sarantis Group has offered is equal to purchasing 5,287 recycling bins or 10 recycling garbage trucks.
- The Group is looking forward to becoming a member of the Panhellenic Association of Cosmetics & Perfumes Manufacturers & Representatives in 2021. Sarantis Group values are in line with those of PACPM as well as with their responsible marketing and labeling practices. The Group is committed to follow the non-experimental animal testing policy of PACPM and REGULATION EC 1223/2009, CHAPTER V, ARTICLE 18: ANIMAL TESTING IS PROHIBITED IN EU.

Polipak, a member of Sarantis Group, participates in the following initiative:

- Member of the Waste Management and Recycling Cluster in Poland which provides a full range of waste management services for most categories of waste throughout Poland, the EU countries and internationally.

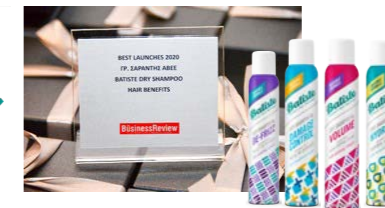
BRANDS' AWARDS 2020



BEST LAUNCHING



20th Marketing & Sales Conference 2020
Ava Plus+, in the category detergents



20th Marketing & Sales Conference 2020
BATISTE dry shampoo hair benefits, in the category, new launch in the haircare/beauty

BRAND OF THE YEAR



Best in Fashion | Boussias 2020
Carroten Suncare, in the category: Suncare (Mass)



Best in Fashion | Boussias 2020
NOXZEMA, in the category: personal care



GOLD MEDAL



GFK Polonia 2020
STR8, in the category, best product consumer' choice

SUPERBRANDS



Superbrands Polska 2020



Luksja
Kolastyna



BEST NEWCOMER

Astrid

Consumer research conducted by Nielsen 2020

ASTRID Q10 Miracle face care line, in the category face care

ASTRID SUN, in the category Sun care



Consumer research conducted by Nielsen 2020

FINO GREENLIFE, in the category garbage bags

Beauty Awards Cosmopolitan 2020



ASTRID eye make-up remover, in the category cleansing/eye remover make-up

Astrid



ASTRID SUN, in the category after sun

Astrid



INDULONA Hand cream original, in the category Hand/Foot care

INDULONA



GOLDEN BRAND

GOLDEN BRAND 2020



16th Award Ceremony of Golden Brand Business Oscar of Georgia, organized by Global Idea and The Financial

Melochi Zhizni homecare brand, in category Household Items

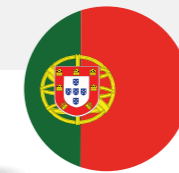


AUDIENCE AWARD

Batiste DRY SHAMPOO

The Grand Award of Beauty 2020

BATISTE Eden Bloom dry shampoo



5 STAR AWARD



bioten Nature, Your Power

2020

Bioten, in the category Face Cleansers and Shower Gel



FINO, in the category Scrubbers

CORPORATE AWARDS

Sarantis Group

POLIPAK



ETHOSEVENTS 2020

HRIMA 2020, in the category robust financial performance and high growth rates



2020

"Ambasador Powiatu Średzkiego 2019", contribution to the development of the Country and pro-ecological activities.



GROWTH AWARDS Eurobank and Grant Thornton 2020

Extroversion, based on the evaluation of the "Growth Awards" Committee

2020

"Diament forbesa", annual ranking of companies that most effectively increase their value in the last three years.





2

OUR APPROACH TO SUSTAINABLE DEVELOPMENT



2.1 SUSTAINABLE DEVELOPMENT STRATEGY

GRI 102-11



We recognize that our operation has direct and indirect economic, social and environmental impacts

on our stakeholders, including consumers, employees, investors, customers, partners and local communities in which we operate around the world. We fully understand the importance of our contribution to sustainable development, we are committed to responsible management of these impacts throughout our value chain, from the production of the raw materials we procure to the use and disposal of our products by consumers.

For us responding to the economic, social and environmental needs and expectations of our stakeholders, but also contributing to addressing the respective challenges of the wider society, especially on issues related to our sector, is not only a moral obligation but also a business incentive, as we seek to maintain the optimum balance our economic performance with responsible environmental and social practices.

Our business practices are designed to create value both in the short and long term, maximizing positive effects, such as creating employment and improving the health and well-being of consumers, and minimizing negative impacts, such as greenhouse gas emissions or the use of plastic.

To develop our sustainable development strategy, we followed a detailed mapping of our stakeholders, including all those who are affected by us and who affect us, in all countries of activity.

We examined the economic, social and environmental impacts of our operation, throughout the value chain, which create effects either directly on our stakeholders, or more broadly in the economy, society and the natural environment.

More information on the recognition and prioritization of our most important impacts on sustainable development is available in the section "[Material Topics](#)".

The analysis of our economic, social and environmental impacts identified four main ESG pillars, and established the following key topics for sustainable development, with a horizon of 2025.





2.2

STAKEHOLDERS

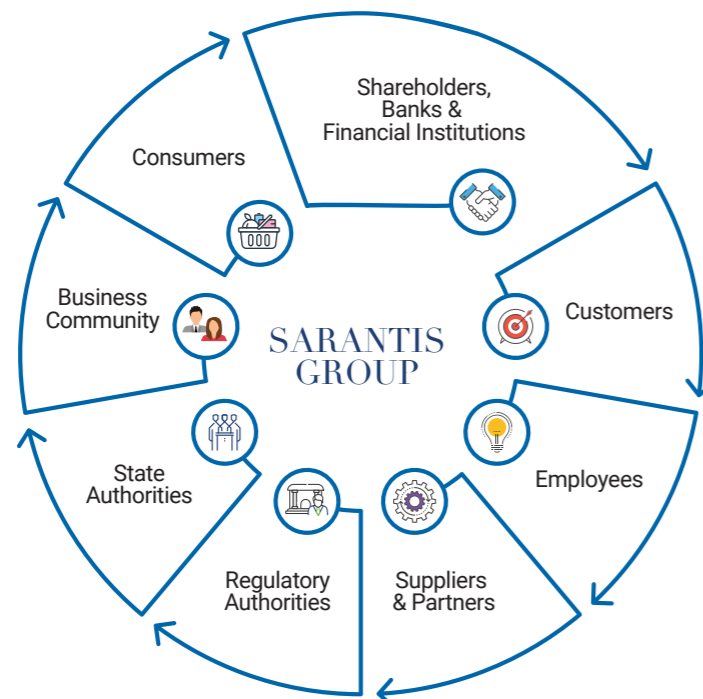
GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44, ATEX A-S1



Sarantis Group acknowledges that its operation has direct and indirect economic, social and environmental impacts on all its stakeholders. Our mission is directly intertwined with creating added value for all our stakeholders.

Applying the Principle of Stakeholder Participation of the GRI Standards, we have carried out a detailed mapping of the key categories and subcategories of stakeholders that are affected by us and that affect us, in all countries of activity. To identify the most relevant to our activity issues, in the context of sustainable development, we have obtained information from the results of the communication and consultation engagements carried out in 2020. Stakeholder engagement aims at identifying key topics and mutually acceptable solutions with mutual benefits through correct business practices. We have also carried out online survey, with a view to prioritize the most important economic, social and environmental topics of our activity.

The following table includes our identified main stakeholder categories, their issues of interest, as well as the basic engagement types and their frequency.



Stakeholders of Sarantis Group

STAKEHOLDERS [GRI 102-40]	ENGAGEMENT TYPE [GRI 102-43]	FREQUENCY OF ENGAGEMENT [GRI 102-43]	TOPICS OF INTEREST [GRI 102-44]
Shareholders and Providers of capital (i.e., banks, financial institutions etc.)	IR and Corporate webpages	On ad hoc basis or based on schedule	<ul style="list-style-type: none"> Ensuring robust economic performance
	Mass Media	Regularly	<ul style="list-style-type: none"> Investing in R&D for innovative and sustainable products
	Roadshows and Corporate Presentations	Based on schedule	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics
	Personal contacts with IR or Company's executives	Ad hoc	<ul style="list-style-type: none"> Ensuring product quality and customer safety
	Annual briefing at the Institutional Investors Association	Annually	<ul style="list-style-type: none"> Minimizing packaging and adopting circular economy waste practices
	Ordinary and Extraordinary General Meetings	Annually and ad hoc	
Employees	Meeting through the evaluation procedure	Annually	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics
	Training seminars	Regularly	
	One-day conferences	Regularly	<ul style="list-style-type: none"> Creating employment and ensuring human capital development
	Intracompany presentations	Regularly	<ul style="list-style-type: none"> Ensuring occupational health & safety and wellbeing
	Issue of manuals and working instructions	Ad hoc	<ul style="list-style-type: none"> Ensuring robust economic performance
	Communication through help desk	Ad hoc	<ul style="list-style-type: none"> Safeguarding employee diversity, equal opportunities and human rights
	Communication based on the code of conduct	Ad hoc	
	Reports by the Occupational Physician	Regularly	
Customers	Annual meeting for the drawing up of commercial agreement	Annually	<ul style="list-style-type: none"> Ensuring product quality and customer safety
	Communication for special actions agreement	Ad hoc, Regularly, or based on schedule	<ul style="list-style-type: none"> Investing in R&D for innovative and sustainable products
	Monthly communication for credit policy issues	Monthly	<ul style="list-style-type: none"> Practicing responsible marketing and product environmental and social labeling
	Frequently scheduled communication with sales officers	Ad hoc, Regularly, or based on schedule	<ul style="list-style-type: none"> Ensuring robust economic performance
	Sarantis evaluation meeting, regarding cooperation	Ad hoc, Regularly, or based on schedule	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics



STAKEHOLDERS [GRI 102-40]	ENGAGEMENT TYPE [GRI 102-43]	FREQUENCY OF ENGAGEMENT [GRI 102-43]	TOPICS OF INTEREST [GRI 102-44]
Consumers	Product webpages	Ad hoc or Regularly	<ul style="list-style-type: none"> Ensuring product quality and customer safety Investing in R&D for innovative and sustainable products Practicing responsible marketing and product environmental and social labeling Supporting responsible consumption and sustainable lifestyles Minimizing packaging and adopting circular economy waste practices
	Corporate webpages		
	Market Researchers		
	Direct communication-consumers line		
	Social Media		
	Media press releases		
Product events and sponsorships			
Society - Communities (Traditional media, social media/ influencers, NGOs, civil society organizations, local authorities)	By phone and via e-mail	Ad hoc or Regularly	<ul style="list-style-type: none"> Investing in R&D for innovative and sustainable products Practicing responsible marketing and product environmental and social labeling Ensuring product quality and customer safety Creating employment and ensuring human capital development Safeguarding corporate governance, regulatory compliance and business ethics
	Written communication		
	Participation in events		
Suppliers and partners (Exclusive distribution partners, raw & packaging materials suppliers, third party producers)	Evaluation meetings and visits to the production premises to confirm that all requirements are covered	Ad hoc, Regularly, or based on schedule	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Ensuring robust economic performance
	Corporate webpages		
R&D partners i.e. research institutes, universities, expert organizations, transportation partners)	Participation in conferences and events	Ad hoc or Regularly	<ul style="list-style-type: none"> Minimizing packaging and adopting circular economy waste practices
	By phone or via e-mail		
	Written communication		

STAKEHOLDERS [GRI 102-40]	ENGAGEMENT TYPE [GRI 102-43]	FREQUENCY OF ENGAGEMENT [GRI 102-43]	TOPICS OF INTEREST [GRI 102-44]
Business Community (i.e., Trade/ industry associations and peer companies)	By phone or via e-mail	Ad hoc	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Ensuring robust economic performance Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Practicing responsible marketing and product environmental and social labeling
	Written communication		
	Corporate Webpages		
	Participation in conferences and events		
State authorities (i.e., Ministries, state bodies, regulatory authorities, intergovernmental organizations)	Announcements by bodies, through webpages or media	Systematically, Ad hoc or Regularly	<ul style="list-style-type: none"> Ensuring robust economic performance Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Assessing suppliers against ESG criteria
	Meetings, telephone contact or via e-mail		
	Written communication		
	IR webpage		
Regulatory authorities (Greek and EU) audit/regulatory authorities)	Announcements by Bodies, through webpages or media	Systematically, Ad hoc or Regularly	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Ensuring robust economic performance Practicing responsible marketing and product environmental and social labeling
	Meetings, Telephone contact or via e-mail		
	Written communication		
	Corporate website		



2.3

MATERIAL TOPICS

GRI 102-44, GRI 102-46, GRI 102-47, ATHEX A-G2



Sustainability topics

The materiality analysis process was based on the GRI Principles (Principle of Materiality, Principle of Completeness, Principle of Stakeholder Inclusiveness, Principle of the Sustainability Context) which determined the contents of the Sustainable Development Report 2020.

In compliance with the above Principles, we collected useful information from the following sources to identify the relevant economic, social and environmental topics of our activities:

- Sarantis Group business model
- Peers and their sustainability reports;
- Sustainable development international, national, and sectoral standards, initiatives and more.

During this process, and respecting the Principle of Materiality, the topics that reflect the Sarantis Group's significant economic, environmental, and social impacts, and which significantly influence the assessment and decisions of stakeholders were identified.

Overall, 15 sustainability topics were identified across four main ESG pillars, based on the everyday communications with various stakeholder groups, review of the market sector, the points of interest of our stakeholders. These topics were prioritized using an online survey.

An internal materiality assessment ranked the topics based on their importance on influencing the decisions of stakeholders and on creating economic, environmental and social value throughout the Group's value chain in all the countries where the Group operates.

The results of the materiality analysis were validated by Sarantis Group upper management.



Our activities create economic, social and environmental impacts in all phases of our value chain. Responsible management of these impacts, whether caused directly by us through the production of our products or by third parties such as our suppliers, our partners, our customers and consumers relate to our own activities before and after our production process, is at the core of our contribution to sustainable development. In addition to the responsible management of these impacts through specific policies and procedures that we follow in our daily operation, we also invest in several sponsorship and charitable actions that create additional social benefits. More information on our sponsorship and charitable actions is available in the section "[Social Contribution](#)".

Every material issue of sustainable development that we have recognized causes (positive or negative) economic, social and/or environmental impacts. The chart below shows the phase in the value chain where the effects of the most substantial economic, social and environmental impacts of our activities are caused (and not where or who they affect), either directly by us or indirectly by a third party whose activities are linked to Sarantis Group.



WHY THE TOPIC IS MATERIAL [GRI 103-1]										
MATERIAL TOPICS	IMPACTS TO UN SDGs AND STAKEHOLDERS		BOUNDARIES PER MATERIAL TOPIC (WHERE THE IMPACTS ARE CREATED)							
	Broader economic, environmental and social impacts created.	Impacted stakeholder groups	Upstream			SARANTIS	Downstream			
Ensuring robust economic performance		• Shareholders and providers of capital • Employees • Suppliers and partners								
Safeguarding corporate governance, regulatory compliance and business ethics		• Shareholders and providers of capital • Employees • Customers • Suppliers and partners • Regulatory authorities								
Ensuring product quality and customer safety		• Customers • Consumers • Society - Communities • Suppliers and partners								
Safeguarding sustainable and circular sourcing of raw and packaging materials		• Customers • Consumers • Suppliers and partners • Business community								
Improving energy efficiency, use of renewable sources and reduction of GHG emissions		• Shareholders and providers of capital • Employees • Customers • Society - Communities • Suppliers and partners								
Minimizing packaging and adopting circular economy waste practices		• Shareholders and providers of capital • Employees • Customers • Society - Communities • Suppliers and partners								
Practicing responsible marketing and product environmental and social labeling		• Customers • Consumers • Suppliers and partners								
Investing in R&D for innovative and sustainable products		• Shareholders and providers of capital • Employees • Customers • Suppliers and partners								
Ensuring occupational health & safety and wellbeing		• Employees • Customers • Suppliers and partners								

Raw material extraction (Suppliers and partners)

Production / processing of packaging & raw materials (Suppliers and partners)

Distribution of packaging & raw materials (Suppliers and partners)

Procurement, R&D, Manufacturing, Sales & Marketing, Logistics

Third party distribution (Partners)

Retail (Customers)

Use of SARANTIS Group products (Customers and Consumers)

End of life of products (Customers and Consumers)



3

SUSTAINABLE PRODUCTION AND CONSUMPTION



3.1 ENSURING PRODUCT QUALITY AND CUSTOMER SAFETY



Management Approach

GRI 103-2, GRI 103-3, ATHEX SS-E9

Group wide

Our product approach focuses on Product quality & Safety, Product Design & Packaging and Consumer Health & Safety. These focal areas make a difference in our consumers' preferences as our goal is to always offer high quality products addressing the everyday needs of our consumers, while adopting socially responsible practices and environmentally friendly production methods.

Product quality and safety is one of the Group's top priorities as we strive to the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations. Quality is the foundation behind our product development process and is the factor that builds trust with consumers and drives strong brand awareness and performance. There is a continuous flow of new innovative ideas and techniques presenting an improved environmental and social footprint, having quality as a guiding principle.

Our focus is to provide the best possible ingredients, formulation, and performance in all Group's products. From careful sourcing to impeccable packaging, every step in the production process is carefully preselected, embracing quality as our pivotal commitment all along our operational journey.



The Group follows the European and international developments in terms of product quality and consumer safety, by being informed from the positions of opinion delivery organizations (IFRA, SCCS, etc.) and/or collective bodies (Hellenic Cosmetic Toiletry & Perfumery Association, etc.).

The aim is to be in full and immediate compliance with the legal framework, regarding products, in the countries where the Group operates. The Group is able to respond to consumers' concerns and questions, offering documented information over the phone or in writing.

Furthermore, we are implementing a continuous equipment investment program to enhance the quality control process in its entirety. For instance, in our production facility in Polipak we have state-of-the-art highest-class measuring equipment which allows us to carry out detailed quality control of supplied raw materials and products.

Our commitments regarding product quality and customer safety are:

- Further improving our brands' sustainable footprint across their lifecycle.
- Maintaining the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations.

Internal quality control

We are following strict internal quality control and quality assurance procedures in all our productions plants (Ergopack, Polipak, Poland, Inofyta). These procedures are an integral part of the Group's approach towards Quality. That way we are able to mitigate the impacts of any possible faulty product reaching the consumer as all finished products are checked thoroughly, while we monitor closely the whole production process aiming for excellence.

If a product that doesn't meet our criteria reaches our customers, the respective recall processes within the Group are well structured. Such processes and procedures are followed in Ukraine, Greece and Poland (in both plants) according to ISO standards. In Romania, Hungary, Czech Republic, Serbia, North Macedonia and Greece (Inofyta) an internal recall process is implemented. Moreover, at our Polipak and Greek production facility, once a year a simulated trial recall of a product is carried out to check the effectiveness of our employees' actions under such conditions/cases.

We have also implemented a new "Monthly Quality Report" (MQR) initiative. This Quality Report will be edited on a monthly basis and will follow a common international format that will boost interoperability among countries with production facilities (Greece, Poland and Ukraine) within the Group.

The MQR concerns the following aspects:

- Consumer complaints (statistically processed). This specific report will be expanded, covering all countries of the Group, until the end of Q3 2021
- Withdrawals and Recalls
- Quality in Manufacturing (re-inspected / reworked /rejected items and critical incidents during production process)
- Internal audit reports (int. audit findings classified as critical, major, minor and int. audit score)
- Quality of Suppliers (number of non -conformities, percentages of rejected materials etc.)





Home care products

Regarding the household products portfolio, Sarantis Group has implemented three management systems that ensure that each product reaching the consumer's hands is characterized by the same known standards of quality that made the Group a market leader.

Management systems and applications:

FSSC 22000

- Production (winding) & packaging of aluminium foil, cling-films and repacking of single use plastic food packaging products.

BRC

- Rewinding and packaging of aluminum foil, LDPE and PVC foil for food, baking paper, breakfast paper; packaging of baking sleeves and freezer bags; sealing and packaging of ice bags.

ISO 9001:2015

- Distributing of Household Products and household Cleaning Products
- Development, Manufacture and Supply of Household Disposable Goods
- Designing, Production and Sales of Foil Packaging

Apart from what the management systems dictate as best practice, and strict requirements imposed by law and regulations, Sarantis Group is going above and beyond regarding product quality and customer safety. Currently there are two initiatives that are expected to help in further improving quality and safety metrics of this product category.

These are:

- Eliminating ozone depleting substances, used as propellants in household products.
- Establishing an internal policy and extensive charter for materials used in household products which goes above and beyond regulation (Materials of Concern).



Personal care products

As per our personal care product range, we believe that even more attention to detail is needed. We constantly strive for excellence as this range of products is a personal decision for our consumers.

In this product range the following management systems are implemented:

ISO 22716:2007

- Production and Packaging of Sun Care Products, Hair Care Products, Skin Care Products, Perfumery Products and Depilatory Products.

ISO 9001:2015

- Trade and Distribution of medical devices for self-care, diagnostics and disposables: dressings and wound care, thermometers, devices for venipuncture, therapy delivery devices, earplugs, thermogel, ice spray and nasal spray.
- Trade and Distribution of IVD and self-test IVD
- Distribution of cosmetics

ISO 13485

- Import and distribution of medical devices - Mouth rinse device for prevention and/or treatment of tooth sensitivity and foot skin care products. Storage and distribution of products. Labeling and repackaging of products

Actions

- Development of a new eco sun care line offering consumers a sun care line with the needed protection while being friendlier to the environment and decreasing our ecological footprint for the preservation of seas and oceans.
- Established internal policy for materials used in personal care products which goes above and beyond regulation (Materials of Concern), and actively participating on lobbying regarding personal and beauty products (PSVAK).

Performance

GRI 307-1, GRI 416-1, GRI 416-2

Sarantis Group takes product and customer safety very seriously, as is made clear through our management approach. Thus, **100%** of our products are assessed regarding their health and safety impacts.

We can also further support our claim as we report only 2 incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in total.

Specifically:

- **0 incidents** of non-compliance with regulations resulting in a fine or penalty having been reported
- **0 incidents** of non-compliance with regulations resulting in a warning have been reported
- **2 incidents** of non-compliance with voluntary codes have been reported regarding Sarantis Greece where 2 SKUs were withdrawn from the market, following internal quality control.

Furthermore, our actions towards environmental safety resulted in **0 significant fines¹** and non-monetary sanctions for non-compliance with environmental laws.



3.2 PRACTICING RESPONSIBLE MARKETING AND PRODUCT ENVIRONMENTAL AND SOCIAL LABELING



Management Approach

GRI 103-2, GRI 103-3

Group wide

We have established a special consumer line available for every category of products in order to immediately provide the requested information to customers in all the Group's countries. In most cases we are handling this special line on our own (i.e., in Poland, Ukraine, Hungary), however in Greece we collaborate with a third party that provides services 24/7 and collaborates with the local marketing team in case further management is required. In other countries in Bosnia we handle consumers through social media (i.e., in Bosnia), or we answer our customers by e-mails (e.g. in Czech Republic) for such matters. Finally, in cases where further assistance is required, we channel our consumers to the Consumer's protection authority, and the local Toxicological Office, if any dangerous case emerges and for all other products.

The Group is able to respond to consumers' and customers' worries and questions following internal procedures 24/7. Specifically, there is a well-organized internal Grievance mechanism in Ukraine, Greece, Poland, while at Polipak there is a team that registers and analyzes complaints' incidents. In Bosnia, such matters are handled via social media, while in North Macedonia, Bulgaria and Serbia this procedure is handled internally through the cooperation of the Marketing, GBD and Quality Control departments.

In terms of the distributed brands, Sarantis Group fully complies with its partners prerequisites and directions in such matters. For instance, we maintain our highly responsive communication channels with our partners (PUIG, SODALIS, CHURCH & DWIGHT), in that way partners are informed immediately if complains occur regarding their brands. In addition, we may fill out special forms and provide the required documentation depending on our partner's requirements (i.e., Johnson & Johnson).



¹ There were 2 cases of fines concerning environmental compliance with total monetary value of circa €130. These fines are considered insignificant. The fines concerned a case of Breach of permit conditions and a case of Failing to submit a list in a timely manner.



Labelling on products with respect to environmental and social issues

According to legislation, all products and packaging that can be recycled must have the respective icon. We have implemented this requirement in all our products to a higher or lesser degree based on whether products and packaging or only packaging can be recycled.

We follow a certain "Labeling of Chemical Products" policy and we are obliged by the law to demonstrate the ingredients of our chemical products in our official website. Our regulatory team applies a "Product's Responsibility" policy regarding personal care, home care and health & care products.

SPECIFIC LABELING REQUIREMENTS:

The following environmental labels are required in Poland:

- Labeling of beverage cups and wet wipes placed on the market from July 3, 2021, according to the templates of EU Regulation 2020/2151.
- Garbage bags for the collection of selected waste fractions at the place of generation should be marked with descriptions:
 - The waste fraction that consists of paper, including cardboard, paper packaging waste and cardboard packaging waste shall be collected in blue containers/ Garbage bags marked "Papier".
 - The waste fraction that includes waste glass, including glass packaging waste, shall be collected in green containers / garbage bags marked "Szkło".
 - If the waste fraction is collected in the division into colorless glass and colored glass, colorless glass shall be collected in containers / garbage bags of white color marked "Szkło bezbarwne", and colored glass in containers / bags of green color marked "Szkło kolorowe".
 - Waste fractions that include metal waste, including metal packaging waste, plastic waste, including plastic packaging waste, and multi-material packaging waste, shall be collected in yellow containers marked "Metale i tworzywa sztuczne".
 - Fraction of waste shall be collected in brown color containers labeled "Bio".

Personal care products

Our brands STR8, KOLASTYNA and LUKSJA, specifically in Poland incorporated a 'green dot' symbol on every packaging to indicate that the company producing the product at hand, pays a recovery and recycling organization to oversee the ecologically responsible management of their packaging waste.



Moreover, an exceptional example is our bioten brand, whose whole promotion and marketing campaign is based on environmental awareness, enhancing its eco-friendly approach through its natural ingredients and environmental responsible packaging.

Moving forward within 2020, it is worth mentioning that we have created a new site for Bioten to keep our consumers updated with accurate and adequate information for the brands' products and formulations. The tailor-made platform, biotencosmetics.com, apart from the brand's philosophy and values, also contains a full analysis of all ingredients and products' composition enhancing further transparency and consumers' awareness. Furthermore, in terms of packaging regarding the specific brand, we have launched an embedded QR code which leads to the site's section of Bioten's commitments to beauty and informs the consumer accordingly.



As far as our distributed brands are concerned, for instance Carex & Original Source, we provide information regarding packaging and product recycling on every product (i.e. recyclable, re-usage of pumps etc.), while our partners also regularly update with such information their official product websites rising awareness in such issues.

Home care products

Our Greek "Sanitas" homecare brand actively encourages the mitigation of food waste in its Social Media pages and its "above the line" marketing communication. An example of such responsible marketing action was the brand's collaborations with the NGO "BOROUME" since 2019. Furthermore, through our AVA brand's social media pages content we are actively raising awareness concerning the important issue of excessive water usage.



Another initiative of responsible marketing was made possible through "JAN NIEZBĘDNY", our Polish homecare products brand.

Its marketing philosophy encourages responsible consumption and educates consumers by:

- Placing information on the packaging of selected products on how to segregate waste (product packaging, used product) and on the materials used (paper with FSC certificate, recyclable foil)
- Conducting direct customer contact initiatives at points of sale about waste segregation
- Posting educational information on social media about waste segregation and organizing consumer competitions with prizes that concern the ecological awareness of our customers (i.e. puzzles about garbage segregation) encouraging knowledge to be shared with the youngest group.
- Being a supportive partner of the "Clean Tatra Mountains" project-for 9 consecutive years. The project is the biggest CSR cleaning project in Poland. Our brand, alongside eco enthusiast customers, perform cleaning actions on public areas. The project's goal is also to promote ecological practices (waste segregation, zero waste philosophy). The activity lasts for three days and includes numerous education panels - in 2019 we had a record participation, the biggest in Poland, with 211 participants. Unfortunately, due to the covid-19 pandemic outbreak the event was been canceled due to governmental restriction in the area.





Performance

GRI 417-2, GRI 417-3

We follow carefully our internal Monthly Quality Reports (MQRs). These reports are sent every month from the Q.A. department to the Marketing department and the Research & Development department. These departments follow up any incoming consumer complaints, withdrawals and recalls (if any).

We are very proud that for the year 2020 we can disclose 0 incidents in total regarding non-compliance with regulations and/or voluntary codes concerning marketing communications, product and service information and labeling.

Specifically:

- 0 incidents of non-compliance with regulations resulting in a fine or penalty have been reported
- 0 incidents of non-compliance with regulations resulting in a warning have been reported
- 0 incidents of non-compliance with voluntary codes have been reported



3.3 SAFEGUARDING SUSTAINABLE, AND CIRCULAR SOURCING OF RAW AND PACKAGING MATERIALS

Management Approach

GRI 103-2, GRI 103-3, ATHEX SS-E6, ATHEX C-S7

Group wide

Internal communication and collaboration between departments in Sarantis Group is what enables us to constantly improve our performing statistics. The Procurement department is continuously examining ways in collaboration with our internal R&D department to increase the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable.

We are working towards making our packages have a wider life span, in order to be able to produce more recycled plastic instead of using virgin materials. We are working intensively towards innovating with recycled plastic (PCR) and with reusable packages that may help to reduce our total environmental footprint, both in our own brand's packaging and in our homecare product range.

Throughout our operations, we choose to closely collaborate with top suppliers, that have a proven ESG orientation, for the procurement of sustainably sourced materials. Collaborating with expert partners that actively support new trends and sustainable materials innovation is inspiring us and drives our ambitions towards a sustainable future.



Vendor management will be among our focus areas in the future. This will support the management, evaluation and risk assessment of suppliers (finished products/ raw & packaging materials) in terms of Quality, Health & Safety, Environmental and Social Compliance. So far, Vendor questionnaires have been issued and **will be used as follows:**



We aspire that our ongoing project regarding suppliers' assessment and vendor management will practically contribute to monitoring all our collaborators thoroughly and setting higher standards.

In our near future, Group-wide commitments regarding sustainable, and circular sourcing of raw and packaging materials are focused to increasing capacity of recycled plastic sourced from both post-consumer and post-industrial plastic.



Personal care products

We are currently developing a new eco-label sun care product range that its formulation will use increased percentage of natural ingredients. This way our sun care product range will become more eco-friendly and lessen our ecological footprint in the very important field of seas and oceans preservation.

Another initiative is the launch of Bioten product range that uses 100% recyclable packaging. Furthermore, in 2021 we plan to reduce cellophane use in all Bioten packaging tubes. Also, Bioten face cream packaging boxes materials are certified by FSC which is an independent, non-profit organization that protects forests for future generations. Having the FSC certification means that the paper of our boxes comes from responsible sources. We are committed to do what it takes so that our planet's forests are not harmed. Finally, Bioten's product range is comprised by a high percentage of natural origin ingredients, sustainably sourced.



Home care products

Regarding our homecare products, we have set goals in reducing virgin plastic and sourcing recyclable plastic from waste and re-granulating it to produce a recycled product range. This process involves re-granulating and reusing plastic deriving from post-consumer and post-industrial waste, to be used in the garbage bags production process.

An excellent example of the results that these actions can produce is the new, complete range of household products developed under "green life" concept. Our "green life" garbage bags are produced by 100% recycled plastic and its paper label packaging is FSC certified. Under the same concept, a new range of cleaning items made from environmentally friendly materials (i.e. bamboo, recycled microfibers, natural fleece) was launched through our SANITAS, FINO, JAN and HEWA brands.



We have also launched an initiative to replace single use plastic products (plates, cups, cutlery & straws) with sustainable alternative resources, following the latest EU and Greek regulations and market trends.



Other initiatives include:

- Vegan friendly AVA PLUS+ dishwashing liquid
- Compostable baking paper according to EN 13432 for our brands SANITAS, FINO, JAN and HEWA.
- No SVHC substances in our products,
- No CMR substances in our products,
- Working on producing lilial free products by March 2022, based on EU legislation,
- Partly natural derived foam for sponges

Performance

GRI 301-1 GRI 301-2

As we have already stated, we are in constant search of new ways to improve our environmental footprint. As stated below, in recent years, we have been able to steadily keep the use of renewable materials in our household product range above 9%.

GRI 301-1 Polipak* materials usage (t)			
	2018	2019	2020
Total non-renewable materials used	19,871	20,894	23,310
Total renewable materials used	2,047	1,352	2,404
Total materials used	21,918	22,246	25,714
Renewable materials percentage	9.3%	6.1%	9.3%

*Currently only Polipak material data is available. We will disclose relevant data concerning our other production facilities in a future report.

We are also aiming in increasing the recycled input materials that we use in our production. Unfortunately, this was not feasible during 2020, as the COVID-19 pandemic significantly affected our recycled post-consumer and post-industrial plastic supply chain.

GRI 301-2 Polipak* recycled input materials used			
	2018	2019	2020
Percentage of recycled input materials	45%	37%	36%

*Currently only Polipak material data is available. We will disclose relevant data concerning our other production facilities in a future report.



3.4 MINIMIZING PACKAGING AND ADOPTING CIRCULAR ECONOMY WASTE PRACTICES



Management Approach

GRI 103-2, GRI 103-3, GRI 306-1, GRI 306-2

Group wide

Our strategy for reducing waste production is intertwined with our previously mentioned efforts to increase the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable. By altering our production processes and using more post-consumer and post-industrial plastic, we are actively engaging in circular economy practices and at the same time reduce or waste production by re-working our not-fit-for-consumer-use products.

We are currently intensively focusing our attention in future projects that will allow us to mitigate our impacts deriving from plastic packaging components. We have set packaging weight reduction goals, in our owned brands such as STR8, ELMIPLANT, AVA.

Furthermore, through our new "Vendor Management" that was previously mentioned, we focus in collaborating with partners that adopt circular economy waste practices and have standardized recycling processes. It is crucial for us to work with partners that share the same philosophy and goals with us.

We are also actively contributing to Greek post-consumer recycling programs by providing a yearly fee to the Hellenic Recovery Recycling Corporation which is in accordance with the yearly amounts of recycled plastic we collect. The Group also contributes supporting the purchasing of relative blue recycle bins. Our contribution in 2020 was 314 said bins and in total we have contributed in the purchasing of 5287 bins or 10 recycling vehicles.



Home Care products

We have launched a new, wholly recycled product range that is made from plastic waste sourced externally, boosting our circularity. Also, our garbage bag production site in Ukraine has a vertical integration plastic recycling process, that uses our own plastic waste for production, minimizing our plastic waste production. We intend to take advantage of our market-leader position in household products to phase out plastic in household products, in the near future.

Our goal regarding household products is to rollout new packaging deriving from 100% recycled paper (outer carton boxes, inner pack boxes & paper cores) that will be made from FSC certified materials.

Performance

GRI 306-3, GRI 306-4, GRI 306-5

Data presented below only refer to waste produced by our production facilities.

GRI 306-3 Produced waste (t)			
	2018	2019	2020
Hazardous waste	33.03	27.6	35.74
Non-hazardous waste	1,253.11	1,785.44	1,894.90
Total waste	1,286.14	1,813.04	1,930.64

GRI 306-4 Waste diverted from disposal (t)			
	2018	2019	2020
Hazardous waste			
On site	-	-	-
Off site	8.38	6.94	5.34
Non-hazardous waste			
On site	132.66	211.3	192.86
Off site	830.98	957	1,255.23

GRI 306-5 Waste directed to disposal (t)			
	2018	2019	2020
Hazardous waste			
On site	-	-	-
Off site (recycling)	24.65	20.66	30.41
Non-hazardous waste			
On site	-	-	-
Off site	289.47	607.14	446.8

Data presented in the tables above may have slight differences due to rounding reasons. Data regarding waste are presented in detail in the appendix of this report.



3.5 IMPROVING ENERGY EFFICIENCY, USE OF RENEWABLE SOURCES AND REDUCTION OF GHG EMISSIONS IN PRODUCTION AND DISTRIBUTION



Management Approach

GRI 103-2, GRI 103-3

The Group's commitment to safeguarding the environment is expressed through its environmental policy that is incorporated in the Group's Code of Conduct. As the policy states, environmental topics such as the protection and conservation of the natural environment as well as halting climate change are incorporated in the Group's strategy and culture.

Sarantis Group has identified that the efficient use of energy and the use of renewable energy resources in its production processes have an intrinsic role in achieving the goals that are set and honoring our commitments regarding the environmental challenges we are facing.

Sarantis Group is currently aiming at achieving meaningful, measurable results in the following focus areas:

Reducing non-renewable energy consumption and increasing the use of renewable energy sources

A solar refrigeration system in the production site located in Inofita, Greece was installed and there are efforts underway to explore the feasibility of installing electricity-generating solar panels in the production facilities located in Greece, Poland (Polipak) and Ukraine.

Improving and optimizing energy use efficiency

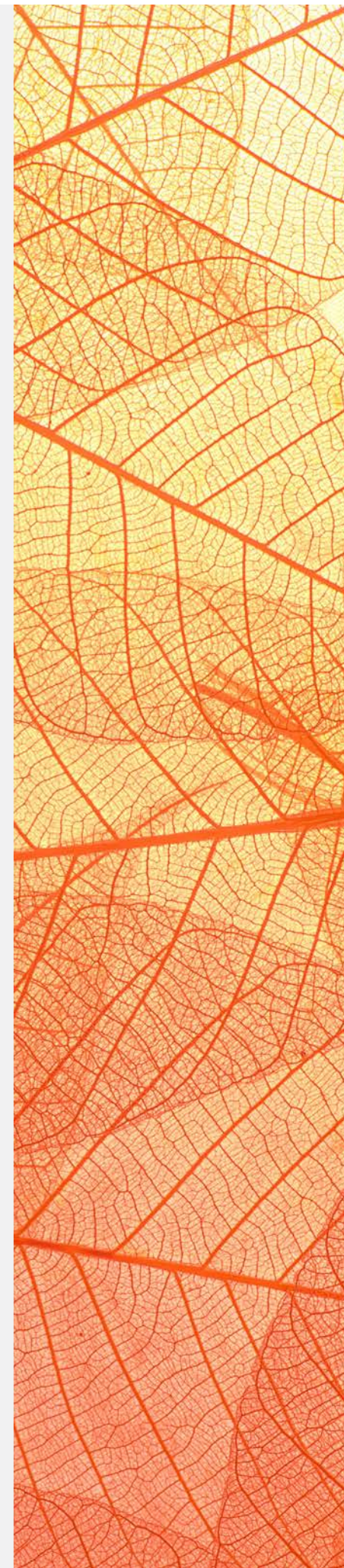
The Group is currently in a process of optimizing the logistics network in order to minimize energy use. The locations of various logistics centers are under consideration and alternative locations are examined. The goal is to create a distribution network that will reduce the energy that is used by the facilities, as well as by transportation means. The Energy Management System ISO 50001 was implemented in the Group's headquarters and production site located in Greece. The scope of the system includes the production and packaging of household products and cosmetics, and trading and distributing household products, cosmetics and personal health & care products.

Altering the fuel mix

In recent years, the Group has largely replaced diesel consumption in its facilities with natural gas. A fuel that is more efficient and at the same time produces less GHG emissions.

Based on the aforementioned focus areas, the Group implemented in 2020 a series of initiatives for the mitigation and decrease of energy consumption, thus leading to lowering GHG emissions. The initiatives were focused in Greece, Poland and Ukraine where the Group has production facilities as well as offices and are scheduled to continue in 2021 as indicated below.

	2020	2021
Greece	<ul style="list-style-type: none"> Installation of a remote-controlled System for Air Conditioning Unit of Production Building Installation of a conventional energy class A cooler for the HVAC system Installation of a conventional energy class A cooler for the Industrial Cooling system 	<ul style="list-style-type: none"> Installation of LED Lighting in the Warehouse Building Investigation of the capability of installing a photovoltaic system for production of Electrical Energy, on the roof of the buildings. If there is the capability, we will proceed with the installation of the system going forward.
Poland	<ul style="list-style-type: none"> Energy efficient equipment has been installed during 2018-2019 period, reducing energy levels further. Eco-friendly approach towards our daily work. Maintenance/Upgrade of older equipment, which contributed to the reduction of energy consumption. 	
Poland (Polipak)	<ul style="list-style-type: none"> Constructing of the new headquarters of Polipak has commenced (contract signed on 20/05/2020). 	<ul style="list-style-type: none"> In the new Polipak plant (Q1 2022) there will be more efficient (lower consumption of energy) machinery installed and, the most probably, photovoltaic system that should work from June'22. Projected power will be 2 MW.
Ukraine (Ergopak)	<ul style="list-style-type: none"> The optimization of the production through new purchased equipment mitigates electricity consumption (energy) as the new equipment is more efficient. In 2019-2020 we have proactively stopped producing PLA products (such as plastic plates, cups etc.), due to the EU directive (ongoing until 2022) which bans the PLA going forward. That helped us to mitigate the high levels of energy consumption, as processing thermoplastic polyester required high energy consumption in the past. Specifically, due to the abolition of production of plastic cups and plates, we have mitigated our energy consumption. After the implementation of the initiative, electricity consumption was reduced by 300,000 kWh per month. Centralized all our distribution centers in one building in Kiev. 	<ul style="list-style-type: none"> A Research has begun of a potential future installation of photovoltaic (PVs) in Ukraine.





Performance

Energy consumption²

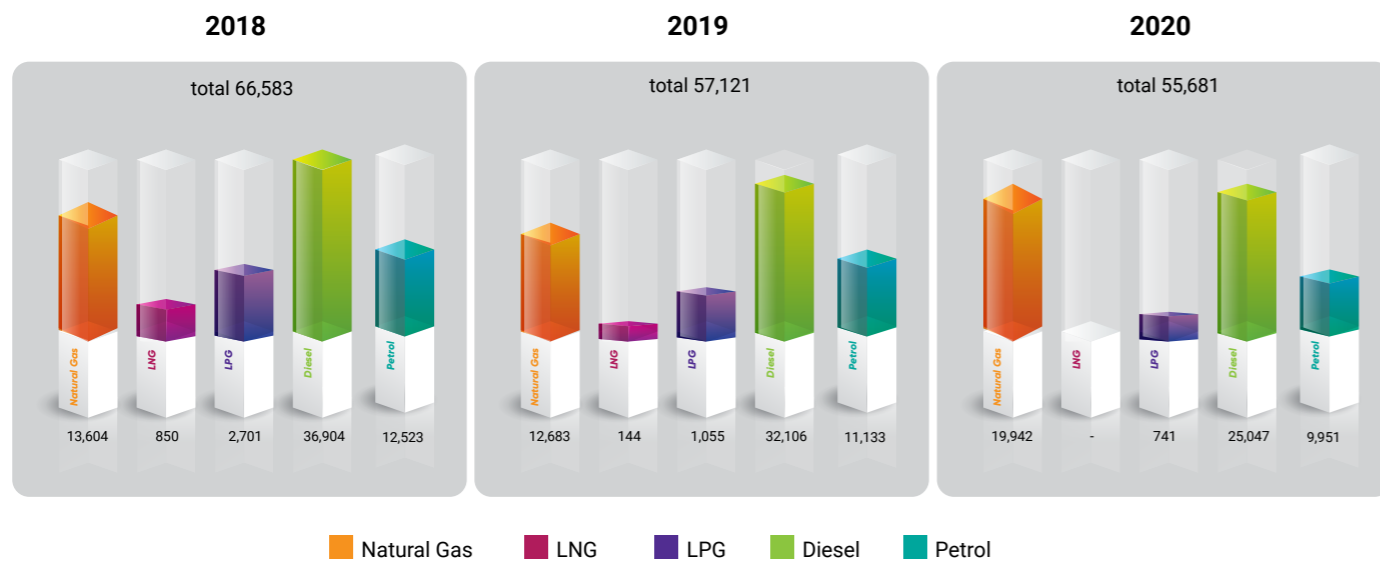
GRI 302-1 GRI 302-3 ATHEX C-E3

In a three-year period between 2018 to 2020, Sarantis Group managed to lower the total fuel consumption from non-renewable sources by 16.4%. The non-renewable sources (fuels) that are used in the Group's facilities and vehicles are natural gas, LNG, LPG, diesel and petrol.

Vehicles used by Sarantis Group include the following categories:

- Buses
- Forklifts
- Passenger cars
- Tractors
- Trucks
- Vans

Sarantis Group total non-renewable fuel consumption, GJ



GRI 302-1 Sarantis Group total energy consumption from non-renewable sources, GJ*					
	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Natural gas	13,604	12,683	-6.8%	19,942	57.2%
LNG	850	144	-83.0%	-	-100%
LPG	2,701	1,055	-60.9%	741	-29.8%
Diesel	36,904	32,106	-13.0%	25,047	-22.0%
Petrol	12,523	11,133	-11.1%	9,951	-10.6%
Total	66,583	57,121	-14.2%	55,681	-2.5%

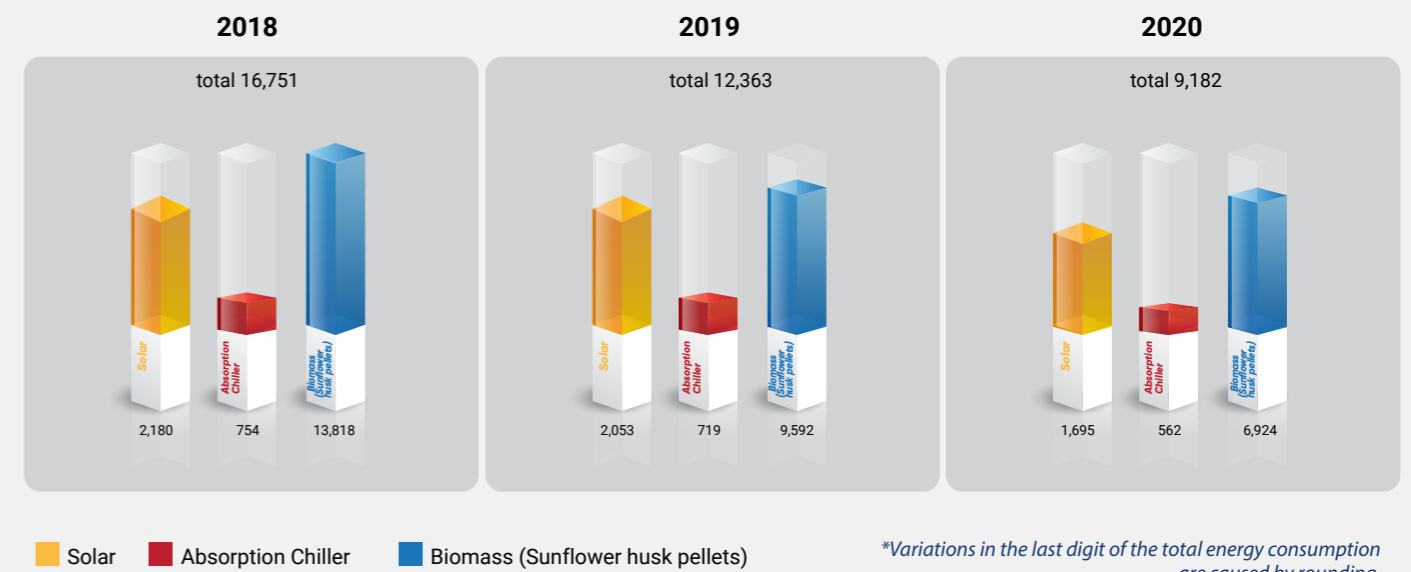
*All calculations were made using DEFRA 2020 fuel properties conversion factors for Gross CV as variations between years are minute.

² Data presented in this chapter refer to our operations in: Greece, Poland, Romania, Bulgaria, Hungary, Serbia, Czech Republic, Slovakia, North Macedonia, Bosnia & Herzegovina, Russia and Ukraine



For the same period, total energy consumption from renewable sources was reduced by 45.2%. Renewable energy sources used by the Group include solar (photovoltaics), solar (absorption chiller) and biomass (sunflower husk pellets).

Sarantis Group total energy consumption from renewable sources*, GJ



Legend: Solar (orange), Absorption Chiller (red), Biomass (Sunflower husk pellets) (blue)

*Variations in the last digit of the total energy consumption are caused by rounding.

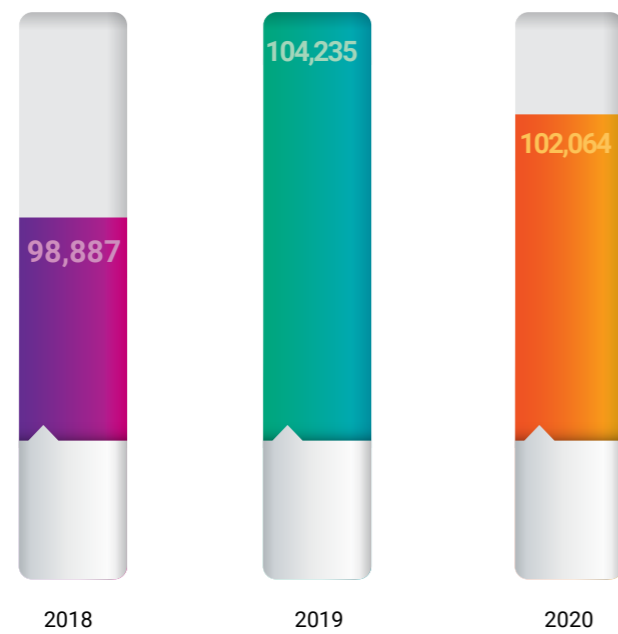
GRI 302-1 Sarantis Group total energy consumption from renewable sources, GJ*					
	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Solar	2,180	2,053	-5.8%	1,695	-17.4%
Adsorption Chiller	754	719	-4.6%	562	-21.8%
Biomass(Sunflower husk pellets)	13,818	9,592	-30.6%	6,924	-27.8%
Total	16,751	12,363	-26.2%	9,182	-25.7%

*All calculations were made using DEFRA 2020 fuel properties conversion factors.



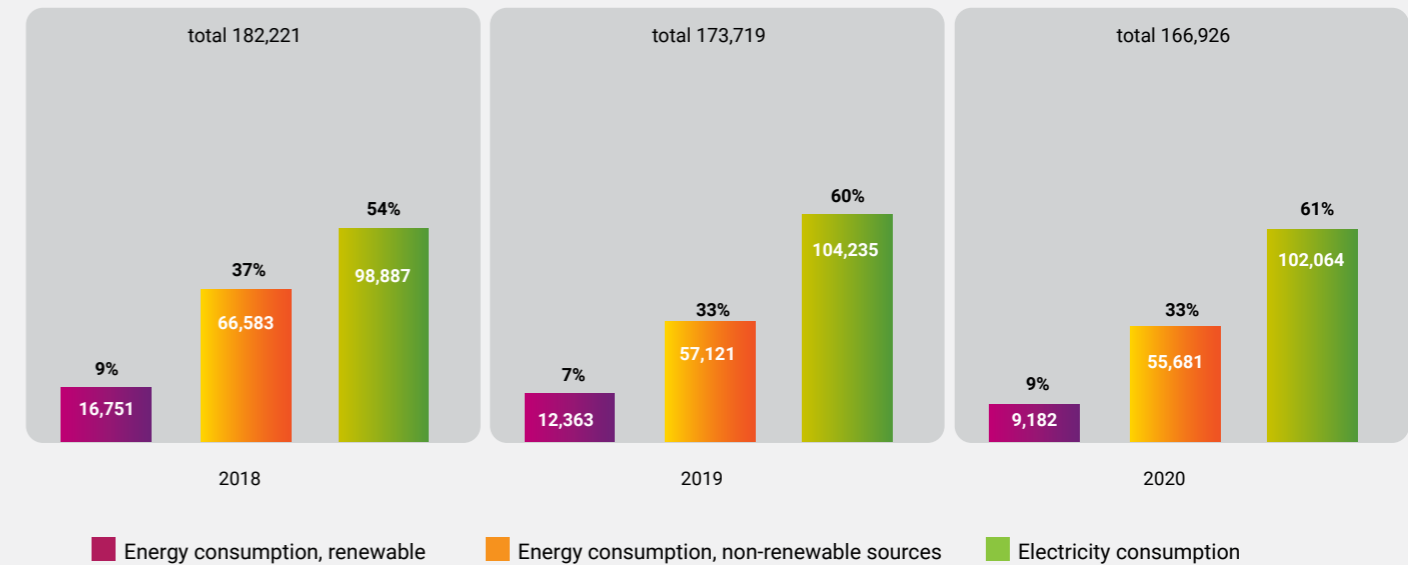
Total energy use in the form of purchased electricity has increased over the years. In terms of percentages, there was an increase of 5.4% comparing 2019 to 2018 and a COVID-19-induced 2.1% reduction comparing 2020 to 2019. The increase in electricity usage between 2018 and 2019 is caused by a shift towards electricity and away from fossil fuels in the manufacturing processes of Sarantis Group. The COVID-19 pandemic remote working measures that the Group imposed caused the reduction in electricity usage for 2020, as energy needs in offices was restricted.

Sarantis Group total electricity purchased, GJ



Total energy consumption of 2020 amounted in 166,926 GJ, reduced by 8.4% compared to 2018 and by 3.9% compared to 2019. Purchased electricity holds the largest share in 2020 by 61% of total energy consumption.

Sarantis Group total non-renewable fuel consumption, GJ



GRI 302-1 Sarantis Group total energy consumption, GJ					
	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Energy consumption, non-renewable sources	66,583	57,121	-14.2%	55,681	-2.5%
Energy consumption, renewable sources	16,751	12,363	-26.2%	9,182	-25.7%
Electricity consumption	98,887	104,235	5.4%	102,064	-2.1%
Total	182,221	173,719	-4.7%	166,926	-3.9%
Total in MWh	50,617	48,255	-4.7%	46,368	-3.9%

GRI 302-1 Sarantis Group total energy consumption by source share, over total			
	2018	2019	2020
Non-renewable sources	36.5%	32.9%	33.4%
Renewable sources	9.2%	7.1%	5.5%
Purchased electricity	54.3%	60.0%	61.1%

GRI 302-1 Sarantis Group total electricity consumption, GJ*				
2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
98,887	104,235	5.4%	102,064	-2.1%

*It should be noted that electricity consumption data for Czech Republic and Slovakia are not available as electricity consumption is included in the premises rent as a fixed cost.



Regarding Sarantis' Group energy intensity, we are using our net sales in thousand Euros, as a denominator. As shown below, the energy intensity of Sarantis Group decreased to 0.42 GJ per thousand Euros of net sales. The ratio uses energy consumption within Sarantis Group, from non-renewable sources, renewable sources and purchased electricity.

GRI 302-3 Sarantis Group total energy intensity			
	2018	2019	2020
Consumed energy within Sarantis Group (GJ)	182,221	173,719	166,926
Net sales (€'000)	343,996	370,073	393,375
Energy intensity ratio (consumed energy /net sales)	0.53	0.47	0.42
Percentage variation		-11.4%	-9.6%

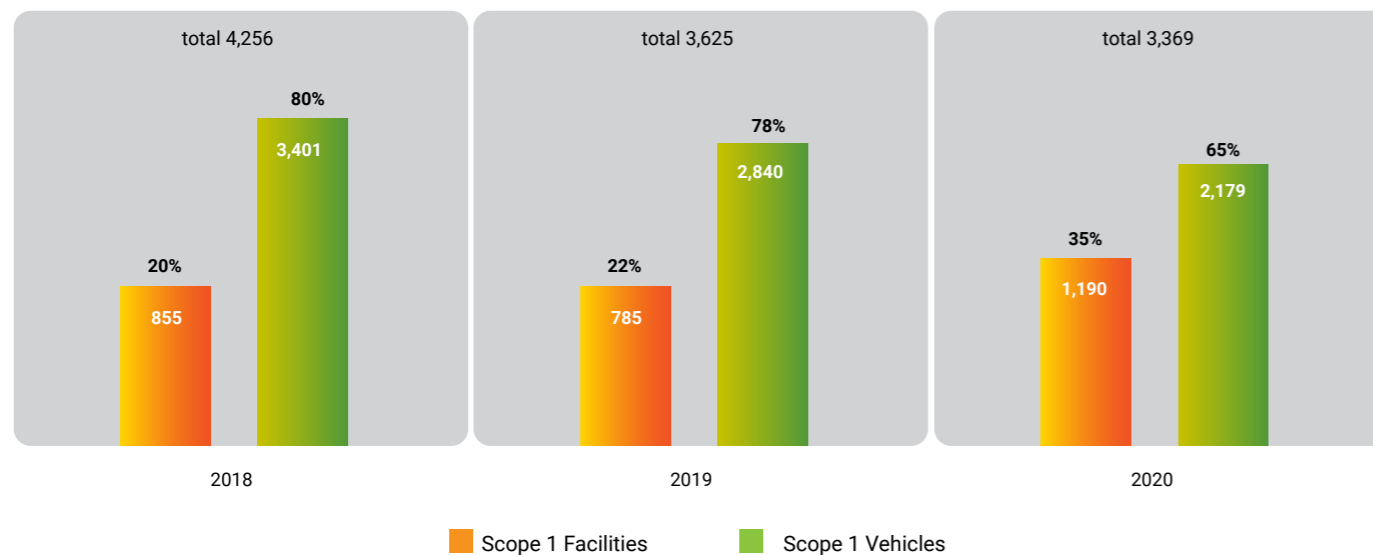
GHG Emissions³

GRI 305-1 GRI 305-2 GRI 305-4 ATHEX C-E1 ATHEX C-E2

Sarantis Group is adamant about measuring its impacts on the environment and actively mitigating them. The first step towards GHG emissions mitigation is calculating our carbon footprint. We are very proud to present GHG emissions data for the first time, in our sustainability report. The data cover a three-year period from 2018 to 2020 and refer to our Scope 1, Scope 2 and biogenic emissions. Gases included in the calculations are CO₂, CH₄ and N₂O. Results are presented in tCO₂e and the consolidation approach implemented was by operational control. All countries where Sarantis Group operates are included, unless stated otherwise.

Scope 1 GHG emissions of 2020 compared to 2018 have decreased by 20.8%. Fuel usage by company vehicles constitute 65% of the total Scope 1 emissions category in the year 2020.

Sarantis Group Scope 1 GHG emissions (tCO₂e)



³ Data presented in this chapter refer to our operations in: Greece, Poland, Romania, Bulgaria, Hungary, Serbia, Czech Republic, Slovakia, North Macedonia, Bosnia & Herzegovina, Russia and Ukraine

GRI 305-1 Sarantis Group Scope 1 GHG emissions (tCO₂e)

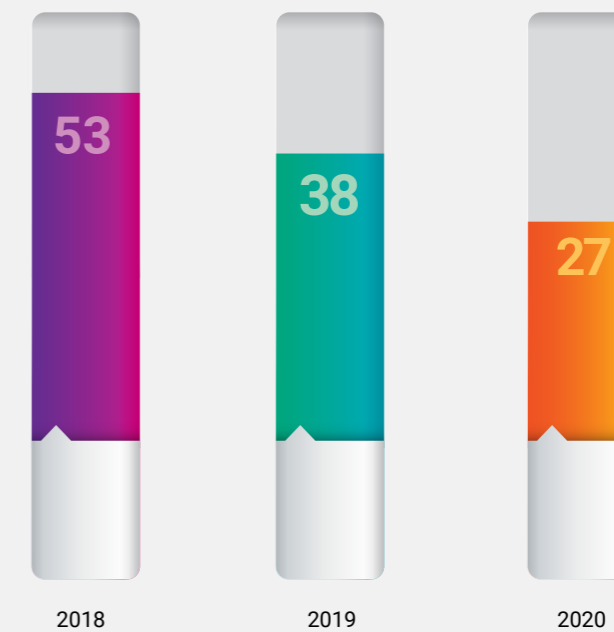
	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Scope 1 Facilities*	855	785	-8.2%	1,190	51.6%
Scope 1 Vehicles**	3,401	2,840	-16.5%	2,179	-23.3%
Scope 1 Total	4,256	3,625	-14.8%	3,369	-7.1%

*Included fuels: Natural gas, LPG, Diesel, and Petrol

**Included fuels: Diesel, Petrol, LPG, LNG

Biogenic emissions occur from the incineration of biomass (sunflower husk pellets) to produce energy, in the Ergopak production facilities located in Ukraine. As the aforementioned facility is gradually decreasing the use of pellets for energy production, biogenic emissions are steadily decreasing as well.

Sarantis Group biogenic emissions (tCO₂e)



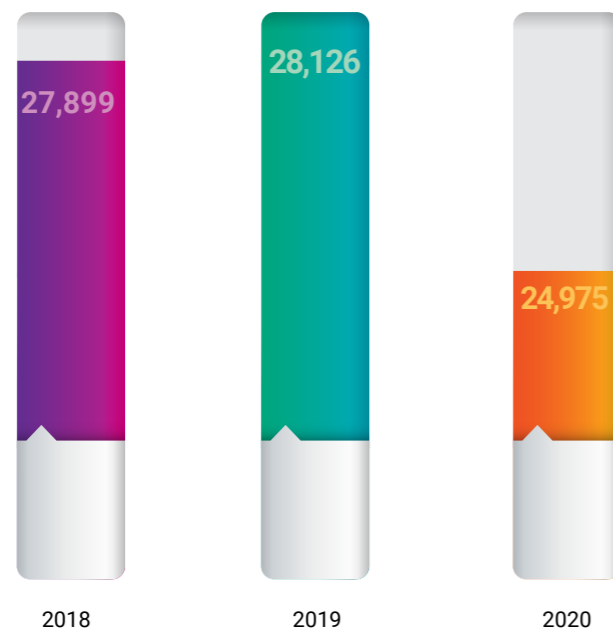
GRI 305-1 Sarantis Group biogenic emissions (tCO₂e)

	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
	53,2	38,4	-28.0%	27,4	-28.6%

Scope 2 calculations are calculated in accordance to the location-based methodology, using the production mix emission factors for the respective years 2018, 2019 and 2020. As Sarantis Group operates mostly in European Union countries, the emission factors were provided by internationally recognized databases (i.e., AIB, UNFCCC).

Although electricity consumption increased in recent years, Scope 2 emissions steadily declined in the three-year period between 2018 to 2020. This is caused by the significant decrease of the production mix emission factors in many countries where Sarantis Group operates, which in turn is caused by the increase in renewable energy sources in the production mix of the local grids.

Sarantis Group Scope 2 GHG emissions (tCO₂e)

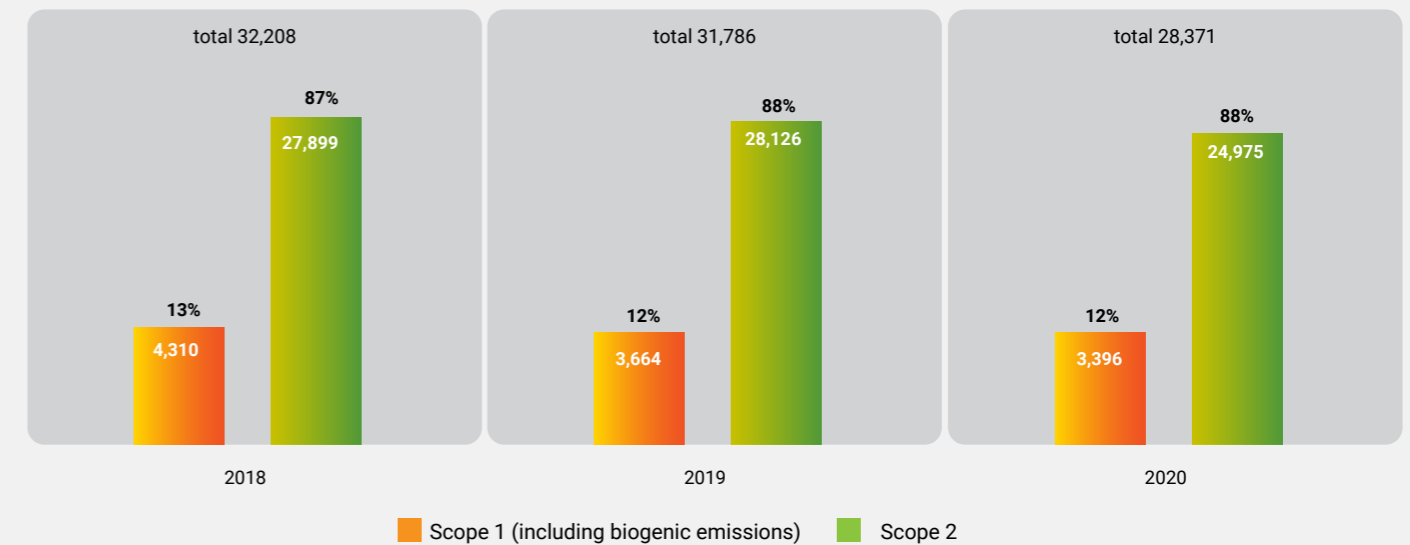


GRI 305-2 Sarantis Group Scope 2 GHG emissions (tCO₂e)

	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Scope 2 GHG emissions (tCO ₂ e)	27,899	28,126	0.8%	24,975	-11.2%

In total, GHG emissions produced by the Group are steadily declining. Compared to 2019, our total emissions in 2020 decreased by 10.8%. A visual representation of the allocation of GHG emissions between Scope 1 (including biogenic emissions) and Scope 2 is provided below.

Sarantis Group total GHG emissions (tCO₂e)



Scope 3 emissions are omitted from our current calculations as we are evaluating our impact and laying our future strategy and goals, based in this first effort on carbon footprint analysis.

GRI 305-1, GRI 305-2 Sarantis Group total GHG emissions (tCO₂e)

	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020
Scope 1 (including biogenic emissions)	4,310	3,664	-15.0%	3,396	-7.3%
Scope 2	27,899	28,126	0.8%	24,975	-11.2%
Total	32,208	31,789	-1.3%	28,371	-10.8%

Regarding Sarantis Group's emissions intensity, we are using our net sales as a denominator. As shown below, the emissions intensity of Sarantis Group decreased to 0.07 tCO₂e per thousand Euros of net sales in comparison to 0.09 for 2019. The ratio includes Scope 1 and Scope 2 emissions of Sarantis Group, regarding CO₂, CH₄ and N₂O.

GRI 305-4 Sarantis Group total GHG emissions intensity

	2018	2019	2020
Total Scope 1 and Scope 2 GHG emissions (tCO ₂ e)	32,208	31,789	28,371
Net sales (€'000)	343,996	370,073	393,375
GHG emissions intensity ratio	0.09	0.09	0.07
Percentage variation		-8.3%	-16%

3.6

INVESTING IN R&D FOR INNOVATIVE AND SUSTAINABLE PRODUCTS



Management Approach

GRI 103-2, GRI 103-3

Group wide

The Group demonstrates its commitment to a constantly evolving research and development philosophy by funding a specialized R&D department, located at Inofyta, Greece and in Poland (Polipak's production facility).

The result of this effort was a complete "eco" range of products that was developed in-house, covering all product categories (Food packaging, Garbage bags, Cleaning Items) under a Green Life Concept.

Through this effort:

- We developed "Green Life" Garbage bags line using 90% - 100% of recycled plastic & FSC paper label packaging.
- We replaced single use plastic products (plates, cups, cutlery & straws) with sustainable alternative resources (bagasse, wheat), launched under "Green Life" concept.

The Group is actively searching and investing in new production processes that will allow the increase of ingredients sourced from sustainable sources (i.e.: increase the percentage of natural ingredients, use RSPO palm oil, a key ingredient in our sun care products) and adapt our formulas to have an improved environmental footprint. An indicative example is the Group's cooperation with the University of Ioannina and the National Technical University, which concerns the development of innovative cosmetology formulations and food supplements based on natural ingredients, which will arise with green innovative extraction and biotransformation processes.

Sarantis Group engages in meaningful cooperation initiatives with reputable Academic Institutions in Europe which allows for independent product testing. Through these initiatives we gain significant communications channels to knowledge centers through cooperation with well-known scientists. The products we develop this way play an essential role in our ambition to have a positive impact on our field of expertise.

Our goal through these collaborations is the expansion of our knowledge base and the improvement of our formulations. Our R&D teams regularly attend International congresses, as well as professional exhibitions. Through our active memberships in major scientific European cosmetic organizations we are able to always be informed about breakthroughs, new Global Trends and current concepts.

Overall, the Group is committed in exploring the most updated technologies for safety and environmental protection, strictly following all relevant local and European regulations. We are also set on increasing the use of recycled packaging materials (plastic, glass, paper) as well as recyclable, reusable or compostable packaging materials.

Furthermore, the Group is continuously examining ways to increase the level of ingredients that are sustainably sourced, increase the percentage of natural ingredients and adapt our formulas to have an improved environmental footprint.

Personal care products

- Cooperating with the University of Ioannina and the National Technical University of Athens, which concerns about the development of innovative cosmetology formulations and food supplements based on natural ingredients, which will arise with green innovative extraction and biotransformation processes.
- Other R&D projects, relate to:
 - Substitute chemical ingredients with naturally sourced.
 - Eliminate ozone depleting substances, used as propellants in products

Home Care products

A new investment is under-way at Polipak that will lead to a more automated production process, which, combined with a new R&D lab and new equipment, will result in increased production efficiency and Quality Assurance improvements. Investing in R&D lab equipment lead to the integration of new, top-class measuring equipment including:

- moisture analyzer,
- plastometer,
- testing machine,
- octagon,
- spectrophotometer or Dart Drop

Our continuous R&D investments in Polipak resulted in the introduction of innovative bags, holding our patented TriplePak foil. These new garbage bags will be characterized by:

- High durability,
- Better functionality & aesthetics,
- Cost efficiency, Better ecological profile (higher percentage of recycled raw materials)

Our patented TriplaPak technology allows us to introduce products of quality and performance parameters not currently offered in Europe. Equally important from the technological point of view is the innovation process including automation and robotization of production. This investment program sets our path towards the implementation of elements of the concept of Industry 4.0. Currently, garbage bags are made of a single-layer film, which practically prevents the production of a strong, aesthetic, fragrant, functional and cheap product at the same time. Each of the indicated features and functions is the result of using a different raw material in the production process. Their integration from a technological point of view is only possible in a product consisting of several layers.

The "TriplePak" project is co-financed by the European Union, from the European Regional Development Fund under the Intelligent Development Operational Program.

We also have a new production technology that is currently under development. When implemented, it will result in improved production processes that bear a smaller environmental footprint. This new technology is expected to be part of a new investment launched at Polipak's plant located in Poland.



Performance

[Sarantis Indicator]

We invest own capital and participate in investment programs that receive EU grants promoting R&D. Our own total invested capital for R&D in 2020 exceeded 6 million euros.





4

RESPONSIBLE GOVERNANCE

4.1 ENSURING ROBUST ECONOMIC PERFORMANCE



Management Approach

GRI 103-2, GRI 103-3

The Group's strategic priorities are focused on further growing our Home Care, Personal Care and Beauty business in Central and Eastern Europe (CEE) as well as in the Commonwealth of Independent States (CIS) territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

The business model that supports and ensures the implementation of the Group's strategic objectives is as follows:

- Focus on maintaining dynamic sales growth both on an organic basis and through acquisitions, combined with new strategic international brand distribution agreements, as well as the geographical expansion of the Group.
- Focus on cost optimization, economies of scale and the exploitation of synergies.
- Efficient liquidity management.
- Reinvestment of net cash flows to further enhance the operation and financing of development projects.

As a result of our growing product range, market reach and business activities, Sarantis Group has a significant societal effect. The Group is responsible for the effect generated by its business activities on society, the economy, and the environment.

As a result, the Group is audited by institutional bodies according to the legislation in effect. Moreover, the Group provides a safe and supportive workplace, while creating prospects and development opportunities for all its employees. The Group supports young people and is open to students who want to get familiar with the Fast-Moving Consumer Goods (FMCG) sector.

Our goals and targets for further expanding our performance in coming years include:

- Improvements on profit margins and cash flow generation.
- Market development and penetration.
- Cost efficiencies
- Benefits from synergies and operating leverage



Our performance

GRI 102-7 (iii, iv), GRI 102-9, GRI 201-1, GRI 204-1

Sarantis Group has strong social impact by purchasing products and services that come from local suppliers. Based on the financial report of 2020, the percentage of the procurement budget spent on local suppliers is 67% for 2020 and is relatively steady since 2018, demonstrating our commitment to local suppliers.

GRI 102-9, GRI 204-1*			
	2018	2019	2020
Budget spent on local suppliers (%)	71%	73%	67%

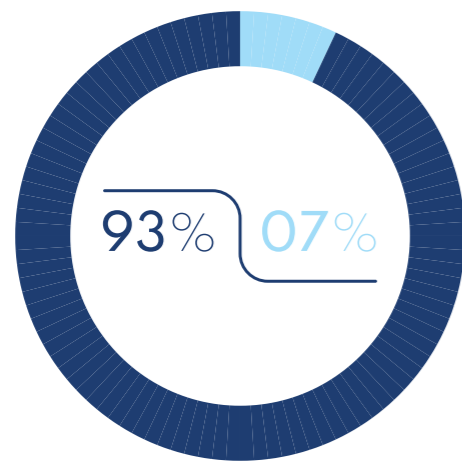
Our efforts in recent years for market penetration and market reach through acquisitions and product portfolio expansion have been successful. We were able to achieve significant growth on metrics such as total capitalization and revenues. At the same time our impact on society grew as we contribute more by payments made to governments in countries of operation and provided wages and benefits to employees.

GRI 102-7 (iii, iv), 201-1			
	2018	2019	2020
Direct economic value generated			
Revenues (€)	359,823,247	388,618,375	411,143,138
Economic value distributed			
Operating costs (€)	273,930,100	288,606,159	305,386,565
Employee wages and benefits (€)	43,475,074	50,993,875	54,393,674
Payment to providers of capital (€)	10,092,976	11,555,090	12,034,827
Payments to government (€)	8,094,578	8,285,213	10,640,748
Community investments (€)	111,000	119,000	290,000
Economic value retained			
Economic value retained (€)	24,119,520	29,059,038	28,397,324
Capitalization			
Net Debt (€)	11,525,662	8,452,770	10,908,477
Shareholder equity (€)	221,924,459	251,271,767	269,880,896
Total Capitalization (€)	233,450,121	259,724,536	280,789,373

* Local suppliers are those operating in the same country with the relative subsidiary of Sarantis' Group. All countries where the Group operates are considered significant locations of operations



As it is observed in the table above, revenues are steadily increasing along with the distributed economic value of Sarantis Group. Specifically, revenues increased by 8% in 2019 compared to 2018 and by another 6% in 2020. The Group is distributing 93% of the generated economic value, as shown in the graph below.



Sarantis Group economic value distributed and retained, 2020

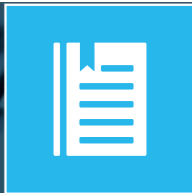
■ Economic value distributed
■ Economic value retained

GRI 201-1			
Payments to government by country (€)			
	2018	2019	2020
Greece	1,201,455	1,405,383	2,087,168
Bosnia Herzegovina	21,843	18,831	14,933
Bulgaria	214,994	202,565	204,656
Cyprus	1,858,643	2,337,169	2,011,980
Czech Republic	515,049	383,665	472,960
Hungary	452,030	436,499	448,174
North Macedonia	106,879	93,249	75,832
Poland	1,193,632	869,716	2,109,195
Poland (Polipak)	423,751	460,996	806,385
Portugal	40,856	36,956	37,202
Romania	1,588,982	1,309,216	1,503,618
Russia	285	14,035	-
Serbia	438,480	453,466	511,347
Slovakia	30,534	70,256	38,743
Ukraine	7,165	193,213	318,554
Total	8,094,578	8,285,213	10,640,748

Payments to governments in total increased between 2019 and 2020 by 28%. All countries that the Group operates are included in the table presented above. Most benefited countries are: Poland by 143%, Poland (Polipak) by 75%, Ukraine by 65% and Greece by 49%.

4.2

SAFEGUARDING CORPORATE GOVERNANCE, REGULATORY COMPLIANCE AND BUSINESS ETHICS



Management Approach

GRI 102-18, GRI 103-2, GRI 103-3

Sarantis Group is governed according to the Corporate Governance Code according to the L. 2190/20. Sarantis' Corporate Governance is a framework of laws, internal policies, regulations, procedures, structures, relationships, processes, methodology and information technology tools through which, among other things, risks are identified, managed and controlled. Moreover, the Sarantis Internal Audit System is based on the model of the "three lines of defense" that has been introduced by the Institute of Internal Auditors (IIA).

The Board of Directors

The Board of Directors (BoD) is responsible for the company's management and its duties are the following:

- Defining the corporate strategy and designing the corporate culture and general practice of the company.
- Approving the annual budget and business plan.
- Monitoring and evaluating the effectiveness and application of the business action plan.
- Auditing and approving large capital expenditures used to implement investment plans.
- Validating financial statements that are to be disclosed, including the report by the Certified Auditors.
- Monitoring the compliance of the company's activities with the legislation in effect, as well as with the Corporate practice as well as maintaining the Internal Control System.
- Selecting the executive leadership, as well as supervising the succession planning.
- Monitoring and resolving possible conflict of interest issues between the company and its senior executives, Board members or basic shareholders, including cases of mismanagement of assets or transactions with related parties.





The members of the BoD on the 31st December 2020 were the following:

Role	Name
President	Gregory Sarantis
Vice president	Kiriakos Sarantis
Member	Aikaterini Saranti
Member	Konstantinos Rozakeas
Member	Konstantinos Stamatiou
Member	Antony Ayiostratitis
Member	Dimitrios Efstahiou
Member	Christos Oikonomou
Member	Nicolaos Nomikos

BoD structure underwent significant changes within 2021, according to the new regulatory framework. The details of the new BoD will be presented in the next report, but it is worth mentioning that there is a Non-Executive Independent Vice President and women's participation percentage has increased.

The organizational structure and relationship between the Board of Directors and the other committees of the Sarantis Group are presented in the following chart:



Management Committee

The Executive/Management committee is the highest advisory and supervisory body of the Company, following the Board of Directors. The meetings of the committee are frequent and ad-hoc depending on the actions and issues that need to be decided. The action plans that the committee agrees upon are summarized and assigned.

The committee meets to:

- Review annual budgets, amend or verify according to the case.
- Monitor the general progress of the company on a monthly basis. Comparisons are made on actual results with those budgeted, significant deviations are explained and relevant decisions are made.
- Review of projects underway and comparison with the expected results according to the development plan.
- Human resources issues.
- Internal audit issues.
- The company's development strategy (new markets, new products, acquisitions etc).
- Evaluation of the risks faced by the company and strategies for management minimization of such risks.
- Discuss issues that concern corporate governance

The Management Committee is constituted by the CEO of Sarantis Group (as chairman), accompanied by:

- The Chief Financial Officer
- The Corporate Legal Advisor
- The Supply Chain Manager
- The Marketing Manager
- The Sales Manager
- The Director of Global Activities

Due to the change of the corporate governance framework in Greece, according to Law 4706/2020, the Group is in the process of compliance. Therefore, the General Operating Regulation of the company and its key subsidiaries are under review, including the Committees, the various Board Supporting Units, the organizational structure and the relevant regulatory tools, ie Codes, Policies, Regulations and Procedures. The new structure will be presented in the next report.

Established Audit Committee

Sarantis Group has established an Audit Committee that assists the Board of Directors, fulfilling the responsibilities that the Board of Directors has toward the shareholders. The Audit Committee consists of two non-executive independent members of the BoD, and a Certified Public Accountant (CPA) independent third person who has been elected directly by the General Shareholders Assembly. Due to this, the Audit Committee is considered an Independent Committee.

The main responsibilities of the committee are:

- I. To supervise the financial audits and reporting procedures of the company by the Board of Directors.
- II. To report its activities results to the Board of Directors.

Moreover, according to the L. 4449/2017, there are repetitive procedures that the committee should fulfill.

These are the following:

- Selection of independent auditors.
- Responsibilities related to mandatory annual audit, including external audit, financial information process, internal control procedures, risk management, and the unit of the internal control.
- Actions of the audit committee within its scope, including meetings, services other than the annual audit of the financial statement, and internal control and risk management procedures.

While exercising its supervisory role, the Committee has the power to investigate every issue related to files, records, facilities, and company personnel. There are many key operations of the Committee. For instance, the Committee suggests to the BoD auditors or the audit firm to perform the annual audit on the financial statements.



Our performance

GRI 205-3, GRI 206-1, GRI 419-1, ATHEX C-G2, ATHEX C-G3

The Group is aligned with the Commercial and Competition Law in the countries that it operates. All employees are encouraged to consult and inform the Legal Services of the Group for antitrust issues and issues concerning the implementation of the law.

Moreover, the Group implements measures against corruption. An employee who will accept bribery shall be subject to civil and legal authorities. Besides, an employee can accept compensation such as a small gift, but it must not be money.

In addition, the Group's Code of Conduct and Corporate Governance safeguards transparency, making the Group a reliable partner. The Group's Code of Conduct also provides strict guidelines, among other things, regarding data safety and sensitive information retention. Furthermore, we are fully aligned with the provisions of E.U. General Data Protection Regulation (G.D.P.R.). Additionally, the company implements the Code of Ethics, ensuring that the businesses of the Group are conducted in a socially and ethical manner, respecting the interests of the parties involved, providing values of integrity, honesty, and justice.

GRI 205-3, 419-1

	2018	2019	2020
Total number of confirmed incidents of corruption	0	0	0
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (human rights & compulsory labor)	0	0	0

As stated in the table above, there were no confirmed incidents of corruption, or imposed fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area, in Sarantis Group since 2018.

Furthermore, there are no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the Group has been identified as a participant, in any country where Sarantis Group operates.

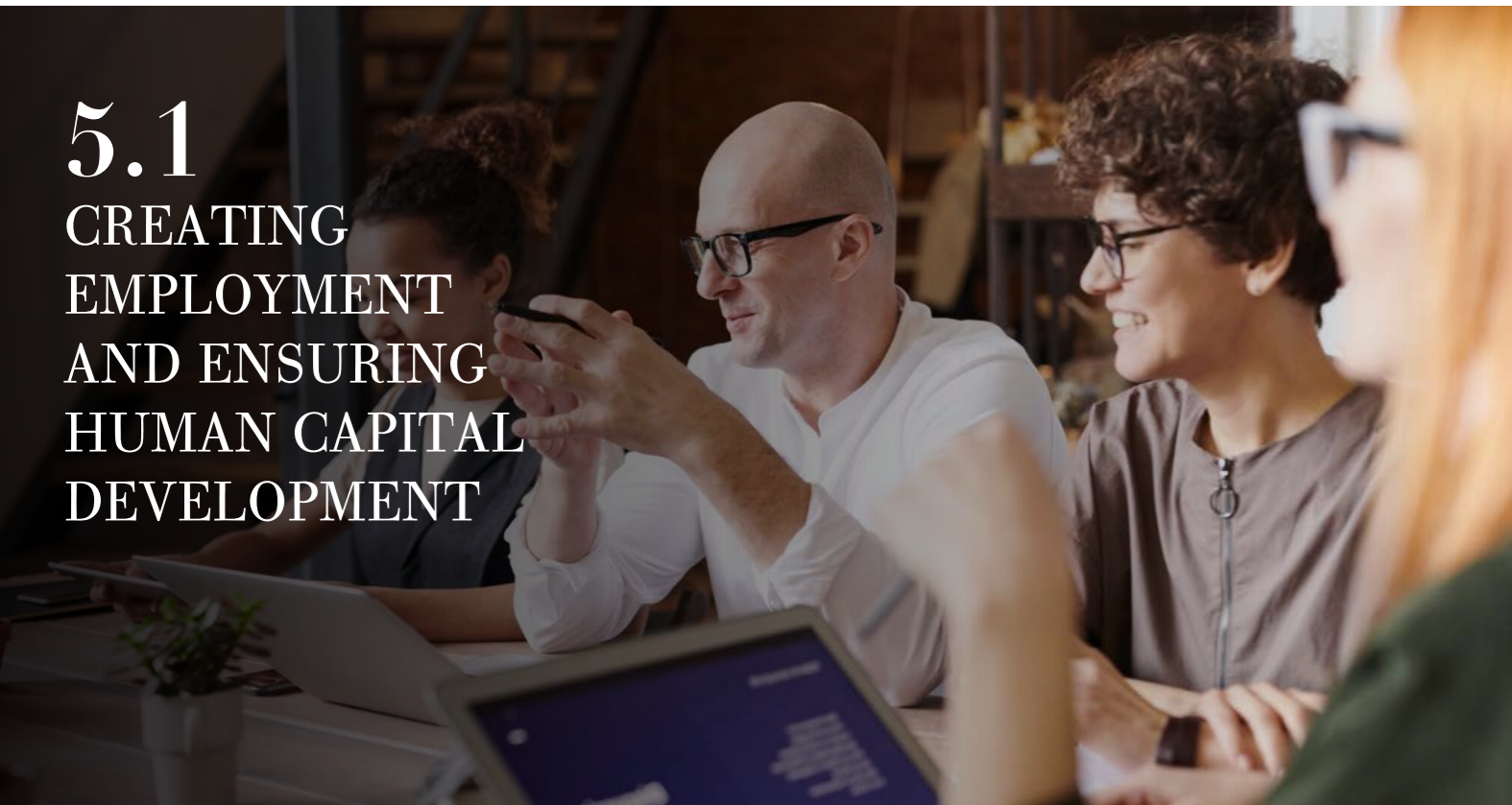




5

EMPOWERED EMPLOYEES

5.1 CREATING EMPLOYMENT AND ENSURING HUMAN CAPITAL DEVELOPMENT



Management Approach

GRI 103-2, GRI 103-3

We invest in our people who are passionate, willing, and dedicated to increase the company's heritage in society. The Group ensures that all employees will have equal treatment and opportunities for development based on their qualifications and skills. To this end, we support international standards that safeguard employees' rights, such as the International Labour Organization, the U.N Universal Declaration of Human Rights, the United Nations Universal Treaty, and others.

Based on the Code of Conduct (CoC), the Corporate Governance Code, the Integrated Management System, and the Regulatory Compliance System we have developed a robust ground, providing a supportive and desirable workplace.

The Group established three main pillars for its employees' development. Starting from hiring suitable (or high caliber) employees, further developing their skills and expertise and rewarding their performance. These pillars ensure that the Group continues to be a pioneer in a dynamic and competitive work environment.

Around these three pillars, we consistently improve and update the recruitment process, aiming to hire the right person for the right position. Moreover, we have developed continuous learning programs to develop both new and existing employees and many policies that control, improve and make use of our employee's qualifications. Finally, we are committed to rewarding our people and their efforts, constantly motivating them to work with passion and dedication.



Human capital development

Sarantis Group, taking into consideration the competitive financial environment in which it operates, has taken actions towards investing to its employees and developing a workforce that will be able provide added value to the Group's operations. We prioritize graduate and undergraduate individuals who want to start their professional careers, creating high performing teams, and enhancing their capabilities and leadership skills.

Management Trainee Program for Young Graduates

Internships & Apprenticeship Programs

Creation of high performing teams

Equal opportunities to female and male employees

We respect and aim to create an environment in which equal opportunities are provided to all employees without discrimination and inequality. Thus, in 2020, our female employees were 56% of the Group's total workforce. In addition, the Sarantis Group shows zero tolerance to any physical, sexual, racial, psychological, verbal, or any other form of violence, while the company does not hire individuals who are not permitted to work by law.



Performance

GRI 102-7 (i), GRI 102-8, GRI 102-41, GRI 404-1, GRI 405-1, ATHEX C-S1, ATHEX C-S2, ATHEX C-S6



Sarantis Group in 2020 had a workforce of **2,683** people across its operations, out of which **56%** were women.

GRI 102-7 (i), ATHEX C-S1

	2018	2019	2020
Total Number of Employees	2,670	2,786	2,683
Percentage of female employees	45%	47%	56%

The Group's employees with a permanent contract amounted to 2,514, in 2020, whereas the employees with a temporary contract amounted to 169 respectively. All of the Group's main activities are performed by its employees as we value established employer-employee relationships. All data relative to employee numbers presented here derive from the Group's digitally managed employment archives. There have been no seasonal variations in employee numbers.

GRI 102-8

Total number of employees by employment contract by gender in 2020

Gender	Permanent	Temporary
Male	1,088	92
Female	1,426	77

Total number of employees by employment type, by gender in 2020

Gender	Full Time	Part Time
Male	1,162	18
Female	1,413	90

GRI 102-8

Total number of employees by employment contract by region in 2020

Country	Male		Female	
	Permanent	Temporary	Permanent	Temporary
Greece	277	1	571	8
Poland	222	68	140	49
Romania	80	0	143	0
Bulgaria	28	0	62	2
Ukraine	363	3	407	0
Serbia	43	1	44	0
Czech Republic & Slovakia	12	13	21	17
Other	63	6	38	1
Group Total	1,088	92	1,426	77

GRI 102-41, ATHEX C-S6*

Percentage of total employees covered by collective bargaining agreements in 2020

Country	Male	Female
GR Sarantis S.A.	100%	100%
Ukraine	100%	100%
Russia	100%	100%
North Macedonia	65%	35%

* Provisions of the law in Romania, Poland, Bulgaria, Portugal, Hungary, Czech Republic, Slovakia, Serbia and Bosnia & Herzegovina regarding bargaining agreements do not apply to our subsidiaries due to their size.

All employees of the Group participated in training sessions in 2020. We were able to increase our training hours from 2018 to 2020 by 24%.



GRI 404 -1, ATHEX C-S4

Training Hours per Year	2018	2019	2020
Number of training hours provided to employees	4,173	5,950	5,174
Total Number of employees (expressed in absolute number)	2,581	2,786	2,683

Men are the majority within the organization's governance bodies. Subsequently, men older than 50 years of age are the majority of the workforce reaching 61.5%, followed by men between 30 and 50 years of age, that comprise 30.8% of the Groups governance bodies.

GRI 405-1, ATHEX C-S2

Percentage of individuals within the organization's governance bodies by age and gender in 2020 (GRI 405-1, ATHEX C-S2)

Gender	Age		Age		Age	
	Age	%	Age	%	Age	%
Male	<30 years	0%	30-50 years	30.8%	<50 years	61.5%
Female	<30 years	0%	30-50 years	0%	<50 years	7.7%

5.2 ENSURING OCCUPATIONAL HEALTH & SAFETY AND WELLBEING



Management Approach

GRI 103-2, GRI 103-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7

The Group holds its employees as its most valuable asset and is fully committed to implemented health and safety procedures. We strive to provide a secure environment where all employees can feel safe. The Group has formulated a Health and Safety Policy which is applied in all countries where the Group operates. The Group is strict in terms of the implementation of the Health and Safety Policy and all employees must comply and follow the policy in their daily work routine. The Group's management and the Human Resources department are responsible to monitor the Health and Safety Standards in order to protect and enhance its employee's work life.



Our commitment has led us to take several actions and initiatives in order to safeguard our employees' health and safety. In particular, we provide family health care programs and we secure our employees based on national security systems. Moreover, we started a blood donation program in Greece, creating a blood bank for our employees and their relatives.

HEALTH AND SAFETY INITIATIVES

Health and Safety Management System in Ergopack in Ukraine, based on OHSAS 18001:2007.

Medical & Health Care Services based on local laws and regulations.

Medical and Health Care Policy to employees' children such as Life, Major, and Preventive insurance.

Free appointments to the in-house doctor and nutritionist.

Free mammograph examination in all women employees in Greece.

Blood donation program for the employees and their relatives in Greece.



During the COVID-19 outbreak, we implemented all health and safety rules that were enforced by law and national authorities. The Group implemented internal regulations in order to prevent the spread of COVID-19 in facilities where physical presence is required, such as production operations.

Remote working was introduced where possible. The Group applied specific guidelines to protect its employees, such as canceling internal and external events, business travel, and enforcing the use of protective face masks and gloves.

Performance

GRI 403-9

We take all the necessary measures in order to protect our employees, feeling responsible not only for them but also for their families. In 2020, there were six injuries related to work and two injuries of employees who did not belong to the company, but they were controlled by us. Moreover, the rate of recordable work-related injuries (IR) decreased from 2019 to 2020 by 0.03. There were zero incidents of fatalities and zero cases of high-consequence work-related injuries.

GRI 403-9*			
Sarantis Employees	2018	2019	2020
Rate of work-related injuries	0	7	6
Rate of recordable work-related injuries (IR)	0	0.24	0.18
Total worked hours	5,203,296	5,616,576	5,408,928
Workers who are not employees	2018	2019	2020
Number of recordable work-related injury	0	2	2
Rate of recordable work-related injuries (IR)	0	0.50	0.47
Total worked hours	-	786,240	836,640

* Rates have been calculated based on 200,000 hours worked. Data referring to total hours worked by workers who are not employees for the year 2018 were not available



6

THRIVING COMMUNITIES

6.1

SOCIAL CONTRIBUTION



Giving back to society is an intrinsic part of the Group's philosophy ever since the beginning of its operation. Throughout our journey, we want to play our part in the prosperity of the communities in which we operate.

The Group aims to grow in a society that flourishes. In that way, there is the expressed commitment to support multiple NGOs and vulnerable groups through our well-planned donations, while we focus to recruit employees from local communities, to support their local economies. Initiatives that Group supported in Greece are the following:



• In Greece, through our brand **STR8**, in collaboration with **OPANDA**, we have placed protectors in **19 basketball courts** of the Municipality of Athens.



• With the support of **Carroten**, we held an educational seminar, to inform **children campers how to protect themselves from the sun**.



• The Group supported the **biggest digital sport event against breast cancer**, for another year, through the official sponsorship of **Lanes (Race for the Cure)**, in our effort to bring further awareness.

The Group has the usual recruitment practice from the local community, in the areas where it operates. **Recruitment in the local community accounts for over 98% of employees.**

We deeply understand the unprecedented challenges that society faces due to the COVID-19 pandemic. We contributed with various donations to hospitals, NGOs, and other civil organizations, aiming to increase social responsibility and awareness to tackle the COVID-19 outbreak.

Initiatives that the Group supported in Greece are the following:



• **Sponsorship of products to COVID-19 hospitals** that host COVID-19 cases. In particular, the Group donated to **Sotiria, Attikon, and Evagelismos hospitals**.

• **Packaging materials donation & food portions** (Under the action "LESS FOOD WASTE" cause) to **NGO "Boroume"** at Eastern and Christmas 2020.



• **Sponsorship of products** to cover necessities and needs to **NGO "Agoni Grammi"**, supporting the schools of 10 small remote islands of Greece from Agios Efstratios to Halki, offering soap that covers their yearly needs.

• **Sponsorship of products** to cover necessities and needs to the **Reception and Solidarity Center** of the Municipality of Athens.



Sponsorship of products

to cover necessities and needs to the **Greek Ministry of Health,**

offering **70,000€** donation, supporting the national efforts, and cover the increasing needs of the Hellenic Health System.



• **Sponsorship of products** to cover necessities and needs to the public benefit institution **GIVMED**

• **Sponsorship of products** to cover necessities and needs to the **Association of Border Guards of the Prefecture of Evros / Panhellenic Federation of Border Guards**.



• Through **Noxzema** the Group provided an **educational program for children in institutions** of Attica to ensure health safety through hand washing.

In addition, through our social activities, we widely supported many other countries during the pandemic. Specifically:

In Poland

- The Group donated Jan Niezbędný cleaning tools and Luksja personal care products to support the hospital in Piaseczno.
- Additionally, through Polipak's activity, we have supported with financial donations the local hospitals "Szpital Średzki Serca Jezusowego" and "Stowarzyszenie im. Piotra Króla".



- Moreover, the Group held an Educational Workshop: "The Clean Hands Academy" sponsored by Luksja and Carex with the valuable help of Witold Stefanski Institute of Parasitology Polish Academy of Sciences.

In Czech Republic & Slovakia

- The Group donated over 23k packshots of INDULONA hand creams to the heroes in the frontline of the Coronavirus fight – the staff of Czech and Slovak hospitals and nursing homes, covering the needs of almost 30 institutions.



In Ukraine



- The Group financially supported the Kaniv hospital in purchasing lung ventilators.

In North Macedonia

- The Group donated cleaning tools to the clinic of Skopje to cover the needs.



In Serbia



- The Group donated many products of personal care & cleaning tools to cover the needs of the Hospital in the city of Čačak, the Municipality of Belgrade & the Gerontological center in Belgrade.



SARANTIS

Great brands for everyday

#makeadifference

Giving back to society through our loved and trusted brands



7

APPENDIX



7.1 ABOUT THE REPORT

GRI 102-46, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-56



The 2020 Sustainability Report covers the period from 01.01.2020 to 31.12.2020 and is the 5th Sustainability Report of the Sarantis Group. The previous Report concerning the period from 01.01.2019 to 31.12.2019, was published on 30.06.2020. No restatements of previously published data was necessary. Sarantis Group aims to publish a Sustainability Report annually.

The present report was developed with the consulting support of the Climate Change and Sustainability Services practice of ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS-ACCOUNTANTS SA ("EY"). SARANTIS Group is responsible for the calculation, collection and consolidation of quantitative data as well as for the accuracy and completeness of the quantitative and qualitative data included in this report. EY shall not bear any responsibility or liability against any third party for the contents of this report.

Scope and Boundary

The Report refers to all the activities of the Sarantis Group including Personal and Health Care products, as well as everyday Home Care Products, Professional products and Luxury Cosmetics. The report refers to the Sarantis Group and its subsidiaries in the following countries where the Group operates: Greece, Poland, Romania, Bulgaria, Serbia, Czech Republic, Hungary, North Macedonia, Bosnia-Herzegovina, Portugal, Slovakia, Ukraine & Russia). In addition, for completeness reasons and to disclose comparable information, indicative data from 2018 to 2020 is presented in this report.

Defining Content

The Report presents the sustainable actions implemented by the Sarantis Group, their results, as well as the Company's commitments for the coming years and, is addressed to all the Group stakeholders. The Sustainability Report has been prepared, following the Global Reporting Initiative (GRI) standards, Core option. The ATHEX ESG Reporting Guide 2019 was also taken into consideration. The goal is to meet the needs of the Sarantis Group stakeholders, highlighting the Company's commitment to Sustainable Development. To determine the content of the Report, the Company conducted an internal Materiality Analysis in 2021, based on GRI standards, and the Material Topics that arose from the materiality analysis are analyzed in this Report.

External assurance

This report is not externally assured. We aspire to be able to overcome any shortcomings in the process of drafting this report imposed by the COVID-19 pandemic, and we will revisit external assurance for our next reports.

Your opinion is valued

At Sarantis Group we value your opinion. You can send your comments and/or any questions regarding the report to the following contact details:

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7.2

GRI CONTENT INDEX

GRI 102-55

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
General Disclosures (Core option)			
GRI 102: General Standard Disclosures 2016	102-1: Name of the Organization	Chapter 1.2 Business model and activities page 16	
	102-2: Activities, brands, products, and services	Chapter 1.2 Business model and activities pages 16, 18	
	102-3: Location of headquarters	Chapter 1.2 Business model and activities page 16	
	102-4: Location of operations	Chapter 1.2 Business model and activities pages 16-17	
	102-5: Ownership and legal form	Chapter 1.2 Business model and activities page 16-17	
	102-6: Markets served	Chapter 1.2 Business model and activities page 16	
	102-7: Scale of the organization	Chapter 1.2 Business model and activities Chapter 4.1 Ensuring robust economic performance Chapter 5.1 Creating employment and ensuring human capital development pages 16, 82-83, 91	
	102-8: Information on employees and other workers	Chapter 5.1 Creating employment and ensuring human capital development pages 16, 82-83, 91	
	102-9: Supply Chain	Chapter 1.2 Business model and activities Chapter 4.1: Ensuring robust economic performance pages 22-26, 79	
	102-10: Significant changes to the organization and its supply chain	Chapter 1.2 Business model and activities pages 22-25	
	102-11: Precautionary Principle or approach	Chapter 2.1: Sustainable development strategy pages 36-37	
102-12: External initiatives	Chapter 1.3: Memberships and distinctions pages 28-33		



GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
General Disclosures (Core option)			
GRI 102: General Standard Disclosures 2016	102-13: Memberships of associations	Chapter 1.3: Memberships and distinctions pages 28-33	
	102-14: Statement from senior decision maker	Message from Sarantis Group CEO pages 4-5	
	102-16: Values, principles, standards, and norms of behavior	Chapter 1.1: Vision, mission and values pages 12-15	
	102-18: Governance structure	4.2 Safeguarding corporate governance, regulatory compliance and business ethics pages 81-83	
	102-40: List of stakeholder's groups	Chapter 2.2: Stakeholders pages 38-41	
	102-41: Collective Bargaining Agreements	Chapter 5.1 Creating employment and ensuring human capital development page 92	
	102-42: Identifying and selecting stakeholders	Chapter 2.2: Stakeholders page 38	
	102-43: Approach to stakeholder engagement	Chapter 2.2: Stakeholders pages 38-41	
	102-44: Key topics and concerns raised	Chapter 2.2: Stakeholders pages 38-41	
	102-45: Entities included in the consolidated financial statements	Chapter 1.2 Business model and activities page 17	
	102-46: Defining report content and topic Boundaries	Chapter 2.3: Material topics Chapter 7.1: About the report pages 42, 104	
	102-47: List of material topics	Chapter 2.3: Material topics page 43	
	102-48: Restatements of information	Chapter 7.1: About the report page 104	
	102-49: Changes in reporting	Chapter 7.1: About the report page 104	
	102-50: Reporting period	Chapter 7.1: About the report page 104	
	102-51: Date of most recent report	Chapter 7.1: About the report page 104	
	102-52: Reporting cycle	Chapter 7.1: About the report page 104	
	102-53: Contact point for questions regarding the report	Chapter 7.1: About the report page 104	
102-54: Claims of reporting in accordance with the GRI Standards	Chapter 7.1: About the report page 104		
102-55: GRI content index	Chapter 7.2: GRI content Index pages 105-112		
102-56: External assurance	Chapter 7.1: About the report page 104		

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
1. Ensuring robust economic performance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 4.1: Ensuring robust economic performance page 78	
	103-3: Evaluation of the management approach	Chapter 4.1: Ensuring robust economic performance page 78	
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Chapter 4.1: Ensuring robust economic performance pages 79-80	
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	Chapter 4: Responsible Governance page 79	



GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
2. Safeguarding corporate governance, regulatory compliance and business ethics			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 4.2: Safeguarding corporate governance pages 81-83	
	103-3: Evaluation of the management approach	Chapter 4.2: Safeguarding corporate governance pages 81-83	
GRI: 205 Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken	Chapter 4.2: Safeguarding corporate governance page 85	
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 4.2: Safeguarding corporate governance page 84	
GRI 419: Socioeconomic compliance 2016	419-1: No compliance with laws and regulations in the social and economic area	Chapter 4.2: Safeguarding corporate governance page 84	
3. Ensuring product quality and customer safety			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.1: Ensuring product quality and customer safety pages 48-51	
	103-3: Evaluation of the management approach	Chapter 3.1: Ensuring product quality and customer safety pages 48-51	
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with environmental laws and regulations	Chapter 3.1: Ensuring product quality and customer safety page 52	

GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Chapter 3.1: Ensuring product quality and customer safety page 52	
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 3.1: Ensuring product quality and customer safety page 52	
4. Safeguarding sustainable, and circular sourcing of raw and packaging materials			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials pages 57-59	
	103-3: Evaluation of the management approach	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials pages 57-59	
GRI 301: Materials 2016	301-1: Material used by weight or volume	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials page 59	Due to IT system classification differences we could not report materials data. We are working on the system and aim to begin reporting next year.
	301-2: Recycled input materials used	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials page 59	Due to IT system classification differences we could not report materials data. We are working on the system and aim to begin reporting next year.



GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
5. Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 62-63	
	103-3: Evaluation of the management approach	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 62-63	
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 64-67	
	302-3: Energy intensity	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution page 68	
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 68-69	
	305-2: Energy Indirect (Scope 2) GHG emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 70-71	
	305-4: GHG emissions intensity	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution page 71	
6. Minimizing packaging and adopting circular economy waste practices			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices pages 60-61	
	103-3: Evaluation of the management approach	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices pages 60-61	

GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices pages 60-61	
	306-2: Management of significant waste-related impacts	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices pages 60-61	
	306-3: Waste generated	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4. Analytic performance tables pages 61, 114-115	
	306-4: Waste diverted from disposal	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4. Analytic performance tables pages 61, 114-117	
306-5: Waste directed to disposal	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4. Analytic performance tables pages 61, 114-117		
7. Practicing responsible marketing and product environmental and social labeling			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling pages 53-55	
	103-3: Evaluation of the management approach	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling pages 53-55	
GRI 417: Marketing and Labeling 2016	417-2: Incidents of non-compliance concerning product and service information and labeling	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling page 56	
	417-3: Incidents of non-compliance concerning marketing communications	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling page 56	
8. Investing in R&D for innovative and sustainable products			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 3.6: Investing in R&D for innovative and sustainable products pages 72-73	
	103-3: Evaluation of the management approach	Chapter 3.6: Investing in R&D for innovative and sustainable products pages 72-73	
Sarantis' Indicator	Total own invested capital for R&D	Chapter 3.6: Investing in R&D for innovative and sustainable products page 74	



GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
9. Ensuring occupational health & safety and wellbeing			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics pages 44-45	
	103-2: The Management approach and its components	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	
	103-3: Evaluation of the management approach	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	
GRI 403: Management Approach 2016	403-1: Occupational health and safety management system	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	Data regarding: • Occupational health and safety management systems
	403-2: Hazard identification, risk assessment, and incident investigation	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Hazard identification, risk assessment, and incident investigation
	403-3: Occupational health services	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Occupational health services
	403-4: Worker participation, consultation, and communication on occupational health and safety	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Worker participation, consultation, and communication on occupational health and safety
	403-5: Worker training on occupational health and safety	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Worker training on occupational health and safety
	403-6: Promotion of worker health	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Promotion of worker health
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 5.2: Ensuring occupational health & safety and wellbeing pages 93-94	• Prevention and mitigation of occupational health and safety impacts directly linked by business relationships are unavailable as there isn't a group wide management system and relative information could not be obtained during COVID-19 lockdown in many countries because our colleagues could not reach the relevant files in their offices.
	GRI 403: Occupational Health and Safety 2016	403-9: Work related injuries.	Chapter 5.2: Ensuring occupational health & safety and wellbeing page 95
Topic: Our people			
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Chapter 5.1: Creating employment and ensuring human capital development. page 92	We cannot provide training data by gender and by employee category because training hours are kept in total in our systems.
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity of governance bodies and employees.	Chapter 5.1: Creating employment and ensuring human capital development. page 92	We cannot provide the percentage of employees per employee category, broken down by gender and age group

7.3

ATHEX ESG REPORTING GUIDE INDEX

ATHEX ESG Classification	Disclosure	Report Chapter/Reference	Omission
Social	C-S1: Female employees	Chapter 5.1: Creating employment, and ensuring human capital development page 90	
	C-S2: Female employees in management positions	Chapter 5.1: Creating employment, and ensuring human capital development page 92	
	C-S5: Human rights policy	Chapter 1.1: Vision, mission and values page 12	
	C-S6: Collective bargaining agreements	Chapter 5.1: Creating employment and ensuring human capital development page 92	
	C-S7: Supplier assessment	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials pages 57-58	
	A-S1: Stakeholder engagement	Chapter 2.2 Stakeholders page 38	
	Governance	C-G1: Sustainability oversight	Message from Sarantis Group CEO pages 4-5
C-G2: Business ethics policy		Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics page 84	
C-G3: Data security policy		Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics page 84	
A-G1: Business model		Chapter 1.2 Business model and activities page 16	
A-G2: Materiality		Chapter 2.3 Material Topics pages 42-43	
Environmental		C-E1: Scope 1 emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 68-71
	C-E2: Scope 2 emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 68-71	
	C-E3: Energy consumption within the organization	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 64-68	
	C-E3: Energy consumption within the organisation - Percentage of electricity consumed	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 64-68	
	C-E3: Energy consumption within the organisation - Percentage of energy consumed from renewable sources	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution pages 64-68	
	SS-E6: Environmental impact of packaging	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials pages 57-58	
	SS-E9: Chemicals in products	Chapter 3.1: Ensuring product quality and customer safety pages 48-51	



7.4

ANALYTIC ESG PERFORMANCE TABLES

GRI 306-3, GRI 306-4, GRI 306-5 Waste by composition (t)

Hazardous waste	2018			2019			2020		
	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal
Packaging (metal barrels) contaminated by TDI	24.54	0.00	24.54	20.57	0.00	20.57	28.78	0.00	28.78
Fluorescent lamps, lamps	0.16	0.05	0.11	0.14	0.05	0.09	0.04	0.00	0.04
Oils, Lubricants	1.99	1.99	0.00	1.96	1.96	0.00	2.40	2.40	0.00
Packaging containing residues of or contaminated by hazardous substances	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00	1.59
Waste printing ink containing hazardous substances	3.27	3.27	0.00	4.04	4.04	0.00	2.14	2.14	0.00
Batteries	2.64	2.64	0.00	0.43	0.43	0.00	0.78	0.78	0.00
Electronic Equipment	0.44	0.44	0.00	0.46	0.46	0.00	0.00	0.00	0.00
Printer Consumables	0.00	0.00	0.00	0.01	0.01	0.00	0.01	0.01	0.00
Total	33.03	8.38	24.65	27.60	6.94	20.66	35.74	5.34	30.41
Non-hazardous waste	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal
Paper (incl. carton boxes, paper cores, scrap from paper packaging & labels)	280.56	280.56	0.00	333.21	333.21	0.00	398.02	398.02	0.00
Plastic	218.73	218.73	0.00	306.98	306.98	0.00	296.25	296.25	0.00
Used tires	0.30	0.00	0.30	0.57	0.00	0.57	0.55	0.00	0.55
Aluminium	81.34	81.34	0.00	109.42	109.42	0.00	109.31	109.31	0.00
Solid household waste	140.00	0.00	140.00	354.90	0.00	354.90	209.85	0.00	209.85
Cinder (slag)	0.00	0.00	0.00	0.00	0.00	0.00	110.351	10.35	0.00
Polymer waste	4.73	0.00	4.73	5.71	0.00	5.71	5.28	0.00	5.28
Metals (eg iron, steel)	49.19	49.19	0.00	64.15	64.15	0.00	60.43	60.43	0.00
Wood	294.20	294.20	0.00	284.42	284.42	0.00	374.04	374.04	0.00
Municipal waste	129.62	22.30	107.32	155.61	29.90	125.71	135.96	26.41	109.55
Mixed packaging	43.32	17.33	25.99	123.43	49.37	74.06	172.59	69.03	103.55



Solid waste from the treatment of liquid waste	0.00	0.00	0.00	0.85	0.85	0.00	0.22	0.22	0.00
Concrete from the reconstruction project	0.00	0.00	0.00	0.00	0.00	0.00	4.04	4.04	0.00
Organic wastes other than those mentioned in 16 03 05, 16 03 80	11.12	0.00	11.12	23.44	0.00	23.44	18.01	0.00	18.01
Inorganic wastes other than those mentioned in 16 03 03, 16 03 80	0.00	0.00	0.00	22.75	0.00	22.75	0.00	0.00	0.00
Total	1,253.11	963.64	289.47	1785.44	1,178.30	607.14	1,894.90	1,448.09	446.80

GRI 306-4, Waste diverted from disposal, by recovery process (t)

Hazardous waste	2018			2019			2020		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Recycling	0.00	5.11	5.11	0.00	2.56	2.56	0.00	2.74	2.74
recovery, regeneration	0.00	3.27	3.27	0.00	4.04	4.04	0.00	2.14	2.14
Oil re-refining or other reuse	0.00	0.00	0.00	0.00	0.34	0.34	0.00	0.46	0.46
Total	0.00	8.38	8.38	0.00	6.94	6.94	0.00	5.34	5.34
Non-hazardous waste	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Recycling	23.53	612.21	635.74	106.12	750.25	856.37	76.34	928.79	1,005.13
Recycling and Reuse	109.13	0.00	109.13	115.18	0.00	115.18	116.52	0.00	1,16.52
Reuse	0.00	218.78	218.78	0.00	206.75	206.75	0.00	326.44	326.44
Total	132.66	830.98	963.64	221.30	957.00	1,178.30	192.86	1,255.23	1,448.09

GRI 306-5, Waste directed to disposal, by disposal process (t)

Hazardous waste	2018			2019			2020		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Other disposal operation (special treatment)	0.00	24.65	24.65	0.00	20.66	20.66	0.00	28.82	28.82
Physico-chemical treatment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	1.59
Total	0.00	24.65	24.65	0.00	20.66	20.66	0.00	30.41	30.41
Non-hazardous waste	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Landfilling	0.00	284.44	284.44	0.00	600.86	600.86	0.00	440.97	440.97
Incineration (with energy recovery)	0.00	5.03	5.03	0.00	6.28	6.28	0.00	5.83	5.83
Total	0.00	289.47	289.47	0.00	607.14	607.14	0.00	446.80	446.80

SUSTAINABILITY REPORT

