



**CORPORATE SOCIAL
RESPONSIBILITY &
SUSTAINABILITY
REPORT**

*2017 Report (from January 1st to December 31st 2017)
(Pursuant to L.4403/2016)*

TABLE OF CONTENTS



MESSAGE OF THE VICE PRESIDENT & CEO.....	4
SARANTIS GROUP.....	7
Changes in shareholding structure within 2017.....	7
Areas of Activity.....	8
Description of supply chain	9
History:	11
2017 Distinctions	12
Certifications.....	13
Strategic Partnerships.....	13
CORPORATE GOVERNANCE & RESPONSIBILITY POLICY.....	15
Organizational Structure	15
Governance Bodies.....	15
Corporate Governance Code	16
Responsibility Policy	16
ABOUT THE CORPORATE RESPONSIBILITY & SUSTAINABILITY REPORT.....	19
Purpose.....	19
Reference period	19
Application of GRI-G4 standards	19
Assurance	19
Communication	19
STAKEHOLDERS	20
Stakeholders Mapping.....	20
IDENTIFICATION OF MATERIAL ASPECTS	22
Prioritization table of material aspects	23
BOUNDARIES AND LIMITATIONS OF MATERIAL ASPECTS	24
ECONOMY	26
Financial Health	26
Share progress.....	26
Contribution to National Economy and Society	27
Procurement Practices	28
ENVIRONMENT	30
Energy.....	30
Waste.....	33
SOCIAL.....	38
Labor Practices	38
Social Actions.....	41
Product Responsibility.....	42
OBJECTIVES 2018	47
GRI EYPETHPIO.....	48

MESSAGE OF THE VICE PRESIDENT & CEO

Sarantis Group aims to be a leader in the manufacturing and marketing of consumer products within the region of its operation.



Its guiding principles in this process are on the one hand quality and innovation and on the other hand integrity and respect for the community and the environment. There is a continuous flow of new product development ideas presenting an improved environmental and social footprint. The new products combined with integrated and holistic marketing campaigns ensure an effective communication with our consumers, which is the key to reinforcing brand awareness, ultimately leading to significant brand performance.

In the area of production, adopting sustainable development practices is a key component of our strategy within the supply chain. The efficient use of energy and natural resources, the use of renewable energy resources, the mitigation of waste production and their rational management, the manufacturing of more environment-friendly products have been and still remain our commitments vis-à-vis the environmental challenges.

Being a growing and financially healthy business we are able to generate value to all stakeholders involved, suppliers, clients, consumers, shareholders and employees.

As for our employees, our most valuable asset, 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. We aim to strengthen the leadership capabilities of our people, their business insight and their talents in order to create high-performance teams. The ever-changing, competitive conditions in the markets where the Group operates necessitate a business frame of mind that promotes innovation and improved performance. To that end, the Group rewards performance and also invests in educational programs and training seminars for its employees. We focus on being a high-priority employer, by adopting structures and practices, making the most of our talented employees and their abilities.

The Group contributes to all the economies of the countries where it operates through taxes and social security funds and, in addition, provides help to vulnerable groups and NGOs both by financial support and product offers.

Within our Group we all recognize that the way towards a sustainable future of growth is through investments. Part of the Group's generated cashflow was invested in significant areas of the business, such as modernizing the buildings and the production equipment, renovating the R&D lab, while further investments are scheduled within the Group in the areas of supply chain and production for the next years. The new investments will aim to increase competitiveness and to create new jobs.

At the same time the Group's focus on making value-adding acquisitions ensure the significant growth of the Group in the strategic areas of its operation and a bright future ahead in the territory of the Group's interest.

This opens up further opportunities for all the engaged parties, including the society and the Group's people, as well as room for further investments for the future.

Through our continuous efforts we manage to enjoy sustainable growth and improved financial performance in a highly competitive and dynamic international business environment.

We commit to continue our efforts in the future to operate responsibly as we recognize financial performance goes hand in hand with a sustainable business path and it is the only way forward.

Kyriakos Sarantis

Vice - President and CEO

SARANTIS GROUP



SARANTIS GROUP

Gr. Sarantis S.A. (company) has the legal form of a public company and is the parent company of Gr. Sarantis Group (the Group).

The Group includes the following subsidiaries in the respective countries:

- SARANTIS BELGRADE D.O.O, Serbia
- SARANTIS BANJA LUKA D.O.O, Bosnia-Herzegovina
- SARANTIS SKOPJE D.O.O, FYROM
- SARANTIS BULGARIA LTD, Boulgaria
- SARANTIS ROMANIA S.A., Romania
- SARANTIS POLSKA S.A., Poland
- SARANTIS CZECH REPUBLIC sro, Czech Republic
- ASTRID T.M. A.S., Czech Republic
- SARANTIS PORTUGAL Lda, Portugal
- SARANTIS HUNGARY, Hungary
- ELODE FRANCE S.A.R.L., France
- SARANTIS FRANCE S.A.R.L., France
- and POLIPAK SP. ZO.O. indirectly by 70%, Poland.

The detailed Group structure, all information on the consolidation method and the other financial fundamentals are mentioned in the Consolidated Group Financial Report being published and uploaded on the Group's webpage, <http://ir.sarantis.gr/el/analystcorner/financial-results-release>.

The company's headquarters is located at 26 Amaroussiou-Chalandriou Str, Maroussi, in Greece.

Gr. Sarantis S.A shares are listed on the main market of Athens Stock Exchange, in the Large Capitalization Category.

Changes in shareholding structure within 2017

During 2017 the following notifications of significant participations in accordance with Law 3556/2007 have been made:

- The total percentage of voting rights the shareholder Brandes Investment Partners L.P. holds indirectly in the Company fell below 5% on August 04 2017 and in particular stood at 4.977% (i.e. 1,731,291 voting rights).
- The total percentage of voting rights held in the Company, directly and indirectly by Fabio Maria Matteo Granata, Paolo Bergamaschi and SODALIS S.R.L. fell below 5.00% on November 21st 2017.

It is noted that Fabio Maria Matteo Granata and Paolo Bergamaschi own by 100% of SODALIS SRL, which holds 100% of CONTER SRL. Finally, it is noted that ARGOS S.P.A. which served as the fiduciary of Fabio Maria Matteo Granata and Paolo Bergamaschi and which had made the prior disclosure (September 12, 2013) no longer exists as a legal entity.

- The total percentage of direct and indirect participation of Sarantis family (Messrs. GRIGORIS SARANTIS, KIRIAKOS SARANTIS, AIKATERINI SARANTI) due to sale of voting rights that took place on April 11th 2017, decreased below 50%, and namely at 49.979% (i.e. 17,383,137 of the voting rights), while on November 21st 2017 and due to purchase of shares stood above 50% and namely at 51.997% (i.e. 18,167,087 of voting rights).

Areas of Activity

The Group operates in the production and distribution of cosmetics, household products, parapharmaceutical products.

The products it manufactures and represents belong to the following categories:

- Mass Market Cosmetics (personal hygiene and care products)
- Products of Household and Professional Use
- Health & Care Products, (vitamins, food supplements, diagnostic products, drugstore cosmetics)
- Luxury cosmetics (branded fragrance, treatment, make up)

The first two categories constitute the key pillars of the Group's growth, since they represent approximately 90% of total sales. The largest part of these products are own brands in the three production plants of the Group in Greece and Poland.

The portfolio numbers more than 80 trademarks of high recognition, such as STR8, BU, C-THRU, NOXZEMA, CARROTEN BIOTEN ELMIPLANT, KOLASTYNA, ORZENE, ASTRID, INDULONA, PROSAR, SANITAS, FINO, JAN NIEZBEDNY, AVA, TEZA, PYROX, CAMEL and AFROSO, constituting reference points in their respective product categories.

Moreover, through exclusive distribution agreements, the Group represents a series of internationally recognizable brands, such as JOHNSON & JOHNSON, ANTONIO BANDERAS, PEARL DROPS, VIDAL, DENIM, and WASH & GO.

Under the Health & Care Products, the Group produces and represents top brands in the sector of vitamins, food supplements, diagnostic products and drugstore cosmetics. Indicatively, some examples are SOLENE, LANES, CLEARBLUE, BIO-OIL.

Finally, the Luxury Cosmetics category is adding strong names to the Group's range of products by known international houses of fragrance and specialized care and beauty products, such as LA PRAIRIE, PRADA, PACO RABANNE, JEAN-PAUL GAULTIER, NINA RICCI, CARTIER and JEAN PAUL GAULTIER.

Sarantis Group owns an extended distribution network with approximately 65,000 direct sales points in Southern and Eastern Europe. These sales points include mainly supermarkets, mass market and luxury cosmetics stores and drugstores.

The deep knowledge of the markets in the countries the Group operates, the constantly developing trade portfolio and its extended sales network render the Group the most ideal associate for every consumer product company keen to operate in Southern and Eastern Europe.

Description of supply chain

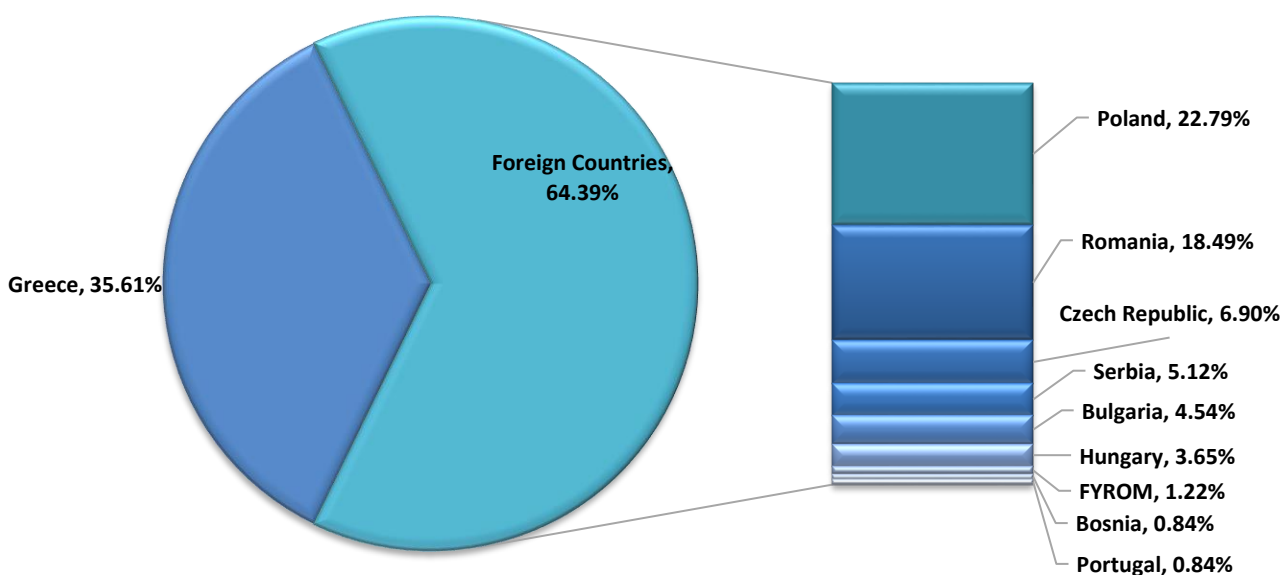
Capacity information

Number of palettes traded (2017)	From Greece (GR DCs)	From Poland (PL DC)
In subsidiaries	14,117	11,946

Storage areas in sq.

COUNTRY	Sarantis Management	3PL Management	Total
	square meters	square meters	
Greece	21,000	10,000	31,000
Poland	10,150		10,150
Poland-Polipak	2,000		2,000
Romania	6,938		6,938
Bulgaria	1,545		1,545
Hungary	2,670		2,670
Bosnia	600		600
Skopje	900		900
Czech Republic		3,000	3,000
Serbia		3,500	3,500
Portugal		500	500
Total	45,803	17,000	62,803

Sarantis Group operates in Europe, via 9 subsidiaries in Poland, Romania, Bulgaria, Serbia, Czech Republic, F.Y.R.O.M., Hungary, Bosnia & Herzegovina and Portugal while at the same time, the Group maintains a powerful distribution network in more than 35 countries via direct exports. Foreign countries activity constitutes approximately 65% of the total Group turnover, while the further strengthening of the Group’s presence abroad is a significant strategic pillar of growth.



Plants

Oinofyta, Viotia Distribution Center and Plant

- Surface 46,000 sq.m -Buildings 25,000 sq.m (15,000 sq.m Distribution Center & 10,000 sq.m Plant).
- Specialized R&D
- Perfumes & Cosmetics (perfumes, sun-care, shower gel, haircare, skincare)



Poland Pruszkow -Warsaw

- Distribution Center and Plant
- 11,000 sq.m
- Packaging products (alu foil, food foil, baking products, etc)



POLAND – POLIPAK Sroda Wielkopolska, Poznan

- Polyethylene products plant (garbage bags)
- Existing plan to double capacity



History:

1930: Grigoris Sarantis establishes SARANTIS company in Constantinople.

1956: Company relocation in Athens.

1965: Set up of factory premises and production of the first cosmetics PROSAR and CLOCHARD.

Decade '80 - '90

Conclusion of new forms of cooperation with international leading cosmetics companies, including the cooperation with ESTEE LAUDER COMPANIES.

Decade '00

- Listing of the company on Athens Stock Exchange (1994).
- Further growth in the cosmetics sector, penetration in the area of household use products (acquisitions of SANITAS, CAMEL, TRYLET, AFROSO) and of health & care products (acquisitions of LOBELIN, PHARMACARE).
- Company expansion in South-eastern Europe through the subsidiaries in Bulgaria (1994), Romania (1996), Serbia (1997), F.Y.R.O.M. (1997), Poland (2000).
- 1997-1999 Installation of a new production plant and distribution center in Oinofyta, Viotia.

2002

- Establishment of a joint venture with ESTEE LAUDER HELLAS.
- Acquisition of the Polish household products company PACK PLAST.
- Establishment of the subsidiary Sarantis Czech Republic.

2006 -2010

- Establishment of the subsidiary in Hungary.
- Acquisition of the Romanian cosmetics company ELMIPLANT.
- Acquisition of the Hungarian food packaging products company TRADE 90.
- Acquisition of the Polish brand KOLASTYNA, covering face and body care products and sun care products.

2011 -2013

- Acquisition of household products DOMET in Hungary and TOPSTAR in Serbia.
- Acquisition of D. KOUKOUZELIS LTD operating in the Health and Care sector.
- New exclusive representation agreements for cosmetics representing the brands DENIM, TESORI D ORIENTE, VIDAL and LEOCREMA and the brand VAPONA in Greece.
- Establishment of the new Group subsidiary in Bosnia (Sarantis Banja Luka).
- New exclusive representation agreements with LA PRAIRIE SWITZERLAND and the brands COLOUR CATCHER and KEEP IT WHITE in Greece.
- Expansion of cooperation with SPOTLESS GROUP for the representation of its brands across all countries the Group operates.

2014

- Establishment of the new Group subsidiary in Portugal (Sarantis Portugal).
- Acquisition of the Czech cosmetic trademarks company ASTRID T.M.
- Acquisition of the NOXZEMA business in Greece from Procter & Gamble.

2015

- Acquisition of the AVA business in Greece from Procter & Gamble.
- New exclusive distribution agreement of WASH & GO product.
- Acquisition of the Polish packaging products company POLIPAK.

2017

- Sale of the Affiliated Company Thrace-Sarantis S.A.

2017 Distinctions

- «Business Leaders in Greece» Award for the year 2016 by ICAP Group. (ICAP is the only company recognized as a Rating Agency by the Capital Market Commission and the European Securities and Markets Authority (ESMA)). The top institution True Leaders was placed under the auspices of the Ministries of Economy and Development, Tourism and the Hellenic Federation of Enterprises. Out of a total of 15,000 enterprises that were examined, only 68 Companies succeeded in distinguishing themselves, satisfying at the same time the following criteria:
 - They rank amongst the 500 most profitable Enterprises or the 200 Groups for 2016
 - They rank amongst the 500 Companies or 200 Groups with the largest headcount and have increased their personnel from 2015 to 2016
 - They occupy the top positions in their sector based on their Turnover
 - They post a high ICAP Credit Score
- For 4 consecutive years (2014, 2015, 2016, 2017), first class award in cosmetics industry by SALUS INDEX being organized by Active Business. The evaluation criterion is performance, based on the information in the published balance sheets (2014, 2015, 2016 and 2017).
- GR SARANTIS S.A. was selected as the leading Greek consumer products company in the framework of the SUPER MARKET FORUM 2017 organized by the company B & B PUBLISHING-ADVERTISING and the magazine "THE WORLD OF SUPER MARKET".
- Sarantis Group was selected as "The One to Watch" at the "European Business Awards 2017/18 sponsored by RSM"! The competition involves companies from 34 countries. These are businesses that have excelled in each country by achieving high goals, while pursuing pioneering and effective business practices.
- Since December 10 2017 Gr. Sarantis S.A. has been included in the MSCI Global Small Cap Index and since March 19 2018 in the FTSE Emerging Europe Small Cap Index Index.
This success confirms on the one hand the company's sound situation and the correctness of the management's decisions at a level of strategy and implementation and constitutes a reward of all Group employees' efforts; on the other hand, it is a recognition of the successful communication strategy for years having attracted significant foreign institutional investors (increasing their participation rate from 30% in 2009 to 40% in 2016); notwithstanding the increased country risk and the challenging environment, those institutional investors classify Sarantis in their investment options.

Certifications

The Group aims at innovation through quality.

GR. SARANTIS SA holds the following certificates:

- ISO 9001: 2008 for the production and packaging of household products (aluminum foil, cling film, garbage bags).
- ISO 22716: 2007 for the production and packaging of sun care products, hair care products, body care and perfumery products.
- ISO 9001: 2008 and ISO 13485: 2003 for the marketing and distribution of personal health medical devices.

In addition, Polipak holds the ISO 9001: 2008 certificate for the design, production and sale of household packaging (plastic garbage bags).

The following are particularly significant in the Quality Management System:

- The satisfaction of customers'-consumers' demands via ongoing communication and resolution of possible problems.
- The control on the Quality Management System effectiveness, aiming at its continuing improvement.
- The appraisal of objective quality targets attainment degree through their revision.
- The continuing training and personnel information aimed at the understanding of the applied quality policy and the review of this policy as to its suitability.
- The development of procedures with the aim to cover all management cycles of important operations, the supervision of their adherence and the assessment of their effectiveness through a framework of indicators.
- The rigorous respect and implementation of the foreseen rules of Good Manufacturing Practice (GMPs).
- The commitment for the provision of the necessary resources for human resources training and the availability of modern technological equipment.
- The taking of appropriate health and safety measures in the entire supply chain in order to ensure full compliance of products with the requirements of the national and European legislation and the related regulations deriving therefrom.

Strategic Partnerships

- Conter: TESORI D'ORIENTE, VIDAL, STREP, DENIM, LEOCREMA, GAIA ,FRESH&CLEAN, WASH&GO, BIOPOINT, L'AMBRE VERT
- La Prairie: LA PRAIRIE, SILVER RAIN
- Unilever: MYRTO, INCO
- Union Swiss: BIO-OIL
- Artsana: PIC
- Henkel: SEPTIFOS
- Church & Dwight: PEARL DROPS, NAIR, SPINBRUSH, ARM & HAMMER, FEMFRESH, BATISTE
- Puig Group: ANTONIO BANDERAS, PACO RABANNE, CAROLINA HERRERA,NINA RICCI, PRADA, VALENTINO, JEAN PAUL GAULTIER, BENETTON
- ANGELINI BEAUTY (ITF Group): DSQUARED2, TRUSSARDI, GIANFRANCO FERRE

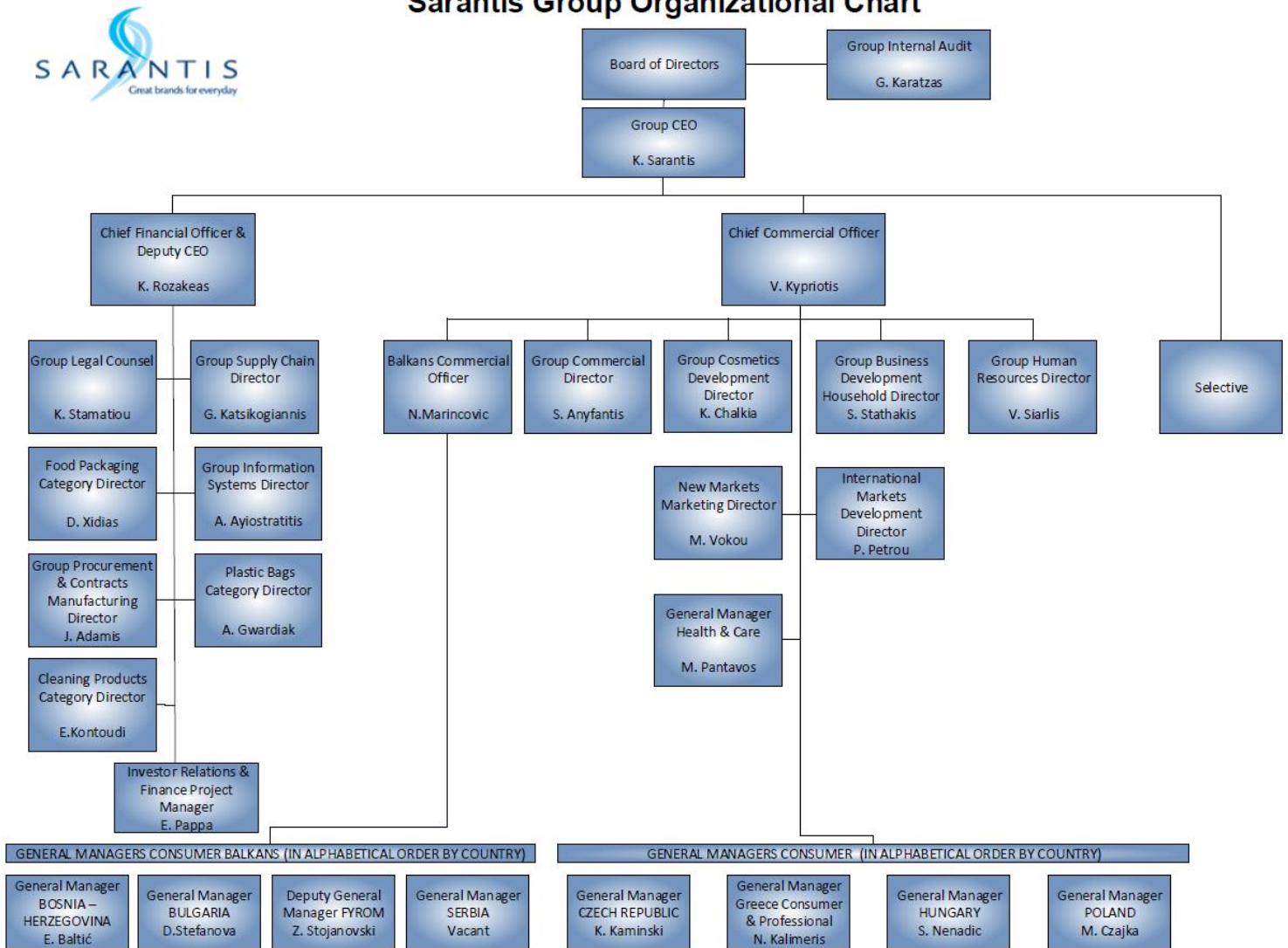
- Evyap: ARKO, FAX, AVA, DURU, AROMEL
- Johnson & Johnson: OB, CAREFREE, COMPEED, CLEAN&CLEAR, LISTERINE, NEUTROGENA, JOHNSON BABY, JOHNSON ADULT, PIZ BUIN, LE PETITE MARSEILLES, PENATEN, REACH
- Salvatore Ferragamo
- Cartier Parfums
- Micy's: Company PUPA
- Parlux Fragrances: RIHANNA, PIERRE CARDIN
- Lavena BG: BOCHKO
- Helen of Troy: FINAL NET
- Lalique
- GR Lane Health Products: LANES
- Ortis
- Swiss Precision Diagnostics: CLEARBLUE
- Stork & Partner: BARZA
- Mega: BABYLINO
- Danielle Roches: TALIKA
- Biocidetch: SAM LOVES BETTY

The parent company has also established a joint venture with ESTEE LAUDER COMPANIES, with a 49% participation rate, for the distribution of ESTEE LAUDER products in Greece, Romania and Bulgaria.

CORPORATE GOVERNANCE & RESPONSIBILITY POLICY

Organizational Structure

Sarantis Group Organizational Chart



Governance Bodies

Board of Directors

The Board of Directors has the powers, responsibilities and duties foreseen by the Law, the General Meeting and the Company's Articles of Association. Within the aforementioned context, the Board of Directors is the body exercising the company's management.

- Grigorios Sarantis, son of Pantazis, President (executive member)
- Kyriakos Sarantis, son of Pantazis, Vice-President and Chief Executive Officer (executive member)
- Aikaterini Saranti, daughter of Pantazis (non executive member)
- Konstantinos Rozakeas, son of Petros, (executive member)
- Konstantinos Stamatou, son of Fokionos, (executive member)
- Antonios Agiostratis, son of Miltiadis, (non executive member)
- Dimitrios Efstathiou, son Konstantinos, (Independent and non executive BoD member),
- Christos Oikonomou, son of Ioannis, (Independent and non executive BoD member),

Executive Committee

It is the Company's senior advisory and supervisory body, after the Board of Directors.

The Committee members:

Chairman:	Chief Executive Officer
Participants:	Chief Financial Officer
	Legal Advisor
	Supply Chain Manager
	Marketing Manager
	Sales Manager
	International Activities Manager
	Business Units Directors

Audit Committee

The Audit Committee safeguards the audit system's and risk management system's effectiveness applied in the organization.

The Committee members:

- Dimitrios Efstathiou, son Konstantinos, (Independent and non executive BoD member),
- Christos Oikonomou, son of Ioannis, (Independent and non executive BoD member),
- Aikaterini Saranti, daughter of Pantazis (non executive member)

Corporate Governance Code

Through the parent company GR. SARANTIS SA, the Group applies rules and practices being boiled down to the Corporate Governance Code drawn up by itself, taking into consideration the State's pieces of legislation and the corresponding guidelines by the competent bodies.

The Corporate Governance Code of GR. SARANTIS S.A. is available on the following link: [Corporate Governance Code GR. SARANTISPDF](#)

Responsibility Policy

The Group has adopted the following principles:

- **Responsibility:** The Group is responsible for the effect generated by its business activities on the society, the economy and the environment. As a result, it accepts the audit from institutional bodies operating according to the Legislation in effect.

- **Transparency:** It adopts principles of transparency, which are reflected in both the Code of Conduct and the Corporate Governance Code which have been prepared by the Group, as well as in the Internal Operation Regulation.
- **Ethics:** The business activity of the Group is based on the values of honesty, justice and integrity. These values indicate strong interest for the people, the animals and the environment. These values set the framework with which the Group manages any potential repercussions from its activities and decisions upon the interests of the stakeholders.
- **Respect for the Interests of the Stakeholders:** The Group respects the expectations of the Stakeholders and through communication with them it considers solutions of mutual benefit in the issues which may arise, by applying prudent and rational practices during the solution of these matters.
- **Respect for Law:** In any case, the Group respects the legislative framework upon which it broadly operates and activates.
- **Respect for the International Rules of Conduct:** The Group shows respect for the international rules of conduct to the extent that these rules are not in disagreement with the regulatory framework governing the Parent Company, the articles of association, the policies, regulations and generally the culture of the Group.
- **Respect for Human Rights:** The Group demonstrates high respect for the human rights and recognizes their importance and universality.
- **Provisions against bribery and anti-corruption issues**
 - **Issues of fair competition law**
The Group is fully compliant with the Commercial Law and Competition Law in all countries of operation. The Group's policies, regulation and procedures ensure its operation, so as its activities are carried out in accordance with the statutory framework. Each employee, if it is required or in doubt, should consult the Group's Legal Services for issues regarding the application of the Commercial Law and the Competition Law. He / she should also inform the Group's Legal Service in case of any notice from the authority responsible for antitrust issues.
 - **Measures against corruption**
The Group is fully complimented with the effective legislation regarding corruption. An employee that bribes during the performance of his/her responsibilities shall be subject to civil and legal penalties in accordance with the applicable legislation.
 - **Compensation in excess of the agreed**
Employees are not allowed to accepting gifts or other compensation from customers, suppliers or competitors of the Group. However, the acceptance of small gifts apart from money is permitted in the ordinary course of business unless they constitute a breach of any law or regulation of the Group.

The above principles are included in the Code of Conduct of the Group which is presented in the following link: [GR. SARANTIS Code of Conduct PDF](#)

ABOUT THE CORPORATE RESPONSIBILITY & SUSTAINABILITY REPORT



ABOUT THE CORPORATE RESPONSIBILITY & SUSTAINABILITY REPORT

Purpose

The purpose of this Report is on the one hand to comply with the provisions of law 4403/2016 and on the other hand to inform all stakeholders on a case by case basis (financial institutions, investors, analysts, suppliers, customers and consumers, employees, state and social bodies and other stakeholders) on the Group's operating practices in environmental, social and labor issues, the respect for human rights and the combating of corruption.

Reference period

The Report covers the period from 1.1.2017-31.12.2017.

Application of GRI-G4 standards

This Report was prepared on the basis of GRI-G4 (In Accordance Core) guidelines and is the 2nd report of the Group. The 1st report was published last year covering the period 1.1.2016-31.12.2016.

Assurance

For the Report, no external assurance was practiced.

Communication

For any clarifications regarding the Corporate Responsibility & Sustainability Report for the year 2017, you may contact Mrs Eleni Pappa / IR Manager (+30 210

STAKEHOLDERS

Stakeholders Mapping



Sarantis Group recognizes nine different groups of stakeholders with reasonable expectations depending on their needs and the interests they represent. The dialogue with stakeholders aims at identifying the issues to be settled and at finding mutually acceptable solutions with mutual benefits through correct business practices.

The communication with stakeholders is the following:

stakeholders	Identified points of interest	Communication	Frequency
Shareholders and investors	<ul style="list-style-type: none"> _ Economic Health _ Return on Invested Capital _ Transparency in the management _ Respect to sustainable development principles 	<ul style="list-style-type: none"> _ IR and Corporate webpages. _ Mass Media _ Roadshows and Corporate Presentations _ Personal contacts with IR. _ Annual briefing at the Institutional Investors Association _ Ordinary and Extraordinary General Meetings 	<ul style="list-style-type: none"> _ On ad hoc basis or based on schedule _ Regularly _ Based on schedule _ Ad hoc _ Annually _ Annually and ad hoc
Banks	<ul style="list-style-type: none"> _ Economic Health _ Transparency in the management _ Consistency in payments _ Broadening of cooperation 	<ul style="list-style-type: none"> _ Meetings _ Telephone contact or via e-mail _ Written communication _ IR webpage 	<ul style="list-style-type: none"> _ Ad hoc _ Regularly _ Regularly _ Regularly

stakeholders	Identified points of interest	Communication	Frequency
Workers	<ul style="list-style-type: none"> _ Financial safety _ Performance Recognitio _ Equal promotion opportunities _ Training _ Safe and healthy working environment _ Flexible working schedule _ Benefits 	<ul style="list-style-type: none"> _ Meetings through the evaluation procedure _ Training Seminars _ One-day conferences _ Intracompany presentations _ Issue of manuals and work instructions _ Communication through Help Desk _ Communication based on the Code of Conduct _ Reports by the Occupational Physician 	<ul style="list-style-type: none"> _ Annually _ Regularly _ Regularly _ Regularly _ Ad hoc _ Ad hoc _ Ad hoc _ Regularly
Consumers	<ul style="list-style-type: none"> _ The product to deliver on its promise _ The product value to match its price (Value for Money) _ Safety certificates, wherever required _ Quality _ Availability "on the shelf" _ Clarity and inclusiveness of labels _ Availability of consumer lines, or clarifications (Q&A) on product webpages or social media 	<ul style="list-style-type: none"> _ Product webpages _ Corporate webpages _ Market Researches _ Direct communication-consumers line _ Social media _ Media press releases _ Product events and sponsorships 	Regularly or Ad Hoc
Customers	<ul style="list-style-type: none"> _ Adherence to commercial agreements terms _ Broadening of benefits and expenses to retail trade _ Flexibility with regard to the terms of collection _ Cooperation at delivery 	<ul style="list-style-type: none"> _ Annual meetings for the drawing up of commercial agreements _ Communication for special actions agreements _ Monthly communication for credit policy issues _ Frequently scheduled communication with sales officers _ Sarantis evaluation meetings regarding cooperation 	Ad hoc, Regularly, or based on schedule
Suppliers	<ul style="list-style-type: none"> _ Adherence to agreements' payment terms _ Broadening of cooperation _ Flexibility in deliveries _ Flexibility in evaluations 	<ul style="list-style-type: none"> _ Evaluation meetings and visits to the production premises to confirm that all requirements are covered. _ Corporate webpages _ By phone and via e-mail _ Written Communication 	Ad hoc, Regularly, or based on schedule
Business Associations	<ul style="list-style-type: none"> _ Participation in subscription formats _ Participation in conferences and events 	<ul style="list-style-type: none"> _ By phone and via e-mail _ Written Communication _ Corporate Webpages _ Participation in conferences - events 	Ad hoc
Society (local communities, NGOs, Trade unions)	<ul style="list-style-type: none"> _ Economic support to local communities either by absorbing labor force from these communities, or by supplying goods and services through local suppliers. _ Support in kind _ Participation in local community actions related to environmental issues or issues of more vulnerable groups _ Environmental preservation or/and improvement 	<ul style="list-style-type: none"> _ By phone and via e-mail _ Written Communication _ Participation in events 	Ad hoc or Regularly
State Bodies	<ul style="list-style-type: none"> _ Adherence to the applicable legislation _ Consistency in the payment of taxes and social security contributions _ Facilitation of auditors' work 	<ul style="list-style-type: none"> _ Announcements by Bodies, through webpages or media _ Meetings_ Telephone contact or via e-mail _ Written communication _ IR webpage 	Systematically, Ad hoc or Regularly

IDENTIFICATION OF MATERIAL ASPECTS

With regard to the issues managed by the non-financial statement and the corporate responsibility and sustainable development report, and more specifically, in the re-assessment of the significance analysis, it was found that the main items identified during the significance analysis completed in February 2017 remain up-to-date at the report that will be compiled for 2017. In particular:

1. In the economic and business environment of the Group there have not been any catalysts within the year of the reference, that justify the change of the conditions and as a result the change of the priorities or principles that the significance analysis was based on, conducted last year.
2. The management approved for the report of 2017 the significant issues as presented and documented in the significance analysis completed in February 2017 and they were included in the 2016 corporate governance report, as it considered as up-to-date the basis according to which the significant issues were examined, namely the methodology, the criteria and the principles according to which the criteria were based.

Analysis of Significance in Synopsis

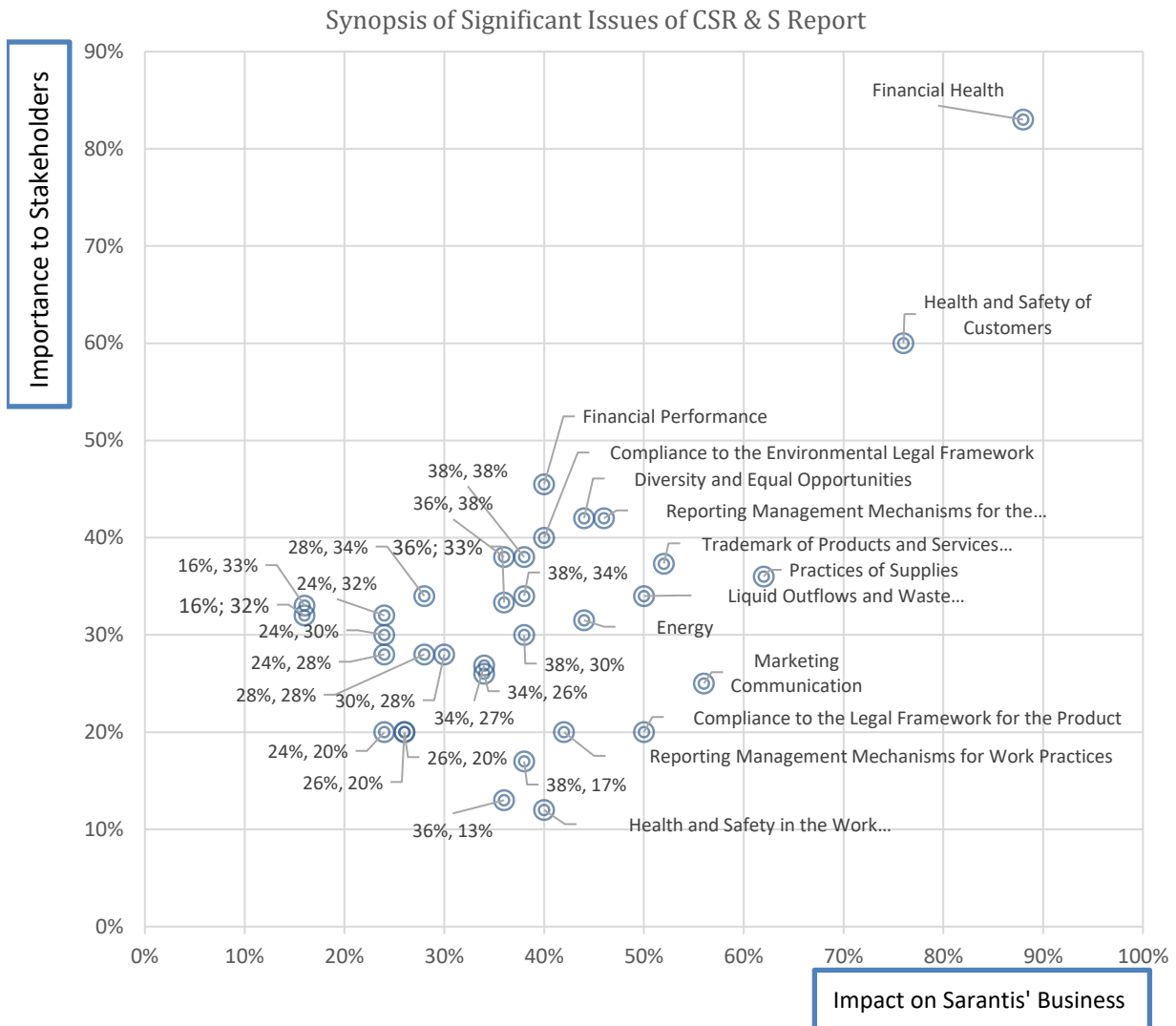
Within February 2017, a special study was completed for the detection of essential issues, in which the project team of the first Corporate Social Responsibility and Sustainability Report determined and reviewed issues of relevant interest. No consultation took place especially for the preparation of the Report. The study for the detection of essential matters was based on the material and information possessed by the senior staff of the organization from their contacts with the interested, per case, parties during the exercise of their duties. The study was prepared according to the following procedure.

- I. The team determined the Sources from which the relevant information was collected and the relevant issues were recognized:
- II. The criteria were determined for the ranking of the relevant issues.
The selection of the criteria was based on the following principles:
 - The principle of the uninterrupted continuation of the business activity
 - The potential effect on the image and goodwill of the Group or of an individual product
 - The potential effect on the society and the application in more areas or ethnicities
 - The potential opportunity for innovation
 - The potential effect on the Group's activities from Legislation, Regulations, Standards and other frameworks of operation
- III. The essential issues were recognized, ratified from the Management and their limits were determined with regard to their potential effect inside and outside the organization.

Finally, the essential issues were documented according to the standards GRI-G4 whereas the relevant ratios and indicators were compiled.

The management of essential issues is performed on the basis of the risk management system and according to the regulatory compliance system of the Group as well as of its quality management system. The issues which have been deemed as essential during the significance analysis are the following:

Prioritization table of material aspects



The Report covered the material aspects that posted an impact rate equal or higher than 40% during their evaluation process, either as aspects affecting the organization's activity or as aspects impacting on stakeholders' decision-making.

The evaluation process highlighted 14 material aspects of which 3 fall under the Economic category, 4 in the Environmental category and 7 in the Social category.

BOUNDARIES AND LIMITATIONS OF MATERIAL ASPECTS

The following table includes the material aspects, as identified during the prioritization process of significant issues.

aa. MATERIAL ASPECTS	BOUNDARIES		LIMITATIONS	
	WITHIN THE GROUP	OUTSIDE THE GROUP	WITHIN THE GROUP	OUTSIDE THE GROUP
1 Economic Health	_Group _Employees	_Shareholders _Investors _Banks _Suppliers	--	--
2 Customer Health and Safety	_Group	_Consumers	--	--
3 Procurement Practices	_Group	_Suppliers _Society	--	--
4 Marketing Communications	_Group	_Consumers _Customers _Society	--	--
5 Product and Service Labeling	_Group	_Consumers _Customers _State Bodies	--	--
6 Effluents and Waste	_Group	_State Bodies _Society	--	--
7 Compliance with the Legal framework governing the product	_Group	_Consumers _Customers _State Bodies _Society	--	--
8 Environmental Grievance Mechanisms	_Group	_State Bodies _Society	--	--
9 Energy	_Group	_State Bodies _Society	--	--
10 Diversity and Equal Opportunity	_Group _Employees	_Investors _Society	--	--
11 Labor Practices Grievance Mechanisms	_Group _Employees	_State Bodies _Society	--	--
12 Economic Performance	_Group	_State Bodies _Society	--	--
13 Compliance with the environmental legal framework	_Group	_State Bodies _Society	--	--
14 Occupational Health and Safety	_Group _Employees	_State Bodies _Society	--	--

ECONOMY



ECONOMY

Financial Health

The Group's FY 2017 financial results were marked again by significant progress backed by the Group's deep product and market know-how as well as new product development initiatives that are supported by an efficiently executed and well balanced communication plan. At the same time the balanced allocation of resources and management of expenses together with cost saving initiatives support the Group's profitability and provide the fuel for further investments behind growth.

Despite the adverse economic conditions throughout the last years, the Group managed to build a great momentum, which will now serve as a sound basis for the future.

In each of its markets the Group is well positioned to further benefit from the strong new product pipeline and leverage its capabilities behind the commercial strategy, production efficiency and operational effectiveness, ultimately delivering further volume-growth, increased profitability margins and additional free cashflow.

The Group's strategic priorities are focused on new product development, geographical expansion, increasing scale, improving costs, identifying brand acquisitions that can provide additional value and re-investing behind high-return areas of the business.

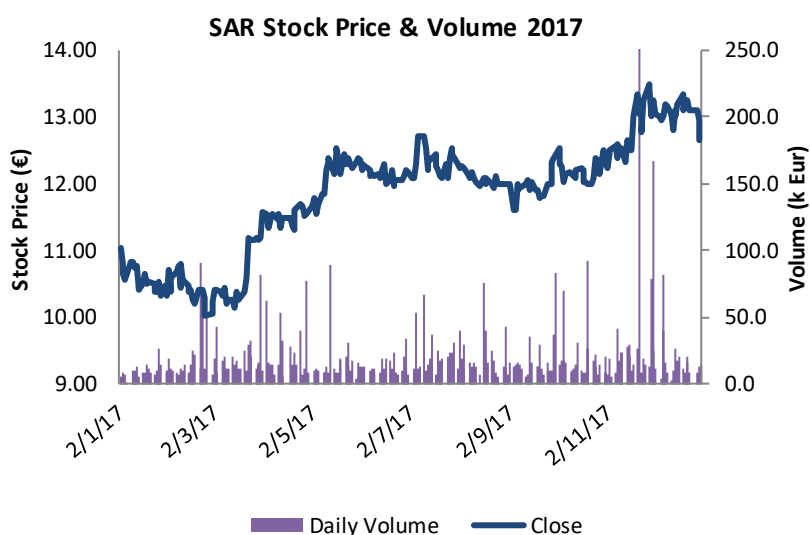
Key Performance Indicators (mn. EUR)	2017	2016
Economic Results & Economic Impacts		
Capitalization	441.9	386.1
Turnover	343.16	329.02
Earnings before tax (EBT)	34.67	28.84
Net profits to shareholders	28.63	24.52
Profit Margin before Tax	10.10%	8.76%
Net Profit Margin	8.34%	7.45%
Working Capital to Sales Ratio*	26.30%	26.93%
Loans	31.73	34.68
Cash Balances	44.95	34.85

* It is calculated as Inventories, plus Trade receivables minus Suppliers and represents the Group's liquidity.

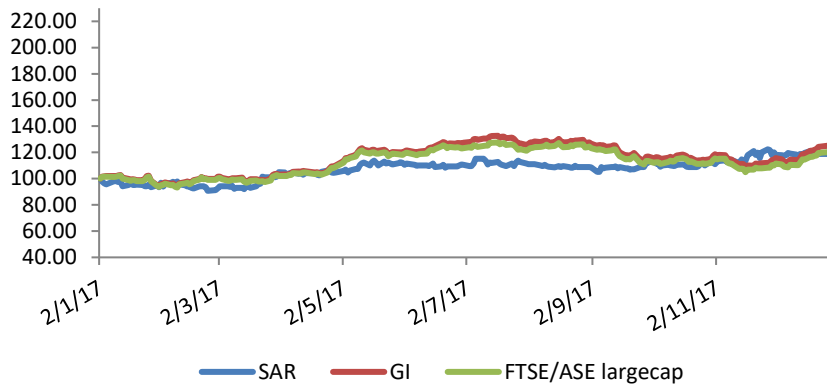
Share progress

The progress of GR. SARANTIS S.A. share reflects the Group's sound financial situation and the positive estimates for its future progress.

During 2017, the share's price rose by 14%; with its closing at year end at 12.65 euro.



ytd Relative Price_2017



Contribution to National Economy and Society

Direct economic value generated and distributed

		2010	2011	2012	2013	2014	2015	2016	2017	ΣΥΝΟΛΟ
Gr. Sarantis	Taxes	6,860,197	7,708,276	10,052,196	10,445,250	11,159,947	13,619,376	16,450,199	16,807,849	93,103,291
	Social Security Funds	5,584,805	5,142,571	5,443,377	5,552,740	5,510,424	5,350,417	5,882,455	6,549,581	45,016,370
		12,445,002	12,850,847	15,495,574	15,997,990	16,670,371	18,969,794	22,332,654	23,357,430	138,119,661
Poland (incl. Polipak from 2016 onwards)	Taxes	6,829,513	7,630,674	7,540,055	7,477,355	7,682,325	7,789,193	8,759,589	8,393,927	62,102,631
	Social Security Funds	1,357,702	1,445,505	1,438,381	1,445,151	1,390,875	1,488,685	2,478,958	2,469,525	13,514,783
		8,187,216	9,076,179	8,978,436	8,922,506	9,073,201	9,277,878	11,238,548	10,863,451	75,617,414
Romania	Taxes	6,373,082	6,609,667	6,177,160	6,030,268	6,945,235	7,555,922	8,078,751	9,167,408	56,937,493
	Social Security Funds	1,278,243	1,450,931	1,183,103	1,113,115	1,064,871	900,240	928,206	1,020,741	8,939,449
		7,651,325	8,060,598	7,360,263	7,143,383	8,010,105	8,456,162	9,006,956	10,188,149	65,876,941
Bulgaria	Taxes	1,956,631	1,593,821	1,685,596	1,658,768	1,845,593	1,965,160	2,271,942	2,403,657	15,381,169
	Social Security Funds	239,013	237,164	242,830	239,727	227,277	232,238	244,502	271,437	1,934,187
		2,195,644	1,830,985	1,928,426	1,898,495	2,072,871	2,197,398	2,516,444	2,675,094	17,315,357
Serbia	Taxes	2,486,914	2,617,705	2,257,653	2,285,657	2,377,900	2,245,446	2,528,895	2,756,686	19,556,858
	Social Security Funds	281,502	301,301	290,722	313,877	433,026	389,082	439,161	517,856	2,966,526
		2,768,417	2,919,006	2,548,375	2,599,534	2,810,926	2,634,527	2,968,056	3,274,543	22,523,384
Hungary	Taxes	671,178	916,997	1,188,802	1,260,800	1,466,929	2,073,023	2,700,495	2,291,144	12,569,369
	Social Security Funds	200,652	250,601	302,550	288,950	295,058	320,421	278,420	262,053	2,198,706
		871,830	1,167,598	1,491,352	1,549,750	1,761,987	2,393,445	2,978,915	2,553,198	14,768,074
Czech	Taxes	628,510	762,357	500,243	908,858	860,723	1,481,015	1,790,232	2,514,712	9,446,650
	Social Security Funds	112,275	119,930	112,207	126,423	125,532	176,231	236,169	355,389	1,364,156
		740,785	882,287	612,451	1,035,281	986,255	1,657,246	2,026,401	2,870,101	10,810,807
Other Subsidiaries	Taxes	548,601	562,001	674,163	698,903	946,859	1,264,238	1,510,107	1,588,231	7,793,102
	Social Security Funds	50,625	65,010	114,601	136,845	154,848	187,605	210,087	226,459	1,146,079
		599,226	627,011	788,763	835,747	1,101,707	1,451,843	1,720,194	1,814,690	8,939,181
Group total	Taxes	26,354,628	28,401,498	30,075,869	30,765,859	33,285,511	37,993,373	44,090,211	45,923,614	276,890,563
	Social Security Funds	9,104,817	9,013,012	9,127,770	9,216,828	9,201,911	9,044,920	10,697,957	11,673,042	77,080,257
		35,459,444	37,414,511	39,203,639	39,982,686	42,487,423	47,038,293	54,788,168	57,596,655	353,970,819

Since 2007, within the Group 9 acquisitions have been completed amounting to 41 mn. EUR in total, with the last acquisition being the Polish company of polyethylene packaging products Polipak Sp. z.o.o.

Within 2017, circa 9.26 mn. EUR have been invested in equipment and renewal of building facilities.

Through its strategic plan, the Group aims to maintain its growth path and create value to its shareholders. Within 2017, the Group paid dividend for the financial year 2016 amounting to 6.0 mn. EUR (0.1750 EUR per share).

Key figures	2017	2016
Investments (€)	9,256,906	8,352,292
Dividends (€)	5,642,087	5,493,349
Environment		
CO2 emissions (metric tones)	5,359	4,936.94
Consumed Energy (KWH)	15,518,272	13,574,714
Consumed Energy from Renewable Energy sources (KWH)	1,088,319	1,189,126
Employees		
Number of headcount (at year end)	1,676	1,659
Employees covered by collective agreements (%)	94%	97%
% of women in workforce	53%	53%
% of women in BoD	13%	13%
Allocation of employee nativity in countries of activity	98%	98%
Investment in education (€)	121,027	132,950
Social impact		
Spending in the entire Group (€)	180,000	225,000

Procurement Practices

The Group spends approximately 60% of its procurement amount in the local communities in the countries where it operates. This amount also covers the expenses incurred in companies being represented in the countries of activity.

Countries	Proportion of Spending on Local Suppliers
Poland	24.3%
Greece	17.5%
Czech Republic	11.8%
Bulgaria	2.7%
Serbia	2.7%
Other Group Countries	1.5%
Total Group Countries	60.4%
Other	39.6%
Grand Total	100.0%

ENVIRONMENT



ENVIRONMENT

Energy

Electricity

Power consumption 2017 and matching with CO₂ emissions

For assessing the carbon footprint, the data that Carbon Footprint Ltd provided were taken into consideration. <http://www.carbonfootprint.com/calculator.aspx> for 2016 per country and based on these data, the KWH were converted into metric tons CO₂.

Company	Total KWH	Metric tons CO ₂
Gr. Sarantis S.A.	3,193,582	2,364.85
Sarantis Poland	11,510,148	2,523.03
Sarantis Romania	397,030	235.52
Sarantis Bulgaria	192,002	135.12
Sarantis Hungary	112,710	39.90
Sarantis Serbia	63,131	34.16
Sarantis Czech	-	-
Sarantis FYROM	46,453	25.13
Sarantis Bosnia	3,217	1.74
Group total	15,518,272	5,359

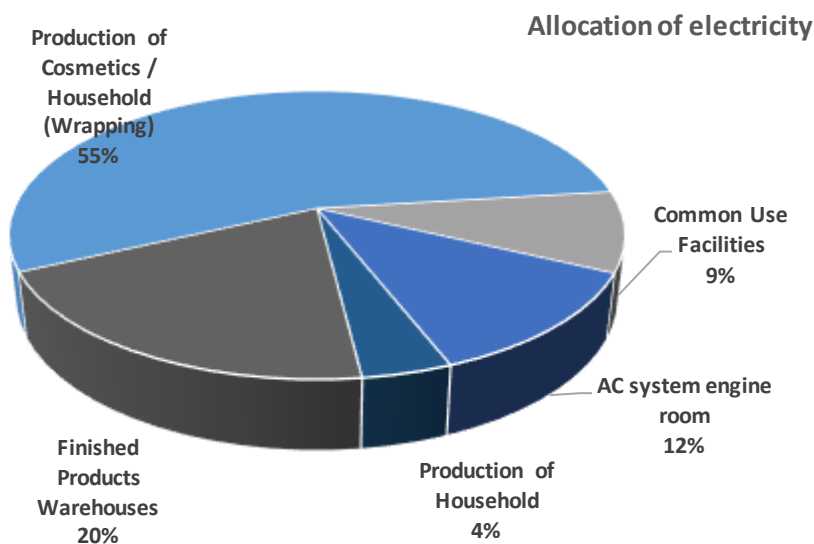
For the Czech Republic there were no electricity consumption data because the electricity cost is included in the rent and is paid by the owner.

Energy at Oinofyta facilities

The total power consumption at Oinofyta building facilities in Viotia for 2017 stood at 2,661,682 KWH, corresponding to 1,912.01 metric tons of CO₂.

The consumptions are allocated to the following facilities:

- Production of Cosmetics / Household (Wrapping)
- Production of Household (Presses)
- Finished Products Warehouses
- AC system engine room
- Common Use Facilities



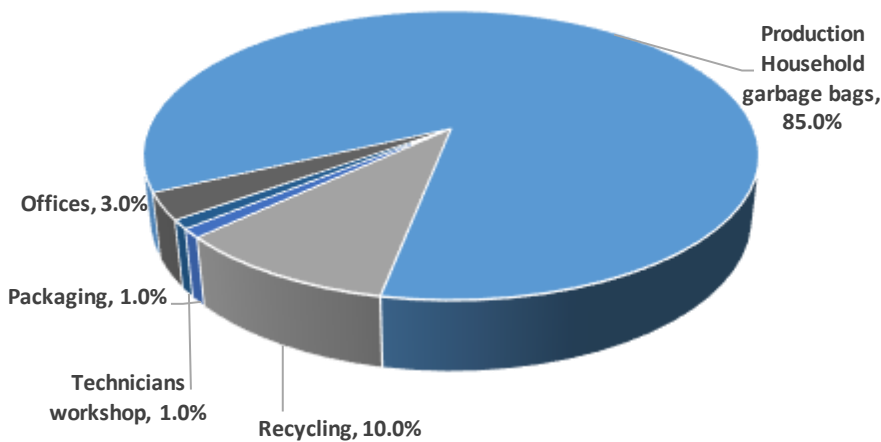
Energy at Polipak facilities

The total power consumption at Polipak building facilities in Poland for 2017 stood at 10,801,900 KWH, corresponding to 3,367 metric tons of CO₂.

The consumptions are allocated to the following facilities:

- Production Household garbage bags.
- Recycling.
- Packaging.
- Technicians workshop.
- Offices.

Allocation of electricity



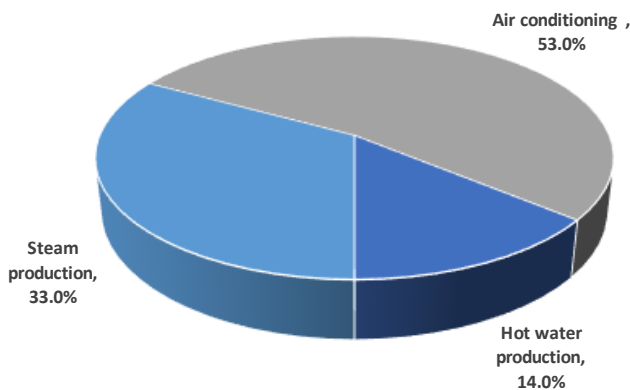
Natural Gas

Natural Gas has fully replaced oil; as a result, gas pollutants were reduced, operation is cleaner and the energy cost was brought down.

The use of natural gas at the Group facilities in Oinofyta, Viotia is allocated as follows:

- Steam production
- Hot water production for washing Workshop area equipment
- Air conditioning system at the plant during the winter months

Natural Gas consumption

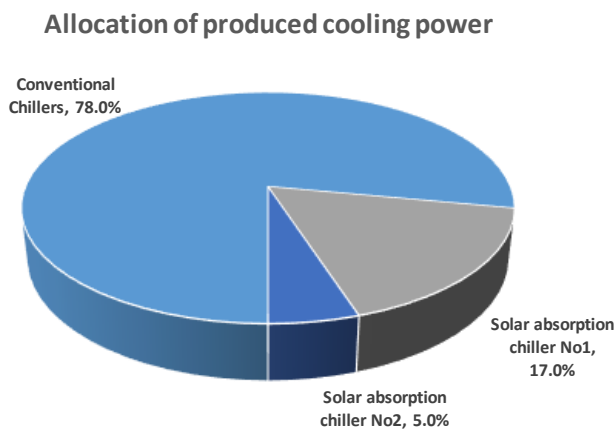


The natural gas-fired power that was consumed at Oinofyta facilities in 2017 reached 1,346 MWH. The matching of carbon dioxide emissions based on the Carbon Footprint Ltd data stands at 247.53 metric tons of CO₂.

The saving of CO₂ emissions from the use of Natural Gas compared to oil amounted to 185.43 metric tons of CO₂.

Generated cooling power from renewable sources for the air conditioning

In the framework of a more effective energy resources management and of the use of more environment-friendly methods, the Group has been using since 1998 the solar energy to cover approximately 20% of Oinofyta building facilities' needs in cooling power. This system includes 1340 solar collectors and two adsorption chillers. For uninterrupted air conditioning operation in these premises, three conventional chillers are also installed. For the year 2017, the cooling system was in operation from late April to late October. During this six-month period, the system produced 1,088,319 KWH of cooling power. The table presents the allocation of produced cooling power per production system.



Since 1998, when the system first operated, it contributed to significant energy saving something which entails a cut in carbon dioxide emissions and a curtail in Group energy expenses.

Energy improvement in the Group's headquarters

Within 2017, the Group's headquarters energy improvement was completed in order for a more effective energy consumption management. The project included the change in the views of Amaroussiou-Chalandriou building, its energy improvement by placing an external thermal insulation and the total refurbishing of its internal spaces in order to create a modern, healthier and pleasant working environment

Waste

Solid Waste

General Management of Solid Waste per country

Country	Facility	NON HAZARDOUS WASTE								
		Paper	Cardboard Packaging	Plastic	Glass	Aluminium	Iron	Wood	Mixed Packaging	Urban Waste
Greece	Plant & Distribution Center	Collection in paper presses and delivery to an authorized associate for its recycling.	Collection in paper presses and delivery to an authorized associate for its recycling.	Collection in paper presses and delivery to an authorized associate for its recycling.	n/a	Collection and return to the aluminium supplier as a byproduct	Collection and delivery to an authorized associate for its recycling.	Collection and delivery to an authorized associate for its recycling.	Collection of various recyclable materials (and glass). Delivery to an associate who carries out sorting of materials and recycling thereof	Collection in bins of Tanagra Municipality and their transfer by the Municipality's vehicles to the local rubbish dump
	Offices	Collection in blue bins and delivery to the Municipality's recycling company.	Collection in blue bins and delivery to the Municipality's recycling company.	n/a	n/a	n/a	n/a	n/a	n/a	Collection in green bins and receipt from the Municipality.
Poland	Plants & Distribution Center	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	n/a	Collection in common bins and delivery to the Municipality's recycling company.
	Offices	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	n/a	n/a	Collection in common bins and delivery to the Municipality's recycling company.	n/a	Collection in common bins and delivery to the Municipality's recycling company.
Romania	Total Facilities	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	n/a	Collection and delivery to the Municipality's recycling company.
Serbia	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
Bosnia Herzegovina	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
FYROM	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
Bulgaria	Total Facilities	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	There is no recycling	There is no recycling	n/a	n/a	There is no recycling	n/a	Collection and delivery to the Municipality's recycling company.
Czech Republic	Total Facilities	Collection in special bins and delivery to certified recycling companies.	Collection in special bins and delivery to certified recycling companies.	Collection in special bins and delivery to certified recycling companies.	n/a	n/a	n/a	n/a	n/a	n/a
Hungary	Total Facilities	Collection and delivery to a recycling company.	Collection and delivery to a recycling company.	Collection and delivery to a recycling company.	n/a	n/a	n/a	n/a	n/a	n/a

		HAZARDOUS WASTE						
Country	Facility	Batteries	Electronic equipment	Lamps	Consumables for printers	Consumables for photocopiers	Oils	Filters
Greece	Plant & Distribution Center	Agreement with a certified company. Collection in special bins and delivery for recycling. Recycling of boom lifts batteries in a authorized associate.	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	Collection by the cooperating maintenance company and delivery to an authorized associate	Agreement with XEROX; packed and returned to the supplier	Agreement with XEROX; packed and returned to the supplier	Collection in suitable containers and delivery to an authorized associate	n/a
	Offices	Agreement with a certified company. Collection in special bins and delivery for recycling.	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	Collection in special bins for lamps recycling and promotion for recycling.	Agreement with XEROX; packed and returned to the supplier	Agreement with XEROX; packed and returned to the supplier	n/a	n/a
Poland	Plants & Distribution Center	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	It is up to the building's owner competence	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	n/a	n/a
	Offices	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	They are collected and forwarded for recycling to certified recycling companies	Agreement with Ricoh. They are packed and returned to the supplier The company-owned packaging is promoted for recycling to certified recycling companies	Agreement with Ricoh. They are packed and returned to the supplier The company-owned packaging is promoted for recycling to certified recycling companies	n/a	n/a
Romania	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	n/a	n/a
Serbia	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
Bosnia Herzegovina	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
FYROM	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
Bulgaria	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	Rented: Agreement with Konica Minolta. They are packed and returned to the supplier Owner-occupied: They are forwarded for recycling to certified recycling companies	Rented: Agreement with Konica Minolta. They are packed and returned to the supplier Owner-occupied: They are forwarded for recycling to certified recycling companies	n/a	n/a
Czech Republic	Total Facilities	Collection in special bins and delivery for recycling to certified companies.	Collection in special bins and delivery for recycling to certified companies.	Collection in special bins and delivery for recycling to certified companies.	Agreement with ELVIRA. They are packed and returned to the supplier	Agreement with ELVIRA. They are packed and returned to the supplier	n/a	n/a
Hungary	Total Facilities	Collection in special bins offered by the company "Millenia" and promotion for recycling.	Collection in special bins offered by the company "Millenia" and promotion for recycling.	Collection in special bins offered by the company "Millenia" and promotion for recycling.	They are packaged and returned to the supplier "Global Office Solutions".	They are packaged and returned to the supplier "Global Office Solutions".	n/a	n/a

Plants' Waste

Quantities of solid waste and wastewater of plants being treated in 2017:

Location	Description of waste	Measurement unit Tons (unless it is mentioned)	Treatment Method
Oinofyta	Paper	69.6	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta	Plastic	38.21	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta	Wood	213.10	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta	Iron	29.3	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta	Glass	33.1	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta	Aluminium	53.02	Collection and return to the supplier
Oinofyta	Electronic equipment		Collection at the facilities and delivery to a recycling company.
Oinofyta	Lamps		Collection at the facilities and delivery to a recycling company.
Oinofyta	Consumables for printers		Collection at the facilities and delivery to treatment companies.
Oinofyta	Mixed packaging	20.21	Collection and delivery to a recycling company. The company is sorting between recyclable and non recyclable materials.
Oinofyta	Mixed Municipal Waste	30	Collection and delivery to a recycling company. The company is sorting between recyclable and non recyclable materials.
Oinofyta	Sludge of an Industrial Wastewater Treatment Unit	0.76	Collection in blue bins at the facilities and delivery to a recycling company.
Oinofyta	Lead Batteries		Collection at the facilities and delivery to a recycling company.
Oinofyta	Industrial Wastewater after treatment	13,937 m3	Collection in impermeable containers and transfer to a public waste treatment service
Oinofyta	Municipal Wastewater	2,622 m3	Collection in impermeable containers and transfer to a public waste treatment service
Oinofyta	Engine lubricant	200 lt	Collection in impermeable containers and transfer to a waste treatment company.
Pruszkow	Paper	83.96	They are delivered for recycling to recycling companies
Pruszkow	Plastic	15.86	They are delivered for recycling to recycling companies
Pruszkow	Wood	18.41	They are delivered to individuals (employees)
Pruszkow	Iron	5.4	They are delivered for recycling to recycling companies
Pruszkow	Glass		
Pruszkow	Aluminium	15.714	They are delivered for recycling to recycling companies
Pruszkow	Electronic equipment	0.38	Collection in palettes and delivery for recycling to recycling companies.
Pruszkow	Lamps		It is up to the building's owner responsibility
Pruszkow	Consumables for printers	0.0115	They are delivered for recycling to treatment companies
Pruszkow	Mixed packaging		They are delivered for recycling to recycling companies
Pruszkow	Mixed Municipal Waste	20.5	Collection in common bins and delivery to the Municipality's recycling company.
Pruszkow	Sludge of an Industrial Wastewater Treatment Unit	0	
Pruszkow	Industrial Wastewater after treatment		
Pruszkow	Municipal Wastewater		
Pruszkow	Engine lubricant		
Poznan	Paper	5.13	They are delivered for recycling to recycling companies
Poznan	Plastic	46.4	They are delivered for recycling to recycling companies
Poznan	Wood	31.2	They are delivered to individuals (employees)
Poznan	Iron	4.18	They are delivered for recycling to recycling companies

Poznan		Glass		They are delivered for recycling to recycling companies
Poznan		Aluminium		They are delivered for recycling to recycling companies
Poznan		Electronic equipment		They are delivered for recycling to recycling companies
Poznan		Lamps		They are delivered for recycling to recycling companies
Poznan		Consumables for printers	2.91	They are delivered for recycling to treatment companies
Poznan		Mixed packaging		They are delivered for recycling to recycling companies
Poznan		Mixed Municipal Waste	58.6	Collection in common bins and delivery to the Municipality's recycling company.
Poznan		Sludge of an Industrial Wastewater Treatment Unit		
Poznan	Wastewater	Industrial Wastewater after treatment		
Poznan		Municipal Wastewater		
Poznan		Engine lubricant	0.63	

Oinofyta Plant Liquid Discharges

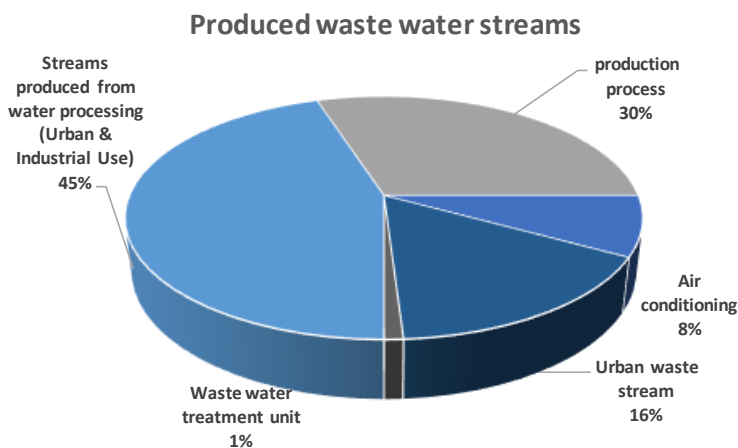
At Oinofyta plant facilities, production processes are taking place resulting in the following five categories of waste water streams.

- A. Streams produced from water processing (Urban & Industrial Use).
- B. Streams produced from the production process.
- C. Streams produced from the air conditioning system.
- D. Streams produced at the wastewater treatment Unit
- E. Urban waste stream for the personnel needs

Total discharges for 2017 were the following:

Industrial Waste: 13,937.87 m3
 Urban Waste: 2,622 m3
 Total Wastewater at Oinofyta 16,559.87 m3

The allocation of total discharge per produced stream for 2017 is the following:



Aiming at mitigating the environmental impact from its industrial plant operation, the company cooperates with the Municipality and with certified private companies, for the purpose of produced waste sound treatment. In addition, the company has been licensed to deliver its industrial wastewater to Metamorphosi Wastewater Treatment Facility, minimizing thus the aquifer's contamination risk.

SOCIAL



SOCIAL

Labor Practices

The Group employs in total 1,676 (31/12/2017) employees of whom a percentage of 97% is employed under open-ended dependent employment contract.

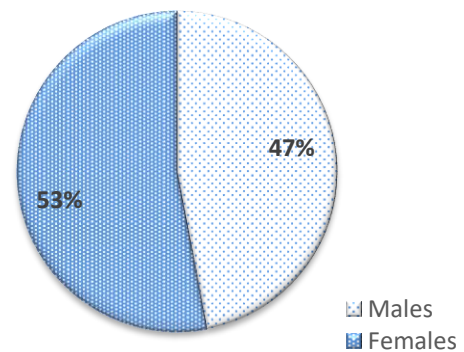
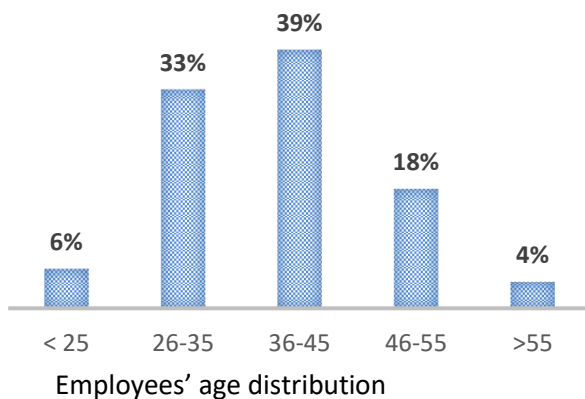
Country	2017 Total Headcount	Male	Female
Greece	699	265	434
Poland	441	262	179
Romania	231	84	147
Bulgaria	90	31	59
Serbia	74	39	35
Czech Republic	49	14	35
Other	92	60	32
Group Total	1.676	755	921

Employees per Contract/Type/Gender

Gender	Type of work		Type of contract	Total per Contract	Percentage per Gender
	Full-time	Part-time			
Men	749	6	Collective Bargaining Agreements	22	2,9%
			Other	733	97,1%
Total Men	755		Total Men	755	
Women	906	15	Collective Bargaining Agreements	31	3,4%
			Other	890	96,6%
Total Women	921		Total Women	921	
Total Group	1676		Total Group	1676	

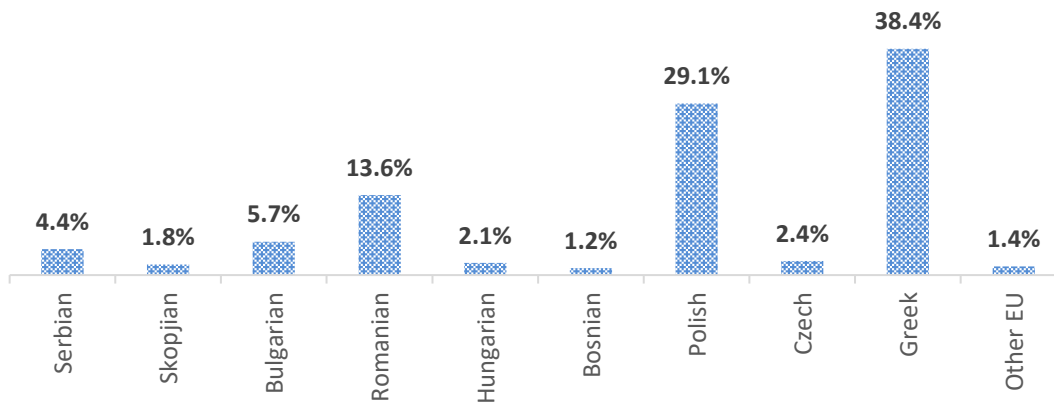
Total number of employees under collective bargaining agreements 1,623 (namely 97%).

Distributions based on age, gender, localization, educational level

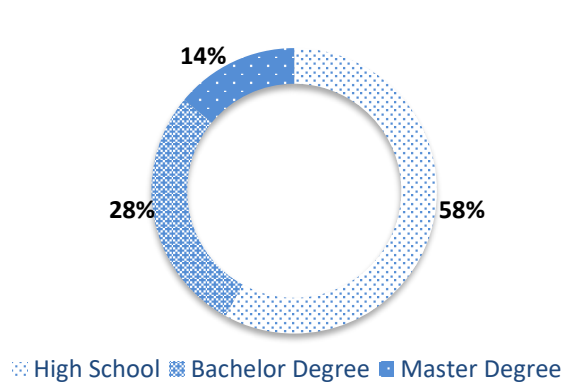


Employees distribution per gender

The distribution of Group employees localization stands above 98% for 2017.



Distribution per educational level



The training hours for the entire Group within 2017 stood at 2,764 and were carried out as follows:

Country	Training (Hours)	
	Within the organization	Outside the organization
Greece	312	444
Poland	200	651
Czech Republic	-	504
Romania	48	501
Bulgaria	88	16
Serbia	-	-
Other	-	-
Total Group	648	2.116

In 2017 the percentage of Group employees occupying new roles amounted to 7%.

Days of absence and accidents within 2017

Country	Accidents	Sickness Days	Days of pregnancy & post-natal period	Total days of absence per country
Greece	0	1.754	2.201	3.955
Poland	0	1.001	1.465	2.466
Romania	0	422	1.010	1.432
Serbia	0	119	245	364
Bosnia-Herzegovina	0	24	-	24
FYROM	0	42	-	42
Bulgaria	0	207	187	394
Czech Republic	0	54	398	452
Hungary	0	25	121	146
Portugal	0	3		
Total	0	3.651	5.627	9.275

Benefits to employees

Χώρα	Healthcare benefits	Work attendance benefits	Other benefits	Purchase bonuses	Financial Benefits
Greece	Life and Health insurance (Hierarchical grade)	1.Car leasing (work nature and hierarchical grade)	1.Mobile (work nature and hierarchical grade) 2.Tablet (work nature) 3.Lap top (work nature and hierarchical grade)	Discounts for purchases of products and commodities of the Group and cooperating companies	Financial help to facilitate the coverage of extraordinary personal needs
Poland		2.Mass transportation from/to the production plant/DC			
Romania		3.Flexible schedule			
Serbia					
Bosnia Herzegovina					
FYROM		1. Car leasing (work nature and hierarchical grade)			
Bulgaria		2.Flexible schedule			
Czech Republic					
Hungary					
Portugal					

The organization has elaborated a reporting procedure for work practices on the basis of its Code of Ethics. Within 2017, there was no reporting of work practices inside the Group. Similarly, there was not any related reporting about work practices in State Bodies.

Social Actions

Sports

Gr. Sarantis S.A. undertook the main sponsorship of the polo men's and women's national team for the period 1/6/2017 – 31/12/2018. This period also includes the national teams participations in the World League games in July 2017 in Hungary, the qualifying World League in October 2017 and in October 2018.

Local communities

The social actions of Gr. Sarantis S.A. for 201 are summarized in the following product actions.

BRAND	ACTION DESCRIPTION	ASSOCIATE	TYPE OF SUPPORT
SANITAS	LETS DO IT GREECE-PANHELLENIC CLEANING OF PUBLIC SPACES BY VOLUNTEERS	LETS DO IT GREECE TASK FORCE-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	CLEAN THE MEDITERRANEAN	SOS MEDITERRANEAN NETWORK-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	NORTHERN GREECE CLEANING CAMPAIGN	MASOUTIS-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	THE ARK OF THE WORLD	SANITAS FB	Offer of waste bags and gloves
SANITAS	MY CHILD MAGAZINE-SANITAS ENTRY	CHILDREN'S HOSPITAL MAGAZINE	Financial support
SANITAS	NURSERY SCHOOL "FRIENDS OF THE CHILD"	SANITAS FB	Offer of SANITAS garbage bags, gloves, food packaging products
SANITAS	ITHACA ACTION, CLEANING ACTION OF HOMELESS CLOTHES	ITHACA LAUNDRY	Offer of waste bags and gloves
Teza	HATZIKYRIAKION FOUNDATION	HATZIKYRIAKION FOUNDATION	Product Offer
Teza	LIGHTHOUSE OF THE WORLD	LIGHTHOUSE OF THE WORLD	Product Offer
Wash & Go	"ELAIA" sanctuary in Paiania - Digital Action	MEDICINES OF THE WORLD	Financial support
Bioten	Fashion show of philanthropic nature	MDA HELLAS	Financial support
Lanes	Lanes Running team	ALMA ZOIS	Financial support

Additionally, GR. SARANTIS SA with its financial contributions to the Greek Recycling Recovery Company, has actively supported the effort to create a recycling infrastructure in Greece. The total amount of the company's financial contributions corresponds to the financing of the purchase of 4,302 blue buckets or 8 recyclers.

Finally, the Polish subsidiary of the Group, for the sixth consecutive year, supported the cleaning of the Tatra Mountain through actions and product offers (garbage bags), an initiative involving 4,000 volunteers.

Blood Bank "Estee Lauder – GR. SARANTIS"

The Blood Bank was created in 2015 as the outcome of a social solidarity initiative. Gr. Sarantis S.A., in cooperation with Estee Lauder Hellas and its affiliated enterprises Trade Union, created the Blood Bank under the name "Estee Lauder – Gr. Sarantis", in order to cover the personnel's needs in blood and the needs of their close relatives. The Blood Bank constitutes by now an institution and is staunchly supported by the Group employees and its affiliated companies' personnel.

Product Responsibility

The organization is constantly keeping abreast with the developments mainly around the European Union and worldwide, by following the positions and attitudes of opinion delivery organizations (IFRA, SCCS, etc) or of collective bodies (Hellenic Cosmetic Toiletry & Perfumery Association, etc). The aim is full and immediate compliance with the legal framework regarding the product in the countries the Group operates.

The organization perceives consumers' needs and concerns. Current consumers are concerned and are constantly informed about issues of health protection, particularly with regard to the use and impact of various ingredients, the non performance of trials and research in animals, the possible environmental impact, the possibility of recycling and the use of minimum packaging. The Organization is in a position to respond to consumers' worries and questions offering documented information mainly over the phone or in writing.

Customer Health and Safety

The Group applies a Quality Management System based on the standards ISO 9001:2008, ISO 13485:2003 & ISO 22716:2007. This system ensures inter alia satisfaction of consumers' demands; this satisfaction is achieved through the Group's communication channels. The system also ensures the resolution of eventual problems via a specific procedure and a specially authorized team. The appropriate health and safety measures are taken in the entire supply chain in order to ensure full compliance of products with the requirements of the national and European legislation and of the related regulations deriving therefrom.

Quality Assessment and the probable impact on health and safety from the use of our products is carried out in 100% of the most important product categories.

Within 2017, there were no incidents of non compliance with the regulations and voluntary codes regarding the impact of products on health and safety during their life cycle.

Product and Service Labeling

The Group's products fully comply with the applicable legislations and regulations of the European Union and of the countries the Group operates regarding Cosmetics, Biocides, Detergents, Chemical products, Materials in contact with foodstuff, Aerosol, for recycling and transfer and any modifications thereof. This is the way to guarantee the use of allowed ingredients within the limits laid down by law, to properly label the products and safeguard consumers' health protection.

The organization guarantees that the circulation of products is fully safe for consumers under regular or reasonably anticipated conditions of use of such products.

The products' package clearly mentions the ingredients possibly causing any sensitivity to consumers, the appropriate instructions for their correct use and the expiry date, whenever required, while symbols and risk statements are included as particularly significant pieces of information for consumers' health and safety.

The Organization is in continuing communication with public bodies, associations and associates in Greece and abroad aiming at promptly receiving information on upcoming changes in the legislation and their immediate implementation.

A special consumer line is available for every category of products in order to immediately provide the requested information.

Any incidents of serious adverse events must be disclosed to the competent authorities.

Information on the composition of products is also submitted to the Poison Information Centers or other similar services in order to provide fast and appropriate treatment, should it be required.

The administrative approach to the issues of labeling and the services related to Group products reaching the consumer is underpinned on 3 Mechanisms:

- R&D (research & development)
- Regulatory
- Quality Assurance

The R&D creates formulas taking into consideration and applying possible limits or restrictions in substances that could be used in such formulas.

The Regulatory takes care of the prompt information on the applicable legislations pertaining to the Group's finished products, making sure that the finished product, its labeling and any actions required prior to or posterior to its release in the market shall comply with the legislation in force.

Quality Assurance determines the supervision steps of the finished product's course once it has been released in the market. It makes sure to record and keep a complaints file; such information helps to revise any necessary data that need to be mentioned on the labeling.

During the reporting period 1/1/17 - 31/12/17 no adjustments in the administrative approach have been required.

The type of product-related information is stipulated by the respective legislation, as mentioned above, and by the Group's policies, regulations and procedures. In particular:

- All products are required (100%) to bear a labeling on the type of their material.
- The labeling of biocides is required to mention the content of active substances usually impacting on the aquatic environment. Correct labeling on the cartons is required with the necessary symbols and precautions to ensure safe transfer of products and environmental protection.
- Information on the labeling is also required for the safe use of biocides, chemical products, aerosol, bags, cosmetics.
- All products (100%) are required to bear information on their disposal. Gr. Sarantis S.A. is member of the Hellenic Recovery Recycling Corporation HE.R.R.Co.

A percentage of 100% of Group products complies with the above labelings

During the reporting period 1/1/17 - 31/12/17:

- there were no incidents of non-compliance with the regulations to give rise to a fine,
- there were no incidents of non-compliance with the regulations to give rise to a warning,
- there were no incidents of non-compliance with voluntary codes

Marketing Communications

The Group's communication programs abide by the regulations and the optional codes related to communication and Marketing, aimed at thorough information to consumers on product-related issues. The Group ensures that the communication and promotion material adheres to the provisions of the Greek Code on Advertising-Communication, the provisions on unfair competition and consumers protection.

With the focus on consumers, in 2017, the Management invested in a communication strategy of 360 degrees, boosting its online communication (from desktop, tablet or smartphone) and its activation at the sales point.

This strategy is aimed at a higher level of customer support. As a result and with the lapse of time, communication with consumers becomes more direct and easily accessible.

The purpose is to consolidate relations of trust with the existing and prospective customers.

Social Networks

The most important Group brands are active in the social media keeping separate pages on Facebook, Instagram and YouTube.

The aim is direct contact through dialogue with consumers. The Group's brands pages on Facebook, as an important communication channel with consumers, play a dual role both as regards information and the evolution of our relationship with them. Through content creation being daily uploaded and through immediate response to consumers' demands, we are building trust, confidence and love to the brands and the Group. In this way, we are developing our relationship with our public, while at the same time clarifying our position regarding the philosophy and the values each brand represents.

The communication system management through the social media is the following:

The external associate who is responsible for the development of pages gives access to the company's employees who are in charge of managing the content being uploaded on the page. Posts are uploaded daily with communication content, while the public's response to the product page is monitored. Should a consumer or potential consumer raise a question on the product (use, distribution, price etc), the representatives who have been appointed by the company are online and will answer in Real Time or within a short time. Pursuant to the principle of respect for stakeholders' interests, included in the Group's Code of Ethics, (the Group respects stakeholders' expectations and through communication seeks solutions of mutual benefit in any issue arising, applying correct business practices for their resolution), any negative criticism, if well evidenced, with the intention to give solutions, is taken well into account constituting a possible basis of improvement.

During the reporting period, there was no breach or complaint and therefore no summoning before the communication control board for cosmetics.

Sale of banned or contested products

The organization is headquartered and operates in the European Union (EU). Therefore, the products it produces and distributes comply with the legislation governing the respective groups of consumer products (cosmetics, biocides, pharmatechnological products etc) within the limits of its respective geographical and economic entity, aimed always at human health protection and at safeguarding consumer's safety and environmental protection.

The organization rigorously respects the law and adapts, within the statutory time frames, to the legislative requirements and readjustments, as publicized by the competent institutions (e.g. European Commission).

It should be underscored that the legislation taking effect in the EU is not applicable in all geographical/economic regions. For example, a cosmetic product being manufactured under this law is not necessarily acceptable/in line with the applicable law in the USA, Australia or Japan. When necessary to export a product in a different legislative zone, the organization is in a position to proceed to the required adaptations so that products are harmonized with the law in force.

During the reporting period 1/1/17 to 31/12/17, there was no sale of banned or contested products in the areas the Group operates.

Compliance with the legal framework governing the product

The Group fully complies with the legal framework regarding the product in the countries it operates. Consequently, during the reporting period 1/1/17 - 31/12/17 there were no fines due to non compliance with laws and regulations related to the provision and use of the products.

OBJECTIVES



OBJECTIVES 2018

Energy

The following energy-related projects have been completed in 2017.

ELECTRICITY	OBJECTIVE
Supply of compressor with inverter operation for Cosmetics and Sanitas production	Reduced electricity consumption by 25% for this specific application
NATURAL GAS	OBJECTIVE
Supply of a compensating system for heating boilers operation	Reduced natural gas consumption by 15% for this specific application

The following energy-related projects have been scheduled for 2018.

ELECTRICITY	OBJECTIVE
Placement of motion photocells in the plant's toilets	Reduced electricity consumption by 40% for this specific application
Installation of electricity meters in the Central Power Supplies	Recording of the individual electrical charges in the plant, to explore the possibility of their reduction
Installation of LED lighting fixtures for the surrounding space	Reduced electricity consumption by 40% for this specific application
Certificate 50001	The energy mapping of installations to capture the potential for improving the energy footprint
COOLING POWER	OBJECTIVE
Supply of a conventional energy class A cooler	Reduced electricity consumption by 10% for this specific application per generated Kwh of cooling power

Waste Water

The following wastewater treatment projects have been completed in 2017.

WASTEWATER	OBJECTIVE
Placement of an automatic blowdown system in the Cooling Towers system for facilities' airconditioning.	Reduction of wastewater generated by this activity
Control of pallet tanks wash time	Reduction of wastewater generated by this activity
Upgrading of Reverse Osmosis system	Reduction of wastewater generated by this activity

The following wastewater treatment projects have been scheduled for 2018.

WASTEWATER	OBJECTIVE
Installation of a control and recording system of central water witches	Recording of the central water meters to immediately inform in case of leakage.

GRI EYPETHPIO

GENERAL STANDARD DISCLOSURES				
GRI Index	Description	Status	Page	Notes
Strategy and Analysis				
G4-1	Vice President & CEO's statement.	✓	4	
Organizational profile				
G4-3	Report the name of the organization.	✓	7	
G4-4	Report the primary brands, products, and services.	✓	8	
G4-5	Report the location of the organization's headquarters.	✓	7	
G4-6	Report the countries where the organization operates.	✓	7	
G4-7	Report the nature of ownership and legal form.	✓	7	
G4-8	Report the markets served.	✓	9	
G4-9	Report the scale of the organization, including:	✓		
	-Total number of employees	✓	39	
	-Total number of operations	✓	7	
	-Net sales (for private sector organizations) or net revenues (for public sector organizations)	✓	26	
	-Total capitalization broken down in terms of debt and equity (for private sector organizations)	✓	26	Publicized Financial Statements 2017
	-Quantity of products or services provided	✓	26,9	Publicized Financial Statements 2017
G4-10	Report the total number of employees by employment contract and gender.	✓	39	
	Report the total number of permanent employees by employment type and gender.	✓	39	
	Report the total workforce by employees and supervised workers and by gender.	✓	39	
	Report the total workforce by region and gender.	✓	39	
	Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.	✓		Unimportant
	Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	✓		Unimportant
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	✓	39	
G4-12	Describe the organization's supply chain.	✓	9	
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:	✓	7	
	-Changes in the location of, or changes in, operations, including facility openings, closings, and expansions	✓	11	Progress
	-Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)	✓	7	Changes in Shareholding
	-Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	✓		Unimportant
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	✓	13	Certifications & Distinctions
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	✓		Non existing.

GRI Index	Description	Status	Page	Notes
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization. This refers primarily to memberships maintained at the organizational level.	✓		N/A
	-Holds a position on the governance body	✓		--
	-Participates in projects or committees	✓		--
	-Provides substantive funding beyond routine membership dues	✓		--
	-Views membership as strategic	✓		--
Identified Material Aspects and Boundaries				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents.	✓	7	Publicized Financial Statements 2017
	b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	✓		N/A
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries.	✓	22-24	
	b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	✓	22	
G4-19	List all the material Aspects identified in the process for defining report content.	✓	22-23	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	✓	24	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	✓	24	
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	✓	22	
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	✓	22	
Stakeholder Engagement				
G4-24	Provide a list of stakeholder groups engaged by the organization.	✓	20-22	
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	✓	22	
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	✓	22	
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	✓	22	
Report Profile				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	✓	19	1/1-31/12/2017
G4-29	Date of most recent previous report (if any).	✓		This is the second Sarantis Group Report
G4-30	Reporting cycle (such as annual, biennial).	✓	19	Year
G4-31	Provide the contact point for questions regarding the report or its contents.	✓	19	

GRI Index	Description	Status	Page	Notes
G4-32	a. Report the 'in accordance' option the organization has chosen.	✓	19	In Accordance Core
	b. Report the GRI Content Index for the chosen option.	✓	50	
	c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	✓	19	There is no external assurance
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	✓	19	There is no external assurance
Governance				
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	✓	15-16	
Ethics and Integrity				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	✓	16-17	
SPECIFIC STANDARD DISCLOSURES				
ECONOMY				
ASPECT: Economic Performance				
G4-EC1	Direct economic value generated and distributed	✓	27	
Aspect: Procurement Practices				
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	✓	28	
ENVIRONMENTAL				
ASPECT: Energy				
G4-EN3	Energy consumption within the organization	✓	30-32	
G4-EN6	Reduction of energy consumption	✓	31	_Renewable sources, _Energy Improvement in central offices building
ASPECT: Emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	✓	30	
ASPECT: Effluents and Waste				
G4-EN22	Total water discharge by quality and destination	✓	35-36	
G4-EN23	Total weight of waste by type and disposal method	✓	32-35	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	✓	34	
Aspect: Compliance				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. Where organizations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	✓		Non existent
Aspect: Environmental Grievance Mechanisms				
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	✓		Non existent
SOCIAL				
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
Aspect: Occupational Health and Safety				
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	✓	41	

GRI Index	Description	Status	Page	Notes
ASPECT: Diversity and Equal Opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	✓	39-40	
ASPECT: Labor Practices Grievance Mechanisms				
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	✓	41	
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
ASPECT: Customer Health and Safety				
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	✓	43	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	✓	43	
ASPECT: Product and Service Labeling				
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	✓	43-44	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	✓	44	
ASPECT: Marketing Communications				
G4-PR6	Sale of banned or disputed products	✓	45	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	✓	45	
ASPECT: Compliance				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	✓	46	



GROUP CONTRIBUTION

1,676 Employees

Investments 2017: 9,26 εκ. ευρώ

65% contribution from the Group's subsidiaries to total sales

442 mil. euro market capitalization

Dividends 2017: 6 mil. euro

In 2017 Sarantis share price increased by 14% and during 2017 the share was included in MSCI Global Small Cap Index and FTSE Emerging Europe Small Cap Index.

Re-invested back to society through taxes and social security contributions in the period 2010-2017: 353.97 mil. euro; out of this amount, 138.12 mil. euro in Greece.

Direct social actions-sponsorships for 2018: 180.000€

Key points of the Group's environmental and social awareness :

Carbon footprint management through the use of renewable energy sources and friendlier forms of energy.

Mitigation of environmental impact from plant operation through extended management, measurement, reporting procedures and corrective actions, when required.

Continuing investments in the Group's upgrading.

Product development showing respect for humans, animals and environment.

Respect for human rights

Participation in social and environmental actions.

