

SUSTAINABLE DEVELOPMENT POLICY

Purpose

Papoutsanis SA recognises that its operation has direct and indirect economic, social and environmental impacts on its stakeholders and on the economy, society and natural environment in general throughout the company's entire supply chain: from the production of the raw materials it procures to the use and disposal of its products by consumers.

The company is committed to responsibly managing these impacts throughout the supply chain, with the aim to reduce potential negative impacts and increase positive ones on its employees, suppliers, partners, customers and consumers, and to generally contribute to the Greek economy, society and natural environment within the UN Sustainable Development Goals framework.

The company's activities adopt and comply with the applicable laws on sustainable development and the implementation of standards, policies, internal guidelines and related procedures put in place by the company, as well as other requirements arising from voluntary agreements endorsed and accepted by Papoutsanis.

By adapting the goal of sustainable development to its own area of activity, the company unwaveringly strives:

- To safeguard consumer health and safety
- To reduce energy consumption and greenhouse gas emissions
- To reduce water consumption
- To ensure responsible use of raw and packaging materials
- To reduce the generation of solid and liquid waste
- To create jobs and invest in employee training
- To safeguard employee health, safety and well-being
- To respect human rights
- To provide equal opportunities and combat discrimination

- To screen suppliers based on their environmental and social impacts
- To combat corruption and anti-competitive behaviour
- To help address the needs of local communities

Scope and duration of application

This policy covers all company activities and is linked to individual procedures, standards, and the company's voluntary and regulatory commitments which may also create obligations for third parties.

The policy is reviewed every two years.

Ritsona Avlidos, 23/3/2021

Board of Directors