

ESG Report 2022

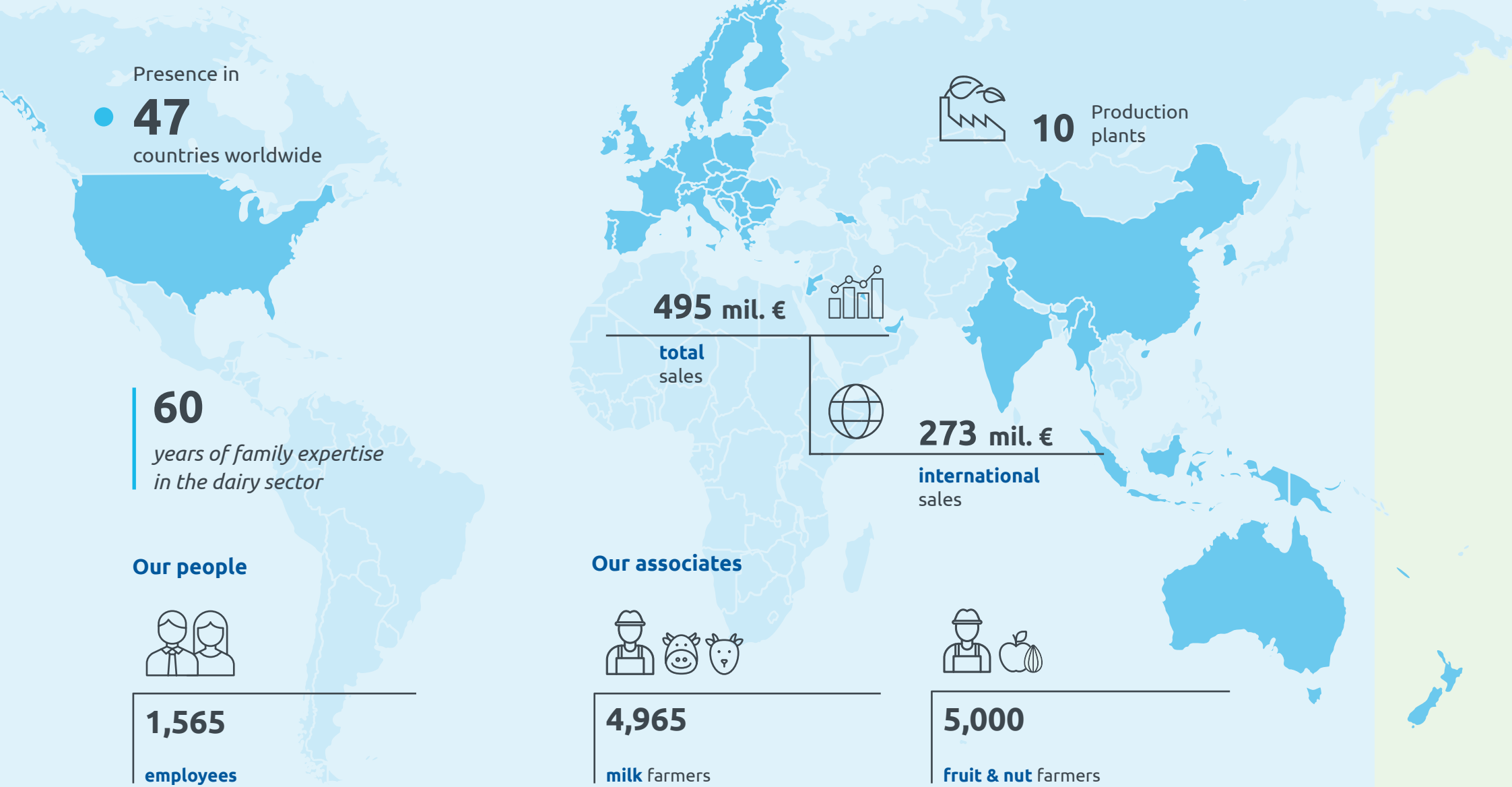
*Caring for
the future*



HELLENICDAIRIES S.A.



2022 at a glance



E

ENVIRONMENT

781,197 kWh
energy produced by **photovoltaic panels**

24,482,031 kWh
energy produced by **biogas plant**

20%
less plastic in PET bottles for juices

100%
use of plant-based packaging material and non-removable cap in Tetra Pak packages

S

SOCIETY

433 mil. €
social contribution in 2022

Upto 15%
salary increase

0
serious injuries in 2022

€351,800
bonus to employees with children in 2022

G

GOVERNANCE

4,965
milk farmers

5,000
fruit & nut farmers

54 mil. €
investments

0
occurrence of corrupt behavior

implementation of **new technologies** into the production process and investment in **Research and Development**

Our philosophy

The Hellenic Dairies Group maintains a long tradition in the production of dairy products. The activity of the Sarantis family in the industry, dates from 1961, counting more than 60 years of experience.

Our mission

Today, after three generations of experience and commitment to the values of the past, we are dedicated to offering high quality products that contribute to a healthy and modern balanced lifestyle.

Our vision

A natural and nutritious diet for everyone.



Our values



High Quality



Respecting our people



Sustainability



Greek Tradition



Authenticity



Loyalty

Our company

ESG DISTINCTIONS



The Hellenic Dairies group received the **Synesgy certificate** in 2022 completing the relevant assessment, which concerns the performance of the company on Environmental, Social and Governance data (ESG), through respective criteria. On the relevant research Hellenic Dairies Group received the credit of excellence concerning its industrial activity as well as its social criteria in relation to the participant parts and the local society. Furthermore, HD received high credits on the social criteria which have to do with the administration's policy on the environment that is water, energy and waste management.



The Company received the bronze award on the rating system of sustainability **EcoVadis** reaching a score which permits her to be placed on the top 50% of the companies that were under this evaluation and at the same time HD stated the target even higher for the upcoming period.



An award for the contribution of saving natural sources

Silver award concerning the Environmental Awards 2022 Institution was given to OLYMPOS for its vital contribution on the saving of natural sources.

In more details, the Company was awarded on the "Packages friendlier to the environment" category as it is the first Greek Company which introduced into the Greek market the bio-produced packaging and proceeded at the same time to the disposal of its products in bottles of recycled PET (rPET).

Moreover, it introduced the first compressible bottle with non-removable cap while the company uses Tetra Pak paper packages from plant-based material.



Gold award for the compressible bottle, with non-removable cap

OLYMPOS having the Gold Award in the Greek Packaging Awards 2022, has registered its participation into the Worldstar Awards, where the Company was evaluated from 45 judges who are in total recognised and experienced experts on the packaging section worldwide.



ESG Strategy: “Caring for the Future”

We implement specific strategy and policies regarding ESG compliance that embeds sustainability and covers all company's activities.

The main pillars of our strategic goals towards sustainability are the “Food safety and quality standards”, “Reduction of the environmental footprint”, “Prioritizing our People”, “Supporting the local communities and society”.



- Caring for our products,** we focus on the production of high nutritional value products with excellent quality. We carefully select the raw materials from local farmers and suppliers, implementing the strictest criteria regarding quality assurance, having our consumers' health and safety as a top priority. At the same time, for continuing to enjoy a healthy growth, we emphasize in new investments, research and development of innovative products and technology.
- Caring for the environment,** we act having in mind to minimize our environmental footprint. In these terms, we focus on energy saving and switch to renewable resources, while we are the first dairy company in Southeastern Europe that has installed an integrated liquid waste treatment plant that produces biogas. Also, we have adopted advanced technologies for the reuse of water and conservation of natural resources. Furthermore, we extensively use eco-friendly packaging solutions, including recycled PET (r-PET) and plant-based packaging materials. In the meantime, we are especially committed to addressing the issue of Food Waste, by raising awareness among employees, enhancing consumer knowledge, and ensuring coordinated actions against food waste.
- Caring for our people,** we set as high priority their health and safety, in a respectful and creative work environment, investing in unstoppable training sessions and fair evaluation systems.
- Caring for our society,** we contribute to improving the quality of life of society in total. We are present to every difficult condition. Our target is to be there whenever the collective interest exists, to offer happiness and relief. Our path is human life.



Our goal, a better future for us and the next generations.

Our products & raw materials

Strategic goals:

- ✓ Quality assurance of our products
- ✓ High nutritional value products
- ✓ Evaluating the collaborations with farmers and suppliers
- ✓ Investment in innovation

Our progress for 2022:

- ✓ **10,000 quality controls** every day in products and raw materials
- ✓ Implementation of certified **Food Safety Management Systems**
- ✓ Continuous recording and study of **food trends**
- ✓ Implementation of **specialized training programmes** for **milk farmers**
- ✓ **Supporting the milk farmers** against price increases, through credit insurance
- ✓ Implementation of **new technologies** into the production process
- ✓ **Cooperation with scientific and academic bodies** in Research and Development

Our planet

Strategic goals:

- ✓ Rational usage of natural resources and energy
- ✓ Usage of new packaging materials with a reduced environmental footprint
- ✓ Optimal waste management and promotion of the circular economy
- ✓ Zero food waste

Our progress for 2022:

- ✓ **781,197 kWh** energy produced by photovoltaic panels
- ✓ **27,226,703 kWh** energy produced by biogas plant
- ✓ **20% less plastic** in PET bottles for juices
- ✓ **100% usage of plant-based packaging materials** and non-removable cap for Tetra Pak containers
- ✓ Development of **integrated policy** to **reduce food waste**
- ✓ **Certification** by TUV AUSTRIA with the mark "NO FOOD WASTE" and collaboration with "Boroume" for the reducing **food waste**
- ✓ **Training and informing** our people on issues of **environmental protection, energy management, recycling and reducing food waste**

Our people

Strategic goals:

- ✓ Protection of health & safety of our people
- ✓ Training & Development Employees' benefits
- ✓ Creating a work environment of equal opportunities for all, without any form of discrimination.
- ✓ Generating employment opportunities to local communities

Our progress for 2022:

- ✓ **15% salary increase in 2022** to support our employees against the increased cost of living
- ✓ **7,230 hours training** sessions
- ✓ **None** discrimination incidents
- ✓ **Annual evaluation** based on the performance at work
- ✓ **851 working positions in Trikala, Larissa and Xanthi**
- ✓ **100% of senior managers** come from Trikala, Larissa and Xanthi
- ✓ **Health care services** (vaccines, medical exams)
- ✓ Maintenance of **blood bank**
- ✓ **None** serious injuries

Our society

Strategic goals:

- ✓ Action against low birth rates
- ✓ Supporting the dreams of young people
- ✓ Improving the quality of life and supporting local communities and society
- ✓ Promoting a nutritional diet for children and adults

Our progress for 2022:

- ✓ **€433 mil.** the **social contribution** of the company
- ✓ **Implementation** of the programme "The Milk Needs Children" with HOPEGENESIS
- ✓ **€731,800 annual bonus, childbirth benefit** the last 3 years
- ✓ **Supporting students** in scientific student competitions and Greek athletes
- ✓ **350,000 free products** in institutions, schools and organizations
- ✓ **School renovation programmes** in villages and remote areas. The first school renovation took place in the small Greek village Karya, in Ellassona municipality
- ✓ **Tree planting projects** at the fire affected areas
- ✓ **Supporting the nutritional diet** for children and adults



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