



Barba
Stathis



**CORPORATE
RESPONSIBILITY
REPORT**

**20
20**



INDEX

MESSAGE TO OUR STAKEHOLDERS 6

1. BARBA STATHIS 8

- Company overview 11
- Our products 12
- New products 14
- Business Operations 15
- History 16
- Active engagement 18
- Awards and Distinctions 18
- Financial performance 19

2. CORPORATE GOVERNANCE 20

- Business Model 22
- Governance System 23
- Board of Directors 23
- Audit Committee 23
- Executive Committee 23
- Organizational Structure 24
- Internal audit and risk management 24
- Ethics, integrity and anti-corruption 25
- Avoiding conflicts of interest 25
- Healthy competition 25

3. CORPORATE RESPONSIBILITY STRATEGY 26

- Contribution to Sustainable Development Goals 29

4. COMMUNICATION WITH STAKEHOLDERS 34

5. BARBA STATHIS MATERIAL TOPICS 40

- Material topics thresholds 43

6. ADDRESSING THE COVID-19 PANDEMIC 44

- Employees 46
- Society 47

7. RESPONSIBLE FOR OUR PEOPLE 48

- Key Achievements 2020 50**
- Employee benefits 52
- Health and Safety 52
- Employee training and development 55
- Evaluation system 57
- Equal opportunities 57

8. RESPONSIBLE FOR THE SOCIETY 58

- Key achievements 2020 60**
- Social product 60
- Social actions 61

9. RESPONSIBLE FOR THE ENVIRONMENT 64

- Key Achievements 2020 66**
- Investing in the environment 66
- BARBA STATHIS Environmental Policy 67
- Responsible Energy Consumption 67
- Positive Contribution to the Climate Change 67
- Responsible Water Consumption 68
- Responsible Waste Management 69

10. RESPONSIBLE FOR OUR PRODUCTS 70

- Key Achievements 2020 72**
- Guided by Consumer Health and Safety 72
- Raising consumer awareness on healthy food 73
- Responsible communication with consumers 76
- Innovation, Research and Development 76
- Responsible Supply Chain 76
- Supporting the Primary Sector 78
- Product labeling 78

11. CORPORATE RESPONSIBILITY REPORT PROFILE 80

12. CORPORATE RESPONSIBILITY GOALS 81

13. GRI CONTENT INDEX 84

MESSAGE TO OUR STAKEHOLDERS

BARBA STATHIS, the company which introduced frozen vegetables to the Greek market, is an ardent supporter of the Greek economy and society for half a century now. Our long-term commitment is to provide products of unrivaled quality and maximum safety, promoting balanced nutrition, while we aim at supporting the domestic primary sector and Greek producers through an action plan focused on sustainable development. At the same time, we never stop investing in our human capital and in cutting-edge technology, adapting to new trends and revolutionizing the food sector.

2020 has been a year of unprecedented challenges addressed at all levels. As a result of the COVID-19 pandemic, industries have increased their focus on employees' health and safety, while consumers at the same time focused on food quality and safety as well as on the demand for uninterrupted supply chain. We managed to fulfil these requirements, acting responsibly, promptly and flexibly, thus enforcing our positive footprint and showing resilience during the first wave of the pandemic.

We collaborated, one more year, with more than 700 selected Greek producers through the Contract Farming program, cultivating 3,000 hectares of Greek fertile land from Thrace all the way to Peloponnese. Adhering to fully monitored and documented processes on the fields and product manufacturing, we have ensured the production of 21,000 tons of excellent quality and maximum safety Barba Stathis products.

By all means, we took due care of our environmental footprint, constantly seeking for and applying new and informed technology systems to optimize our environmental performance. Our greatest achievement in this respect was the completion of the new state-of-the-art, automated Storage and Retrieval System (ASRS) in deep freezing conditions, of 10,500 pallets capacity. Ensuring a safe environment for all our employees was, and still is, our top priority. During the first wave of the pandemic, we immediately developed a Health & Safety action plan for our human resources, which allowed all of us to work in a safe environment, while ensuring ceaseless company operations.

Furthermore, we put ourselves at the forefront of actively supporting the community. Through the Social Responsibility Program, entitled "We Do Good!", we offered more than 70 tons of frozen vegetables and frozen dough products, to dozens of non-profit organizations throughout Greece, while we undertook and fully covered the meals of residents at the Residential Care Home for the Elderly of Athens for two months, offering daily two cooked meals fully adapted to the dietary needs of the elderly. In addition, the company made a significant donation to the National Healthcare System, namely, 10 ICU beds and 10 vital sign monitors to the University General Hospital "AHEPA" of Thessaloniki, which was a hospital of reference for the COVID-19 in Thessaloniki.

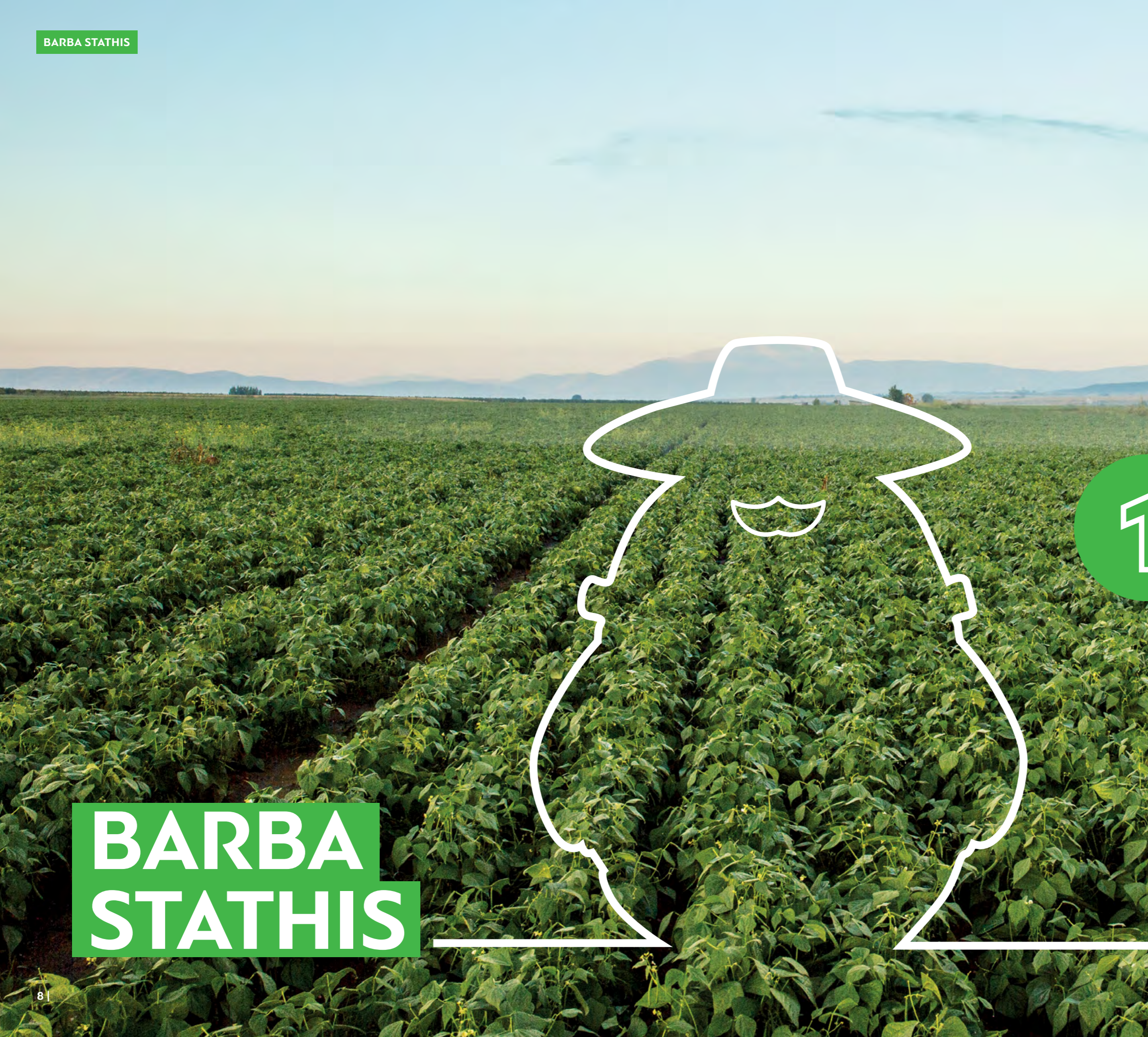
We are proud of what we have achieved this year, but we are not complacent. We are constantly renewing our ongoing commitment to join forces with all our stakeholders and work responsibly together so that we continue to offer products of impeccable quality and safety, achieve our goals in the context of our strategic priorities and leave a positive footprint in terms of economy, environment and community support, without jeopardising the future of the generations to come.

P. Throuvalas

Chairman of the BoD
& Chief Executive Officer of Vivartia

N. Pothoulakis

Deputy Chairman of the BoD
& Chief Executive Officer of BARBA STATHIS



**BARBA
STATHIS**

Company overview	11
Our products	12
New products	14
Business Operations	15
History	16
Active engagement	18
Awards and Distinctions	18
Financial performance	19

BARBA STATHIS

BARBA STATHIS operates in the food sector domestically and internationally and is the acknowledged leader in the market of frozen vegetables and dough products as well as fresh packaged salads.

It is a sole proprietorship societe anonyme manufacturing and commercial company and a member of Vivartia Group of companies. Its highly successful brands "Barba Stathis" and "Chryssi Zymi" offer consumers safe and quality products of added value. The company was established in 1969 and since then has had a long and successful course

of development, offering quality, safe, nutritious and innovative products which thousands of Greek consumers prefer and trust.

BARBA STATHIS' vision is to present safe, quality products, which offer value to our customers and help shape nutritional standards. Guided by its vision, the principles of sustainable development and inspired by Greek dietary wisdom to promote a healthy lifestyle, the company remains true to its values operating with transparency and integrity.

FIVE CORE VALUES

characterize the company's corporate culture and govern its business operations.

 <p>1</p>	 <p>2</p>
<p>OPTIMAL QUALITY</p>	<p>MAXIMUM SAFETY</p>
 <p>3</p>	 <p>4</p>
<p>INNOVATION</p>	<p>AUTHENTICALLY GREEK</p>
 <p>5</p>	
<p>RESPECTING BOTH HUMANKIND & THE ENVIRONMENT</p>	

COMPANY OVERVIEW

3 BRANDS



2 VEGETABLE PRODUCTION UNITS



VARIETY: OVER **160** PRODUCTS

PRODUCTION VOLUME:

21.279 TONS products in total

OUR PEOPLE:

642 employees



TRUST:

9/10 Greek households enjoy BARBA STATHIS & CHRYSSI ZYMI PRODUCTS



THE LARGEST FROZEN DISTRIBUTION NETWORK WITH

124 trucks



STRENGTHENING THE GREEK ECONOMY:

93% of our suppliers ARE GREEK

OFFERING

76 TONS OF PRODUCTS (more than 400,000 portions of food) to charity

INVESTMENTS

€6.7m. Implementation of investment plan amounting to €6.7 m. for innovation

INTERNATIONAL EXPORTS:

Presence in **25** COUNTRIES



CERTIFICATION & SAFETY

100% of the production is generated in facilities certified by independent partners

CONTRACT FARMING:

735 Greek farmers cultivate more than **3.000** hectares of Greek land in Macedonia, Thrace, Thessaly and the Peloponnese



INTEGRATED FARMING MANAGEMENT

through Contract Farming and Precision Agriculture

OUR PRODUCTS

BARBA STATHIS products:
We've been taking care of the Greek family for 52 years

The company's primary objective is to offer the very best of what the abundant Greek land has to provide through products of high quality and safety, while respecting consumers and their health, environment and society. BARBA STATHIS products are reputable for their optimal quality and maximum safety. They stand out for their nutrition, taste and freshness and are strongly anchored in the top preferences of the Greek consumers for half a century now.

THE MAIN CATEGORIES OF BARBA STATHIS PRODUCTS ARE AS FOLLOWS:



More information on BARBA STATHIS products: www.barbastathis.com

CHRYSSI ZYMI PRODUCTS

Chryssi Zymi contributes to following in the Greek nutritional tradition spreading the value of Greek cuisine through generation. Guided by innovation, this brand is constantly enriching its wide product range, distinguished for its pure materials.

THE MAIN CATEGORIES OF CHRYSSI ZYMI PRODUCTS ARE AS FOLLOWS:



More information on CHRYSSI ZYMI products: www.xrisizimi.gr

FROZA PRODUCTS

Froza is a special brand created by Barba Stathis company to serve the small retail needs. It includes both frozen vegetables and frozen dough products with excellent cost efficiency.

THE MAIN CATEGORIES OF FROZA ARE AS FOLLOWS:



NEW PRODUCTS

Innovation is at the heart of **BARBA STATHIS** operational and strategic priorities. In 2020 the company presented **new, innovative taste proposals of optimal quality, maximum safety and high nutritional value** that quickly stood out in the market.

BARBA STATHIS NEW PRODUCTS

Whole grain pasta with vegetables

In 2020, the popular series of **BARBA STATHIS Pasta with Vegetables** was expanded with **two new tasty proposals** that stand out both for the flavorful **combinations of vegetables with fine Greek pasta** as well as for their **high nutritional value: wholegrain pasta screws with aubergine & basil and wholegrain pasta penne with mushrooms & basil.**



Country-style & wedges Naxos potatoes

In 2020, a most delicious addition was made to **BARBA STATHIS product line Potatoes & Sweet Potatoes! Country-style and Wedges Naxos potatoes** were the two new products presented, which stand out for their **quality and taste, guaranteed by their origin!**

BARBA STATHIS “Freshly chopped” with new single-serve fresh salads

The favourite line of **BARBA STATHIS salads “Freshly chopped”** was enriched with **new single-serve salads** offering **all their flavor, freshness and nutritional value, in a new and practical package.**



CHRYSSI ZYMI NEW PRODUCTS

Chorefti Cheese Pie



Extending the highly successful **Chorefti** line, Chryssi Zymi presented a new product with unique taste: the **Chorefti Cheese Pie.**

Chorefti Cheese Pie with its crunchy, wavy sheet and the delicious filling of the finest types of Greek cheese (**the special Ladotyri cheese from Mytilini combined with Graviera cheese from Crete and Kasseri cheese from Ellassona**) won the consumers' hearts and stood out for its **mouthwatering combination and high nutritional value.**

Relaunching Chryssi Zymi Croissants



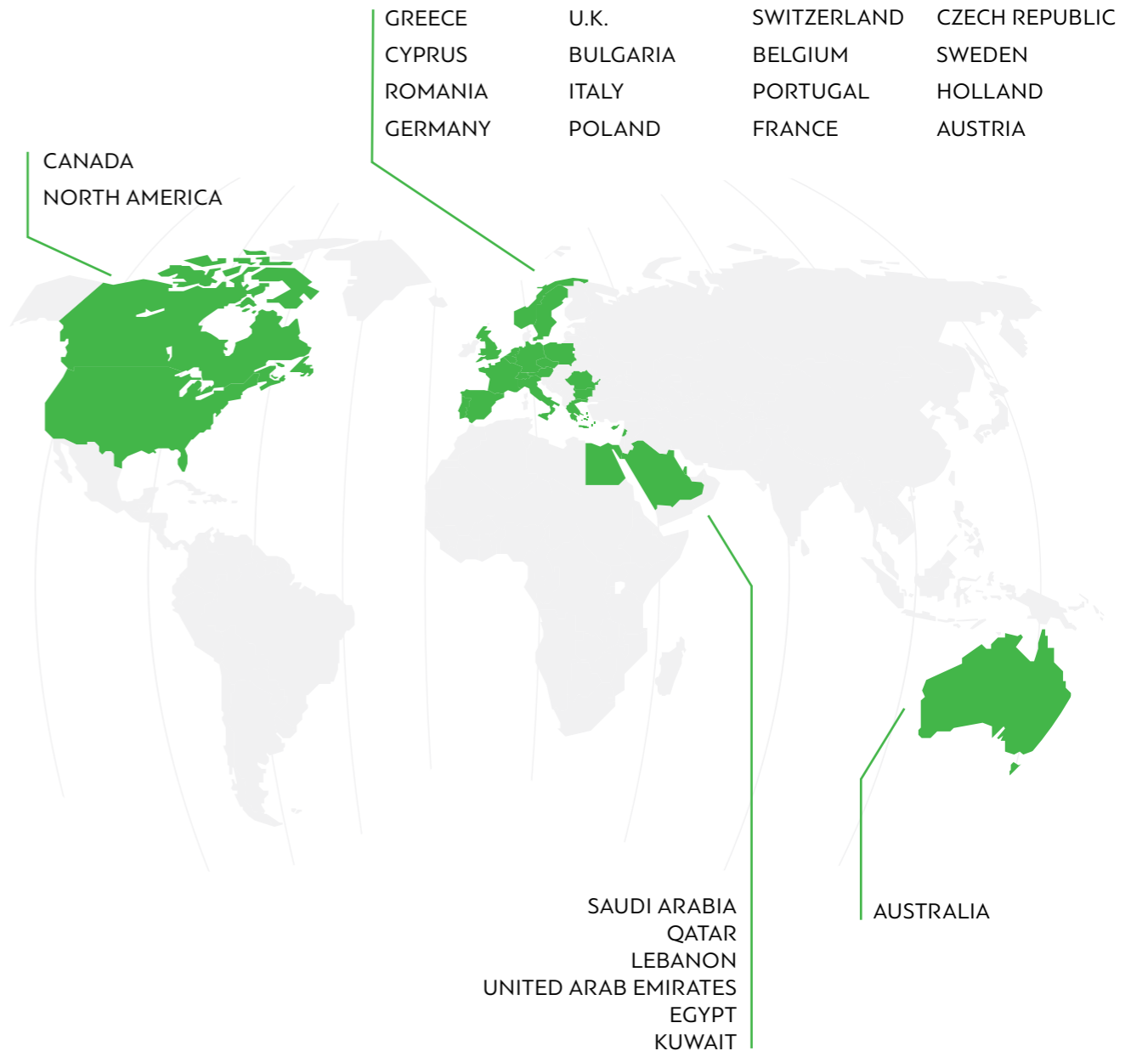
Five years after the successful launch of the **Butter Croissants**, Chryssi Zymi wanted to address the category's key consumers, kids, more dynamically. Thus, keeping **the delicious flavors unchanged, the brand presented new packaging with vibrant colours under the dedicated logo “I Love Croissants”, relaunching the product line** and making it stand out at the points of sale. A special advertising campaign was developed in 2020 to support the relaunch, with the jingle used, being inspired by the popular Greek song “I will tell my mom”.

BUSINESS OPERATIONS

The company's **main production units are located in Thessaloniki**, while its warehouses are in Thessaloniki, Athens, Larissa and Bulgaria.

Barba Stathis is the established leader in the domestic market, while its presence is also dynamically expanding overseas, in the markets of Europe, America, the Middle East and Australia.

In 2020, exports increased by 4.9% compared to 2019, due to the emphasis given by the company to further develop and strengthen its cooperation with existing customers. Despite the adverse conditions caused by the pandemic, the German market recorded an increase of + 40.5%, while the United Kingdom of + 53.4%.

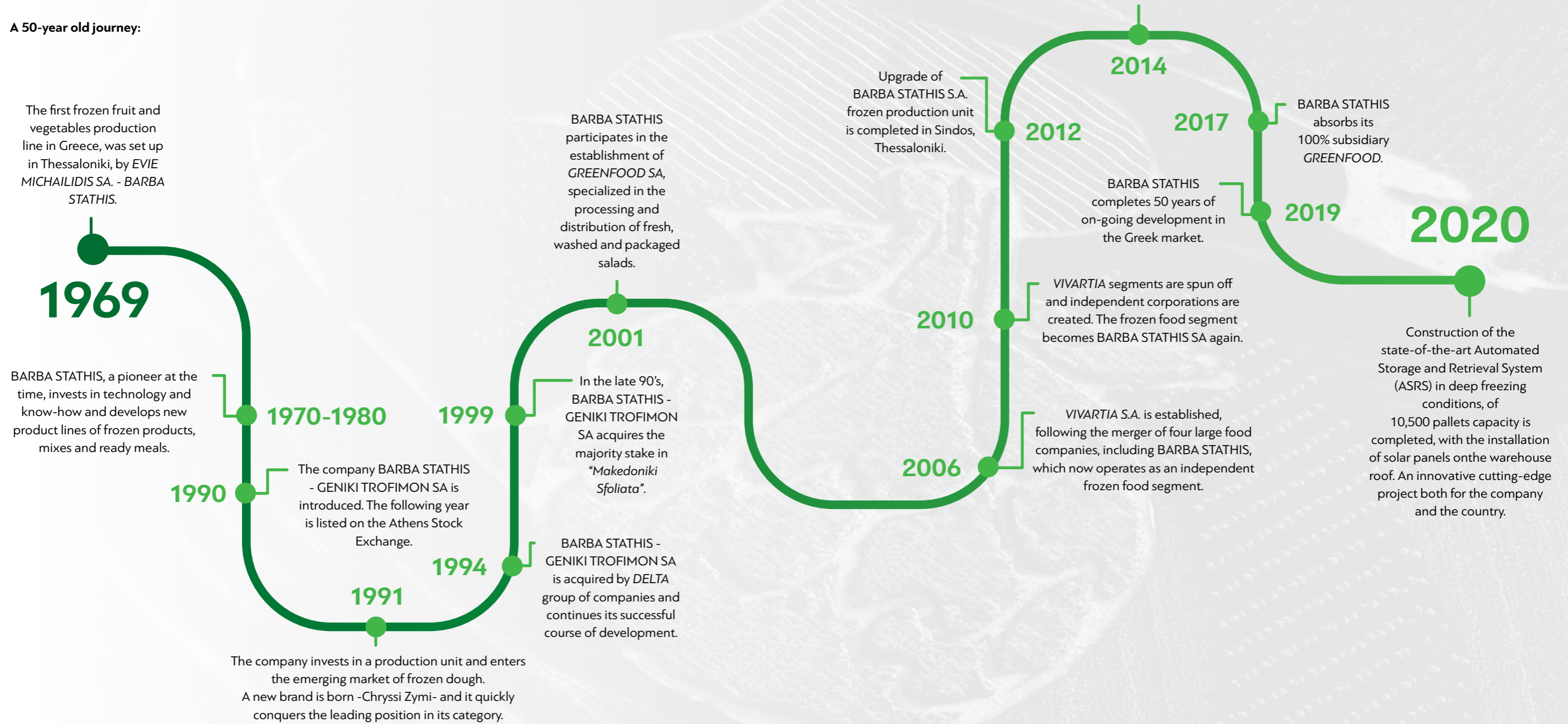


HISTORY

A successful story of leadership, innovation and development

For more than 50 years, **BARBA STATHIS** holds a leading position in the market. Its brand name is associated with **delicious and nutritious food that has established its place at the daily table of the Greek family.**

A 50-year old journey:



BARBA STATHIS is awarded with the highest Marketing & Communication distinction, the Grand Effie Award for the "Freshness" campaign. The campaign launched in 2012 and promoted the freshness and dietary value of Barba Stathis vegetables. It used "Locally grown vegetables, as fresh as the moment of harvest" as its core concept, based on the fact that frozen vegetables are a dietary option of the same nutritional value as fresh ones, and led the creation of new consumer trends, overturning out-of-date ideas.

ACTIVE ENGAGEMENT

BARBA STATHIS participates in a number of international and national bodies and organizations as an active member of the Greek business community and food industry, understanding its affiliation to those is of high importance.

Greek Exporters' Association (SEVE)	Federation of North Greece Industries (SVVE)
Thessaloniki Chamber of Commerce and Industry (TCCI)	Hellenic Federation of Enterprises (SEV)
Hellenic Procurement Institute (EIP)	Hellenic Association of Business Parks (ESEPPA)
Hellenic Society of Business Administration (EEDA)	Union of Advertising and Communication Companies of Greece (EDEC)
Efficient Consumer Response (ECR Hellas)	GS1 Association Greece
Hellenic Recovery Recycling Corporation as a founding member and shareholder	American-Hellenic Chamber of Commerce
Arab-Hellenic Chamber of Commerce	Poland-Hellenic Chamber of Commerce
Processors & Growers Research Organization established in UK	

AWARDS AND DISTINCTIONS



Barba Stathis company was honored for its **contribution to the fight against the pandemic** during the event **"THE HEROES OF COVID-19 in Northern Greece"** organized by "MACEDONIA" newspaper and makthes.gr

Barba Stathis company received an honorary distinction for the **Corporate Responsibility Program** through the pandemic at the **5th Annual Sustainability Summit**, organized by the MBA International of the Athens University of Economics and Business in collaboration with the Center for Sustainability (CSE).



Barba Stathis company received a **gold award** in the **Super Market Awards** for the training program provided by the company to its contract farmers, in collaboration with the American School of Agriculture in Thessaloniki, in the category **"Optimal Utilization of Greek Agricultural Production & Tradition"**.



Chryssi Zymi received **two gold awards** for its highly successful product, the **"Chorefti"** pie. One in the **Super Market Awards** for the launch of **"Chorefti"** in the **"Successful Product Series Introduction"** category and a second one in the **Retail Awards** in the **"Suppliers' Best Brand Launch Strategy"** category.

FINANCIAL PERFORMANCE

In terms of profitability, profit before tax amounted to € 9.5 million, while Earnings Before Interest, Tax, Depreciation and Amortization amounted to € 12.4 million compared to € 10.8 million in 2019, recording an increase of 14.8%. It is to be noted that in 2020, at company level, operating results were affected due to the application of IFRS 16 by € 0.48 million compared to € 0.36 in 2019.

Financial data (in Euro)	2019	2020
Total sales (turnover)	90.974.944	96.991.635
Operating profit	6.869.981	8.837.987
Operating cost	86.021.202	89.439.601
Profit / (loss) before tax	5.608.693	9.473.150
Net profit / (loss) after tax	4.502.389	7.394.226
Payments for tax - indirect (VAT)	1.446.068	1.896.857
Payments for tax - direct	4.193.031	2.147.603
Total payments in Government (total direct and indirect tax paid)	5.639.099	4.044.461
Equity	74.695.304	78.554.003
Total investments	6.136.350	6.712.122
Total Assets	160.944.750	165.844.894



In 2020, frozen vegetables total market increased by 11.4% in volume.

BARBA STATHIS further expanded its leading position in total frozen vegetables market, as its market share in sales volume stood at 50.5%, recording an increase of 1.5 PP and 62.5% in sales value, adding 0.8 PP, as a result of the high brand equity it holds, maintains and strengthens for over fifty years.



In 2020, the total market of cut & washed salads (single & mixed), recorded a significant increase of 9.2% in value, with the branded Barba Stathis products shaping its market share its share at 12.4% (+1.7 PP).



In 2020, the frozen dough market recorded an increase of 15.8% in volume and 14.7% in value, given intense market competition.

The pandemic generated a strong competitive environment with special conditions and challenges. However, Chryssi Zymi continued to offer innovative products of high nutritional value, quality and enjoyment, thus managing to maintain its leading position in the market in value, holding a share of 24.4%. In this way, it remained the leading brand in value in the frozen dough market, as well as in the subcategory of ready dough products: the largest subcategory of frozen dough, where the competition is particularly intense.



CORPORATE GOVERNANCE

2

Business Model	22
Governance System	23
Board of Directors	23
Audit Committee	23
Executive Committee	23
Organizational Structure	24
Internal audit and risk management	24
Ethics, integrity and fight against corruption	25
Avoiding conflicts of interest	25
Healthy competition	25

BUSINESS MODEL

BARBA STATHIS business model responds to the contemporary needs of consumers and current market trends. Seamless cooperation with the producers and the supply chain as a whole and adoption of technological innovations for quality and safety of raw materials and final products are just some of the parameters incorporated in the model. The company steadily invests in Research and Development, quality and innovation and supports the primary sector and Greek entrepreneurship. Applying this business model, BARBA STATHIS defines its strategy and implements its corporate vision, actively contributing to the Greek economy guided by the principles of sustainable development.

BARBA STATHIS BUSINESS MODEL

MAJOR COLLABORATIONS

- Farmers
- External collaborators - Agronomists
- Scientific Community

RELATIONSHIPS WITH CONSUMERS

- High level of customer service through: availability, dedication, willingness and promptness to respond to consumers' needs
- Immediate customer and consumer complaint management
- Implementation of customer satisfaction surveys

COST ALLOCATION

Raw materials, wages and other employee benefits, product transport costs, partner-agronomists fees equipment upgrades

KEY OPERATIONS

- Processing and distribution of frozen conventional and organic vegetables, vegetables mixtures, with rice or pasta, combinations of frozen vegetables based on favorite Greek recipes, as well as tomato products and fresh salads.
- Production and packaging of frozen dough products such as frozen dough sheets, pies, small pies, pizza, croissants and a variety of sheets in the category of fresh dough.

MAIN RESOURCES

- 2 production units
- 3 distribution centers
- 2 freezer compartments
- Raw materials from more than 3.000 hectares of Greek land
- Privately-owned truck fleet

VALUE GENERATION AND UTILITY

- High quality products of maximum safety
- Information on nutritional value of vegetables
- Support for contract farming

CATEGORIES OF CLIENTS

- Large retail (Super Markets)
- Wholesale
- Final consumers

CHANNELS

The main channels through which BARBA STATHIS comes into contact with the customers are:

- Retailing and small retail
- Fairs
- Informational events
- Customer Satisfaction Surveys
- Educational programs
- Constant communication through Marketing & Sales Departments

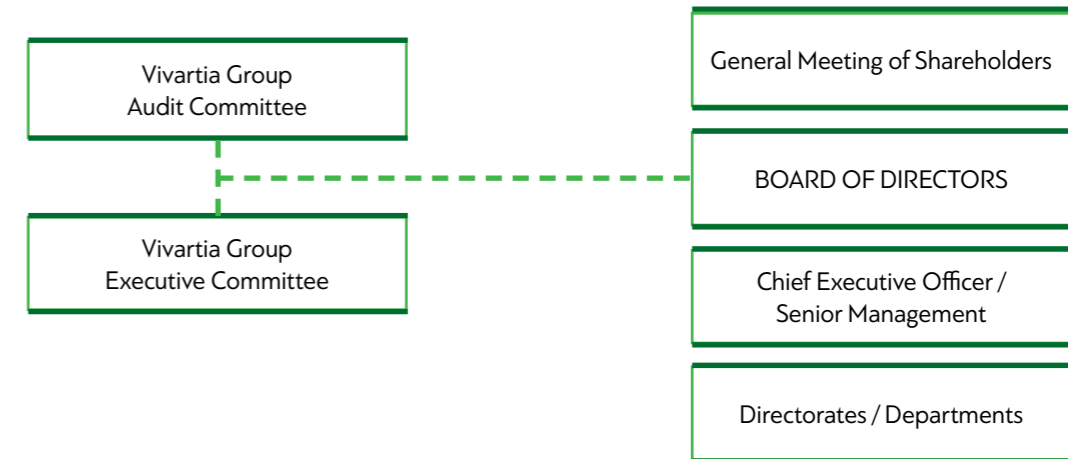
REVENUE

Sales of products

GOVERNANCE SYSTEM

BARBA STATHIS pays particular attention to implementing clear operational rules and good corporate governance principles, aiming at the management transparency and independence. The organizational structure of the company, with its risk management and internal audit system, contributes to the achievement of these objectives both short and long term. BARBA STATHIS Governance System is based on clear roles and responsibilities.

GOVERNANCE SYSTEM



Board of Directors

The company's Board of Directors is elected by the General Meeting of Shareholders for a five-year term, beginning from the election and extended until the first Regular General Meeting after the end of its term, which, however, cannot exceed six years. The Board of Directors acts collectively and is solely responsible for decision making on any act concerning the Company Management of its assets and the general pursuit of its objective, with the exception of issues which, according to the Articles of Association or the Law, are under the exclusive competence of the General Meeting.

For the reporting period, the Board of Directors was elected by the General Meeting of Shareholders on 28/06/2018. Its current composition as of 31/12/2020 is that of 6 members:

- The Chairman (executive member),
- The Deputy Chairman and Chief Executive Officer (executive member),
- 2 executive members and
- 2 non-executive members.

Members can be freely re-elected and recalled.

Audit Committee

The Board of Directors is supported by the Audit Committee of Vivartia Group, to which it belongs. At the same time, the Internal Audit Department of the company is accountable to the Group Audit Committee, thus ensuring supervision of the internal control system effectiveness, operation of the Internal Audit and risk management.

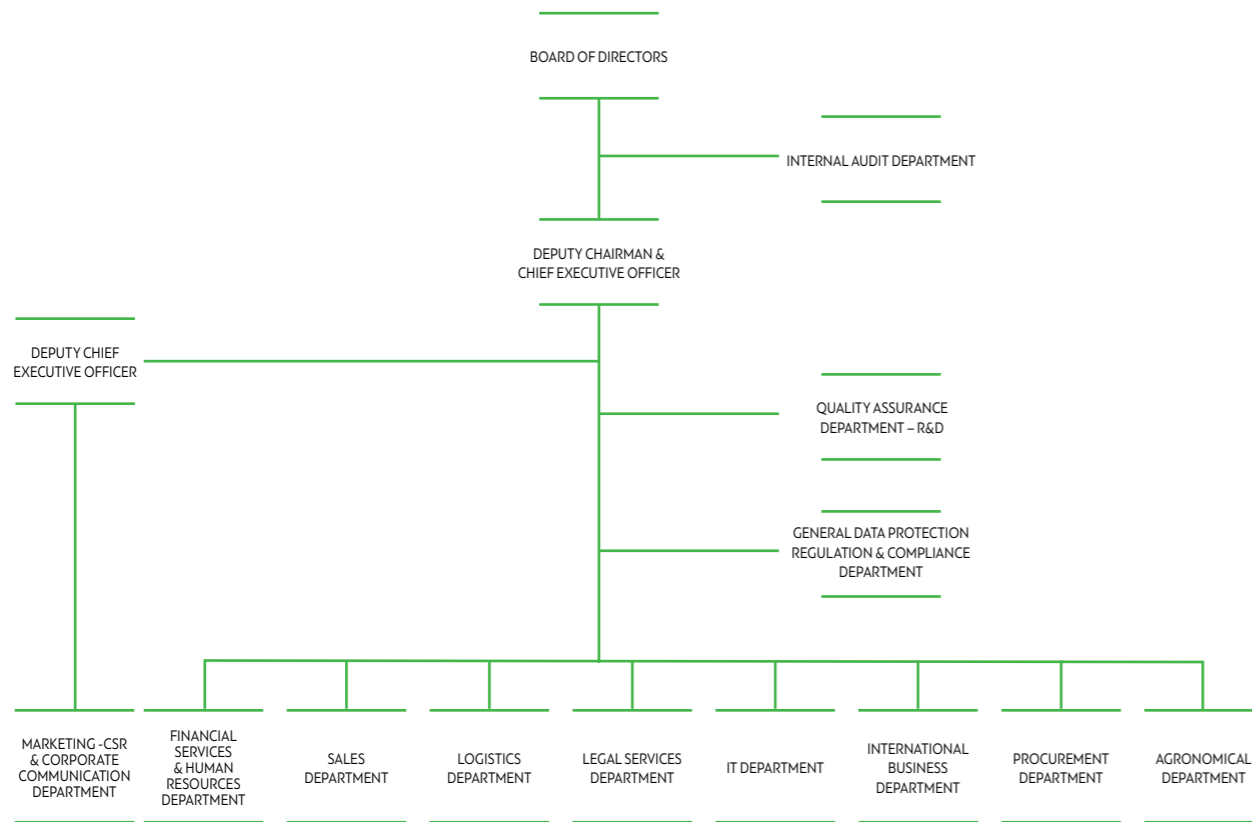
Executive Committee

The Executive Committee is in charge of on-going supervision of all the company and the Group operations. It defines the objectives, based on which the Group companies prepare their budgets in order to meet the goals set in strategic planning and monitors developments of financial sizes and results.

ORGANIZATIONAL STRUCTURE

The company's organizational structure sets out responsibilities and accountability of every Directorate. The structure meets the needs of the company's operations and makes provisions for development and dissemination of a single business concept ensuring uninterrupted operation and rational risk management.

BARBA STATHIS Organizational Structure



INTERNAL AUDIT AND RISK MANAGEMENT

The Internal Audit Department operates on the basis of Internal Auditing Standards and the Code of Ethics as issued by the Institute of Internal Auditors, including other audit standards where applicable. The Division conducts **extensive regular and extraordinary audits** and, among other things, it examines issues related to the implementation of the Corporate Responsibility pillars of **BARBA STATHIS**. The audit results are compiled and presented quarterly to the VIVARTIA Audit Committee.

Also, applying the precautionary principle, the company maintains an **effective Risk Management** system at Management level. Therefore, it **recognizes, evaluates, prioritizes potential business risks** and uses various instruments or implements specialized strategies to limit its exposure to them. The range of the Internal Audit Division's scope and activity is to determine whether the risk management system, the security precautions and the corporate governance processes of the company, as designed and applied by management, operate in an **efficient and rational manner**:

Internal Audit Department responsibilities, inter alia, include as follows:

- Monitoring of the implementation of agreed corrective actions of the competent departments and directorates.
- Timely identification of opportunities for improvement in the areas of administrative control, profitability and the company's image during audits.
- Assessment of adequacy and effectiveness of the production procedures or administrative units in relation to risk management and preventive actions through relevant periodic reports.
- Timely reporting significant issues related to control procedures in the units of its domain of responsibility.
- Contribution to investigating cases of fraud in the company and disclosing the results to the Management.

ETHICS, INTEGRITY AND ANTI-CORRUPTION

BARBA STATHIS abides by the **“VIVARTIA Code of Conduct”**. Under the Code's provisions, all transactions should be conducted in a legal and ethical way, according to the applicable national and international legislation.

In particular, preventive actions taken by the company include establishing specific limits to responsibility for all employees and imposing relevant controls in order to assess the compliance.

Moreover, **BARBA STATHIS** has established the **“Code of Conduct for procurement of goods and services”**, setting out specific standards and principles. The code describes the relationship between employees and suppliers with regard to offering or receiving gifts. In addition, the suppliers themselves are under obligation to respect and observe the relevant **“Suppliers/Partners Code of Conduct”** and carry out their transactions with the company within the relative framework. **BARBA STATHIS’** objective is to ensure honest and faultless way of transacting with its stakeholders, generating added value.

Regarding issues of transparency and corruption, specific rules and principles are in place in respect of receiving business gifts and avoiding bribery.



All Management members and all Departments' Heads have been informed about **the anti-corruption policy and procedures** and have received the **relevant training**.

During 2020, there were **no confirmed cases of corruption**.

AVOIDING CONFLICTS OF INTEREST

BARBA STATHIS is guided by the principle of prevention and complies with **“Vivartia Code of Conduct”**, which establishes special measures and practices aimed at avoiding conflict of interest.

In particular, the code makes provisions for the following issues:

- It sets out specific principles that determine the possibility of carrying out parallel activities.
- The employees of the company, based on their access to inside information, are required to sign a “Certificate of non-conflict of interest”.
- All employees must maintain confidential information, which they come across during the performance of their duties.
- All employees comply with the Information Security Policy, as well as the relevant document concerning “Compliance with information systems protection commitments”.
- All employees are informed about and follow all corporate procedures, disclosed to them.

HEALTHY COMPETITION

The company follows the healthy competition regulations and applies **“VIVARTIA Code of Conduct”**, fully respecting the relevant provisions of national and EU legislation.

In this context, the company is not engaged in unfair pricing agreements, pre-agreed tenders, customer acquisition, market sharing. **BARBA STATHIS** adheres to the rules of healthy competition and does not promote its products via unfair advertising.



CORPORATE RESPONSIBILITY STRATEGY



Contribution to Sustainable
Development Goals

29

CORPORATE RESPONSIBILITY STRATEGY

BARBA STATHIS determines its business strategy based on its vision, mission and values, aiming at **improving corporate performance and creating value for society, environment, employees and the market.**

BARBA STATHIS corporate responsibility is an **integral part of its culture and - to the greatest extent - determines its business choices.** The company has defined five corporate responsibility axes:






STANDING COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS








BARBA STATHIS adopted the United Nations agenda for 2030, as expressed in 17 Sustainable Development Goals (SDGs).


Our priority is to achieve the objectives directly related to the activities and challenges of our sector, as well as to the material issues arising from this Report. Direct connection between our programs and actions and the Sustainable Development Goals (SDGs) is analysed below as follows:

Sustainable Development Goal	Related Issues	Related GRI	Our Response
	Society		<p>BARBA STATHIS, through its social actions, emphasizes on the Greek family and children and contributes to the support of those in need. In 2020, the company strengthened significantly the food donation program "We do good!", offering frozen vegetables and frozen dough products which exceeded 76 tons, or otherwise 415,112 portions of food to dozens of non-profit organizations such as, the Association "Mazi gia to paidi", "Hamogelo tou paidiou", the Hadjikyriakeio Foundation and the "Kivotos tou Kosmou". At the same time, the daily distribution of fresh Barba Stathis' salads to NGOs in Attica, such as the Reception & Solidarity Center of the Municipality of Athens, remained stable, contributing to the growing needs caused by the pandemic.</p>

Sustainable Development Goal	Related Issues	Related GRI	Our Response
 <p>2 ZERO HUNGER</p>	<p>Sale of products of high nutritional value</p> <p>Consumer health and safety</p> <p>Primary sector support / agriculture development</p>	<p>GRI 416-1</p> <p>GRI 416-2</p> <p>FP 5</p> <p>FP 7</p>	<p>Consumer health and safety assurance are top priorities for BARBA STATHIS. The company's high quality, nutritional value and maximum safety products are part of a balanced diet. Promoting the nutritional value of vegetables is one of BARBA STATHIS communication pillars with its consumers.</p> <p>BARBA STATHIS consistently invests in the Greek primary sector and Greek entrepreneurship aiming at maximizing Greek agriculture while providing practical support to Greek farmers.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Employees' Health and Safety</p> <p>Consumer Health and Safety</p>	<p>GRI 403-1</p> <p>GRI 403-2</p> <p>GRI 403-3</p> <p>GRI 403-4</p> <p>GRI 403-5</p> <p>GRI 403-6</p> <p>GRI 403-7</p> <p>GRI 403-9</p> <p>FP5</p> <p>FP7</p>	<p>BARBA STATHIS ensures safe working conditions and recognizes its responsibility towards its employees. The company applies the principle of prevention in matters of occupational health and safety.</p> <p>Through innovative products of high quality and maximum safety, as well as through communication channels adopted, BARBA STATHIS responsibly informs and raises consumer awareness on matters of health, wellbeing and balanced nutrition.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Employees' education and training</p>	<p>GRI 401-1</p> <p>GRI 401-2</p>	<p>On going development and training of human resources is a priority for BARBA STATHIS. By 2020, total training hours stood at 2,736 (including COVID-19 employee training hours). At the same time, in the context of continuous support of the primary sector, in 2020, BARBA STATHIS announced a two-year undergraduate program scholarship for the contract farmers' children, in collaboration with the American School of Agriculture in Thessaloniki.</p>

Sustainable Development Goal	Related Issues	Related GRI	Our Response
 <p>5 GENDER EQUALITY</p>	<p>Diversity and equal opportunities</p> <p>Discrimination</p>	<p>GRI 405-1</p> <p>GRI 406-1</p>	<p>Respect for human and labor rights is a key component of the company's culture. 35% of BARBA STATHIS employees are women.</p> <p>BARBA STATHIS does not accept any form of discrimination or violation of employees' rights. Globally recognized human rights and fundamental freedoms, which allow all employees to grow and develop fully, are an integral part of the company's culture.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Presence in the market</p>	<p>GRI 102-8</p> <p>GRI 102-41</p> <p>GRI 202-2</p>	<p>The company's employees are the cornerstone of its corporate culture. The company's priority is to ensure a fair and safe working environment. At the same time, BARBA STATHIS supports local employment, as 93% of managers and supervisors come from the local community.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Financial performance (Profitability)</p> <p>Innovation</p>	<p>GRI 201-1</p>	<p>Maintaining the leading position of the BARBA STATHIS brand demonstrates the positive course of its development and is closely linked to the high value held by the company.</p> <p>Development of innovative products is a strategic priority for the company, which systematically invests in Research and Development of new products. The implemented procedures ensure development of innovative products meeting the requirements of the respective markets.</p> <p>The company follows EN ISO 9001/2015 Standard to ensure the quality of its products and EN ISO 22000/2018 Standard regarding its products safety.</p>

Sustainable Development Goal	Related Issues	Related GRI	Our Response
 <p>10 REDUCED INEQUALITIES</p>	Diversity/Equal opportunities	GRI 405-1	<p>BARBA STATHIS, commitment to respecting human and labor rights, as well as to encouraging diversity is a key component of its corporate culture.</p> <p>No incidents of discrimination occurred in 2020 or the previous years.</p>
	Discrimination	GRI 406-1	
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Environmental management	GRI 302-1 GRI 303-3 GRI 306-2 GRI 305-1	<p>BARBA STATHIS is committed to ensuring the most responsible production. The company implements the environmental policy which, among other things, includes optimization of energy and water consumption in line with effective waste management.</p> <p>BARBA STATHIS focuses on rational use of water through reusing and / or recycling. In 2020, 47,653 m3 were recycled.</p> <p>The company's environmental policy states that proper collection and utilization of production process related waste is a non-negotiable priority for BARBA STATHIS.</p> <p>The company implements sound management and disposal practices, holds training sessions and raises employees' awareness on the topic.</p> <p>IN 2020, carbon footprint was measured at the company's facilities in the areas of Athens, Thessaloniki and Larissa.</p> <p>The company follows EN ISO 14001/2015 Standard regarding the Environmental Management System it applies.</p>
	Water		
	Waste Management		
	Greenhouse gas emissions		

Sustainable Development Goal	Related Issues	Related GRI	Our Response
 <p>13 CLIMATE ACTION</p>	Greenhouse gas emissions	GRI 305-1	<p>BARBA STATHIS understands the future impact that climate change will have on its operation. Greenhouse gas emissions from the company's activities are systematically and consistently recorded, and both proactive and corrective actions are taken to reduce its carbon footprint.</p> <p>The company has started, based on 2020, measurement of greenhouse gas emissions from its secondary facilities.</p> <p>The company follows and applies EN ISO 14001/2015 Standard for the Environmental Management System.</p>



COMMUNICATION WITH STAKEHOLDERS



COMMUNICATION WITH STAKEHOLDERS

The company identifies as stakeholders the groups that influence and/or are influenced, directly or indirectly, positively or negatively, by its business operations. BARBA STATHIS seeks systematic dialogue with all its stakeholders, thus contributing to **an extensive recording the effects of its operations**. Such a dialogue helps BARBA STATHIS maximize its **social commitment, effectively respond to social and environmental issues**, as well as **identify new opportunities and challenges**.

The company's stand is that significant corporate issues are effectively addressed when strategic decisions take into account the dialogue with its stakeholders. In this context, consultations with the following groups aim to **enhance transparency and build up relationships of mutual trust and understanding**.

Stakeholders	Assumptions	Communication	Key requirements
Shareholders	<ul style="list-style-type: none"> Development, profitability and future performance of the company Sound corporate governance Transparency and integrity Effective risk management Cost rationalization Seamless operation of the company during pandemic and lockdowns 	Communication with shareholders is conducted through the General Meeting within legally effective deadlines, depending on the issues of its competence.	Publication of annual consolidated and corporate financial statements, implementation and observance of "Vivartia Code of Conduct", procedures of the Internal Audit Department
Employees	<ul style="list-style-type: none"> Fees and additional benefits Equal opportunities Recognition and professional development Staff retention Achieving personal and team goals Occupational health and safety Especially during the pandemic, employees need to work in an environment where they feel safe and protected from Covid_19. Training Voluntary opportunities 	<p>Communication with employees is performed on a daily basis, either through meetings with the Management, or through intra-department meetings.</p> <p>At the same time, information is channeled through the company's intranet and an annual meeting is held, while the employees can use a wide range of media (such as complaint boxes).</p> <p>Finally, feedback on training sessions allows the employees to express their views and concerns.</p>	<p>Implementation of a flexible two-way communication system, additional benefits, implementation of Health and safety policy, training with Vivartia Academy, voluntary actions of employees, implementation and compliance with the Vivartia Code of Conduct.</p> <p>During the pandemic and the obligatory lockdown, the company took all the necessary measures to secure that all its employees are safe in their working environment. An institutional body, Covid_19_Health & Safety Committee, was developed in order to define and coordinate all the necessary protection measures and facilitate their on-going supervision. The Committee includes representatives of BARBA STATHIS Employees' Association, the HR Director, the Occupational Safety Technician, the Director of Industrial Infrastructure & Technological Development and the Factory Manager.</p>

Stakeholders	Assumptions	Communication	Key requirements
Consumers	<ul style="list-style-type: none"> Promotions and discounts Quality and nutritional value of products Product quality and safety Information about new products Direct response to complaints / requests and questions about the products Information on healthy eating Corporate responsibility Sufficiency and availability of products at points of sale during lockdowns 	Communication with the consumers is performed daily (on phone, electronically and in person-when needed), through the customer service department, marketing actions and through social media.	<p>Implementation of Responsible Operation Strategy, certified procedures regarding production, manufacture and packaging of all the products, investments in research and development of new products</p> <p>All the necessary measures were taken to make the company's products available to consumers during the lockdown period.</p>
Farmers - producers	<ul style="list-style-type: none"> Solvency and reliability Implementation of optimal agriculture Implementation of a contract farming program Providing information and training Financial strength of the company Training programs 	Communication with the producers is performed daily by BARBA STATHIS agronomists who are constantly by their side. At the same time, information days and seminars are organized aiming at ongoing training of the producers.	Contract Farming, application of Integrated Agricultural Management principles, educational programs.
Customers	<ul style="list-style-type: none"> Product quality Commercial and pricing policy Before and after sale service Timely delivery of products Facilities and discounts Immediate service Resolving complaints Product distribution Seamless operation of the company during pandemics and lockdowns 	<p>Daily communication (physical and distant) with the customers is achieved through the Commercial Management. At the same time, the Supply Chain department is in constant communication with the customers.</p> <p>The relationship of the company with customers is further improved through on-site visits and participation in industry exhibitions.</p>	<p>Implementation of Responsible Operation Strategy</p> <p>All necessary measures were taken to ensure that the company's products were available to the entire customer base during the lockdown period.</p>

Stakeholders	Assumptions	Communication	Key requirements
Suppliers	<ul style="list-style-type: none"> Development and expansion of the company Clear terms of cooperation Objective evaluation of suppliers Support for local suppliers Development of mutually beneficial relationships Transparency 	<p>Communication with suppliers is achieved through multiple departments of the company. At the same time, visits are made to the suppliers' premises, while an annual evaluation of the suppliers is performed based on specific criteria established by the company. Participation in international and industry exhibitions offers additional opportunities to communicate with existing and potential suppliers.</p>	<p>Implementation of Code of Conduct in order to define the relevant transaction procedures and conduct, practical emphasis on cooperation with local suppliers</p>
State and regulatory authorities	<ul style="list-style-type: none"> Compliance with the legal provisions Taxation Environmental issues Labor and social issues Occupational health and safety Contribution to addressing the effects of the pandemic 	<p>Communication with the state and regulatory authorities is implemented by the company's Legal Department, the Quality Control Department, the Financial Department and the Department of Industrial Infrastructure & Technological Development. At the same time, communication is achieved through the company's participation in various Associations and Chambers.</p>	<p>Full compliance with the legislation resulting in zero cases of non-compliance with the legal provisions and regulations concerning issues of discrimination, corruption, safety and product labeling, as well as management of environmental issues, publication of annual consolidated and separate financial statements, implementation and compliance with "Vivartia Code of Conduct", procedures of the Internal Audit Department</p> <p>During the pandemic, BARBA STATHIS:</p> <ul style="list-style-type: none"> Donated of 10 ICU beds and 10 monitors for monitoring vital parameters at the University General Hospital of Thessaloniki "AHEPA". Undertook entire nutrition of the elderly at the Athens Nursing Home for two months. Supported the program "Help at home" of the Municipality of Xanthi and the program "Table of Love".

Stakeholders	Assumptions	Communication	Key requirements
Local Community	<ul style="list-style-type: none"> Support employment through recruiting employees from the local communities Acquisitions of products and services from local community suppliers, where possible Support for local community actions Environmental Protection 	<p>The objective is to facilitate ongoing communication with the local authorities and direct communication of the local society with the company's executives. Alongside, the company participates in and supports a variety of local community events.</p>	<p>Recruitment from the local community, selection of local suppliers, long-term support of the community in which the company operates.</p>
NGO's and socially vulnerable groups	<ul style="list-style-type: none"> Food donations Support of actions and sponsorships Direct contact and cooperation 	<p>Communication is achieved through the corporate website, the media and the press releases, as well as through the annual Corporate Responsibility Report. Direct communication takes place whenever deemed necessary.</p>	<p>"We do good!" program for support of public benefit organizations through product donations and monetary support as well as voluntary engagement.</p>
Media	<ul style="list-style-type: none"> Ensuring provisions of correct and immediate information Information about the company's products Responsible operation of the company in respect of the environment and people 	<p>Communication with the media is implemented through press conferences, press releases, publications and announcements, as well as through meetings with the media people. The company has recognized the significance of communicating with media representatives. To this end, it has ensured a process of providing correct and immediate information about its products, operation and performance.</p>	<p>Corporate website, corporate responsibility report, consumer information campaigns, press releases.</p>



5

BARBA STATHIS MATERIAL TOPICS



Material topics thresholds

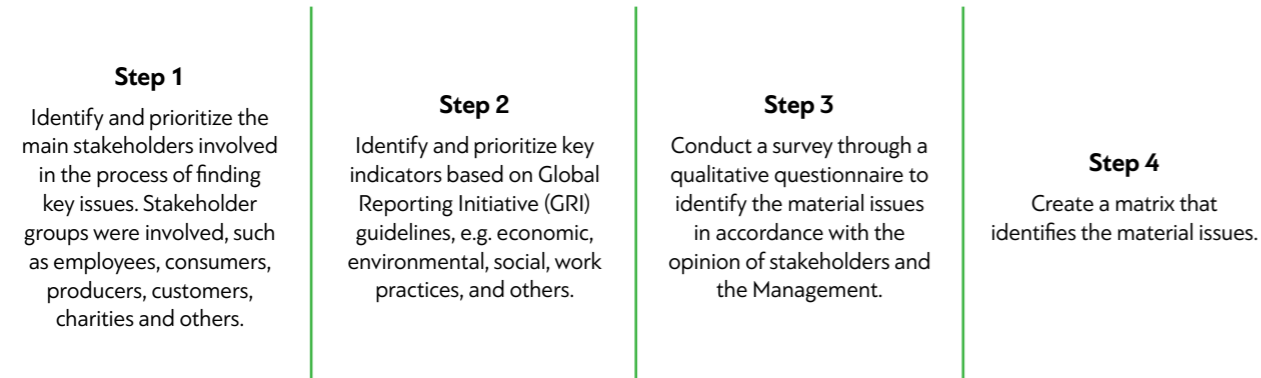
43

BARBA STATHIS MATERIAL TOPICS

Assessing the company’s material issues is a basic procedure while preparing the Corporate Responsibility Report and planning its annual actions. **BARBA STATHIS** has identified the key issues affecting its business, taking into account the feedback of the stakeholders. The company implemented a procedure to identify the material issues in 2019 and its results have been used in this report.

While identifying the material issues, the company conducted a quality, electronic survey, addressing the representatives of its stakeholders in order to examine significant issues related to its Corporate Responsibility and record the stakeholders opinions.

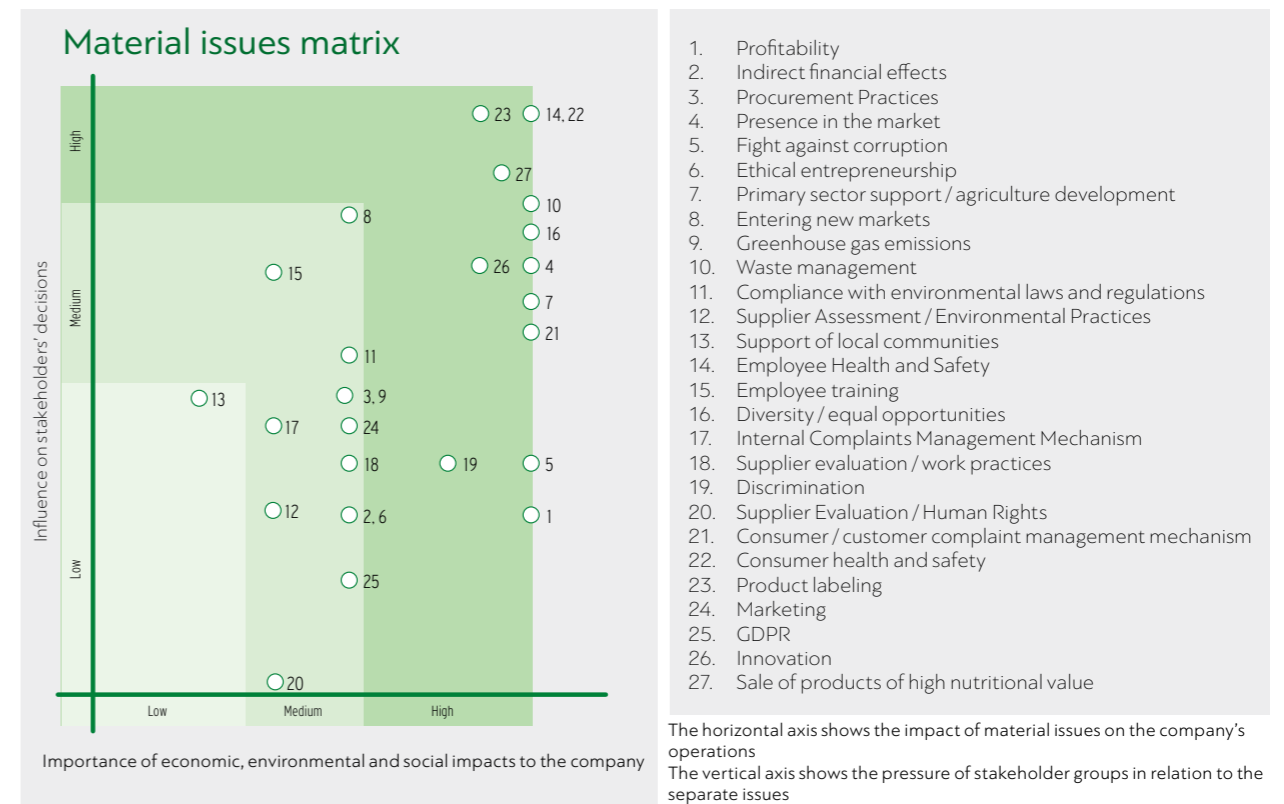
The following methodology was applied:



Once the company’s stakeholders and the Management had expressed their opinions, the following most significant (material) issues were identified:

MATERIAL TOPICS

- Employee Health & Safety
- Consumer Health & Safety
- Product labelling
- Sale of high nutritional value products
- Waste Management
- Diversity/ equal opportunities
- Presence in the market
- Innovation
- Support of primary sector
- Consumer / customer complaint management mechanism
- Fight against the corruption
- Distinctions
- Profitability



Material Topics Thresholds

In order to achieve more complete understanding of **BARBA STATHIS** operations, the report includes limited information about Vivartia Group, to which the company belongs. The significant issues were updated through the process of substantive analysis and concern the relations with the company’s stakeholders in Greece.

In addition, it is to be noted that both - **BARBA STATHIS** actions and targeting - do not include data concerning subsidiaries (eg ALESIS S.A. for the Chryssi Zymi brand), contingent joint ventures, partners, suppliers or other third parties.

Material Issue	Internal Threshold	External Threshold
Employee Health and Safety	Company, Employees	State & Regulatory authorities
Consumer Health and Safety	Company, Employees	Consumers, Customers, State & Regulatory authorities
Product Labeling	Company	Consumers, Customers, State & Regulatory authorities
Sale of high nutritional value products	Company	Consumers, Customers, Suppliers
Waste Management	Company, Employees	State & Regulatory authorities Local Societies
Diversity / Equal Opportunities	Company, Employees	Local Societies
Presence in the Market	Company, Employees	Local Societies
Innovation	Company	Farmers – producers, Customers, Suppliers, Media
Support of Primary Sector/ Agriculture Development	Company	Farmers – producers, Suppliers, Local Societies
Fight against Corruption	Company, Employees	State & Regulatory authorities
Distinctions	Company	Media
Profitability	Company, Employees	Customers, Suppliers, State & Regulatory authorities, Local Societies
Consumer / customer complaint management mechanism	Company	Consumers, Customers



ADDRESSING THE COVID-19 PANDEMIC



Employees

46

Society

47

EMPLOYEES

Health & Safety, Benefits

Unprecedented conditions resulting from the COVID-19 pandemic have pushed companies to adapt their operations to new data, developing mechanisms to limit the spread of the virus.

BARBA STATHIS, with a high sense of **responsibility** and **commitment** to its human resources but also to consumers, immediately and timely **developed an action plan on health and safety, utilizing its cooperation with appropriately trained scientific staff.**

Aiming at the smooth and safe operation of the company for all employees, a series of procedures, actions and benefits were developed. Specifically:

A **special pandemic management plan** was created which included a **complete and detailed record of the steps, actions and procedures required on critical issues.**

The model of remote working for staff was adopted, when possible, and a respective policy was developed. Remote working **accounted for 70% of the total**, further strengthening the social work of BARBA STATHIS, whose facilities are located in an area that in 2020 had a high viral load.

For the staff who had to work with **physical presence**, **all the necessary measures** were taken, while at the same time, **special signals** were placed for keeping distances and plexiglass dividers. At the same time, the bus crowding level of the bus provided by the company for the daily commute of staff was set at 50% and daily disinfection was applied. All employees were **provided with consumables**, points were created with the provision of antiseptic in all facilities and **the special cleaning and disinfection program was further strengthened** in all non-productive areas.

The visits of external collaborators were reduced to a minimum and a preventive control procedure was developed during the entry of the staff and the visitors in all facilities.

A **plan of regular inspections** was created in order to remind the observance of the measures **for the optimal safety and protection of all employees.**

An **open line of communication was developed between the employees and specialized staff** that acted as consultants, in order to deal smoothly and in a timely manner with incidents and related tracking.

The **remuneration of the employees** who were forced to quarantine due to contact with confirmed cases, of the sick employees, as well as of our colleagues who belong to vulnerable groups, was paid in full.

A framework of ongoing information to employees was established with updates at a regular basis by appropriately trained staff. It is worth noting that **BARBA STATHIS provided information seminars to all employees (642 people) on dealing with the pandemic.**

All tests that the company's employees submitted for tracking purposes were fully covered by the company while at the same time a special agreement was implemented with diagnostic laboratories for preferential prices for all members of the employees' families.

An institutional body, "**Covid_19_Health & Safety Committee**", was established in order to develop and coordinate all the required protection measures and facilitates their ongoing supervision. The Committee consisted **of representatives of Barba STATHIS Workers' Union, the Director of Security, the HR Technician Occupational Physician, the Director of Industrial Infrastructure & Technological Development and the Factory Manager.**

SOCIETY

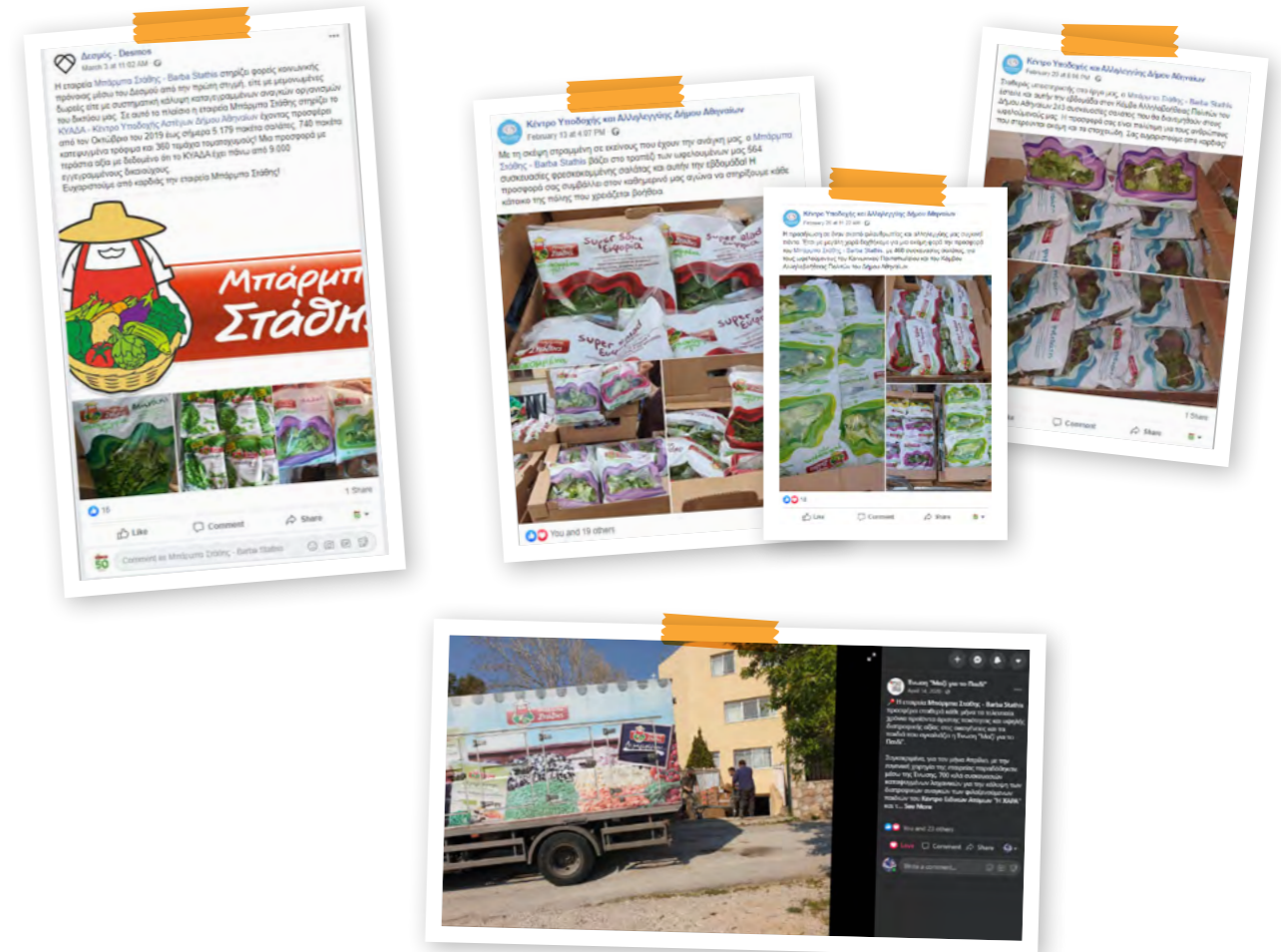
BARBA STATHIS, in the context of its responsibility towards the society, actively supported the National Health System and the health authorities in their efforts to address the COVID-19 pandemic. The company donated 10 ICU beds and 10 vital parameters monitors to the University General Hospital of Thessaloniki "AHEPA" - the coronavirus hospital in Thessaloniki.

BARBA STATHIS expressed its gratitude to the medical and nursing staff of Greek hospitals and offered its assistance to meet medical and sanitary equipment needs of the Intensive Care Units.

In the same context, given the significance of the moment as well as the need for social solidarity and supply, the company intensified its support to people in need, further broadening the program of sponsorship of its products to non-profit organizations.

More specifically, the company undertook the full food provision for the elderly of the Athens Nursing Home for two months, offering two cooked meals daily, fully adapted to the dietary needs of the elderly.

In addition, in March and April, the company supported socially vulnerable and provided them with over 10 tons of vegetables and fresh salads. BARBA STATHIS responsibly supported the work of organizations such as the Association "Mazi gia to paidi", "Hamogelo tou paidiou", the Hadjikyriakeio Foundation and the "Kivotos tou Kosmou". At the same time, it assisted the social groceries of municipalities and communities throughout Greece and contributed to the action implemented in the frame of the program "Help at home" in the intensely affected Municipality of Xanthi.





7

RESPONSIBLE FOR OUR PEOPLE



Key Achievements 2020	50
Employee benefits	52
Health and Safety	52
Employee training and development	55
Evaluation system	57
Equal opportunities	57

RESPONSIBLE FOR OUR PEOPLE

BARBA STATHIS believes that its human resources are its cornerstone, therefore, ensuring their health and safety, potential for development, zero discrimination are the matters of primary importance to the Company. This way, foundations are laid for **mutual respect and positive working environment** based on human resources satisfaction, wellbeing and reward.

KEY ACHIEVEMENTS 2020



The company provided **2,736 hours of training** on Health and Safety and COVID-19 pandemic related issues.



The company contributed to the **development of the local economy, employing 85% of its human resources in the broader area of Thessaloniki.**

Headcount*	2019	2020
Men	408	419
Women	241	223
Total	649	642

Headcount allocation per age 2020 *	<30	30-50	51+
Men	41	250	128
Women	23	122	78
Total	64	372	206

* The calculation concerns the total of the Human Resources for the entire year, including the seasonal employees.

WORKING CATEGORY	2019			2020		
	Men	Women	Total	Men	Women	Total
SEASONAL	85	96	181	72	62	134
FULL TIME	323	145	468	347	161	508
TOTAL	408	241	649	419	223	642

Total hires per gender and age	2019			2020		
	<30	30-50	51+	<30	30-50	51+
MEN	19	52	25	25	55	19
WOMEN	15	49	23	12	37	15
TOTAL	183			163		

Total hires per age and geographical location	2019			2020		
	<30	30-50	51+	<30	30-50	51+
ATTIKI	1	12	4	-	4	-
THESSALONIKI	33	89	44	37	87	34
LARISSA	0	0	0	0	1	0
TOTAL	183			163		

Total resignations/terminations per gender and age	2019			2020		
	<30	30-50	51+	<30	30-50	51+
MEN	0	3	3	-	-	1
WOMEN	2	9	4	2	11	15
TOTAL	21			29		

Total resignations/terminations per age and geographical location	2019			2020		
	<30	30-50	51+	<30	30-50	51+
ATTIKI	0	3	3	-	-	1
THESSALONIKI	2	9	4	2	11	15
LARISSA	-	-	-	-	-	-
TOTAL	21			29		

* For the purpose of 2020 Report, only the resignations/terminations of Indefinite term agreement employees of are calculated.

EMPLOYEE BENEFITS

Respect for employees and their needs is a key element of **BARBA STATHIS** human resources policy. The company seeks to maintain and strengthen its relationships with employees, **through additional benefits and open communication.**

In the context of supporting its employees, the company has developed and implements a **flexible two-way communication system**, based on the “open doors” practice and supported by Management. Through the established communication channels, the employees can exchange information and ideas and their concerns and any potentially arising issues are resolved through open dialogue. **BARBA STATHIS** has established the following important **communication channels**:



In addition to the statutory fees, **BARBA STATHIS** **strengthens the support of its people** by offering a range of **additional benefits**. Indicatively, some of these benefits are listed below:

- Transfer of employees with rented buses
- Flexible hours for young mothers
- Early retirement
- Additional medical and hospital coverage
- On-going wage payment in case of long-term illnesses (beyond the statutory limits)
- Urgent financial support for personal issues as an interest-free loan
- Christmas gift certificates for permanent and seasonal staff
- Wedding bonus
- Rewarding the children of employees for their admission to Universities/Technological Institutes
- Monthly food vouchers
- Free distribution of products ad hoc and discount on the company's and the group's products
- Financing postgraduate programs
- Rewarding long term service of 30-year

Awarding employees' children

In 2020 the company awarded the children, succeeding in admission exams to tertiary education.

HEALTH AND SAFETY

BARBA STATHIS, ensures maintaining safe working conditions, recognizes its responsibilities towards its employees and applies the **principle of prevention in matters of occupational health and safety.** The company:

- adopts continuous improvement processes,
- integrates the value of safe work in all aspects of the company's activities,
- ensures health and wellbeing of employees, preventing any accident
- eliminates the exposure of employees to dangerous agents at the workplace.

Health and Safety Policy

BARBA STATHIS has developed and implemented in all areas of its activities, **Health and Safety Policy** at labor, through which it is committed, inter alia, to the following:

- Identification and recognition of all possible risks and establishment of risk indicators.
- Maintaining performance levels at the highest quality level, with zero accidents, without injuries and damage to equipment.
- Implementation of frequent training and application of Health and Safety programs at work, aiming at raising awareness and constantly informing employees about safe work.
- Ensuring all the necessary resources aiming at improving technologies and procedures for controlling occupational risks with the aim of their continuous monitoring and recording.
- Focusing on prevention by taking all the necessary measures initially to minimize and then eliminate all possible risks.
- Continuous inspection of the premises and working conditions by the security technicians, covering the whole range of activities of the company.
- Covering legislative requirements.

The objectives of the programs, procedures and guidelines for the establishment, revision and achievement of the Health and Safety objectives set and monitored by the company are documented by the development of a **Health and Safety system** as provided for in the relevant certificate and is currently integrated as a separate thematic unit (GD 7-06) in the **uniform quality and safety standard EN ISO 9001/2015 & EN ISO 14001/2015.**

It is worth noting that **BARBA STATHIS** operations are of low risk and, therefore, accidents are extremely rare. Nevertheless, the company has prepared a completely revised Occupational Risk Assessment Study (ORAS).

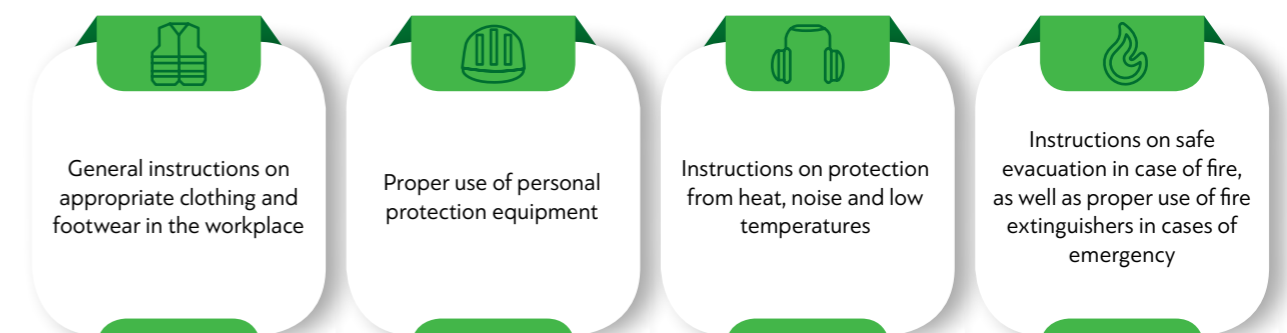
Health and Safety Board

BARBA STATHIS systematically addresses health and safety issues in accordance with the requirements provided in ISO 45001, which are currently part of the horizontal **Quality, Environment and Safety System.** The company has established Health and Safety Board in the context of the provisions of the General Crisis Management Procedure. documented by EN ISO 9001/2015. Its operation acetates **complete recording, documentation and feedback of data and actions related to ensuring employee health and safety.**

EMPLOYEE TRAINING ON HEALTH AND SAFETY ISSUES

The company regularly implements training / raining awareness sessions on employee health and safety issues, focusing on people, environment, quality and safety. At the same time, on an annual basis, the company makes investments and offers benefits that ensure employee health: it performs medical tests, provides personal protection means, equipment, etc.

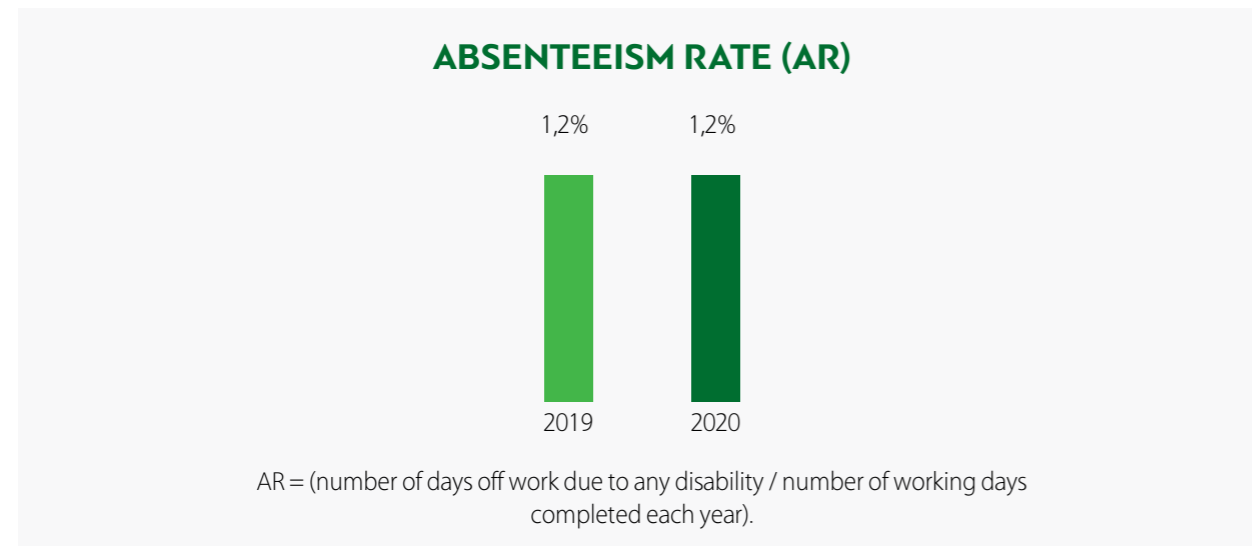
All the new recruits receive signed safety and health instructions related to their work, which include:



The training hours of the employees on health and safety issues are presented in the following table:

Seminars on health and safety / hours / number of employees	2019	2020
Number of seminars	51	2
Employee participation	264	19

BARBA STATHIS records and monitors **absenteeism from work** due to any disability. The following diagram records the Absenteeism Rate (AR) of the company's employees for 2019 and 2020, which remained **at the same low levels**.



Health and Safety Indicators	2019	2020
Annual number of working man-hours	1.138.126	1.136.739
Annual number of working man-days	142.265,75	142.092,63
Injuries		
Annual number of injuries or accidents due to or during working	4	3
Leaves due to accidents		
Number of leaves due to employee accident	62	161
Lost Days Rate (LDR)	54,48	141,63
General leaves		
Number of leaves due to any disability of the employees	1.763	1.747
Mortality		
Number of deaths	1	0

EMPLOYEE TRAINING AND DEVELOPMENT

Continuous training and professional development of human resources is the priority to **BARBA STATHIS**. The company organizes **educational activities**, aimed at **developing employee knowledge and skills, informing them about the segment issues and on-going technical expertise upgrade**.

The structured educational programs, are implemented internally, are carried out mainly by VIVARTIA ACADEMY.

VIVARTIA ACADEMY

Vivartia Learning Academy aims at training the Group companies employees. Training is offered on voluntary basis by experienced Group executives, who are either certified trainers or experts in the particular subjects. The training sessions related to specific areas of expertise or soft skills.

Position / Hierarchy Rank	Number of employees trained					
	2019			2020		
	♂	♀	Total	♂	♀	Total
Managers	9	6	15	12	4	16
Heads of Dpts	24	5	29	8	0	8
White-collar employees	28	36	64	10	6	16
Foremen & Blue collar staff	66	47	113	4	13	17
Total	127	94	221	34	23	57

Position / Hierarchy Rank	Number of training hours					
	2019			2020		
	♂	♀	Total	♂	♀	Total
Managers	155	135	290	255	78	333
Heads of Dpts	249	48	297	112	0	112
White-collar employees	1.048	550	1.598	134	206	340
Foremen & Blue collar staff	411	186	597	4	13	17
Total	1.863	919	2.782	505	297	802

Average training hours per employee category						
Position / Hierarchy Rank	2019			2020		
	♂	♀	Total	♂	♀	Total
Managers	11,92	22,5	15,26	19,62	13,00	17,53
Heads of Dpts	8,59	9,6	8,74	3,73	0,00	3,11
White-collar employees	10,27	8,21	9,46	1,22	3,22	1,95
Foremen & Blue collar staff	1,56	1,14	1,40	0,02	0,09	0,04
Total	4,57	3,81	4,29	1,21	1,33	1,25

* The number of employees, attending training sessions, is a reduced, as during 2020, due to the pandemic, quite a lot of training seminars and events were cancelled.

In 2020, the company provided seminars on addressing the pandemic issues to all the employees.

Number of employees trained on addressing the pandemic issues			
Position / Hierarchy Rank	♂	♀	Total
Managers	13	6	19
Heads of Dpts	30	6	36
White-collar employees	110	64	174
Foremen & Blue collar staff	266	147	413
Total	419	223	642

Indicatively, programs and conferences covered the following themes:

- Building up the Leader Profile
- 5 Conducts of the Cohesive Group
- 4th Scientific Conference on Competition Law in 2020 - a world of evolving and thorny challenges
- Food Retail CEO Forum
- Food Waste Conference
- Certificate In Supply Management
- Internal Audit and Management of Business Processes

EVALUATION SYSTEM

BARBA STATHIS implements a **modern system of employee evaluation and development**, focused on employee performance and skills. The evaluation identifies strengths and weaknesses of every employee and the Management decides on their development and reward, based on objective criteria and the degree of achieving previously set goals. In 2020, **the evaluation system was further upgraded**, taking into account the challenges faced by all the employees. This way, employee progress and development can be successfully scheduled. Upgrade is expected to be completed in 2021.

EQUAL OPPORTUNITIES

BARBA STATHIS' commitment to respecting human and labor rights, as well as encouraging diversity culture is the key element of its corporate culture. The company prohibits all forms of discrimination or violation of employees' rights, as well as internationally recognized human rights and fundamental freedoms. This way, all **BARBA STATHIS** employees can fulfill their potential to fully grow and develop.

As far as diversity is concerned, the company recognizes that human resources are made up of different people with their own personalities, lifestyles and goals. The company supports all its employees, regardless of ethnicity, age, gender, religious beliefs, societal status, political or sexual orientation, and provides them with **equal opportunities for development and growth**. **BARBA STATHIS** selects partners who, in turn, respect human rights, do not in any way infringe on human dignity and, of course, oppose child and forced labor. In addition, women are promoted to senior management positions in the general context of equal treatment and all kinds of racial discrimination are prohibited.

No discrimination cases were recorded in 2020 and 2019.

EMPLOYING PEOPLE FROM THE LOCAL COMMUNITY

BARBA STATHIS contributes to development of the local economy and employs most its human resources (544 people) from the broader area of Thessaloniki. 88 people are employed in Athens office's and 10 - in the logistics facilities in Larissa.

In the last two years, 93% of directors and heads of departments were inhabitants of Thessaloniki.



RESPONSIBLE FOR THE SOCIETY

Key achievements 2020	60
Social product	60
Social actions	61

KEY ACHIEVEMENTS 2020



415,112 portions of food and salads were distributed to socially vulnerable groups through "We do good!" program.



Support to socially vulnerable groups during the pandemic, providing over 10 tons of vegetables and fresh salads in March and April.



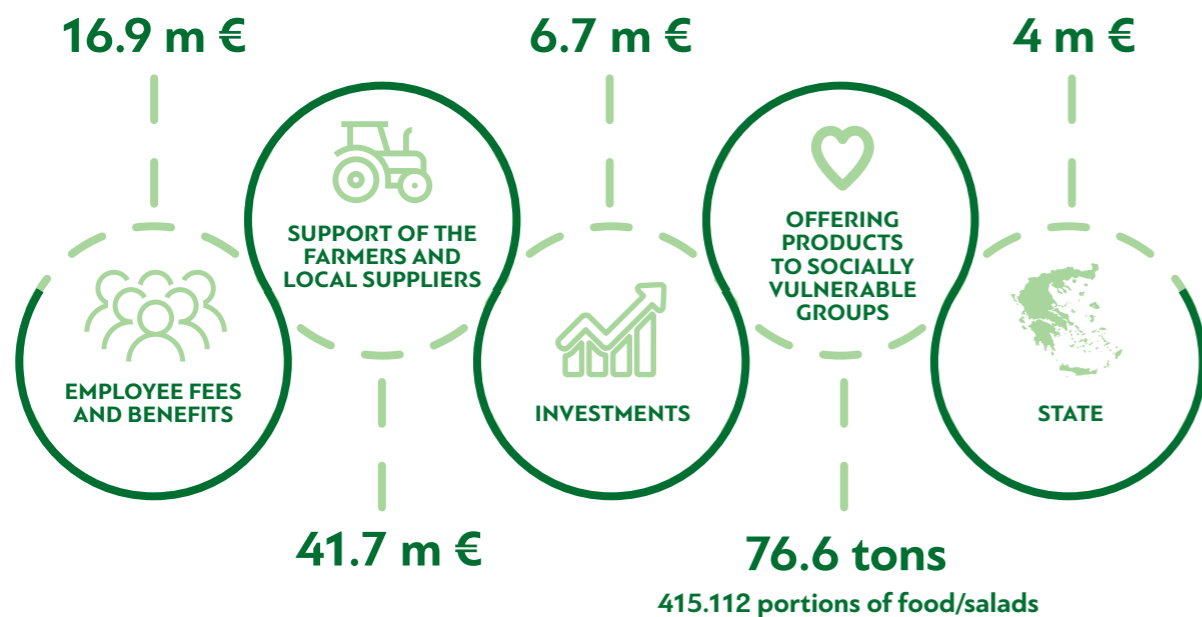
Supporting the needs of the National Health System in addressing the COVID-19 pandemic, donating 10 ICU beds and 10 vital parameter monitors to the University General Hospital of Thessaloniki "AHEPA", the coronavirus reference hospital in Thessaloniki.



Voluntary participation in the "Alliance for the Reduction of Food Waste"

SOCIAL PRODUCT

BARBA STATHIS seeks to maximize the generated added value to all its stakeholders and places particular emphasis on its social product. This product includes implementing investments, creating new jobs and contributing to public revenues and national resources. In particular:

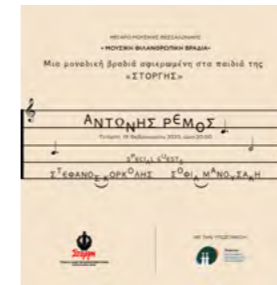


SOCIAL ACTIONS

The company responsibly carried out a set of actions aimed at supporting society, its people and the environment.

"We do good!" Social responsibility program

In 2020, a year when society had to deal with unprecedented conditions, **BARBA STATHIS strengthened significantly the food donation program "We do good!"**, offering frozen vegetables and frozen dough products which **exceeded 76 tons, or 415.112 portions of food to dozens of non-profit organizations** such as, the Association "Mazi gia to paidi", "Hamogelo tou paidiou", the Hadjikyriakeio Foundation and the "Kivotos tou Kosmou". At the same time, the daily distribution of fresh Barba Stathis' salads to NGOs in Attica, such as the Reception & Solidarity Center of the Municipality of Athens, remained stable, **contributing to the growing needs caused by the pandemic.**



Support of the Association of Friends of Children with Cancer "Storgi"

BARBA STATHIS was right behind the Association of Friends of Children with Cancer "Storgi", offering financial support to the concert organized at the Thessaloniki Concert Hall.



Support of "Together during the festive season" action

At Christmas, **BARBA STATHIS** contributed not only with its products' donation, but also offered financial support to "Together during the festive season" action of the Association "Mazi gia to paidi", **providing the festive table to 40 four-member families.**



Synergy with the Chalkiadakis chain: "In difficult times, we stand together"

BARBA STATHIS actively supported the significant effort of the Chalkiadakis chain "In difficult times, we stand together", providing financial support to those occupied in tourism, mostly affected in Crete. The company contributed significantly to the effort of chain, through the 2 favorite brands of Greek consumers, Barba Stathis and Chryssi Zymi.

"Piggy" Project

To commemorate a beloved colleague who passed away prematurely, in the last three years, the company's employees established and implemented the "PiggyProject", named after the bank piggy symbol. Thus, every year, **BARBA STATHIS'** employees voluntarily collect a certain amount, which they are free to decide how to allocate in the support of public benefit purposes. The amount of money raised in 2020 supported the significant work of the Hellenic Children's Village organization in Filiro.





Participation in the Food Rescue & Supply Network **Boroume**

As part of its free food distribution activities, last year, **BARBA STATHIS** started collaborating with Boroume through the “We do good!” program, distributing food to socially vulnerable groups. In particular, the company regularly provides food, such as frozen vegetables and fresh salads, tomato products, as well as pies in the context of this collaboration. Moreover, the company promotes **zero food waste** while also supporting the people who experience food insecurity or poverty. Therefore, it delivers daily, **fresh BARBA STATHIS salads to public organizations in Attica**, in collaboration with Boroume. In total, from 2019 to 2020, the company offered over 205,000 portions to more than 50 public benefit organizations in Attica and Thessaloniki.

Rescue and food offering at the New Year Company event

During the established New Year’s pie cutting, **more than 80 portions** of high quality cooked food, salads and sweets **were rescued and distributed to a vulnerable group support unit.**



Undergraduate Scholarship Fund at Perrotis College, American School of Agriculture in Thessaloniki

In 2020, the company announced a two-year scholarship program for the children of its contract farmers in the context of the training programs implemented by **BARBA STATHIS** in 2019 in collaboration with the American School of Agriculture in Thessaloniki. In 2020, last year’s beneficiary completes her first year of studying at the Vocational Training Institute of the American School of Agriculture in Thessaloniki.



Alliance to reduce food waste

BARBA STATHIS constantly **prioritizes the fight against food waste** participating in a series of actions of **Green Orientation, circular economy, consumer education** and supporting non-profit organizations through distribution of its products. **The company is a member of the “Alliance to reduce food waste”,** established under the auspices of the Ministry of Environment and Energy. The Alliance, an initiative of the organization “**Boroume**” and **AB Vassilopoulos**, actively supported by **BARBA STATHIS**, aims at **developing synergies with major food companies, members of the research and academic community, consumer organizations and government agencies.**



Voluntary Blood Drives and Blood Bank

The **BARBA STATHIS** Employees’ Association has established a **voluntary blood drive program** and maintains a blood bank, in collaboration with AHEPA state hospital. The aim is to cover emergency health needs of the employees and third parties just as well. Blood donation takes place on an annual basis at the Company’s premises in Sindos, using a mobile blood donation unit. **In 2020, 34 bottles of blood were collected.**

RESPONSIBLE FOR THE ENVIRONMENT



Key Achievements 2020	66
Investing in the environment	66
BARBA STATHIS Environmental Policy	67
Responsible Energy Consumption	67
Positive Contribution to the Climate Change	67
Responsible Water Consumption	68
Responsible Waste Management	69

KEY ACHIEVEMENTS 2020



Investments of € 6.7 million to improve the Company's environmental footprint



New state-of-the-art, Automated Storage and Retrieval System (ASRS) in deep freezing conditions, of 10,500 pallets capacity. Minimized electricity consumption and solar panels installed on the warehouse roof with minimized electricity consumption, and installation of photovoltaic panels



Reduction of packaging materials (7.2% reduction in weight per surface in laminated polyolefins and 20% reduction in polymer)



Carbon footprint measurement at the company's facilities in Athens, Thessaloniki and Larissa

BARBA STATHIS applies the green growth principles and implements actions to save energy, minimize pollutants, recycle materials and waste management. The Company constantly tries to reduce the impact of its operations on the environment and updates the environmental protection measures taken as reflected in the expenditures performed every year for such purposes.

INVESTING IN THE ENVIRONMENT

As part of the company's investment program, in 2020, investments of € 6.7 million were implemented, focusing on innovation and automation. These investments will strengthen BARBASTATHIS attempt to improve its environmental footprint.

The company also completed the investment in a new state-of-the-art ASRS (Automated Storage and Retrieval System) in deep freezing conditions, of 10,500 pallets capacity, with more environmentally friendly features. In addition, solar panels were installed on the roof of the new warehouse. This way, the corporate shift towards renewable energy sources is practically documented, with zero burden on the environment.

Finally, investments were made in a new pea washing line, a new optical sorter as well as a new multi-head weighing machine for productive processes with a positive environmental outlook.

ENVIRONMENTAL ACTIONS

BARBA STATHIS participates in the Green Mission initiative, which contributes to sound and complete management of lead-acid batteries. The members of Green Mission, companies from all the segments, are committed to the correctly recycling lead-acid battery waste, which can reach 95%, using the available state-of-the-art technology. The Green Mission is constantly expanding, recruiting new members, such as companies, agencies and organizations, who share the vision of protecting the environment.

In the context of Horizon 2020, trying to reduce its environmental footprint, the Company participates in the European program My Pack that focuses on developing new, fully biodegradable (compostable) packaging materials.

BARBA STATHIS ENVIRONMENTAL POLICY

BARBA STATHIS business strategy is focused on protecting the environment from actual or potential impact of its operations.

In the frame of the Environmental Management System, the company states its commitments to ensure:

- Full compliance with requirements of ISO 14001: 2015
- Compliance with environmental legislation
- Avoidance of pollution due to its activities
- Continuous improvement of its environmental performance, achieving the previously set goals and objectives within a specific time horizon.

BARBA STATHIS ensures compliance with its environmental policy at all the organizational levels, through:

- Staff training and awareness
- Using environmentally friendly technology to the highest possible extent
- Compliance with the Environmental Management System documentation requirements

RESPONSIBLE ENERGY CONSUMPTION

Energy consumption, whether electric or thermal, is an important component of BARBA STATHIS environmental footprint. Rational use of energy enables the company to save energy regarding its total operation cycle, without affecting the production or the quality of the company's products.

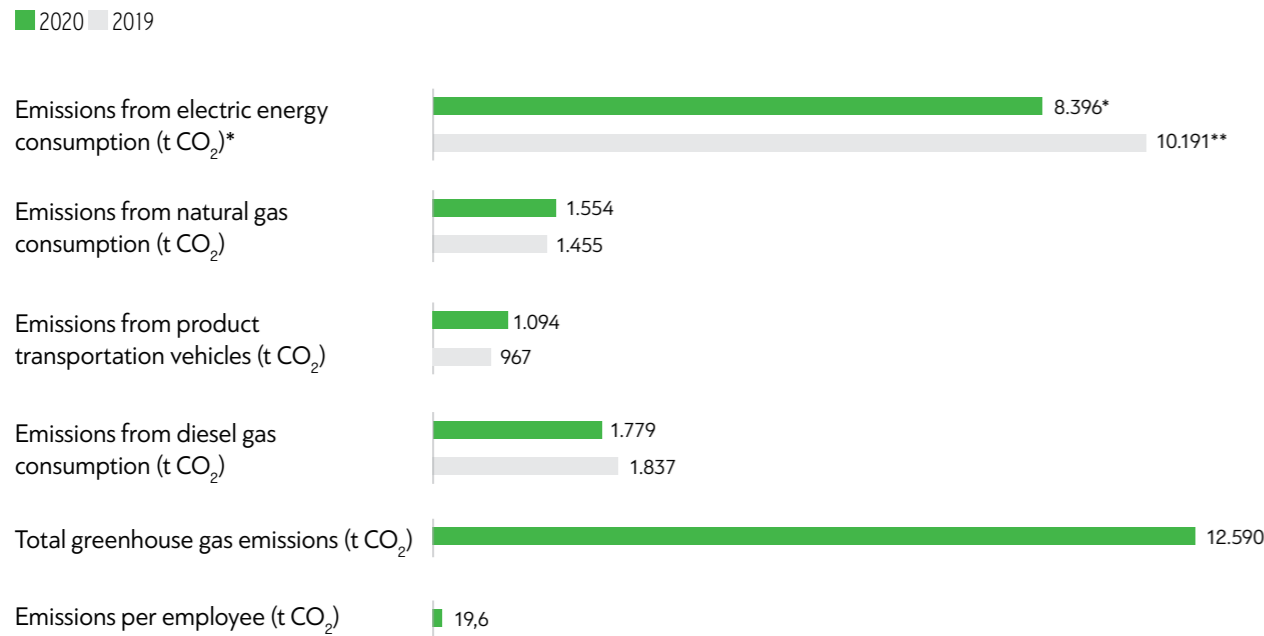
Energy consumption per category	2019	2020
Electric energy consumption (in MWh)	18.297	19.014
Thermal energy consumption (in MWh)	7.896	8.715
Weighted average energy consumption (Kwh/tn product)	2019	2020
Weighted average electric energy	296	286
Weighted average thermal energy	133	132
Fuel consumption	2019	2020
Diesel (lt)	698.437	528.882

Fuel measurements include fuel consumption of leasing cars, harvest machines and corporate trucks.

POSITIVE CONTRIBUTION TO THE CLIMATE CHANGE

All international organizations recognize climate change as one of the biggest challenges faced by the food industry. BARBA STATHIS systematically records direct and indirect carbon dioxide emissions, emissions from energy, gas consumption and transportation of its products. The company aims to continuously improve its performance and reduce its carbon footprint.

CO₂ EMISSIONS



In 2020, measurements include BARBA STATHIS facilities in the factories of frozen, salads and facilities located in Larissa. Measurements for 2019 do not include the facilities in Larissa.

** The measurements published in the Corporate Responsibility Report 2019 have been recalculated, according to the measurement methodology applied in 2020.

In 2020 the Company measured the carbon footprint of its facilities located in Athens, Thessaloniki and Larissa, in collaboration with an external partner. The measurements include: electricity consumption, oil and gas consumption for the operational needs of the facilities, employees transportation to and from the workplace, corporate means of transport, corporate air travel and waste.

RESPONSIBLE WATER CONSUMPTION

BARBA STATHIS recognizes that water is a significant natural resource and focuses on its protection and rational use, limiting its consumption to the minimum possible levels. To this ends, the Company takes all the necessary measures.

Water consumption	2019	2020
Water supply network (m ³)	366.659	356.273
TOTAL USE / WATER CONSUMPTION (m³)	366.659	356.273
Weighted average water consumption per ton product (m ³ / tone)	7,52	6,96
Water recycling in m ³	2019	2020
Amount of water recycled and reused	51.332	49.878
Production water waste in m ³	2019	2020
Total amount of water waste*	293.327	285.018

* In 2020, as in 2019, the Company internally recycled and reused 100% of the total amount of water waste.

RESPONSIBLE WASTE MANAGEMENT

The company's environmental policy defines **proper collection and utilization of waste** arising from the production process as **BARBA STATHIS** non-negotiable priority. The company implements **rational management and disposal practices and undertakes training sessions and raising awareness initiatives regarding the specific practices.**

The company's environmental policy and the Environmental Management System it implements, certified under ISO 14001, represent **BARBA STATHIS** commitment to **responsible environmental conduct.**

The company's production lines generate liquid and solid waste, separated and dispatched to properly licensed partners for their overall management. In 2019 and 2020, **the total (100%) of the waste was channelled to licensed partners, registered in the electronic waste register of Ministry for the Environment Physical Planning and Public Works (YPEKA). These partners apply proper procedures under transportation and disposal of the generated waste.**

It is worth noting that approximately 290 tons of paper from the delivered quantity were produced from 120 tons of regenerated plastic grain, while the company uses timber in the form of wood chip for the process of steam production (waste to energy).

Type of Waste	Amount in Kg		Management Method
	2019	2020	
Water waste (mineral oils)	4.461	3.038	Reused
Plastic	127.140	134.910	Recycle
Paper	222.580	323.820	Recycle
Wood	3.720	3.380	Recycle
Other (Plant residues)	2.999.653	4.648.100	Recycle (biogas and its sub products)/animal feed

In line with the requirements of the circular economy, **BARBA STATHIS** participates in the global effort to **manage plant and non-plant residues.** The company's priority is to gradually ensure full adoption of the zero-waste management model, through documented systematic actions.

In 2020, **BARBA STATHIS** managed a **total of 4,648,100 kg of plant residues, 1,765,000 kg of which were channelled to an authorized partner** to be used as cattle feed. The **remaining 2,883,000 kg were dispatched to an authorized partners** to facilitate proper treatment of **biogas and soil conditioning products.**

REDUCING PACKAGING MATERIALS (WEIGHT / SURFACE)

The company has a solid target in regard to the reduction of plastic and hence the decrease of the polyolefin yield (expressed as g/sqm), utilized as co-extruded laminated layers in its packaging. In 2020, the systematic action of the plastic reduction has been completed in regard to the yield of the second polyolefin layer in the laminated structure, by a factor of 7,2%. A further 20% reduction has been achieved in the ink polymerized layer.

RECYCLING PACKAGING MATERIALS

The remaining packaging materials are returned to the converters to be further processed (used in cement industries).



10

RESPONSIBLE FOR OUR PRODUCTS



Key Achievements 2020	72
Guided by Consumer Health and Safety	72
Raising consumer awareness on healthy food	73
Responsible communication with consumers	76
Innovation, Research and Development	76
Responsible Supply Chain	76
Supporting the Primary Sector	78
Product labeling	78

KEY ACHIEVEMENTS 2020



In 2020, BARBA STATHIS collaborated with 1,674 suppliers, 93.18% of whom were domestic.

BARBA STATHIS is focused on operating responsibly towards the market, offering products characterized by **high level of quality, safety and added nutritional value**, responding to the market requirements through consistency and transparency.

GUIDED BY CONSUMER HEALTH AND SAFETY

For more than 50 years, BARBA STATHIS manufactures **products of high quality, maximum safety and nutritional value**. Moreover, it maintains **relationships of trust** with its consumers, customers and cooperating Greek producers. The company's objective is to make **BARBA STATHIS brand a symbol for quality and maximum safety**, as well as a **reference point for consumers' wellbeing**. This is ensured through **strict adherence to regulations and standards**, as well as by supporting the primary sector and rural development. The company's priority is to ensure **responsible operation towards all its stakeholders** based on the following axes:



All products meet the requirements of European regulations: EU1924 / 2006, EU2073 / 2005 and EU432 / 2012.

Therefore, **100% of all products are of high nutritional value, in the context of a balanced diet.**

It is for half a century already that **BARBA STATHIS** gives credit to the trust and preference the consumers express in BARBA STATHIS and Chryssi Zymi products. Their **absolute satisfaction** is at the heart of the company's operations and constitutes its non-negotiable priority. At the same time, through the adopted communication channels, the company makes every effort to inform the consumers and raise their awareness on balanced nutrition issues. 100% of the company's products of high nutritional value are positively evaluated regarding their impact of consumer health and safety.

All the Company products are manufactured and packaged applying the procedures, certified under internationally recognized systems and protocols, presented below.



CERTIFICATIONS

FROZEN VEGETABLES CERTIFICATIONS

EN ISO 9001/2015, EN ISO 22000/2015, EN ISO 14001/2015, International Food Standard (I.F.S.), British Retail Consortium (B.R.C.) Global Standard for Food Safety, , RSPO, DIO ORGANIC CERT

FRESH SALADS CERTIFICATIONS

EN ISO 9001/2015, EN ISO 22000/2015, EN ISO 14001/2015 International Food Standard (I.F.S.)

FROZEN DOUGH PRODUCTS CERTIFICATIONS

EN ISO 9001/2015, EN ISO 22000/2015, International Food Standard (I.F.S.), British Retail Consortium (B.R.C.) Global Standard for Food Safety

Furthermore, BARBA STATHIS company is certified with SEDEX/SMETA.

Raising consumer awareness on healthy food

BARBA STATHIS' vision is **to promote a balanced and healthy diet, mainly including the domestically cultivated vegetables**. The company draws attention to nutritional value of vegetables thus raising consumer awareness of the value of healthy eating and wellbeing.

BARBA STATHIS vegetables are distinguished for their maximum safety and unsurpassed quality, as they are cultivated and harvested in compliance with fully controlled and documented procedures in the context of integrated agricultural management and precision agriculture. The vegetables are harvested at their best time and in less than 2 hours undergo the softest and most natural freezing process, which seals all the freshness, vitamins and nutrients.



BARBA STATHIS FROZEN VEGETABLES: THE ROAD TO FRESHNESS



SOWING

BARBA STATHIS cooperates with certified producers and carries out inspections at all stages of cultivation, from sowing to harvesting. The company selects the areas with the best climate, best and most fertile fields and best seed varieties. BARBA STATHIS applies the Green Growth Model and, guided by sustainable management, implements environmentally friendly procedures, protecting water resources and biodiversity. In this manner, BARBA STATHIS achieves maximum plantability, as well as the homogenous development of its crops.



HARVESTING

The timing of the harvest is crucial and that's why it is completed with care - because every second counts. Our vegetables are always picked when their nutritional content, vitamins, plant proteins, carbohydrates and dietary fibre are at their peak. Our state-of-the-art equipment used during harvesting allows 24-hour operation, thus ensuring that our vegetables retain their optimal, pristine condition.



IN JUST 2 HOURS

Just a few hours after the vegetables are cut, they gradually lose their freshness and nutrition. For BARBA STATHIS, every moment counts. Thus, once the vegetables are harvested are transported to the company's modern facilities within an hour, where the process of "fast" and "immediate" freezing is completed and all their freshness, taste and vitamins are sealed. Correspondingly, at BARBA STATHIS, the total time between harvesting and freezing does not exceed 2 hours!



CONSTANT QUALITY CONTROL

The company ensures and documents the quality and safety of its raw materials throughout the entire production procedure, applying a horizontal system consisting of: EN ISO 9001/2015, EN ISO 22000/2018, IFS and BRC. When the vegetables are received, a fully automated process starts immediately, with the following crucial stages of quality control: sorting out, cleaning, cutting, blanching, cooling the vegetables, sorting and checking, and finally, instant freezing at -18 °C. The complete test is performed with an optical sorter using laser technology. In addition, every package of final product goes through an X-RAY control system, followed by its storage, before being transported to the final points of sale.



NATURAL FREEZING PROCESS

Vegetables go through the process of "instant" freezing, or IQF (Individual Quick Freezing). It's an instantaneous freezing method, which seals in all the freshness, nutritional content and flavor of vegetables without using any preservatives at all. This process is optimal as it safeguards the vegetables by preventing the development of any micro-organism populations.



REFRIGERATION CHAIN MAINTENANCE

Privately owned and leased, state-of-the-art fleet of trucks transports vegetables from the freezer warehouses to points of sale throughout Greece. BARBA STATHIS guarantees maintenance of refrigeration chain at legally required temperature ensuring that the quality characteristics of the vegetables remain unchanged.



BARBA STATHIS SALADS: THE ROAD TO FRESHNESS

CULTIVATING IN SAFETY

Fresh BARBA STATHIS salads are cultivated by approved and certified producers, in the best soils, with daily care, know-how and under the supervision of the company's agronomists. Hence, their optimal quality and maximum safety are ensured.

COLLECTING FRESHNESS

Our vegetables are harvested at the appropriate moment of ripeness, when they are most nutritious and packed with vitamins. Afterwards, using refrigerator trucks they are transported to our facilities, where they are thoroughly and rigorously quality tested: be it on the production lines, in the company's chemical & microbiological laboratory, or using accredited partner labs that document every step of the good agricultural practices we apply.

CARE AND LOVE

Once the vegetables that meet the required quality characteristics are delivered, it's time for in-depth sorting, meticulous peeling, and uniform cutting using specialized machinery that ensures that the vegetables undergo the least possible stress. They are then thoroughly washed by an array of industrial vegetable washers in three stages, and, finally, gently dried using a centrifuge.

SECURING QUALITY

Barba Stathis fresh salads are weighed and sealed in innovative packaging that protects vegetables, while letting them breathe, so they still retain their original flavor, color, texture and nutritional value. That way, the quality characteristics of our packaged salads are preserved intact, as if they had just been picked. Vegetables are kept at all times at the required low temperatures from the moment they are picked until they are transported to the fridges at the stores where they are delivered daily. This is how the Barba Stathis guarantee is assured: quality, safe, and nutritious salads right up to the moment our consumers enjoy them.

ENJOYING GREAT TASTE

Consumers enjoy freshness, flavor & quality on a daily basis. Unique combinations of fine quality, delectable vegetables, "super salads" mixed with nuts and super fruits, as well as a range of matching dressings that perfectly complement our salads turning them into proper meals.

BEST SEEDS' VARIETY GOOD AGRICULTURAL PRACTICE CONTRACT FARMING



HIGH NUTRITIONAL VALUE



GOOD INDUSTRIAL PRACTICE



INTACT FLAVOR AND FRESHNESS



BARBA STATHIS GUARANTEE OF QUALITY AND SAFETY



RESPONSIBLE COMMUNICATION WITH CONSUMERS

Suggestions, comments and consumer opinion constitute a significant part of our operation. We place special emphasis on our communication with consumers, thus building a two-way relationship of trust. In this context, we have put in place a **structured system of communicating with consumers** and receive their feedback through:

- Electronic written communication (e-mail)
- Telephone call: calling the toll free line or the call center (telephone numbers are written on the product packages).
- Personal messages on social media (Facebook, Instagram)
- Specifically designed electronic form on BARBA STATHIS' website

It is worth noting that recording the questions addressed to the company has been designed and implemented based on ISO9001 / 2015 standard.

CONSUMER CONTACT	2019		2020	
	BARBA STATHIS	CHRYSSI ZYMI	BARBA STATHIS	CHRYSSI ZYMI
NUTRITIONAL/ QUALITY CLAIMS	807	249	952	290
MARKETING CLAIMS	59	35	65	29
COMMERICAL CLAIMS	120	109	130	80
VARIOUS CLAIMS	290	120	300	104
GENERAL QUESTIONS	250	120	302	90

INNOVATION, RESEARCH AND DEVELOPMENT

Consumer eating habits and needs are constantly changing, evolving and shaping the need for new products. **BARBA STATHIS** enhances its competitive advantage and systematically invests in Research and Development of new products, based on the market research of consumer needs and a thorough study of nutritional trends. Product development and the following implementation stages arise from the cooperation and synergy of all the involved departments (Marketing, R&D, Production, Quality Assurance) according to the technical specifications. Such specifications are set on case bases in order to ensure that the final product, as well as its packaging, fully meet the needs of the market, comply with the technical specifications, as well as with the principles applied by the company, in respect of reducing environmental footprint of its operations.

RESPONSIBLE SUPPLY CHAIN

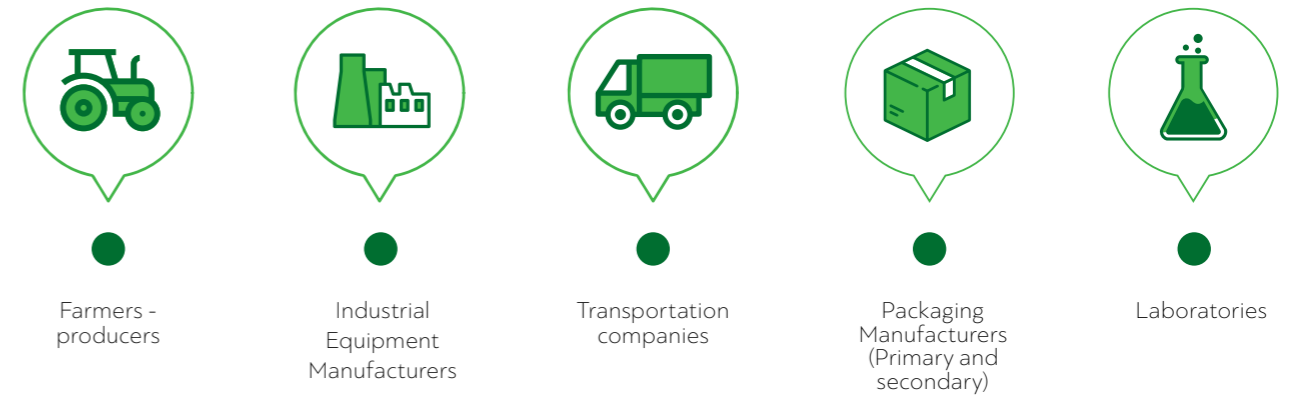
The quality of raw materials is inextricably linked to the quality of the final product and therefore to customer satisfaction. Therefore, **the Company regards its suppliers as valuable partners and an integral part of its business operation**, seeking to maintain mutually beneficial relationships. **BARBA STATHIS** has a Code of Conduct in place, defining the relevant transaction procedures and the conduct of its suppliers.

The Company is guided by its contribution to strengthening the national economy and developing local communities **and prioritizes its cooperation with local suppliers**, close to its facilities.

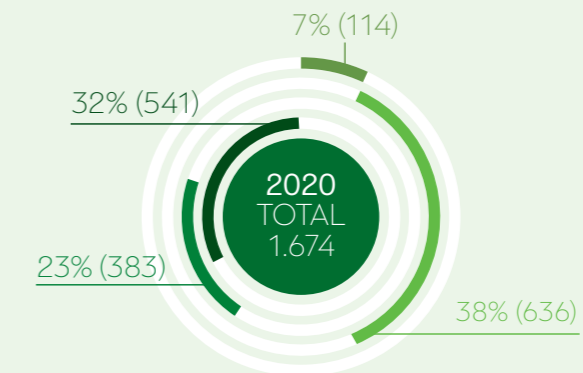
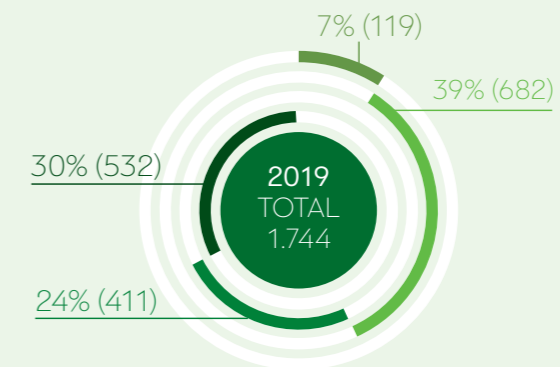
In 2020, BARBA STATHIS collaborated with 1,674 suppliers, 93.18% of whom (ie 1,560) are domestic.

As for foreign suppliers, they are mostly European.

The main categories of suppliers are as follows:



SUPPLIERS' GEOGRAPHICAL DISTRIBUTION



■ Thessaloniki (local suppliers) ■ Attiki ■ Rest of Greece ■ Abroad

ACQUISITION DATA TO SUPPLIERS	2019		2020	
	€	%	€	%
Total payments (acquisitions) to domestic suppliers	41.051.018,39	79%	47.583.993,45	76%
Payments to foreign suppliers	11.236.094,30	21%	14.829.460,05	24%
TOTAL	52.287.112,69	100%	62.413.453,50	100%

ACQUISITION DATA TO SUPPLIERS	2019		2020	
	€	%	€	%
Payments to local suppliers (local communities close to the company's facilities)	11.878.613,45	29%	13.730.476,84	29%
Payments to suppliers of the rest of Greece	29.172.404,94	71%	33.853.516,61	71%
TOTAL	41.051.018,39	100%	47.583.993,45	100%

PRODUCT LABELING

BARBA STATHIS promotes its products in a responsible and consistent way. The company strictly applies the Food and Beverage Code and participates in the Hellenic Advertisers Association, observing the relevant Communication and Advertising Code.

The company attaches a great deal of importance to providing multidimensional and sound information to the consumer, indicating of structured sections on product packaging. The core information in the main and the secondary fields of vision of the packaging, complies with the legal requirements (name and origin of the product, its nutritional characteristics, ways of preservation, etc.) and includes further facts, such as guarantee of freshness, preservation of vitamins, sound practices of Integrated Agricultural Management and sustainability.

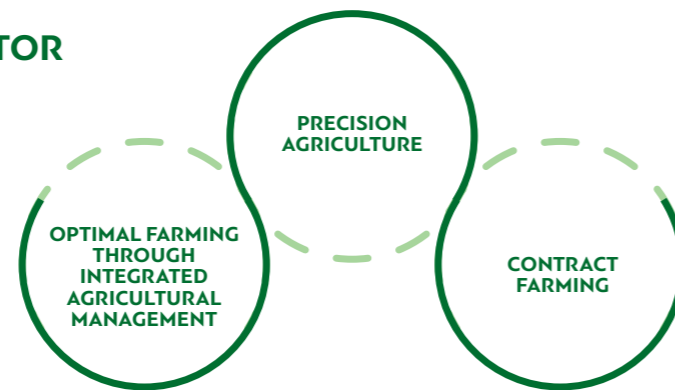
In addition to the legally required information, the company provides additional information, such as:

- Description of BARBA STATHIS vegetables harvesting and preservation procedures and guaranteeing preservation of their vitamins
- Vitamins included in vegetables
- Nutritional and healthy recipes

BARBA STATHIS complies with all the European regulations EU114 / 2006, EU1169 / 2011 and EU 775/2018, related to products labeling. **No incidents of non-compliance were recorded that required corrective actions.**

SUPPORTING THE PRIMARY SECTOR

Excellent cooperation with Greek producers is a timeless priority to BARBA STATHIS. In order to maintain the relationship of trust and cooperation between the company and the producers, as well as secure the supply of excellent quality raw materials, BARBA STATHIS cooperation with producers, is based on 3 pillars:



BARBA STATHIS is the first company in Greece to contribute to **generation of added value for producers**, while ensuring the consistent quality and characteristics of agricultural products varieties, introducing the terms of “contract farming” and “producer groups”.

BARBA STATHIS regards contract farming as a modern, dynamic approach to agricultural management, aimed at facilitating primary production sustainability and support. In this context, the company offers the opportunity to selected producers, who meet the criteria set, to cultivate excellent varieties, supporting them through on-going training and transfer of know-how. The company agronomists perform daily on-site visits, providing the necessary guidance and supervision. At the same time, contract farming meets the need of producers to secure a guaranteed income, and responds to the company’s desire to have guaranteed access to products of secured quality and quantity.

Focusing on Optimal Agriculture and Precision Agriculture

Optimal farming concerns the constructive cooperation of both - the company and the producers – regarding application of sound agricultural practices during all the production stages. Thus, in the context of the Integrated Agricultural Management system, sound agricultural practices are faithfully followed – from selecting seeds and sowing, growth of plants, their nutrition and protection, to product harvesting. Applying the specially designed electronic application, BARBA STATHIS controls every moment of the day, 365 days a year, all the stages of the production process. This way, the company ensures quality and safety of the raw materials and guarantees preservation of freshness and taste of BARBA STATHIS vegetables until they reach the table of the consumers. Precision agriculture is a plot management system, based on using modern technologies that accurately record the condition of every plot in real time. The data are then processed taking into account the spatial, temporal and predictive variability of the plots. Based on the results of data processing and in consultation with the producer, the decisions are made to implement the necessary actions responding to the needs of every point of the plot separately (change of seeds, increasing or decreasing irrigation, etc.).

CORPORATE RESPONSIBILITY REPORT PROFILE

The report is issued annually. This report concerns the period from 01/01/2020 to 31/12/2020 and is the fifth BARBA STATHIS consecutive Corporate Responsibility Report. It was prepared based on the Global Reporting Initiative GRI STANDARDS have been used for its preparation. "This report has been prepared in accordance with the GRI Standards: Core option".

In order to achieve more complete understanding of BARBA STATHIS operations, the report includes limited information about Vivartia Group, to which the company belongs. The material issues have been updated applying materiality analysis and concern the relations with the company's stakeholders in Greece. In addition, it is to be noted that BARBA STATHIS actions and targeting do not include data concerning subsidiaries, potential joint ventures, partners, suppliers or other third parties. The terms "company" and "BARBA STATHIS" refer to BARBA STATHIS Sole Proprietorship SA.

This Corporate Responsibility Report is not externally assured.

Communication

Corporate Communication Department
 Katerina Makridou Oraiopoulou
 Corporate Communication Manager
 Road A5 -Thessaloniki Industrial Area
 PC 570 22- Sindos
 Tel. 2310 798 483
 E-mail: info@barbastathis.com

CORPORATE RESPONSIBILITY GOALS

BARBA STATHIS has developed a strategic corporate responsibility plan and is committed to achieving some key goals for next year on four key pillars. The specific pillars concern the company employees, the society and the environment in which it operates, as well as the market, the products and the services offered to its customers and consumers.

ISSUE	OBJECTIVES 2020	PERFORMANCE OF OBJECTIVES 2020	OBJECTIVES 2021
EMPLOYEES	Monthly meetings with the Employees' Association	Achieved	Constant goal
	Meal vouchers	Achieved	Constant goal
	Procedure for optimal identification of challenges & needs related to every employee development	Achieved	Constant goal
	Reduction of absenteeism rate	Remained at the same low level	Constant goal
	Ongoing goal for zero work accidents	Achieved	Constant goal
	Defining high noise areas & reducing exposure of employees in the specific areas under rotation principle	Achieved	
	Redesigning employee management plan & facility's operation in case of crisis	Achieved	
			Conducting ophthalmological tests and spirometry for groups of employees, depending on their work nature. (Two-year goal 2021-2022)
			Construction of a new infirmary and creation of a new multipurpose space within the industrial facilities. (Two-year goal 2021-2022)

ISSUE	OBJECTIVES 2020	PERFORMANCE OF OBJECTIVES 2020	OBJECTIVES 2021
SOCIETY	Development of educational programs for children and arranging primary school pupils visits to specially designed training space inside the factory. (Goal for two years 2020-2021)	In progress	
	Providing undergraduate Scholarship for Children of contract producers in cooperation with the American School of Agriculture in Thessaloniki.	Achieved and continuing a scholarship program	Provision of a vocational high school scholarship for children of contract producers in collaboration with the American School of Agriculture in Thessaloniki.. Start of school year 2022-2023. (Three-year goal 2021-2023)
			Conducting a research on nutritional habits of children regarding consumption of vegetables in Greece. (Two-year goal 2021-2022)
	"We do good!" Social Responsibility Program: strengthening sponsorship actions in non-profit organizations in order to reduce food insecurity and address food waste.	Achieved	Constant goal
ENVIRONMENT	Implementation of carbon footprint reporting facility (Two-year goal 2020-2021)	Achieved	
	Reduction of weighted equivalent thermal and electricity consumption and weighted equivalent water consumption (quantity per tonne product) by 2%.	Partially achieved: reduction of electricity consumption and water consumption indicators.	Reduction of weighted equivalent thermal and electricity consumption and weighted equivalent water consumption (quantity per tonne product) by 2%.

ISSUE	OBJECTIVES 2020	PERFORMANCE OF OBJECTIVES 2020	OBJECTIVES 2021
ENVIRONMENT			Recyclability of packaging materials for the product lines of frozen vegetables and fresh salads. -Reduction of plastic at source (polyethylene in the packaging of fresh salads) by 12-15%. - Recyclability of frozen vegetables packaging through application of internally developed innovative material. (Two years Goal 2021-2022)
	Further development of a plan for complete management of plant residues in the context of the circular economy.	Achieved	
MARKET/ PRODUCTS	Strengthening extroversion and export activity in the frozen vegetables sector as well.	Achieved	Constant goal
	Launch of BARBA STATHIS salads individual portioning that contributes to combating the phenomenon of food waste in Greece.	Achieved	
			Strengthen product portfolio with new BARBA STATHIS products of high nutritional value which go hand in hand with contemporary consumers' needs for plant-based nutrition.

GRI CONTENT INDEX

This is the fifth Corporate Responsibility Report covering the actions undertaken by BARBA STATHIS in 2020. The Center for Sustainability and Excellence (CSE) assessed the report in compliance with GRI STANDARDS, and verifies that the compliance level is “in accordance Core”.

GRI STANDARD	Description	Reference
GENERAL INFORMATION		
ORGANIZATION'S PROFILE		
GRI 102-1	Name of the organization	BARBA STATHIS S.A.
GRI 102-2	Activities, brands, products, and services	P. 10-14
GRI 102-3	Location of headquarters	Road A5 -Thessaloniki Industrial Area 57022 - Sindos
GRI 102-4	Location of operations	P. 15
GRI 102-5	Ownership and legal form	Societe Anonym
GRI 102-6	Markets served	P. 10-15
GRI 102-7	Scale of the organization	P. 11, 19, 50-51
GRI 102-8	Information on employees per category, gender, age, region and other diversification indices	P. 50-51
GRI 102-9	Supply chain	P. 76-77
GRI 102-10	Significant changes to the organization and its supply chain	P. 14-17
GRI 102-11	Precautionary Principle or approach	P. 24-25
GRI 102-12	Externally-developed sustainable development initiatives to which the organization subscribes	P. 61-63
GRI 102-13	Memberships of industry or other associations	P. 18

GRI STANDARD	Description	Reference
GENERAL INFORMATION		
STRATEGY		
GRI 102-14	Statement from senior decision-maker	P. 7
ETHICS AND INTEGRITY		
GRI 102-16	Values, principles, standards, and norms of behavior regarding sustainable development	P. 10, 22
GOVERNANCE		
GRI 102-18	Governance structure	P. 24
STAKEHOLDER ENGAGEMENT		
GRI 102-40	List of stakeholder groups	P. 36-39
GRI 102-41	Percentage of total employees covered by collective bargaining agreements	P. 50-51
GRI 102-42	Identifying and selecting stakeholders	P. 36-39
GRI 102-43	Approach to stakeholder engagement	P. 36-39
GRI 102-44	Key topics and concerns that have been raised through stakeholder engagement	P. 36-39
REPORTING PRACTICE		
GRI 102-45	Entities included in the consolidated financial statements	P. 19
GRI 102-46	Defining report content and topic Boundaries	P. 42-43
GRI 102-47	List of material topics	P. 42
GRI 102-48	Restatements of information	Explanations are provided in the report when information is revised in relation to previous reports, such as in measurement of carbon footprint.

GRI STANDARD	Description	Reference
GENERAL INFORMATION		
REPORTING PRACTICE		
GRI 102-49	Changes in reporting	No significant changes versus the previous report
GRI 102-50	Reporting period	01/01/2020 - 31/12/2020
GRI 102-51	Date of most recent report	01/01/2019 – 31/12/2019
GRI 102-52	Reporting cycle	Annually
GRI 102-53	Contact point for questions regarding the report	P. 80
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	GRI content index	P. 84-89
GRI 102-56	External assurance	This Corporate Responsibility Report is not externally assured
SPECIFIC DISCLOSURES		
FINANCIALS		
GRI 201	Economic Performance	
GRI 103	Management Approach	P. 19
GRI 201-1	Direct economic value generated and distributed	P. 19
GRI 202	Market presence	
GRI 103	Management Approach	P. 57
GRI 202-2	Proportion of senior management hired from the local community	P. 57
GRI 205	Anti-corruption	
GRI 103	Management Approach	P. 25
GRI 205-2	Communication and training about anti-corruption policies and procedures	P. 25

GRI STANDARD	Description	Reference
SPECIFIC DISCLOSURES		
FINANCIALS		
GRI 205-3	Confirmed incidents of corruption and actions taken	No documented incidents
ENVIRONMENT		
GRI 302	Energy	
GRI 103	Management Approach	P. 67
GRI 302-1	Energy consumption within the organization	P. 67
GRI 303	Water consumption	
GRI 103	Management Approach	P. 68
GRI 303-3	Water recycled and reused	P. 68
GRI 306	Effluents and waste	
GRI 103	Management Approach	P. 69
GRI 306-2	Waste by type and disposal method	P. 69
GRI 305	Emissions	
GRI 103	Management Approach	P. 67
GRI 305-1	Direct (Scope 1) GHG emissions	P. 68
GRI 305-2	Energy indirect (Scope 2) GHG emissions	P. 68
EMPLOYEES – SOCIETY		
GRI 403	Occupational Health and Safety	P. 68
GRI 103	Management Approach	P. 53
GRI 403-1	Occupational health and safety management system	P. 53

GRI STANDARD	Description	Reference
SPECIFIC DISCLOSURES		
EMPLOYEES – SOCIETY		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	P. 53
GRI 403-3	Occupational health services	P. 52-53
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	P. 53
GRI 403-5	Worker training on occupational health and safety	P. 53-54
GRI 403-6	Promotion of worker health	P. 53
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 53
GRI 403-9	Work-related injuries	P. 53-54
GRI 404	Training and Education	
GRI 103	Management Approach	P. 55
GRI 404-1	Average hours of training per year per employee	P. 56
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	P. 56
GRI 405	Diversity and Equal Opportunity	
GRI 103	Management Approach	P. 57
GRI 405-1	Percentage of individuals within the organization's governance bodies	P. 57 Human resources allocation per rank is presented only per gender.
GRI 406	Non-discrimination	
GRI 103	Management Approach	P. 57

GRI STANDARD	Description	Reference
SPECIFIC DISCLOSURES		
EMPLOYEES – SOCIETY		
GRI 406-1	Incidents of discrimination and corrective actions taken	No documented incidents
GRI 416	Customer Health and Safety	
GRI 103	Management Approach	P. 72-73
GRI 416-1	Assessment of the health and safety impacts of product and service categories	P. 73-75
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No documented incidents
FP5	Certifications	P. 73
GRI 417	Marketing and Labeling	
GRI 103	Management Approach	P. 78-79
GRI 417-1	Requirements for product and service information and labeling	P. 78-79
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	No documented incidents of non-compliance
GRI 417-3	Incidents of non-compliance concerning	No documented incidents of non-compliance
Non -GRI	Distribution of high nutritional value products	
GRI 103	Management Approach	P. 73-75
FP7	Components of high nutritional value	P. 73-75, 78-79
Non -GRI	Innovation	
GRI 103	Management Approach	P. 76
Non -GRI	Support to primary sector/agricultural development	
GRI 103	Management Approach	P. 78
Non -GRI	Mechanism for customer and consumer complaint management	
GRI 103	Management Approach	P. 76

IMPORTANT NOTE: This is an English adaptation of the report, which was originally created in Greek.
The report was prepared in collaboration with the Center for Sustainability and Excellence.



BARBA STATHIS S.A.

A5 St, Industrial Area Thessaloniki,
57022 - Sindos

T +30 2310 798 483 - 4

F +30 2310 796 221

E info@barbastathis.com

www.barbastathis.com