



# **CLIMATE CHANGE AND GREENHOUSE GAS**

**POLICY**

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### History of Revisions

| Effective date | Revision No. | Conducted by          |
|----------------|--------------|-----------------------|
| 18/02/2021     | 1            | Compliance Department |

## 1. Introduction

Taking into account that greenhouse gas emissions lead to climate change, causing impacts around the world, Barba Stathis is committed to taking actions to address environmental challenges.

Management's objective is to minimize the negative impact on the environment by making investments for this purpose at its facilities, as well as in the machinery used in the production process. The company's environmental impact stems from the consumption of energy at its facilities, the distribution of its products through its supply chain, business travel and the consumption of natural resources in order to carry out its production activities.

## 2. Scope of application

The principles and obligations set out in this Policy, which has been approved by the Management of Barba Stathis, apply to personnel working for or on behalf of the Company at all levels, including senior managers, executives, members of the Board of Directors, employees, consultants, contractors, trainees, seconded staff, occasional workers and staff from employment agencies, third party service providers, agents, contractors/sponsors or any other person associated with the company, regardless of where they are located.

### 2.2 Approvals - Policy Monitoring Mechanism

This policy is approved by Senior Management.

The Compliance Directorate in cooperation with the relevant directorates is responsible for the monitoring and control of this policy and any revision thereof whenever this is deemed necessary.

This policy is distributed to staff and posted on the Intranet. Staff access to this policy is unrestricted.

The policy's effect is both immediate and universal.

Barba Stathis focuses on product safety and sets it as a strategic priority.

### 3. Legislation and International Acts

- The UN Sustainable Development Goals (SDGs)
- The Paris Agreement - United Nations Framework Convention on Climate Change.
- Barba Stathis is committed to full compliance with applicable national and EU law.
- Barba Stathis has incorporated the Ten Principles of the UN Global Compact (UNGC) into its strategies, policies and procedures.
- For Barba Stathis, Principles 7, 8 & 9 are a proactive approach to environmental challenges. Barba Stathis is taking initiatives for the wider promotion of environmental responsibility, which is fully reflected in this policy.

### 4. Objectives

This Policy represents the company's commitment to be part of the global effort to address climate change and in particular to reduce the environmental carbon footprint, according to the definitions and procedures set out in ISO 14064-3. It also sets out the framework that the company applies in order to reduce its environmental footprint resulting from its activities through a long-term, responsible and proactive approach. The environmental commitment is based on limiting the impact of climate change, developing environmental management initiatives and cultivating environmental responsibility in the company.

### 5. Roles and Responsibilities of Persons and Departments

- Industrial Infrastructure & Technological Development Directorate
- Fresh Salad Factory Directorate
- Agricultural Management Directorate
- Quality Assurance Directorate -R&D
- Logistics Directorate
- Heads of Directorates (who may participate if necessary)
- Directorate Managers (who may participate if necessary)

Among other things, they monitor the institutional framework regarding Climate Change and Greenhouse Gases issues and submit proposals to Management in order to harmonize the Policy with regulatory and international developments in this regard. More specifically:

- They are responsible for developing the company's strategy on Climate Change and Greenhouse Gases

- They recommend to the Management the development and revision of the Policy.
- They monitor the company's performance based on specific performance indicators.
- They make decisions based on the consistent implementation of the Policy.

## 6. Defining the impacts of Climate Change

Environmental protection is a priority for the company. It takes actions in order to respond to the needs of the times and its business operations, with Climate Change and Greenhouse Gas emissions at the heart of its activities. This Policy defines the methods that the company applies in order to contribute to the reduction of greenhouse gas emissions.

### 6.1 Energy Management

The company takes actions with the main objective of rationalizing the use of the energy it consumes in order to successfully complete its operations, minimizing energy costs, the environmental impact of harmful emissions and the depletion of fossil fuels, while maintaining a safe and healthy working environment for its employees.

### 6.2 Investing in Innovative Products

The company's primary objective is to offer products of high quality and safety standards on a daily basis, while respecting consumers and their health, the environment and society. To achieve this goal, investments are made in new production methods and machinery in order to produce products with the lowest possible environmental footprint.

In addition, as part of the company's commitment to implementing a circular economic model of sustainable development, the company strives for the recyclability of packaging materials, the reduction of the weight of the polymer of the packaging material and the use of recycled material.

### 6.3 Risk and Opportunity Assessment

Understanding and assessing the risks arising from climate change is an ongoing challenge for Environmental Management and assessment of performance. Driven by this challenge, the company integrates environmental criteria into its risk analysis and decision-making processes for operations, investments, mergers, acquisitions, supply chain and supplier management, real estate management and other processes that may have environmental, energy and/or climate change related impacts.

## 7. Environmental Impact Management

The company carries out its work based on its responsibility to protect the environment, aiming to reduce its environmental footprint by reducing energy consumption and greenhouse gas emissions, through the development of sustainable crops, recycling and waste management, through the use of environmentally friendly packaging and the reduction of pollutants emitted in the supply chain.

### 7.1 Carbon Footprint Management

Carbon footprint is calculated by our company on an annual basis (direct and indirect emissions, Scope 1&2).

The results are then assessed according to origin and scale and action plans are then drawn up to reduce the carbon footprint with specific actions over time (timetable).

By installing photovoltaic panels on the roofs of buildings, it is already projected to reduce the carbon footprint in 2023 (scope 2) by 20%, as the contribution of this action plan to electricity production is 20% of the required electricity.

### 7.2 Environmental Management System

In accordance with the ISO 14001 standard, the company has proceeded with the creation of an Environmental Management System aiming at:

- The rational management of various materials, primary and secondary materials, energy resources and the effective recycling of discarded materials.
- Continuous monitoring of the environmental footprint of the company's activities.
- Implementation of preventive actions in order to take appropriate preventive measures.
- Setting measurable targets and corresponding programs for the continuous improvement of the company's environmental performance.
- Building relationships with all stakeholders to exchange views on environmental issues across the full range of the company's activities, with the aim of assessing all relevant environmental data.

### 7.3 Sustainable Agriculture System

In order to achieve the objectives of this Policy, the company has established a Sustainable Agriculture System which includes the following:

- Precision agriculture: is a land parcel management system based on the use of modern technologies (drones, sensors, etc.), which record,

- capture, accurately document the information, allowing the company to monitor the status of each parcel in real time.
- Integrated Farm Management System: is a system in which good agricultural practices are strictly followed with regard to the selection of seeds, the appropriate time for sowing, monitoring of plant growth, nutrition and protection from pests and diseases, up to the ideal time for harvesting.
- Improving soil health: through crop rotation and the incorporation of plant residues and thus eliminating the loss of fertile soil, either through erosion or the loss of trace elements.
- Restoration of water cycles: through rational irrigation, taking into account local weather conditions, in order to avoid wasting water
- Sustainable production of vegetables: through optimal nutrition, incorporating natural fertilization, as well as through plant protection actions, with non-toxic plant protection products and programs that set specific targets for maximum residue levels for these products.
- Best harvesting practices: through investments in equipment that help minimize the loss of edible material and reduce carbon cycle disturbance to the extent possible.
- Training/informing cooperating producers: Through the company's technical support to producers through equipment, supplies and supportive feedback.

Barba Stathis aims to increase the scale of regenerative agriculture by 2026

#### **7.4 Waste management**

In order to reduce greenhouse gas emissions, Management provides the necessary resources to achieve the following strategic objectives:

- Management of plant residues and solid waste with licensed partners, who are registered in the electronic waste register of YPEKA and apply proper procedures for the transport and disposal of waste produced.
- Plant residues are marketed for the production of biogas, soil amendments and animal feed.
- Conservation of non-renewable natural resources and energy in all business activities.
- Compliance with the current legal framework and regulatory requirements on environmental issues concerning waste management.
- Obtaining the necessary certifications in order to optimize the volume of waste produced. The company is certified as Zero Waste to Landfill.
- It participates in the global effort to manage plant and non-plant residues in a rational way and has set as a priority to gradually move towards full adoption of the zero waste management model through documented systematic actions.
- It is a member of the Green Mission initiative, which contributes to the proper and integrated management of lead-acid batteries.

- It participates in the European My Pack program, which focuses on the development of new, fully biodegradable (compostable) packaging materials, aiming to reduce its environmental footprint.
- It implements lifelong education and training of its staff on environmental issues.
- It reinforces the concept of ecological sensitivity and environmental vision, which inspires not only those at the highest level of the hierarchy but also all employees of the company.
- Minimizing the risk of identified risks (environmental, safety and health) by implementing preventive systems and measures to control these risks and protect the company's employees and facilities.
- Continuous control and monitoring for the identification of new potential risks (environmental, safety and health) in the company's activities and immediate implementation of measures to reverse or minimize these risks.
- Continuous monitoring, documentation, evaluation and review of this System.

Barba Stathis aims to achieve and manage zero waste to landfill by 2030.

## 7.5 Water Management

The company primarily consumes quantities of water, both during the implementation stages of the production process and for operations involving employees, including the supply of drinking water to cafeterias and kitchens, infrastructure cooling, etc.

For this reason, the company provides the necessary resources to achieve the following strategic objectives:

- It makes investments aimed at reducing the environmental impact of the facilities through short-term payback projects.
- Designs and reconfigures equipment to manage water more efficiently.
- Implements water recycling and reuse programs in its production processes or secondary uses to the maximum extent possible.
- Records water consumption per m<sup>3</sup>/tn of product produced.
- Evaluates the data recorded.
- Implements corrective actions.
- Prepares an annual report to analyze the data and propose methods for improvement.
- Sets targets for water consumption on an annual basis.
- Ensures the quality of discharged water by monitoring its discharge in all production plants.
- Cultivates staff awareness on water management issues, in order to implement conservation measures in their daily lives.
- Complies with applicable legal requirements and other regulatory requirements regarding use, consumption and energy performance.

Barba Stathis aims to reduce water consumption by 15% by 2026



## 8. Staff training - awareness raising

All employees and company officials involved must receive the necessary training. The main topics of the training process include the following:

- Adopting the right approach to climate change issues.
- Full updating on current legislation.

A hotline is available for communication between employees and the Quality Assurance Directorate in order to provide support on issues related to this Policy.

The content of the training program may be modified.

## 9. Evaluation of Effectiveness

The achievement of certain Company performance targets and this Climate Change and Greenhouse Gas Policy are evaluated at regular intervals during the year through meetings of the Climate Change and Greenhouse Gas Committee. The Committee examines the extent to which the targets have been met and proposes a number of corrective actions in case of a departure from these targets.

## 10. Commitment by Management

Through this Climate Change and Greenhouse Gas Policy, Management demonstrates its commitment to full compliance with National Laws, Community Directives and Regulations related to Climate Change and Greenhouse Gases emissions, with the aim of continuously reducing the Company's environmental footprint.

## 11. Actions - Initiatives

- Upgrading energy efficiency of administrative buildings and turning them into bioclimatic buildings. Improving energy consumption of buildings and reducing carbon footprint.
- Installation of photovoltaic panels on the roofs of industrial buildings in order to reduce dependence on electricity (net metering). Estimated coverage of renewable energy needs by 2024: 30% of the total.
- Use of plant residues from the production process for the production of biogas, in cooperation with licensed partners.
- Replacement of passenger vehicle fleet with electric/hybrid vehicles in order to reduce direct CO<sub>2</sub> emissions.
- Upgrading of lighting and air conditioning equipment with more energy efficient solutions.
- Upgrading of electromechanical storage and handling infrastructure with modern innovative equipment.

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