

Sustainability Report 2021

Together we do good!

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# ESG<sup>1</sup> Performance and Key Priorities

The following summary discloses the performance of **BARBA STATHIS** company for the year 2021 in relation to the **environment, society, and governance (ESG) issues** and reflects our key priorities for 2022.

**Our commitment to continuous improvement and sustainable development** aims to **create long-term value** for all stakeholders.



## Environment

### Responsible energy consumption

- **Performance 2021**  
Significant reduction in the weighted average electric energy consumption by 15%.  
Reduction of the weighted average thermal energy consumption by 5% .
- ▶ **Priorities 2022**  
Reduction of weighted average electrical and thermal energy by 2%.

### Climate change and greenhouse gas emissions

- **Performance 2021**  
19% reduction in indirect emissions.
- ▶ **Priorities 2022**  
Reduce indirect emissions by 2%.  
Conduct a carbon footprint study of primary production.

### Recyclable packaging

- **Performance 2021**  
Reduced plastic at source by 16% in the packaging of BARBA STATHIS fresh salads, achieving recyclability.
- ▶ **Priorities 2022**  
Research and study for the replacement of the frozen product packaging with a fully recyclable alternative.  
(Three-year target 2022-2025).

### Waste management and circular economy

- **Performance 2021**  
Innovative certification for both of our vegetable production units, for the implementation of the Circular Economy model through the Zero Waste to Landfill certification.
- ▶ **Priorities 2022**  
Upgrade of Zero Waste to Landfill certification categories for both of our vegetable production units.

### Water Management

- **Performance 2021**  
9% reduction in water consumption.
- ▶ **Priorities 2022**  
Reduce water consumption by 2%.

### Contributing to the reduction of food waste and food waste

- **Performance 2021**  
Member of the "Alliance for the Reduction of Food Waste" and contributor to the establishment of national quantitative targets for the reduction of food waste.  
Member of "10/20/30", a global initiative aiming to reduce food waste in half by 2030.
- ▶ **Priorities 2022**  
Designing educational programs for elementary school children with the aim of raising awareness about the issue of food waste.  
(Two-year target: 2022-2023)

# ESG<sup>1</sup> Performance and Key Priorities

## Society

### Health and Safety

● **Performance 2021**

Completion of construction of a new multi-purpose space within the industrial facilities.

▶ **Priorities 2022**

New housing for the medical office.

Medical examinations of employee groups, according to the nature of their work, on an annual basis.

### Employment practices

● **Performance 2021**

Redesign of employee performance appraisal system. Adoption of a 360° evaluation system for managers.

▶ **Priorities 2022**

Development of a new MBO (Management by Objectives) employee performance management system, linked to human resource development.

### Sustainable supply chain

● **Performance 2021**

Spending on local suppliers amounted to €13.7 million.

▶ **Priorities 2022**

Redesign & optimization of the Supplier Evaluation System based on ESG criteria and revision of the Supplier Code of Conduct.

### Promoting the nutritional value of vegetables and the importance of a balanced diet

● **Performance 2021**

The first part of a research study conducted by the Prolepsis foundation regarding the eating habits and vegetables' consumption of children in Greece, and the consumption of vegetables was completed.

▶ **Priorities 2022**

Continuation of the second part of the research study, conducted by Prolepsis foundation, focusing on increased vegetable intake by young children. Development of an educational visitation program for primary school children in BARBA STATHIS production plant. Development of new product categories with ingredients of high nutritional value (e.g. grains).

### Supporting the primary sector

● **Performance 2021**

Implementation of specialized training programs for contract farmers in our main cultivation areas, in collaboration with the American Farm School of Thessaloniki. Undergraduate scholarship grant for children of our agricultural partners, in collaboration with the American Farm School in Thessaloniki for the school year 2021-2022. (2nd round).

▶ **Priorities 2022**

Announcement of two full two-year Vocational High School scholarships for children of our agricultural partners.

### Digitalization

▶ **Priorities 2022 - 2023**

Conduct a study to determine digitalization needs and design of a digital transition plan (Two-year goal 2022-2023).

### Community support

● **Performance 2021**

Donation of 509,000 portions of food, through the Social Responsibility program "We do good" to non-profit organizations throughout Greece.

▶ **Priorities 2022 - 2023**

Development of a volunteer action plan to support the local community of Thessaloniki. (Two-year target 2022-2023).

## Governance

### Business ethics and anti-corruption

● **Performance 2021**

There were no confirmed cases of corruption or bribery.

▶ **Priorities 2022 - 2023**

Revised Vivartia Group Code of Conduct. Development of a system of anonymous reports (whistleblowing). (Two-year target 2022-2023).

# Message from Management

GR 102-14



2021 was yet another year of successive social, economic, and environmental challenges. The recent health crisis was followed by geopolitical conflicts and energy problems that seriously impacted the competitiveness and daily operations of industrial enterprises. In this environment of instability, **BARBA STATHIS continued on its path to development, further integrating the twofold approach of Sustainable Development & Continuous Improvement in the core principles that frame its vision and values, and that are exercised throughout the entire spectrum of the company's business operations.**

- With consistency, we continued to **invest in a relationship of trust with our Greek producers.** Through the **Contract Farming program, we have supported the country's primary sector** by developing **a network of partner producers**, through which we now cultivate **more than 3.000 hectares of fertile Greek land, from Thrace to the Peloponnese.**
- **We supported our producers** with constant, daily supervision and, in order to provide tangible assistance, **for the second year in a row, we offered specialized training programs in collaboration** with the American Farm School in Thessaloniki, as well as providing **academic scholarships for the children of our producers** who are interested in studying the field of agri-food.
- **We ensured that our products in the domestic market and our international operations are of the optimum quality and maximum safety and, with respect to the environment, gave increased importance to our goal of a consistently lower environmental footprint.** The operation of the automated storage and retrieval system, for example, with the installation of solar panels on its roof, lead to a reduction of energy consumption by 79%. At the same time, the pioneering circular economy certification, the responsible management of organic waste, and the consistent and continuous reduction in consumption of electricity, thermal energy, and water, prove that **the protection of the environment is a non-negotiable priority for BARBA STATHIS.**

- **The most valuable asset of BARBA STATHIS is its people.** In 2021, strongly prioritizing the **Health and Safety sector, we offered our employees more than 8,000 hours of training** exclusively focused on the prevention of workplace accidents, dealing with the pandemic, and occupational hazards. **The percentage of female employees increased by 2% compared to the previous year** and, with an emphasis on our respect for the diversity of our employees and the need to eradicate any form of exclusion in the work sector, **we signed the Diversity Charter**, through the Vivartia Group.
- Lastly, **we dutifully stood by Greek society for another year, further boosting our food donations through our Social Responsibility program "We do good!"**, and offering vegetables and pastry products to **dozens of non-profit organizations throughout Greece.** Our donation **exceeded that of half a million servings of food and salads** and contributed toward **alleviating the food insecurity experienced by thousands of our fellow citizens.**

Through the **6th annual Sustainability Report**, we evaluate the past year and **set new, ambitious goals of innovation, responsibility, transparency, and sustainability for the days ahead.** Our driving force has always been and continues to be **our people** who, with their consistent daily efforts, create the foundation for **ongoing modernization and a new, dynamic framework for sustainable development** that creates added value for all stakeholders.

**P. Throuvalas**


Chairman of the BoD  
& Chief Executive Officer of Vivartia

**N. Pothoulakis**

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

# About this Report

GRI 102-46 | GRI 102-50 | GRI 102-51 | GRI 102-52 | GRI 102-53 | GRI 102-54



This report constitutes the **6th Sustainability Report** of the Company BARBA STATHIS LLC, henceforth referred to as "Company" or "BARBA STATHIS". **It communicates all of the Company's actions related to sustainable development and corporate responsibility, and underlines our commitment to continuous improvement and long-term value creation for all our stakeholders and social partners.**

The data of the Report refer to the company BARBA STATHIS and more specifically refers to the company's premises, production units in Thessaloniki as well as its facilities in Athens, Thessaloniki, Larissa and Bulgaria.

The Report aims to **provide accurate and complete information regarding the actions, performance, and commitments of BARBA STATHIS in the areas of environment, society, and governance**, through quantitative and qualitative data, for **the period 01/01/2021 to 12/31/2021.**

The Report has been prepared **"In Accordance\_Core" with Global Reporting Initiative (GRI Standards) Guidelines.** The content of the Report has been designed by taking into account the internationally recognized reporting standards of the Sustainability Accounting Standards Board (SASB Standards) and Morgan Stanley Capital International (MSCI). The content also reflects the Company's progress and the connection of its actions to the 17 Sustainable Development Goals of the United Nations Organization (SDGs).

Moreover, **BARBA STATHIS** is proud to announce that the company has become a signatory to the United Nations Global Compact (UNGC) expressing its commitment to the Ten Principles of UNGC on human rights, labor, environment, and anti-corruption.

The process of identifying and analyzing the material issues (Materiality Assessment) for Sustainable Development determined, to a significant extent, the content of this Report

that focuses on the most important issues of concern to the **BARBA STATHIS** stakeholders and which have significant effects on an environmental, social or economic level. The Report includes information and data for the Company **BARBA STATHIS LLC** and does not include any substantial reformulations or changes compared to the Company's previous report published in 2021 covering the period 01/01/2020 to 12/31/2020. It should also be noted that both the actions and the objectives of BARBA STATHIS do not include information regarding subsidiary companies, potential joint ventures, partners, suppliers, or other third parties.

The Report is subject to external assurance by an independent body, TÜV HELLAS (TÜV NORD) SA, in order to confirm that the Report has been developed in "Accordance\_Core" with the Sustainability Reporting Guidelines of the GRI Universal Standards, the coverage of specific disclosures (indicators) by the GRI Topic Standards, and the alignment with the AA1000AP(2018) Standard which is assured with the AA1000AS v.3.

For observations, comments, or suggestions about the content of the Report, you can get in touch with us at the following contact details:

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# About Us

GRI 102-1 | GRI 102-2 | GRI 102-5 | GRI 102-6 | GRI 102-16 | GRI 102-17

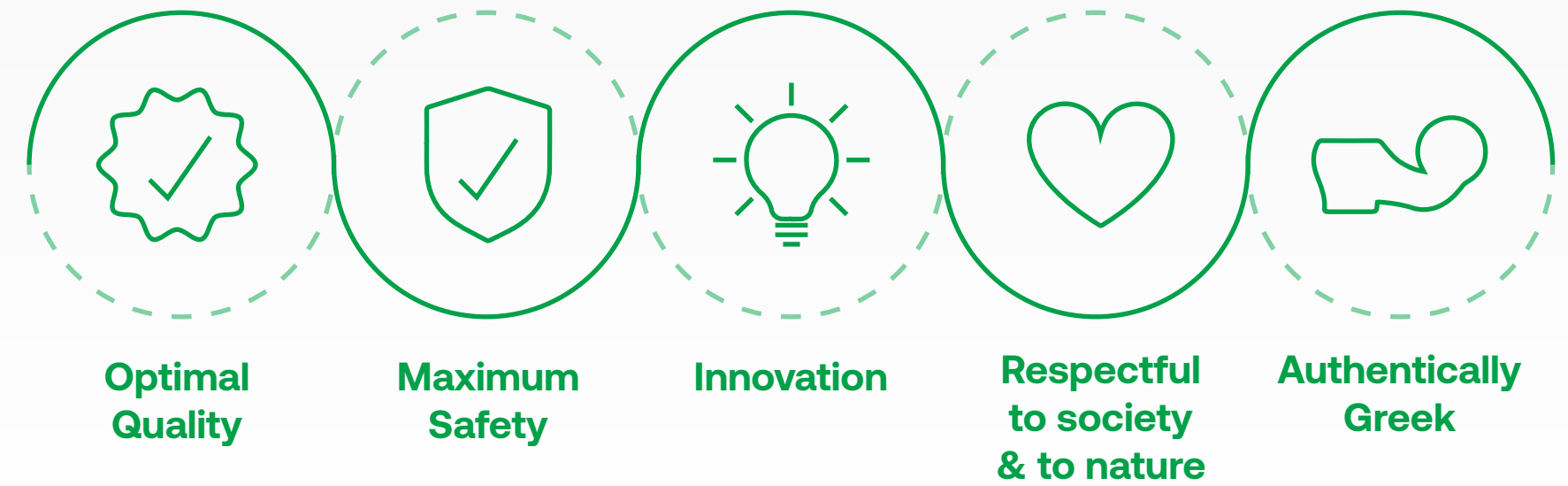


Our vision is to offer safe, quality products that add true value to the lives of our customers. At the same time, guided by the principles of sustainable development and inspired by the wisdom of Greek culinary tradition, we aim to shape nutritional standards and promote a healthy lifestyle.

With a **leading presence for over 50 years** in the Greek market, and abroad, **BARBA STATHIS** company pioneers and operates in the market of frozen vegetables & dough products and fresh, packaged, ready-to-eat salads.

Our success so far is greatly due to our vision and the dedication we show to adhering to the values with which we operate, since the first day of our establishment.

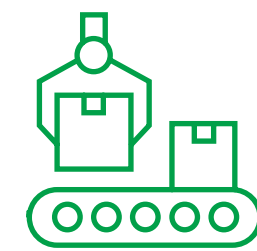
## Our Values



# BARBA STATHIS at a glance

GRI 102-2 | GRI 102-4 | GRI 102-6 | GRI 102-7 | GRI 102-9

### 3 brands



**2** Production units



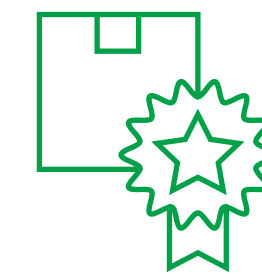
Our products are available in more than **11,000** points of sale



We support the primary sector through our **Contract Farming program**



**644** employees



**160** innovative products with international certifications in quality and safety



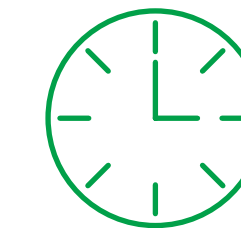
**€ 2.7** million investments



**5,414** tons of export products



**1,435** active suppliers



**2,332** hours of employee training



We operate in more than **19** countries



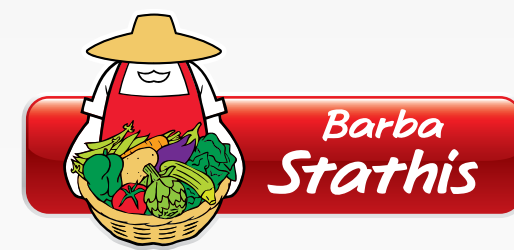
We cultivate more than **3,000** hectares of fertile Greek land



# Our Products

GRI 102-2

**BARBA STATHIS** products are distinguished for their **optimal quality** and **maximum safety**. They stand out thanks to their nutritiousness, taste, and freshness, and are consistently at **the top of the Greek consumers' preferences**.



Vegetables & Pulses



Organic Crops



Let's Cook



Rice with Vegetables



Pasta with Vegetables



Potatoes



Herbs



Fresh Salads



Tomatoes



Dough Sheets

Pies

Small Pies



Croissants



Pizza



Vegetables



Pies and Dough Sheets

# International Activity

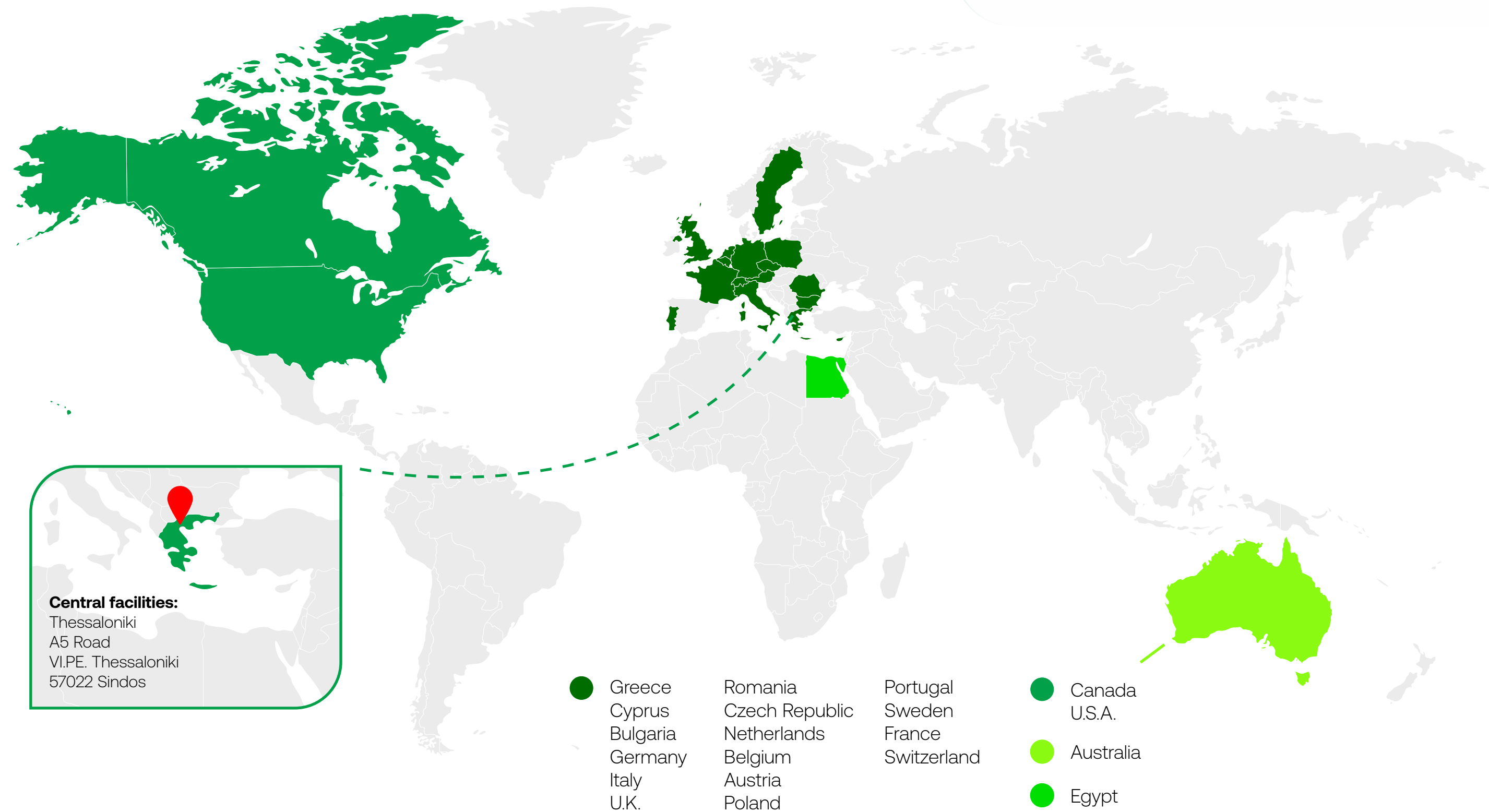
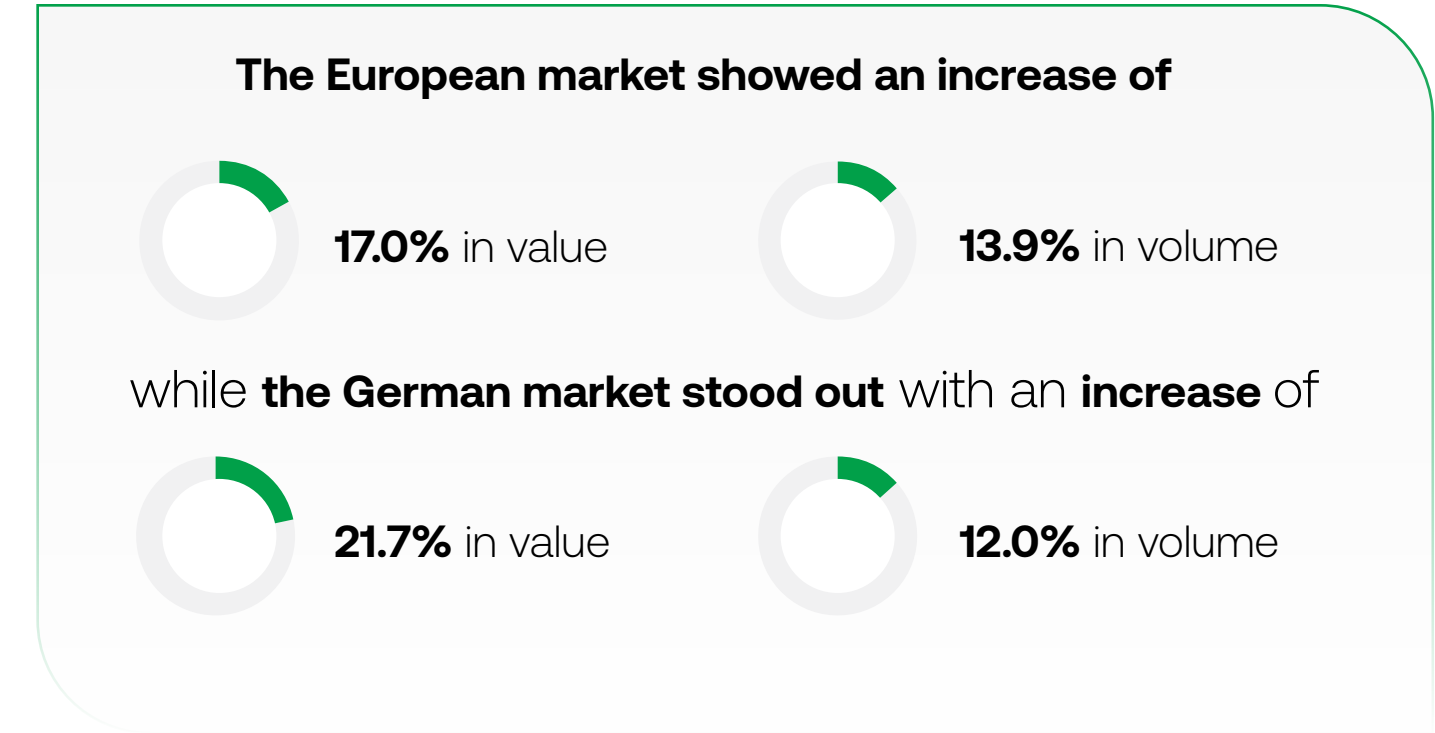
GR 102-3 | GR 102-4 | GR 102-6

The Company's main production units are in Thessaloniki, and its storage units are in Thessaloniki, Athens, Larissa, and Bulgaria.

Based on the trust and consistent preference shown by Greek consumers, the Company occupies a leading position in the domestic market and continues to develop dynamically abroad, including markets such as Europe, America, Canada, and the Middle East.

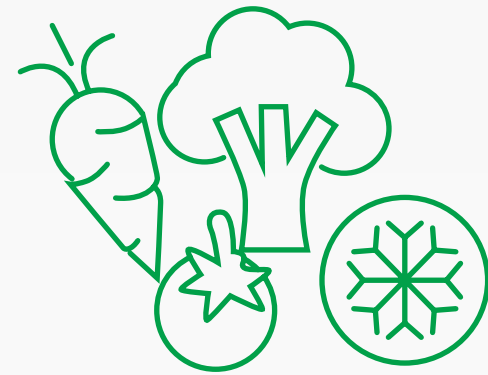
Despite the economic instability and uncertainty that prevailed in markets around the world, exports in 2021 showed an increase in both value and volume, compared to 2020.

The increase is due to the emphasis given to further developing our collaboration with existing customers and the investigation and exploitation of opportunities in new markets for both categories (dough and vegetables).

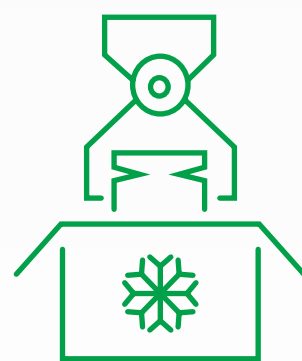


# Business Model

## Key Operations



**Production, processing and distribution of frozen vegetables of conventional and organic farming, mixtures of plain vegetables, with rice or with pasta, combinations of frozen vegetables based on favorite Greek recipes, fresh & packaged, salads, as well as tomato products.**



**Production and distribution of frozen dough products such as frozen filo pastry, pies, mini pies, pizzas, croissants and a variety of pastries in the category of fresh refrigerated dough.**

## Value creation and utility



## Categories of clients

Large retail

Wholesalers, B2B

Final consumers

## Channels

Supermarkets and shops

Trade shows & Fairs

Informational events

Customer's Satisfaction surveys

Informational and educational programs for customers and consumers

Constant communication through Marketing & Sales Departments

**3 Brands**

More than **160** Innovative Products

International **certifications** of quality and safety

## Key Resources

**2** production units

Raw materials from more than **3,000 hectares** of Greek land

**Privately-owned** truck fleet

## Major collaborations

- Farmers producers
- Production groups
- External collaborators - agronomists
- State
- Scientific community

## Consumer relations

- High quality customer service through: availability, dedication and quick response times
- Prompt management of customer and consumer remarks or complaints
- Conducting customer satisfaction surveys

## Cost allocation

Raw materials, employee wages and benefits, product transportation costs, partner fees, equipment upgrades, products' promotion and advertising

## Revenue

Sales of company products

# Financial Performance



GRI 102-7 | GRI 201-1

In terms of profitability, **pre-tax profits amounted to €22.5 million, showing a significant increase of 138%**, mainly due to the distribution of dividends by subsidiaries.

Respectively, **the results before taxes, interest, depreciation, and financial results amounted to €13.7 million compared to €12.4 million in 2020, showing an organic increase of 11.2%**.

It should be noted that the operating results for 2021 have been affected by €0.6 million in 2021 compared to €0.5 in 2020 due to the application of IFRS 16.



## 138%

Profit before taxes

## 11%

Profit before taxes, depreciation,  
and financial results

Our company's financial growth figures (€)	2020	2021
Total revenue (turnover)	96,991,635	101,662,868
Earnings before interest, taxes, depreciation and amortisation (EBITDA)	12,357,768	13,742,808
Operating profits (EBIT)	8,837,987	9,663,116
Profit / (loss) before taxes	9,473,150	22,537,234
Net profit / (loss) after tax	7,394,226	20,399,649
Tax payments - indirect (VAT)	1,896,857	1,280,411
Tax payments - direct	2,147,603	3,420,265
Total payments to government bodies (sum of direct and indirect taxes paid)	4,044,461	4,700,677
Payments to providers of funds (e.g., interest on bank loans)	2,289,697	2,552,526
Own capital	78,554,003	95,224,274
<b>Investment total</b>	<b>6,712,122</b>	<b>2,708,530</b>
<b>Total assets</b>	<b>165,844,894</b>	<b>232,042,977</b>

### Frozen Vegetables

The total market in value terms shows growth +1.1%

Growth in market share in volume terms  
+1.2 share units

Growth in market share in value terms  
+0.5 share units

€76.6 million sales in the total market

### Fresh Salads

The total market in value terms shows growth of  
+16.1%

Growth in market share in volume terms  
+2.1 share units

Market share growth in value terms  
+2.0 share units

### Dough Products

The market showed 0.5% marginal increase in value

23.9% share in sales value

Chryssi Zumi maintained its leading position in the ready-made dough products category

# Awards & Distinctions

GRI 102-12

Faithfully following our vision and values is what sets us apart from our competition .



In the **Super Market Awards 2021**, we stood out as a **"Top Food Supplier"** for the unsurpassed quality and optimum safety of our products, but also for the response of our supply chain to the difficult conditions of the pandemic.



More specifically, we received the following distinctions:

- **Golden and Bronze awards** for the new and innovative packaging of the **Barba Stathis Fresh Salads series**
- The **Golden Award** in the Marketing & Communication category (Food) for the campaign **"Traditional Greek food as you've come to know and love it!"** of our **"Let's Cook"** product line.
- The title **"Top Rated Project"** for the **"Let's Cook"** series campaign in the Fast-Moving Products Suppliers section (Food & Non-Food)



**Top Corporate Brand** in the "Food Products" category of the **Business Superbrands 2021-2022 awards**.



In the 2021 **Social Media Awards**, the YouTube campaign for **Pizza by Chryssi Zymi** earned high recognition for its results and also won a **Silver Award!**



The Company received a significant triple distinction with **Fresh Salads, Pasta with Vegetables, and Chorefti by Chryssi Zymi** all being recognized as **"Product of the Year"**, serving as further validation of the trust that Greek consumers show us every day.

**ΧΡΥΣΗ ΖΥΜΗ CROISSANTS**  
Χρυσιή Ζύμη και το πρωινό δεν έτυχε... Πέτυχε!



**ΜΠΑΡΜΠΑ ΣΤΑΘΗΣ**  
«Ας Μαγειρέψουμε...» Το παραδοσιακό φαγητό, όπως τα έχει αναπτύξει κι ακόμα καλύτερο! / OSILVY



At the **"Retail Business Awards 2021"** that were held for the 19th consecutive year, we **won two important distinctions**. Chryssi Zymi won the **Golden Award** for the overall successful marketing strategy and communication plan of **Croissants** in the "SUPPLIERS' BRAND LAUNCH STRATEGY" category, while the **"Let's Cook"** series was awarded a **Silver award** for its strategy and effectiveness in the "SUPPLIERS' BRAND CAMPAIGN" category.



In addition to products and communication campaigns, the Company itself was also recognized for its work environment. **BARBA STATHIS was certified by the international organization Great Place to Work as Best Workplace for the best practices it applies in human resource matters**, a testament to our belief that our people are our greatest investment.

# Memberships & Partnerships

GRI 102-13



Our active participation in international and national bodies and institutions is defined by the **exchange of know-how and expertise with organizations operating in the food industry, strengthening our network of collaborations, and promoting corporate responsibility.**

Greek Exporters' Association (SEVE)	Efficient Consumer Response (ECR Hellas)
Federation of North Greece Industries (SVVE)	GS1 Association Greece
Thessaloniki Chamber of Commerce and Industry (TCCI)	CSR Hellas
Hellenic Federation of Enterprises (SEV)	Hellenic Recovery Recycling Corporation as a founding member and shareholder
Association of Businesses of the Industrial Area of Thessaloniki	American-Hellenic Chamber of Commerce
Hellenic Procurement Institute (EIP)	German - Hellenic Chamber Of Commerce
Hellenic Association of Business Parks (ESEPPA)	Arab-Hellenic Chamber of Commerce & Development
Hellenic Society of Business Administration (EEDE)	Polish-Hellenic Chamber of Commerce
Hellenic Association of Communications Agencies (EDEE)	Processors & Growers Research Organisation established in the UK

# Addressing the Pandemic: Health & Safety, Provisions

The unprecedented conditions that resulted from the COVID-19 pandemic have pushed businesses to adapt their operations to new norms and develop mechanisms to limit the spread of the virus.

With a **strong sense of responsibility and dedication to our human resources as well as to our consumers**, at **BARBA STATHIS** we promptly developed an **action plan regarding hygiene and safety, utilizing our collaboration with qualified scientific personnel**.

During 2021, while aiming for the uninterrupted and safe - for all employees - operation of the business, **a series of procedures, actions, and employee benefits were developed**.

## Specifically:

- **Molecular (PCR) and/or rapid tests were carried out preventively** for all employees in the Company's facilities on a weekly basis.
- **A special management plan was created to address pandemic-related issues**, including a complete and detailed record of the steps, actions, and procedures required regarding critical issues. The plan was consistently updated due to both the increased spread of the virus in the community, but also due to the virus mutations.
- **We adopted the remote work model for employees whose positions allowed for remote work** and created a new, relevant policy. Remote work amounted to 70% of the total amount, further strengthening the Company's social engagement, as the facilities are located in an area that had a high viral load in 2021.

- For the employees who had to work on-site, **all the necessary measures were taken** to protect them, including the placement of special distance markings and plexiglass dividers where necessary. At the same time, the maximum occupancy of the company-provided employee bus was set to 50% and was disinfected daily. **All workers were provided with disposable protective equipment** (masks, gloves, and disinfectants), hand sanitizer and disinfectant were made readily available in multiple areas across the facilities, **and the specialized cleaning and disinfection program was further reinforced** in all non-productive areas.
- With the development of a new procedure, **visits from external partners were reduced to a minimum** and a preventative control procedure was implemented upon entry to all facilities.
- **An open line of communication was developed between the employees and specialized staff** that functioned in an

advisory capacity to assist in the smooth and timely handling of incidents and related trace investigations.

- **An informational framework was established** for employees to receive regular, consistent updates by suitably qualified staff.
- **A regular inspection plan was created** to encourage compliance with the measures enforced for the safety and protection of all employees.
- **The wages of employees** who were forced to quarantine due to contact with confirmed cases, sick employees, and colleagues who belong to vulnerable groups, **were paid in full** (at the initiative of the Administration).
- All molecular (PCR) and/or rapid tests taken by company employees for tracking purposes were paid in full by the Company and, at the same time, a special plan was designed in collaboration with diagnostic laboratories, in order to offer reduced prices to all the Company's employees and their families.

The Health and Safety Committee among other duties, also took over communication with the Company's Management and employees, as well as the handling of confirmed cases on the premises. Moreover, its role was to suggest the appropriate measures and actions to the Management Team for the effective management of outbreaks and their prevention.

## Health and Safety Committee members:

Director of Industrial Infrastructure and Technological Development | Human Resources Director | Director of Logistics | Director of Factories | Occupational Doctor | Security Engineer | Employees' representatives

# Sustainable Development

GRI 102-11



**BARBA STATHIS** develops its business strategy based on its vision, mission, and values, and aims for its continuous improvement and increased corporate performance, while also **creating value for society, the environment, the Company's employees, and the market.**

Corporate responsibility and sustainable development are integral to our culture and determine each step we take.

**We embrace and move forward with practices that:**



**Protect our planet**



**Ensure the highest levels of quality and safety for our products**



**Serve as standards of economic development and strong corporate governance**



**Support our community**



**Show respect and care for our human resources**



# Stakeholders

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

By recognizing as interested parties any groups that influence and/or are influenced by, directly or indirectly, positively or negatively, our business activity, **we seek systematic dialogue, which contributes to a more complete recording of the effects of our activities.**

This way, we strengthen our commitment and effectively **respond to important social and environmental issues, and recognize new, relevant opportunities and challenges.**

Our perennial belief is that the management of important corporate issues is only efficient and successful when strategic decisions take into account any insight gained from the dialogue with our stakeholders. In this context, our consultation with the following groups aims to **enhance transparency and build relationships based on mutual trust and understanding.**



# Stakeholders

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

Stakeholder groups	Communication channels and frequency	Expectations	Our response
<b>Farmers - Producers</b>	<p><b>On a daily basis:</b></p> <ul style="list-style-type: none"> <li>Through the Company's agronomists</li> <li>Organization of training days and seminars aimed at their continuous education</li> </ul>	<ul style="list-style-type: none"> <li>Solvency and reliability</li> <li>Implementation of optimal farming</li> <li>Implementation of Contract farming programme</li> <li>Support of producers' income</li> <li>The Company's Financial strength</li> <li>Training programs</li> </ul>	Contract Farming, implementation of Integrated Agricultural Management principles, and training programs for our agricultural partners
<b>Consumers</b>	<p><b>On a daily basis:</b></p> <ul style="list-style-type: none"> <li>Through Customer Service Department                             <ul style="list-style-type: none"> <li>By phone</li> <li>Online</li> </ul> </li> <li>Face-to-face</li> <li>Marketing activations</li> <li>Social Media</li> </ul>	<ul style="list-style-type: none"> <li>Promotions and discounts</li> <li>Quality and nutritional value of products</li> <li>Product quality and safety</li> <li>Updates on new products</li> <li>Immediate response to any complaints, requests and/or questions regarding our products</li> <li>Information about healthy dietary nutrition</li> <li>Corporate responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a Responsible Operation Strategy, certified processes for the production and packaging of all products, investments in research and development of new products</li> <li>All necessary measures were taken to ensure that the Company's products remain available to consumers during the lockdown period</li> </ul>
<b>Customers</b>	<p><b>On a daily basis:</b></p> <ul style="list-style-type: none"> <li>Communication through the Commercial Management Team (in person or by phone)</li> <li>Contact with the Trade department</li> <li>Visits to customer premises</li> <li>Participation in industry exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Commercial and pricing policy</li> <li>Before and after sale service</li> <li>Timely delivery of products</li> <li>Benefits and discounts</li> <li>Prompt service</li> <li>Consumer Grievances Handling Mechanism</li> <li>Product distribution</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a Responsible Operation Strategy</li> <li>All necessary measures were taken to ensure that the Company's products remain available to the entire customer base during the lockdown period.</li> </ul>
<b>Employees</b>	<p><b>On a daily basis:</b></p> <ul style="list-style-type: none"> <li>Meetings with Management or intra-departmental meetings</li> <li>Intranet</li> <li>Communication channels – complaint box</li> <li>Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Fees and additional benefits</li> <li>Equal opportunities</li> <li>Recognition and professional development</li> <li>Employee/Talent retention</li> <li>Achievement of personal and group goals</li> <li>Occupational health and safety</li> <li>Safe and secure work environment</li> <li>Training</li> <li>Volunteering Opportunities</li> </ul>	<p>Implementing a flexible two-way communication system, offering additional benefits, implementing a Health and Safety policy, training from the Vivartia Academy, employee volunteering actions, implementation and adherence to the "Vivartia Code of Business Conduct".</p> <p>During the imposed lockdowns, the Company took all necessary measures to ensure that all employees are safe in their work environment. For the development and coordination of all the required protection measures, as well as their continuous supervision, a statutory body was developed, the Covid_19_Health &amp; Safety Committee consisting of representatives of the <b>BARBA STATHIS</b> Workers Union, the HR Manager, the Safety Technician, the Occupational Physician, the Director of Industrial Infrastructure &amp; Technological Development and the Factory Director.</p>
<b>Suppliers</b>	<p><b>Periodically:</b></p> <ul style="list-style-type: none"> <li>Communication with multiple Departments and Divisions of the Company</li> <li>Visits to suppliers' facilities</li> <li>Annual evaluation based on specific criteria</li> <li>Participation in international and industry exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>Company development and expansion</li> <li>Clear cooperation terms</li> <li>Objective supplier evaluation</li> <li>Support of local suppliers</li> <li>Developing mutually beneficial relationships</li> <li>Transparency</li> </ul>	Implementation of the Code of Ethics to define relevant procedures of transaction and conduct, with practical emphasis on cooperation with local suppliers

# Stakeholders

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

Stakeholder groups	Communication channels and frequency	Expectations	Our response
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>General Assemblies, on varied issues depending on scope, were held according to legally proposed deadlines.</li> <li>Press releases, announcements</li> <li>Annual Sustainability Report</li> <li>Financial Review</li> </ul>	<ul style="list-style-type: none"> <li>Company growth, profitability, sustainable development and future performance</li> <li>Good corporate governance</li> <li>Transparency and integrity</li> <li>Effective risk management</li> <li>Cost rationalization</li> </ul>	Publication of annual consolidated and corporate financial statements, implementation and observance of the "Vivartia Code of Business Conduct", Internal Audit Department procedures.
<b>State and Regulatory Authorities</b>	<p><b>Periodically:</b> Legal Department Directorate of Quality Control Financial Directorate Directorate of</p> <p>Through specific departments:</p> <ul style="list-style-type: none"> <li>Legal Department</li> <li>Quality Assurance Department</li> <li>Financial Department</li> <li>Department of Industrial Infrastructure &amp; Technological Development</li> <li>Membership in Associations and Chambers</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Taxation</li> <li>Environmental issues</li> <li>Labor and social issues</li> <li>Employee health and safety</li> <li>Contributing to the fight against the pandemic</li> </ul>	Full regulatory compliance resulting in zero incidents of non-compliance with laws and regulations regarding issues of operation, discrimination, corruption, safety and product labeling, as well as the management of environmental issues, the publication of annual consolidated and corporate financial statements, the implementation and observance of the Vivartia Code of Business Conduct and Internal Audit Department procedures.
<b>Press and Media</b>	<p><b>Whenever necessary:</b> Press conferences</p> <ul style="list-style-type: none"> <li>Press Releases</li> <li>Articles</li> <li>Announcements</li> <li>Meeting with representatives from the media</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring the accuracy and promptness of briefings</li> <li>Update on the Company's products</li> <li>Responsible company operation in relation to the environment and people</li> </ul>	Company website, Annual Sustainable Development Report, consumer information campaigns, press releases.
<b>Local Community</b>	<ul style="list-style-type: none"> <li>Continuous communication with company executives</li> <li>Support of local community events</li> </ul>	<ul style="list-style-type: none"> <li>Supporting employment by recruiting from local communities</li> <li>Purchasing products and services from local community suppliers where possible</li> <li>Supporting local community actions</li> <li>Environmental protection</li> </ul>	Recruitment from the local community, choosing local suppliers, offering long-term support to the society in which the Company operates and is active in.
<b>Non-Profit Organizations &amp; NGOs</b>	<p><b>Whenever necessary:</b></p> <ul style="list-style-type: none"> <li>Company website</li> <li>Media</li> <li>Annual Sustainable Development Report</li> <li>Direct communication if deemed necessary</li> </ul>	<ul style="list-style-type: none"> <li>Free provision of food</li> <li>Sponsorships and support of actions</li> <li>Direct contact and collaboration</li> </ul>	Support of charitable organizations through the program "We do good!"
<b>Banks, Creditors and Investors</b>	<p><b>Whenever necessary:</b></p> <ul style="list-style-type: none"> <li>Meetings with representatives of the Company</li> <li>Press releases, announcements</li> <li>Annual Sustainable Development Report</li> <li>Financial Review</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability</li> <li>Financial performance</li> <li>Strategic planning</li> <li>Good corporate governance</li> <li>Transparency and integrity</li> <li>Effective risk management</li> </ul>	<ul style="list-style-type: none"> <li>Publication of annual consolidated and corporate financial statements</li> <li>Publication of the Sustainable Development Report</li> </ul>

# Key Sustainability Issues

GRI 102-46 | GRI 102-47

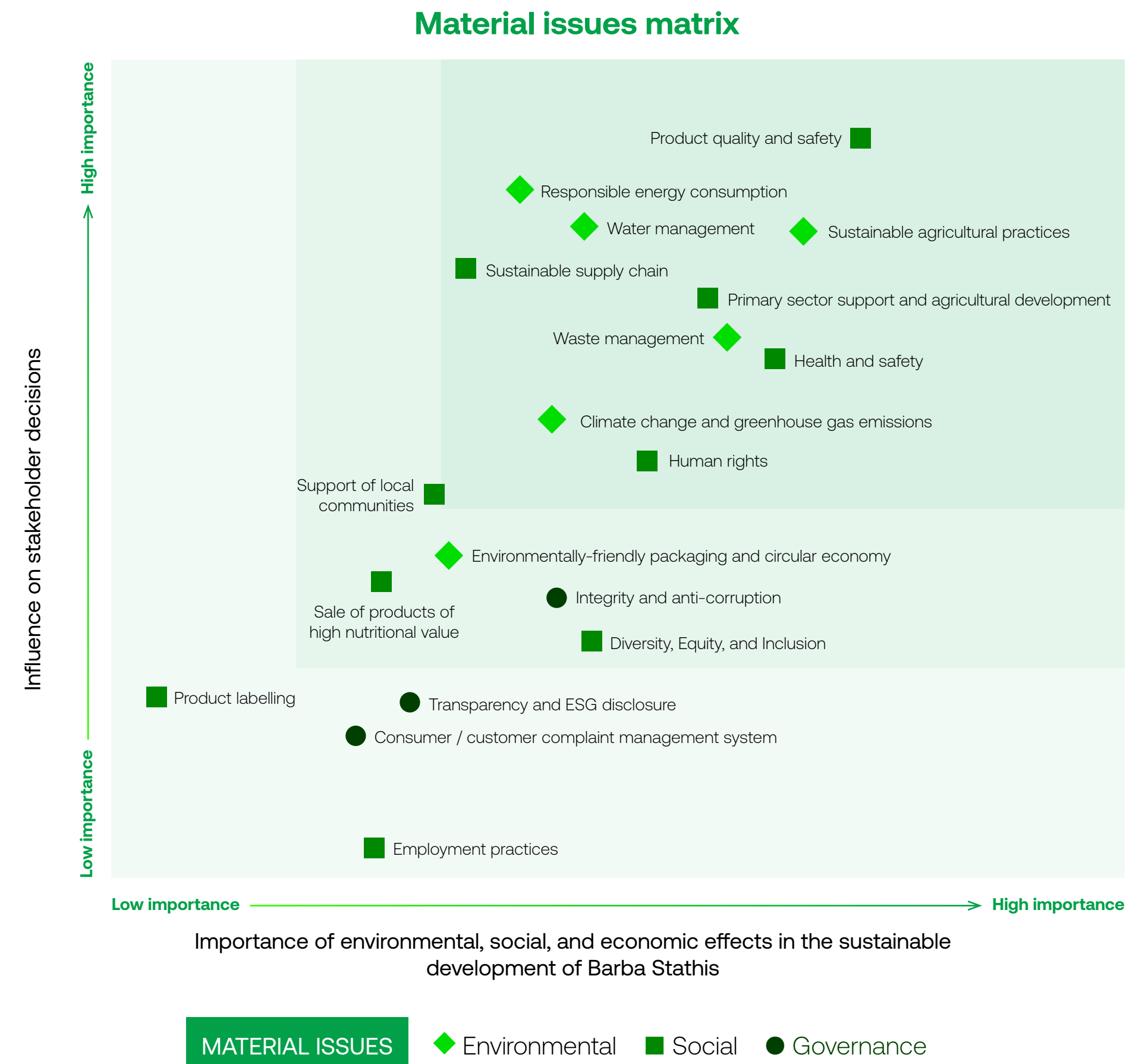
**Determining the most important issues** for the **BARBA STATHIS** Company is an essential process that contributes both to the planning of our annual actions and to the development of the Report itself. We identify important issues affecting our business activity by taking into account the feedback we have received from stakeholder groups.

In the process of defining the 19 material topics, **an online qualitative survey of stakeholder representatives was conducted to examine important issues relating to the sustainable development of the Company** and to map the position of the stakeholders regarding the issues.

To analyze the material topics, **we relied on the Global Reporting Initiative Standards, "In Accordance\_Core" with the GRI Standards**, the principles governing them and the AA1000AP(2018) Standard Principles, assured by external provider with the AA1000AS v.3. During this process, emphasis was also given to the impact of the analysis topics in terms of the 17 Sustainable Development Goals (SDGs) of the United Nations.

The following table (table of materiality) presents the results of the research. This table illustrates **the importance of ESG topics by classifying them into three levels** according to their importance:

- **Material topics:** topics identified as critical by both internal and external stakeholders. These issues qualify as of paramount importance to our sustainable development.
- **Important topics:** topics that have been identified as important to our sustainable development.
- **Relevant topics:** topics that are considered relevant but of low importance to our business operation.



# Key Sustainability Issues

GRI 102-46 | GRI 102-47

**BARBA STATHIS** actively contributes to the achievement of the 17 Sustainable Development Goals (SDGs) aimed at implementing the United Nations "Agenda 2030" which serves as an action plan for shared peace and prosperity among **people and the planet for a sustainable future for all.**



## Table of Analysis of Material Issues

	Material Issues	ESG Category	Correlation with UN Sustainable Development Goals
<b>Material Topics</b>	Product Quality & Safety	Social	
	Sustainable Agricultural Practices	Environmental	
	Health & Safety	Social	
	Waste Management	Environmental	
	Primary Sector Support & Agricultural Development	Environmental	
	Water Management	Environmental	
	Responsible Energy Consumption	Environmental	
<b>Material Topics</b>	Sustainable Supply Chain	Social	
	Human Rights	Social	
	Climate change and Greenhouse Gas Emissions	Environmental	
	Integrity and anti-corruption	Governance	
	Support of local communities	Social	
<b>Important Topics</b>	Sustainable packaging and circular economy	Environmental	
	Diversity, Equity, and Inclusion	Social	
	Sale of products of high nutritional value	Social	
<b>Relevant Topics</b>	Transparency and ESG disclosure	Governance	
	Consumer / customer complaint management system	Governance	
	Employment practices	Social	
	Product Labeling	Social	

# Our Environmental Footprint



GRI 102-11 | GRI 302-1 | GRI 305-1 | GRI 305-2 | GRI 305-7 | GRI 303-3 | GRI 303-5 | GRI 306-1 | GRI 306-2 | GRI 306-3



The **protection of the environment** is a priority for **BARBA STATHIS**. We respond to the needs of the times and of our business operations by keeping **sustainable development at the center of our activities**. As a company, we apply the precautionary principle, aiming to examine and identify potential risks, while integrating environmental issues into our business model.

**We have an Environmental Management System and adopt actions within the context of:**



**Compliance with ISO 14001:2015 requirements**



**Pollution avoidance**



**Compliance with environmental legislative requirements**



**Continually improving our environmental performance and achieving our environmental goals**

In 2021, there were no financial charges (fines and/or monetary penalties) resulting from incidents of non-compliance with environmental laws and regulations.

# Environmental Investments and Actions



We are committed to the **continuous reduction of our environmental footprint** and to the sensible use of natural resources, we follow the **circular economy model**, and, by applying the **principles of green development**, we implement initiatives for **energy saving, pollution reduction, recycling materials, and waste management**.

In 2021, **our total investments in environmental protection are estimated at €1 million, with the main investment projects being the new spinach feeding line and the extension of the fifth tunnel in our facilities, and the new bean feeding line.** In addition, as part of our sustainable development and environmental responsibility efforts, we installed solar panels that, on an annual basis, cover approximately 40% of the energy requirements of the innovative, automated deep-freezing chamber that was built in 2020 and has been operating since.

We implement environmental initiatives that aim to reduce our environmental footprint:

- We are members of the **Green Mission initiative**, which contributes to the correct and holistic management of lead-acid batteries. Composed of companies from all branches of Greek entrepreneurship and business, Green Mission members all share in their commitment to ensuring that **lead-acid battery waste is recycled** and, with the state-of-the-art technology available, this means that up to 95% of the waste can be recycled. The group is constantly growing larger with the addition of companies, institutions, and organizations that share a common vision of contributing to the protection of the environment.
- As part of **Horizon 2020**, we also take part in **My Pack**, a European program focused on the development of new packaging materials that are fully biodegradable, with the aim of further reducing our environmental footprint.

# Energy Management



GRI 302-1

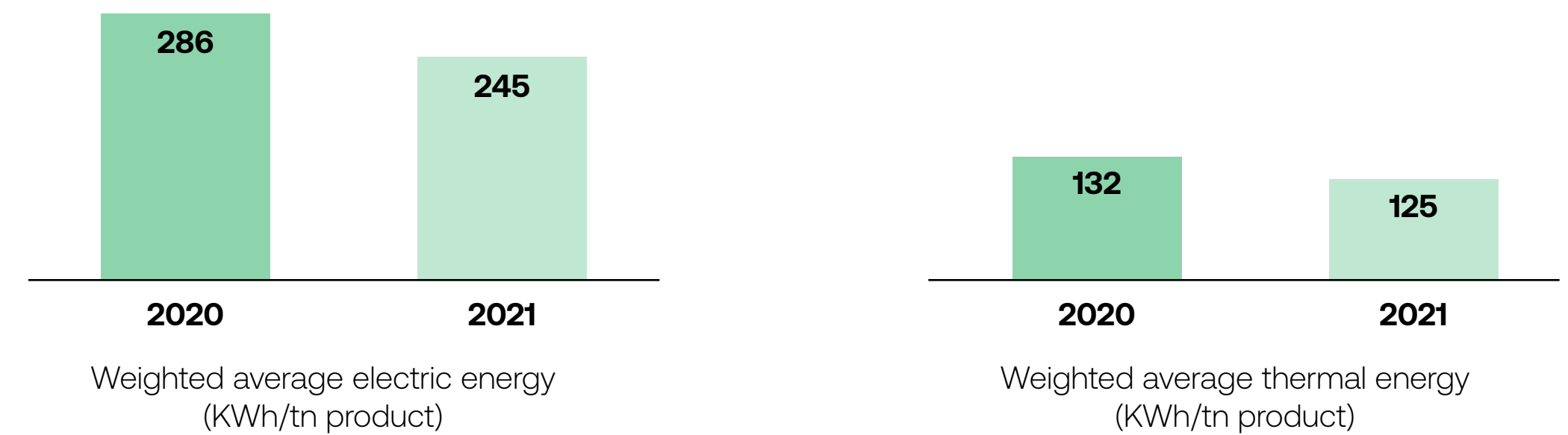
MATERIAL TOPIC



We are in line with the European Union's goals of **improving energy efficiency and achieving carbon neutrality**.

As shown in the graph, for the year 2021, although there was an increase in our production, **there was a 15% decrease in the consumption of equivalent weighted electricity** and a corresponding **5% decrease in the consumption of weighted thermal energy per ton of produced product**.

**Weighted average electric and thermal energy\***



Other fuel consumption	2020	2021
Diesel (lt)	528.882	566.207

*Note: The fuel measurements include fuel consumption from leasing cars, harvesters, and company trucks.*

*\*The calculation of the weighted equivalent energy consumption has been calculated taking into consideration the proportional contribution of the main processed vegetables in each year. The reference point for the calculation is the year 2017.*



# Climate Change and Greenhouse Gas Emissions

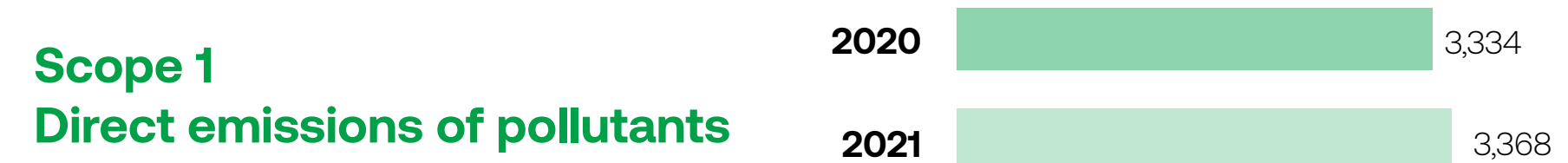


GRI 305-1 | GRI 305-2 | GRI 305-4 | GRI 305-5 | GRI 305-7 | GRI 102-48

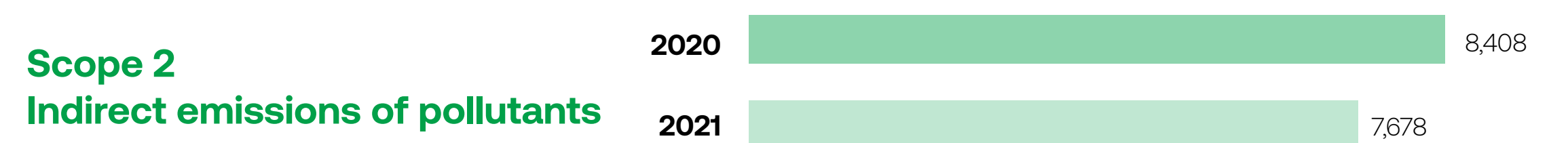
MATERIAL TOPIC



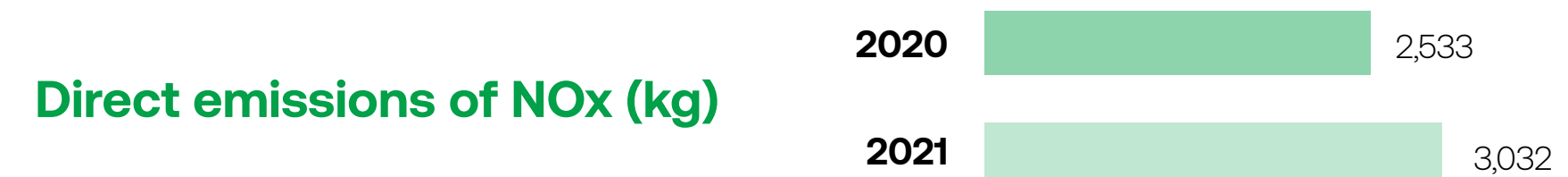
We are systematically monitoring and calculating our carbon footprint, and studying ways to reduce it.



*Note: The increase in direct pollutant emissions (Scope 1) is a result of the increase in production volume. There is a difference in values as compared to last year's Report as natural gas was taken into consideration for the calculation of direct emissions for 2021.*



*Note: Scope 2 - indirect emissions are related to electricity consumption and affect our entire supply chain. For the calculation of indirect pollutant emissions from electricity consumption (Scope 2), annual data on the energy mix and emission factors of electricity suppliers published by the Renewable Energy Sources Operator & Guarantees of Origin S.A. (DAPEEP) were used. Additionally, the data on indirect pollutant emissions for 2020 were updated according to the annual factor emissions of electricity suppliers published by the same body (DAPEEP).*



# Water Management



GRI 303-3 | GRI 303-5

MATERIAL TOPIC



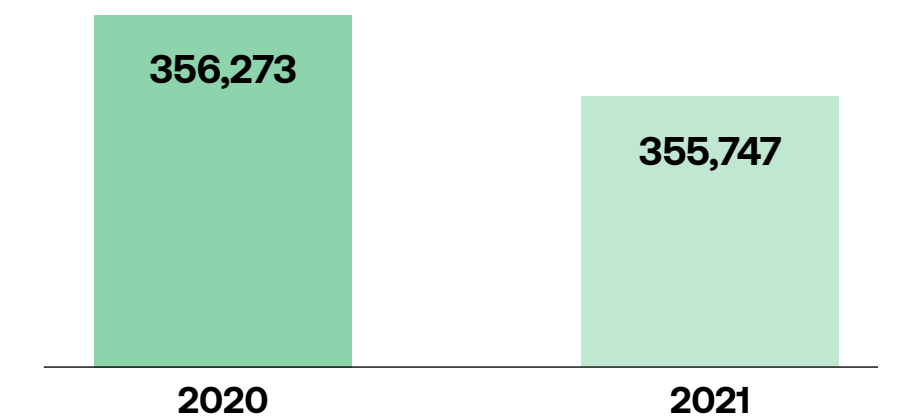
We recognize the importance of water as a natural resource and focus on the most efficient and proper use of this resource, limiting consumption to the lowest possible levels and taking all necessary management measures.

Consumption or withdrawal of water per source (in m <sup>3</sup> )	2020	2021
Water supply network (m <sup>3</sup> )	356,273	355,747
Weighted average water consumption per ton product ( (m <sup>3</sup> / ton)	6.96	6.34

Water recycling (in m <sup>3</sup> )	2020	2021
Amount of water recycled and reused	49,878	49,805

Production water discharged (in m <sup>3</sup> )	2020	2021
Total amount of water discharged and managed internally by the company	285,018	284,598

**Total use / water consumption (m<sup>3</sup>)**



# Sustainable Packaging and Circular Economy



GRI 301-1 | GRI 301-2

MATERIAL TOPIC



As part of our commitment to increasingly move from a linear to a **circular economic model of sustainable development**, we are pursuing the recyclability of packaging materials, the reduction of the polymer weight of the packaging material and the use of recycled material in the recyclable packaging.

Specifically, for the packaging of BARBA STATHIS fresh salads, **a 16% reduction in plastic at the source was achieved, while at the same time the polyolefin used for the packaging is completely recyclable.**

## Incorporating polymer into packaging recyclability

Additionally, aiming to develop and implement more environmentally friendly packaging, **30% recycled polymer was incorporated into the recyclable**, without changing the mechanical and temperature profile of the polymer monomer that makes up the container.

**Replacement studies of the non-recyclable structure for frozen vegetable packaging were completed.**

At the same time, studies to replace the non-recyclable structure found in the packaging of our frozen vegetables were successfully completed, with the new innovative polyolefin.

## Recycling of packaging materials

The **remaining packaging materials**, from the company's packaging machines, **are returned to the processors**, to undergo further processing (for new use in cement industries).

# Waste Management



GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5

MATERIAL TOPIC

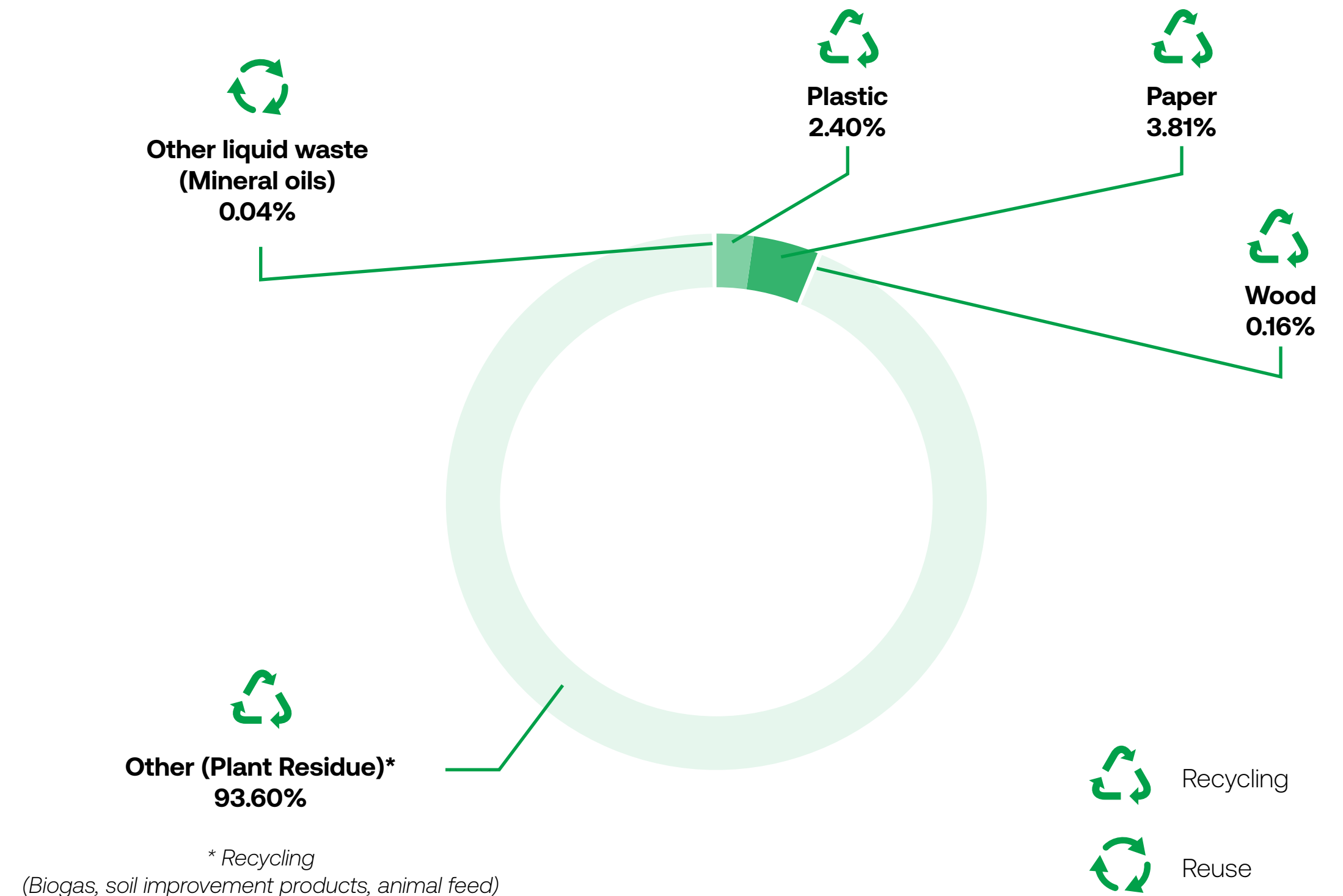
As defined by the **BARBA STATHIS environmental policy**, the proper collection and utilization of the waste resulting from the production process, is a **non-negotiable priority for us**. The company applies **proper management and disposal practices**, and in addition, implements initiatives to train employees and raise awareness regarding these practices.

In 2021, **BARBA STATHIS** managed a total of **6,213.3 tons of plant residue**, of which **1,877 tons were received by an approved and licensed partner in order to be used for cattle feed**. The remaining **4,336.3 tons were received by approved and licensed partners so that, following appropriate processing, biogas and soil improvement products can be produced**.

Furthermore, in 2021, **BARBA STATHIS** secured **Zero Waste to Landfill (ZWTL-EU1) certification for its frozen and fresh vegetable factories and was the first food company in Greece to receive it**. This specific certification concerns **the responsible management of organic and non-organic waste as well as actions to minimize landfill waste**.

Regarding our performance in the management of non-hazardous waste, **we carry out systematic audits** to ensure that it is monitored and properly managed. The total amount of waste amounted to 6,638,429 kg.

Waste by type and method of management



# Our People



GRI 302-1 | GRI 401-2



**Our employees are the cornerstone of the company and our top priority is their health and safety, safeguarding their potential for development, supporting them, and avoiding any form of discrimination. In this way, mutual respect is ensured and a positive working environment is created, the main objective of which is the satisfaction, well-being, and reward of our people.**



**Health & Safety**



**Diversity, Equity & Inclusion**



**Human Rights**



**Diversity, Equity & Inclusion**

In addition to wages, **we reinforce the support of our people by offering them a series of additional benefits.**

Some examples of the benefits\* are listed below:

- | Private insurance for workers and family members (life, health and disability cover)
- | Annual feeding arrangements for permanent and temporary employees
- | Low-cost, in-house meal subsidies for permanent and temporary employees
- | Provision of rewards to the children of our permanent and temporary employees for their admission to institutions of higher education
- | Flexible hours for new mothers who are permanent or temporary employees.
- | Early retirement options for permanent and temporary staff
- | Emergency financial support for personal issues in the form of an interest-free loan
- | Continued payment of salary in case of a long-term illness (beyond what is stipulated by law)
- | Wedding gifts
- | Funding for employee graduate studies
- | 30 Years of Service Award

# Health and Safety at Work



GRI 403-1 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-9 | GRI 403-10

MATERIAL TOPIC

In order to take care of our employees, we implement the **Health and Safety Policy** throughout our entire range of activities. **It is a preventive approach to identifying and dealing with workplace hazards, accidents, and occupational diseases.**

More specifically, through the core principles included in our established policies, we have committed to:



Identifying and recognizing potential risks by establishing appropriate risk indicators, with the ultimate goal of minimizing and eliminating such risks.



Investing in the necessary resources to improve our existing processes and effectively monitor occupational hazards.



Planning and carrying out occupational health and safety trainings.



Conducting systematic checks and inspections to be carried out by specialized personnel in all areas of our activities.



Complying with legislative regulations.



Improving the overall performance of our operations.

**Our Health and Safety System was developed in accordance with the international quality and safety standards EN ISO 9001/2015, EN ISO 14001/2015, and EN ISO 22000/2018, and includes a framework of fundamental principles that safeguard the health of our employees.** For more efficient management of occupational health and safety issues, and in accordance with the Health and Safety Policy, a Health and Safety Committee has been established, which consists of 7 members along with employees participation.

# Health and Safety at Work

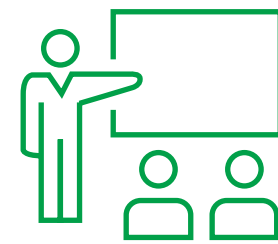


GRI 403-1 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-9 | GRI 403-10

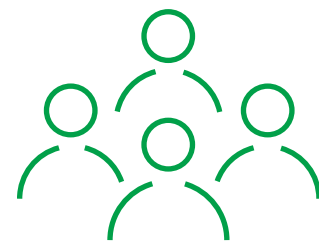
MATERIAL TOPIC

To highlight the importance of prevention in Health and Safety matters, we regularly conduct training seminars. **In 2021, a total of 26 seminars related to Health and Safety issues were held**, including training modules for dealing with the pandemic, and **a total of 8,076 hours of attendance were recorded.**

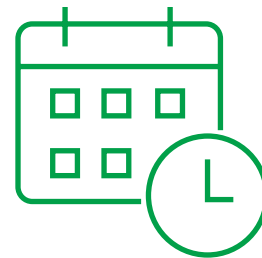
## Health & Safety Training 2021



**2** Seminars

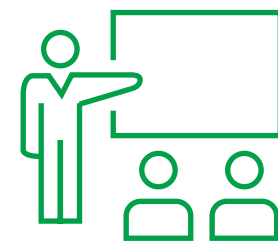


Participation of **59** Employees



**348** total upskilling hours

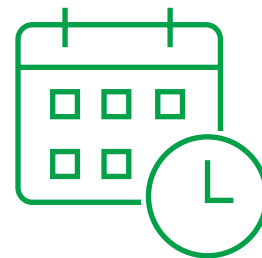
## Training related to COVID-19



**24** Seminars



Participation of all employees  
~ **644** Employees



**7.728** total upskilling hours

Health & Safety Indicators	2020	2021
Annual number of injuries or accidents due to or during working	3	4
Lost Days Rate (LDR) / 1,000,000 work hours	141.63	24.00
Number of leaves due to employee accident	161	28
Absenteeism Rate(AR)	1.2%	1.4%
Number of days off work due to any illness or disability	1,747	1,976
Number of deaths	0	0
Number of workplace illnesses	0	0

It is worth noting that, although our activities are characterized as low-risk, **for a more complete and effective risk assessment and treatment process , we have prepared a revised Occupational Risk Assessment Study (ORAS).**

# Human Rights



GRI 406-1

MATERIAL TOPIC

A key component of the culture at **BARBA STATHIS** is our **commitment to respecting and upholding human and labor rights, as well as encouraging diversity.**

At **BARBA STATHIS**, we do not tolerate any form of discrimination or violation of employees' rights as the internationally recognized human rights and fundamental freedoms are an integral part of our company's culture, allowing all of our employees to grow and evolve. It is worth noting that this year as well, **no incident of human rights violation has been reported at BARBA STATHIS.**

We adhere to the **Vivartia Group "Code of Business Conduct"** that promotes human rights values in our business activities and **excludes non-compliant behaviors.**

The relationships we cultivate with our employees, customers, partners, and other stakeholders are based on advocacy for human rights and our commitment to the human rights standards we have adopted:



- ✓ Respect for the dignity and honor of all human beings
- ✓ Creating a healthy and safe environment
- ✓ Embodying the values of justice and respect for individuality
- ✓ Advocating for equal treatment regardless of race, gender, age, religion, nationality, ethnicity, social class, appearance, disability, membership of a trade union, political beliefs, sexual orientation, or any other personal characteristics protected by law
- ✓ Prohibition of any form of violence and/or harassment
- ✓ Prohibition of fights
- ✓ Prohibition of slavery and child or forced labor
- ✓ Respect for personal data



# Diversity, Equity and Inclusion



GRI 102-8 | GRI 202-2 | GRI 401-1 | GRI 405-1 | GRI 406-1

**We respect and support the diversity of our employees** by ensuring they are treated equally, regardless of age, gender, religion, nationality, beliefs, or sexual orientation.

By adopting and implementing the policies of the Vivartia Group, we commit to creating and upholding a work environment that is based on the principles of equality, diversity, and inclusion. In 2021, we signed the "Diversity Charter" through the Vivartia group, solidifying our stance on the protection of these principles and the respect of human rights.

In 2021, the total number of our employees reached 644, including seasonal employees. 83% or 534 of our people were employed in Thessaloniki, while 100 of our employees worked in Athens, and 10 in our Larissa facilities.

Of our 644 employees, the percentage of female staff reached 35%, showing an increase of 2% compared to the previous year.

This year too, **no incidents were recorded.**

<sup>2</sup>Total employees for the whole year, including seasonal workers.

644<sup>2</sup> employees in 2021

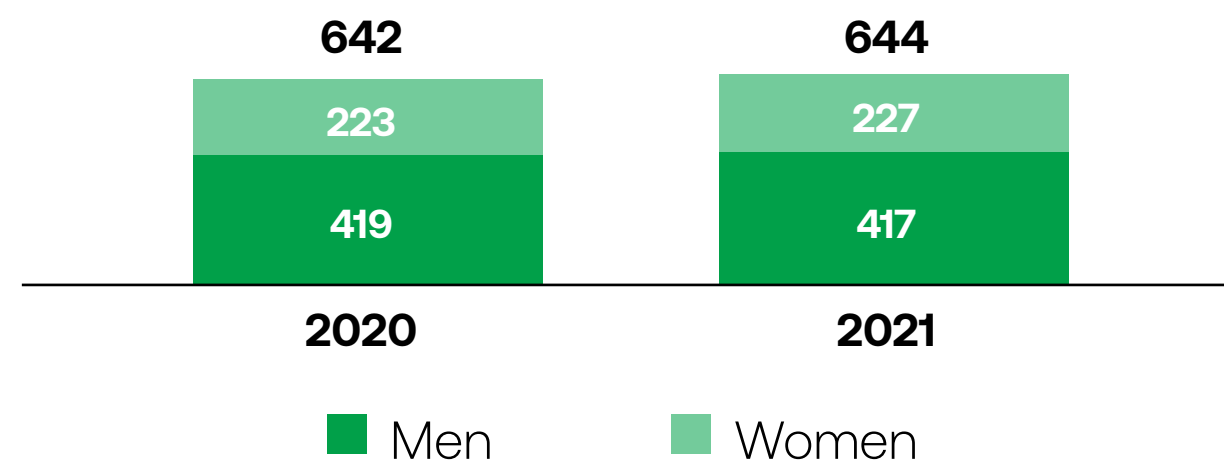


# Diversity, Equity and Inclusion



GRI 102-8 | GRI 202-2 | GRI 401-1 | GRI 405-1 | GRI 406-1

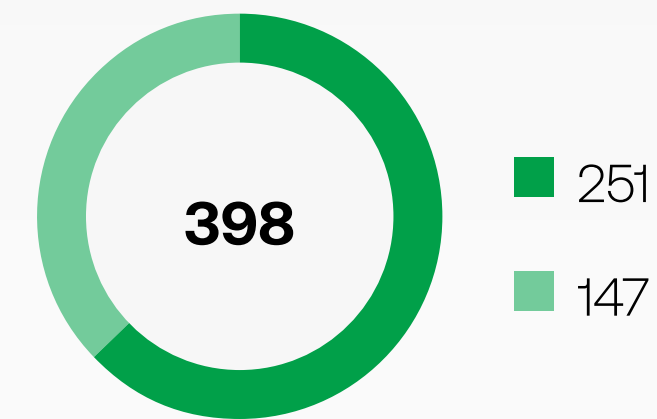
## Human Capital



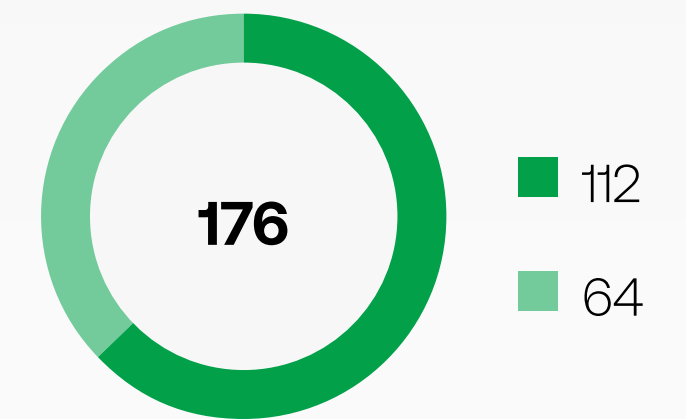
Type of Work	2020			2021		
	Men	Women	Total	Men	Women	Total
Seasonal	72	62	134	67	54	121
Full-time	347	161	508	350	173	523
<b>TOTAL</b>	<b>419</b>	<b>223</b>	<b>642</b>	<b>417</b>	<b>227</b>	<b>644</b>

## Number of employees per category

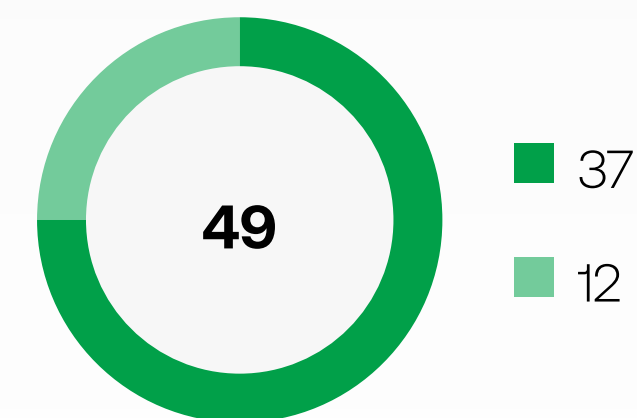
### Foremen & Blue collar staff



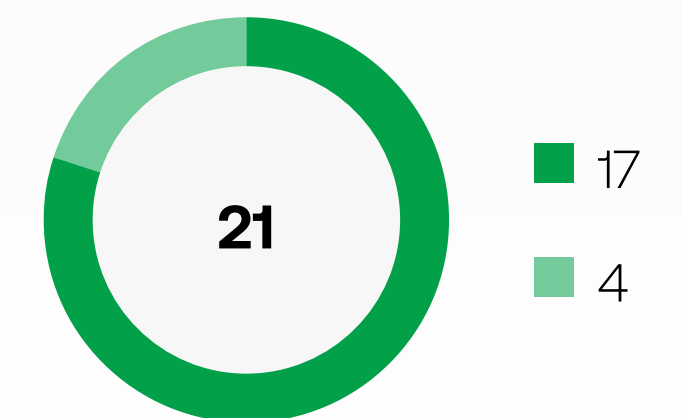
### White-collar employees



### Department Heads



### Directors



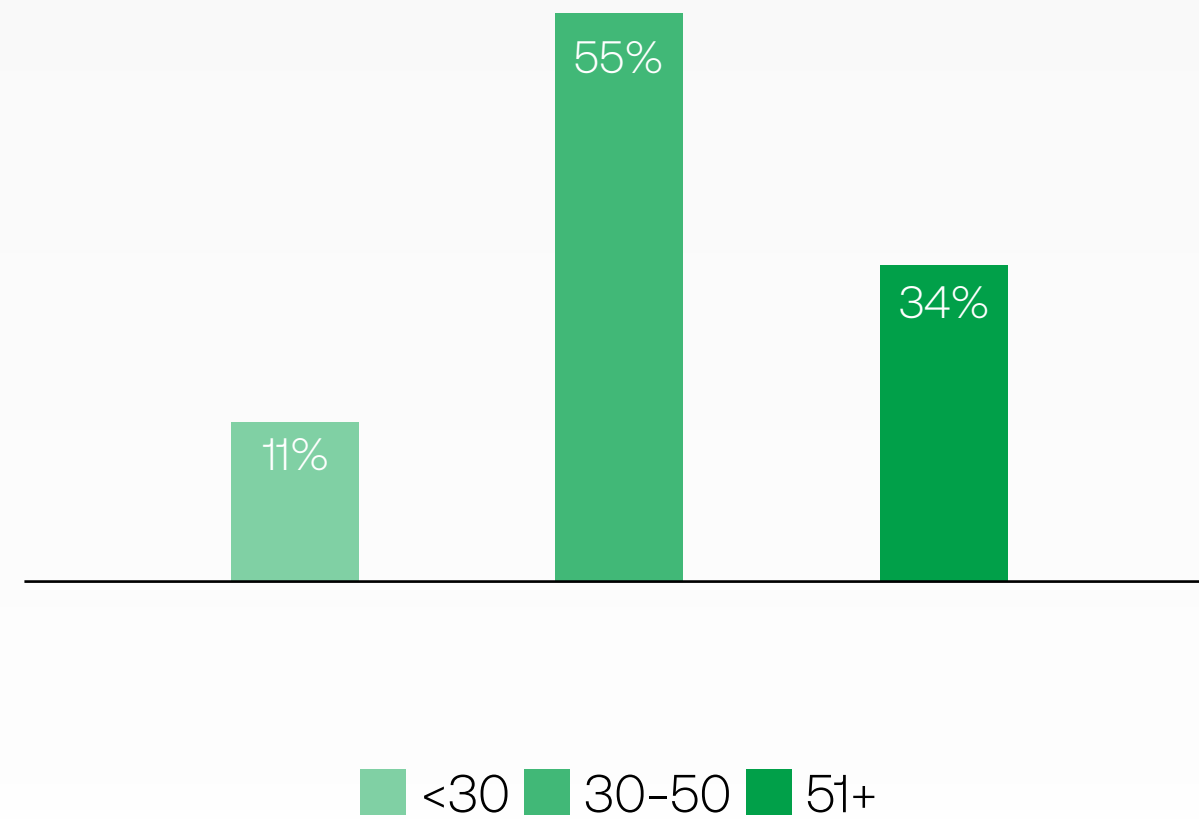
Men Women

# Diversity, Equity and Inclusion

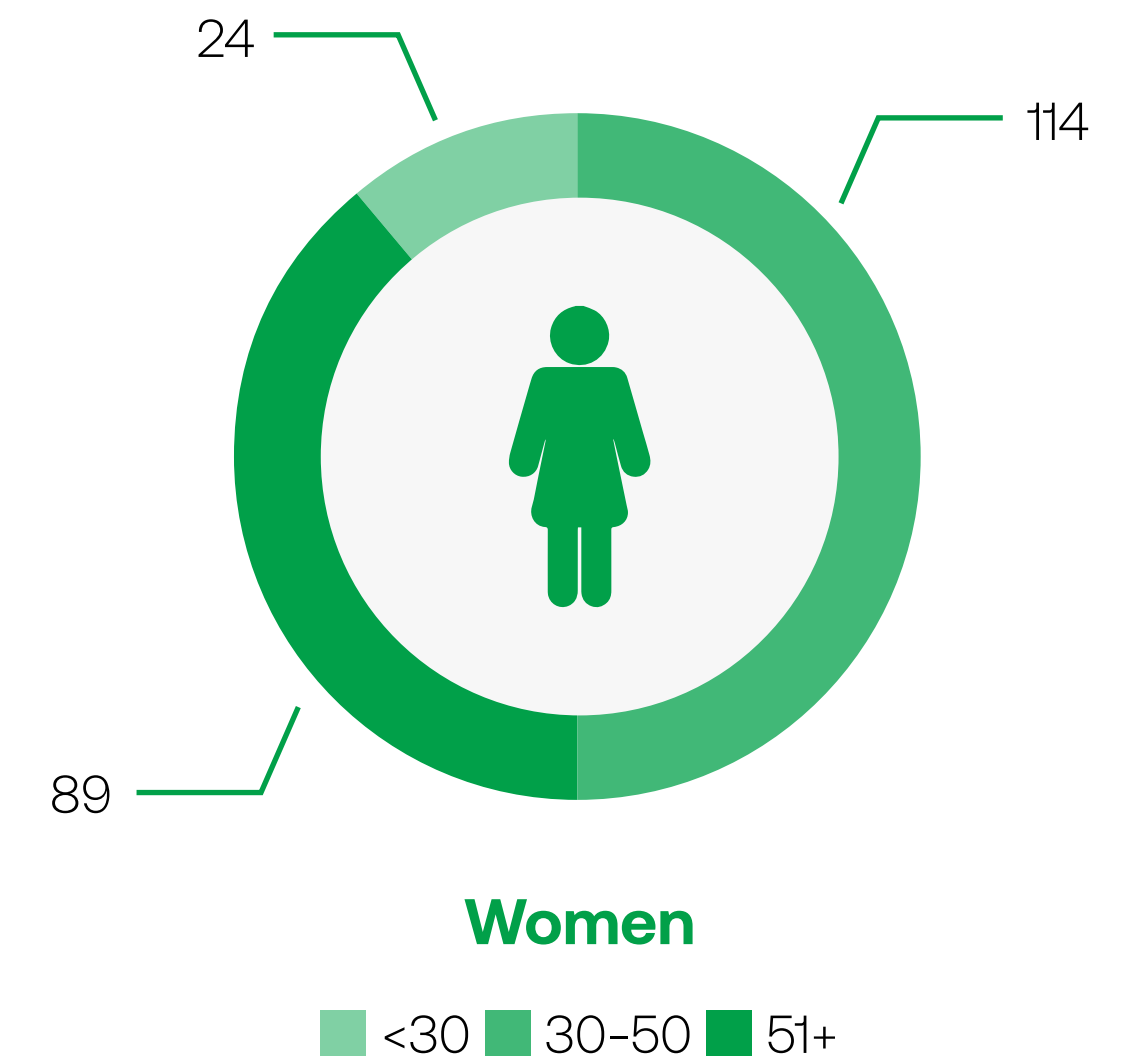
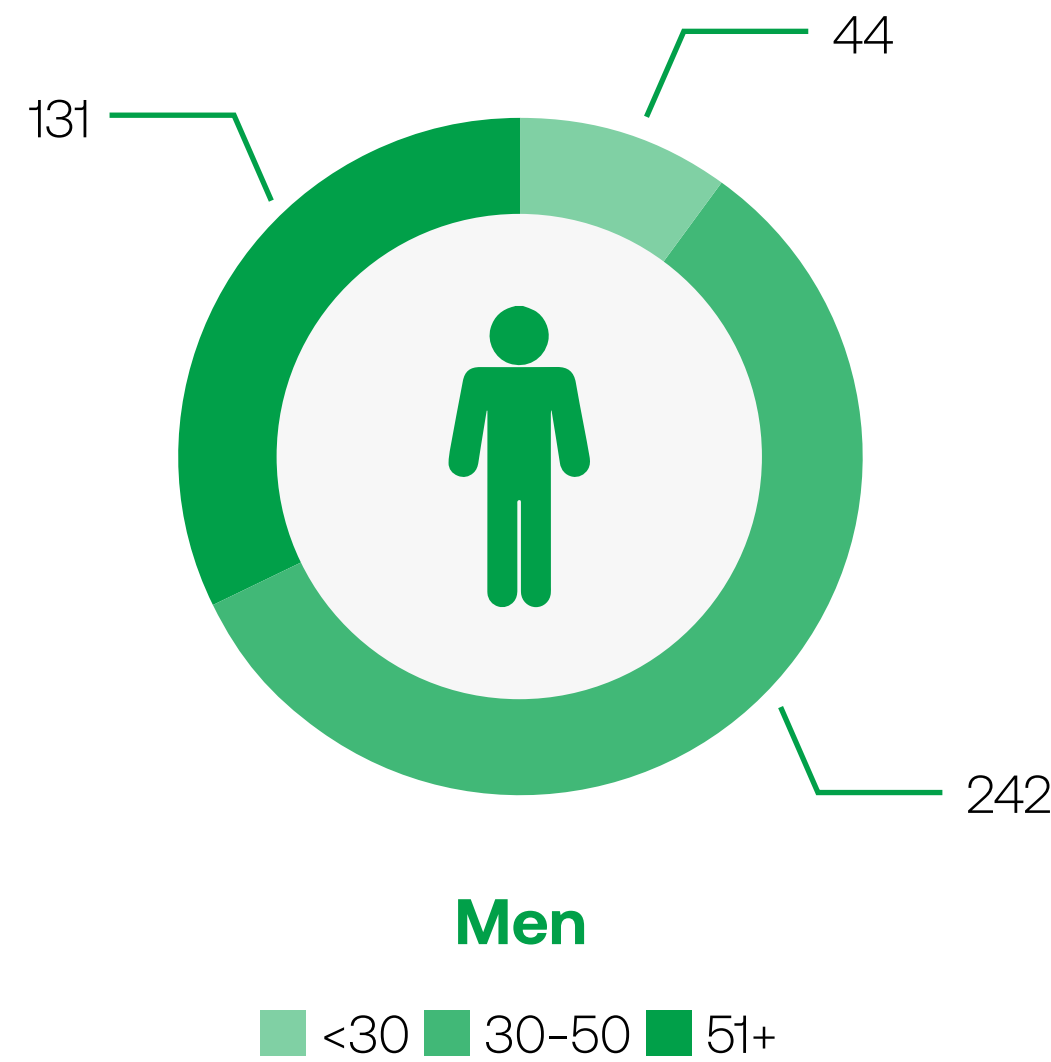


GRI 102-8 | GRI 202-2 | GRI 401-1 | GRI 405-1 | GRI 406-1

### Age distribution of employees



### Age distribution of employees by gender

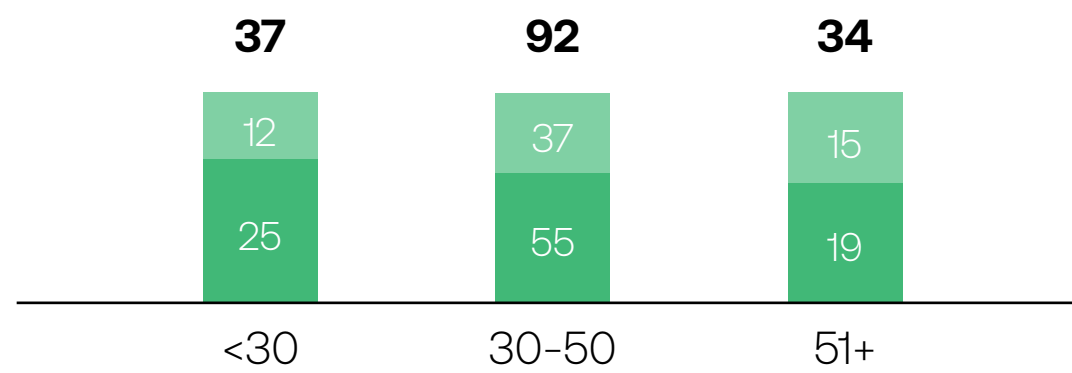


# Diversity, Equity and Inclusion

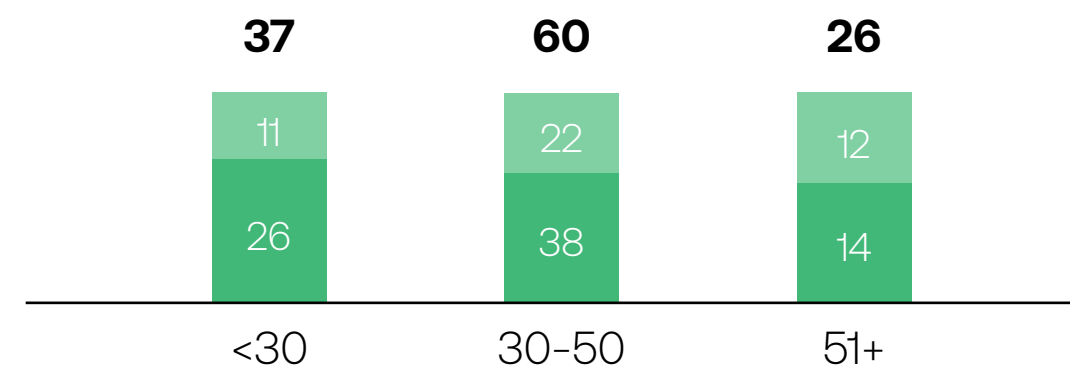


GRI 102-8 | GRI 202-2 | GRI 401-1 | GRI 405-1 | GRI 406-1

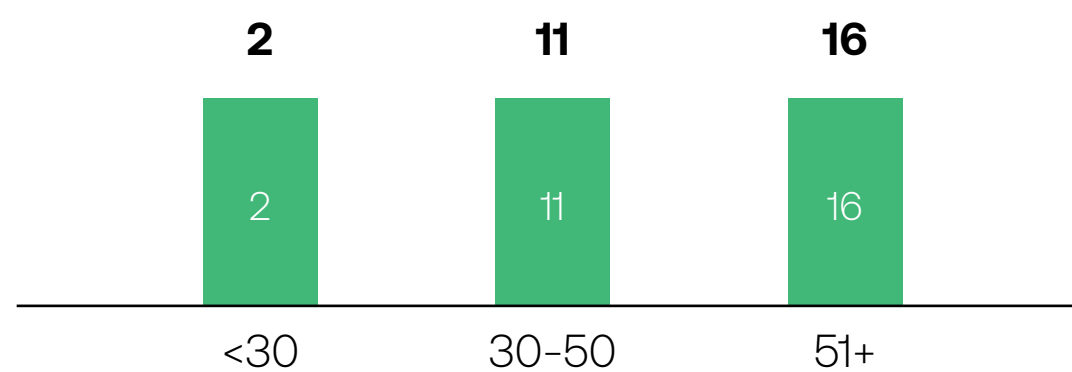
**2020**  
Total hires by gender and age group



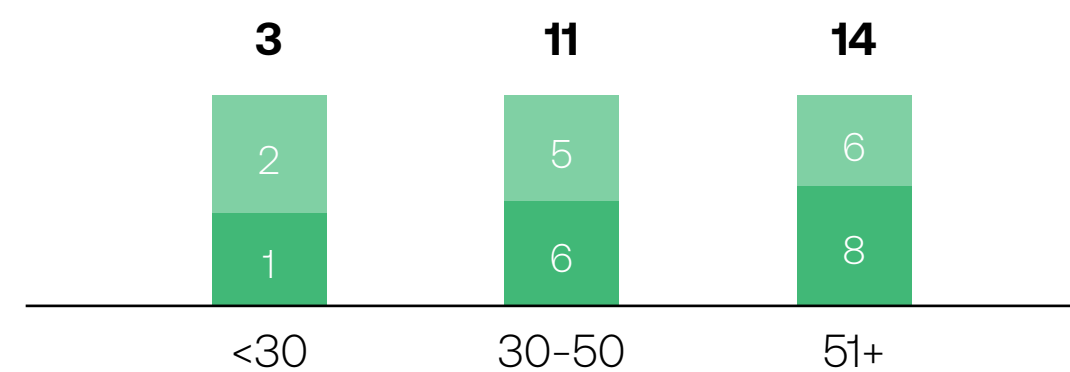
**2021**  
Total hires by gender and age group



**2020**  
Total attrition by gender and age group



**2021**  
Total attrition by gender and age group



■ Men ■ Women

Total hires by age group and geographic location

	2020			2021		
	<30	30-50	51+	<30	30-50	51+
Attica		4		2	6	2
Thessaloniki	37	87	34	35	54	24
Larissa	0	1	0	0	0	0
<b>Total</b>		<b>163</b>			<b>123</b>	

Total attrition by age group and geographic location<sup>3</sup>

	2020			2021		
	<30	30-50	51+	<30	30-50	51+
Attica			1	0	3	0
Thessaloniki	2	11	15	3	8	14
Larissa				0	0	0
<b>Total</b>		<b>29</b>			<b>28</b>	

<sup>3</sup>For the purpose of this Report, only the resignations/terminations of Indefinite term agreement employees are calculated.

# Employment Policies & Practices



GRI 102-36 | GRI 404-1 | GRI 404-2 | GRI 404-3



Knowing that **our people are the cornerstone of our company**, we share in our goal to strengthen our relationship through **open communication, motivation, and professional development opportunities.**

A holistic, 360° evaluation and feedback process has been applied to company's executives, with the creation of individualized development plans. At the same time, the system for **evaluating employee performance** is currently being reviewed and redesigned on the basis of objectives and a specific competency framework.

Lastly, in terms of strengthening the skills of our employees, programs are organized internally (through seminars, intra-company activities, and through the Vivartia Academy) and externally (participation of employees in conferences, professional certification courses, grants for postgraduate programs, etc.).

It is worth noting that since 1982, a trade union has been operating with the participation of 150 of its active members (24%) coming from the Frozen Products plant. members (24%) coming from the frozen vegetables production.

# Employment Policies & Practices



GRI 102-36 | GRI 404-1 | GRI 404-2 | GRI 404-3

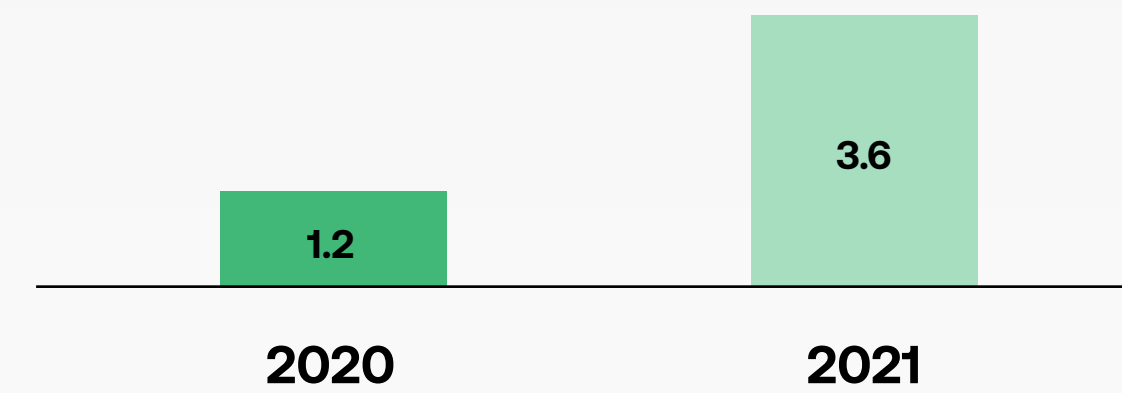
In 2021, we invested in the training of our human capital by designing and implementing specialized training programs related to skill development, quality and safety, and technical/technological training.

## Number of employees that received training

Hierarchy levels	2020			2021		
	Men	Women	Total	Men	Women	Total
Directors	12	4	16	16	4	20
Department heads	8	0	8	37	11	48
White-collar employees	10	6	16	84	50	134
Foremen & Blue collar staff	4	13	17	63	3	66
<b>Total</b>	<b>34</b>	<b>23</b>	<b>57</b>	<b>200</b>	<b>68</b>	<b>268</b>

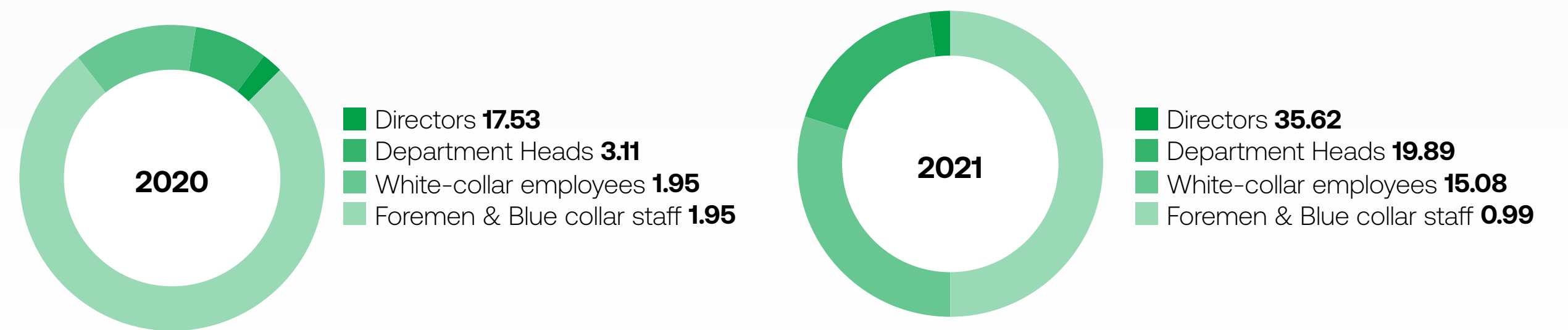
Note: The difference in training hours and the number of employees who received training is due to the pandemic conditions in 2020, which required the cancellation of almost all training workshops. In 2021, the increased usage of video conferencing allowed for the resurgence of educational program.

## Comparative average of training hours



Note: The difference in training hours is due to the pandemic conditions in 2020, which resulted in the cancellation of almost all training days. In 2021, the boost in video conferencing allows for the resurgence of training programs.

## Average training hours



# Generating Value through Responsible Production



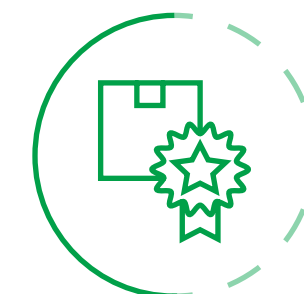
GRI 204-1 | GRI 416-1 | GRI 416-2 | GRI 417-1



For over 50 years, **our dutifulness at BARBA STATHIS has been reflected daily in the products we produce, under optimum safety conditions, that are top-quality and of high nutritional value, as well as in the relationships of trust that we continue to develop with our consumers, customers, and cooperating Greek producers.**

The company's goal is to ensure that the **BARBA STATHIS brand name continues to be consistently with high quality and optimum safety and to serve as a point of reference for consumer well-being.** This is ensured by our strict adherence to rules, standards, and legislative frameworks, and **by supporting the country's primary sector and rural development.**

As operating responsibly toward all its **stakeholders is the core priority of BARBA STATHIS**, the company's strategy is based on the following axes :



**Innovative products of the highest quality and utmost safety**



**Excellent partnerships with Greek producers**



**Collaboration with suppliers**



**Ownership in our client relations**



**A relationship of mutual trust with our consumers**



**Inform consumers by including the proposed reference quantity and portion on the packaging**

# Product Quality and Safety



GRI 416-1 | GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3

MATERIAL TOPIC



## Everything we create is sealed with quality and safety

Ensuring the **highest quality** and the **optimum safety** levels of our products is of principal importance to all of us at **BARBA STATHIS**. It is our duty and a non-negotiable matter, as this is how we ensure, on a daily basis, that we are providing Greek consumers with **the most valuable goods that the fertile Greek land has to offer**.

**BARBA STATHIS** safeguards every step of the cultivation and production process, from the choice of land all the way to the consumer's table, in order to offer nutritious, tasty, high-quality, and safe vegetables, as fresh as at the moment of harvest.

All **BARBA STATHIS** products meet the requirements of the European regulations: EE1169/2011, EE75/2018, EE1924/2006, EE2073/2005, EE1924/2006, EE432/2012, EE396/2005 και EE62/2018.

It is worth noting that **in 2021, there was a total of only 31 comments from consumers per 1,000,000 packages**. The specific cases do not refer to or relate to any effects on the health of consumers, but rather to general and specific queries or observations/comments. Consequently, there were no incidents that required any corrective actions further than the preventive measures already implemented by our company.



# Product Quality and Safety



GRI 416-1 | GRI 417-1 | GRI 417-2 | GRI 417-3

MATERIAL TOPIC

## Quality and safety from farm to fork



**From farm to table: the road to freshness**

### Greek soil

- Fertile farming
- Regenerative agriculture
- Optimal climate & microclimate plots
- Producers engaged in Contract Farming

### Sowing

- Selection of areas with the appropriate climate
- Selection of excellent varieties for our crops
- Water table and microclimate study

### Nutrition

- Use of appropriate means and plant care
- Water quality control

### Protection

- Use of appropriate means to protect the vegetables and implementation of daily checks to avoid any infestation or contamination.

### Harvesting

- Harvesting vegetables when their nutritional characteristics, vitamins, plant proteins, carbohydrates and dietary fibers are fully developed.
- Use of state-of-the-art equipment to ensure that the vegetables are in excellent condition upon collection, without undergoing any strain.

Immediately after harvesting, vegetables are transferred to the state-of-the-art production facilities of **BARBA STATHIS** and **within 2 hours they undergo 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**.

For our fresh salad packaging, **we use innovative packaging that protects the vegetables and allows them to breathe, thereby keeping their taste, color, texture, and nutritional value intact**.

From the moment the vegetables are harvested, right up to their transport to the stores’ refrigerators, a delivery that happens on a daily basis, the fresh salads are kept at the necessary low temperatures to ensure their quality, that they are absolutely safe for consumption, and that their nutrients have been preserved.



# Product Quality and Safety



GRI 416-1 | GRI 417-1 | GRI 417-3

MATERIAL TOPIC



In addition, all of the company's products are produced, manufactured, and packaged using procedures that are certified with the following **internationally recognized systems and protocols**:

EN ISO 9001/2018		
EN ISO 22000/2015		
EN ISO 14001/2015		
International Food Standard (I.F.S.)		
British Retail Consortium (B.R.C.) for Food Safety		
Zero Waste to Landfill (ZWTL-EU1)		
DIO ORGANIC CERT		
Roundtable on Sustainable Palm Oil (R.S.P.O.)		
Kosher (Jewish Community of Thessaloniki)		

Frozen Vegetables

Fresh Salads

# Highly Nutritious Products



At **BARBA STATHIS**, product responsibility is directly linked to the company's vision to acquaint consumers with a balanced and healthy diet in which vegetables from the Greek land have a leading role.

**BARBA STATHIS vegetables stand out for their maximum safety and unsurpassed quality**, as they come from fully controlled and documented procedures in the field, within the context of the **integrated agricultural management, contract farming and precision agriculture**.

The vegetables are harvested at their ideal moment of ripening and in less than 2 hours they go through the natural freezing process, sealing in all of their freshness, vitamins, and nutrients.

**It is worth noting that consumers have at their disposal more than 160 different product code options that address the ever-changing needs and dietary preferences of the public.**

# Innovation, Research and Development

The eating habits and dietary needs of consumers are constantly changing and evolving, and in turn, creating the need for new products.

At **BARBA STATHIS**, we strengthen our competitive advantage by systematically investing in the **Research and Development of new products** resulting from market research on consumer needs and a thorough study of dietary trends.

The development of the products, and the subsequent stages of implementation, result from the cooperation of all departments involved (Marketing, R&D, Production, Quality Assurance) according to the technical specifications defined each time.

This will ensure that the final product, including its packaging, fully meets the needs of the market and technical specifications, as well as the company's principles **regarding the reduction of the environmental footprint of each process and product.**



# Sustainable Supply Chain



GRI 102-9 | GRI 204-1

MATERIAL TOPIC

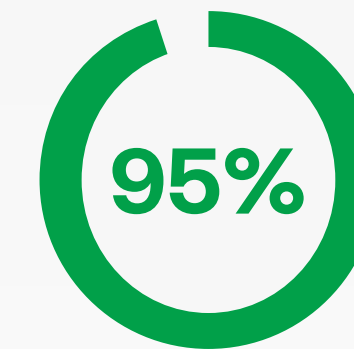
As the quality of raw materials is inextricably linked to the quality of the final product and therefore to customer satisfaction, **we view our suppliers as valuable partners and an integral part of our business operation.**

We seek to maintain mutually beneficial relationships and operate with a Code of Conduct through which we define the procedures and values related to supplier transactions.

Guided by our aim to strengthen the country's economy and support the development of local societies, the company prioritizes its collaboration with local suppliers, from the local community, close to its facilities.

**In 2021, there was a 4% increase noted in the total number of our suppliers, with the total sum of payments amounting to 61 million euros, showing stable percentages in terms of geographic distribution.**

**1,435** total active suppliers

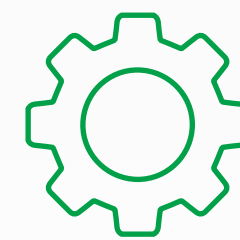


of the total consists of domestic suppliers

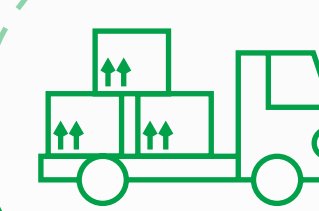
## Type of supplier



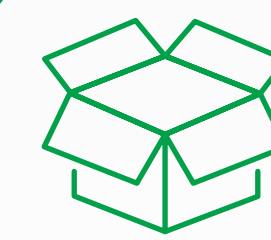
Agricultural producers



Manufacturers



Transport companies

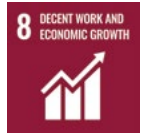



Producers of packaging materials



Laboratories

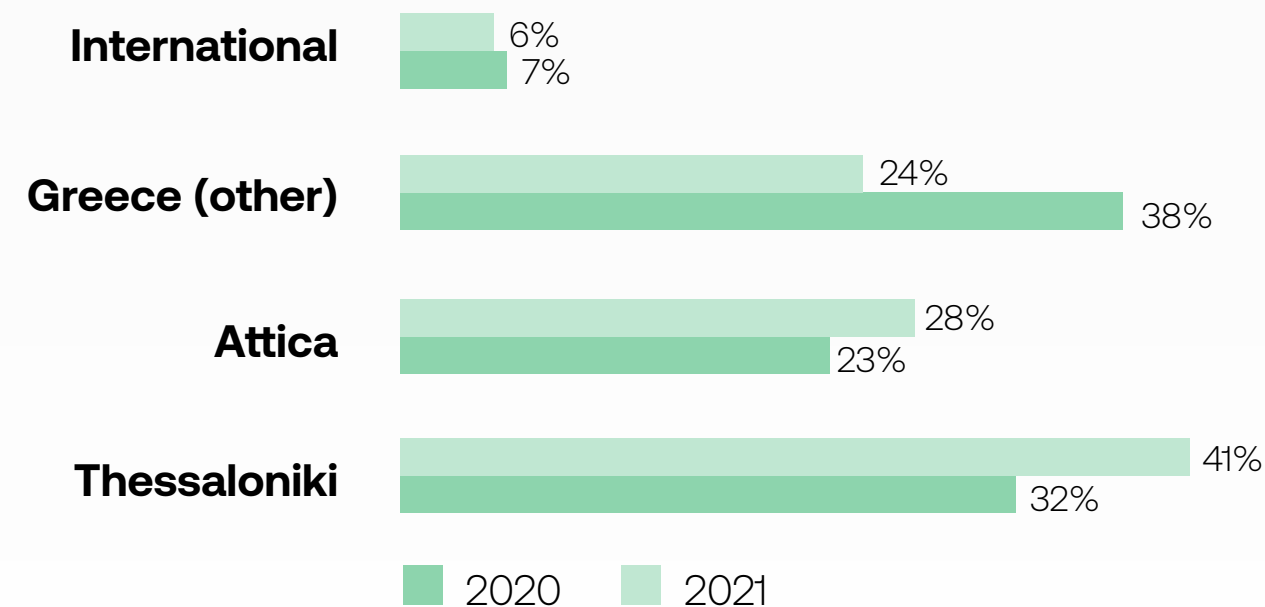
# Sustainable Supply Chain



 GRI 102-9 | GRI 204-1
 MATERIAL TOPIC

## Number of Suppliers



## Geographic distribution of suppliers



## Data of payments to suppliers

	2020		2021			2020		2021	
	€	%	€	%		€	%	€	%
Total payments (purchases) to domestic suppliers:	47,583,993 €	76%	46,996,489 €	77%	Payments to local suppliers (local communities near company facilities)	13,730,477 €	29%	13,786,293 €	29%
Total payments to international suppliers	14,829,460 €	24%	13,994,320 €	23%	Payments to suppliers in the rest of Greece	33,853,517 €	71%	33,210,197 €	71%
<b>Total</b>	<b>62,413,454 €</b>	<b>100%</b>	<b>60,990,810 €</b>	<b>100%</b>	<b>Total</b>	<b>47,583,993 €</b>	<b>100%</b>	<b>46,996,489 €</b>	<b>100%</b>

Our business conduct and the principles governing our relationships with our suppliers are determined by the **BARBA STATHIS** Suppliers' Code of Conduct. **BARBA STATHIS' goal** is to **engage with its stakeholders in an honest and fair manner, reinforcing transparency and creating added value**. With regard to transparency and corruption issues, there are specific rules and principles for accepting business gifts and avoiding bribery and corruption that apply to all employees.

It is worth mentioning that we aim to **redesign our evaluation system for new suppliers**, which is already being developed at the level of conducting tenders, as well as to ensure that our suppliers have adopted and implemented policies that are aligned with BARBA STATHIS' values and practices.

The evaluation will be conducted by sending out structured questionnaires which will allow us to obtain necessary data regarding the performance and practices followed by our suppliers on ESG matters.

**In 2022, we aim to ensure suppliers' compliance with the Group's Code of Conduct, as well as our Suppliers' Code of Conduct, upon their update; at least for suppliers accounting for 50% of our annual turnover, with 2021 as the reference year.**

# Product Labeling



GRI 417-1 | GRI 417-2 | GRI 417-3



**In order to protect our consumers, we make sure that they have all the information they need**, while at the same time operating in compliance with the established labeling regulations.

The packaging of all the products that we have on the market **provides the required information about each product's ingredients, as well as ingredients' origin**. Our goal is to **provide our consumers with clear and straightforward information** so that they are aware of the comparative advantages of the food they choose.

Regarding the labeling of our products, we comply with the requirements of the relevant European legislation, specifically the EU 1169/2011 and EU 775/2018 regulations. **In the current period, there were no incidents of non-compliance or incidents that required corrective action.**

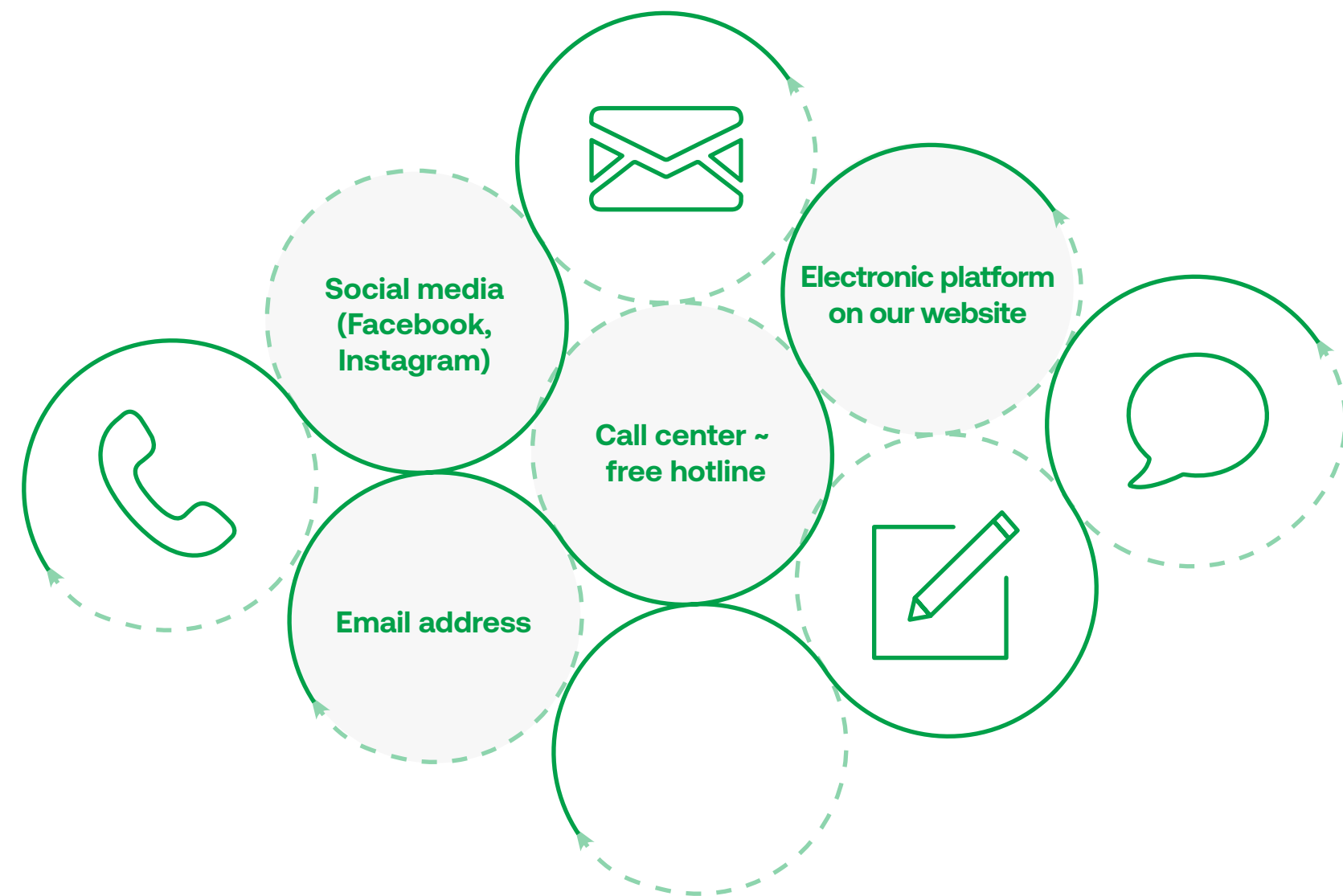
Similarly, for the same time period, **there have been no incidents or failures in communication practices, as we strictly comply with the relevant European legislation (EU 114/2006).**

# Customer Complaint Management



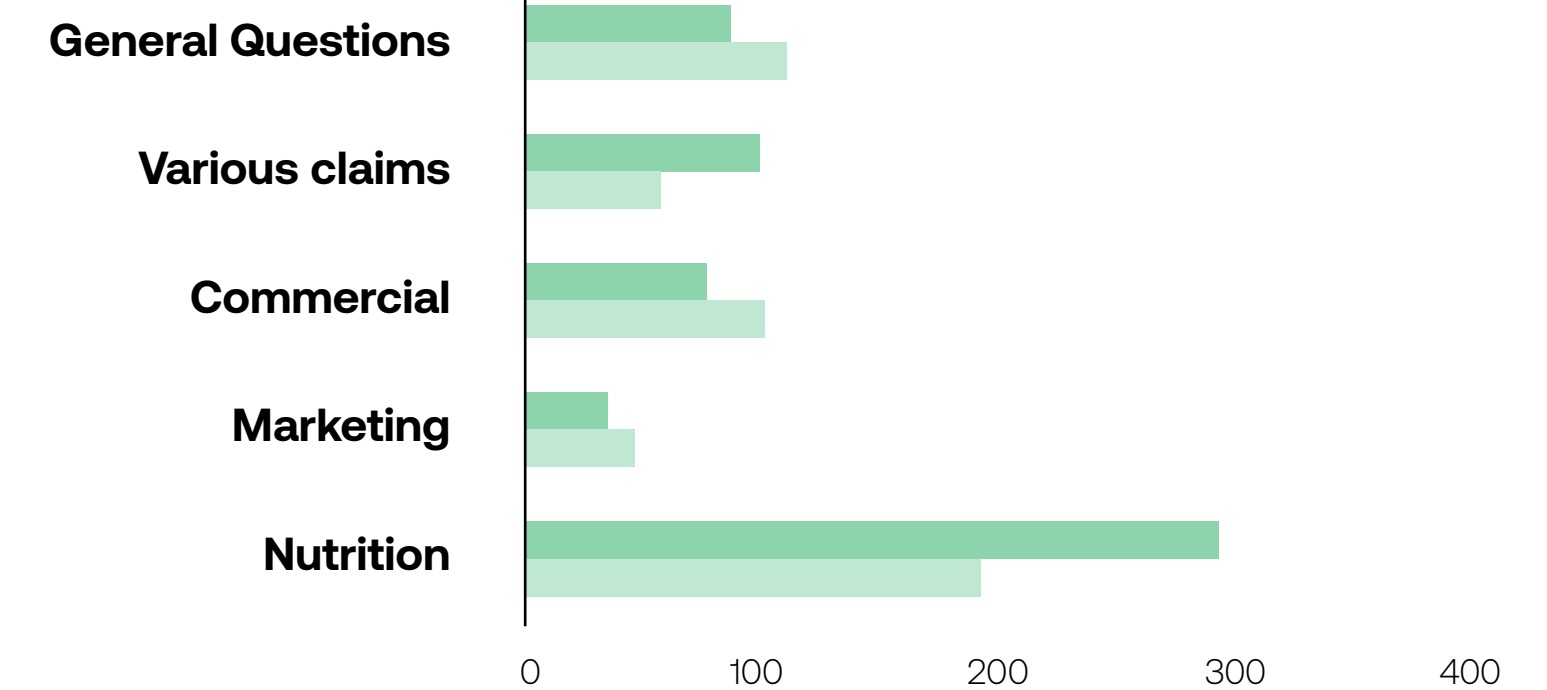
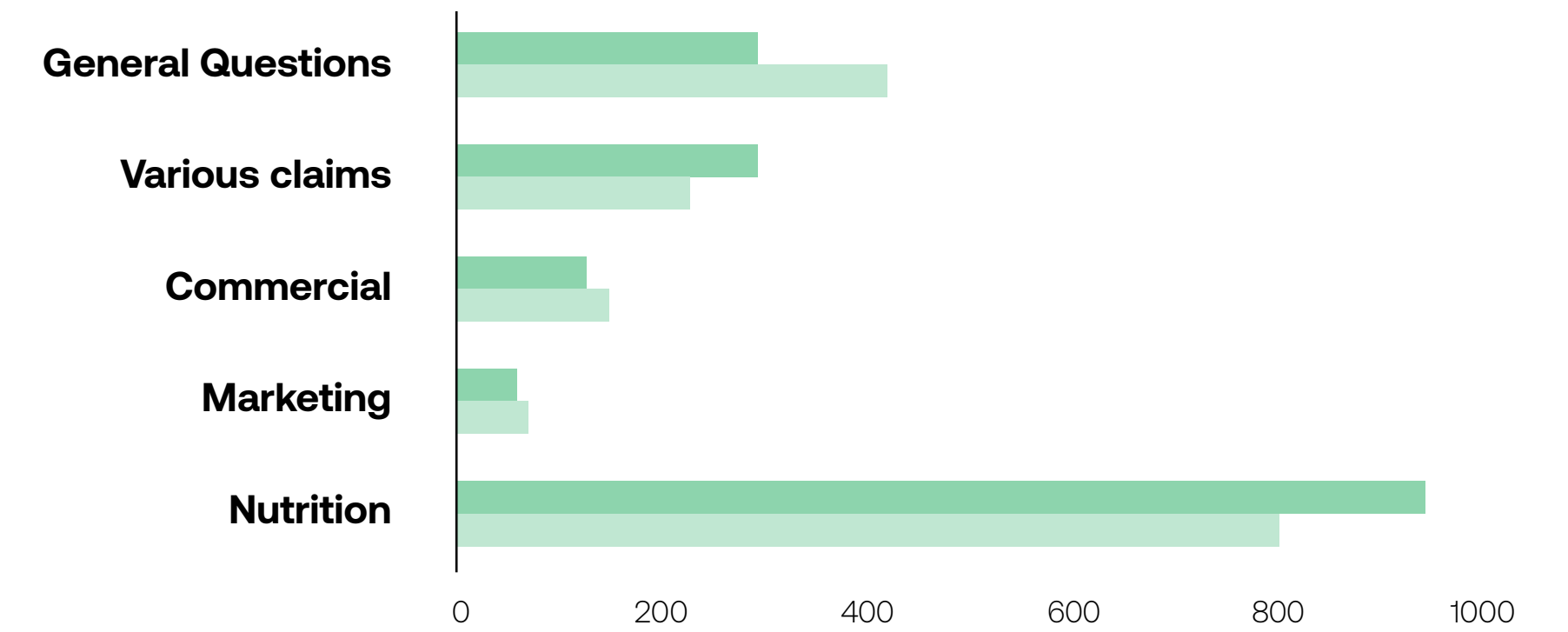
The suggestions, comments, and opinions of our consumers are crucial for BARBA STATHIS operations. We place special emphasis on our communication with consumers in order to build a relationship of mutual trust. We have developed the necessary communication channels in order to be able to receive and respond to any consumer comments or observations that may arise at any given time.

The process of recording questions addressed to the company has been designed and implemented according to ISO 9001/2018 standards.



Communication with consumers

2020 2021





# Our Social Footprint



GRI 413-1



At **BARBA STATHIS**, throughout the years, we have supported the local communities and seek to create relationships of trust while supporting the primary sector and our fellow people in need.

At the same time, we create long term relationships of mutual benefit with our Greek producers, supporting the primary sector and strengthening the Greek economy.

Every action we take is important and each day we strive to create a positive social footprint by contributing to the empowerment of society.



**Primary sector support**



**Local communities support**

# Sustainable Agriculture & Primary Sector Support

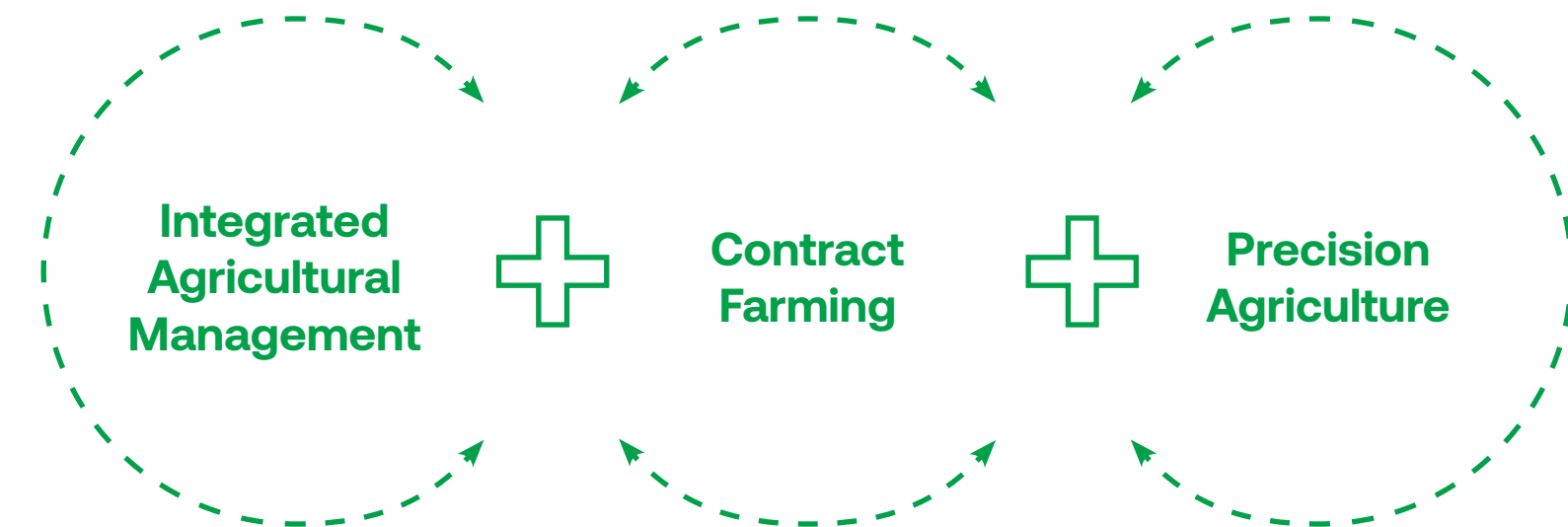


MATERIAL TOPIC



**BARBA STATHIS** is the first company in Greece to work closely with Greek producers and, by sharing technical knowledge and best farming practices, has created added value for them while at the same time **ensuring the quality and safety of its products**. In pursuit of excellent collaboration with Greek suppliers and the supply of the highest quality of raw materials, **BARBA STATHIS** is based on three pillars: **optimal agriculture through integrated agricultural management, precision agriculture, and contract farming**.

**We actively support the development of agricultural production** using optimal and constantly evolving methods. Pioneers in the institution of contract farming, being among the first to implement it in Greece, **we work alongside hundreds of Greek producers who cultivate over 3,000 hectares of fertile Greek land**.



# Sustainable Agriculture & Primary Sector Support



MATERIAL TOPIC

**Optimal agriculture** is about the constructive cooperation of the company and the producers, for the application of good agricultural practices in all stages of production. Thus, **within the framework of the Integrated Agricultural Management system, good agricultural practices are strictly followed from the choice of seed and sowing time, the process of monitoring plant growth, and the nutrition and protection of the plants against pests and diseases until the ideal time of harvest.**

Through the use of a specially designed electronic application, **BARBA STATHIS** is able to monitor all stages of the production process, every moment of the day, 365 days a year, for each and every plot of land of all collaborating producers, thereby ensuring the quality and safety of the raw materials of the company's products.

**Precision agriculture is a field management system that is based on the use of modern technologies (drones, sensors, etc. ) to accurately record, capture and document information, allowing us to monitor the condition of each field in real time.** The data is then processed by taking into account the spatial, temporal, and predictive variability of the plots. Based on the results of the data processing, and in consultation with the producer, the required steps are taken to address the needs of each separate part of the field (selection of suitable seeds, identification of plant needs, etc.).



**Support for Greek farmers**



**Stable income**



**Absorption of produced agricultural products**



**Securing required resources and tools**



**Development of sustainable agricultural practices**



**Training**



**Scholarships for children of contract farmers**

# Sustainable Agriculture & Primary Sector Support



MATERIAL TOPIC



For **BARBA STATHIS**, precision agriculture is a modern, dynamic approach to agricultural management, aiming at sustainability, biodiversity, regenerative agriculture and primary production support.

In this context, **the company offers the opportunity to selected producers**, who meet the required criteria, **to cultivate excellent varieties, supporting them through continuous training, and transfer of know-how, with the guidance, supervision and daily visits of the company's agronomists to their fields**. At the same time, the implementation of precision agriculture responds to **the producers' need for a guaranteed income**, as well as to the company's need to have guaranteed access to products of guaranteed quality, safety and quantity.

**We invest in our producers' training in order to manage natural resources properly and optimise sustainable production.**

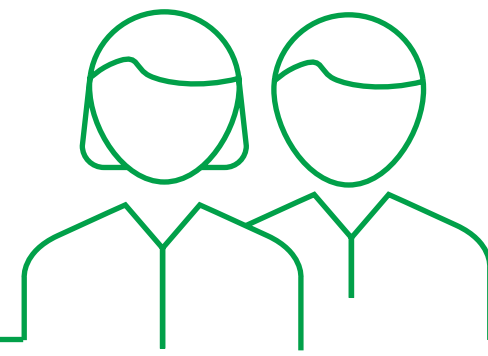
In 2021 **for the second year in a row, we implemented a training program in collaboration with the American Farm School, aimed at implementing sustainable practices with respect to the environment, people and our society**. The program, which received numerous positive evaluations from our producers, focused on *"Applying innovative technologies to optimize sustainable horticulture production."*

# Community Impact



GRI 201-1

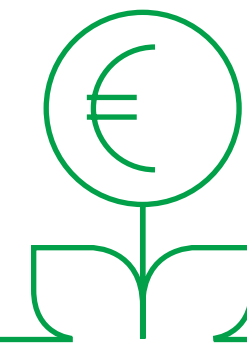
Seeking to maximize the added value created for all stakeholders, **BARBA STATHIS** places particular emphasis on its social product, including **the implementation of investments, the creation of new jobs, as well as the contribution to public revenues and national resources**



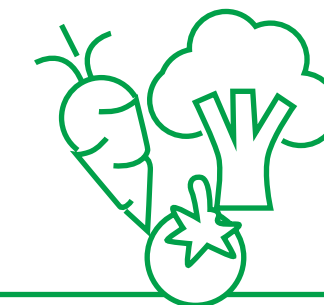
**17.7 million €**  
Employee remuneration  
and benefits



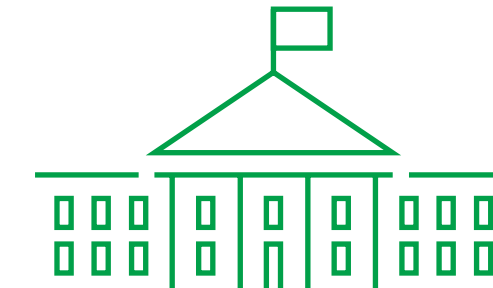
**44.5 million €**  
Support to producers  
and local suppliers



**2.7 million €**  
Investments



Offer products in socially  
vulnerable Groups  
**509,000**  
Portions of food



**4.7 million €**  
State



**5.3 million €**  
Insurance contributions

# Community Impact



## Social Responsibility Program "We Do Good!"

At **BARBA STATHIS**, we consistently support the wider society and, guided by the principles of solidarity and respect for our fellow people, **we continuously contribute to the work of charitable organizations through partnerships and social action.**

Through our **Social Responsibility Program "We do good,"** we offered this year as well, our support **to the wider society. By offering vegetables, pastry products, and fresh salads which exceeded 509,000 food portions, we supported the essential work of dozens of charitable organizations throughout Greece.**

Our cooperation with organizations such as the **"Together for Children" Association, "The Smile of the Child", the Chatzikiriakeio Foundation, and the "Ark of the World",** endures throughout the years and underlines the importance of the company's action plan, **to contribute tangibly to combating the phenomenon of food insecurity, especially in children.**



In 2021 we also began **collaborating with the Prolepsis Institute to fight child hunger in schools that are in vulnerable areas of the country.** Through the **"NUTRITION" program, we donated 3 tons of spinach for the production of 66,000 pies** that were distributed as a nutritious snack for students during the school year.

# Community Impact



## Daily distribution program of fresh salads

For another year running, in 2021 we also continued **our program of the daily distribution of fresh Barba Stathis salads to public service organizations** in the Attica region, such as the Reception & Solidarity Center of the Municipality of Athens. **On the one hand, our efforts contributed toward meeting the growing needs created by the pandemic and, on the other hand, promoted actions to help combat the phenomenon of food waste.**



## Financial support

Lastly, during the holiday season, we offered **financial support to “The Smile of The Child”**, which created our corporate e-card and the organization’s symbolic “year charm” which was gifted to all of our employees. At the same time, **we supported the work of the NGO "Together for Children" in their effort to help hundreds of families with underage children that are facing poverty and social exclusion.**

# Community Impact



## Contributing to education

KA - ΣΥΝΕΔΡΙΑ | KA - MAGAZINE | WEB TV | KA - ΔΡΑΣΕΙΣ | EDITORIAL

ka-business.gr  
καινοτομία & ανάπτυξη

NEA - ΕΠΙΚΑΙΡΟΤΗΤΑ | ΚΑΙΝΟΤΟΜΙΑ | BUSINESS  
ΚΟΙΝΩΝΙΑ | ΥΓΕΙΑ | ΑΠΩΣΗ

ΚΟΙΝΩΝΙΑ | Δράσεις

Προκήρυξη μερικής υποτροφίας από το Perrotis College και την ΜΠΑΡΜΠΑ ΣΤΑΘΗΣ ΑΒΕΕ

Παρασκευή, 31 Ιουλίου 2020 15:21

In 2021, **BARBA STATHIS** continued the undergraduate scholarship program for the children of our contract producers, in collaboration with the **American Farm School**. The student continued her studies and, in 2021, completed her second year of study at the **American Farm School's Vocational Training Institute in Thessaloniki**.



## Contributing to education



In addition, for the second year in a row, **BARBA STATHIS** organized a training program for our contract producers in collaboration with the **American Farm School in Thessaloniki**. The program, attended by participants from our main cultivation areas (**Larissa, Volvi, Giannitsa, Kilkis, Florina**), ran with the theme of "Application of innovative technologies to optimize sustainable horticultural production" and is one of our strategic actions to contribute to sustainable development, **with respect for the environment, our people, and society**.



# Community Impact



## Contributing to education

Εκπαιδευτικό Πρόγραμμα  
για τους Γεωπόνους της εταιρείας  
Μπάρμπα Στάθης



Regarding the training of our agricultural management executives, **a specialized program was implemented in collaboration with the organization “New Agriculture New Generation”**. The 32-hour program provided executives with experiential training through a series of seminars on the use of new technology, innovative uses of agricultural drones (UAVs), soft skills development, as well as training on the latest developments in food hygiene and safety. **For the implementation of the program, a specialized team was set up composed of agronomists from the organization “New Agriculture New Generation”, experienced professionals from the field of adult education, members of the Agricultural University of Athens Research Unit, and scientists from Rutgers University, US.**

## Reduction of food waste



Lastly, **with the reduction of food waste being a perennial priority to us, we chose to join the “Alliance for the Reduction of Food Waste”, operating under the auspices of the Greek Ministry of Environment and Energy. BARBA STATHIS is an active participant and supporter of the Alliance, an initiative of the organization “Boroume” and AB Vassilopoulos, working together to develop collaborations between major food companies, members of the research and academic community, consumer organizations, and state bodies.**

# Corporate Governance

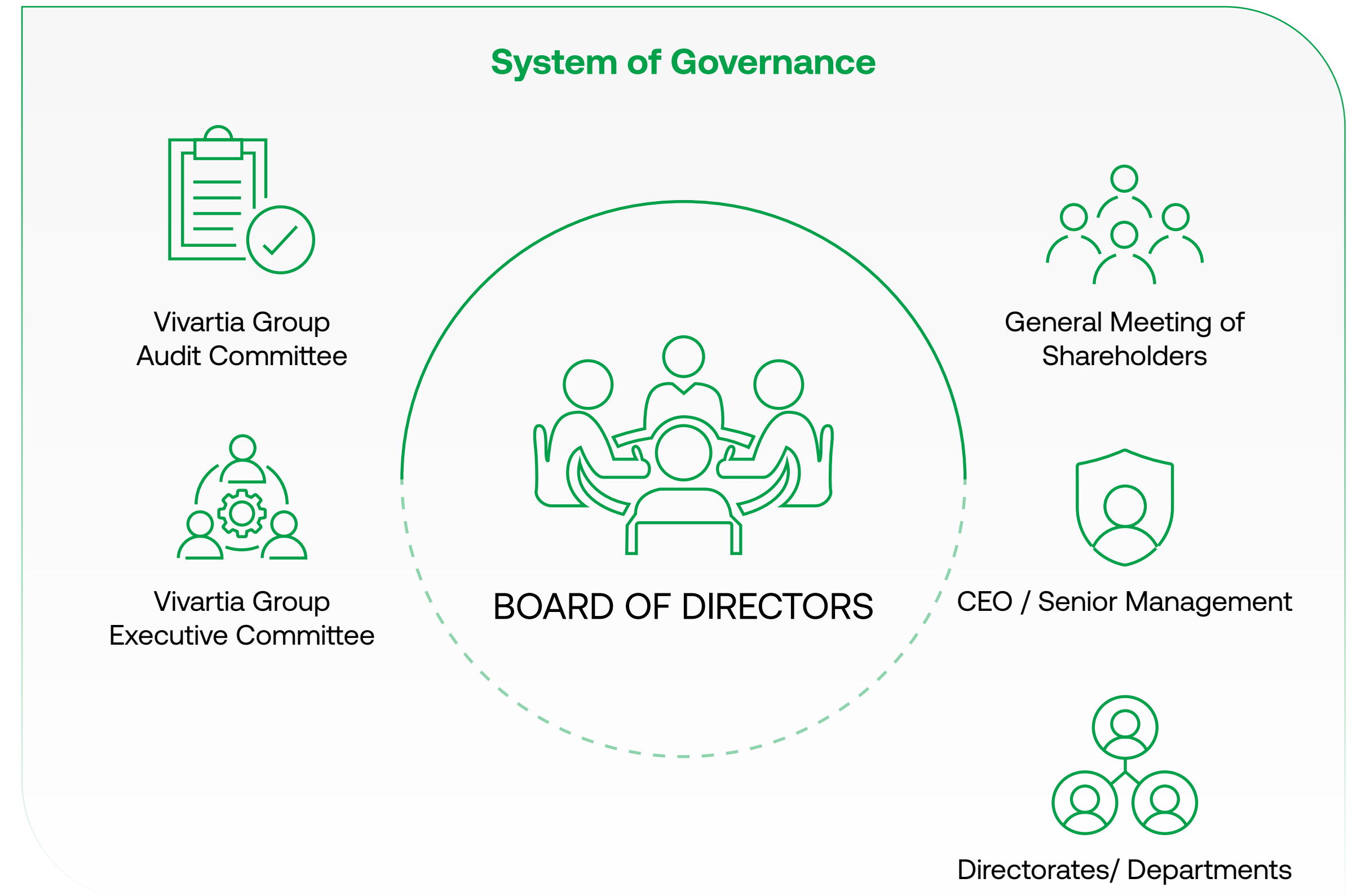


GRI 102-18 | GRI 102-22 | GRI 102-26 | GRI 205-3

At **BARBA STATHIS**, we place **particular importance on the application of clear operating rules and principles of good corporate governance, with the aim of transparency in management and independence in the methods of exercising management and control.**

The **BARBA STATHIS** company exists as a sole proprietorship industrial and commercial company and belongs to the Vivartia Group.

In 2021, the Group relinquished its entire equity participation in BARBA STATHIS (100% of the shares) to FROZEN HOLDINGS MAE which has since been the sole shareholder of BARBA STATHIS. In addition, **BARBA STATHIS** increased its equity participation percentages to 75% in the industrial and commercial food companies MICHAEL ARAMPATZIS S.A (from 49%) and ALESIS S.A. (from 51%).



# Corporate Governance



GRI 102-18 | GRI 102-22 | GRI 102-26 | GRI 205-3

An effective system of risk management and internal control safeguards the **BARBA STATHIS** Corporate Governance which is based on clear roles and responsibilities.

## Board of Directors

The company's Board of Directors is elected by the General Meeting of Shareholders for a five-year term, beginning with its election and extending to the first Regular General Meeting after the end of its term, which cannot, however, exceed six years. The Board of Directors acts collectively and is solely responsible for decision-making on any act concerning the Company's 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 10/09/2021 and in its current composition on 31/12/2021 consists of 7 members: the President (executive member), the Vice President and CEO (executive member), 3 executive members and 1 non-executive member. Members can be re-elected and recalled freely.

## Vivartia Group Executive Committee

The role of the Executive Committee consists in the continuous supervision of all the functions of the company and the Group, in defining the objectives, on the basis of which the budgets of the Group companies are drawn up to achieve the strategic planning and objectives, as well as in monitoring the course of the of economic quantities and results.

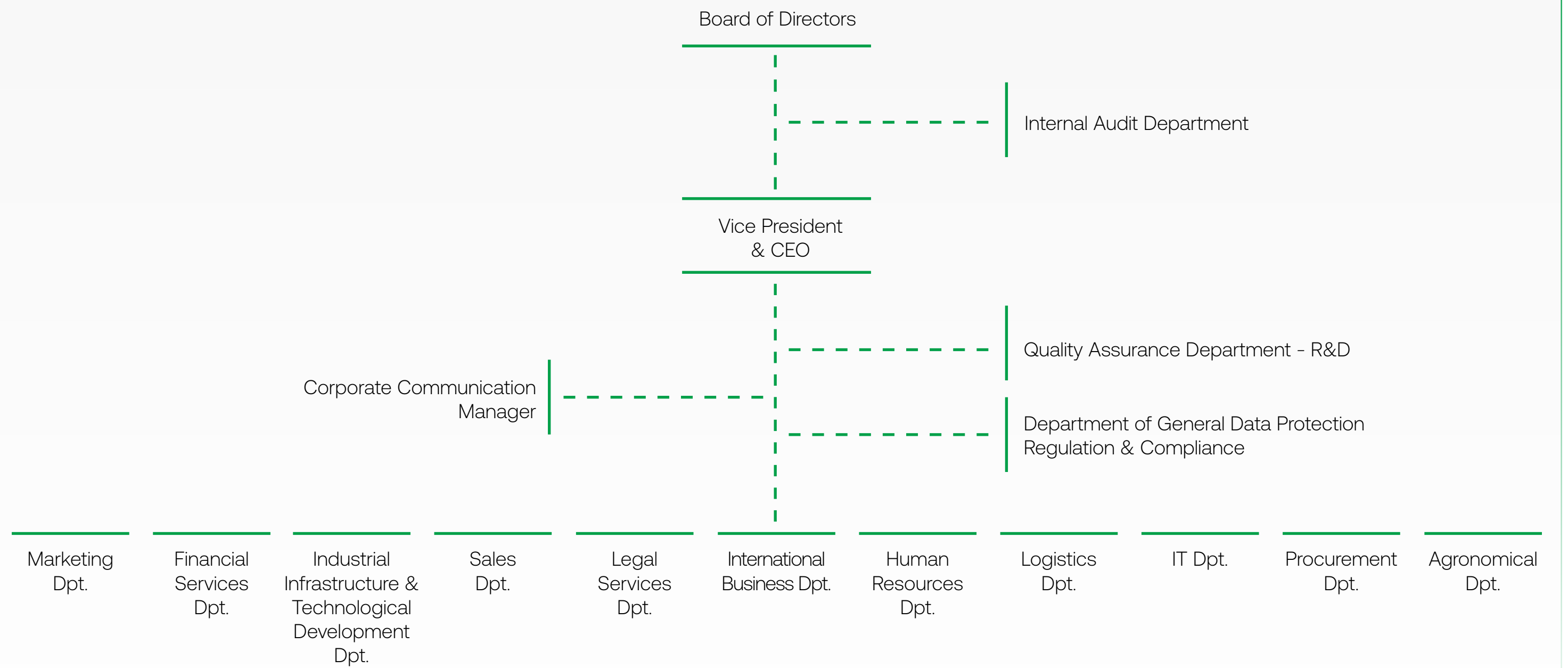
## Audit Committee

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 effectiveness of the internal control system and the operations of Internal Audit and risk management.

## Organizational structure

The responsibilities and scope of each Department are determined by the company's organizational structure which is in response to its operational needs and allows for the development and diffusion of a unified business concept that ensures smooth operation and proper risk management.

## BARBA STATHIS Organizational Structure



# Business Integrity and Anti-Corruption



GRI 102-17 | GRI 102-25 | GRI 205-2 | GRI 205-3

**We aim to operate within a framework of corporate responsibility and implement principles that promote the growth of a climate of trust, the safeguarding of human rights, and zero tolerance for any form of corrupt practices.**

**BARBA STATHIS** follows the "**Vivartia Code of Business Conduct**", which includes special provisions for **combating corruption and avoiding unethical actions and behaviors**. The Code outlines specific policies that oppose the abuse of authority for personal gain.

The **Code of Conduct for Procurement of goods and services** sets out specific standards and principles describing the relationship between employees and suppliers with regard to offering or receiving gifts.

We reinforce our zero-tolerance strategy to any form of corruption by informing and educating our employees on transparency and anti-corruption issues consistently and on a regular basis. All members of management and department managers of the company participated in these trainings.

**It is worth noting that for one more year, there was no confirmed incident of corruption and that 100% of the members of Management and 100% of the company's heads of department have been informed about our anti-corruption policy and procedures, and have received relevant training.**

## Internal Audit and Risk Management

**The Internal Audit Department operates in accordance with the Internal Audit Standards and the Code of Ethics** as issued by the Institute of Internal Auditors, including other auditing standards where applicable. The Department carries out extensive, planned audits as well as surprise checks and, among other responsibilities, also examines implementation practices regarding any **BARBA STATHIS** Corporate Responsibility issues. The results of the audits are compiled and presented to the Vivartia Group Audit Committee on a quarterly basis.

**By adhering to the principle of prevention, the company maintains an effective prevention and risk management system.** This way, the company recognizes, evaluates, and prioritizes potential business risks and either uses a specialized methodology or applies internationally accepted standards to limit risk exposure. One of the key roles of the Internal Audit Department is to determine whether the company's risk management namely — safeguards and corporate governance processes as designed and implemented by management — are operating effectively and correctly. The Internal Audit Department's responsibilities include:

- Monitoring the implementation of agreed-upon corrective actions by relevant departments and divisions.
- The timely identification of opportunities for improvement in the areas of administrative control, profitability, and brand image, through the process of audits.

- Assessing the level of adequacy and effectiveness of the processes of the production or administrative units in relation to risk management and avoidance through regular reports.
- Contributing to the investigation of cases of anti-corruption in the company and communicating the results to Management.

## Avoiding conflicts of interest

**Guided by the principle of prevention, BARBA STATHIS adheres to the Vivartia Code of Business Conduct based on which special measures and practices are established to avoid cases of conflict of interest. In particular, the Code stipulates the following:**

- 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 Certification of Non-Conflict of Interest.
- All employees must respect the confidential information that they manage while performing their duties.
- All employees are informed about and follow all corporate procedures, disclosed to them

## Healthy Competition

**The company follows the rules of healthy competition, adheres to the "Vivartia Code of Business Conduct" and fully respects the relevant regulations of national and European legislation.** In this context, the company does not engage in unfair discussions and agreements or acts that are contrary to common decency and laws, nor does it enter into unfair agreements for price fixing, pre-arranged tenders, customer acquisition, or market allocation. At the same time, it avoids promoting its products through unlawful or immoral advertising, by respecting the relevant regulations of the legislation.

# GRI Index

GRI 102-55

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
<b>Organizational Profile</b>			
	102-1 Name of the organization	About Us	BARBA STATHIS S.A..
	102-2 Activities, brands, products and services	A). About us B) Financial Performance	page 8-9
	B). Our Products	page 8-9	page 10
	102-3 Location of headquarters	Areas of Activity	page 10
	102-4 Location of operations	Areas of Activity	page 10
<b>GRI 102 General Disclosures</b>	102-5 Ownership and legal form	-	BARBA STATHIS Societe Anonym 100% part of Vivartia Group
	102-6 Markets served	Areas of Activity	page 10
	102-7 Scale of the organization	About Us	page 34
	102-8 Information on employees and other workers	Diversity, Equity & Inclusion	page 34
	102-9 Supply Chain	Sustainable Supply Chain	page 46
	102-10 Significant changes to the organization and its supply chain	Sustainable Supply Chain	page 46

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
<b>Organizational Profile</b>			
	102-11 Precautionary Principle or approach	Sustainable Development is at the heart of Barba Stathis	page 16
	102-12 External initiatives	Awards & Distinctions	page 13
	102-13 Membership of associations	Awards & Distinctions	page 14
<b>Strategy</b>			
<b>GRI 102 General Disclosures</b>	102-14 Statement from senior decision-maker	Message from Management	page 5
<b>Ethics and Integrity</b>			
	102-16 Values, principles, standards, and norms of behaviour	About Us	page 7
<b>Governance</b>			
	102-18 Governance structure	Transparency and Anti-Corruption	page 58
	102-25 Conflict of interest	Business Integrity and Anti-Corruption	page 60

# GRI Index

GRI 102-55

GRI Standards	Disclosure of Commitments	Unit / Reference	Page	
<b>Stakeholder Engagement</b>				
<b>GRI 102 General Disclosures</b>	102-40 List of stakeholder groups	Stakeholders Consultation	page 17	
	102-41 Collective bargaining agreements		44% of our employees are covered by the Business Collective Agreement of BARBA STATHIS.	
	102-42 Identifying and selecting stakeholders	Stakeholders Consultation	page 17	
	102-43 Approach to stakeholder engagement	Stakeholders Consultation	page 17	
	102-44 Key topics and concerns raised	Stakeholders Consultation	page 17	
	<b>Reporting Practices</b>			
	102-45 Entities included in the consolidated financial statements	About this Report	The analysis of the material issues concerns the company 'BARBA STATION S.A.' Financial Statements of the company BARBA STATHIS S.A	
102-46 Defining report content and topic boundaries	The most important sustainable development issues		page 20	

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
<b>Reporting Practices</b>			
<b>GRI 102 General Disclosures</b>	102-47 List of material topics	The most important sustainable development issues	page 20
	102-48 Restatement of information		page 25
	102-49 Changes in reporting		There are no significant changes versus the previous report
	102-50 Reporting period	About this Report	page 6
	102-51 Date of most recent report	About this Report	page 6
	102-52 Reporting Cycle	About this Report	page 6
	102-53 Contact point for questions regarding the report	About this Report	page 6
	102-54 Claims of reporting in accordance with the GRI Standards	About this Report	page 6

# GRI Index

GRI 102-55

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 102 General Disclosures</b>	102-55 GRI content Index	GRI Index	page 61
	102-56 External assurance	About this Report Independent External Audit Report	page 6 page 67-70
<b>GRI 201 Economic Performance</b>	103 Management Approach		
	201-1 Direct economic value generated and distributed	Support of Local Communities and Social Actions	page 53
<b>GRI 205 Anti-corruption</b>	103 Management Approach		
	205-3 Confirmed incidents of corruption and actions taken	Business Integrity and Anti-Corruption	page 60
<b>GRI 301 Materials</b>	103 Management Approach		
	301-2 Recycled input material used	Waste Management	page 28

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 302 Energy</b>	103 Management Approach		
	302-1 Energy consumption within the organization	Responsible Energy Consumption	page 24
<b>GRI 303 Water and effluents</b>	103 Management Approach		
	303-3 Water recycled and reused	Water Management	page 26
	303-4 Water discharge	Water Management	page 26
	303-5 Water consumption	Water Management	page 26
<b>GRI 305 Emissions</b>	103 Management Approach		
	305-1 Direct GHG emissions (Scope 1)	Climate Change and Greenhouse Gas Emissions	page 25
	305-2 Energy indirect GHG emissions (Scope 2)	Climate Change and Greenhouse Gas Emissions	page 25

# GRI Index

GRI 102-55

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 305 Emissions</b>	305-5 GHG emissions reduction	Climate Change and Greenhouse Gas Emissions	page 25
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change and Greenhouse Gas Emissions	page 25
<b>GRI 306 Effluents and Waste</b>	103 Management Approach		
	306-1 Waste generation and significant waste-related impacts	Waste Management	page 28
	306-2 Waste by type and disposal method	Waste Management	page 28
	306-3 Waste generated	Waste Management	page 28
	306-4 Waste diverted from disposal	Waste Management	page 28
	306-5 Waste directed to disposal	Waste Management	page 28
<b>GRI 307 Environmental Compliance</b>	103 Management Approach		
	307-1 Non-compliance with environmental laws and regulations	Environmental Investments and Actions	page 23

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
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<b>GRI 401 Employment</b>	103 Management Approach		
	401-1 New employee hires and employee turnover	Diversity, Equity and Inclusion	page 32
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	Our People	page 29
<b>GRI 403 Occupational Health &amp; Safety</b>	103 Management Approach		
	403-1 Occupational health and safety management system	Health and Safety	page 30-31
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety	page 31
	403-3 Occupational health services	Health and Safety	page 30-31
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety	page 30-31
	403-5 Worker training on occupational health and safety	Health and Safety	page 30-31
403-6 Promotion on occupational health and safety	Health and Safety	page 31	



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GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 403 Occupational Health &amp; Safety</b>	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety	page 30-31
	403-9 Work-related injuries	Health and Safety	page 31
	403-10 Work-related ill health	Health and Safety	page 31
<b>GRI 404 Training and Education</b>	103 Management Approach		
	404-1 Average hours of training per year per employee	Employment Practices of our Employees	page 38
	404-2 Programs for upgrading employee skills and transition assistance programs	Employment Practices of our Employees	page 38

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 413 Local Communities</b>	103 Management Approach		
	413-1 Operations with local community engagement, impact assessments, and development programs	Our People	page 49
<b>GRI 416 Customer Health and Safety</b>	103 Management Approach		
	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Safety	page 40-42
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Safety	page 40
<b>GRI 417 Marketing and Labeling</b>	103 Management Approach		
	417-1 Requirements for product and service information and labeling	A) Product Quality and Safety B) Product Labelling	page 40-42

# GRI Index

GRI 102-55

GRI Standards	Disclosure of Commitments	Unit / Reference	Page
	<b>Reporting Practices</b>		
<b>GRI 417 Marketing and Labeling</b>	417-2 Incidents of non-compliance concerning product and service information and labeling	A) Product Quality and Safety B) Product Labelling	page 40
	417-3 Incidents of non-compliance concerning	A) Product Quality and Safety B) Product Labelling	page 40 page 47
<b>Non-GRI</b>	103 Management Approach	Product Quality and Safety	page 40-42
<b>Non-GRI</b>	103 Management Approach	Highly Nutritious Products	page 43
<b>Non-GRI</b>	103 Management Approach	Innovation, Research and Development	page 44

# Accountability Principles Standard AA1000AP(2018) Index

AA1000AP(2018) Principles	Reference in the Report	Page
<b>Inclusivity</b>	Stakeholders	17
<b>Materiality</b>	Key Sustainability Issues	20-21
	ESG Performance and Key Priorities	3-4
<b>Responsiveness</b>	BARBA STATHIS at a glance	8
	Our Products	9
	Business Model	11
	Addressing the Pandemic: Health & Safety, Provisions	15
	Stakeholders	17
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	Generating value through responsive production	39
	Sustainable Supply Chain	45
	Sustainable Agriculture & Primary Sector Support	50
	Community Impact	51
	<b>Impact</b>	ESG Performance and Key Priorities
Financial Performance		12
Generating value through responsive production		39
Energy Management		24
Climate Change and Greenhouse Gas Emissions		25
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Sustainable Packaging and Circular Economy		27
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# Independent External Assurance Report



To: Management of **BARBA STATHIS SINGLE MEMBER INDUSTRIAL & COMMERCIAL S.A.**

## 1. Scope of the External Assurance project of the Sustainability Report

**BARBA STATHIS SINGLE MEMBER INDUSTRIAL & COMMERCIAL S.A.** Company (hereinafter referred to as BARBA STATHIS) has assigned **TÜV HELLAS (TÜV NORD) SA** (hereinafter referred to as **TÜV HELLAS**) the limited external assurance of the Sustainable Development Report, which covers the period **1/1/2021-31/12/2021**.

The scope of the project consists of the following:

- A. The Application Level Check in accordance with the **GRI Sustainability Reporting Standards (GRI Standards)**, regarding the Sustainability Report of **BARBA STATHIS** for 2021, in order to confirm the company's compliance to the requirements of the GRI Standards for the **"In accordance\_Core"** Level.
- B. The control of the accuracy of the claims regarding the coverage of specific metrics of the **GRI Standards**, as follows: GRI 302-1, GRI 303-5, GRI 307-1, GRI 401-1, GRI 403-9, GRI 416-2, GRI 417-2, GRI 417-3.
- C. The conduction of the coverage level check of the guide **AA1000AP (2018)**, referring to the Accountability Principles as they are stated and analyzed within (Inclusivity, Materiality, Responsiveness & Impact). The level check was held based on the contents of the guide **AA1000AS v3** (Type 2 Assurance-Moderate level).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **BARBA STATHIS** for 2021 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by **BARBA STATHIS** in its Sustainability Report, in order to confirm the Company's compliance to the requirements of the GRI Standards for the **"In accordance\_Core"** Level, as well as the requirements of **AA1000AP (2018)**.

## 2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. **GRI Standards (Core Level)**
- B. **AA1000AP (2018)**

For the evaluation of conformity to the requirements of **AA1000AP (2018)**, the provisions of the guide **AA1000 Assurance Standard (AA1000AS v3)** were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within AA1000AP (2018), was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.



# Independent External Assurance Report



## 3. Project methodology

Based on the conformance criteria of paragraph 2 and in order to draw conclusions, the external assurance team of **TÜV HELLAS** conducted the following (indicative and not restrictive) methodology:

- Reviewed the procedures followed by **BARBA STATHIS** to identify and determine the material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of **BARBA STATHIS** having operational role in Sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the **BARBA STATHIS** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims mentioned to the selected metrics (referred in paragraph 1), in connection with the findings of the above steps. Additionally, the methodologies and practices for extracting the results were reviewed and crosschecking was performed on the reliability and quality of the metrics reported in the report. These checks consist (not restrictively) of the following:
  - Understanding the quality management and results collection processes related to the indicators under consideration
  - Review of the design of processes, systems and controls for managing reliability and quality of specified information
  - Sampling of management practices and operation control, as well as evidence gathering in order to sufficiently ensure the completeness and accuracy of the claims.
  - Maintain of the appropriate documentation for all the aforementioned controls

## 4. Review limitations

The range of the review was exclusively limited to the activities of **BARBA STATHIS** in Greece & Bulgaria. No visits and interviews in stakeholders of the **BARBA STATHIS** have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

## 5. Responsibilities of the Reporting Organization and Assurance Provider

The team for Sustainability of **BARBA STATHIS** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), do not represent **TÜV HELLAS'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility of **TÜV HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that **TÜV HELLAS** can quote to **BARBA STATHIS** administration the issues mentioned in this report and for no other purpose.



# Independent External Assurance Report



## 6. Conclusions-Recommendations

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by **TÜV HELLAS**, the conclusions are as follows:

### A. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Total Reporting Indicators related to GRI Standards.

- During the external assurance project carried out, nothing came to the attention of **TÜV HELLAS** which would lead to the conclusion that the Sustainability Report of **BARBA STATHIS** does not meet to the requirements of the GRI Standards for the “**In accordance\_Core**” Level, as reflected on the corresponding correlation GRI content index (table with the GRI Standards Indicators).

### B. Control of the accuracy of the claims concerning the metrics from the GRI Standards

- Nothing has come to the attention of **TÜV HELLAS** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the disclosures (selected metrics) of the GRI Standards referred in paragraph 1, point B of this report.

### C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

#### **Inclusivity: Dialogue on Sustainability Issues with the Stakeholders**

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the **BARBA STATHIS** has not implemented the principle of Inclusivity in developing its approach to sustainability.

#### **Materiality: Focus on the material issues related to sustainability**

- We have not realized any matter that causes us to believe that the material issues’ definition approach which was followed by the **BARBA STATHIS** does not provide a comprehensive and balanced understanding of the material issues.

#### **Responsiveness: Addressing the needs and expectations of stakeholders**

- We have not realized any issue, which would lead us to believe that the **BARBA STATHIS** has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

#### **Impact: Impact of company’s activities to the broader ecosystems**

- We have not realized any issue, which would lead us to believe that the **BARBA STATHIS** has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.



# Independent External Assurance Report



**TÜV HELLAS** did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in **AA1000AP (2018)**. Additionally, **TÜV HELLAS** did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

## 7. Remarks

- The explicit definition of the Sustainability Report's boundaries will contribute to a wider understanding of the issues raised by all of the company's stakeholders.
- The resolution of individual inconsistencies in the ways of extracting the performance metrics of the Sustainability Report will help to achieve a greater degree of the report's disclosures.

## 8. Impartiality and independence of the external assurance team

**TÜV HELLAS** states its impartiality and independence in relation to the project of **BARBA STATHIS** Sustainability Report external assurance. **TÜV HELLAS** has not undertaken work with **BARBA STATHIS** and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions or recommendations.

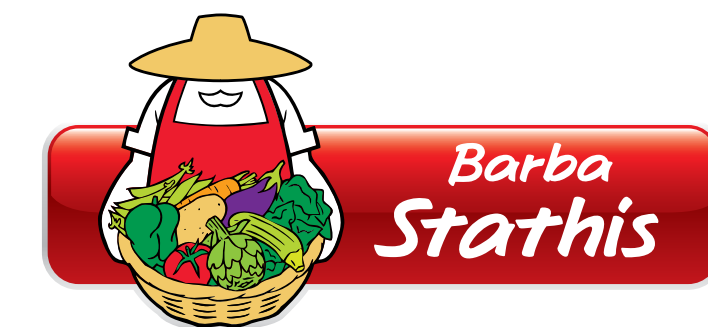
**TÜV HELLAS** was not involved in the preparation of the text and data presented in the Sustainability Report of **BARBA STATHIS**.

Athens, December 17, 2022  
For **TÜV HELLAS (TÜV NORD) SA**

A handwritten signature in black ink, appearing to read 'Nestor Paparoupas', written over a faint, illegible stamp or background.

**Nestor Paparoupas**  
Product Manager





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