

ESG Report 2022

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ESG pillars	Strategic Targets	Targets & Priorities 2022	Performance 2022	Targets & Priorities 2023
E	Environmental Stewardship <ul style="list-style-type: none"> Achieve Net Zero through the participation in the Science Based Targets initiative (SBTi) Achieve and maintain zero waste to landfill by 2030 Complete replacement of all packaging with 100% recyclable material by 2026 Reduce water use intensity by 15% by 2026 	Reduction of specific electrical and thermal energy consumption by 2%	↓ 4.4% (electric) ↓ 18% (thermal)	<ul style="list-style-type: none"> Investment in infrastructure for renewable energy Calculation of the carbon footprint of the company's entire activity (Scope 1, 2 & 3)
		Research and study on the replacement of frozen product packaging with fully recyclable packaging (three-year objective: 2022-2025)	●	<ul style="list-style-type: none"> Commitment to SBTi targets and preparation of a detailed emissions reduction plan
		Reduction of specific water consumption by 2%	↓ 14%	<ul style="list-style-type: none"> Finalization of the design of a concrete action plan to reduce the carbon footprint of the company's operations
		Implementation of a carbon footprint study for primary production	●	<ul style="list-style-type: none"> Research and study on the gradual replacement of frozen product packaging with fully recyclable packaging (three-year objective: 2022-2025)
		Upgrade of Zero Waste to Landfill certification categories for our two vegetable production plants	●	<ul style="list-style-type: none"> Implementation of consumer survey on the two types of recyclable packaging materials to be used Optimization of waste management from activities at the company's offices Update of waste management and circular economy policies Drafting of a Climate Change and Greenhouse Gas Policy Update of Energy Management Policy

↓ Reduction symbol
 ● The target was not achieved
 ● The target is being implemented
 ● The target has been achieved

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¹The abbreviation ESG refers to Environmental, Social, and Governance issues.

ESG¹ Performance Summary for 2022 - Targets & Priorities 2023

ESG pillars	Strategic Targets	Targets & Priorities 2022	Performance 2022	Targets & Priorities 2023
S	Thriving Communities <ul style="list-style-type: none"> • Create the “Eat Well Live Well” program • Promote sustainable agriculture enhancing the well-being of our farmers, and adopt actions for development and skill-building • Provide tangible support to the community 	Continuation of the research study on the parameters that contribute to the dissemination of the nutritional value of vegetables to children		<ul style="list-style-type: none"> • Development of a Corporate Social Responsibility framework
		Development of educational program visits for primary school students, aiming to disseminate the nutritional value of vegetables to children		<ul style="list-style-type: none"> • Enhancement of the corporate volunteering program “Together we do good!”
		Development of new product categories with high nutritional value ingredients (e.g. cereals)		<ul style="list-style-type: none"> • Develop a volunteering plan and actions that support the local community (two-year objective: 2022-2023)
		Announcement of two full, two-year scholarships for the American Vocational High School School of Agriculture, for children of cooperating producers (Two-year objective: 2022-2023)		<ul style="list-style-type: none"> • Promotion of sustainable agriculture enhancing the well-being of our farmers, and adoption of actions for development and skill-building
		Development of a volunteering plan and actions that supporting the local community (Two-year objective: 2022-2023)	> 380,000 portions of food provided to charitable organizations throughout Greece	<ul style="list-style-type: none"> • Continuation of two full, two-year Vocational High School scholarships to the American Farm School for children of cooperating producers • Continuation of educational programs for elementary school children with an emphasis on raising awareness about food waste
	Sustainable Agriculture & Sourcing <ul style="list-style-type: none"> • Implement innovative and smart agricultural practices in contract farming by 2028 • Ensure responsible procurement practices and integrate ESG criteria in the procurement process by 2026 • Increase regenerative agriculture practices by 2026 	Re-design & optimization of the Supplier Evaluation System based on ESG criteria and revision of the Suppliers’ Code of Conduct		<ul style="list-style-type: none"> • Implementation of ESG trainings to suppliers on a regular basis (three-year objective: 2023-2026) • Development of a framework for Sustainable Procurement, optimization of supplier evaluation system based on ESG criteria and revision of the Supplier Code of Conduct (three-year objective: 2023-2026) • Development of a training action plan for partner contract producers on regenerative agriculture (Starting in 2023) • Re-design & optimization of the Supplier Evaluation System based on ESG criteria and revision of the Suppliers’ Code of Conduct (three-year objective: 2023-2026)

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ESG pillars	Strategic Targets	Targets & Priorities 2022	Performance 2022	Targets & Priorities 2023
S	Responsible Operations <ul style="list-style-type: none">Achieve pay equity between men and women by 2028Achieve an employee satisfaction score of >75% by 2026Ensure an injury-free work environment by 2030Maintain consumer loyalty by achieving a Net Promoter Score (NPS) equal to 30 by 2025	Implementation and adoption of a 360° evaluation system for all company executives	●	<ul style="list-style-type: none">Development of an action plan for the wellbeing of employeesEnhancement of the employee performance evaluation processEnhancement of the employee training and development planInclusion of the category 'wellbeing' to the annual employee satisfaction survey (two-year objective: 2023-2024)Implementation of a NPS survey to measure consumer satisfaction and loyaltyUpdate of ISO 45001 for all functional units
		Development of a new MBO (Management by Objectives) Employee Performance Management System, linked to the development of human resources	●	
		New medical office space	●	<ul style="list-style-type: none">Maintenance and improvement of health-related indicators & safety KPIs in the company's Sustainability Report to increase transparency and monitor performanceCalculation of the gender pay gap and create an action plan to eliminate it, if applicable
		Regular testing of groups of employees, depending on the nature of their work, on an annual basis	●	<ul style="list-style-type: none">Regular reviews on groups of employees depending on the nature of their work, on an annual basisConduct regular infosessions for all staff on health and wellbeing issuesMaintenance of a working environment that promotes respect and upholds human rights and implementation of info sessions to raise awareness against violence and harassment at work
G	Transparency & Accountability <ul style="list-style-type: none">Achieve and maintain Gold category in the EcoVadis assessmentAchieve Top Score in the Carbon Disclosure Project by 2025	Development of a whistleblowing system (two-year objective: 2022-2023)	●	<ul style="list-style-type: none">Development of a whistleblowing system (two-year objective: 2022-2023)Launch of the EcoVadis evaluation process in 2023
		Implementation of a study of digitization needs and digital transition planning (three-year objective: 2022-2024)	●	<ul style="list-style-type: none">Certification of AntiBribery Management Systems ISO 37001 and Business Continuity Management Systems ISO 22301Implementation of a study of digitization needs and digital transition planning (three-year objective: 2022-2024)

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ESG Highlights 2022



Environment

Environmental Stewardship

-4% 

Reduction in specific **electricity** consumption compared to 2021

-18% 

Reduction in specific **thermal energy** consumption compared to 2021

20% 

of the energy consumed in the organization is produced from **renewable energy sources** (solar panels)

2,932 tons

of plant residue was converted **into cattle feed** and



-14% 

Reduction in specific **water** consumption compared to 2021

3,151 tons

were **processed** by approved partners to produce **biogas and soil improvement products**



Society

Thriving Communities

>380,000 

portions of food were offered to charitable organizations that contribute to addressing food insecurity among vulnerable groups in Greece through the **Social Responsibility program "We do good!"**

Member of the **"Alliance for the Reduction of Food Waste"**

Launch of BARBA STATHIS' **educational program** for primary schools "Take a step for healthy eating"

Start of collaboration between BARBA STATHIS & the Prolepsis Institute to promote the nutritional value of vegetables

Responsible Business Operation

Certified under

ISO 45001/2018

Occupational **Health and Safety** System



772 training hours on **ESG** issues

1,466 training hours on **Health and Safety** issues

Sustainable Agriculture & Sourcing

1st digital training seminar for partner suppliers on **"Supplier awareness on sustainable development issues"**

+5% € million in investments to **support farmers & local suppliers**



Governance

Transparency and Accountability

Zero

confirmed cases of discrimination, corruption or bribery



Updated

policies to prevent Bribery and Corruption, Conflict of Interest and Fraud

We operate with

Zero Tolerance

to all forms of corruption and bribery across our entire range of activities

BARBA STATHIS is a member of the United Nations Global Compact and operates in full alignment with its 10 principles



United Nations
Global Compact

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GRI 2-22

2022 was a year of substantial challenges, with the international energy crisis, high inflation, the effects of climate change and the rising cost of money being of particular concern to Greek businesses and constituting a pressurized environment for the domestic economy.



Despite the international geopolitical and macroeconomic challenges, BARBA STATHIS has ensured business continuity across the full range of its activities, following its successful growth trajectory.

Key parameters of the company’s successful course to date are the principles of sustainable development and continuous modernization. As part of its adoption of sustainable development principles, in 2022, BARBA STATHIS consistently established its ESG strategy, with substantial commitments and specific, measurable, long-term targets relating to: reducing its environmental footprint, society, business excellence and good governance. Our priority is to create added value and a positive footprint for all stakeholders, through initiatives and actions that are inextricably linked to the company’s business and growth model. Recognizing the company’s responsibility, the newly developed strategy includes a modern, dynamic, and flexible governance model. This model incorporates the diversity and equal inclusion of employees, in the context of a working environment that constantly focuses on their health and safety.

For yet another year, BARBA STATHIS strongly supported the country’s primary sector and Greek producers, as through the Contract Farming program, over 3,000 hectares of fertile Greek land

from Thrace to Peloponnese were responsibly cultivated. Having developed an important network of partners - producers with whom we have established unbreakable relationships of trust and mutual respect over the years, we aim to further their development and progress.

Our long-standing commitment remains to offer products of top quality and maximum safety, while striving to continuously reduce our environmental footprint. More specifically, the pioneering certification of circular economy, the responsible management of organic waste and the systematic investment in energy saving actions, underline the company’s environmentally responsible attitude and our commitment to the global effort for creating a sustainable planet, with a positive impact on local communities, people, and the environment.

Furthermore, BARBA STATHIS, recognizing its human resources as a driving force for its business operation, ensures the development, empowerment, and well-being of its employees, as well as the creation of a safe and healthy working environment. Towards this end, in 2022, we offered over 8,000 hours of Health, Safety and Sustainability training to our employees.

The continuous promotion of business ethics and regulatory compliance is a matter of primary

importance to us, as it is a reference point for the operation of all company’s activities and characterizes the relationships, we develop with all our stakeholders and social partners.

Finally, for yet another year, BARBA STATHIS, with a high sense of responsibility, implemented actions to support vulnerable social groups. Through its active participation and practical contribution, it underlined its ongoing commitment to creating sustainable and resilient societies. Specifically, in 2022, we provided more than 380,000 portions of food & salads, through our Social Responsibility Program “Doing Good”, to dozens of non-profit organizations, making a substantial contribution to the fight against food insecurity.

Through our seventh annual ESG Report, we present our strategy and activities, alongside our targets and performance on key ESG issues, highlighting our commitment to sustainability principles and value creation for all stakeholders. We are proud of what we have achieved this year and continue with dedication to our work, aiming to make a meaningful contribution to ensuring sustainable, just, and resilient societies that grow in the context of a modern and competitive economy that respects the environment and people.

On behalf of the BoD

A. Fotakidis
Chairman of the BoD

N. Pothoulakis
Deputy Chairman of the BoD
& Chief Executive Officer of BARBA STATHIS

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BARBA STATHIS' strategy for sustainable development

GRI 2-22

Our commitment to sustainable growth and continuous modernization is an integral part of the way our company operates.

Through the identification of the global business challenges and emerging demands, BARBA STATHIS formulated its ESG strategy in 2022 to ensure a positive impact on the environment, society, and economy by embracing the principles of sustainability.

Vision and pillars of our ESG strategy

BARBA STATHIS is committed to producing safe and premium quality food with social and environmental responsibility, thereby contributing towards ensuring a sustainable future.

The company's ESG strategy consists of five (5) pillars and is aligned with the United Nations Sustainable Development Goals (UN SDGs), our business model, stakeholder expectations, and the company's strategic priorities .

The five (5) pillars are made up of specific targets, which create an integrated framework of ESG initiatives aimed at creating long-term value for all BARBA STATHIS' stakeholders. The implementation of these initiatives is designed to ensure economic stability in parallel with environmental and social sustainability.



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Vision and pillars of our ESG strategy



The company's ESG strategy is applied across the entire scope of its activities and is developed based on the principles of materiality, stakeholder engagement, and accountability.

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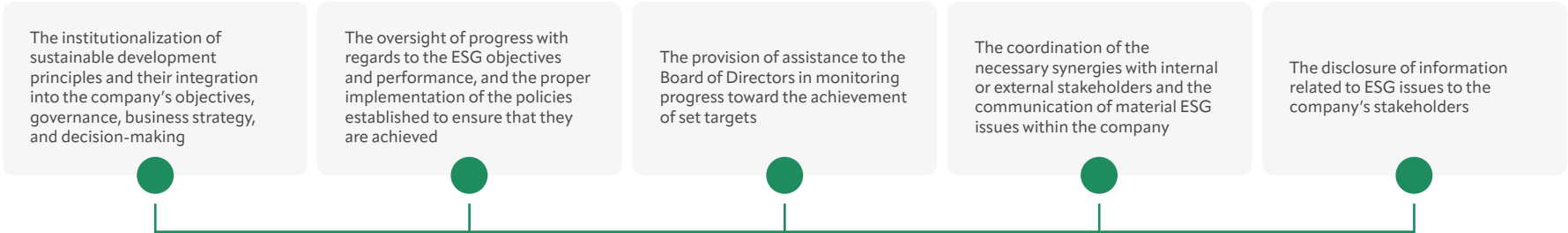
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ESG governance model

The implementation of the initiatives stemming from the ESG strategy and the attainment of the targets set are monitored through a governance model that includes, among other things, the establishment of an ESG Committee, the creation of appropriate monitoring mechanisms, the operation of responsible action teams and the development of a defined action plan per pillar.

The ESG governance model was formulated in 2022 and will take effect in 2023.
The responsibilities of the ESG Committee include:

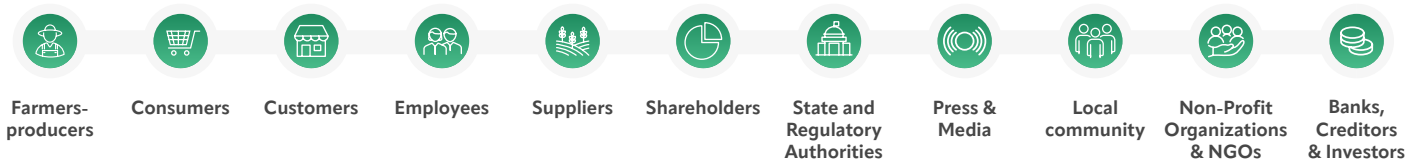


BARBA STATHIS' Stakeholders

GRI 2-29

BARBA STATHIS recognizes stakeholders as groups that affect and/or are affected, directly or indirectly, positively or negatively, by its business activity. In order to better understand the existing and/or potential impacts of its activities, our company seeks a systematic and open dialogue with its stakeholders. By doing so, we strengthen our commitment, respond effectively to important social and environmental issues, and identify new opportunities and challenges pertinent to our business.

Engaging in dialogue with stakeholders enables the effective and successful management of important corporate issues. In this context, stakeholder consultation aims to enhance transparency and build relationships of mutual trust and understanding. The stakeholder groups that the company has identified and with which it communicates systematically are the following:



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BARBA STATHIS' Stakeholders

GRI 2-29

Stakeholder groups	Communication channels and frequency	Expectations	Our response
Farmers-Producers	<p>On a daily basis:</p> <ul style="list-style-type: none"> Through the company's agronomists Organization of training days and seminars aimed at their continuous education 	<ul style="list-style-type: none"> Solvency and reliability Implementation of optimal farming Implementation of Contract farming program Support of producers' income Providing information and training programs Financial soundness of the company 	<ul style="list-style-type: none"> Contract Farming Implementation of Integrated Agricultural Management principles Training programs for our agricultural partners
Consumers	<p>On a daily basis:</p> <ul style="list-style-type: none"> Through Customer Service Department <ul style="list-style-type: none"> By phone Online Face-to-face Social Media Marketing activations 	<ul style="list-style-type: none"> Product quality and safety Nutritional value of products Product innovation Information about new products Promotions and discounts Information about healthy dietary nutrition Corporate responsibility Immediate response to any complaints, requests, and/or questions regarding our products 	<ul style="list-style-type: none"> Implementation of a Responsible Operation Strategy Certified processes for the production and packaging of all products Investments in research and development of new products
Customers	<p>On a daily basis:</p> <ul style="list-style-type: none"> Communication through the Commercial Management Team (in person or by phone) Contact with the Trade department Visits to customer premises Participation in industry exhibitions 	<ul style="list-style-type: none"> Product quality Commercial and pricing policy Before and after-sale service Timely delivery of products Benefits and discounts Prompt service Consumer Grievances Handling Mechanism Product distribution 	<ul style="list-style-type: none"> Implementation of a Responsible Operations Strategy
Employees	<p>On a daily basis:</p> <ul style="list-style-type: none"> Meetings with Management or intra-departmental meetings Intranet Communication channels – complaint box Evaluation 	<ul style="list-style-type: none"> Remuneration and additional benefits Transparency and integrity Recognition and professional development Employee/Talent retention Achievement of personal and group goals Occupational health and safety Safe and secure work environment Training Volunteering Opportunities 	<ul style="list-style-type: none"> Implementing a flexible two-way communication system Offering additional benefits Implementing a Health and Safety policy Employee volunteering actions Implementation and adherence to the "Vivartia Code of Business Conduct"
Suppliers	<p>Periodically:</p> <ul style="list-style-type: none"> Communication with multiple departments and divisions of the company Visits to suppliers' facilities Annual evaluation based on specific criteria Participation in international and industry exhibitions 	<ul style="list-style-type: none"> Company development and expansion Clear cooperation terms Objective supplier evaluation Support of local suppliers Developing mutually beneficial relationships Transparency and integrity 	<ul style="list-style-type: none"> Implementation of the Code of Business Conduct to define relevant procedures of transaction and conduct A practical emphasis on cooperation with local suppliers

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GRI 2-29

Stakeholder groups	Communication channels and frequency	Expectations	Our response
Shareholders	<ul style="list-style-type: none"> General Assemblies, on varied issues, depending on scope, were held according to legally proposed deadlines Press releases, announcements Annual Sustainability Report Financial Review Monthly reporting on specific KPIs Quarterly meetings: presentation of results and strategies 	<ul style="list-style-type: none"> Company growth, profitability, sustainable development, and future performance Good corporate governance Transparency and integrity Effective risk management Cost rationalization 	<ul style="list-style-type: none"> Publication of annual, audited and consolidated corporate financial statements Implementation and observance of the “Vivartia Code of Business Conduct” Internal Audit Department procedures
State and Regulatory Authorities	<p>Periodically:</p> <ul style="list-style-type: none"> Membership in Associations and Chambers Through specific departments: <ul style="list-style-type: none"> Legal Department Quality Assurance Department Financial Department Department of Industrial Infrastructure & Technological Development 	<ul style="list-style-type: none"> Regulatory compliance Taxation Environmental issues Labor and social issues Employee health and safety 	<ul style="list-style-type: none"> 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 Publication of annual, audited and consolidated corporate financial statements Implementation and observance of the Vivartia Code of Business Conduct Internal Audit Department procedures
Press & Media	<p>When required:</p> <ul style="list-style-type: none"> Press conferences Press Releases Articles Announcements Meeting with representatives from the media 	<ul style="list-style-type: none"> Ensuring correct and immediate information Information about the company's products Responsible company operation in relation to the environment and people 	<ul style="list-style-type: none"> Company website Annual Sustainable Development Report Consumer information campaigns Press releases
Local community	<ul style="list-style-type: none"> Continuous communication with company executives Support of local community events 	<ul style="list-style-type: none"> Supporting employment by recruiting from local communities Purchasing products and services from local community suppliers where possible Supporting local community actions Environmental Stewardship 	<ul style="list-style-type: none"> Recruitment from the local community Choosing local suppliers Offering long-term support to the society in which the Company operates and is active in
Non-Profit Organizations & NGOs	<p>When required:</p> <ul style="list-style-type: none"> Company website Media Annual Sustainable Development Report Direct communication if deemed necessary 	<ul style="list-style-type: none"> Free provision of food Sponsorships and support of initiatives Direct contact and collaboration 	<ul style="list-style-type: none"> Support of charitable organizations through the program “We do good!”
Banks, Creditors and Investors	<p>When required:</p> <ul style="list-style-type: none"> Meetings with representatives of the Company Press releases, announcements Annual Sustainable Development Report Financial Review 	<ul style="list-style-type: none"> Sustainability Financial performance Strategic planning Good corporate governance Transparency and integrity Effective risk management 	<ul style="list-style-type: none"> Publication of annual, audited and consolidated corporate financial statements Publication of the Sustainable Development Report

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Double Materiality Analysis - Methodology

GRI 3-1 | GRI 3-2

A long-standing goal of BARBA STATHIS is to create value for all its stakeholders and wider society.

Therefore, through the double materiality analysis, it seeks to identify the effects of the company's business activities on the environment, society and economy, as well as the risks and opportunities that arise for the company itself. The double materiality analysis was conducted for the first time this year and is fully aligned with the requirements of the Global Reporting Initiative (GRI Standards 2021) and the European Sustainability Reporting Standards (ESRS).

Evaluation criteria on impacts, opportunities and risks

The impacts, as well as the opportunities and risks, are rated according to specific criteria.

Impacts rating

Criteria for assessing positive (actual and potential) impacts:

- Scale
- Scope
- Likelihood, in the case of positive potential impacts

Criteria for assessing negative (actual and potential) effects:

- Scale
- Scope
- Irremediable character
- Likelihood, in the case of negative potential effects

Opportunities and risks rating

- Magnitude of positive and negative financial impacts
- Likelihood of occurrence of opportunities and risks



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GRI 3-1 | GRI 3-2



Note: The size of each figure corresponds to the total score of the double materiality. Larger shapes indicate greater importance for stakeholders.

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Double Materiality Analysis - Ranking of Material Issues

GRI 3-1 | GRI 3-2

ESG pillars		Ranking of Sustainability Issues based on Impact Materiality
		Material issues
Environment		Climate change adaptation and mitigation
		Food waste management
		Sustainable packaging
Social		Health and safety
		Food safety and quality
		Human rights
		Sustainable agricultural practices
		Marketing practices and product labeling
		Employment practices
		Diversity, equity and inclusion
		Primary sector support
Governance		Sustainable supply chain
		Business ethics
		Other issues
Environment		Energy management
		Air, water, and soil pollution
		Production waste management
		Water management
Social		Support of local communities

ESG Pillars		Ranking of Sustainable Development Issues based on Financial Materiality
		Material issues
Environment		Sustainable packaging
		Energy management
		Air, water and soil pollution
		Water management
		Climate change adaptation and mitigation
Social		Marketing practices and product labelling
		Health and safety
		Food safety and quality
		Sustainable agricultural practices
		Human rights
		Diversity, equity and inclusion
		Primary sector support
		Employment practices
Governance		Support of local communities
		Sustainable supply chain
		Other issues
Environment		Food waste management
		Production waste management
Governance		Business ethics

ESG Pillars		Ranking of Sustainable Development Issues based on Double Materiality
		Material issues
Environment		Sustainable packaging
		Energy management
		Climate change adaptation and mitigation
		Air, water and soil pollution
		Food waste management
Social		Health and safety
		Food safety and quality
		Sustainable agricultural practices
		Marketing practices and product labelling
		Human rights
		Primary sector support
		Diversity, equity and inclusion
		Employment practices
Governance		Sustainable supply chain
		Business ethics
		Other issues
Environment		Water management
		Production waste management
Social		Support of local communities

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Materiality Analysis - Methodology

Double Materiality Analysis -
Establishment of Material Issues

– Double Materiality Analysis
Ranking of Material Issues

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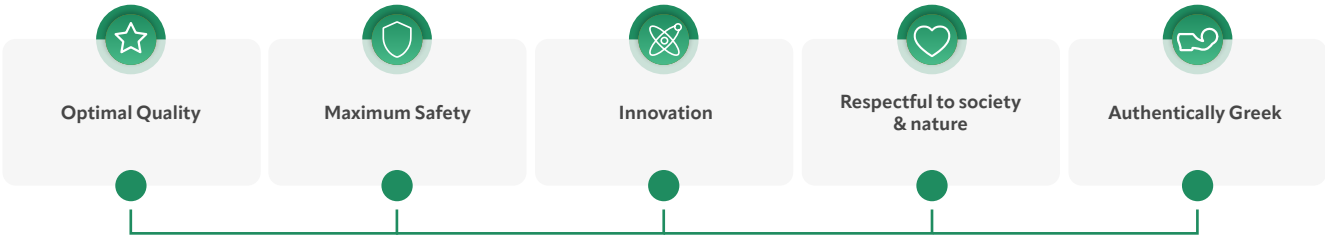
GRI 2-1 | GRI 2-6



For more than 50 years, BARBA STATHIS has been an active and pioneering company in the Greek and international market of frozen vegetables and doughs, as well as fresh, packaged salads. The company's leading presence in the market is based on its vision and dedication to the values it has been operating with since the day it was founded.

The main pillars of the company's operation are optimum quality and maximum safety, investment in the primary sector, and Greek entrepreneurship, innovation, research, development, and extroversion. The company's primary objective has always been to offer safe and quality products of added value to its consumers while operating by showing respect to nature, its employees, and society.

Our values



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GRI 2-1 | GRI 2-6



3

Brands



664

employees



1,439

active suppliers



2

Production units



More than
120

innovative products with
international certifications in
quality and safety



8,449

hours of employee training



Over
11,000
points of sale



€ 3.7 million

in investments



Operating in
22
countries



Primary sector support through our
**Contract Farming
program**



4,923 tons

of export products



Cultivation of more than
3,000
hectares of fertile
Greek land

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Our international presence

GRI 2-1 | GRI 2-6

Based on its leading position in the domestic market and on the trust and consistent preference of consumers, BARBA STATHIS continues its dynamic growth in the European, American, Middle Eastern, and Australian markets.

In 2022, despite the inflationary trend and the uncertainty in markets around the world, our exports increased in comparison to 2021, due to the continued expansion of business with existing customers. This was achieved through the growth of the company's product codes, as well as through the capitalization of opportunities in new markets in the dough and vegetable categories.



The North American market experienced a considerable growth, rising +23.7% in value compared to 2021, with the Canadian and US markets up +29.8% and +13.1% in value, respectively, in comparison to 2021.

The exploitation of opportunities in new markets was an important factor in the further development of the company's export activity in Israel, Singapore, and Kosovo.

Distribution of value and market volume by region		
	Value	Volume
North America	23.7%	13.4%
Canada	29.8%	17.4%
USA	13.1%	4.3%



Central facilities:
Thessaloniki



Storage units:
Thessaloniki, Athens,
Larissa and Bulgaria

Areas of operation

- Greece
Cyprus
Bulgaria
Germany
Italy
UK
Romania
Czech Republic
Netherlands
- Belgium
Austria
Poland
Portugal
Sweden
France
Switzerland
Kosovo



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Our products

GRI 2-1 | GRI 2-6

Since 1969, BARBA STATHIS has gained the trust of Greek consumers by offering products of excellent quality, maximum safety, and high nutritional value, which stand out for their taste and nutritional value.



Vegetables & Pulses



Organic Crops



Let's Cook



Rice with Vegetables



Pasta with Vegetables



Potatoes



We Choose



360° Plant Based Meal



Fresh Salads



Tomatoes



Herbs



Dough Sheets



Pies



Small Pies



Croissants



Pizza



Vegetables



Pies and Dough Sheets

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Financial Performance



GRI 2-6 | GRI 201-1 | GRI 201-4

In 2022, earnings before taxes amounted to €10.2 million, while earnings before taxes, interest, depreciation, amortization, and financial results amounted to more than €13 million.



There was a significant increase in the company's investments of 37.2%, from €2.7 million in 2021 to €3.71 million in 2022.

Our company's financial growth figures (€)"		
	2021	2022
Total revenue (turnover)	101,662,868	106,257,964
Earnings before interest, taxes, depreciation and amortization (EBITDA)	13,742,808	13,047,801
Operating profits (EBIT)	9,663,116	9,032,102
Operating cost	94,008,774	99,231,163
Profit / (loss) before tax	22,537,234	10,194,519
Net profit / (loss) after tax	20,399,649	7,617,528
Tax payments - indirect (VAT)	1,280,411	874,048
Tax payments - direct	3,420,265	4,733,153
Total payments to government bodies (sum of direct and indirect taxes paid)	4,700,676	5,607,200.79
Payments to providers of funds (e.g., interest on bank loans)	2,552,526	2,653,755
Own capital	95,224,274	875,917,270
Payroll payments (gross remuneration of employees)	11,045,666.95	10,716,344.68
Payments for employee insurance (employer's contributions and private insurance)	5,277,719.65	5,517,385.51
Other employee benefits	751,857.70	857,902.89
Total investments	2,708,530	3,722,922
Total assets	232,042,977	222,143,534
Economic value distributed	152,487,709	124,625,399
Economic value retained	50,824,841	18,367,435
Financial aid received from the State		
Grants/subsidies (not including OAED - Public Employment Service)	21,972	2,572,022

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GRI 2-6 | GRI 201-1 | GRI 201-4



Frozen Vegetables

The total market for frozen vegetables in 2022 showed a 4.7% increase in value compared to the previous year.

BARBA STATHIS maintained its leading position in the overall market, with a volume share of 48.8% (-1.8 p.p.) and 60.4% (-0.2 p.p.) in value, recording total sales of €50.6 million (+4.3%).

Through innovation, effective communication, and marketing activities, the brand successfully conveys the values of freshness, nutrition, quality, safety, and Greekness of its products, thereby meeting the modern needs of Greek consumers and maintaining its status as their unquestionable choice.



Fresh Salads

The total market for cut and washed salads showed a decrease of 4.1% in volume and a reduction of 1.9% in value, during 2022.

The performance of Barba Stathis fresh salads during the year showed sales growth of 3.4% in volume, adding an additional 1 share point in value, forming a share of 12.3%, and 5.4% in value, adding an additional 1 share point, forming a share of 14.9%.



Tomato Products

The total market for tomato products in 2022 showed a slight increase of 0.7% in volume and 7.2% in value.

During the year, the performance of BARBA STATHIS tomato products showed a **loss of -1.1 p.p., with a share of 2.7% in volume and 2.8% in value, with a corresponding loss of -1.2 p.p.**



Dough Products

During 2022, when the increasing pressure of inflation affected consumers' purchasing habits, shaping new patterns in an already competitive environment, Chryssi Zymi continued to offer innovative products of high nutritional value, quality, and enjoyment and **maintained its share in value at 23.1% and in volume at 20.3%, remaining the number one brand in value in the ready-to-eat subcategory, the largest subcategory of frozen doughs.**

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Awards and Distinctions

The company distinguishes itself by faithfully following its vision and values.



BARBA STATHIS was recognized at the Frozen Food Awards 2022 with a total of eight awards and the accolade of “Company of the Year”, reaffirming its leading position in the industry.



Gold Award for our “Organic Crops” vegetables



Gold Award for the “Let’s Cook...” product range with traditional Greek casserole dishes and pulses



Gold Award in the Certification & Accreditation category, as the first food company in Greece with innovative certification for the implementation of Circular Economy



Gold Award in the Transportation & Distribution category for the use of telematics ensuring optimal performance across the entire frozen supply chain



Gold Award in the category of creating a consumer advertising campaign for the “Let’s Cook...” product range: “Traditional food, the way you’ve loved it... and even better!”



Gold Award in the ESG category for our environmental, social, and corporate governance strategy



Silver Award in the Frozen Food Storage category for the new automated storage and retrieval system, a major investment by BARBA STATHIS and an innovation in Southeast Europe



Silver Award in the prepared & semi-prepared meals category for the product range “Pasta with BARBA STATHIS vegetables”



The new product range “We Choose” by BARBA STATHIS, which combines valuable nutrients with unique flavors, was awarded at the Best Launching Awards 2022, as one of the best launches of the year.



Bronze Award in the Mental Health Initiative category at the HR Awards 2022, for the creation of a 24-hour support helpline



Naxos Potatoes by Barba Stathis received the award of “Product of the Year 2022” at the namesake event, quickly garnering the preference of Greek consumers from the moment of their placement.



Ranked in the top three most dynamic companies for the “Environmental, Social & Governance (ESG)” category at the “Growth Awards”



Gold Award for BARBA STATHIS in the Suppliers’ Brand Campaign category at the 20th Retail Business Awards



Bronze Award at the Packaging Awards 2022 for the integrated management of plant residues according to the Zero Waste to Landfill standard

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Memberships and Partnerships

GRI 2-28



To develop its business potential, strengthen its network of partnerships, and aid in the exchange of technical expertise, BARBA STATHIS actively participates in domestic/ international organizations:

United Nations Global Compact (UNGC)

Association of Greek Food Industries (SEVT)

Federation of North Greece Industries (SVVE)

Thessaloniki Chamber of Commerce and Industry (TCCI)

Hellenic Federation of Enterprises (SEV)

Greek Exporter’s Association (SEVE)

Association of Businesses of the Industrial Area of Thessaloniki

Hellenic Procurement Institute (EIP)

Association of Chief Executive Officers (EASE)

Hellenic Association of Business Parks (ESEPPA)

Hellenic Society of Business Administration (EEDE)

Hellenic Association of Communications Agencies (EDEE)

Efficient Consumer Response (ECR Hellas)

CSR Hellas

Hellenic Recovery Recycling Corporation as a founding member and shareholder

American-Hellenic Chamber of Commerce

German-Hellenic Chamber of Commerce

Arab-Hellenic Chamber of Commerce & Development

Polish-Hellenic Chamber of Commerce

Processors & Growers Research Organization

Roundtable for Sustainable Palm Oil

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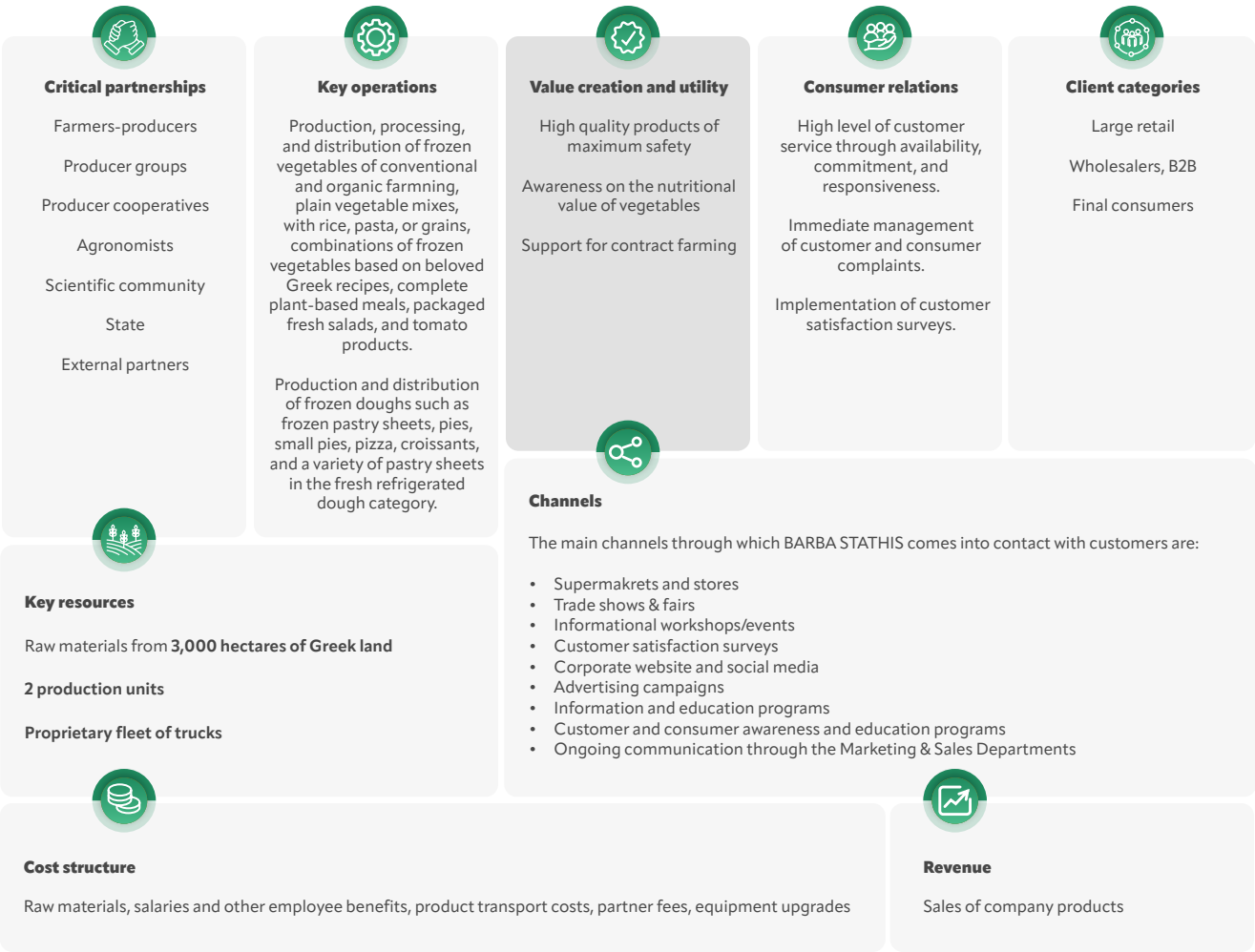
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Our business model

GRI 2-1 | GRI 2-6

The BARBA STATHIS business model reflects the core functions of the company and defines how we offer value and meet the needs of all stakeholders through our business activities.

It is the driving force for the adoption and implementation of technological innovations that ensure the optimum quality and maximum safety of the company's raw materials and end products.



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Our business model

GRI 2-1 | GRI 2-6



Activities, value chain and other business relationships

BARBA STATHIS is active in the production and sale of frozen vegetables, fresh, washed, and packaged salads, and tomato products with a domestic and international presence. It produces and distributes frozen products, salads, and tomato juices in the domestic and international markets to B2B and B2C customers.

The company's value chain is described in the table below:

The Value Chain of BARBA STATHIS		
Upstream	Activities	Downstream
Producers	Fresh Vegetables	Factory-Production
Seed Houses, Agri-Food Suppliers	Agricultural Seeds and Agrofood	Producers
Frozen Goods Companies	Intermediate Goods	Factory-Production/B2B Clients
Food Companies	Goods	Supermarkets, Exports
Construction Companies, Machinery Suppliers, Energy Providers	Infrastructure and Machinery	Factory-Warehouses
Transport Companies	Logistics-Transportation	Inbound and outbound Logistics, Distribution
Special Transport Suppliers (Harvesters)	Agricultural Logistics-Transportation	Producers, Agricultural Machinery Operators
Suppliers of Packaging Materials, Cartons, Secondary Raw Materials	Packing materials, Cartons, Secondary Raw Materials	Factory-Production
Laboratories, Certification Companies, Security Companies, Cleaning Companies	Services	Factory-Warehouses
Suppliers of Software, Hardware, IT Services	IT Services	Factory-Warehouses, Users

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Corporate governance

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17 | GRI 2-18

To improve transparency and the smooth operation of the company, BARBA STATHIS has adopted and implements a corporate governance model based on clear roles and responsibilities, safeguarding the legitimate interests of all its stakeholders.

The implementation of best corporate governance practices contributes to ensuring effective risk management as well as overall company efficiency.

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, except 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 10/09/2022 and in its current composition on 31/12/2022 consists of 7 members — six men and one woman:

- The president - executive member
- The vice president and CEO - executive member
- The vice president - executive member
- 3 executive members
- 1 non-executive member

No independent members are stipulated by the law. Members can be re-elected and recalled freely. The Chairman of the Board of Directors is a senior executive of the group and is not part of the company's human resources. The function, powers, and duties of the Board of Directors are defined in Articles 77 et seq. - Law 4548/2018 and the company's Articles of Association.

Committees

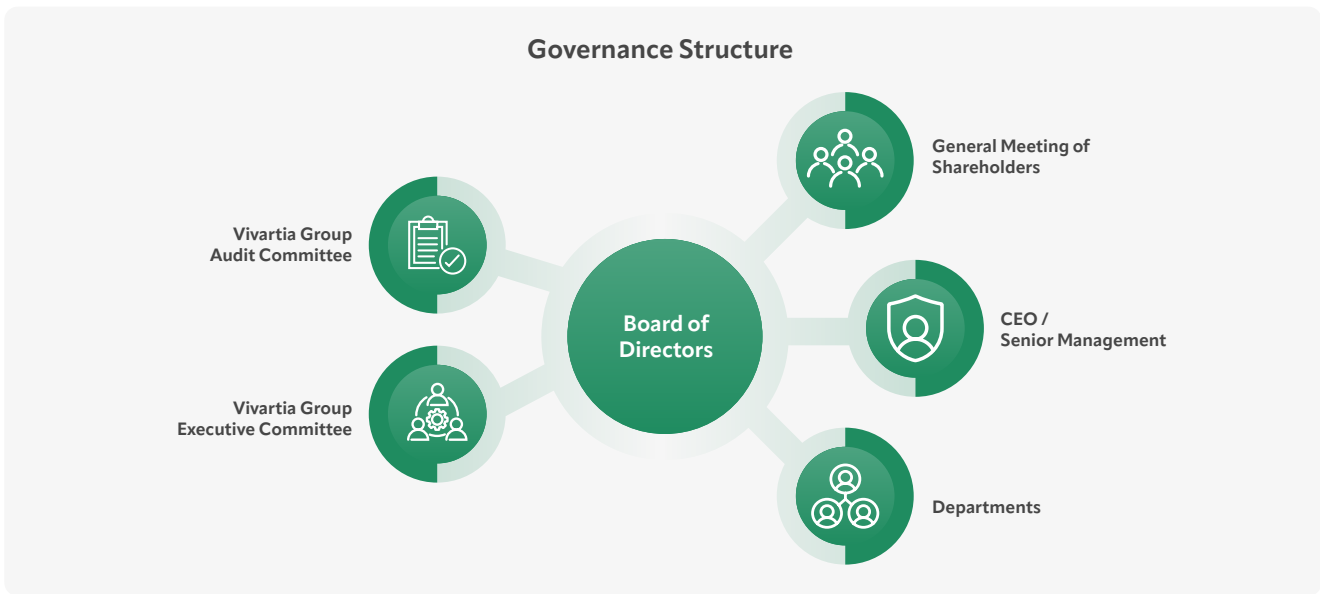
Vivartia Group Executive Committee

The role of the Executive Committee is to supervise all company operations on an ongoing basis, set the objectives on the basis of which the company budget is prepared in order to achieve the strategic objectives, and monitor the progress of the financial 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.

The internal complaints management body, the Health and Safety committee, the conflict of interest committee, and the anti-corruption committee are responsible for overseeing the management of the respective issues and their impact on the company.



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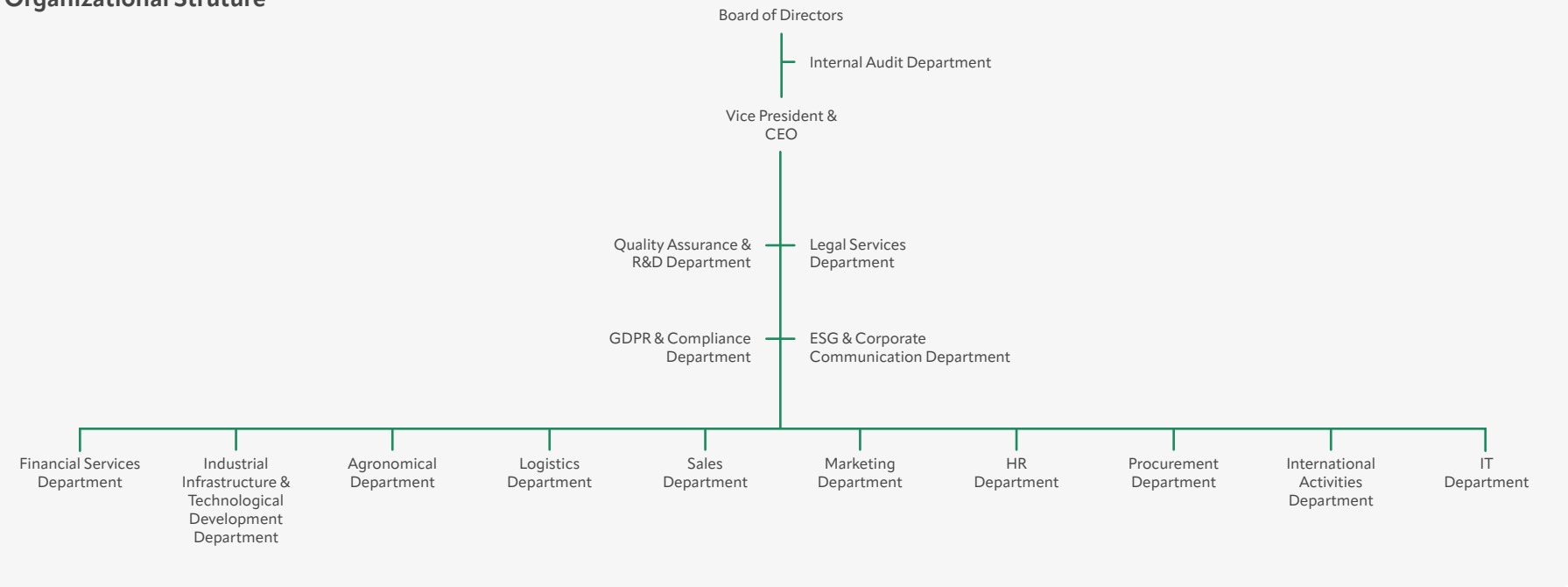
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Organizational Struture



The responsibilities and scope of each department are determined by the company's organizational structure which allows for the development and diffusion of a unified business concept that ensures smooth operation and proper risk management.

Roles and responsibilities in overseeing the management of impacts and promoting sustainable development

The Board of Directors and senior managers make decisions on the operation and actions of the organization, prioritizing sustainable development. To monitor, evaluate, and systematically identify relevant issues, in 2022, the formation and operation of an ESG Committee was planned that will take effect the following year. The committee will assist the Board in integrating environmental, social, and governance (ESG) policies, procedures,

and strategy into the broader strategy of the company. The responsibility for management of impacts has been informally delegated to senior managers in the organization which are responsible for the design and implementation of measures for the restoration and/or elimination of identified adverse impacts throughout the entire business activity of BARBA STATHIS. It is worth mentioning that the company's progress on ESG issues, including the effective management of its impacts, will be taken into account in the Board's performance evaluations in the coming years.

The company strives to improve the skills and institutional knowledge of the Board members for the effective performance of its duties on an ongoing basis, within the framework of sound corporate governance. At the same time, in the same framework, a training plan is being rolled out with specific themes focusing on sustainable development. It is worth mentioning that the entire content of the ESG report is reviewed and approved under the responsibility of senior management including members of the Board of Directors.

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Business ethics and anti-corruption policies



GRI 2-15 | GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 205-1 | GRI 205-2 | GRI 205-3 | GRI 206-1 | GRI 418-1

BARBA STATHIS operates with corporate responsibility by applying principles and practices that promote a culture of trust, ensuring the protection of human rights and zero tolerance for any form of corruption or bribery. It places a special emphasis on ensuring regulatory compliance to align its business objectives with the requirements of the applicable legal framework.

Internal audit and risk management

The Internal Audit Department follows the Internal Audit Standards and the Code of Ethics and Conduct as reflected by the Institute of Internal Auditors, including other auditing standards where applicable. The management conducts annual audits and, among other things, reviews how issues relating to corporate responsibility are implemented by BARBA STATHIS. The results of the audits are compiled and presented to the Vivartia Group Audit Committee every quarter. In addition, the company applies the precautionary principle and maintains an effective risk management system at the management level. As such, it identifies, assesses, evaluates, and prioritizes potential business risks and uses specialized methodology or applies internationally accepted standards to limit the company's exposure to them. One of the key roles of the Internal Audit Department is to determine whether the company's risk management, safeguards, and corporate governance processes, as designed and implemented by management, are operating efficiently and effectively.

Through the implementation of internal audits, all critical concerns and potential negative impacts related to the business conduct and business relationships of the organization are communicated to the company's Board of Directors.

At the same time, the Internal Audit Department examines whether the company's risk management, safeguards, and corporate governance procedures, as designed and implemented by the management, are operating in a way that ensures that:

- The normal risk areas of the business are adequately identified and managed.
- Significant financial, management, and operational information is accurate, reliable, and timely.
- Employee activity is aligned with applicable policies and procedures.
- Resources necessary for the activity are acquired based on specific economic criteria, used efficiently, and adequately protected.
- Significant legal or regulatory issues are identified and appropriately addressed.

Managing transparency and corruption issues

BARBA STATHIS follows the "Vivartia Code of Business Conduct", which includes specific provisions to combat corruption and avoid unethical actions and behaviors. Within the Code, specific policies are listed that oppose the abuse of power for personal gain.

The Suppliers' Code of Conduct governs the sourcing of goods and services, setting out specific standards and principles governing the relationship between employees and suppliers concerning offering or receiving gifts.

Intending to continuously educate and inform employees on issues relating to transparency and anti-corruption, BARBA STATHIS further reinforces its zero-corruption strategy. All members of management and heads of departments of the company participated in employee training sessions. It is worth noting that for another year there were no confirmed incidents of corruption

and that 100% of the members of the management of the company's heads of department have been informed of the company's anti-corruption policy and procedures and have received relevant training.



In 2022:

5

facilities were assessed for corruption-related risks

100%

of management members, supervisors, and employees were informed about the anti-corruption policy and procedures

100%

of management members and supervisors received relevant training

0

confirmed cases of corruption

0

confirmed cases of substantiated complaints received regarding breaches of client confidentiality.

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Business ethics and anti-corruption policies



GRI 2-15 | GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 205-1 | GRI 205-2 | GRI 205-3 | GRI 206-1 | GRI 418-1

Healthy competition

BARBA STATHIS supports the existence of healthy competition, as it is an important tool in the effort of businesses to continuously improve and develop, with practices that do not hinder, restrict, or distort competition. At the same time, the company has developed a relevant policy and fully respects the relevant provisions of national and EU legislation.

In this context, the company does not engage in unfair discussions and agreements or actions that violate ethical standards and laws, nor does it enter into unfair agreements on price formation, prearranged tenders, customer acquisition, or market allocation. At the same time, it avoids promoting its products through unfair advertising, concerning the relevant provisions of the law.

Conflict of interest

The company follows policies and procedures against bribery and corruption and has established and implemented a policy to mitigate and prevent conflicts of interest. In addition, BARBA STATHIS adheres to the Vivartia Code of Business Conduct, through which specific measures and practices are established to avoid cases of conflict of interest. These are communicated to the stakeholders involved on a case by case basis, namely shareholders, employees, suppliers, and customers.

In 2022, there were no legal cases related to anti-competitive behavior and violations of antitrust and/or monopoly legislation.



Communication systems for seeking advice and raising concerns

All stakeholders of the company can seek advice on the implementation of the organization's policies, procedures, and practices on responsible business conduct from the Compliance Department, which is responsible for auditing, as well as reviewing all of the organization's policies and procedures. The Compliance Department can be contacted by telephone and by email at askcompliance@barbastathis.com.

Reports are submitted based on a sincere and reasonable belief that a criminal act or misconduct has been committed or is likely to be committed. The company's workforce is encouraged to report criminal acts, suspicious incidents of illegal conduct, incidents of mismanagement, or serious failures concerning regulations, policies, and procedures, as well as financial reporting and the preparation of financial statements.

To facilitate the proper investigation and assessment of the reports submitted, employees must provide all information, including the facts that gave rise to the suspicion about the report. The content of the report may include the time period and type of incident, the members who were involved, potential witnesses, or other evidence in written or digital form.

The method of submission of Internal complaints/ reports shall be made exclusively in writing, by name or anonymously.

The available channels for submitting written complaints/reports are:

1. **Email:** whistleblower@barbastathis.com
2. **Complaints Boxes:** These are kept in secure locations on the company's premises in a designated area with free and discretionary access. Collection of complaints from the complaint boxes is regularly conducted monthly by the Compliance Department and HR Department simultaneously and are forwarded to the internal complaints management body.
3. **By mail:** to the address "BARBA STATHIS M. S.V.E.E., Road A5 V.I.P.E. Sindos., P.O. Box 1108, P.O. Box 57022", with the indication "CONFIDENTIAL to the attention of the Internal Complaints Management Organization (ICO)"

BARBA STATHIS' business practice is based on the 10th principle of the United Nations Global Compact:

"Businesses should work against corruption in all its forms, including extortion and bribery."



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As a sustainable business, BARBA STATHIS seeks to operate in an environmentally responsible manner to address climate change and protect the environment.

The company applies the principle of prevention and precaution, to examine and identify potential risks, and integrates environmental issues into its business model. BARBA STATHIS carries out actions that actively contribute to energy conservation and pollution reduction, increase recycling programs, protect biodiversity and promote responsible water resource use and management.

The commitment to responsible environmental behavior is reflected in the environmental policy adopted by the company, the Zero Waste to Landfill protocol, and the ISO 14001/2015 certified Environmental Management System.



Principles of the United Nations
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7th Principle | 8th Principle | 9th Principle

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GRI 304-2



Extract from the company's environmental policy

The protection of the environment from the impacts caused or likely to be caused by the company's activities holds a primary position in the business strategy of BARBA STATHIS.

By implementing the Environmental Management System, the company expresses its commitment to:

- full coverage of the requirements of ISO 14001/2015
- compliance with environmental legislative requirements
- prevent pollution resulting from its activities
- continuously improve its environmental performance, through the achievement of targets and objectives set within a specific timeline

BARBA STATHIS ensures the preservation of its environmental policy at all organizational levels, through:

- educating and raising awareness among its employees and stakeholders
- the adoption of new and advanced technologies with the aim of reducing the company's carbon footprint
- the compliance of its employees with the requirements of the Environmental Management System.

The Environmental Management System contributes to the improvement of the company's environmental performance through the achievement of specific targets. In this framework, Environmental Officers have been appointed to be responsible for compliance with the environmental policy, as well as implementing and documenting the environmental targets of BARBA STATHIS.

It is worth noting that during 2022, there were no financial charges (fines and/or financial penalties) resulting from incidents of non-compliance with environmental legislation and related regulations.



Company policies

During 2022, BARBA STATHIS updated, among others, the policies related to the following environmental issues:

Climate change and greenhouse gas policy

Energy management policy

Water consumption and management policy

Waste management and circular economy policy

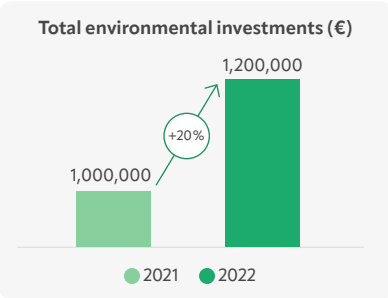
Environmental investments and initiatives

In 2022, BARBA STATHIS continued to invest in energy-saving technologies and renewable energy sources, through the completion of a solar power plant and the further upgrade of its production

capacity. In particular, solar panels provide 20% of the energy consumed, reducing the company's environmental footprint, as expressed by the company's carbon footprint.

In addition, as part of the promotion of more efficient and sustainable technologies, in 2022 BARBA STATHIS invested in the installation of a new, state-of-the-art diathermic oil supply line for its pre-fried potato processing line, resulting in minimizing the consumption of electricity and thermal energy.

During 2022, BARBA STATHIS increased its investments in environmentally friendly equipment by 20% in comparison to 2021.



Impacts of activities and products on biodiversity

In the context of contract farming, Integrated Agricultural Management is applied, with substantiated and documented stages of implementation. An important part of this system is regenerative agriculture, with supporting actions of a holistic approach, part of which is crop rotation, sustainability, and, most importantly, biodiversity.

More specifically:

- Biodiversity loss is prevented by minimizing the disturbance of soil and aquifers through the use of either nutrients or plant protection products.
- The products used in agricultural management are of low toxicity and help balance the nutrient content of the soil, while simultaneously protecting biodiversity.
- The legal framework related to habitats is strictly applied, as there are no cultivated areas adjacent to them.
- As a whole, the Agricultural Management has a positive environmental impact, and no actions are carried out that affect the main management indicators, including salinity, acidification, reduction of available nutrients, soil compaction and therefore changes in soil porosity, salinization and alkalization, and reduction in organic matter.

The implementation of the required practices of Integrated Agricultural Management is analyzed and substantiated in a separate thematic section within the ISO 9001 & ISO 22000 Systems followed by the company. The implementation of these practices aims to protect biodiversity and ensures the potential negative impacts on the areas affected by the activities of BARBA STATHIS.

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Climate change and energy management

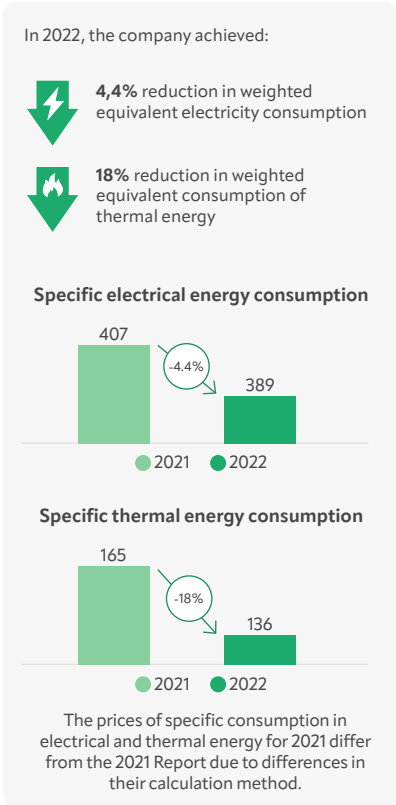
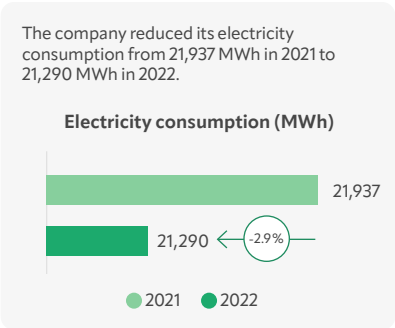
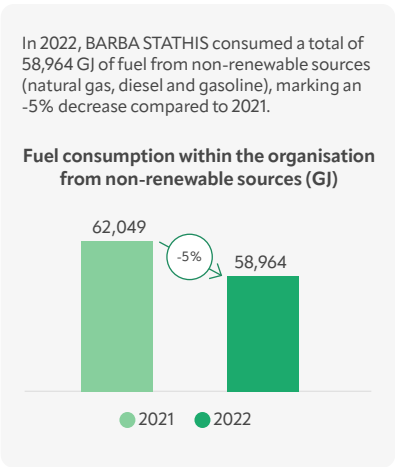
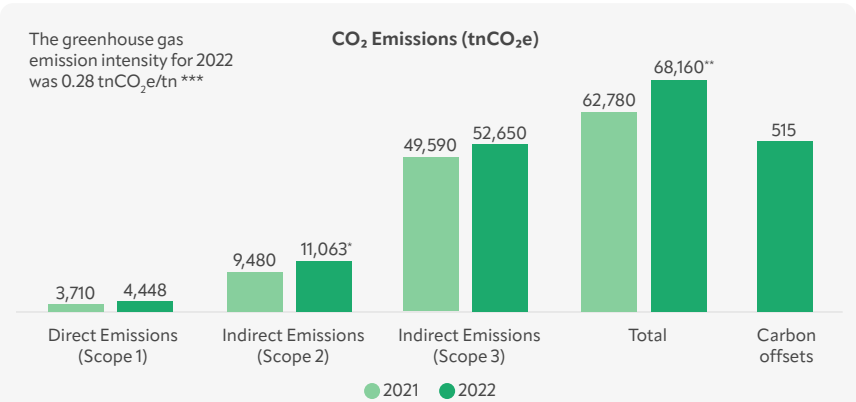
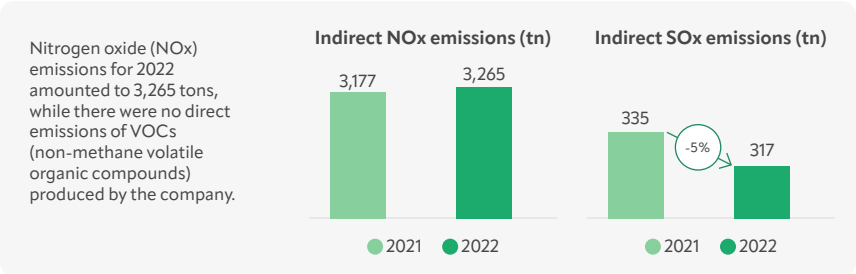


GRI 2-4 | GRI 302-1 | GRI 302-3 | GRI 302-4 | GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4 | GRI 305-5 | GRI 305-7

Mitigation and adaptation to climate change is an essential challenge for the primary sector. BARBA STATHIS is committed to reduce its carbon footprint and address the impacts of climate change. It seeks to reduce carbon emissions and save energy through the proper management and use of energy.

A reduction in overall energy consumption has been achieved by following the model of sustainable development and by continuously investing in innovative, state-of-the-art equipment.

The total energy consumption within the company in 2022 amounted to 37,669 MWh (135,607 GJ), while the energy intensity was 2.5 GJ/tn. It is worth noting that the energy produced from renewable resources (solar panels) was 470 MWh.



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Circular economy and sustainable packaging



GRI 301-1 | GRI 301-3 | GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5

The proper collection and utilization of the waste generated during the production process is in line with BARBA STATHIS' commitment to the protection of the environment. The company consistently carries out initiatives for effective management and disposal practices. It also focuses on educating its employees to promote awareness on circular economy principles.



Waste Generated

In 2022, the company produced a total of 7,468.54 tons of waste, 100% of which was non-hazardous. Of this amount, 42% came from materials unsuitable for consumption or processing, 39% from animal feed, and 10% from mixed urban waste, while 9% came from the remaining waste categories

Non-hazardous waste	
Waste category	Waste generated (tons)
Materials unsuitable for consumption or processing	3,150.93
Paper and cardboard packaging	225.37
Plastic packaging	153.45
Animal Feed	2,931.68
Sludge from onsite wastewater treatment	270.10
Wooden packaging	16.12
Structural components	3.26
Mixed urban waste	703.26
Lead-acid batteries	2.94
Ferrous metals	10.08
Non-chlorinated, petroleum-based oils for engines, gearboxes and lubricants	1.35
Total	7,468.54

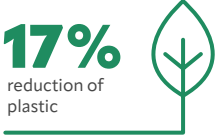
Following strict policies and procedures for proper waste management, in 2022, 91% of the company's waste was diverted from disposal and either recycled, recovered, or reused.

Zero food waste model

Circular economy, as reflected in the zero waste management model, is part of the global effort to manage waste - both plant and non-plant based - in a responsible manner.

By undertaking evidence-based systematic actions, the company has made it a priority to gradually move towards zero waste with the aim of fully implementing the model and the principles of the circular economy.

During 2022, BARBA STATHIS managed a total of 6,083 tons of plant residues, 2,932 tons of which were collected by an approved and licensed partner to be used for cattle feed and the remaining 3,151 tons were collected by approved and licensed partners to undergo the necessary process that results in biogas production and soil amendment products.



In 2021, we achieved a 17% reduction of plastic at the source for the packaging of Barba Stathis fresh salads. Additionally, with the aim of developing and implementing more environmentally friendly packaging, 30% recycled polymer was incorporated into the recyclable packaging, without altering the mechanical and thermal profile of the polymer monomer it consists of.

Going one step further, in 2022, as part of the formation of its ESG Strategy, BARBA STATHIS committed to achieve:

100% recyclable packaging in frozen foods by 2026.

It is worth noting that in 2022, the company recycled 378,820 kg of packaging materials.

Renewable and non-renewable materials used in 2022 (kg)



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Water management



GRI 303-1 | GRI 303-2 | GRI 303-4 | GRI 303-5

BARBA STATHIS ensures the sustainable management of water resources throughout its entire value chain, taking into account both the proper use and the quality of the water.

More specifically:



The water used does not come from drilling but rather is pumped from the EYATH (Thessaloniki Water Supply & Sewerage) network.

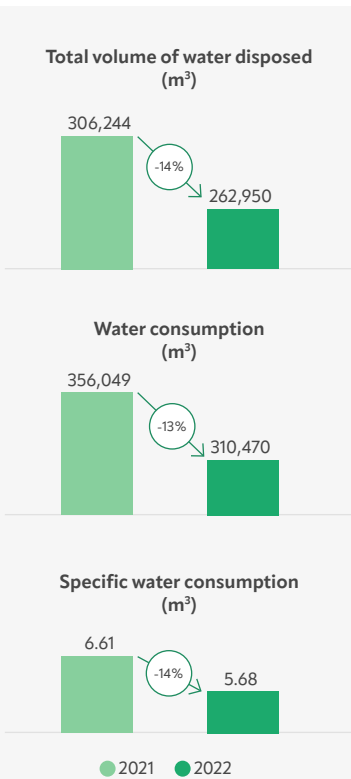


The water is recycled through an array of washing units, where, from the third washing unit in the array, the water is recycled back to the previous washing units for reuse. This amount of water accounts for 15% of the total, while the remainder ends up in the company's water treatment unit where it is initially treated, and from there to the organic treatment plant of VIPETH (Industrial Area of Thessaloniki).



The water meets VIPETH specifications in terms of BOD (Biochemical Oxygen Demand), COD (Chemical Oxygen Demand), and pH. Specifically, the standards set by VIPETH for the quality of the water discharge are BOD<350, COD<1,000, pH=6.8-7.2

Additionally, in the primary sector, the implementation of Integrated Rural Management and accompanying measures of environmentally-friendly agricultural practices ensures the protection of water resources from pesticides, heavy metals and other substances.



*Water consumption: 310.47 ML

The water quality index values for 2021 differ from those in the 2021 Report due to differences in their calculation methods.

In 2022, the company achieved:

The recycling and reuse of

47,520 m³

of water volume

An

14.1%

reduction in specific water consumption



In 2022, the total volume of water discharged by the company amounted to **262,950 m³**, 14% less than in 2021.

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Responsible Operations

Ensuring a positive work environment with a focus on employee satisfaction, well-being and recognition, as well as mutual respect, are fundamental elements for BARBA STATHIS in guaranteeing a responsible business.

The company provides its employees with a safe and fair working environment, aiming for continuous improvement and the development of employees' skills, condemning any form of discrimination.



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Principles of the United Nations Global Compact

1 st Principle	2 nd Principle	3 rd Principle
4 th Principle	5 th Principle	6 th Principle

Safe working environment



GRI 401-2 | GRI 403-1 | GRI 403-2 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 403-10



BARBA STATHIS is committed to provide a safe and healthy workplace, that incorporates clear procedures and thorough inspections across all its offices and production units.

We apply a certified - as per EN ISO 45001/2018 - Occupational Health and Safety System. The system has been implemented based on the study on the approved management of potential risks that an employee may encounter at work. The legislative framework relating to health and safety has been documented and consists a unified thematic of the system.

An Occupational Health and Safety Policy is applied at BARBA STATHIS, in the whole range of its activities, with clear references to roles and responsibilities to identify and address occupational hazards, accidents, and work-related illnesses promptly. There is also close cooperation between department heads and employees to identify and mitigate risks, or through the Health and Safety Committee, where employee representatives participate. Furthermore, an Occupational Risk Assessment Study is carried out. Procedures are monitored and certified by EN ISO 9000, EN ISO 45000 and SEDEX SMETA annually or every two (2) years. In addition, the company conducts internal audits for health and safety issues.

At the same time, an Occupational Health and Safety Committee has been established, with the participation of two employee-elected representatives, usually the president and the secretary of the union. Information is communicated to employees through emails, postings on notice boards, and announcements made by the relevant directors and heads of departments. The Health and Safety Committee meets once a month to safeguard and more efficiently manage matters of employee health and safety. The Committee is composed of the Director of Industrial Infrastructure and Technological Development, the Director of Logistics, the Director of Human Resources, the Safety Technician, the occupational doctor, representatives from the employees' union, and the Directors of Directorates (if necessary).

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Responsibilities of the Health and Safety Committee

- To study the working conditions within the company, proposing and monitoring compliance with measures for the health and safety of employees.
- To contribute to the implementation of measures to prevent the recurrence of work-related accidents or relevant incidents.
- To highlight potential occupational hazards in workplaces or workstations by proposing countermeasures, so as to assist in the development of the company's occupational risk prevention policy.
- To be notified of accidents in the workplace and occupational illnesses by the company's management.
- To be informed of new production processes, machinery, tools, and materials or the operation of new installations, where these affect health and safety conditions at work.
- To communicate with the employer and take appropriate measures, not excluding the possibility of stopping the operation of machinery or plant or a production process in the event of an immediate and serious risk.
- To seek the assistance of experts in the field of occupational health and safety.

Prevention and mitigation of impacts on occupational health and safety

BARBA STATHIS recognizes its obligations towards its employees and applies the precautionary principle in matters of health and safety at work. More specifically, it strives for:

- Strict adherence to and compliance with applicable occupational health and safety legislation, adherence to internal procedures and instructions, and alignment with international standards
- Continuous identification, analysis, and assessment of occupational hazards and the degree of workers' exposure to them, in order to control and reduce them
- Setting quantitative and qualitative targets related to occupational health and safety, and monitoring their progress through international performance indicators
- Developing preventative action programs to improve working conditions, including preventive and corrective actions, procedures, and instructions to ensure that risks are eliminated or minimized
- Continuous improvement of occupational health and safety management systems through the implementation of best practices
- Open and transparent communication on all matters related to occupational health and safety
- Systematic and ongoing efforts to foster a responsible health and safety culture for employees and indirect BARBA STATHIS partners through continuous information, awareness and training.

- Conducting regular internal and external inspections to evaluate the performance of the Occupational Health and Safety Management Systems, the performance of the objectives, and the implementation of regulations and principles
- Preparedness for and reaction to emergencies with employee participation and the provision of first aid equipment as necessary
- Recognition of the needs and expectations of external stakeholders and the company's partners on Health and Safety issues.

According to the formal occupational risk assessment, BARBA STATHIS' industrial activity is of low risk in terms of hazard. By applying legislation and the respective occupational Health and Safety Policy, in the last 3 years, the company has achieved very low absence rates due to illness as compared to international standards in the food industry. The company's employees, including those who are not salaried employees (34 employees) are covered by the health and safety system.

Training on health and safety issues in the workplace

As part of the effort to promote and shape a comprehensive health and safety culture, the company organizes annual training seminars for continuous training, education, and increased awareness of its employees. All trainings are implemented by qualified and experienced partners. The training seminars include theoretical and practical training and at the end of every program, each trainee is evaluated for the issuance of a successful attendance certificate.

In 2022, a total of 7 seminars were held, with 211 employee participants in total. The seminars involved:



First aid at the workplace



Working safely at a height



Safe use of forklifts and pallet trucks



Prevention and treatment of musculoskeletal conditions



General instructions for safety at work (correct use of personal protective equipment, guiding movement within the facilities, indicating emergency exits, reminding of the evacuation plan)



Personal hygiene, handling of allergens, cleaning and disinfection

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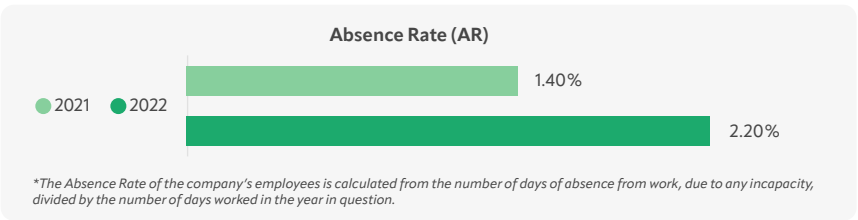
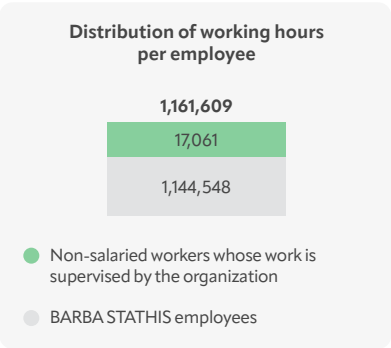
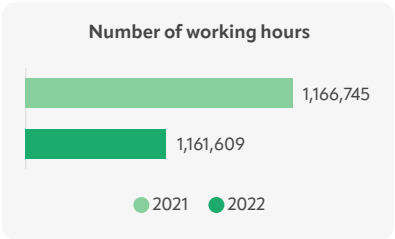


GRI 401-2 | GRI 403-1 | GRI 403-2 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 403-10

Total number of seminars and hours on Health and Safety of employees		
	2021	2022
Health and Safety seminars	Total hours of Health and Safety training (excluding the hours recorded for COVID-19)	Total hours of Health and Safety training
Number of seminars	2	7
Employee participation	59	211
Total hours of training	348	1,466

Health & Safety KPI's		
	2021	2022
Number of deaths due to accidents in the workplace	0	0
Death rate due to accidents in the workplace (FR)	0	0
Number of high-consequence work-related injuries (excluding deaths)	0	0
Rate of injuries with serious consequences (HCIR)	0	0
Number of recorded work-related injuries	4	4
Rate of recorded work-related injuries (TRIR)	0.7	0.7
Number of accidents with lost work time ≥ 3 days (Lost Time Injury)	4	4
Rate of accidents with interruption of work (LTIR)	0.7	0.7
Number of deaths due to work-related illnesses	0	0
Number of recorded cases of work-related illness	0	0

*All indicators are calculated based on 200,000 working hours.
** All indicators refer to BARBA STATHIS' employees



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Our commitment to employee welfare

BARBA STATHIS supports its people by offering them a range of additional benefits:

- Transfer of employees in charter buses for permanent and seasonal working staff
- Private insurance for employees and their family members (health and disability coverage)
- Continued payment of wages for long-term illnesses (beyond what is obligated by law)
- Subsidized meals within the company and free daily availability of Barba Stathis salad for permanent and seasonal staff
- Free supply of products and discount on the purchase of company/group products to permanent and seasonal staff
- Meal vouchers throughout the year for permanent and seasonal staff
- Emergency financial support for personal issues
- Wedding gifts
- Long-service awards at 30 years
- 24-hour psychological support for permanent and seasonal staff, from a qualified, external counselor regarding any personal, family, or work-related issue
- Subsidies for company trips for permanent and seasonal staff
- Funding of postgraduate programs
- Rewards for the employees' children for their admission to higher education
- Christmas gifts for the children (up to 12 years old) of permanent and seasonal staff
- Provision of discounts and privileges for the purchase of products and services in cooperating companies, such as gyms, exercise and wellness facilities (Benefit Club)

**The benefits mentioned refer to permanent employees while specific reference is made to the benefits provided to seasonal staff.*



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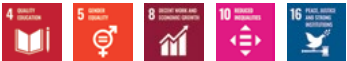
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GRI 2-7 | GRI 2-8 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 406-1

BARBA STATHIS is committed to build a work environment that respects the diversity of its employees without discriminations, recognizes their commitment, and highlights their abilities, while constantly offering equal development opportunities.

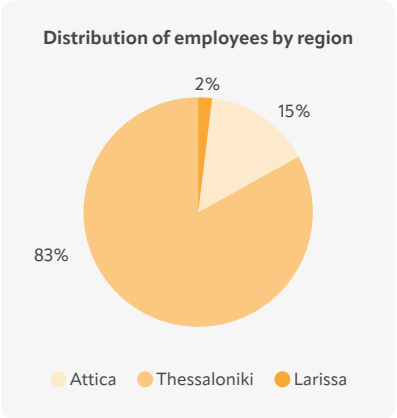
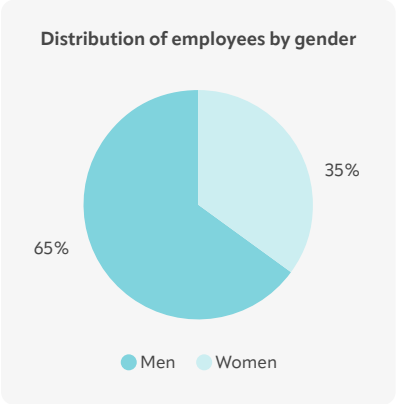
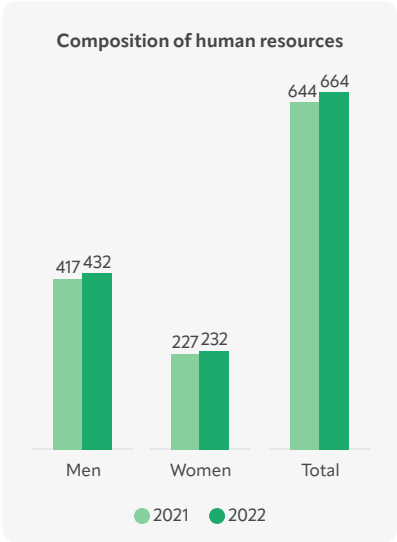
The company does not accept any form of discrimination or violation of employees’ rights, as internationally recognized human rights and fundamental freedoms are an integral part of the company’s culture and allow all employees to develop and grow to their full potential.

The BARBA STATHIS work culture is based, among other things, on encouraging diversity and recognizing that the human resources are made up of people with diverse backgrounds. At the same time, we encourage the exchange of different views. Respect for diversity is achieved by ensuring equal treatment of employees, regardless of age, gender, religion, nationality, beliefs, sexual orientation, or any other personal characteristic protected by law.

Respect for human rights is one of the fundamental principles at BARBA STATHIS, reflected in the current Vivartia Code of Business Conduct as well as in the Suppliers’ Code of Conduct. The company is committed to protect and promote the respect of human rights throughout its operations. It is important to note that the company selects partners who, in turn, respect human rights, do not in any way violate human dignity and, of course, opposes child and forced labor.

BARBA STATHIS by strengthening and supporting the local economy, employs the majority of its workforce, i.e. 83% (551 people) from the wider area of the Thessaloniki region, while 15% (101 people) of the total number of employees are employed in the company’s premises in Attica (offices and warehouses). In addition, at the company’s logistics facilities in Larissa employs the remaining 2% (12 employees).

For 2022, there was a 3.1% increase in the company’s human resources compared to 2021.



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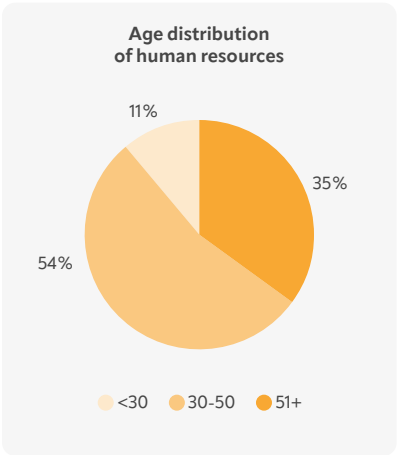
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For more information on the age distribution of employees per hierarchical level, see Annex I.

Employment practices and human rights



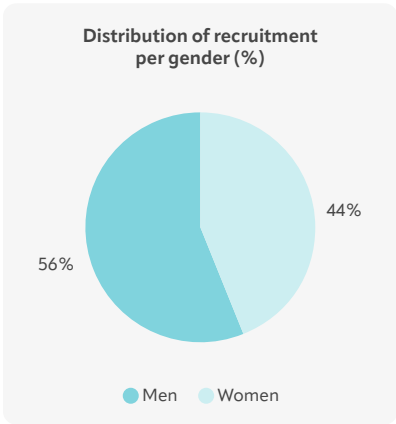
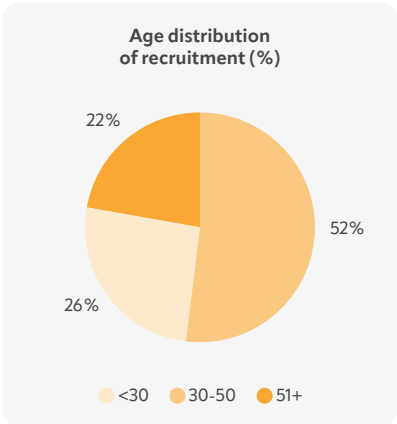
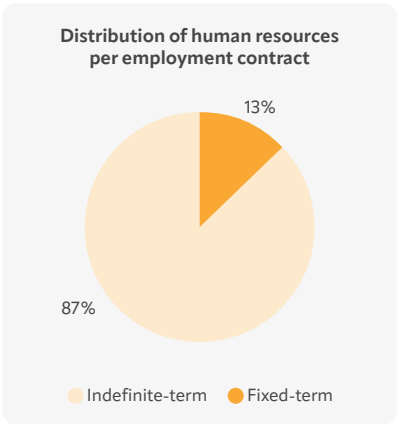
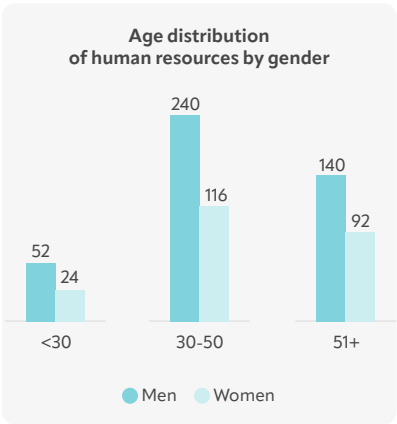
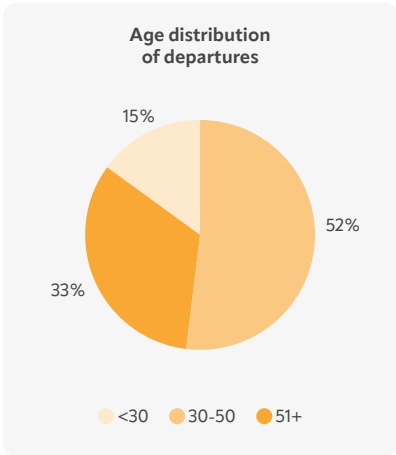
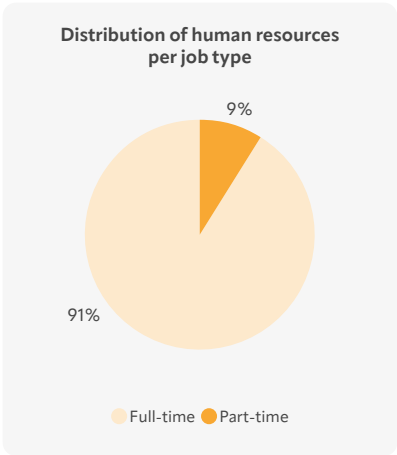
GRI 2-7 | GRI 2-8 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 406-1



Full-time employees make up for 91% of the company's employees.

Of the total number of BARBA STATHIS employees, 39.5% are covered by collective agreements while for the remaining percentage, the remuneration is calculated in a similar way. The total number of employees with a collective agreement includes employees covered by special conditions/terms of employment according to the union's contract, regardless of whether they are union members or not. 34 employees of the company are not salaried employees (temporary staff from erganet).

It is worth noting that 580 employees (381 men and 199 women) have indefinite-term contracts and 84 have fixed-term contracts (51 men and 33 women).



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BARBA STATHIS' strategy
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Responsible Operations

Safe working environment

Employment practices
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Products

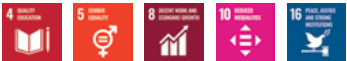
Customer engagement

Thriving Communities

Sustainable Agriculture & Sourcing

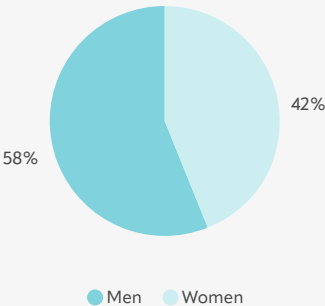
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Employment practices and human rights



GRI 2-7 | GRI 2-8 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 406-1

Distribution of departures per gender (%)



In 2022, the total recruitments and departures of BARBA STATHIS employees were mainly employees aged 30-50 years old, in Thessaloniki. For more information on the distribution of recruitments and departures per age group and region, please see Appendix I.

Regarding the company's supreme governance body, it is composed of 7 employees, 6 of whom are men (3 between the ages of 30 and 50 and 3 over 51 years old) and 1 woman. There are a total of 11 men and 5 women in managerial positions.

For yet another year, there were no incidents of discrimination in the company.



United Nations
Global Compact

The company is SEDEX SMETA certified and is a member of the United Nations Global Compact, a voluntary initiative based on the commitment of businesses to implement the Ten (10) Global Principles of Sustainability and Action Taking in Support of the UNGC. Among the goals are the thematic pillars of human rights, working conditions, and combating corruption.

The company has established a Human Rights Policy, approved by the Senior Management, including a pledge to adhere to internationally recognized standards, and a commitment to remedy any adverse impacts.

The Company's relations with its employees, customers, partners, and other stakeholders are based on the defence and firm commitment to the human rights standards adopted by BARBA STATHIS:

- Respect for the dignity of all people
- Respect for personal data
- Prohibition of any form of violence and/or harassment in the workplace
- Achieving a healthy and safe working environment
- Prohibition of disputes
- Upholding the values of justice and respect of each personality
- Prohibition of slavery and child or forced labor
- Promotion of equal treatment irrespective of race, sex, age, religion, national origin, nationality, social class, disability, labor/union membership, political opinion, sexual orientation, or any other personal characteristic protected by law



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Employment practices and human rights



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Employee training and awareness-raising

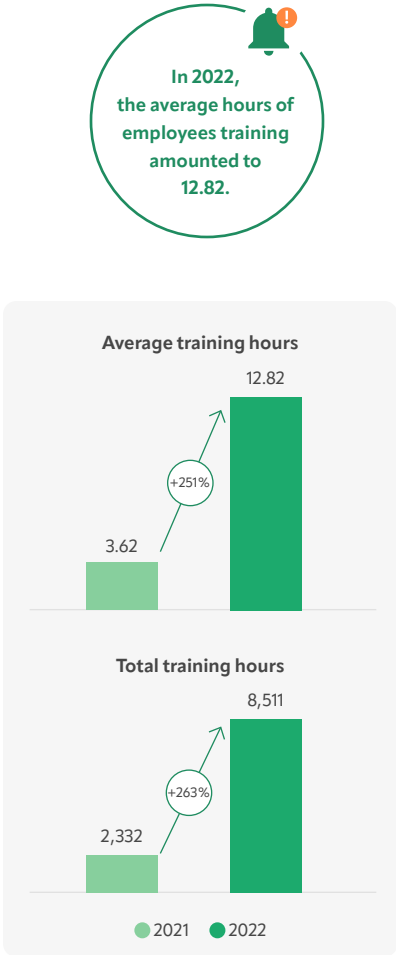
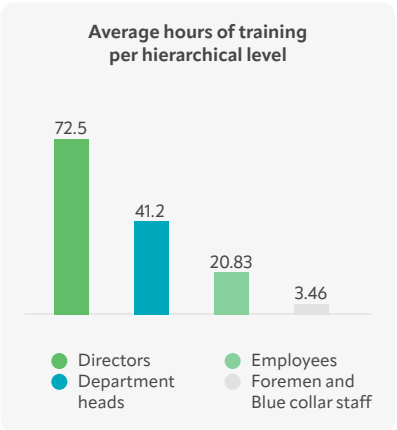
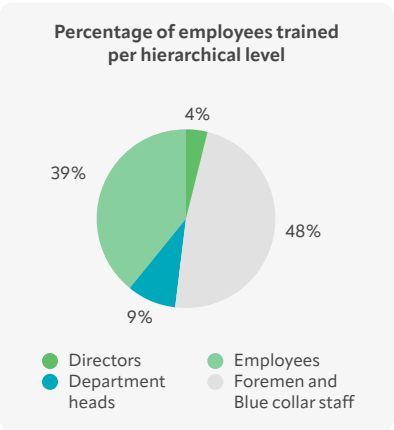
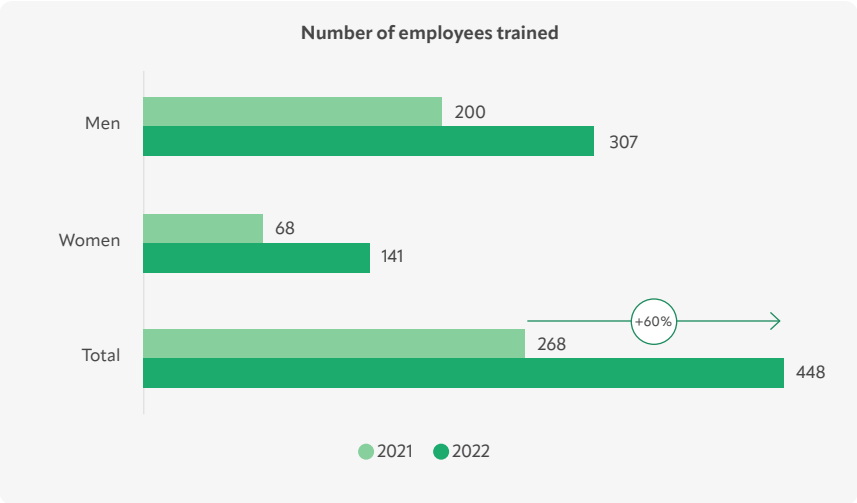
To effectively integrate the principles of human rights into the company's culture, BARBA STATHIS seeks to raise awareness among its employees through actions and briefings, with the expectation of their active participation in the implementation of responsible business. Newly hired employees are trained on all basic procedures and are informed about the content of the implemented policies and the Code of Business Conduct. An open line of communication between the employees and the Compliance Department is available for issues related to the human rights policy.

The company consistently sets, as its primary goal, the continuous training of its employees with the aim of achieving their personal and professional development.

Training programs are carried out, either internally, such as seminars and in-house training, or externally, such as participation in conferences, certifications, and postgraduate grants.

In 2022, a total of 448 employees were trained, the majority of whom were employees, foremen and Blue collar staff. Specifically, 16 directors, 41 department heads, 175 employees, and 216 foremen and Blue collar staff were trained. Of the employees trained, 69% were male and 31% female.

In comparison to 2021, there was a 60% increase in the number of employees trained.



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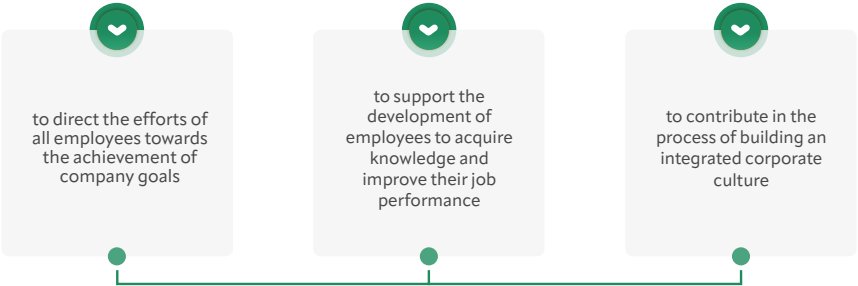
In 2022, the company held a total of 66 seminars in different thematic areas.



More information on the distribution of employees trained per position/hierarchical level, the distribution of training hours per position/hierarchical level and thematic area, and the distribution of average training hours per position/hierarchical level can be found in Appendix I.

Employee evaluation and recognition

The main objectives of the company's evaluation system are:



In 2022, BARBA STATHIS conducted a comprehensive 360-degree assessment of all its executives. The primary objective was to evaluate employees using feedback from various sources, collecting comments and observations from immediate supervisors, peers, and subordinates. Subsequently, the results were reviewed with each assessed employee in meetings with an external consultant, as well as in a follow-up meeting with the supervisor to create personalized development and performance improvement plans for each employee.

More information on the distribution of the employees evaluated by position/hierarchical level can be found in Annex I.

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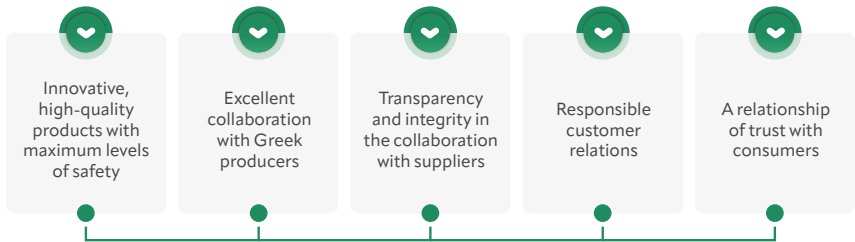
GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3 | FP 5



BARBA STATHIS is deeply committed to a core principle: prioritizing the utmost safety and highest quality of its products, without compromise. This unwavering commitment is driven by the desire to provide consumers with the most exceptional offerings cultivated in the Greek land. At every stage of cultivation and production, the company diligently adheres to optimal processes, delivering vegetables that are not only nutritious, delicious, and of the finest quality but also as fresh as the moment they were harvested.

It is worth noting that, the company has a well-defined consumer health and safety policy which was recently updated in 2022. This policy serves as a framework to reinforce the development and delineation of strategies, objectives, guidelines, and appropriate measures to safeguard consumers while ensuring the quality and safety of the food it provides.

BARBA STATHIS' strategy revolves around responsible operations for all stakeholders and is built upon five key pillars:



All BARBA STATHIS products fulfill the requirements of the European regulations EU1169/2011, EU75/2018, EU1924/2006, EU2073/2005, EU1924/2006, EU432/2012, EU396/2005 and EU62/2018.

In 2022, there were no incidents of non-compliance with regulations involving fines, penalties, or warnings related to consumer health and safety issues.



Individual incidents of quality or production failures that occurred are documented according to the requirements of EN ISO 9001, ISO 22000, IFS certification, and BRC certification.

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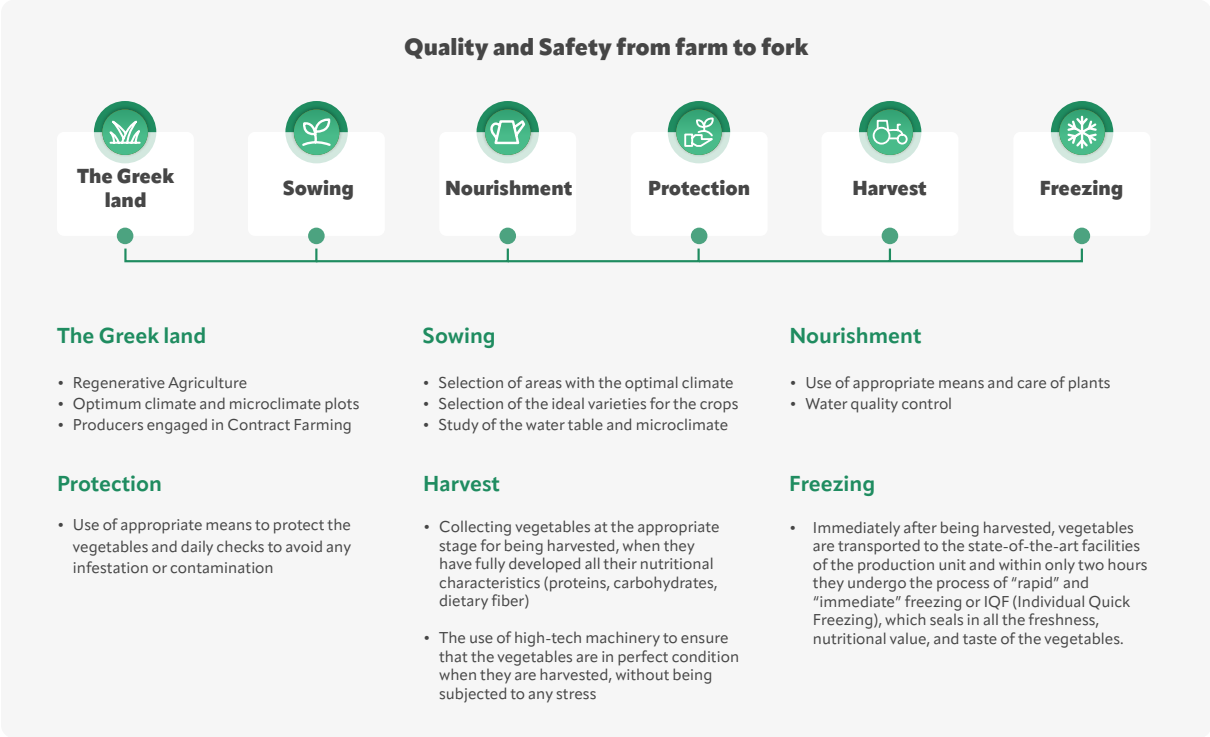
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GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3 | FP 5



Packaging and Transportation of fresh salads

During the packaging process of fresh salads, innovative packaging is used to protect the vegetables and preserve their taste, color, texture, and nutritional value.

From collection up to their transport to the stores' refrigerators, where they are delivered daily, our fresh salads are kept at the required temperature, to ensure quality, safe consumption, and the preservation of the vegetables' nutrients.

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GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3 | FP 5

Internationally recognised certification systems and protocols		
	Frozen vegetables	Fresh salads
EN ISO 9001/2015: Quality Management System	✓	✓
EN ISO 22000/2018: Food Safety Management System	✓	✓
International Food Standard (I.F.S.)	✓	✓
British Retail Consortium (B.R.C.) for food safety	✓	
Organic product certification DIO ORGANIC CERT	✓	
Roundtable on Sustainable Palm Oil (R.S.P.O.)	✓	
SEDEX SMETA	✓	✓
Kosher (Jewish Community of Thessaloniki)	✓	



Product Labeling

BARBA STATHIS places significant emphasis on offering consumers comprehensive and transparent product information, adhering to established labeling regulations.

All products introduced to the market include details on the package regarding ingredient origin, contents, safe usage, and disposal information.

The objective is to facilitate consumers in making informed decisions.



Full compliance with the requirements of EU regulations EU1169/2011 and EU 775/2018.

For yet another year, there were no incidents of non-compliance or incidents requiring corrective action.

In addition, in the same period, there were no incidents of non-compliance or failures in communication practices, as we strictly complied with the relevant European legislation (EU 11/2006).



100% of the company's products are produced in facilities certified by an independent third party, according to internationally recognized Food Safety Management Systems standards.

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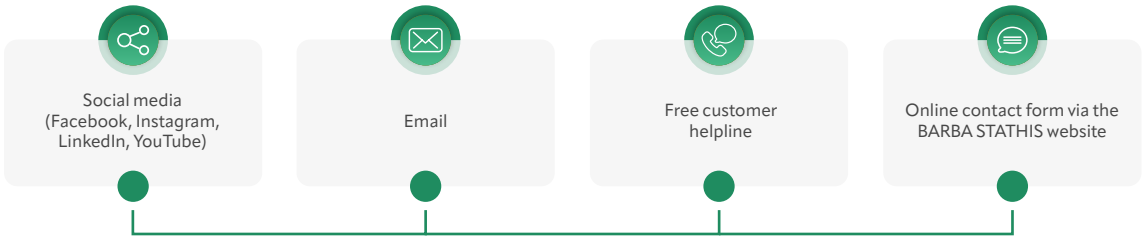
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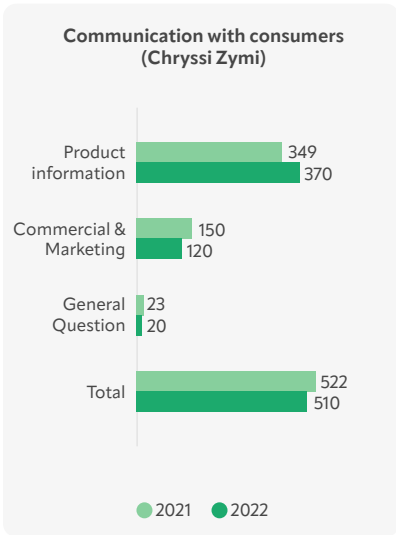
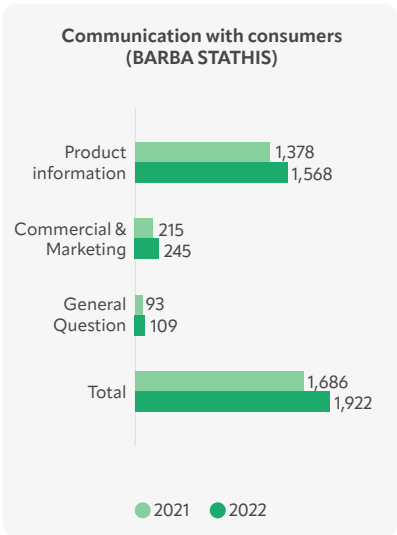


To cultivate and uphold enduring trust-based relationships with its consumers, the company maintains open communication channels through which it welcomes comments, opinions, and inquiries from its consumer base. To drive ongoing improvement and advancement, the company routinely conducts consumer satisfaction surveys, with a primary focus on addressing needs and promptly addressing any consumer feedback

Communication channels:



The process of documenting inquiries directed to the company has been developed and put into practice in compliance with EN ISO 9001/2015



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Thriving Communities

BARBA STATHIS is dedicated to fostering enduring relationships built on trust and providing support to those in need. Furthermore, the company is committed to establishing long-term partnerships with Greek producers, mutually benefiting both parties, strengthening the Greek economy, and ensuring the delivery of high-quality, nutritionally rich products. Every initiative undertaken by the company is geared towards contributing to the support and empowerment of local communities through charitable donations and collaborations with nonprofit organizations.

Recognizing Corporate Social Responsibility (CSR) as a core value for responsible business practices and continuous enhancement, the company is actively developing a Strategic Framework. This framework, expected to be finalized in 2023, will provide a structured approach to CSR initiatives. The framework's design, expected to be completed in 2023, will further systematize the structure, roles, and responsibilities of collaborating departments, along with the process of evaluating requests and implementing meaningful social responsibility actions.



Principles of the United Nations Global Compact

1st Principle | 2nd Principle

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Positive social impact

Balanced nutrition

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Positive social impact



GRI 201-1 | GRI 413-1

BARBA STATHIS seeks to maximize added value, emphasizing to its social product, which includes the creation of new jobs, the implementation of investments, and the contribution to public revenues and national resources.



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Positive social impact



GRI 201-1 | GRI 413-1

BARBA STATHIS is committed to long-term support for society and, guided by the values of solidarity and respect for fellow individuals, actively collaborates with charitable organizations through partnerships and social initiatives.

Addressing food insecurity

For yet another year, in 2022, BARBA STATHIS offered its support to society through its Social Responsibility program “We do good”. By offering more than 380,000 portions of frozen vegetables and fresh salads, the company contributed to the work of dozens of charitable organizations throughout Greece.

BARBA STATHIS’ collaboration with organizations such as “Together for Children”, “Smile of the Child” and the Hadjikyriakio Foundation are continuous. These initiatives aim to make a tangible contribution to combating food insecurity, particularly among children.

At the same time, the ongoing program of daily distribution of fresh BARBA STATHIS salads to charitable organizations in the Attica region, including the Reception & Solidarity Center of the Municipality of Athens, remained in operation. This effort has addressed the growing demands arising from the pandemic, while also contributing to the battle against food waste.

Furthermore, BARBA STATHIS continued its collaboration with the Prolepsis Institute for the second consecutive year as part of the “NUTRITION” Food & Promotion of Healthy Nutrition Program to raise awareness in Greece about the nutritional value of vegetables and the importance of a balanced diet. The company supported the Institute’s efforts to

combat hunger among students in economically vulnerable areas of the country. Through the “NUTRITION” program, BARBA STATHIS provided three (6) tons of spinach, enabling the production of 76,500 pies. These nutritious snacks were distributed to students in need during the school year.



During 2022, the company offered 380,000 portions of food and salads to several charities and organizations throughout Greece.

Financial support to charitable organizations

During the holiday season, BARBA STATHIS demonstrated its support for charitable organizations through several initiatives. This included a collaboration on the design of the corporate Easter card for the ‘Make-A-Wish’ organization, the creation of a corporate Christmas card in collaboration with the NGO ‘Desmos,’ and the purchase and distribution of a symbolic ‘good luck charms’ from the ELEPAP organization among all BARBA STATHIS employees for the new year.



Study of children's eating habits in Greece in collaboration with the Prolepsis Institute

With a sense of responsibility toward society, BARBA STATHIS commissioned the Prolepsis Institute to conduct a study. The study’s objective was to identify specific interventions to encourage the consumption of vegetables and pulses among children and adolescents. The research was concentrated on economically and socially vulnerable regions in Greece and aimed to delve deeper into the factors influencing Greek eating habits and to design suitable educational initiatives promoting health and balanced nutrition.



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GRI 201-1 | GRI 413-1

Voluntary action at the SOS Children’s Village in Plagiari, Thessaloniki

Through the “Together we do good!” Voluntary Action Program, BARBA STATHIS is committed to helping people in need. As part of this program, the company’s employees voluntarily participate in targeted initiatives aimed at supporting the local community. In 2022, BARBA STATHIS volunteers gathered at the SOS Children’s Village in Plagiari, Thessaloniki, and undertook tasks to enhance the daily lives of the children and provided frozen vegetables to meet their immediate needs.



Implementation of the Educational Program for Primary Schools “Take a Step for Healthy Eating”

Through the new Primary School Educational Program “Take a Step for Healthy Eating”, the company launched a series of guided tours for schoolchildren at its facilities in Sindos, with the young visitors participating in hands-on educational activities and interactive games.

As part of the program, students from kindergartens and primary schools in Thessaloniki and the neighboring regions of Central Macedonia had the opportunity to visit the BARBA STATHIS production unit and museum area and learn useful information about all the cultivation stages of agricultural production, the nutritional value of vegetables, and the critical issue of food waste. Through tastings, hands-on games, and sensory activities, the young visitors were taught about the importance of the Mediterranean diet and created their own tasty recipes based on BARBA STATHIS’ nutritious vegetables.



Strengthening education

In 2022, BARBA STATHIS continued its annual collaboration with the American Farm School to organize specialized training sessions on sustainable vegetable fertilization. These training programs were conducted in the company’s primary cultivation regions and involved the participation of producers from Halki, Nea Apollonia, Europos, and Amyndeon of Florina. The sessions were conducted under the guidance of BARBA STATHIS’ Agricultural Department in partnership with the staff of the Lifelong Learning Center of the American Farm School. Additionally, BARBA STATHIS announced the provision of two full two-year Vocational High School scholarships to the American Farm School for the children of cooperating producers.

BARBA STATHIS also renewed its collaboration with the organization “New Agriculture New Generation” to conduct a series of seminars tailored for training the executives of its Agricultural Department. The training program, spanning a total of 14 hours, placed a strong emphasis on the development of both soft and technical skills. Topics covered included effective communication, conflict resolution, optimal collaboration, as well as discussions on the global supply chain, sustainability within the agri-food sector, and the significance of reducing the carbon footprint. The design and execution of the training program involved the collaboration of the organization “New Agriculture New Generation”, adult education specialists, and scientists from Rutgers State University of New Jersey, USA.

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GRI 416-1 | FP 7

BARBA STATHIS has held a longstanding vision of promoting the principles of a balanced and healthy diet, with a particular focus on the role of vegetables from the Greek land.

This vision is realized through an integrated approach that encompasses Agricultural Management, Contract Farming, and Precision Agriculture. BARBA STATHIS vegetables, renowned for their supreme levels of safety and quality, undergo rigorous control and monitoring throughout the cultivation process. These vegetables are carefully harvested at the right point of ripeness and, within a remarkably short time frame of less than two hours, undergo a natural freezing process. This process effectively locks in their freshness and preserves their essential nutrients. To cater to diverse dietary preferences and evolving consumption needs, consumers have access to over 150 different product options. These options cover a wide range of nutritional requirements, including diets that are high in plant-based protein, fat-free, etc.

100% of BARBA STATHIS products are of a high nutritional value, as they are rich in proteins, vitamins and other nutrients.

Innovation, research and development

In 2022, we made significant investments in innovation by introducing two new product lines of ready-to-eat plant-based meals that are quick and easy to prepare, designed to cater to the demands of modern consumers.



Our new “We Choose” line of products consists of five delectable combinations of vegetables with grains and pulses, creating unique, nutrient-rich complete meals that can be prepared in 5 minutes, both in cookware and in the microwave.



Similarly, the new “360° Plant-Based Meals” line of products includes 6 complete meal suggestions made from pea protein, giving a new and 100% plant-based approach to popular Greek recipes, such as plant-based meatballs or pasta with plant-based minced meat. The products of this line are quick and easy to prepare and are also suited for air frying.

In addition, all the packaging of the new products is 100% recyclable, reinforcing our commitment to an ever-reducing environmental footprint.



100% of the products are produced in facilities that are certified by an independent third party in accordance with internationally recognized Standards of Food Safety Management Systems.

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Sustainable agriculture and sourcing

BARBA STATHIS seeks to create trusting relationships with Greek producers, in support of the primary sector and to ensure the excellent quality and maximum safety of its products. The quality of raw materials is inextricably linked to the quality of the final product and customer satisfaction and, for this reason, suppliers are an integral part of the business operation.



Primary sector support

- > Contractual farming
- > Fixed income
- > Absorption of the agricultural products produced
- > Provision of necessary resources and tools
- > Development of sustainable agricultural practices
- > Education, empathy, technical expertise
- > Granting scholarships to children of partner producers



Principles of the United Nations Global Compact

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Primary sector support and sustainable agricultural practices



The company collaborates with hundreds of Greek farmers, who are responsible for the cultivation of 30,000 acres of fertile Greek land. To ensure excellent cooperation with Greek farmers and the supply of high-quality raw materials, BARBA STATHIS relies on three pillars:



Optimal Agriculture refers to the constructive collaboration between the company and the producers, for the application of sound agricultural practices at all stages of production. In this way, within the framework of the Integrated Agricultural Management system, sound agricultural practices are strictly followed for the selection of seeds, the appropriate time of sowing, the monitoring of plant growth, their nourishment, and their protection from pests and diseases, until the optimum time of harvesting. Through a specially designed electronic application, BARBA STATHIS can monitor all the stages of the production process for every plot of our partner producers, at any moment of the day, 365 days a year, thereby safeguarding the quality and safety of our raw materials.

Precision Agriculture is a field management system based on the use of modern technologies (drones, sensors, etc.) that record, capture, and document information accurately, allowing the company to monitor the status of each field in real time. The data is then processed taking into account the spatial, temporal, and predictive variability of the agricultural parcels. Based on the data processing results and in collaboration with the producer, decisions are made to implement specific measures tailored to address the requirements of each agricultural parcels. These measures may involve selecting appropriate seeds and identifying the specific needs of the plants, among other considerations.

Contract Farming

BARBA STATHIS is the first company in Greece to provide agricultural best practices and technical expertise, thus increasing the value of suppliers and ensuring the quality and safety of varieties in agricultural products, by incorporating the terms “Contract Farming” and “producer groups” in its operations.

Contract Farming represents a modern and dynamic approach to agricultural management for our company. It is rooted in sustainability and aims to bolster primary production. Within this framework, we extend the opportunity to carefully selected producers who meet our strict quality criteria and who are then entrusted with the cultivation of exceptional crop varieties. We support these producers through ongoing training and knowledge transfer. Our team of agronomists provides guidance, supervision, and conducts daily visits to their agricultural parcels.

At the same time, Contract Farming addresses the producers’ imperative for a secure income stream while aligning with our company’s aspiration for products of superior quality, delivered in agreed-upon quantities.

Throughout the production process, BARBA STATHIS ensures the quality and safety of its products, through the implementation of a comprehensive system that is certified according to the international standards EN ISO 9001/2015, EN ISO 22000/2018, EN ISO 14001/2015, I.F.S. and B.R.C.

In 2022, for the third consecutive year, BARBA STATHIS held a series of specialized training sessions with the American Farm School, on the key topic of sustainable fertilization of vegetables. The program took place in the company’s main cultivation areas with the participation of producers from Halki, Nea Apollonia, Europos, and Amyndeo Florina, under the guidance of the company’s Agricultural Department and in collaboration with the staff of the Lifelong Learning Center of the American Farm School.



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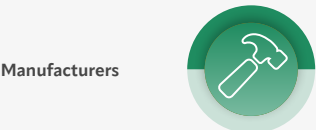
Supply chain management

GRI 2-6 | GRI 204-1

Categories of suppliers:



Producers -
Farmers



Manufacturers



Transport
companies



Producers of
packaging materials



Analysis
laboratories

BARBA STATHIS maintains long-standing relationships of trust with its suppliers. The company's long-term goal is to engage with its stakeholders honestly and fairly, enhancing transparency and creating added value, as defined in the "Suppliers' Code of Conduct".

The supplier selection criteria and procedures are applied to all suppliers and are documented by the EN ISO 9001 standard and the relevant internal procedures. Additionally, the company is in the process of redesigning its new supplier evaluation system and creating a strategic Sustainable Procurement Framework.

This framework aims to ensure and adopt policies in line with the values and practices of BARBA STATHIS by all its partner suppliers. This framework will include the evaluation of suppliers through questionnaires to obtain the necessary data on the performance, processes, and practices adopted by suppliers on environmental, social, and governance issues.



Extract from the Code of Business Conduct

"All suppliers should be treated equally in terms of their ability to present their products and services to the company and should be given fair and equal opportunities."



Digital training seminar for partner suppliers entitled "Supplier awareness on sustainable development issues"

In 2022, BARBA STATHIS successfully organized the first digital training seminar for collaborating suppliers entitled, "Supplier awareness on sustainable development issues", aiming to inform and raise awareness on sustainable development issues



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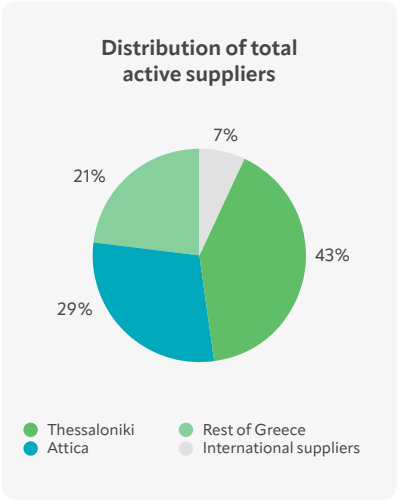
Supply chain management

GRI 2-6 | GRI 204-1

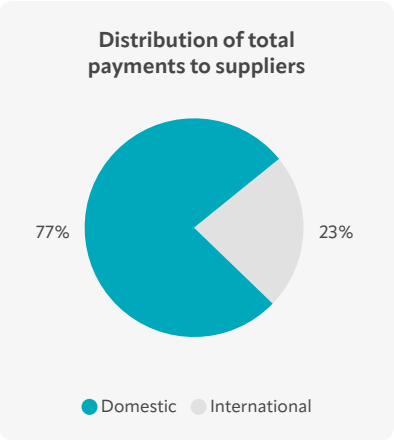
In 2022, there was an increase in the number of the company's suppliers, with the total number of payments for 2022 amounting to €67.5 million.

93% of the company's total number of suppliers consists of domestic suppliers.

To strengthen the national economy and the development of local communities, the company collaborates with local suppliers, who make up for 43% of its total suppliers, and come from areas close to its facilities in Thessaloniki.



The highest percentage of payments was made to domestic suppliers at 77%.



Payments to suppliers (€)		
	2021	2022
Payments to local suppliers (local communities near the company's facilities)	13,786,292.57	15,857,550.75
Payments to suppliers from the rest of Greece	33,210,196.76	36,113,463.71
Payments to international suppliers	13,994,320.33	15,529,670.66
Total	60,990,809.66	67,500,685.12

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GRI 2-7

Employees and distribution per gender and region						
	2021			2022		
	Men	Women	Total	Men	Women	Total
Attica						
Number of permanent employees	88	8	96	84	9	93
Number of temporary employees	4	0	4	8	0	8
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	92	8	100	92	9	101
Number of part-time employees	0	0	0	0	0	0
Thessaloniki						
Number of permanent employees	272	189	461	285	190	475
Number of temporary employees	43	30	73	43	33	76
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	315	155	470	328	163	491
Number of part-time employees	0	64	64	0	60	60
Larisa						
Number of permanent employees	10	0	10	12	0	12
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	10	0	10	12	0	12
Number of part-time employees	0	0	0	0	0	0
Number of employees (grand total)	417	227	644	432	232	664

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GRI 401-1 | GRI 405-1

Age distribution of human resources			
	<30	30-50	>50
Men	52	240	140
Women	24	116	92
Total	76	356	232

Age distribution of human resources in the highest governance body			
	<30	30-50	>50
Men	0	3	3
Women	0	0	1
Total	0	3	4

Total new hires per region, gender and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Attica	1	0	1	6	1	7	0	0	0
Thessaloniki	21	13	34	31	29	60	14	15	29
Larissa	0	0	0	2	0	2	0	0	0
Total	22	13	35	39	30	69	14	15	29
Percentage of newly hired employees	42%	54%	46%	16%	26%	19%	10%	16%	13%

Total departures per region, gender and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Attica	0	0	0	1	0	1	1	0	1
Thessaloniki	4	3	7	13	10	23	7	7	14
Larissa	0	0	0	1	0	1	1	0	1
Total	4	3	7	15	10	25	9	7	16
Percentage of newly hired employees	8%	13%	9%	6%	9%	7%	6%	8%	7%

*Only departures of employees with a contract of indefinite-term are counted.

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GRI 405-1

Employees and distribution per hierarchical level and age									
Position / Hierarchical level	<30			30-50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	0	0	0	4	3	7	7	2	9
Department heads	0	0	0	17	3	20	12	9	21
Employees	32	23	55	75	41	116	20	14	34
Foremen and Blue-collar staff	20	1	21	144	69	213	101	67	168
Total	52	24	76	240	116	356	140	92	232

Number of employees trained						
Position / Hierarchical level	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors	16	4	20	11	5	16
Department heads	37	11	48	29	12	41
Employees	84	50	134	110	65	175
Foremen and Blue-collar staff	63	3	66	157	59	216
Total	200	68	268	307	141	448

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GRI 404-2

Programmes to upgrade the skills of workers			
Thematic area	Number of seminars per thematic area	Total training hours	Percentage of hours per thematic area
Agriculture	3	551	7%
Corporate Communication	3	88	1%
Customer Experience	2	30	0%
Digital Skills	11	2,277	27%
Environment, Society & Governance	13	772	8%
Finance, Accounting	2	152	2%
People & Culture	2	830	10%
Leadership	6	964	11%
Legal	1	24	0.3%
Marketing & Social Media	6	228	3%
Sales & Negotiation Skills	3	697	8%
Supply Chain	3	306	4%
Total Quality Management	4	126	1%
Health & Safety	7	1,466	17%
Total	66	8,511	100%

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GRI 404-1 | GRI 404-3

Average hours of training per category of workers						
Position / Hierarchical level	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors	19.12	16.50	35.62	69.00	80.20	72.5
Department heads	10.81	9.08	19.89	45.24	31.42	41.2
Employees	4.79	10.28	15.08	20.76	20.94	20.83
Foremen and Blue-collar staff	0.87	0.12	0.99	4.51	1.45	3.46
Total	3.55	3.75	3.62	13.66	11.25	12.82

Total hours of training per category of workers						
Position / Hierarchical level	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors	325	66	391	759	401	1,160
Department heads	400	109	509	1,312	377	1,689
Employees	537	658	1,195	2,637	1,633	4,270
Foremen and Blue-collar staff	219	18	237	1,194	198	1,392
Total	1,481	851	2,332	5,902	2,609	8,511

Total number of employees assessed per category			
Position / Hierarchical level	2022		
	Men	Women	Total
Directors	10	4	14
Department heads	16	9	25
Employees	8	9	17
Foremen and Blue-collar staff	0	0	0
Total	34	22	56

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GRI 1 used			GRI 1: Foundation 2021				
Applicable GRI Sector Standard			-				
GRI Standards	Disclosure	Page	Omission				
			Requirement(s) omitted	Reason	Explanation	External assurance	
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	16-19, 24-25	The gray cell indicates that reasons for omission are not permitted for the disclosure			•	
	2-2 Entities included in the organization's sustainability reporting	74				•	
	2-3 Reporting period, frequency and contact point	74				•	
	2-4 Restatements of information	32, 74				•	
	2-5 External assurance	74				•	
	2-6 Activities, value chain and other business relationships	16-21, 24-25, 56-57				•	
	2-7 Employees	40-44, 59				•	
	2-8 Workers who are not employees	40-44				•	
	2-9 Governance structure and composition	26-27				•	
	2-10 Nomination and selection of the highest governance body	26-27				•	
	2-11 Chair of the highest governance body	26-27				•	
	2-12 Role of the highest governance body in overseeing the management of impacts	26-27				•	
	2-13 Delegation of responsibility for managing impacts	26-27				•	
	2-14 Role of the highest governance body in sustainability reporting	26-27				•	
	2-15 Conflicts of interest	28-29				•	
	2-16 Communication of critical concerns	28-29				•	
	2-17 Collective knowledge of the highest governance body	26-27				•	
	2-18 Evaluation of the performance of the highest governance body	26-27				•	
	2-19 Remuneration policies	-	Yes	Not applicable	BARBA STATHIS, being a private interest body, does not have a structured/systematic policy or procedures for determining the remuneration of the highest management body. The way in which the remuneration is determined remuneration is determined in a manner similar to that of collective agreements.		•
	2-20 Process to determine remuneration	-	Yes	Not applicable			

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
General disclosures						
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	-	Yes	Restrictions confidentiality	The organization aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable legislation, including aspects relating to privacy and data protection	•
	2-22 Statement on sustainable development strategy	7-10				•
	2-23 Policy commitments	28-30, 40-44				•
	2-24 Embedding policy commitments	28-30, 40-44				•
	2-25 Processes to remediate negative impacts	27-29				•
	2-26 Mechanisms for seeking advice and raising concerns	28-29				•
	2-27 Compliance with laws and regulations	28-29				•
	2-28 Membership associations	23				•
	2-29 Approach to stakeholder engagement	10-12				•
2-30 Collective bargaining agreements	40-44				•	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	13-15, 74	The gray cell indicates that reasons for omission are not permitted for the disclosure			•
	3-2 List of material topics	13-15, 74				•
Health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	36-39				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	36-39				
	403-2 Hazard identification, risk assessment, and incident investigation	36-39				
	403-3 Occupational health services	36-39				
	403-4 Worker participation, consultation, and communication on occupational health and safety	36-39				

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Health and safety						
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	36-39				
	403-6 Promotion of worker health	36-39				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36-39				
	403-8 Workers covered by an occupational health and safety management system	36-39				
	403-9 Work-related injuries	36-39				•
	403-10 Work-related ill health	36-39				
Food safety and quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	45-47, 53				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	53				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	45-47				•
FP5	Percentage of production in certified plants	45-47				
	Ingredients of high nutritional value	53				
FP 7	Ingredients of high nutritional value	53				
Sustainable agricultural practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	54-55				
Internal index	Approach to implementing sustainable agricultural practices	54-55				

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Sustainable supply chain						
GRI 3: Material Topics 2021	3-3 Management of material topics	56-57				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	56-57				•
Sustainable packaging						
GRI 3: Material Topics 2021	3-3 Management of material topics	33				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	33				
	301-3 Reclaimed products and their packaging materials	33				
Marketing practices and product labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	45-47				
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	45-47				
	417-2 Incidents of non-compliance concerning product and service information and labeling	45-47				•
	417-3 Incidents of non-compliance concerning marketing communications	45-47				•
Human rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	40-44				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	40-44, 60-61				•
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	40-44				•

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Energy management						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	32				•
	302-3 Energy intensity	32				•
	302-4 Reduction of energy consumption	32				
Primary sector support						
GRI 3: Material Topics 2021	3-3 Management of material topics	54-55				
Internal index	Approach to support the primary sector	54-55				
Climate change adaptation and mitigation						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	32				•
	305-2 Energy indirect (Scope 2) GHG emissions	32				•
	305-3 Other indirect (Scope 3) GHG emissions	32				
	305-4 GHG emissions intensity	32				
	305-5 Reduction of GHG emissions	32				
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	32				•

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Diversity, equality and inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	40-44				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	40-44, 60-61				
Air, water and soil pollution						
GRI 3: Material Topics 2021	3-3 Management of material topics	31-32				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	31				
Food waste management						
GRI 3: Material Topics 2021	3-3 Management of material topics	33				
Internal index	Amount of plant residues managed	33				
Business ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	28-29				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	28-29				

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Business ethics						
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	28-29				
	205-3 Confirmed incidents of corruption and actions taken	28-29				
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	28-29				
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	28-29				
Employment practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	39-44				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	40-44, 61				•
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	39				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	40-44, 63				
	404-2 Programs for upgrading employee skills and transition assistance programs	40-44, 62				
	404-3 Percentage of employees receiving regular performance and career development reviews	40-44, 63				

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosure	Page	Omission			
			Requirement(s) omitted	Reason	Explanation	External assurance
Financial performance						
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	20-21, 50-52				
	201-4 Financial assistance received from government	20-21				
Water management						
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	34				
	303-2 Management of water discharge-related impacts	34				
	303-4 Water discharge	34				
	303-5 Water consumption	34				•
Social contribution						
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	50-52				
Management of production residues						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	33				
	306-2 Management of significant waste-related impacts	33				
	306-3 Waste generated	33				
	306-4 Waste diverted from disposal	33				
	306-5 Waste directed to disposal	33				

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United Nations Global Compact	Description of the Ten Principles	Report chapter
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Responsible Operations
		Thriving communities
		Sustainable Agriculture and Sourcing
Principle 2	Make sure that they are not complicit in human rights abuses	Responsible Operations
		Thriving communities
		Sustainable Agriculture and Sourcing
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Responsible Operations
Principle 4	The elimination of all forms of forced and compulsory labour	Responsible Operations
Principle 5	The effective abolition of child labour	Responsible Operations
Principle 6	The elimination of discrimination in respect of employment and occupation.	Responsible Operations
Principle 7	Businesses should support a precautionary approach to environmental challenges	Environmental stewardship
		Sustainable Agriculture and Sourcing
Principle 8	Undertake initiatives to promote greater environmental responsibility	Environmental stewardship
		Sustainable Agriculture and Sourcing
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Environmental stewardship
		Sustainable Agriculture and Sourcing
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Business ethics and anti-corruption policies

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

This Report constitutes the 7th ESG Report of BARBA STATHIS and is posted in electronic format on the company's website. It presents the strategy, priorities, and all corporate actions related to Sustainable Development and underlines our commitment to continuous modernization and the creation of long-term value for all stakeholders.

Scope

The data of the Report concern the BARBA STATHIS company and, more specifically, the company's offices, the production units in Thessaloniki, and its facilities in Athens, Thessaloniki, Larissa, and Bulgaria.

Elements of the Report

The objective of the Report is to provide accurate and comprehensive information on the actions, performance, and commitments of BARBA STATHIS on environmental, social, and governance issues, through quantitative and qualitative data, from 01/01/2022 to 31/12/2022. The Report includes information and data on BARBA STATHIS S.A. It is also noted that both the actions and the target setting of BARBA STATHIS do not include data relating to subsidiaries, potential joint ventures, partners, suppliers, or other third parties.

Determination of content

This report has been prepared in "In Accordance" with the Sustainability Reporting Guidelines of the new **GRI Universal Standards (GRI 1, GRI 2, GRI 3)** and **GRI Topic Standards**, in order to meet the needs and expectations of stakeholders, as well as to highlight the contribution of BARBA STATHIS to sustainable development issues. In addition, the internationally recognized reporting standards of the **Sustainability Accounting Standards Board (SASB Standards)**, the **ten (10) Principles of the UN Global Compact**, the **AA1000AP 2018 Accountability Principles Standard**, have been taken into account in determining the content, while the link between the company's actions and impacts and the **United Nations' 17 Global Sustainable Development Goals (SDGs)** is also reflected. The analysis of the Sustainable Development material issues through the **Double Materiality process** and the definition of the impact of BARBA STATHIS determined the content of the Report to a significant extent, which focuses on the most important issues of concern to the stakeholders and social partners of BARBA STATHIS, and which have significant environmental, social, and economic impacts.

Changes from previous versions

In this year's ESG Report, the structure of the information follows the new **GRI Standards** that are effective as of **1/1/2023**, resulting in additional information on material issues compared to the information provided in the corresponding 2021 ESG Report.

Independent assurance

The Report is subject to external assurance by an independent body, namely **TÜV HELLAS (TÜV NORD) A.E.**, to confirm that the Report has been prepared in accordance with the **Sustainability Reporting Guidelines of the GRI Universal Standards 2021**, the coverage of specific disclosures (indicators) by the GRI Topic Standards, and the compliance with the **AA1000AP (2018)** standard which is ensured through **AA1000AS v.3**. The Independent External Audit Report is available on **page 75** of this Report.



Comments, remarks, or recommendations on the content of the Report can be addressed to the following contact details:

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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 of 1/1/2022-31/12/2022. The information in the Sustainability Report concerns the company BARBA STATHIS and more specifically the company's offices, the production units in Thessaloniki as well as its facilities in Athens, Thessaloniki, Larissa and Bulgaria.

The scope of the project consists of the following:

- A. The external assurance of the information disclosed to confirm that the Sustainability Report of **BARBA STATHIS** for 2022 has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**.
- B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that **BARBA STATHIS** reported at the Sustainability Report Chapters, based on the **GRI Topic Standards**, as follows: GRI 204-1, GRI 302-1, GRI 302-3, GRI 303-5, GRI 305-1, GRI 305-2, GRI 305-7, GRI 401-1, GRI 403-9, GRI 405-1, GRI 406-1, GRI 416-2, GRI 417-2, GRI 417-3.
- C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in **AA1000AP (2018)**.

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **BARBA STATHIS** for 2022 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by **BARBA STATHIS**, to confirm that the Sustainability Report has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**, 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 Universal Standards 2021**
- B. **GRI Topic Standards**
- C. **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.

3. Project methodology

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

- Reviewed the coverage of the **"In Accordance"** with the GRI Universal Standards 2021 requirements, as they are described within the **GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021**.
- Reviewed the procedures followed by **BARBA STATHIS** to identify and determine the material issues to include them within the Sustainability Report.
- Reviewed the analysis of the essential issues of Sustainable Development through the process of **Double Materiality** analysis and the identification of **BARBA STATHIS's** business impact activity on the environment, society and the economy, as well as the risks and opportunities that arise for the company itself.

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- Interviews were conducted with selected executives of **BARBA STATHIS** having operational role in Sustainability issues 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 Reporting Indicators, based on the **GRI Topic Standards** (referred in paragraph 1, point B) in connection with the findings of the above steps. In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks (not restrictively) consist of the following:
- Understanding of 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 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** company and more specifically the company's offices, the production units in Thessaloniki as well as its facilities in Athens, Thessaloniki, Larissa and 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 ESG Strategy Division 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), does 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 with 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.

6. Conclusions

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. External assurance of the information disclosed to confirm that the Sustainability Report of BARBA STATHIS for 2022 has been prepared "In Accordance" with the GRI Universal Standards 2021.

- During the external assurance project carried out, nothing has come to the attention of **TÜV HELLAS**, which would lead to the conclusion that the Report has not been prepared "In Accordance" with the requirements of the **GRI Universal Standards 2021**, as reflected on the corresponding correlation GRI content index.

B. Control of accuracy of the claims mentioned for the Reporting Indicators that BARBA STATHIS reported at the Sustainability Report Chapters, based on the GRI Topic 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 (indicators) of the GRI Topic Standards, referred in paragraph 1, point B of this report.

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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 **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 **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 **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.

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. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of **BARBA STATHIS's** 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, October 27, 2023

For **TÜV HELLAS (TÜV NORD)**

Nestor Paparoupas
Product Manager



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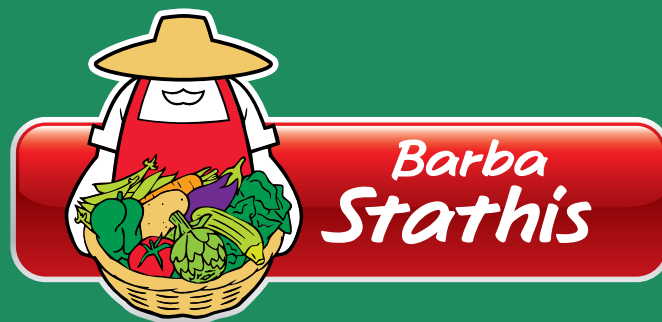
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