

SUSTAINABLE DEVELOPMENT POLICY

“HAIDEMENOS MODEL INDUSTRY OF GRAPHIC ARTS S.A.”

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01	16.12.2022	Sustainable Development Policy

The Company “HAIDEMENOS S.A.” (hereinafter the “Company”) establishes, maintains, integrates and implements a specific policy regarding sustainable development towards all levels and sectors of its activity.

The present policy (hereinafter “Sustainable Development Policy” or “Policy”), aims at the establishment of basic principles that should govern the Company’s sustainable development strategy in order to ensure the encompassment of factors related to the Environment, Society (Social) and Corporate Governance (ESG) in its business activity, with the scope of responsibly managing the impacts occurring from its activities on the interested parties, and more extensively to the social, economic and natural environment, its ultimate goal being to minimize any negative impacts and maximize the positive ones.

Policy is determined by the Board of Directors, and in this context, covers the following axes.

Environment

Environmental protection and respect is an absolute priority for the Company.

Compliance with the relevant national and community legislation, is self-evident for the Company, which is committed, in addition to its legal obligations, to strive for continuous improvement in terms of natural environment protection. The company undertakes to apply good business practices aiming at the reduction of environmental impacts and contributing to CO2 emissions reduction, pollution prevention, energy saving and natural resources conservation.

In this context, the Company invests in the renewal of its technological and mechanical equipment with modern and environmentally friendly technology, which contributes to the reduction of emissions, noise and energy consumption, while at the same time contributing to the saving and proper management of raw materials. It chooses to use ecological raw materials, reduces the use of chemicals, uses environmentally friendly inks. It selects and recommends to its customers the use of paper from a responsible forest management system which is FSC certified. It respects water resources and seeks to conserve and protect them at all levels of its activity. It manages its packaging and all materials used or produced in a responsible manner by participating in certified packaging management systems. It shall opt, as far as possible, for the use of renewable energy sources. It produces quality products that last over time, thus contributing to saving resources and reducing waste.

It continuously evaluates and improves its practices and sets new goals for the protection of natural environment.

It implements environmental awareness actions for its employees and motivates its partners and customers to respect its environmental policy, while refraining from doing business with entities that do not adopt sustainable development practices.

Society (Social)

HAIDEMENOS SA is committed to treating all people with respect, to working to combat all forms of discrimination, harassment and exclusion, as well as to respecting the individual characteristics of employees, such as gender, age, sexual orientation, nationality, religious and political beliefs.

It seeks to develop its employees and attract new people in order to create a diverse, inclusive and competent workforce.

It shall offer its employees a healthy and humane working environment and conditions of development and remuneration that ensure the human dignity and well-being of its employees.

As part of health and safety policy in the workplace, the Company takes measures for the control and application of appropriate safe working equipment and for the training and education of employees on health and safety issues.

It also places absolute priority on the safety and protection of the interests and rights of employees and their personality and dignity. In this context, it enhances the freedom of expression of employees and facilitates the direct communication of employees with authorized members of the company's management on all issues of concern to them, in order to receive timely responses and solutions.

In the context of its cooperation with suppliers, the Company is particularly sensitive to the observance of basic rules of conduct, especially on issues related to the protection of the environment, employees and the fight against corruption. Suppliers' employees should be treated with respect and dignity and work in full health and safety conditions.

The Company protects its employees and the community in which it operates by applying safe technologies and operating procedures, as well as by producing safe products. It also organizes social actions and encourages employees and third parties to participate in them.

Governance

The Company adopts responsible policies and practices throughout its business operations in order to operate on the basis of best practices in Corporate Governance.

In this context, the Company develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.

The company complies with the legislation and implements control safeguards to ensure compliance with the rules relating to its activity, and has established and applies Operation Regulation in accordance with the applicable legislation and the guidelines of the Hellenic Capital Market Commission.

The Board of Directors of the Company is responsible for adopting and approving this Policy.

The monitoring of the implementation of the Sustainability Policy is the responsibility of the Managing Director and the relevant executives of the Company.