

Corporate Social Responsibility (CSR) is “the continuing commitment of a business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large” (World Business Council for Sustainable Development).

The company FARMA KOUKAKI S.A. is committed to adopting the ETI (Ethical Trading Initiative) Base Code, as well as complying with Greek and European legislation regarding personnel and labor standards. Its primary objective is to meet customer expectations by providing services and products in which Corporate Social Responsibility (CSR) is ensured.

Within this framework, the Company’s Management is committed to:

- Providing all necessary resources for the effective implementation of the ETI Code
- Continuous improvement in matters of social responsibility
- Developing an Environmental & Sustainability Policy while adopting environmentally friendly practices
- Developing a Health & Safety Policy while implementing relevant practices
- Adopting a Business Ethics Policy to safeguard employees’ Human Rights and ensure Transparency, Honesty, Discretion, and Integrity in its business activities
- Developing a Procurement Policy to disseminate core CSR values and standards throughout the supply chain

The Company conducts its business activities in a manner that ensures:

1. **Free Choice of Employment** – condemning Forced Labor, Retaliation, and the withholding of employees’ personal documents. Employees are free to resign voluntarily at any time without retaliation.
2. **Freedom of Association** and the right to collective bargaining.
3. **Health & Safety** of employees and visitors in all organizational activities, providing employees the right to leave their workstation if they feel unsafe for any reason.
4. **Absence of Child & Youth Labor**, which it condemns.
5. Payment of wages exceeding the national minimum wage.
6. Compliance with maximum weekly working hours in accordance with national legislation, always providing appropriate compensation for overtime and extra work. Respecting employees’ private lives, the Company promotes “voluntary” overtime, with the right to refuse extra work or overtime.
7. Fair treatment of all job applicants and employees, offering equal opportunities in training programs, bonuses, and promotions.
8. Cooperation based on recognized employment relationships in accordance with National Legislation.
9. Respect for human nature and human rights, condemning Inhumane Treatment, Intimidation, Bullying, Discrimination, and any form of sexual harassment and violence.

To achieve the above commitments, the Company:

1. Encourages its suppliers and partners to actively adhere to CSR guidelines in labor relations, Health & Safety, Environment, and Business Ethics, as well as international human rights standards, reviewing the continuation of cooperation in cases where poor practices are identified.
2. Promotes communication and dissemination of CSR-related information throughout the supply chain.
3. Supports the needs of the local community by encouraging dialogue for mutual benefit.
4. Provides appropriate equipment and a suitable working environment.
5. Adopts sound economic, environmental, and social responsibility practices. It sets objectives and conducts regular reviews aimed at continuous improvement, with the ultimate goal of sustainable development.
6. Trains its Personnel and maintains communication mechanisms for submitting improvement suggestions as well as complaints, with the option of employee anonymity.
7. Provides employees with the possibility to submit ANONYMOUS reports/complaints regarding corruption and bribery issues.

The Company's Personnel are informed of the Company's policies and are required to contribute to their implementation. Management encourages direct communication with both executives and Management by:

- a. Completing the special Form 170.e: Employee Suggestion Form
- b. Communicating directly with their department supervisor or the HR manager

Date: 10.8.2022

The Integrated Management  
System Administrator

The Chief Executive Officer