



Sustainability
Report

2016-
2018







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Message from Shareholders



We are pleased to present our first Sustainable Development Report. For our Company this is particularly important as it marks:

- ▶ A voluntary action not indicated by any legislative requirement or any other form of regulation
- ▶ The first time a company in our sector publishes a social report in Greece
- ▶ One of the few such initiatives to date by companies of our size

With a complete sense of responsibility, with the aim to contribute to the community and honor our stakeholders and in order to meet the great challenges of our times, we publish this report and are committed to improving it every year. We hope that our example will soon be followed by other companies as well. Diffusing awareness and continuous improvement practices, with transparency and honesty, promotes one of our core values: excellence.

We are a family business. For us, the large team of all our employees and their relatives is our extended family. Consequently, we are particularly sensitive to the legacy we will leave to future generations without putting their future at stake.

At Vitex we are confident that our products contribute to sustainability. Paints and insulators are primarily used to protect and decorate, yet they have many more functions. One would say that this is work of magic: a liquid product is solidified to form a thin film, like a sheet of paper, that beautifies and protects a surface; at the same time it can provide a velvety texture, it can be fungicidal and anti-rust, it can repel dirt, prevent mold, extinguish fire and much more.

But the real magic is that our products are a sustainability catalyst!

Paints extend the life cycle of the painted surface and of the object itself - imagine an iron structure exposed to the weather conditions. If it was unpainted, in a few years it should be wholly replaced; thus the environmental footprint of the new steel plus the required labour plus the cost would be a heavier burden to the environment, compared to the few litres of our products that can protect it in the first place.

Ships without anti fouling coating, which prevents microorganisms from adhering to the hull, would consume up to 40% more fuel.

Painting an object can give it a new life; a piece of old-fashioned furniture, which otherwise we would reject, can be re-animated and come back into our daily lives with a fresh coating. This saves money and avoids or postpones the burdensome production of a new one.

Waterproofing a building protects the bearing structure from corrosion, making it safe for its users for many decades.

Thermal insulation saves energy by reducing cooling and heating needs.

In simple words, changing the color of a room makes us happy and contributes to our psychology by giving us a better mood!

The innumerable benefits from our products maximize the performance of any painted surface with minimal environmental impact.

Equally important, however, are the practices we follow, both in the production process and in our markets in general.

This publication analyzes in depth our daily work at Vitex, according to the GRI standard. What is impossible to capture, though, is our passion and love for achieving our common goals. In order to reach them, we develop the abilities and skills of our people. We focus on personal improvement, which, through teamwork, multiplies our effectiveness and makes us all better members of the community.

We wish you a good read!

Constantine N. Yannidis
Armodios St. Yannidis
John St. Yannidis

About this Report

This report is the first Sustainability Report of our company and has been prepared in accordance with the GRI Standards. We plan to issue Sustainability Report in an annual basis, presenting how we practically manage our material issues that are directly related with the environment, economy and society.

For us in VITEX, topics related to sustainable development and responsible entrepreneurship are priority. We recognize the importance of transparency and accountability and we strive to be leaders and pioneers in our sector. In this context we proceeded to the development of the first Sustainability Report of our company, which covers the period 2016-2018.

Methodology

This Sustainability Report has been issued in accordance with GRI Standards and meets the requirements of the Core option. Regarding the definition of the content of the Report, the sustainability team of our company has assessed as material issues those that are related with the significant impacts of the company and at the same time are of our stakeholders' interest (such as shareholders, employees, customers, suppliers and local communities). These material issues comprise the content of the Sustainability Report 2016-2018.

Scope and boundaries

The report covers all activities of the company in Greece and abroad, representing all significant impacts of our company. Only exclusion are the environmental performance data which are covering only the paints production plant at Imeros Topos, Aspropyrgos. This exclusion is considered as non-material since the production of paints which is the main activity of the company, is being conducted at that facility.

Support

The development of Sustainability Report 2016-2018 was made with the support of AIPHORIA Consulting.





Project team

Our Sustainability Report was developed by a team comprised with members from various Departments of the company.

Coordination: Coordination of the project and the members of team was made from Ioulia Antonakopoulou.

Members of the project team: Members of the extended project team were Armodios Yannidis – CEO, Veta Giannouli – Creative Manager, Eleni Bona – Human Resources Director, Nestos Sarafoglou – Marketing Director, Vasilis Koulocheris – Financial Director.

External assurance

We recognize the value and significance of third-party external assurance for this Report. Although this year we did not proceed with external assurance, a large part of the information included in the Report has been verified since our company is certified according with ISO 14001, EMAS, OHSAS and ISO 9001. Moreover, our economic performance is verified from chartered accountants. We will examine the possibility of external assurance in a future reporting cycle.

Contact point

We welcome every question related to our performance related to corporate responsibility and sustainability.

Ioulia Antonakopoulou

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Tel: 0030 210 55 89 507

Website: www.vitex.gr



1. VITEX

Since 1932 Vitex has been writing the history of color

VITEX AT A GLANCE (2018)

Vitex S.A. is:

- ▶ the largest Greek paint company in the building sector
- ▶ the fastest growing paints' producer and market share holder in Greece
- ▶ with the most up-to-date plant in Southeast Europe

196

people employed in Greece



236

people working in the Group



€38

million sales



€2,5

million net profit



2

production units



2

subsidiaries in Serbia and Bulgaria



presence

20

countries



12%

sales increase



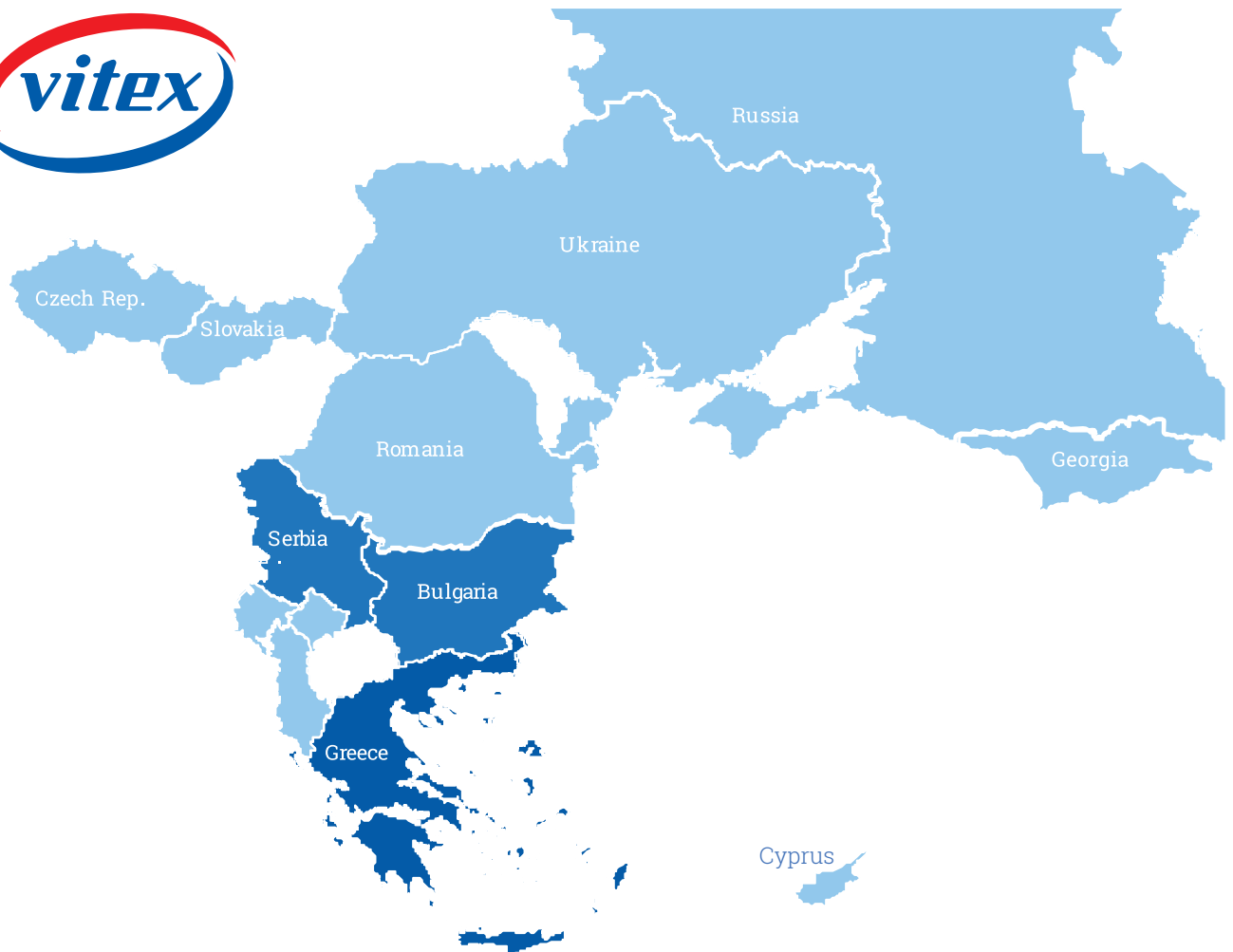
20%

market share in Greece



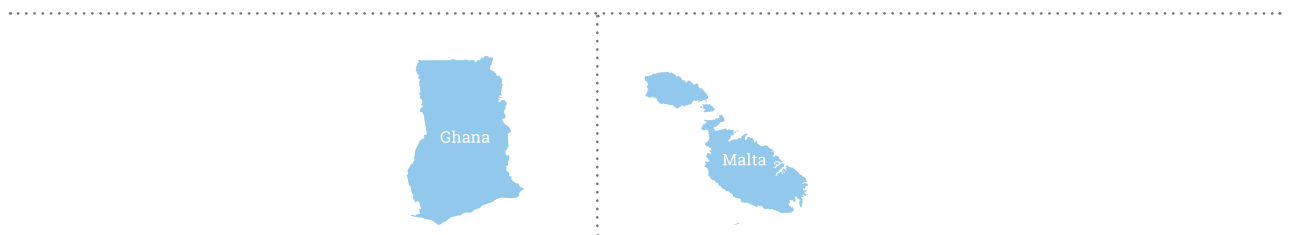
Vitex products are exported to more than 20 countries around the world, through subsidiaries in Bulgaria and Serbia or representatives

Our presence



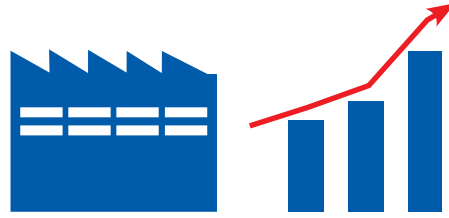
-  Subsidiaries
-  Sales network

* main markets where VITEX operates



#1

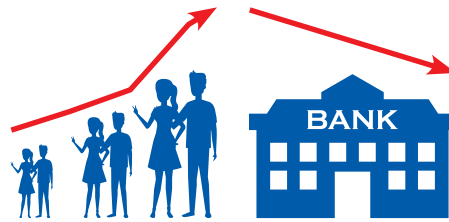
Greek-owned paint industry with the largest and most modern factory in Greece and approximately 20% of market share

**+47%**

Rapidly developing at a rate of + 47% increase in sales in six years

+20%

increase of human resources 2017 to 2019

**-50%**

Parallel reduction - 50% of total bank loans

We have the largest network of store with more than 2.000 tinting machines in Southeast Europe

Industrial excellence and sustainable development

We operate the most modern paint production plant in Southeast Europe, and one of the few worldwide that operate according to ZERO WASTE and NET ZERO ENERGY practices, with a 750kW roof photovoltaic system installed on a 10.000 sq. m. surface plus a 250kW system in other company facilities.



History

Giannidis Group was established in 1932 in the sector of asphalt membranes trade for building insulation; the company continued to create the necessary large scale production facilities under the trade name ERMIS and expanded its activities to industrial paint and varnish production.

Meanwhile, Vitex brand was born, being the first company product in the sector of decorative paints.

Then the company was named ERMICHROM and Vitex was its innovative emulsion paint.

The success of the product was based on its fast-drying properties, which enabled the user to «do all of their work faster and with greatest economic benefit.

The company's commercial strategy was aimed at the development of its distribution network, on a nationwide scale, in Greece.

The graphic representation of the packaging gains rapidly nationwide awareness in Greece the "Vitex emulsion paint" is now readily recognizable. In this way the product logo «Vitex» becomes a popular brand name and



Sealants and insulators

1932



Production of the first VITEX emulsion paint

1960

Acquisition of SYNTEX SA (Marine/Industrial paints)

1988



Launch of VITEX tinting system

1997

a synonym of good quality emulsion paint. Along with the proliferation of emulsion paints, the company gradually expand its products' assortment incorporating additional products for the construction industry.

Today, Vitex is the most established paint company in Greece and the fastest growing in the Balkans. The strong bond of our distribution network partners with the Vitex brand, has been based, since our inception, on our non-negotiable quality, the high level of know-how, our customer-

oriented approach and the application of socially responsible business practices.

Our investments in Greece have included the creation of a new state-of-the-art paint production plant, which enables us to be flexible and responsive to the challenges of an ever-changing business environment. Believing in the potential of the Vitex brand, beyond the Greek borders, we have set out a strategy to expand in other global markets.



**New factory in
Aspropyrgos, Greece**

**Establishment of a
subsidiary in Bulgaria**

**Launch of
VITEX THERM
(ETICS)**

**Launch of
EUMARIA
(Marine paints)**

**Establishment of a
subsidiary in Serbia**



2000

2008

2014

2015



VISION, COMMITMENT, VALUES

COMMITMENT

We commit to provide our customers with the most competitive total offering of products and services.

VISION

Our vision is to be the first choice of a customer who asks for paints or insulating materials in the markets we operate.

VALUES

Excellence

The products quality in combination with best practices and flexibility to adapt efficiently to customer needs but also circumstances at large, are characterizing us. Innovation in technology but also the way we conduct business are differentiating us.

Model entrepreneurship

Honesty, transparency and responsibility are characterizing us since our founding and make every stakeholder a supporter. We contribute local economies, not only with our business but mainly by materializing a good example that deserves to be imitated and thus spread the European business ideals.

Sustainable Development

We manufacture our products and act by following best practices with an aim to improve the way of living in present and the future. We design products that find their position in circular economy and multiply the life span and usefulness of the painted object, while postponing or preventing the production of a new one and the subsequent

waste of resources.

Long Term Value

The value we produce and add to our stakeholders, customers, suppliers, team members and the society, aims in being long term and not opportunistic. We hand over our values to young people, shaping together the entrepreneurial frame future for the next generation.

Leadership

Passion and love for what we do every day makes us better. Team spirit multiplies personal ability and makes us more efficient. Meritocracy promotes and rewards contribution and achievement while opens up the horizons of the corporate and personal development. We cultivate the leader within us in order to have a leading position in the market.

OUR COMPANY

Vitex – Yannidis Bros S.A. is the largest Greek architectural paints company with more than 87 years of continuous presence in the Greek and international markets. Despite the challenging economic environment Vitex continues to invest by producing and developing its products in Greece in the areas of architectural paints (Vitex), bituminous waterproofing materials (Hermes), external thermal insulation (VitexTherm) and marine paints (Eumaria), in the most modern factory in Greece, and one of the most modern in Europe, an over € 30 million investment. Vitex's products are exported in more than 20 countries worldwide.





Architectural Paints



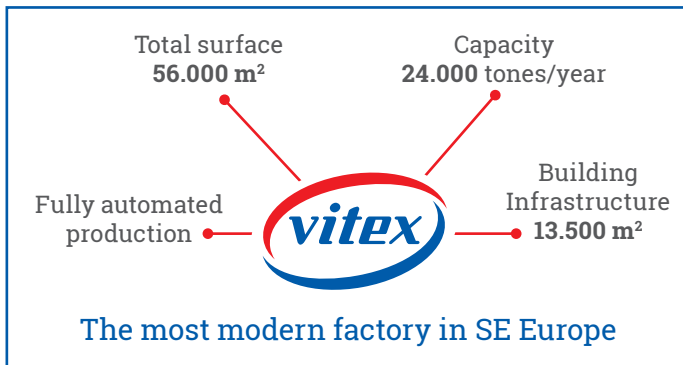
Waterproofing and Insulating Materials



External Thermal Insulation



Marine Paints



The main activity of the company is the production of architectural paints under the Vitex brand name. It is the largest Greek-owned industry in the sector.

Today, the company is well-known in the Greek consumer market and rapidly growing internationally. With a customer oriented approach, an effective commercial policy and by implementing honest and responsible practices we have succeeded in establishing a strong commercial network throughout Greece.

Production units

Vitex has two production units in Aspropyrgos, Attica, at ImerosTopos and Agia Paraskevi locations. The company has invested in one of Europe's most modern plants, which is certified and awarded for its performance. The plant is a landmark in the paint industry as it has a zero waste process, operates one of the largest roof PV parks generating power equivalent to production needs, and has adopted and implements a zero accident policy. At the same time it uses innovative machinery and automation in order to maximize productivity.

It is a highly automated production unit, operating at high international standards. Its design encompasses high productivity as well as environmental care and high health and safety standards.

Mechanical mixing of raw materials is the paint production method. No reaction takes place, nor any heating or cooling is required; production is based only on the mechanical mixing of raw materials.

Products

Vitex, in the context of its strategic goal to meet the needs of its customers with the most comprehensive and high quality solutions, has created and offers the most 'holistic' 360° Proposal for the construction sector in Greece and Southeast Europe, with integrated systems and solutions:

- Internal/External decoration and protection with Vitex paints (www.vitex.gr)
- External thermal insulation with VitexTherm certified system (www.vitextherm.gr)
- Waterproofing with Hermes systems (www.hermes.gr.com)
- In addition it produces Eumaria - Yacht Coating certified marine paints (www.eumaria.com)

Certifications

The company has certified a very large number of products according to the strictest European and International specifications including, but not limited to, the following:

- Eco-labeled paints
- Paints with special functional features (Class 1 - wet scrub resistance, cool paints, fire resistant paints etc.)
- LEED Compliant Products: The only Greek paints, waterproofing and ETICS systems that are conformed with LEED Green Building Rating System.

Integrated Solutions FOR THE CONSTRUCTION INDUSTRY

MAINTENANCE AND DECORATION



Acrylan
The premium quality pure acrylic paint with exceptional resistance to frequent washing and adverse weather conditions

HyRoot Hybrid PU
Innovative Hybrid System with hybrid primer and reinforcement with over 10 years of protection

Vitex with Teflon™
New generation matt emulsion paint with Teflon™ technology with superior durability, stain protection, easy to clean & anti-static surface against dust/smoke. Class 1



Vitex Classic
The premium quality emulsion paint with exceptional spreading rate and hiding power. Maximum durability to wet scrubbing. Class 1



Vitex Eco
Certified ecological and antimicrobial emulsion paint with excellent whiteness and hiding power. Maximum durability to wet scrubbing. Class 1



Vitex Metallico
Emulsion paint with metallic finish for impressive wall styles. Suitable for interior use.



Aquavit Eco
Certified ecological and antimicrobial water based wood enamel with superior whiteness. For interior and exterior use, enriched with polyurethane (PU) resins and UV filters.



Verolac
High quality and very durable glossy tough enamel for metallic and other surfaces.



Heavy Metal Silicon
Silicon alkyl tough enamel with high hardness without hardener addition.

Diszyl Plus
Protective and decorative polyurethane penetration varnish with special UV filters for interior and exterior wooden surfaces.

Pool Paint
Two-component solvent based epoxy paint for pools.

Bitumol
Asphalt varnish.

COSMOGUM GARDEN FT
Bituminous waterproofing membrane for roof gardens with antimicrobial properties.

ASPHALDITEN
Bituminous bituminous waterproofing membrane.

EXTERNAL THERMAL INSULATION COMPOSITE SYSTEM (ETICS) AND ANTI-CRACK PROTECTION SYSTEMS

VITEX THERM

Certified External Thermal Insulation Composite System (ETICS) that improves building's energy classification and reduces its maintenance cost

3 in 1 Vitextherm solution:

- Thermal insulation
- Plaster that can be colored
- Unlimited number of color shades



GNK 100 Fiber reinforced mortar for insulations boards



Expanded Polystyrene (EPS) boards



Vitextherm Glass fiber mesh



GNK 20W Fiber reinforced white mortar for ETICS



Granikot Primer



Granikot Plaster

WATERPROOFING SOLUTIONS

HERMES

Certifications: CE ISO 9001 ISO 14001

With over 87 years of experience in integrated waterproofing solutions from foundations to roof:
• Bituminous water proofing membranes
• Asphalt Varnishes



Ecological paints



Premium paints with high resistance to frequent wet scrubbing



Cool paints



Paints suitable for children's toys



Antimicrobial and hypoallergenic paints



Green Building Rating System



Labelling CE in compliance with the harmonized European Standards



Fire Resistant Plaster



Fire Resistant Paints



Anti-algae paints



Anti-fungi paints

TEFLON – Technological Innovation

With the launch of Vitex with Teflon™ our company made a breakthrough in the market by introducing the leading internationally recognized Teflon™ technology into the paints industry; this high awareness surface protection technology has massive applications in thousands of home products, clothing, tools etc. and is now offered by our company through a strategic cooperation with international leader in chemical industry Chemours, member of DUPONT, EXCLUSIVELY in Greece and later in other countries of Southeast Europe.



Innovation

Paints sector is characterized by a high level of technological "maturity" world-wide, with only small opportunities for technological innovation which could "lead" to a "strategic competitive advantage".

Nevertheless, the new company management triggered a "revolutionary differentiation strategy", convinced that we should question the modus operandi and bring innovation into practices, not only chemistry. As a result, a series of interactive innovations were developed which paid off right away and continue to yield important benefits and maximize efficiency.

International projects

We are proud to be our client's first choice for international flagship projects in many countries. We participate in major construction and renovation projects in Central and Southeastern Europe in Western Asia and Africa, in cooperation with leading Architects like hotels, PPPs (Public Private Projects), commercial buildings and other.



Kiev Opera House, Ukraine



Hotel Metropol Palace, Serbia



Bosch Factory, Romania



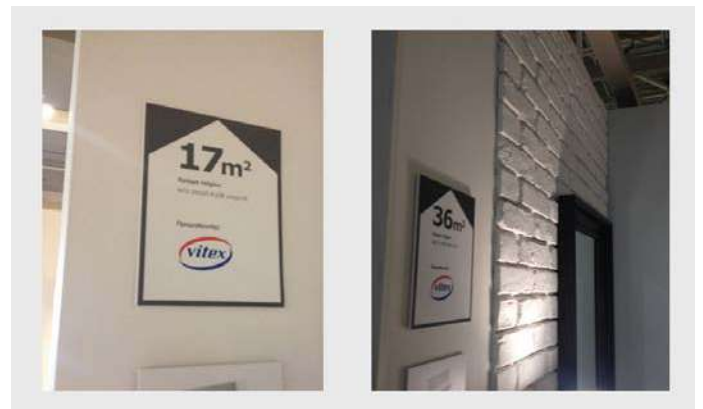
Continental Factory, Romania



IKEA Stores, Bulgaria



Cluz Arena Stadium, Romania



IKEA Stores - Greece, Cyprus

CORPORATE GOVERNANCE

Vitex is a family business established in 1932. Throughout the years the company has made major changes in its administrative and corporate governance model.

In 2012 the company transformed its administrative model. We established a small administrative team composed of two Shareholders and seven Directors. EXECOM, as it is called, has full control over all procedures and decisions, and holds ordinary meetings every 14 days and extraordinary ones if necessary. All participants have equal voting rights in all decision-making. Our 32 Middle Managers as well as all employees from all departments report to the members of EXECOM.

All Vitex shares belong to Yannidis family members while the legal status of the company is Société Anonyme. All production units and headquarters of the company are located at Aspropyrgos, Attica, at Imeros Topos and Agia Paraskevi.



The Executive Committee (EXECOM) is composed by the following shareholders and directors:

- ▶ Armodios Yannidis – CEO
- ▶ John Yannidis – General Director
- ▶ Vasilis Vlachogiannis – Commercial Director
- ▶ Apostolos Zagogiannis – Technical Director
- ▶ Vasilis Koulocheris – Financial Director
- ▶ Efthymios Koletsis – International Development Director
- ▶ Eleni Bona – Human Resources Director
- ▶ Aristotelis Nikolakopoulos – Research & Development Director
- ▶ Nestos Sarafoglou – Marketing Director

FINANCIAL FIGURES AND “SOCIAL PRODUCT”

In the recent years Vitex has achieved positive financial figures, at an increasing trend. In the last 3 years (2016-2019) operating costs were increased, due to the increase of sales. Most of these expenditures concern cooperation with Greek companies. This means that all these expenses contribute to the domestic market, affecting Greek GDP and local consumption.

In addition, in the last 3 years, the company has spent 14.649.601€ in salaries and benefits to personnel.

Moreover, in the past 3 years our annual financial contribution to the State (Taxes, Vat, employer’s contribution etc.) amounted to 5,7 million Euros, totaling 17 million Euros for the whole period.

Because of the high liquidity created, the company is able to pay its loans to the banks on time, thus supporting the greek banking system.

Finally, the company supports vulnerable social groups through sponsoring and donation programs (Make a wish, Greek blind marathon runners etc.).

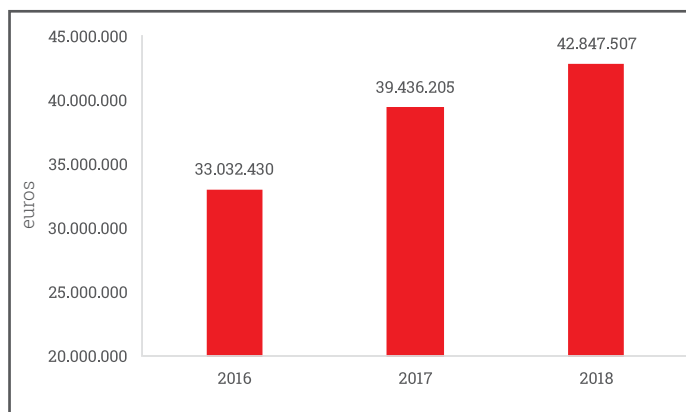
**We are painting
and supporting...**

Make-A-Wish
Κάνε-Μια-Ευχή-Ελλάδος



Economic Value generated	2016	2017	2018
Total income (€)	31.673.331	34.098.735	38.229.077
Economic Value distributed	2016	2017	2018
Operating Costs (€)	20.784.352	24.554.825	29.817.910
Employee Wages and benefits (€)	4.685.156	4.868.664	5.095.781
Payments to providers of Capital (amortization, interest payment) (€)	1.823.980	4.282.847	2.282.847
Total payments to public bodies (€)	5.720.574	5.711.821	5.617.707
Investments at the community level (sponsorships, donations) (€)	18.368	18.048	33.262
Total social product (€)	33.032.430	39.436.205	42.847.507

The social product of Vitex



Risk Management

The company operates in a variable environment and ensures risk minimization.

Vitex's financial position is the best in the last 25 years. We have: a) low and fully manageable loans, b) large dispersion of sales in terms of products and geographical areas and c) reduced currency risk. All capital funders and other creditors (suppliers) honor us with their absolute trust.

Any risks of availability of raw materials, resulting from the constantly changing specific legislation on chemicals and

their marketing in the EU, are timely restricted through our steady cooperation with the competent institutions through collective bodies (SEHV & CEPE). Our R&D avoids using materials that could be harmful for public health and the environment.

The risk of variability of the cost of raw materials and their availability due to commercial purposes is minimized due to the excellent relationship with suppliers and the constant monitoring of the international market. Important to this end is our participation in the world's largest raw material consortium (Guild CPO).

AWARDS

Due to its visionary and innovative strategy Vitex has positive outcomes and a highly acknowledged image, as is regularly confirmed and rewarded by recognized institutions of the industry in Greece. Some of the awards we received, are mentioned below, notably with regard to:

- ▶ The company's exceptional economic performance, excellence strategy and growth potential
- ▶ The reinforcement of the company's Brand Equity and communication strategy effectiveness

GROWTH AWARD 2019 & 2018

Among the Top 19 Leading Companies in Greece



For the 2nd consecutive year VITEX was distinguished among nearly 8.000 Greek companies for its excellence, according to the analysis of financial figures, indicators and specific quality standards

DIY PRODUCTS OF THE YEAR AWARD 2018



The innovative Vitex emulsion paint with Teflon («Paint - Varnish» category) and the Vitex Superbond Quartz sand bonding Primer («Construction Materials» category)



2. We cooperate with our stakeholders

Outreach and mutually beneficial cooperation with all our stakeholders is a basic component of our strategy.

OUR STAKEHOLDERS

Vitex's stakeholders are identified according to how they affect our activities and products as well as the needs and expectations of the company and of all relevant players.

A core component of our mentality is building relations of mutual trust with every group of stakeholders, based on open communication and mutually beneficial cooperation.

We generate added value for all our stakeholders, by operating in a sustainable and productive

way and by developing our company in order to provide solutions for surface protection and decoration.

We pursue and promote transparency and cooperation while encouraging networking and open dialogue with all our stakeholders. Within this context we have identified the communication channels and ways to meet their needs and expectations.



Main stakeholders	Expectations	Communication channels / frequency
Shareholders	<ul style="list-style-type: none"> ▶ Profitability of Business activities ▶ Development of new products/activities ▶ Return on investment overtime 	<ul style="list-style-type: none"> ▶ Board of Directors / regularly ▶ Annual Financial Report / annually ▶ Corporate Responsibility Report / annually
Employees	<ul style="list-style-type: none"> ▶ Safe working environment ▶ Merit-based recruitment procedures / Equal opportunities ▶ Respect of their rights ▶ Competitive remuneration ▶ Opportunities for development and training 	<ul style="list-style-type: none"> ▶ Contact by telephone / daily ▶ E-mailing / daily ▶ Intranet / daily ▶ Staff meetings with management representatives / regularly ▶ Open dialogue and events / ongoing basis ▶ Corporate Responsibility Report / annually
Clients	<ul style="list-style-type: none"> ▶ Products / services according to high quality and safety standards on a regular basis ▶ Technical support / prompt response to requests ▶ Competitive product price 	<ul style="list-style-type: none"> ▶ Contact by telephone / daily ▶ E-mailing / daily ▶ Customer Satisfaction Survey / annually ▶ Customer Service and claim management department / daily ▶ Personal visits by sales representatives and technical consultants / on an ongoing basis ▶ Participation to exhibitions of the sector / periodically ▶ Meetings-Seminars / periodically ▶ Corporate Responsibility Report / annually
Suppliers	<ul style="list-style-type: none"> ▶ Merit-based selection ▶ Stable, mutually beneficial cooperation ▶ Compliance with the agreed terms of cooperation 	<ul style="list-style-type: none"> ▶ Meetings with existing and new suppliers / periodically, depending on the needs ▶ Co-development of products ▶ Supply Department / regularly ▶ Participation to exhibitions of the sector / periodically
Local Community	<ul style="list-style-type: none"> ▶ Employment opportunities ▶ Information sharing with local community on how the company operates ▶ Company's actions on common interest issues such as: <ul style="list-style-type: none"> ▶ Environmental protection ▶ Social solidarity 	<ul style="list-style-type: none"> ▶ Contact with local institutions / periodically when needed ▶ Participation in local activities and initiatives / periodically when needed
State Local Authorities	<ul style="list-style-type: none"> ▶ Compliance policy, full compliance with the Greek and European Legislation 	<ul style="list-style-type: none"> ▶ Cooperation with regulatory authorities, institutional bodies/ at an ongoing basis ▶ Membership in associations and organizations at a national and EU level / at an ongoing basis
Capital Funds Banking Institutions	<ul style="list-style-type: none"> ▶ Profitability, development and exports ▶ Loan service 	<ul style="list-style-type: none"> ▶ General Assembly of shareholders / annually ▶ Publication of balance sheet and financial statements / annually ▶ Corporate Responsibility Report/ annually ▶ Meetings / periodically according to the needs

WE ACTIVELY PARTICIPATE

Vitex through its people and assigned senior managers has been actively involved for a number of years in a number of industry-wide organizations or sustainable development initiatives both in Greece and internationally.



Greece

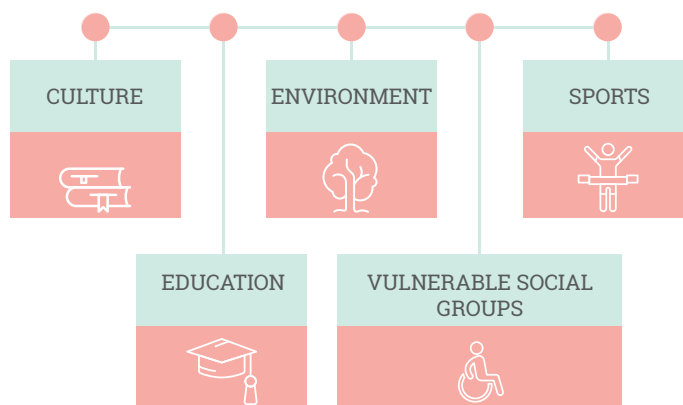
- ▶ Hellenic Association of Chemical Industries (HACI) www.haci.gr
- ▶ Hellenic Association of Entrepreneurs (EENE) www.eene.gr
- ▶ Hellenic Chinese Chamber (EKEBE) www.chinese-chamber.gr
- ▶ Industrial Association of Attica – Piraeus (SVAP) www.svap.gr
- ▶ Piraeus Chamber of Commerce and industry (PCCI) www.pcci.gr
- ▶ Pan-Hellenic Association of Insulation Companies (PSEM) www.psem.gr
- ▶ Hellenic Association of Expanded Polystyrene (EPSHellas) www.epshellas.com
- ▶ Arab-Hellenic Chamber of Commerce and Development www.arabhellenicchamber.gr
- ▶ GSI Association – Greece www.gslgreece.org
- ▶ Union Of Hellenic Chambers Of Commerce(UHC) www.uhc.gr

Internationally

- ▶ European Council of the Paint, Printing Ink and Artists' Colors Industry (CEPE) www.cepe.org
- ▶ Guild CPO (Central Purchasing Organization) www.guildcpo.com
- ▶ Color Guild International www.colorguild.com
- ▶ US Green Building Council www.usgbc.org

We support local communities

Corporate contribution to society is one of Vitex's values for the last 87 years. For us, the essence of Corporate Responsibility is not only sponsorship and support of social groups but rather the way Vitex's business activity influences the environment and by extension the local and wider community. With a long history, a strong Greek local identity and by engaging in a responsible way, we have set social contribution at the core of our corporate culture. We undertake a great deal of initiatives and we constantly support other endeavors all over Greece which are related to:



The following are some examples of sponsorships and actions within the frame of Vitex's social contribution:

- ▶ Construction of the Archeological Museum of Nisyros at Mandraki





- Donation of a building to the Municipality of Moshato for the development and operation of "Yannidis Therapeftirio" Clinic and the Nursing Home of the Municipality of Moshato.



- Sponsorship to Make A Wish– Greece in the form of sales percentage of the Vitex Eco products' range.
- Operation of a Blood Bank of the employees since 1994.
- Sponsorship to the Athletics Sports Club for Visually Impaired (ASSTY), aiming to support the visually impaired athletes
- Sponsorship to the EIA - Hellenic Institute of Architecture (HELIARCH), aiming to support the promotion of architectural activity in Greece.
- Sponsorship to Vitex Running Team, Vitex Cycling Team and Vitex Basketball Team, which is comprised by Vitex employees
- Donation of paints to the Floating Naval Museum Battleship «Georgios Averoff»

- Construction of a building which will host the Municipal Library of the Municipality of Mandraki at Nisyros



VITEX Academy: we train the professionals of today and tomorrow

Aiming to train paint professionals in new technologies and 'good practices' as well as to facilitate direct contact of students with the business world and in particular with our industry, we have created Vitex Academy. Dozens of schools and universities visit us every year to see how our state-of-the-art factory and chemistry laboratory operate and to attend presentations of various topics depending on their studies.



VITEX's partnership with «Learning Business»: We support guidance to young people's for career development

Vitex participates in «Learning Business», an initiative about connecting students with the country's business community with the aim of guiding young people's career. Well-known entrepreneurs and managers talk about how they started doing business, share their personal history and show how they bring social benefit to the society.



VITEXDAY: A special day dedicated to our customers

Since 2014 we organize VITEX DAY on an annual basis: Once a year each employee, along with one of our Sales Advisers, has the opportunity to visit the market and experience the competition and the challenges that our customers face all over Greece.

PROCUREMENT WITH SUSTAINABLE DEVELOPMENT IN MIND ON A LOCAL AND NATIONAL LEVEL

In 2018, we sourced 80% of our materials from Greek producers of emulsions and alkyd resins, fillers and packaging

Our suppliers are selected through processes that ensure the quality of our end products and always in compliance with the related European Legislation that applies to our sector (REACH-CLP).

Supporting local producers

Our company supports local producers. In 2018 we bought 80% of our emulsions, resins, fillers and packaging from Greek producers. This ensures timely delivery of these critical materials, which means timely production and on time delivery of our end products to the paint stores that we cooperate with.

Supporting local transporters

We always aim to support the Greek economy, where this is possible. In this context we select Greek chemical trading and distribution companies and develop strategic multi-year partnerships that allow us to avoid any challenges associated with the delivery of raw materials to our production units.

International networking

Furthermore, Vitex is member of Guild CPO (www.guildcpo.com), an international organization of paint companies, whose main activity is to negotiate and secure aggregated raw material purchasing contracts from companies abroad.

Our membership in Guild CPO gives us a comprehensive view of the international raw material market, offers us better prices than current market prices and ensures our production in cases of force majeure.

Moreover, exchanging views with other members of the organization helps in the continuous improvement of our procurement processes and facilitates collaboration with important paint producers from abroad.



3. Our approach on Sustainable Development

VITEX, through its products, aims at becoming the most preferred partner in the construction of sustainable buildings.

STRATEGY AND OPPORTUNITIES

Climate change, urbanization, international digitalization trends influence all of us – presenting positive opportunities as well as quite alarming challenges. Specific actions are required based on sustainable development and responsible business models. Every country, company and person is called upon to play an important role for the future generations and our planet.

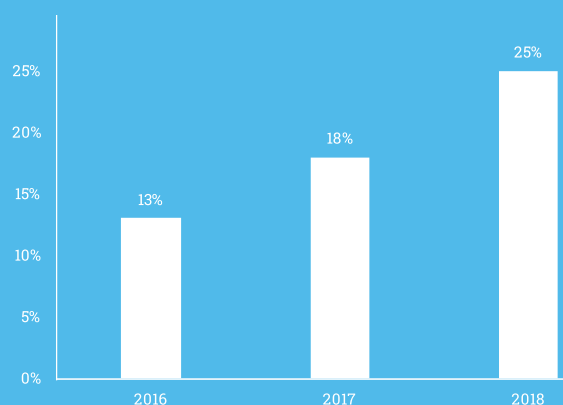
Sustainability is of top priority in our company's agenda. We promote sustainable development and take account of the environmental, economic and social aspects of our daily work, as well as our strategic business development and strengthening of our market position. Sustainable growth provides us with genuine business opportunities while generating financial benefits, reducing costs and minimizing risks.

In our commitment to responsible and sustainable development:

- ▶ We evolve our product portfolio towards maximum performance with minimum environmental impact and smaller environmental footprint.
- ▶ We promote Ecolabel products which are in compliance with strict health, environment and quality standards, aiming at constantly increasing their share in relation to our total production.

- ▶ When developing new products we always prioritize quality, safety and resilience.
- ▶ We constantly seek for and select raw materials with lower impact on health and the environment and we aim at systematically discovering alternative and renewable raw materials.
- ▶ Our objective is to effectively use natural resources and to limit our dependence on raw materials and packaging materials which are based on minerals.
- ▶ As a result of systematic product development, we promote new, safe, user-friendly and sustainable paint systems, aiming to extend the life-cycle of the surfaces, lead to longer periods between maintenance and increase cost efficiency.

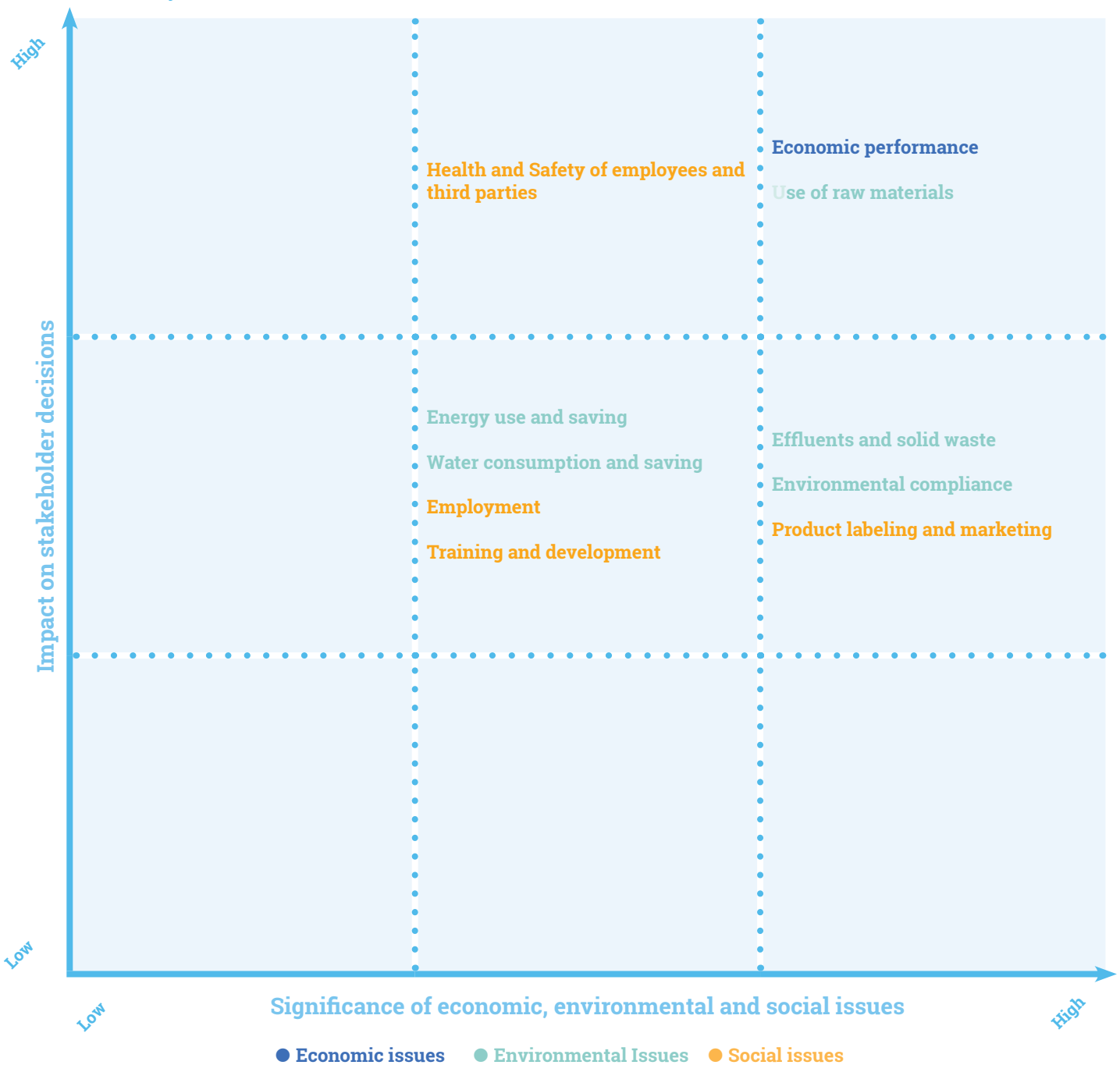
Ratio of ecological products on total production (2016-2018)



Sustainable buildings cover all three dimensions of sustainability - economic, social and environmental. A sustainable building can preserve and improve quality of life and the environment of the area. Sustainable development, eco-efficiency, resilience and prosperity are increasingly taken into account for new buildings, refurbishing works and construction industry development.

VITEX's objective is to be the preferred partner in sustainable building's construction. We support our clients in their construction works by promoting sustainable solutions and training to our stakeholders. We try to better understand the requirements of building construction in terms of health and environment, to follow the changing demand of the market and to increase active influence for green construction.

VITEX' materiality matrix



WE FOCUS ON MATERIAL ISSUES

The ability to properly prioritize and manage the most material issues, is a factor of success. In this context we conducted a materiality analysis in order to define the issues that will be included in our first sustainability report.

During the materiality analysis process that we followed, we took GRI Standards under consideration, as well as sustainability issues of our sector. Moreover, we took under consideration the opinion of our stakeholders incorporating this way the principles of Sustainability Context and Stakeholder inclusiveness.











Since it is our first sustainability report, boundaries of material issues that we included are overlapping with the boundaries of our activities.

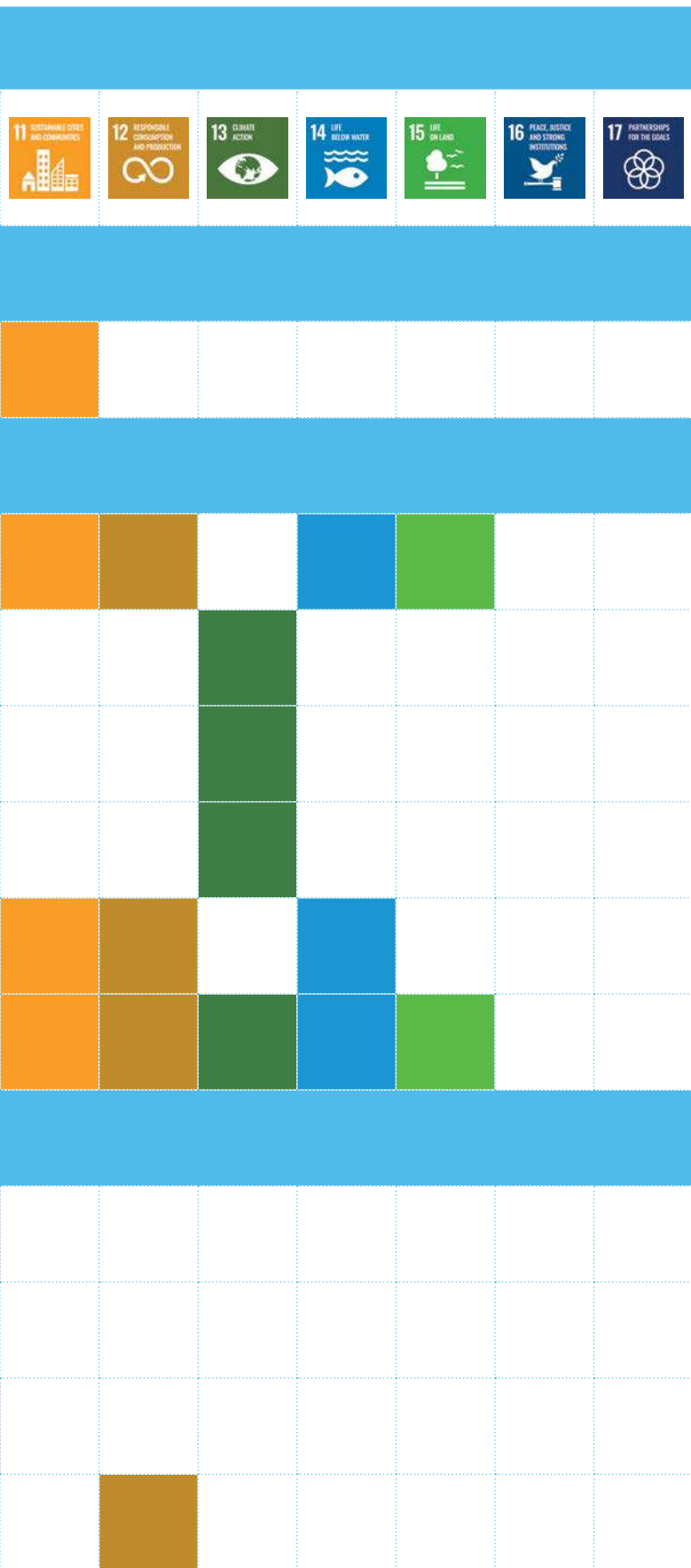
WE SUPPORT SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals (SDGs) or otherwise Global Goals, known also as agenda 2030 of the United Nations for Sustainable Development, are focusing at tackling some of the biggest challenges that humanity is facing such as, poverty, climate change, protection of environment, gender equality, hunger, education etc.

Aiming to provide an accurate description of how our company contributes to the 17 UN Sustainable Development Goals, we carried out the relevant detailed mapping where we correlated the material topics relating to our company with the Sustainable Development Goals. Hence, we illustrate our contribution at the achievement of SDGs, through intensive management of our material issues.



Material issue	Sustainable Development Goals									
										
Economy										
Economic performance										
Environment										
Use of raw materials										
Energy use and saving										
Water consumption and saving										
Air emissions										
Effluents and solid waste										
Environmental compliance										
Society										
Employment										
Health and safety of employees and third parties										
Training and development										
Product labeling and marketing										



WE PURSUE CONTINUOUS IMPROVEMENT: OUR GOALS FOR NEXT YEAR

We aim at constant improving in all sectors of strategic priority for us, as well as maximizing the shared value we produce and share with our stakeholders.

For this reason, we have set out the following goals for next year:

- ▶ Endorsement of the 10 principles of the United Nations Global Compact
- ▶ Enrollment to the Hellenic Network for Corporate Social Responsibility
- ▶ Organization of the 2nd Corporate Responsibility Report according to GRI Standards
- ▶ Zero accidents in our facilities
- ▶ Environmental protection from emergencies (100% Fire protection and zero leakages)
- ▶ Increase of ecological paints share in total production
- ▶ Launch the use of plastic containers from recycled plastic.
- ▶ Increase products with ECOLABEL
- ▶ Develop a Code of Conduct





4. Responsibility for our products and clients

Our products are catalysts of sustainability since they multiply the life cycle of the painted surface and objects.

PAINT AS CATALYST FOR SUSTAINABLE DEVELOPMENT

Paint protects and insulates surfaces from weather conditions, heat exchange, acidic environment, mechanical and chemical stresses, exhaust gases and other factors that could generally affect and limit the life cycle of the surfaces on which it is applied. Meanwhile it has the ability to transform space, to decorate and influence considerably the human mood and psychology.

Architectural Paints

Buildings are painted for various reasons, from protection to appearance. The benefits of internal or external house painting are multiple and substantial for every home; namely, house protection from various external factors (ultraviolet radiation, exhaust gas, etc.), chemical substances, extreme weather conditions, etc.

External paint has the ability to improve building behavior in terms of energy consumption. Reflective paints can contribute to energy saving in house heating and cooling. Water-based paints limit adverse effects on the environment and people by protecting health and improving air quality.

Painting also influences the appearance of the building or house by highlighting its architecture in the exterior while contributing to a sustainable and friendly environment indoors or in the neighborhood.



VitexTherm: products for energy saving and lower environmental footprint



Vitex created the VitexTherm external thermal insulation system, which is applied on older and new constructions. VitexTherm is a modern external thermal insulation system, adapted to the needs of the end consumer and a top choice when seeking

quality results and construction durability. It has been designed according to modern standards and certifications, aiming at energy saving and ensuring better thermal comfort, thus reducing the environmental footprint of the building envelope.

We provide products in compliance with LEED® rating system (Leadership in Energy and Environmental Design).



Environmental responsibility is an increased priority in building design. The LEED® System (Leadership in Energy and Environmental Design) is an international recognized system in design construction and management and maintenance of sustainable or "green" high-efficiency buildings. It is applicable in existing and new buildings of all categories (offices, hotels, hospitals, houses, etc.). Based on scientifically proven standards, LEED® promotes the state of art technological strategies emphasizing on the benefits for the environment, the economy, health and community, through a holistic approach.

Vitex is an official member of US Green Building Council (silver member) providing the market with LEED v4.1 conformed paints and protection systems, which results to projects certified for energy saving optimization (VitexTherm), heat island effect reduction (HYROOF), low VOC emission (VITEXeco, AQUAVIT) and increased thermal comfort (VitexTherm).

Marine paints

From antiquity, ancient Greeks painted the fore section of the trireme. The sea is full of shellfish and microorganisms that cling onto the hull, affecting the vessel's hydrodynamics, decreasing its performance thus having an economic impact.

These include various shellfish such as oysters and mussels while plants are rapidly growing algae that cling on the hull and create a "grass-like" bed.

Another important issue is the corrosion of metals due to oxidation. The results of corrosion are both aesthetic and operational. Some of them are:

- ▶ Change of external appearance
- ▶ Maintenance problems and operational costs
- ▶ Repercussions on safety and reliability

Antifouling and top coat paints prevent the above conditions and is therefore essential for a ship.

Vitex's unique goal is to address the complex needs of vessel maintenance through a completely new, modern variety of antifouling paints and other products in the Eumaria line.



Quality

It turns out that low-cost materials often can be substantially costly to the customers. In order to have a reliable and safe outcome, it is of great importance to select quality-assured paints. Proper assessment of a paint should include, final price but also, factors such as:

- ▶ coating capacity
- ▶ easiness and cost of implementation
- ▶ meeting the desired properties
- ▶ durability and weather protection
- ▶ friendly to the environment
- ▶ safe for the user

Throughout the years, the developments in technology and know-how lead us to much improved products, aiming at environmental protection. All the above properties are features of the products Vitex places in the Greek and global markets since its' establishment.

Anti Crust technology for the 1st time in Southeast Europe with environmental and financial benefits

For the 1st time in Southeast Europe Vitex, in cooperation with the leading company Thrace Plastics Pack introduced the Anti Crust technology, which limits the formation of crust inside paint containers. This is usually the result of high temperature or sun exposure, which would otherwise result to a defective product, unsuitable for painting, to be treated as waste, with all subsequent repercussions for the environment.

PRODUCTION OF ECO-FRIENDLY PAINTS

A prerequisite for sustainable development is respect for and protection of the environment. Vitex has set the goal to design, produce and distribute environmentally friendly products, which do not inflict any damage to the environment throughout their lifecycle.

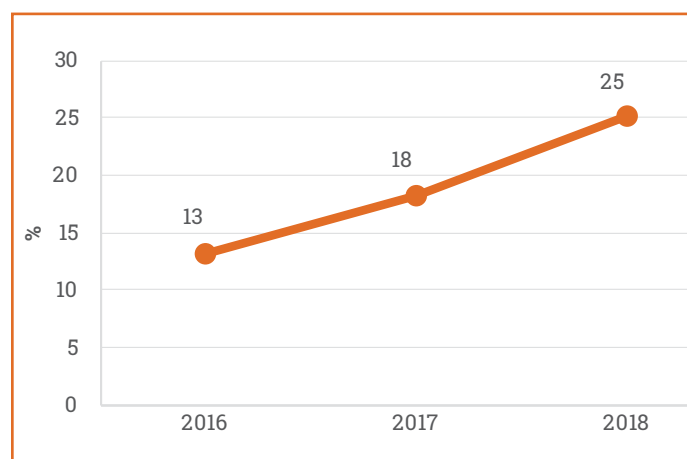
At the Community level, EU has put in place the Eco-labeling System, which assesses whether a product is eco-friendly or not on the basis of standard, objective and scientific criteria. Vitex has many certified Eco-labeled products, in an effort to increasingly contribute to sustainable development and environmental protection.

The criteria of the EU Eco-labeling System are determined on the basis of how much a product pollutes the environment at each stage of its life cycle, such as mining and production of raw materials, production, packaging, distribution, usage, maintenance and final disposal. The following factors are taken into account at all these stages:

- ▶ soil protection, waste reduction
- ▶ air quality, water quality
- ▶ energy saving, natural resource management
- ▶ preventing global warming (climate change)
- ▶ protection of the ozone layer
- ▶ environmental safety, noise
- ▶ product's technical characteristics and performance during application and use
- ▶ instructions for safe use and disposal of product residues back to the environment

Every product that meets these criteria is certified with an 'Eco-label', the European Union label for ecological products.

Proportion of Eco-labeled products on total production



	Total production (tn)	Production of Eco-labeled products (tn)	Proportion of Eco-labeled products on total production(tn)
2016	16.766	2.218	13%
2017	18.131	3.307	18%
2018	18.760	4.698	25%



We produce a wide range of EU Ecolabel certified paint and protection systems, which can be reproduced in thousands shades. EU

Ecolabel is a voluntary product evaluation system related to specific environmental characteristics and technical features of the products.

We contribute to the fight against climate change

We recognize the need to combat climate change and aim to reduce our environmental footprint across the whole life cycle of our products. In the context of corporate excellence as well as as social and environmental responsibility our company has received a number of awards including:

- ▶ In 2013 1° prize for the «Environment and Green Development» among leading Greek companies by ACCI.
- ▶ In 2016, CY GPP AWARDS 2016 - EU Ecolabel by Ministry of Agriculture, Rural Development and Environment of Cyprus

Those awards are a result of intensive collective and systematic effort of all Vitex staff and they are encouraging signals that create hope for a more green economy.



Our products contribute to saving energy and combating climate change

Cool Paints have the ability to absorb less solar energy and release the amount of heat they absorb faster. This ensures lower surface temperatures, resulting in less heat entering the building, reduced use of air conditioning in the summer, and less heat being transmitted to the air, counteracting the «atmospheric urban heat island» phenomenon. At Vitex we produce a wide range of certified «cool paints» for exterior masonry and roofs.

PRODUCT LABELING

Product safety and quality are the cornerstones of our business. Stringent environmental and safety requirements as well as changes in legislation set new requirements on our products and increase our responsibility to inform consumers. We follow the stricter and most updated environmental and safety standards and abide by the relevant legislation; moreover, we are actively involved in the paint industry at both national and regional level.

Our goal is always to act in a responsible manner when marketing our products. We are honest with our customers and do not mislead them by displaying properties that our products do not have. Responsible consumption and customer satisfaction are our constant goals, so that Vitex is the first choice of consumers.

Vitex customers will find a wealth of information on paints, regarding their safe use for high quality results and their effects on health, and we broadly provide details on safety data sheets, product specifications, packaging labels, our various instructions and leaflets as well as through our customer service department.

Proper labeling of our products is of key importance. We make sure that all indications on all our products are easy to understand and that they are displayed at a prominent position in such a way that they are clearly visible, legible and indelible. All our packages indicate the requirements of both Greek and European law.

Vitex was selected by the European Commission EU Ecolabel as one of six paint companies from twenty-five countries, the only one from Greece, to exhibit its eco products at the EU Ecolabel Showroom in Brussels in June 2017.

During the period 2016-2018 there were no incidents / complaints of non-compliance with the relevant regulations / legislation regarding our product labeling or with specific regulations and voluntary codes regarding the promotion of the company's products, its marketing practices or its advertising campaigns.

We systematically assess and investigate the health and environmental impacts of the raw materials we use in our products. Based on the raw material information and the composition of each product, we issue product safety data sheets. Safety data sheets, specifications / brochures and product labels provide information on product composition and properties, as well as any health and environmental impacts, along with instructions for safe and sustainable use, storage, transportation and disposal. The label indicates the certification labels that the product has received.

Safety data sheets and brochures are available to the public on our website www.vitex.gr/en





5. Caring for the Environment

We are fully offsetting the electricity we use from the public grid with power generated from photovoltaic panels at our plant.

OUR APPROACH TO ENVIRONMENTAL PROTECTION

From product design to final product delivery and technical support, Vitex's consistent aim is to ensure environmental protection. On an ongoing basis, we ensure that our activities result to the minimum possible impact to the environment, while our high-quality products are both user-friendly and environmentally friendly.

During the development and production phases we take into consideration environmental and other sustainability issues that arise throughout the life cycle of the paint, starting from raw materials to end products and their disposal. We advise our clients to make choices considering also sustainable development issues and we guide them in the selection, use and disposal of paints. An appropriate high-quality paint choice can have a critical impact on extending the life of any product or structure and consequently may reduce environmental impacts.

Our goal is to develop products that ensure longer painting results and reduce maintenance needs, minimize impacts to environment and are safe to use. Working closely with raw material suppliers, our Research and Development department seeks to identify technically functional raw materials that result to as little as possible impacts to the environment. The department tests and assesses the use of renewable raw materials, conducts research on new paint functions, such as fire protection and energy efficiency, and improves the properties of existing paints.

ENVIRONMENTAL MANAGEMENT SYSTEM

As an environmentally aware company, conscious of the value of natural resources, we have adopted a sustainable development strategy using the tools that offered by ISO 14001:2015 environmental management system and in the EU EMAS Eco-Management and Audit Scheme.

Environmental issues at Vitex are managed in an organized and systematic manner. We have established and implemented a certified Environmental Management System, which we continuously improve in accordance with the requirements of the International Standard ISO 14001: 2015. In addition, the company is registered in the Greek Register of Organizations in the EU Eco-Management and Audit Scheme (EMAS).

We have the appropriate organizational structure in place to protect the environment

We have created the appropriate organizational structure to implement the company's Environmental Policy and the Environmental Management System. The main collective body of the system is the Environment Council, which is composed of the following members:

- ▶ CEO
- ▶ Technical Director
- ▶ QEHS Manager
- ▶ Research and Development Director
- ▶ Safety Engineer
- ▶ Production Manager
- ▶ Maintenance Manager

We operate with respect to the environment and in order to achieve this:

- ▶ We constantly record environmental impacts (direct or indirect) of every activity of the company in order to ensure full compliance with national and European legislation.
- ▶ We are committed to continually improving environmental performance and preventing pollution.
- ▶ We are committed to effectively use energy and natural resources and we continually strive to maximize reuse and recycling of materials and products.
- ▶ We design new, more environmentally friendly products and adopt new production methods so as to reduce environmental impact.
- ▶ We develop a sense of responsibility for the environment at all levels of the company.

The measures we take to protect the environment

Our commitment to protect the environment and limit the impact of our activities is implemented through the following measures:

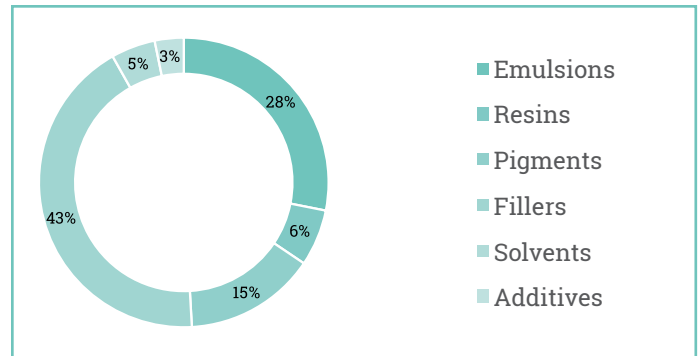
- ▶ Continuous assessment of the environmental impacts from our activities aiming to reduce to reduce them by controlling:
 - ▶ air emissions
 - ▶ waste water
 - ▶ disposal of solid waste
 - ▶ consumption of natural resources; and
 - ▶ possible leaks
- ▶ Continuous improvement of our Environmental Performance through:
 - ▶ annual reviews
 - ▶ setting environmental targets and objectives; and
 - ▶ considering the use of clean technologies
- ▶ Compliance with all relevant Environmental Legal requirements as well as with all relevant Environmental Regulations that we have signed
- ▶ Integrating environmental issues into the planning of new activities
- ▶ Emergency plans
- ▶ Environmental training, education, awareness and motivation of staff
- ▶ Encouraging internal and external communication on environmental issues.

USE OF MATERIALS

We buy and use a wide range of raw materials and substances in order to cover the needs of the production process. The main ones are emulsions, resins, pigments, fillers, solvents and various additives.

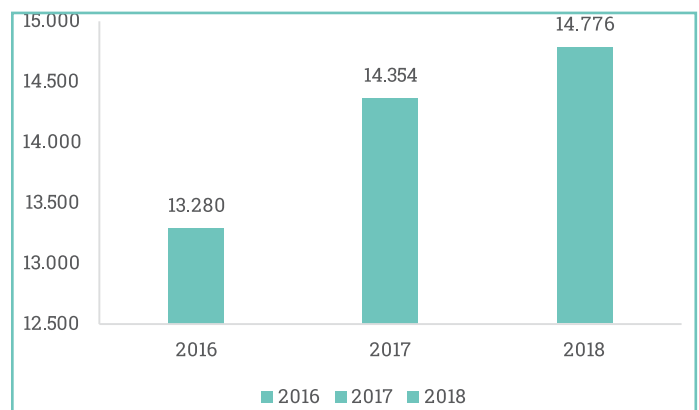
Our concern is the most efficient use of natural resources, substances and materials, both in economic and environmental terms. The following chart shows the consumption of raw materials (tn) by category in 2018

Consumption of raw materials by category - 2018 (%)

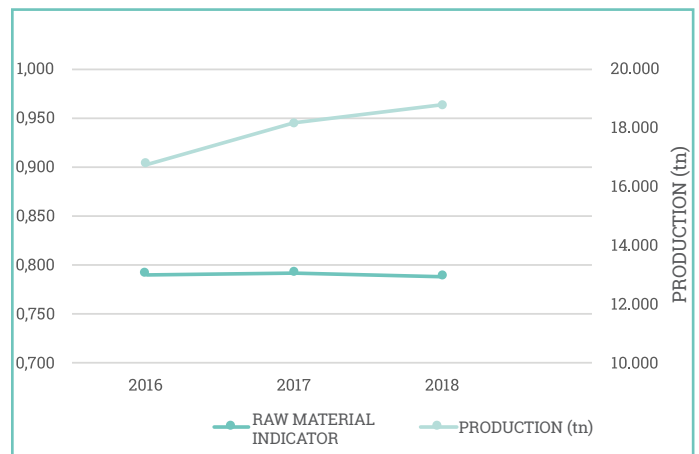


The following charts show total consumption of raw materials (excluding water) per year and in relation to total production for the period 2016-2018.

Total raw material consumption per year (tn)



Specific consumption of raw materials 2016-2018 (tn)



ENERGY CONSUMPTION AND AIR EMISSIONS

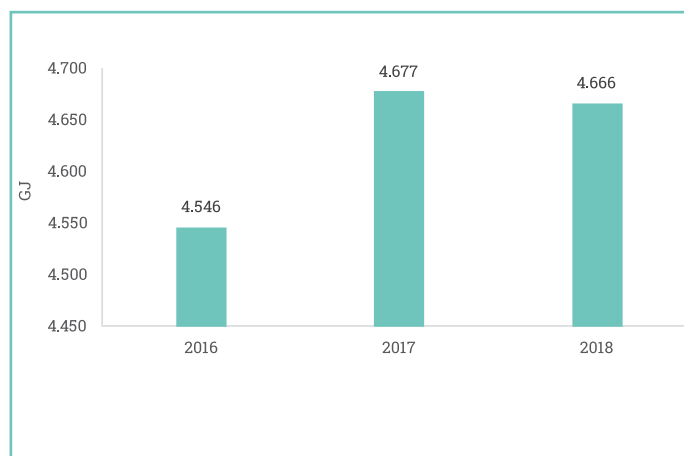
To meet the energy needs of our production at our facilities we use power from the electricity grid as well as oil.



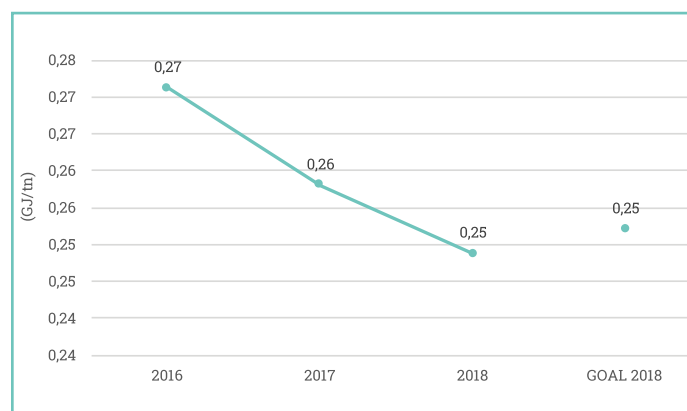
We aim to make the most efficient use of the energy and for this reason we adopt high energy efficiency technologies that result in reduction of energy required per ton of product produced.

Data on electricity and oil consumption both in total quantities and per product units (specific consumption) are presented below for the three-year period 2016-2018.

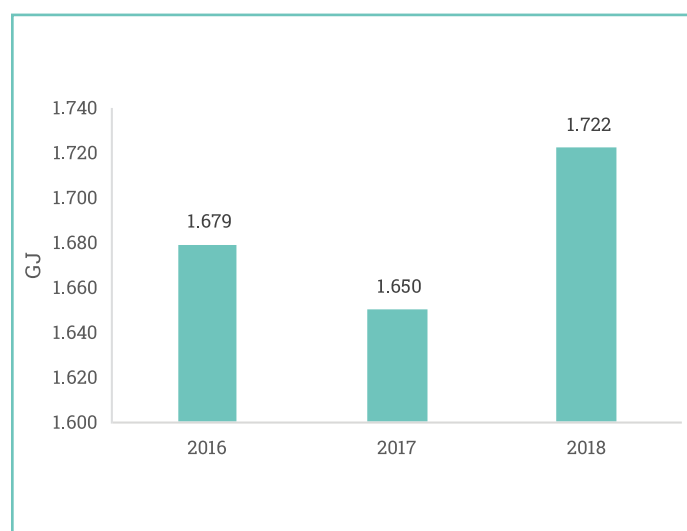
Total electricity consumption 2016 - 2018 (GJ)



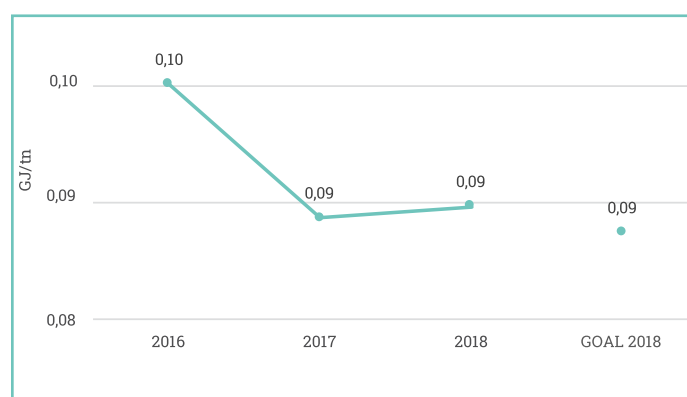
Specific electricity consumption (GJ annual consumption / annual output tn)



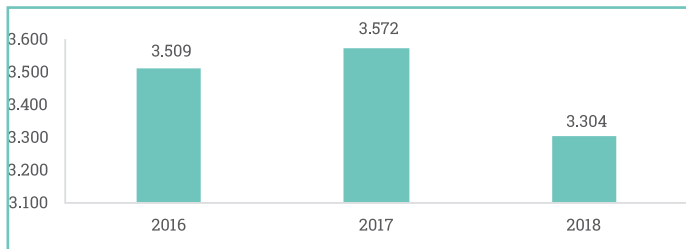
Total oil consumption 2016-2018 (GJ)



Specific oil consumption (GJ / tn) (GJ annual consumption / annual output tn)



Consumption of electricity from renewable sources (GJ)



Energy saving measures

We are constantly taking initiatives to increase energy efficiency of production. With a slight modification in production, the compressors are now deactivated at the end of each shift, thus reducing network leaks. This results in energy savings of 72,000 KWh per year.



We also found that our electricity needs could easily be met by two 1,600 KVA power transformers in our plant, so we shut down our third transformer, resulting in a reduction of 22,000 KWh, saving on the permanent losses (vacuum losses) of the transformer that we turned off.

In addition, a photovoltaic system was installed on the roof in 2011, through which we are offsetting the electricity consumed from the public grid.

The following interventions aiming to reduce electricity consumption were implemented in the period 2016-2017:

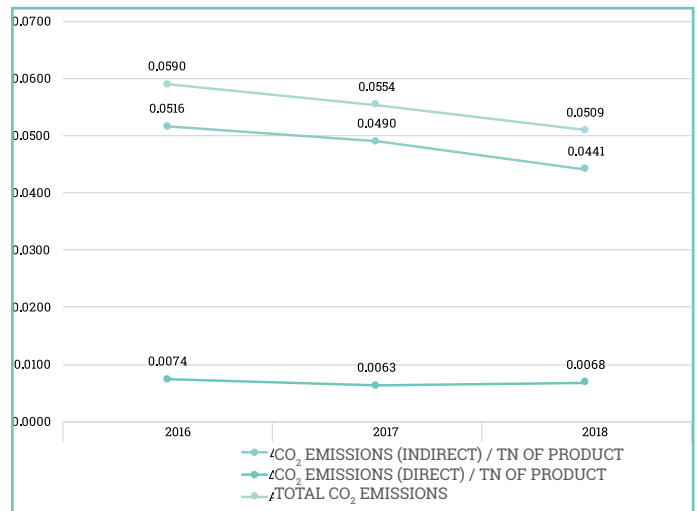
- Replacement of existing light bulbs with energy saving lamps
- Change of lighting circuits in different production areas (water, solvent and warehouse buildings)
- Compensation installation in the central boiler room
- Conversion of air conditioner fans
- Conversion of air-conditioning cooling-heating circulators
- Installation of a wireless power management system.

Air emissions

We recognize the importance of reducing greenhouse gas emissions and make every effort to contribute as little as possible to climate change.

CO₂ emissions from our activities are resulting from electricity and oil use. We record CO₂ emissions annually and closely monitor our performance to implement appropriate measures to reduce our emissions.

CO₂ emission index from electricity and oil use



• MWh to CO₂e conversion rate: 0.638 for 2018 and 0.6846 for 2016-2017

• Conversion factor lt to tn CO₂e: 0.0027

Source: <https://unfccc.intFile>: <https://unfccc.int/documents/194885>

We participate in the Sustainability Task Force of CEPE

Vitex participates in the Sustainability Task Force of CEPE (European Association of Coatings Manufacturers). One of our pilot projects concerns assessment of the products' environmental footprint (PEF), as a 'green tool for circular economy' to determine the overall rating and classification of sustainable behaviour, taking into account the entire life cycle of a product (as opposed to the EU Ecolabel, which focuses only on the product itself).

Other air emissions

Volatile Organic Compound (VOC) emissions are caused by the filling of solvent tanks as well as by the introduction of solvents into portable mixing vessels to produce solvent base paints.

We take all necessary measures to limit GHG emissions and

to limit solvent vapor leakages, while our practices are based on national, European and international best practices.

In addition, activated carbon filters have been installed at the outlet of the filters, aiming to best address VOC odors. The activated carbon column technology is based on the adsorption of organic molecules on the surface of the solid medium (carbon), which has been treated to a porous structure. Considering the nature of the solvents used and the operating conditions, the absorption technology has a practical yield of 99.9%.

The company conducts regular measurement of the volatile organic compound (VOC) at the outlet of the vents at the production unit. The results show that emission values of volatile organic compounds are lower than those defined by the relevant legislation.

WATER CONSUMPTION

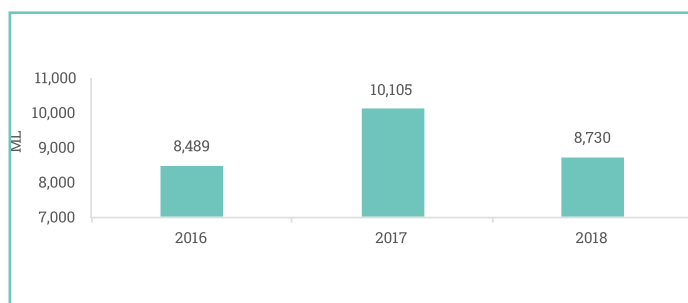
Water is essential for our production process as some of our products contain water. Water is used:

- ▶ as a raw material for the production of water-based paints
- ▶ as a cleaning agent for the cauldrons, mixers and various tools and accessories in the water-based paint production unit. It should be noted that washing water comes from the industrial waste water treatment plant (evaporator - condenser) and is filled with new quantities when required.
- ▶ staff sanitary facilities
- ▶ permanent fire fighting equipment

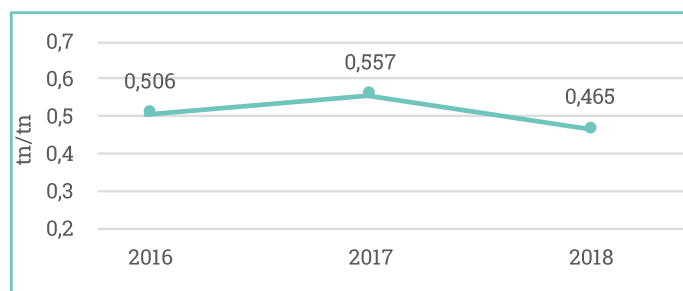
The entire amount of water used comes from the local public water supply network, without withdrawing any amount of water from the aquifer or other surface water bodies.

We recognize the importance of water as an essential ingredient of life and take every measure to use it in the most efficient way possible.

Total water consumption 2016-2018 (ML)



Specific water consumption (water tn / product tn)



WASTE MANAGEMENT

Our modern production line allows us to produce in a way that has as a result low emissions of hazardous substances. Moreover, waste quantities are minimized through the technology for processing that is used, efficient procedures and recycling. By effectively using our raw materials, we can minimize the amount of waste we produce.

Liquid waste management and water recycling

At Vitex we respect the natural environment and are proud of the way we handle our liquid waste, as zero quantities end up to water bodies.

We have installed a water-based physicochemical wastewater treatment plant, which leads to water savings, as it reduces fresh water consumption and, respectively, increases reuse of water quantities.

Liquid waste produced at the various stages of the production process is classified into:

- ▶ Waste from the production of water-based products
- ▶ Waste from the production of solvent based products
- ▶ Lubricating oil waste
- ▶ Inappropriate paints

In the context of circular economy all wastes that are produced by the main production process are re-introduced into the production process of the asphalt plant, thereby operating at almost zero waste and with a very low environmental footprint.

Total and specific annual quantities of hazardous / non-hazardous waste (2016-2018)

Year	Production (tn)	Total quantity of hazardous waste (kg)	Total quantity of non hazardous waste (kg)	Hazardous waste indicator	Mh hazardous waste indicator
2016	16.766	57.290	249.530	3,42	14,9
2017	18.131	40.272	317.590	2,22	17,5
2018	18.760	40.527	345.824	2,16	18,4

Solid waste management

Solid waste resulting from the production process and the company's overall operation is collected and separated into hazardous (lead batteries, accumulators, depleted activated carbon, fluorescent tubes, etc.) and non-hazardous solid waste (plastic / metal waste, wood, paper and paperboard, electrical and electronic equipment etc.), for proper management by licensed operators.

The company is registered in the National Register of Producers and its registry number is 2348. In compliance with the provisions of the relevant Law the company implements an Alternative Packaging Management System, via contract of indefinite period with the Hellenic Recovery Recycling Corporation regarding the collection and recycling of the packaging materials of its products that are placed on the Greek market, and are being rejected by end-users / consumers as waste.

ENVIRONMENTAL COMPLIANCE

We always make sure to comply with environmental legislation, and we implement all regulations that apply to our activities. We respond effectively to our legal and regulatory commitments as we systematically and consistently meet our legal and ethical obligations.

We have defined a dedicated officer who monitors, evaluates and collects from the appropriate sources (Greek and European) relevant legislation and requirements.

During the period 2016-2018, as also as in previous years, no monetary fine, or any other sanction, was imposed on the company due to violation of environmental legislation.





6. Caring for our people

Objective and sound selection of new employees hires, employee appraisal, training and development, remuneration and benefits above the market average, two-way communication, and protection of the health and safety are the key pillars upon which we implement our corporate strategy for our people.

OUR APPROACH

The human factor has been at the core of the company since its establishment.

At Vitex we apply all global «best practices», with justice, equality and respect being at the core of our philosophy.

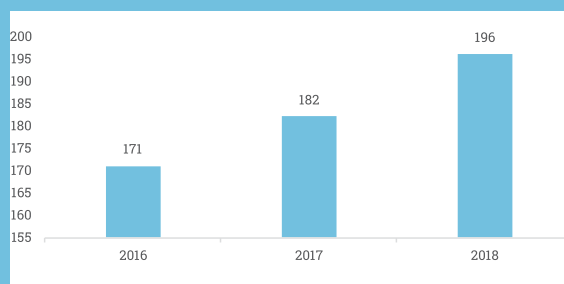
By investing in our human resources, we invest in today's and tomorrow's business. Objective and sound selection of new employee hires, performance assessment, training and development, remuneration and benefits, two-way communication, and health and safety processes, are the key pillars upon which we implement our corporate strategy for our people.

EMPLOYMENT AND JOBS

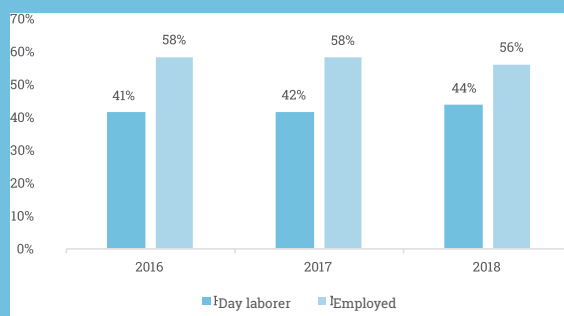
All employees (100%) are employed with full-time indefinite period contracts. Also, all our employees (100%) are covered by the national collective agreement.

In recent years, and despite the adverse economic environment, Vitex has significantly increased its overall human resources by creating new jobs.

Total number of employees (31/12)



Distribution of personnel by type of employment



We support employment in local communities

The company pays special attention to the support and development of the local communities by recruiting people from Aspropyrgos and the wider area. The company's HR department maintains the necessary relationships and participates in relevant workshops organized by local employment agencies, such as the Employment Liaison Office of the Municipality of Aspropyrgos, the local office of Employment Organization (OAED), etc.

Hiring procedure

Vitex Policy emphasizes the appropriate selection of its new associates as each employee has a key role within the company. The Management of the Human Resources division plays a crucial role in the process of selecting staff and with the support of the General Management is ensured that selection is made on criteria which are absolutely merit-based.

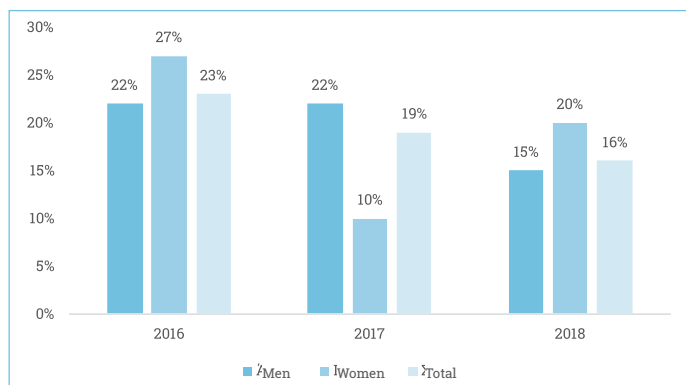
When new vacancies are created

priority is given to current employees within the organization. This is being conducted through the implementation of an employee development and growth program. During the last three years, at least ten employees have been promoted to a higher position. If a vacancy cannot be filled from within the company, we proceed to evaluate new candidates.

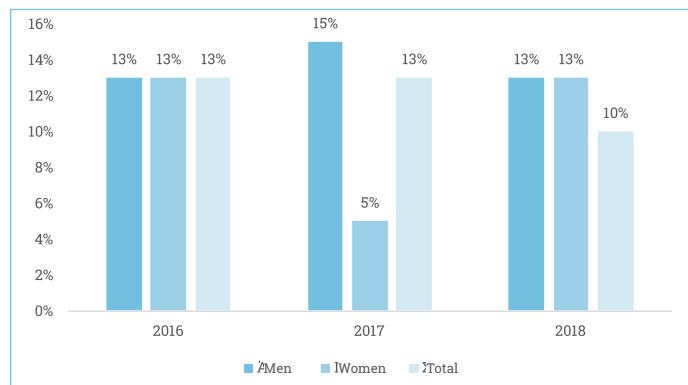
Number and percentage of new employee hires per year

Percentage of new employee hires	2016			2017			2018		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of new employee hires	30	10	40	31	4	35	22	9	31
Total number of employees	134	37	171	142	40	182	150	46	196
Percentage of new employee hires	22%	27%	23%	22%	10%	19%	15%	20%	16%

Percentage of new hires per year and gender



Percentage of employee exits by year and gender



Number and percentage of exits per year

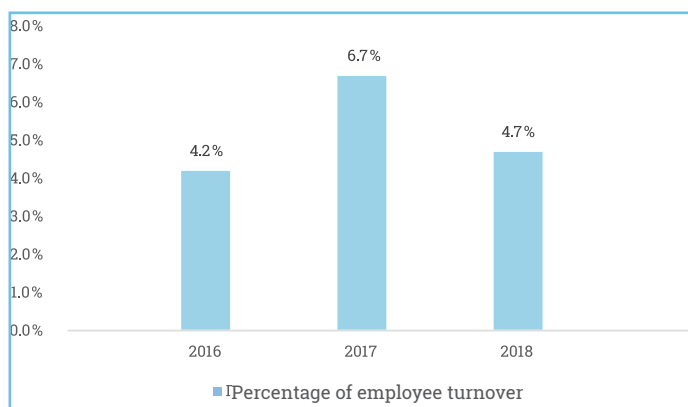
Percentage of new exits	2016			2017			2018		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of retirements	17	5	22	21	2	23	19	1	20
Total employees	134	37	171	142	40	182	150	46	196
Percentage of retirements	13%	13%	13%	15%	5%	13%	13%	2%	10%

Teamwork, communication, personal learning, efficiency and initiative are our corporate skills. These skills are an essential component of success for all employees regardless of their position in the organization; they are also a good record of the important elements that outline our corporate culture. We have developed job descriptions for every position, which helps us define a specific profile with both necessary qualifications and personality traits of our successful future associate. This selection process guarantees that our new associates can be integrated in the organization and become effective right away.

Interviews are conducted by a candidate evaluation committee, which is always composed of a Human Resources Officer and the Head of the Department where the vacancy belongs.

The very low rate of employee resignations shows that the new employee hires are made in the right direction

Percentage of employee turnover



EMPLOYEES' TRAINING AND DEVELOPMENT

We recognize the importance of employee training and development and we make sure that all employees are evaluated annually.

The training program of each newcomer is detailed and tailored to the requirements of each position as well as the broader goals and objectives of the business. The training program is implemented by a team of colleagues from all departments and is coordinated by the new employee's supervisor.

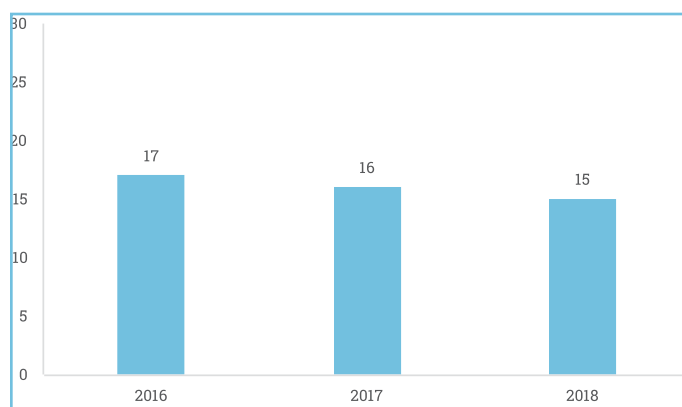
We recognize the importance of employee training and development and we make sure that all employees are evaluated annually.

During training for new hires, practical knowledge for each specific position is provided; also newcomers become familiar with the overall corporate culture by means of making clear the company principles, vision and philosophy.

The annual evaluation of each employee, conducted in open discussion with their supervisor, provides a clear picture of their training needs. Every year a considerable amount of money is invested in training activities in Greece and abroad.

Over the last 3 years over 150,000 € have been spent for this purpose. Furthermore, evaluation gives employees the opportunity to evolve within the organization.

Average training hours per employee (2016-2018)



Employee benefits / Balance between work and personal life

Vitex actively supports balance between personal and professional life and the following have been established for this purpose:

- Half hour break included within the normal working hours, as an offer by the company, so that employees do not need to extend their working time.
- In the event of the death of a close relative, the company provides at least 2 days of paid leave in addition to legal leave. For children and spouses this leave is extended for as long as the employee feels ready to return to work.
- Employees who give birth are encouraged by the company to use the right of the six months leave granted by national legislation, which has the employer's consent to that as a prerequisite.

- ▶ In non-production departments the employees can choose their working hours so that they may match their family needs and can start work anytime from 07:30 - 10:00.
- ▶ A corporate coach is provided (which is stopping at 10 different pre-defined places) so that employees can be assisted for their commuting to work
- ▶ In the event that a group of employees need to extend their working hours due to overtime work and thus cannot use the corporate coach, the company covers the cost of their commute.

Recognizing the importance that leave has for the employees and their families, the company has decided to shut down operations for 3 long periods every year:

- 15 days at Christmas
- 15 days in August
- 5 days at Easter

- ▶ Recognizing the importance that leave has for the employees and their families, the company has decided to shut down operations for 3 long periods every year:
 - 15 days at Christmas
 - 15 days in August
 - 5 days at Easter
- ▶ The company provides a wedding gift of 300 Euros to each employee that gets married
- ▶ The company provides a 150 euro birth / baptism gift
- ▶ The company offers its staff the option to purchase products from the company at a 50% discount and to pay in interest-free installments.
- ▶ All staff can apply for a completely interest-free loan that is automatically repaid through payroll in installments that can be agreed with the employee. Indicatively, for the years 2016-2018, 49 employees have been given loans totaling to 71,000 euro.
- ▶ In exceptional circumstances Vitex supports not only its own employees with free delivery of products, but also their extended family, which was the case, for example, at Kineta and Mati regions after the wildfires.
- ▶ Vitex has secured for all workers and their families free admission to all collections of Benaki Museum.
- ▶ Since 1994 Vitex has established a blood bank. Voluntary blood donation takes place twice a year with the assistance of ELPIS Hospital personnel, who come to the company's facilities during the normal working hours. When any employee or one of their relatives needs blood, the company sends the necessary bottles. The number of



We create space and time for innovation

In 2018 we opened yet another important chapter in our corporate training: Vitex Innovation Point. This is a special area where all employees from the R&D department (other than the workforce) can invest 45 minutes twice a week (about 4% of working time), away from their daily work duties, in order to freely conduct research for innovation in areas that the company has not yet decided to enter, with the support and guidance of the Director of Research and Development.



- ▶ bottles we have collected over the years are much more than the ones we have used, thus offering to the wider community.
- ▶ Free health card issuance so that employees have special privileges at hospitals of HYGEIA group.
- ▶ Extra paid leave in the event an employee experiences a serious health problem.

Knowing that health and wellbeing is an important factor of our people's life balance, we have established various sports teams also that our employees can participate as they wish:



- ▶ Vitex Running Team
- ▶ Vitex Basketball Team
- ▶ Vitex Cycling Team

These teams are supported by the company with sponsorships and additional leaves for the employees who wish either to practice or to take part in competitions. Our teams participate in competitions often.

Equal opportunities for all

All employees working at VITEX are fully equal as regards corporate procedures and working rights. All of the aforementioned programs and benefits apply to all employees and not to specific groups. Respect for all is a common value for all employees.

Employee Satisfaction Survey

The job satisfaction survey was launched at the end of 2018. The findings of the survey were particularly encouraging as 91% of the respondents stated that Vitex is an ideal place to work.

The indicators that map an excellent working environment, such as Reliability, Respect, Justice, Pride and Companionship, are rated extremely high by our employees, well above average.

In addition to the excellent results in satisfaction survey, there is another indicator that proves our very good corporate climate. The average time that an employee stays in the company is over 10 years, showing that employees feel they are working in an excellent environment.

CARING ABOUT HEALTH AND SAFETY AT WORK

The company is constantly aiming for zero accidents and zero lost days due to an accident at work.



The company is constantly aiming for zero accidents and zero lost days due to an accident at work.

Our approach

At VITEX, employee protection is a top priority, and occupational health and safety is an overarching culture and a way of life. We have established, documented, implemented and maintain a Certified Health & Safety Management System whose effectiveness is demonstrated and improved in accordance with the requirements of OHSAS 18001.

Our Health and Safety Policy

Our Health and Safety policy aims at:

- ▶ Protecting the health and safety of company employees and stakeholders e.g. sub-contractors, visitors, consultants, etc.
- ▶ Recognizing risks and developing ergonomic procedures to eliminate them.
- ▶ Implementing the Greek Legislation about Occupational Health and Safety.
- ▶ Performing work at the desired quality level without accidents, injuries or damage to equipment and facilities.
- ▶ Striving for continuous training of our employees on occupational Health and Safety topics.
- ▶ Striving to provide financial resources for the continued development of new technologies, systems and forms of occupational risk control.

We have procedures and programs in place for Health and Safety

The process of operational control of the company's Health and Safety System to ensure the safety and security at the workplace mainly focuses on the following:

- ▶ Ensure regular audits are being conducted at the workplace, equipment, methods and practices of work, at an appropriate frequency so as to ensure that timely action is taken to handle any hazardous conditions identified.
- ▶ Ensure regular meetings for the coordination of management and staff to review health and safety activities and accident trends in order to determine necessary actions.
- ▶ Ensure timely accident investigation to identify the action needed to avoid any re-occurrence.
- ▶ Maintain records and statistics, including audit reports and accident investigations, and making available such information as required.

Potential hazards that are related with various activities and processes are being re-evaluated during the annual evaluation of the system. During the last three years, 2016-2018, the distribution of observed hazards at all departments of the company's premises classified 51% as negligible and 49% as low risk.

As part of our policy to safeguard Occupational Health and Safety and to constantly improve the working environment, we also implement:

- ▶ Annual program to measure harmful chemical agents by determining the accumulated exposure of employees
- ▶ Employee health monitoring scheme through periodic examinations by our occupational physician.
- ▶ Annual training seminar for all employees on Health and Safety and Fire Protection processes with the Technical Manager.



Our performance

The company is constantly aiming for zero accidents and zero lost days due to labor accidents. For this reason, we implement strict prevention measures.

Health and Safety figures	2016	2017	2018
Number of employees' fatal accidents	0	0	0
Number of employees' fatal accidents	0	0	0
Total working hours	358.068	359.086	383.463
Injury rate (IR) (*1)	0	0	0
Number of lost working days (*2)	0	0	0
Lost day rate (LDR) (*3)	0	0	0
Number of days of absence (*4)	265	339	368

(*1) Rate of non-fatal accidents in relation with the total hours worked from total workforce

(*2) Lost days because of an accident or occupational disease

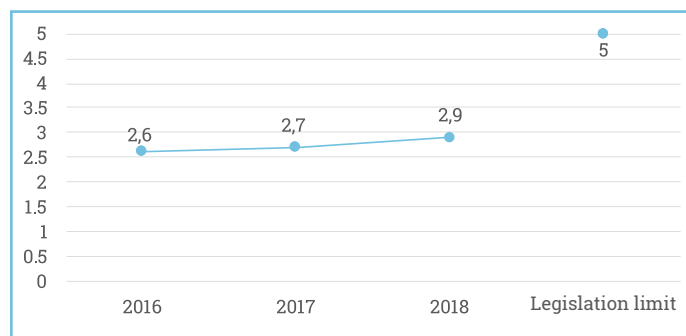
(*3) The incidence of lost working days in relation to the total working time of all employees

(*4) Absentee days of any kind, not only due to occupational diseases and accidents. Regular absences due to holidays, study leaves, parental leaves (maternity and paternity) and leaves due to death of family members are not included.

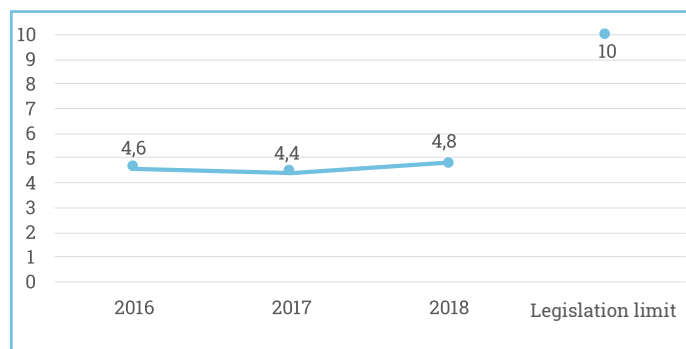
We take care for the maximum protection of health and safety of our employees

We ensure that measurement of respirable and inhalable dust are always below the maximum limits permitted by law.

Measurements of respirable dust



Measurement of inhalable dust



7. Appendix

Consumption of raw materials by category of material

Year	Emulsions (tn)	Resins (tn)	Pigments (tn)	Fillers (tn)	Solvents (tn)	Additives (tn)
2016	3.734	839	1.949	5.673	656	429
2017	4.132	839	2.111	6.113	702	457
2018	4.289	810	2.144	6.382	691	461

Total consumption of raw material per year and per product unit

Year	Production (tn)	Consumption of raw materials (tn)	Specific consumption of raw materials (tn of raw materials / tn of product produced)
2016	16.766	13.280	0,792
2017	18.131	14.354	0,792
2018	18.760	14.776	0,788

Electricity consumption

Year	Production (tn)	Electricity consumption (GJ)	Specific electricity consumption (GJ /tn of product)
2016	16.766	4.546	0,27
2017	18.131	4.677	0,26
2018	18.760	4.666	0,25

Oil consumption

Year	Production (tn)	Oil consumption (GJ)	Specific oil consumption (GJ /tn of product)
2016	16.766	1.679	0,10
2017	18.131	1.550	0,09
2018	18.760	1.722	0,09

Direct CO₂ emissions from oil consumption (driving and heating)

Year	Production (tn)	Oil consumption (lt)	Total greenhouse gas emissions from oil (tn CO ₂ e)	Specific greenhouse gas emissions (CO ₂ e / tn of product)
2016	16.766	46.498	124	0,0074
2017	18.131	42.930	115	0,0063
2018	18.760	47.692	127	0,0068

Indirect CO₂ emissions from electricity consumption

Year	Production (tn)	Electricity consumption (MWh)	Total greenhouse gas emissions from electricity (tnCO ₂ e)	Specific greenhouse gas emissions (CO ₂ e /tn of product)
2016	16.766	1.263	865	0,052
2017	18.131	1.299	889	0,049
2018	18.760	1.296	827	0,044

Cumulative CO₂ emissions from energy consumption

Year	Total production (tn)	Total greenhouse gas emissions (CO ₂ e)	Specific greenhouse gas emissions (CO ₂ e/tn of product)
2016	16.766	989	0,059
2017	18.131	1.004	0,055
2018	18.760	954	0,051

Water consumption

Year	Production (tn)	Water consumption (ML)	Specific water consumption (tn of water / tn of product)
2016	16.766	8,489	0,506
2017	18.131	10,105	0,557
2018	18.760	8,730	0,465

Proportion of eco-friendly products on total production

Year	Production (tn)	Production of eco-labeled products (tn)	Proportion of eco-labeled products on total production (tn)
2016	16.766	2.218	13%
2017	18.131	3.307	18%
2018	18.760	4.698	25%

GRI Standards table of contents

GRI Standard	Description	ISO 26000	Page number / reference / reason for omission	External assurance
GRI 102: General Disclosures 2016				
Organizational profile				
102-1	Name of the organization	6.3.10, 6.4.1-6.4.2, 6.4.3, 6.4.4, 6.4.5, 6.8.5, 7.8	p. 15	-
102-2	Activities, brands, products, and services		P. 9, 11, 12-13, 15, 16	-
102-3	Location of headquarters		P. 15	-
102-4	Location of operations		P. 10	-
102-5	Ownership and legal form		P. 18	-
102-6	Markets served		P. 10, 15, 16	-
102-7	Scale of the organization		P. 15, 19, 47	-
102-8	Information on employees and other workers		P. 47-48	-
102-9	Supply chain		P. 25	-
102-10	Significant changes to the organization and its supply chain		P. 25 There were no changes	-
102-11	Precautionary Principle or approach		P. 39-40	-
102-12	External initiatives		P. 29-30	-
102-13	Membership of associations		P. 23	-
Strategy				
102-14	Statement from senior decision-maker	4.7, 6.2, 7.4.2	P. 4-5	-
102-15	Key impacts, risks, and opportunities		P. 18-19, 27-28, 33	-
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	4.4, 6.6.3	P. 14	-
Governance				
102-18	Governance structure	6.2, 7.4.3, 7.7.5	P. 18	-
102-19	Delegating authority		P. 18, 39-40	-
Stakeholder engagement				
102-40	List of stakeholder groups	5,3	P. 21-22	-
102-41	Collective bargaining agreements	6.3.10, 6.4.1-6.4.2, 6.4.3, 6.4.4, 6.4.5, 6.8.5, 7.8	P. 47	-
102-42	Identifying and selecting stakeholders	5,3	P. 21-22	-
102-43	Approach to stakeholder engagement		P. 21-22	-
102-44	Key topics and concerns raised		P. 22	-
Reporting practice				

GRI Standard	Description	ISO 26000	Page number / reference / reason for omission	External assurance
102-45	Entities included in the consolidated financial statements	5.2, 7.3.2, 7.3.3, 7.3.4	P. 6, 10	-
102-46	Defining report content and topic Boundaries		P. 6, 28-29	-
102-47	List of material topics		P. 6, 28-29	-
102-48	Restatements of information		There were no restatements	-
102-49	Changes in reporting		There were no changes	-
102-50	Reporting period		P. 6	-
102-51	Date of most recent report		P. 6	-
102-52	Reporting cycle		P. 6	-
102-53	Contact point for questions regarding the report	7.5.3, 7.6.2	P. 7	-
102-54	Claims of reporting in accordance with the GRI Standards		P. 6, 56	-
102-55	GRI content index		P. 56	-
102-56	External assurance		P. 7	-

GRI Standard	Disclosure	Description	ISO 26000	Page number / reference / reason for omission	External assurance
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GRI 200: Economic Standard Series

Economic Performance

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 4-5, 13, 18-19	-
	103-2	The management approach and its components		P. 4-5, 13, 18-19	-
	103-3	Evaluation of the management approach		P. 4-5, 13, 18-19	-
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	6.8.1-6.8.2, 6.8.3, 6.8.7, 6.8.9	P. 18-19	-

GRI 300: Environmental Standards Series

Materials

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 19, 23, 25, 40-41	-
	103-2	The management approach and its components		P. 19, 23, 25, 40-41	-
	103-3	Evaluation of the management approach		P. 19, 23, 25, 40-41	-

GRI Standard	Disclosure	Description	ISO 26000	Page number / reference / reason for omission	External assurance
GRI 301: Materials 2016	301-1	Materials used by weight or volume	6.5.4	P. 40-41	-
Energy					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 11, 39-40, 41-42	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 11, 39-40, 41-42	-
	103-3	Evaluation of the management approach		P. 11, 39-40, 41-42	-
GRI 302: Energy 2016	302-1	Energy consumption within the organization		P. 41-42	-
	302-2	Energy consumption outside of the organization	6.5.4	P. 41-42	-
	302-3	Energy intensity		P. 41-42	-
	302-4	Reduction of energy consumption	6.5.4, 6.5.5	P. 41-42	-
Water and effluents					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 39-40, 43	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 39-40, 43	-
	103-3	Evaluation of the management approach		P. 39-40, 43	-
GRI 303: Water and effluents 2018	303-3	Water withdrawal		P. 43	-
	303-5	Water consumption	6.5.4	P. 43	-
Emissions					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 39-40, 42-43	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 39-40, 42-43	-
	103-3	Evaluation of the management approach		P. 39-40, 42-43	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		P. 42	-
	305-2	Energy indirect (Scope 2) GHG emissions	6.5.5	P. 42	-
	305-4	GHG emissions intensity		P. 42	-
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	6.5.3	P. 43	-
Effluents and Waste					

GRI Standard	Disclosure	Description	ISO 26000	Page number / reference / reason for omission	External assurance
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 39-30, 43-44	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 39-30, 43-44	-
	103-3	Evaluation of the management approach		P. 39-30, 43-44	-
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	6.5.3, 6.5.4	P. 44	-
	306-3	Significant spills	6.5.3	There were no spills	-
Environmental Compliance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 39-30, 44	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 39-30, 44	-
	103-3	Evaluation of the management approach		P. 39-30, 44	-
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	4,6	P. 39-30, 44	-
GRI 400: Social Standards Series					
Employment					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 47-48	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 47-48	-
	103-3	Evaluation of the management approach		P. 47-49	-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	6.4.3	P. 47-49	-
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 51-52	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 51-52	-
	103-3	Evaluation of the management approach		P. 51-53	-

GRI Standard	Disclosure	Description	ISO 26000	Page number / reference / reason for omission	External assurance
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	6.4.6, 6.48	P. 53	-
	403-9	Work-related injuries	6.4.6, 6.48	P. 53	-
Training and Education					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 47, 49	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 47, 49	-
	103-3	Evaluation of the management approach		P. 47, 49	-
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	6.4.7	P. 49	-
	404-2	Programs for upgrading employee skills and transition assistance programs	6.4.7, 6.8.5	P. 49	-
	404-3	Percentage of employees receiving regular performance and career development reviews	6.4.7	P. 49	-
Marketing and Labeling					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		P. 36-37	-
	103-2	The management approach and its components	6, 7.3.1, 7.4.3, 7.7.3, 7.7.5	P. 36-37	-
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