CORPORATE SOCIAL RESPONSIBILITY POLICY

PETSIAVAS, with a constant operation of more than 100 years, has a remarkable and indisputable contribution to display in business while respecting the environment and social needs. The Company has incorporated Social Responsibility in its strategy over decades, and handles environmental and social issues with providence, sensitivity and prudence. Intending to contribute in its own way in minimizing environmental and social impact, with a vision towards a sustainable future, it follows a set of practices across all levels of operation, to operate responsibly.

Specifically, in combination with its Environmental Policy and its Human Resources Policy:

- Encourages social change, while maintaining its corporate image
- Operates with transparency and in compliance with National and EU legislation
- Applies fair trade practices in its transactions with interested parties
- Commits to fair treatment during the conduct of its activity
- Manages its human capital fairly, without discrimination on gender, culture, origin, age and identity
- Improves working conditions as possible
- Does not employ minors
- Along its economic growth, supports the improvement of the quality of life of its employees and their families in various ways
- Reduces its carbon footprint, by maximizing the use of renewable energy sources
- Has not performed undue coverage with concrete, facilitating natural water flow and reducing impact to biodiversity
- Contributes to the local and extended society, including among others regular voluntary blood donations in support of the "Agioi Anargyroi Hospital", where it maintains a blood bank and has been publicly praised
- Has an excellent cooperation with local and national Authorities
- Respects human rights in its field of activity

CSR is applicable to all corporate activities and the way of day-to-day operations, always in accordance with PETSIAVAS values and as a continuation of its long-time presence.

R. Anastasopoulos
General Manager