

Corporate Ethics Policy

AGROVIM SA is committed to constant and sustainable development, through conducting its affairs in manner that promotes mutual trust, and public confidence. The company operates with responsibility and implements processes for environmental, ethical and social management throughout the supply, production and distribution chain of Greek agricultural products. Its partners are selected and evaluated on the basis of their ability to apply respective business ethical practices. In order to achieve the above, **AGROVIM SA** carries out all the company's activities in compliance with the applicable laws, regulations and best practices. The company regularly audits its processes and implements certified Management Systems. Moreover, the company has established the following values as a minimum integrity and honesty criteria for all stakeholders (shareholders, employees, suppliers and customers).



AGROVIM

genuine
origin
authentic
taste

INTEGRITY. AGRO.VI.M. SA ensures that:

The highest possible standards of business conduct are maintained, and all employees comply with applicable legislation and ethical business practices.

Personal data of employees, suppliers and customers are handled with responsibility and in compliance with applicable legislation and European Directives.

The protection of corporate confidential, trade and business information is an inviolable obligation for all employees.

Bribery and corruption is prohibited.

Unethical competition is prohibited.

Relationships with suppliers, customers and partners as well as payment practices are honest and equitable.

Donations to political bodies are prohibited.

Retaliation against any individual who reports wrongful conduct in good faith or who participates in the investigation of wrongful conduct is prohibited.

Any employee who has a personal conflict of interest related to the company's issues should immediately report it to his/her supervisor, in order for counter measures to be implemented.

HUMAN RIGHTS AND LABOR STANDARDS. AGROVIM SA assures that:

Labor is freely chosen by each employee.

Working conditions are safe and hygienic.

Freedom of association is respected.

Employees are free to express their opinion or worries to their managers.

Child labor is prohibited.

Wages are not lower than the minimum legal.

Working hours do not exceed the limit set by law.

There is no discrimination based on criteria such as race, color, religion, gender, age, physical ability, ethnic origin or sexual orientation.

Cruel or inhumane treatment is not tolerated.

ENVIRONMENT. AGROVIM SA is conscious of the impact that its business activities may cause to the natural environment and strives to diminish or mitigate these effects where possible, by implementing environmental friendly material and practices. To this end, the company recycles waste and implements a certified Environmental Management System to ISO 14001.

SUSTAINABILITY. Sustainability is an integral part corporate strategy and affects the manner in which related parties interact. Acting corporate President is ultimately responsible for corporate sustainability, supported by the Board of Directors and Department Managers, who are committed to investigate and develop practices that are sustainable in order to improve effectiveness and efficiency of every process.

SUPPLIERS. AGROVIM SA packages Greek products produced in compliance with the requirements of applicable legislation and European Directives. Company objectives are to maximize capital return and profitability, while respecting positive social, moral and environmental operational impacts. Therefore, the company ensures its policies are communicated to its suppliers, and provides support and encouragement for the mutual development and promotion of ethical policies, practices and procedures.

SALES AND MARKETING. AGROVIM SA is committed to responsible sales and marketing practices which honestly and fairly represent the company's ability to supply Greek agricultural products to the benefit of the company as well as its clients, taking in to account relevant social, ethical and environmental aspects.

Does not make false statements about competitors.

Makes a full and frank disclosure of all material terms in agreement with customers.

Complies with good faith and contractual obligations.

Maintains adequate commercial and civil liability insurance.

Every statement to customers about product quality is verified in accordance to international standards and practices.

LOCAL COMMUNITY INVOLVEMENT AND DEVELOPMENT. AGROVIM SA packages and exports Greek olives and olive oil products as well as dried figs, given adequate supply, thus significantly supporting local and national economy. Company Management ensures that: It adequately communicates that product quality, a major international competitive advantage, depends on special factors inductive to native agricultural production.

Though production, marketing and exporting local agricultural products in accordance with this Policy, it supports its farmers, significantly contributes to the conservation of cultural and gastronomic heritage.

Delivers to international consumers traditional quality products with identifiable specific characteristics, linked to their geographical origin, and assures that are rewarded fairly for their efforts.

AGROVIM SA President is responsible for the updating and implementation of the Corporate Ethics Policy and handles relevant issues that may arise

President of **AGRO.VI.M. S.A.**

Dimitris Gyfteas

Date: 11/01/2021