



CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY REPORT



(Pursuant to L.4403/2016)

1st Report for the financial year 2016

(from January 1st to December 31st 2016)

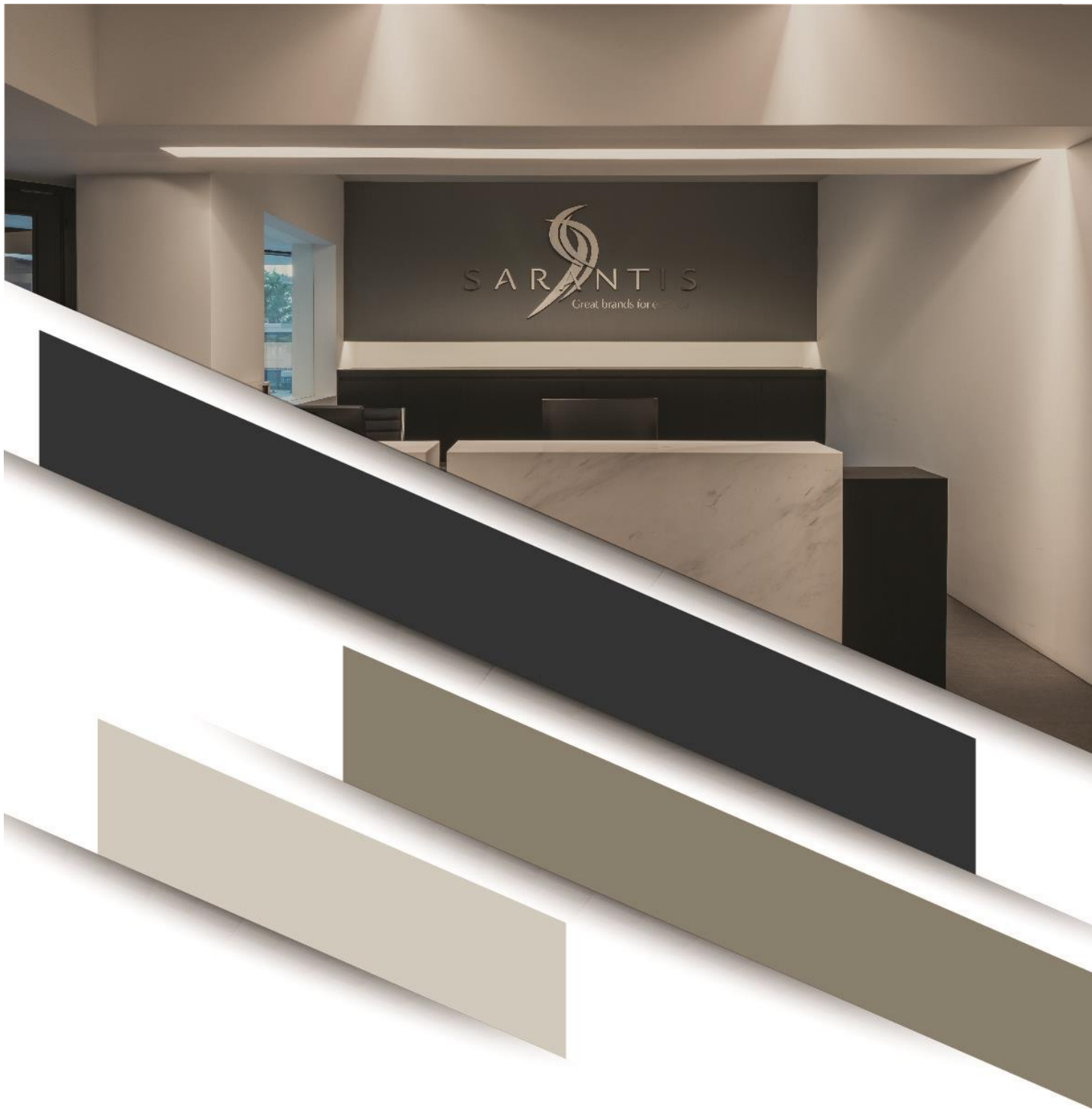


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MESSAGE OF THE VICE PRESIDENT & CEO



At the end of '90s, when the Group was consolidating its growth and the foundations were laid for its expansion to markets outside Greece, the organization was consciously and steadily adopting sustainable development practices as a key component of its strategy in the supply chain. The efficient use of energy and natural resources, the use of renewable energy resources, the mitigation of waste production and their rational management, the manufacturing of more environment-friendly products have been and still remain our commitments vis-à-vis the environmental challenges. Underpinned on sound financial position, the group developed logistical infrastructure in the supply chain, by integrating

pioneering energy saving methods for current standards. I am referring in particular to the systematic use of renewable energy sources at Oinofyta plant and distribution center facilities, through a unique for Greek standards utilization of solar energy for the air-conditioning of the complex's building facilities, launched in 1998. Moreover, the organization invested in the creation of a product portfolio respecting consumers' needs and safety, attracting and training talented employees with a vision for innovation and creation. These elements have strengthened the Group, supporting and helping it to grow amid the financial crisis.

At present, as we step into the seventh year of recession in Greece, with the budgets found generally under pressure, the management of Group operation cost and the preservation of a sound financial position are vital. The conditions are the ones to dictate the adoption of sustainable development methods across all operations within the organization, since in this case, the natural adaptation and evolution constitute the only way forward on the sustainability path. The rational management of resources and the elaboration of synergies constitute practices that improve production, distribution and overall the Group's effectiveness and efficacy, while mitigating at the same time the environmental impact deriving from its operation.

Within 2016, in the framework of a more effective energy consumption management, we took steps towards energy improvement of the Group's headquarters and upgrading of the working environment, set to be continued and to be completed within 2017.

We are working in cooperation with any interested party on a case by case basis, as regards facing any sustainability expectations and integrating ethical, social and environmental practices in the value chain. For this reason, we have adopted communication practices relevant to "Fair Marketing" and responsible consumption idea; we carry out estimates as to our products life cycle and their sustainability, a practice followed in possible acquisitions, where possible synergies are assessed as of their integration in the product portfolio. We have developed a support system for our products, from labeling to the management of consumers' observations and the monitoring of the legislative frameworks we are bound to respect. The "purpose-driven brands" philosophy lies practically in the way we approach our work in the Group. I am not only referring to the "Why" and "How" when developing and managing sustainable products but also to the way we operate in every stage of our entrepreneurial behavior. This is the way we produce and distribute "great brands for everyday use".

Aimed at streamlining our communication strategy, we have integrated a 360-degree Marketing approach, while in specific brands, a two-way and direct communication with our consumers is included via the social media.

We want to be pragmatists. Through our initiatives, we seek to create mutual benefit for the organization, our employees, our shareholders, our customers, our suppliers, our consumers who trust our brands, the society we operate in and create, because a sound-sustainable development with a long term horizon in a "dead environment" cannot be envisaged.

Within 2016, the parent company Gr. Sarantis S.A.

jointly cooperated with S/M Sklavenitis to support the project "Ark of the World". This cooperation covered the needs of equipment in the Nursery and Kindergarten under construction on the New Care Center of Kolonos, set in operation within 2016.

It supported the National Polo Team through a product sponsorship at the Olympic Games of Rio de Janeiro.

It continued supporting teams such as the "MEDITERRANEAN SOS Network" for the cleaning of beaches, the task force "Let's Do it Greece" for the cleaning of public spaces and the cleaning campaign in Northern Greece in cooperation with Masoutis.

It offered products, in cooperation with Masoutis, to the Orphanage of Volos, while in cooperation with AB it offered products to the nursery school "Friends of the Child".

The creation of the first corporate social responsibility and sustainable development report gave us the opportunity to more accurately identify our organization's position in the environment we operate and includes our performance for 2016 and our objectives for the future.

It was drawn up in the framework of compliance with the law 4403/2016, on the inclusion in the BoD management report to the General Meeting of a non-financial statement with information related to environmental, social and labor issues, the respect of human rights and the elimination of corruption.

Kyriakos Sarantis

Vice - President and CEO



SARANTIS GROUP



Sarantis Group

Gr. Sarantis S.A. (company) has the legal form of a public company and is the parent company of Gr. Sarantis Group (the Group).

The Group encompasses the following subsidiaries in the respective countries:

- SARANTIS BELGRADE D.O.O, Serbia
- SARANTIS BANJA LUKA D.O.O, Bosnia-Herzegovina
- SARANTIS SKOPJE D.O.O, FYROM
- SARANTIS BULGARIA LTD, Boulgaria
- SARANTIS ROMANIA S.A., Romania
- SARANTIS POLSKA S.A., Poland
- SARANTIS CZECH REPUBLIC sro, Czech Republic
- ASTRID T.M. A.S., Czech Republic
- SARANTIS PORTUGAL Lda, Portugal
- SARANTIS HUNGARY, Hungary
- ELODE FRANCE SARL, France
- ARPINA S.A., Greece
- and POLIPAK SP. ZO.O. indirectly by 70%, Poland.

The detailed Group structure, all information on the consolidation method and the other financial fundamentals are mentioned in the Consolidated Group Financial Report being published and uploaded on the Group's webpage, <http://ir.sarantis.gr/el/analystcorner/financial-results-release>.

The company's seat is located at 26 Amaroussiou-Chalandriou Str, Maroussi, in Greece.

Gr. Sarantis S.A shares are listed on the main market of Athens Stock Exchange, in the Big Capitalization Category.

Changes in shareholding within 2016

During 2016, the following disclosures have been realized of significant participations in the meaning of L. 3556/2007:

- The total direct or indirect participation rate of Sarantis family (messrs GRIGORIS SARANTIS, KYRIAKOS SARANTIS, AIKATERINI SARANTIS) by virtue of voting rights acquisition on 26/01/2016, stood at 50.002% (namely 17,386,268 voting rights) from 49.32% based on the previous disclosure.
- The percentage of voting rights held indirectly by FMR LLC, through its controlling enterprises, in the Company, was modified on April 4th, 2016 due to transfer of voting rights but is still above 10% amounting to 10.67% (namely 3,708,800 shares and voting rights).

Areas of activity

The Group operates in the production and trading of cosmetics, household products, parapharmaceutical products.

The products it manufactures and represents belong to the following categories:

- Mass Market Cosmetics (personal hygiene and care products)
- Products of Household and Professional Use
- Health & Care Products, (vitamins, food supplements, diagnostic products, drugstore cosmetics)
- Luxury cosmetics (branded fragrance, treatment, make up)

The first two categories constitute the key pillars of the Group's growth, since they represent approximately 90% of total sales. The largest part of these products are own brands in the three production plants of the Group in Greece and Poland.

The portfolio numbers more than 80 trademarks of high recognition, such as SANITAS, AVA, FINO, JAN NIEZBEDNY, NOXZEMA, BIOTEN, CARROTEN, ELMIPLANT, KOLASTYNA, ORZENE, STR8, BU, C-THRU, PROSAR, TEZA, PYROX, CAMEL and AFROSO, constituting reference points in their respective product categories.

Moreover, through exclusive distribution agreements, the Group represents a series of internationally recognizable brands, such as WASH & GO, ANTONIO BANDERAS, JOHNSON & JOHNSON, COPPERTONE, DENIM, e.t.c.

Under the Health & Care Products, the Group produces and represents top brands in the sector of vitamins, food supplements, diagnostic products and drugstore cosmetics. Indicatively, some examples are SOLENE, LANES, CLEARBLUE, BIO-OIL.

Finally, the Luxury Cosmetics category is adding strong names to the Group's range of products by known international houses of fragrance and specialized care and beauty products, such as LA PRAIRIE, PRADA, PACO RABANNE, JEAN-PAUL GAULTIER, NINA RICCI, CARTIER, CAROLINA HERRERA, TRUSSARDI, and PUPA.

Sarantis Group owns an extended distribution network with approximately 61,000 direct sales points in Southern and Eastern Europe. These sales points include mainly supermarkets, mass market and luxury cosmetics stores and drugstores.

The Group's Sales Departments are staffed with approximately 560 experienced salesmen.

The deep knowledge of the markets in the countries the Group operates, the constantly developing trade portfolio and its extended sales network render the Group the most ideal associate for every consumer product company keen to operate in Southern and Eastern Europe.

Description of supply chain

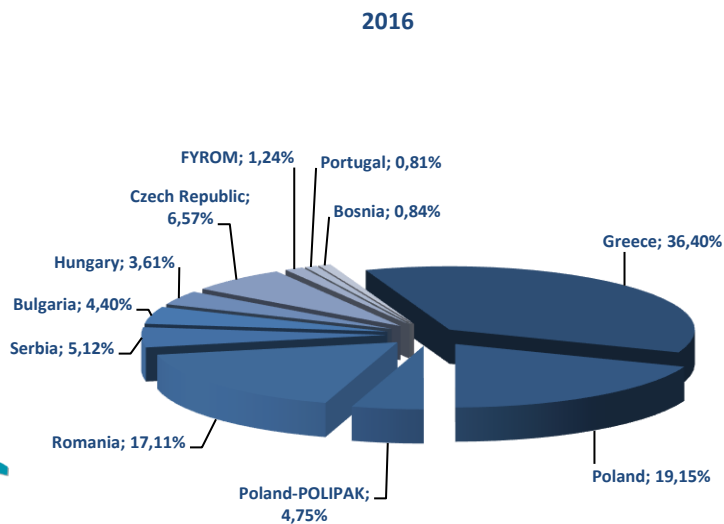
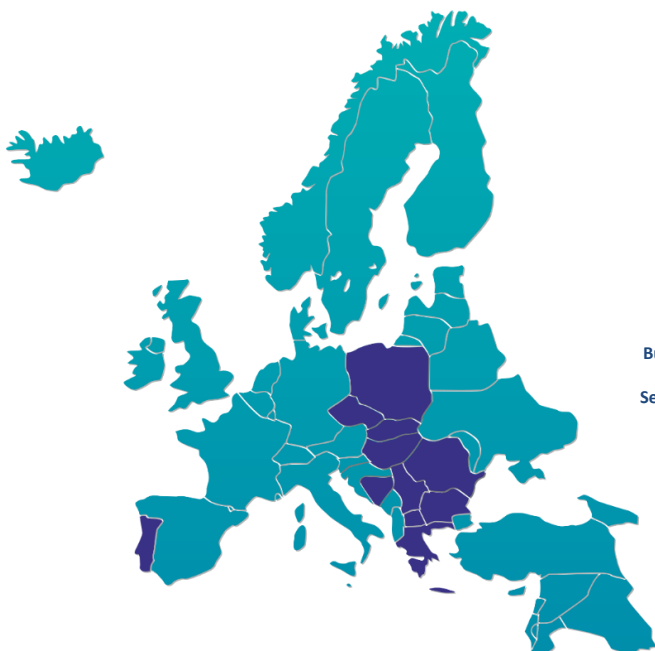
Capacity information

Number of palettes traded (2016)	From Greece (GR DCs)	From Poland (PL DC)
In subsidiaries	15,795	9,518

Storage areas in sq.

COUNTRY	Sarantis Management	3PL Management	Total
	square meters	square meters	
Greece	20,316	10,000	30,316
Poland	10,150		10,150
Romania	6,938		6,938
Bulgaria	1,545		1,545
Hungary	2,670		2,670
Bosnia	600		600
Skopje	900		900
Czech Republic		3,000	3,000
Serbia		3,500	3,500
Portugal		500	500
Total	43,119	17,000	60,119

Geographical Presence



Plants

Oinofyta, Viotia Distribution Center and Plant

- Surface 46,000 sq.m -Buildings 25,000 sq.m (15,000 sq.m Distribution Center & 10,000 sq.m Plant).
- Specialized R&D
- Perfumes & Cosmetics (perfumes, sun-care, shower gel, haircare, skincare)



Poland Pruszkow -Warsaw

- Distribution Center and Plant
- 11,000 sq.m
- Packaging products (alu foil, food foil, baking products, etc)



POLAND – POLIPAK Sroda Wielkopolska, Poznan

- Polyethylene products plant (garbage bags)
- Existing plan to double capacity



History:

1930: Grigoris Sarantis establishes SARANTIS company in Constantinople.

1956: Company relocation in Athens.

1965: Set up of factory premises and production of the first cosmetics PROSAR and CLOCHARD.

Decade '80 - '90

Conclusion of new forms of cooperation with international leading cosmetics companies, including the cooperation with ESTEE LAUDER COMPANIES.

Decade '00

- Listing of the company on Athens Stock Exchange (1994).
- Further growth in the cosmetics sector, penetration in the area of household use products (acquisitions of SANITAS, CAMEL, TRYLET, AFROSO) and of health & care products (acquisitions of LOBELIN, PHARMACARE).
- Company expansion in South-eastern Europe through the subsidiaries in Bulgaria (1994), Romania (1996), Serbia (1997), F.Y.R.O.M. (1997), Poland (2000).
- 1997-1999 Installation of a new production plant and distribution center in Oinofyta, Viotia.

2002

- Establishment of a joint venture with ESTEE LAUDER HELLAS.
- Acquisition of the Polish household products company PACK PLAST.
- Establishment of the subsidiary Sarantis Czech Republic.

2006 -2010

- Establishment of the subsidiary in Hungary.
- Acquisition of the Romanian cosmetics company ELMIPLANT.
- Acquisition of the Hungarian food packaging products company TRADE 90.
- Acquisition of the Polish brand KOLASTYNA, covering face and body care products and suncare products.

2011 -2013

- Acquisition of household products DOMET in Hungary and TOPSTAR in Serbia.
- Acquisition of D. KOUKOUZELIS LTD operating in the Health and Care sector.
- New exclusive representation agreements for cosmetics representing the brands DENIM, TESORI D ORIENTE, VIDAL and LEOCREMA and the brand VAPONA in Greece.
- Establishment of the new Group subsidiary in Bosnia (Sarantis Banja Luka).
- New exclusive representation agreements with LA PRAIRIE SWITZERLAND and the brands COLOUR CATCHER and KEEP IT WHITE in Greece.
- Expansion of cooperation with SPOTLESS GROUP for the representation of its brands across all countries the Group operates.

2014

- Establishment of the new Group subsidiary in Portugal (Sarantis Portugal).
- Acquisition of the Czech cosmetic trademarks company ASTRID T.M.
- Acquisition of the NOXZEMA business in Greece from Procter & Gamble.

2015

- Acquisition of the AVA business in Greece from Procter & Gamble.
- New exclusive distribution agreement of WASH & GO product.
- Acquisition of the Polish packaging products company POLIPAK.

2016 Distinctions

- «Business Leaders in Greece» Award for the year 2015 by ICAP Group. (ICAP is the only company recognized as a Rating Agency by the Capital Market Commission and the European Securities and Markets Authority (ESMA)). The top institution True Leaders was placed under the auspices of the Ministries of Economy and Development, Tourism and the Hellenic Federation of Enterprises. Out of a total of 14,000 enterprises that were examined, only 58 Companies and 13 Groups succeeded in distinguishing themselves, satisfying at the same time the following criteria:
 - They rank amongst the 500 most profitable Enterprises or the 200 Groups for 2015
 - They rank amongst the 500 Companies or 200 Groups with the largest headcount and have increased their personnel from 2014 to 2015
 - They occupy the top positions in their sector based on their Turnover
 - They post a high ICAP Credit Score
- For 3 consecutive years (2014, 2015, 2016), first class award in cosmetics industry by SALUS INDEX being organized by Active Business. The evaluation criterion is performance, based on the information in the publicized balance sheets (2014, 2015 and 2016).
- "THE LEADERS OF GREEK ECONOMY" 2015 award that was organized by DIRECTION BUSINESS NETWORK. The organization is placed under the auspices of the Ministry of Economy, Development and Tourism and the Hellenic Federation of Enterprises. Gr. Sarantis is awarded as it occupies the 28th position amongst the 50 first enterprises posting the highest cumulative profitability in the last 5 years of economic recession (2010-2014).
- Growth and Competitiveness Award "Top 20 Growth Driver 2016" at "Growth Awards" that was organized by Eurobank and Grant Thornton. Gr. Sarantis was singled apart from the 20 most dynamic enterprises of the institution "Growth Awards" for 2016. This distinction has been based on the high financial performance registered by your company in the last five years that have been assessed based on the model ""Financial Growth/Health Matrix" by Grant Thornton.
- Business Awards Internationalization Award "MONEY-GEORGIOS OUZOUNIS 2015" being organized by ETHOS MEDIA S.A. and the investment and financial magazine MONEY. The best companies were awarded following an evaluation based on a series of criteria, such as economic performance, stability, broadening of market shares, stock exchange progress and relations with investors, internationalization effort, innovation, emphasis on investments etc.

- As of 28/11/2016, Gr. Sarantis is included in the Big Capitalization Index FTSE/XA of Athens Stock Exchange, instead of the Medium Capitalization Index where it was included until recently. This success confirms on the one hand the company's sound situation and the correctness of the management's decisions at a level of strategy and implementation and constitutes a reward of all Group employees' efforts; on the other hand, it is a recognition of the successful communication strategy for years having attracted significant foreign institutional investors (increasing their participation rate from 30% in 2009 to 40% in 2016); notwithstanding the increased country risk and the challenging conjuncture, those institutional investors classify Sarantis in their investment options.

Certifications

The Group aims at innovation through quality. For this reason, it applies the Quality Management System based on the standards ISO 9001:2008, ISO 13485:2003 & ISO 22716:2007.

The following are particularly significant in the Quality Management System:

- The satisfaction of customers'-consumers' demands via ongoing communication and resolution of possible problems.
- The control on the Quality Management System effectiveness, aiming at its continuing improvement.
- The appraisal of objective quality targets attainment degree through their revision.
- The continuing training and personnel information aimed at the understanding of the applied quality policy and the review of this policy as to its suitability.
- The development of procedures with the aim to cover all management cycles of important operations, the supervision of their adherence and the assessment of their effectiveness through a framework of indicators.
- The rigorous respect and implementation of the foreseen rules of Good Manufacturing Practice (GMPs).
- The commitment for the provision of the necessary resources for human resources training and the availability of modern technological equipment.
- The taking of appropriate health and safety measures in the entire supply chain in order to ensure full compliance of products with the requirements of the national and European legislation and the related regulations deriving therefrom.

Forms of cooperation

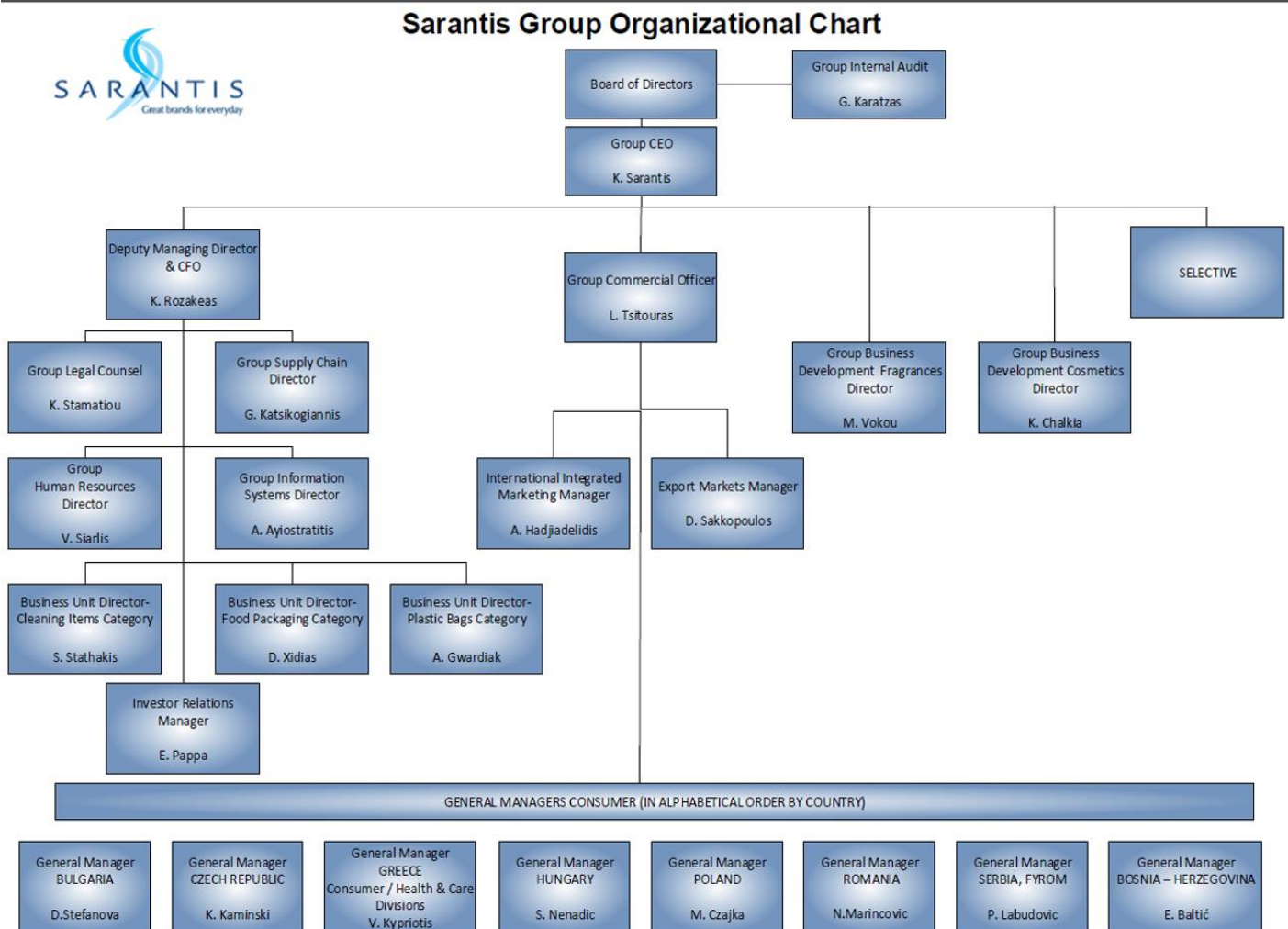
- Conter: TESORI D'ORIENTE, VIDAL,STREP,DENIM, LEOCREMA,GAIA,FRESH&CLEAN,WASH&GO, BIOPOINT
- La Prairie: LA PRAIRIE, SILVER RAIN
- Unilever: MYRTO, INCO
- Union Swiss: BIO-OIL
- Artsana: PIC
- Cilag: PIZ BUIN
- Henkel: SEPTIFOS
- Church & Dwight: PEARL DROPS, NAIR, SPINBRUSH, ARM & HAMMER, FEMFRESH, BATISTE

- Puig Group: ANTONIO BANDERAS, PACO RABANNE, CAROLINA HERRERA, NINA RICCI, PRADA, VALENTINO, JEAN PAUL GAULTIER
- ITF Group: DSQUARED2, TRUSSARDI, GIANFRANCO FERRE
- Coty: ADIDAS, ADIDAS WOMAN, ADIDAS PERFORMANCE, PLAYBOY
- Evyap: ARKO, FAX, AVA, DURU, AROMEL
- Johnson & Johnson: OB, CAREFREE, COMPEED, CLEAN&CLEAR, LISTERINE, NEUTROGENA, JOHNSON BABY, JOHNSON ADULT, PIZ BUIN, LE PETITE MARSEILLES
- Salvatore Ferragamo
- Cartier Parfums
- Micy's: Company PUPA
- Parlux Fragrances: RIHANNA, PITBULL, JAY-Z
- Ingrid Millet
- Lavena BG: BOCHKO
- Bayer: COPPERTONE
- Helen of Troy: FINAL NET
- Lalique
- GR Lane Health Products: LANES, OLBAS
- Ortis
- Swiss Precision Diagnostics: CLEARBLUE
- Stork & Partner: BARZA

The parent company has also concluded a joint venture with ESTEE LAUDER COMPANIES, with a 49% participation rate, for the distribution of ESTEE LAUDER products in Greece, Romania and Bulgaria and with THRACE-SARANTIS S.A., where it participates by 50%.

CORPORATE GOVERNANCE & RESPONSIBILITY POLICY

Organizational Structure 2016



Corporate Governance Bodies

Board of Directors

The Board of Directors has the powers, responsibilities and duties foreseen by the Law, the General Meeting and the Company's Articles of Association. Within the aforementioned context, the Board of Directors is the body exercising the company's management.

- Grigorios Sarantis, son of Pantazis, President (executive member)
- Kyriakos Sarantis, son of Pantazis, Vice-President and Chief Executive Officer (executive member)
- Aikaterini Saranti, daughter of Pantazis (non executive member)
- Konstantinos Rozakeas, son of Petros, (executive member)
- Konstantinos Stamatiou, son of Fokionos, (executive member)
- Antonios Agiostratitis, son of Miltiadis, (non executive member)
- Dimitrios Efstathiou, son Konstantinos, (Independent and non executive BoD member),
- Christos Oikonomou, son of Ioannis, (Independent and non executive BoD member),

Executive Committee

It is the Company's senior advisory and supervisory body, after the Board of Directors.

The Committee members:

Chairman:	Chief Executive Officer
Participants:	Chief Financial Officer
	Legal Advisor
	Supply Chain Manager
	Marketing Manager
	Sales Manager
	International Activities Manager
	Business Units Directors

Audit Committee

The Audit Committee safeguards the audit system's and risk management system's effectiveness applied in the organization.

The Committee members:

- Dimitrios Efstathiou, son Konstantinos, (Independent and non executive BoD member),
- Christos Oikonomou, son of Ioannis, (Independent and non executive BoD member),
- Aikaterini Saranti, daughter of Pantazis (non executive member)

Corporate Governance Code

Through the parent company GR. SARANTIS SA, the Group applies rules and practices being boiled down to the Corporate Governance Code drawn up by itself, taking into consideration the State's pieces of legislation and the corresponding guidelines by the competent bodies.

The Corporate Governance Code of GR. SARANTIS S.A. is available on the following link: [Corporate Governance Code GR. SARANTISPDF](#)

Responsibility Policy

The Group has adopted the following principles:

- **Responsibility:** The Group is responsible for the effect generated by its business activities on the society, the economy and the environment. As a result, it accepts the audit from institutional bodies operating according to the Legislation in effect.

- **Transparency:** It adopts principles of transparency, which are reflected in both the Code of Conduct and the Corporate Governance Code which have been prepared by the Group, as well as in the Internal Operation Regulation.
- **Ethics:** The business activity of the Group is based on the values of honesty, justice and integrity. These values indicate strong interest for the people, the animals and the environment. These values set the framework with which the Group manages any potential repercussions from its activities and decisions upon the interests of the stakeholders.
- **Respect for the Interests of the Stakeholders:** The Group respects the expectations of the Stakeholders and through communication with them it considers solutions of mutual benefit in the issues which may arise, by applying prudent and rational practices during the solution of these matters.
- **Respect for Law:** In any case, the Group respects the legislative framework upon which it broadly operates and activates.
- **Respect for the International Rules of Conduct:** The Group shows respect for the international rules of conduct to the extent that these rules are not in disagreement with the regulatory framework governing the Parent Company, the articles of association, the policies, regulations and generally the culture of the Group.
- **Respect for Human Rights:** The Group demonstrates high respect for the human rights and recognizes their importance and universality.

The above principles are included in the Code of Conduct of the Group which is presented in the following link: [GR. SARANTIS Code of Conduct PDF](#)



ABOUT CSR& SUSTAINABILITY REPORT



Purpose

The purpose of this Report is on the one hand to comply with the provisions of law 4403/2016 and on the other hand to inform all stakeholders on a case by case basis (financial institutions, investors, analysts, suppliers, customers and consumers, employees, state and social bodies and other stakeholders) on the Group's operating practices in environmental, social and labor issues, the respect for human rights and the combating of corruption.

Reference period

The Report covers the period from 1.1.2016-31.12.2016.

Application of GRI-G4 standards

This Report was prepared on the basis of GRI-G4 (In Accordance Core) guidelines.

Assurance

For the Report, no external assurance was practiced.

Communication

For any clarifications regarding the 1st CSR & Sustainability Report for the year 2016, you may contact Mrs Eleni Pappa / IR Manager (210.6173065, epappa@sarantisgroup.com).

STAKEHOLDERS

Stakeholders Mapping



Sarantis Group recognizes nine different groups of stakeholders with reasonable expectations depending on their needs and the interests they represent. The dialogue with stakeholders aims at identifying the issues to be settled and at finding mutually acceptable solutions with mutual benefits through correct business practices.

The communication with stakeholders is the following:

stakeholders	Identified points of interest	Communication	Frequency
Shareholders and investors	<ul style="list-style-type: none"> _ Economic Health _ Return on Invested Capital _ Transparency in the management _ Respect to sustainable development principles 	<ul style="list-style-type: none"> _ IR and Corporate webpages. _ Mass Media _ Roadshows and Corporate Presentations _ Personal contacts with IR. _ Annual briefing at the Institutional Investors Association _ Ordinary and Extraordinary General Meetings 	<ul style="list-style-type: none"> _ On ad hoc basis or based on schedule _ Regularly _ Based on schedule _ Ad hoc _ Annually _ Annually and ad hoc
Banks	<ul style="list-style-type: none"> _ Economic Health _ Transparency in the management _ Consistency in payments _ Broadening of cooperation 	<ul style="list-style-type: none"> _ Meetings _ Telephone contact or via e-mail _ Written communication _ IR webpage 	<ul style="list-style-type: none"> _ Ad hoc _ Regularly _ Regularly _ Regularly

stakeholders	Identified points of interest	Communication	Frequency
Workers	<ul style="list-style-type: none"> _ Financial safety _ Performance Recognitio _ Equal promotion opportunities _ Training _ Safe and healthy working environment _ Flexible working schedule _ Benefits 	<ul style="list-style-type: none"> _ Meetings through the evaluation procedure _ Training Seminars _ One-day conferences _ Intracompany presentations _ Issue of manuals and work instructions _ Communication through Help Desk _ Communication based on the Code of Conduct _ Reports by the Occupational Physician 	<ul style="list-style-type: none"> _ Annually _ Regularly _ Regularly _ Regularly _ Ad hoc _ Ad hoc _ Ad hoc _ Regularly
Consumers	<ul style="list-style-type: none"> _ The product to deliver on its promise _ The product value to match its price (Value for Money) _ Safety certificates, wherever required _ Quality _ Availability "on the shelf" _ Clarity and inclusiveness of labels _ Availability of consumer lines, or clarifications (Q&A) on product webpages or social media 	<ul style="list-style-type: none"> _ Product webpages _ Corporate webpages _ Market Researches _ Direct communication-consumers line _ Social media _ Media press releases _ Product events and sponsorships 	Regularly or Ad Hoc
Customers	<ul style="list-style-type: none"> _ Adherence to commercial agreements terms _ Broadening of benefits and expenses to retail trade _ Flexibility with regard to the terms of collection _ Cooperation at delivery 	<ul style="list-style-type: none"> _ Annual meetings for the drawing up of commercial agreements _ Communication for special actions agreements _ Monthly communication for credit policy issues _ Frequently scheduled communication with sales officers _ Sarantis evaluation meetings regarding cooperation 	Ad hoc, Regularly, or based on schedule
Suppliers	<ul style="list-style-type: none"> _ Adherence to agreements' payment terms _ Broadening of cooperation _ Flexibility in deliveries _ Flexibility in evaluations 	<ul style="list-style-type: none"> _ Evaluation meetings and visits to the production premises to confirm that all requirements are covered. _ Corporate webpages _ By phone and via e-mail _ Written Communication 	Ad hoc, Regularly, or based on schedule
Business Associations	<ul style="list-style-type: none"> _ Participation in subscription formats _ Participation in conferences and events 	<ul style="list-style-type: none"> _ By phone and via e-mail _ Written Communication _ Corporate Webpages _ Participation in conferences - events 	Ad hoc
Society (local communities, NGOs, Trade unions)	<ul style="list-style-type: none"> _ Economic support to local communities either by absorbing labor force from these communities, or by supplying goods and services through local suppliers. _ Support in kind _ Participation in local community actions related to environmental issues or issues of more vulnerable groups _ Environmental preservation or/and improvement 	<ul style="list-style-type: none"> _ By phone and via e-mail _ Written Communication _ Participation in events 	Ad hoc or Regularly
State Bodies	<ul style="list-style-type: none"> _ Adherence to the applicable legislation _ Consistency in the payment of taxes and social security contributions _ Facilitation of auditors' work 	<ul style="list-style-type: none"> _ Announcements by Bodies, through webpages or media _ Meetings_ Telephone contact or via e-mail _ Written communication _ IR webpage 	Systematically, Ad hoc or Regularly

IDENTIFICATION OF MATERIAL ASPECTS

Methodology

In accordance with the preparation procedure of sustainability reports, based on the GRI-G4 standards, a study was conducted to identify the material aspects; during this study, relevant issues of interest were determined and examined by the Report's editing team.

No consultation took place for the drawing up of the Report. The study for the identification of material aspects was based on the material and the information of the organization's executives, from their contacts with the stakeholders while executing their duties. The study was implemented on the basis of the following procedure.

- I. The Sources of collecting information were determined and the following issues were identified:
 - Information deriving from contacts with the investing community.
 - Information from the contacts with the analysts who follow up the Group's progress and the journalists.
 - The results of researches on product-related issues and consumers' opinion.
 - Information deriving from the negotiations with customers and suppliers.
 - Information from the contacts between executives and representatives of financial institutions.
 - Information from the contacts between executives and local communities' representatives.
 - Information from the contacts between executives and stakeholders during their participation in exhibitions.
 - Information from the contacts of the sector's representatives during their participation in day conferences.
 - Review of the standards for compiling sustainability reports.
 - Review of the sector's trends.
 - Information through social networks.

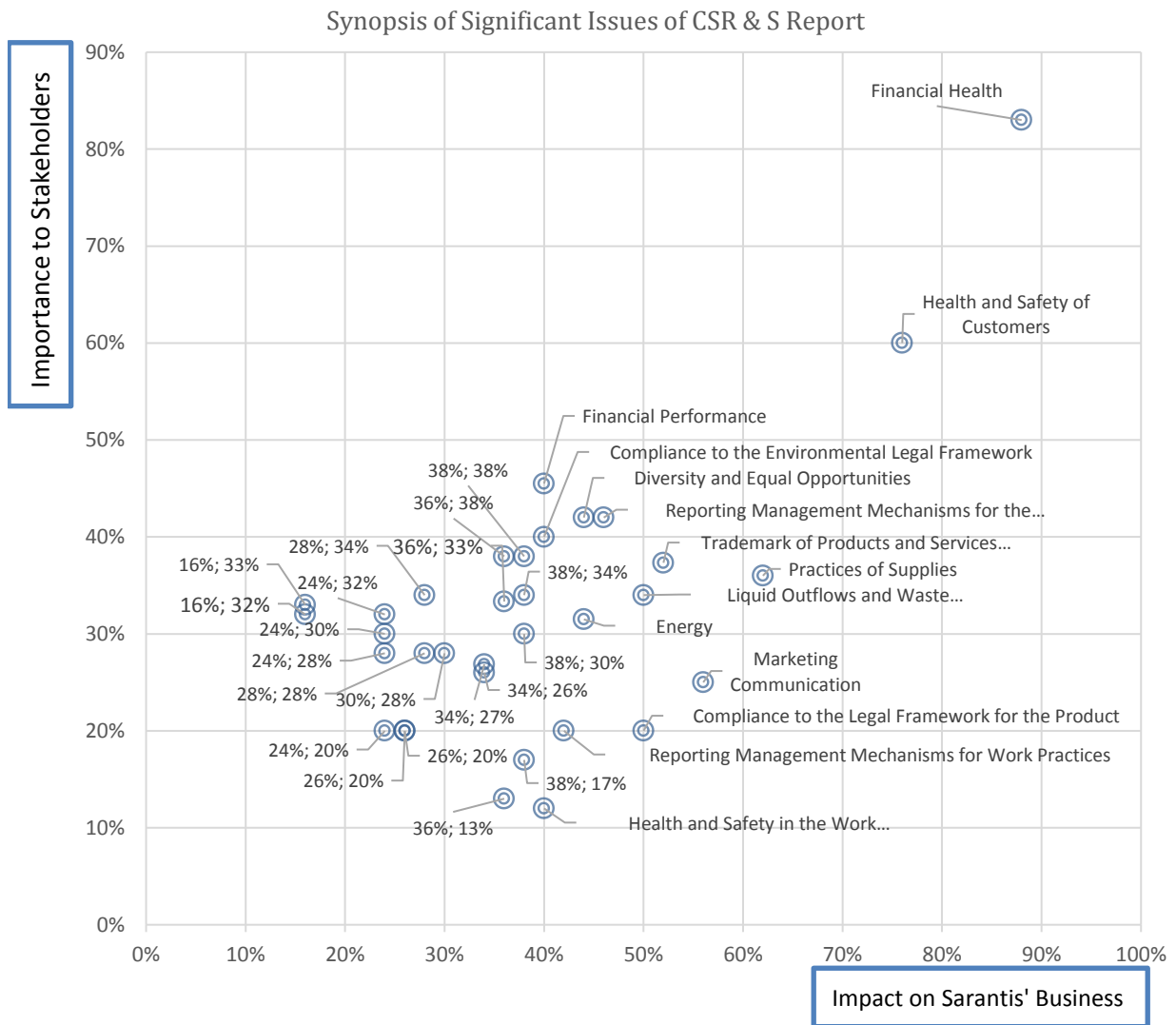
- II. The criteria for prioritizing aspects were decided upon.
 The criteria selection was based on the following principles:
 - On the principle of unobstructed going concern
 - On the potential impact on the Group's reputation or on an individual product
 - On the eventual impact on society and on the application in more regions or nationalities
 - On the probable opportunity for innovation
 - On the possible impact on the Group activity of Laws, Regulations, Standards and other frameworks of operation

It should be underscored that due to the challenging economic situation in Greece, the principle of "unobstructed going concern" was assessed to be of the highest value.

- III. The material aspects were identified, were approved by the Management and their boundaries were determined regarding their potential effect inside and outside the organization.
- IV. Finally, the material aspects were substantiated based on GRI-G4 standards and the corresponding indicators were prepared.

The evaluation process resulted in the following table where all material aspects are prioritized:

Prioritization table of material aspects



The Report covered the material aspects that posted an impact rate equal or higher than 40% during their evaluation process, either as aspects affecting the organization's activity or as aspects impacting on stakeholders' decision-making.

The evaluation process highlighted 14 material aspects of which 3 fall under the Economic category, 4 in the Environmental category and 7 in the Social category.

BOUNDARIES AND LIMITATIONS OF MATERIAL ASPECTS

The following table includes the material aspects, as identified during the prioritization process of significant issues.

aa.	MATERIAL ASPECTS	BOUNDARIES		LIMITATIONS	
		WITHIN THE GROUP	OUTSIDE THE GROUP	WITHIN THE GROUP	OUTSIDE THE GROUP
1	Economic Health	_Group _Employees	_Shareholders _Investors _Banks _Suppliers	--	--
2	Customer Health and Safety	_Group	_Consumers	--	--
3	Procurement Practices	_Group	_Suppliers _Society	--	--
4	Marketing Communications	_Group	_Consumers _Customers _Society	--	--
5	Product and Service Labeling	_Group	_Consumers _Customers _State Bodies	--	--
6	Effluents and Waste	_Group	_State Bodies _Society	--	--
7	Compliance with the Legal framework governing the product	_Group	_Consumers _Customers _State Bodies _Society	--	--
8	Environmental Grievance Mechanisms	_Group	_State Bodies _Society	--	--
9	Energy	_Group	_State Bodies _Society	--	--
10	Diversity and Equal Opportunity	_Group _Employees	_Investors _Society	--	--
11	Labor Practices Grievance Mechanisms	_Group _Employees	_State Bodies _Society	--	--
12	Economic Performance	_Group	_State Bodies _Society	--	--
13	Compliance with the environmental legal framework	_Group	_State Bodies _Society	--	--
14	Occupational Health and Safety	_Group _Employees	_State Bodies _Society	--	--



ECONOMY



Economic Health

The year 2016 is for Sarantis Group one more year of impressive progress confirming the effectiveness of its business model.

Despite the adversities in the business environment and the persisting political instability, the Group continues prospering displaying excellent performance in all product categories and geographical regions.

The Group's key elements of success consist in the deep knowledge of the market and modern consumption trends and needs, in the new product launches supported by an effective communication plan aimed at enhancing the brands awareness and at boosting the Group's presence in the distribution channels; on the other hand, the Group's success also consists in the balanced management of its operating expenses and in the use of innovation and operations being harmonized with the Group's objectives.

The Group results post a two-digit increase both at a level of sales and at a level of profitability. Consistent with its strategic guidelines, the Group posted an increase in its profit margins, preserved its net equity and improved its operating working capital.

The significant sales increase combined with the effective management of operating expenses and production cost and the optimal use of synergies drove to a two-digit increase in earnings per share and improvement in profit margins.

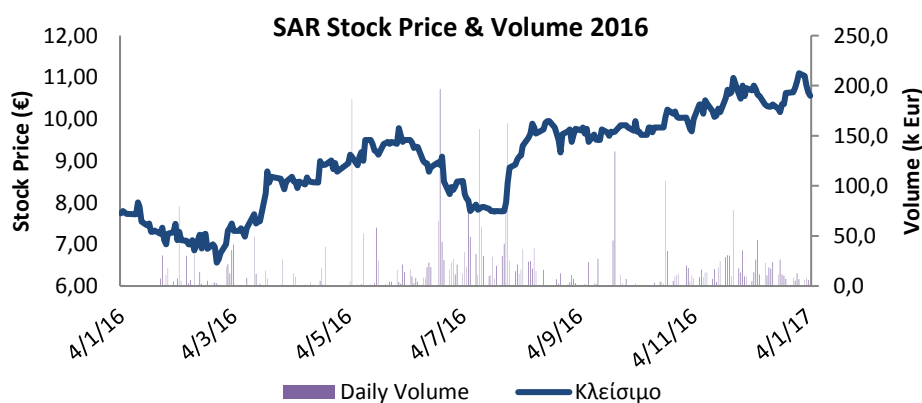
Key Performance Indicators (mn. EUR)	2016	2015
Economic Results & Economic Impacts		
Capitalization	386.1	268.4
Turnover	329.02	278.76
Earnings before tax (EBT)	28.84	24.16
Net profits to shareholders	24.52	19.78
Profit Margin before Tax	8.76%	8.67%
Net Profit Margin	7.45%	7.10%
Working Capital to Sales Ratio*	26.93%	28.42%
Loans	34.68	34.16
Cash Balances	34.85	33.43

* It is calculated as Inventories, plus Trade receivables minus Suppliers and represents the Group's liquidity.

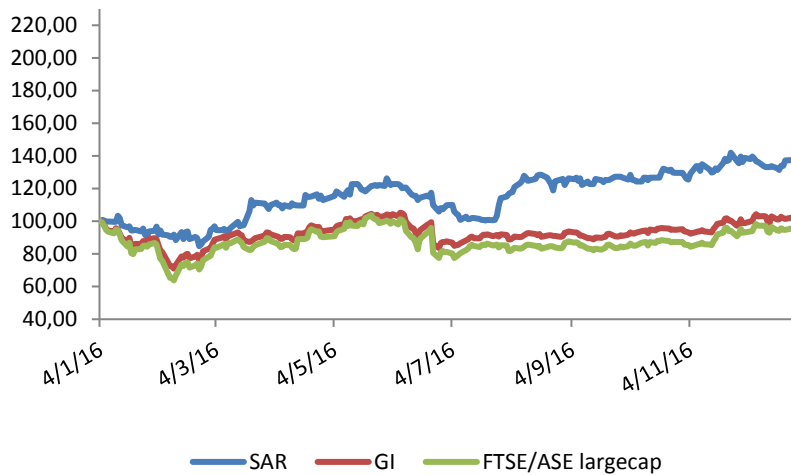
Share progress

The progress of GR. SARANTIS S.A. share reflects the Group's sound financial situation and the positive estimates for its future progress.

During 2016, the share's price rose by 44%; this is a better performance than the return on the General Index and the FTSE/XA LARGE CAP



ytd Relative Price_2016



Contribution to National Economy and Society

Direct economic value generated and distributed

		2010	2011	2012	2013	2014	2015	2016	TOTAL
Gr. Sarantis	Taxes	6,860,197	7,708,276	10,052,196	10,445,250	11,159,947	13,619,376	16,450,199	76,295,442
	Social Security								
	Funds	5,584,805	5,142,571	5,443,377	5,552,740	5,510,424	5,350,417	5,882,455	38,466,789
		12,445,002	12,850,847	15,495,574	15,997,990	16,670,371	18,969,794	22,332,654	114,762,231
Poland (incl. Polipak from 2016 onwards)	Taxes	6,829,513	7,630,674	7,540,055	7,477,355	7,682,325	7,789,193	8,759,589	53,708,704
	Social Security								
	Funds	1,357,702	1,445,505	1,438,381	1,445,151	1,390,875	1,488,685	2,478,958	11,045,258
		8,187,216	9,076,179	8,978,436	8,922,506	9,073,201	9,277,878	11,238,548	64,753,962
Romania	Taxes	6,373,082	6,609,667	6,177,160	6,030,268	6,945,235	7,555,922	8,078,751	47,770,085
	Social Security								
	Funds	1,278,243	1,450,931	1,183,103	1,113,115	1,064,871	900,240	928,206	7,918,708
		7,651,325	8,060,598	7,360,263	7,143,383	8,010,105	8,456,162	9,006,956	55,688,793
Bulgaria	Taxes	1,956,631	1,593,821	1,685,596	1,658,768	1,845,593	1,965,160	2,271,942	12,977,512
	Social Security								
	Funds	239,013	237,164	242,830	239,727	227,277	232,238	244,502	1,662,751
		2,195,644	1,830,985	1,928,426	1,898,495	2,072,871	2,197,398	2,516,444	14,640,263
Serbia	Taxes	2,486,914	2,617,705	2,257,653	2,285,657	2,377,900	2,245,446	2,528,895	16,800,171
	Social Security								
	Funds	281,502	301,301	290,722	313,877	433,026	389,082	439,161	2,448,670
		2,768,417	2,919,006	2,548,375	2,599,534	2,810,926	2,634,527	2,968,056	19,248,841
Hungary	Taxes	671,178	916,997	1,188,802	1,260,800	1,466,929	2,073,023	2,700,495	10,278,224
	Social Security								
	Funds	200,652	250,601	302,550	288,950	295,058	320,421	278,420	1,936,652
		871,830	1,167,598	1,491,352	1,549,750	1,761,987	2,393,445	2,978,915	12,214,877
Czech	Taxes	628,510	762,357	500,243	908,858	860,723	1,481,015	1,790,232	6,931,939
	Social Security								
	Funds	112,275	119,930	112,207	126,423	125,532	176,231	236,169	1,008,767
		740,785	882,287	612,451	1,035,281	986,255	1,657,246	2,026,401	7,940,706
Other Subsidiaries	Taxes	548,601	562,001	674,163	698,903	946,859	1,264,238	1,510,107	6,204,871
	Social Security								
	Funds	50,625	65,010	114,601	136,845	154,848	187,605	210,087	919,621
		599,226	627,011	788,763	835,747	1,101,707	1,451,843	1,720,194	7,124,492
Group total	Taxes	26,354,628	28,401,498	30,075,869	30,765,859	33,285,511	37,993,373	44,090,211	230,966,949
	Social Security								
	Funds	9,104,817	9,013,012	9,127,770	9,216,828	9,201,911	9,044,920	10,697,957	65,407,215
		35,459,444	37,414,511	39,203,639	39,982,686	42,487,423	47,038,293	54,788,168	296,374,164

Since 2007, within the Group 9 acquisitions have been completed amounting to 41 mn. EUR in total, with the last acquisition being the Polish company of polyethylene packaging products Polipak Sp. z.o.o.

Within 2016, circa 8.35 mn. EUR have been invested in engineering equipment and renewal of building facilities.

Through its strategic plan, the Group aims to preserve its growth path and create value to its shareholders. Within 2016, the Group paid dividend for the financial year 2015 amounting to 5.5 mn. EUR (0.16 EUR per share).

Key Fundamentals	2016
Investments (€)	8,352,292
Dividends (€)	5,493,349
Environment	
CO2 emissions (metric tons)	4,936.94
Consumed Energy (KWH)	13,574,714
Consumed Energy from Renewable Energy sources (KWH)	1,189,126
Hazardous & Non-Hazardous Waste	page 32
Employees	
Number of headcount (at year end)	1,659
Women in global workforce	53%
Women on the BoD at year end	12.50%
Investment in Education (€)	132,950
Social Impact	
Spending in the entire Group (€)	225,000

Procurement Practices

The Group spends approximately 66% of its procurement amount in the local communities in the countries where it operates. This amount also covers the expenses incurred in companies being represented in the countries of activity.

Countries	Proportion of Spending on Local Suppliers
Poland	23.9%
Greece	21.6%
Czech Republic	13.6%
Bulgaria	3.5%
Serbia	2.2%
Other Group Countries	1.4%
Total Group Countries	66.3%
Other	33.7%
Grand Total	100.0%



ENVIRONMENTAL



Energy

Electricity

Power consumption 2016 and matching with CO₂ emissions

For assessing the carbon footprint, the data that Carbon Footprint Ltd provided were taken into consideration. <http://www.carbonfootprint.com/calculator.aspx> for 2016 per country and based on these data, the KWH were converted into metric tons CO₂.

Company	Total KWH	Metric tons CO ₂
Gr. Sarantis S.A.	3,247,134	2,404.50
Sarantis Poland	9,502,358	2,082.92
Sarantis Romania	418,613	248.32
Sarantis Bulgaria	166,956	117.49
Sarantis Hungary	143,232	50.70
Sarantis Serbia	61,007	33.01
Sarantis Czech	--	--
Sarantis FYROM	35,414	19.16
Sarantis Bosnia	--	-
Group total	13,574,714	4,936.94

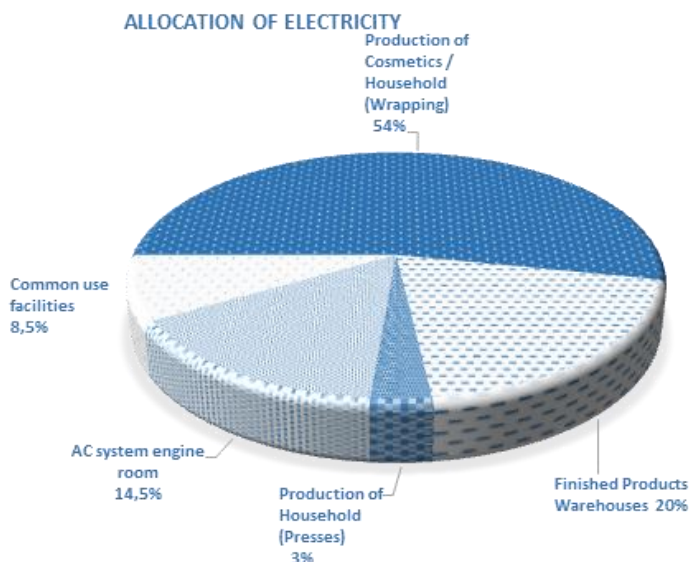
For the Czech Republic and Bosnia there were no electricity consumption data because the electricity cost is included in the rent and is paid by the owner.

Energy at Oinofyta facilities

The total power consumption at Oinofyta building facilities in Viotia for 2016 stood at 2,648,731 KWH, corresponding to 1,902.71 metric tons of CO₂.

The consumptions are allocated to the following facilities:

- Production of Cosmetics / Household (Wrapping)
- Production of Household (Presses)
- Finished Products Warehouses
- AC system engine room
- Common Use Facilities

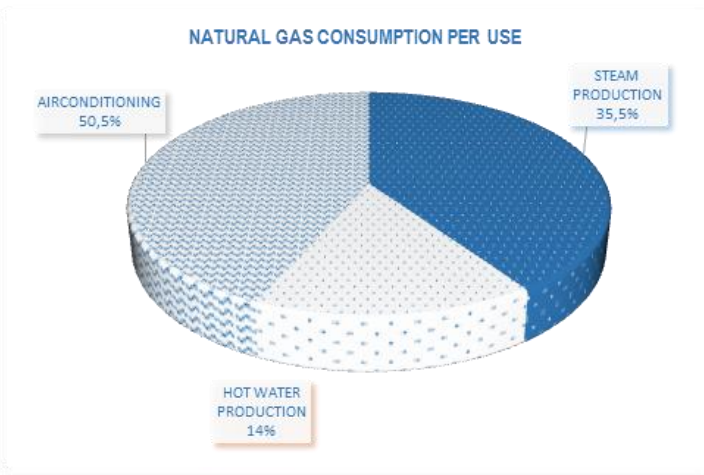


Natural Gas

Natural Gas has fully replaced oil; as a result, gas pollutants were reduced, operation is cleaner and the energy cost was brought down.

The use of natural gas at the Group facilities in Oinofyta, Viotia is allocated as follows:

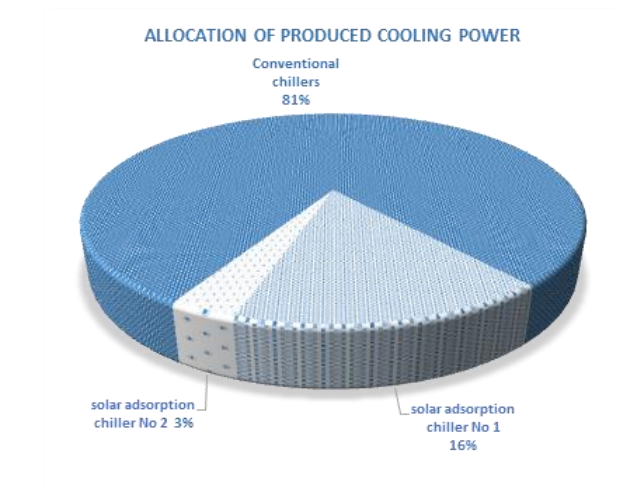
- Steam production
- Hot water production for washing Workshop area equipment
- Air conditioning system at the plant during the winter months



The natural gas-fired power that was consumed at Oinofyta facilities in 2016 reached 1,333.7 MWH. The matching of carbon dioxide emissions based on the Carbon Footprint Ltd data stands at 245.27 metric tons of CO₂.

The saving of CO₂ emissions from the use of Natural Gas compared to oil amounted to 183.74 metric tons of CO₂.

Generated cooling power from renewable sources for the air conditioning



In the framework of a more effective energy resources management and of the use of more environment-friendly methods, the Group has been using since 1998 the solar energy to cover approximately 20% of Oinofyta building facilities' needs in cooling power. This system includes 1340 solar collectors and two adsorption chillers. For uninterrupted air conditioning operation in these premises, three conventional chillers are also installed. For the year 2016, the cooling system was in operation from April to October. During this seventh-month period, the system produced 1,189,126 KWH of cooling power. The table presents the allocation of produced cooling power per production system.

Since 1998, when the system first operated, it contributed to significant energy saving something which entails a cut in carbon dioxide emissions and a curtail in Group energy expenses.

Energy improvement in the Group's headquarters

Within 2016, for the purpose of more effective energy consumption management and reduction, the Management decided to proceed with the Group's headquarters energy improvement. The project included the change in the views of Amaroussiou-Chalandriou building, its energy improvement by placing an external thermal insulation and the total refurbishing of its internal spaces in order to create a modern, healthier and pleasant working environment. The upgrading works of internal areas will continue within 2017.

Waste

Solid Waste

General Management of Solid Waste per country

Country	Facility	NON HAZARDOUS WASTE								
		Paper	Cardboard Packaging	Plastic	Glass	Aluminium	Iron	Wood	Mixed Packaging	Urban Waste
Greece	Plant & Distribution Center	Collection in paper presses and delivery to an authorized associate for its recycling.	Collection in paper presses and delivery to an authorized associate for its recycling.	Collection in paper presses and delivery to an authorized associate for its recycling.	n/a	Collection and return to the aluminium supplier as a byproduct	Collection and delivery to an authorized associate for its recycling.	Collection and delivery to an authorized associate for its recycling.	Collection of various recyclable materials (and glass). Delivery to an associate who carries out sorting of materials and recycling thereof	Collection in bins of Tanagra Municipality and their transfer by the Municipality's vehicles to the local rubbish dump
	Offices	Collection in blue bins and delivery to the Municipality's recycling company.	Collection in blue bins and delivery to the Municipality's recycling company.	n/a	n/a	n/a	n/a	n/a	n/a	Collection in green bins and receipt from the Municipality.
Poland	Plants & Distribution Center	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	They are delivered for recycling to recycling companies	n/a	Collection in common bins and delivery to the Municipality's recycling company.
	Offices	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	Collection in common bins and delivery to the Municipality's recycling company.	n/a	n/a	Collection in common bins and delivery to the Municipality's recycling company.	n/a	Collection in common bins and delivery to the Municipality's recycling company.
Romania	Total Facilities	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	Collection and delivery to a private recycling company.	n/a	Collection and delivery to the Municipality's recycling company.
Serbia	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
Bosnia Herzegovina	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
FYROM	Total Facilities	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	There is no recycling	n/a	There is no recycling
Bulgaria	Total Facilities	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	There is no recycling	There is no recycling	n/a	n/a	There is no recycling	n/a	Collection and delivery to the Municipality's recycling company.
Czech Republic	Total Facilities	Collection in special bins and delivery to certified recycling companies.	Collection in special bins and delivery to certified recycling companies.	Collection in special bins and delivery to certified recycling companies.	n/a	n/a	n/a	n/a	n/a	n/a
Hungary	Total Facilities	Collection and delivery to a recycling company.	Collection and delivery to a recycling company.	Collection and delivery to a recycling company.	n/a	n/a	n/a	n/a	n/a	n/a

Country	Facility	HAZARDOUS WASTE						
		Batteries	Electronic equipment	Lamps	Consumables for printers	Consumables for photocopiers	Oils	Filters
Greece	Plant & Distribution Center	Agreement with a certified company. Collection in special bins and delivery for recycling. Recycling of boom lifts batteries in a authorized associate.	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	Collection by the cooperating maintenance company and delivery to an authorized associate	Agreement with XEROX; packed and returned to the supplier	Agreement with XEROX; packed and returned to the supplier	Collection in suitable containers and delivery to an authorized associate	n/a
	Offices	Agreement with a certified company. Collection in special bins and delivery for recycling.	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	Collection in special bins for lamps recycling and promotion for recycling.	Agreement with XEROX; packed and returned to the supplier	Agreement with XEROX; packed and returned to the supplier	n/a	n/a
Poland	Plants & Distribution Center	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	It is up to the building's owner competence	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	n/a	n/a
	Offices	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	They are collected and forwarded for recycling to certified recycling companies	Agreement with Ricoh. They are packed and returned to the supplier The company-owned packaging is promoted for recycling to certified recycling companies	Agreement with Ricoh. They are packed and returned to the supplier The company-owned packaging is promoted for recycling to certified recycling companies	n/a	n/a
Romania	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	Collection, palletization and promotion for recycling to certified dismantling and recycling companies	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	n/a	n/a
Serbia	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
Bosnia Herzegovina	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
FYROM	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	It is up to the building's owner competence	They are collected by the supplier	They are collected by the supplier	n/a	n/a
Bulgaria	Total Facilities	They are collected and forwarded for recycling to certified recycling companies	They are collected and forwarded for recycling to certified recycling companies	Collection and delivery to a private recycling company; it is organized by the leasehold's owner.	Rented: Agreement with Konica Minolta. They are packed and returned to the supplier Owner-occupied: They are forwarded for recycling to certified recycling companies	Rented: Agreement with Konica Minolta. They are packed and returned to the supplier Owner-occupied: They are forwarded for recycling to certified recycling companies	n/a	n/a
Czech Republic	Total Facilities	Collection in special bins and delivery for recycling to certified companies.	Collection in special bins and delivery for recycling to certified companies.	Collection in special bins and delivery for recycling to certified companies.	Agreement with ELVIRA. They are packed and returned to the supplier	Agreement with ELVIRA. They are packed and returned to the supplier	n/a	n/a
Hungary	Total Facilities	Collection in special bins offered by the company "Millenia" and promotion for recycling.	Collection in special bins offered by the company "Millenia" and promotion for recycling.	Collection in special bins offered by the company "Millenia" and promotion for recycling.	They are packaged and returned to the supplier "Global Office Solutions".	They are packaged and returned to the supplier "Global Office Solutions".	n/a	n/a

Plants' waste

Quantities of solid waste and wastewater of plants being treated in 2016:

Location	Description of waste		Measurement unit Tons (unless it is mentioned)	Treatment Method
Oinofyta	Solid Waste	Paper	64.4	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta		Plastic	26.9	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta		Wood	136.5	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta		Iron	25.5	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta		Glass	4.5	Collection in bins at the facilities and delivery to a recycling company.
Oinofyta		Aluminium	61.5	Collection and return to the supplier
Oinofyta		Electronic equipment		Collection at the facilities and delivery to a recycling company.
Oinofyta		Lamps		Collection at the facilities and delivery to a recycling company.
Oinofyta		Consumables for printers		Collection at the facilities and delivery to treatment companies.
Oinofyta		Mixed packaging	78	Collection and delivery to a recycling company. The company is sorting between recyclable and non recyclable materials.
Oinofyta		Mixed Municipal Waste	30	Collection and delivery to a recycling company. The company is sorting between recyclable and non recyclable materials.
Oinofyta		Sludge of an Industrial Wastewater Treatment Unit	1.25	Collection in blue bins at the facilities and delivery to a recycling company.
Oinofyta		Lead Batteries		Collection at the facilities and delivery to a recycling company.
Oinofyta		Wastewater	Industrial Wastewater after treatment	11,639 m3
Oinofyta	Municipal Wastewater		1,352 m3	Collection in impermeable containers and transfer to a public waste treatment service
Oinofyta	Engine lubricant		300 lt	Collection in impermeable containers and transfer to a waste treatment company.
Pruszkow	Solid Waste	Paper	101.36	They are delivered for recycling to recycling companies
Pruszkow		Plastic	15.89	They are delivered for recycling to recycling companies
Pruszkow		Wood	18.3	They are delivered to individuals (employees)
Pruszkow		Iron	11.99	They are delivered for recycling to recycling companies
Pruszkow		Glass		
Pruszkow		Aluminium	20.592	They are delivered for recycling to recycling companies
Pruszkow		Electronic equipment	0.74	Collection in palettes and delivery for recycling to recycling companies.
Pruszkow		Lamps		It is up to the building's owner responsibility
Pruszkow		Consumables for printers	0.034	They are delivered for recycling to treatment companies
Pruszkow		Mixed packaging		They are delivered for recycling to recycling companies
Pruszkow	Mixed Municipal Waste	13.25	Collection in common bins and delivery to the Municipality's recycling company.	
Pruszkow	Sludge of an Industrial Wastewater Treatment Unit	0		
Pruszkow	Wastewater	Industrial Wastewater after treatment		
Pruszkow		Municipal Wastewater		
Pruszkow		Engine lubricant		
Poznan	Solid Waste	Paper	4.11	They are delivered for recycling to recycling companies
Poznan		Plastic	46	They are delivered for recycling to recycling companies
Poznan		Wood	12.54	They are delivered for recycling to recycling companies
Poznan		Iron	1.54	They are delivered for recycling to recycling companies
Poznan		Glass		They are delivered for recycling to recycling companies
Poznan		Aluminium		They are delivered for recycling to recycling companies

Poznan		Electronic equipment		They are delivered for recycling to recycling companies
Poznan		Lamps		They are delivered for recycling to recycling companies
Poznan		Consumables for printers	1.63	They are delivered for recycling to treatment companies
Poznan		Mixed packaging		They are delivered for recycling to recycling companies
Poznan		Mixed Municipal Waste	52.06	Collection in common bins and delivery to the Municipality's recycling company.
Poznan		Sludge of an Industrial Wastewater Treatment Unit		
Poznan	Wastewater	Industrial Wastewater after treatment		
Poznan		Municipal Wastewater		
Poznan		Engine lubricant		

Oinofyta Plant Liquid Discharges

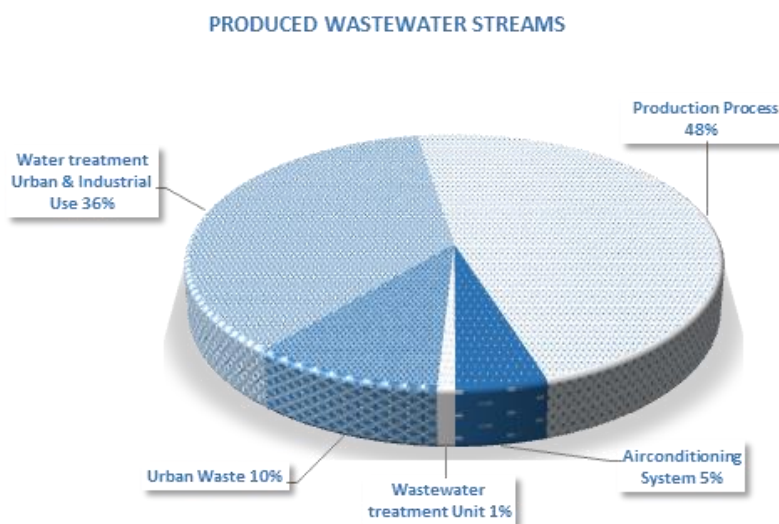
At Oinofyta plant facilities, production processes are taking place resulting in the following five categories of waste water streams.

- A. Streams produced from water processing (Urban & Industrial Use).
- B. Streams produced from the production process.
- C. Streams produced from the air conditioning system.
- D. Streams produced at the wastewater treatment Unit
- E. Urban waste stream for the personnel needs

Total discharges for 2016 were the following:

Industrial Waste:	11,639.41 m3
Urban Waste:	<u>1,352 m3</u>
Total Wastewater at Oinofyta	12,991.41 m3

The allocation of total discharge per produced stream for 2016 is the following:



Aiming at mitigating the environmental impact from its industrial plant operation, the company cooperates with the Municipality and with certified private companies, for the purpose of produced waste sound treatment. In addition, the company has been licensed to deliver its industrial wastewater to Metamorphosi Wastewater Treatment Facility, minimizing thus the aquifer's contamination risk.

Compliance with environmental Laws and Regulations

On January 18th 2017, at the three-member Plimelioidikio (Criminal Court of First Instance) at Thiva, a complaint was tried by the Mainland Greece (Sterea Ellada) Environment and Spatial Planning Directorate on the delay to review the decision on environmental terms approval resulting consequently in an excess of measurable limits in the Plant and Distribution Center at Oinofyta, Viotia. The three-member Plimelioidikio judged innocent all the defendants (representatives of Gr. Sarantis SA), given that no environmental degradation has been evidenced arising from the breaches for which accusations were filed. Similarly, the trial at the Administrative Court to follow shall be bound-by virtue of the three-member Plimelioidikio ruling-to accept the complaint by Gr. Sarantis S.A and refund the fine of 24,500 € unduly paid by the company.



SOCIAL



Labor Practices

The Group employs in total 1,659 (31/12/2016) employees (9% increase compared to 2015) of whom a percentage of 97% is employed under open-ended dependent employment contract.

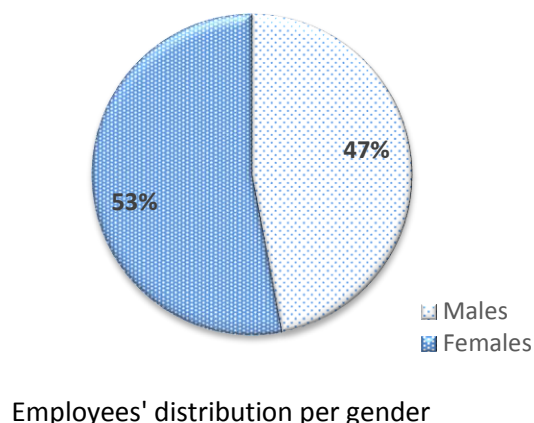
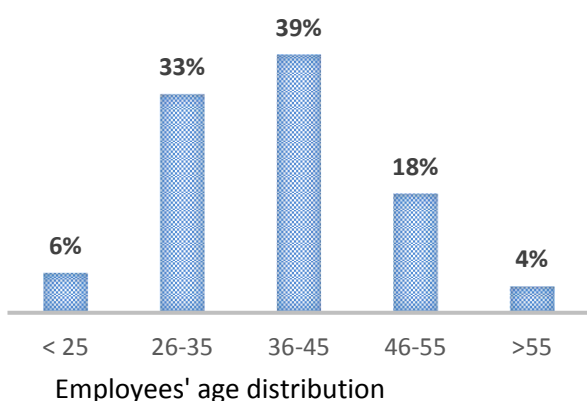
Country	2016 total headcount	Males	Females
Greece	650	248	402
Poland	481	296	185
Romania	226	81	145
Bulgaria	94	36	58
Serbia	69	37	32
Czech Republic	50	17	33
Other	89	61	28
Group total	1,659	776	883

Employees per Contract/Type/Gender

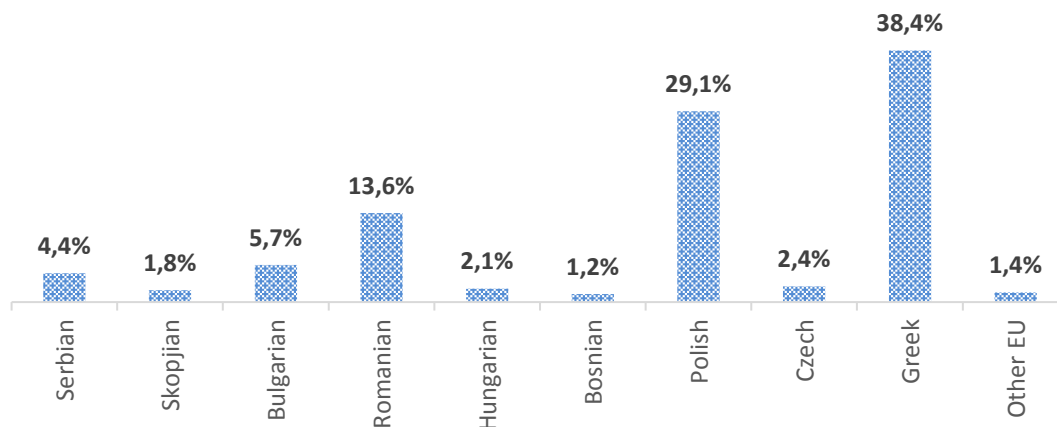
Gender	Type of work		Type of Contract	Total per Contract	Percentage per Gender
	Full-time	Part-time			
Males	767	9	Collective Bargaining Agreements	27	3.5%
			Other	749	96.5%
Total number of males		776	Total number of males	776	
Females	867	16	Collective Bargaining Agreements	17	1.9%
			Other	866	98.1%
Total number of females		883	Total number of females	883	
Group's Grand Total		1659	Group's Grand Total	1659	

Total number of employees under collective bargaining agreements 1,615 (namely 97%).

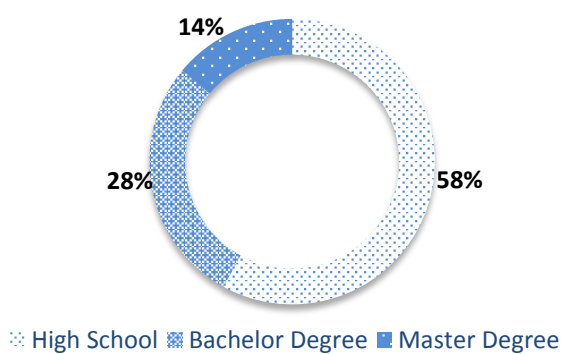
Distributions based on age, gender, localization, educational level



The distribution of Group employees localization stands above 98% for 2016.



Distribution per educational level



The training hours for the entire Group within 2016 stood at 3,316 and were carried out as follows:

Country	Training (Hours)	
	Within the Organization	Outside the Organization
Greece	312	721
Poland	111	998
Czech Republic	--	496
Romania	70	490
Bulgaria	84	--
Serbia	--	10
Other	--	24
Group total	577	2,739

In 2016 the percentage of Group employees occupying new roles amounted to 6%.

Days of absence and accidents within 2016

Country	Accidents	Sickness Days	Days of pregnancy & post-natal period	Total days of absence per country
Greece	1	1,554	1,921	3,475
Poland	1	1,165	1,099	2,264
Romania	0	371	777	1,148
Serbia	0	169	56	225
Bulgaria	0	229	102	331
Czech Republic	0	55	108	163
Other	0	146	99	245
Total	2	3,689	4,162	7,851

Benefits to employees

Country	Healthcare benefits	Purchase bonuses	Social benefits	Work attendance benefits	Economic benefits
Greece	_Health Cards _Additional insurance on a case by case basis	_Purchase of organic products at privileged prices from Sarantis farm _Discounts for purchases of products and commodities of the Group and cooperating companies	_Christmas bonuses by tradition, Group products and merchandises. _Benefits on the basis of special agreements with other companies	_Flexible schedule _Mass transportation	_Pecuniary possibilities to facilitate the coverage of extraordinary personal needs
Poland	_Additional insurance on ad hoc basis	_Discounts for purchases of products and commodities of the Group and cooperating companies			
Romania	_Additional insurance on ad hoc basis				
Bulgaria					
Serbia					
Czech Republic					
Other					

The organization has elaborated a reporting procedure for work practices on the basis of its Code of Ethics. Within 2016, there was no reporting of work practices inside the Group. Similarly, there was not any related reporting about work practices in State Bodies.

Social Actions

Sports

Gr. Sarantis S.A. undertook the main sponsorship of the polo men's and women's national team for the period 1/1/2016 – 31/5/2017. This period also includes the national teams participations in the Olympic Games in Brazil in August 2016, in the World League qualifying games in May 2016 and in the World League finals in July 2016 in China. The qualifying games of World League 2017 are also included.

Within 2016, Gr. Sarantis S.A. became the sponsor of Leonidio sports club "the Leonidio" by taking over the project "making the turf of Leonidio sports club playing fields". Besides the works for the placement of turf, the project also encompasses the lighting of playing fields, the construction of sheltered benches for substitute players, the goal posts, the fencing of football pitches at 3 meters height, and the perimetric protection net at 6 meters height above the fencing. The sponsorship shall be valid until June 2020.

Local communities

The social actions of Gr. Sarantis S.A. for 2016 are summarized in the following product actions.

TRADE MARK	ACTION DESCRIPTION	ASSOCIATE	TYPE OF SUPPORT
SANITAS	LETS DO IT GREECE-PANHELLENIC CLEANING OF PUBLIC SPACES BY VOLUNTEERS	LETS DO IT GREECE TASK FORCE-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	CLEAN THE MEDITERRANEAN	SOS MEDITERRANEAN NETWORK-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	NORTHERN GREECE CLEANING CAMPAIGN	MASOUTIS-VOLUNTEERS	Offer of waste bags and gloves
SANITAS	THE ARK OF THE WORLD (TOTALLY SARANTIS ACTION)	SKLAVENITIS	Economic Support
SANITAS	ORPHANAGE OF VOLOS	MASOUTIS	Offer in packaging materials, cleaning tools and waste bags
SANITAS	NURSERY SCHOOL "FRIENDS OF THE CHILD"	AB	Offer of SANITAS aluminium containers and an AB gift voucher
SANITAS	ARK OF THE WORLD	SANITAS FB	Offer in packaging materials, cleaning tools and waste bags
SANITAS	MY CHILD MAGAZINE-SANITAS ENTRY	CHILDREN'S HOSPITAL MAGAZINE	Economic support through a magazine entry
AVA	THE ARK OF THE WORLD (TOTALLY SARANTIS ACTION)	SKLAVENITIS	Monetary amount
BIOTEN	SUPPORT TO THE NON-PROFIT COMPANY ANASA-WALK TALL CAMPAIGN	BIOTEN	Economic Support
ORZENE	THE ARK OF THE WORLD (TOTALLY SARANTIS ACTION)	SKLAVENITIS	Economic Support
NOXZEMA	THE ARK OF THE WORLD (TOTALLY SARANTIS ACTION)	SKLAVENITIS	Economic Support

Blood Bank "Estee Lauder – Gr. Sarantis"

The Blood Bank was created in 2015 as the outcome of a social solidarity initiative. Gr. Sarantis S.A., in cooperation with Estee Lauder Hellas and its affiliated enterprises Trade Union, created the Blood Bank under the name "Estee Lauder – Gr. Sarantis", in order to cover the personnel's needs in blood and the needs of their close relatives. The Blood Bank constitutes by now an institution and is staunchly supported by the Group employees and its affiliated companies' personnel.

Product Responsibility

The organization is constantly keeping abreast with the developments mainly around the European Union and worldwide, by following the positions and attitudes of opinion delivery organizations (IFRA, SCCS, etc) or of collective bodies (Hellenic Cosmetic Toiletry & Perfumery Association, etc). The aim is full and immediate compliance with the legal framework regarding the product in the countries the Group operates.

The organization perceives consumers' needs and concerns. Current consumers are concerned and are constantly informed about issues of health protection, particularly with regard to the use and impact of various ingredients, the non performance of trials and research in animals, the possible environmental impact, the possibility of recycling and the use of minimum packaging. The Organization is in a position to respond to consumers' worries and questions offering documented information mainly over the phone or in writing.

Customer Health and Safety

The Group applies a Quality Management System based on the standards ISO 9001:2008, ISO 13485:2003 & ISO 22716:2007. This system ensures inter alia satisfaction of consumers' demands; this satisfaction is achieved through the Group's communication channels. The system also ensures the resolution of eventual problems via a specific procedure and a specially authorized team. The appropriate health and safety measures are taken in the entire supply chain in order to ensure full compliance of products with the requirements of the national and European legislation and of the related regulations deriving therefrom.

Quality Assessment and the probable impact on health and safety from the use of our products is carried out in 100% of the most important product categories.

Within 2016, there were no incidents of non compliance with the regulations and voluntary codes regarding the impact of products on health and safety during their life cycle.

Product and Service Labeling

The Group's products fully comply with the applicable legislations and regulations of the European Union and of the countries the Group operates regarding Cosmetics, Biocides, Detergents, Chemical products, Materials in contact with foodstuff, Aerosol, for recycling and transfer and any modifications thereof. This is the way to guarantee the use of allowed ingredients within the limits laid down by law, to properly label the products and safeguard consumers' health protection.

The organization guarantees that the circulation of products is fully safe for consumers under regular or reasonably anticipated conditions of use of such products.

The products' package clearly mentions the ingredients possibly causing any sensitivity to consumers, the appropriate instructions for their correct use and the expiry date, whenever required, while symbols and risk statements are included as particularly significant pieces of information for consumers' health and safety.

The Organization is in continuing communication with public bodies, associations and associates in Greece and abroad aiming at promptly receiving information on upcoming changes in the legislation and their immediate implementation.

A special consumer line is available for every category of products in order to immediately provide the requested information.

Any incidents of serious adverse events must be disclosed to the competent authorities.

Information on the composition of products is also submitted to the Poison Information Centers or other similar services in order to provide fast and appropriate treatment, should it be required.

The administrative approach to the issues of labeling and the services related to Group products reaching the consumer is underpinned on 3 Mechanisms:

- R&D (research & development)
- Regulatory
- Quality Assurance

The R&D creates formulas taking into consideration and applying possible limits or restrictions in substances that could be used in such formulas.

The Regulatory takes care of the prompt information on the applicable legislations pertaining to the Group's finished products, making sure that the finished product, its labeling and any actions required prior to or posterior to its release in the market shall comply with the legislation in force.

Quality Assurance determines the supervision steps of the finished product's course once it has been released in the market. It makes sure to record and keep a complaints file; such information helps to revise any necessary data that need to be mentioned on the labeling.

During the reporting period 1/1/16 - 31/12/16 no adjustments in the administrative approach have been required.

The type of product-related information is stipulated by the respective legislation, as mentioned above, and by the Group's policies, regulations and procedures. In particular:

- All products are required (100%) to bear a labeling on the type of their material.
- The labeling of biocides is required to mention the content of active substances usually impacting on the aquatic environment. Correct labeling on the cartons is required with the necessary symbols and precautions to ensure safe transfer of products and environmental protection.
- Information on the labeling is also required for the safe use of biocides, chemical products, aerosol, bags, cosmetics.
- All products (100%) are required to bear information on their disposal. Gr. Sarantis S.A. is member of the Hellenic Recovery Recycling Corporation HE.R.R.Co.

A percentage of 100% of Group products complies with the above labelings

During the reporting period 1/1/16 - 31/12/16:

- there were no incidents of non-compliance with the regulations to give rise to a fine,
- there were no incidents of non-compliance with the regulations to give rise to a warning,
- there were no incidents of non-compliance with voluntary codes

Marketing Communications

The Group's communication programs abide by the regulations and the optional codes related to communication and Marketing, aimed at thorough information to consumers on product-related issues. The Group ensures that the communication and promotion material adheres to the provisions of the Greek Code on Advertising-Communication, the provisions on unfair competition and consumers protection.

With the focus on consumers, in 2016, the Management invested in a communication strategy of 360 degrees, boosting its online communication (from desktop, tablet or smartphone) and its activation at the

sales point. This strategy is aimed at a higher level of customer support. As a result and with the lapse of time, communication with consumers becomes more direct and easily accessible.

The purpose is to consolidate relations of trust with the existing and prospective customers.

Social Networks

The most important Group brands are active in the social media keeping separate pages on Facebook, Instagram and YouTube.

The aim is direct contact through dialogue with consumers. The Group's brands pages on Facebook, as an important communication channel with consumers, play a dual role both as regards information and the evolution of our relationship with them. Through content creation being daily uploaded and through immediate response to consumers' demands, we are building trust, confidence and love to the brands and the Group. In this way, we are developing our relationship with our public, while at the same time clarifying our position regarding the philosophy and the values each brand represents.

The communication system management through the social media is the following:

The external associate who is responsible for the development of pages gives access to the company's employees who are in charge of managing the content being uploaded on the page. Posts are uploaded daily with communication content, while the public's response to the product page is monitored. Should a consumer or potential consumer raise a question on the product (use, distribution, price etc), the representatives who have been appointed by the company are online and will answer in Real Time or within a short time. Pursuant to the principle of respect for stakeholders' interests, included in the Group's Code of Ethics, (the Group respects stakeholders' expectations and through communication seeks solutions of mutual benefit in any issue arising, applying correct business practices for their resolution), any negative criticism, if well evidenced, with the intention to give solutions, is taken well into account constituting a possible basis of improvement.

During the reporting period, there was no breach or complaint and therefore no summoning before the communication control board for cosmetics.

Sale of banned or contested products

The organization is headquartered and operates in the European Union (EU). Therefore, the products it produces and distributes comply with the legislation governing the respective groups of consumer products (cosmetics, biocides, pharmatechnological products etc) within the limits of its respective geographical and economic entity, aimed always at human health protection and at safeguarding consumer's safety and environmental protection.

The organization rigorously respects the law and adapts, within the statutory time frames, to the legislative requirements and readjustments, as publicized by the competent institutions (e.g. European Commission).

It should be underscored that the legislation taking effect in the EU is not applicable in all geographical/economic regions. For example, a cosmetic product being manufactured under this law is not necessarily acceptable/in line with the applicable law in the USA, Australia or Japan. When necessary to export a product in a different legislative zone, the organization is in a position to proceed to the required adaptations so that products are harmonized with the law in force.

During the reporting period 1/1/16 to 31/12/16, there was no sale of banned or contested products in the areas the Group operates.

Compliance with the legal framework governing the product

The Group fully complies with the legal framework regarding the product in the countries it operates. Consequently, during the reporting period 1/1/16 - 31/12/16 there were no fines due to non compliance with laws and regulations related to the provision and use of the products.



OBJECTIVES 2017



The following energy-related projects have been scheduled for 2017.

ELECTRICITY	OBJECTIVE
Supply of compressor with inverter operation for Cosmetics and Sanitas production	Reduced electricity consumption by 25% for this specific application
Placement of motion photocells in the plant's toilets	Reduced electricity consumption by 40% for this specific application
Installation of electricity meters in the Central Power Supplies	Recording of the individual electrical charges in the plant, to explore the possibility of their reduction
Installation of LED lighting fixtures for the surrounding space	Reduced electricity consumption by 40% for this specific application
NATURAL GAS	OBJECTIVE
Supply of a compensating system for heating boilers operation	Reduced natural gas consumption by 15% for this specific application
COOLING POWER	OBJECTIVE
Supply of a conventional energy class A cooler	Reduced electricity consumption by 10% for this specific application per generated Kwh of cooling power

The following wastewater treatment projects have been scheduled for 2017.

WASTEWATER	OBJECTIVE
Placement of an automatic blowdown system in the Cooling Towers system for facilities' airconditioning.	Reduction of wastewater generated by this activity
Control of pallet tanks wash time	Reduction of wastewater generated by this activity
Upgrading of Reverse Osmosis system	Reduction of wastewater generated by this activity
Installation of a control and recording system of central water witches	Recording of the central water meters to immediately inform in case of leakage.

GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES				
GRI Index	Description	Status	Page	Notes
Strategy and Analysis				
G4-1	Vice President & CEO's statement.	✓	4	
Organizational profile				
G4-3	Report the name of the organization.	✓	7	
G4-4	Report the primary brands, products, and services.	✓	8	
G4-5	Report the location of the organization's headquarters.	✓	7	
G4-6	Report the countries where the organization operates.	✓	7	
G4-7	Report the nature of ownership and legal form.	✓	7	
G4-8	Report the markets served.	✓	9	
G4-9	Report the scale of the organization, including:	✓		
	-Total number of employees	✓	38	
	-Total number of operations	✓	7	
	-Net sales (for private sector organizations) or net revenues (for public sector organizations)	✓	26	
	-Total capitalization broken down in terms of debt and equity (for private sector organizations)	✓	26	Publicized Financial Statements 2016
	-Quantity of products or services provided	✓	26, 9	Publicized Financial Statements 2016
G4-10	Report the total number of employees by employment contract and gender.	✓	38	
	Report the total number of permanent employees by employment type and gender.	✓	38	
	Report the total workforce by employees and supervised workers and by gender.	✓	38	
	Report the total workforce by region and gender.	✓	38	
	Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.	✓		Unimportant
	Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	✓		Unimportant
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	✓	38	
G4-12	Describe the organization's supply chain.	✓	9	
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:	✓	7	
	-Changes in the location of, or changes in, operations, including facility openings, closings, and expansions	✓	11	Progress
	-Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)	✓	7	Changes in Shareholding
	-Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	✓		Unimportant
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	✓	13	Certifications & Distinctions
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	✓		Non existing.

GRI Index	Description	Status	Page	Notes
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization. This refers primarily to memberships maintained at the organizational level.	✓		N/A
	-Holds a position on the governance body	✓		--
	-Participates in projects or committees	✓		--
	-Provides substantive funding beyond routine membership dues	✓		--
	-Views membership as strategic	✓		--
Identified Material Aspects and Boundaries				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents.	✓	7	Publicized Financial Statements 2016
	b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	✓		N/A
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries.	✓	22-24	
	b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	✓	22	
G4-19	List all the material Aspects identified in the process for defining report content.	✓	22-23	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	✓	24	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	✓	24	
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	✓		This is the first Sarantis Group Report
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	✓		This is the first Sarantis Group Report
Stakeholder Engagement				
G4-24	Provide a list of stakeholder groups engaged by the organization.	✓	20-21	
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	✓	22	
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	✓	22	
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	✓	22	
Report Profile				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	✓	19	1/1-31/12/2016
G4-29	Date of most recent previous report (if any).	✓		This is the first Sarantis Group Report
G4-30	Reporting cycle (such as annual, biennial).	✓	19	Year
G4-31	Provide the contact point for questions regarding the report or its contents.	✓	19	

GRI Index	Description	Status	Page	Notes
G4-32	a. Report the 'in accordance' option the organization has chosen.	✓	19	In Accordance Core
	b. Report the GRI Content Index for the chosen option.	✓	48	
	c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	✓	19	There is no external assurance
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	✓	19	There is no external assurance
Governance				
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	✓	15-16	
Ethics and Integrity				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	✓	16-17	
SPECIFIC STANDARD DISCLOSURES				
ECONOMY				
ASPECT: Economic Performance				
G4-EC1	Direct economic value generated and distributed	✓	27	
Aspect: Procurement Practices				
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	✓	28	
ENVIRONMENTAL				
ASPECT: Energy				
G4-EN3	Energy consumption within the organization	✓	30	
G4-EN6	Reduction of energy consumption	✓	31	_Renewable sources, _Energy Improvement in central offices building
ASPECT: Emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	✓	30	
ASPECT: Effluents and Waste				
G4-EN22	Total water discharge by quality and destination	✓	34-35	
G4-EN23	Total weight of waste by type and disposal method	✓	34-35	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	✓	34-35	
Aspect: Compliance				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. Where organizations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	✓	36	
Aspect: Environmental Grievance Mechanisms				
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	✓	36	
SOCIAL				
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
Aspect: Occupational Health and Safety				
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	✓	40	

GRI Index	Description	Status	Page	Notes
ASPECT: Diversity and Equal Opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	✓	38-39	
ASPECT: Labor Practices Grievance Mechanisms				
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	✓	40	
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
ASPECT: Customer Health and Safety				
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	✓	42	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	✓	42	
ASPECT: Product and Service Labeling				
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	✓	42-43	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	✓	43	
ASPECT: Marketing Communications				
G4-PR6	Sale of banned or disputed products	✓	44	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	✓	44	
ASPECT: Compliance				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	✓	45	



GROUP CONTRIBUTION

1,650 employees

Investments 2016: 8.35 mn. EUR

60% of subsidiaries sales participation in the Group total sales

capitalization of 380 mn. EUR

Dividends 2016: 5.49 mn. EUR

In 2016, the share's price rose by 44%; this is a better performance than the return on the General Index and the FTSE/XA LARGE CAP

Re-invested back to society through taxes and social security contributions in the period 2010-2016: 296.37 mn. EUR; out of this amount, 114.76 mn. EUR in Greece.

Direct social actions-sponsorships for 2016: €225,000

Key points of the Group's environmental and social awareness :

Carbon footprint management through the use of renewable energy sources and friendlier forms of energy.

Mitigation of environmental impact from plant operation through extended management, measurement, reporting procedures and corrective actions, when required.

Continuing investments in the Group's upgrading.

Product development showing respect for humans, animals and environment.

Respect for human rights

Participation in social and environmental actions.

