

SUSTAINABILITY  
REPORT  
**2020**



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## Letter from the Management

The year 2020 marks the first publication of our Group's Sustainability Report. We are particularly pleased to be able to share with you the programmes and actions we implemented over the last three years, as well as our performance along the three pillars of sustainable development: environmental, social and corporate governance (ESG).

The past year was without question a very difficult year for all of us. The Covid-19 pandemic, which affected the entire world, created adversities and challenges at both socio-economic and healthcare level. Against this backdrop, our Group paid particular attention to its people and to safeguarding their health, safety and well-being.

One of the key principles of our founder and president, Giannis Lebidakis, which has guided the company along its course for 50 years, is respect for customers, employees, shareholders, the state, society and the environment.

Our respect for our customers is manifested in product quality, innovation, a direct approach, honest relationships and after-sales support.

We want our employees, located throughout the world, to feel they are members of a big family that cares for them. The benefits we provide our people each year include a share of the profits, which is our way of expressing our appreciation for their overall efforts to achieve successful outcomes. Additionally, a coherent infrastructure is a significant aspect, as it helps us to maintain convenient and direct contact between the different organisational levels in a friendly environment of trust and cooperation.

The consolidation of corporate governance principles reinforces our shareholders' sense of security. For years now, our shareholders – from the smallest to the largest – have enjoyed continual growth in the value of their assets and a satisfactory annual dividend.

The governments, in the seven countries in which we conduct production activities, benefit from the added value generated, the employment we create and the taxes and contributions we unfailingly pay.

All of society benefits from the work positions, the quality products and the social support actions we undertake.

Finally, our commitment in protecting the environment is evidenced in practical terms through our support for the collection of used plastics and their recycling at our plant; the use of recycled materials in appropriate applications. The sustainable design of products with longer life-time,

multiple uses and less weight that optimises the use of plastic; the manufacture of products for environmental protection applications; and by generating renewable energy from the sun and wind to meet a significant share of our energy needs.

We are confident that healthy entrepreneurship and success are closely linked to respect for the ecosystem in which an organisation operates.

We are committed to continuing along the same path of social awareness and responsibility with actions that support sustainable development and value creation for our Group's stakeholders.

**Manolis Lebidakis**

*Managing Director*

**Michalis Lebidakis**

*Managing Director*



# Plastika Kritis Group

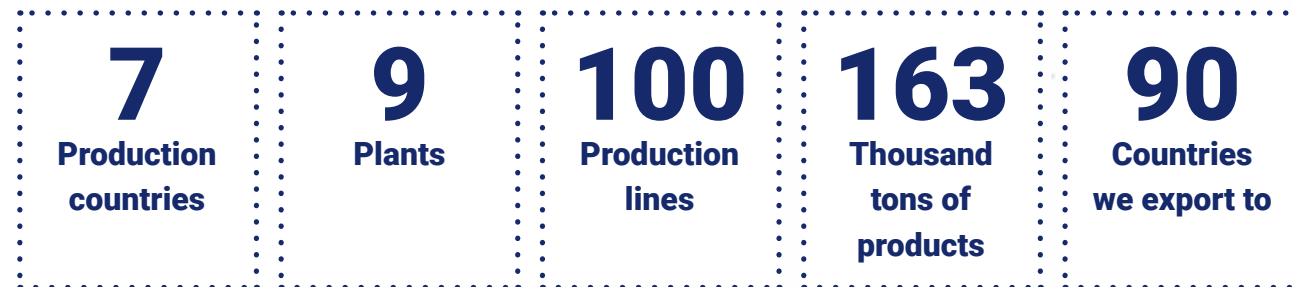
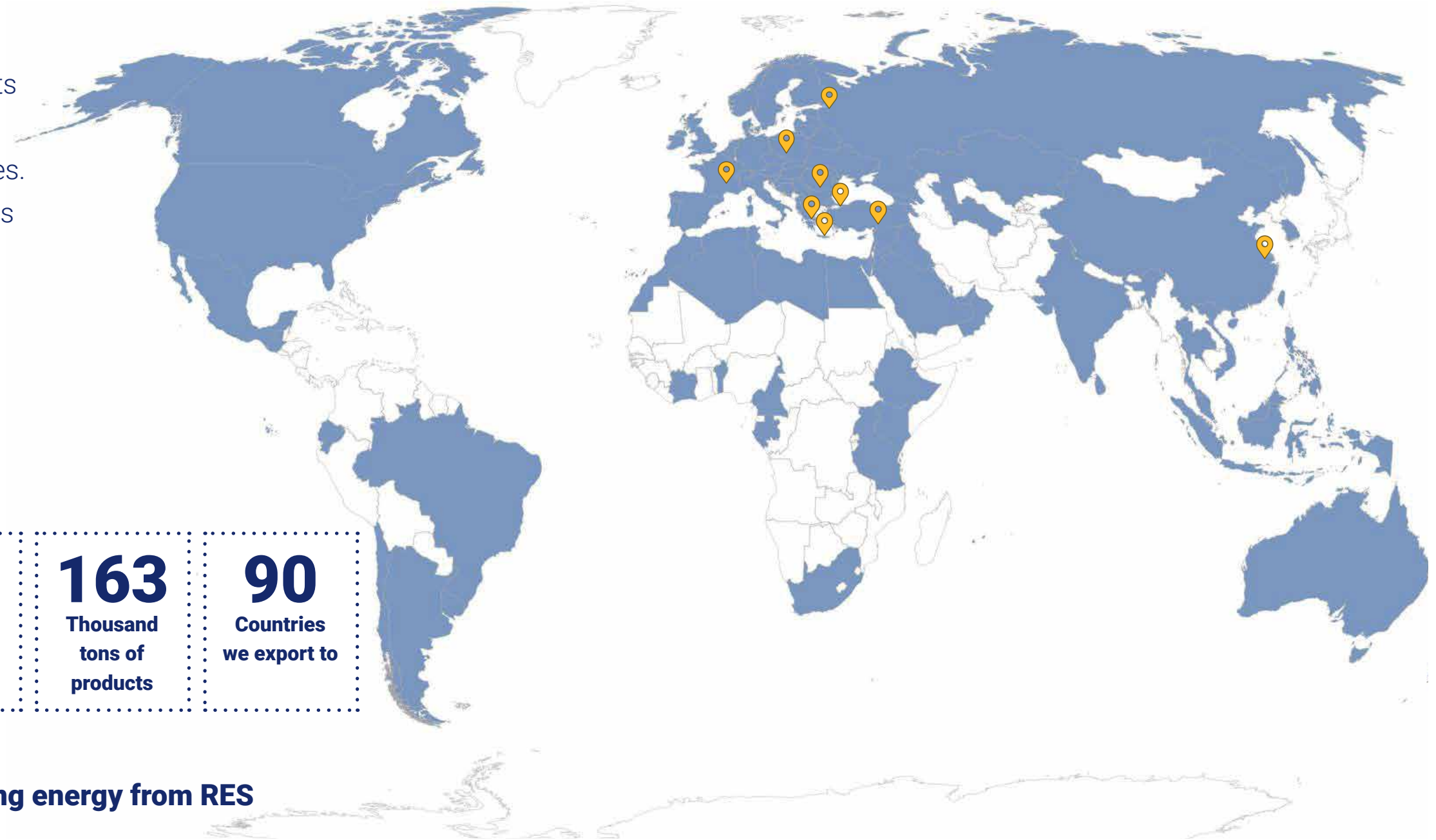
*An international group with vertically integrated production in strategic locations and presence in 90 countries around the world.*



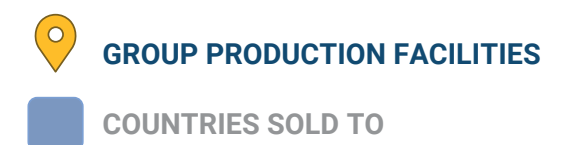
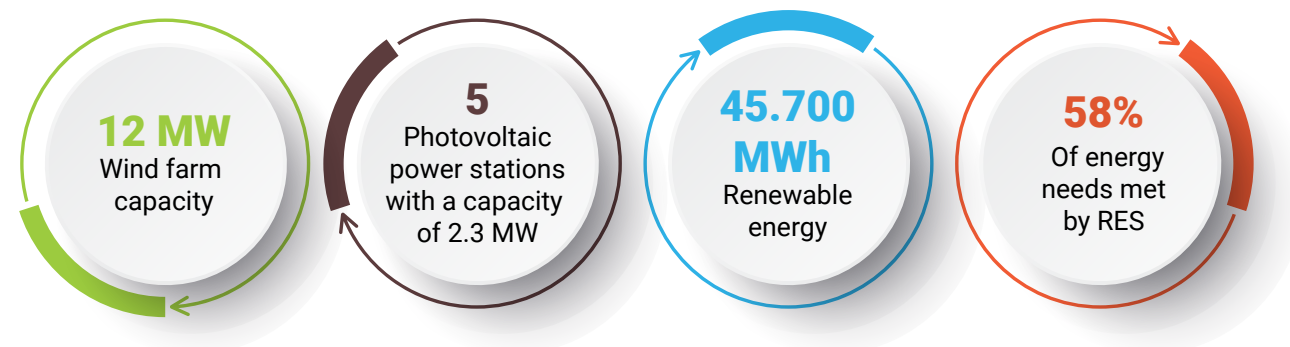


## Our Group at a glance

Plastika Kritis Group is one of the largest manufacturers of plastic products in Greece, with a strong global orientation and internationalised activities. The Group maintains production facilities in 7 countries: Greece, China, France, Romania, Poland, Turkey and Russia. Its products are sold to 90 countries all over the world.



## The Group has invested in generating energy from RES





- Production of plastic films for agricultural applications and irrigation pipes.

The  
**1970s**

- Vertical integration with masterbatches production.
- First in the world with 3-layer greenhouse films.
- Expansion with exports to international markets.

The  
**1980s**

- Development and installation of a recycling facility for plastics.
- Production of geomembrane liners for water reservoirs and municipal landfills.
- International expansion of production through establishment of a joint-venture in Romania for masterbatches production.
- Listed on Athens Stock Exchange.

The  
**1990s**

- Creation of 12 MW wind farm in Crete to produce wind power.
- Acquisition of masterbatches production facilities in Poland, Turkey and Russia.
- Production of agricultural films in China.
- Acquisition of Agripolyane and production of agricultural films in France.

The  
**2000s**

- Introduction of 7-layer production line, making the Company a leader in international agricultural film production technology.
- Expansion of masterbatches production capacity at the Group's production facilities.
- Development of photovoltaic power stations.

The  
**2010s**

## Business model and mode of operation

Corporate responsibility is integral to the way the Group operates and grows and consistently informs its business decisions and actions. To achieve our business goals, our operation is founded on key principles that primarily focus

on respect for customers, employees, associates and other stakeholders. As we responsibly conduct our activities, we emphasise innovation and top-quality products while caring for the environment and society

### Generating value and utility

Producing quality, innovative and technologically sound products that effectively meet customer needs and improve their production. Protecting the natural environment through sizeable investment in the recycling plant, where aged agricultural films are recycled and reused. Reduction of carbon emissions in the atmosphere through the operation of a 12 MW wind farm and photovoltaic stations with a total capacity of 2.3 MW.



#### Key partnerships

- Customers
- Subsidiary companies
- Certifying and quality assurance bodies
- Research organisations and institutes
- Suppliers of top-quality raw materials
- Suppliers of machinery and equipment



#### Key resources

- 9 production facilities in 7 countries
- High-end equipment
- Recycling plant
- Wind farm
- Highly qualified human capital



#### Main activities

- Production of agricultural films and geomembranes
- Masterbatches production
- Polyethylene pipe production
- Recycling of used/ post-use agricultural films
- Renewable energy production



#### Cost structure

- Infrastructure and equipment maintenance
- Investments in new facilities and infrastructure
- Employee payroll and additional benefits

### VISION

The Group's vision is to manufacture products that are truly useful to its customers; to assist them by offering the technology and the quality needed to optimize their production while consistently operating with respect towards Group stakeholders, society and the environment.

### VALUES

1. Creativity
2. Innovation
3. Quality
4. Caring for the environment
5. Respect for people

### Competitive advantages

- Product innovation and cutting-edge solutions with 100 production lines
- Centre for research, development and innovation
- Concentration and vertical integration
- Internationalisation
- Risk mitigation through diversification of activities
- International orientation with sales to more than 90 countries



#### Customer relations

- Top-quality, innovative products
- Customer-oriented philosophy
- Recording complaints and satisfaction levels for continuous improvement



#### Customer segments

- Plastics industry
- Agricultural sector
- Water resource management and environmental protection projects



#### Communication channels

- Sector trade shows
- International trade shows of broader interest
- Participation in fora
- Advertising and informational campaigns



#### Revenue streams

- Product sales



## Production facilities around the world



**Plastika Kritis**

*Iraklion-Crete, Greece*

Activity: Production of films, geomembranes, masterbatches, pipes and recycling.

Plot size (m<sup>2</sup>): 59,860

Footprint (m<sup>2</sup>): 39,132

Certifications: ISO 9001:2015, ISO 45001:2018

5S in place



**SHANGHAI HITEC PLASTICS**

*Shanghai, China*

Business Activity: Production of agricultural films & geomembranes

Plot size (m<sup>2</sup>): 34,417

Footprint (m<sup>2</sup>): 24,262

Certifications: ISO 9001:2015, ISO 45001

5S in place



**ANHUI HITEC INDUSTRIES**

*(under construction)*

*Anhui, China*

Activity: Production of films and masterbatches

Plot size (m<sup>2</sup>): 33,333

Footprint (m<sup>2</sup>): 20,793

The Group's subsidiary, ANHUI HITEC PLASTICS, has embarked on construction of a new plant in China on a plot of 3.3 hectares in the Jiangbei Wujiang New Area industrial park. The new facility will produce masterbatches and special greenhouse films. The estimated cost of the investment is €25 million (US\$29.7 million) and the plant is scheduled to gradually commence its operation in the second half of 2022.



**AGRIPOLYANE**

*St. Chamond, France*

Business Activity: Production of films

Plot size (m<sup>2</sup>): 60,000

Footprint (m<sup>2</sup>): 27,000

Certifications: ISO 9001:2015, ISO 45001



**ROMCOLOR**

*Bucharest, Romania*

Business Activity: Masterbatches production

Plot size (m<sup>2</sup>): 38,390

Footprint (m<sup>2</sup>): 10,203

Certifications: ISO 9001:2015, ISO 45001



**ZAO GLOBAL COLORS**

*St. Petersburg, Russia*

Business Activity: Masterbatches production

Plot size (m<sup>2</sup>): 20,400

Footprint (m<sup>2</sup>): 7,856

Certifications: ISO 9001:2015, ISO 45001



**GLOBAL COLORS POLSKA**

*Kedzierzyn-Kozle, Poland*

Business Activity: Masterbatches production

Plot size (m<sup>2</sup>): 28,428

Footprint (m<sup>2</sup>): 8,952

Certifications: ISO 9001:2015, ISO 45001



**SENKROMA**

*Beylikduzu - Istanbul, Turkey*

Business Activity: Masterbatches production

Plot size (m<sup>2</sup>): 4,300

Footprint (m<sup>2</sup>): 2,748

Certifications: ISO 9001:2015, ISO 45001



**SENKROMA**

*Gaziantep, Turkey*

Business Activity: Masterbatches production

Plot size (m<sup>2</sup>): 5,869

Footprint (m<sup>2</sup>): 3,476

Certifications: ISO 9001:2015, ISO 45001



# Our products

With production in 7 countries around the world, 9 production facilities and sales to 90 countries, Plastika Kritis Group maintains a strong position on the international market in its key operating



**KRITIFIL®**  
**Agricultural films**

The Group specialises in manufacturing purpose-made films for agricultural applications, such as:

- Greenhouse coverage
- Low-tunnel coverage
- Mulching
- Soil disinfection
- Energy screening
- Silage
- Silage and grain bags
- Farm and animal buildings

**KRITILEN®**  
**Masterbatches**

The range of KRITILEN® masterbatches includes:

- Color masterbatches
- White masterbatches
- Black masterbatches
- UV stabiliser
- Additives
- Filler masterbatches
- Compounds for garden furniture
- Masterbatches for PVC cables
- Masterbatches for synthetic fibres
- Custom-made masterbatches with combined additional colors
- Monomasters (single-pigment)
- Masterbatches for biodegradable polymers
- Biodegradable compounds

**KRITISOL®**  
**Polyethylene pipes**

Production of polyethylene pipes for:

- Irrigation and water supply in agriculture
- Potable water supply
- Cable protection in telecommunications
- Natural gas distribution



sectors: agricultural films and masterbatches. Our priority is to manufacture quality products with high added value.



**KRITIFLEX®**  
**Geomembranes**

For lining ponds and landfills. Also to protect buildings from hazardous gases and for sealing special biogas works.

**KRITISAN®**  
**Recycled plastics**

Raw materials from recycled materials from which final products are made, giving plastics a second opportunity for use (e.g. construction films, garbage bags, bobbins, and others). Plastika Kritis operates a state-of-the-art recycling plant with an annual capacity of 8,000 MT and takes part in organised systems to collect used greenhouse films and other plastic waste.

**KRITIRES®**  
**Renewable energy**

The 12 MW wind farm and the 2.4 MW photovoltaic power stations generate more energy than the Company consumes in Greece to manufacture plastics. These works contribute to the significant reduction of fossil fuel consumption and CO<sub>2</sub> emissions.



## Quality and innovation

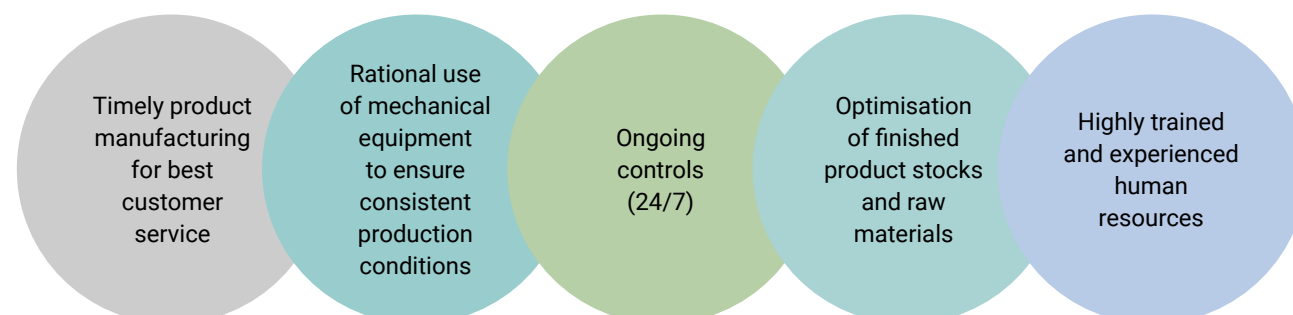
At Plastika Kritis Group, our goal is to produce and sell competitive products that meet customer demands to the greatest extent possi-

ble. The key principles we abide by to achieve this goal are:



Regarding quality, we maintain and systematically monitor a number of performance indicators in relation to products and all production processes. At the same time, we implement a certified management system based on the in-

ternational ISO 9001:2015 standard and we adhere to strict, certified procedures that ensure the consistently high quality of our products through the years.



## Customer satisfaction

Our aim is to ensure customer satisfaction and we are, hence, in constant communication with them to collect feedback through targeted surveys and through our sales reps. Additionally, the Group has implemented a specific grievance procedure in case a customer or associate wishes to submit a request, comment or complaint.

**90% of customers** state they are satisfied with Plastika Kritis' reliability  
The level of product quality in relation to their needs is satisfactory for **90% of customers\***  
**Most customers** state they are satisfied with its quality and consistency

\* Customer satisfaction survey (Masterbatch) for Plastika Kritis

## Innovation and creativity

Innovation and creativity, which are at the centre of the Group's successful history, are the elements through which we create value for our customers. In addition, our employees are encouraged daily to think creatively and submit their ideas on how we can continue to improve.

To that end, Research and Development is of primary importance in designing cutting-edge products that are most advantageous for our customers. The new facilities of the Group's Research, Development and Innovation Centre in Iraklion, Crete, were established in 2018,

constituting the Centre one of the best in the plastics industry, allowing expert scientists to work closely with other Group divisions to develop new products and solutions. An agricultural research station has also been set up in Iraklion to study the effect of greenhouse film covers on crops. Meanwhile, trials are being conducted in real growing conditions in cooperation with progressive producers in Greece and abroad. Significant research is also carried out in cooperation with universities, research centres and major suppliers of polymers and chemicals.



## Cooperation with universities and research organisations

Plastika Kritis actively collaborates with a broad range of universities and research organisations.



**AGRICULTURAL UNIVERSITY OF ATHENS**



**UNIVERSITY OF THESSALY**  
**Laboratory of Farm Structures**



**HELLENIC MEDITERRANEAN UNIVERSITY**



**UNIVERSITY OF CRETE**  
**Department of Materials Science and Technology**



**FOUNDATION FOR RESEARCH AND TECHNOLOGY**  
**Institute of Electronic Structure and Laser**



**UNIVERSITY OF MACEDONIA**  
**Department of Chemical Engineering**



**UNIVERSITY OF PATRAS INSTITUTE OF CHEMICAL ENGINEERING SCIENCES**



**UNIVERSITY OF CRETE**  
**Department of Chemistry**

## Group awards and distinctions

The awards and distinctions earned by the Group represent the recognition of the persistent and the long-time efforts of our companies and people.



This past year, Plastika Kritis Group once again received the TRUE LEADER award from the ICAP Group and a high ICAP score (credit rating). The distinction places the Group among the 200 most profitable groups for 2019; among the 150 corporate groups with the greatest number of employees and highest increase in personnel; and as one of the top companies in the sector based on annual turnover.



Plastika Kritis Group received a gold award at the Exhibition Marketing Awards, staged for the first time by Boussias Communications and Marketing Week to recognise good practices, innovation, pioneering services and expertise in the exhibition sector.





## Supply chain management

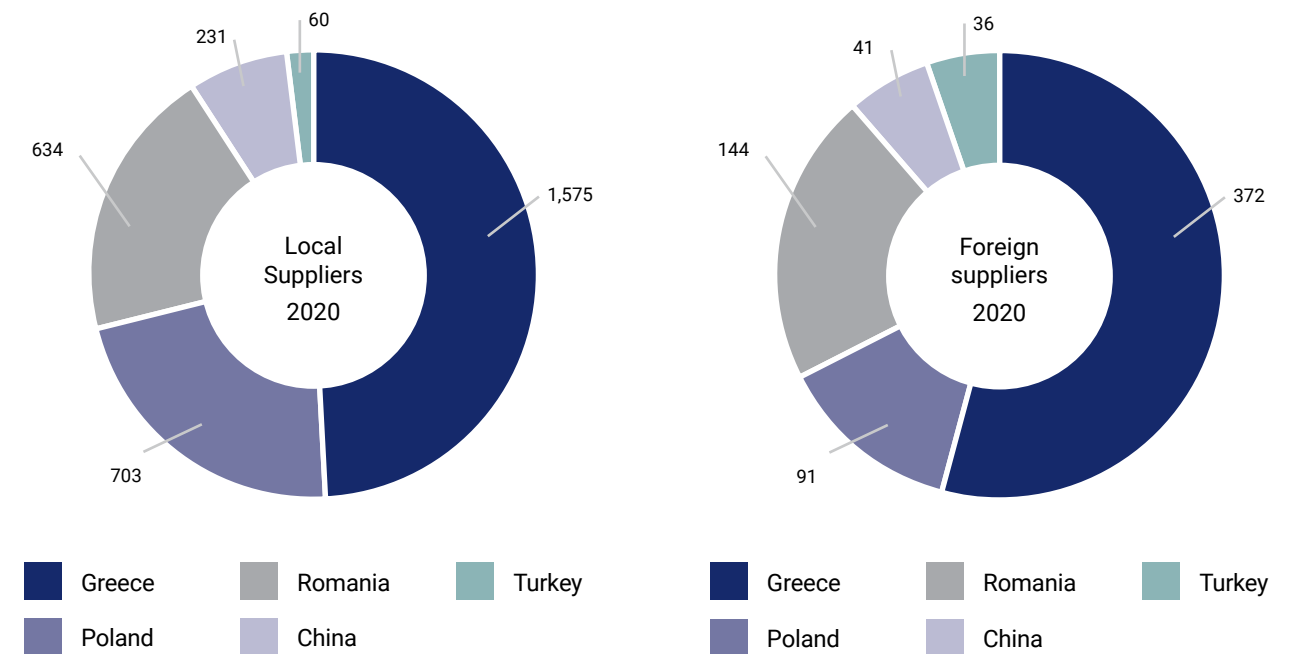
The Group selects its suppliers and other partners based on their ability to provide products and services of the required quality at the most competitive prices. All Group companies apply criteria relative to quality and responsibility for the transport and distribution of their products to the final recipients and throughout the entire range of services they provide.

In accordance with on the product quality standard ISO 9001:2015, the Group has established

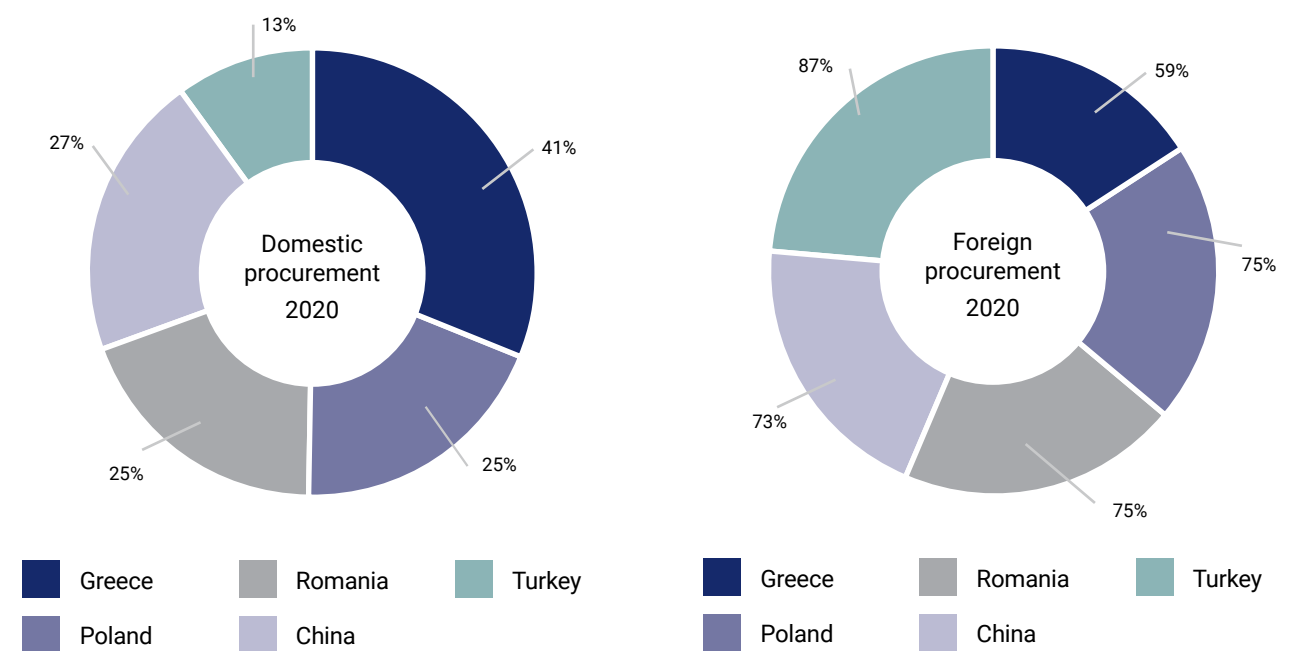
specific criteria based on which suppliers are assessed. These criteria take into account the quality, reliability and speed of delivery, technical support provided and grievance response. Additionally, in cases where it is deemed necessary, we evaluate Group suppliers based on aspects related to occupational health and safety management, quality management systems they have adopted and their alignment with environmental criteria determined by the Group.



### Number of active suppliers by production country



### Distribution of procurement by production country (%)\*





## Supplier data

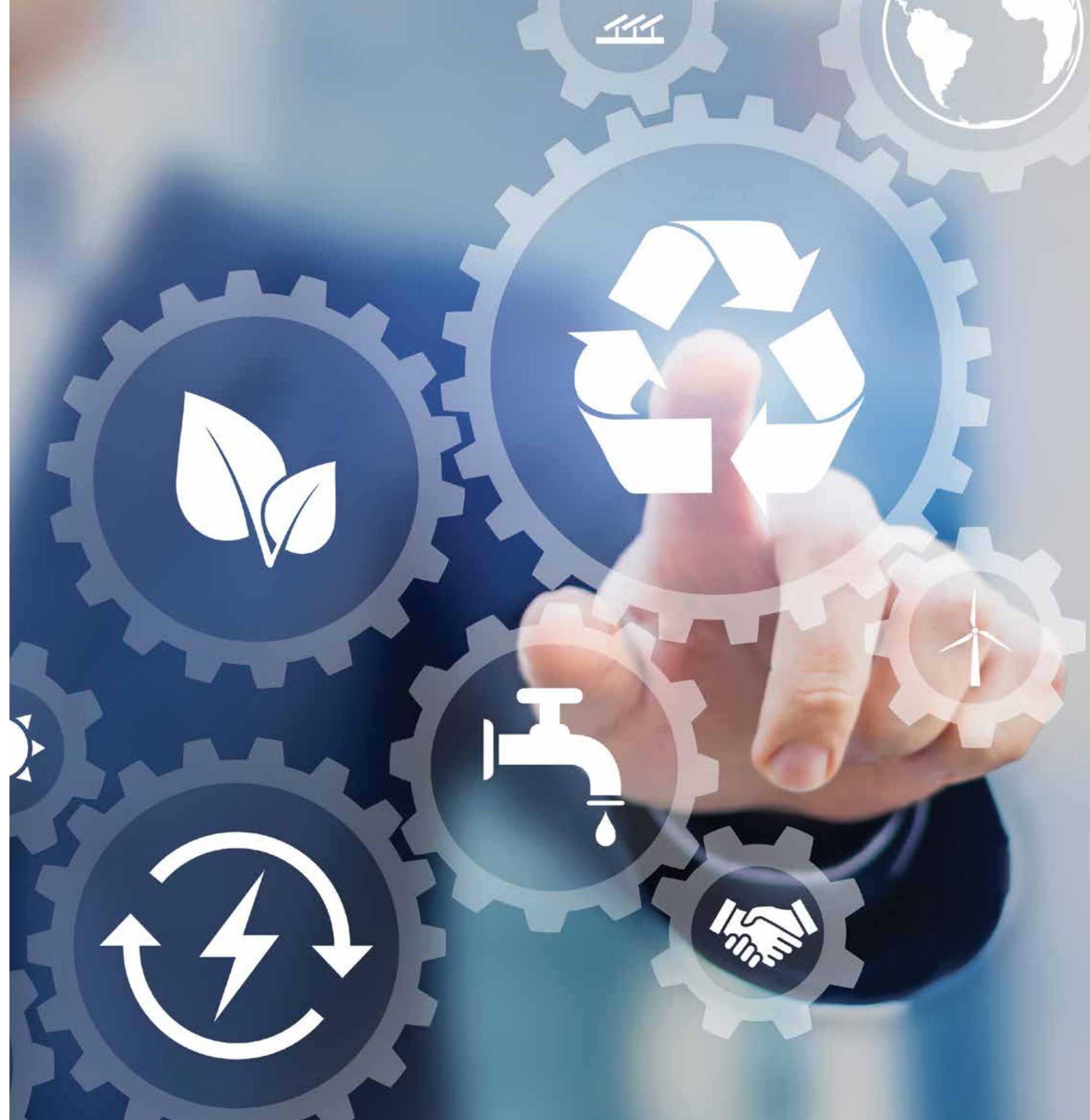
	Unit of measurement	2020	2019	2018
<b>Number of active suppliers by production country</b>				
<b>Local Suppliers</b>				
Greece	#	1,575	1,665	1,610
Poland	#	703	661	621
Romania	#	634	627	549
China	#	231	232	195
Turkey	#	60	66	61
<b>Foreign suppliers</b>				
Greece	#	372	348	357
Poland	#	91	88	87
Romania	#	144	131	124
China	#	41	39	34
Turkey	#	36	34	29
<b>Distribution of procurement by production country (%)*</b>				
<b>Domestic procurement</b>				
Greece	%	41%	36%	37%
Poland	%	25%	27%	24%
Romania	%	25%	27%	28%
China	%	27%	30%	24%
Turkey	%	13%	13%	17%
<b>Foreign procurement</b>				
Greece	%	59%	64%	63%
Poland	%	75%	73%	76%
Romania	%	75%	73%	72%
China	%	73%	70%	76%
Turkey	%	87%	87%	83%

\* The above data is not available for the Group's subsidiaries in Russia and Turkey.



# Responsible action for Sustainable Development

*The Group promotes  
responsible engagement  
in line with Sustainable  
Development*





## Our approach

The Group conducts its business activities based on its mission and values, while recognising that the principles of Sustainable Development comprise a key component of continuing growth.

Aiming to maintain its responsible course and consistently fulfil its commitments to its stakeholders, the Group focuses on the following pillars:

### Corporate responsibility pillars



#### Corporate governance and economic growth

The Group strives to adopt sound corporate governance practices and promotes business ethics alongside its economic prosperity and growth.

#### Labour practices

The Group endeavours to provide a merit-based work environment that fosters the growth and continuing development of its people. It also places particular emphasis on promoting employee health and safety while seeking to eliminate risks in work areas.



#### Products and responsible operation

The high quality of products and a universal commitment to responsible operation in the industry are a non-negotiable priority for the Group.

#### Social contribution

Responsible entrepreneurship is directly linked to creating value for local communities and society at large. The Group operates responsibly within the local communities and encourages dialogue with local bodies and groups.



#### Responsible environmental management

The Group places high priority on responsible environmental management and the ongoing improvement of its environmental performance. It strives to incorporate environmentally responsible and sustainable practices into its production process.



## Corporate Responsibility Team for systematic management of material topics

A Group Corporate Responsibility Team has been formed to manage Corporate Responsibility and Sustainable Development topics more effectively. The Team, which comprises representatives of Group departments from all countries, effectively manages at group level all relevant topics and monitors the successful implementation of the related targets. Additionally, the Team is responsible for:

- Developing and implementing the annual plan of action for each area of corporate responsibility

- collecting the information for the Report
- defining strategic priorities for developing corporate responsibility practices
- coordinating relevant actions
- generally managing all of the Group's social responsibility issues.

*The Team consists of 10 members and is headed by Ioannis Aspirtakis, Mechanical Engineer NTUA, MSc, Head of Quality - Environment - Occupational Health and Safety Management.*



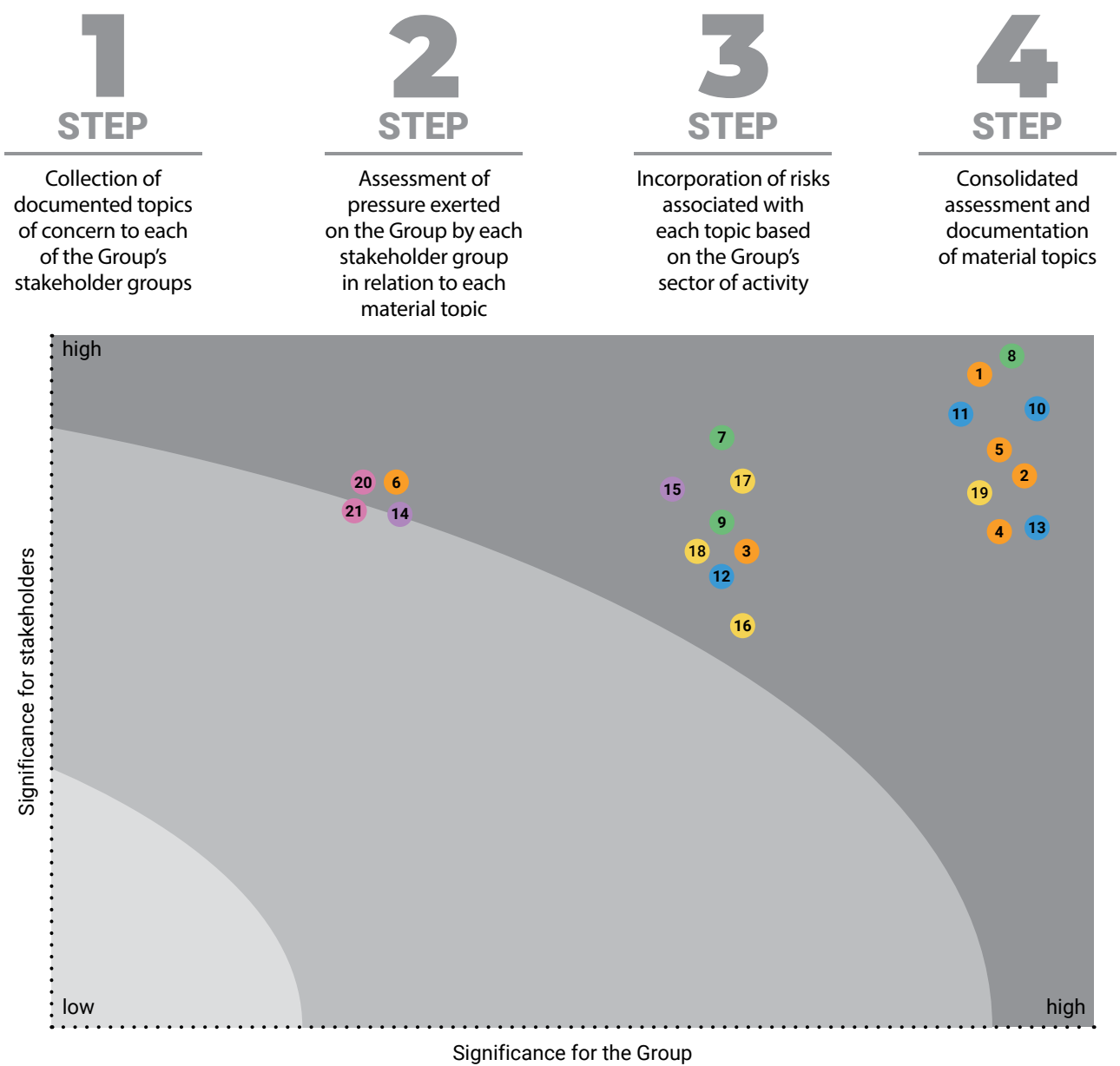


Materiality Analysis

As part of preparing this Report, a materiality analysis was conducted to identify the Plastika Kritis Group’s material topics per corporate responsibility pillar. The materiality analysis was based on the Global Reporting Initiative Standards (GRI Standards), as well as on industry classification and the assessment of the Sustainability Accounting Standards Board (SASB).

The results of the survey are presented on the following chart.

The process ranked the material topics according to their impact on the Group’s activity, as well as in relation to the degree of significance assigned by stakeholders.



The horizontal axis represents the impact of material topics on the Group’s operation, while the vertical axis represents the needs of stakeholders relative to the individual topics.

Our contribution to the Sustainable Development Goals

At the Plastika Kritis Group, our strategy and operations are aligned with the United Nations 2030 Agenda, as expressed through the Sus-

tainable Development Goals (SDGs).

We actively participate in achieving these Goals through our own strategy, targets and actions.

Material topics	Pillar	Sustainable Development Goals
<div>1 Corporate governance and business ethics</div> <div>2 Strategy and investment</div> <div>3 Digital transformation and security (cyber-risk)</div> <div>4 International presence</div> <div>5 Profitability and continued growth</div> <div>6 Stakeholder engagement</div>	Corporate governance and economic growth	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
<div>7 Employment and working conditions</div> <div>8 Employee health and safety</div> <div>9 Employee training and evaluation</div>	Labour practices	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
<div>10 Planning, research and development of innovative products</div> <div>11 Product quality and certifications</div> <div>12 Responsible supplier assessment and management</div> <div>13 Customer-oriented approach</div>	Products and responsible operation	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
<div>14 Relations with local communities</div> <div>15 Social solidarity actions</div>	Social contribution	<div>1 NO POVERTY</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>13 CLIMATE ACTION</div>
<div>16 Energy</div> <div>17 Management of hazardous and non-hazardous waste</div> <div>18 Adjustment to climate change</div> <div>19 Circular economy</div>	Responsible environmental management	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>13 CLIMATE ACTION</div>
<div>20 Covid-19 pandemic</div> <div>21 Upcoming law reducing the use of plastics (Directive [EU] 2019/904)</div>	External factors	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>13 CLIMATE ACTION</div>



### The significance of the materiality analysis

For the Plastika Kritis Group, the materiality analysis makes an important contribution to:

- Identifying the advantages, weaknesses and opportunities relative to each area of the Group's responsibility,
- Documenting and assessing potential risks relative to the corporate responsibility pillars,
- Determining those topics which are associated with the Group's long-term strategic goals and aligning them, with Sustainable Development as the overriding aim,
- Evaluating and reassessing the Group's performance on issues of corporate responsibility and sustainable development.

## Target-setting

	Target for the Group	Year to be achieved
Human Resources	Increase in employee training by 5%.	2022
	Review of evaluation procedure for human resources	2022
	Systematised training in health and safety.	2022
Responsible environmental management	Certification to the environmental management ISO 14001:2018 standard, for PLASTIKA KRITIS S.A.	2022
	Construction and completion of a new 3 MW photovoltaic power station in Romania, currently in the planning and permitting stage.	2022
	Full compliance with and application of provisions in the new Corporate Governance law and the Hellenic Capital Market Commission guidelines on Corporate Governance.	2022
Corporate governance	The adoption of and compliance with the new Corporate Governance Code of the Hellenic Corporate Governance Council (ESED), which was issued in June 2021.	2022
	Training for Company executives on transparency and combating corruption.	2022



## Stakeholder engagement

At the Plastika Kritis Group, we cultivate relationships of trust with stakeholders through continuous communication and open dialogue. Two-way communication forms the basis for assessing our actions and practices. At the Group, we have identified as stakeholders those groups which impact and/or are impacted by our activities, either directly or indirectly, positively or negatively. As part of the process of identifying and prioritising our stakeholder groups, emphasis is placed on the diversity of expectations and needs of each group. Since there are factors such as the scope and nature of Group operations that determine the character of these groups, different weight is attached to each one. The Group's stakeholder groups are:

- Shareholders
- Employees
- Customers
- Suppliers

- Local communities
- State/ Public authorities
- Credit institutions

Communicating with stakeholder groups involves a broad range of two-way actions that enhance dialogue, with the aim of making a detailed record of the views and observations of these groups so that we may stay abreast of their needs and concerns. Through this documentation, we identify the most significant issues that emerge and more effectively plan our actions while setting targets for continuous improvement.

The table below is a detailed presentation of the main issues pertaining to the stakeholder groups, along with the channels of communication through which these issues are communicated and documented:

### Common channels of communication for all stakeholder groups include:

- The company website  
<https://www.plastikakritis.com/gr>
- Annual Financial Report
- Annual Sustainability Report
- Company presentations at conferences, fora and institutional bodies
- Press releases, announcements, advertisements, articles.





## Framework for stakeholder engagements

Stakeholders	Channels of communication	Main topics
<b>Shareholders</b> <b>Frequency of communication:</b> <b>When deemed necessary</b>	<ul style="list-style-type: none"> <li>Press releases, announcements trade fairs</li> <li>Presentations of financial results</li> <li>Annual Meeting of Shareholders</li> <li>Financial Report</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Profitability and company growth</li> <li>Enhanced competitiveness</li> <li>Sound corporate governance and business ethics</li> <li>Transparent communication</li> <li>Sustainable development of the group's companies</li> </ul>
<b>How we respond:</b> Details are included in sections "Responsible action for Sustainable Development" (p. 26), "Actions for society" (p. 66), "Environment" (p. 76), "Corporate Governance" (p. 90)		
<b>Employees</b> <b>Frequency of communication:</b> <b>Daily</b>	<ul style="list-style-type: none"> <li>Posting on bulletin boards in appropriate locations</li> <li>Information via the Group's website</li> <li>Use of intranet</li> <li>Emails sent by the HR division on internal operation issues</li> <li>Onboarding/training for all new employees on company systems and policies</li> <li>Continuous retraining and staff evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Opportunities for growth and advancement</li> <li>Salaries and evaluation system</li> <li>Working conditions</li> <li>Human rights</li> <li>Occupational health and safety</li> <li>Ongoing information and communication</li> <li>Equal opportunities and benefits for employees</li> </ul>
<b>How we respond:</b> Details are included in the section: "Our people" (p. 38)		
<b>Customers</b> <b>Frequency of communication:</b> <b>Daily</b>	<ul style="list-style-type: none"> <li>Regular communication</li> <li>Participation in trade shows, conferences, presentations and organisations</li> <li>Financial Report</li> <li>Corporate Social Responsibility Report</li> <li>Group website</li> </ul>	<ul style="list-style-type: none"> <li>Smooth cooperation with Group</li> <li>Dialogue with Group</li> <li>Clear channels and systematic communication</li> <li>Product quality and certification</li> <li>Product innovation</li> <li>Customer-oriented approach</li> <li>Corporate responsibility</li> </ul>
<b>How we respond:</b> Details are included in the sections "The Plastika Kritis Group today" (p. 6), "Responsible action for Sustainable Development" (p. 26) and "Corporate Governance" (p. 90)		



Stakeholders	Channels of communication	Main topics
<b>Suppliers</b> <b>Frequency of communication:</b> <b>Daily</b>	<ul style="list-style-type: none"> <li>Market research by Procurements Division</li> <li>Regular communication through Procurements Division</li> </ul>	<ul style="list-style-type: none"> <li>Profitable cooperation with Group</li> <li>Dialogue with Group</li> <li>Systematic communications</li> <li>Responsible supplier management</li> <li>Corporate responsibility</li> </ul>
<b>How we respond:</b> Details are included in the section: "The Plastika Kritis Group today" (p. 6)		
<b>Local communities</b> <b>Frequency of communication:</b> <b>When deemed necessary</b>	<ul style="list-style-type: none"> <li>Targeted communication with social organisations</li> <li>Financial Report</li> <li>Corporate Social Responsibility Report</li> </ul>	<ul style="list-style-type: none"> <li>Job opportunities</li> <li>Sound Corporate Governance and business ethics</li> <li>Corporate social responsibility</li> <li>Social solidarity actions</li> <li>Human rights</li> <li>Relations with the Group</li> <li>Environmental protection</li> </ul>
<b>How we respond:</b> Details are included in the section: "Actions for society" (p. 66)		
<b>State/Public authorities</b> <b>Frequency of communication:</b> <b>When deemed necessary</b>	<ul style="list-style-type: none"> <li>Monitoring of and compliance with permitting laws</li> <li>Announcements and correspondence of legislative and non-legislative content</li> </ul>	<ul style="list-style-type: none"> <li>Sound corporate governance and business ethics</li> <li>Compliance with contractual and environmental conditions</li> <li>Legislative and regulatory compliance</li> <li>Environmental protection</li> <li>Responsible communication</li> </ul>
<b>How we respond:</b> Details are included in the sections "The Plastika Kritis Group today" (p. 6), "Environment" (p. 76) and "Corporate Governance" (p. 90)		
<b>Credit institutions</b> <b>Frequency of communication:</b> <b>Monthly</b>	<ul style="list-style-type: none"> <li>Press releases, announcements</li> <li>Financial Report</li> <li>Corporate Social Responsibility Report</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Timely information</li> <li>Group economic sustainability</li> <li>Transparent and systematic communication</li> </ul>
<b>How we respond:</b> Details are included in the sections "The Plastika Kritis Group today" (p. 6), "Environment" (p. 76) and "Corporate Governance" (p. 90)		

## Creating stakeholder value

### The value we create

The Group creates and distributes value to the economy and society and seeks new ways to maximise this value through its products and services and/or the jobs it provides. During the last three years, the Group’s distributed value amounted to €785 million to the benefit of all its stakeholders.

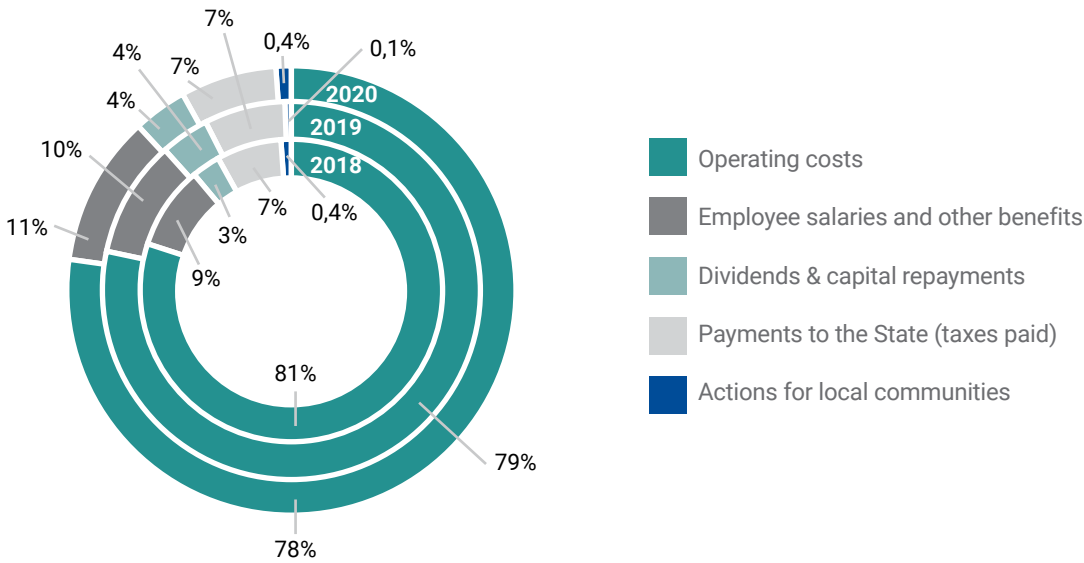


The value distributed in 2020 by the Plastika Kritis Group is broken down as follows:

Economic value distributed by stakeholder group			
Amounts in thousand euros	2020	2019	2018
Operational costs	209,551	202,651	209,855
Employee salaries and other benefits	28,625	25,752	24,589
Dividends & capital repayments	11,398	9,196	8,193
Payments to the State (taxes paid)	17,959	17,641	17,309
Actions for local communities	1,062	325	954
<b>Economic value</b>	<b>268,595</b>	<b>255,565</b>	<b>260,900</b>

<sup>1</sup> The actions for local communities include Greece (2018, 2019, 2020) and Romania (2020).

### Economic value distributed



### Direct economic value created and distributed

Economic value created and distributed	2020	2019	2018
Economic value created by the Group (in thousand euros)	306,085	289,450	281,600
Direct economic value - total revenue (turnover)	304,649	288,792	280,493
Other operating income	1,436	658	1,107
Distributed economic value	268,595	255,565	260,900
<b>Undistributed value</b>	<b>37,490</b>	<b>33,885</b>	<b>20,700</b>



# Environment

*We place high priority on responsible environmental management and commit to continuously improving our environmental performance*



The Group makes every possible effort to adopt and apply best practices to ensure a consistent reduction of its environmental footprint

## Environmental responsibility

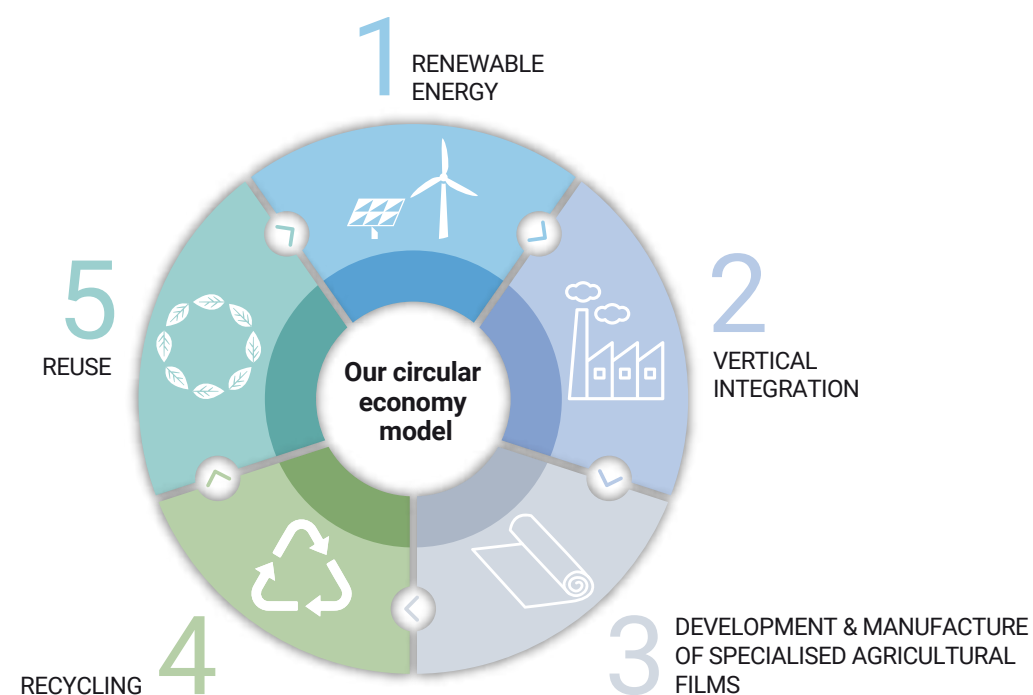
We take necessary steps to reduce the impact of our activities on the environment and are committed to incorporating environmentally responsible and sustainable practices into our production process. Our actions are grounded on the principles of sustainable development and we comply with existing legislation, international directives and standards as we strive to achieve balanced economic growth in harmony with the natural environment.

Our primary target, within the environmental

responsibility framework we adhere to, is the transition to a circular economy model with low carbon emissions and optimal resource efficiency.

We implement an integrated environmental management system and aim to have it certified to the international ISO 14001:2018 standard. In addition, we implement actions and investments that contribute to the protection of the environment and raising the environmental awareness of local communities.

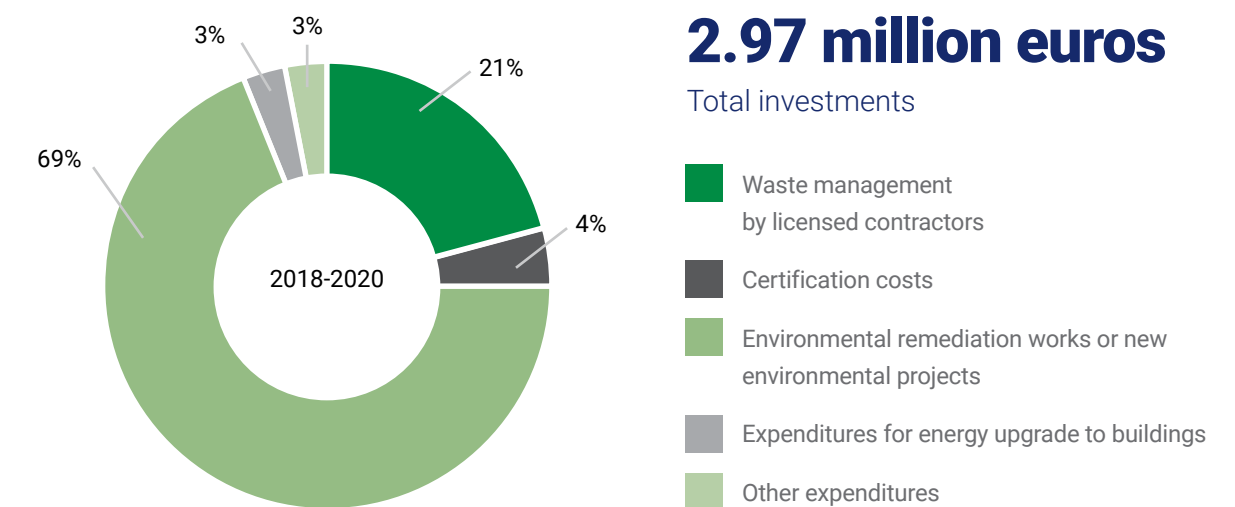
### Environmental management framework



Based on the foregoing, we invest in practices and systems that are in line with the Group's responsible environmental management framework and promote environmental protection.

The chart below represents the categories of investments the Group makes in environmental protection.

### Investments in environmental protection over the last three years



In addition to these investments, we also implement a number of programmes aimed at continually improving the way in which we handle issues related to environmental protection:

- We apply the precautionary principle throughout the entire range of our activities.
- We provide regular training for our employees in emergency response.

- We contribute to raising the environmental awareness of our customers.
- We conduct preparedness drills at our production facilities.
- We only cooperate with companies appropriately licensed to manage waste.
- We work with local communities on environmental protection issues.



Recycling

Collection and recycling of used films, and industrial, agricultural and household plastics in Crete





The collection of old sheets and industrial, agricultural and household plastics and their subsequent recycling is one of our oldest and most established activities. Since 1992, the Group has operated a plastics recycling facility in Crete which mainly collects and recycles used greenhouse plastics. As we faithfully adhere to the circular economy model, we implement a specific process for collecting plastics from the fields and then transferring them to the recycling plant, where they are cleaned and undergo processing that converts them to useful raw materials. In this way, we make the greatest possible contribution to the recycling and reuse of mainly old agricultural plastics, thus reducing the volume of waste.

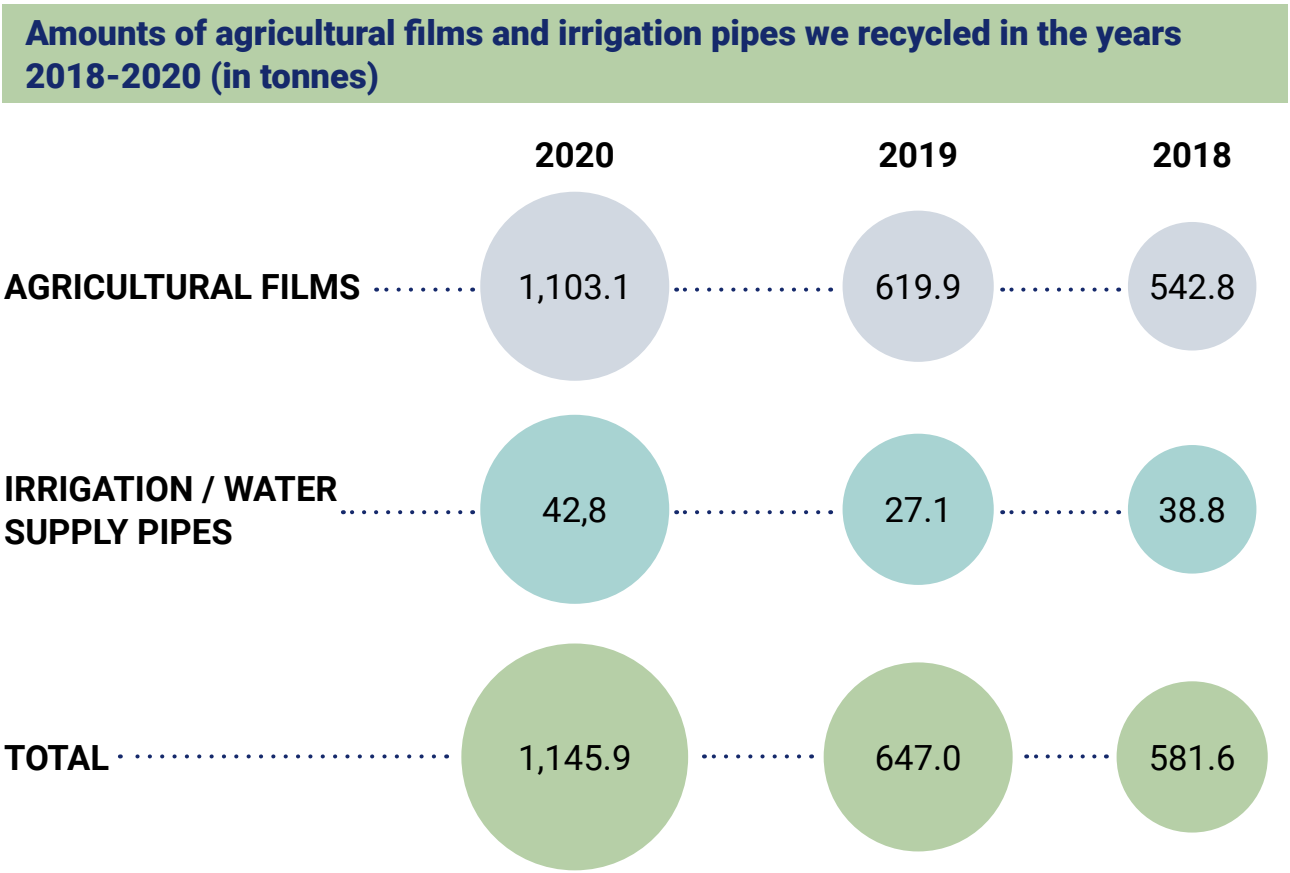
Organised network for collecting used agricultural films

Over the last 30 years, we have supported the efforts of municipalities, cooperatives and private citizens to collect agricultural plastics after their use has ended and to transport them to our plant for recycling.

97%

Increase in the amount of greenhouse films and irrigation pipes collected in the last three years

-  We are leading the way, in cooperation with the government, the Association of Hellenic Plastics Industries and fellow agricultural film manufacturers in creating a Collective Alternative Management System as part of the "Extended Producer Responsibility" policy expected to go into effect for our industry starting 1/1/2023.
-  We endeavour to inform and raise awareness of the rural population about the process and benefits of collection-recycling.
-  We have supported the establishment of collection centres for used agricultural plastics in the main agricultural areas of Greece, particularly Crete (Ierapetra, Tympaki, Antiskari, Arvi, Falaserna, Elafonisi, Paleochora, Rhodes, Preveza and others).
-  We participate in the Hellenic Recovery Recycling Corporation's scheme and pay the required contribution amount for the recycling of our packaging.



New recycling plant

In 2020, Plastika Kritis completed a significant upgrade of its plastics recycling facility, aimed

at achieving better and more productive management of the used agricultural films it receives for recycling.

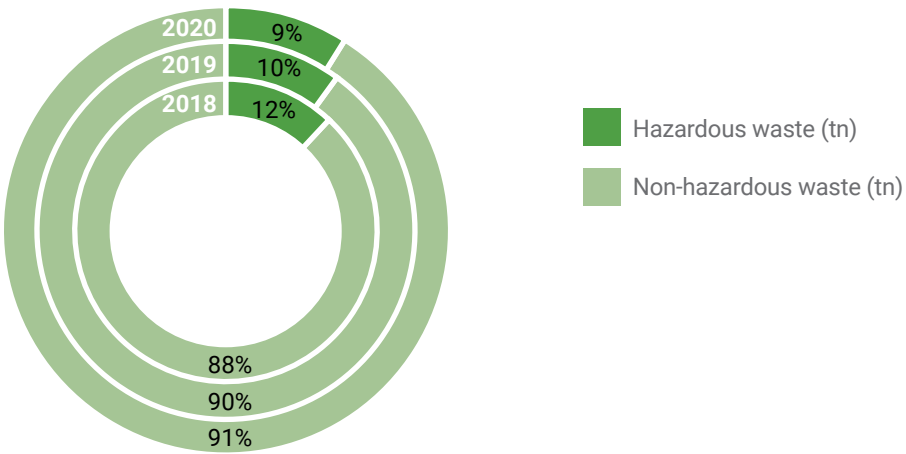


Production facility waste management

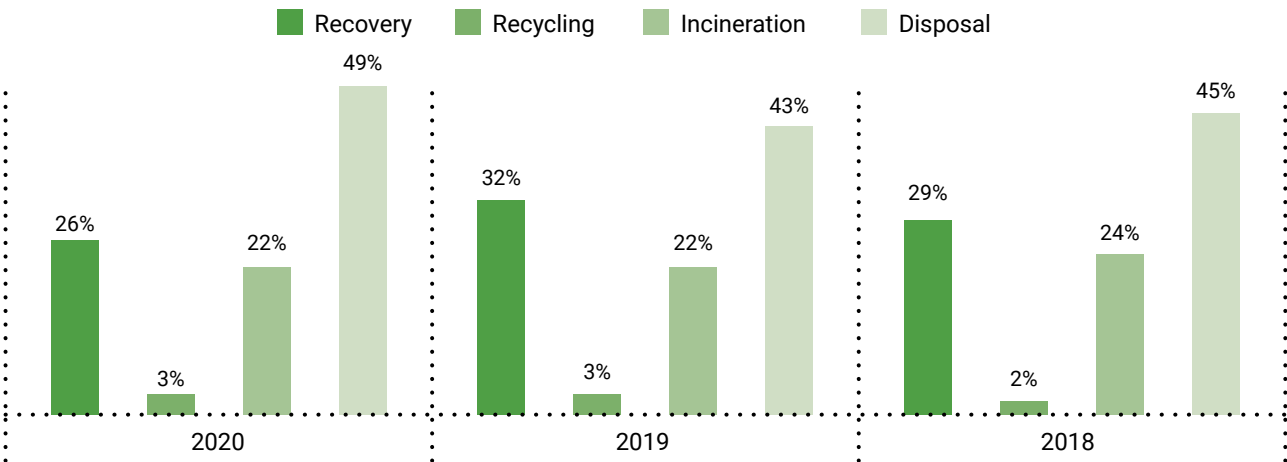
The proper management of waste generated by the Group's production process is a high priority for us. The waste from our production facilities is separated into non-hazardous (e.g. paper, plastic and metal) and hazardous (e.g.

mineral oils, batteries, etc.). To ensure proper handling, we cooperate with appropriately licensed external contractors who undertake the proper management of all our waste.

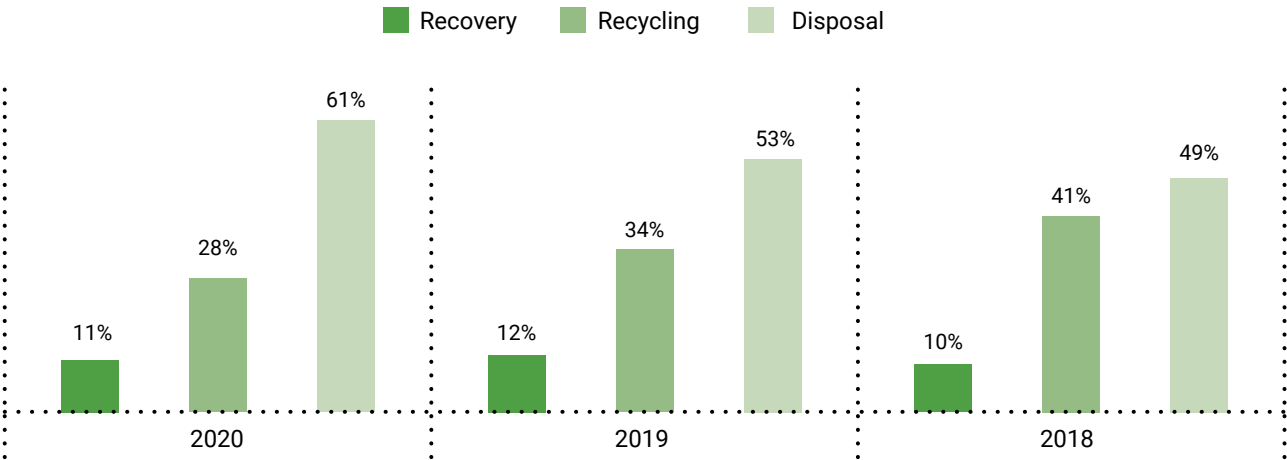
Total waste by category



Distribution of hazardous waste, by category and management method (tn)



Distribution of non-hazardous waste, by category and management method (tn)



Note: The incineration concerns the Group's subsidiaries in Romania, China and Turkey.



# Energy and greenhouse gas emissions

The responsible energy management and the consistent reduction of its carbon footprint are of the highest priority for the Group. As part of its efforts in this direction, the Group invests in energy generated from renewable sources in Greece to reduce its carbon footprint.

## RES production at the Group

The development of renewable energy sources (RES) is directly linked to environmental protection and the capacity to reduce the production of electricity from fossil fuels. In view of this, the Group sees RES not just as an investment opportunity and a component of vertical integration that helps reduce production costs, but as the best way to reduce its environmental footprint. As part of this effort, the Group's wind farm in Crete went into operation in 2003 and has now a capacity of 12 MW. The wind farm's operation is supplemented by photovoltaic power stations at various sites in Greece:

- Near Finikia, Iraklion, Crete (80 KWp)

- Industrial Area in Iraklion, Crete (80 KWp)
- Vrouchas, Municipality of Agios Nikolaos, Lasithi Prefecture (80 KWp)
- Industrial Area in Sindos, Thessaloniki (100 KWp)
- Tragano, Municipality of Pineios, Ilia Prefecture (1998 KWp)

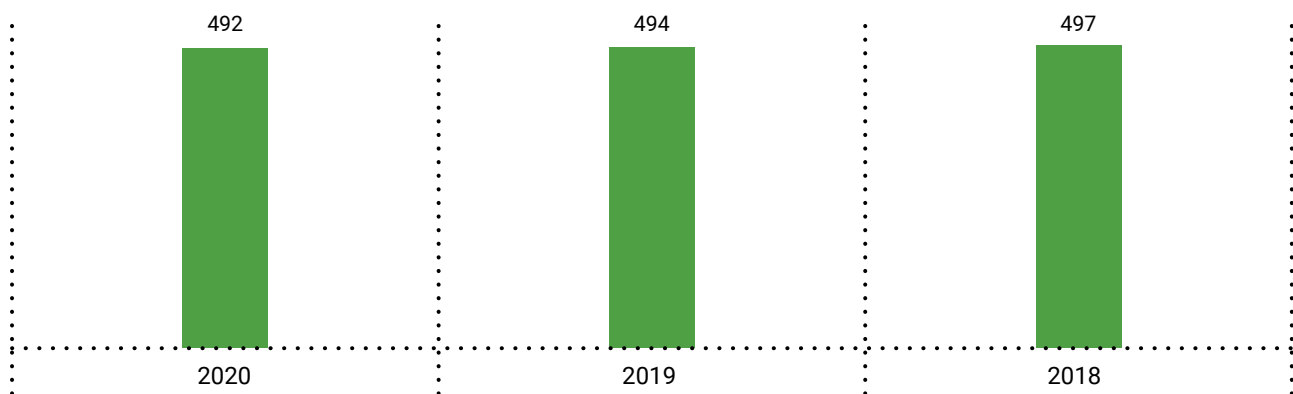
## Energy consumption

Most of the Group's energy consumption involves the use of electricity, which amounts to 81,567 MWh and corresponds to a specific electricity consumption of 492 KWh per tonne of product for 2020.

99%

Energy autonomy of the production facility in Crete for 2020 due to use of RES

## Specific electricity consumption (KWh/tonne of product)



## Energy produced from RES

The Group's energy needs within Greece are equivalent to the amount of energy generated by RES, hence the Company's energy footprint has been zero for the last two years, 2019 and 2020.

The following table presents the energy generated by the Group's wind farm in Crete and its five photovoltaic power stations, along with the correspondence to the energy needs of Plas-

tika Kritis in Greece. For 2020, Plastika Kritis achieved 99% autonomy as a result of using energy from RES, while autonomy was at 100% for the last two years overall.

100%

coverage of energy requirements in Greece for the years 2019-2020 from RES

Years	Energy produced annually from RES	Annual requirement for energy at Plastika Kritis facilities	Correspondence to Plastika Kritis energy needs
2019	45,672 MWh	40,326 MWh	100%
2020	44,264 MWh	44,869 MWh	99%

Energy-saving actions at the Plastika Kritis Company

- At Plastika Kritis, we use hot water derived from the production process to heat specific areas, such as the floor housing offices, our laboratory and staff locker rooms. These areas are 100% supplied by this source of heat.
- During 2020, we replaced 90% of old lamps at the Crete production facility with new LED lamps; this action is expected to bear positive results in our efforts to save energy.
- Construction was completed on a new administration building in Crete, with better building insulation and state-of-the-art and more efficient Class A air conditioning systems, effectively reducing energy consumption.
- Energy savings through the use of shallow geothermal energy.

Greenhouse gas emissions

The Group systematically monitors greenhouse gas emissions, with an eye to limiting them. Indirect carbon emissions are calculated based on the corresponding electricity consumption.

Total indirect carbon emissions for the Group in 2019 and 2020 amounted to 4,971 and 5,727 tonnes of CO<sub>2</sub>, respectively, while Plastika Kritis had zero emissions for 2019 and 297 tonnes CO<sub>2</sub> for 2020.

The establishment of a Logistics Centre at the Iraklion Industrial Area contributed significantly to reducing transports from Plastika Kritis and to shrinking the carbon footprint.

**Saved 45 thousand tonnes of CO<sub>2</sub>**

Indirect carbon emissions for the years 2019-2020 for the Group, produced from RES





## Environmental indicators

### Consumption indicators

	Unit	2020	2019	2018
<b>Expenditures for environmental protection</b>				
Waste management by licensed contractors	€	257,039	178,839	182,498
Certification costs	€	15,481	60,984	32,212
Environmental remediation works or new environmental projects	€	2,029,021	20,208	14,499
Expenditures for energy upgrade to buildings	€	90,135	0	0
Other expenditures	€	32,459	29,680	27,505
<b>Total</b>	<b>€</b>	<b>2,424,135</b>	<b>289,711</b>	<b>256,714</b>
<b>Energy consumption</b>				
<b>Annual electricity consumption</b>	<b>MWh</b>	<b>81,567</b>	<b>75,714</b>	<b>72,619</b>
Specific electricity consumption	kWh/ tn	492	494	497
<b>Consumption of vehicle fuels</b>				
<b>Annual diesel consumption (for forklifts and trucks)</b>	<b>lt</b>	<b>142,638</b>	<b>155,556</b>	<b>174,396</b>
Greece	lt	64,000	66,600	64,039
Poland	lt	1,425	2,599	4,984
Romania	lt	17,020	20,869	22,284
Russia	lt	-	-	-
Turkey	lt	40,583	49,217	57,972
China	lt	16,110	12,271	17,118
France	lt	3,500	4,000	8,000
<b>Annual fuel consumption (vehicle use)</b>	<b>lt</b>	<b>175,973</b>	<b>193,916</b>	<b>111,553</b>
Greece	lt	49,667	59,144	-
Poland	lt	13,102	23,411	15,068
Romania	lt	9,571	10,222	11,468
Russia	lt	77,050	77,321	54,872
Turkey	lt	276	856	3,068
China	lt	26,308	22,962	27,077
France	lt	0	0	0
<b>CO<sub>2</sub> emissions</b>				
<b>Electricity</b>	<b>tn CO<sub>2</sub></b>	<b>5,727</b>	<b>4,971</b>	<b>27,748</b>
Greece	tn CO <sub>2</sub>	297	0	22,041
Poland	tn CO <sub>2</sub>	3,565	3,216	3,529
Romania	tn CO <sub>2</sub>	1,463	1,476	1,837
Russia	tn CO <sub>2</sub>	-	-	-
Turkey	tn CO <sub>2</sub>	-	-	-
China	tn CO <sub>2</sub>	-	-	-
France	tn CO <sub>2</sub>	402	278	340
<b>WATER CONSUMPTION</b>				
Water consumption from water supply networks	m <sup>3</sup>	56,969	55,999	62,157

<sup>1</sup> The calculation of indirect carbon emissions does include Russia, China and Turkey.  
Note: The incineration concerns the Group's subsidiaries in Romania, China and Turkey

### Waste management indicators

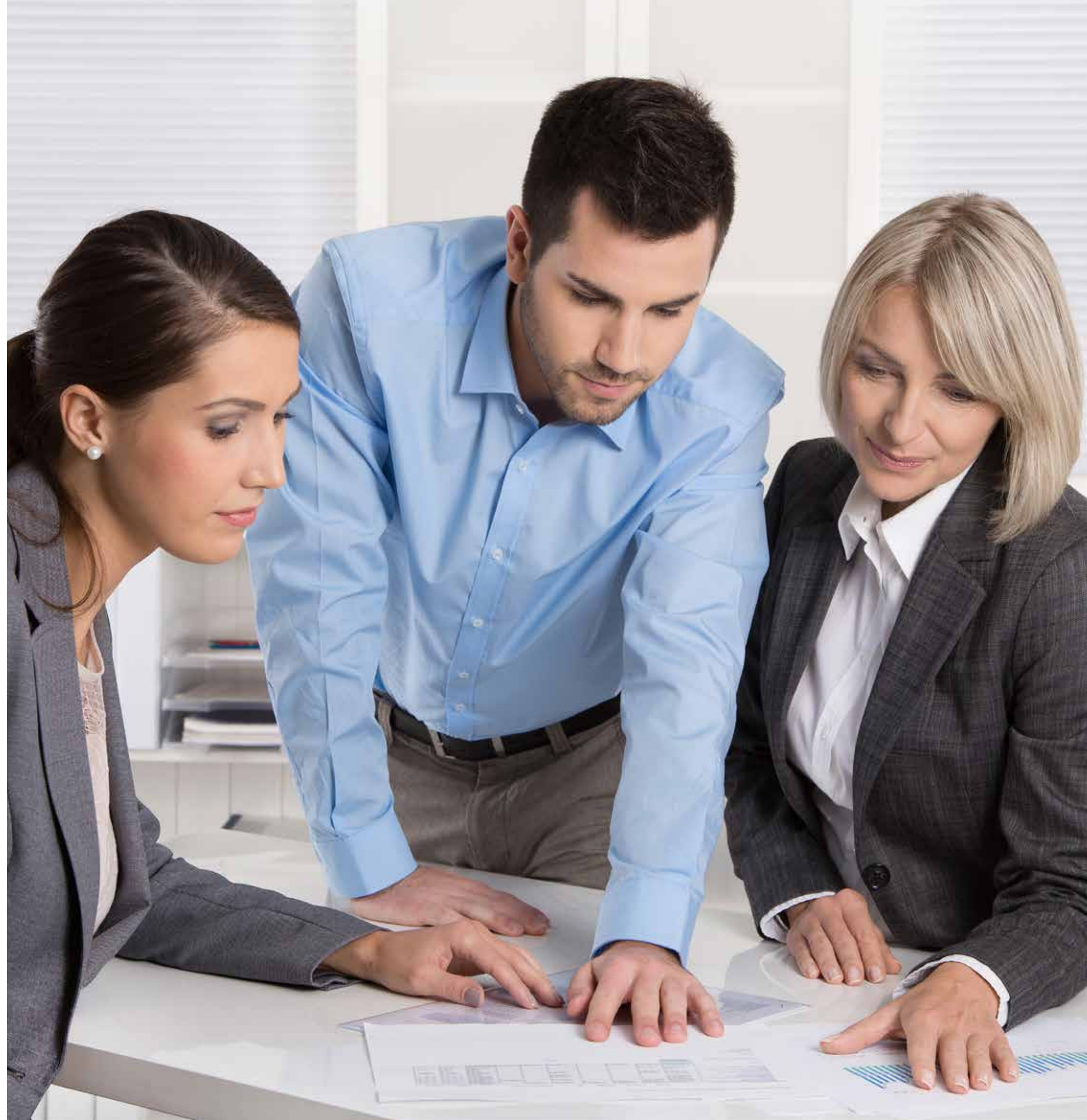
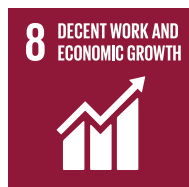
	Unit	2020	2019	2018
<b>Hazardous waste by management method</b>				
Recovery	tn	48.7	57.8	52.2
Recycling	tn	6.4	5.3	4.2
Incineration	tn	40.5	40.9	42.8
Disposal	tn	91.2	78.8	81.0
<b>Non hazardous waste by management method</b>				
Recovery	tn	213.1	190.3	136.1
Recycling	tn	547.9	544.2	563.4
Disposal	tn	1,203.8	842.9	678.1



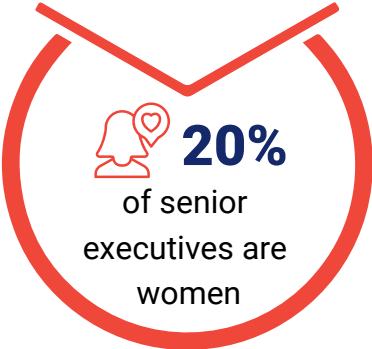
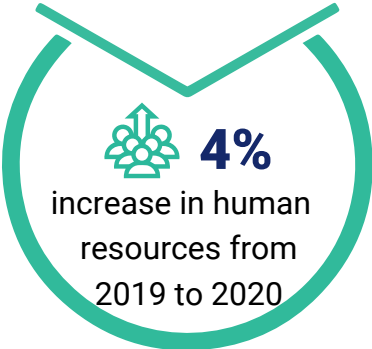


# Our people

*The Group strives to create a merit-based work environment, with an emphasis on the development of its people*



Our people at a glance



\* The map above presents a breakdown of the number of employees at the Group's subsidiary companies (31/12/2020).



We place people at the centre of our activities and take steps to ensure their development and well-being.

Overview of our employees

Our people are our most important partners and the key pillar of the Group’s success.

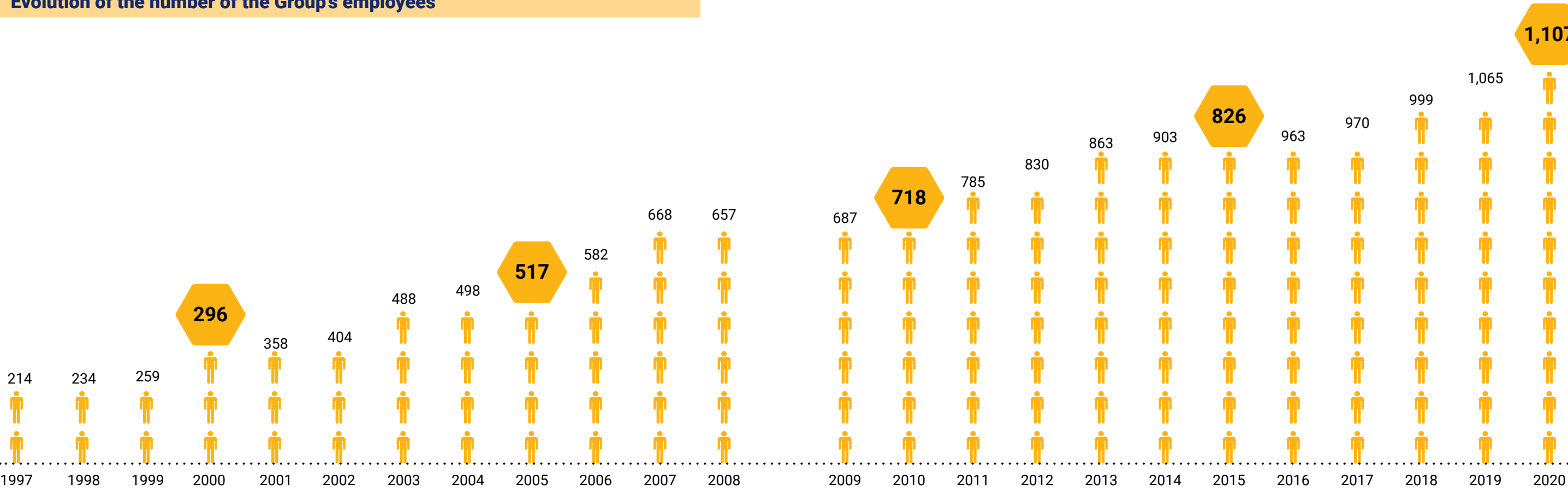
Striving to create a merit-based work environment, with respect for all employees, providing proper working conditions and additional benefits is an uncompromising priority for us.

At 31/12/2020, the Group employed 1,107 people. Of those, 94% are middle management

and other staff, while 6% are senior management. Specifically, at its production facilities in Greece, the Group employs 447 people, 96% of whom are middle managers and other staff, while 4% are senior management. In terms of the age distribution of employees, 17% are over the age of 50, 64% are 30-50, and 19% are under the age of 30.



Evolution of the number of the Group’s employees





Group employees by rank and age

	2020			2019			2018		
	<30	30-50	51+	<30	30-50	51+	<30	30-50	51+
Senior management	3	38	23	1	40	25	1	44	23
Middle management	9	167	64	9	162	64	12	155	60
Other employees	201	505	97	189	476	99	174	439	91

Group employees by rank and gender

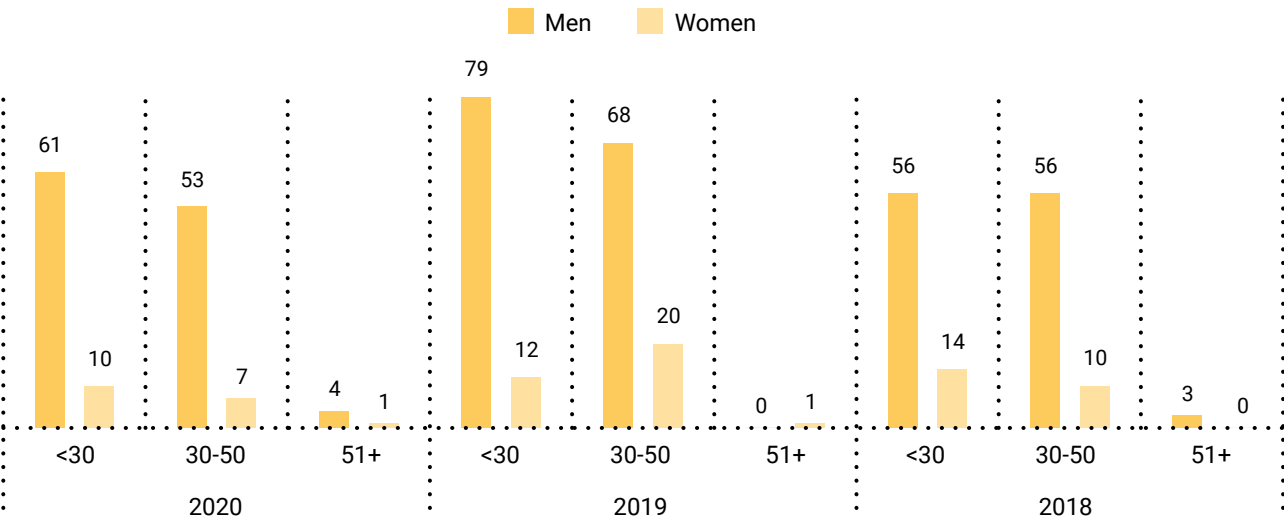
	2020		2019		2018	
	Men	Women	Men	Women	Men	Women
Senior management	51	13	53	13	55	13
Middle management	190	50	186	49	181	46
Other employees	683	120	651	113	610	94

Employee recruitment and retention

Recruiting and retaining capable employees is critical to the Group’s development, and to creating a positive work environment underpinned by equal opportunities for growth.

Regarding issues of hiring, salaries and promotions, we follow practices based on impartial and merit-based criteria as we strive to operate responsibly.

Employee hires by gender and age



Training and development

Employee appraisal

Employee performance appraisal is an important function for the Group. That is why we have implemented an employee development and appraisal system which applies to all levels of the corporate hierarchy.

The appraisal procedure takes place annually and great care is taken to ensure it is fair, impartial and documented to support the professional growth of our people. The process is based on qualitative and quantitative performance, and the skills and abilities of each employee.

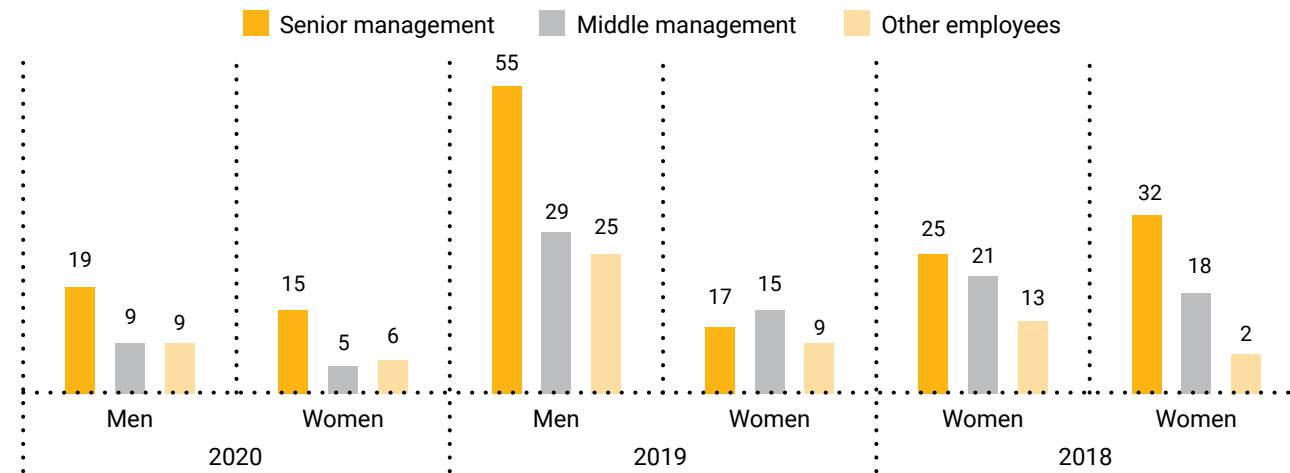
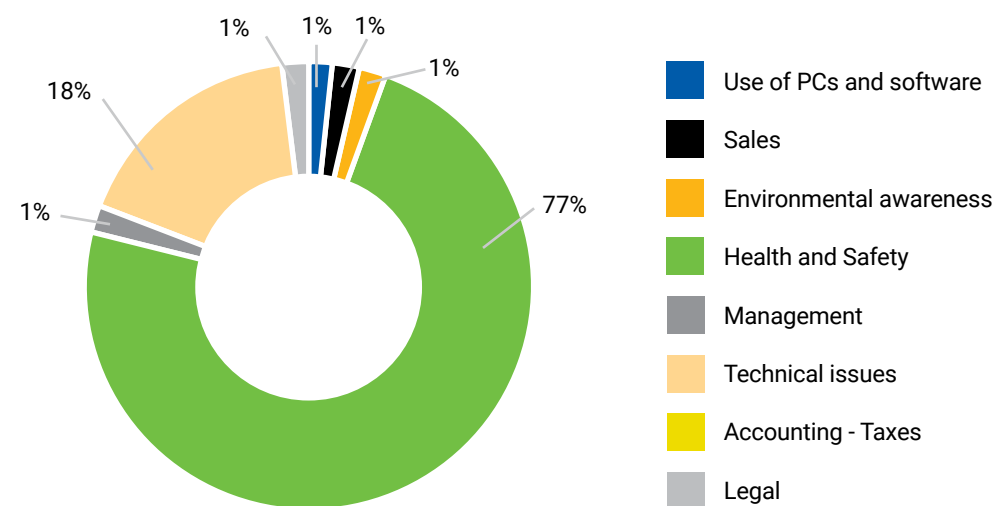
Employee training

We invest in the training and education of our employees to ensure they continue to develop their knowledge and abilities. Our main task is to continually provide educational programmes and seminars to support the refinement of their skills.

The seminars and training sessions offered cover a broad spectrum of business and sustainability-related topics. The main topics for training are technical skills, sales development, environmental management, health and safety, first aid, administrative procedures, accounting, tax and legal issues.



## Average hours of training

Training topics<sup>1</sup>

<sup>1</sup>The collection of data for this indicator began in 2020 and, hence, no data is presented for 2018 and 2019.

## Employee benefits

At Plastika Kritis, we offer our people a broad range of benefits, well beyond those required

by law, as part of our responsible practices relative to human resources:



## Private insurance for all employees

- Pension plan
- Life insurance
- Insurance for permanent total disability resulting from illness
- Insurance for temporary disability resulting from illness
- Accident insurance
- Business travel insurance
- Group insurance policy
- Hospital and outpatient care
- Hospital and surgical allowance
- Maternity benefits



## Financial assistance for employees

- We provide financial assistance to employees with children in secondary or tertiary education, based on salary-related criteria.
- We support employees with children suffering from serious illnesses.





### Assistance fund

- Plastika Kritis has established and operates an assistance fund, financially supported by the Company, to aid employees. The fund is managed by the employees themselves and provides assistance to colleagues in need.



### Employee gifts and benefits

- We make annual bank deposits for all employees' children under the age of 12.
- Every child who starts middle school receives a new computer as a gift.
- We offer Christmas gifts to employees' children under the age of 12 as part of our annual Christmas party.
- We give gifts for weddings and the birth of our employees' children.
- There is a gym on the premises.



### Financial incentives

- Every year, 5% of the parent company's earnings before taxes are distributed to the employees as a reward and encouragement.



### Medical benefits for all Group employees

- We have permanent occupational health physicians on staff, beyond what is required by law.
- Fully equipped physician's surgery.
- Annual medical check-ups and additional specialised free examinations are available for all employees, depending on age and department.



## Communicating with our people

At our Group, we emphasise and encourage ongoing and open communication between Management, employees and close associates. Our

communication is founded on the principles of transparency, trust and open dialogue.

### Corporate channels of communication

- Open-door policy to promote open communication with all personnel
- Electronic bulletin boards at Group facilities
- Direct communication and regular meetings with employees, whenever necessary
- Systematic online communication on specific topics
- Corporate events and Christmas party





## Our response to the Covid-19 pandemic

The Covid-19 pandemic is one of the greatest challenges the global business world has been called upon to face in recent years. Our response was immediate, as we developed initiatives to safeguard the health and safety of

employees, but also to ensure the uninterrupted operation of production facilities. We implemented an integrated response framework at Group facilities aimed at effectively fortifying us against the impacts of the pandemic.



### Introduction of measures against the virus

We institute preventive measures to prevent the spread of the virus, acting on two levels – effective prevention and prompt response.



### Occupational health physician

We cooperate with a specialised occupational health physician to assist us in the prevention and effective management of issues related to the spread of Covid-19. The Group Management encourages all employees to contact the doctor on any issue related to the pandemic whenever needed.



### Pandemic management team

We set up a team of experienced senior staff to undertake the central management of preventive measures and response to emergency situations related to the pandemic.



### Preventive Covid tests

We have introduced weekly preventive PCR Covid testing to identify asymptomatic cases of infection among staff in a timely manner.



### Ongoing communication

There is ongoing and continual communication with all employees regarding developments in the pandemic and relative to measures to prevent or respond to the virus, implemented at an international and national level.



### Work organisation

We have created small, closed work groups to prevent the unchecked spread of the virus between employees and associates. We stagger the arrival and departure times by department to avoid crowding.



### At-risk groups

We look out for our at-risk employees, adopting a special strategy to manage their health and safety, with specific preventive measures and an increased capability for working remotely.



### Remote work

We provide our people with the ability to work remotely and further prevent the virus from spreading.



### Disinfection

We implement a daily disinfection programme for work areas, carried out by specialised companies.



### Air renewal in air conditioning system

We have adjusted our ventilation and air conditioning systems in work areas so the air is renewed more frequently with fresh air from outdoors.



## Human resources indicators

Key indicators		2020	2019	2018
Employment data	<b>Employment data</b>			
	<b>Number of employees</b>			
	<b>Men</b>			
	<30	185	192	176
	30-50	553	528	520
	51+	186	170	150
	<b>Women</b>			
	<30	44	41	36
	30-50	118	114	100
	51+	21	20	17
	<b>Total employees by gender and country</b>			
	<b>Greece</b>			
	Men	404	393	368
	Women	43	42	39
	<b>Poland</b>			
	Men	88	81	77
	Women	34	37	26
	<b>Romania</b>			
	Men	94	83	82
	Women	12	11	11
	<b>Russia</b>			
	Men	77	77	67
	Women	29	27	26
	<b>Turkey</b>			
	Men	80	88	87
	Women	19	18	19
	<b>China</b>			
	Men	113	108	106
	Women	29	27	19
	<b>France</b>			
	Men	68	60	59
	Women	17	13	13
Hiring data	<b>Total hires by gender and age</b>			
	<b>Men</b>			
	<30	61	79	56
	30-50	53	68	56
	51+	4	0	3
	<b>Women</b>			
	<30	10	12	14
	30-50	7	20	10
	51+	1	1	0

Key indicators		2020	2019	2018
Organisational hierarchy	<b>Employment data</b>			
	<b>Distribution of employees by rank and gender</b>			
	<b>Senior management</b>			
	Men	51	53	55
	Women	13	13	13
	<b>Middle management</b>			
	Men	190	186	181
	Women	50	49	46
	<b>Other employees</b>			
	Men	683	651	610
	Women	120	113	94
	<b>Distribution of employees by type of employment</b>			
	<b>Full-time employment</b>			
	Men	926	889	845
	Women	170	167	146
	<b>Part-time employment</b>			
	Men	2	1	1
	Women	9	8	7
	<b>Distribution of employees by contract type</b>			
	<b>Employment contract of indefinite duration</b>			
	Men	496	448	415
	Women	89	89	73
	<b>Employment contract of indefinite duration</b>			
	Men	66	86	90
	Women	3	3	5

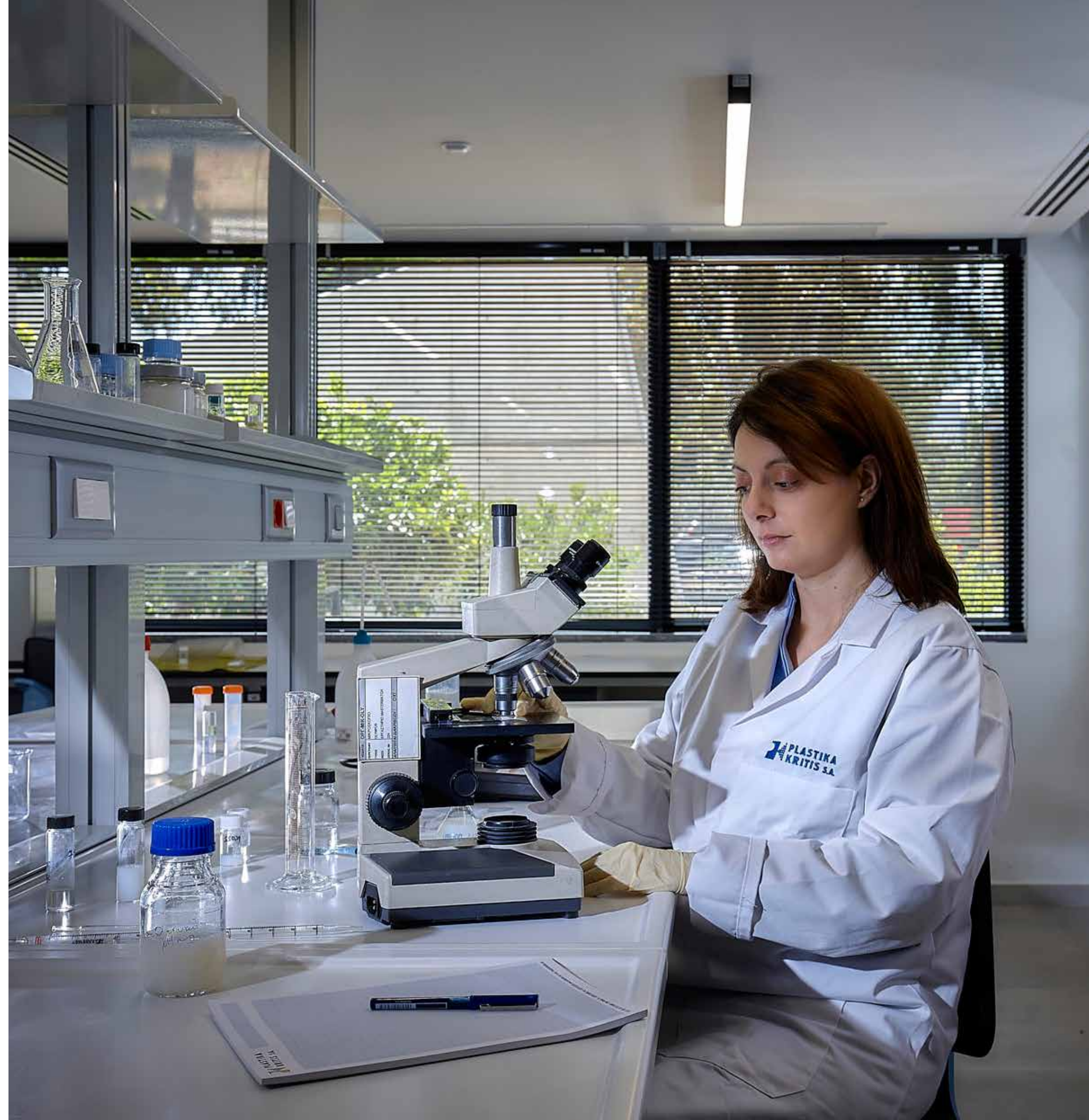
\* Training data for 2018 and 2019 are not available for the Group as a whole.

Employee distribution by contract type does not include Romania, Russia, Turkey and China for the three-year period.



# Occupational health and safety

*The Group's key objective is to ensure a healthy and safe working environment*





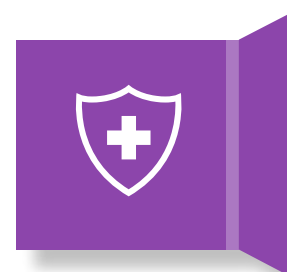
The Group recognises the fundamental importance of a safe working environment and provides all necessary means in order to achieve it.

## Health and safety management framework

Safeguarding the health and safety of employees throughout the entire range of activities, as well as eliminating accidents at our facilities are long-standing goals for our Group. We apply practices for the prevention and timely response to risks, hold needs-based training and systematically monitor our performance as part of our approach to maintaining a safe workspace. We ensure the effective implementation of the health and safety rules and regu-

lations, both on our employees' side, as well as the side of our external contractors and partners that work in our premises.

The framework for effective management of health and safety issues is based on three key aspects: timely prevention and response, information and provisions for ongoing improvement.



### Timely prevention and response

Prevention and response measures in place for health and safety

### Employee training

Adequate information, training and H&S provisions for employees



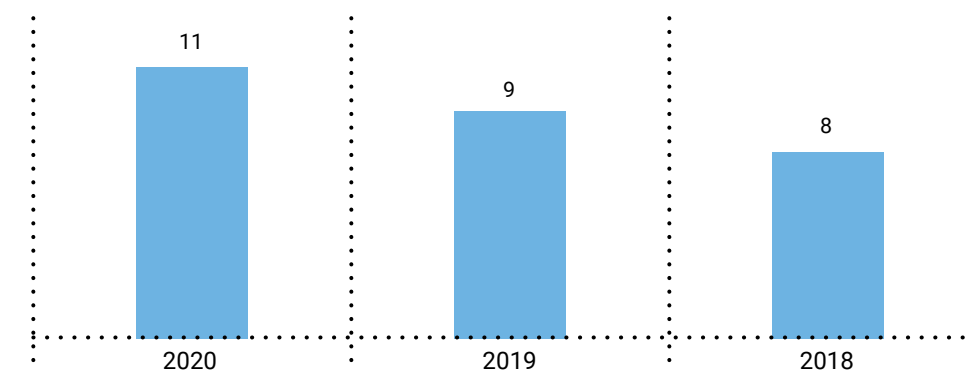
### Continuous improvement

Ongoing checks and inspections of the health and safety system

## Our performance at a glance\*

### Accident indicators

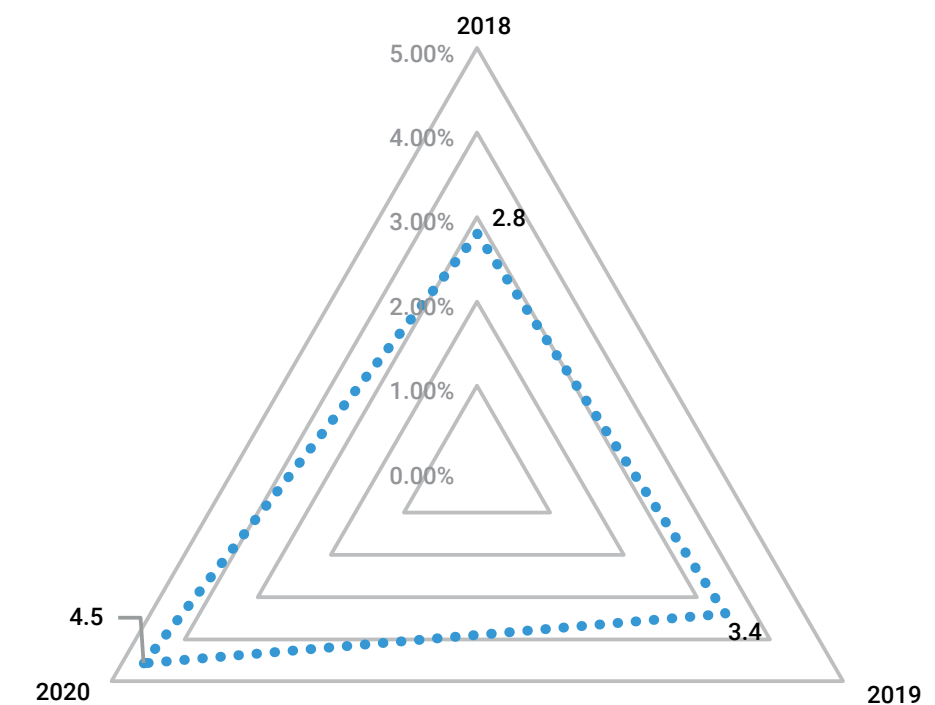
Employee Lost Time Injury Frequency Rate (LTIFR)



0

Fatal accidents involving employees

### Employee Absenteeism Rate (AR)



\* the graphs above present indicators for the Group overall

LTIFR (number of incidents/man-hours worked) \*10<sup>6</sup>

AR: (total days absent/total days worked)

## Timely prevention and response

We implement measures aimed at preventing potential health and safety risks, and at ensuring timely and prompt response to any incident.

### Occupational health and safety system

In endeavouring to create the appropriate working conditions and ensure compliance with health and safety rules, we have had an integrated occupational health and safety management system (OHSMS) in place since 2003, certified to the ISO 45001/OHSAS 18001 international standard. The proper and effective application of the Management System is supported by the relevant Procedures Handbook we have adopted at all Group production facilities.

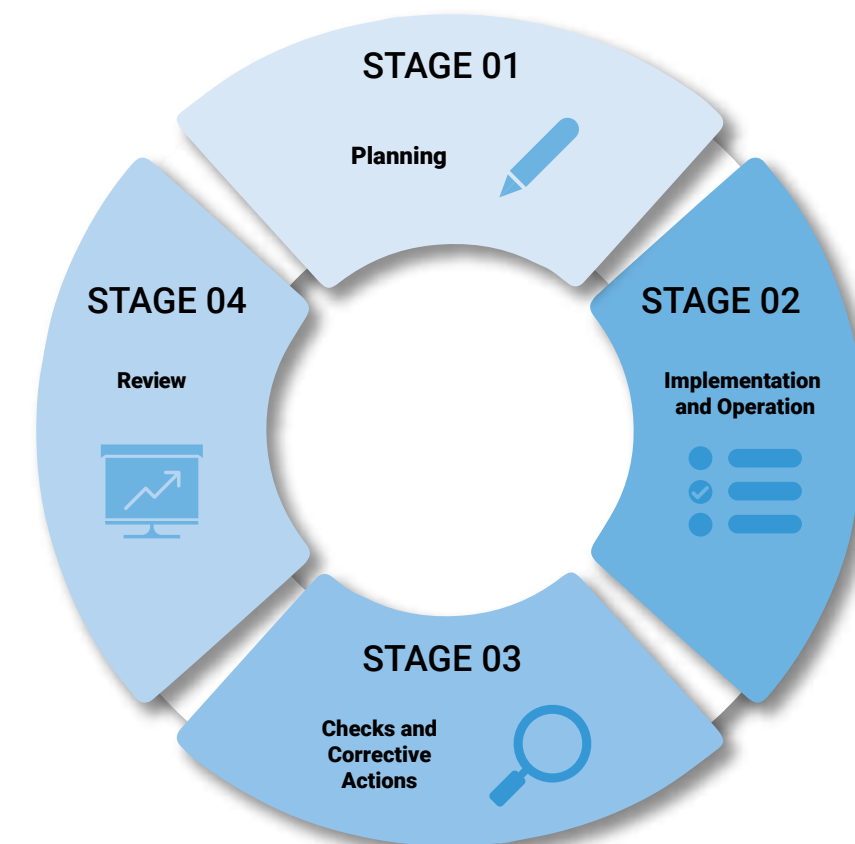
100%

Production facilities  
certified to  
ISO 45001/OHSAS 18001



The Handbook is a point of reference providing guidelines on procedures and areas of competence and makes it possible to document actions and programmes implemented to promote occupational health and safety. At the same time, it assures customers, suppliers and employees that the Group is committed to eliminating and/or minimising risks for employees and all stakeholders who may be exposed to risks while engaged in their activities.

The Health and Safety Management System at Plastika Kritis, in accordance with the ISO 45001 standard, specifies the measures taken to minimise occupational risks and accidents, as well as fostering a culture of prevention. The System comprises four main stages:



### Safety officers

We have assigned responsibility to experienced Safety Engineers, who report directly to Management, for overseeing the proper application of health and safety practices, as required by current laws.

100%

of new hires  
are informed about occupational  
health and safety risks



The Safety Engineers supervise the proper application of measures at the production facilities, check the safety of work areas and promptly alert employees about unsafe behaviours and occupational hazards.

### Internal employee safety regulation

In order to ensure safe working conditions and continuously promote a culture of prevention, we maintain an internal health and safety regulation which applies to all employees. According to the regulation, all employees, when hired, sign:

- An Employment Contract
- A Corporate Information Security Policy (for computer users)
- Corporate Confidentiality Statement

In addition, at the time of hire, employees commit to complying with and following the health and safety rules we have in place.

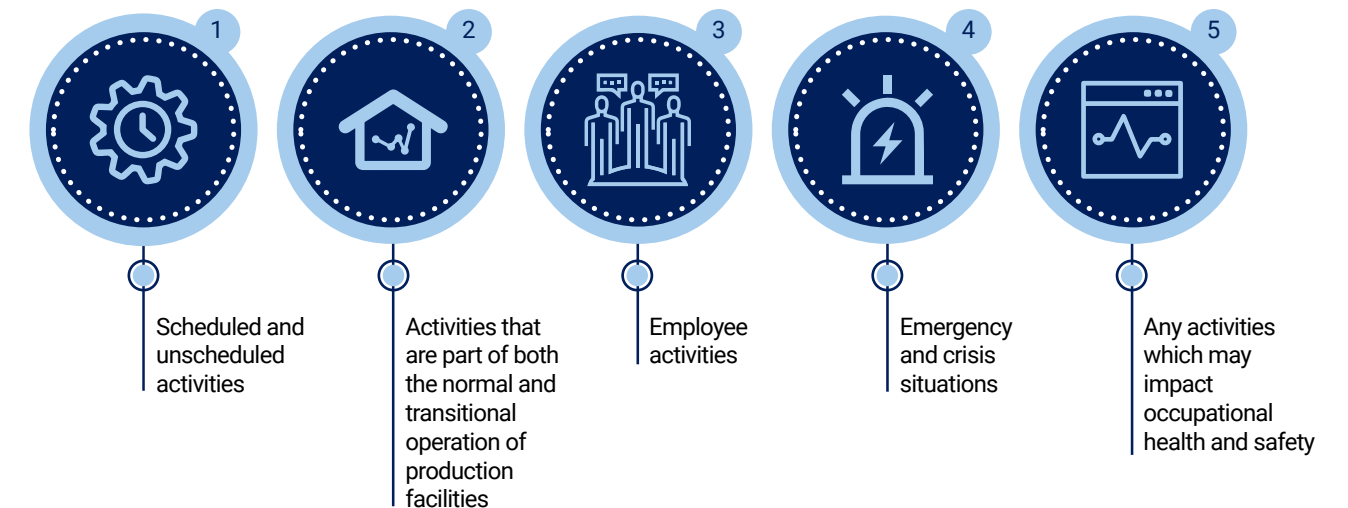
### Health and safety risk assessment

We have established a specific process for identifying the sources of potential risks and for assessing the degree of risk, while the process also helps us determine the control measures needed in order to apply the necessary corrective actions.

The identification of sources of health and safety risks takes place in all our areas of activity, production floors, warehouses, offices, outdoor areas and other facilities.



The following are analysed during the process of identifying sources of risk:



During the process of identifying sources of occupational risks, the issue of which groups of employees may be most affected by such risks is also explored so that additional precautionary measures may be taken, if needed.

### Prompt response to incidents and corrective actions

We have established and implement a procedure for managing and responding to hazardous incidents and accidents, regardless of severity. In the event of an incident (accident or near miss, or ill

health), we immediately take the necessary measures to isolate the hazardous area, identify and locate those at risk, provide first aid and investigate the causes. While implementing the procedure, all necessary corrective actions are developed, and we take steps to immediately remediate all factors or conditions which led to the incident.

After identifying and documenting the incident and taking the appropriate corrective measures, we conduct a review of their application and effectiveness in relation to the desired outcome.

### Digital platform for occupational risk assessment

Plastika Kritis has developed a digital platform to support the process of documenting and assessing occupational risks in Greece by improving the level of reliability and convenience. Specifically, the platform allows for the documentation and assessment of occupational risks and the recording of incidents, accidents and near misses for every type of hazard in every one of the Company's activities. This dynamic tool additionally helps to develop improvement actions which are incorporated into the platform.





## Employee training

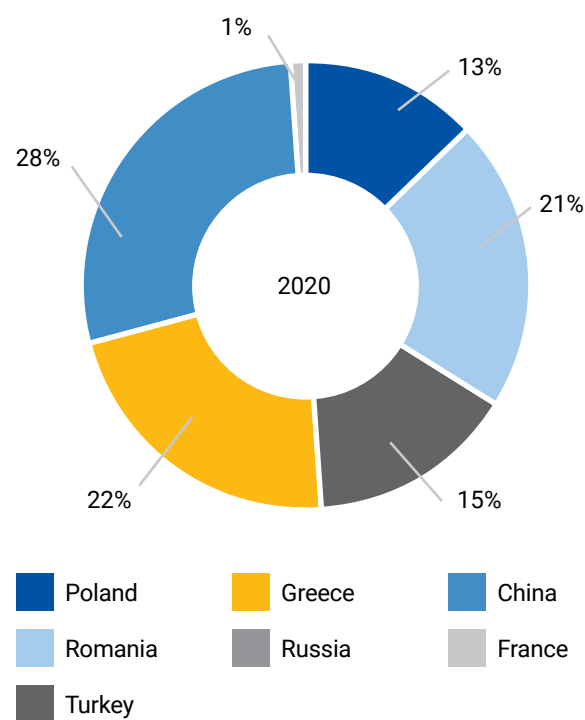
We strive to provide systematic training of employees on occupational health and safety issues.

### Health and safety training

We hold a number of internal and external training events for employees as part of the Occupational Health and Safety Management System. Every new hire attends a specific training programme which exclusively addresses safe working behaviour, prevention of occupational hazards and safe work. During the year, we also conduct emergency response drills, during which employee preparedness is assessed and improved.

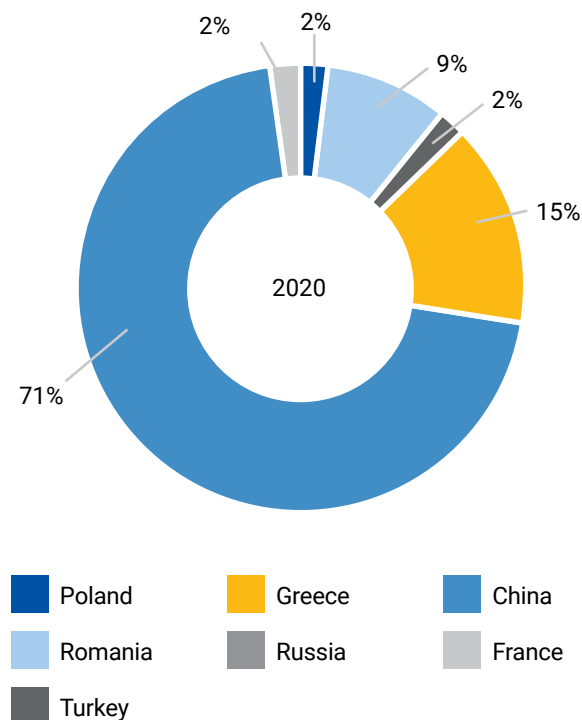
In 2020, we emphasised training and information on prompt, timely and effective prevention of and response to the Covid-19 pandemic, as well as the proper application of and compliance with the established prevention protocols. More information on the response to the Covid-19 pandemic is included in the section "Our people".

Employees trained (2020) <sup>1</sup>



**499** Employees trained

Total training hours (2020)



**4,812** Total training hours on health & safety

<sup>1</sup> The collection of training indicators began in 2020 and therefore no data are presented for the years 2018 and 2019.



### Central monitoring of employee health

A scientific conference on occupational health is held every three years in which all the occupational health physicians of the Group's companies take part. The conference serves as

an opportunity to exchange views on developments related to prevention and to bring into alignment measures to safeguard the health of employees throughout the Group.

## Continuous improvement

We carry out systematic controls and inspections of the health and safety system to ensure the continuous improvement of our performance.

We have established and follow set procedures for regularly measuring and assessing performance on health and safety issues. Through these procedures, we monitor the performance of both qualitative and quantitative indicators and specifically control for:

- Compliance with legislative requirements and regulatory provisions which apply to our activities
- Achievement of our objectives
- Application of procedures and specific measures in the Management System

- Compliance with limits for harmful agent measurements
- Safety of equipment and work areas
- Employee compliance with procedures

Where deviations from the desired performance are noted, we take steps to promptly identify the causes and implement appropriate corrective measures to respond to these issues.

### Controls and inspections



**Systematic health and safety controls and inspections**, based on the Holistic 5S system in place at our facilities.



**Measurements of natural and chemical harmful agents**, on an annual basis, which ensure that the Group operates in a safe work environment.



**Job rotation, by month and year**, to reduce constant stress in employees



Systematic internal inspections

At the Group, we conduct internal inspections of the Health and Safety Management System at regular intervals which are performed by specialised employees. The aim of these internal inspections is to assess the alignment and compatibility of the system with the requirements of the ISO 45001 (OHSAS 18001) international standards, relevant laws and regulatory provisions, the assessment of its effectiveness in light of policy and established objectives and the degree of compliance with relevant procedures.

Additionally, in cooperation with an external, internationally recognised partner, the Group conducts systematic inspections to identify risks and assess existing preventive measures. By implementing an integrated safety management system, we are establishing strong foundations for a modern control system aimed at minimising risks at our facilities.



Holistic 5S+Safety

In recent years, the Group has implemented the Holistic 5S+Safety system at its facilities in China and Greece. The programme focuses on the following actions:

- Organisation
- Order
- Cleanliness and maintenance of work areas
- Establishment of new procedures and work standards
- Employee information and training
- Standardised procedures and internal audits

Since implementing the programme, we have achieved high standards in the orderliness and cleanliness of facilities, the limitation of operating costs, reduction in failures and improvement in employee productivity. The programme also helped to strengthen the level of safety in work areas.

Health and safety indicators by country

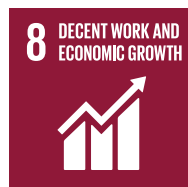
	2020	2019	2018
Lost Time Injury Frequency Rate (LTIFR)			
Greece	2.2	2.3	0.0
Poland	23.4	16.0	11.4
Romania	0.0	0.0	0.0
Russia	0.0	0.0	0.0
Turkey	0.0	0.0	0.0
China	0.0	0.0	0.0
France	123.1	111.7	80.3
Severity rate (SR*)			
Greece	2.2	2.3	0.0
Poland	0.0	0.0	0.0
Romania	0.0	0.0	0.0
Russia	0.0	0.0	0.0
Turkey	0.0	0.0	0.0
China	0.0	0.0	0.0
France	14.5	23.9	0.0
Lost Time Injury Severity Rate (LTISR)**			
Greece	16.3	40.2	0.0
Poland	852.2	218.7	194.7
Romania	0.0	68.6	0.0
Russia	0.0	0.0	0.0
Turkey	115.2	0.0	168.9
China	0.0	0.0	860.1
France	4,648.7	5,384	3,041.8
Absentee rate (AR)			
Greece	0.8%	0.7%	0.9%
Poland	11.8%	9.9%	8.7%
Romania	3.7%	2.7%	1.0%
Russia	3.7%	3.2%	3.9%
Turkey	11.5%	1.6%	2.7%
China	1.7%	1.4%	0.6%
France	17.5%	19.3%	12.3%

\*SR: (number of calendar days absent from work due to accident/man-hours worked) \*10<sup>6</sup>  
\*\*LTISR: (number of workdays lost due to injury/man-hours worked) \*10<sup>6</sup>



# Actions for the society

*We operate responsibly  
in our local communities*





We promote responsible entrepreneurship, creating value for local communities.

## Supporting local communities

We believe that companies have an obligation and a responsibility to society as a whole. We operate responsibly within local communities and are in constant dialogue with local organisations and groups. We systematically seek out and identify cases in which we can

offer economic or other type of support, as a way of helping to create social value. One of the Group's fundamental values is to support society in practical terms through a number of social actions aimed at four pillars:



Promotion  
of social  
solidarity



Promotion of sports,  
culture and  
the environment

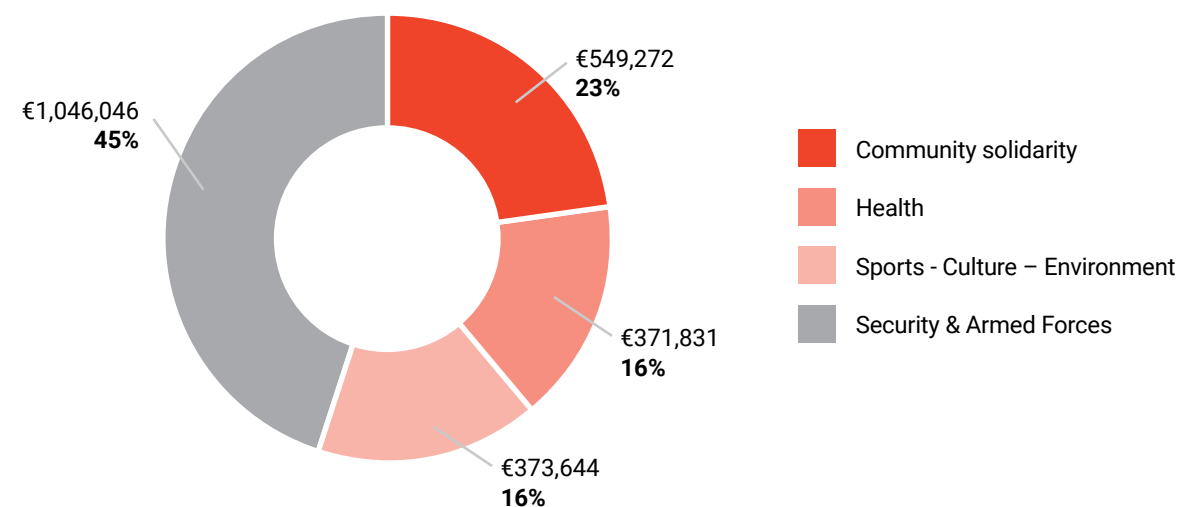


Safeguarding  
health



Support for security  
and armed forces

### Social footprint for 3-year period at the Group (2018, 2019 & 2020)



#### Sponsorships and

3-year total  
(in thousand euros)

Community solidarity	549.3
Health	371.8
Sports - Culture - Environment	373.6
Security & Armed Forces	1,046
<b>Total</b>	<b>2,340.8</b>

Our sense of responsibility towards local communities stems from our corporate culture and is integral to the way we operate.



### Promoting social solidarity

We provide aid through social solidarity actions aimed at bolstering vulnerable groups and offering relief for our fellow citizens in need. As part of the actions in this area, we provide financial support for a broad range of organisations, helping them to resolve the economic problems that impede their work.

A key practice of the Plastika Kritis Company in recent years as part of supporting soup kitchens has been to provide 3,500 meals per month to citizens in need.

#### Structures that offer soup kitchens

- Archdiocese of Crete Diakonia of Love
- Diakonia of Love
  - Agios Georgios of Poros
  - Agios Ioannis of Chostos
  - Agios Konstantinos & Eleni for the Needy of Agia Triada
- Church of Agia Sofia
- Gorgolaini Daycare Nursery
- Diogenis NGO
- Canteen at 1st-2nd General Lyceum of Agios Nikolaos
- Canteen at Agios Nikolaos Middle School
- Canteen at Agios Nikolaos Vocational
- Canteen at Elounda Primary School

#### Associations - Societies

- Women in Oncology" Association
- "Right to Life" Association
- "Ef Zo-Living with Cancer" Association
- Kidney Patient Association-Prefecture of Iraklion
- Association of Parents with Large Families-Prefecture of Iraklion
- Association of Persons with Disabilities-Municipality of Siteia
- Association of Persons with Disabilities-Lasithi
- "To Mellon" Association of Persons with Disabilities
- "Iliachtida" Association for Children with Cancer
- Give
- "Angalia Zo" Group of volunteers against cancer
- "Aftognosia" Counselling Centre
- "Mazi Nikame ton Karkino" cancer group
- Oasi - Support group for underage children in Iraklion
- Charity Organisation for Parents of Children with Disabilities-Imathia Prefecture
- The Smile of the Child
- Make-a-Wish Greece
- "House of Angels" Union of Women's Associations of Iraklion Prefecture
- Iraklion Trade Association
- Ierapetra Trade Association
- Vrouchas-Lasithi Cultural Association
- St. Karol House Foster House
- Dog House Animal Shelter-Poland



#### Organisations - NGOs - Other

- Unicef
- Doctors Without Borders
- Hellenic Red Cross
- UN High Commissioner for Refugees (UNHCR)
- SOS Children's Villages
- Alzheimer's Disease Society
- Target-Prevention - Panhellenic Society for Prevention of Cancer
- Zoodochos Pigi
- Lion's Club of Iraklion-Knossos
- Centre for Special Children-Agios Spyridon
- Vrouchas-Lasithi Community
- University of Crete Student Victims of Fire
- OvidiuRo (Romania)
- Diaconia (Romania)

#### Church

- Metropolitan Church of Agios Minas
- Archdiocese of Crete Benevolent Fund
- Church of Agia Triada
- Church of Agios Nikolaos of Alikarnassos
- Church of Agios Nikolaos of Choumeriakos
- Church of Agioi Apostoloi of Servota-Trikala
- Church of Timios Stavros of Kydonia & Apokoronos
- Church of Agia Triada
- Metropolis of Lambi, Syvritos & Sfakia
- Metropolis of Arkalochori, Kastelli & Viannos
- Panagia "Spiliotissa"
- "Panagia Pantanassa" Sanctuary
- Pro Vita - Valea Plopului (Romania)

#### Aid to non-governmental organisations providing assistance to disadvantaged and vulnerable groups

As part of our social solidarity action in Romania, we worked with three notable organisations to support vulnerable groups, such as families in immediate financial need and orphaned children. Our cooperation included a financial contribution to the following organisations:

- *Diaconia*, an educational centre focused on investing in the education of children from disadvantaged backgrounds. The centre provides children with a hot meal and helps them with their homework, while also encouraging them to participate in programmes to develop their skills.
- *Pro Vita - Valea Plopului*, a community centre that has helped more than 400 mothers and children, as well as youths, to get their life on track and have access to a safe refuge when needed.
- *OvidiuRo*, a non-governmental organisation whose mission is to ensure quality education for every child in Romania. It focuses on families with no financial resources who cannot provide their children with the necessary help for education.



#### Promotion of sports, culture and the natural environment

We focus on promoting sports, culture and the natural environment – all of which are areas of high priority for the Group. We are proud sponsors of local sports teams and cultural and environmental organisations and actions.

#### Culture - Environment

- TEDx University of Crete 2019
- TEDx Technical University of Crete
- Tourism Awards 2020
- National Resistance Fighters Archive
- Agricultural University of Athens
- First Lego League competition
- Zoodochos Pigi (installation of rooftop photovoltaic system)
- University of Crete (Finokalia)
- Aigaleo Special Education School (Workshop for Special Vocational Education and Training)
- School educational field trips
- Iraklion Trade Association
- Police Employees Association of Lasithi
- Police Employees Association of Iraklion Prefecture
- Archdiocese of Crete Communication and Educational Institute
- Greek Language & Music Society
- Economic & Industrial Research Institute
- "Mathesis" Institute of Technology & Research
- Ierapetra Asia Minor Society
- Youth Entrepreneurship Club (Startup Europe Week Crete 18)
- Greek Youth Symphony Orchestra
- Schools (primary, middle, secondary)
- Street Art Festival
- Environmental Education for Children, in cooperation with the Municipal Kindergarten of Poland no. 24
- Vrouchas-Lasithi Community
- Iraklion Workers Council

#### Culture - Environment

- Iraklion Chamber of Commerce Mixed Choir "Agios Dimitrios"
- Cultural Association of Ano Moulia
- Cultural Association of Zakros
- "Apollon" Music Association Iraklion Piano Festival
- Pan-Cretan Police Officers' Guild
- Pan-Cretan Cultural Association of Greek Roma "Elpida"
- Panhellenic Confederation of Greek Roma
- Kalesia Cultural Centre
- Cultural Educational Association of Arvi
- Agia Ekaterini Cultural Association for the Ekaterineia 2018 event
- Cultural Association of Lagolio "Kartalos"
- Cultural Centre of Kato Asites
- Cultural Development Trekking Club of Mythoi
- Cultural Association of Nea Manolada "Elpizo"
- Cultural Association of Tragana "Thrasymidis"
- Parents & Students Association of the Municipality of Iraklion Children's & Youth Choir
- Association of Friends of the Monastery of Agios Georgios Epanosifis
- Associations of Friends of the Church of Agios Petros
- Ierapetra Antiquities Association "Ierapytna"



**Sports**

- Marathon Athletic Club
- Anagennisi-Ierapetra Athletic Club
- Machi Marathonas Football Club
- Erani Filiatra Football Club
- "Faistos" Martial Arts Cultural Association
- Asites Football Club
- Athletic Club for the Mobility Impaired (ASKA)
- TALOS Athletic Club (Taekwondo)
- Kissamos Athletic Club
- Omonia-Kallithea Athletic Club
- Palaiochora Athletic Club

**Sports**

- "Yrtakina" Athletic Club of Selino
- Stavrochori-Koutsouras Athletic Club
- Tympaki Athletic Club
- Pigasos-Emparos Athletic Club
- Iraklion Swim Club
- OFI Football Club of Ierapetra
- OFI Polo Club of Iraklion
- "Minoas" Pan-Cretan Athletic Association for the Hearing-impaired of Crete
- Paralympian Emmanouil Stefanoudakis

**Ecological and environmental education for children**

Global Colors Polska S.A. in Poland has long cooperated with Municipal Kindergarten No. 24 "Niezapominajka" to conduct activities as part of the ecological and environmental education programme for kindergarteners.

In 2020, our team together with the teachers at the kindergarten prepared an ecological and educational campaign for the children on the importance of sorting waste and recycling. The training took place at the Polish production plant in December 2020 and helped the children learn about the environment through creative games and activities. With their unlimited creativity, the children constructed toys from objects and materials that would have been thrown away as waste.

**Safeguarding health**

Protecting health is a key priority for us at Plastika Kritis. Under this pillar, we provide economic support for hospitals and health centres to help them improve their services.

**Health**

- 7th Regional Health Administration of Crete
- Venizeleio Hospital
- University General Hospital of Iraklion (PAGNI)
- Ierapetra Hospital
- University of Crete - Special Account for Research

**Donation of personal protection equipment to 7th Regional Health Administration of Crete**

In April 2020, the Plastika Kritis Company made a significant donation of personal protection equipment to protect workers at public healthcare facilities in Crete against the coronavirus (Covid-19).

An important factor in the success of this action was the Company's coordinated effort and cooperation with key agencies in Crete, thanks to which the first direct import of medical supplies from China was carried out despite increased demand and a shortage of personal protection equipment.



"We support the difficult work of hospital personnel who, with personal sacrifice, stand by each and every citizen facing health problems. They deserve a huge thank you from all of us."

**Giorgos Valergakis**  
Chief Financial Officer, Plastika Kritis S.A.



### Donation to Ierapetra Hospital

Wishing to ensure the continuous protection of health, the Plastika Kritis Company in Greece donated modern diagnostic equipment to the Ierapetra General Hospital-Health Centre that will serve as a means of prevention for citizens in the broader area and thus help the hospital to carry out its work and provide high-quality services.



"It is truly wonderful in these difficult times we are living in that companies with such broad recognition such as Plastika Kritis show their social nature and offer practical and selfless support for social structures like hospitals."

**Emmanouil Kallionakis**

Deputy Director, General Hospital-Health Centre of Ierapetra

### Support for the University General Hospital of Iraklion and Venizeleio Hospital in Crete

As part of its corporate responsibility, the Plastika Kritis Company made a significant donation to the University General Hospital of Iraklion and Venizeleio Hospital in Crete to assist their response to the healthcare crisis and to maintain advanced services for prevention and protection of public health.

With this donation, the hospital improved the quality of the services it provides to vulnerable groups and chronically ill patients by acquiring state-of-the-art medical equipment and upgrading its existing infrastructure.



### Support for security and armed forces

A key pillar of the Plastika Kritis Group's corporate responsibility activity is the support it provides to security and armed forces. As part of this effort, we provide support with equipment, such as the donation of vehicles, computers, a photocopying machine and by creating a gym. At the same time, we assisted the Greek Army to procure specialised equipment, and the Fire Brigade of Poland through a sponsorship that helped provide fire safety training to children and youth.





# Corporate Governance

*Responsible governance  
in all our activities*



At the Plastika Kritis Group, we have recognised that Corporate Governance involves a set of principles related to competent organisation and the proper operation and management of a corporate entity. Based on these principles, we have set a long-term goal of maximising the Company's value while safeguarding the legitimate interests of all those associated with it.

## Responsible governance

Our steadfast goal is responsible operation and engagement based on the principles and policies of corporate governance, as dictated by Greek laws, the Capital Market Commission and international practices. These factors establish the framework for the corporate behaviour of companies listed on the Athens Exchange. To that end, we constantly strive to apply proper operating rules and ground the governance system of our organisation on the clear definition of shareholder rights, on transparency and validity of information, communication with all stakeholders and independence in management.

The Plastika Kritis Group's operation is founded on a set of principles, rules and policies overseen by Management and Company shareholders. As such, it is committed to meeting the standards of corporate governance and applies the principles of the Hellenic Corporate Governance Code for listed companies, as drawn up by the Hellenic Corporate Governance Council (ESED) in October 2013, with some derogations, however, in accordance with laws in effect for protecting corporate interests and stakeholder requirements.

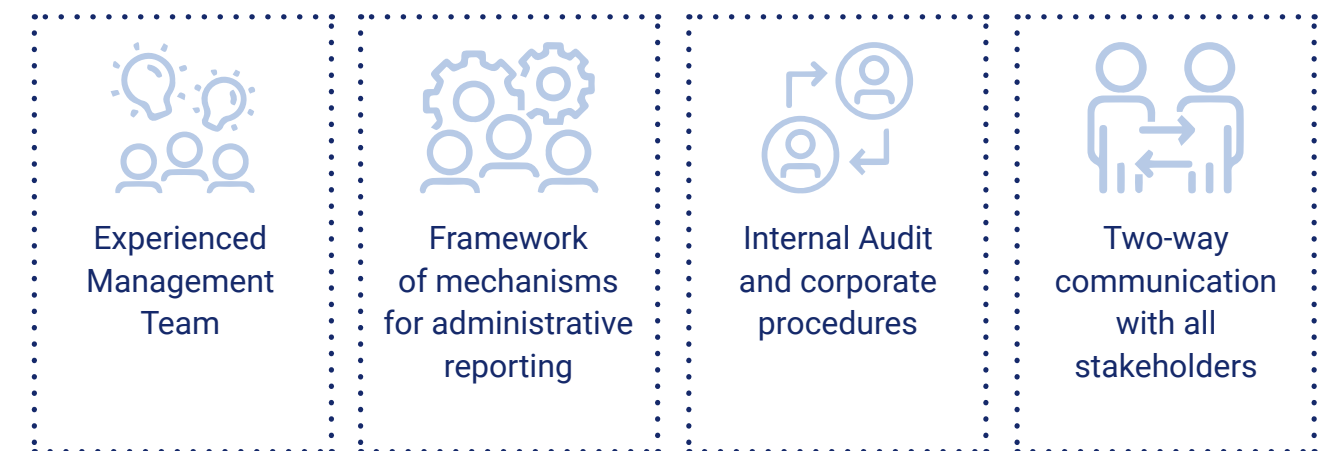


This Code can be found on the Hellenic Corporate Governance Council (ESED) website at the following URL: <https://www.esed.org.gr/en/code-listed>

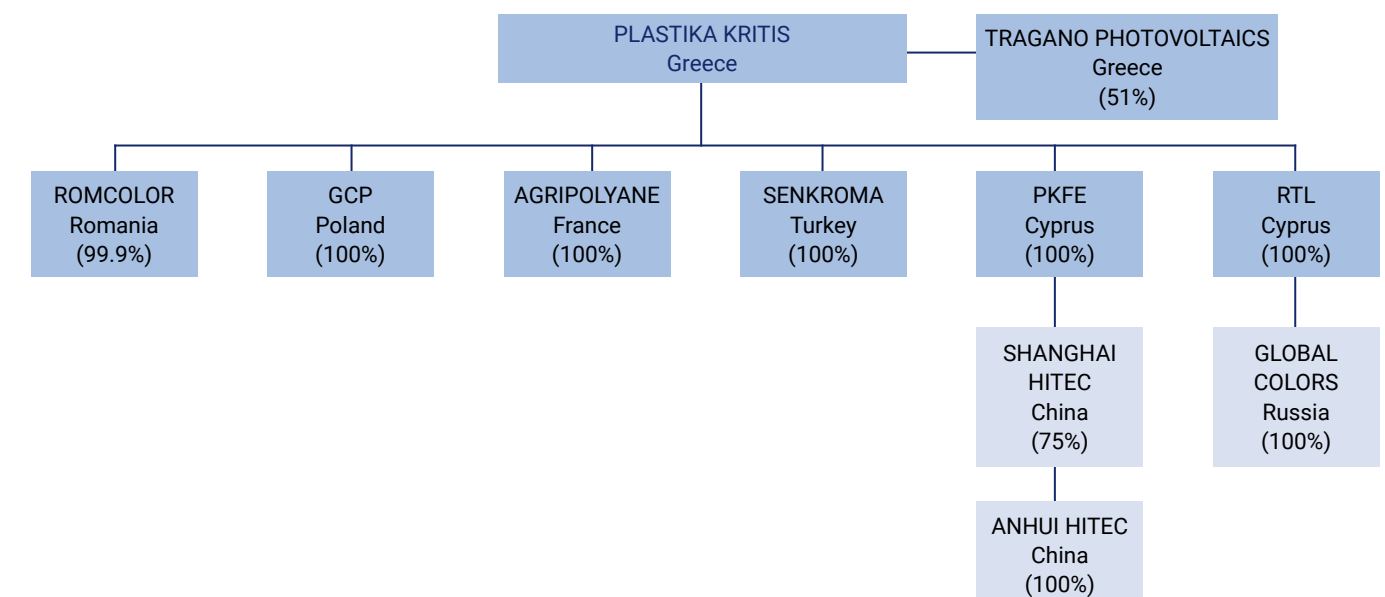
## Group organisational structure

As a well-organised system of corporate governance plays a substantial role in promoting the Plastika Kritis Group's competitiveness and further promotes transparency in all of our eco-

nommic activity, we have identified the following as the key characteristics of our effective governance and operation:



## Shareholder structure

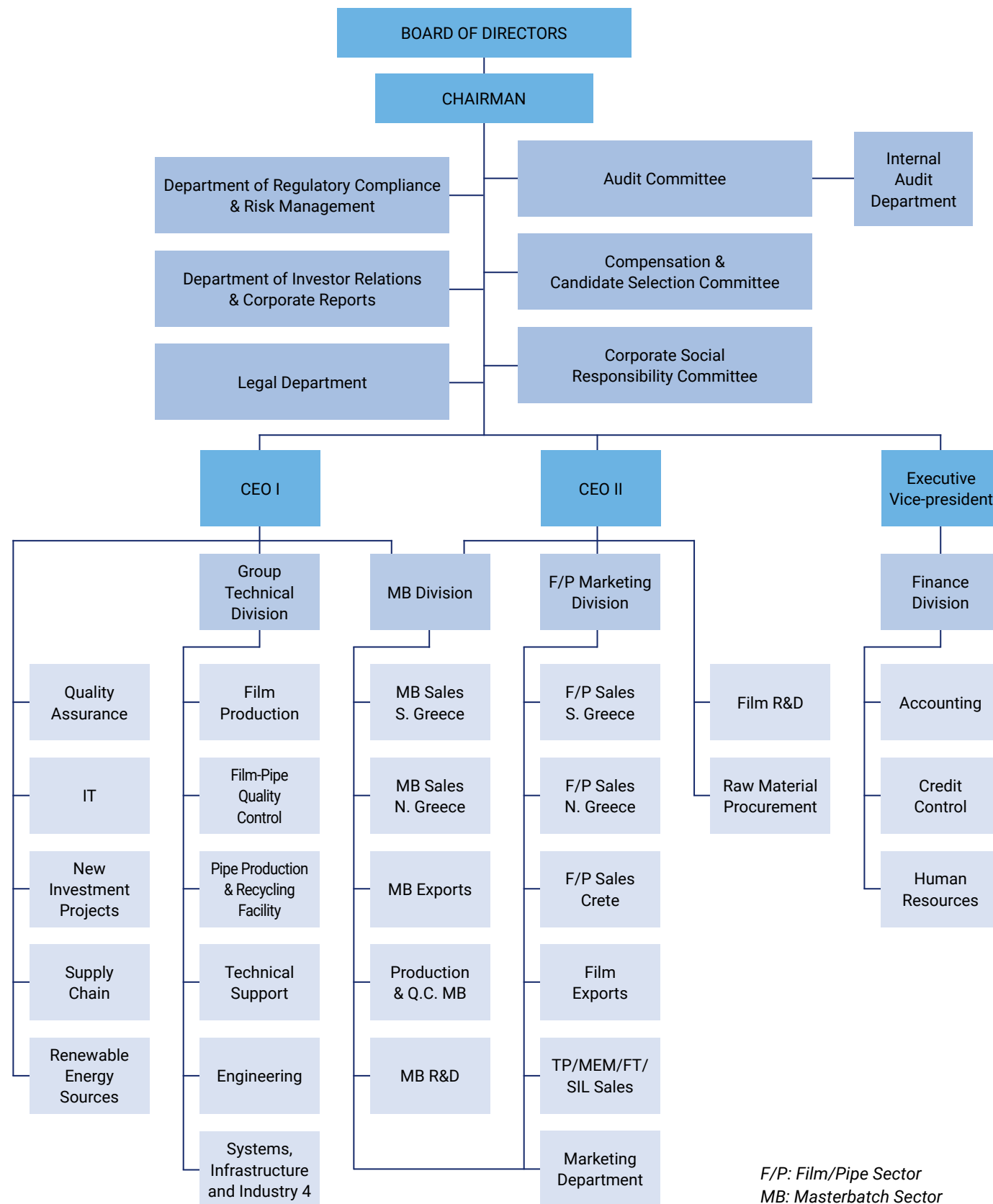




The organisational structure of the Plastika Kritis Company clearly defines the roles of its

administrative officers, as shown on the chart below.

### Plastika Kritis - Organisational Chart



### Board of Directors

The Board of Directors manages the Company as a collective body and is essentially responsible for charting corporate strategy, maximising the value of Plastika Kritis and protecting the rights of its shareholders. It also oversees and monitors management and reports to the Company's General Meeting. Amongst other things, the Board of Directors:

1. Determines and oversees the implementation of the corporate governance system, while monitoring and periodically assessing its application and effectiveness at least every 3 financial years, taking appropriate

action to address deficiencies.

2. Ensures the sufficient and effective function of the Company's internal audit system, which aims at the following objectives in particular:
  - ✓ consistent implementation of corporate strategy, with efficient use of available resources,
  - ✓ identification and management of material risks linked to its business activity and operation,
  - ✓ the effective function of its Internal Audit Unit,
  - ✓ ensuring the thoroughness and reliability

of the data and information required for accurate and timely determination of the Company's financial situation and the drafting of reliable financial statements, as well as its non-financial status,

- ✓ compliance with the regulatory and legal framework, as well as internal rules of procedure governing the Company's operation.

3. Ensures that the functions which make up the internal audit system are independent from the business sectors they control and that they have the appropriate financial and human resources, as well as the powers to function effectively, as their role requires. The lines of reporting and distribution of competencies are clear, enforceable and suitably documented.

The competencies of the Board of Directors also include:

- Ensuring the Company's long-term growth and profitability.
- Enhancing the economic value and profitability of the Company and the shareholders.
- Approval of the balance sheet and financial results.
- Approval of special reports on the Company's semi-annual and annual financial statements.
- Approval of internal rules of procedure and any changes to them.
- Deciding on significant acquisitions and divestments.

Plastika Kritis is managed by a 13-member Board of Directors, presented below, as it stood at the end of the 2020 financial year:

Board of Directors	
Lebidakis Ioannis	Chairman BoD - Non-Executive Member
Lebidaki Anna	Vice-Chair - Executive Member
Lebidakis Michail	CEO
Lebidakis Emmanouil	CEO
Melas Ioannis	Member BoD - Executive Member
Kykrilis Emmanouil	Member BoD - Executive Member
Valergakis Georgios	Member BoD - Executive Member
Korkakas Georgios	Member BoD - Executive Member
Perakis Michail	Member BoD - Non-Executive Member
Myrtakis Nikolaos	Member BoD - Independent Non-Executive Member
Vlatakis Michail	Member BoD - Independent Non-Executive Member
Milaki Georgia	Member BoD - Independent Non-Executive Member
Chalkiadaki Christina	Member BoD - Independent Non-Executive Member

## Audit Committee

The Company has established an Audit Committee whose members are appointed by the General Meeting and is charged with, amongst other duties, monitoring the internal audit system. The Committee is in constant contact

with the Internal Audit Unit and ensures that all checks and balances and conditions for the smooth functioning of the internal audit system are in place. The Plastika Kritis Audit Committee consists of three members:

Audit Committee*	
Myrtakis Nikolaos	Member of the BoD - Independent Non-Executive Member, as Chairman
Baritakis Pavlos	Non-member of the BoD (third party, independent of the Company) based on the independence conditions under Article 4 of Law 3016/2002 and Article 9 of Law 4706/2020, as Member
Perakis Michail	Member of the BoD - Non-Executive Member, as Member

\* The above line-up of the Audit Committee reflects the current status

Amongst other things, the Committee monitors the financial reporting process and submits observations or recommendations to improve its content, while informing the BoD of the results of the regular audit and its process. In addition, the Committee's competencies also include:

- Monitoring and assessing the adequacy of the Company's internal audit and risk management system, as well as monitoring the proper function of the Internal Audit Unit.
- Reviewing the more significant items in the financial reports and notes on the financial statements.

- Ensuring the independence and objectivity of certified auditors.
- Briefing at least annually by auditors on every issue related to the progress and results of the mandatory audit.
- Approving the annual audit schedule and submitting recommendations for including additional areas for audit, if deemed necessary.

The main duties and competencies of the Audit Committee are described in detail in its internal rules of procedure.



### Internal Audit System

The internal audit system includes all policies, procedures, duties and other details imple-

mented by the Board of Directors, Management and other members of staff and its key aims are:



The internal audit system is supervised by the Audit Committee on behalf of the Board of Directors, while its performance is assessed by the Board, the Audit Committee and the Internal Audit Unit of the Company. Additionally, the Company and the Group have developed appropriate internal and external communication channels to facilitate their function, as well as the necessary checks and balances at the level of procedures and IT systems.

The Company has an Internal Audit Unit which assesses the adequacy and effectiveness of the internal audit system, as well as the quality and reliability of the information Management provides to the Board of Directors regarding the internal audit system. It also ensures that the risk identification and management procedures Management has implemented are adequate.

## Risk management

The Group conducts its business in an economic and social environment characterised by various financial and non-financial risks.

In applying the precautionary principle, we have developed policies and procedures to ensure effective risk management and to support the Company's internal audit system overall. The risk management system in place at the Company and its subsidiaries relies on stringent checks and balances and on the full participation of employees. To achieve this, we have adopted an "open door" culture to understand and identify risks as we continually implement new ideas and ways of managing and effectively responding to them.

The most significant financial risks that are related to the Company's operation are:

- Market risk (foreign exchange risk, interest

rate fluctuation risk, product price fluctuation risk)

- Credit risk (banks and customers)
- Liquidity risk
- Capital risk

Areas considered high-risk are monitored through appropriate controls. These include, for example, the internal rules of procedure, organisational charts with clear delineation of duties and competencies and detailed procedures and approval limits. In addition to the control mechanisms in place at each division, all Company activities are overseen by the Internal Audit Department, while the results of these audits are presented to the Board of Directors through the Audit Committee.



More information on the Company's organisational structure and risk management is included in the 2020 Annual Financial Report, which is available on the Company website, [www.plastikakritis.com](http://www.plastikakritis.com)

## The most significant non-financial risks

The main non-financial risk categories identified at the Company relate to occupational health and safety, the safety of facilities, climate change, and risks that could potentially affect the Company's smooth operation either directly or indirectly.

**Occupational Health and Safety:** One of the most important risks associated with social and labour-related topics is the health and safety of human resources in all work areas and particularly at the production facilities. With the aim of systematically monitoring and continually improving all safety parameters relative to these risks and eliminating injuries, we implement an integrated management system and accident reduction programme by investing in updated equipment and providing ongoing training of our workforce.

**Safety of facilities:** As maintaining the physical safety of facilities is also an important aspect for the Group, all necessary measures are taken to protect production facilities, equipment, resources and the Group's property, as well as employees from damage or malfunctions such as natural disasters or fire. As part of this effort, the Group works with an external associate to conduct a thorough inspection of the physical safety of Group facilities every two years. Based on the conclusions, additional measures may be adopted or existing ones made stricter.

**Climate change:** One of the most serious global issues is climate change and its serious impacts, not just on the activities of the companies, but on the natural environment itself and society as a whole. Operating within this new framework, companies are called to respond to transition-related risks resulting mainly from transitioning to an economy with low carbon emissions and associated European and global policies, which require significant measures to improve energy efficiency and transition to green energy. The companies also face physical risks, the most significant of which are natural disasters and intense weather phenomena such as floods, tornadoes, and others. At Plastika Kritis, we follow international trends closely and continually adopt new measures to mitigate these risks by undertaking new investments. We are already operating a Renewable Energy Source Park to reduce the use of fossil fuels for our production needs, and we aim to further expand it.

## Personal data protection

We respect the privacy and protect the personal data of customers, employees and associates, and take appropriate measures in accordance with the provisions of General Data Protection Regulation (EU) 2016/679 and implementing Greek Law 4624/2019. As we also strive to align the Company with international standards and good practices, we continue to make personal data protection procedures more rigorous in all our activities.

## Economic performance

Despite the negative development of the Covid-19 pandemic, demand for our products has remained unaffected and on target to date, as the sectors we primarily target, such as the agricultural economy and the plastics industry, have not been significantly impacted. For the year 2020, the Group sale's volume rose, in comparison to the same period in 2019, while earnings for the period were also increased. The demand for our products and existing orders for the two-month period September-October 2021 are at normal levels for the time of year.

Turnover for the Group in 2020 came to €306,085 thous., for a 5.7% increase when compared to 2019. Turnover for the Company in 2020 came to €158,181 thous., amounting to a 9.5% increase over 2019. Earnings before interest and taxes (EBITDA) for the Group show an increase of 26.5% and amounted to €70,454 thous. Earnings before interest and taxes (EBITDA) for the Company show an increase of 29.8% and amounted to €37,465 thous.

Economic performance figures (in thousand euros)	2020	2019	2018
Total revenue (turnover)	306,085	289,450	281,600
Operating costs	209,551	202,651	209,855
Operating profits	60,919	46,603	39,689
Profit / (loss) before tax	59,386	48,204	38,805
Net profit / (loss) after tax	49,327	38,352	28,905
Taxes paid - indirect (VAT)	5,158	5,616	4,105
Taxes paid - direct	12,801	12,024	13,203
Total payments to government bodies (total direct and indirect taxes paid)	17,959	17,641	17,309
Equity	311,126	278,890	249,977
Total investments	15,305	21,623	15,666
Total assets	364,270	338,925	306,446



## About the Report

This Sustainable Development Report is the first such report by the Plastika Kritis Group and refers to the period 1/1/2020 through 31/12/2020; it also includes data for the years 2018 and 2019. The qualitative and quantitative information included in this publication refers to both the Group's parent company, Plastika Kritis S.A., and to the subsidiaries active in six countries outside Greece: Poland, Romania, Russia, Turkey, China and France. The data presented in this report apply to the Group as a whole, unless otherwise noted for individual data, charts or sections.

Through this publication, the Group describes the manner in which it is responding to current-day economic, environmental and social challenges overall, while doing its part on the path to Sustainable Development.

### Methodology

This report has been prepared in accordance with the GRI Standards: Core option of the international Global Reporting Initiative. The GRI principles were also applied to determine the content as they relate to data completeness, topic materiality, response to the needs of stakeholders and the Company's overall approach to Sustainable Development, as well as all principles related to its quality.

When deciding on the final content of the report, a materiality analysis was conducted while taking stakeholder requirements and needs into consideration. The results of that process are presented in the section entitled "Responsible action for Sustainable Development".

The data in this report has not been externally

verified by an independent third party. Nevertheless, as the Group recognises the importance, the utility and the added value that external assurance of the report data could provide, it will review the option of an external audit for a future publication.

### The project team

A Group Corporate Responsibility Team was formed to prepare this report and to effectively manage all related matters. The Team is responsible for collecting the relevant information and data. The report was prepared with the support and expert guidance (data collection, evaluation and authoring) of Grant Thornton



([www.grant-thornton.gr](http://www.grant-thornton.gr)).

### Sources of information

The information and data being communicated in this report have been collected on the basis of the Plastika Kritis Group's existing record-keeping procedures, as well as from databases maintained as part of applicable management systems. Where data have been included after undergoing processing, the method of calculation is stated, in accordance with GRI guidelines.

### Feedback

We encourage all feedback or comments from stakeholders that can contribute to our Group's efforts to continually improve performance and actions in the area of Corporate Social Responsibility and Sustainable Development.

Please send us your feedback and comments, or the completed contact form at the end of this report, to the following address:



Attn: Mr Ioannis Aspirtakis  
Head of Quality Assurance,  
Environment, Health & Safety  
Plastika Kritis S.A.  
PO Box 1093, GR-71001 Iraklion, Crete



[esg@plastikakritis.com](mailto:esg@plastikakritis.com)



<https://www.plastikakritis.com/en>



## Table correlating indicators with the Athens Stock Exchange ESG Reporting Guide

ESG Classification	ID	Metric title	Report reference (page number)
<b>Environmental</b>	C-E2	Scope 2 emissions	Energy and greenhouse gas emissions (p. 46-49)
	C-E3	Energy consumption within the organisation	Energy and greenhouse gas emissions (p. 46-49), Environmental indicators (p. 50)
	A-E2	Climate change risks and opportunities	Environmental responsibility (p. 40-41), Energy and greenhouse gas emissions (p. 46-49), Risk management (p. 99-100)
	SS-E5	Waste management	Production facility waste management (p. 44-45), Environmental indicators (p. 50)
<b>Social</b>	C-S1	Female employees	Overview of our employees (p. 56), Human resources indicators (p. 66-67)
	C-S2	Female employees in management positions	Our people at a glance (p. 54-55), Overview of our employees (p. 56), Human resources indicators (p. 66-67)
	C-S4	Employee training	Training and development (p. 59)
	C-S6	Collective bargaining agreements	The entire workforce is covered by collective bargaining agreements.
	C-S7	Supplier assessment	Supply chain management (p. 22-23)
	A-S1	Stakeholder engagement	Stakeholder engagement (p. 33-35)
	SS-S6	Health and safety performance	Our performance at a glance (p. 71), Health and safety indicators by country (p. 79)
<b>Corporate Governance</b>	C-G3	Data security policy	Personal data protection (p. 100)
	A-G1	Business model	The Group's business model and mode of operation (p. 12-13)
	A-G2	Materiality	Materiality Analysis (p. 30-31)
	A-G3	ESG targets	Target-setting (p. 32)



## GRI Content Index

GRI Standards	Disclosure	Page number and/or URL
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 (option "core")</b>		
		<b>Organisational profile</b>
102-1	Name of the organization	Plastika Kritis Group Plastika Kritis S.A. (mother company)
102-2	Activities, brands, products, and services	Our Group at a glance (p. 8) The Group's business model and mode of operation (p. 12) Our products (p. 16) Cooperation with universities and research organisations (p. 20) Creating stakeholder value (p. 36)
102-3	Location of headquarters	The headquarters of Plastika Kritis is Greece, with its main production unit operating in the Industrial Area of Heraklion, Crete: P Street, Industrial Zone, Iraklion 714 08
102-4	Location of operations	Contact Plastika Kritis (website) Our Group at a glance (p. 8) Production plants: • AGROPOLYANE (BP 188, ZL DU CLOS Marquet, 42408, Saint-Chamond, France) • SHANGHAI HITEC PLASTICS (NO. 309 North Huancheng RD., Fengxian Shanghai • China) • ANHUI HITEC INDUSTRIES (Newly established in the Hexian Jiangbei Wujiang New Area of the Anhui Province) • SENKROMA – Facility 1 (Beylikduzu Organize Sanayi Bolgesi, Mermerciler Sanayi Sitesi, 1.Bulvar, No.9, 34900 Beylikduzu – Istanbul, Turkey) • SENKROMA – Facility 2 (Gaziantep, Turkey) • ROMCOLOR (Village Copaceni, Slcamului Str. 1 – Jud.Ilfov) • ZAO GLOBAL COLORS (Village Metallostroy, Ind. Zone "Metallostroy" Bld 5, 196641, St.Petersburg, Russia) • GLOBAL COLORS POLSKA (Ul. Szkolna 15, 47-225 Kedzierzyn-Kozle, Poland)
102-5	Ownership and legal form	Corporate governance (p. 90)



GRI Standards	Disclosure	Page number and/or URL
102-6	Markets served	Our Group at a glance (p. 8) The Group's business model and mode of operation (p. 12) Our products (p. 16) Cooperation with universities and research organisations (p. 20)
102-7	Scale of the organization	Our Group at a glance (p. 8) 50 years of success (p. 10) Overview of our employees (p. 56) Financial Report 2020 (website)
102-8	Information on employees and other workers	Overview of our employees (p. 56) Human resources indicators (p. 66)
102-9	Supply chain	Supply chain management (p. 22)
102-10	Significant changes to the organization and its supply chain	Supply chain management (p. 22) There were no significant changes regarding the size, structure, ownership status or supply chain of the Group, during the reporting period.
102-11	Precautionary principle or approach	Our response to the Covid-19 pandemic (p. 64) Health and safety management framework (p. 70) Timely prevention and response (p. 72) Employee training (p. 76) Systematic internal inspections (p. 78) Environmental responsibility (p. 40) Risk management (p. 99)
102-12	External initiatives	UN Sustainable Development Goals (SDGs) GRI Standards ATHEX Athens Stock Exchange, ESG Reporting Guide
102-13	Membership of associations	Association of Hellenic Plastics Industries (AHPI), Heraklion Chamber of Commerce and Industry (EBEH), Exporters' Association of Crete
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Letter from the Management (p. 4)
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	Hellenic Code of Corporate Governance, as formulated by the Hellenic Corporate Governance Council (HCGC), Internal audit system (p. 98), Personal data security (p. 100), Internal employee safety regulation (p. 74)

GRI Standards	Disclosure	Page number and/or URL
<b>Governance</b>		
102-18	Governance structure	Group organisational structure (p. 93)
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	Stakeholder engagement (p. 33)
102-41	Collective bargaining agreements	The workforce is covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholder engagement (p. 33)
102-43	Approach to stakeholder engagement	Stakeholder engagement (p. 33)
102-44	Key topics and concerns raised	Stakeholder engagement (p. 33)
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	About the Report (p. 102)
102-46	Defining report content and topic boundaries	Materiality Analysis (p. 30) About the Report (p. 102)
102-47	List of material topics	Materiality Analysis (p. 30)
102-48	Restatements of information	About the Report (p. 102)
102-49	Changes in reporting	About the Report (p. 102)
102-50	Reporting period	1/1/2020 – 31/12/2020
102-51	Date of most recent report	May 19th, 2020 The Report concerned the mother company Plastika Kritis S.A.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	About the Report (p. 102)
102-54	Claims of reporting in accordance with the GRI Standards	About the Report (p. 102)
102-55	GRI content index	GRI Contents Index (p. 105)
102-56	External assurance	About the Report (p. 102)
<b>Corporate governance and business ethics</b>		
<b>Material issue for: Shareholders, Customers, Employees και State/Public authorities</b>		
103:	103-1, 103-2, 103-3	Letter from the Management (p. 4)
Management approach		The Group's business model and mode of operation (p. 12) Quality and innovation (p. 18) Our approach (p. 28) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Responsible governance (p. 92) Risk management (p. 99)

GRI Standards	Disclosure	Page number and/or URL
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were reported during the reporting year (2020).
<b>Strategy and investment</b>		
<b>Material issue for: Shareholders, Customers και Credit institutions</b>		
103: Management approach	103-1, 103-2, 103-3	Materiality Analysis (p. 30) Stakeholder engagement (p. 33) New recycling plant (p. 44)
Group indicator	Investments per year	The Group's business model and mode of operation (p. 12) New recycling plant (p. 44) Economic performance (p. 101)
<b>Digital transformation and security (cyber-risk)</b>		
<b>Material issue for: Shareholders, Employees και Customers</b>		
103: Management approach	103-1, 103-2, 103-3	Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Timely prevention and response (p. 72) Internal employee safety regulation (p. 74)
Group indicator	Implementation of digital platform for occupational risk assessment	Timely prevention and response (p. 72) Digital platform for occupational risk assessment (p. 75)
<b>International presence</b>		
<b>Material issue for: Shareholders και Customers</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Our Group at a glance (p. 8) The Group's business model and mode of operation (p. 12) Materiality Analysis (p. 30) Stakeholder engagement (p. 33)
Group indicator	Number of countries where the Group is present (facilities or sales)	Our Group at a glance (p. 8) Plastika Kritis Group production facilities around the world (p. 14)
<b>Profitability and continued growth</b>		
<b>Material issue for: Shareholders, Employees, Customers, Suppliers, Local communities, State/Public authorities and Credit institutions</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Our Group at a glance (p. 8) The Group's business model and mode of operation (p. 12) Plastika Kritis Group production facilities around the world (p. 14) Materiality Analysis (p. 30) Stakeholder engagement (p. 33)
201: Economic performance	201-1 Direct economic value generated and distributed	Creating stakeholder value (p. 36) Economic performance (p. 101)

GRI Standards	Disclosure	Page number and/or URL
<b>Stakeholder engagement</b>		
<b>Material issue for: Shareholders, Employees, Customers, Suppliers, Local communities, State/Public authorities and Credit institutions</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Communicating with our people (p. 63)
Group indicator	Stakeholder engagement framework	Stakeholder engagement (p. 33)
<b>Employment and working conditions</b>		
<b>Material issue for: Shareholders, Employees και Local communities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 8) Stakeholder engagement (p. 33) Employee recruitment and retention (p. 58) Employee benefits (p. 61)
401: Employment	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee recruitment and retention (p. 58) Human resources indicators (p. 66) Employee benefits (p. 61)
<b>Employee health and safety</b>		
<b>Material issue for: Employees και Local communities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Health and safety management framework (p. 56) Timely prevention and response (p. 58) Employee training (p. 76) Continuous improvement (p. 77)
GRI 403: Occupational health and safety system	403-1 Health and safety management 403-5 Worker training on occupational health and safety 403-9 Work-related injuries	Health and safety management framework (p. 70) Training and development (p. 59) Training topics (p. 60) Employee training (p. 76) Our performance at a glance (p. 71)



GRI Standards	Disclosure	Page number and/or URL
<b>Employee training and evaluation</b>		
<b>Material issue for: Employees και Local communities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Training and development (p. 59) Employee training (p. 76)
Group indicator	Training hours per year	Training and development (p. 59) Employee training (p. 76)
<b>Planning, research and development of innovative products</b>		
<b>Material issue for: Shareholders, Employees και Customers</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) The Group's business model and mode of operation (p. 12) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Our products (p. 16) Quality and innovation (p. 18) Quality and innovation (p. 19) Cooperation with universities and research organisations (p. 20)
Group indicator	Research, development and new product innovation	Quality and innovation (p. 19)
<b>Product quality and certifications</b>		
<b>Material issue for: Shareholders, Employees και Customers</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) The Group's business model and mode of operation (p. 12) Our products (p. 16) Quality and innovation (p. 18) Materiality Analysis (p. 30) Stakeholder engagement (p. 33)
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Quality and innovation (p. 18)
<b>Responsible supplier assessment and management</b>		
<b>Material issue for: Customers και Suppliers</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) The Group's business model and mode of operation (p. 12) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Supply chain management (p. 22)
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Supply chain management (p. 22)

GRI Standards	Disclosure	Page number and/or URL
<b>Customer-oriented approach</b>		
<b>Material issue for: Shareholders, Employees και Customers</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Quality and innovation (p. 19) Customer satisfaction (p. 19) Materiality Analysis (p. 30) Stakeholder engagement (p. 33)
Group indicator	Customer satisfaction assessment	Customer satisfaction (p. 19)
<b>Relations with local communities</b>		
<b>Material issue for: Employees, Suppliers, Local communities και State/Public authorities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Creating stakeholder value (p. 36)
203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Creating stakeholder value (p. 36)
<b>Social solidarity actions</b>		
<b>Material issue for: Employees και Local communities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Supporting local communities (p. 82)
Group indicator	Annual number of social solidarity actions	Supporting local communities (p. 82)
<b>Energy</b>		
<b>Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Environmental responsibility (p. 78) Energy and greenhouse gas emissions (p. 84)
GRI 302: Energy	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption	Energy and greenhouse gas emissions (p. 46) Environmental indicators (p. 50) Energy and greenhouse gas emissions (p. 46) Energy produced from RES (p. 47) Energy-saving actions at the Plastika Kritis Company (p. 48)

GRI Standards	Disclosure	Page number and/or URL
<b>Management of hazardous and non-hazardous waste</b>		
<b>Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Environmental responsibility (p. 40) Production facility waste management (p. 44)
GRI 306: Waste	306-3 Waste generated	Production facility waste management (p. 44) Environmental indicators (p. 50)
<b>Adjustment to climate change</b>		
<b>Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Energy and greenhouse gas emissions (p. 46) Greenhouse gas emissions (p. 48)
GRI 305: Emissions	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions (p. 48)
<b>Circular economy</b>		
<b>Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities</b>		
103: Management approach	103-1, 103-2, 103-3	Letter from the Management (p. 4) Materiality Analysis (p. 30) Stakeholder engagement (p. 33) Environmental responsibility (p. 40) Environmental management framework (p. 40) Recycling (p. 42)
Group indicator	Tons of plastic film recycled annually	Recycling (p. 42)

Feedback form

**Which stakeholder group do you belong to?**

☐ Employees

☐ Shareholders

☐ Suppliers

☐ Customers

☐ Local authorities

☐ Local community

☐ Credit institutions

☐ Other: ..... (please explain)

**What was your impression of the Sustainability Report 2020?**

Report sections	Excellent	Satisfactory	Needs improvement
The Plastika Kritis Group Today	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsible Action for Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actions for society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall impression of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**How easy was it to find information on topics of interest to you?**

Very easy ☐

Quite easy ☐

Relatively easy ☐

Not easy ☐

**How would you rate the design of the Report?**

Excellent ☐

Good ☐

Moderate ☐

Poor ☐

**In your opinion, did the information contained in the Report and the way it was presented help you form a better overall picture of the Group's operation and activities?**

Yes ☐


No ☐

Needs improvement ☐


**Please note the topics which, in your opinion, were not adequately covered in this Report:**

**To help us in our aim to continually improve the Plastika Kritis Group's annual Sustainability Report, is there a recommendation you would like to share?**


Please send the form to the address below:



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