

ESG POLICY

Introduction:

This policy establishes the commitment of Lactea SA to integrate Environmental, Social, and Governance considerations into our operations, decision-making processes, and overall business strategy. By prioritizing sustainability, responsible practices, and stakeholder engagement, we aim to create long-term value, mitigate risks, and contribute positively to society and the environment.

Environmental Responsibility:

- a. Climate Action: We will actively manage and reduce our greenhouse gas emissions, promote energy efficiency, and pursue renewable energy sources. We will also support initiatives to address climate change, such as adopting low-carbon technologies and participating in carbon offset programs.
- b. Resource Management: We will promote responsible resource consumption and waste reduction through efficient use of water, energy, and raw materials. We will explore opportunities to minimize waste generation, implement recycling initiatives, and encourage circular economy practices.
- c. Biodiversity and Conservation: We will strive to protect and enhance biodiversity in our operations and supply chains. We will support conservation efforts, sustainable land use practices, and responsible sourcing of raw materials to minimize negative impacts on ecosystems.

Social Responsibility:

- a. Stakeholder Engagement: We will engage with our employees, customers, suppliers, local communities, and other stakeholders to foster transparent and constructive relationships. We will actively listen to their feedback, address their concerns, and collaborate on initiatives that benefit all parties.
- b. Diversity and Inclusion: We are committed to promoting diversity, inclusion, and equal opportunities within our organization. We will create an inclusive work environment that values and respects individual differences, and we will strive to eliminate any form of discrimination or bias.
- c. Employee Well-being and Development: We will prioritize the health, safety, and well-being of our employees by providing a safe work environment, promoting work-life balance, and supporting their professional and personal development. We will also encourage employee engagement and empowerment.

Governance and Ethics:

- a. Ethical Conduct: We will conduct our business with integrity, transparency, and high ethical standards. We will comply with all applicable laws and regulations and promote a culture of honesty, fairness, and accountability.
- b. Board Oversight: We will maintain a diverse, independent, and qualified board of directors that oversees our ESG practices and guides our strategic decision-making. The board will ensure effective risk management, stakeholder engagement, and long-term value creation.
- c. Data Privacy and Security: We will protect the privacy and confidentiality of personal data entrusted to us, adhering to applicable data protection laws and regulations. We will implement robust data security measures and respect individuals' rights regarding their personal data.

Compliance and Reporting:

- a. Compliance: We will comply with all relevant environmental, social, and governance laws, regulations, and industry standards. We will also monitor and assess emerging ESG risks and adapt our practices accordingly.
- b. Reporting: We will provide regular and transparent reporting on our ESG performance and initiatives, including key performance indicators, targets, and progress. We will align our reporting with recognized frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Continuous Improvement:

We are committed to continuous improvement in our ESG performance. We will set measurable goals, monitor our progress, and actively seek opportunities for innovation and positive impact. We will regularly review and update this policy to reflect evolving best practices and stakeholder expectations.

Conclusion:

By adopting this ESG policy, The Company reaffirms its commitment to sustainable and responsible business practices. We will integrate ESG considerations into our decision-making processes, collaborate with stakeholders, and strive for a positive and lasting impact on the environment, society, and corporate governance.



The Company Manager

Panagiotis Tasios

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