

YIOULA GROUP
HR DIVISION



YIOULA GROUP
CORPORATE SOCIAL
RESPONSIBILITY

CORPORATE SOCIAL RESPONSIBILITY POLICY

INTRODUCTION

The vision and the Company values of **YIOULA GROUP** determine to the greatest extent our functional responsibility in relation to society and the environment where we hold our business.

In the Group **Business Ethics Code** we clearly determine our responsibilities and policies for our stakeholders, our human resources, our clients, our partners and the broader social spectrum.

Moreover, the enhancement and the continuous development of our human resources is our main goal, always considering mostly however the speculations and the needs of the involved parties (*stakeholders*).

It is noteworthy in particular that our basic principle is the implementation of what is foreseen by the **International Treaty of the United Nations on human rights** (1977) and the **Declaration of the International Labour Organization for the protection of the Labour Rights** (*Treaty 87 ILO*) as it is clearly stated in the **Group's Business Ethics Code**.

We follow strictly and implement what is foreseen by the **International Rules and the Domestic Law** of each and every country where we hold business (Greece, Serbia, Bulgaria, Romania and Ukraine).

Closing our introduction we point out that **Corporate Social Responsibility** is part of the total of our Company values as these are described in the **Group Business Ethics Code**.

Through our business activities we aim at the conveyance of our values and our principles to the broader social environment consisted of our people, our partners, our suppliers and the other social parties with who we do business. We also believe that the company function, which is based on social responsibility, contributes significantly to the progress and welfare of our society.

HUMAN CAPITAL AND INTEGRATED WORKPLACE

The development and the multinational expansion of the Group the last few years made imperative the need for the differentiation of our policies in relation to the human factor. Specifically, our people today come from seven different nations. This results in the differentiation of the total of our policies, from the planning of our human resources to its final integration to our company culture at the fastest possible time and with the least possible cost. While redesigning the specific systems we took seriously into consideration the difference in perception, thinking and approach of these nationals concerning labor issues and work environment.

Inviolable principle of the Group is the protection of the fundamental human rights. Within this framework, the total of our company's policies is completely harmonized with the following: It is considered impermissible and unacceptable the employment of minors, the discrimination in relation to gender, color, convictions, religion, age, disability, nationality, citizenship and family status or any other possible unacceptable factor. All of the above apply to every party cooperating with the Group.

A crucial point which is worth mentioning is our cooperation with employees offering their services by contract on a periodical basis. For these employees the same exact policies and procedures foreseen for our own employees are followed (Human Resources Planning – Final Employee Integration and Placement). Moreover, an especially careful management of

the foreseen procedures is followed, due to the particularities and difficulties presented in terms of characteristics and origin.

The compliance with the Rules of Health and Safety (Legislation and Company's Rules of Operation – Procedures) is our utmost priority and obligation. The compliance of all our employees and partners with the foreseen procedures on issues of health and safety and the prevention of labor accidents are essential requirements for maintaining and improving our working conditions (ISO 9001: 2008, ISO 22000: 2005 / HACCP and BRC / IoP issue 4. *Relevant rules of the Labor and Environmental Legislation of the countries where we have business*).

SKILLS AND COMPETENCE BUILDING & ENTREPRENEURSHIP

We support actions of which the main objective is to further develop the existing skills not only of our employees but also the broader social environment.

In relation to the internal working environment, through the implementation of the **Human Resources Management Systems** (Continuous training – education in New Technologies, training programs of skills development, vertical and horizontal levels company communication, initiative awarding, team spirit, Succession and Development Program for Executive staff, etc) we aim at the development and reinforcement of the competencies and skills of our employees, supporting in broader terms lifelong learning.

As for the external social environment we support through our moral, financial and material contributions **Nonprofit Organizations** and other social parties (Interventional Institutions, Social Entities, Religious Organizations, Institutions and Organizations of the Disabled, etc) which play a very important role in the development of the competencies and skills of our fellow men and further enhance their possibilities to improve their employability indicators and place themselves in the workforce of our society.

At the same time, on a regular basis we support informative – educational visits from educational and other community

entities such as *Secondary Schools – High Schools – Higher Education Institutions - Different Foundations etc.*

CORPORATE SOCIAL RESPONSIBILITY

THE GROUP'S COMMITMENT

Our commitment lies in the continuous interaction and cooperation with respect, transparency and honesty towards all the involved teams, entities or individuals while performing our business activity (Internal and External Environment) aiming further at the acceptance of our presence by society as an active member of it and a direct contributor to the multifaceted social development.

Among others we mention some characteristic areas of main company interests as :

- ◇ Employment and Employability.
- ◇ Working Environment and conditions of Health and Safety.
- ◇ Energy resources saving using the latest technology.
- ◇ Environment (Climate, Air Pollution, Noise, etc).
- ◇ Employees and Family Environment.
- ◇ Quality of Life.
- ◇ Quality and Suppliers Assurance (Raw Materials, Secondary Materials, Other products, Mechanical Equipment, etc.).
- ◇ Product Quality and Safety for our clients and the final consumer.