

# Sustainable Development Report

2024





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*"Our vision is to create a sustainable future where our practices not only meet but exceed industry standards, driving innovation and setting an example for others to follow."*

**George Kostianis**  
**Chief Executive Officer**  
**Paliria**

## Letter from the Management

GRI 2-22

Since 1957, at Paliria, we have been producing genuine Greek ready meals using high quality raw materials. Our mission is to make consumers around the world feel happy & fulfilled having an Authentic Greek Gastronomical Experience.

For more than six decades, we have been committed to a set of values, passed from generation to generation, which we all serve daily: Quality, Respect to Tradition, Customer Satisfaction & Innovation.

Our Sustainability Report for the fiscal year 2024, reflects our unwavering commitment to sustainability and our dedication to creating a positive impact on the environment, society, and governance.

Through thoughtful approaches and a growing dedication to reducing our environmental footprint, we aim to foster a harmonious balance between economic growth and environmental stewardship. This marks the initial steps towards a future where high-quality products and sustainability coalesce seamlessly, reaffirming Paliria's role as a responsible global organization.



## Planet - Environmental Commitment

Paliria's commitment to environmental sustainability is exemplified through several key initiatives and over the past year, the Group has made significant strides in its sustainability journey. We have successfully designed the implementation of renewable energy practices, including the installation of photovoltaic panels at our facilities in Politika and Tsabassis plant. Our efforts in emissions management have led to a substantial reduction in carbon-emitting activities and have put forward strategies that enhance our sustainability efforts. We have implemented water recirculation practices at our facilities in Politika, resulting in a substantial reduction in water footprint. Our waste management initiatives include the separation of organic and non-organic waste, collaboration with partners for recycling, and in-house biological wastewater treatment.

To measure the effectiveness of our efforts towards producing our products in a more sustainable way, we have conducted a Life Cycle Assessment (LCA) on our top-export product, Dolma, which has provided valuable insights into our environmental impact. The LCA revealed that the carbon footprint of our Dolma is significantly lower compared to similar products, highlighting our efforts to reduce emissions.



## People – Social Contribution

Paliria is genuinely interested in the welfare of the local community and its concerns. We actively contribute through donations to social and charitable organizations. In 2024, we donated food products to local communities, helping to mitigate food waste and combat hunger. These initiatives positively contribute to the United Nations Sustainable Development Goals (SDGs) to end poverty & hunger, and to ensure sustainable consumption and production (1-"No Poverty," 2-"Zero Hunger," and 12-"Responsible Consumption and Production").



## Economy – Sustainable Growth

It is one of our upmost priorities to partner with suppliers who share our values of quality, sustainability, and ethical practices. By fostering strong relationships with local and regional producers, we support the local economy and reduce our environmental footprint through shorter transportation distances. Our procurement practices are designed to ensure transparency and accountability, enhancing the quality of our products, and contributing to the overall well-being of the people involved in our supply chain.



## Future Goals and Vision

Looking ahead, Paliria is committed to continuing producing high quality food products while setting ambitious sustainability goals. Our vision is to create a sustainable future where our practices not only meet but exceed industry standards, driving innovation and setting an example for others to follow.

As we move forward, Paliria remains dedicated to achieving our sustainability goals and driving positive change within our industry. We look forward to continuing our journey towards a sustainable future, working together with our stakeholders, employees, and partners to make a meaningful impact.



**1,845**

employees in the Group  
in total

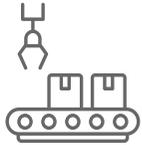


## at a glance



**6**

production facilities  
globally



**29,000**

tons  
annual production  
capacity of Group



> **615**

suppliers  
globally

Group exports  
account to

**86%**

of total revenues

**€81 mil.**

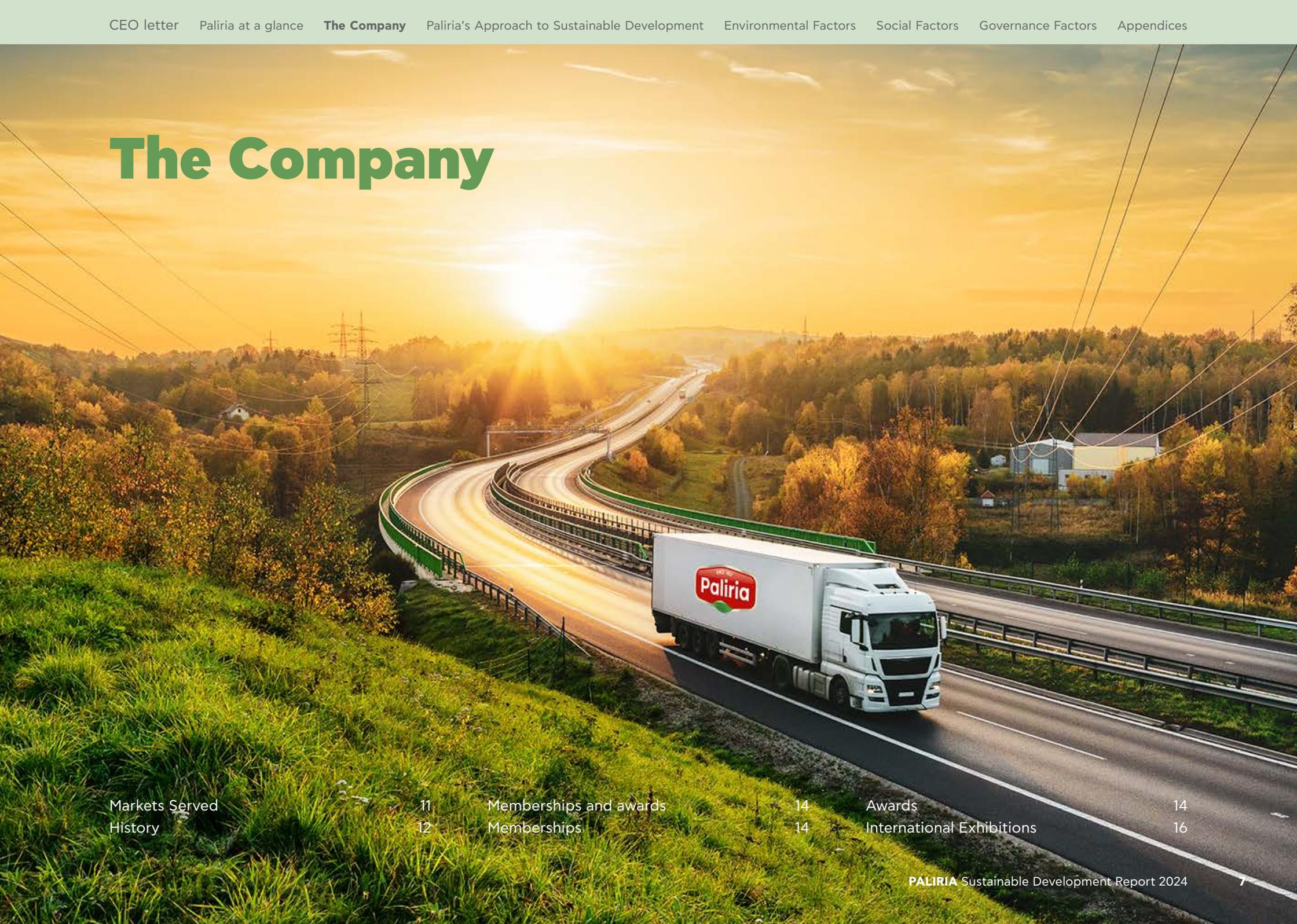
global exports  
for 2024

Exports  
in more than

**50**

countries

# The Company



Markets Served  
History

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Memberships and awards  
Memberships

14  
14

Awards  
International Exhibitions

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16



## Greece

Since 1957, Greece has been home to Paliria's first production facilities, located in Politika, Evia, as well as its headquarters. The facility in Politika covers nearly 10,500 m<sup>2</sup>, around 500 staff members and boasts a production capacity of 35 tons per day.

In addition to the renowned hand-made Dolmas, the plant in Evia produces a variety of legume-based products and a wide range of chilled meals. The research and development department also operates from this location.

In addition, Paliria acquired TSABASSIS SINGLE-MEMBER S.A. (hereinafter referred to as "Tsabassis") in 2023, a pioneer in the production of bulk frozen dough products, with a four-decade experience in the field. Tsabassis' facilities are located in Akova, Argos, on a privately owned 12-acre property, featuring a modern 4,000 m<sup>2</sup> plant and producing 7,500 tons per year of a great variety of frozen dough delicacies.



Production facilities in Politika, Evia



Paliria's headquarters

## Bulgaria

Paliria's facilities in Bulgaria represent a significant investment in the Group's international growth. This modern facility greatly enhances the production capacity for Dolmas and plays a vital role in the overall development of the Group. Approximately 850 employees work at Paliria Bulgaria, where the plant can produce 40 tons per day and spans a total area of 11,500 m<sup>2</sup>. The facility is known for its handmade dolmas and eggplant-based products.

## China

The production site in China is strategically important for Paliria's growth, as it allows the Group to provide improved services to rapidly developing nearby markets, which are focus areas for Paliria. Leased in 2008, Palexpo is the main production facility for Dolma production and vine leaves in brine. The total building coverage is 14,000 m<sup>2</sup>, with an annual volume production of 10,700 tons. The facilities play a vital role in the Group's operations ensuring the consistent supply of high-quality ingredients and products to meet the growing global demand for Paliria's Dolma products.

## Jordan

Paliria's production facility in Jordan is the Group's latest investment. The rising demand for ready-to-eat meals, particularly Paliria Dolmas, and the increased need for supply chain agility prompted the establishment of this modern production unit in a region where Dolmas is an integral part of the local culture. This helps meet the increasing global consumer demand from the surrounding area.



## Markets Served

Paliria has a strong focus on export activities, which currently account for over 80% of its sales revenue, a figure that continues to grow.

Paliria continues to prioritize international expansion and aims to penetrate global markets by aligning with worldwide food trends. In this context, international exhibitions play a crucial role in its promotional efforts and are a key component of its comprehensive marketing strategy.

Through ongoing enhancements to its operations and facilities, the Group has successfully penetrated new markets. As a result, Paliria's products are now available in more than 50 locations globally, including various European countries, the United States, Canada, Middle East, and Australia.

As part of its Export Strategy, Paliria has established a robust presence in numerous international markets through both its Brands and the production of Private Labels. More details regarding the exact countries of presence can be found in [Paliria's website](#).

This extensive network of products and brands highlights Paliria's commitment to delivering high-quality products to consumers around the world.

Group exports account to

**86%**

of total revenues

Paliria's products are available in more than

**50**

countries



# History

1957

Paliria is founded, in Politika village, in Evia. Its primary purpose is the production & distribution of Authentic Greek high quality ready meals in the Greek Market.

1982

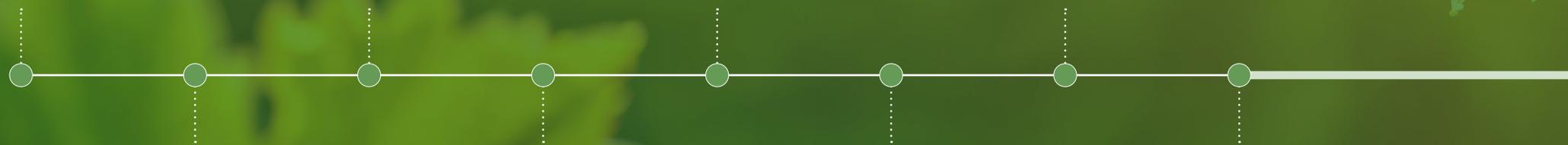
Paliria's first corporate transformation occurs and, gradually, with a series of strategical moves, from a small artisanship, Paliria becomes a modern export food industry.

2000

Paliria Bulgaria Ltd. is established, making it the Company's first production unit outside Greece.

2010

Exports are rapidly expanding accounting for an increasingly significant portion of Paliria's total turnover.



1974

USA becomes the first country to which Paliria export its products.

1989

The implementation of a long-term investment plan begins, starting with the construction of state-of-the-art, technologically advanced facilities just outside Politika.

2008

A new overseas production plant is established, this time in China, with the aim to provide faster services to America and the Middle East.

2014 - 2019

The taste and quality of Paliria products have been recognized internationally through numerous distinctions. Over these 5 years, Paliria products have won more than 20 international awards for their exceptional taste and high quality. Three prestigious international organizations – the International Taste Institute of Brussels, Fine Food of United Kingdom and the International Quality Institute Monde Selection, of Brussels – have evaluated and awarded Paliria products for their superior quality and unique, delicious taste.



## 2018

The second Bulgarian plant is up and running.

## 2020

A second production unit outside Europe, is established. This time in Jordan, due to the high demand of Paliria products in the Middle East.

## 2022

Paliria establishes its position in Greece, as a leader in ready-to-eat market, as the biggest Greek exporter of ready-to-eat meals and as the No1 Dolma producer in the world.

## 2019

The strategic partnership with VNK Capital is finalized, with the VNK's acquiring 36% stake in Paliria's share capital. VNK Capital is a private investment firm that invests in leading Greek and international enterprises aiming to create added value through innovative strategies and flexible financing schemes.

## 2021

Paliria invests over €3 million in equipment to enhance its facilities in Greece, Bulgaria, Jordan and China, achieving an annual production output of almost 21,000 tons of a diverse range of traditional Greek ready-to-eat meals and appetizers.

## 2023

Paliria acquires 100% of the share capital of TSABASSIS SINGLE-MEMBER S.A., a company based in Argos in the Akova region, which is active in the production and marketing of frozen dough products targeted to the bakery industry.

## Memberships and awards

GRI 2-28

### Memberships



Hellenic Federation of Enterprises (SEV)



Efficient Consumer Response Hellas (ECR HELLAS)



AMERICAN-HELLENIC CHAMBER OF COMMERCE  
American-Hellenic Chamber of Commerce



الغرفة العربية اليونانية للتجارة والتنمية  
ΑΡΑΒΟ-ΕΛΛΗΝΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ ΕΜΠΟΡΙΟΥ & ΑΝΑΠΤΥΞΗΣ  
ARAB-HELLENIC CHAMBER OF COMMERCE & DEVELOPMENT

Arab-Hellenic Chamber of Commerce & Development

### Awards

Paliria's market presence is prominent, having various international taste awards & quality certifications, as well as numerous entrepreneurship awards.



In 2024, Paliria was awarded with the **Silver Jubilee Medal** by his Majesty King Abdullah II for its plant in Jordan and its significant role in the nation's economy offering employment opportunities while boosting the Jordanian economy.



Additionally, all products sent to the International Taste & Quality Institute (ITQI) during 2024 were awarded with **2-stars & 1-star distinctions** confirming the unmatched taste & high quality that Paliria's food products are known for.

"Paliria has participated in major food fairs across the world with the aim of discovering the latest trends, creating business partnerships and promoting innovation."



## International Exhibitions

Paliria focuses on international expansion targeting global markets by following global consumer nutritional trends. International exhibitions are crucial for the promotion and marketing of its portfolio. Paliria has participated in major food fairs across the world with the aim of discovering the latest trends, creating business partnerships and promoting innovation. The main exhibitions include:



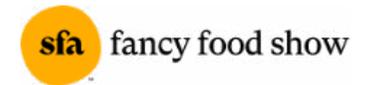
France



United States



United Arab Emirates



United States



Greece



Greece



The Netherlands  
& Chicago

# Paliria's Approach to Sustainable Development

# Paliria's Approach to Sustainable Development

Paliria has embarked on its journey towards sustainable development acknowledging the importance of environmental, social and governance (ESG) principles. The Group is dedicated to launching a variety of activities and initiatives to enhance its sustainability efforts. Through thoughtful strategies and a growing dedication to reducing Paliria's environmental footprint, the primary aim is to foster a harmonious balance between economic growth and environmental stewardship.

In 2024, Paliria continued its energy transition by installing photovoltaic (PV) systems at its production sites, achieving significant reductions in its carbon and water footprint. It also expanded its circular economy practices with recyclable packaging and waste management initiatives.

Beyond environmental performance, Paliria is an inclusive, safe and empowering workplace. The Group continuously invests in its people by offering comprehensive health and safety programs, promoting diversity and equality, and supporting employee engagement through social activities. Paliria's dedication to responsible business is reflected in its strong governance structures, transparent procurement practices, and significant contributions to the local communities where it operates.

Through these efforts, the Group sets the foundation for a future where high-quality, high-nutritional value products and sustainability, coalesce seamlessly - underscoring Paliria's identity as a global responsible enterprise.



**Planet**  
Environmental  
Commitment



**People**  
Social  
Contribution



**Economy**  
Sustainable  
Growth

# Environmental Factors



<b>Climate Change</b>	20	<b>Circular Economy</b>	23	<b>Water Resources</b>	25
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Emissions	22	Waste	23		
The Group's performance towards Emissions	22	The Group's performance towards Waste	24		

# Climate Change

## Energy

### Sustainable energy practices

GRI 3-3

Paliria is committed to promoting the use of renewable energy resources, with a strong emphasis on sustainability.

To achieve this goal, the Group has already installed (PV) panels at their facilities in Politika and Argos and planning to increase capacity within 2025. This initiative aims to leverage renewable energy sources for the Company's operations, showcasing Paliria's commitment to reducing environmental impact and enhancing energy efficiency within the organization. By harnessing solar power Paliria is taking a significant step towards contributing to a more sustainable future.



As part of its commitment to sustainable development and climate resilience, Paliria has accelerated its transition toward renewable energy sources across its operations. In line with international best practices and the United Nations (UN) Sustainable Development Goals (SDGs), the Group's energy strategy prioritizes the reduction of greenhouse gas emissions through increased investments in solar power. This shift not only supports carbon dioxide emissions (CO<sub>2</sub>) reduction targets but also enhances its dedication to long-term energy security and cost stability.

To ensure a robust and measurable transition, Paliria implemented a structured roadmap for energy transformation, which includes the integration of on-site renewable installations, Power Purchase Agreements (PPAs) and energy efficiency improvements. Looking ahead, Paliria is committed to further scaling its renewable sources portfolio by increased investments in solar power to drive deeper decarbonization.

## The Group's performance towards Energy

GRI 302-1

Energy consumption within the organization (GJ)	2024
<b>PALIRRIA S.A.</b>	
Energy consumption from non-renewable sources	28,421
Energy consumption from renewable sources	0
Electricity consumed	9,249
Electricity sold	360
<b>Total energy consumption - PALIRRIA S.A. (GJ)</b>	<b>37,310</b>
<b>TSABASSIS SINGLE-MEMBER S.A.</b>	
Energy consumption from non-renewable sources	360
Energy consumption from renewable sources	3,070
Electricity consumed	7,703
Electricity sold	0
<b>Total energy consumption - Tsabassis (GJ)</b>	<b>11,133</b>
<b>Total - Group</b>	
Energy consumption from non-renewable sources	28,781
Energy consumption from renewable sources	3,070
Electricity consumed	16,952
Electricity sold	360
<b>Total energy consumption - Group (GJ)</b>	<b>48,443</b>

Notes:

- Consumption from non-renewable sources include natural gas and diesel for PALIRRIA S.A., while for Tsabassis, only diesel is included.
- For Tsabassis, the electricity consumption data also include the offices located in Aspropyrgos.
- During 2024, there was no consumption or selling of heating, cooling or steam.
- For 2024, the energy consumption from renewable energy sources referred to solar.
- The electricity sold by PALIRRIA S.A. was produced by a grid-connected solar PV system which operates with feed-in tariff arrangements.
- The conversion of the fuel volumes to energy (MJ) was based on DEFRA UK conversion factors.

GRI 302-3

	2024
<b>PALIRRIA S.A.</b>	
Energy intensity (GJ/t)	5.6
Annual production (t)	6,700
<b>TSABASSIS SINGLE-MEMBER S.A.</b>	
Energy intensity (GJ/t)	1.6
Annual production (t)	6,777

Notes:

- The type of energy included in the intensity ratio is the same used for the calculation of GRI 302-1 i.e., electricity.
- For the calculation of GRI 302-3, the ratio used the energy consumption within the organization (numerator).



## Emissions

### Emissions management in Paliria’s operations

GRI 3-3

Paliria’s sustainable practices go beyond operational efficiencies and play a crucial role in reducing the environmental footprint of Dolma production as well.

For instance, GLOBALG.A.P.<sup>1</sup> sustainable practices, applied by Paliria’s major supplier and during dill farming, reduce the carbon footprint of dill by 45% compared to non-organic methods. Additional information regarding Paliria’s approach towards suppliers is available under chapter “Procurement Practices”.

Beyond current practices, Paliria’s planned initiatives are designed to further cut CO<sub>2</sub> emissions across the Dolma value chain, helping clients and customers make environmentally friendly choices with every purchase. **By integrating PV systems in their operations, the carbon footprint during Dolma processing is expected to be reduced by circa 24%.**

<sup>1</sup> GLOBALG.A.P. is a brand of smart farm assurance solutions built on a portfolio of standards for safe and responsible production processes in agriculture, aquaculture, and floriculture.



### The Group’s performance towards Emissions

GRI 305-1, 305-2

	2024
<b>PALIRRIA S.A.</b>	
<b>Direct (Scope 1) GHG emissions (tCO<sub>2</sub>e)</b>	
Direct emissions – Scope 1	1,815
Biogenic emissions	0
<b>Energy indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e)</b>	
Indirect emissions – Scope 2 (location-based)	1,470
Indirect emissions – Scope 2 (market-based)	N/A

Notes:

- The above figures refer only to the production unit of PALIRRIA S.A. in Politika, Evia. There were no available data for Tsabassis for 2024.
- For the calculation of Scope 1 & 2 emissions, CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs gases were included.
- 2024 was set as the base year for the calculation of emissions, since it was the first year that the Company disclosed data regarding its emissions. Data for previous years are not available.
- “Operational approach” was used as the consolidation approach.
- The emission factors were sourced by the World Resources Institute (WRI), while the Global Warming Potentials (GWP) used were sourced by the IPCC 5th Assessment Report. CH<sub>4</sub> GWP = 28, N<sub>2</sub>O GWP = 265.
- For the calculation of Scope 1 & 2 emissions, the ISO 14064-1:2018 Greenhouse gases - Part 1 and Greenhouse Gas Protocol methodologies were followed.

# Circular Economy

## Materials



### Sustainable use of materials

GRI 3-3

Paliria promotes sustainability by embracing circular economy practices through its recyclable packaging.

Both primary and secondary packaging materials, including plastic, paper, carton and metal, are sourced from recycled materials. This approach reduces Paliria's environmental impact and supports responsible consumption, demonstrating the Group's efforts towards sustainable production and consumption.

### The Group's performance towards Materials

GRI 301-2

2024

**12.3%**

of recycled input materials used



## Waste



### Minimization of waste

GRI 3-3

Paliria actively champions waste management through several innovative initiatives that reflect its dedication to sustainability. The Group meticulously separates organic from non-organic waste to ensure efficient recycling processes. Additionally, Paliria collaborates with various partners by providing legume skins for cattle feed and diverting plastic, paper and sludge for further treatment. These measures not only reduce waste but also foster a circular economy approach benefiting both the environment and local communities.

Paliria has designed and implemented recycling actions in its plants, warehouses and office buildings. These efforts aim to inform, educate and raise awareness among employees on the topic, engaging them in a Group-wide recycling culture.

Dedicated to sustainability, Paliria has also conducted a Life Cycle Assessment (LCA) on Paliria's top export product, Dolma. The analysis considered the upstream and core processing phases of the value chain, including farming and transporting of packaging materials and ingredients in the upstream stages as well as cooking, primary packaging and final packaging in the core processing stages.

The carbon footprint of Dolma was found to be 0.496 kg CO<sub>2</sub>e per 200g of product in a plastic tray. This is almost half the CO<sub>2</sub> emissions compared to 200g of typical cooked pasta in water, with no additional ingredients. When compared to a 200g plain yoghurt product, the carbon footprint of Palria's Dolma is also similar.

## The Group's performance towards Waste

GRI 306-4, 306-5

Focusing on waste management best practices, Paliria prioritizes the minimization of its waste generation and especially the hazardous ones in order to mitigate its impact on the environment. Following this practice, for 2024, Paliria did not generate and thus did not divert from or direct to disposal any quantities of hazardous waste.

2024		
Waste by composition (t)	Waste diverted from disposal	Waste directed to disposal
<b>PALIRRIA S.A.</b>		
<b>Non-hazardous waste (t)</b>		
Plastic	5.6	-
Paper	109.0	-
Wood	25.6	-
Other metals	48.8	-
Mixed packaging	41.8	-
Organic waste	112.8	-
Mixed municipal waste	-	190.0
Sludge	61.3	-
<b>Total non-hazardous waste - PALIRRIA S.A. (t)</b>	<b>404.8</b>	<b>190.0</b>
<b>TSABASSIS SINGLE-MEMBER S.A.</b>		
<b>Non-hazardous waste (t)</b>		
Iron	14.2	-
Aluminum	0.7	-
Other metals	0.1	-
Mixed packaging	8.7	-
Electronic or electrical waste	0.5	-
Cables	0.3	-
<b>Total non-hazardous waste - Tsbassis (t)</b>	<b>24.5</b>	<b>-</b>
<b>Total waste - Group (t)</b>	<b>429.2</b>	<b>190.0</b>

Note: The figures presented above were collected by the subcontractors the Group cooperates with.

2024			
Waste diverted from disposal by recovery operation (t)	Onsite	Offsite	Total
<b>PALIRRIA S.A.</b>			
<b>Non-hazardous waste (t)</b>			
Recycling - Total	-	404.8	<b>404.8</b>

Notes:

- For 2024, PALIRRIA S.A. used only recycling as a recovery operation, i.e. no preparation for reuse or other recovery operations as required under the GRI 306-4 disclosure.
- Data for Tsbassis are not available.

2024			
Waste directed to disposal, by disposal operation (t)	Onsite	Offsite	Total
<b>PALIRRIA S.A.</b>			
<b>Non-hazardous waste</b>			
Landfilling - Total	-	190.0	<b>190.0</b>

Notes:

- For 2024, PALIRRIA S.A. used only landfilling as a disposal operation, i.e. no incineration (with or without energy recovery), or other disposal operations as required under the GRI 306-5 disclosure.
- Data for Tsbassis are not available.



# Water Resources

## Rational water use

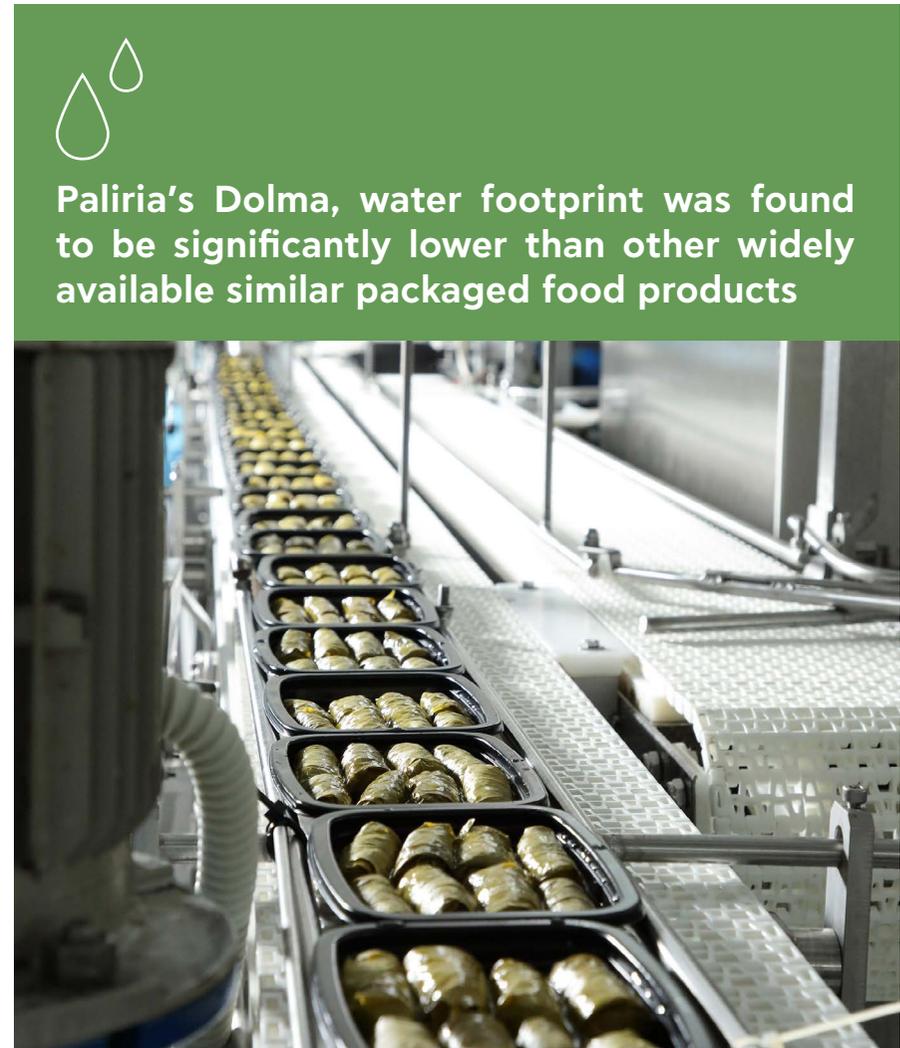
GRI 3-3

Paliria's commitment to sustainability is exemplified through its water recirculation practices at its facilities in Politika.

By responsibly and efficiently reusing water, the Company ensures the conservation and replenishment of this vital resource, meeting present needs while safeguarding its availability for the future.

In the framework of the LCA on Paliria's Dolma, the water footprint was found to be 0.069 m<sup>3</sup> per 200g of product in a plastic tray. This was proven to be significantly lower than other widely available similar packaged food products. For instance, it is 10 times lower compared to a typical 200g uncooked pasta product and 24 times lower compared to 200g of typical cooked pasta with no additional ingredients. When compared to a 200g plain yoghurt product, the Dolma water footprint is almost 6 times lower.

The utilization of water resources aims to enhance efficiency and reduce the Dolma water footprint. Water circulation within Politika facilities results in approximately an 18% reduction in the water footprint during Dolma processing. As part of the continuous improvement in sustainability practices, doubling the water recirculation is being considered, **which is expected to reduce the water footprint of Dolma processing by approximately 21%.**



## The Group's performance towards Water Resources

GRI 303-3

2024

Water withdrawal (ML)	PALIRRIA S.A.	TSABASSIS SINGLE-MEMBER S.A.	Total - Group
	All areas/Areas with water stress	All areas/Areas with water stress	All areas/Areas with water stress
<b>Water withdrawal by source</b>			
<b>Surface water (total)</b>	<b>0</b>	<b>0</b>	<b>0</b>
Freshwater	-	-	-
Other water	-	-	-
<b>Groundwater (total)</b>	<b>137.7</b>	<b>0</b>	<b>137.7</b>
Freshwater	137.7	-	137.7
Other water	0	-	0
<b>Seawater (total)</b>	<b>0</b>	<b>0</b>	<b>0</b>
Freshwater	-	-	-
Other water	-	-	-
<b>Produced water (total)</b>	<b>28.8</b>	<b>0</b>	<b>28.8</b>
Freshwater	28.8	-	28.8
Other water	0	-	0
<b>Third-party water (total)</b>	<b>11.1</b>	<b>3.9</b>	<b>15.0</b>
Freshwater	11.1	3.9	15.0
Other water	0	0	0
<b>Total water withdrawal – freshwater (ML)</b>	<b>177.6</b>	<b>3.9</b>	<b>181.4</b>

Notes:

- All areas where the Group operates in Greece are characterized as areas with extremely high-water stress, according to the Aqueduct Water Risk Atlas of the WRI.
- The above data were collected by meters used by the Group to track water consumption and supplier invoices for third-party water.
- According to GRI, freshwater is defined as ≤1,000 mg/L Total Dissolved Solids, while other water is defined as >1,000 mg/L Total Dissolved Solids.
- For 2024, produced water came from the process of reverse osmosis.

GRI 303-5

2024

Water withdrawal (ML)	PALIRRIA S.A.	TSABASSIS SINGLE-MEMBER S.A.	Total - Group
	All areas/Areas with water stress	All areas/Areas with water stress	All areas/Areas with water stress
<b>Total water consumption (ML)</b>	<b>177.6</b>	<b>3.9</b>	<b>181.4</b>

Note: The total water consumption is equal to the total reported under GRI 303-3, due to the fact that data for water discharge (GRI 303-4) were not available for 2024.

# Social Factors



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# Employees

GRI 3-3



## Creating a secure work environment

Paliria recognizes that its employees are at the heart of its success.

The Group's achievements in the food industry are fundamentally linked to its people. To honor and reward the invaluable contributions of its employees to the organization's growth and positive trajectory, Paliria prioritizes the enhancement of human resource management by implementing practices that ensure long-term well-being for both employees and the organization as a whole. This commitment aims to create an optimal working environment for all team members.

The Group supports the United Nations Universal Declaration of Human Rights (UNDHR) as well as other international human rights standards (i.e., International Labor Organization (ILO) Conventions for Work, OECD, United Nations Global Compact). It is dedicated to protecting and promoting human rights and respects the social, environmental, customary and institutional particularities of the locations it operates in, while upholding its high ethical standards.

In this frame, the Group is explicitly against child labor, forced, or compulsory labor within its operations as well as its business relationships. All Group's personnel are employed under a dependent labor contract or other legally compliant contract in which position, place of employment, remuneration, working hours and anything else determined by local legislation as a condition of employment/partnership have been agreed upon.



## Focusing on the health, safety and well-being of employees

The Group recognizes and promotes a healthy work-life balance, respecting the commitments of its employees outside the work environment and recognizing the right to rest and leisure time.

It strictly complies with the applicable laws at each of its facilities including regulations on mandatory leave, pregnancy and maternity leave, as well as other leave related to family responsibilities or unforeseen circumstances.

Having as priority the well-being of its personnel, the enhancement of employment satisfaction, and the creation of an environment of trust, respect and recognition, Paliria offers a comprehensive life and medical insurance package to its office employees and organizes a package of medical examinations to the production units' employees on an annual basis.

The Group regularly organizes specific H&S training sessions for its employees in the production facilities, promoting a health & safety culture that recognizes as necessity a safe environment for all.

Paliria encourages its employees to participate in company and community initiatives, fostering a work environment where teamwork, collaboration and social engagement are core values. The Group promotes employee involvement in social and athletic events, cultivating a strong sense of community in the workplace. As part of this commitment, Paliria formed a basketball team to participate in a tournament organized by the Municipality of Chalkida, Evia, promoting physical well-being and strengthening team bonds. Furthermore, Paliria encouraged employees to join the "No Finish Line" charity running event, where sixty employees collectively covered a total of 448 kilometers for a good cause.



## Fostering a diversity and inclusion culture

In line with its commitment to fostering a diverse and inclusive workplace culture, Paliria has a strict policy against workplace violence and harassment supported by regular training sessions for all personnel.

The Group is fully committed to preventing and eliminating all forms of violence and harassment in the workplace, striving to create an environment where respect for human dignity is paramount. It explicitly and unequivocally prohibits any form of violence or harassment occurring in, related to or arising from the workplace. This includes, but is not limited to, violence or harassment based on gender, race, color, national origin, religion, sexual preference, age, marital status or any form of sexual harassment.

The Group is committed to fostering a workplace where all employees have equal opportunities for development and are treated fairly based on their skills and qualifications. More specifically, employment practices, including recruitment, compensation, training, promotion, transfer and termination are conducted in full compliance with applicable laws and are aligned with the Group's values and policies.

## Employment practices

Paliria's Human Resources (HR) department also takes proactive steps to promote health and well-being in the workplace.

On World Food Day, the HR department distributed an informative leaflet to all employees, offering nutritional guidance while highlighting the benefits of the Mediterranean diet, which is a cornerstone of Paliria's culinary identity.

Further to the retention of top talent and the creation of an exceptional working culture, the attraction of young talent remains a key focus for Paliria. The Group participated in career days organized by Kariera.gr (a leading online recruitment website in Greece), to attract young talent. During this event, potential candidates had the opportunity to speak directly with Paliria's employees and gain valuable insights into working at the Group. Through these initiatives, Paliria demonstrates its ongoing commitment to cultivating a healthy, collaborative and socially responsible workplace culture.

Furthermore, as part of its commitment to supporting local communities and creating job opportunities, for local families, the Group organizes "Paliria Career Days" in its facilities in Evia and Argolida.



As of 2024, the total number of Paliria's employees in Greece was 483, with 62% of the workforce consisting of women. The following table includes detailed information for the Group's offices in Northern and Western Attica and its production units in Evia and Argolida. It is important to note that, due to the nature of operations, the majority of employees are employed at the production units.

2024

**483**

the total number of Paliria's employees in Greece

**62%**

of the workforce consists of women

GRI 2-7

2024

Paliria's Employees	Female	Male	Total
<b>PALIRRIA S.A.</b>			
<b>Northern Attica</b>			
<b>Total number of employees</b>	<b>26</b>	<b>30</b>	<b>56</b>
Permanent	26	28	54
Temporary	0	2	2
Full-time	26	30	56
Part-time	0	0	0
<b>Evia</b>			
<b>Total number of employees</b>	<b>199</b>	<b>58</b>	<b>257</b>
Permanent	154	47	201
Temporary	45	11	56
Full-time	199	58	257
Part-time	0	0	0
<b>TSABASSIS SINGLE-MEMBER S.A.</b>			
<b>Western Attica</b>			
<b>Total number of employees</b>	<b>4</b>	<b>17</b>	<b>21</b>
Permanent	4	17	21
Temporary	0	0	0
Full-time	4	17	21
Part-time	0	0	0
<b>Argolida</b>			
<b>Total number of employees</b>	<b>71</b>	<b>78</b>	<b>149</b>
Permanent	71	78	149
Temporary	0	0	0
Full-time	71	78	149
Part-time	0	0	0
<b>Total - Group</b>			
<b>Total number of employees</b>	<b>300</b>	<b>183</b>	<b>483</b>
Permanent	255	170	425
Temporary	45	13	58
Full-time	300	183	483
Part-time	0	0	0



Notes:

- For the calculation of GRI 2-7, the headcount methodology was used at the end of the reporting period.
- The regions "Northern Attica" and "Evia" refer to PALIRRIA S.A.'s offices and production unit respectively, while "Western Attica" and "Argolida" refer to Tsabassis' offices and production unit.
- In terms of gender, there were no "Other" or "Not disclosed" employees as defined by the GRI standards.
- In terms of employment contracts, the Group did not have any non-guaranteed hours employees for 2024.
- 2024 was the first year of reporting for Paliria and data for previous years, as well as significant fluctuations, are not available.

# Occupational Health & Safety

## Promotion of health & safety across Paliria's operations

GRI 3-3



At Paliria, the health, safety and well-being of employees, contractors, and partners are fundamental to its operations.

The Group is dedicated to achieving the highest standards in health, safety and environmental (HSE) practices through continuous improvement and the adoption of industry best practices while committing to not only meeting but also exceeding regulatory and industry standards for Occupational Health and Safety (OHS).

The primary goal is to protect and enhance the health and safety of workers, the environment and the communities in which Paliria operates. Embracing HSE as a core value, Paliria complies with all applicable HSE laws, regulations and industry standards.

The Group manages HSE risks and opportunities effectively, demonstrating ownership through visible, informed and inspiring leadership. Safe work behaviors are reinforced through consultation and participation with workers, and learning from experiences and those of others is encouraged through sharing and collaboration.

Paliria is committed to preventing incidents, injuries and workplace illnesses through ongoing hazard assessments, workplace inspections and root cause analyses while emphasizing personal accountability for safety.

Paliria's OHS Strategy is built on a proactive, risk-based approach, fostering a culture of continuous improvement, accountability and open communication. All employees undergo H&S training upon hiring and receive regular refresher courses tailored to their roles.

High-consequence hazards were identified through risk assessments, incident investigations, site audits, and employee feedback, with prioritization based on severity and likelihood of harm. Job hazard analyses and regulatory compliance reviews also feed into the process. During the reporting period slips, falls, trips and contact with equipment were the hazards that led to working-related injuries.

The organization applied the following hierarchy of controls:

### **Elimination**

Redesigning tasks to minimize the risk of slipping.

### **Substitution**

Introducing and using safer tools and materials.

### **Engineering controls**

Installing machine guards to prevent contact with hazards.

### **Administrative controls**

Employees receiving training and ongoing supervision.

### **Personal Protective Equipment (PPE)**

Mandatory use of protective equipment like gloves and SRC-rated safety shoes.

The Group has established a Health & Safety Management System and is working towards being certified according to ISO 45001:2018 in the near future.



## The Group's performance towards Occupational Health & Safety

GRI 403-9, 403-10

	<b>2024</b>		
<b>Work-related injuries (employees)</b>	<b>PALIRRIA S.A.</b>	<b>TSABASSIS SINGLE-MEMBER S.A.</b>	<b>Total – Group</b>
<b>Total number of hours worked</b>	338,073	256,000	594,073
<b>Number of fatalities as a result of work-related injury</b>	0	0	0
<b>Rate of fatalities as a result of work-related injury</b>	0	0	0
<b>Number of high-consequence work-related injuries (excluding fatalities)</b>	0	0	0
<b>Rate of high-consequence work-related injuries (excluding fatalities)</b>	0	0	0
<b>Number of recordable work-related injuries</b>	7	6	13
<b>Rate of recordable work-related injuries</b>	4.1	4.7	4.4
<b>Main types and number of work-related injuries</b>			4.4
Slips, trips and falls	5	3	8
Burns	1	0	1
Cuts and lacerations	1	0	1
Weight fall	0	2	2
Malaise	0	1	1
<b>Number of fatalities as a result of work-related ill health</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Number of cases of recordable work-related ill health</b>	<b>0</b>	<b>0</b>	<b>0</b>

Notes:

- For the calculation of GRI 403-9 and 403-10 disclosures, all employees of the Group's production units were included due to the nature of activities. Office employees were excluded from the calculation due to their low exposure to health & safety risks, incidents and illnesses.
- The incident of malaise was caused by the inhalation of paint fumes in a space where painting works were being carried out.
- The above figures were calculated based on the 200,000 hours worked.

# Customer Health & Safety

## Offering high-quality products to customers

GRI 3-3



Since 1957, Paliria's aim is to produce products distinguished not only for their excellent taste, but also for their high quality, with the strictest internal procedures followed at every stage, from planning and product development, to sales, delivery and after sales support.

### Certificates

The Group's commitment to quality and assurance is one of its most important values. This dedication to quality has led to the certification of all production units under the strictest and highest criteria as defined in Global Food Safety Initiative (GFSI) systems including Brand Reputation through Compliance Global Standard (BRCGS) – Global Standard for Food Safety and International Featured Standards (IFS) Food.

These high-level procedures are overseen by Paliria's highly trained personnel. The respect for tradition, love for Greek and Mediterranean cuisine and the focus on customer satisfaction motivate the Group to continually improve. Paliria aims to satisfy consumers worldwide by offering products of unique and superior quality under the Paliria brand.

More specifically, the obtained certifications of Paliria in Greece include:



For further information regarding the above certifications, please refer to the respective sections of [PALIRRIA S.A.](#) and [TSABASSIS SINGLE-MEMBER S.A.](#) (available only in Greek) websites.

GRI 416-2

Paliria has recorded zero incidents of non-compliance concerning the health & safety impacts of its products, for 2024. The Group maintains robust food safety systems certified under GFSI-recognized schemes supported by comprehensive preventive measures. Claims handling procedures are in place, with records and Key Performance Indicators (KPIs) reviewed and analyzed on a monthly, bi-annual and annual basis to drive continuous improvement.



# Local Communities

## Contribution to Local Communities

GRI 3-3

Paliria is a key employer in the regions where it operates and actively supports the initiatives of significant social and charitable organizations, as well as Local Government organizations.

Additionally, Paliria provides assistance to social grocery stores within the local community. The Group is committed to continuously supporting vulnerable groups, starting with local communities, through product donations and various supportive programs.

Paliria recognizes that sustainable growth is directly linked to the empowerment of the local communities in which it operates. As one of the key employers in the areas where its production facilities are located, Paliria consistently invests in local employment and social cohesion.

Donations play a vital role in aiding numerous charitable causes and community programs, thereby enhancing social welfare and resilience. Food donations, in particular, help mitigate food waste and combat hunger while promoting sustainable practices in the distribution and utilization of food resources.

## The Group's performance towards Local Communities

### Donations

In 2024, Paliria made significant contributions to local communities by donating food products valued at €40,343. Additionally, Paliria provided financial support totaling €15,862 to a number of underprivileged local families, schools and unions in Evia.

### Local employment

In Evia's facility, 78% of Paliria's employees come from the local community, while in Argos, the corresponding figure reaches 85% for 2024. Through this approach, the Group not only contributes to the economic development of these regions, but it also helps build strong bonds of trust and mutual support with their residents.



2024

**€40,343**

contributions to local communities  
by donating food products

Evia

**78%**

of Paliria's employees come from the local  
communities

Argos

**85%**

# Governance Factors



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# Governance Structure and Composition



GRI 2-9

Corporate governance is essential for Paliria, ensuring integrity, transparency, and accountability in its operations.

By adhering to best practices, the Group enhances resilience and drives innovation, contributing positively to the food industry.

The Board of Directors (BoD) sits at the top of Paliria's Group Management. Paliria's BoD consists of seven male members with a tenure of three years. One of them is an Executive Member, the CEO, and five are Non-Executive, independent members. The Board of Directors meets as required by law and the Articles of Association, with minutes kept for each meeting.

The BoD delegates management and representation responsibilities of the Group to its members and, where necessary, assigns limited representation duties to third parties (employees of the Group).

The Group's CEO reports directly to the BoD and oversees the Leadership Team (LT).

Paliria's LT consists of the Group's CEO and the functional head of each of the Group's main operations (i.e. Finance, HR, Operations, Commercial per Region & Marketing). For 2024, the Leadership Team consisted of 6 members, 4 men and 2 women. The LT meets every month to align each department's activities towards the Group's strategic objectives and to define future targets as well as set corrective actions when needed. In addition, there are four independent Committees which complete the Group's Management Structure:

- **Strategy Committee:** Composed of all members of the BoD, the CEO and the CFO, this committee is responsible for shaping the Group's strategic goals and vision. Its key functions include evaluating major business opportunities and risks, fostering innovation and growth, overseeing strategy implementation and ensuring the Group remains competitive and adaptable in a dynamic environment.
- **Remuneration Committee:** Comprising three members of the BoD, the CEO and the Chief People Officer, the committee is responsible for establishing a fair and transparent pay structure. Its objectives include aligning rewards with performance, managing risk, ensuring compliance and good governance and balancing performance incentives with fairness and accountability.
- **ESG Committee:** Comprising employees from the Operations, Procurement and Marketing departments, the committee is responsible for developing the Group's ESG strategy and relevant policies. Its key functions include monitoring ESG performance, ensuring regulatory compliance, identifying ESG-related risks and opportunities and promoting responsible, ethical, and sustainable practices that balance profitability with long term impact on people and planet.
- **Capex Committee:** Made up of the CEO, the COO, the CFO and two Board members, the committee ensures that capital is allocated efficiently and strategically to support growth while maintaining fiscal discipline. This involves reviewing capital expenditure proposals, evaluating their strategic alignment with the Group's long-term goals and overseeing the implementation of the 3-year CAPEX plan. The Committee also monitors project progress and CAPEX execution at each site.

These Committees serve as essential governance structures that guide strategic decision-making, ensure accountability, and promote sustainable practices. Each committee is tasked with specific responsibilities that align with the organization's overarching goals, fostering collaboration among leadership and various departments.

# Marketing and Labeling

## Responsible Marketing Practices

GRI 3-3



In the food industry, effective marketing and transparent labeling play a crucial role in fostering consumer trust and promoting sustainable practices.

At Paliria, marketing strategies not only highlight the quality and authenticity of products but also reflect a commitment to sustainability and responsible sourcing.

Paliria's approach to marketing focuses on educating consumers about the origins of ingredients, the ethical practices employed and the environmental impact of operations. It is strongly believed that informed consumers are empowered to make choices that align with their values, particularly when it comes to health, nutrition and sustainability.

Labeling is a vital component of this commitment. Paliria strives to provide clear, accurate and comprehensive information on product labels, ensuring that consumers can easily understand the nutritional content, sourcing practices and sustainability certifications associated with its products. By doing so, the Group enhances transparency and accountability in its supply chain.

As Paliria continues to innovate and adapt to evolving consumer preferences, its marketing and labeling practices will remain aligned with sustainability goals. The Group is dedicated to promoting not only its products but also the principles of sustainability and well-being that underpin its mission. Through these efforts, Paliria seeks to build lasting relationships with consumers and contribute positively to the communities it serves.



## The Group's performance towards Marketing and Labeling

GRI 417-1, 417-2, 417-3

In its commitment to transparency and accountability, PALIRRIA S.A. continuously assesses its product and service information and labeling practices to ensure compliance with established procedures. Notably, while the Company does not require information regarding the sourcing of components or the content related to substances that may impact the environment or society, it prioritizes the safe use of its products. This includes comprehensive guidelines and internal processes on handling, storing and preparing products to uphold the highest food safety standards for consumers.

The Company recognizes the opportunity to enhance its sustainability practices, as currently less than 1% of its significant product categories have been assessed for compliance with these procedures. The Company is, however, dedicated to improving this area, demonstrating its ongoing commitment to sustainability and consumer safety.

In terms of compliance incidents, PALIRRIA S.A. recorded a total of three incidents related to labeling regulations across EU, US and other markets, specifically concerning consumer food safety. Importantly, none of these incidents resulted in fines or penalties, although three warnings were issued due to labelling deviations in the German market. The Company remains committed to addressing these issues and ensuring that its labeling practices align with regulatory expectations. Furthermore, there were no incidents of non-compliance concerning its marketing communications, including advertising, promotion and sponsorship. This reflects the Company's dedication to maintaining high integrity and compliance in all aspects of its operations.

Similarly to PALIRRIA S.A., Tsabassis implements the same practices regarding the safe use of its products in terms of handling, storing and preparing (when necessary). For 2024, no incidents of non-compliance concerning product and service information, labeling or marketing communications were recorded.



As it moves forward, the Group recognizes the importance of continuous improvement in its sustainability efforts and remains focused on enhancing its compliance frameworks to better serve its consumers and the environment.



# Anti-competitive Behavior

GRI 3-3

Ensuring fair competition is essential for driving innovation, protecting consumer preference, and supporting sustainable practices.

Paliria is committed to upholding the highest standards of ethical conduct and integrity in all its business dealings. This commitment extends to actively opposing any form of anti-competitive behavior that undermines the principles of fair competition.

Paliria recognizes that anti-competitive practices, such as price-fixing, market manipulation and collusion not only harm consumers but also stifle innovation and hinder the growth of the industry as a whole. By promoting a competitive marketplace, the Group believes that it can contribute to a healthier food ecosystem that benefits all stakeholders, including consumers, suppliers and the broader community.

## The Group's performance towards Anti-competitive Behavior

GRI 206-1

For 2024, there have been no legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation concerning the Group.



# Procurement Practices

## Responsible practices in the supply chain

GRI 3-3



Paliria recognizes that the procurement process extends beyond simply acquiring raw materials; it encompasses the entire supply chain from sourcing ingredients to selecting suppliers.

The Group prioritizes partnerships with suppliers who share common values of quality, sustainability and ethical practices. By fostering strong relationships with local and regional producers, Paliria not only supports the local economy but also reduces its environmental footprint through shorter transportation distances.

To ensure transparency and accountability, Paliria has established rigorous criteria for supplier selection and evaluation. The Group actively assesses suppliers based on their commitment to sustainable practices, including responsible farming methods, fair labor practices and adherence to food safety standards. This approach not only enhances the quality of the products offered but also contributes to the overall well-being of the communities involved in the supply chain.

As Paliria continues to evolve in the food industry, it remains dedicated to refining its procurement practices to further enhance sustainability and ethical sourcing. By prioritizing responsible procurement, the Group aims to create a positive impact on the environment, support local communities and deliver high-quality products that meet the expectations of its consumers.

## The Group's performance towards Procurement Practices

GRI 204-1

Proportion of spending on local suppliers (%)	2024		
	PALIRRIA S.A.	TSABASSIS SINGLE-MEMBER S.A.	Total - Group
<b>Procurement budget used for significant locations of operation that is spent on suppliers local to that operation (€)</b>	12,018,092	14,765,358	<b>26,783,450</b>
<b>Total procurement budget used for significant locations of operation (€)</b>	18,271,749	15,164,674	<b>33,436,423</b>
<b>Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (%)</b>	65.8	97.4	<b>80.1</b>

Note: For the calculation of the GRI 204-1 disclosure, the geographical definition of "local" refers to Greece, while the significant locations of operation include the Group's production units in Greece, located in Evia and Argos.

# Supplier Assessment

GRI 3-3



## Environmental criteria

To ensure sustainable and responsible sourcing, Paliria places significant emphasis on evaluating the environmental and social impact of its suppliers.

From an environmental perspective, Paliria has a framework for contracting with farmers to ensure that their products comply with the certification requirements of the eventual buyers.

Three of Paliria's key-ingredient suppliers are positioned at a Sustainable Agriculture level, which is a system of farming that focuses on providing the resources necessary for present human populations while conserving the planet's ability to sustain future generations. Specifically, one of Paliria's Sustainable Agriculture Suppliers have an Integrated Agriculture Management system which is a sustainable and holistic approach to agriculture that involves the integration of various crops, livestock, and other agricultural activities to maximize resource utilization, minimize environmental impact, and increase productivity and profitability, offering agronomic support and implementing precision agriculture.

Furthermore, one of Paliria's primary rice suppliers is a member of the Sustainable Rice Program, which is an initiative that promotes environmentally friendly and socially responsible rice production practices. Another strategic rice supplier of Paliria is a member of

SAIRISI: Sustainable Italian Rice. This ongoing collaboration involves local farmers, millers, buyers and other stakeholders working together to demonstrate sustainability throughout the supply chain, while also enhancing and future-proofing rice production in Northwest Italy.

The main dill supplier for Paliria, a key ingredient in their highly exported product, Dolma, holds a GLOBALG.A.P. certificate. This certification is widely recognized as a sourcing requirement by many major supply chains globally. Obtaining a GLOBALG.A.P. certificate allows producers to demonstrate safer, more responsible production practices in the international market and provides opportunities for accessing new supply networks. For Paliria, having a supplier in its value chain dedicated to sustainable practices is crucial, as it represents an ongoing commitment to long-term sustainability.



## Social & Governance criteria

In its contractual agreements with suppliers, Paliria has implemented a Code of Conduct that reflects its dedication to sustainability. This comprehensive framework encompasses principles related to Diversity and Equality (DEI) in the Workplace, obligations regarding working conditions, management of health and safety risks, sustainability considerations from a social perspective and internal processes designed to ensure compliance, visibility, and appropriate corrective measures.

Paliria uses a pre-approval questionnaire to evaluate and either accept or decline new contractors. The questionnaire addresses several key areas, including:

- Compliance with applicable laws and regulations
- Prohibition of forced or compulsory labor and child labor
- Respect for employees' legal working rights
- Promotion of diversity and non-discrimination, ensuring fair treatment of employees (e.g., fair wages)

- Assurance of health and safety by providing safe and healthy working conditions and proactively managing health and safety risks
- Environmental compliance and social responsibility (adhering to laws and regulations)
- Assurance of quality and safety, ensuring delivered products meet quality and food safety standards and reporting any issues immediately
- Maintenance of financial integrity by keeping accurate financial records in accordance with legal requirements
- Enhancement of compliance by establishing processes that support continuous improvement
- Safeguarding of confidentiality
- Securing fair competition and strictly prohibiting corruption and bribery
- Implementation of reporting and grievance management systems to support suppliers in reporting violations of the Code

These measures ensure that Paliria maintains the highest of standards in its operations and partnerships.

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## The Group's performance towards Supplier Assessment

GRI 308-1, GRI 414-1

In 2024, the Group signed contracts with 21 new suppliers, 15 of which were screened using environmental and social criteria, achieving a screening rate of 71%. The environmental criteria included factors such as water usage, energy consumption and emissions, among others. The social criteria included employment practices, health & safety and the prohibition of child labor, among others.

# Appendices

## Appendix A

### About this Report

GRI 2-2, 2-3

This is the 1<sup>st</sup> Annual Sustainability Report of PALIRRIA Group, and it was published on 25.07.2025.

This Report covers the period of 01.01.2024-31.12.2024 and it was prepared with reference to the GRI Standards 2021. It encompasses both qualitative and quantitative data on Paliria's approach and performance in sustainability-related area pertinent to its activity and operations, while also highlighting how the Group's actions contribute to the UN SDGs.

This Report covers all operations of PALIRRIA Group in Greece, including the operations of PALIRRIA S.A. and its subsidiary TSABASSIS SINGLE-MEMBER S.A. Specifically, the scope of the Report covers the Group's production units in Greece (PALIRRIA S.A. in Politika, Evia and Tsabassis in Akova, Argos) as these constitute the majority of the Group's impact due the nature of activity, unless otherwise stated.

It is also noted that the reporting period of this Report is aligned with the respective reporting period covered in the Financial Statements.

For any inquiries or recommendations regarding this Sustainability Report, as well as the reported information, you can contact

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# Appendix B

## GRI Content Index

<b>Statement of use</b>	Paliria has reported the information cited in this GRI content index for the period 01.01.2024-31.12.2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location (pages)</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	8-9
	2-2 Entities included in the organization's sustainability reporting	47
	2-3 Reporting period, frequency and contact point	47
	2-7 Employees	31
	2-9 Governance structure and composition	40
	2-22 Statement on sustainable development strategy	4-5
	2-28 Membership associations	14
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	20, 22, 23, 25, 28-30, 32-33, 35, 37, 41, 43, 44, 45
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	23
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	21
	302-3 Energy intensity	21

GRI Standard	Disclosure	Location (pages)
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	26
	303-5 Water consumption	26
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	22
	305-2 Energy indirect (Scope 2) GHG emissions	22
<b>GRI 306: Waste 2020</b>	306-4 Waste diverted from disposal	24
	306-5 Waste directed to disposal	24
<b>GRI 403: Occupational Health and Safety 2018</b>	403-9 Work-related injuries	34
	403-10 Work-related ill health	34
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	36
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	44
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# **Sustainable Development Report**

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