

**AGRO
PHOENIX**
SUPERIOR FRUIT PRODUCTS



Social Responsibility Code Of Conduct

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Issued by: Quality Manager

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Agrophoenix SA is committed to conduct its business in an ethical, legal and responsible manner. To verify compliance, we have established this Social Responsibility Code of Conduct. At the same time, we expect our suppliers and/or contractors to be in line with the requirements set by these policies.

The principles below refer to the international labor standards defined by the International Labor Organization (ILO).

1. Legal compliance

Compliance with all applicable laws and regulations, industry minimum standard, ILO and UN Conventions, and any other relevant statutory requirements are more stringent.

2. Freedom of Association and the Right to collective Bargaining

All personnel shall have the right to form, join and organize trade unions of their choice and to bargain collectively on their behalf with the company.

3. Prohibition of Discrimination

No discriminations shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organizations, including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination.

4. Compensation

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Deductions from wages as a disciplinary measure are forbidden.

Supplier companies shall ensure that wages and benefits composition are detailed clearly and regularly for workers.

5. Working hours

The maximum allowable working hours in a week are as defined by national law but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours. Overtime hours are to be worked solely on a voluntary basis and to be paid at a premium rate.

An employee is entitled to at least one free day following six consecutive days worked.

6. Workplace Health and Safety

The company should provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimizing, as

far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.



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A clear set of regulations and procedures must be established and followed regarding occupational health and safety, especially the provision and use of personal protective equipment, access to clean toilet facilities, access to clean toilet facilities, access to potable water and if appropriate, sanitary facilities for food storage shall be provided. The company shall ensure that the dormitory facilities provided for personnel are clean, safe, and meet the basic need of the personnel.

7. Prohibition of Child Labor

Child labor is forbidden as defined by ILO and United Nations Conventions and/or by national laws. All young workers must be protected from performing any work that is likely to be hazardous and should not affect their education or be harmful to their health, physical, social, mental or moral development.

8. Forced labor and Disciplinary Measures

All forms of forced labor, such as lodging deposits or the retention of identity documents from personnel upon commencing employment, are forbidden as is prisoner labor that violates basic human rights.

All personnel shall be treated with dignity and respect. The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.

9. Environment and Safety Issues

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

10. Business Practices

Agrophoenix SA complies with all current laws and regulations of the code of business practices, in particular the combat against corruption.

Agrophoenix SA cannot ever, directly or through middlemen, propose any type of personal profit in order to gain or to maintain a business or propose any other type of profit through a third party, public or private.

Agrophoenix SA shall also turn down any profit of the kind offered in exchange of a preferential treatment by a third party.

11. Money Laundering

Agrophoenix SA complies with international laws for transactions and does not engage in any illegal activities or actions that would result in money laundering.



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12. Conflicts of interest

We must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. At times, we may be faced with situations where the business actions we take on behalf of AgroPhoenix SA may conflict with our own personal or family interests. We owe a duty to AgroPhoenix SA to advance its legitimate interests when the opportunity to do so arises. We must never use AgroPhoenix SA property or information for personal gain or personally take for ourselves any opportunity that is discovered through our position with AgroPhoenix SA

Here are some other ways in which conflicts of interest could arise:

1. Being employed (you or a close family member) by, or acting as a consultant to, a competitor or potential competitor, supplier or contractor, regardless of the nature of the employment, while you are employed with AgroPhoenix SA
2. Hiring or supervising family members or closely related persons.
3. Serving as a board member for an outside commercial company or organization.
4. Owning or having a substantial interest in a competitor, supplier or contractor.
5. Having a personal interest, financial interest or potential gain in any AgroPhoenix SA transaction.
6. Placing company business with a firm owned or controlled by an AgroPhoenix SA employee or his or her family.
7. Accepting gifts, discounts, favors or services from a customer/potential customer, competitor or supplier, unless equally available to all AgroPhoenix SA employees.

13. Information Security

Integral to AgroPhoenix]'s business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names/addresses or nonpublic information about other companies, including current or potential supplier and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

14. Anticompetitive Practices - Fraud

All actions taken AgroPhoenix SA regarding sales and purchases are against Anti- competitive behavior as we agree not to prevent, restrict or distort our competition to affect trade. Our company DOES NOT engage in actions such as fixing prices on goods and services, limiting or preventing production or supply, dividing markets or customers or rigging bids.