



SUSTAINABILITY:

*meeting our own needs
without compromising the ability
of future generations to meet
their own needs*

Towards sustainability

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*“We do not inherit the Earth from our ancestors;
we borrow it from our children.”*

- Native American Proverb

*“The greatest threat to our planet is the belief that
someone else will save it.”*

- Robert Swan, Author

*“We cannot solve our problems with the same
thinking we used when we created them.”*

– Albert Einstein, Physicist

Opening Statement

At Dodoni, we are committed to providing our customers with high quality products by integrating sustainability into our operations. Corporate Social Responsibility (CSR) at Dodoni is a practice with significant human, environmental and social aspects going beyond legislative compliance (4403/2016). It is more of an ongoing self-improvement and learning process aiming at increasing company's positive impact on the greater society. Dodoni is committed to operating with high ethical standards and integrity in all our dealings with members, employees, customers, partners, suppliers, competitors and most certainly the communities we are carrying our business. Complying with all applicable laws as well as managing the social, environmental, and economic impact of our business model is critical to our company's success. Our stakeholders expect Dodoni to uphold high standards of responsible and ethical behavior in our operations and to encourage a similar commitment by companies with which we work with.

This Supplier Code of Conduct sets forth Dodoni's standards and expectations with respect to key areas of corporate responsibility. Our goal is to work with our suppliers and vendors to assure compliance with these requirements.

Our **ESG** criteria:

1. Legal Compliance and Business Integrity
2. Social and Working Conditions
3. Environment and Sustainability
4. Food Safety and Quality
5. Monitoring and Compliance

Suppliers' Code of Conduct

Our approach,

In Dodoni we are committed to strengthening our relationships with our suppliers. The main objectives of our company to be achieved in the short - term are: (a) to integrate sustainable development requirements through continuous monitoring and reporting into the process of selecting new suppliers while at the same time maintain the existing ones by applying responsible practices and (b) to establish such partnerships that enable us to better understand the impacts and mutually align CSR – related goals with our partners and suppliers.

As such, Dodoni seeks to develop and maintain business relations with its Suppliers and partners that will be able to make the commitment by being:

Responsible, complying to applicable legislation

Ensuring a safe working environment for all employees

Monitoring and reducing environmental impacts by complying to environmental laws & regulations

Ensuring compliance with contracts and applicable laws in managing & monitoring governmental practices.

Our Vision: (our basic principles)

Our vision is fully supported by our values, which determine who we are and what we represent to our community and our partners. We are characterized by tradition (in our products' development using traditional techniques), passion for our products and our people, superiority (in developing better products creating the right environment for our employees) , motivation & encouragement (providing our employees with rewards to honor their success and achievements), innovation (in developing new products and following new technologies), respect and integrity to our employees and partners. Following and supporting our values our company is characterized by conscientiousness in what we do and with whom we work with.

Our commitment to our Suppliers

In Dodoni we undertake the following commitments:

We function with integrity in all aspects of our business relations with our suppliers and business partners.

We select Suppliers/ Business Partners fairly by following documented procedures.

We promote synergies and manage business risks by improving business practices.

We seek continuous improvements of all our suppliers/business partners through education, training as well as exchange of best practices where feasible.

ESG Criteria

(Environmental – Social – Governance)

(The term “Suppliers / Business Partners” in the present document refers to Suppliers, Business Partners, Contractors, Subcontractors that provide work, products and services or act behalf of Dodoni)



Environment, Society, Governance

1. Legal compliance and Business Integrity

- 1.1. Anti- corruption and anti-bribery
- 1.2. Fair trade
- 1.3. Protection of intellectual property
- 1.4. Protection of privacy – Disclosure of information
- 1.5. Risk assessment and management
- 1.6. Conflict of interests
- 1.7. Corrective Action Processes
- 1.8. Promotion of the code to the supply chain
- 1.9. Continuous improvement

Suppliers should be able to comply with all international and national applicable laws as well as with local legal and regulatory provisions and regulations governing their operations.

Moreover, suppliers must not directly nor indirectly give or receive any improper business advantage via the giving or receiving anything of value in exchange for preferential treatment. Suppliers must strictly comply with all laws, rules, and regulations applicable to anti -bribery and anti – corruption, protection of environment, occupational health and safety and labor practices. Finally, suppliers should require their suppliers to do the same.

Suppliers should conduct their business in accordance with the highest standards of ethical behavior and in accordance with applicable laws and regulations. Suppliers are expected to conform to these requirements in each of the following areas: fair - trade practices, bribery, kickbacks and fraud, intellectual property rights as well as Dodoni 's policies and procedures.

The Suppliers /Business Partners of Dodoni should be able to communicate and protect the personal data of their employees, suppliers, clients, and partners in a legitimate and equitable manner. They should also ensure that collection, storage, and processing of such information complies to legislation.

Concerning fair trade practices, suppliers should not engage in collusive bidding, e-fixing, price discrimination or other unfair trade practices.

No funds or assets of the supplier shall be paid or loaned as bribe, kickbacks or otherwise disbursed to influence or compromise the company's conduct and its employees.

Laws and regulations vary throughout the world, yet suppliers must comply with foreign legal requirements and laws that apply to foreign operations. According to the

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later, it is against the law to give anything of value to government officials, foreign political parties, candidates for office to obtain or retain business. Transparency and meritocracy should apply.

Suppliers should comply with company's published policies and procedures, including the conflict of interest, procurement relationships and other provisions included in Dodoni's Code of ethics Conduct.

Suppliers /Business partners of Dodoni should avoid any type of involvement in circumstances that can be considered as conflict of interests. They are obliged to notify the company when an employee might have an interest or benefit from personal or financial ties from their activities.

Suppliers /Business partners should act in cases of deficiencies caused by independent audits /evaluations, surveys, inspections concerning their ESG performance criteria.

To ensure compliance in their cooperation with the company, suppliers /business partners should implement procedures to address requirements of this code to direct or indirect suppliers with whom they cooperate at the level of products or services.

Finally, to continuously improve performance and capability suppliers and partners should take measures to implement self-evaluations and risk- assessments.

2. Social and Working Conditions in five (6) aspects:

2.1. Health and Safety

2.2. Human Rights (Forced / Child Labor, Community and Stakeholders)

2.3. Non – Discrimination, Diversity and Harassment

2.4. Career Management and Training (Evaluation and Education, Mobility, Policy Governance)

2.5. Working Conditions (Equal Employment Opportunities, Working Hours, Wages, Communication)

2.6. Education and capability building

In Dodoni, health and safety of employees are both extremely important priorities. The company ensures all buildings and physical premises safety and is taking all necessary measures implementing good health and safety practices. The company is aiming at achieving zero-accidents and zero occupational diseases. In this context, Dodoni expects Suppliers and business partners to abide by this commitment and create working conditions free from health and safety risks. Suppliers should be able to undertake protection measures to promote common protective measures, provide necessary information concerning safe usage of equipment and methods as well as training for their employees.

Suppliers' Code of Conduct

In Dodoni, we implement good labor practices and have in place systems and processes for recording, classifying, handling, and investigating work accidents and diseases while at the same time have the means to take corrective action. As part of our good labor practices plan, we have mechanisms to implement in case of an emergency, first-aid provision, evacuation procedures, appropriate fire detection systems and the ability to train our employees in such a way to make them able to identify, evaluate and control exposure to physically demanding tasks including handling materials, lifting heavy objects manage hazards etc. We expect our suppliers to act in a similar manner.

In Dodoni we value human rights, providing equal opportunities to all employees. We respect our diversity, and avoid any discrimination based on gender, age, sexual orientation, disability, social background, race, nationality, political or religious beliefs. We make sure that we provide a workplace free of any type of offensive behavior, harassment, and violence of any kind. We have established a whistleblowing procedure in case of someone witnessing any such kind of behavior.

In Dodoni we follow a strict policy against child labor and forced labor. The company prohibits child labor in its contracts and is strictly not hiring people under 18 years old.

Suppliers /Business Partners should follow a zero – tolerance policy regarding exploitation of children. They should ensure that the work contracts they enter their partners (suppliers, business partners etc.) contain clauses or provisions that ensure the prohibition of child labor. Suppliers should strictly comply with the minimum legal working age limits applicable in the country of operation.

The Suppliers/ Business Partners should ensure the continuous improvement, problem- free provision and sustained availability of working environment allow their employees to perform their duties free from moral pressures / harassments of any kind. Employees should be treated with respect and dignity while all forms of harsh or inhumane treatment, including sexual harassment, corporeal punishment, mental/ physical coercion, verbal abuse shall not be tolerated.

Suppliers should oppose all types of discrimination on their employees based on race, gender, color, sexual orientation, religions.

Suppliers and business partners should take necessary education and training activities that will allow their personnel to establish appropriate knowledge, understanding and the ability to implement policies and procedures for the matters mentioned in the present Code as well as relevant regulations and laws.

As far as contribution to local communities is concerned Dodoni encourages its suppliers to contribute to the sustainable development of the communities where they operate assessing their needs, sharing responsibility, promoting social and economic growth wherever that is feasible.

3. Environment and Sustainability (in four (4) aspects:

- 3.1.** Energy Consumption and GHGs (air) emissions (Environmental Permits and Reporting)
- 3.2.** Water Management
- 3.3.** Chemicals and Waste Management
- 3.4.** Product End of Life

Products manufactured and supplied for Dodoni as well as services provided by the suppliers must comply with the quality and safety standards prescribed by law. Dodoni is faithfully implementing and constantly improving the effectiveness of ISO 9001 Quality Standard, HACCP, and Food Safety standards in accordance with ISO 22000, IFS and BRC.

Beyond any complying with environmental laws and regulations, Dodoni is committed to reducing its environmental impact and promoting sustainability of natural resources which depend on its business activity. The company expects its suppliers / Business partners to play a key role in its efforts to meet these commitments, not only by implementing environmental responsible practices but also by offering alternatives and suggestions.

Our company is bounded in producing products of high quality while at the same time in a sustainable manner, that is reducing its environmental footprint. Our efforts focus on reducing our wastes of any type produced from our operations in all our facilities. Currently, we are trying to implement a more environmental and hence sustainable way of thinking and acting by our employees through educational trainings in environmental and sustainability matters. In this way, we promote wastes reduction, recycling of our products, minimization of consumption of natural resources.

Suppliers should comply with environmental laws and regulations applied to their operations including the following sustainable development goals: clean water and sanitation (SDG6), energy consumption and GHGs emissions reduction, chemicals and wastes management and end -of -life product (SDG15).

Suppliers should try to implement and efficiently use resources such as water, energy, raw materials. According to environmental impacts and climate change they should make the necessary adjustments, replace machinery in production or adopt practices related to energy reduction, re-use and recycle of materials.

In Dodoni, we have established an environmental policy concerning energy consumption, water chemicals and wastes management product- end-of- life. To be more specific, concerning energy consumption and greenhouse gas emissions' reduction, we identify, measure, and report. We substitute or upgrade equipment wherever possible the reduce their emissions while regularly we conduct energy audits to monitor energy efficiency.

Suppliers should have in place systems for recording and managing greenhouse gas emissions from their business activities specifically the CO₂ emissions, NO_x and CH₄ emissions to reduce their release into the atmosphere.

Concerning wastes, Dodoni's suppliers should take measures to prevent and avoid spillage of hazardous materials and other substances and promote reuse, recovery, and recycling of wastes as Dodoni implements in its own facilities.

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As far as the product -end-of life treatment is concerned, Dodoni should ensure recycling/reuse of product waste by partnering with suppliers that reuse product waste for animal feed.

As far as contributing to more sustainable communities, the company seeks to provide the means in achieving the goal to local communities. Dodoni strongly supports local suppliers to assist all efforts and promote local social and economic development. Suppliers of Dodoni since chosen as partners of the company should be requested to fill in a questionnaire concerning ESG matters that also covers the scope of this code as well as all necessary certificates and documents. Also, suppliers should be aware that the company might take on- site verifications on their premises to confirm that all ESG criteria are being met on their behalf.

4. Food Safety and Quality

In Dodoni, employees and shareholders are all one big family who believe in continuous improvement with regards to the safety of our consumer. Hence, we faithfully implement and constantly improve the effectiveness of the ISO 9001 Quality Standard, HACCP, and the Food Safety standards in accordance with ISO 22000, IFS and BRC.

This is the reason we try to find the resources needed to continuously verify standards and to maintain and update them; to monitor the degree of satisfaction of our consumers and to what extent their expectations are met to provide products that always meet their changing needs. We, therefore, recognize training needs and we undertake ongoing training of our staff to guarantee a high level of knowhow, regarding food quality and safety, ensuring proper handling of emergency situations by means of a recall procedure. We should expect our suppliers/business partners to act in a similar manner. This is the only way to guarantee the supplier code of conduct pass through the entire supply chain.

5. Monitoring and Compliance

To ensure compliance with the Supplier code of conduct as well as to all applicable laws and regulations audits and inspections are in place. Suppliers and partners should be able to work harmonically with the company if requested to complete questionnaires regarding coverage of ESG criteria of the present document and submit all relevant and necessary certificates confirming their compliance. All should act accordingly if permission to visit their premises is asked to verify *on site* the level of coverage of the ESG criteria of the present code.

6. Violation of Suppliers' Code of Conduct and Reporting of Violations

The provisions of this supplier code of conduct are essential for the business relationship between Dodoni and its suppliers. Dodoni reserves the right of terminating the respective business relationship if the supplier does not comply with the Supplier Code of Conduct. Suppliers are encouraged to report any

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violations of the Supplier Code of Conduct to Dodoni. In case of violations, Dodoni reserves the right to react appropriately depending on the severity of violation.

7. Handling doubts – violations

In such a case, all necessary data must be collected so that a full view of the issue can be obtained, and the right decision can be made. All responsibilities must be clarified and all people in the corresponding positions need to be notified about the incident.

8. Suppliers' Certification of Compliance

By accepting all the above the suppliers acknowledge acceptance of Dodoni's Supplier Code of Conduct and intention to comply with its requirements.

The Management Board of Dodoni SA.,

The Supplier,

(Signature)

(Signature)

Ioannina,2022

