

2023

ESG REPORT



INDEVCO
GROUP HELLAS

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A Message from our Chairman

As we embark on this journey of reflection and transparency through our first sustainability report, it is crucial to emphasize that, at INDEVO Group Hellas, sustainability is not a buzzword, but a way of life deeply ingrained in our operations, values, and vision for the future.

At INDEVCO Group Hellas, sustainability is not just a corporate responsibility; it is a moral imperative, a commitment to leaving a positive impact on the world around us.



As a subsidiary of the multinational INDEVCO Group, we have inherited a rich legacy spanning six decades of diversified manufacturing and industrial consultancy services across multiple countries. Rooted in this legacy is a shared philosophy, instilled in us by our founder, Georges Frem: “What is good for the community is good for the company. What is good for the company, we will strive to do excellently and in a way that enriches the lives of our people.” By prioritizing the welfare and aspirations of our community and employees, we not only create business value but also foster enduring success. This principle, coupled with our unwavering core values, has been instrumental in guiding us through adversity, enabling us to emerge stronger and more resilient.

From our humble beginnings, we have grown across the nation supplying containerboard and array of corrugated packaging solutions. Today, we stand as a beacon of responsible business practices, committed to environmental stewardship, social responsibility, and ethical governance.

Our operations span across Greece, serving affiliate companies with a wide range of services, including consulting, accounting, quality control, advertising, marketing, and research and development. We are proud to manage companies such as UNIPAKHELLAS S.A., a leading player in the paper and packaging market, with integrated facilities producing recycled containerboard and a wide range of corrugated packaging for European and Mediterranean markets.

In our pursuit of sustainability, we focus on 7 out of the 17 Sustainable Development Goals outlined by the United Nations. We understand that embedding sustainability at the core of our operations is essential for creating purposeful profit, enabling sustainable growth, and contributing to a better world for future generations.

Our sustainability approach revolves around stakeholder engagement, recognizing the importance of building strategic partnerships with customers, employees, communities, suppliers, industry associations, and other key stakeholders. Through regular engagement, we seek to understand and address the diverse needs and concerns of our stakeholders, ensuring that our actions align with their expectations. Environmental sustainability lies at the heart of our operations, as we take dynamic steps to minimize our environmental footprint. From tracking our energy consumption and managing our carbon footprint to responsibly sourcing paper and reducing water consumption, we are committed to preserving our planet’s natural resources for future generations.

Furthermore, our commitment to social responsibility extends to caring for our employees, safeguarding occupational health and safety, and upholding our group values. We foster diversity and inclusion, provide quality employment, and ensure a safe work environment where all employees are treated with dignity and respect. Our anti-harassment policy, employee performance appraisal, and commitment to retaining and attracting talent reflect our dedication to creating a positive workplace culture.

As we navigate the complexities of the business world, we remain firm in our commitment to ethical conduct and integrity. Our codes of conduct and internal mechanisms and policies for anti-corruption, conflict of interest, and whistleblowing underscore our commitment to upholding the highest standards of ethics and transparency.

Fayssal Frem
Chairman and CEO



01

INDEVCO Group Hellas



1.1 The Group's Profile

[GRI 2-1, GRI 2-6]

Founded in Greece in 2021 by Frem Industrial Group S.A.L. (Holding), INDEVCO Group Hellas Single Member S.A., headquartered in Athens, is a subsidiary company of the multinational company INDEVCO Group (hereinafter INDEVCO). With a six-decade heritage of diversified manufacturing and industrial consultancy services that spur growth and value creation, INDEVCO supplies converting machinery, raw materials, and packaging, as well as consumer and away-from-home disposables, and renewable energy products. From the headquarters in Lebanon, we've grown across the Middle East to the United States, Europe, and Africa. In INDEVCO Group Hellas, we provide services to affiliate companies which are established in Greece or abroad, such as consulting, accounting, quality control of products, advertising and marketing, research and development. INDEVCO Group Hellas seeks, through continuous investment, to constantly develop and maximize business and economic synergies and to apply the principles of sustainable development throughout its core business operations.

The INDEVCO Group Hellas is responsible for the management of the following companies located in Greece, which are presented below:

UNIPAK HELLAS S.A.

UNIPAK HELLAS S.A., headquartered in Crete, is an international entity, established in 2008, and member of INDEVCO Group Hellas, with a leading role in the paper packaging market. UNIPAK HELLAS S.A. trades packaging raw materials and packaging products made of paper or plastic or other materials for the European and Mediterranean markets. Through its subsidiary, UNIPAK HELLAS Central and its sister company, UNIPAK HELLAS North and their facilities, the company manufactures high-quality containerboard as well as wide variety of corrugated packaging products. UNIPAK HELLAS S.A. operates in Greece, and its facilities are located in Athens, Pelasgia, Thiva, Thessaloniki and Crete.



UNIPAK HELLAS Central S.A.

Established in 1974, PAKO SA, prior trade name of UNIPAK HELLAS Central SA was acquired in 2018 by INDEVCO and was fully integrated under the UNIPAK HELLAS operation. The company name was changed to UNIPAK HELLAS Central SA in 2021 to unify the brand in Greece. UNIPAK HELLAS Central, headquartered in Pelasgia-Stylida, and its facilities are located in Athens, Thiva, Thessaloniki and Crete, operates production units for wastepaper recycling, production, processing and trading of paper, paperboards and corrugated cartons and similar products, of several types and quality, as well as contaminants trading. The production units of the company are located in Pelasgia (one paper mill and one box plant) while sales-administration and warehouses are also located in different locations for logistic purposes.



UNIPAK HELLAS North S.A.

In 2021, INDEVCO established a new entity, UNIPAK HELLAS North (Single Member SA), that acquired assets and part of the liabilities and brand of Haitoglou - Hartel SA, a corrugated board and cardboard producer in Greece, operating since 1979. UNIPAK HELLAS North, headquartered in Thessaloniki, consists of two box plants in Kalochori and in Sindos. Its main operation is the industrial production and processing of corrugated packaging products.





1.2 Operations and products

Our paper mill manufactures recycled containerboard through a series of processes tailored to transform various types of wastepaper into new, reusable and recyclable paper.

The production of containerboard starts with the pulping process of collected paper waste. More specifically, through the pulping process, pre- and post-consuming recovered waste (from Material Recovery Facility (MRFs) across the country) and wastepaper from the commercial & industrial sector, are pulped down into individual fibers.

The process utilizes water, which is recirculated, and a wet sheet is formed, which is then dried through heated cylinders and acquire its final form. The containerboard reels produced are either traded or used as a raw material for our Box plants located in Pelasgia and Sindos.



Production of paper packaging products

In our Box plants, we create corrugated packaging products, customized and designed per our customer needs. The processes performed for the manufacturing of the corrugated packaging products involve:



Our range of products includes creative and sustainable packaging solutions for the agricultural and industrial sectors, from high-quality trays with high-resolution branding graphics to a broad selection of promotional, shipping and catering boxes, all of which are recyclable.

Our Box Plants manufacture single, double and triple wall corrugated boards and converts them into various packaging and display solutions, including corrugated cartons, corrugated sheets, corrugated containers, point of purchase (POP) displays, and shelf-ready packaging.



Value chain categories

We offer packaging solutions for almost every industry sector.

Upstream



**Materials Recovery
Facilities/ Paper
Collection Centers**



Industrial Partners



**Commercial Business
(supermarkets, retailers etc...)**



Ink suppliers



Manufacturing

- . Paper (linerboard, fluting paper)
- . Packaging products



Providing Services

- . Consulting
- . Innovation Center
- . Automated Data Exchange

Midstream

Downstream



Distributors

Commercial actors (food & beverages,
Ecommerce, take away)



Industrial actors (agriculture, chemical
& petrochemical, building & construction)



Consumers (household goods, personal goods)

We also provide a wide range of services to our customers, through the Innovation Center, Certifications and INDEVCO Data Exchange IDX, which optimizes intercompany transactions by reducing paperwork and inefficient client servicing commuting.

Innovation Center

Our belief in the future of paper-based packaging, and its contributions in facing today's environmental challenges, inspired us to create the Innovation Center in order to enhance packaging by thinking outside the box.

The Innovation Center is a team of Packaging and Logistic experts in a dedicated infrastructure equipped with design and simulation software, prototyping and testing tools, equipment, and easy access to a fully-fledged manufacturing operation for advanced trials and pilot projects.

Our consultants, structural designers, 3D animators, graphic designers and market researchers work together, harmoniously, to develop and create the ideal packaging solutions.

Our Supply Chain

With manufacturing operations in various places of Greece, INDEVCO Group Hellas has established a complex supply chain operation to support its needs and growing requirements. Building strong relationships with suppliers, leveraging economies of scale, and working in strong cooperation with local procurement teams to secure the ideal supplier agreements, have been key elements of the Group's success.

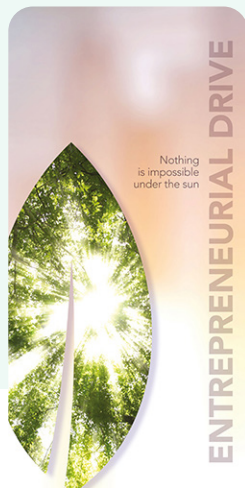
We purchase machinery and spare parts, raw materials, packaging, logistics and warehousing from global and local suppliers.



1.3 Our Values

INDEVCO Group Hellas' community-centered philosophy and timeless values have served as guiding pillars for the group since the beginning. With a philosophy that focuses predominantly on identifying and resolving community social and economic needs, sustainability by essence is embedded in the group's culture.

Our core values are the heartbeat of our organization and shape our motivational messages and communications, painting a vivid picture of who we are.



Displaying self-motivation in taking calculated risks and initiatives of a significant strategic contribution



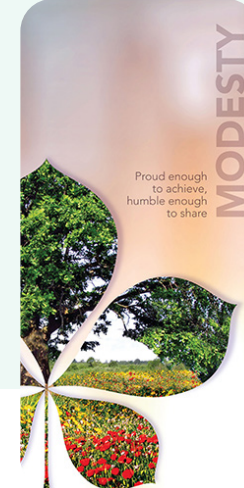
Creating a feeling of belonging, supporting and caring for each other, and being there in times of need



Going the extra mile to overcome challenges, get things done, and achieve business objectives



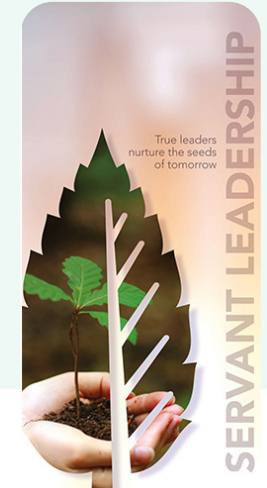
Working to high standards of accuracy without losing sight of the picture



Behaving and communicating with humility, sincerity, and respect towards others



Acting and interacting with integrity, transparency, and credibility with self and towards others



Sacrificing self-interest for the good of the group and serving others equally



1.4 Memberships, participations and awards

[GRI 2-28]

We actively participate in organizations and bodies related to the industry, through which we express our views and engage in healthy communications about the industry's development opportunities and risks, as well as play an active role in the business community, events and activities.

Memberships

UNIPAK HELLAS NORTH



Association of the Greek Manufacturers of Packaging Materials (AGMPM)



Hellenic Federation of Enterprises (SEV)



Greek Exporters Association (SEVE)

UNIPAK HELLAS CENTRAL



Hellenic Paper & Packaging Association (HPPA)



Union of Greek Paper Mills (EVICHE)



UNICEN (Hellenic Union of Industrial Consumers of Energy)



AITCG (Association of Industries of Thessaly and Central Greece)

In 2023, UNIPAK HELLAS achieved a **triple win** at the 2023 Packaging awards in Athens.



For the past 4 years, UNIPAK HELLAS has been displaying Sustainable Solutions at Fruit Logistica.

**FRUIT
LOGISTICA**





Below, we present all the awards that UNIPAK HELLAS has won as well as the forums and exhibitions we have participated in within the last 6 years (2018-2023) and our participation in ICAP CRIF's Leading Employers and Greece in Figures.

Syskevasia

2018

Its goal is to provide a unique opportunity for the packaging industry to meet the large sector of retail trade. Participants will include companies engaged in the production and marketing of packaging and wholesale retail equipment, as well as service providers for Retail Technology & E-Commerce.

During the Exhibitions, parallel events such as seminars, workshops, and speeches by scientific bodies, associations, federations, as well as representatives of exhibitors, business, and industry will be held in the conference hall of Metropolitan Expo. Prominent professionals and specialized representatives of organizations will significantly enhance the participation of companies and support the exhibition event.

Protagonists Of The Greek Economy

2022

PROTAGONISTS OF THE GREEK ECONOMY is a well-known awards-institution of the Greek business world that honors Greek companies with a significant financial impact.

These companies are selected based on official data of published balance sheets by the business publications company Direction Business Network, which also publishes "Retail Today" and "Retail Business", already included in our media plan.

In this context, UNIPAKHELLAS meets the criteria for an award in the category "DECADE ACHIEVEMENT AWARD", because, comparing the financial year 2011 with that of 2020, the company has managed to simultaneously increase turnover (sales) and earnings before taxes by more than 100%.

Leading Employers

2022 & 2023

Business publication that highlights two key sectors of Greek entrepreneurship: Human Resources and Corporate Social Responsibility.

Publication Contents:

- . Detailed HR and CSR spotlights of market leading companies.
- . The 500 companies and the 200 Groups with the largest number of employees.
- . Information on the institutions and awards for companies in CSR and CSR practices.
- . Rich topics of articles from sectoral bodies and organizations as well as from specialized market executives.





Greece in Figures

2022, 2023

ICAP CRIF issues the bilingual edition “Greece in Figures”, which presents the financial figures and financial assets of the entire Greek business community for the last two years.

Publication Contents:

- . Figures from consolidated balance sheets, income statements and financial indicators;
- . Key figures of profitable and loss-making businesses;
- . The 300 largest businesses, ranked by sales volumes (excluding financial services);
- . Sectors' analyses;
- . A summary presentation of the Greek economy: economic activity, demographic and social statistics, employment, wages, costs, and productivity, as well as information on public finances, banks, money markets and external account balances.

Thermopylae Forum

2023

Organized by the Hellenic Institute of Entrepreneurship & Sustainable Development (IEA) and Lamia Report, the first business forum of its kind, titled "Society and Culture at the Center of Regional Development", took place at the Thermopylae Historical Information Center on Saturday March 11th, 2023.

Publication Contents:

Represented by its chairman and CEO, Mr. Fayssal Frem, the General Director Mr. Kakos and the Executive Director of the Paper Mill, Mr. Bogdanos, UNIPAKHELLAS was one of the sponsors of the Thermopylae forum.

The investments made by UNIPAKHELLAS and INDEVCO Group in the region specifically, and in Greece generally, have been significant in the recent years and continue to expand and grow to further support the economy and community as highlighted during the event in the opening speech of the president of the organization committee 'Mr. Dimitris Konstantopoulos'.

The conference covered many subjects such as the analysis of the existing world order and the new geopolitical data. The attendees and keynote speakers explored all sorts of important topics from the international trends impacting the social system, to the commitment of the state and local government in meeting citizens' demands.

Greek Packaging Awards

2023

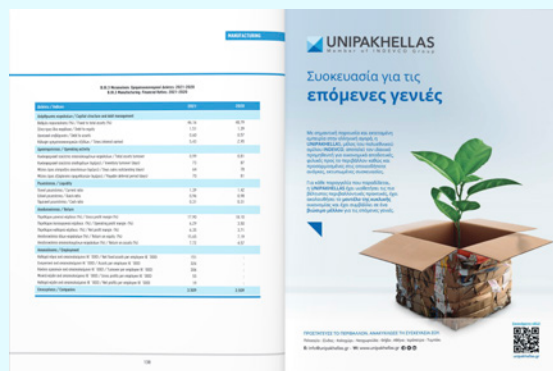
Greek Packaging Award underscores the vital role that packaging plays in product branding and sustainability. It emphasizes the significant impact of well-designed packaging on sustainability, marketing, and functionality. It's an acknowledgment of the tireless efforts and innovative spirit of the winners. Moreover, the winners at this event have the privilege of representing Greece on the global stage at the 2024 World Star Packaging Awards.

Packaging Awards:

UNIPAKHELLAS has achieved a triple win (one gold and two silver awards) at the 2023 Packaging awards in Athens..

The "Resealable Box", one of UNIPAKHELLAS submitted packaging won the Gold in Transit/ Supply Chain Packaging category for innovatively achieving economical, efficient, and safe transport of the packed goods. The same submitted package also won the Silver in the Reusable/ Recyclable Package category for incorporating a structure design allowing the reuse of the package in returns, thus minimizing waste.

The second Silver was rewarded for UNIPAKHELLAS in the Green Printing category for their positive environmental strategies, practices, and programs implemented to reduce the carbon footprint of the printing process.





02

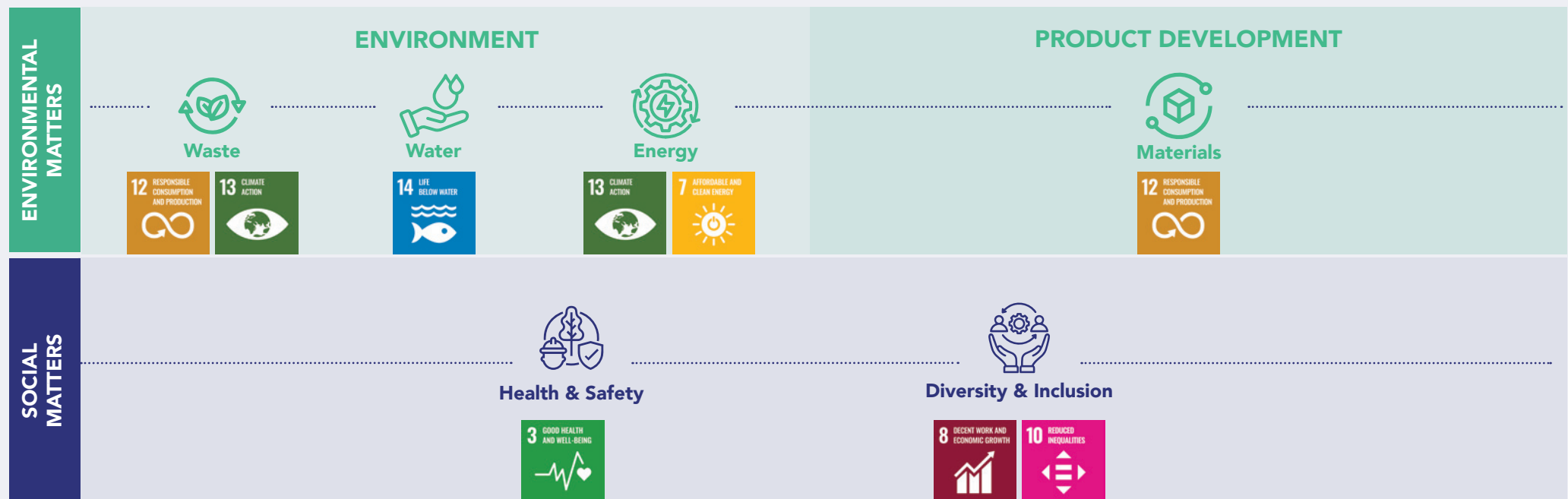
Sustainability Approach



With the global concern around climate change and natural resources depletion, it is becoming more and more clear that a long-lasting business strategy goes along with the integration of sustainability in the business operations and across the value chain.

By embedding sustainability at the heart of our operations, we have shifted to a business model to create purposeful profit and enable sustainable growth, while creating value for our key stakeholders and contributing to the Sustainable Development Goals of the United Nations (UN SDGs). The United Nations launched its 2030 Agenda for Sustainable Development with 17 ambitious Sustainable Development Goals (SDGs) in 2015. These goals address the world's most pressing issues, including poverty, hunger, health, education, equality, climate, the environment, etc.

At INDEVCO Group Hellas, our focus lies on the following social and environmental sustainability matters. INDEVCO Group Hellas is contributing at its part, by supporting the SDGs, focusing on 7 out of the 17 SDGs.



As we aim to deliver positive outcomes to the natural environment and to people, through the INDEVCO Group Hellas's activities, we focus our sustainability approach to these social and environmental aspects. In this direction, we aim to adopt policies and design business plans but also monitor closely qualitative and quantitative indicators to record and improve our social and environmental performance.



2.1 Stakeholder Engagement

Stakeholders across our value chain are essential for our business activities and we aim at building strategic partnerships with them. To this end, our divisions, departments and business units regularly engage with key stakeholder groups including customers, employees, communities, suppliers, industry associations, environmental and humanitarian organizations, schools and universities, government ministries and municipalities and non-governmental organizations.



Stakeholders	Communication Channels/Engagement Methods
Employees	Feedback channels/documents for employees
	Regular meetings and updates
	Open communication policy of each Manager with his/her team
	Communication through the company's intranet and social media
	Printed media
	Display information boards and digital screens
Shareholders, Investors and Capital Providers	Website
	General Meeting of Shareholders
	Shareholders Department
	Presentations to analysts
	Financial report
Customers	Direct customer communication with the customer service center
	Conferences, bodies and business associations
	Website
	Social Media (including digital marketing & campaigns)
Members of the Board of Directors (BoD)	Feedback channels/documents for BOD
	Meetings of the Board of Directors
Non-Governmental Organisations	Conferences and consultation events
	Consultation with state and institutional representatives at national and/or regional level
	Financial report
Suppliers, Business Partners	Supply chain department
	Regular contacts/visits with/to suppliers and affiliates
	E-mail campaigns
Local Communities	CSR Actions

A close-up photograph of a person's hand holding a small, textured globe. A semi-transparent blue circle is overlaid on the left side of the image, containing the page number and title. The background is a blurred green, suggesting foliage.

03

Environmental Sustainability



In INDEVCO Group Hellas, we take dynamic steps for the alignment of entrepreneurship with sustainable development. Investing in innovative technologies, enhancing the environmental awareness and responsibility of employees and partners, as well as monitoring our environmental footprint, are key elements for achieving improved environmental performance. As our main environmental impacts derive from our industrial operations, we monitor our performance in Energy, Waste and Materials in our Papermill and Box plants.

3.1 Energy Consumption & Managing our Carbon Footprint

[GRI 302-1]

Tracking our energy requirements

We are committed to pollution prevention and we adopt energy saving initiatives in our operational activities. Taking into account laws and regulations as well as internationally recognized standards and best practices, we have established dedicated policies and procedures, with the aim to effectively manage any potential or actual impacts to the environment.

Specifically, in UNIPAKHELLAS Central, we have adopted an Environmental & Energy Policy focusing on the continuous improvement of our Environmental & Energy Management. To this end, we prioritize:

- The selection of high-energy performance products and services
- Solutions for improved energy efficiency in the design and operation of our facilities' equipment

In this context, we use motors of IE4 energy class or the electricity consumption needs of the paper mill that originates from motors. Especially for all high power demanding positions, the motors are driven by inverters that minimize the power consumption achieving also high speed accuracy.

Also, A/C units both for personnel and electrical panel rooms are high efficiency and with embedded inverter technology for quick and efficient adaptation to the thermal load need. Additionally, in 2021, three new steam boilers were constructed that embed burners that ensure low fuel consumption and low gas emissions.

UNIPAKHELLAS North implements, as a part of its Environmental Policy, an Environmental Management System that is harmonized with the requirements of the international standard ISO 14001:2015. The system enables the implementation of action plans for the continuous improvement of the facility's environmental performance. Furthermore, the reduction of negative effects on the environment is achieved through:

- Investments aimed at minimizing outflows into the environment and saving energy and natural sources, as well as sustainable development and
- Raising employees' awareness on environmental issues by:
 - dedicated workshops (conducted regularly regarding climate change, waste management, energy conservation, and sustainable practices)
 - online courses
 - newsletters, emails and company's intranet (articles, tips, and updates on environmental initiatives and issues)

Fully compliant with international and national regulations, we remain committed to the continuous improvement of our Environmental Management System.



Utilizing renewable energy resources

We utilize renewable energy sources, where possible, for our operations. Specifically, in our facilities in Pelasgia, we consume biomass, that produces zero CO₂ emissions, as an alternative to fossil fuels, such as Heavy Fuel Oil, to cover part of the facilities' energy requirements. In 2023, our energy consumption from renewable sources was 5.1% of the total energy consumption of our operations. We aim to increase the use of energy originated from renewable sources in the future to meet our energy needs in a way that affects less the environment such as by installing RES equipment in specific Group's facilities.

Paper mill

Due to its wide range of processing and material handling, the paper mill, operating 24/7, is an energy intensive facility. The pulping and manufacturing process require significant amount of energy. However with the practices that we mentioned above we have managed to improve our energy efficiency which will be further improved after the implementation of our Energy Optimization Program. Moreover, in the context of the requirements and the implementation of ISO 50001, continuous efforts and monitoring for lower energy consumption are made.

In 2023, we:

- Installed state-of-the-art automation systems to continuously monitor all key parameters and also record them historically on a software for future traceability. Specifically, thermal and electric energy consumption is recorded and monitored minute by minute, while water flows are monitored and recorded in every section of the paper mill.
- Selected only high-efficiency equipment such as turbo blower vacuum systems to achieve minimum energy consumption for every ton of paper produced.

Box plants

Similar to the Paper mill, our Box plants also require significant amounts of energy for many facets of their operation to power various machinery and systems involved in the production process, from the corrugator machines to conveyors, pumping systems and control systems.

[GRI 302-1]

Energy consumption within the Organization ^{1,5}			
Paper mill			
In MJ	2021	2022	2023
Total consumption from non-renewable sources ²	244,947,394	176,907,130	193,364,930
Total consumption from renewable sources ³	54,343,271	37,441,206	- ⁶
Total Electricity purchased and consumed ⁴	87,607,793	68,670,684	55,361,335
Total energy consumption within the Paper mill	386,898,457	283,019,020	248,726,265
Box plants			
In MJ	2021	2022	2023
Total consumption from non-renewable sources ²	25,100,194	64,722,321	56,507,729
Total consumption from renewable sources ³	-	-	17,710,532
Total Electricity purchased and consumed ⁴	19,338,917	23,061,301	24,338,479
Total energy consumption within the Box plants	44,439,084	87,783,622	98,556,740
Total			
In MJ	2021	2022	2023
Total consumption from non-renewable sources	270,047,587	241,629,451	249,872,659
Total consumption from renewable sources	54,343,271	37,441,206	17,710,532
Total Electricity purchased and consumed	106,946,683	91,731,985	79,699,813
Total energy consumption within the organization	431,337,541	370,802,643	347,283,004

¹ All figures presented in this table have been rounded to the nearest whole number for simplicity and ease of interpretation.

² Includes fuel consumption from LPG, diesel and crude oil.

³ Refers to fuel consumption from biomass.

⁴ Refers to electricity purchased and consumed, not produced from RES.

⁵ No Electricity, heating, cooling and steam is sold.

⁶ Since the beginning 2023 the biomass boiler was disconnected from Paper Mill and feeds only the corrugator and for this reason consumption from RES for the paper mill is zero.



Measuring our carbon footprint

In order to identify opportunities for carbon reduction, and track our environmental footprint, we estimated the release of Direct (Scope 1) GHG emissions of our paper mill, due to the combustion of fossil fuels.

Direct (Scope 1) GHG emissions ^{1,2}			
In t CO2e	2021	2022	2023
Total Gross direct (Scope 1) GHG emissions	18,410	13,743	15,240

¹ Refers only to direct (Scope 1) emissions from the Papermill calculated as CO2 eq.= Consumed Quantity of Crude Oil x 78,40 tCO2/TJ x 40,14 GJ/t / 1000 = Crude Oil (tn) x 3,146. Emission factors used for the calculations are sourced from the “EMEP/EEA air pollutant emission inventory guidebook 2023” of the European Environmental Agency.

² From October 2022 to May 2023 the Papermill was inactive due to renovation operations resulting in reduced amounts of emissions compared to 2021.



Our plan is to conduct a carbon footprint measurement in the following years throughout our business operation and our value chain to gain a complete insight of our direct and indirect GHG emissions.



3.2 Sourcing Paper Responsibly

[GRI 301-1, GRI 301-2, GRI 301-3]

At INDEVCO Group Hellas, we recognize the importance of protecting our planet's natural resources. Minimizing our reliance on finite, non-renewable resources, curbs the rate of their depletion, and support the shifting to a more circular economy. Our commitment is to increase the use of certified chain-of-custody fiber from global sources, as well as increase the use of recycled paper materials.

During our manufacturing processes, both renewable and non-renewable materials are required to produce recycled container boards and packaging products. However, due to the nature of our operations, a significant amount of these utilized materials is renewable (i.e. paper and starch).

Use of renewable and non-renewable materials

Paper mill

Wastepaper and cardboard are the most crucial input renewable materials for our manufacturing process. They can be collected, processed and used repeatedly, reducing the demand for virgin fibers for paper production. For wastepaper supply, we collaborate with industries, retailers and with Material Recovery Facilities (MRFs) which recover municipal solid waste from the blue bin curbside packaging collection network.

More specifically, the main three waste categories from which our recycled paper is sourced are:

- Post-Consumer Waste, directly from household end-users (i.e., office paper, newspapers, cardboard boxes, magazines, postcards, paper packaging materials)
- Post-industrial Waste, produced during the paper manufacturing and printing processes (i.e., off-cuts and trimmings, misprints, overruns)
- Industrial and Commercial Waste, from businesses, industries and government entities (i.e., discarded office paper, cardboard, packaging material).

While we mainly utilize renewable materials, some non-renewable ones are also used in the paper manufacturing process such as acid chemicals, cationic coagulant, coloring dye etc.

Box Plant

For the manufacturing of packaging products in our Box plants, we utilize a large amount of recycled container board produced in our paper mill, along with other renewable materials such as native starch. We recognize that in the long-term, using renewable materials, in cases where non-renewable can be replaced, can lead to cost savings due to their sustainable nature and the increasing social, regulatory, and financial pressures associated with non-renewable resources.

99,5 % of the materials used in the Box plants are renewable (paper, pallets native starch) while the remaining 0,5% includes non-renewable materials such as inks, glue and tapes.

[GRI 301-1]

Materials used by weight or volume			
Paper mill			
In tons	2021	2022	2023
Non- renewable materials	682	609	213
Renewable materials	48,731	35,703	35,890
Total	49,414	36,312	36,103
Box plants			
In tons	2021	2022	2023
Non- renewable materials	197	271	228
Renewable materials	58,793	65,046	63,453
Total	58,990	65,317	63,681
Total			
In tons	2021	2022	2023
Non- renewable materials	879	880	441
Renewable materials	107,524	100,749	99,343
Total	108,403	101,629	99,784



Use of reclaimed materials

By utilizing wastepaper and cardboard in our paper mill for the production of container boards, the tons of reclaimed products and their packaging materials surpass the sold quantities. Thus, their percentage exceeds 100%.

[GRI 301-3]

Reclaimed products and their packaging materials ¹			
%	2021	2022	2023
Reclaimed products and their packaging materials	122.84%	124.78%	129.78%

¹ Reclaimed products and their packaging materials refer to those that can be collected, reused or recycled at the end of their useful lives.



As the recycled paper making industry is, generally, an environmentally friendly industry, we contribute towards resource security through our operations, by using recyclable paper and reclaimed products as primary materials.



3.3 Responsible Water Consumption

[GRI 303-3]

At INDEVCO Group Hellas, we aim to adopt responsible water consumption practices, recognizing that water is a valuable resource and its preservation both in terms of quality and availability is crucial for local communities and people.

Reduced dependency from natural water resources

Paper mill

In general, pulping procedure needs a considerable amount of water for production processes, thus creating a great impact on the environment. Therefore, we aim at exploiting alternative water resources, minimizing our effect on natural water resources and utilizing it rationally.

In the pursuit of reducing water withdrawal and consumption from natural water resources, we have established a waste-water treatment process in our facilities in Pelasgia, where the pulping phase of the paper mill is located. The wastewater is treated for the removal of undesirable chemicals, biological contaminants and suspended solids and then a large portion of its effluent is recirculated with the aim to decrease the need for groundwater extraction.

The Paper mill renovations of 2023, allowed us to improve the cleaning of the recirculating waters by using new technologies, reaching high water recirculation levels and obtaining the level of freshwater usage lower than the limits that are set from the European Best Practices for the Recycled Paper Production.

The percentage of recycled water usage to the total water withdrawal is approximately 90%.

In this way, we decrease freshwater consumption and we have set a goal of keeping our freshwater consumption, in cooperation with industry leaders, at a level lower than 10m3/tn of produced paper and in accordance with EU Best Performance Practices for Recycled Paper Mills.

The excess of treated wastewater that is not utilized for the coverage of our pulping’s water requirements, is discharged into adjacent water bodies, in accordance with the national legislative framework and the permissible quality characteristics.

Box Plant

For having a comprehensive understanding of the total water requirements by our operations, we also track quantities of water required for the operation of the Box plants. It should be mentioned however, that quantities are significantly lower compared to paper mill’s water requirements, due to the nature of the operation of such a business activity.

[GRI 303-3]

Water withdrawal ^{1,2,5}			
Paper mill ³			
In ML	2021	2022	2023
Groundwater	540.29	450.17	544.62
Total water withdrawal from all areas	540.29	450.17	544.62
Box plants ⁴			
In tons	2021	2022	2023
Groundwater	60.03	50.02	60.51
Third-party water	10.00	13.27	12.01
Total water withdrawal from all areas	70.03	63.29	72.52
Total			
In ML	2021	2022	2023
Groundwater	600.32	500.19	605.13
Third-party water	10.00	13.27	12.01
Total water withdrawal from all areas	610.32	513.46	617.14

¹ Refers only to freshwater (≤1,000 mg/L Total Dissolved Solids). Other water (>1,000 mg/L Total Dissolved Solids) is zero.

² Total water withdrawal from all areas with water-stress is zero.

³ Surface water, seawater, produced water and third-party water is zero.

⁴ Surface water, seawater and produced water is zero.

⁵ From October 2022 to May 2023 the Paper mill was inactive due to renovation operations resulting in reduced amounts of water withdrawal for 2022.



3.4 Waste generation and management

[GRI 306-3, GRI 306-4, GRI 306-5]

Contributing to societal needs for waste management

The nature of our business contributes to the creation of positive impacts to the natural environment and to society and local communities. As manufacturers of corrugated carton, paper packaging, and linerboard, we recover waste-paper and packaging waste that would otherwise be headed for disposal.



Waste management in our business operations

The management of solid waste resulting from the operation of our plants, is carried out in accordance with the provisions of the approved environmental terms and the applicable legislation. The nature of the business as well as the utilization of paper waste from our box plants into the paper mill process enables significant waste prevention. In this way, we:

Minimize our dependency on raw and virgin materials

Minimize waste directed to disposal

Maximize recovery and re-use of materials

Embrace circularity principles

The following table offers a breakdown of our organization’s waste generated and recovery processes.

[GRI 306-3]

Waste generated by composition (t) ¹					
2021		2022		2023	
Hazardous Waste					
Paper mill ² Box plants ³		Paper mill ² Box plants ³		Paper mill ² Box plants ³	
4.5	1.4	4.2	3.6	30.3	14.9
5.9		7.8		45.2	
Non-Hazardous Waste					
Paper mill ⁴ Box plants ⁵		Paper mill ⁴ Box plants ⁵		Paper mill ⁴ Box plants ⁵	
11,871	5,972	12,083	9,462	10,144	9,759
17,843		21,545		19,902	

¹ All figures presented in this table have been rounded to the nearest whole number for simplicity and ease of interpretation.

² Includes oil, residues of or contaminated by hazardous substances, batteries, waste that as soil and stones containing hazardous substances and other fuels including organic waste.

³ Includes oil, residues of or contaminated by hazardous substances, batteries, waste that as soil and stones containing hazardous substances, organic waste, other fuels, wastewater treatment sludge, mineral/lubricant oils, electrical equipment and toners.

⁴ Includes side trim, paid waste, operational waste-side trim-paid waste, paper and cardboard packaging, ash from biomass, pallets, rubbish, mechanically separated rejects from pulping, sludge, metal scrap, cement, other soil and stones, mixed construction and demolition waste and other wastes (including mixtures of materials) from mechanical treatment of waste

⁵ Includes side trim, paid waste, operational waste-side trim-paid waste, paper and cardboard packaging, ash from biomass, pallets, rubbish, mechanically separated rejects from



For the INDEVCO Group Hellas' administrative activities, waste generation is very limited due to insignificant office waste generated quantities. Within the reporting period we did not calculate separately the quantities of office waste from the waste directed to disposal which were generated in our paper mill and box plants. Since we are committed to report with completeness, clarity and accuracy, we are in the process of identifying the areas of improvement and aim to develop a more detailed database regarding our waste generation in the following years.

Paper mill

In INDEVCO Group Hellas, we focus on the reduction of wasted materials, by avoiding inefficiencies that can be emerged from designing errors or client miscommunications, testing and re-checking prototypes and by re-using any faulty paper, carboard or boxes as an input material for our paper mill. This is performed during the recycled paper manufacturing process, where faulty paper and side trim re-enter the production cycle through the pulping stage of the paper mill.

Box Plant

Similarly, during the cardboard making, misprints and faulty carboards generated are stored to the side and transferred to the paper mill. Approximately 534 of tons were directed to landfills from our box plants within the reporting period.

[GRI 306-4]

Waste diverted from disposal per recovery process (t) ¹						
	2021		2022		2023	
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite
Hazardous waste						
Paper mill Recycling	0	4.5	0	4.2	0	30.3
Box plants Recycling	0	1.4	0	3.6	0	14.9
Total	0	5.9	0	7.8	0	45.2
Non-hazardous waste						
Paper mill Recycling	3,685	11,871	2,802	12,083	2,664	10,144
Box plants Recycling ²	5,717	255	6,244	3,152	5,437	3,785
Total	9,402	12,126	9,046	15,235	8,101	13,929

¹All figures presented in this table have been rounded to the nearest whole number for simplicity and ease of interpretation.

²Box plants recycling includes side trim that is created as a by-product of the facility operations and it is being processed internally for reuse.

[GRI 306-5]

Waste directed to disposal per recovery process (t)						
2021 ¹		2022 ²		2023 ³		
Non-Hazardous Waste						
Box plants - Landfilling		Box plants - Landfilling		Box plants - Landfilling		
Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
-	-	0	66	0	534	
-		66		534		

¹Data for 2021 is unavailable.

²Refers only to quantities of UNIPAK HELLAS North.

³Refers to quantities of UNIPAK HELLAS North and the Box plant of UNIPAK HELLAS Central.

[GRI 306-3, GRI 306-4, GRI 306-5]

Total waste generated, diverted from disposal and directed to disposal ¹			
	2021	2022	2023
Total waste generated	17,849	21,553	19,948
Total waste diverted from disposal	21,534	24,289	22,078
Total waste diverted from disposal	-	66	534

¹Figures presented in this table have been rounded to the nearest whole number for simplicity and ease of interpretation.

A close-up photograph of two young women smiling. The woman on the left is partially covered by a large, semi-transparent red circle. The woman on the right is visible in full, with her face slightly angled towards the camera. The background is softly blurred, showing hints of an indoor setting with light-colored walls.

04

**Social
Responsibility**



4.1 Caring for our Employees

Fostering Diversity & Inclusion

In INDEVCO Group Hellas we are committed to provide quality employment and decent working conditions for people of all backgrounds. Providing decent and inclusive work has been embedded in our values. We believe in a fair, respectful, inclusive and safe work environment, where diversity is valued and where unlawful discrimination, violence, bullying, and harassment in any form are considered unacceptable.

Since 2016, we have established a Diversity & Inclusion Policy which strives to enhance all aspects of life and work conditions by creating inclusive, diverse, supportive and healthy relationships and interactions. The Policy provides definitions of key-words, setting a clear and common ground of understanding, and underpins the belief that all employees should be treated fairly with access to equal opportunities, regardless of their status.

Today, in INDEVCO Group Hellas, we embrace people from a wide range of cultures and experiences which reflects a tremendous diversity, as well as supports and nurtures inclusion by creating positive workplace environments that enable employees to be engaged in their jobs. In this context, we have implemented HR practices to constantly reach a more diverse talent pool, while working on engaging and supporting employees to build more inclusive teams across the organization. We remain committed to leverage its strategies to strengthen inclusion and diversity with an emphasis on:



Talent
acquisition



Workplace
culture



Talent
management



Learning and
development



Employee
engagement
and retention



Equal access
to information

Anti-Harassment policy

Our Anti-Harassment policy is continuously enhanced to uphold a workplace and culture free of harassment, discrimination, abusive conduct, and retaliation. The policy defines harassment and underlines the different types, including verbal, non-verbal, physical, visual and sexual. It clarifies the scope of the policy and the different parties that are within it, as well as maps out the steps to take to report harassment, whether experienced directly or witnessed done to another. Our policy acknowledges that harassment, the harasser and the victim can come in all shapes and sizes and promises to uphold confidentiality and the wellbeing of the victim foremost. Our policy prohibits harassment of any type, however, also clarifies the 'protected employee characteristics' that illegal lawfully to mock, threaten, or criticize, etc.

Employee Performance Appraisal

INDEVCO Group Hellas has adopted an Employee Performance Appraisal procedure to exchange of information that helps people understand how others perceive them and the establishment of a formal means of communication between a supervisor and an employee that provides an opportunity to acknowledge mutual understanding of job duties and responsibilities and to discuss performance expectations and future objectives for the position.

The purpose of this exercise is to improve and support future performance and plan for career development necessary for the personal development of our employees to identify strengths and weaknesses as well as the alignment with organizational goals and strategies.

Employees are encouraged to set professional objectives and the managers hold the responsibility to review and approve them before entering the second stage of the process which is the Competence Appraisal. The evaluation is implemented two times a year at the level of Supervisors, and through peer and self-evaluation.

INDEVCO Group Hellas' employees










[GRI 2-7]

In INDEVCO Group Hellas we value the people that support daily our operations in the first line of services and products we provided; our employees. We operate in a merit-based environment, ensuring a safe work environment, respecting human rights and providing training and development opportunities.

INDEVCO Group Hellas and its affiliated companies in Greece employed a total of 555 employees, in 2023, in its facilities in Athens, Thessaloniki, and Crete, supporting the economic empowerment of the local workforce and producing a wide range of business-to-business and business-to-consumer products.

On December 31, 2023, the gender-based breakdown was at 479 males and 76 females, as per the headcount method. The workforce increased by 16.6% compared to 2021 due to the growth in the Group's operational requirements and the re-opening of the paper mill in Pelasgia in 2023.

The geographical locations of INDEVCO Group Hellas' and UNIPAK Hellas' operations are Athens, Thiva, Pelasgia, Neochorouda, Ierapetra, Sindos and Kalochori.

Employees ^{1,2,3,4}						
		 2021	 2022	 2022		
# (Headcount)		 	 	 		
Total number of employees		63413 476	63440 503	76479 555		
Permanent		63412 475	63439 502	76478 554		
Temporary		01 1	01 1	01 1		
Full-time		63412 475	63439 502	76478 554		
Part-time		01 1	01 1	01 1		

¹The data in the tables above have been compiled at the end of the reporting period, based on head count on 31.12.2022

²As locations of operation we have considered the Group's activity in Greece.

³Indefinite term and fixed-term employees refer to permanent and temporary employees accordingly.

⁴INDEVCO Group Hellas does not recruit employees with non-guaranteed hours.





4.2 Safeguarding Occupational Health & Safety

[GRI 403-9, GRI 403-10]

We rely on the daily actions and personal accountability of each one of our employees. To enhance long-term success of our Health and Safety practices and eliminate work related incidents and injuries we prioritize continuous training. We execute tailored training programs that provide added value based on the requirements of the people's roles and their job, cultivating an environment focused on skill and knowledge development.

Safety Officers

UNIPAK HELLAS Central has appointed and UNIPAK HELLAS North has delegated Safety Heads/Officers for developing and implementing health and safety plans, enforcing policies, and evaluating practices and facilities to ensure compliance with legal guidelines. Within their responsibility lies conducting safety meetings, audits, and inspections and through this process identify corrective actions to be taken and implement follow up assessments.

The Safety Head/Officer's responsibilities are:



Monitoring

- Condition of the buildings employee conformity to safety laws and policies
- Employee conformity to safety laws and policies

→ Monthly inspections

- Employee conformity to safety laws and policies
- Monthly safety meeting with the plant safety committee
- Basic Safety Training to shop floor people



Conducting



Suggesting/Preparing

- Solutions
- Improvements
- Prevention steps
- Safety monthly report

Occupational Risk Assessment

Also, as per Greece's Law an Occupational Risk Assessment (GEEK) is conducted per company to examine sources of occupational risks, establish whether and with what measures the sources of risk can be eliminated or these risks can be avoided, record the preventive measures already in place and propose additional ones where needed. A GEEK includes:

- Recognition and recording of existing Health and Safety risks (indicatives include risks from machinery and equipment, risks from fire, from electric shock, from explosion, from falling, risks from exposure to harmful factors)
- Qualitative and, where necessary, quantitative determination of harmful factors (physical, chemical, biological)

Moreover, in 2023, two Safety & Housekeeping Audits took place in UNIPAK HELLAS North in order to address health and safety risks and potential neglects. Based on the results of the audit reports preventive measures were proposed to be taken to control risks and protect workers. Specifically, in the unit production of Pelasgia, we engaged an external third-party auditor to perform an audit of our company's compliance with industry regulations as well as perform a risk assessment exercise and hazard identification. The actions and processes of employees were categorized to proceed with the evaluation of the risks, based on their severity and probability, the evaluation of the current health and safety measures and the recommendations for improvement.



Health and Safety performance

[GRI 403-9, GRI 403-10]

During the period 2021-2023 there were no fatalities as a result of work-related ill health and no cases of recordable work-related ill health for employees and workers who are not employees.

Work-related injuries	2021		2022		2023	
	Employees	Workers not employees	Employees	Workers not employees	Employees	Workers not employees
Number of fatalities as a result of work-related injury	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	0.0	0.0	0.0	0.0	0.0	0.0
Number of high consequence work-related injuries (excluding fatalities)	0	0	0	1	0	0
Rate of high consequence work-related injuries (excluding fatalities)	0.0	0.0	0.0	0.0	0.0	0.0
Number of recordable	0	0	0	0	0	0
Number of recordable	3	0	2	0	0	0
Rate of recordable work-related injury (IR)	2.7	0.0	1.7	0.0	0.0	0.0





4.3 Safeguarding Group Values

Code of Conduct

[GRI 2-27]

To safeguard Group values and in recognition of our determination to promote business ethics and personal integrity, an updated Code of Conduct (CoC) was adopted. The CoC describes the Group's expectations for all employees to adopt a professional behavior in the performance of their duties. During 2023, no instances of non-compliance with laws and/or regulations occurred.

The CoC sets the standards for "how we work together" to develop and deliver our products and services and "how we deal with" customers, suppliers, distributors, and other third parties. The CoC sets out the expected behavior of our employees and more specifically their responsibility in:

- creating a work environment where all members cooperate fully, find a sense of belonging, and have opportunities to engage with the comprehensive community,
- integrating the principles of equality of employment opportunity, natural justice and inclusion into their day-to-day practices and behaviors

The CoC covers, among others, the subjects and expected behavior of its personnel for Inclusion & Diversity, Personal and Professional Behavior, Accountability, Health, Safety and Welfare, Child Labor, Conflict of Interest, Gifts and Benefits, Confidential Information and Breaches & Misconduct Reporting Process.

Suppliers Code of Conduct

To further outline our commitment to environmental and social responsibility, we have adopted a Suppliers Code of Conduct and we expect all our suppliers to comply with the code as well as all applicable laws and regulations of the countries in which they operate. Any case of violation of the requirements may be ground for terminating contractual obligations with a supplier.

The Suppliers Code of Conduct covers the areas of business integrity, labor standards and employee relations, environmental protection and reliability and accountability.



A modern office interior with large windows in the background. In the foreground, a man with a beard and glasses, wearing a plaid shirt, is seated at a desk, working on a laptop. Another man in a grey blazer is leaning over his shoulder, looking at the screen. To the right, a woman with long blonde hair is seated at another desk, looking at a computer monitor. The office has a clean, professional look with wooden desks, ergonomic chairs, and various office supplies. A large blue semi-circular graphic is overlaid on the left side of the image.

05

**Corporate
Governance**






5.1 Board of Directors

Our Board of directors is the highest governing bodies of each company and it is responsible both for the management and for the coordination with the rest of the Group's companies. As of 2023, the Board of Directors is structured as follows:



Fayssal-Georges Frem

 Chairman & CEO
 11.2021- 03.2026
 Male






Ziad Khadij

 Vice Chairman
 11.2021-03.2026
 Male






Fadi Freiha

 Member
 11.2021- 03.2026
 Male






Roger Tanios

 Member
 11.2021- 03.2026
 Male



Antonios Kakkos

 Member
 11.2021- 03.2026
 Male



5.2 Internal Mechanisms and Policies

We take actions towards the continuous improvement of our relations with employees and suppliers through the communicating the terms of cooperation and the basic framework of principles and values that should governing our business relationships.

Anti-Corruption

Through our Group's structures (Board of Directors, Units), the codes, the policies and procedures, we also consider the issues of prevention and response corruption and bribery and fraud.

Our Code of Conduct, with respect to the UN Global Compact's Principle 10 against corruption, emphasizes that employees must not engage in conflicts of interest, accept bribery through gifts and other benefits, and engage in a personal or competitive business that may compromise the group. In 2023, there were no confirmed incidents of corruption.

Conflict of Interest

Managing conflicts of interest is prioritized in our agenda due to their nature and potential risks. Towards this direction, a specific set of procedures have been established to prevent instances of conflict from private arrangements, benefits, interests, personal circumstances or personal or family relationships could, or could be perceived to, impact on the performance of their duties. During the period 2021-2023 no incidents of conflict of interest occurred.

Whistleblowing

In January 2023, we also adopted a Whistleblowing Policy to define the procedure for submitting, receiving and monitoring reports related to a breach of national laws and Union regulations, in line with national Law 4990/2022 for the 'Protection of persons who report breaches of Union law'. Employees or interested parties can file an anonymous report for a violation by email at whistleblowing@unipakhellas.gr or by communicating directly with the National Transparency Authority. For the effective receive and monitoring of reports, we have appointed a responsible officer which is appointed by the Board of Directors with a one-year tenure. The responsible Officer for Receiving and Monitoring Reports has the following responsibilities:

- provide appropriate information
- receive reports and acknowledge receipt of the report to the reporting person within seven working days
- take the necessary steps to have the report dealt with by the competent bodies, if applicable
- ensure the confidentiality of the reporting party and maintain communication
- keep record of the reports and
- plan and coordinate training actions on ethics and integrity

Employees are urged to report or share their suspicions of any of the violations according to L. 4990/2022 , misconduct, and corruption through whistleblowing mechanism to the responsible officer for Receiving and Monitoring Reports. Every breach report is taken seriously and investigated thoroughly. There have been zero incidents or reports for violation of L. 4990/2022 (whistleblowing) for 2023.



About this Report

[GRI 2-3]

This is the 1st annual Sustainability Report of INDEVCO Group Hellas presenting approach and performance on corporate responsibility and sustainable development matters, focusing on the ESG pillars: Environment (E) – Society (S) – Corporate Governance (G). This report is set to be published on October, 2024.

The respective reporting period from 1/1/2023 to 31/12/2023, aligning with the annual financial reporting period, incorporates data from 2022 and 2021 for reasons of comparability, providing a more comprehensive understanding of the Group's activities. Each subsidiary company of INDEVCO Group Hellas publishes its own financial report with the same reporting period as our sustainability report. The qualitative and quantitative data presented in the Report cover the following Group's companies in particular:

- INDEVCO Group Hellas Single Member S.A.
- UNIPAK HELLAS S.A.
- UNIPAK HELLAS Central S.A.
- UNIPAK HELLAS North Single Member S.A.

The Report aims to form a basis for comparing the performance of INDEVCO Group Hellas in sustainability matters for the coming years as well as to inform stakeholders of our ESG management, activities and performance.

The necessary information and data for calculating and presenting the key performance indicators of the Report were collected in accordance with the recording procedures in place within the Group. The methodology for recording this data and information, as well as the method of their presentation, is based on the provisions of the GRI Standards 2021 guidelines.

This Report has been prepared with reference to the GRI Standards 2021 ("In reference with the GRI standards") while taking into account the INDEVCO Group Hellas' contribution to the Sustainable Development Goals (SDGs) of the UN.



For any issue regarding this Report as well as for any issues on Sustainable Development and Corporate Responsibility in relation to the Companies' operations you may contact us through the following addresses:



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Appendix



A.1 GRI Table

Statement of use	INDEVCO Group Hellas Single Member S.A. has reported the information cited in this GRI content index for the period 01/01/2023-31/12/2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	
		SECTION	PAGE IN THIS REPORT
GRI 2: General Disclosures 2021	2-1 (a,b,c) Organizational details	The Group's Profile	5
	2-3 (a) Reporting period, frequency and contact point	About this Report	33
	2-6 Activities, value chain and other business relationships	1.1 The Group's Profile 1.2 Operations and products	5-7
	2-7 Employees	4.1 Caring for our Employees	26
	2-27 Compliance with laws and regulations	1.4 4.3 Safeguarding Group Values	29
	2-28 Membership associations	1.4 Memberships, participations and awards	9
GRI 301: Materials 2016	301-1 Materials used by weight or volume	3.2 Sourcing Paper Responsibly	19
	301-2 Recycled input materials used	3.2 Sourcing Paper Responsibly	19
	301-3 Reclaimed products and their packaging materials	3.2 Sourcing Paper Responsibly	20
GRI 302: Energy 2016	302-1 (a,b,c,d, e) Energy consumption within the organization	3.1 Energy Consumption & Managing our Carbon Footprint	17
Internal Indicator	Direct (Scope 1) GHG emissions	3.1 Energy Consumption & Managing our Carbon Footprint	18
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	3.3 Responsible Water Consumption	21
Internal Indicator	Percentage of recycled water usage to the total water withdrawal	3.3 Responsible Water Consumption	21
GRI 306: Waste 2020	306-3 Waste generated	3.4 Waste generation and management	22
	306-4 Waste diverted from disposal	3.4 Waste generation and management	23
	306-5 Waste directed to disposal	3.4 Waste generation and management	23
GRI 403: Occupational Health and Safety 2018	403-9 (a) Work-related injuries	4.2 Safeguarding Occupational Health & Safety	28
	403-10 (a,b) Work-related ill health	4.2 Safeguarding Occupational Health & Safety	28



INDEVCO Group Hellas - 2023 Sustainability Report

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