

Sustainability_Report-2022



7.2023

EUROPE KNITTING S.A.
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ΕΥΡΩΠΑΪΚΑ ΠΛΕΚΤΗΡΙΑ ΔΕΒΕ

1. Introduction

Our vision is to become a pioneering company worldwide recognized, which will provide products of high quality and aesthetics, taking care of the protection of the environment and the consumer.

Security
Confidence
Customer focus
High quality & innovation
Environmental Protection
Multiculturalism & participation

Our culture is based on high employee performance, collaboration and innovation, while promoting open dialogue, initiative, continuous improvement and development, principles that lead to the strengthening of our company and to achieving our vision.

If not
exists
vision no
exists
improvement

1.2 Profile EUROPEAN KNITTING JSC

EUROPE KNITTING S.A. is one modern specialized construction industry materials. In its 42 years of presence on the market, it provides complete solutions on the market fabric covering almost every requirements application encountered. Our production force is based on state-of-the-art production unit in Nea Santa Kilkis . Our constant goal is to provide high-end products for it a number of specific processes are carried out quality control. We offer comprehensive services and continuous technical support depending on the particulars specifications of each product . Sustainability is an integral part of it our corporate strategy. Through noun analysis sustainable development issues, we focus on the issues which are more important both for our social

partners, as well as regarding our contribution to sustainable development, aiming to create value for the whole of our social partners.

The social partners, referred to herein Sustainability Report, consist of the following:

- Employees
- Suppliers
- Customers and end consumers
 - Local communities
- Legislative and regulatory authorities
 - Other businesses

The Code of Ethics reflects our values and principles, while at the same time covering a wide range of sensitive issues of business and professional ethics.

This includes issues such as compliance with legislation and regulations on free competition, corruption and inside information, conflict interests, but also health and safety, respect for environment, prevention of discrimination and harassment.

This Code applies to all our employees and our partners and is available on our website.

All employees, suppliers, external partners can report a potential policy violation of these.

1.5 Organizational structure

The Board of Directors is the governing body of the Company, which is responsible for making decisions on corporate matters, as described in the Law and the Statute, as well as as assigned by the General

Meeting. It decides, in general, on all matters concerning the Company in the context of corporate objectives, with an exception of those that, according to the statute, fall under the exclusive competence of the General Assembly. The Administrative Council has four members.

We believe that our company's Corporate Governance Code, as well as our compliance with national legislation, constitutes a very high standard of corporate governance at an international level. The Executive Committee sets general sustainability policy and provides general guidance. This includes and the annual sustainability performance review.

1.10 Goals 2025-2030

Alongside the goals set for 2022, medium and long-term goals have been created with horizon in 2025 and 2030, respectively. Their performance will be monitored annually.

Increase the percentage of recycled components in our packaging by 20% by 2025.

Reduction of energy consumption from non-renewable sources by 30% by 2025.

Offering 10 hours of education on equality and diversity issues until 2030.

Provide 10 hours of health and safety training by 2030.

We aim for 80% of our energy to come from renewable energy sources, up to 2030.

1.11 Long-term goals

Our long-term goals do not have a horizon. However, they are reviewed annually and revised:

- Presence in the Greek market
- Development of new and special – innovative products
 - Further development in foreign markets
- Definition of Human Resources pillars and action plan
- Investment in the best software available worldwide for optimal accounting recording & visualization (ERP)
 - Environmental footprint measurement

1.12 Strategic Priorities

- Product excellence – Our goal is to produce innovative and quality products that lead the market,
they create value for our customers and are superior to our competition.
- Customer Focus – Our goal is to understand the challenges faced by customers and effective coverage of their needs while simultaneously exceeding their expectations.
- Empowering our team – Our goal is for the work culture at EUROPE KNITTING S.A. SA to promote cooperation, respect, creativity, improvement, training and safety so that our employees feel properly equipped to carry out their work.
- Digitization – Our goal is to invest and train in appropriate technologies that will support our growth and will help our more efficient operation.
- Strengthening international activity – Our aim is to develop our exports

2. Improving safety and environmental performance imprint

We are constantly striving to improve our safety performance and environmental footprint for the benefits

of our employees, customers, communities and environment. Policies related to these topics are "Policy Human Rights" and "Environmental Policy".

The environmental footprint of EUROPE KNITTING S.A. depends on many factors, such as water consumption, conservation of biodiversity, greenhouse gas emissions, energy consumption and carbon dioxide emissions.

The consequences of climate change are now visible in all sectors of the economy, the environment and society in general. In order to tackle climate change, the European Council recently confirmed the its commitment to the green transition of the European Union for a clean domestic reduction of its gas emissions greenhouse gas emissions by 2030 compared to 1990 levels. The socio-economic transformation imposed by the transition to a low-carbon economy gradually improves productive and consumer patterns, creating and enforcing new technologies and practices.

Global warming due to increased carbon dioxide production is a social, economic and environmental factor. Its effects can include extreme weather changes such as storms, drought

and floods, whose effects vary from region to region.

The core of our long-term success is based on good environmental management practices that

we implement in our manufacturing unit as well as in our headquarters. Our environmental performance is key

indicator of our ability to create value for all stakeholders and implement our strategy for

sustainable development.

We aim to continuously monitor the impact of the company's activities on the natural environment and

taking preventive measures to reduce these effects. We are planning repressive countermeasures

problems and emergencies that may arise during the operation of the business. We communicate

regularly with all involved parties on environmental issues that touch the whole range of the company's activities,

with the aim of evaluating all relevant environmental data and raising everyone's awareness of issues

environmental management.

2.1 Health and safety
EUROPE KNITTING S.A. is committed to safe
mode. We are committed to contributing and
maintain our goal of zero accidents

(fatal and non-fatal) in the workplace.
Safe work instructions are available to all of them employees, so as to demonstrate the personal and collective commitment to change. Special attention is given in safety training, as well as in attitude and behavior change programs so that establish a safety culture throughout the organization. Our safety performance is about employees as well as the contractors. In the year 2022, the target of zero lost days accidents work. At the same time, the goal of zero occupational diseases. All events treated as an opportunity to find its source problem to better prevent similar ones incidents in the future.

2.2 Managing COVID-19

The global spread of the COVID-19 virus and unprecedented public health crisis tested preparedness

and business efficiency in all
flat.

The protection of the employees of EUROPE KNITTING S.A. from the COVID-19 pandemic, has been our primary concern since early 2020. The actions we took included the segregation of employees in workplaces, in combination with telecommuting, when and where possible and increasing use of Office 365 and Teams . They were conducted frequent molecular tests (PCR tests) against COVID-19, to employees at company expense, for assurance of their health. We were disinfecting them common areas and general preventive disinfection of them facilities at regular intervals. Antiseptic liquids were placed at central points and provision of personal protective equipment for all our people. At the same time, they were taken safety distance restrictions, as well as temperature measurements at the factory entrance and in the offices. We continue to closely monitor the developments

daily information from the state authorities, as well as the immediate preventive measures against the spread of the virus through our activities. The goal is the fastest and flexible making of the necessary decisions for the ensuring the health of workers and ensuring of the business continuity of

2.3 Water consumption

Recognizing the importance of water as a precious good, we take care to minimize its use throughout our operations, aiming at as much as

the least possible burden on the ecosystems in areas in which we operate.

The process of producing mortars is not a special one waterborne process, but with judicious operation of our facilities we can contribute to the best water management at local and regional level.

With the help of the installed water meters we record the basement consumption on a daily basis water.

2.4 Energy consumption

For the need of production, the energy source that used is electricity from the PPC SA network. EUROPE KNITTING S.A. has developed

integrated climate and energy strategy;
aiming to minimize the impact on
environment in the phase of the production process and in
offsetting them through new friendlier ones
environment, innovative products and investments.

The main points of our climate strategy and
energy is:

- Reduction of energy consumption (thermal and electricity) per ton of product produced
 - Promotion of responsible energy policies and the climate with the synergy of businesses and authorities state agencies
 - Investments aimed at improving it energy efficiency of production units
- To reduce energy consumption, they have replaced the light bulbs with low light bulbs energy consumption.

Our goal is to increase energy consumption from alternative sources such as solar, wind and biomass. More specifically we aim by 2030, 80% of the energy

us to come from alternative energy sources.
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3. Development of innovative solutions

The main reason "Innovation" is important parameter for EUROPE KNITTING S.A., concerns its contribution in the effectiveness of its products. Each

research effort towards a new product has as
aimed at improving and meeting the needs of
our customers.

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4. We focus on
our people and
in the society

The year 2023 was particularly important

for EUROPE KNITTING S.A. , as he completed
41 years of life.

4.1 Human resources

Our people are our most important asset and driving force. We care about
empowerment and

their development, thus creating a positive impact on our partners, our customers, the local societies where we operate and the wider economy. The actions we implemented and its adaptation of our business model in order to respond to the challenges of the COVID-19 pandemic, they have greatly contributed to this.

We offer working conditions that meet or exceed the minimum legal and acceptable requirements contracts, as well as of course we do not apply forced labor or restriction of freedom of movement of our employees. We do not allow discrimination or harassment and offer equal opportunities, with recruitment and development work.

Depending on the specific terms and conditions of each contract, we offer various benefits such as statutory holidays, annual leave, sick leave, parental leave, marriage leave, student leave and working hours.

*Total employees Percentage of open-ended contracts
Percentage of employees*

with a collective agreement
New hires

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4.2 Distribution of Employees

The greater proportion of our people employed in the production process. Fixed

our policy is to provide equal opportunities to all, regardless of gender or anyone else characteristic of diversity. It is noted that the pandemic was not the reason for the reduction of direct positions work.

Accordingly, a significant percentage of human of our potential works in the area, contributing development of local economies.

4.3 Fees

The fees and benefits have made EUROPE KNITTING S.A. as an employer of choice. Fees vary widely

competitive levels, made up of annual salaries for all and variable earnings, with a fixed part, for executives.

The system of fixed benefits provides for periodic review of salary level, taking into account the course of the company and market data. Mainly to that concerns the non-executive population, fixed salaries have as a point of reference and a special function with applicable collective agreements.

4.5 Equal opportunities and respect for diversity
EUROPE KNITTING S.A. wants to be an employer recognized for its culture of fairness, inclusion and

respecting her. At EUROPE KNITTING S.A. we were in 2022 a force of 17 employees.

All aspects of diversity are important to us and we seek to create a work environment where any employee without exception

sex, race, nationality, sexual orientation, religious belief or ability, may work and evolve with us using his skills. By supporting diversity we can be able to we enrich every decision and every discussion.

A diverse working dynamic environment is important to unlock the capabilities of our people and to drive collaboration, innovation, and understanding of our customers' unique needs. This way you will

we also manage to fulfill our goals as a company.

As a rule, we fill job vacancies solely on the basis of ability, potential and performance.

We do not tolerate biased behavior in both hiring and day-to-day interaction.

Our goal for 2023 is to create and implement a whistleblower protection committee.

Thus, the

Reports can also be made anonymously.

Our goal is to offer 10 hours of education on equality and diversity by 2030.

4.6 Respect for human rights

Managing business risks related to human rights is a prerequisite for business a globalized market.

We are committed to respecting and respecting human rights. According to the risk category, we carry out assessments / studies and then additional actions to ensure that in any case appropriate management measures are taken. The successful implementation of human rights benefits both our employees as well as the local communities where we operate. Our Code of Ethics details our commitments to safeguarding the rights of our employees and offers a way to lodge complaints. Our goal for 2023 is to issue a six-monthly anonymous questionnaire on the satisfaction of employees in the company.
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4.7 Training and Development

The success of EUROPE KNITTING S.A. is achieved through collective efforts effort, developing all human potential.
We invest in our people and their development

key to achieving its strategic goals
our company, facing the challenges and
ensuring long-term sustainability .

We constantly seek to attract, to include
our potential, to utilize and develop people
who have ambitious career goals and are
committed to connecting their work success with
corporate.

The COVID-19 pandemic took it away for a significant period of time
the possibility of conducting educational activities through life
and redefined our priorities. However,
was an opportunity to develop work skills from
distance and remote management of workgroups.

We focus on:

- In the continuous development of our people through
systematic performance management process,
career development and management. We promote her
open communication, helping to identify and
developing the strengths of our people,
that contribute to the achievement of our strategies

goals and invest through the learning model
70 (growth through work) – 20 (growth through
relationships/network) – 10 (development in the room/ elearning).

Each of us is responsible for it
his career and is supported by his supervisor
throughout this journey.

- In selection, organization and implementation programs that support its implementation of our strategy and strengthen the leadership, the cooperation, responsibility, innovation and individual and collective responsibility.
- Cultivating and developing a culture of Zeros Accidents and ensuring a safe work environment placing Health and Safety as a value at the heart of all our activities.
- In the acquisition of high-level expertise in areas of our activity. We want the workers us to constantly pursue their development, to they train and evolve to stay

competitive.

- With a view to the continuous improvement of our education strategy, we achieve the utilization of digital capabilities in program delivery education. We set as our goal for 2023 to launch and develop electronic platform with e- learning capabilities , webinars , cases studies and other sources of knowledge and information
 - Flexibility and adaptability, as h
- Our career can develop in many directions in a dynamic environment.
- In achieving a balance between professional and personal life of people us, emphasizing the immediate as well as the its long-term benefits.

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4.8 Local society

Two-way, effective and open communication and consultation with our social partners both locally and the broader level, is an important parameter for

our successful course to date.

As responsible and active citizens, with a long history and strong local roots, we invest in our activities in long term horizon.

For the production of our products, where possible, we use local resources, while their disposal in domestic and international market contributes to its development our company, the local communities as well as the country in total.

In this context, the development of our company is closely connected to the local communities in which are active and contributes significantly to progress them in various ways, such as indicatively providing employment opportunities at the local level, the cooperation with local suppliers, the strengthening of the economic activity in local communities and its support work of organizations and agencies.

During the recent extremely unfavorable economic situation, which was followed by the pandemic COVID-19, we were doing our best

in order to mitigate the effects of the recession of the market in our activity and in socioeconomic role that our local social partners expect us to perform on areas where we operate. At the same time and as well the protection of the Health and Safety of our people remains our top priority, we received all the necessary measures in order to protect them our employees, their families, our partners and the local communities in which we operate, against the effects of the COVID-19 pandemic. Local communities are a very special category of the social partners, as they are the areas where the our employees and many of our customers and their our suppliers, and our activities affect them communities where they are based. To maintain our constructive influence, we focus on three selected fields: health and safety, education and the environment and local infrastructure.

Along with social contribution, employment and the secondary business activity which are created by our activities, as well as payment of municipal fees are an important part of it of our socio-economic footprint.

4.9 Consultation with social partners

At EUROPE KNITTING S.A. we recognize its importance substantial communication and consultation with them social partners. In this context we have

develop a structured approach in order to we ensure that we are able to listen to them social partners, to learn from feedback them and to meet their expectations.

The determination of the social partners it is part of our overall strategic planning.

Accordingly, headed by the Directors Councilors and the Executive Committee impacts are assessed and acted upon actions that are well suited for each group of social partners.

The communication we develop with them our social partners we seek to be systematic, two-way, meaningful and appropriate tailored for each group, through various individual actions as well as official procedures. Keeping our commitments, we continued and vs in 2022 our systematic communication with them our social partners. We heard the opinions and their requests, we recognized possible needs

them and we responded to as much as possible
more cases, creating
synergies aimed at creating social -
economic value.

After systematic and continuous communication with
representatives of local communities who
we are active we responded immediately and
we satisfied requests and needs.

4.10 Liability for Supplies

For the needs of the operation of our production units
we work with a significant number of suppliers. The ladies
supplier categories, are raw materials, services,

operational material, energy and facilities, equipment and infrastructures. In total we work with about 20 suppliers from Greece and abroad.

The principles of sustainable development are part of the strategy us and for this reason we seek to cooperate with business partners who operate in accordance with same high standards of responsibility and integrity that characterize EUROPE KNITTING S.A.

To ensure that our suppliers will meet our expectations, we have set a goal for in 2025 to create and follow one properly designed methodology, which will allow to we have thorough knowledge of the practices they apply. At the same time, we will make sure that all our suppliers receive both an introductory and repeated ethics and compliance trainings,

This way we will spread throughout our logistics chain our non-negotiable values, such as these are reflected in the Code of Ethics that we apply. We prohibit and do not practice the following practices

business activities knowingly with any person or company involved in:

- Non-observance and non-compliance with the Policy and the Health and Safety Rules of EUROPE KNITTING S.A. as well as its relevant Greek legislation on Health and Safety
 - Provision of unsafe working conditions and shortage protection to their workers
 - Exploitation of children, including her of child labor
- Corporal punishment and violence against employees or discrimination based on sex, origin, religion or sexual orientation
 - Forced or compulsory labour
- Unlawful discrimination in employment and practices recruitment
 - Salary payments (or deductions) that place wages of the worker illegally below the minimum wage
 - Illegal overtime regulations
- Obstructing employees in their freedom of practice their labor rights

- Non-respect of environmental regulations provisions at all levels (local, national, international)
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4.11 Professional ethics and integrity

At EUROPE KNITTING S.A. the business ethics is embedded in our corporate governance principles and constitutes the framework of our social and environmental

responsibility. It is an essential part of our system for risk management.

All of our employees act with integrity, each and every one of them of us is responsible for compliance issues. She is our commitment to our customers, suppliers us and to our colleagues who work at facilities and in our offices. To act rightly, always with integrity and to pursue excellence in everything do is a prerequisite for uninterrupted success and sustainability of our company, but also our obligation.

On a systematic basis and under his constant supervision Board of Directors, the implementation of policies is reviewed and Corporate Governance, Social processes Responsibility and Sustainable Development of our company. THE CEO has the ultimate responsibility to ensure that policies and procedures on the one hand apply to strategies we develop and the way we we operate every day, on the one hand it is decisive factor in the formation of a real corporate culture of ethics and responsible business

action, which governs each organizational unit and each point of the corporate classification of EUROPE KNITTING S.A.

The compliance program consists of the following steps:

- Risk assessment: The primary objective is to recognition of risks either internally or between them company and its business partners, allowing in this way the most direct and substantial management of.
- Controls: Through the adoption of appropriate policies, of instructions and internal control procedures, EUROPE KNITTING S.A. aims to more effectively manage the risks that are related to regulatory compliance, integrity and ethics
- Education and communication: They are key safeguards for the successful implementation of its compliance program. Methodical and periodic communication and targeted training, ensure that the company's employees know and understand the importance of compliance with all applicable laws and regulations, as well as with

- its internal policies, guidelines and procedures.
- Monitoring and reporting to application management of the program and its results: These are made with the following aspects ensured: training, scheduled communication, reliability testing external partners, business risk assessment, effectiveness of internal controls and internal control.
 - Organization and governance: Assigns roles and powers sufficient to support its requirements compliance program and provides oversight of these resources, through the governance of the functional board compliance

4.12 Corporate Compliance Program

Our goal for 2022 is to update , inform, share and publication of "Political Ethics" aimed at risk prevention and management in the following areas:

- Passive/active bribery or corruption in corporate transactions
 - Embezzlement
 - Scam
 - Theft and misuse / mismanagement of company resources and assets
 - Conflict of interests
 - Internal information
 - Competition law
 - Privacy
 - Gifts and hospitality
 - Donations and sponsorships
 - Money laundering
 - Embargoes and sanctions
 - Respect for human rights both in the workplace and during our interactions with third parties
- EUROPE KNITTING S.A.

5.1 Methodology

In order to inform our social partners regarding our performance in ESG matters (Environmental , Social, Governance) and sustainable development, we started publishing a "Sustainability Report" on an annual basis. The exhibition this is the first exhibition of EUROPE KNITTING S.A., reflecting in this way the company's commitment to transparent and responsible operation.

This Report has been prepared with reference to the GRI Standards and other standards, such as the SASB, have also been taken into account and EcoVadis . For its creation, the Reporting Principles defined in the GRI Standard 101 have been taken into account:

Foundation . More specifically, the principles of accuracy, balance, clarity, comparability , completeness, context sustainability, timeliness and verifiability .

The Report concerns the activities of EUROPE KNITTING S.A. in Greece. Regarding the determination of its content Report, the company has assessed as material issues, those issues on which it has a significant impact and are of great importance to important groups of social partners. These substantive issues, after validation and

approval by the Administrative Committee, constitute the content of the 2021 Sustainability Report.

The Environment and Quality, Health and Safety and Human Resources departments carry out internal audits to ensure consistency and verification of information provided by the factory and its offices company.

The reporting year of this Report is set from 1 January 2022 to 31 December 2022. The Report it also includes performance metrics from the previous two years so that the data can be compared

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5.2 Results

In the following six tables you will find the data from the measurements that

were conducted . They are divided into categories:

- Health & Safety
- Human Resources
 - Products
 - Energy
- Broadcasts
 - Waste

Υγεία & Ασφάλεια	Μονάδα	2019	2020	2021	Στόχος 2022
Θανατηφόρα ατυχήματα (εργαζόμενοι)	#	0	0	0	0
Θανατηφόρα ατυχήματα (εργολάβοι)	#	0	0	0	0
Θανατηφόρα ατυχήματα (τρίτοι)	#	0	0	0	0
Ατυχήματα με απώλεια χρόνου εργασίας (εργαζόμενοι)	#	0	0	0	0
Ατυχήματα με απώλεια χρόνου εργασίας (εργολάβοι και υπεργολάβοι ανά μονάδα)	#	0	0	0	0
Δείκτης συχνότητας ατυχημάτων με απώλεια χρόνου εργασίας	%	0	0	0	0
Εργασιακές ασθένειες που καταγράφηκαν	#	0	0	0	0

Next Steps

We recognize that both the issues and expectations regarding sustainable development are constantly changing and evolving.

Therefore, our efforts must be adjusted accordingly.

In the coming year, we will aim to reach out with a bigger one effectiveness of the Sustainable Development Goals 2022.

In particular, EUROPE KNITTING S.A. will publish its Sustainability Report in annual basis, providing an overview of corporate, social and environmental performance of the company, presenting in detail important developments or events regarding the sustainable strategy development of the company.

We look forward to receiving any of your comments on this account. You can contact us at address info@europeknitting.gr

With with honor,
Stella Katsiavos
Sustainability Manager