Corporate Human Trafficking Forced labor and Slavery Policy

AGROVIM SA operates with responsibility and implements processes for environmental, ethical and social management throughout the supply, production and distribution chain of Greek agricultural products. Its partners are selected and evaluated based on their ability to apply respective business ethical practices.
To achieve the above, **AGROVIM SA** carries out all the company's activities in compliance with the applicable laws, regulations and best practices. The company regularly audits its processes and implements relevant to its international business, certified Management Systems.

AGROVIM
genuine
origin
authentic
taste

AGROVIM SA strictly prohibits any form of human trafficking, forced labor, or slavery in its operations and supply chains. We abide by the provisions of:

- Bioterrorism Act of 2002
- Food Safety Modernization Act (FSMA)
- UK Modern Slavery Act 2015
- California Transparency in Supply Chains Act

AGROVIM SA implements a zero-tolerance approach to human trafficking and modern slavery, ensuring compliance with applicable international regulations and ethical business practices through its certified, Integrated Management System, as well as to customer and sector-related requirements, and second party audits.

AGROVIM SA, complies to all International Standards Certifications, and is also:

- Certified to **SMETA** 4-Tier System after annual audit to Sedex Members Ethical Trade requirements. The Labor Standards pillar addresses issues like forced labor, while the Business Ethics pillar covers areas such as bribery, corruption, and ethical recruitment, which are crucial in preventing human trafficking and forced labor.
- Assessed to **ECOVADIS** business-sustainability rating system covering forced labor, human trafficking, debt bondage, and child labor. ECOVADIS tools are aligned to major modern-slavery laws (UK MSA, Australia MSA, Canada S-211, and the California Transparency in Supply Chains Act) to help companies demonstrate due diligence.
- Certified to **ISO 26000** standard, which includes the concepts of preventing human trafficking, forced labor, and slavery, whilst providing comprehensive guidance on social responsibility and human rights.
- Certified to **ISO 45001** standard for Health and Safety Management System.

The implementation of the above verification schemes addresses any possible risks of human trafficking, forced labor and slavery, as verified by authorized third parties.
Additionally, **AGROVIM SA**:

- conducts internal audits and Management Reviews to verify the effectiveness of its own Management System,
- where required, audits suppliers to evaluate compliance with company standards,
- requires main suppliers to assure that supplied materials comply with National laws for slavery, forced labor and human trafficking,
- maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery, forced labor and trafficking,
- provides company employees and management, who have direct responsibility for supply chain management, sufficient training on human trafficking, forced labor and slavery, particularly with respect to mitigating risks within the supply chains of all products.

The Management is committed to the implementation of the Bioterrorism Policy, to compliance with legal requirements and applicable standards, with all employees of the company sharing responsibility. In addition, the Management is responsible for the approval of the updated Corporate Ethics Policy as well as for providing all necessary resources for its implementation.

AGROVIM SA
Dimitris Gyfteas, Chairman of the Board of Directors
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