



## SUSTAINABILITY PROGRAM

Gusto Dairy S.A. is a living entity, a key market player and an integral part of the society in which it operates. Therefore, its commitment to strategies that incorporate the four pillars of sustainability such as environmental-social-human-economic is vital, in order to achieve a balanced deal between the economic, human, social as well as the environmental effect of the company's operation. A sustainability program can be considered as an umbrella, with long-term aims and a managed portfolio of multiple plans, which includes organizational activities aimed at achieving broad sustainability objectives by coordinating multiple projects and plans.

The company since its establishment implements corporate practices that aim to protect the environment, reduce the necessary energy reserves as well as to implement business ethics practices at all stages of its operation. The company's mission is clear: *"To provide businesses and consumers with high quality products with respect both to their needs and the environment. To act as an integral part of the society and to meet our customers' expectations based on business ethics practices."*

### Human

Employees are the company's greatest asset – they are Gusto's competitive advantage. Therefore, the management want to attract and retain the best; always providing them with encouragement, stimulus and make them feel that they are an integral part of the company's mission. A poor working environment can damage people's health and put their safety at risk. Our employees are legally responsible for ensuring good working conditions, but employers also have a responsibility to work safely. The right to decent work is recognized in the Universal Declaration of Human Rights, which has provisions dealing, not only with "the right to work", but with the various aspects of decent work, including just and favorable conditions of work, protection against unemployment, equal pay and social protection.

As a result, our company applies all the necessary standards and rights at work, employment creation and enterprise development, social protection and social dialogue. We give emphasis to productive work for both women and men in conditions of freedom, equity, security and human dignity. All employees are paid with a fair income and the company guarantees a secure form of employment and safe working conditions. Every single employee has the right to decent work, which means opportunities for every- one to get work that is productive and delivers a fair income, security in the workplace and social protection for their families, better prospects for personal development and social integration.

Within the context of its internal social responsibility practices, the company attracts and retain high skilled workforce through a number of actions such as lifelong learning, granting power and responsibilities to employees and work life balance practices. Employees' health and safety is the main concern of the company's management and for this reason targeted actions are designed in order to create a best place to work for everyone



## Environment

Gusto Dairy S.A. recognizes its responsibility against the society and the environment. Since the beginning of its operation the respect as well as the safekeeping towards the environment is always a priority for the company. Towards this direction the company designed and implemented specific actions that targeted in the environmental protection. For this reason, the company has heavily invested in this area. As a result, at the company's central premises a contemporary unit of biological cleaning and water waste treatment is operating on a daily basis. Despite the high cost of this investment as well as the necessary additions and improvements in the waste treatment unit, the company is dedicated in continuing to implement its "green" strategy. As a fast growing but mainly a modern company with new production and operating methods, Gusto Dairy S.A. has incorporated in its corporate strategy social and environmental actions. The company from its first day of operations has adopted friendly environmental standards, building at this way strong customer relations and showing at the best way its environmental respect.

## Recycling

The people of Gusto Dairy S.A. understand and adopt the company's "green" strategy which is formed in parallel with the business strategy of the company. Within this strategy, a number of internal recycling programs regarding plastic, paper, stationary, batteries and other materials are implemented on a daily basis.

## Business ethics-Corporate responsibility

Social sustainability aims to preserve social capital by investing and creating services which constitute the framework of our society. This concept accommodates a wider view of the world in relation to communities, cultures and globalisation. It certainly means to preserve future generations and to acknowledge that what we do can have an impact on others and on the world. Within the context of its corporate social responsibility, Gusto Dairy SA is committed to avoid all actions that cause economic, spiritual and psychological damage to the society. The company operates with very high social and environmental ideals, which in turn has created strong relationships of trust against its clients, suppliers and mainly its employees, which is considered to be the most valuable and important part of the company.

## Main initiatives that Gusto has already undertaken

**Energy/Water:** The company is constantly trying to reduce the energy used for their daily activities by implementing alternative energy sources (such as sun light power systems) as well as manage the water waste by using smart efficient water solutions for their daily activities. Moreover, plastic bottles are forbidden in the company.

**Products & Packaging:** The company is constantly trying to work closely with suppliers which provide recyclable raw materials (such as taper, cartons, film, etc.), therefore offering eco-friendly final products.



Food: Gusto is producing plant-based products for several years. As such, plant-based products are associated with up to 98% less greenhouse gas emissions. Plant-based products generally require much less agricultural land, need less water and cause less pollution than animal products.

Buildings: Gusto tries to make its buildings as eco-friendly as possible all the time by improving energy efficiency and upgrade lighting and heating. Next big goal is to use solar panels in order to produce electricity directly from sunlight.