



# Pernod Ricard Hellas

## **POLICY OF THE INTEGRATED MANAGEMENT SYSTEM OF PERNOD RICARD HELLAS S.A. (QUALITY, FOOD SAFETY, ENVIRONMENT, OCCUPATIONAL HEALTH & SAFETY)**

(Version 1 – 10/09/21)

Our primary goal at Pernod Ricard Hellas is to provide customers and consumers with high-end quality products, of which any particular quality, environment, food safety, occupational health & safety and social fairness requirement which is related to every step of their production and specific intended use are fulfilled.

### OUR VISION

To be an exemplary employer focusing to establish and expand a business culture of producing goods where along with our employees and collaborators, consumers, local societies and all the people we impact, we will ensure the present and future success of the business itself, the communities we work in and the world we live in.

### OUR MISSION

To continuously improve the way we do business by engaging, motivating and empowering all interested parties, so as to promote business excellence and guarantee customer satisfaction in terms of voluntary ethical and transparent actions and commitments, over and above legal obligations, in a long-term collective human welfare and environmental wellbeing.

### OUR STRATEGY

To provide high-quality and safe for consumption products and promote operational health and safety targeting 100% on consumer satisfaction in an ethical manner while addressing any gaps that may arise, with a positive and accountable contribution to the environment and the local communities we operate.

In this respect, PERNOD RICARD Hellas implements a consumer-oriented *Integrated Management System (IMS)* that:

- Meets Pernod Ricard Group policies and strategies and is in line with the Code of Business Conduct of the Pernod Ricard Group, based on a detailed organizational structure with an administrative hierarchy and clearly defined roles, tasks and responsibilities.
- Complies not only with applicable laws, regulations and requirements but also go beyond that, with voluntary actions and commitments.
- Adheres to the highest internationally quality, food safety, OH&S and environmental standards and practices.
- Is in accordance with the UN International Labor Organization (ILO) core principles and rights, the UN sustainable development goals (SDGs), the UN Universal Declaration of Human Rights and the Convention on the Rights of Child and the Hazard Analysis Critical Control Point (HACCP) system of FAO and WHO.
- Is certified according to the international standards ISO 9001 (Quality Management), ISO 22000 (Food Hygiene and Safety Management), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety Management).



## Pernod Ricard Hellas

In the light of the above, PERNOD RICARD Hellas is fully committed to the following principles:

- Embody the IMS policy into its strategy and corporate philosophy which is communicated, understood and respected by the whole organization, the Pernod Ricard Group, consumers, customers and principal stakeholders affected by PR Hellas IMS.
- Recognize the needs and expectations of all interested parties and provide confidence and constant satisfaction to its customers and consumers.
- Ensure that production's operations and staff training are provided with all necessary resources and the best available technologies and techniques.
- Provide continuous operational development and improvement to achieve the highest quality and food safety level of products and services beyond customer satisfaction.
- Promote environmental awareness and protection across the whole supply chain regarding the minimization of natural resources' use, the embracement of the circular economy and zero wasting principles and the continuous improvement of energy performance.
- Provide a safe working environment that promote mental & physical health, empowers employees to embrace responsibility, be truly committed to taking care of each other, emboldening them to make ethical and non-discriminatory decisions.
- Promote and respect human rights and social fairness in its operations and across its value chain, absolutely prohibit all forms of harassment, any kind of discrimination, child or forced labor and address any gaps that may arise.
- Encourage the responsible consumption of beverages and contributes to the well- well-being of the consumers.
- Apply a specific preventive and participative methodology to identify any kind of risk and opportunity that could arise in daily work tasks, common or unexpected (due to changes, failures, malfunctions and inefficiencies) or in emergency situations that affect PR Hellas operation and the achievement of its commitments.
- Set appropriate goals, objectives and targets for all identified hazards to achieve operational excellence.
- Use of best practices and applicable control measures, and implementation of corrective actions, inspections and reviews to ensure compliance with the existing legal and regulatory framework, as well as with the strategies and all commitments set by the Pernod Ricard Group.
- Deal effectively with environmental issues, targeting a long-term environmental wellbeing and responding successfully to the challenges of climate change and the preservation of natural resources.
- Deal effectively with occupational accidents, hazards and diseases regarding employees, collaborators and other third parties (visitors, neighbors, etc.) while in contact with our activities.
- Deal effectively with quality and food safety hazards and risks regarding every step of manufacturing, storage, distribution of our products and their specific intended use.

Sign

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