



Pernod Ricard Hellas

PERNOD RICARD HELLAS S.A. ENVIRONMENTAL POLICY

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Pernod Ricard's Environmental Policy concerns all aspects of our business acquisitions and facilities, such as distilleries and office locations. We promote Environmental Sustainability adhering to internationally recognized standards and best practices, while addressing any gaps that may arise. Inherent in this approach is our responsibility and ethical duty to work with our employees and all partners and local communities we work in, to ensure our commitment to environmental sustainability and natural ecosystems, while protecting and preserving natural resources at every step of our operation, from raw materials to the consumption of our products.

At Pernod Ricard Hellas, we empower our employees to thrive with an entrepreneurial spirit, emboldening them to embrace responsibility and make ethical decisions to ensure we are all agents in our collective well-being. As "Créateurs de Convivialité" we are truly committed in nurturing and protecting all the terroirs where we source our natural ingredients and we strive to be environmentally sustainable at every step of our operation, from grain to glass to ensure the protection and preservation of natural ecosystems and resources.

Our Environmental ambition is to become the "best in class" in the Wines & Spirits industry and deliver products that meet the highest environmental standards, by targeting a long-term environmental wellbeing, responding successfully to the challenges of climate change and preservation of resources. Our environmental priorities are closely linked to the lifecycle of our products and are inherently interrelated and reinforce each other based on four key pillars, Nurturing Terroir, Valuing People, Circular Making and Responsible Hosting.

Pernod Ricard Hellas' primary objective is to protect the environment and to minimize the use of natural resources in all circumstances, taking into account the company's workplaces, our employees, customers, consumers and the whole supply chain in contact with our activities, regarding contractors, suppliers, collaborators, and other third parties (visitors, neighbors, regulatory authorities etc.), by adopting a structured management approach which ensure that all necessary resources and technologies are available and employees have all the competences required to achieve safely, effectively and efficiently this objective.

Pernod Ricard Hellas implements an Environmental Management System which is based on a detailed organizational structure with an administrative hierarchy and clearly defined roles, tasks and responsibilities. It is in line with the environmental policies and strategies of the Pernod Ricard Group and the UN Sustainable Development Goals (SDG) and also certified according to the international standard ISO 14001 (Environmental Management).

Pernod Ricard Hellas S.A. is committed to the following environmental principles:



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- Approach Environmental management by embedding the principles of entrepreneurial spirit, mutual trust, and a strong sense of ethics which are included in Pernod Ricard corporate culture and values.
- Seek not only compliance with applicable environmental laws, regulations and requirements but also to go beyond with voluntary actions and commitments to deal effectively with environmental issues and aspects.
- Develop a culture where everyone has a role to play and where employees take ownership of environmental protection and sustainability through shared responsibility.
- Empower employees to act responsibly aiming at the lowest impact on the environment and moreover to communicate their respect for the environment to each other, emboldening them to make environmental friendly decisions.
- Provide all necessary resources and applies the best available technologies for staff training and production's operations, aiming the development of employees' knowledge, competencies and technical skills and the continuous improvement of its environmental management system.
- Carry out environmental responsibility actions and programs regarding the minimization of natural resources' use, the embracement of circular economy, zero wasting principles and the continuous improvement of energy performance.
- Apply a specific preventive and participative methodology for identifying all interested parties, their needs and expectations and any kind of environmental risks and opportunities that could arise in daily work tasks or changes or in emergency situations and affect PR Hellas operation and the achievement of its commitments.
- Set appropriate environmental goals, objectives and targets for all identified risks and opportunities to ensure minimum impact on the environment and sustainable use of resources.
- Use best available techniques and predefined control measures to improve the implementation of predefined environmental measures in its offices and production units and deal effectively with environmental hazards and risks regarding the production, distribution and use of its products.
- Implement applicable inspections, reviews and corrective actions regarding sustainability and protection of the environment to ensure the implementation of predefined environmental measures in its offices and production units and compliance with the existing legal and regulatory framework, the annual business planning as well as with the strategies and all commitments set by the Pernod Ricard Group.
- Ensure that the environmental strategy and relative corporate philosophy is communicated, understood and respected by the whole organization, the Pernod Ricard Group, consumers, customers and principal stakeholders affected by PR Hellas Environmental Management System.

Sign

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