

A surreal landscape featuring a vibrant red tree standing on a small, perfectly circular green grassy hill. The hill is positioned between two tall, grey concrete walls that have a grid of small circular holes. The ground in the foreground is a smooth, light grey surface with several small, dark, cylindrical objects. The sky is a clear blue with scattered white clouds.

A new era for plastics

Sustainable Development Report
2017-2018

www.thracegroup.com

 **THRACE GROUP**

Contents

About the Group	3	
	3	Chairman and CEO Message
	7	Thrace Group at a glance
	10	Sustainable development report
Domestic and international presence	11	
	15	History
	16	Vision and mission
	17	Business sectors
	22	Memberships and recognition
Sustainable development strategy	23	
	24	Strategic approach
	25	Stakeholder engagement
	26	Sustainable development topics materiality analysis
Circular Economy & new plastics economy	31	
Operating with integrity	34	
	35	Corporate governance, compliance and business ethics
	39	Economic performance
	41	Supply chain
	47	Product safety/Customer health and safety
Creating value for our people	49	
	51	Employment
	58	Occupational health, safety and wellbeing
Operating with respect for the environment	62	
	64	Raw materials sourcing
	66	Energy consumption and climate change
Contributing to the local community	69	
	71	Stavros Chalioris Social Center
Appendices	72	
	73	GRI Content Index
	78	Sustainable Development Goals

Chairman and CEO Message

Transforming challenges to opportunities

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

We are publishing for the first time Thrace Group's Sustainable Development Report, covering the financial years 2017-2018 and aiming at presenting the Sustainable Development principles, which are incorporated in the Group's corporate culture.

More specifically, the present Report outlines the Sustainable Development programs of the fifteen (15) Group companies, as well as the results and impacts of these programs across the range of their activities.

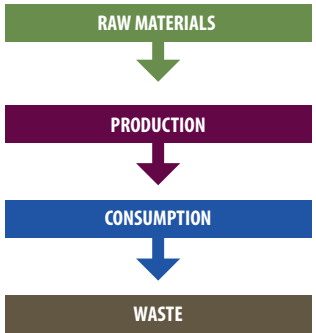
We note that for transparency reasons and comparability in capturing the information, but also for internal improvement purposes in the way we apply Sustainable Development principles, the Report has been developed in accordance with GRI Standards (Core option).

Since the establishment of the Company, special emphasis has been given to the dialogue with our stakeholders, within and outside the Group. In particular, responding to the needs and expectations of our stakeholders is a priority for us, in order to be in position each time to evaluate existing initiatives and actions, to redefine our goals where necessary and to manage the ever changing international environment by continuing our uninterrupted operation that contributes more widely to Sustainable Development.

Focusing on five key Sustainable Development pillars

The Group's Sustainable Development Strategy is based on 5 pillars: Integrity, People, Circular Economy, Environment and and the Local

LINEAR ECONOMY



-VS-

CIRCULAR ECONOMY



Chairman and CEO Message

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Community. For each of these pillars and through the respective prior stakeholder dialogue, we recognize and focus on the material topics with the most important impact on the economy, society and the environment. Additionally, and in line with the identified Sustainable Development material topics, the key objective of the Group's Sustainable Development Strategy is to maximize harmonization with the 17 United Nations Sustainable Development Goals (SDGs).

The plastics industry at the heart of the developments for the transition to a Circular Economy

Since 2015, the European Commission has placed plastics in the first line of sectors for which actions will be implemented to ensure their transition to the circular economy. Thrace Group is fully committed to this, through specific initiatives, contributing to its goal of increasing the use of recycled plastic for the production of new products by 2025. We are constantly looking for innovative opportunities and best practices that will drive us to further develop our activities.

However, consumer education and stakeholder cooperation towards this direction is a necessary precondition for achieving the European Commission's strategy for the circular economy. This is the only way to confront in time and effectively all challenges that will emerge during transition to the new circular economy.

2018 Sustainable Development Initiatives

Energy consumption and Climate Change

With regard to energy consumption and climate change, the result of our efforts to reduce energy consumption from our operations is noteworthy. Specifically, at the Environmental Awards 2018, Thrace Plastic Pack SA in Ioannina was a Gold winner. Similarly, at the Energy Mastering Awards, Thrace Plastics Pack SA was awarded the Gold Award for the Ioannina plant in the Energy Efficiency category and the Silver for the Xanthi plant in the Energy Conservation category.

“Consumer education and stakeholder cooperation towards this direction is a necessary precondition for achieving the European Commission's strategy for the circular economy.”

Chairman and CEO Message

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Combatting modern slavery

Since our establishment, it has been self-evident for us the approach of zero tolerance to all forms of modern slavery in the context of our activities and throughout our supply chain without excluding any area of our activity. As a result of this policy, no incidents of UK Modern Slavery Act 2015 violation were reported to the Group companies.

Consumers and end users health and safety

Considering the human capital as the most important in society, we evaluate the health and safety of the customers, consumers and end-users of our products as a priority topic. Concerning our products, we have adopted management systems based on international standards and we implement procedures to maintain a Quality Management System by adopting an integrated approach to the issue.

Employee health and safety

In our internal environment, we apply Health and Safety Policy by investing in systems, infrastructure and education.

Integrity and business ethics

The Code of Conduct, which is accompanied by additional policies, specific company processes, and regular compliance checks, governs our operation and all relevant business transactions.

Employees and local community

The main concern of the Group companies is the positive impact on the local communities and the economies in which we operate through the economic value we create and distribute. In addition, we strengthen our social work through the activities of the Stavros Chalioris Social Center.



In 2018 we announced our new strategy that focuses on the use of recycled plastic so that in the next few years, we can achieve a 10% share of our total production to originate from recycled polypropylene.”

Our future goals

For over 40 years, the Group has been active in the production of packaging products and technical fabrics. In 2018 we announced our new strategy that focuses on the use of recycled plastic so that in the next few years, we can achieve a 10% share of our total production to originate from recycled polypropylene. This practically means that by 2025 approximately 8,500 tonnes of raw materials will derive from recycled plastics. We also aim at a drastic waste reduction by recovering useful materials.

Chairman and CEO Message

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

More specifically, the program for the useful materials recovery from the Group's waste was launched at the beginning of 2019 at our factories in Xanthi, initially with the materials compatible with the Group materials (stretch film, various packaging materials etc.) which are recycled. In the second phase the recovery program will include materials that are incompatible with those of the Group (e.g. polyester binder string etc.) which will undergo special processing and will be then offered for sale.

It is important for us to continue to operate in accordance with our values, which are consistent with the Sustainable Development model of the modern society. Consequently, we aim to maintain zero incidents of non-compliance with environmental, labor and business ethics laws and regulations. For our people, which now surpass 2,000 and constitute one of the competitive advantages of our companies, our main priority is to ensure their health. At the same time, our strategic goal is to maintain a zero accidents occurrence and to train 100% of the employees in our premises in all countries of operation.

In the social investment area under the single Social Action Policy, the Group companies recognize their responsibility towards the people and the wider society and they aim to be the most valuable business entities in the communities where they operate, ensuring the trust built after many years of coexistence.

At the same time, we will strengthen the Stavros Chaliotis Social Center, which in 2019 will complete 10 years of operation by actively contributing to upgrading local community's quality of life.

“

Our main priority is to ensure the health of our over 2,000 people, and our strategic goal is to maintain a zero accidents occurrence as well as to train 100% of the employees in our premises in all countries of operation.”

Thrace Group at a glance

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices



Operation in

10 countries

via production, trade and distribution companies



Sales network in

80 countries



Increase in the Group's production in Greece

58%



Products for

24 market segments



Total spending to suppliers

2018: **€ 353 m**

2017: **€ 335 m**



Group Net Sales

2018: **€ 322.7 m**

2017: **€ 318.5 m**



83%

of sales in markets abroad

Thrace Group at a glance

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

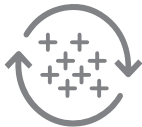
Appendices



Use of

4,740.70

tonnes of recycled polypropylene in 2018



Replacement of

8,500 tonnes

of raw materials with recycled plastic by 2025



0

non-compliance incidents with regard to the UK Modern Slavery Act 2015



Total energy consumption within the Group in GJ

2018: **695,567.81**

2017: **718,609.71**



Total quantity of non-hazardous waste recycled (tonnes)

2018: **2,615.87**

2017: **2,447.49**



0

corruption or bribery incidents

Thrace Group at a glance

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

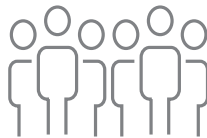
Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices



Direct employees

2,016 in 2018
1,957 in 2017



Incident Ratio
(incidents per 100 employees)

2018: **3.70**
2017: **2.82**



Total expenses of Stavros Chalioris Social Center

2018: **€ 250,249**
2017: **€ 139,763**



For its facilities and products, the Group received

6 awards
over the past 2 years



9

years of operation of the Stavros Chalioris Social Center



0

non-compliance incidents with regard to laws and regulations on product safety

Sustainable Development Report

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

We welcome you to the first Sustainable Development Report of Thrace Group, which includes the Group's Sustainable Development material topics and aims to inform our stakeholders about our economic, social and environmental impacts.

This Report has been developed with the support of the Climate Change and Sustainability Services (CCaSS) practice of EY Hellas in accordance with the Sustainable Development GRI Standards (Core Option) and the United Nations Sustainable Development Goals (SDGs). This is the first edition that includes our performance towards Sustainable Development covering the financial years 2017 (1.1.17 - 31.12.17) and 2018 (1.1.18 - 31.12.18).

In this Report, the term "Group" refers to Thrace Group, while with the term "subsidiaries" and/or "companies" we refer to the companies included in the table on page 13 which are covered by this Report.

More information about the content and the materiality analysis of the sustainable development topics, is available in the section "Sustainable Development Strategy". The GRI Content Index is available on pages 73-77.

This Report has not received external assurance.

For any reference to our Sustainable Development

Initiatives and questions regarding this Report and its content, please contact us at ikarathanasi@thraceplastics.gr, for the attention of Mrs. Ioanna Karathanasi, Group Investor Relations Manager.

Your navigation in this document is facilitated by going to next or previous page, using the arrows in the lower left corner ◀ or ▶ the dynamic menu of the table of contents.

- > History
- > Vision and mission
- > Business sectors
- > Memberships and recognition

Domestic and international presence



Sales network in
80 countries



Operation in
10 countries
with production,
trade and distribution
companies



Group Net Sales
2018: **€322.7 m**
2017: **€318.5 m**



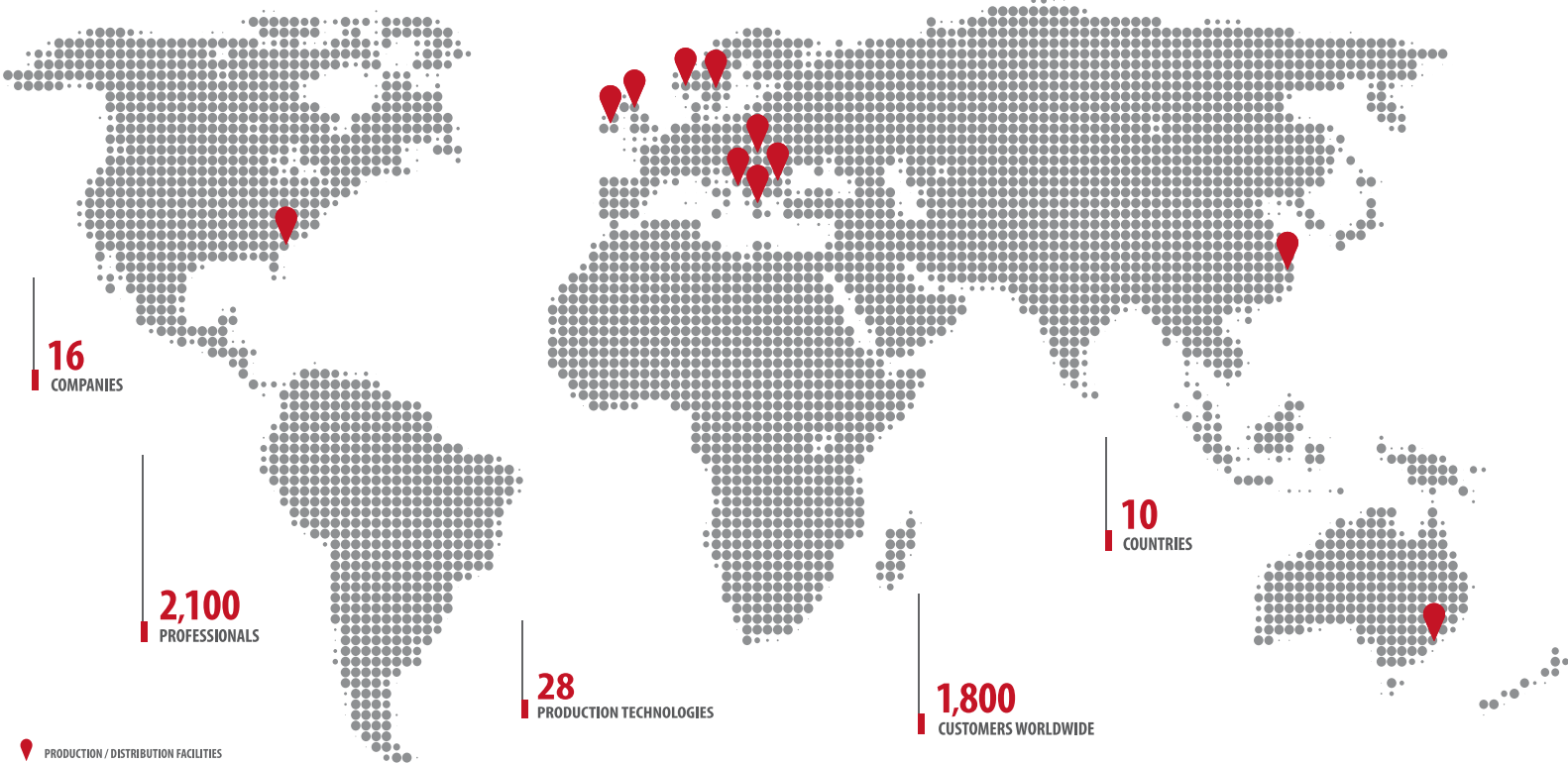
Products for
24 market segments



For its facilities and
products, the Group
received
6 awards
over the past 2 years

One of the biggest producers of technical fabric & packaging solutions

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices



About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Thrace Plastics Co. S.A. was established in 1977 with its headquarters located in the area of Magiko, Municipality of Avdira at Xanthi, Greece, and in a short period of time from its establishment, the Company evolved into one of the largest producers of Technical Fabrics and Packaging Solutions worldwide. Ever since the end of 2017, the parent company Thrace Plastics S.A., within the framework of the Group's internal restructuring, operates as a holding company under the name of Thrace Plastics CO S.A.

Thrace Group is now a multinational Group, which operates in the production and distribution of polypropylene products, with production facilities and distribution companies in 10 countries, namely Greece, United Kingdom, Ireland, Bulgaria, Romania, Serbia, Norway, Sweden, China and the United States of America. The Group's sales network extends to more than 80 countries.

This Report includes information for the following Group Companies:

Companies

Headquarters

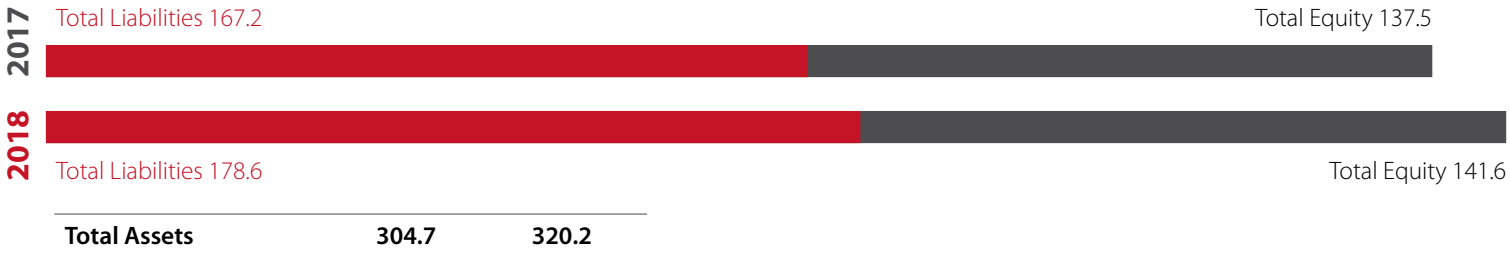
Thrace Plastics Co S.A.	Xanthi, Greece
Thrace Nonwovens & Geosynthetics S.A.	Xanthi, Greece
Thrace Polyfilms S.A.	Xanthi, Greece
Thrace Eurobent S.A.	Xanthi, Greece
Thrace Plastics Pack S.A.	Ioannina, Xanthi, Thiva, Greece
Thrace Greenhouses S.A.	Xanthi, Greece
Thrace Synthetic Packaging Ltd.	Clara, Ireland
Thrace Ipoma A.D.	Sofia, Bulgaria
Thrace Polybulk AS	Brevik, Norway
Thrace Polybulk AB	Köping, Sweden
Thrace Greiner Packaging S.R.L.	Sibiu, Romania
Thrace-LINQ Inc.	South Carolina, USA
Lumite Inc.	Georgia, USA
Don & Low Ltd	Forfar, Scotland
Thrace Plastics Packaging DOO	Nova Pazova, Serbia

Note: The companies Thrace Eurobent S.A., Thrace Greenhouses S.A., Thrace Greiner Packaging S.R.L., Lumite Inc., are a joint venture of the Thrace Plastics Group, but are included in this Report, as these four companies apply the same with the Group principles and sustainable development values.

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

Shareholders	Number of shares	Percentage of participation
Konstantinos Chalioris	18,936,558	43.29%
Eufimia Chalioris	9,120,690	20.85%
Institutional Investors	6,197,662	14.17%
Other	9,486,542	21.69%
Total	43,741,452	100.00%

	2017	2018
Total Assets	304.7	320.2



11 Total number of production units

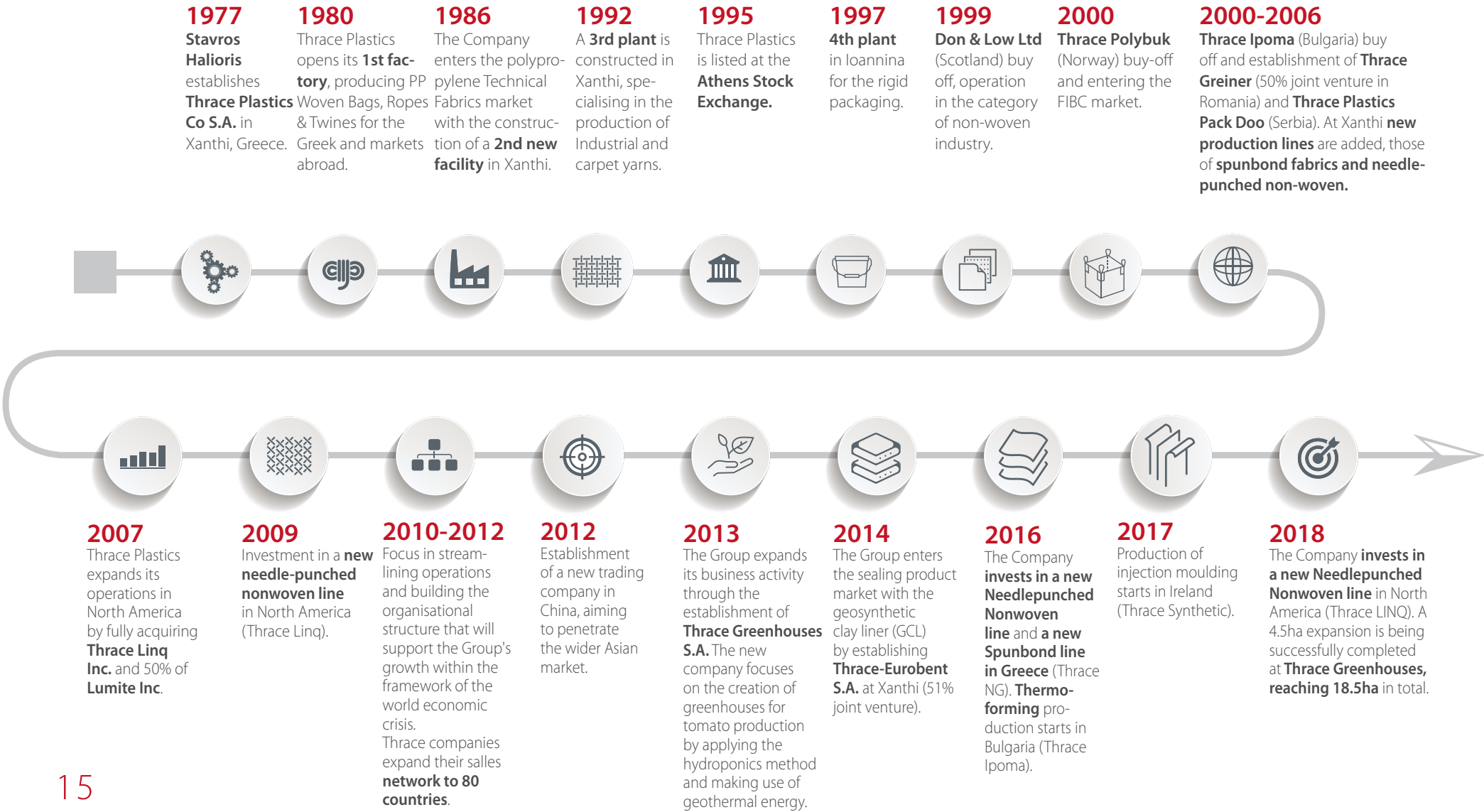


22 Product categories per application



Group net sales
2018: **€322.7m**
2017: **€318.5m**

History



Vision and mission

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

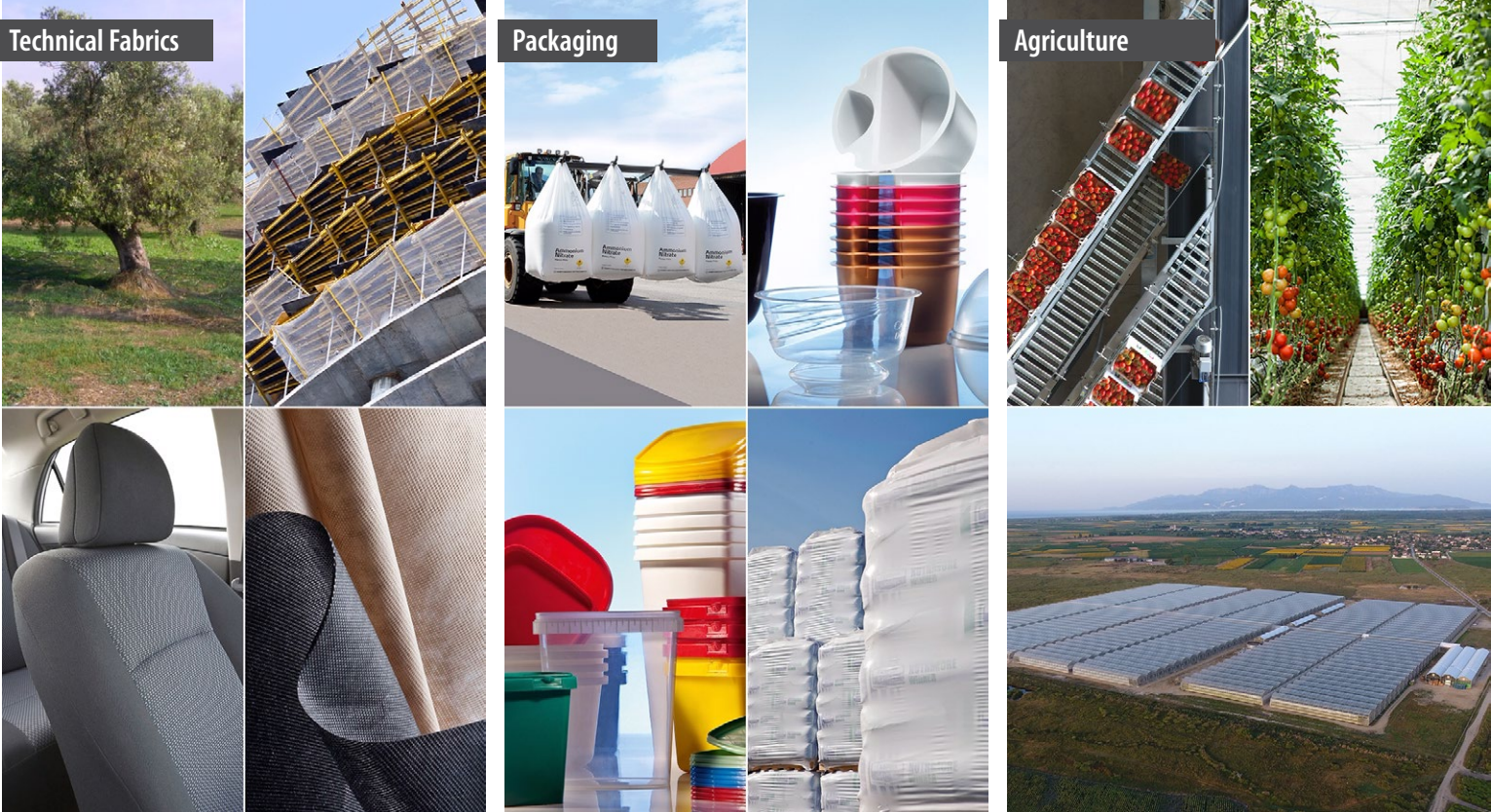
“To be the most valuable partner for our customers and suppliers and to consistently increase shareholders’ value while ensuring a prosperous future for all people working in Thrace Group.”

- Adhering closely to our Group core values: **integrity, efficiency, innovation, flexibility, responsiveness, partnership, leadership.**
- Investing in our people, by encouraging lifelong learning, partnership, initiatives and self-achievement.
- Creating new business standards through innovation and smart thinking, aiding our customers to claim their leadership position in the market.
- Providing not just products but complete & innovative solutions, tailor-made upon our customers’ specific requirements and needs.
- Acting local – being global, serving thousands of companies worldwide through our strategic geographic dispersion.
- Pursuing profitability through organic growth and strategic acquisitions.
- Achieving competitive prices through economies of scale, vertical integration and internal synergies.
- Combining diverse high-end technologies with a long know-how and an extensive experience in the market where we operate.
- Respecting our environment and the societies where we work and live.
- Adapting to the ever-changing market environment and promptly adjusting our practices to successfully meet the global trends that will shape the future of business, economy and the future society.

Business sectors

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

The Group's operation is divided into **three main sectors**:



The **Technical Fabrics and Packaging sectors** cover a total of **24 market segments**.

The Technical Fabrics sector

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices



1 Geosynthetics



2 Construction



3 Agri / Horticulture / Aquaculture



4 Landscape - Gardening



5 Sport & Leisure



6 Medical and Hygiene



7 Filtration



8 Furniture and Bedding



9 Automotive



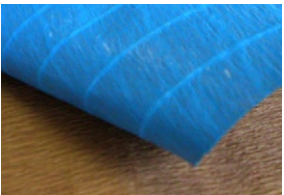
10 Packaging Fabrics



11 Advanced Fabrics / Composites



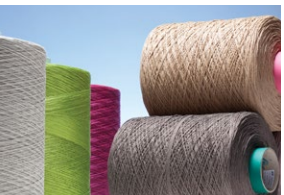
12 Floor Covering



13 Industrial Fabrics



14 ARNO Webbing / Straps / Ropes



15 Industrial Yarns - Fibres

The **Technical Fabrics sector** includes the production and commerce of synthetic fabrics for industrial and technical uses. The Technical Fabrics sector has an international focus, with 97% of sales being made on the international market and operates through eight Group subsidiaries (Thrace Nonwovens & Geosynthetics S.A. and Thrace Eurobent S.A. in Xanthi, Don & Low Ltd in Scotland, Thrace Synthetic

Packaging Ltd. in Ireland and Thrace Polybulk A.S. in Norway, Thrace Polybulk A.B. in Sweden, Thrace-LINQ Inc. and Lumite Inc. in the United States of America). The main products of the sector are geotextiles, insulation films and technical fabrics for agricultural and industrial usage.

The Packaging sector

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices



1 Agricultural Product Packaging



2 Animal / Fish Feed



3 Beer / Coffee



4 Butter / Spread / Yellow fats



5 Catering / Disposables



6 Cheese



7 Confectionary / Honey



8 Dairy



9 Fertilizers



10 Food Bulk Products



11 Ice Cream



12 Kid Specialties



13 Lubricants / Chemicals



14 Paints / Building Materials



15 Processed Meat / Poultry / Fish

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices



16 Salads / Pickles / Olives



19 Snacks / Biscuits / Dried Fruits



22 Wine / Spirits



17 Sauces



20 Soups



18 Secondary / Industrial Packaging



21 Water / Beverages

The **Packaging sector** includes the production and trading of industrial products, including mainly bags, big bags and palletizing film for the packaging of fertilizers, fish feed, animal feed and chemical and inert materials. At the same time, it concerns consumer products in relation to food and chemical packaging. The Packaging industry is focused on the European market with emphasis on the countries of the Southeast Europe and Ireland. Specifically, it operates via six Group companies, in Greece, Bulgaria, Romania, Ireland and Serbia.

The Agricultural sector

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

The **Agricultural sector**, in which the Group operates since the beginning of 2013 through the subsidiary Thrace Greenhouses S.A., involves the production of tomatoes and cucumbers by applying the hydroponic methodology and the utilization and use of geothermal energy in cultivating the agricultural products. It is worth mentioning that the facilities produce low carbon footprint products and they constitute one of the largest geothermal greenhouses in Europe. Both methods of cultivation constitute best practices for growing agricultural products due to their ecological nature. In 2017, a merger took place through the absorption of Elastron Agrotiki by the company Thrace Greenhouses SA. Currently, the Group holds the 50.91% via joint venture.



Memberships and recognition

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

2018 Awards

- ▶ Thrace Plastics Group CO S.A was distinguished in the True Leaders 2018, organized by ICAP.
- ▶ Thrace Plastics Pack S.A. plant in Ioannina was the Gold winner of Environmental Awards 2018.
- ▶ Thrace Plastics Pack S.A. was distinguished at the Health & Safety Awards 2018.
- ▶ Thrace Group has been awarded with the Best Packaging Award at the Tunisia Star Pack 2018 Awards.

2017 Awards

- ▶ Thrace Group received the Silver Award at the Packaging Awards 2017, in the New Packaging Method - Usage of New Raw Material category.
- ▶ Thrace Plastics Pack S.A., was awarded with the Gold Award for the Ioannina plant in the Energy Efficiency category and with the Silver Award for the Xanthi plant in the Energy Conservation category of the Energy Mastering Awards.



Sustainable development strategy

- > Strategic approach
- > Stakeholder engagement
- > Sustainable development topics materiality analysis

Strategic approach

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices



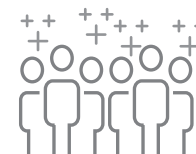
We contribute to the Circular Economy and the New Plastics Economy

We adjust our strategy to achieve the creation of shared value for our stakeholders and the wider market, the society and the environment, through our products.



We operate with integrity

We operate with transparency and business integrity in all our activities.



We create value for our people

We contribute to employment and the creation of value for our people, ensuring their health, safety, well-being and their development, with respect to human rights, diversity and equal opportunities.



We operate with respect for the environment

We assess and manage the risks that might result from our activities for the natural environment.



We contribute to the local community

We listen and react to the needs of the local community, through continuous engagement with our stakeholders.

The Sustainable Development principles are incorporated in the Group culture to the whole spectrum of its operations. In this context and by recognizing our activities' impacts, we pursue the implementation of practices that promote Sustainable Development and

we commit through our policies for our employees, the circular economy, the business integrity, the product responsibility, the environment and the social action to remain a reliable social partner.

Stakeholder engagement

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

In Thrace Group, the engagement with our stakeholders is of highest importance, as it helps us to operate efficiently, to understand the market conditions and to mitigate potential risks.

On top of the usual communication we maintain with our stakeholders in the context of our day-to-day activities, and for the purpose of developing the present Report, we organized a targeted engagement with them (through an e-survey) on the sustainable development topics that they consider material for their relationship with the Group in all the countries where we operate.

We recognize as Group stakeholders those that affect in a material way our activities as well as those who affect through their decisions the capacity of the Group to implement its strategies and achieve its goals.

The table that follows contains information regarding identified stakeholder groups and relevant engagement methods.

Stakeholder groups	Type of communication and engagement	Frequency of communication	Main topics of concern
Customers (B2B)	Electronic, telephone, in person	Daily	1. Supply Chain 2. Corporate Governance, Compliance and Business Ethics 3. Product Safety / Customer Health and Safety 4. Circular Economy and New Plastics Economy 5. Raw Materials Sourcing
Investors	Electronic, telephone, in person	Ad hoc	1. Economic Performance 2. Occupational Health, Safety and Wellbeing 3. Corporate Governance, Compliance and Business Ethics 4. Product Safety / Customer Health and Safety 5. Circular Economy and New Plastics Economy
Shareholders	Electronic, telephone, in person	Ad hoc	1. Product Safety / Customer Health and Safety 2. Raw Materials Sourcing 3. Human Rights
Employees	Electronic, telephone, in person	Daily	1. Employment 2. Occupational Health, Safety and Wellbeing 3. Corporate Governance, Compliance and Business Ethics 4. Product Safety / Customer Health and Safety 5. Energy Consumption and Climate Change
Suppliers / Partners	Electronic, telephone, in person	Daily	1. Corporate Governance, Compliance and Business Ethics 2. Product Safety / Customer Health and Safety 3. Business Continuity and Emergency Preparedness 4. Raw Materials Sourcing
Business Associations	Electronic, telephone, in person	Ad hoc	1. Supply Chain 2. Corporate Governance, Compliance and Business Ethics 3. Product Safety / Customer Health and Safety 4. Circular Economy and New Plastics Economy 5. Raw Materials Sourcing
Local Communities and Wider Society	Events	Ad hoc	1. Occupational Health, Safety & Wellbeing 2. Local Community Engagement
State and Regulatory Authorities	Electronic, telephone, in person	Ad hoc	1. Employment 2. Employee Training and Development 3. Human Rights

Sustainable development topics materiality analysis

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

In December we completed our Group materiality analysis with the participation of internal and external stakeholders, aiming at the identification of the Group material Sustainable Development topics.

Based on the GRI Standards, material topics are defined as those that reflect an organization's significant economic, environmental and social impacts or/and substantially influence the assessments and decisions of the stakeholders in relation to the Group.

The analysis took place in accordance with the International GRI Standards for the development of the Sustainable Development Report.

Phase 1- Topics identification

- In the first phase of the analysis, we took into consideration the Stakeholder Inclusiveness and the Sustainability Context Principle of the GRI Standards and we identified the relevant to our activities and Group stakeholders' topics, which resulted -among others- via the following review tasks:
- The internal documentation, documents relevant to policies, procedures, strategy, and the results of the current stakeholder engagement.
 - The 2017 and 2018 media review and publications which were relevant to the sector and the Group.
 - The Sustainable Development Reports of peer companies.
 - The United Nations Sustainable Development Goals (UN SDGs).
 - The GRI publications for the packaging sector.
 - The leading international standards for Sustainable Development and the plastics sector, such as SASB and BRC.

- The topics that were identified and resulted from the aforementioned process are the following:
1. Employment
 2. Employee Training and Development
 3. Occupational Health, Safety and Wellbeing
 4. Human Rights, Diversity and Equal Opportunities at the Workplace
 5. Economic Performance
 6. Supply Chain
 7. Corporate Governance, Compliance and Business Ethics
 8. Product Safety / Customer Health and Safety
 9. Product Marketing and Labelling
 10. Private Data Protection
 11. Business Continuity and Emergency Preparedness
 12. Local Community Engagement
 13. Energy Consumption and Climate Change
 14. Water Consumption
 15. Circular Economy and New Plastics Economy
 16. Air Quality
 17. Raw Materials Sourcing
 18. Biodiversity

Sustainable development topics materiality analysis

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Phase 2- Topics prioritization

We took into consideration the Materiality and the Stakeholder Inclusiveness principles of the GRI Standards and we prioritized the topics identified at the first phase in relation to the following criteria:

- The significance of the topics for the Group's contribution to Sustainable Development, based on external criteria.
- The significance of the topics for the Group's contribution to Sustainable Development, based on internal business criteria.
- The significance of the topics for the assessments and decisions of the Group stakeholders.

For the prioritization of the identified topics based on the first criterion, a research on the international and sectorial standards was conducted, whereas for the second we proceeded with the questionnaire results analysis, completed by the Group Senior Management. For the prioritization based on the third criterion, we proceeded with the conduction of an electronic survey and the participation of our internal and external stakeholders. Specifically, from the total number of 416 survey participants, the response rate was 38%.

Phase 3- Results verification

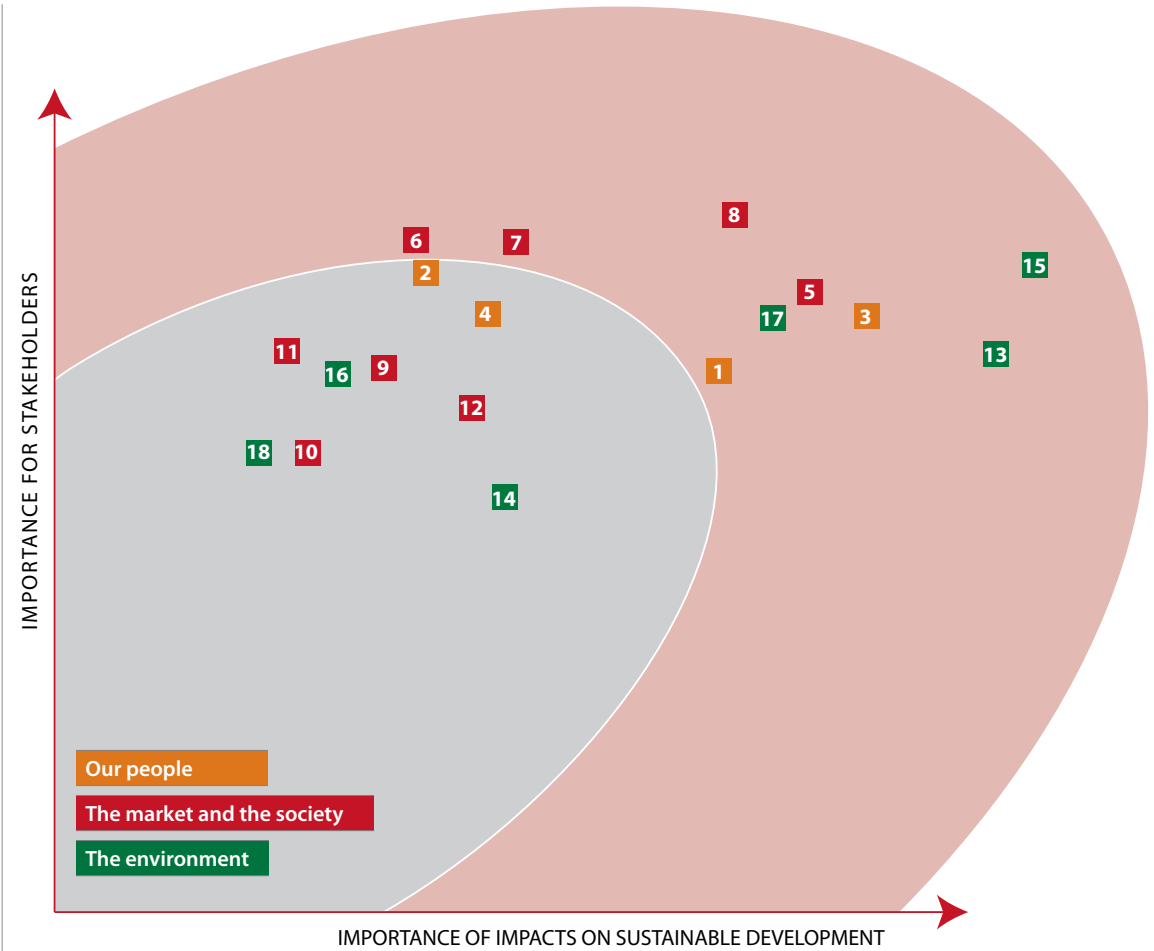
In the final phase of the analysis, we verified the results of the second phase with the Group Top Management. During this process, the Completeness and Stakeholder Inclusiveness principles of the GRI Standards were taken into consideration.

Through this analysis, 9 material topics were identified for inclusion in the Report for the years 2017-2018, which are mentioned in the following materiality map:

1. Circular Economy and New Plastics Economy
2. Energy Consumption and Climate Change
3. Product Safety / Customer Health and Safety
4. Occupational Health, Safety and Wellbeing
5. Economic Performance
6. Raw Materials Sourcing
7. Employment
8. Corporate Governance, Compliance and Business Ethics
9. Supply Chain

Sustainable development topics materiality analysis

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices



MATERIAL TOPICS

1. Employment
3. Occupational Health, Safety and Wellbeing
5. Economic Performance
6. Supply Chain
7. Corporate Governance, Compliance and Business Ethics
8. Product Safety/ Customer Health and Safety
13. Energy Consumption and Climate Change
15. Circular Economy and New Plastics Economy
17. Raw Materials Sourcing

IDENTIFIED TOPICS

2. Employee Training and Development
4. Human Rights, Diversity and Equal Opportunities at the Workplace
9. Product Marketing and Labelling
10. Private Data Protection
11. Business Continuity and Emergency Preparedness
12. Local Community Engagement
14. Water Consumption
16. Air Quality
18. Biodiversity

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy











Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

TOPIC BOUNDARIES TABLE			
MATERIAL TOPICS	SIGNIFICANT IMPACTS*	ENTITIES WITHIN AND OUTSIDE THE GROUP THAT MAY CAUSE THE IMPACTS	WHY IS THE TOPIC MATERIAL?
Circular Economy and New Plastics Economy	 	<ul style="list-style-type: none">• Thrace Plastics Co S.A.• Thrace Nonwovens & Geosynthetics S.A.• Thrace Polyfilms S.A.• Thrace Eurobent S.A.• Thrace Synthetic Packaging Ltd• Clients• Consumers• Suppliers & Partners	The implementation of circular economy practices is important for the Group, its stakeholders, as well as the wider economy, society and the natural environment. The more efficient use of natural resources, improved ecological design, waste prevention and reuse during the production process, as well as the rest of the circular economy models at the product use phase, such as reuse, refurbishment, shared platforms, product life extension and other, deliver economic benefits through cost reduction, environmental benefits such as reduction of carbon emissions and impacts to the water resources and soil. Equally important are the positive impacts in the quality of life, the wider economic development and the transition to the circular economy, as well as the related employment opportunities.
Energy Consumption and Climate Change	   	<ul style="list-style-type: none">• All Group subsidiaries• Suppliers & Partners	The implementation of energy efficiency programs creates opportunities for the Group, such as reduction in the operational costs, while in parallel it reduces the negative impacts of climate change through the reduced carbon emissions. The contribution in combatting climate change has a positive impact to the Group stakeholders and the wider economy, society and the natural environment. Respectively, it contributes to the reduction and the avoidance of the negative socioeconomic (e.g. population migration, health) and environmental (e.g. the extreme weather phenomena, biodiversity degradation, rising sea levels and other) impacts that result from the temperature increase.
Product Safety/ Customer Health and Safety	 	<ul style="list-style-type: none">• All Group subsidiaries• Suppliers & Partners	Ensuring the safety and health of the Group products' consumers is particularly crucial primarily concerning the food packaging products due to their potential impacts to human health. Consequently, the topic has a great impact on the good health and wellbeing widely, as well as in strengthening the relevant international and national institutional and regulatory frameworks.
Occupational Health, Safety and Wellbeing	 	<ul style="list-style-type: none">• All Group subsidiaries• Suppliers & Partners	Ensuring the health, safety and wellbeing of the Group employees contributes to the protection of human life, the improvement of working conditions, as well as to the economic growth in a wider context.

*In relation to the UN Sustainable Development Goals

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy







Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

TOPIC BOUNDARIES TABLE			
MATERIAL TOPICS	SIGNIFICANT IMPACTS*	ENTITIES WITHIN AND OUTSIDE THE GROUP THAT MAY CAUSE THE IMPACTS	WHY IS THE TOPIC MATERIAL?
Economic Performance		• All Group subsidiaries	The importance of creating and distributing direct economic value to the Group's stakeholders, emerges primarily from the positive impact that it creates to their economic situation (through payments and compensation to employees, dividends to shareholders, payments to providers of capital, payments to partners and suppliers, direct tax payments to the State etc.), as well as due to the wider contribution to the economic development in the countries where the Group operates through the direct, indirect and induced impacts arising from the aforementioned cash flows.
Raw Materials Sourcing		• All Group subsidiaries • Suppliers & Partners	The responsible Raw Materials Sourcing emerged as a material topic for the Group as it is directly linked to the economic, social and environmental impacts of its products throughout their life cycle, as well as due to the contribution of this topic in achieving a circular economy.
Employment		• All Group subsidiaries	Similarly to the creation and distribution of direct economic value to the stakeholders, the creation of employment and the working conditions emerge as material impacts of the Group to its employees that contribute to their retention and development. The same applies to the economies and societies where the Group operates due to its contribution to the improvement of the economic situation and the societal position of its direct and indirect employees, the productivity increase, as well as its contribution to the wider economy through the cash flows from the wages and the payments to different sectors and enterprises.
Corporate Governance, Compliance and Business Ethics	 	• All Group subsidiaries • Suppliers & Partners • Customers	Ensuring the Group compliance and business ethics is particularly important as it increases the confidence of its internal (e.g. shareholders, employees) and external (e.g. regulatory bodies, customers, suppliers) stakeholders. It is therefore a topic that contributes in a wider context to the robust operation of the economy and the market, it contributes to the strengthening of justice and the institutions, it strengthens the social coherence and the culture of transparency, while it protects the natural environment through the compliance with the present regulatory framework.
Supply Chain		• All Group subsidiaries • Suppliers & Partners	The Group's responsible supply chain management ensures the elimination of the risks relevant to modern slavery, human rights protection at the workplace, the combat of corruption, as well as the elimination of the risks relevant to the natural capital deriving from the production methods' and the product raw materials' environmental impacts, consequently it contributes to the wider transition to a circular economy.

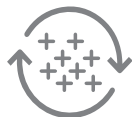
*In relation to the UN Sustainable Development Goals

Circular Economy & new plastics economy



Total quantity of recycled non-hazardous waste (tonnes)

2018: **2,615.87**
2017: **2,447.49**



Replacement of **8,500 tonnes** of primary raw materials with recycled plastic by 2025

Our Approach

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Through its new strategy, Thrace Group addresses not only the “European Strategy for plastics in the Circular Economy”, which aims to reduce the disposal and the incineration of plastics within the European Union, but also the new challenges emerging in the market from the Group clients’ demands (e.g. sustainable products supply). In the Group we transform these challenges to opportunities for growth with the aim to obtain sustainable competitive advantage.

In this context, in the production of our products, we have adopted the principles of circular economy from the design and throughout the whole life cycle of the product depending on the sector to which we refer: raw materials and supplier selection, production, consumption, reuse or recycling and recovery of the production materials.

With regard to the design and selection of raw materials, the products are designed in close collaboration with the Group clients, in order to have the minimum weight, to remain useful for the longest possible time in the economy (product life cycle extension), to contain as much as possible recycled materials and to be easily recycled.

“Specifically, by actively responding to the European Commission’s call for voluntary commitment to the increase of the recycled plastics use, Thrace Group is committing to the replacement of 8,500 tonnes of virgin raw materials with recycled plastic by 2025.”

With regard to the production process, the Group, as an important link in the plastics global value chain recognizes its contribution to the natural resources efficient use. In this context, we save raw materials through the use of internal recycled materials as a result of the production process. Finally, in full alignment with the “European Strategy for plastics in the Circular Economy”, which requires all plastic packaging in the European Union market to be recyclable by 2030, Thrace Group already globally produces and distributes products that meet these requirements.

Solid waste and effluents

The Group complies with the legal requirements concerning the treatment, storage, transportation, recycling and disposal of waste materials. In this context, an environmental risk assessment has been conducted, mainly on the potential waste generated and their management, while the Group has taken the decision to respect the environmental contractual obligations, such as the subscription to the waste electronic registry and the payment of the recycling fee.

Consequently, the Group companies ensure the monitoring of the waste types and quantities of waste generated, including the location and the treatment type, and the classification of waste suitable for recycling and delivery to the authorized recycling companies.

At the same time, the Group applies internal procedures for waste management, such as the evaluation of waste management services suppliers, the preparation of daily, weekly and monthly reports concerning the types and quantities of waste generated, while it aims to reduce the waste materials at its production plants.

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

The Group ensures that the companies which are recipients of waste (hazardous and non-hazardous) for the final processing or disposal holds all legal/valid documentation for the operation and consequently have the right to transport and treat the waste they receive.

Our Performance

The Group companies have set in place monitoring systems for the effluents generated. More specifically, in the greenhouses production process in Xanthi the effluents generated have been reduced despite the increase in the size of the irrigated area. It is worth mentioning that during 2019, an investment on a reverse osmosis plant will be realized, an action which will lead to the minimization of effluents.

The table that follows includes the quantities of waste that were generated within the Group based on their management method. It is worth mentioning that the quantities of scrap produced within the production units are being fully recycled in the production process.

Waste treatment method	Hazardous waste total weight (in tonnes)		Non-hazardous waste total weight (in tonnes)	
	2018	2017	2018	2017
Reuse	0	0	6,290.96	5,978.57
Recycling	67.69	27.71	2,615.87	2,447.49
Incineration (including energy recovery)	17.17	10.45	52.44	0
Landfill	0	0	2,366.79	1,509.10
On-site storage	1.42	0	175.45	228.61
Other	3.30	3.20	65.53	0
TOTAL	89.58	41.36	11,567.04	10,163.76

Note. The figures of the tables above exclude the data of Thrace Plastics Co S.A., Thrace Eurobent S.A., Thrace Polybulk AS & AB, and Thrace Plastics Packaging DOO as during the reporting period the data were not recorded by the companies based on the categorization required by the specific GRI disclosure.

The composting, recovery, and deep well injection treatment methods are not being used by the Group companies and consequently there are no respective data to be published.

- > Corporate governance, compliance and business ethics
- > Economic performance
- > Supply chain
- > Product safety/ Customer health and safety



0

corruption or bribery incidents



0

non-compliance incidents with regard to laws and regulations on product safety



0

non-compliance incidents with regard to the UK Modern Slavery Act 2015



Increase in the Group's production in Greece

58%

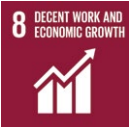


83%

of sales abroad

Operating with integrity

Corporate governance, compliance and business ethics



- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity**
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

Our Approach

Governance Structure

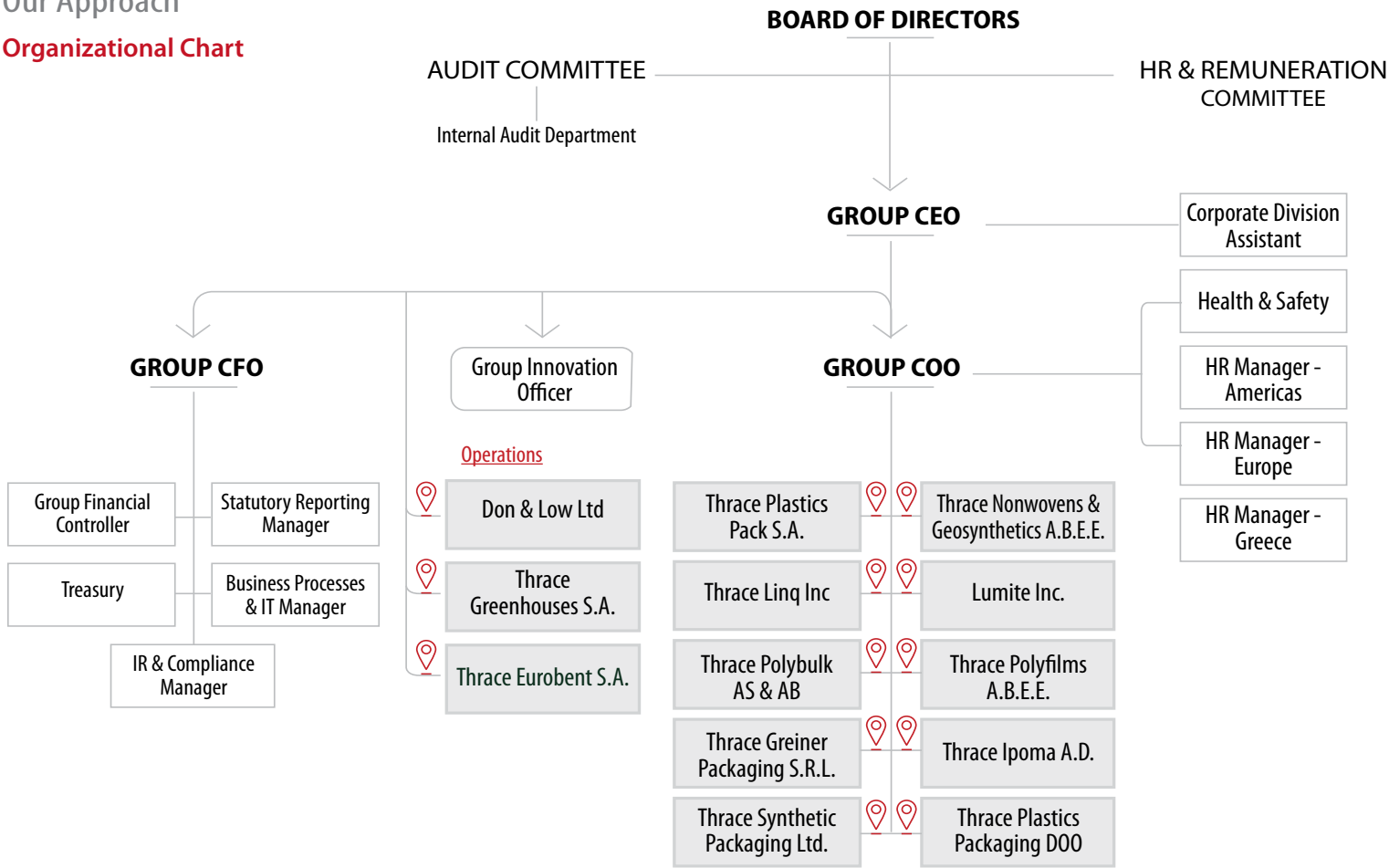
BOARD OF DIRECTORS	
Konstantinos Chaliotis	Chairman & Chief Executive Officer
Christos-Alexis Komninos	Executive Vice-Chairman
George Braimis	Executive Member
Dimitrios Malamos	Executive Member
Vasileios Zairopoulos	Non-Executive Member
Christos Siatis	Non-Executive Member
Konstantinos Gianniris	Independent Non-Executive Member
Ioannis Apostolakis	Independent Non-Executive Member
Petros Fronistas	Independent Non-Executive Member
Nikitas Glykas	Independent Non-Executive Member
Theodoros Kitsos	Independent Non-Executive Member

AUDIT COMMITTEE	
Georgios Samothrakis	Non-Member of BoD, Chairman of the Committee
Konstantinos Gianniris	Independent Non-Executive Board Member
Ioannis Apostolakis	Independent Non-Executive Board Member

Corporate governance, compliance and business ethics

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach
Organizational Chart



Corporate governance, compliance and business ethics

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Policies

1. Corporate Policies Manual
2. Purchasing and Accounts Payable Policy
3. Treasury & Cash Management Policy
4. Fixed Assets & Investments Policy
5. Travel & Miscellaneous Expenses Policy
6. Sales, Credit Control & Accounts Receivables Policy
7. Warehouses & Inventory Management Policy
8. Human Resources & Payroll Policy
9. Health, Safety and Environmental Policy
10. Corporate Communication Policy
11. Information Technology Policy
12. Mobile Phones Policy

Anti-corruption

“The Group’s Management is committed to zero tolerance with regard to corruption, bribery and extortion incidents and it aims to prevent such phenomena in all aspects of its operation, carrying out its business activities with integrity, in accordance with the highest ethical standards and applying the applicable laws.”

Within this framework, we have established policies and procedures, while creating control mechanisms and compliance with these policies.

Specifically, such policies are included in:

- The Code of Professional Conduct.
- The General Policies Manual which has been distributed to top and middle management, while employees have received relevant training.
- The Purchasing and Accounts Payable manual, which the Group communicates and applies to all its companies, as a common policy and purchase and payables guideline. This includes instructions, in order for corruption cases to be avoided, while selection supplier process.

Corporate governance, compliance and business ethics

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

- The Group's Internal Operation Regulation is the basis of the Group's operation and organization. It is based on principles such as the specific definition of duties for employees at each level, as well as conflicts of interest.

Furthermore, the Group in order to identify any corruption incidents and aiming to act as a deterrent in case an unusual practice is intended to occur:

- The Audit Committee during the first meeting of each year designates, in cooperation with the Internal Audit Department, the yearly internal audit projects that include the entire range of transactions of the Group's companies (commissions, expenses, accounts payable, sales, credit control, accounts receivable, inventory and warehouse management, treasury, banks, payroll).
- The Audit Committee and the Board of Directors evaluate the implementation of the Group's policies and procedures on a regular basis, aiming at continuous improvement.

The Group has a Code of Conduct since 2014, which constitutes an integral part of the Employees Handbook. The Code sets out the standards of behavior required by the employees of the Group's companies. The Code develops the guidelines governing the proper conduct of the Group's staff. The core issue of the Code of Conduct is summarized as follows:

“All employees, as representatives of the Group, must act with honesty, respect and integrity on all matters at all times.”

The basic principles of the Code of Conduct, the observance of which aims to prevent and/or eliminate corruption phenomena, include the following:

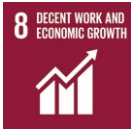
- Avoiding Conflict of Interests
- Accuracy and Completeness of Financial Information
- Protection of Company's Assets
- Carry out all Transactions with Responsibility
- Transparent and Legal Cooperation with Public Authorities
- Protection of personal data
- Safety, Health and Environmental Protection

The risk management issues regarding corruption and bribery related to the Group's supply chain, are outlined below in the corresponding section.

Our Performance

There have been no confirmed cases of corruption or bribery during the reporting period of this Report.

Economic performance



About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach

The current uncertainty in the macroeconomic and financial context as well as the fragile business environment, constitute a risk factor which is constantly evaluated by the Group. The international and domestic developments create additional instability in the country's macroeconomic and financial fronts. However, taking into consideration the nature of the Group's activities in Greece and abroad, there were no negative developments that affected significantly the Group's smooth operation.

“In the context of smooth operation, the Group Companies continue to produce and distribute, directly or indirectly, economic value through their activities in the packaging, technical fabrics and agriculture sectors, thus contributing to the achievement of SDG 8 “Decent Work and Economic Growth.”

The economic value derives from the cash flows generated by the Group towards its stakeholders, such as from the payment of taxes, payments to suppliers, payroll to employees, dividends to shareholders and investments in local communities. The positive contribution of the Group to the Greek economy as well as to the other 9 economies of the countries

in which it operates, is the element that further guarantees the license to operate and the Sustainable Development of its companies. It is worth mentioning that through the 2015-2016 investment plan implemented by Management, there was an increase of 58% in the Group's production in Greece, while 83% of its sales came from abroad.

The Group closely monitors its performance and aims to maximize its profit, in order to continue distributing the most value to its stakeholders.

The Group's strategy for achieving this goal is defined by:

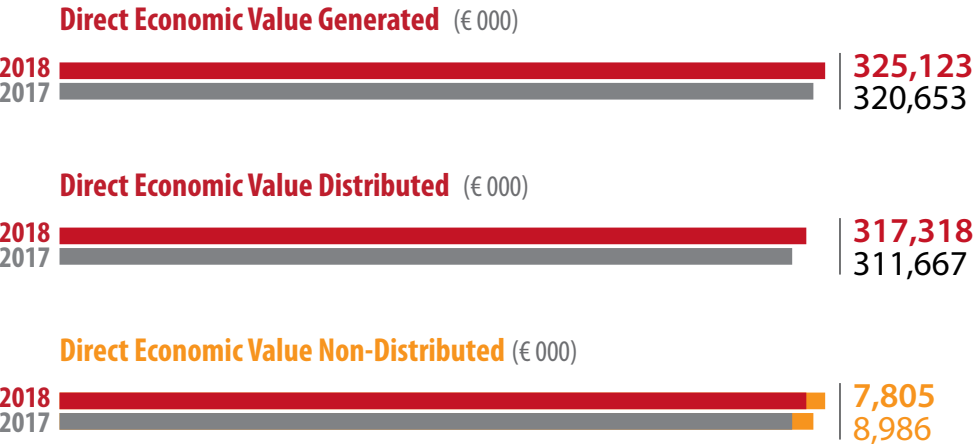
- The increase in the production capacity of its companies,
- The geographic expansion,
- The focus on two strategic markets, that of textile fabrics and that of rigid packaging, as well as through the reduction of the production costs, the finding of innovative solutions, and the movement and investment towards value added products.






Economic performance

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity**
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

Our Performance

Direct economic value generated and distributed



Economic Value Distributed			
(Amount in thousand €)			
	2018	2017	
 Operating Costs	249,858	242,349	
 Employee Wages and Benefits	59,918	58,203	
 Payments to providers of capital	4,366	6,750	
 Payments to the State	2,926	4,225	
 Community Investments	250	140	
TOTAL	317,318	311,667	

Supply chain



About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach

Suppliers’ assessment

Anti-corruption in the supply chain

The Group is committed to combating corruption in its business transactions with both its current suppliers and business partners, and its potential ones, and it undertakes any necessary actions, through the due diligence process, to ensure transparent relations. Indicatively:

- The Group cooperates with large multinational companies, which place great emphasis on transparency and anti-corruption, and therefore, the cooperation is ensured by their rules and policies.
- Thrace Ipoma A.D. assesses possible areas and factors of corruption incidents occurrence, including factors such as transaction type, operating countries, industries and customers or business partners involved.
- Thrace-LINQ Inc. has developed an action plan to address the risk of corruption and has assigned responsibilities for each task, including detailed policies for high risk areas. It also asks all suppliers, contractors and business partners to comply with its commitment to anti-corruption. At the same time, it provides anti-corruption training to suppliers, contractors and other business partners (where required).

Human Rights in the Supply Chain

The Group has adopted policies to avoid engaging with partners who possess a high risk of breaching human rights. It pledges to promote the continuous improvement of standards for international human rights, as well as for its interactions with suppliers or business partners.

Indicatively:

- Thrace Polybulk evaluates its major suppliers in terms of human rights protection.
- Thrace Synthetic Packaging Ltd. uses a partner who regularly reviews its key suppliers and verifies the compliance of production facilities with the regulations.
- Don & Low Ltd. evaluates its suppliers by sending a questionnaire to ensure compliance with the UK Modern Slavery Act 2015. Moreover, the questionnaire explores the organizational structure, policies and procedures for managing and controlling issues of diversity, illegal work, workplace harassment, submission of reports for non-compliance incidents (whistle blowing procedure), corruption and bribery, health and safety, and responsible supply chain by its suppliers.

In any case, Group companies’ employees have the right and the obligation to report any violations involving cases of modern slavery in their supply chain by contacting human resources or legal department representatives of the respective company. These reports can be made (using name or anonymously) in person, via telephone or via email.

Supply chain

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Modern Slavery Act

The Group has zero tolerance in respect to the UK Modern Slavery Act 2015, as well as the breach of the terms of the individual agreements with the respective supplier.

THRACE GROUP MODERN SLAVERY ACT STATEMENT

This statement is made in accordance with the article 54 (1) of the UK Modern Slavery Act 2015 and sets out the steps that Thrace Group has taken and continues to take to prevent modern slavery or human trafficking incidents within its business and supply chain.

Thrace Group recognizes the importance of combating slavery, forced labor and human trafficking ("Modern Slavery"), a set of growing interest issues that affect communities and individuals across the globe. Thrace Group has a zero tolerance approach to all forms of Modern Slavery within its operations and supply chain and the Group recognizes that no sector can be excluded. The Group is committed to acting with integrity and transparency in this sensitive matter and is conscious of its responsibility to be alert to any risks within its business and to the wider supply chain.

Operation

Thrace Group operates in 10 countries and has established a strong presence via its sales network in 80 countries. Thrace Group is placed among the top producers in the sectors of:

- *Technical Fabrics (geosynthetics, technical fabrics for agricultural and industrial uses etc.).*
- *Packaging (industrial products, mainly for sacks, beads and palletizing films for the packaging of fertilizers, fish feeds, animal feed and chemical and inert materials etc., as well as consumer products with applications in food and chemical packaging).*
- *Agriculture (tomato production).*

Thrace Group CAPEX during 2018 were €33.2 million.

“ In 2018, no incidents of a UK Modern Slavery Act 2015 violation were reported to the Group, as well as to the Group Companies where these operate. ”

Supply chain



- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

<p>Supply Chain</p> <p>Due to the diverse nature of its business, Thace Group’s supply chain includes suppliers with different characteristics, that vary both in terms of size and amount spent:</p> <ul style="list-style-type: none">• Suppliers of raw materials and products.• Suppliers of electricity and consumables.• Suppliers of equipment, packaging, spare parts.• Technical support, logistics, outsourcing partners.• Consultancy, communication and IT services partners. <p>Policies</p> <p>Group does not accept under any circumstances modern slavery and is committed to act in an ethical way and with integrity in all business dealings, which is reflected by its global policies that aim to eliminate, as much as possible, the risk of modern slavery in any part of its business operation or its supply chain.</p> <p>Everyone working for or on behalf of Thrace Group, including managerial executives, employees and suppliers must adhere to the Group’s ethical conduct policies. One of the cornerstones of such</p>	<p>policies is the protection of employees from being abused and exploited, either within Thrace Group itself or within its global supply chain.</p> <p>Group employees have the right and obligation to report potential violations, which include circumstances that may give rise to an enhanced risk of modern slavery incidents or practices, by contacting the representatives in the Human Resources or legal department. These reports can be made either –in name or anonymously- in person or by phone or email.</p> <p>Due Diligence</p> <p>The Group recognizes that the greatest risk of modern slavery incident detection is in its supply chain, where it actively implements initiatives to identify and mitigate the relevant risks. Within this framework, all of the Group’s companies are committed to comply with the human rights policy and take the necessary steps in order to ensure its implementation.</p> <p>To this end, new suppliers are subject to due diligence checks in various forms, including assessment of the largest suppliers for any potential human rights violations (Thrace Polybulk), and third party, on-site inspections (Thrace Synthetic Packaging).</p>	<p>The Group’s current suppliers are also being regularly audited to verify their compliance with its policies.</p> <p>Training</p> <p>The Group is committed to provide training to its employees, mostly to the responsible personnel in the departments of procurement, finance and legal, so that they understand in time any possible signs of modern slavery, taking corresponding action to deal with the relevant risk in the supply chain.</p> <p>Effectiveness Assessment</p> <p>No modern slavery incidents reports have been received from Group employees or public authorities and institutions.</p> <p>Nevertheless, the Group continues to work on its approach to mitigate this risk in the year ahead and will continue to review the following key performance indicators:</p> <ul style="list-style-type: none">• Employee training level.• Actions taken to strengthen supply chain auditing.• Steps taken to upskill any high-risk suppliers and assessing their ability to detect and mitigate modern slavery risk in the supply chain.
--	---	--

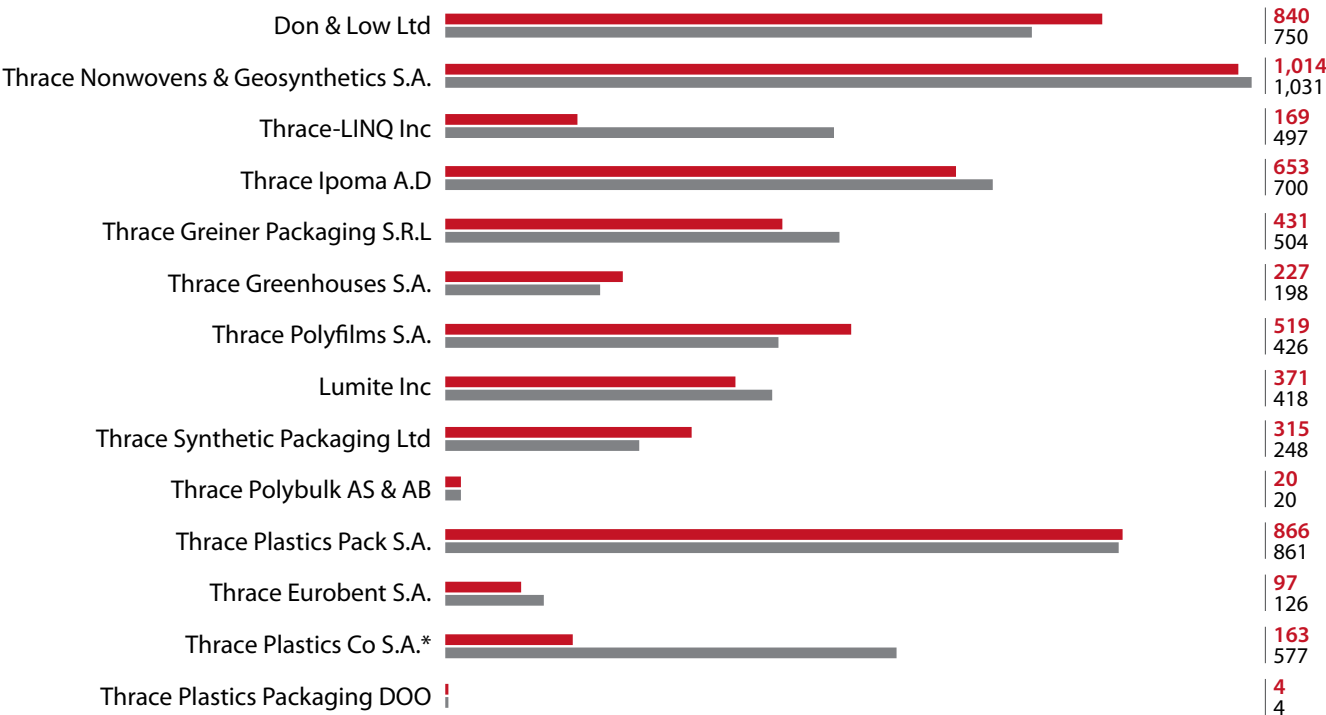
Supply chain - indicators

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

Our Performance

The table below provides information on the Group's supply chain, the total spending of the Group companies on local suppliers based on each supplier's country of origin.

Total number of suppliers for 2018 & 2017



Note: Some of the Group companies can have as their suppliers other Group companies (this information is included in the above figures).
* In fiscal year 2017, the company Thrace Plastics CO SA includes also the suppliers of the industrial segment, which was a subject of secession and as result there is no comparability versus the fiscal year 2018.

Supply chain - indicators

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

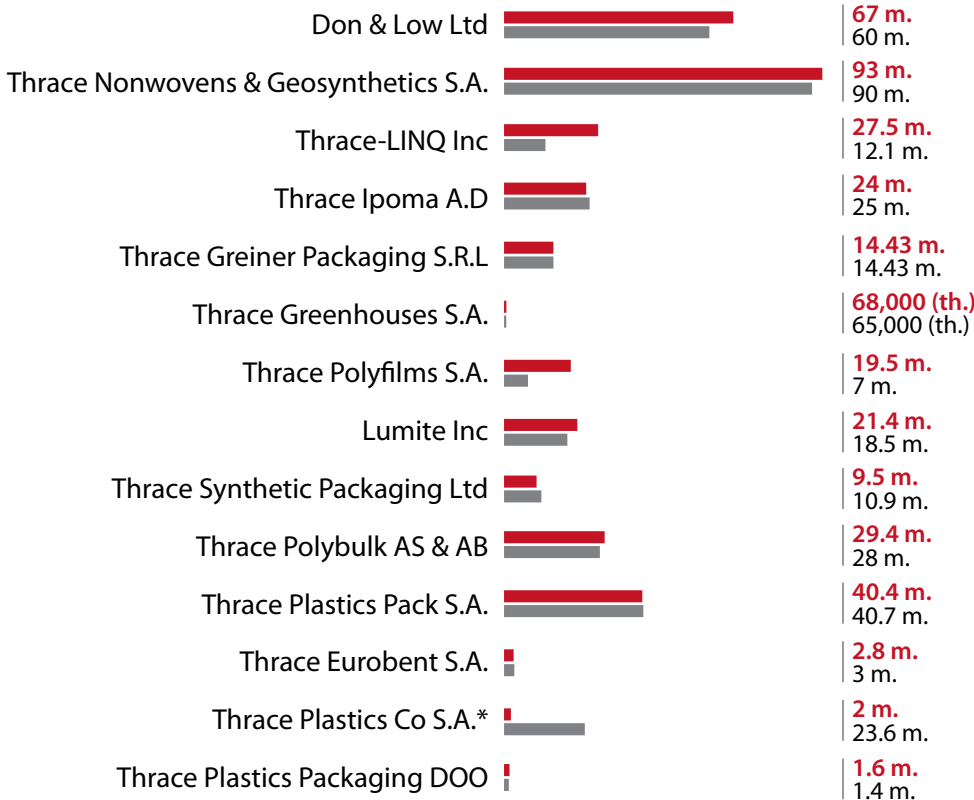
Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Estimated monetary value of the total spending on suppliers for 2018 & 2017 in €



Note. The variations in the figures of the tables above, with regards to the year 2017, in comparison to those presented in the financial report published in 2017, are due to the fact that the present Report examines the performance, the position and the impact of all the Group companies, including 100% of the joint ventures.

* In fiscal year 2017, the company Thrace Plastics CO SA includes also the suppliers of the industrial segment, which was a subject of corporate spinoff and as result there is no comparability versus the fiscal year 2018.

Supply chain - indicators

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

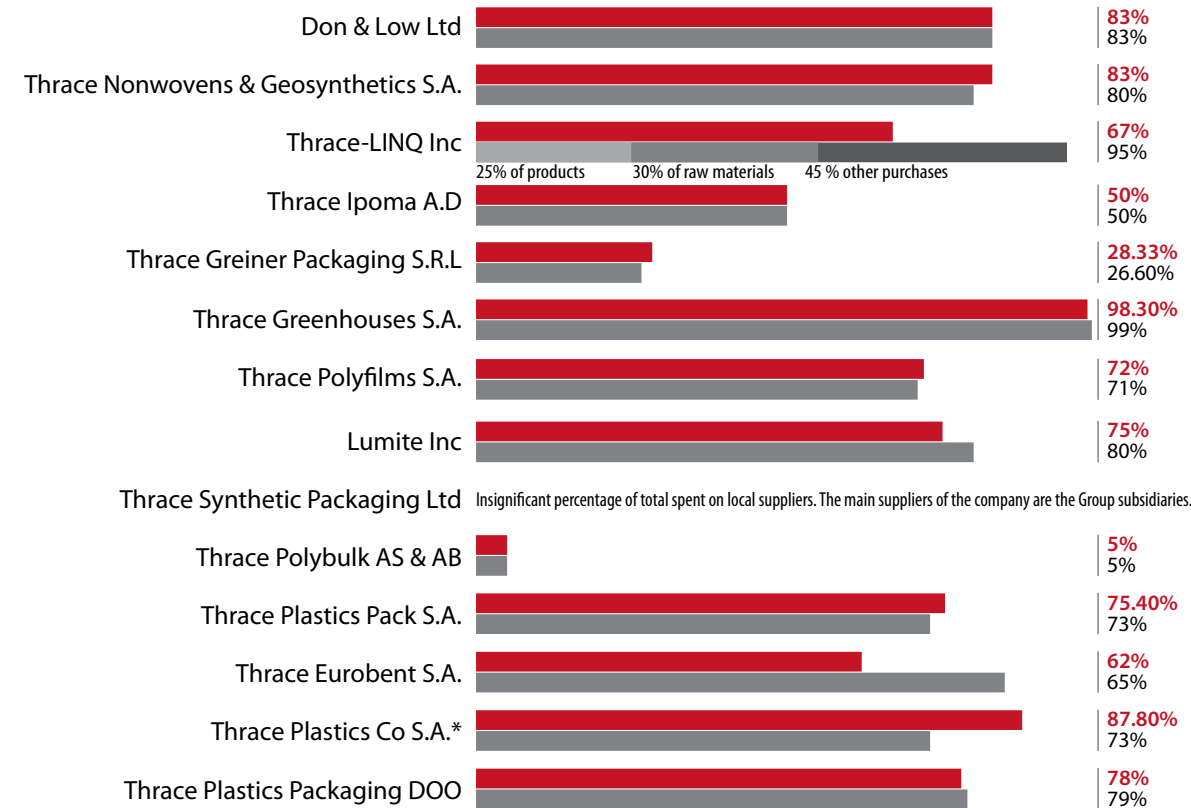
Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Percentage (%) of the spending on local suppliers for 2018 & 2017



“ In 2018, Thrace Polybulk assessed 100% of its new suppliers for product purchases, with whom it initiated a partnership during the year, based not only on technical selection but also on social and environmental criteria relating to human rights and environmental protection.”

Note. The variations in the figures of the tables above, with regards to the year 2017, in comparison to those presented in the financial report published in 2017, are due to the fact that the present Report examines the performance, the position and the impact of all the Group companies, including 100% of the joint ventures.

* In fiscal year 2017, the company Thrace Plastics CO SA includes also the suppliers of the industrial segment, which was a subject of secession and as result there is no comparability versus the fiscal year 2018.

Product safety/Customer health and safety



About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach

Thrace Group products reflect its vision of quality and customer safety. To manage this risk, we comply with the relevant national laws and adopt international guidelines, safety rules, best practices and industry standards, in relation to the product manufacturing and design in all our premises, taking into account any effects on the health and safety of our customers, consumers and end-users of our products.

Particular attention is given to the production of the food-contact packaging due to their increased risk for the consumer health and safety. The Group companies, which are operating in the production and trade of packaging products (below the 10% of the annual product volume) are the following:

- Thrace Plastics Pack S.A., Ioannina/Xanthi, Greece
- Thrace Ipoma A.D., Bulgaria
- Thrace Greiner Packaging S.R.L., Romania
- Thrace Synthetic Packaging Ltd., Ireland
- Thrace Plastics Packaging DOO, Serbia.

To manage this topic, all Group companies apply policies and procedures to meet the Group's commitment to:

- Not to produce or sell products that cannot be safely manufactured and used,
- Follow appropriate work and installation practices.

More specifically, we have adopted management systems based on international standards (BRC, ISO 22000, FDA and IFS) and we apply procedures to maintain a Quality Management System, including:

- Annual analysis of the proportion of plastic that migrates to food (with regard to the direct food contact packaging industry).
- Microbiological analysis and water analysis.
- Controls of contamination of the product by an external body through contamination control programs and procedures such as glass policy, blade policy, chemical control, waste disposal, destructive process of trademarked



Product safety/Customer health and safety

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

materials, pest control, four-step pest control, cleaning plan, incoming control, jewelry policy.

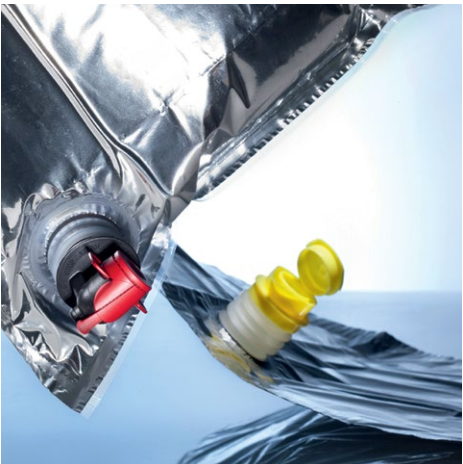
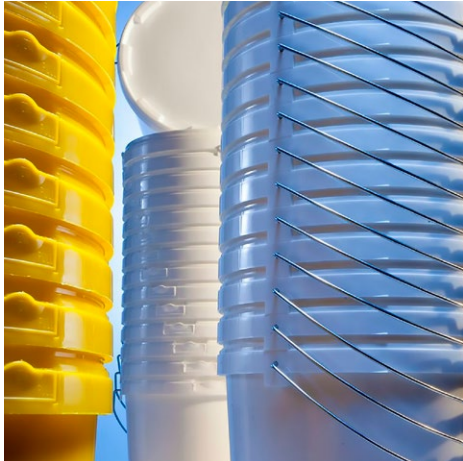
- Clear definition of process area and product flow and implementation of cleaning standards and procedures.
- Applying security measures based on risk assessments, such as visitor logging system, building security systems.
- Use of technical statistics to track processes and track trends, etc.

To ensure the implementation of all policies and procedures, employees are trained on best manufacturing practices, product health and safety requirements, the use of protective equipment, labor facilities and medical checks.

Finally, product revocation procedures are applied and a check is made on those that do not meet the security requirements.

Our Performance

“During 2018, there were no cases of non-compliance with laws and regulations concerning the effects of products on consumer health and safety.”



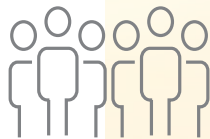
Creating value for our people

- > Employment
- > Occupational health,
safety and wellbeing



Incident Ratio
(incidents per 100
employees)

2018: **3.70**
2017: **2.82**



Direct Employees

2,016 in 2018
1,957 in 2017



Creating value for our people

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

The Group recognizes the human capital value and it considers it as crucial for its high productivity, performance and competitive advantage achievement. In this context, it seeks to maximize the capabilities of existing employees, invest in their further development through training, further staff its departments with new employees, and ensure their health and safety.

In addition, Management promotes, via various ways, policies, trainings and the enhancement of policy measures against discrimination, in the context of its advocacy for human rights. Through these initiatives, the Group contributes to the achievement of the Sustainable Development Goals 3 and 8 for “Good Health and Well-being”, as well as for “Decent Work and Economic Growth”.

Additional information with regard to the approach and performance of the Group companies in topics relevant to the education, the equal opportunities and human rights protection, are included in the 2018 Annual Financial Report.



About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Employment

Our Approach

We want to be an employer of high preference, both for current and future employees, attracting competent individuals in a dynamic, evolving sector. In this context, we implement -among others- policies against discrimination and enhancing objectivity during the recruitment of new candidate employees.

The new employees' selection process, is built upon an objective criteria and equal opportunities system that excludes any potential discrimination and assessment subjective criterion (gender, age, family situation, nationality, religion, sexual orientation, political ideology etc.).

For the coverage of new employment openings, the Group policy is at the first stage to provide the opportunity internally to its employees to express their interest for the new opening through an internal mobility process and in sequence -in case the position is not covered internally- to publish it for the wider audience.

More specifically, the Group follows two different recruitment processes with respect to the employee category it is pursuing to cover, which are classified in 2 respective categories: (a) employee in the production (blue collar worker), (b) employee in managerial position (white collar worker).

In the case of an employee recruited in the production (blue collar worker), the curriculum vitae collection is implemented mainly through recommendations received by either its employees or the local community, where the Group company operates. In 2018 it was decided to implement an additional electronic announcement of the openings on job advertisements websites. For the candidates selection, the specific requirements for each opening, which can include the

“It is worth mentioning that part of the Group recruitment policy constitutes the support of local communities, through the recruitment strategy of individuals from local communities where the Group companies operate, as well as the graduates of local educational institutions and universities contributing in this manner to the retention of new people coming from regions in the periphery.”

candidates' personality criteria, as well as physical criteria (e.g. the physical strength, weight, etc.), are taken into consideration, so that the physical health of the employee, for the job openings in production and roles where physical strength is required, is ensured. In the selection stage, the interviews are implemented by a candidates' assessment committee, which consists of the facilities plant manager and the line manager of the respective opening, and a human resources executive based on case by case needs.

In the case of recruitment of an employee in an managerial position (white collar worker), all advertisements are electronically published and the curriculum vitae of the candidates are collected. For the candidates' selection, specific requirements for each advertisement are being taken into consideration, which include knowledge and expertise, as well as personality criteria. During the selection stage, the interviews are conducted by a candidate assessment committee, which consists of at least two people, including the line manager and a human resources

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Employment

executive. In case the candidates are fulfilling the aforementioned criteria, priority is given internally to the Group employees, who have expressed their interest for the specific position.

Our Performance

The tables below include information about the Group's human resources in relation to employees gender, type of employment and geographical distribution:

Total number of employees by employment contract							
	Male		Female		Total		
	2018	2017	2018	2017	2018	2017	Variation
Permanent	1,452	1,378	387	340	1,839	1,718	7%
Temporary	89	154	88	85	177	239	-26%
Total	1,541	1,532	475	425	2,016	1,957	3%

Total number of employees by employment type							
	Male		Female		Total		
	2018	2017	2018	2017	2018	2017	Variation
Full time	1,501	1,490	384	350	1,885	1,840	2%
Part time	40	42	91	75	131	117	12%
Total	1,541	1,532	475	425	2,016	1,957	3%

Note. The figures of the tables above exclude the data of Thrace-LINQ Inc. and Lumite Inc. since during the reporting period the data in relation to the total number of employees based on the categorization required by the specific GRI disclosure, are not recorded by the companies.

Group Companies	Percentage (%) of employees covered by collective bargaining agreements
Thrace Plastics Co S.A.	100%
Thrace Nonwovens & Geosynthetics S.A.	100%
Thrace Polyfilms S.A.	100%
Thrace Eurobent S.A.	100%
Thrace Plastics Pack S.A.	100%
Thrace Greenhouses S.A.	100%
Thrace Synthetic Packaging Ltd.	10%
Thrace Ipoma A.D.	0%
Thrace Polybulk AS	0%
Thrace Polybulk AB	0%
Thrace Greiner Packaging S.R.L.	99%
Thrace-LINQ Inc.	0%
Lumite Inc.	0%
Don & Low Ltd	80%
Thrace Plastics Packaging DOO	0%

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Total number of employees by geographical region

2018																					
	Greece			Romania			Norway			United Kingdom			Ireland			Serbia			Bulgaria		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	805	100	905	71	27	98	7	6	13	378	115	493	31	7	38	4	4	8	156	128	284
Temporary	88	86	174	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	1	0	1
Total	893	186	1,079	71	27	98	7	6	13	378	116	494	31	8	39	4	4	8	157	128	285

2017																					
	Greece			Romania			Norway			United Kingdom			Ireland			Serbia			Bulgaria		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	749	89	838	80	29	109	8	7	15	363	111	474	32	5	37	4	4	8	142	95	237
Temporary	138	78	216	0	0	0	0	0	0	12	6	18	4	1	5	0	0	0	0	0	0
Total	887	167	1,054	80	29	109	8	7	15	375	117	492	36	6	42	4	4	8	142	95	237

Note. The figures of the tables above exclude the data of Thrace-LINQ Inc. and Lumite Inc. as during the reporting period the data in relation to the total number of employees based on the categorization required by the specific GRI disclosure, are not recorded by the companies.

New hires and employee turnover

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Ratio of new hires		2018									2017								
		<30 years old			30-50 years old			>50 years old			<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of new hires	49	9	58	94	52	146	0	8	8	91	9	100	89	41	130	14	8	22
	Total number of employees	183	26	209	563	134	697	147	26	173	186	21	207	581	117	698	121	28	149
	Ratio of new hires	27%	35%	28%	17%	39%	21%	0%	31%	5%	49%	43%	48%	15%	35%	19%	12%	29%	15%
United Kingdom	Number of new hires	21	5	26	14	8	22	5	0	5	20	8	28	22	6	28	5	3	8
	Total number of employees	56	10	66	150	40	190	172	66	238	57	13	70	151	39	190	167	65	232
	Ratio of new hires	38%	50%	39%	9%	20%	12%	3%	0%	2%	35%	62%	40%	15%	15%	15%	3%	5%	3%
Ireland	Number of new hires	4	2	6	6	1	7	1	1	2	10	0	10	16	2	18	2	1	3
	Total number of employees	4	1	5	17	2	19	10	5	15	7	0	7	18	2	20	11	4	15
	Ratio of new hires	100%	200%	120%	35%	50%	37%	10%	20%	13%	143%	0%	143%	89%	100%	90%	18%	25%	20%
Norway	Number of new hires	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0
	Total number of employees	0	0	0	2	3	5	5	3	8	0	1	1	3	3	6	5	3	8
	Ratio of new hires	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	33%	17%	0%	0%	0%

New hires and employee turnover

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Ratio of new hires		2018									2017								
		<30 years old			30-50 years old			>50 years old			<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Romania	Number of new hires	25	2	27	30	5	35	6	0	6	25	4	29	18	8	26	0	0	0
	Total number of employees	14	3	17	45	18	63	12	6	18	17	3	20	52	20	72	11	6	17
	Ratio of new hires	179%	67%	159%	67%	28%	56%	50%	0%	33%	147%	133%	145%	35%	40%	36%	0%	0%	0%
Serbia	Number of new hires	0	0	0	4	4	8	0	0	0	0	0	0	4	4	8	0	0	0
	Total number of employees	0	0	0	4	4	8	0	0	0	0	0	0	4	4	8	0	0	0
	Ratio of new hires	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	100%	100%	100%	0%	0%	0%
Bulgaria	Number of new hires	18	15	33	32	7	39	0	0	0	5	2	7	22	18	40	1	0	1
	Total number of employees	25	32	57	79	66	145	53	30	83	42	25	67	70	53	123	25	22	47
	Ratio of new hires	72%	47%	58%	41%	11%	27%	0%	0%	0%	12%	8%	10%	31%	34%	33%	4%	0%	2%
Total	Number of new hires	117	33	150	180	77	257	12	9	21	151	24	175	171	80	251	22	12	34
	Total number of employees	282	72	354	860	267	1.127	399	136	535	309	63	372	879	238	1.117	340	128	468
	Ratio of new hires	41%	46%	42%	21%	29%	23%	3%	7%	4%	49%	38%	47%	19%	34%	22%	6%	9%	7%

New hires and employee turnover

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Ratio of employee turnover		2018									2017								
		<30 years old			30-50 years old			>50 years old			<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of employee turnover	22	2	24	36	46	82	6	10	16	86	1	87	37	38	75	1	8	9
	Total number of employees	183	26	209	563	134	697	147	26	173	186	21	207	575	117	692	121	28	149
	Ratio of employee turnover	12%	8%	11%	6%	34%	12%	4%	38%	9%	46%	5%	42%	6%	32%	11%	1%	29%	6%
United Kingdom	Number of employee turnover	14	5	19	11	3	14	12	6	18	3	1	4	9	3	12	19	6	25
	Total number of employees	56	10	66	150	40	190	172	66	238	57	13	70	151	39	190	167	65	232
	Ratio of employee turnover	25%	50%	29%	7%	8%	7%	7%	9%	8%	5%	8%	6%	6%	8%	6%	11%	9%	11%
Ireland	Number of employee turnover	7	1	8	6	0	6	3	1	4	4	0	4	4	1	5	0	0	0
	Total number of employees	4	1	5	17	2	19	10	5	15	7	0	7	18	2	20	11	4	15
	Ratio of employee turnover	175%	100%	160%	35%	0%	32%	30%	20%	27%	57%	0%	57%	22%	50%	25%	0%	0%	0%
Norway	Number of employee turnover	0	1	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	Total number of employees	0	0	0	2	3	5	5	3	8	0	1	1	3	3	6	5	3	8
	Ratio of new hires	0%	0%	0%	0%	0%	0%	20%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%

New hires and employee turnover

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Ratio of employee turnover		2018									2017								
		<30 years old			30-50 years old			>50 years old			<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Romania	Number of employee turnover	27	2	29	37	8	45	5	0	5	23	3	26	19	5	24	1	0	1
	Total number of employees	14	3	17	45	18	63	12	6	18	17	3	20	52	20	72	11	6	17
	Ratio of employee turnover	193%	67%	171%	82%	44%	71%	42%	0%	28%	135%	100%	130%	37%	25%	33%	9%	0%	6%
Serbia	Number of employee turnover	15	5	20	29	14	43	0	0	0	5	8	13	17	2	19	0	0	0
	Total number of employees	25	32	57	79	66	145	53	30	83	42	25	67	70	53	123	25	22	47
	Ratio of employee turnover	60%	16%	35%	37%	21%	30%	0%	0%	0%	12%	32%	19%	24%	4%	15%	0%	0%	0%
Bulgaria	Number of employee turnover	0	0	0	4	4	8	0	0	0	0	0	0	4	4	8	0	0	0
	Total number of employees	0	0	0	4	4	8	0	0	0	0	0	0	4	4	8	0	0	0
	Ratio of employee turnover	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	100%	100%	100%	0%	0%	0%
Total	Number of employee turnover	85	16	101	123	75	198	27	17	44	121	13	134	90	53	143	21	14	35
	Total number of employees	282	72	354	860	267	1,127	399	136	535	309	63	372	873	238	1,111	340	128	468
	Ratio of employee turnover	30%	22%	29%	14%	28%	18%	7%	13%	8%	39%	21%	36%	10%	22%	13%	6%	11%	7%

Note. The figures of the tables above exclude the data of Thrace-LINQ Inc. and Lumite Inc. as during the reporting period the data in relation to the total number of employees based on the categorization required by the specific GRI disclosure were not recorded by the companies.

Occupational health, safety and wellbeing

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach

The Company's main commitment is to guarantee its employees' health by setting as its principal strategic goal the minimization of any probability of a workplace accident.

“ Specifically, the strategic goal of the Group is *"not to have an accident again that will cause harm to our people and not to have an accident again that would damage our facilities"*. **”**

In this context, we are implementing a Health and Safety Policy, which is part of the Integrated Environmental, Health and Safety Policy and has the following targets for the next years to come:

- The training of 100% of the employees at the facilities in all the countries we operate, in 2019.
- The elimination of 95% of the reasons that can lead to an accident, meaning the total number caused either due to the human factor as well as from the workplace. The remaining 5% is due to factors impossible to control.
- The continuous adaptation and systems improvement in compliance with the applicable health and safety legislation and all relevant legislative requirements and standards.
- The implementation of health and safety accident and incidents prevention measures.

Indicatively, in order to achieve the goals set by the Group, the following procedures are put in place:

- Training on health and safety issues taking place internally and in collaboration with external partners.
- Provision of all Personal Protective Equipment (PPE) to its employees.
- Provision of relevant information and procedures to employees in all the languages of the countries where the Group operates.
- Set safety officers in the companies' premises.
- Investment in equipment, machinery and risk assessments for each type of work. It is worth noting that the Group's production processes, machinery and equipment are systematically monitored to ensure that they are safe and in good condition for use while working.
- Recording and investigation of accidents / incidents. Employees are encouraged to report any dangerous work practices or safety risks they encounter at work, while the process of receiving and handling health and safety complaints from employees, is treated as confidential
- Communication campaign (beyond training) to further raise awareness on safety among employees by placing messages and safety rules in central locations of the facilities, providing clothing with the corresponding messages, etc.

Occupational health, safety and wellbeing

Our Performance

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

The Group's health and safety indicators are presented below.

Company	Lost Time Accident (LTA)		Hours Lost		Cost of Lost Hours (€)		Restricted Work Case (RWC)		Medical Treatment Case (MTC)		First Aid Case (FAC)		Near Miss Incident (NMI)		Hours Worked		Incident Ratio* (IR)	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
Don & Low Ltd	12	10	1,170	1,040	17,508	15,875	1	1	16	7	38	37	288	309	819,967	841,337	7.07	4.28
Thrace Greiner Packaging S.R.L.	3	2	88	456	640	1,647	0	0	0	3	14	4	59	0	218,255	268,288	2.75	3.73
Thrace Plastics Pack S.A. (Ioannina)	3	1	93.36	86.67	477	330	0	1	0	1	3	2	266	14	370,240	370,128	1.62	1.62
Thrace Ipoma A.D.	8	3	258	232	1,359	759	0	0	0	0	5	0	9	2	482,305	411,823	3.32	1.46
Thrace Synthetic Packaging Ltd.	1	0	54	0	772	0	0	0	1	1	2	2	4	0	63,811	57,375	6.27	3.49
Thrace Plastics Pack, Thrace Nonwovens & Geosynthetics and Thrace Polyfilms (Xanthi)	11	5	773.41	696.36	3,265	3,138	0	0	8	12	17	12	1,547	51	1,300,459	1,270,005	2.92	2.68
Thrace-LINQ Inc.	0	0	0	0	0	0	0	0	3	4	3	3	901	606	139,071	128,759	4.31	6.21
Lumite Inc.	0	0	0	0	0	0	3	0	2	2	45	75	398	4	499,067	409,741	2.00	0.98
Total	38	21	2,436.77	2,511.03	24,022	21,749	4	2	30	30	127	135	3,472	986	3,893,174	3,757,456	3.70	2.82

Occupational health, safety and wellbeing

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices



Definitions	
LTA	Lost Time Accident
RWC	Restricted Work Case – person at work but unable to carry out normal tasks
MTC	Medical Treatment Case – Require attention from a Doctor / Nurse
FAC	First Aid Case – Action carried out by a company trainer First Aider
NMI	Near Miss Incident – Something that could have resulted in injury

**Note. The indicators have been expressed in incidents per 100 employees per year using the coefficient 200,000 and refer to all injury incidents occurred at the workplace.*

The main types of injuries are:

- 1. Upper limbs cut from a sharp surface.
- 2. Upper limbs injury by a moving cylinder.
- 3. Shoulder injury.
- 4. Limbs fractures.

Note that during the 2017-2018 reporting period there were no fatal accidents in the Group.

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Employee training on health and safety 2018

Training categories	Theme Sections	Number of participants	Training hours
Internal trainings delivered by the Safety Officer	Workplace evacuation exercise for emergency situations	7	2
	Working in heat environments, risks and protective measures	25	2
	Safety rules at the workplace and accident prevention	676	2
	Working at height and protective measures	8	2
	Fire safety and protective measures	314	2
	Manipulation and operation of a fire detection system	18	1
	Clark handling and protective measures	32	2
Total number of employees that attended the training		1,080	13
Trainings delivered by external partners	Safety at work in electrical installations	33	8
	Machinery safety	119	4
	Work safety in the production process	65	3
	Safety culture - Safe behaviour	49	2
	Industrial safety - Risk analysis methods	49	2
	Provision of first aid	95	4
	BLS-AED (defibrillator use)	80	5
	Safety Officer training	3	8
Total number of employees participated		493	36

Employee training on health and safety 2017

Training categories	Theme Sections	Number of participants	Training hours
Internal trainings delivered by the Safety Officer	Safety rules at the workplace and accident prevention	388	2
	Provision of first aid	27	2
	Rules for the use of fire-fighting equipment	115	2
	Operation and use of lifting equipment	9	2
Total number of employees that attended the training		539	8
Trainings delivered by external partners		0	0
Total number of employees that attended the training		0	0

Note. The employee health and safety trainings are related to the companies Thrace Plastics Co S.A., Thrace Plastics Pack S.A., Thrace Polyfilms S.A., Thrace Nonwovens & Geosynthetics S.A., and Thrace Eurobent S.A.

- > Raw materials sourcing
- > Energy consumption and climate change



Use of
4,740.70
tonnes of recycled
polypropylene in 2018



Total energy
consumption within
the Group in GJ
2018: **695,567.81**
2017: **718,609.71**

Operating with respect for the environment





Operating with respect for the environment

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

The objective of the Group's companies is to fully comply with the environmental legislation and to contribute to Sustainable Development Goals achievement, to which they have the greatest impact. More specifically, the Group, through its approach and performance on the topics of Raw Materials Sourcing and Energy Consumption, contributes to the implementation of Goal 7 for "Affordable and Clean Energy", Goal 8 for "Decent Work and Economic Growth", Goal 13 for "Climate Action" and Goal 12 for "Responsible Consumption and Production".



Raw materials sourcing

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Approach

The Group companies pay particular attention to ensuring the quality and safety, as well as the sustainability in the natural resources use for their raw materials sourcing and supply stage. In order to achieve this goal, they seek to assess the raw materials based on additional criteria, apart from cost related. In this context, they establish and maintain long-term relationships of trust with their suppliers and incorporate in their contracts the terms for managing and eliminating risks related to product safety, as well as the environmental specifications they require. It is worth noting that the Group does not produce, trade and use chemical and other hazardous substances subject to national or international prohibitions.

With regard to the quality assurance process of the products we produce, the first stage is the control of suppliers and raw materials and it includes the following steps:

- Performing supplier evaluation (cost, availability, certifications). In this step, criteria are used, such as the possession of environmental and energy management systems certifications (ISO 14001, ISO 50001), and the provision of raw materials that are recyclable (films, pallets, etc.). Another requirement of the Group companies is also the reception by the supplier of Safety Data Sheets for all raw materials, in order to obtain clear instructions for their supply, use and storage.
- Supply of raw materials only from suppliers approved on the basis of the above criteria.

- Performing a raw materials evaluation in the laboratory with a trial and comparison with products produced based on different raw materials.

This process, as well as the evaluation and selection criteria, are subject to differentiations based on the business sector, as for instance in the case of the supply of packaging for products that are in direct contact with food, the selection of raw materials is based on whether the raw materials are food grade – a term that suggests the material used (color) is suitable for contact with food.

“Our commitment to the responsible raw materials sourcing and the natural resources efficiency is also demonstrated by the management's goal of replacing - by 2025 - 8,500 tonnes of virgin raw material (plastic) with recycled plastic.”

This commitment has been taken in the context of the Group's strategy for the implementation of the Circular Economy principles and declares its full alignment with the European Strategy for Plastics.

Raw materials sourcing

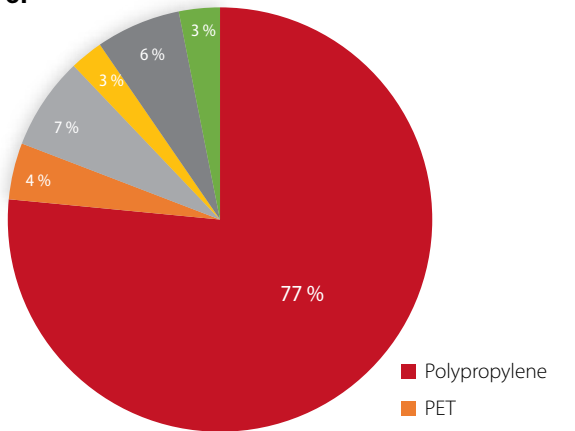
About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

Our Performance

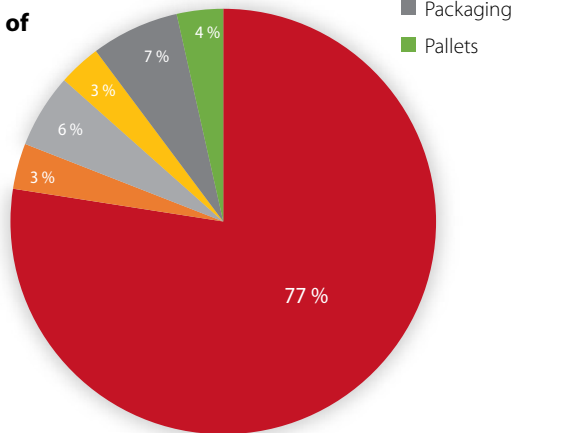
Total weight of materials (in tonnes)			
	2018	2017	Change
Polypropylene	97,570.37	98,648.41	-1%
PET	5,492.90	4,425.36	24%
Polyethylene	9,001.00	7,162.00	26%
Masterbatch (MB)	3,224.37	4,113.00	-22%
Packaging	8,230.99	8,515.23	-3%
Pallets	3,979.70	4,483.56	-11%
Total	127,499.32	127,347.55	0%

Total weight of recycled input materials (in tonnes)			
	2018	2017	Change
Recycled polypropylene	4,740.70	2,740.14	73%
Percentage of recycled polypropylene	4%	2%	100%

Total weight of materials
2018



Total weight of materials
2017



Energy consumption and climate change

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices



Our Approach

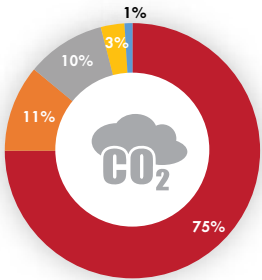
The Group companies have proceeded over the past years into actions aiming at energy efficiency, such as:

- Replacement of the energy consuming equipment with new non-energy consuming.
- Constant monitoring of energy consumption and timely intervention, wherever it is deemed necessary.
- Raise awareness for the company’s personnel in relation to energy efficiency issues.

With regard to the management of the greenhouse gas emissions, only those resulting from the agricultural sector are being calculated, but a short-term objective has been set by the Group to apply this to all its facilities.

GUARANTEED CONSTANT HYDROPONIC PRODUCTION ALL YEAR ROUND:

- Two basic vegetables of Mediterranean nutrition (cucumber, tomato).
- Flexibility in varieties.
- Appropriate hybrid selection for long shelf life.
- 100% Greek products of hydroponic cultivation.



CARBON EMISSIONS BREAKDOWN FOR THRACE GREENHOUSES



Additionally, we aim to implement actions to reduce the carbon footprint, such as through the example of the carbon footprint study that Thrace Greenhouses has carried out on the hydroponic cultivation of tomato and cucumber. This study, which is a Life Cycle Analysis, is limited to the greenhouse gas emissions that contribute to climate change. The results from the carbon footprint study of the tomato and cucumber production are depicted in the table below.

	Tomato	Cucumber	Total
Emissions (kg CO ₂ eq)	828,339	518,114	1,346,453
Production (kg)	2,036,260	1,510,169	
Emissions (kg CO ₂ eq /kg product)	0.407	0.343	

Additionally, the low carbon footprint is due to the use of geothermal energy, which not only gives a competitive advantage with regard to the production costs, but also to the environmental profile of Thrace Greenhouses S.A. Our goal is to increase the land currently heated by geothermal energy, from 14 hectares to 18.5 until 2019.

Energy consumption and climate change

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

Our Performance

Certifications

CERTIFICATE	COMPANY
ISO 14001:2015 Environmental Management System (Certificate number: 0117387060638)	Thraces Plastics Pack S.A.
ISO 14001:2015 Environmental Management System	Thraces Greiner Packaging S.R.L.
ISO 14001:2015 Environmental Management System (Certificate number: 20051180000289)	Thraces Nonwovens & Geosynthetics S.A.
ISO 14001:2015 Environmental Management System	Thraces-LINQ Inc.
Global GAP for Proper Agricultural Practices	Thraces Greenhouses S.A.
ISO 50001:2018 Energy Management Systems (Certificate number: 0117314060638)	Thraces Plastics Pack S.A.
ISO 50001:2018 Energy Management Systems (Certificate number: 20053180000888)	Thraces Nonwovens & Geosynthetics S.A.
Certificate of Active Fire Protection	Thraces Plastics Pack S.A.
ISO 9001: 2015 Quality Management System (Certificate number: 01010018)	Thraces Nonwovens & Geosynthetics S.A.

The tables that follow show the total Group's electricity consumption, as well as the electricity consumption per kg of production.

Companies/Country of operation	Total kWh/Production (kg)		
	2018	2017	Change
Total production in Greece *	1.23	1.27	-3.1%
Don & Low Ltd	1.57	1.52	3.4%
Thraces Ipoma A.D.	1.26	1.31	-3.3%
Thraces Greiner Packaging S.R.L.	1.45	1.47	-1.5%
Total	1.32	1.34	-1.6%


* Note. The data pertain to the operations of Thraces Nonwovens & Geosynthetics S.A., Thraces Polyfilms S.A. and Thraces Plastics Pack S.A.



Energy consumption and climate change

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

Our Performance

		2018	2017
	Fuel consumption within the Group from non-renewable sources (in GJ)	113,772.42	112,510.47
	Gasoline	0.018	0.02
	Natural Gas	110,945.31	109,726.43
	Methane	108	136.8
	Liquefied Petroleum Gas (LPG)	2,718.52	2,646.73
	Diesel	0.57	0.49
	Electric Energy Consumption	568,462.56	586,850.37
	Thermal Energy Consumption	8,885.35	10,114.61
	Cooling Energy Consumption	7,143	11,836.8
	Steam Consumption	0	0
	Total Sale (in GJ)	2,695.52	2,702.55
	Electric Energy	2,365.29	1,922.86
	Thermal Energy	330.23	779.69
	Cooling Energy	0	0
	Steam	0	0
	Total* energy consumption within the Group (in GJ)	695,567.81	718,609.71

**Note: The total energy consumption with the Group is calculated based on the total energy consumption (fuel and energy) minus the total energy sold.*
Note: No energy from renewable sources is being consumed within the Group.

> Stavros Chalioris
Social Center



Contributing to the local community



Total expenses of Stavros
Chalioris Social Center

2018: **€ 250,249**
2017: **€ 139,763**



9
years of operation of
the Stavros Chalioris
Social Center



Contributing to the local community

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

The Group’s Management is particularly sensitized with regard to the local community and within this framework - over the years- it has been in contact with the local residents of the areas where it operates, so that it can engage with them and meet their needs. At the same time, through its subsidiaries, the Group makes donations to foundations for public benefit purposes.

In this context, it has established a single Social Action Policy, through which all Group companies recognize their responsibility towards the individual and the society in general. The aim of the Group companies is to:

- Emerge as the most valuable corporate entities for the societies in which they operate and live, by making sure to maintain the trust they have built over the years of over the years of co-existence.
- Remain sensitized to local needs as well as enhance the quality of life through the funding of social programs and institutions.
- Collaborate with important educational institutions for the promotion of innovation and the development of knowledge.
- Highlight and manage material social topics related to the business practices of the Group.



2nd Educational chess tournament

Stavros Chalioris Social Center

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community**
- Appendices

“Aiming to support the Magiko Xanthi local community, the "Stavros Chalioris Social Center" was established with the Group companies as the main sponsors.”

The purpose of the foundation, which in 2018 completed 9 years of operation, is charitable and it undertakes actions according to the needs of the local community, such as:

- Granting scholarships and financial aid to poor children and young people from Magiko Xanthi or the wider area, who wish to study but are unable to cover their study expenses.
- Supporting financially poor local patients, who have serious health problems and are unable to cope with the costs of either the treatment or hospitalization by themselves or the health insurance to cover the treatment expenses.
- Organizing cultural events.
- Providing space for the operation of a medical center for primary healthcare.
- Constructing buildings, which will serve the Group's charitable and philanthropic purposes, either by retaining them under the company's use, or by granting their use to bodies of Public Sector and Local Authorities.



- Creating cultural activities for the children in the local community such as theater, music, painting, dance, and other arts.
- Exploiting- implementing national and European programs, with social and cultural content.
- Organizing workshops on cultural, social, and educational issues, to inform the local community.

Results

The Group in support of the local communities has made the following investments:

	2018	2017
Total spending of the Stavros Chalioris Social Center in the local community of Xanthi	250,248.81 €	139,763.16 €

Link:
<http://www.kksxalioris.gr>

Appendices

- > GRI Content Index
- > Sustainable Development Goals

GRI Content Index

About the Group
Domestic and international presence
Sustainable development strategy
Circular Economy & new plastics economy
Operating with integrity
Creating value for our people
Operating with respect for the environment
Contributing to the local community
Appendices

GRI Standard	Name of GRI Disclosure	Report Section / Reference	Page	Omission
General Disclosures ("Core" option)				
GRI 101: Foundation 2016				
GRI 102: General Standard Disclosures 2016	102-1 Name of the Organization	DOMESTIC AND INTERNATIONAL PRESENCE	13	
	102-2 Activities, brands, products, and services	DOMESTIC AND INTERNATIONAL PRESENCE	13, 17-21	
	102-3 Location of headquarters	DOMESTIC AND INTERNATIONAL PRESENCE	13	
	102-4 Location of operations	DOMESTIC AND INTERNATIONAL PRESENCE	12	
	102-5 Ownership and legal form	DOMESTIC AND INTERNATIONAL PRESENCE	13	
	102-6 Markets served	DOMESTIC AND INTERNATIONAL PRESENCE	13	
	102-7 Scale of the organization	DOMESTIC AND INTERNATIONAL PRESENCE	12, 14, 17, 52	
	102-8 Information on employees and other workers	CREATING VALUE FOR OUR PEOPLE Employment	52, 53	
	102-9 Supply Chain	OPERATING WITH INTEGRITY Supply Chain	41-46	
	102-10 Significant changes to the organization and its supply chain	CHAIRMAN AND CEO MESSAGE	15	
	102-11 Precautionary approach	OPERATING WITH RESPECT FOR THE ENVIRONMENT	63-68	
	102-12 External Initiatives	The Group does not participate in external initiatives.		
	102-13 Membership of associations	-		The information is unavailable. It will be available at the next Sustainable Development Report.
	102-14 Statement from the senior decision-maker	CHAIRMAN AND CEO MESSAGE	3	
	102-16 Values, principles, standards, and norms of behavior	OPERATING WITH INTEGRITY Corporate Governance, Compliance and Business Ethics	37-38	
	102-18 Governance structure	OPERATING WITH INTEGRITY Corporate Governance, Compliance and Business Ethics	36	

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

GRI Standard	Name of GRI Disclosure	Report Section / Reference	Page	Omission
General Disclosures ("Core" option)				
	102-40 List of stakeholder groups	SUSTAINABLE DEVELOPMENT STRATEGY Stakeholder Engagement	25	
	102-41 Collective bargaining agreements	CREATING VALUE FOR OUR PEOPLE Employment	52	
	102-42 Identifying and selecting stakeholders	SUSTAINABLE DEVELOPMENT STRATEGY Stakeholder Engagement	25	
	102-43 Approach to stakeholder engagement	SUSTAINABLE DEVELOPMENT STRATEGY Stakeholder Engagement	25	
	102-44 Key topics and concerns raised	SUSTAINABLE DEVELOPMENT STRATEGY Stakeholder Engagement	25	
	102-45 Entities included in the consolidated financial statements	DOMESTIC AND INTERNATIONAL PRESENCE	13	
	102-46 Defining report content and topic Boundaries	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	26, 27	
	102-47 List of material topics	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	27	
	102-48 Restatements of information	There were no restatements of information.	-	
	102-49 Changes in reporting	There were no changes in reporting.	-	
	102-50 Reporting period	SUSTAINABLE DEVELOPMENT REPORT	10	
	102-51 Date of most recent report	SUSTAINABLE DEVELOPMENT REPORT	10	
	102-52 Reporting cycle	SUSTAINABLE DEVELOPMENT REPORT	10	
	102-53 Contact point for questions regarding the report	SUSTAINABLE DEVELOPMENT REPORT	10	
	102-54 Claims of reporting in accordance with the GRI Standards	SUSTAINABLE DEVELOPMENT REPORT	10	
	102-55 GRI content index	SUSTAINABLE DEVELOPMENT REPORT	10, 73	
	102-56 External assurance	SUSTAINABLE DEVELOPMENT REPORT	10	

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

GRI Standard	Name of GRI Disclosure	Report Section / Reference	Page	Omission
Topic specific disclosures				
Circular economy and new plastics economy (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	CIRCULAR ECONOMY & NEW PLASTICS ECONOMY	32, 33	
	103-3 Evaluation of the management approach.	CIRCULAR ECONOMY & NEW PLASTICS ECONOMY	33	
GRI 306: Waste and Effluents	306-2 Waste by type and disposal method.	CIRCULAR ECONOMY & NEW PLASTICS ECONOMY	33	
Corporate governance, compliance and business ethics (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH INTEGRITY Corporate Governance, Compliance and Business Ethics	35-38	
	103-3 Evaluation of the management approach.	OPERATING WITH INTEGRITY Corporate Governance, Compliance and Business Ethics	38	
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken.	OPERATING WITH INTEGRITY Corporate Governance, Compliance and Business Ethics	38	
Economic performance (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH INTEGRITY Economic Performance	39	
	103-3 Evaluation of the management approach.	OPERATING WITH INTEGRITY Economic Performance	40	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed.	OPERATING WITH INTEGRITY Economic Performance	40	
Supply chain (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH INTEGRITY Supply Chain	41-43	
	103-3 Evaluation of the management approach.	OPERATING WITH INTEGRITY Supply Chain	44-46	

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

GRI Standard	Name of GRI Disclosure	Report Section / Reference	Page	Omission
Topic specific disclosures				
GRI 204 Procurement Practices	204-1 Proportion of spending on local suppliers.	OPERATING WITH INTEGRITY Supply Chain	46	
	GRI 414: Supplier Social Assessment 414-1: New suppliers that were screened using social criteria	OPERATING WITH INTEGRITY Supply chain	46	
Product safety/customer health and safety (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH INTEGRITY Product Safety/Customer Health and Safety	47, 48	
	103-3 Evaluation of the management approach.	OPERATING WITH INTEGRITY Product Safety/Customer Health and Safety	48	
GRI 416: Customer Health & Safety	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.	OPERATING WITH INTEGRITY Product Safety/Customer Health and Safety	48	
Employment (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	CREATING VALUE FOR OUR PEOPLE Employment	51, 52	
	103-3 Evaluation of the management approach.	CREATING VALUE FOR OUR PEOPLE Employment	52-57	
GRI 401: Employment	401-1 New employee hires and employee turnover.	CREATING VALUE FOR OUR PEOPLE Employment	54-57	

About the Group

Domestic and international presence

Sustainable development strategy

Circular Economy & new plastics economy

Operating with integrity

Creating value for our people

Operating with respect for the environment

Contributing to the local community

Appendices

GRI Standard	Name of GRI Disclosure	Report Section / Reference	Page	Omission
Topic specific disclosures				
Occupational health, safety and wellbeing (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	CREATING VALUE FOR OUR PEOPLE Occupational Health, Safety and Wellbeing	58	
	103-3 Evaluation of the management approach.	CREATING VALUE FOR OUR PEOPLE Occupational Health, Safety and Wellbeing	59-61	
THRACE GROUP INDICATOR	Incident ratio	CREATING VALUE FOR OUR PEOPLE Occupational Health, Safety and Wellbeing	59	
Raw materials sourcing (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Raw Materials Sourcing	64	
	103-3 Evaluation of the management approach.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Raw Materials Sourcing	65	
GRI 301: Materials	301-1 Materials used by weight or volume.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Raw Materials Sourcing	65	
	301-2 Recycled input materials used.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Raw Materials Sourcing	65	
Energy consumption and climate change (MATERIAL TOPIC)				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary.	SUSTAINABLE DEVELOPMENT STRATEGY Sustainable Development Topics Materiality Analysis	29, 30	
	103-2 The management approach and its components.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Energy Consumption and Climate Change	66	
	103-3 Evaluation of the management approach.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Energy Consumption and Climate Change	67, 68	
GRI 302: Energy	302-1: Energy consumption within the organization.	OPERATING WITH RESPECT FOR THE ENVIRONMENT Energy Consumption and Climate Change	68	

Sustainable Development Goals

- About the Group
- Domestic and international presence
- Sustainable development strategy
- Circular Economy & new plastics economy
- Operating with integrity
- Creating value for our people
- Operating with respect for the environment
- Contributing to the local community
- Appendices

On the 25th of September 2015, in the context of the 70th United Nations General Assembly, the United Nations member states adopted a set of global goals, the 17 Sustainable Development Goals, with a timeframe for their implementation by 2030. Agenda 2030 promotes the integration of the three dimensions of Sustainable Development, social, environmental and economic, and includes, inter alia Goals, such as poverty eradication, the protection of the planet, and the defense of prosperity.



A new era for plastics

Sustainable Development Report
2017-2018

www.thracegroup.com

Headquarters: Magiko,
Municipality of Avdira, Xanthi Greece
Offices: 20 Marinou Antypa Str.,
17455 Alimos, Attica Greece

 **THRACE GROUP**