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UN Global Compact Communication On Progress (COP)
& Corporate Social Responsibility
Summary Report 2011



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MESSAGE FROM THE PRESIDENT

I am proud to report that we are able to strengthen our commitment to Global Compact Principles, environmental sustainability and Corporate Social Responsibility, as well as the transparency with which we report on our worldwide efforts and impacts, greatly benefiting our customers, employees, stakeholders and global community.

Conducting business in accordance with the principles of Global Compact and Corporate Social Responsibility is a perpetual goal for the DKG Group, as it helps achieve sustainable development. At the same time, it is also the basis for creating long-term business value, which is achieved by taking effective actions in order to attain our business goals and always in full respect to our Human resources, the environment and society.

As a Group of Companies and Initiatives with strong growth ambitions, we will continually strive to improve our performance, based on the belief that creating value and making a positive impact in society.



Our dealings with all our stakeholders are characterized by trust, respect and integrity. We aim to earn and cultivate this trust by working in partnership with all those who have a stake in the crucial sphere of influence.

It is our pledge, our mission and our future to be the best Group of Companies we can be for stakeholders, our consumers, our employees and for the people and communities we serve around our sphere of influence.

We hope that this report gives you a good insight into DKG Group's performance and progress and inspires you in your daily life.

Sincerely

A handwritten signature in blue ink, appearing to read 'Evangelos N. Drimtzias'.

Evangelos N. Drimtzias
President

MESSAGE FROM THE EXECUTIVE DIRECTOR

This integration of Global Compact Principles and Corporate Social Responsibility into business management is one of the projects that DKG Group has implemented, with the aim of forging a new corporate culture in which the fundamental principles that govern our relations with all interest groups (stakeholders) are shared. At DKG Group, we are convinced that social responsibility is the best way to do business, living up to ethical criteria and respecting people and the environment.

This Global Compact and Corporate Social Responsibility report is created to provide an integrated overview of the environmental and social aspects of DKG Group's business activities and services. This report is the external reflection of DKG Group's Code of Business Conduct and Ethics. Impeccable Ethics is a fundamental corporate belief that requires us to demonstrate that we act with integrity, communicate openly and honestly and treat everyone with respect and fairness, including:

- In the workplace, by placing a high value on diversity and inclusion, taking action against all forms of harassment or improper labour practices and promoting the health and well being of our employees,



- in the environment, by strengthen our commitment to environmental sustainability,
- in the community, by supporting quality and values of life,
- in the marketplace, by encouraging our business partners to act consistently with our values.

Being socially responsible is at the very core of our business and our successes. Without our strict code of ethics and great sense of responsibility, we could not have grown and succeeded the way we did.

Sincerely,

A handwritten signature in blue ink that reads "Katsanos". The signature is stylized and cursive.

Christos D. Katsanos
Executive Director

ABOUT THIS REPORT

Our approach to Corporate Social Responsibility

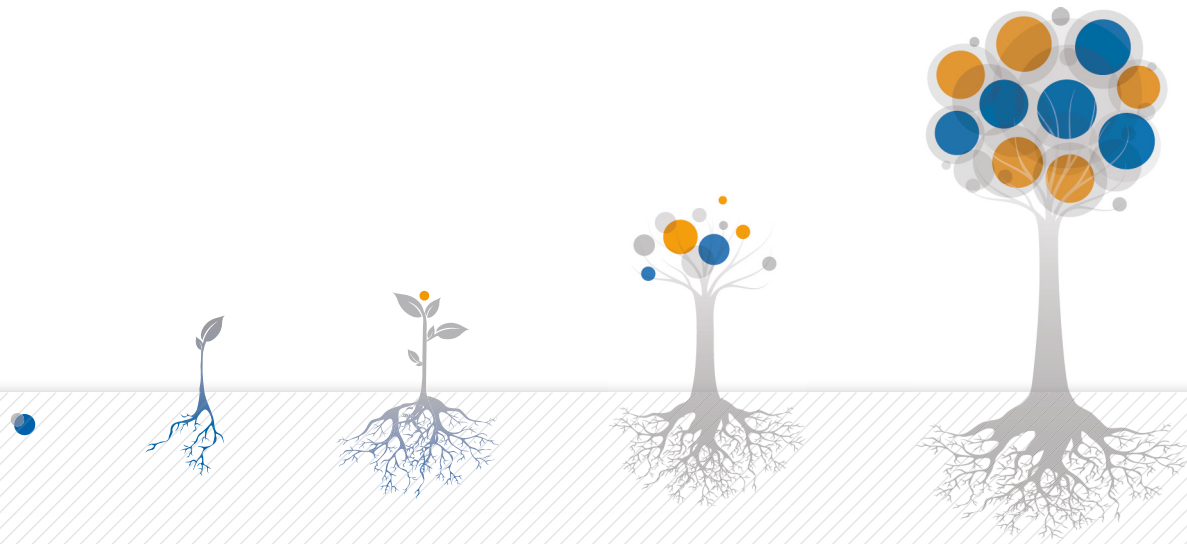


For DKG Group, Corporate Social Responsibility (CSR) is about how we manage our impacts on society and the environment. We strive to operate responsibly and act with integrity and thus make a positive contribution to the economy, our people and our local communities. We seek to eliminate or mitigate CSR risks, where identified, in partnership with our employees, and other stakeholders through the application of good practices. Equally, we seek opportunities in respect of CSR, including ways to reduce our environmental impact, or develop employees during their career in the Group.

For every of our companies, CSR has a particular meaning which relates to that company's operations and impacts. For DKG Group, the key issues which we address through our CSR program are:

- meeting the expectations of our clients for the delivery of high quality services and products
- understanding and minimizing the environmental impacts of our business operations
- helping our people to realize their potential in a supportive and stimulating environment
- working with our business partners to foster sustainable practices in our supply chain.

This report provides a reliable and adequate presentation of the policy of the DKG Group for Global Compact values and Sustainable Development, or of the activities, events and performance of the Group relating to sustainable development during the reporting year (September 2010 – September 2011), in accordance with DKG Group's reporting criteria.



DKG GROUP AT A GLANCE

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Company Profile

DKG Group is a diversified international group of companies and initiatives with operations in different divisions. The activities of the Group conducted principally in Balkan and Southeast Mediterranean Countries (Greece, Romania, Bulgaria, Serbia, FYROM, Bosnia, Montenegro, Albania, Cyprus, Egypt and Turkey).

Maintaining business success for more than ten years is not easy. But each of DKG Group's companies has proven its ability to adapt and prosper in ever-evolving needs and deliver long-term growth.

The group's success and its unique business model, based on sustainability, innovation and flexibility, have made DKG one of the biggest consulting, inspection and training facilitator body, offering specialized sustainable solutions to individuals, professional groups and corporations within the fresh produce and agro supplies trade industry creating value through people, and for people, all driven by a brand-centric philosophy.





Our Values

The DKG Group focuses steadily on increasing the values it represents for all stakeholders and continuously improving its performance in every sector of Group activities.

Our supply chain network is the focal point of Group activities through constant pursuit of methodologies to improve all its products and services. Thus the Group builds strong long-term relationships with its clients and associates.

In order to be a Group of companies and initiatives trusted by all, we formulated our CSR strategy in line with the guiding principles and the core values of our Group.

- We value **fair** and **transparent** business practices.
- We deliver **reliability** throughout the supply chain.
- We **contribute** to society where we work and live while **respecting** the local customs and cultures.
- We promote **diversity, accountability** and **human rights**.
- We continue to grow **healthy & safety** products – taking that extra step.
- We acknowledge the seriousness of global environmental issues and act to **protect** the **environment**.
- We continue to approach all issues in a professional manner. We take care to always provide **high quality** services & products, being **accurate** in terms of content and prompt with deadlines.

Our Vision

To add true quality of life to our collaborators - customers & stakeholders via our sustainable way of working.

This is DKG Group



DKG Consulting Ltd offers specialized sustainable solutions to individuals, professional groups and corporations within the fresh produce industry creating value through people, and for people, all driven by a brand-centric philosophy.

DKG Consulting services are focused on greenhouse and farm activities include general advice regarding hydroponic techniques, crop or product selection, cultivar (variety/ies) selection, plant propagation processes, general cultivation practices, distance crop monitoring, feeding solutions recipes, harvesting, packaging and post-harvest practices based on Total Greenhouse Management® and Total Farm Management® methodologies.

DKG Consulting Ltd is also a service provider for quality, environmental & food safety systems and brand building.

⋮.....> <http://www.dkggroup.com>



The International Research & Training Centre for Sustainability (IRTC) is a training facilitator organisation that provides a greater understanding of key issues for the agriculture industry and provide solutions for those with an interest in the sector, through top quality speakers and presentations from industry leaders and researchers.

Training Programs

- Total Greenhouse Management
- Total Farm Management
- Hydroponic techniques
- Greenhouse personnel technical skills
- GLOBALG.A.P. protocol
- AGRO 2-1&2-2 standard
Hellenic certification scheme for agriculture enterprises
- ISO 9001:2008
Quality
- ISO 22000:2005
Food safety
- Total Quality Management and logistics

In corporation with DKG Consulting Ltd, TUV Hellas (TUV NORD) SA, GreenQ B.V and University of Macedonia.

⋮.....> <http://www.irtcs.org>

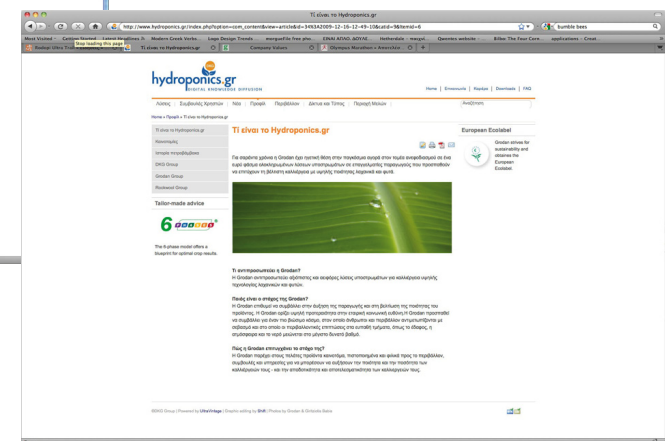
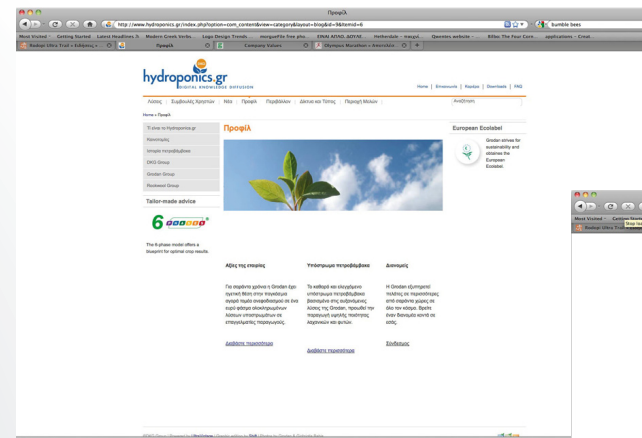


Hydroponics.gr® is a web tool where all the experience and practical application of knowledge of DKG on hydroponic cultivation will be available for its customers and to the public. More specific, this knowledge and experience is based on rockwool substrates (Grodan products) and DKG's Know How.

The website www.hydroponics.gr will include general advice regarding hydroponic techniques, tailor-made cultivation practices, plant propagation processes, manuals and information about the right use of rockwool products.

This digital knowledge diffusion will ensure that our growers/customers can make the optimum use of its products and services by interpreting the company's knowledge of and experience with substrate cultivation in terms of up-to-date, crop-oriented advice.

⋮.....▶ <http://www.hydroponics.gr>





The **AskMe** Translation and Localisation Department of the DKG Group was formed with the objective to undertake complex translation projects, offering a complete range of translation and localisation services in the Greek market. Over these years, it has specialised in the development and implementation of advanced quality-driven Greek-specific localisation techniques and the provision of turn-key localisation solutions (from planning to post-production) for the Information Technology sector.

As a result, significant framework-contracts and long-term collaborations have been established between DKG and FOODPLUS, GRODAN GROUP and EUROPEAN COMMISSION DIRECTORATE.

Today AskMe offers a full range of technical translation and localisation services almost 6 man-years in total greenhouse management, inspection –certification and Project Management tasks.



IQ CROPS Ltd (member of DKG Group) provides intelligent agricultural supplies to the agricultural sector.

In general, IQ CROPS Ltd promotes innovative solutions based in new technologies and scientific results offering safety to the consumers and the environment towards natural systems and biological solutions that promote plant health and growth.

More specific:

- Trade (wholesale – retail level) and distribution of various agricultural products such as special types of fertilizers, growth agents and pesticides for professional growers as well as hobby market.
- Alternative forms of energy solutions (e.g. photovoltaic systems, geothermal heat, alternator of heat, wind generators, etc.)

⋮.....> <http://www.iqcrops.com>



IQ GREENING Ltd (member of DKG Group) provides foliage base architecture practices for a healthier and more sustainable urban living environment.

The following green design practices such as:

- Vertical Green Walls,
- Urban Farming,
- Roof Gardening,
- Green Sound absorbent Walls,

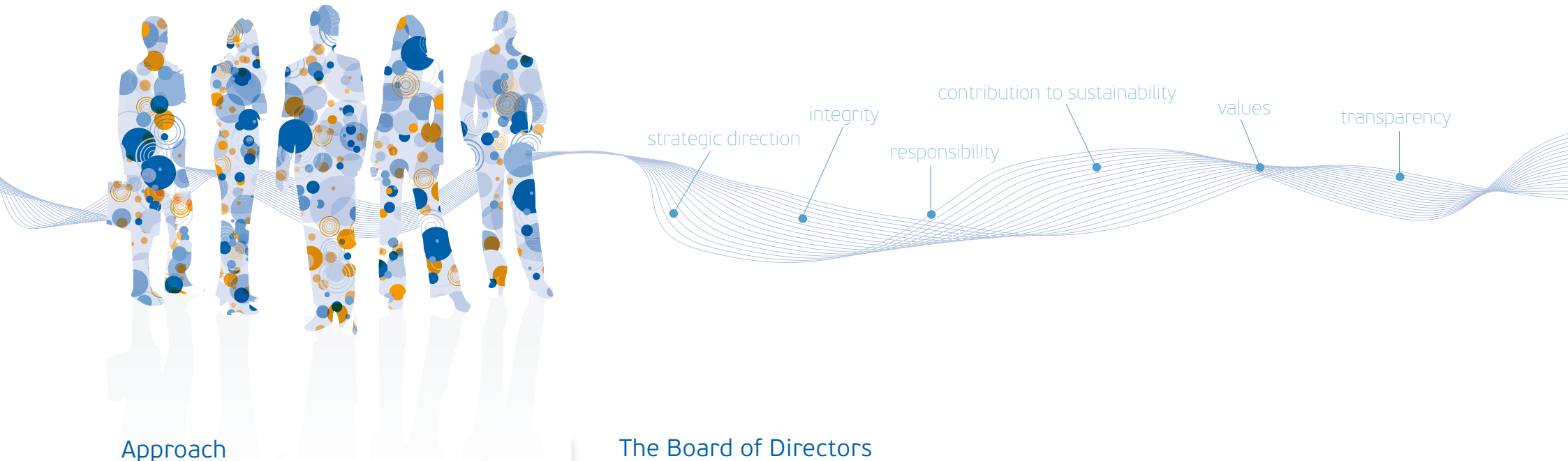
have increasingly become an important component of sustainable urban development in the 21st century.

⋮.....> <http://www.iqgreening.com>



CORPORATE GOVERNANCE

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Approach

Our corporate governance consists of a sum of values, regulations and practices which govern the DKG Group's Administration. These are ensuring transparency of Group operation and protection of stakeholders interests.

Our desire is that DKG Group achieve a high level of corporate governance, we recognize the importance of, and we committed to high standards of corporate governance.

The Board of Directors

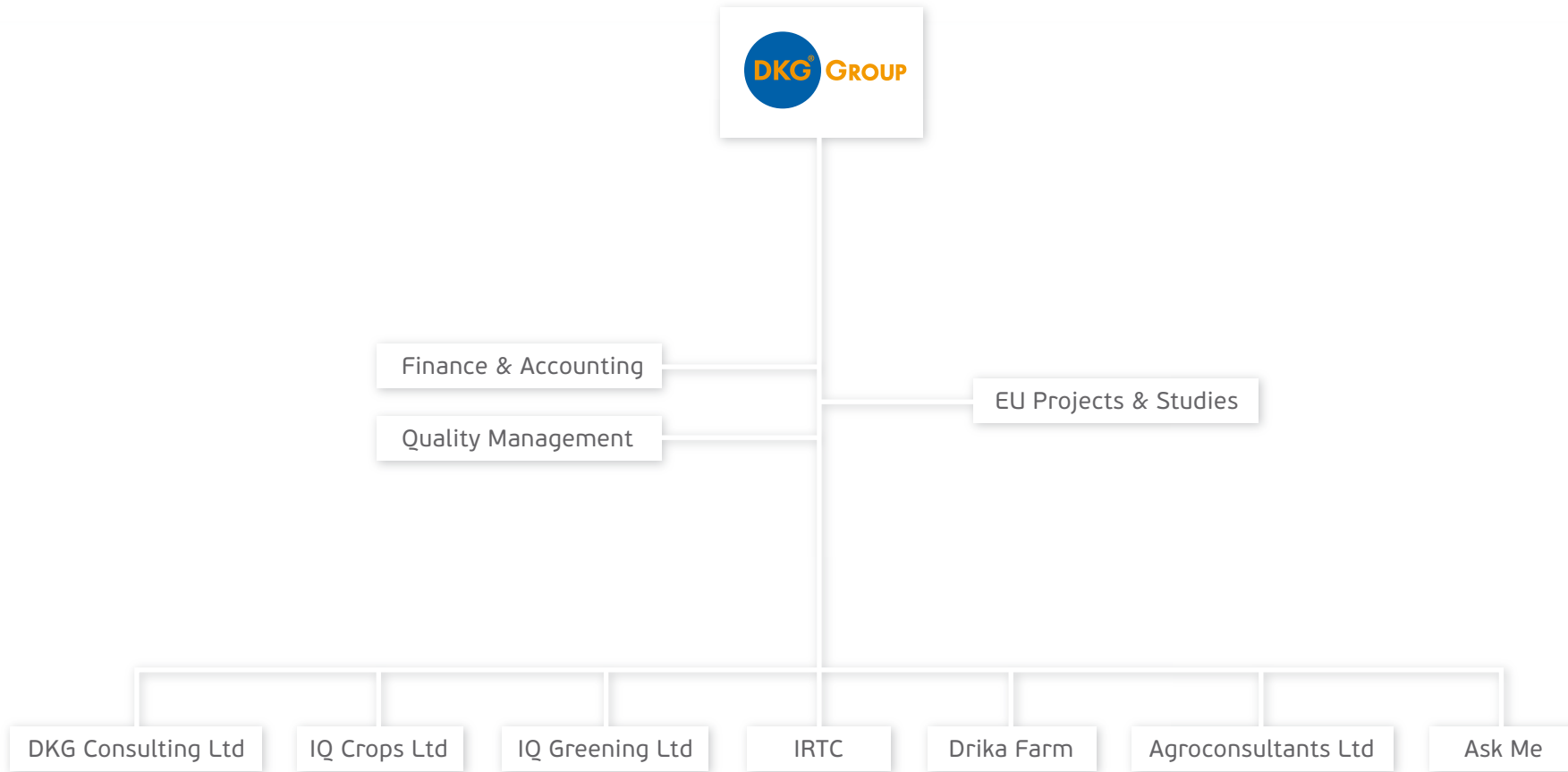
The Group conducts its business through its employees, the President and the Executive Director under the direction of the Board of Directors, all with a view toward enhancing the long-term value of the company.

The Board of Directors comprises the President, the Executive Director, the Finance Director, the Quality Executive and the Project Manager. The Board is primarily responsible for the following:

- the strategic direction of the Group and the operations,
- the integrity of financial statements and accounting practices,
- the contribution to sustainable development,
- the Human Resources.

The Board of Directors holds regular quarterly meetings in order to review the Group's strategy, approve its business plan and budget, act on the Group's annual proxy statement

Group's Structure & Management





Stakeholders

For DKG Group is essential the commitment to its stakeholders. In order to achieve this objective, the DKG Group has laid the groundwork by applying a series of methods and practices (such as surveys measuring the satisfaction of clients, employees and associates, regular meetings) through which it aims at enhancing its communication with interested parties.

Code of Business Conduct & Ethics

DKG Group has adopted a Code of Business Conduct and Ethics that applies to all employees and directors and reflects the Group's belief that ensuring compliance and integrity is a never-ending process. The Group is continually making sure its standards are high, expectations are clear and that have the tools and processes in place for meeting them.

The code describes the company's requirements of employee conduct and clarifies expectations in the event of dilemmas or sensitive situation details. The Code details how employees and Directors must behave in the following situations:

- Conflicts of interest and protection of sensitive information
- Financial integrity - including inside information
- Protecting health, safety, security and the environment.

External Standards

DKG Group is guided also by a series of International codes and principles. The Group recognizes the principles enshrined in the UN Universal Declarations of Human Rights and is a participant in the UN Global Compact, promoting its ten principles that support human rights, labour rights, environmental protection and anti-corruption. In addition, the company has adopted internationally standards for its Quality Management System.

The DKG Group is committed to reporting the impacts of its business in a transparent and comparable way as it is an organizational stakeholder of the Global Reporting Initiative (GRI).



HUMAN RIGHTS & LABOUR

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DKG Group conducts its business in regions where rules and regulations governing basic human rights, for instance, working conditions, freedom of associations, and forced labour. The Group strives to be a good corporate citizen by always adhering to laws, regulations and good practices that are in accordance with human rights in the countries in which it operates. In taking this action, DKG Group hopes to identify potential problems, reduce the risk inherent in our supply chain and help assure sustainable practices.

Visit DKG Group's profile
in LinkedIn
and learn more about:

- > DKG Group's employees
- > Some insightful statistics

Workplace

The DKG Group's labour practices and policies are intended to attract, motivate, and retain top talent in the highly competitive supply chain. To this end, our policies are focused on making DKG an employer of choice. Our position on key human rights issues such as harassment, discrimination, working hours, forced / compulsory labour, compensation and freedom of association are addressed in DKG Groups' Standards of Business Conduct and Ethics.

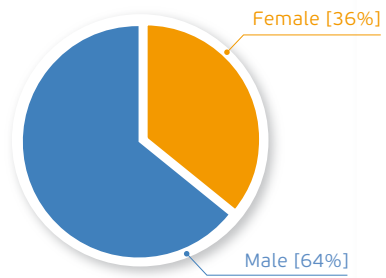
Our Policy

There is a general acceptance in the Group for the value of human rights and our management and employees agree that, the respect to these social, economic and cultural rights is important for creating a better work environment and securing dignity and equality for all. In this way we believe that we ensure the respect of human rights within our workplaces for the benefit of all.

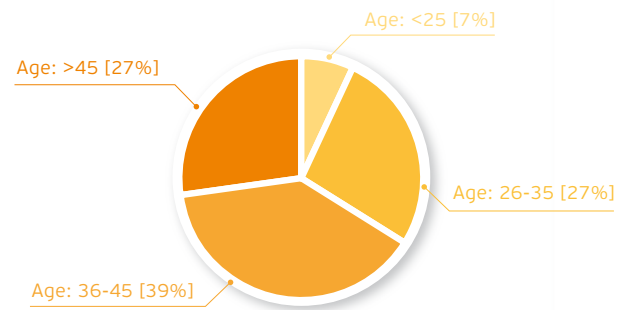
Fair Workplace

We aim to comply with all applicable employment and labor laws. We expressly prohibit child labor, forced or compulsory labor in our operations. We respect and protect our employees' right to freedom of association and engage in collective bargaining through periodical meetings between the management and the employees.

Employees by Gender



Employees by Age



Educational Level

2010 / 2011 Educational Level	Number of employees
Post-graduate degrees (Master's, PhD)	8
University Graduates	5
Graduates of Technical Educational Institutes	2
Secondary education (Lyceum) graduates	0
Total	15



Employment policy

The key elements of our employment policy include:

Equal Opportunities

DKG Group is committed to equal opportunity in all areas of our operations, all business activities and employment-related activities will be administered without regard to race, color, region, age, sex or disability. It is the Group's policy to afford equal employment opportunities to all qualified employees and applicants. These employment opportunities are based solely upon an employee's or applicant's qualifications, skills and abilities without regard to any condition or characteristic that is not job-related. In addition, every Group location is required to have policy prohibiting discrimination, including harassment, and an accompanying set of policies establishing procedures for reporting and investigating complaints.

On April, 2011 during the selection of 2 new employees for the same position, no gender distinction was made as we selected both a man and a woman.

Employee Rights

The Group respects and promotes worker's rights, decent employment opportunities and channels of communication between employees. We develop and maintain a working environment whereby all employees have the right, and the ability to work in an atmosphere where they are treated with dignity and respect.

We comply with all applicable national labor laws regarding wages and work hours and we recognize each employee's right to associations, so our Financial/Accounting department communicates frequently with the Labour Inspectorate and the Employees' Union insurance Fund in order to continue to be updated about financial and other obligations to the employees.



Training & Development

DKG Group is committed to learning. All employees have access to the IRTC library that consists of more than 1,000 books - articles, offering diversity of knowledge.

Employees enjoy extensive internal technical and business skill training. External programs and seminars are also provided to develop employees in their current roles, and to prepare for future roles.

We aim to create an environment where everyone is encouraged to give their best and realize their full potential, through the provision of learning and development opportunities.

From May, 2011 up to August, 2011 the Group provided 80 hours of formal technical training to the new two employees and more than 200 hours for practical training, apart, The Board of Directors members had more than 100 hours of attendance to external seminars.

Anti-Corruption

According to our Code of Business Conduct which sets out guiding principles in its ethics and business conduct as adopted and approved by the Management of the Group. The Code of Business Conduct discusses in detail the ethical practices which DKG Group expects from all employees, including conflicts of interest, bribery, policies on corporate entertainment and acceptance of gifts and the integrity of our record keeping and reporting. Training in this area has been carried out and will be refreshed on an on going basis.

For a series of years, cases of corruption have not been recorded, neither allegations for suspected fraud, bribery or market abuse have been reported.

Health & Safety

Protection of the health and safety of the people who are affected by DKG Group's activities is such an important issues that has defined as one of the Group's core values. DKG Group is committed to creating safe and healthy work environment, aims to have zero injuries, zero occupational ill health and zero accidents. All of the Group's employees have medical insurance according to the Greek Law.

The Group's occupational health and safety management system tracks four key performance indicators: the number of injuries, the number of fatalities, the number of illness due to work and the number of other illness (e.g. flu). There was only a small increase in sickness absences compared to 2009-2010, the other indicators was and still 0.

2010 / 2011 Health & Safety indicators	Number of incidents	Days lost due to incidents
Number of persons injured	0	0
Number of fatalities	0	0
Illness due to work	0	0
Other illness	1	3
Total	1	3



ENVIRONMENT

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Hydroponics Produce Benefits for the Environment



DRIKA Farm, a member of The DKG Group that produces greenhouse hydroponic mini cucumber as well as all the Greenhouse clients of DKG Consulting Ltd are committed to environmental sustainable practices by applying the following:



Integrated Pest Management Practices (IPM)

Drika Farm and all of our Greenhouse clients apply the Integrates Pest Management (IPM), a system that uses beneficial organisms like predatory insects and mites to battle bad bugs that damage crops and vegetables. By using these methods, the growers are able to keep pesticides at a minimum or not use them at all.

Water conservation

Hydroponic growing saves an incredible amount of water, it uses as little as 1/20 the amount as a regular farm to produce the same amount of food. The water table can be impacted by the water use and run-off of chemicals from farms, but hydroponics may minimize impact as well as having the advantage that water use and water returns are easier to measure.

Land & Soil conservation

Since the soil is not used in the growing procedure there is no depletion of soil nutrients and soil erosion is impossible. Instead, the plants are grown in clean and steerable stone wool substrates which are the ultimate sustainable solution for the professional horticulture sector.

Benefits for food safety

Here is how DRIKA Farm and all of our clients grow in greenhouses the safest produce you can buy:



No dirt

Without dirt, plants cannot get soil-born diseases, cannot be invaded by grubs or other soil-based insects, and cannot absorb toxins and bacteria found in soil.

No Pests

By applying an intensive Integrated Pest Management (IPM) program that uses beneficial insects to control pests and stimulate healthy plant growth. Outdoors, plants are more vulnerable to various types of diseases and insects whereas in a controlled environment have the ability to keep a lot of these pressures at bay, so we are able to keep our plants healthy by using also bees for pollination and beneficial predator insects.

No Animal Waste Fertilizers

Plants receive just the right amount of nutrient-rich water that gives them everything they need. The plants are not in contact with fields where runoff from animals can carry bacteria. So no chemical residues or bacteria from animals can ever reach a plant.

No Disease

Culture faces no such challenges since the plants grow in the perfect environment, by eliminating the dirt, the pests and the animal waste fertilizers, are unaffected by many diseases that plagues the open field grown.

No Acid Rain, No Nasty Weather

Greenhouse protects the produce from the rain that carries pollutants or weather damage that ranges from bruises, marks and nicks to the loss of an entire crop. Greenhouse growing ensures optimal environmental conditions by using high-tech computer systems that replicates the best natural growing conditions where temperature, humidity and light are just at the right level.



Sustainability

Sustainable production

Basalt, the raw material for stone wool, is extracted according to strict environmental regulations and in non-protected areas. The volcanic rock is turned into stone wool substrate by means of a certified process. Recycling stone wool after use means that less new basalt is required.

Sustainable cultivation

DRIKA Farm and all of our clients have a responsibility to practice sustainable cultivation. These sustainable growing practices and compliance with Good Agricultural Practices (GAP) ensure that green-

houses have limited environmental impact. Plants are grown in Grodan rockwool. Growing in this material means our plants can stretch their roots, and we can feed them water and nutrients directly where they need it – on their roots – rather than on their leaves or on other parts of the soil. Growing hydroponically means we feed our plants only as much nutrients as they need for optimum growth. Our growing methods mean we don't use herbicides. A plastic sheet, which suppresses weeds from growing up through our crops, covers the soil in our greenhouses. At the end of each growing season, the plastic sheet is removed to allow for a proper cleaning of the greenhouse. This cleaning ensures no pests or plant diseases from the previous crop are carried into the new growing season. To keep pests

at bay we use biological controls. We're leaders in Integrated Pest Management (IPM) to protect plants from bad bugs and diseases. Our growers introduce predatory insects – like ladybugs – and mites to eliminate harmful pests.

Sustainable recycling

A sustainable end of life solutions. Used substrate slabs, blocks and plugs are recycled into new stone wool products or used in the production of bricks, cement, potting compost, or soil improvers. The plastic sheet is separated from the stone wool and used in the plastics industry to manufacture dashboards for the automotive industry.



Good Agricultural Practices (G.A.P.)

DKG Group is an associate member of GLOBAL G.A.P.[®], the global partnership for safe and sustainable agriculture. Its recommendations are intended to fulfill GLOBAL G.A.P.[®] demand for consultancy and comply with Good Agricultural Practices (G.A.P.).

GLOBAL G.A.P.[®], a non-governmental organization intends to alleviate consumers' growing concerns about the safety of agricultural produce by developing a single standard for the certification of agricultural produce supplied by farmers and horticulturalists who assign high priority to environmentally-friendly entrepreneurship. This standard, which serves as a global reference system for other standards, is suitable for simple and immediate implementation by all parties in the food sector.

We are in the forefront with regard to the interpretation of the GLOBAL G.A.P.[®], the Group's department AskMe officially translates in Greek language documents related to Fruit and Vegetables Certification (Integrated Farm Assurance). Also Group's Executive Director Mr. Christos D. Katsanos is Official GLOBAL G.A.P.[®] train-the-public trainer and in cooperation with the Training Department of TUV HELLAS (TUV NORD) S.A. & IRTC, DKG Group offers training programs for corporations and individuals in the areas of:

- **GLOBAL G.A.P. protocol**
- **AGRO 2-1 & 2-2 standard**
Greek certification scheme for agriculture enterprises
- **ISO 22000 standard**
HACCP - Hazard Analysis Critical Control Point



Certificates and Awards

Grodan (a member of the Rockwool Group) has received a wide range of system, quality and environmental certifications, ranging from ISO 9001 and 14001 to Kiwa Keur and the renowned European Ecolabel.

As environmentally responsible Group of companies, Rockwool has developed an Environmental Policy that aims to promote the sustainable production and use of insulation products and substrates for horticultural use by minimising waste, preventing pollution and operating an ISO14001:2004 accredited environmental management system.

The fact that these products have been awarded those quality and environmental marks is testament to the importance that DKG Group places on sustainable business practices and ensuring that its substrate solutions comply with the most stringent environmental criteria.

Read more for Certificates and awards:

<http://www.grodan.com/environment/certificates>

<http://www.rockwool.com/environment/production/green+awards>



ECOLABEL Certificate is delivered to Mr. Kees Struijk / Grodan Marketing Manager Substrates



SOCIETY

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Promoting Healthy Products

The global consumer demand for high quality foods that are fresh tasting, safe and nutritive has created pressure for the development of new and improved production and processing technologies and services. We are focusing on a multidisciplinary approach, identifying key innovative sustainable solutions along the food chain by providing a "greenhouse excellence series" solutions, the hydroponic "Marouli Best" and "Fraoula Best".

Healthy, nutritious, tasty and safe products every day which are good for both people and the environment is the aim of DKG.

The hydroponic "MarouliBest" solution has been applied in greenhouses in the Greek market in the last 7 years and has achieved in some cases the vision of producers, 8 crop cycles per year. The products are ready for consumption without need washing. The result is a perfectly normal process and most importantly, from producers fully qualified, who comply with strict procedures.

The hydroponic "FroulaBest" solution has also been applied in greenhouses mostly in the Cypriot market and has achieved 3 times more production with excellent flavor, great taste and long shelf life.

fraoulabest

Τριημέσια παραγωγή
Εξαιρετικό άρωμα
Υγιερχή γεύση
Διημέσια διατηρησιμότητα καρπού
Πράσινη επιχειρηματικότητα

DKG GROUP
sustainable food chain solutions

grodan inside | **AAA** TOTAL GREENHOUSE MANAGEMENT | **IRTC**

DKG Group Ιουστινιανών 5 B, 551 34 Καθαυριά, Θεσσαλονίκη, T 2310 488 915, F 2310 488 916, E welcome@dkgroup.com, W www.dkggroup.com

maroulibest

Οκτώ ετήσια κύκλοι
Καθαρό προϊόν
Ιδανικό για καμμένη σαλάτα
Μεγάλη διατηρησιμότητα
Πράσινη επιχειρηματικότητα

DKG GROUP
breathe life into the future

grodan inside | **AAA** TOTAL GREENHOUSE MANAGEMENT | **IRTC**

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Promoting Sustainable Practices & Products

DRIKA Farm and all of our clients are encouraged to adopt sustainable agricultural practices, in order to increase the quality, the taste and quantity of their crops, and to promote safe and efficient working practice.

Prima Greenhouses S.A was the first hydroponic greenhouse in Greece, in which Christos D. Katsanos had given the opportunity to the Greek market to know about branded juicy sustainable hydroponic tomatoes (Prima tomatoes).

Our people's twenty years of experience is followed by many significant projects that DKG Group took an active part in order to create branded products, through sustainable practices, such as Agritex Energy S.A./Greece (Lucia tomatoes), Wonderplant S.A./Greece (Drama tomatoes), Hortifruct SA/Romania (tomatoes &



Lucia
Premium Greek Tomatoes

γεύση και άρωμα... όπως παλιά!

- ♦ Τομάτα Μακεδονικής γης 100% Ελληνική
- ♦ Τομάτα που καλλιεργείται με αγνό τρόπο χωρίς υπολείμματα χημικών
- ♦ Τομάτα που συνεχίζει να ωριμάζει στο ταξίμι της και μένει φρέσκια σαν να έχει μόλις κοπεί!
- ♦ Τομάτα πλούσια σε αντιοξειδωτικά που κάνουν καλό στην υγεία (λυκοπένιο)

Hellenic Farming
www.luciatomato.gr

cucumbers), Ostrovit S.A./Romania (Domeniil Ostrov wines), V & VGD Ltd/Bulgaria (V tomatoes & cucumbers), Jasmin Agro Ltd /Bulgaria (Jasmin superior tomatoes), Hellenic Greenhouses S.A./Greece (Best crispy lettuce), ORCHARD Horticulture Development Co/Egypt (Top peppers) etc.

All of our clients embrace a strong commitment to growing sustainable products by applying an intensive Integrated Pest Management (IPM), by using bumblebees to help encourage natural plant pollination, by practicing strictly water management to feed the water and nutrients directly to plants' roots (or even collect rainwater and use it in the irrigation systems), and lastly by using all used mediums of the cultivation in a sustainable end-to-life way.



Promoting Greening to Life

IQ GREENING Ltd (member of DKG Group) provides green design hydroponic practices for a healthier and more sustainable urban living environment.

Green Design Hydroponic Practices are:

- Vertical Green Walls
- Urban Farming
- Roof Gardening
- Green Sound absorbent Walls

The Green Design Hydroponic Practices contribute to the sustainable development of the environment by:

- reducing urban pollution
- addressing micro-climate
- increasing the biological diversity
- absorbing and reducing the level of outdoor noise getting into the building
- providing a better indoor climate because of insulation effect towards especially heat during summer, leading to less energy consumption for cooling

- doubling the lifetime of roofs due to protection against UV radiation and considerably reduced temperature fluctuations
- binding dust and particles
- evaporating from the plants improving the air quality and reducing the effect of "heat islands" in urban areas
- bringing health and economic benefits through urban farms
- creating goodwill and image.

Advancing Knowledge Transfer



DKG Group is also specializes through its Organization IRTC (International Research and Training Centre for Sustainability) in the field providing cost effective quality training to corporations and individuals to help them achieve higher standards and greater rewards.

The training programs provide a greater understanding of key issues for the agriculture industry and provide solutions for those with an interest in the sector, through top quality speakers and presentations from industry leaders and researchers.

The training programs are in the areas of:

- Total Greenhouse Management & Operation
- Total Farm Management & Operation
- Hydroponic techniques
- Greenhouse Personnel technical skills
- Integrated Pest Management strategies

In cooperation with the Training Department of TUV HELLAS (TUV NORD) S.A. & IRTC, DKG Group also offers training programs in the areas of:

- GLOBALG.A.P. protocol
- AGRO 2-1 & 2-2 standard
Greek certification scheme for agriculture enterprises
- ISO 22000 standard
- ISO 22000:2005

Finally, in cooperation with the University of Macedonia, Thessaloniki, GREECE and The Logistics Group consulting company, DKG Groups offers training in the area of Total Quality Management and Logistics.

For more visit the following website and blogs:

IRTC: <http://www.irtcs.org/>

Total Farm Management Seminars: <http://total-farm-management.blogspot.com/>

Agrisystems Seminars: <http://agrisystems.blogspot.com/>

Advancing Knowledge Transfer



Total Farm Management® is DKG'S experience and know how methodology on Farm management. It represents a collection of various management strategies and methods that are employed to keep a farm productive and profitable. The process of TFM® is associated with large commercial farms, although many of the same methods can be utilized with equal success on a small family-owned farm.

In many respects, TFM® is similar to the management processes that are employed with any type of business. There are decisions that must be made on a daily basis, as well as operational guidelines that must be observed by everyone who is involved with the operation.

Total Farm Management® is making and implementing of the decisions involved in organizing and operating a farm for maximum production and profit in a sustainable way. TFM® draws on agricultural economics for information on prices, markets, agricultural policy and economic institutions such as leasing and credit. It also draws on plant science for information on soils, propagation material, fertilizer; on control of weeds, insects, and disease; on agricultural engineering for information on farm buildings, machinery, irrigation, drainage, and erosion control systems; and on psychology and sociology for information on human behavior.

DKG's specialization is on Viticulture, Wine making and Arboriculture.

⋮.....> <http://total-farm-management.blogspot.com>



Total Greenhouse Management® is DKG'S experience and know how methodology on 16 greenhouse hydroponic grown crops. This integrated service covers the whole chain from the farm to the fork (vase) from:

- Market research
 - Feasibility study
 - Greenhouse design
 - Selection of Suppliers
 - Project Management
 - Investors & Executives Education
 - Staff training & Crop Support
 - Hydroponics
 - Certification
- to Branding of the final product

⋮.....> Total Greenhouse Management Presentation

Creating Associations



The Green Club®

The Green Club®, a Reputation Management Growers Association is consists of 21 member companies. These growers who are located all over Greece grow hydroponically a number of different vegetables in greenhouses. They have perfected the growing environment for tomatoes, cucumbers, peppers and lettuce by giving the plants exactly what they need - the perfect climate, the right amount of light, the right amount of nutrition, exact amount of water and carbon dioxide and the proper ventilation- which means that plants can grow strong, healthy and big. By those practices they have achieved a high reputation in the market.

All members are certified against Integrated Crop Management processes (GLOBALGAP, AGRO 2-1&2-1) and Food Safety Management Systems (ISO 22000:2005).

DKG Consulting is a founding member and has been appointed as the Coordinator of The Green Club.

⋮.....▶ <http://www.greenclub.gr>



CottonBest.eu™

CottonBest.eu is a Certified traceability program based on the a Pioneer Hi-Bread Hellas protocol and as a reliable, realistic and flexible system promotes the cooperation among all cotton market “players” without binding any of them. It, allows the enhancement of quality and services delivered through a special complaint/recommendation system to be completed by the product recipients. It is a “live” system designed and implemented based on the particular Greek market conditions, and providing farming and marketing options adapted to the particular conditions of each occasion.

DKG has contributed in this idea and its implementation since the inception.

⋮.....▶ <http://CottonBest.eu>

Creating Associations



CRETACERT

CRETACERT, is a non profit organization created for managing the high Reputation of the quality agricultural products of Crete,Greece. All sectors involved in the process of production and marketing of Cretan agricultural products (producers, agronomists, processors, packers, traders), the chambers and government are participating in this organization.

DKG Consulting is involving in this project since its inception.

⋮.....▶ <http://www.cretacert.org>



THE FRIENDS OF XINOMAVRO

The Friends of Xinomavro

Mr. Katsanos (co-founder of DKG Group) along with Dr Spinthropoulou and Mr. Georgiadis - founders of Argatia winery- during a wine tasting conversation decided to coordinate a group of people who share the same philosophy about life, love Xinomavro (a special wine from an indigenous Greek vine variety) and like to collaborate and share their experiences. These people have been grouped in 2010 under the name of "The Friends of Xinomavro".

Members keep regular meetings for various events and activities, such as:

- Viticulture activities (pruning the vines, stretching the wires and straightening of the piles, harvesting)
- Wine testing and lunches
- Wine exhibitions
- Creative activities in nature (vine and wine paintings by children).

⋮.....▶ <http://filoitouxinomavrou.blogspot.com>

Supporting Researchers

DKG Group through its division IRTC (International Research & Training Centre For Sustainability) strongly supports research and development.

DKG Group was sponsor the International GreenSys 2011 Congress on «Advanced technologies and management towards sustainable greenhouse ecosystems», that comprised scientific sessions about innovative and efficient systems and technologies, greenhouse design, crop substrates and hydroponics, greenhouse climate control, culture practices and plant protection as well as education and training., organized by The University of Thessaly and the Center for Research and Technology-Thessaly, Greece.

The "Total Farm Management" theme was presented by Mr. Evangelos Drimtziias (President at The DKG Group) who was among others speaker at the congress.

<http://www.greensys2011.com/18.sponsors.html>



INTERNATIONAL GreenSys CONGRESS
Advanced Technologies & Management
Towards Sustainable Greenhouse Ecosystems
5-10 June 2011, Halkidiki - Greece





Inspiring Wellness

DKG Group believes it is a vital to encourage wellness. The Group promotes a wide range of physical activities, from sailing to scuba diving and from badminton to ultra-marathons, and almost each employee participate at least one activity.

But the most remarkable event of the year, in which some members of DKG Group take active part as participants, volunteers and supporters of the event is the Rodopi Ultra Trail (ROUT), which is a tough adventure footrace strictly for experienced runners who compete in semi-autonomy conditions a distance of 100 miles running along abandoned paths and trails through the tremendous scenery of the Rodopi Mountains National Park in Northern Greece.

Apart, all employees in the workplace are treated with respect, dignity and understanding, so, the workforce is happier, more motivated and more aware of the benefits that dialogue can bring, **because wellness means a healthy balance of the mind-body and spirit that results in an overall feeling of well-being.**



Encouraging Volunteerism

DKG Group supports and promotes volunteerism

Rodopi Ultra Trail (ROUT)

Rodopi Ultra Trail (ROUT), as we have already mentioned before is a tough adventure footrace running along abandoned paths and trails through the tremendous scenery of the Rodopi Mountains National Park in Northern Greece. The Rodopi forest has exceptional ecological interest, with unique flora and fauna and that the forest constitutes a complicated ecosystem, mainly characterized by the relations of interaction and interdependence both between plants and animals and in relation with the environment.

A lot of volunteers help in order to carry out this 100 miles running race by cleaning the paths under strict directions to keep the natural beauty untouched, by protecting the flora, fauna and animals like brown bears and roes. Apart, during the running race, volunteers incessantly stand for more than 42 hours close to participants by covering any of their needs.

www.rout.gr

ECOMARATHON

DKG in collaboration with its client OSTROVIT S.A. supported the ECOMARATHON Trail Run in Romania by sponsoring the winners' trophies.

www.ecomarathon.ro



Supporting children's activities

DKG Group supports children development by encouraging them take active part in physical, creative and entertainment activities and helping them to be equipped with creativity, imagination, self esteem, passion, perseverance and patience.

Such activities like the Olympus Kids Trail Run, Agios Georgios Orienteering or Entertainment Painting Event (during the Friends of Xinomavro meeting) are some of them.

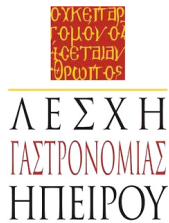
Promoting Cultural Heritage



The Cultural Foundation "Methexis"

The Cultural Foundation "Methexis" (in which DKG Group is co-founder) founded in order to meet the needs and beliefs of founders and its members who place as protractor the quality, culture, participation and cooperation. The last remarkable event which was organized by the "Methexis Foundation" was a photo exhibition entitled " Syrrako: Stone and Memory and Light", a journey of images -literature and art to travel to the historical village Syrrako,Greece to be viewed, be loved and become tourist and cultural destination.

For more informations please visit:
www.m-f.gr
www.ekthesisyrrako.blogspot.com



Gastronomy Club of Epirus

The Gastronomy Club of Epirus through various events such as conferences and tastings, highlights the local great products of Epirus in a wider audience and shows the way how the dinner table of Greeks should be for those who have forgotten or have no idea.



"Orizontas" & "En Xoro" TV Programs

Two television programs, the "Orizontas" and "En Xoro", through the image, speech, and the filing of personal experiences of the producers and interlocutors, aims to bring and share beautiful places of the world we live. Natural beauty sides, villages and cities of Greece are mainly what "Orizontas" show. The "En Xoro" program seek to preserve and exploit the rich cultural heritage of Epirus.

For more please visit:
www.orizontas.org
www.enxoro.gr
www.youtube.com/user/enxoro



"SoluKhumbu Trail 2011" by GO-MRP Team

SoluKhumbu Trail is a race that approaches mountain running with a completely new angle, unfolds the magic of Nepal, while revealing the culture and lifestyle of its people in a unique way. This unique experience has a price. It requires all of the strength, the soul and breath of each participant and the people who stands beside them like the photographer Babis Giritziotis of "GO Mountain Running Photos Team", who has immortalized this moments by the minimum moral support of the DKG Group.

For more please visit:
www.go-mrp.com
www.youtube.com/user/gomrp



Promoting Tourism Development & Protecting Marine Ecology

DKG Group is sponsor of the sailboat "Limoncello" for many years. "Limoncello" helps the local tourism development since it participate to water sport events like the "Aegean Regatta" race that is held in different islands every year. Apart from the tourism development, also encourage close relationships, teamwork, solidarity and understanding among various people who join the crew.

UN GLOBAL COMPACT COMMITMENT

p. 40 Human Rights

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p. 42 Environment

p. 43 Anti-corruption

For us, it's a matter of principles

The Global Compact as the world's largest voluntary corporate citizenship initiative, is committed to aligning the operations and strategies of all types of organizations with the universally accepted principles of the UN, covering human rights, labour standards, environmental protection and anti-corruption.

In September 2008 the DKG Group signed the UN Global Compact, signifying our commitment to operate in a responsible and sustainable manner. We will continue support and promote the Global Compact's principles and report our progress toward implementing them.



HUMAN RIGHTS

pages 15-18

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2

Make sure that they are not complicit in human rights abuses.

DKG Group is committed to operating in accordance with all applicable national and international regulations and laws with reference to human rights.

DKG Group has not been complicit nor does ever expect to be complicit in violation of human rights abuses whether through direct involvement (through beneficial involvement via third party), nor assisting other parties by remaining silent. Throughout our history, we have enjoyed a high reputation in fair dealings by keeping our transactions fair and ethical.

Targets for 2011-2012

Our Human Rights Commitment will continue act as a foundation to build upon and expand awareness within our spheres of control and influence.

LABOUR

page 15

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

The elimination of all forms of forced and compulsory labour.

Principle 5

The effective abolition of child labour.

Principle 6

The elimination of discrimination in respect of employment and occupation.

- > We assure compliance with national standards and regulations.
- > We do not allow the use of any form of forced or compulsory labour.
- > We have established a clear policy regarding the minimum age for employment, which complies with national law.
- > We are committed to ensuring equal treatment and opportunities for all our employees.

DKG Group respects and supports the Global Compact's four Labour Standards principles.

We apply human rights in the workplace, so Group's overarching aim of conducting all business, including with (or through) our partners, honestly, fairly and with respect for people, their dignity and their rights also applies to these four principles.

DKG Group is committed to providing impartial treatment, equal opportunities and no discrimination policy to all its employees by applying all relevant national regulations and laws.

Targets for 2011-2012

- Update and organize the workplace assessment survey
- Increase the average training hours per employee

ENVIRONMENT

pages 20-24, 27-30, 36

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Undertake initiatives to promote greater environmental responsibility.

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

DKG Group has long recognized the importance of protecting our environment for future generations and of addressing the challenges from increasing demands for healthy and safety products.

At DKG Group, maintaining high standards of environmental accountability is a cornerstone of our commitment to corporate responsibility, which state that:

- We exercise utmost vigilance in protecting the environment
- We will always meet, and where possible exceed, regulatory requirements in our environmental performance

Targets for 2011-2012

- Further improve the data collection system based on selected G3 indicators
- Feed our green news and activities more often on the internet

ANTI-CORRUPTION

page 18

Principle 10

Businesses should work against all forms of corruption, including extortion and bribery.

DKG Group fundamentally opposes any kind of corruption and bribery. It becomes acceptable that corruption in DKG Group has never existed. However, we continue our efforts in order to ensure that this situation will not change. We use ethical management, transparency of information and open procedures.

We increased the awareness of our employees on core subjects to give them a clear understanding of our intentions and their obligations that should follow. We also requested them to undertake personal responsibility for confronting corruption and bribery by adopting strong position and refusing, resisting and reporting any possible attempt or offer.

Targets for 2011-2012

Continue uphold high moral and ethical principles and the basic norms of behavior.

INFORMATION ON THE REPORT

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- p. 46 How we intend to make this CSR & COP available to our Stakeholders
- p. 46 Abbreviations
- p. 47 The committee of CSR & COP Report

Closing

In this report, DKG Group describes its efforts, progress and plans in relation to sustainability and Global Compact Principles. All information in the Report is reliable and properly reflects the feasibility of Group's targets, expectations and ambitions.

DKG Group will continue to be guided by its core values and its unwavering focus on ethical operation and service to its stakeholders.

In 2012, we look forward to improving on the things we can control and continuing to lead the right way every day.

We invite you to join us in our sustainable world, and welcome your continued support in this journey.

Feedback

As part of our commitment to open and honest dialogue with our stakeholders, we invite feedback on the contents of this report, or any other COP or CSR issues of importance that we have not covered.

Please address all feedback to Dimitra Notiou, at notiou@dkgroup.com

Reporting Period

This report focuses on the results of activities in fiscal 2010 and 2011 (from September, 2010 to September 2011) but includes some activities continuing from before and more recent ones.

How we intend to make this SCR & COP available to our Stakeholders

- DKG's COP & CSR will be published on the UN Global Compact website <http://www.unglobalcompact.org>
- DKG's COP & CSR will be published on the DKG Group website <http://www.dkggroup.com>
- DKD's COP & CSR will be published on the Group's profile on linkedin <http://www.linkedin.com/company/the-dkg-group>
- DKG's COP & CSR will be sent via e-mail to all our employees

Abbreviations

AGRO 2.1 & 2.2	Standard <i>Hellenic certification scheme for agriculture enterprises</i>
COP	Communication on Progress
CSR	Corporate Social Responsibility
GRI	Global Reporting Initiative
ILO	International Labour Organization
IPM	Integrated Pest Management
IRTC	International Research and Training Centre for Sustainability
ISO	International Organisation for Standardisation
G.A.P.	Good Agricultural Practices
ROUT	Rodopi Ultra Trail
UNGC	United Nations Global Compact

The committee of CSR & COP Report

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ORGANIZATIONS

OSTROVIT S.A., ROUT (Rodopi Ultra Trail), ECOMARATHON, EN HORO, ORIZONTAS, GO-Mountain Running Photos, Gastronomy Club of Epirus, Methexis Foundation, Olympus Marathon, The Friends of Xinomavro, Limoncello, V&A Studio Photography, CRETACERT, Pioneer Hi Bred Hellas S.A., TUV HELLAS S.A., GREEN Club, Grodan Group, Agritex S.A., Wonderplant S.A.

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