

Sustainability & Corporate Social Responsibility Report

Including UN Global Compact Communication on Progress
(Summary Report 2012)



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Report Parameters

This is the third Sustainability Report issued by DKG Group and is intended to communicate our sustainability efforts and performance to stakeholders. At DKG Group, we firmly believe that we can deliver positive value by protecting the environment and improving the social conditions of the communities in which we operate while generating economic performance.

This Sustainability Report comply with the GRI G3.1 guidelines at the “**C level**” from the graduated GRI reporting system which enables companies to make step-by-step progress in sustainability reporting.

Application level C, which DKG Group has achieved, requires the most comprehensive coverage of all requirements. Information concerning about 10 Performance Indicators contained in the GRI guidelines must be disclosed. This concerns the report profile as well as management approaches and performance indicators in terms of economics (EC), environment (EN), labor practices (LA), human rights (HR), society (SO) as well as product responsibility (PR). A supplementary GRI Report also presents the fundamental information for especially interested parties in the sequence of the GRI indicators.

Reporting Period


This report covers the period from September 2011 to September 2012, but includes some activities continuing from before and more recent ones.

Publication

Current issue: September 2012
 Next issue: Scheduled for September 2013
 Previous issue: September 2011

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Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	G3 Management Approach Disclosures OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	
							

*Sector supplement in final version

GRI Application Level C

*Sector supplement in final version

GRI Application Level C

Report Scope and Boundary

Process for defining report content

Materiality for purposes of the GRI report content is a function of the perceived level of importance of an issue to stakeholders, and the significance of the economic, environmental, and/or social impact. No effort to prioritize topics within the report is taken. The report intentionally follows the GRI G3.1 template in order to aid readers in their ability to find information easily.

Boundary of the report

The report covers the entire DKG Group. If only part of the company is meant as an example or due to the availability of data, this is clearly indicated.

Specific limitations on the scope or boundary of the report, if any.

There are no specific limitations on the scope or boundary of the report. All relevant economic, environmental or social effects of the company based on the GRI guidelines have been discussed insofar as corresponding information was available.

Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities

The DKG Group is a diversified international group of companies and initiatives with operations in different divisions, we apply due diligence and we take responsibility on what we report on the activities of our partners or suppliers.

Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement

There are no statements which require adjustment

Significant changes from previous reporting periods

This is the first report to comply with the GRI G3.1 guidelines at the C level

GRI Content Index

This report follows the format of the GRI Level C Reporting Template.

Additional Information	Relevant Websites
DKG Group website DKG Group linkedin DKG Group youtube DKG Group facebook DKG Group twitter	http://www.dkggroup.com/ http://www.linkedin.com/company/940474?trk=NUS_CMPY_FOL-pdctd http://www.youtube.com/user/thedkggroup http://www.facebook.com/thedkggroup http://twitter.com/#!/thedkggroup
Hydroponics.gr website Hydroponics.gr blog Hydroponics.gr facebook Hydroponics.gr twitter	http://www.hydroponics.gr/ http://hydroponic-news.blogspot.gr/ http://www.facebook.com/pages/hydroponicsgr/464364076923968 https://twitter.com/#!/HydroponicsGr
IRTC website IRTC facebook	http://www.irtcs.org/ http://www.facebook.com/pages/IRTC/330186693700186
Ask Me website	http://www.askmein.gr
IQ Crops website	http://www.iqcrops.com/
IQ Greening website	http://www.iqgreening.com/
Live Cell website Live Cell facebook Live Cell twitter	http://www.thelivecell.com/ http://www.facebook.com/pages/The-Live-Cell/374687205929198 https://twitter.com/#!/TheLiveCell
Drika Farm website	http://www.drikafarm.com/
FraoulaBest website FraoulaBest facebook	http://www.fraoulabest.com/ http://www.facebook.com/FraoulaBest
MarouliBest website MarouliBest facebook	http://www.maroulibest.com/ http://www.facebook.com/MarouliBest
Green Club website	http://www.greenclub.gr/
Agrisystems blog	http://www.agrisystems.blogspot.gr/

GRI Content Index (*Self-declared* Application *Level C*)

Section	Indicator	Chapters	Pages
Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization		5
Organizational Profile			
2.1	Name of the organization		6
2.2	Primary brands, products, and/or services.		7-11
2.3	Operational structure of the organization		11
2.4	Location of organization's headquarters		6
2.5	Number of countries where the organization operates		6
2.6	Nature of ownership and legal form		11
2.7	Markets served by the organization		6
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Report Parameters			
3.2	Date of most recent previous report		3
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3.11	Significant changes from previous reporting periods		4
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GRI Content Index

Section	Indicator	Chapters	Pages
Governance, Commitments and Engagement			
4.1	Governance structure of the organization		15-18
4.2	Indicate whether the Chair of the highest governance body is also an executive officer		15
4.3	State the number of members of the highest governance body who are independent and/or nonexecutive members		15
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body		15
4.14	List of stakeholder groups engaged by the organization		16
4.15	Basis for identification and selection of stakeholders with whom to engage		16
10 GRI Performance Indicators			
Economic			
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Environmental			
EN1	Materials used by weight or volume		31
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Labor Practices and Decent Work			
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Human Rights			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		22
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.		22
Society			
SO1	Programs and practices that assess the impacts of operations on communities		
Product Responsibility			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures		29
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		29

Communication on Progress UN Global Compact (COP)

DKG Group has declared its support for the UN Global Compact. The Group respects the human-rights guidelines proclaimed in the Global Compact, and upholds international human-rights standards.

Principles	Summary, measures and results	Additional Information
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> - The DKG Group has had an internal Code of Conduct which states clearly that the Group undertakes to be an exemplary, reliable and fair business partner and employer at all times for all people with whom it deals. We recognize local, national and international laws, directives and standards, and complies with them in full. - All employees have received training on subjects covered by the Code of Conduct. and new employees receive their training as part of their job orientation. 	16
Principle 2: Make sure they are not complicit in human rights abuses.	<ul style="list-style-type: none"> - 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. 	16
Labor		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> - Our employees are completely free to join labor unions, associations and similar organizations. - All employees are currently covered by collective agreements 	16-18
Principle 4: The elimination of all forms of forced and compulsory labor.	<ul style="list-style-type: none"> - DKG group does not allow the use of any form of forced or compulsory labor. 	16-18
Principle 5: The effective abolition of child labor.	<ul style="list-style-type: none"> - DKG Group categorically excludes child labor. - It is established a clear policy regarding the minimum age for employment, which complies with national law. 	16-18
Principle 6: Eliminate discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> - Protection of the principles of equality is anchored in the DKG Group Code of Conduct and specifies how employees are to behave and how DKG assumes responsibility as an employer in order to counteract discrimination. This includes the discrimination against any employee on the basis of race, color, region, age, sex or disability. 	16-18
Environment		
Principle 7: Business should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> - The Group's wide Environmental Policy adheres to the Precautionary Principle. - The achievement of the ISO 14001 demonstrates that DKG has implemented a sustainable environmental management strategy 	,15
Principle 8: Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> - DKG Group has long stood for a high level of environmental awareness and been committed to environmentally friendly, resource-efficient production as well as the development of water-saving and sustainable products. Environmental criteria are considered in all decision-making processes. - DKG Group has had achieved certificate for quality and environment in accordance with ISO 9001 and ISO 14001. 	,15
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> - Sustainable agricultural practices are encouraged to be adopted by all of our clients, in order to increase the quality, the taste and quantity of their crops 	,15
Anti-corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> - Our Code of Conduct details the behaviors we expect of our people and it addresses issues of conflicts of interest and bribery and corruption. - DKG Group fundamentally opposes any kind of corruption and bribery and is committed to high standards in combating them. - We ensure that all employees can understand and practice the Group Code of Conduct in everyday working life. - For a series of years, cases of corruption have not been recorded, neither allegations for suspected fraud, bribery or market abuse have been reported. 	18



Evangelos N. Drimtzias
President

A stylized, handwritten signature in dark ink, appearing to read 'E. Drimtzias'.

Statement

Sustainability requires that we consider the future as a stakeholder in every current choice. This makes clear objectives, continuous learning, innovation and capacity for adaptation keys to sustainability.

Based on our understanding of the opportunities to create economic, social, environmental and human value while managing the risks posed by an uncertain future, DKG Group recognizes that the ideas and principles of sustainability provide the most robust decision-making framework we could ask for. Sustainability underpins much of what we care about, who we are, what we do and how we do it.

To ensure the continued success of DKG Group, our shareholders and clients, we resist sacrificing long-term value creation for short-term returns: the two ideas must be mutually reinforcing. As part of this culture, DKG Group and its employees have a long history of improving the communities where we work and live. Ultimately, sustainability is a business idea. It is about how we help our clients and ourselves to be more successful in an uncertain future where change is the only way forward.

DKG Group's strength lies in our great diversity. We are organized to draw upon our deep knowledge, across geographies, markets and disciplines, to broaden the number of things we examine before we make a choice. Every intersection provides the opportunity to consider not just profit but also value creation, risk mitigation and opportunities for future success.

Finally, sustainability at DKG Group is a robust management system that allows us to consider the future as a constituent of the present, as we act to help our clients make investment decisions that will create value of financial, natural, human and social significance.

We have prepared this report, using the G3.1 Global Reporting Initiative (GRI) Sustainability Reporting guidelines as a framework, both to inform our stakeholders of our activities and also for our own ongoing evaluation purposes.



Christos D. Katsanos
Executive Director

A stylized, handwritten signature in dark ink, appearing to read 'Katsanos'.



Multiplying sustainable impact through the power of our network

2. Company Profile

DKG Group is a diversified international group of companies and initiatives with operations in different divisions. Actually we are a consulting, inspection, urban farming, foliage based architecture, intelligent crop supplies 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.

Although the headquarters of the Group is located in Thessaloniki, Greece, with additional advocacy office operating in Crete, Greece, the activities are conducted principally in Balkan and Southeast Mediterranean Countries (*Greece, Romania, Bulgaria, Serbia, FYROM, Bosnia, Montenegro, Albania, Cyprus, Egypt and Turkey*).

Our Sustainability Strategy

Throughout our history, we have engaged in a variety of activities for the benefit of people, planet and prosperity. However, completing a formal reporting process emphasized the opportunity for tracking and improving our sustainability performance.

We integrated all three components of the triple bottom line – people, planet and prosperity –into a new structure and began to prioritize activities. Initially, we developed teams based on our most significant sustainability impacts and stakeholder interests, focusing on the following topics:

- Environmental Stewardship
- Business Innovation
- Community Engagement
- Employee Engagement
- Employee Health and Wellness

DKG Group's Territory



Our purpose and core values

Our Group of companies is driven by a clear set of Core Values, which define who we are, what we do and how we do it.

Integrity

We are honest and ethical in everything we do. We keep our commitments and treat others with mutual respect and trust.

Employees

Our employees are our most valuable and valued resource; they make our success possible. We respect and encourage our employees' ideas, diversity and cultures.

Clients

Our success is measured by the success of our clients. We are committed to our clients and to setting industry standards for client service and solutions. We are passionate about solving our clients' problems and exploring new opportunities with them.

Excellence

We strive to achieve excellence in all areas of our business. We pride ourselves on bringing outstanding results to everything we do.

Innovation

We look for creative, new or better ways to provide our expertise in all dimensions of our business. Creativity, exploration and imagination are key to our approach to our work.

Agility

We embrace change, flexibility and adaptation in a rapidly evolving world. We strive to anticipate changes in market drivers and to work with our clients and employees to adapt to those changes.

Safety

We are committed to creating a safe workplace for our employees by preventing injuries to people and damage to the environment.

Profitable Growth

Living and executing these Core Values every day will result in profitable growth, which drives and enables us to create opportunities for our customers and employees

Code of Conduct

Ethics and compliance

Our Code of Conduct expresses our ethical position on issues such as:

- Respect for employees, stakeholders and customers
- A zero-tolerance policy for any form of discrimination or harassment
- Promoting honest, ethical and transparent conduct including in the handling of actual or apparent conflicts of interests between personal and professional relationships
- Conducting our business in good faith and with integrity
- Compliance with all applicable laws and regulations

We conduct business on the basis of fairness, good faith and integrity, and expect the same from parties with whom we do business. DKG Group expects its stakeholders to show the same ethical behavior in their business conduct.



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.

[DKG Group Website](#)



Hydroponic.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.

[Hydroponics.gr Website](#)

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, Greece.

[IRTC Website](#)

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.

[Askme Website](#)



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.*)

[iqcrops.com Website](http://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.

[IQ Greening Website](http://iqgreening.com)



DRIKA Farm was founded in 1996 by Evangelos N. Drimtzias and Katerina Kaparaki. DRIKA Farm's facilities are located in an area of 9,5 Ha on the site Ammoudares -Ierapetra, Crete, Greece, 200 meters from the sea side. Its production focused in **Mini Cucumber**.

In 2006 the second level of investments was implemented (*upgrading heating oil to LPG, a thermal, freezer, packing*).

In 2008 the enterprise was awarded the GLOBALG.A.P. Certification by TUV HELLAS (TUV NORD) Certification Body.

In 2011 DRIKA FARM became a proud member of The DKG Group of Companies and Initiatives in order to complete the whole chain "from the farm to the shelf".

[Drika Farm Website](#)



Live Cell is the Innovation joint venture between DKG Consulting and Agrotechniki. The know-how series cover Live Cell Greenhouse, Live Cell biomass, Live Cell Photovoltaic Greenhouse and Live Cell Garden Centers.

[Live Cell Website](#)

Corporate Governance

We strive to ensure our corporate governance practices provide for effective stewardship in all targeted areas of sustainability.

We have adopted numerous governance and management practices to ensure continual improvement on sustainability issues.

Our Board of Directors which comprises the President, the Executive Director, the Finance Director, the Quality Executive and the Project Manager, views effective corporate governance as an essential element for the ongoing sustainability of the DKG Group and its operations. We continue to develop our corporate governance practices to ensure that we meet regulatory requirements. We evaluate our mechanisms on an ongoing basis and strive to ensure our corporate governance practices provide for effective stewardship in all targeted areas of sustainability.

Our corporate governance practices are described in our: Corporate Governance Guidelines and Code of Business Conduct & Ethics.

Among other topics, the Board is responsible for the following:

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

Management Approach

Our approach incorporates the precautionary principle, management systems, regular audits, and corrective action tracking.

You will find more specific explanations of our high-level management approach on the environment, employee practices, community engagement, societal issues, and product responsibility throughout this report.

Policies

Recognizing that DKG Group is a diversified international group of companies and initiatives with operations in different divisions, we guided each company to be guided by a series of Internal and International codes and principles.

Apart from the Corporate Governance Guidelines and Code of Business Conduct & Ethics, the Group also recognizes and supports 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, labor rights, environmental protection and anti-corruption. Additionally, the 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).

To make sure our policies are followed, we apply training tools for greater understanding.

Identification and selection of stakeholders.

Systematic dialog with stakeholders helps DKG Group identify possible conflict issues or opportunities for further development.

In accordance with ISO 14001, a stakeholder analysis is also carried out at all production sites as part of environmental management. Requirements are recorded situationally in stakeholder dialogs. DKG Group then clarifies its objectives in dealings with the stakeholder group and determines potential for conflict or opportunities. As a fundamental rule, DKG Group pursues a cooperative approach in order to discuss and further develop possible measures with the stakeholders concerned.

Stakeholder Groups

DKG Group has identified and categorized its stakeholders into five main groups: Employees, customers, shareholders, suppliers and other, the latter including both authorities and society at large.

- Employees
- Customers
- Shareholders
- Suppliers
- Others (professional and non-governmental organizations, international or regional bodies, authorities and local communities)

Our External Commitments

We are driven to be the very best at what we do. Our greatest satisfaction is to provide our clients with exceptional value and service. Along the way, we have been honored to receive recognition for our leadership, community service and success as a sustainability consulting firm.

In 2011, we were proud to receive the following certificates:

- ISO 9001
- ISO 14001

A big part of our success has come through the sharing and learning that takes place with other leaders in corporate responsibility, including:

- United Nations Global Compact (UNGC)
- Global Reporting Initiative (Organizational Stakeholder)
- Quality protocol GLOBALG.A.P. (Associate Member)

People behind The DKG Group



Eleni Mathaiopoulou
Head of Translation & Localization



Haroula Spinthiropoulou
Ph.D, Viticulturist & Oenologist



Christina Papaioannou
Researcher & Trainer at IRTC



Katerina Partheniou
Sales Technician



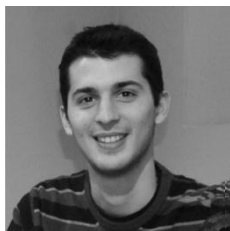
Elena Gadona
Visual Communication



Dimitra Notiou
Management Assistant



Evangelos N. Drimtzi
President



Dimitrios Vouris
Food Scientific



Gregory Daris
IT Senior Consultant



Lampros Podiotis
Finance & Accounting
Services



Dimitris Gartzonikas
Project Manager



Haris Giannopoulos
Researcher & Trainer at
IRTC



Thanasis Manoloudis
Energy & Renewable
Sources Management
Executive



Andreas Kiziris
Researcher & Trainer at IRTC



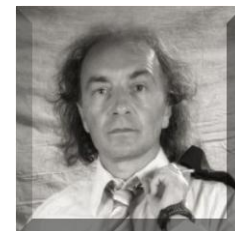
Dimitrios Daskalakis
Quality Management
Executive



Gregory Karaiskos
Partner/ Green Walls Expert

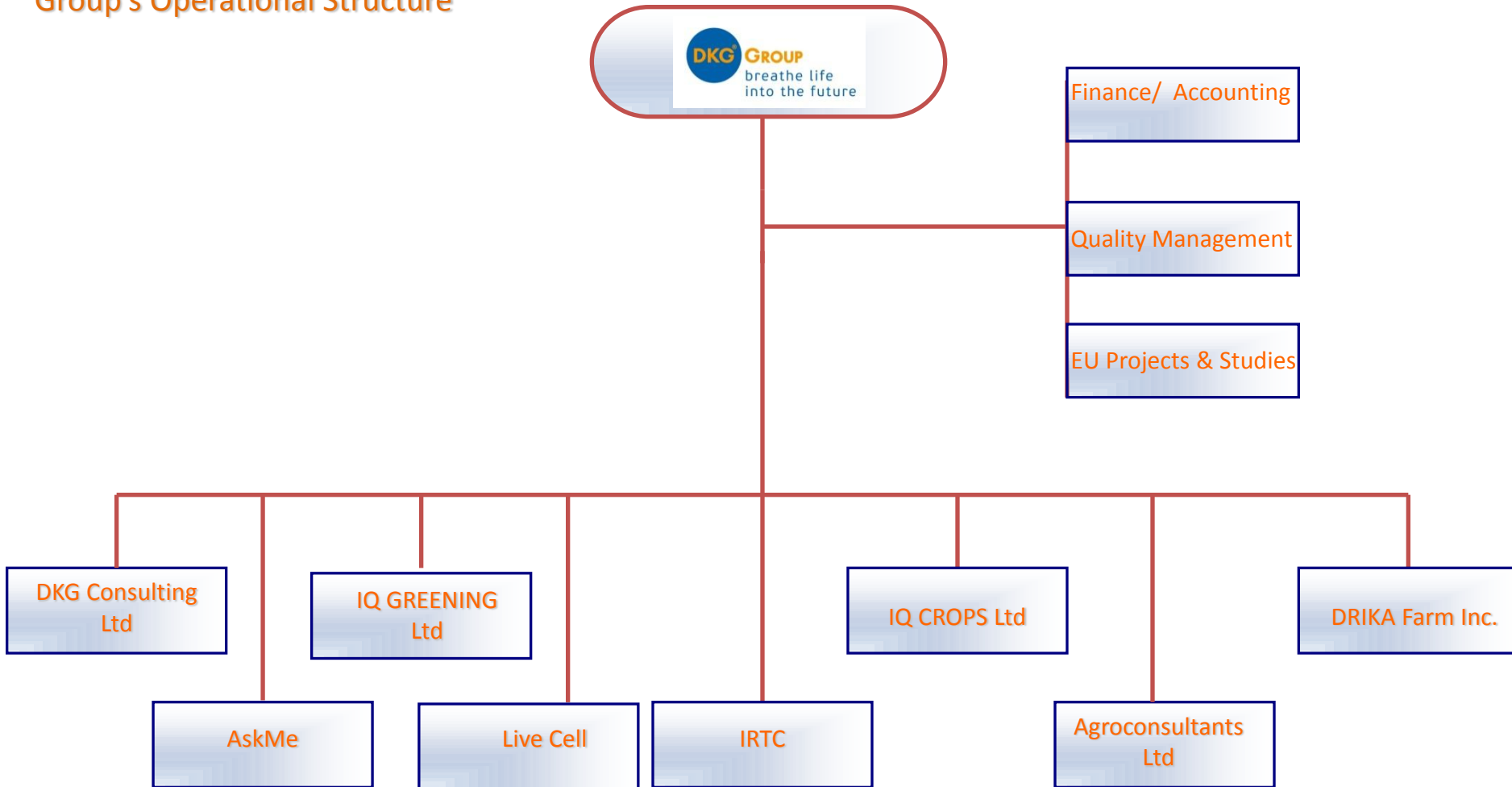


Stefanos Gialias
Partner / Roof Garden Expert



Christos D. Katsanos
Executive Director

Group's Operational Structure



Certificates of DKG Group

In December 2011 DKG Consulting Ltd (*member of the DKG Group of Companies and Initiatives*) achieved **ISO 14001:2004 Certification**, the international standard for environmental management systems. This highlights DKG's commitment to considering the environmental consequences of all processes and business practices internationally. The achievement of this award demonstrates that DKG has implemented a **sustainable environmental management strategy**.

The certification gained after an exhaustive audit by TUV HELLAS (TUV NORD), the independent auditor used by DKG Consulting Ltd for its ISO 9001 certification, also. The scope of certification is focusing to **“Design, Implementation and Support of Total Greenhouse & Farm Management – Training on Total Greenhouse and Farm Management”**. The resulting certification applies to all solutions and services delivered DKG's customers worldwide.

At the same period **DKG Consulting Ltd** also successfully renewed its certificate of registration for the International Quality Standard **ISO 9001:2008 for its Enterprise activities for another three years**.

To obtain recertification, a company must show continued conformity and effectiveness of its quality management system as a whole as well as the continued relevance and applicability of the management system for the scope of certification which this time extended to **“Design, Implementation and Support of Total Greenhouse & Farm Management – Training on Total Greenhouse and Farm Management”**. The resulting certification applies to all solutions and services delivered DKG's customers worldwide.



Economic Performance

DKG Group generates revenue primarily by providing specialized sustainable solutions to individuals, professional groups and corporations within the fresh produce industry, or by training services.....

Our revenue depends on our ability to attract and retain qualified and productive employees, identify business opportunities, allocate our labor resources to profitable and high-growth markets, secure new contracts, and renew existing client agreements.

Importantly, that maintaining the high quality of our work is integral to our revenue generation and profitability.

Revenue at December 31, 2011, was.....

Total assets at December 31, 2011,were

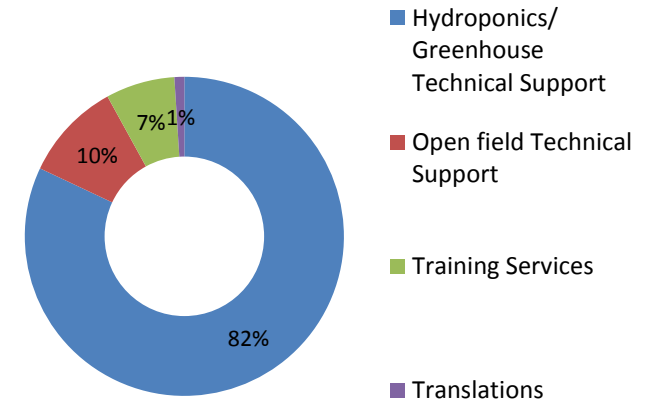
Total liabilities at December 31, 2011,were.....

Income from operations for 2011was approximately

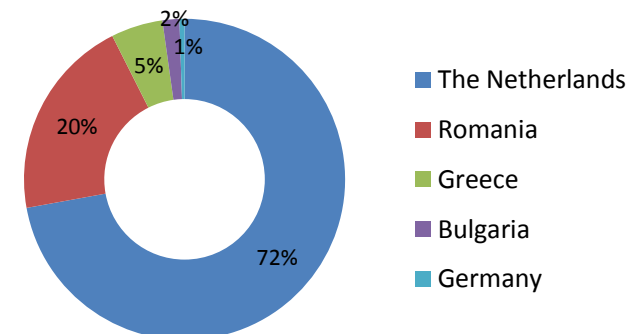
Net income attributable to DKG Group for 2011 were approximately.....

2011 Net Sales

■ By segment



■ By geographic region



Social Performance

Human rights & Labor

DKG Group's Code of Business Conduct addresses many of the ethical principles and policies created to deal with issues such as bribery, political contributions, diversity, equal opportunity, respect in the workplace, and environment, health and safety.

The Code includes the following key points, among others:

- DKG Group recognizes and respects all labor and employment laws – including those respecting freedom of association, privacy and equal employment opportunity. Also believes that working positively and directly with employees best serves their interests.
- DKG Group expects employees to avoid any activity or interest that might reflect unfavorably upon the integrity or good name of the Group or of themselves. They are obligated to place Group's interest in any business transaction ahead of any personal interest or personal gain to either themselves or to their spouse, family member or other individual.
- DKG Group complies with all child labor laws. It understands that children may legitimately perform tasks that do not interfere with their education and do not negatively affect their health, safety and development.
- It is DKG Group's policy to provide all employees with an environment of mutual respect that is free from any form of harassment and discrimination. Harassment and discrimination of any form is not acceptable and will not be tolerated.

All DKG Group employees are expected to adhere to the Code of Business Conduct in the daily performance of their job responsibilities.



Social Performance

Human rights & Labor

DKG Group promotes an environment free from discrimination and harassment, and is committed to ensuring equal opportunities in all areas of employment, including recruitment, hiring, training and promotion. It strives to ensure all employment practices are objective and free from bias, are based solely upon work criteria and individual merit, and meet the broader goals and objectives of the Group.

Further, it is Group's policy to provide and maintain a productive atmosphere that is characterized by mutual respect. The Group prohibits actions that are unlawful or inappropriate in the workplace. Our Good Working Relationship policy prohibits any conduct that is consistent with discrimination, sexual harassment, workplace harassment, victimization, bullying or vilification.

The management team is responsible for ensuring that the spirit and intent of this policy is consistently practiced. Moreover, each employee has the responsibility to treat every colleague or applicant for employment with respect and in a fair, non-discriminatory manner.

Labor Policy:

"We believe that respect for the dignity, rights and ambitions of all people is a cornerstone of business excellence in the 21st century. This policy extends to every of our employee. We expect also the customers, suppliers and contractors with whom we do business to embrace similar values and standards. We recognize and respect all labor and employment laws – including those respecting freedom of association, privacy and equal employment opportunity – wherever it operates."

Child Labor Policy:

"We comply with all child labor laws. We understand that children may legitimately perform tasks that do not interfere with their education and do not negatively affect their health, safety and development. We seek to have a positive impact on the reduction of unlawful child labor and child exploitation. We expect also our customers, suppliers and contractors to embrace similar values and standards."

Anti-Corruption Policy

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.

Social Performance

Human rights & Labor

Health & Safety

In addition to observing the laws relating to occupational safety and health, we have established our own standards and are striving to improve safety and health. All of our employees have medical insurance according to the Law, and we are working on a program of improvements to ensure the safety of every employee working for the Group, promote better health, and create a pleasant working environment. Each and every employee must act to cooperate with the safety and health measures that have been decided upon.

Training and Education

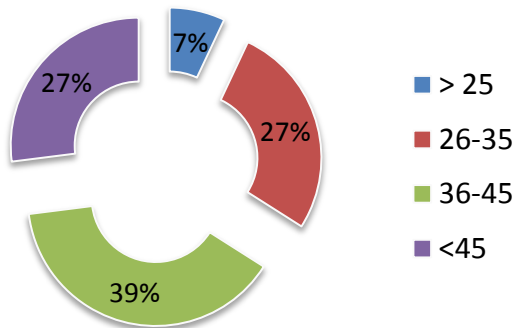
With the rapid evolution of the sustainability and corporate responsibility field, we recognize the importance of continuous learning. We set aside professional development funds for education and training opportunities, including conferences, seminars, external training and education opportunities.

Compensation and Benefits

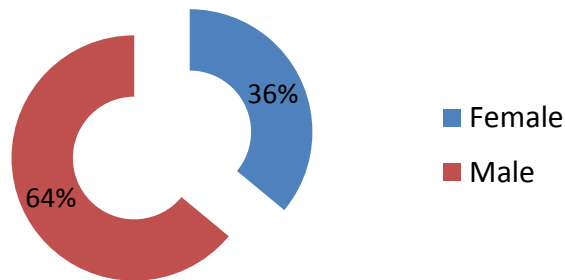
Our team members are the Group's greatest resource. We compensate them for their hard work and dedication with wages that comply with all applicable national labor laws. We also offer our full-time employees the benefits of health care, bonus and paid time off for vacation and holidays.

Health and Safety indicators 2011 - 2012	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	0	0
Total	0	0

Employees by Age (%)

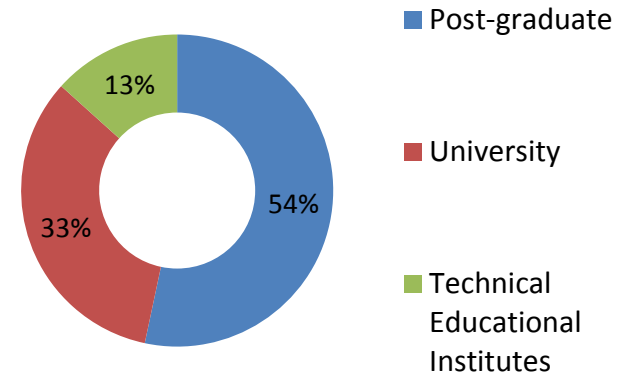


Employees by Gender (%)



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.

Educational level



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

1. [DKG Group's employees](#)
2. [Some insightful statistics](#)

Social Performance

Society

- **Promoting active, healthy living**

DKG Group cares about people's health and well-being and want to make a positive difference in people's lives, both physically and emotionally. We aspire to help people lead active, healthy lifestyles through our support of programs that encourage active living.

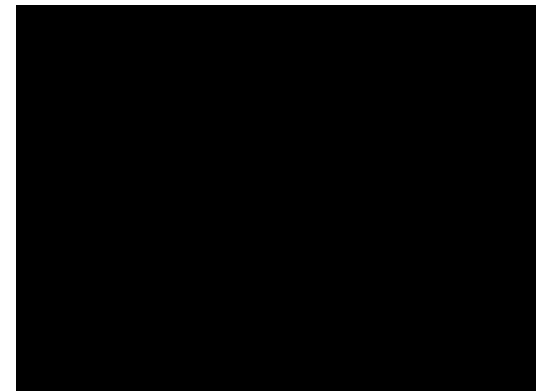
As part of our commitment, we are helping our associates to become more active participants, volunteers or supporters to physical or other activities, such us:

Physical activities

Wellness and well-being as key objectives of Groups' activities, encourages successfully its employees to deal with any kind of physical activities. The Rodopi Ultra Trail (ROUT) event, that took place every year 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. Some members of DKG Group take active part as participants, and some others as volunteers and supporters.

Habits formed early can last a lifetime.

Engaging children in participatory activities, such as physical, creative and entertainment activities, will serve a variety of functions. Children participating in these activities will develop their imaginations, creativity, self esteem and passion. Additionally, healthy, physically active kids also are more likely to be academically motivated, alert, and successful. That's why we participate and we encourage other parents to such activities like the Olympus Marathon Kids trail run, Agios Georgios Orienteering or entertainment painting events (during the Friends of Xinomavro meeting).



Social Performance

Society

- **Volunteer activities**

The Group serves volunteerism either by providing charitable gifts to eligible nonprofit organizations or by taking active part (some members of DKG Group) as volunteers and supporters at the Rodopi Ultra Trail (ROUT) event.

People who give their time are essential to the prosperity of any event; the ROUT is no exception. In order to be carried this 100 miles running race a lot volunteers are needed. The ROUT, 100 miles running race is carried out at the Rodopi Mountains in Northern Greece. The heart of this mountainous ecosystem constitutes the Protected Area of Rodopi Mountains.

The Rodopi mountains has significant aesthetical value, an area of exceptional ecological interest (especially botanical and ornithological), as it has a wetland of International importance, that accommodates more than 300 bird species and constitutes a basic link in the chain of wetlands. Apart, here is present a small but sustainable population of the Brown Bear, dears and chamois.

These skilled volunteers who help to run out this event do the hard work, either by cleaning the paths under strict directions to keep the natural beauty untouched (protecting the flora, fauna and animals), or by standing for more than 42 hours close to participants by covering any of their needs during the race.



Charitable gifts to nonprofit organizations for 2011-2012

- Rodopi Ultra Trail (<http://www.rout.gr>)
- Adventure Zone (<http://www.a-z.gr>)
- Natalia Papounidou & Babis Giritziotis for Solu Khumbu Trail – Nepal (<http://www.dkggroup.com/newsdetail.php?id=190&lang=el>)
- Athletic Association of Lagada (<http://www.asklagada.gr>)

From November 8th till 23rd, 2011, the people of the DKG Group mentally and financially support the effort of the athlete Natalia Papounidou and the photographer Babis Giritziotis, who accompanied the Greek athlete in Nepal and covered both photographic and journalistic the effort all the 13 racing days (300 km) in the challenging mountain race named "Solu Khumbu Trail"

[Read more](#)



Social Performance

Society Cultural Heritage



The DKG Group contributes to Cultural Heritage by taking active part as a co-founder to the Cultural Foundation "Methexis", that founded to meet the needs and beliefs of founders and its members who place as protractor the quality, culture, participation and cooperation and aims to the universality of the individual and the art of everyday life «The daily art of living».

For more please visit : www.m-f.gr & www.ekthesisyrako.blogspot.com/



"Orizontas" and "En Xoro" are two television show series that aims to educate and entertain those who are seeking adventure or cultural treasure. The "Orizontas" TV show based on natural beauty sides of physical activities and places around Greece. The "En Xoro" TV Show 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



The DKG Group is also member of the Gastronomy Club of Epirus, a club that promotes local, traditional products of Epirus to the broader public via exhibitions and national and regional events, and through online marketing and social media tools.

For more please visit :
<https://www.facebook.com/groups/gastronomy.club>

Society

Create & Support Associations

DKG Group is active in a number of associations and organizations.

To share just a few,



DKG Consulting is a founding member and has been appointed as the Coordinator of The Green Club®, a Reputation Management Growers Association that consists of 21 member companies. These growers who are located all over Greece grow hydponically 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).
Green Club Website



DKG is also co-founder of “The Friends of Xinomavro“, 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. 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).
The Friends of Xinomavro blog



Another Project that DKG Consulting is involving since the inception is CRETACERT, a non profit organization created for managing the high Reputation of the quality agricultural products of Crete,Greece
Cretacert Website



DKG has also contributed to the idea and the implementation of CottonBest.eu™, a Certified traceability program based on the 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.
CottonBest.eu Website

Social Performance

Society

DKG Group believes its role is to drive positive change into local communities and across the globe. We place a high value on listening to our communities and strive to be not just a good neighbor, but a global corporate citizen. We understand that our promise is our most vital product and through authentic relationships we are building better, stronger, more sustainable communities in the places where we do business.

DKG Group believes social action is one of the most significant forces impacting companies today. Group's future depends on our ability to understand societal trends and to find positive solutions that address the common good.

Sustainable living

One way DKG Group contributes to society is by promoting greening to life through IQ Greening Ltd, a company that provides green design hydroponic practices like Vertical Green Walls, Urban Farming, Roof Gardening and Green Sound absorbent Walls contribute to the sustainable development of the environment via a healthier and more sustainable urban living environment. Such considerable potential mechanisms of remedial urban greening are:

- ❑ Improving building energy performance by reducing energy consumption
- ❑ Improving air quality through pollution adsorption and oxygen generation
- ❑ Mitigating the urban heat island effect
- ❑ Improving visual amenity and increasing a buildings profile
- ❑ Improving building lifespan
- ❑ Cooling down temperatures inside and outside a building
- ❑ Restoring a diverse ecology to urban areas
- ❑ Recycling storm water and grey water
- ❑ High frequency noise abatement
- ❑ Improving the psychosocial health of a buildings occupants and the general public
- ❑ Addressing the aesthetics of sustainability



Sustainable products & solutions

One way DKG Group contributes to society is by promoting sustainable products & solutions, a key element of our strategy. Products that provide sustainable advantages to customers, healthy, nutritious, tasty and safe products every day which are good for both people and the environment.



The hydroponic FraoulaBest© solution designed by the DKG Group in collaboration with the IRTC (International Research and Training Centre for Sustainability) under the philosophy of Total Greenhouse Management, and the initial experience of growing hydroponic lettuce (MarouliBest© solution). In recent years, the evolution of the system occurs mainly in Cyprus....

[Read More](#)



The hydroponic MarouliBest© solution designed by the DKG Group in collaboration with the IRTC (International Research and Training Centre for Sustainability) under the philosophy of Total Greenhouse Management.

The hydroponic "MarouliBest" solution has been applied in greenhouses in the Greek market in the last 8 years and has achieved in some cases the vision of producers, 8 crop cycles per year....

[Read More](#)

International Research & Training Centre for Sustainability (IRTC)

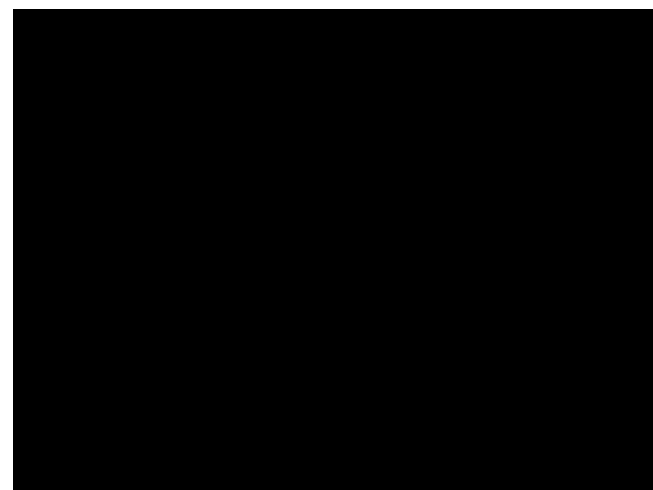
Research and training are an integral part of our projects, as we aim for participants to be able to assume full responsibility for activities once our involvement with the training is over.

The International Research & Training Centre for Sustainability (IRTC) is a training facilitator organisation (member of DKG Group) 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.

IRTC with expertise in Branding, Total Greenhouse Management, Total Farm Management, Total Quality Management, Hydroponic Systems, Good Agricultural Practices, provides a series of training programs to corporations and individuals to help them achieve higher standards.

Some of the above training programmes are held in cooperation with the Training Department of TUV HELLAS (TUV NORD) S.A, the University of Macedonia, Thessaloniki, Greece and The Logistics Group consulting company.

DKG is certified in accordance of ISO 9001:2008 & ISO 14001:2004 for the scope of Design , Implementation, Supporting and Training of Total Greenhouse & Farm Management.



For more visit the following website and blogs:

[IRTC](#)

[Total Farm Management Seminars](#)

[Agrisystems Seminars](#)

Social Performance

Society

Marketing responsibly

We have long been a leader in the area of responsible marketing. We are working to provide factual, meaningful and understandable nutrition information about our customers' products (and DKG's products). We believe in the importance and power of informed choice and continue to support fact-based nutrition labeling and education and initiatives that encourage people to live active, healthy lifestyles.



Social Performance

Product Responsibility

DKG Group has committed to publicly share its views on the principles that are the foundation for product safety legislation or regulation. Consistent with our commitment to the principles, we support the development of responsible, science-based laws, regulations, standards, practices and procedures that safeguard the community, workplace and environment.

DRIKA Farm (member of DKG Group) and all of our clients embrace a strong commitment to growing sustainable products by applying Good Agricultural Practices (G.A.P) in order to increase the quality, the taste and quantity of their crops, and to promote safe and efficient working practice.

Apart, each of our client's products has the ability to trace the history, use or location of a product by means of registered identifications that is vital for consumer's safety.

Life cycle stages

DKG use process to evaluate health and safety issues across the lifecycle of its products and services. Through this process, possible risks to human health and the environment are identified.

These lifecycle stages include:

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.

We address the following disciplines:

- ❖ GAP - Good Agricultural Practices
- ❖ GMP - Good Manufacturing Practices
- ❖ ISO 22000 (HACCP - Hazard Analysis Critical Control Point)
- ❖ ISO 9001:2000 – Quality Management Systems



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

Social Performance

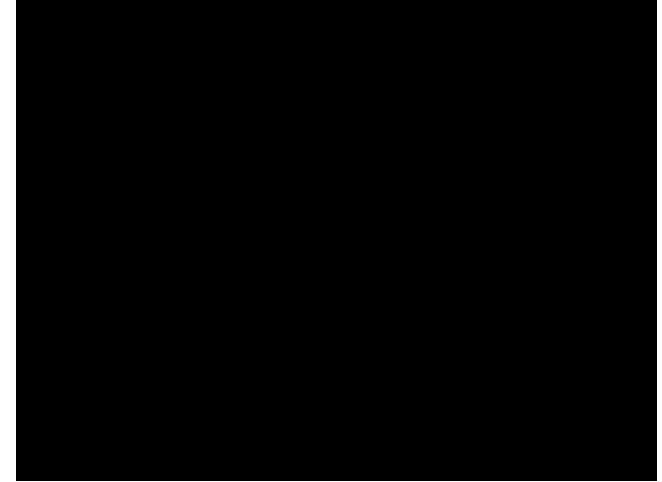
Product Responsibility

Sustainable cultivation

DRIKA Farm (member of DKG Group) 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 greenhouses 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.



Social Performance

Product Responsibility

Food Safety

Although hydroponic farming is one of the most clean methods of growing, food safety is an integral part of DRIKA Farm's and all of our clients' entire operation and is taken very seriously.

It consists of standard operating procedures and addresses several areas of food safety practices that are in place in agricultural operation to ensure consumer protection. These safe practices address personal hygiene, reporting, sanitation practices, and proper food handling. Employees receive training and proper documentation is kept on sanitizing policies, personal hygiene policies, training schedule and reporting.

Hydroponic cultivation in safe greenhouses in an indoor controlled environment grow the safest produce you can buy. Here is how

- 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.
- 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.
- 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.
- 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.
- 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.



Social Performance

Product Responsibility

Premium Quality Standards

Our expert clients are committed to producing products that meet the highest standards of food quality and manage every detail of the growing process to provide their customers with the freshest product available on the market

Quality

Our clients expertly manage the growing process from seed to harvest with unmatched care and commitment to quality. Products are free of any harmful chemical pesticides, insecticides or herbicides. Integrated pest management solutions are applied, including biological controls such as using beneficial insects to prey on harmful pests.

Freshness and Health

Crops are grown, cared for, and harvested to achieve optimum taste and nutrition. Products will be harvested just a few hours before they reach a restaurant plate or supermarket shelf, ensuring absolute freshness and nutrition. That ensures that the extended shelf life is passed onto the customer and not the food delivery chain.





Environmental Performance

About our environmental footprint



The global demand for environmental sustainability has grown significantly in the past few years, solidifying our belief in the importance and urgency of what we do. Although some of our greatest examples of advancing environmental sustainability will be referred below, we also strive to respect the environment with our internal operations.

Based on our office's utility bills and on our time and billing tracking system from 2009-2011 , we have the following information available as a baseline against which we can measure future performance:

	Water Consumption (m3)	Electricity Consumption (kWh)	Natural Gas Consumption		Fuel Consumption (lt)	Paper Printing Consumption (sheets)	Ink cartridge	Toner
			m3	(kWh)				
2009	23	2501	353	3949,97	9.552,25	8500	4 x 13ml	9
2010	10	2507	449	5030,92	6.093,98	2500	6 x 13ml 2 x 17 ml 1 x 9ml	5
2011	25	2565	658	7368,77	7187,01	2500	4 x 13ml	12

Although our environment footprint is relatively small, we are trying to reduce carbon emissions (fuel consumption) that are associated with employee transportation and business travel, we have made important steps to encourage our clients to use electronic communications technology, and the two past years transportation has significantly reduced.

Environmental Performance

Managing environmental issues across our supply chain

1. Environmental sustainable growing practices

Hydroponic growing practices have the following environmental benefits:

- Water conservation

Hydroponic growing uses just one-twentieth the amount of water of field grown crops. The plants receive just the right amount of nutrient-rich water through a computer-controlled drip irrigation system that feeds the water and nutrients directly to plants' roots. Any un-used water from the plants is recycled, sterilized and reused to ensure quality and safety.

- Soil & Land conservation

We exercise soil-free growing practices, by using rockwool substrates, within our clean, sanitary, indoor greenhouse environments, which helps to control diseases. Apart, there is no depletion of soil nutrients and soil erosion.

- Integrated Pest Management Practices (IPM)

All of our Greenhouse clients implement stringent sanitary practices and introduces beneficial insects to maintain a safe, natural, pesticide free environment, to provide you with products that are not only delicious, but are also healthy for your family.

- Carbon dioxide, heat, ventilation

Our Greenhouse clients have turned science into an art. They use high-tech computer systems that monitor and control carbon dioxide levels, heat, ventilation and plant nutrition. Many greenhouses also store unused heat in large water tanks, that hot water runs through heating pipes during cooler evening temperatures. Because of this precision, their vegetables look and taste perfect without doing anything unnatural to them.



Drip irrigation system that feeds the water and nutrients directly to plants' roots



Fighting Aphid insects (enemies of the crop) with natural enemies!



Rockwool substrate uses just one-twentieth the amount of water of field grown crops



Use bumblebees to help encourage natural plant pollination, which helps produce the perfect size and shape of their tomatoes

Environmental Performance

Managing environmental issues across our supply chain

Consulting, training services according to Good Agriculture Practices

As a consulting and training facilitator body, offering specialized sustainable solutions to individuals, professional groups and corporations DKG is focusing to meet increasingly high sustainability standards and to enable its stakeholders to positively influence their impact on environment and society.

As a service provider and associate member of GLOBALG.A.P.[®] (the global partnership for safe and sustainable agriculture), we commit to respond to its recommendations by providing advice to greenhouse growers/suppliers to apply sustainable growing practices and compliance with Good Agricultural Practices (GAP).

Also Group's Executive Director Mr. Christos D. Katsanos is Official GLOBALGAP 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 GLOBALG.A.P. protocol, AGRO 2-1 & 2-2 standard (Greek certification scheme for agriculture enterprises) and ISO 22000 standard (HACCP-Hazard Analysis Critical Control Point).

Finally, the Group's department AskMe officially translates in Greek language GLOBALGAP[®] documents related to Fruit and Vegetables Certification (Integrated Farm Assurance).

GLOBALG.A.P.
The Global Partnership for Good Agricultural Practices



GLOBALG.A.P. MEMBERSHIP 2012

DKG Group Ltd.

Is an approved member of GLOBALG.A.P.

They commit to respond to consumer concerns on food safety, animal welfare, environmental protection and worker welfare by:

- Encouraging the adoption of commercially viable Farm Assurance Schemes, which promote the minimisation of agrochemical inputs, within Europe and worldwide.
- Developing a Good Agricultural Practice (G.A.P.) Framework for benchmarking existing Farm Assurance Schemes and standards including traceability.
- Providing guidance for continuous improvement and the development and understanding of best practice.
- Establishing a single recognised framework for independent verification.
- Communicating and consulting openly with consumers and key stakeholders, including producers, exporters and importers.


Dr. Kristian Moeller
Secretary GLOBALG.A.P.

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Click to enlarge

Environmental Performance

Sustainable Innovations

DKG Group has a rich history of innovation in the greenhouse industry. Our people's twenty years of experience is followed by many significant achievements like branded products (Prima, Lucia, Drama, Tomaccini), hydroponic cultivation method, natural pollination by bumble bees, beneficial organisms use instead of pesticides, climate management by computers, special packing house and renewable fuel (olive core) for heating.

So, from our involvement to the first hydroponic greenhouse in Greece (early 90's) comes to 2012 with the installation of the first Photovoltaic (Solar) Glasshouse also in Greece, that designed and developed by the AGROTECHNIKI Ltd and DKG Consulting Ltd in their joint innovation venture LIVE CELL®.

The module allows photovoltaic equipment to coexist with flower crops. What is more, it acts as an element for the seasonal control of the radiation and interior temperature of the greenhouse, apart from constituting additional support for the entrepreneur's economic activity through the sale and/or private use of the energy obtained.

Fore more photos please click [here](#)



Environmental Performance

Sustainable product design: focus on packaging

We regularly review and reevaluate our clients' sustainable packaging strategy to identify ways to increase the use of sustainable packaging while allowing for flexibility in meeting customers' needs. We are working on a process to define opportunities to reduce the amount of materials that used by, for example, optimizing seal sizes and finding alternative usage of packaging

Case study: Tomacinni

In 2012, redesigned the packaging of Tomacinni Product. The new innovative package utilized less material to deliver the same quantity of product to consumers. Importantly that the packaging can be used as a pen-pencil holder!!



We value your opinions and feedback, and we would appreciate your thoughts about our initiatives and communications.

Tell us what you liked, what we could improve or what you would like to see in our next report.

To do so, please contact with Dimitra Notiou, at notiou@dkggroup.com

The committee of CSR & COP Report

Editors:

Christos D. Katsanos & Dimitra Notiou (*Management Assistant*)

Proof reader:

Evangelos N. Drimtzias

How we intend to make this CSR 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 GRI's Sustainability Disclosure Database <http://database.globalreporting.org>
- ✓ DKG's COP & CSR will be published on the DKG Group website <http://www.dkgroup.com>
- ✓ DKG's COP & CSR will be published on the DKG Group blog <http://csr-dkgroup.blogspot.gr/>
- ✓ 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
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



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