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STATEMENT

of Continued Support

We have been committed to aligning our operations and strategies with the Compact's Ten Principles, which are universally accepted and cover human rights, labor, health and safety, the environment and anti-corruption. Our Human Rights & Sustainability Policy defines how we abide by these principles and related global standards. Our Ethics Policy, which is reviewed annually, guides us as we grow and confront new business issues in the countries in which we operate. Our Ethics Policy defines how we treat each other with fairness, dignity and respect, and provides guidance regarding acceptable and appropriate practices and actions for all of our employees. As part of our commitment to support the Compact's Ten Principles, we have updated our Communication on Progress (COP) Report.

Our COP Report provides details on how we are implementing the Ten Principles and meeting many, if not most, best practices under each criterion relevant to our company. In addition to posting our COP Report on the UN Global Compact website, we also post it on our public website, where you will also find our most recent Global Reporting Initiative (GRI) Report, Business and Sustainability Report, Ethics Policy and Human Rights & Sustainability Policy.

For more than 20 years, DKG Group, a global diversified technology and industrial leader, has made sustainability an integral part of business through its vision and values.

We are continually recognized for these efforts through the results we deliver. We collaborate with customers, suppliers and communities worldwide, acting ethically to protect the environment and improve quality of life. Through our products, services, operations and partnerships, we promote the efficient use of resources, supporting global sustainability as well as business success. We work to grow our business through sustainable products and services, improving operational effectiveness and expanding our engagement with key stakeholders on sustainability issues.

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, while at the same time reassuring the consumer of their safety.



Evagelos N. Drimtzias President







DKG Group respects the environment, supports sustainable development and is committed to environmentally sound business practices. To fulfil this commitment, DKG Group integrates environmental principles, programs and practices into each business, strives for the continuous improvement of its environmental performance through application of the DKG Group Environmental Management System and provides appropriate information, communication and training to build internal and external understanding concerning the Company's environmental commitment.

DKG Group remains committed to strengthening communities through environmental conservation, social service and education where we work and operate. It is the dedication and hard work of all of our employees across the globe that allow us to achieve the sustainability goals we set for ourselves and to stand behind our vision of creating a more safe, comfortable and sustainable world.

Christos D. Katsanos **Executive Director**









GROUP **EVOLUTION**

EVANGELOS N. DRIMTZIAS

Evangelos N. Drimtzias as a Sales Technician and then Account Executive of the GRODAN Group for Balkan Countries (Greece, Serbia, Albania,FYROM,Bulgaria), Turkey, Cyprus, Egypt. 1992

DRIKA FARM

DRIKA Farm was founded in 1996 by Evagelos N.
Drimtzias and Katerina Kaparaki. DRIKA Farm's
facilities are located in an area of 0,5 Ha on the
site Ammoudares -lerapetra, Crete,Greece, 200
meters from the sea side.Its production focused in
Mini Cucumber.

1996

1992









CHRISTOS D. KATSANOS

(AGROCONSULTANS HELLAS)

Christos D. Katsanos has been involved as a production manager and then Greenhouse Manager in Greece innovations such as:
Branded product (Prima tomatoes), Cluster type tomatoes, Hydroponic cultivation method. In 1998 as a Technical/Sales Advisor for Grodan products and solutions.

1992

KINSPIRATIONS

a boutique consulting agency that works with personal brands, consumer brands and startups led by <u>Christos D. Katsanos</u>

GROUP **EVOLUTION**

DKG CONSULTING

services are focused on greenhouse and farm activities include advice regarding hydroponic techniques, crop selection, plant propagation, feeding solutions recipes, harvesting based on TGM® and TFM® methodologies, is also a service provider for quality, environmental & food safety systems.

2001

ASK ME

2003

The Askme® Translation and Localisation Division 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. Head of the ASK ME division is

Eleni Mathaiopoulou

1996







IRTC



DKG GROUP

On December 2011 was established the DKG GROUP led by <u>Christos D. Katsanos</u> and <u>Evangelos N. Drimtzias</u>. The headquarters of the Group is located in Thessaloniki, Greece, with additional advocacy office operating in Crete.

2001

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.

GROUP **EVOLUTION**

GLOBALG.A.P.

The Group's department AskMe officially translates in Greek language the GLOBALG.A.P. documents, related to Fruit and Vegetables Certification (Integrated Farm Assurance). Also Group's Executive Director Mr. Christos D. Katsanos become Official GLOBALGAP train-the public trainer.

2003

IQ CROPS

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.

2003









2011

AGRISYSTEMS

DKG GROUP was Co-founder of TUV HELLAS
AGRISYSTEMS Division.
External Lead Auditor for Quality, Environment
and Agriculture
Lead Trainer on ISO 9001, ISO 14001, ISO
22000, GLOBALGAP & AGRO Standards

2003

GREEN CLUB

DKG GROUP 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.

GROUP EVOLUTION

ISO 14001:2004

2011

Hydroponics.gr

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.

is a web tool where all the experience and practical application of knowledge of DKG on hydroponic cultivation is 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 2012

2011







IQ GREENING

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 2011

ISO 9001:2008

DKG Consulting Ltd also renewed its certificate of registration for the International Quality Standard ISO 9001:2008. 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".

GROUP EVOLUTION

TROPOS BRANDING

a one stop creative shop led by Christos D. Katsanos and Dimitris Gartzonikas . We design brands from the ground up (big B), and help existing companies present themselves better (little b) by applying "Zero to low Budget Branding" Methodology. www.tropos.gr 2013

FRAOULABEST AWARD

Our Integrated System of Hydroponic Strawberry (FraoulaBest) solution is awarded in the Green Business Innovation Awards.Our client TSACHALOS GREEN TRADE SA was awarded for contribution to green business but especially for its innovative hydroponic system "Fraoula

www.fraoulabest.com

2015

2013









TODAY

TOMACCINI AWARD

1st place in the award category "Research & Development" has been taken by "TOMACCINI" as the first Snack Tomato in the Greek market. Tomaccini received the prize as a joint award for the three companies that contributed to its creation; Hellenic Greenhouses SA, AB Vassilopoulos SA and DKG Consulting Ltd

2013

GLOBALG.A.P

Documents Ver.5

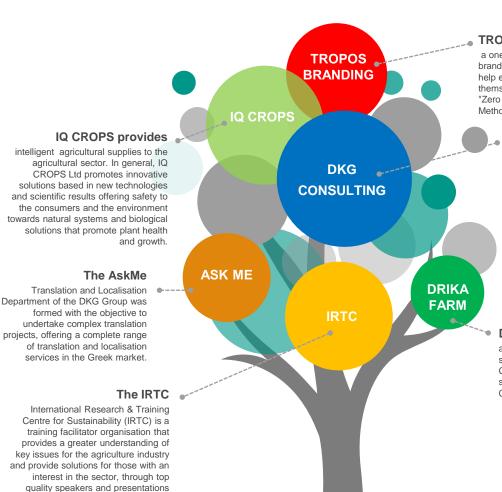
The Askme® Translation and Localisation Division of the DKG Group translate the GLOBALG.A.P documents Version 5,0, achieving more than 200,000 words up to now.

GROUP Members

DKG Group is a diversified international group of companies and initiatives with operations in various sectors. 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 20 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, urban farming, foliage based architecture, intelligent crop supplies and training facilitator bodies, 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.



TROPOS Branding is

a one stop creative shop. We design brands from the ground up (big B), and help existing companies present themselves better (little b) by applying "Zero to low Budget Branding" Methodology.

DKG Consulting services

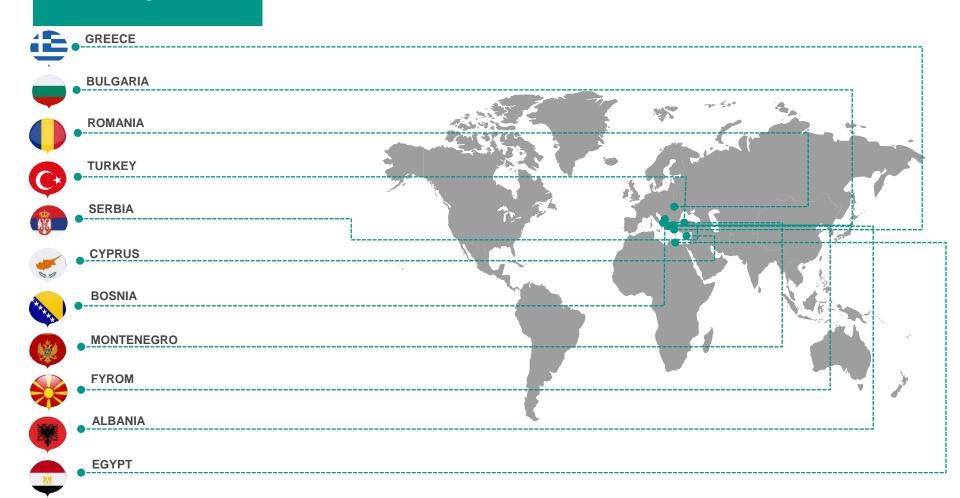
are focused on greenhouse and farm activities include general advice regarding hydroponic techniques, crop or product selection, cultivar (variety/ies) selection, plant propagation processes, general cultivation practices, distance crop monitoring, feeding solutions recipes, harvesting, packaging and postharvest 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

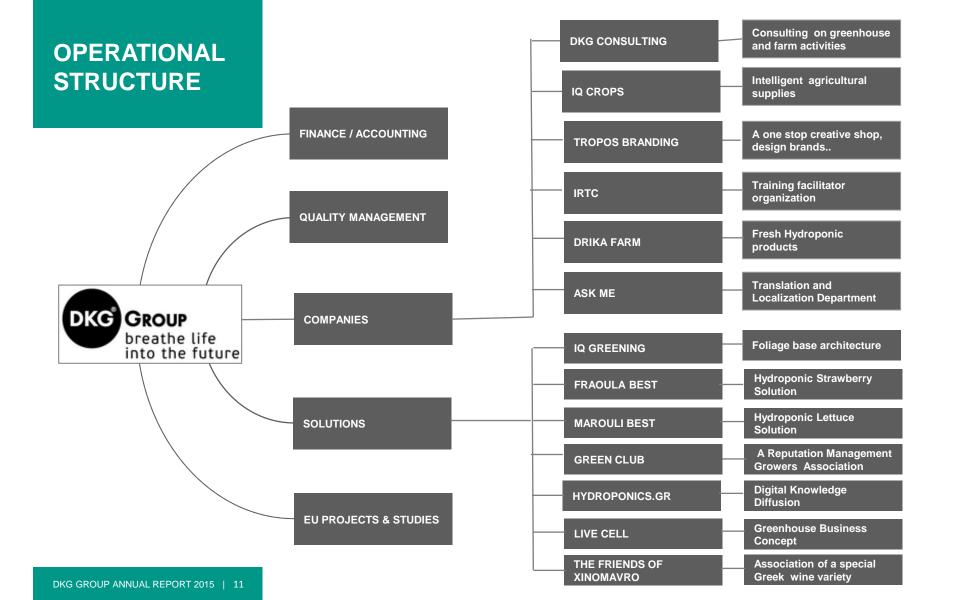
DRIKA Farm's facilities

are located in an area of 0,5 Ha on the site Ammoudares -lerapetra. Crete.Greece. 200 meters from the sea side.Its production focused in Mini Cucumber

from industry leaders and researchers.

DKG GROUP'S TERRITORY





Governance

DKG Group is continuously strengthening its corporate governance system, recognizing that sound corporate governance is extremely important in operating the company effectively, efficiently, and in a way that increases corporate value over the midto long-term.

The Board of Directors of the DKG Group sets high standards for the Company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the Company's business.

To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in these guidelines. These guidelines are subject to modification from time to time as the Board of Directors deems appropriate in the best interests of the Company or as required by applicable laws and regulations.



Our Values & **Behaviors** are the Foundation of our Code

OUR CODE - OUR RESPONSIBILITY

Our Code is a public statement that DKG Group is committed to doing the right thing. It serves as a valuable resource to help employees and others make informed, ethical decisions. Our Code includes references to relevant Requirements, Policies, Procedures and Practices and other helpful tools and resources.

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.

We believe our success depends on the trust and confidence placed in us by our customers, people, shareholders, suppliers, partners, advisers, and the community at large.

The foundation principles underpin our desire to maintain that trust and form our Code of Conduct:

- We act with honesty and integrity
- We comply with laws and with our policies
- We respect confidentiality and do not misuse information
- We value and maintain our professionalism
- We work as a team

Governance Practices

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



Risk management and internal controls

The president and director recognize that the Group is ambitious and seeking significant growth.

The Board has in place a formal process for identifying, evaluating and managing the significant risks faced by the Group.

The president and director are responsible for the Group's system of internal control and for reviewing its effectiveness. However, such a system can provide only reasonable, but not absolute, assurance against material misstatement or loss.

There is a formal process in place to regularly review the control systems across the Group to ensure that they develop to mitigate emerging risks and in anticipation of expected growth. Twice a year the Accountant presents to the Board for discussion and approval a summary of the key internal controls in place during the prior period and proposals for enhancements to these controls in the forthcoming period. Based on this process, the directors believe that the Group has internal control systems in place appropriate to its size and nature.



External Commitments

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.

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)

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, labor 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).

Safety

Everything we do relies upon the safety of our workforce and the communities around us. We care about the safe management of the environment.

Respect

We respect the world in which we operate. It begins with compliance with laws and regulations. We depend on the relationships we have and respect each other and those we work with. We value diversity of people and thought.

Integrity

We behave with integrity and in an ethical manner in everything we do and say, thereby earning and maintaining the trust and respect of customers, shareholders, suppliers, colleagues, partners and communities.





One Team

Whatever the strength of the individual, we will accomplish more together.

We put the team ahead of our personal success and commit to building its capability. We trust each other to deliver on our respective obligations.

Commitment to Excellence

Our commitment is to demonstrate excellence in all spheres of our work and in our interactions with customers, shareholders, suppliers, colleagues, partners and communities. In addition, we commit to exercising judgment, professionalism, rigour, self-discipline, perseverance and team spirit.

Customer Orientation

We promote a customer-centred culture that emphasizes outstanding service and meets our commitments at every level of our organization.

Shareholder Focus

We are focused on creating sustainable shareholder value through developing profitable products and projects, and soundly managing the business for the benefit of customers, shareholders, suppliers, colleagues, partners and communities.

ANNUAL ACTIONS

November 2014



12 January 2015

DKG GROUP's ED Mr. Christos D. Katsanos keynote speaker on "Leadership & Personal Development" Seminar of Business School of Mediterranean College.



29 January 2015

Co-operation Agreement between Rodopi Ultra Trail NGO and Tropos Branding Co

26-28 November 2014

Presentation on our FraoulaBest (hydroponic strawberry) system via our Research and Training Organization (IRTC) during the IRLA Symposium.



25 January 2015

The launch of "Tropos Food Channel", a channel for the promotion of food from the "Production" to the "Final Consumption".



26 February 2015

Proud to be one of the supportive partners helping realize AgroDesign / Brand It project during DETROP 2015.



February 2015

ANNUAL **ACTIONS**

March 2015



2 June 2015

The Tropos Branding participated in the Greek flora Wealth organized by BALKAN Botanical Garden Kroussia. Mr. Christos D. Katsanos developed branding issues



27 July 2015

"GreenSun": A new project of Tropos Branding Co, that aims to promote the positive elements of Greece worldwide.

28 March 2015

Workshop for the Cultivation of Aromatic and Medicinal Plants in the area of Tzoumerka. Mr. Christos D. Katsanos as a keynote speaker analyzed the side of Branding



18 June 2015

GREEN BUSINESS INNOVATION AWARDS TSACHALOS GREEN TRADE SA was awarded in the Green Busness Innovation Awards concerning its Integrated System of Hydroponic Strawberry production and Trade named FraoulaBest. Tropos Branding and DKG Consulting (members of DKG GROUP), the companies that installed, monitor and promote the system were there.



09 August 2015

Workshop for the Development of the Mountains. at Syrrako Ioanninon. Mr. Christos D. Katsanos as a keynote speaker analyzed the side of Location Branding.



August 2015

ANNUAL **ACTIONS**





17 September 2015

GRODAN Export Markets Dealers met in Rotterdam. Mr. Evagelos Drimzias represented IQ CROPS Ltd (member of The DKG Group) the official dealer of Grodan in Balkan countries, Cyprus and Egypt.



26 November 2015

IRTC accepted the invitation of the AFS to interact with the students on topics of Hydroponics and Greenhouse Management. Mr. Christos D. Katsanos, Agronomist M.Sc., MBA shaded his knowledge and experiences with the young "farmers"!.



5 December 2015

Workshop for Aromatic and Medicinal Plants in Thessaloniki, Mr. Christos D. Katsanos as a keynote speaker analyzed the side of Branding

> **December** 2015

21 November 2015

The "STUDENTS FOR LIBERTY NETWORK" oranized its Regional Conference in Thessaloniki, Greece at IEK Delta Campus. Our CEO Mr. Christos D Katsanos was a Keynote Speaker.



27 November 2015

The 2nd celebration of Orange - Mandarins - kiwi -Olive in ARTA. Tropos Branding, will be attended by its Brand Strategist Mr. Christos D. Katsanos who will present the topic "The Contribution of Branding in the development of new products: the case of hydroponic products type Snack"



8 December 2015

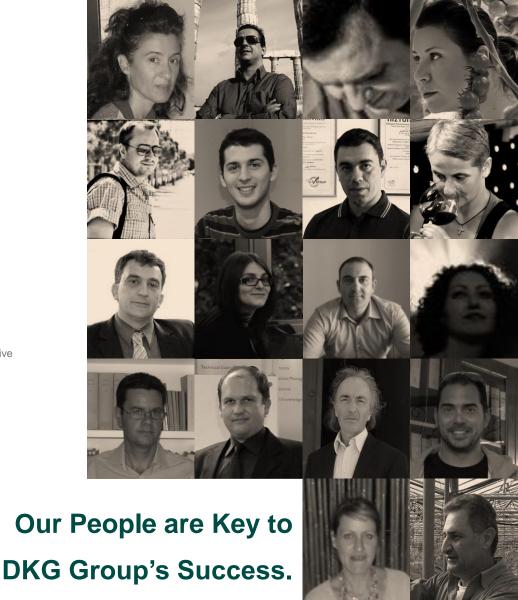
Our CEO Mr. Christos D. Katsanos at the Economist - The 2nd Agricultural Business Summit, as one of the speakers at "A NEW ERA FOR ENTREPRENEURSHIP AND START-UPS" session and he presented the "The importance of Branding"





Our Team

- ELENI MATHAIOPOULOU, Head of Translation & Localization
- DIMITRIS GARTZONIKAS, Project Manager
- LAMPROS PODIOTIS, Finance & Accounting Services
- CHRISTINA PAPAIOANNOU, Researcher & Trainer at IRTC
- GREGORY DARIS, IT Senior Consultant
- DIMITRIS VOURIS, Food Scientistic
- ANDREAS KIZIRIS. Researcher & Trainer at IRTC
- CHAROULA SPINTHIROPOULOU, Ph.D, Viticulturist & Oenologist
- **EVAGELOS DRIMTZIAS. President**
- DIMITRA NOTIOU, Management Assistant
- THANASIS MANOLOUDIS, Energy & Renewable Sources Management Executive
- ELENA GADONA, Visual Communication
- DIMITRIS DASKALAKIS, Quality Management Executive
- GREGORY KARAISKOS, Green Walls Expert
- CHRISTOS KATSANOS, Executive Director
- STEFANOS GIALAS, Roof Garden Expert
- KATERINA KAPARAKI, Production Manager
- MANOLIS KAPARAKIS, CRM Manager



Clients

WE CONSTANTLY STRIVE TO EXCEED **OUR CLIENTS**' **EXPECTATIONS THROUGH** UNPARALLELED COMMITMENT TO QUALITY PRODUCTS, **SERVICES &** SUSTAINABLE **PRACTICES**















































































































Partners

We work with our business partners in an honest, respectful and responsible way. DKG Group gains its competitive advantages through strong performance rather than through unethical or illegal business practices.









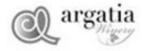
















WE SEEK TO WORK WITH OTHERS WHO SHARE OUR **COMMITMENTS TO** SAFETY AND ETHICS AND COMPLIANCE.





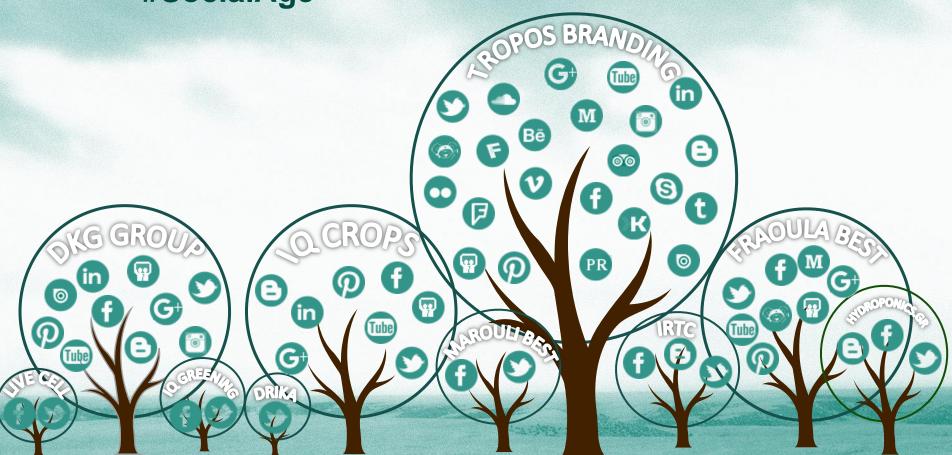


MORE SOCIAL THAN EVER

#MoreTransparent



We Live in the #SocialAge





United Nations Global Compact Principles

PRINCIPLE 1

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

HUMAN RIGHTS

DKG Group recognizes that human rights are an integral part of corporate citizenship and we respect and support the Universal Declaration of Human Rights and the Guiding Principles on **Business and Human** Rights: Implementing the United Nations' Protect, Respect and Remedy Framework'.

PRINCIPLE 2

Make sure they are not complicit in human rights abuses.

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.

PRINCIPLE 3

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

LABOR

DKG Group shall respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.

PRINCIPLE 4

The elimination of all forms of forced and compulsory labor.

LABOR

Our Code of Business Principles states that "We will not use any form of forced, compulsory or child labor".

PRINCIPLE 5

The effective abolition of child labor.

LABOR

DKG Group believes children's fundamental human rights should be protected. DKG Group shall not use child labor. All employees must meet the minimum age for employment as specified by applicable laws and regulations

United Nations Global Compact **Principles**

PRINCIPLE 6

Eliminate discrimination in respect of employment and occupation.

LABOR

DKG Group shall not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement. on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

PRINCIPLE 7

Business should support a precautionary approach to environmental challenges.

ENVIRONMENT

DKG Group comply with laws and regulations as a minimum requirement and we share best practices across divisions and sites. The achievement of the ISO 14001 demonstrates that DKG has implemented a sustainable environmental management strategy

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility

ENVIRONMENT

DKG Group has a high level of environmental awareness and has committed to environmentally friendly, resource-efficient production as well as the development of watersaving and sustainable products. Environmental criteria are considered in all decision-making processes.

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies.

ENVIRONMENT

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

PRINCIPLE 10

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

ANTI-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.

Our Approach to Human Rights & Labor



DKG Group has taken a series of measures to ensure we comply with our responsibilities to respect and protect human rights. In particular, we aim to carefully and comprehensively manage human rights issues identified through the materiality assessment. These include issues such as privacy, labor standards, health and safety. We have signed up to the United Nations Global Compact (UNGC) Principles relating to human rights, confirming and formalizing our commitment.

All Human beings are born Free and **Equal in Dignity and** Rights

Fact #1

The DKG Group respects, supports and operating in accordance with all applicable national and international regulations and laws with reference to human rights.

Fact #2

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.

Fact #3

We have respect for the diverse national cultures and differences in laws and traditions in countries where we operate. Our core values are based on the fundamental rights of every individual, such as the protection of privacy, freedom of opinion and expression, freedom of association, non discrimination and the right to be heard.

Labor Policies

DKG Group respects the privacy of its employees, and will only take an interest in what employees do outside of work if it affects the Group's reputation or legitimate business interests. We label and treat personal information as 'confidential' and we only use personal information when needed to operate effectively or comply with the law.

#Minimum Wages

DKG Group compensates its employees with wages and benefits that meet or exceed the legally required minimum under the law.

#Working Hours

DKG Group does not require its employees to work more

than the maximum hours of daily labor set by local laws.

#Freely-Chosen Employment

DKG Group ensures that the overall terms of employment are voluntary.

#No Discrimination

DKG Group prohibits discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, union membership or political affiliation.

#No Harsh or Inhumane Treatment

DKG Group prohibits physical abuse, harassment or the threat of either.

#No Child Labor

DKG Group complies with the minimum age laws and requirements and do not employ child labor.

#Health and Safety

We provide our employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

#Freedom of Association

We Provide a workplace that is free from harassment and intimidation We do not tolerate any form of abuse or harassment. This includes actions that can reasonably be considered as offensive, intimidating or discriminatory, as well as any form of sexual harassment.

We respect the legal rights of our employees worldwide to join labor organizations or trade unions.

#Ethical Dealings

We encourage our employees to conduct business according to our Code of Ethics. We comply with all applicable laws and regulations on bribery, corruption and prohibited business practices.

#Privacy

We consider the right to privacy of our employees a core value. Employees' data is highly protected. Our employees are committed to confidentiality when dealing with third parties.

#Donations

We donate to non-profit organizations annually. We also encourage our employees to get involved by participating in our donation committees.

#Volunteering

DKG Group is highly involved in the community and encourages its employees to participate in those programs.

THE FACTS

Employee Relations

DKG Group recognizes that one of its greatest strengths lies in the talent and ability of its employees. Employees are expected to hold themselves accountable to the highest professional standards, with mutual respect being the basis of all professional relationships. Human resource goals have been established to guide the Group activities in employee relations. It is the Group's policy:

- to deal fairly with employees;
- to provide equal opportunity for all in recruiting, hiring, developing, promoting and compensating without regard to race, religion, color, age, gender, disability, genetic information, military or veteran status, sexual orientation, gender, gender identity and/or expression, citizenship, national origin, or other legally protected status;
- to maintain a professional, safe and discrimination-free work environment;
- to recognize and compensate employees based on their performance; and
- to provide a competitive array of benefits.

Sexual, racial, ethnic, religious or any other type of harassment has no place in the Group! work environment. Racial, ethnic and religious harassment includes such conduct as slurs, jokes, intimidation or any other verbal or physical attack upon a person because of race, religion or national origin.

Workplace **Health and Safety**

Our Employees are in a safe environment, protected from hazards of the job. They are provided with ready access to clean toilet facilities, potable water, adequate heat, ventilation and sanitary food preparation, storage and eating facilities. Procedures and systems are in place to manage, track and report occupational injury and illness.

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.

The Group's occupational health and safety management system tracks four 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).

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.

Training & Education

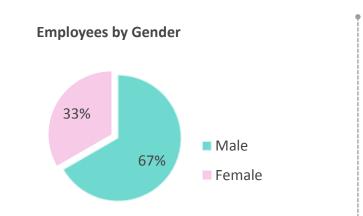
With the rapid evolution of the sustainability and corporate responsibility field, we recognize the importance of continuous professional learning. We set aside development funds for education and training opportunities. includina conferences. seminars, external training and education opportunities.

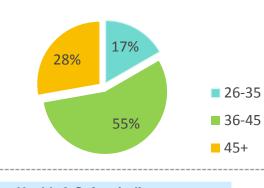
All employees have access to the IRTC library that consists of more than 1.000 books articles, offering diversity of knowledge.

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.

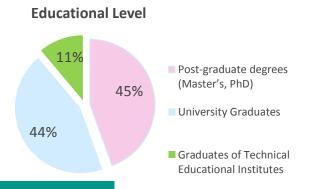
We aim to create an environment where everyone is encouraged to give their best and realize their full potential, through the provision of learning and development opportunities.

Labor Force -Charts

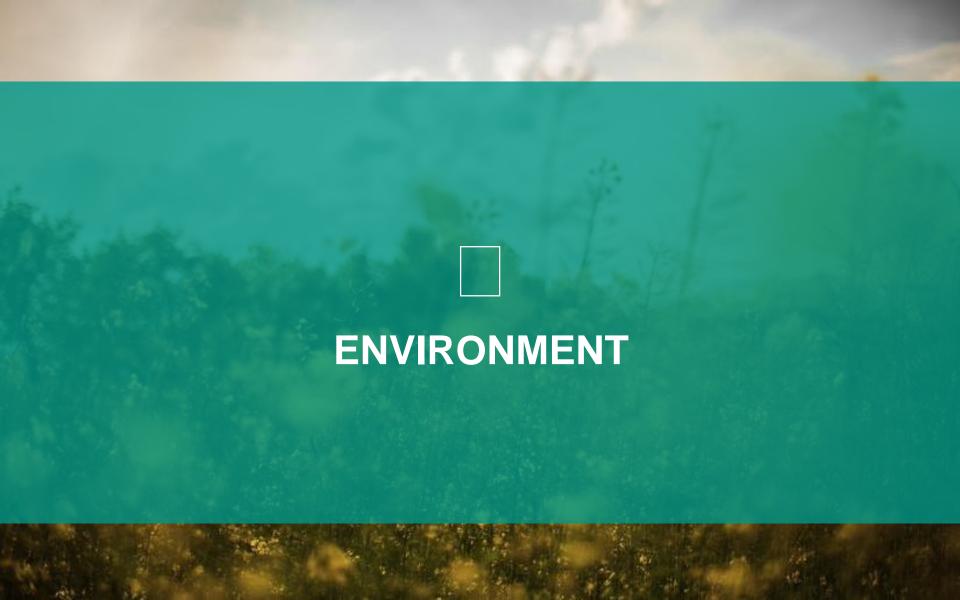




Employees by Age



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	3	3						





We are committed to a Healthy **Environment**

"We are committed to making a positive impact on the environment. We do this to prospective clients through our sustainable feasibility studies, through the support and solutions we give our customers, through our work to minimize our own impacts and through our leading role in advocating change beyond our business and out in the wider world"

ENVIRONMENTAL DATA

Our Environmental data are consolidated annually, including the energy we use in our offices, the fuel consumed as we travel, and other elements necessary to calculate our environmental footprint. The data include our subsidiary companies where the Group has management control. The results are disclosed in this report and are communicated internally to employees.

Based on our office's utility bills and on our time and billing tracking system from 2009-2014, we have the following information available as a baseline against which we can measure future performance:

	Water Consumption (m3)	Consumention		Fuel Consumption	Paper Printing	lnk	Toner	
		(kWh)	m3	(kWh)	(lt)	Consumption (sheets)	cartridge	
2014	17	2320	367	4106,62	3150,25	1000	2 x 17ml	0
2013	15	2305	308	3473,00	7591,28	2500	4 x 17ml	0
2012	20	1853	306	3444,00	8235,06	1000	2 X 13ml	1
2011	25	2565	658	7368,77	7187,01	2500	4 x 13ml	12
2010	10	2507	449	5030,92	6.093,98	2500	6 x 13ml 2 x 17 ml 1 x 9ml	5
2009	23	2501	353	3949,97	9.552.25	8500	4 x 13ml	9



Our Environmental Code of Conduct is built on national and international norms and standards for environmental management. The Code sets a minimum applicable operating standard for all of the Group's businesses. Each business is expected to implement its own Environmental Management System, tailored to suit its size and type of activity.

We also monitor our customers' environmental performance on regular basis to ensure the continual improvement. We know that the importance of protecting the environment is one of the key foundations of doing business and maintains a comprehensive infrastructure for planning, managing, assessing, improving, monitoring and measuring environmental impacts.



How We Grow



DRIKA Farm and 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 roots, (The manufacturing of GRODAN



products is certified according to ISO 14001 standards) and we can feed them water and nutrients.

Growing hydroponically in this material means our plants can stretch their nutrients directly where they need it on their roots - rather than on their leaves or on other parts of the soil. Greenhouses help us to create the proper environment by providing our plants with the perfect temperature, humidity and the optimal amount of



water, they are able to put all of their energy toward producing great tasting vegetables and fruits.

Additionally, because less energy is spent on survival and fighting adverse environmental conditions, greenhouse produce typically has higher nutrient contents and yields than field-grown vegetables. Even with computer controlled irrigation and temperature, Mother Nature is still active in our



greenhouse ecosystem.

Bumblebees fly around to pollinate the plants and rather than pesticides, we use a program called Integrated Pest Management where 'good bugs' (such as lady bugs) prey on 'bad bugs.' Additionally, we're able to use a fraction of the land and water that traditional farming requires with high yields and by sterilizing and re-circulating our run-off water.



Advantages of Hydroponic Cultivation

- > All year round growing, availability and consistent quality of the produce therefore, you can pick at the peak of ripeness to insure optimum taste and deliver fresh.
- Completely Non GMO varieties.
- Greenhouse vegetables offer safe foods for your family.
- Ability to control temperature and humidity Greenhouses are able to regulate temperatures. Therefore, we can create the perfect growing environment for our plants to thrive and become flavorful.
- > The state of the art greenhouses are controlled with the use of Integrated Pest Management (IPM). IPM is a proactive program designed to control the population of undesirable pests with the use of natural predators. IPM works by identifying potential pest problems, monitoring populations, reducing pest populations and evaluating the effectiveness of treatments. Effectively replacing the use of pesticides, IPM addresses pest issues with insects found throughout nature, which means that we use "good bugs" to help with pollination and to help eliminate the "bad bugs".
- > The heat for greenhouses is usually created with biomass energy sources. Biomass is viewed as one of the main renewable energy sources of the future, biomass is virtually carbon-neutral and almost inexhaustible. Waste products generated from everyday living and efficiently converting them into energy while capturing the CO2 for our plants.
- Solution Growing in greenhouses protects your plants from adverse weather conditions and we can achieve a high caliber of cleanliness and security in facilities.
- Recycle all of leachate irrigation water to reduce our footprint on the environment.

Food Safety

We strictly implement and monitor Food Safety Principles including Good Agriculture Practice (GAP), Good Hygienic Practice (GHP), Good Manufacturing Practice (GMP) and Hazard Analysis and Critical Control Points (HACCP) in our Drika Farm and clients Greenhouses, Packhouses and Storage & Distribution Centers. All facilities and operations are fully certified for Global Food Safety Initiative (GFSI) standard.

KEY ELEMENTS

- ► Controlled Greenhouse Environment:
- Produce are grown using advance Grodan hydroponic technology under fully controlled environment for increased food safety assurance in an efficient and environmentally friendly way.
- ► Integrated Pest Management (IPM):

Greenhouses use Integrated Pest Management (IPM), an effective and environment Friendly, approach for pest control to ensuring food safety by minimizing chemical uses.

- ▶ Properly Grown, Packed and Transported:
- Highly trained and experienced group of people. Produce are grown, packed and distributed at Controlled Temperature and Humidity in strict hygienic environment. Use refrigerated trucks for delivery to maintain the safety and integrity of the produce.
- ► Chemical Free Cleaning and Sanitation Technology: Use Professional Cleaning System to clean and sanitize the facilities.
- ► Effective Traceability and Recall System:

Effective food safety management at all levels of the supply chain including Greenhouses, packing facility, distribution center, and transport operation. Can easily trace the produce consistently and efficiently from the point of origin to the point of consumption.

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.









Patented & Intelligent Agricultural Supplies

The products and solutions of IQ CROPS have in their DNA, what is depicted in its logo, IQ = Cleverly quality products. Smart quality solutions in the field of production of fresh produce from the field to the greenhouse.

The scientific basis and documentation of products / solutions in cooperation with their applicability to the business world make the people of IQ CROPS ideal partners in a wide range of everyday growing needs in a series of many crops.

From patented solutions (Harpin) to the top hydroponics substrates (GRODAN), the exceptional efficiency fertilizers (Haifa), the multiplication products, solutions for hydroponic strawberry and lettuce are some of the products / solutions can be found to the IQ CROPS.















KG Group is focusing to meet increasingly high sustainability standards and to enable its stakeholders to positively influence their impact on environment and society.

We are 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 Mr. Christos D. Katsanos (Executive Director of the Group) 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).

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SOCIETY

- Presentation on our FraoulaBest (hydroponic strawberry) system during the IRLA Symposium.
- Keynote speaker on "Leadership & Personal Development" Seminar of Business School of Mediterranean College
- Workshop for the Cultivation of Aromatic and Medicinal Plants in the area of Tzoumerka, as a keynote speaker we analyzed the side of Branding
- Participated in the Greek flora Wealth organized by BALKAN Botanical Garden Kroussia. We developed branding issues
- Workshop for the Development of the Mountains. at Syrrako Ioanninon. As a keynote speaker we analyzed the side of Location Branding.
- The "STUDENTS FOR LIBERTY NETWORK" oranized its Regional Conference in Thessaloniki, Greece at IEK Delta Campus.
- The 2nd celebration of Orange Mandarins kiwi Olive in ARTA. We
 present the topic "The Contribution of Branding in the development of new
 products: the case of hydroponic products type Snack"



Organize & Contributing to a Series of Innovative Training Programs

- We accepted the invitation of the AFS to interact with the students on topics of Hydroponics and Greenhouse Management.
- Workshop for Aromatic and Medicinal Plants in Thessaloniki. As a keynote speaker analyzed the side of Branding
- At the Economist The 2nd Agricultural Business Summit, as one of the speakers at "A NEW ERA FOR ENTREPRENEURSHIP AND START-UPS" session and we presented the "The importance of Branding





Create & Support **ASSOCIATIONS**

DKG Group 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)





DKG Group 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).

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.





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.









CULTURAL HERITAGE

DKG Group as a co-founder to the Cultural Foundation "Methexis", is 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».

- Support and conduct events to raise awareness of the local community in cultural, sports education, environmental protection upgrade routine.
- The organization or creation of schools and training courses of various subjects
- H implementation actions of counseling, mentoring, training, education and training.
- Developing initiatives to assist the community
- The creation of the Movement Supporters Club
- Cooperation with other agencies to protect the flora and fauna of sensitive ecosystems
- Working with local and national organizations to capture, rescue, conservation and enhancement of cultural and natural resources
- The Memorandum of Cooperation with other organizations similar interest in Greece and abroad.
- The development of the Volunteer Spirit
- Submission cultural tourist proposals for implementation of actions relating to the cultural and tourism promotion - development,
- Voluntary participation in improvement projects and maintenance and the development of corresponding studies for their implementation,
- Participation with other agencies on projects, activities, interventions and programs for the improvement of daily life
- The promotion of Greece and other countries, and the promotion of its products, which may take informal or formal and structured form.
- The emergence, development and protection of cultural heritage and monuments of our country and
- The organization of cultural activities and the actions and initiatives of cultural and social character.
- H production of printed and electronic promotional material activities

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



The "Orizontas" specialized for six years in the broadcasting and communication support of trail running races outside classic track. In this direction included collaborations with the Rodopi Ultra Trail 100 miles, the Rodopi Challenge 50 miles, Round Lake Ioannina and 30 km Run Greece. The program is broadcast digitally by the television station "Epirus TV1» via Digea. Also in the world via satellite and OTETV and online from www.epirustv1.gr

"En-Xoro" TV Show is a long term effort where through site records, citing remarkable archival materials and lodging experience and views of individuals and organizations of the wider Area of our Folk Culture, seeks to rescue and exploit the rich cultural heritage of Epirus in particular and the Greeks in general through a perspective that believes in their strength and in their ability to offer a lot in today's Greek.



As part of our commitment, we are helping our associates to become more active participants, volunteers and supporters to physical, creative and entertainment activities.

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.

The 6th anniversary ROUT 100miler was celebrated in the best possible way, since the race left the best impressions on the athletes that had the chance to compete in the beautiful forests of Rodopi. Some members of DKG Group take active part as organizers, participants and some others as volunteers and supporters.



Volunteerism

People who give their time are essential to the prosperity of any event

Volunteering is a noble act of serving the humankind on freewill using one's competitions with no cost to the final beneficiary and without accepting any profit or reward for the discharge of such competencies.

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, the Rodopi Challenge (ROC), and Haidou Trail Party, Haidou Kids







INFORMATION ON THE REPORT

How we intend to make this CSR & 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 & http://www.csrdkggroup.com/
- DKG's COP & CSR will be published on the Group's social media profiles on linkedin http://www.linkedin.com/company/the-dkg-group facebook https://www.facebook.com/thedkggroup twitter https://twitter.com/thedkggroup slideshare http://www.slideshare.net/DKG GROUP youtube https://www.youtube.com/user/thedkggroup
- DKG's COP & CSR will be sent via e-mail to all our employees

Abbreviations

AGRO

UNGC

2.1 & 2.2	Standard Trenenic Certification Scheme for agriculture enterprises
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

United Nations Global Compact

Standard Hellenic certification scheme for agriculture enterprises

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 2016, 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 csr@dkggroup.com

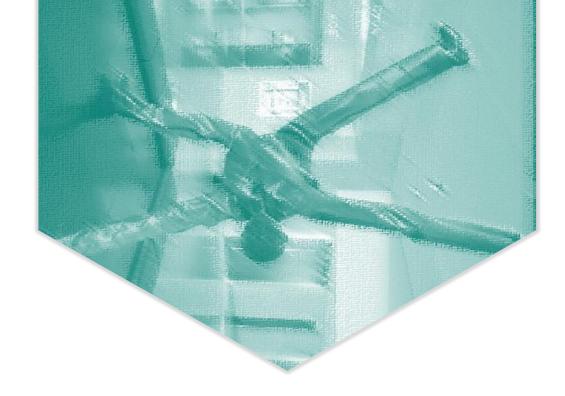
REPORTING PERIOD

This report focuses on the results of activities in fiscal 2014 and 2015 (from December, 2014 to December 2015) but includes some activities continuing from before and more recent ones.

The committee of CSR & COP Report

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THANK YOU

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 csr@dkggroup.com

