

ANNUAL REPORT 2016

DKG GROUP



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS (COP)

CORPORATE SOCIAL RESPONSIBILITY (CSR)

WELCOME

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.

This report focuses on the results of activities in fiscal 2016 but includes some activities continuing from before and more recent ones.

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From President & Executive Director

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CORPORATE GOVERNANCE

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HUMAN RIGHTS & LABOR

Workplace, equal opportunities and rights, anti-corruption

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ENVIRONMENT

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SOCIETY

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01

Section One

— STATEMENTS —

WELCOME

Message

At DKG GROUP we strongly believe in the principles of Corporate Responsibility - of achieving success in ways that honor ethical values and respect people, communities and the natural environment.

Equal to protecting the health and safety of our employees, we consider environmental stewardship among our most important business responsibilities. This belief is only reinforced as our operations extend to virtually every corner of the globe.

Actions to protect our employees and preserve the environment for those who follow are based on more than a moral impulse, initiatives such as these help ensure the short-and long-term viability of our Group. Working in harmony with the environment and supporting those in our communities that need support provides our stakeholders with a real sense of DKG GROUP's values. We operate globally in ways that honor our values and respect the people, communities, and natural environment in which we work and live. With over 20 years of operating businesses in community settings, we know the importance of backing words with responsible actions that support our stakeholders.



EVANGELOS N. DRIMTZIAS
PRESIDENT



“ At DKG GROUP we
strongly believe in the principles of
Corporate Responsibility ”



CHRISTOS D. KATSANOS
EXECUTIVE DIRECTOR

“WE DO BUSINESS IN A CULTURE THAT IS CHARACTERIZED BY **SOCIAL TRANSPARENCY**”

Transparency wins, because transparency engenders trust.

Social media is a new way to be transparent. People express themselves more openly and in a more public way than ever before. Although some of this transparency is carefully engineered to place us in the best possible light, the reality of transparency is still there.

PEOPLE TRUST COMPANIES WHO ARE TRANSPARENT

In order for a business to be transparent, its people need to be transparent. A culture of transparency takes shape when leaders intentionally manifest their own personal transparency, and encourage it in the attitudes and behaviors of their team members. In other words, transparency starts with people.

Transparency and trust combine, in turn, to support sustainable growth. By putting credible social, environmental and ethical data in people's hands, they are more informed which is good for them – and good for sustainable companies too.

We are proud that we are more social than ever. We daily inform our

stakeholders with updated info about our actions through the

98 Group's Social Platforms.



ORGANIZATIONAL PROFILE

Section Two



breathe life into the future



About the

GROUP



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.



COMPANY PHILOSOPHY

- 
-  No problem can be solved from the same level of consciousness that created it.
 -  To add true quality of life to our collaborators -customers & stakeholders via our sustainable way of working.
 -  It's not how many times you fall down that matters, it's how many times you get back up.
 -  If the facts don't fit the theory, change the facts.
 -  Things should be made as simple as possible, but not any simpler ($1+1=2$)
 -  Imagination is more important than knowledge

map
of

T E R R I T O R Y

Included:

(Greece, Romania, Bulgaria, Serbia, FYROM, Bosnia, Montenegro,
Albania, Cyprus, Egypt and Turkey).



GROUP Members





DKG CONSULTING www.dkg-consulting.com

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.

IQ CROPS

www.iqcrops.com

INTELLIGENT AGRICULTURAL SUPPLIES

IQ CROPS Ltd 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.)



TROPOS Branding

www.tropos.gr



WHEN OTHERS ZIG,
we ZAG

**SOCIAL IS NOT
MEDIA BUT
COMMUNICATION
PLATFORMS**

TROPOS BRANDING Co is a one stop creative shop (member of the DKG Group since 2013), 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.

What exactly do we do?

Identities, Copywriting, Art Direction, Web & Interactive, Product & Packaging Design, Advertising -Whatever it takes.

We're always interested in joining forces with Startups and established businesses alike through mutually beneficial Collaborative Marketing."

IRTC www.irtcs.org

International Research & Training Centre for Sustainability



The International Research & Training Centre for Sustainability (IRTC) is a Practical Knowledge Management Body of the DKG GROUP Companies and activities. It operates as a Knowledge Diffusion channel to the companies and public organizations. As a Training Facilitator Organization provides a greater understanding of key issues for the agriculture industry mainly and provide solutions for those with an interest in the sector, through top quality speakers and presentations from industry leaders and researchers.

The IRTC works in close collaboration with TUV Hellas Academy, Green Experts Platform and University of Macedonia, Greece.



DRIKA FARMS www.drikafarms.com

“ The production Company
of the DKG Group. Cultivation
hydroponic short cucumber.

”



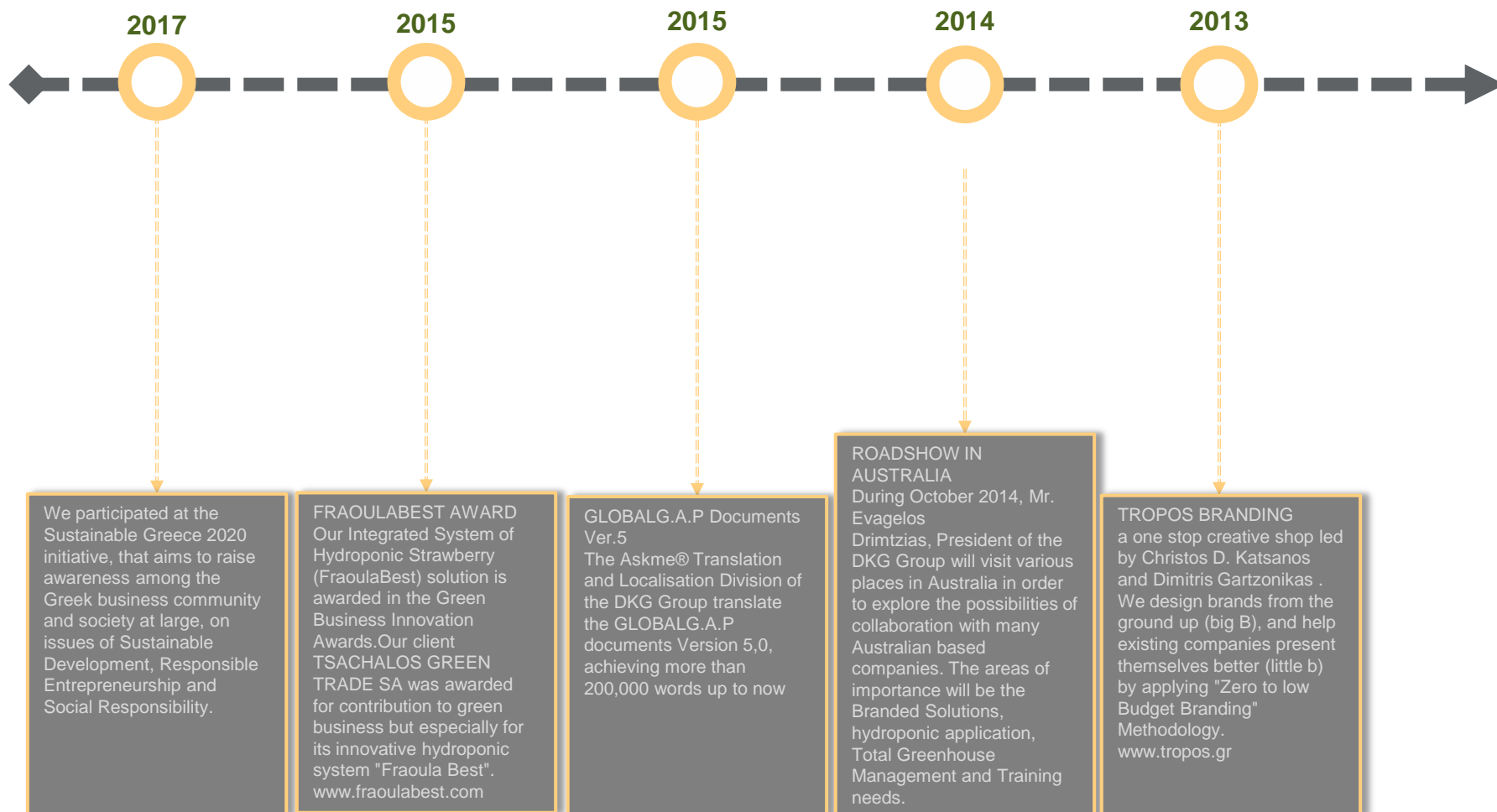
FRESH HYDROPONIC PRODUCTS

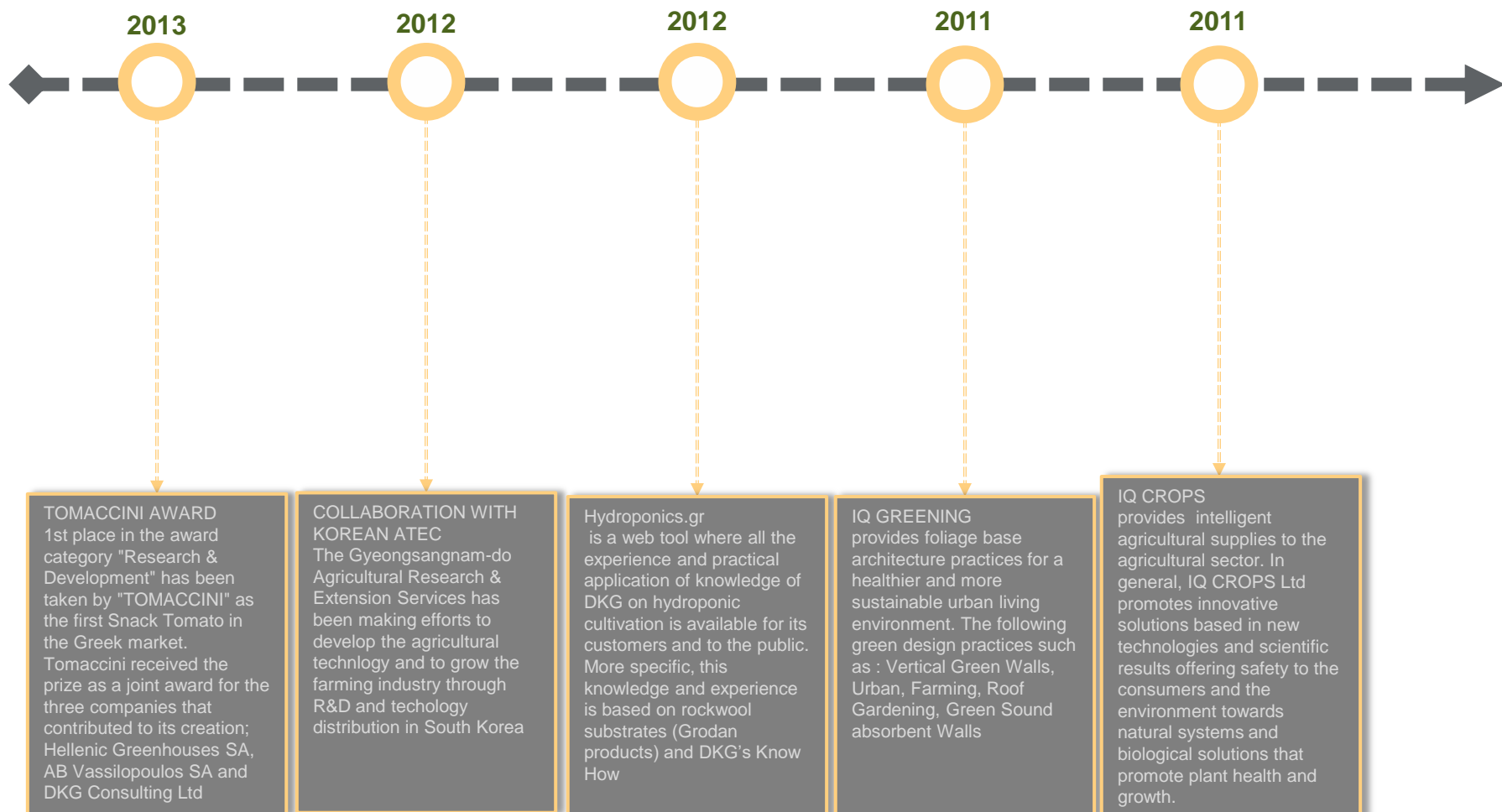
DRIKA Farm was founded in 1996 by Evangelos N. Drimtzias and Katerina Kaparakis. DRIKA Farm's facilities are located in an area of 0,5 Ha on the site Ammoudares -Ierapetra, Crete, Greece, 200 meters from the sea side. Its production focused in Mini Cucumber. In 2006 the second level of investments was 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".

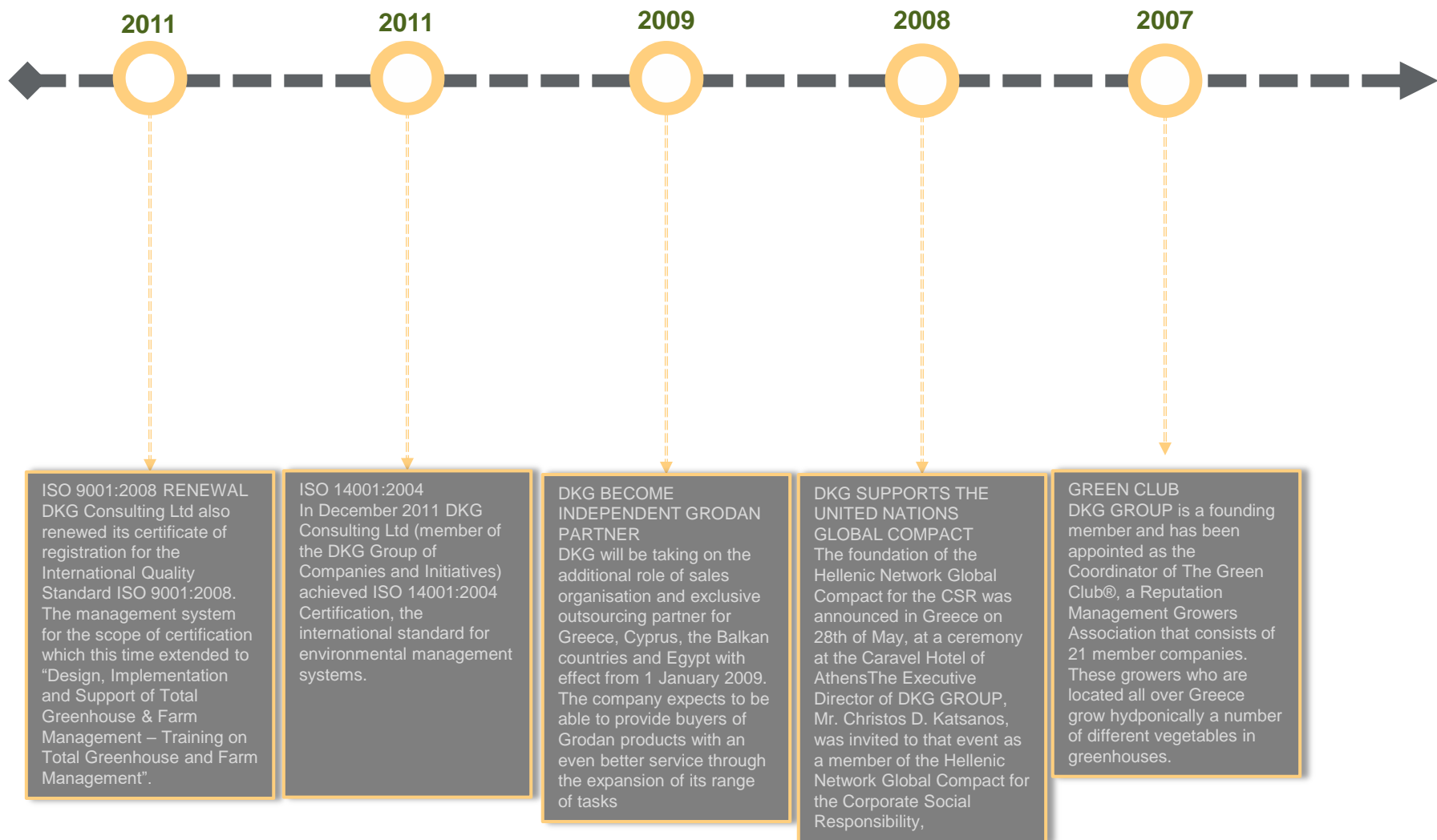
The AskMe Translation and Localization Department of the DKG Group was formed with the objective to undertake complex translation projects, offering a complete range of translation and localization services in the Greek market. Over these years, it has specialized in the development and implementation of advanced quality-driven Greek-specific localization techniques and the provision of turn-key localization 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 localization services almost 6 man-years in total greenhouse management, inspection –certification and Project Management tasks

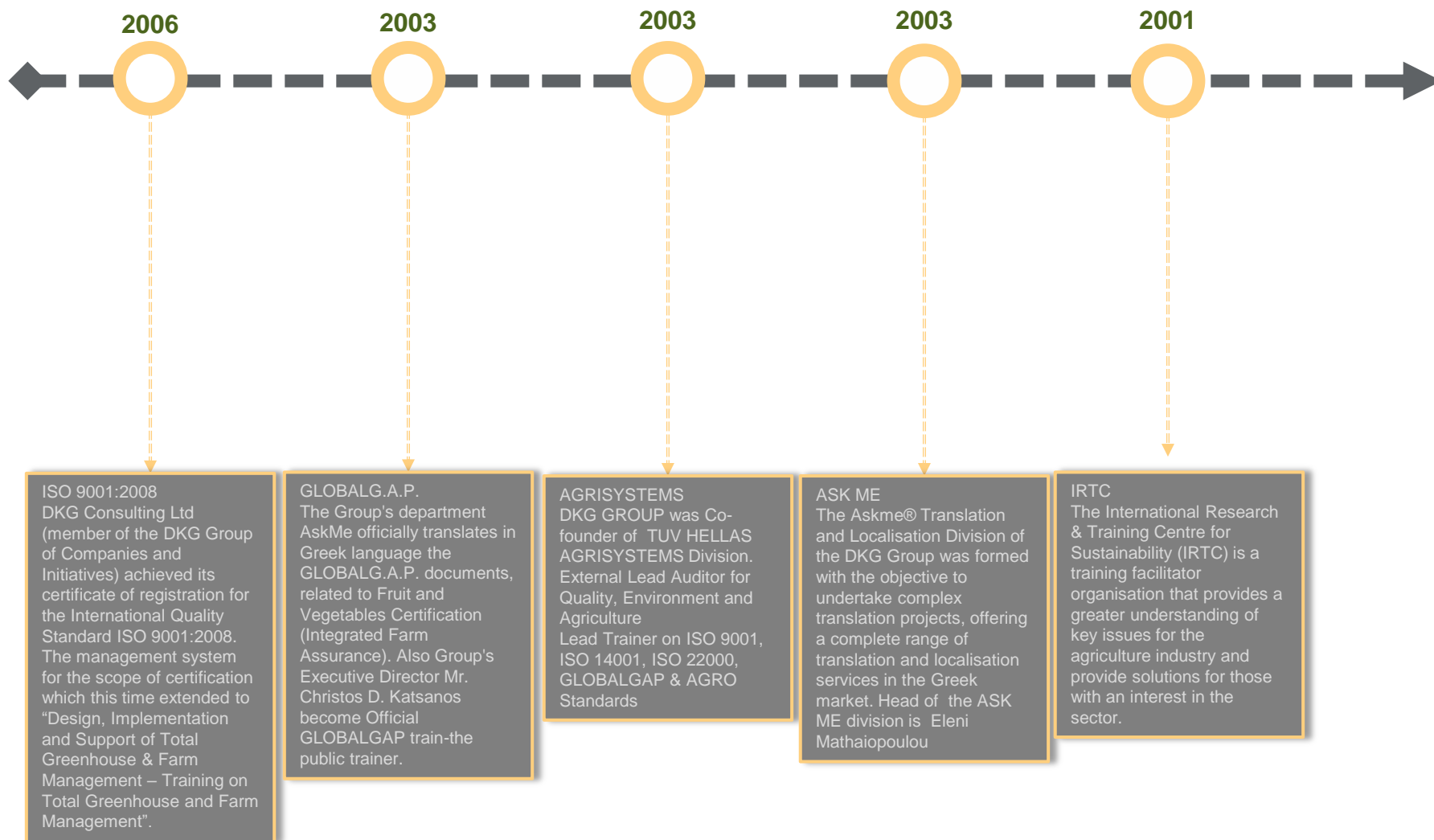
AskMe

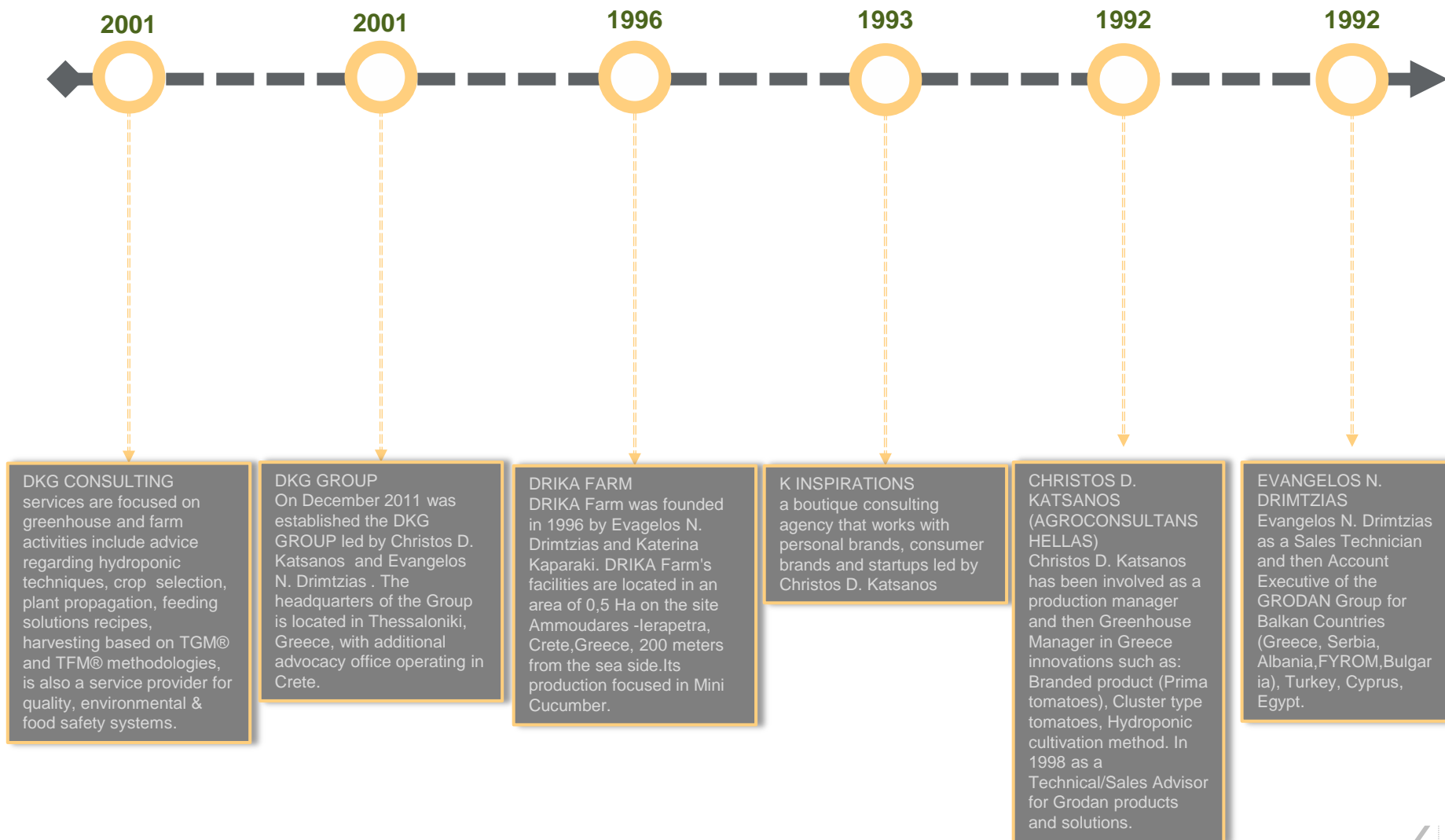
www.askmein.gr











A large light blue circle serves as a background. Inside it is a smaller, solid blue circle. The blue circle has a white dotted border and a white speech bubble tail pointing downwards. In the top right of the light blue circle is a small solid blue circle. In the bottom left of the light blue circle is a small white circle. The text '03' is inside a white circle in the upper left of the blue circle.

03

Section Three

CORPORATE GOVERNANCE



FINANCE /
ACCOUNTING

QUALITY
MANAGEMENT

COMPANIES

SOLUTIONS

EU PROJECTS &
STUDIES

DKG CONSULTING

Consulting on
greenhouse and farm
activities

IQ CROPS

Intelligent agricultural
supplies

TROPOS BRANDING

A one stop creative shop,
design brands..

IRTC

Training facilitator
organization

DRIKA FARM

Fresh Hydroponic
products

ASK ME

Translation and
Localization Department

IQ GREENING

Foliage base architecture

FRAOULA BEST

Hydroponic Strawberry
Solution

MAROULI BEST

Hydroponic Lettuce
Solution

GREEN CLUB

A Reputation
Management Growers
Association

HYDROPONICS.GR

Digital Knowledge
Diffusion

LIVE CELL

Greenhouse Business
Concept

THE FRIENDS OF
XINOMAVRO

Association of a special
Greek wine variety

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 mid- to 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.



WHAT WE VALUE



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, rigor, 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.

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)
- Sustainable GREECE 2020

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).

OUR PEOPLE



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 Scientific

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 KARAIKOS, 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

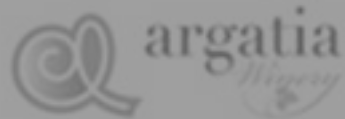
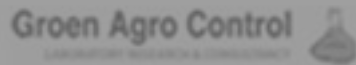
QUALITY
PRODUCTS,
SERVICES &
SUSTAINABLE
PRACTICES

20

PARTNERS



GLOBALG.A.P.



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.**



FOOD EXPO GREECE 19.03.2017

<http://tropos-events.blogspot.gr/2017/03/food-expo-greece-19032017.html>



TUV HELLAS 30 years anniversary

<http://tropos-events.blogspot.gr/2017/03/tuv-hellas-30-years-anniversary.html>

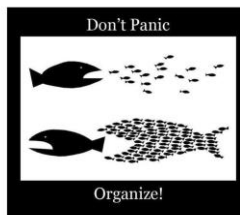
Euroagro Annual Meeting

<http://tropos-events.blogspot.gr/2017/03/euroagro-ae-11032017.html>



Radio Interview on "REBRANDING GREECE AGRICULTURE" on the show Leonidas Liam

<http://tropos-events.blogspot.gr/2017/03/rebranding-greeces-agriculture-fm100.html>



THE ECONOMIST THIRD AGRIBUSINESS SUMMIT

<http://tropos-events.blogspot.gr/2016/11/the-economist-third-agribusiness-summit.html>

Training Course on Total Greenhouse Management on Hydroponics at THRACE GREENHOUSES and ELASTRON AGRO 07/03/2017

<http://tropos-events.blogspot.gr/2017/03/training-course-on-total-greenhouse.html>



DETROP BOUTIQUE 2017

<http://tropos-events.blogspot.gr/2016/11/detrop-boutique-2017.html>

Kiwi Event - Galenios Agro - ORA Services 24/02/2017

<http://tropos-events.blogspot.gr/2017/02/kiwi-event-galenios-agro-ora-services.html>



ΒΟΧ ΣΠΟΡΟΠΑΡΑΓΩΓΗΣ – Kilkis 14/02/2017
<http://tropos-events.blogspot.gr/2017/02/box-14022017.html>



NEXUR LAUNCHING / COMPO EXPERT HELLAS 03.02.2017
<http://tropos-events.blogspot.gr/2017/02/nexur-launching-compo-expert-hellas.html>

FRIENDS OF XINOMAVRO event 05.02.2017
<http://tropos-events.blogspot.gr/2017/01/o-7-05022017.html>



SOCIAL DYNAMO / BODOSSAKI FOUNDATION
31/01/2017
<http://tropos-events.blogspot.gr/2017/01/social-dynamo-bodossaki-foundation.html>



ALBA GRADUATE BUSINESS SCHOOL 31/01/2017

<http://tropos-events.blogspot.gr/2017/01/alba-graduate-business-school-31012017.html>

FIBRAN COMPANY MEETING (Brands & Social Media. A branding affair)

<http://tropos-events.blogspot.gr/2017/01/fibran-company-meeting-brands-social.html>



OK!THESS CHRISTMAS PARTY 21.12.2016

<http://tropos-events.blogspot.gr/2017/01/okthess-christmas-party-21122016.html>

Greek Distillates Exhibition- 22.01.2017

<http://tropos-events.blogspot.gr/2017/01/e-22012017.html>

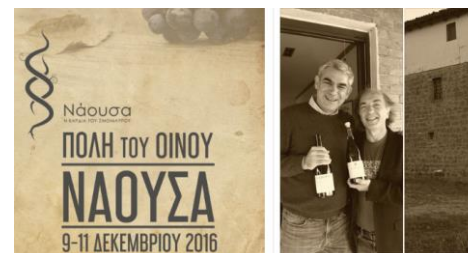


Τα ΒορΟινά των Χριστουγέννων 13/12/2016
<http://tropos-events.blogspot.gr/2016/12/13122016.html>



Διάλεξη Ελένη Γλύκατζη-Αρβελέρ στο Μουσείο Οίνου Γεροβασσιλείου "Μεταναστεύσεις-Μετακινήσεις-Προσφυγίες"
12/12/2016
<http://tropos-events.blogspot.gr/2016/12/12122016.html>

Νάουσα - Πόλη του Οίνου 9-11.12.2016
<http://tropos-events.blogspot.gr/2016/12/9-11122016.html>



Ημερίδα του ΕΛΓΟ ΔΗΜΗΤΡΑ 16/11/2016
<http://tropos-events.blogspot.gr/2016/10/h-16112016.html>



ΠΑΡΟΥΣΙΑΣΗ ΝΕΟΥ

Παρασκευή 11
στην ΑΓΟΡΑ
Παύλου Μελά 42.
ΩΡΑ: 12.01

ΑΓΟΡΑ

New Product " Το περιβόλι" Launching
<http://tropos-events.blogspot.gr/2016/11/new-product-launching.html>

AGRI-FOOD MASTERCLASS 11-14 November 2016

<http://tropos-events.blogspot.gr/2016/07/agri-food-masterclass-11-13-november.html>



ROUT 100 MILES Forest Village 21-22.10.2016
<http://calendar.christoskatsanos.com/2016/05/rout-100-miles-forest-village-21.html>

GLOBALG.A.P. SUMMIT 2016 27-28.09.2016
<http://tropos-events.blogspot.gr/2016/06/globalgap-summit-2016-27-28092016.html>



CHEF'S WORLD CONGRESS Thessaloniki 24-27.09.2016
<http://tropos-events.blogspot.gr/2016/06/chefs-world-congress-thessaloniki-24.html>



WORLD
ASSOCIATION
OF CHEFS
SOCIETIES



WORLD CHEFS
CONGRESS
& EXPO
24-27 SEPTEMBER
2016
THESSALONIKI
GREECE



8th European Short-course on
**QUALITY & SAFETY OF
FRESH-CUT PRODUCE**
Rimini (Italy) 
September 14-16, 2016

8th EUROPEAN SHORT-COURSE ON "QUALITY OF FRESH-CUT PRODUCE" 14-16/09/2016
<http://tropos-events.blogspot.gr/2016/06/8th-european-short-course-on-quality-of.html>

Νάουσα - Πόλη του Οίνου 9-11.12.2016
<http://tropos-events.blogspot.gr/2016/12/9-11122016.html>



INNO-4-AGRIFOOD Co-creation Workshop 15.09.2016 AMSTERDAM
<http://tropos-events.blogspot.gr/2016/06/inno-4-agrifood-co-creation-workshop.html>

International Proagation Seminar of GRODAN Rotterdam
14-15.09.2016
<http://calendar.christoskatsanos.com/2016/06/international-proagation-seminar-of.html>

EFTHYMIADIS GROUP 80 YEARS CELEBRATION
<http://tropos-events.blogspot.gr/2016/08/efthymiadis-group-80-years-celebration.html>



Corn Festival 29-30/07/2016 Mouries Kilkis
<http://tropos-events.blogspot.gr/2016/07/27-28072016.html>



"Apps vs Browsers" Inhouse Seminar on Social Platforms for Small Business - Thessaloniki 05.07.2016
<http://tropos-events.blogspot.gr/2016/06/apps-vs-browsers-inhouse-seminar-on.html>



ORANGE GROVE - THE SQUEEZE ATHENS 23.06.2016
<http://tropos-events.blogspot.gr/2016/05/orange-grove-squeeze-athens-23062016.html>



AgriEnt Accelerator - Thessaloniki 18.06.2016
<http://tropos-events.blogspot.gr/2016/06/agrient-accelerator-thessaloniki.html>

Haidou Trail Party 19/07/2016 Forest Village
<http://calendar.christoskatsanos.com/2016/07/haidou-trail-party-19072016-forest.html>



1ο Πανελλήνιο Συνεδριο Αρωματικών & Φαρμακευτικών Φυτών Ελλάδας
<http://tropos-events.blogspot.gr/2016/04/17-18-2016.html>



SXSW WORKSHOP & RECEPTION THESSALONIKI 10.06.2016

<http://tropos-events.blogspot.gr/2016/06/sxsw-workshop-reception-thessaloniki.html>

Gourmet Olive Exhibition Thessaloniki 20-22/05/2016
<http://tropos-events.blogspot.gr/2016/03/gourmet-olive-exhibition-thessaloniki.html>



«ΕΞΑΓΟΝΤΑΣ ΠΟΙΟΤΙΚΑ ΑΓΡΟΤΙΚΑ ΠΡΟΪΟΝΤΑ» 27-28/05/2016

<http://calendar.christoskatsanos.com/2016/04/27-28052016.html>

ECONOMIST - THE INTELLIGENT LEADERS SUMMIT
 26/05/2016 <http://calendar.christoskatsanos.com/2016/05/economist-intelligent-leaders-summit.html>

The
Economist

Events

HELLENIC SUSTAINABILITY CODE 26/05/2016 ATHENS
<http://calendar.christoskatsanos.com/2016/05/hellenic-sustainability-code-26052016.html>



www.sustainablegreece2020.com



Exploring MALAGOUZIA
 Style, Typicity, Terroir

May 24, 2016
 Electra Palace Hotel
 Thessaloniki

MALAGOUZIA MASTERCLASS THESSALONIKI 24/05/2016
<http://calendar.christoskatsanos.com/2016/05/malagouzia-masterclass-thessaloniki.html>

Advanced Hydroponic Water Management - IRTC Seminar
<http://calendar.christoskatsanos.com/2016/05/advanced-hydroponic-water-management.html>



Advanced Hydroponic Young Plants Propagation Process - IRTC Seminar
<http://calendar.christoskatsanos.com/2016/05/advanced-hydroponic-young-plants.html>



SOCIAL MEDIA SEMINAR THESSALONIKI 16/05/2016

<http://tropos-events.blogspot.gr/2016/04/social-media.html>

THESSALONIKI BOOK EXPO - BORN TO RUN 14/05/2016

<http://calendar.christoskatsanos.com/2016/04/thessaloniki-book-expo-born-to-run.html>



INTERNATIONAL TRADE SHOW
FOR FRUIT & VEGETABLES

21-23/4/2016

Η ΤΡΟΠΟΣ στην έκθεση FRESKON στις 21-23/04/2016

<http://tropos-events.blogspot.gr/2016/03/h-tropos-freskon-21-23042016.html>

Rodopi Challenge 50 miles 16/04/2016

<http://calendar.christoskatsanos.com/2016/03/rodopi-challenge-50-miles-16042016.html>



Water in March! 2016 | Arta, 23/03/2016
<http://tropos-events.blogspot.gr/2016/03/water-in-march-2016-arta-greece.html>



WATER IN MARCH! 2016

Η καλλιέργεια ακτινιδίου στην Άρτα
 Καλές αρδευτικές πρακτικές
 Χρήση λογισμικού διαχείρισης άρδευσης
 Τετάρτη 23 Μαρτίου 2016, 18:00-21:00 | Επιμελητήριο Άρτας

Πληροφορίες IRigationMANagement



DETROP BOUTIQUE 26-29/02/2016

<http://tropos-events.blogspot.gr/2016/03/detrop-boutique-26-29022016.html>

AMONG THE GODS - RISING UP " START UPS EVENT ΣΤΗ
 ΘΕΣΣΑΛΟΝΙΚΗ - 23/1/2016
<http://tropos-events.blogspot.gr/2016/01/among-gods-rising-up-start-ups-event.html>



ΒΡΑΒΕΙΑ "ΑΓΡΟΤΗΣ ΤΗΣ ΧΡΟΝΙΑΣ"

http://tropos-events.blogspot.gr/2016/03/blog-post_16.html

The graphic features a large, light blue circle in the background. Overlapping its right side is a smaller, medium blue circle. Within the medium blue circle is a white dotted circle. A blue speech bubble shape is positioned at the bottom of the dotted circle, pointing downwards. In the top right corner of the overall image, there is a small, solid blue circle.

04

Section Four

United Nations Global Compact Principles

10 PRINCIPLES

United Nations Global Compact Principles

1

Businesses should support and respect the protection of internationally proclaimed 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'.

2

Make sure they are not complicit in human rights abuses.

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.

3

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

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

4

The elimination of all forms of forced and compulsory labor.

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

10 PRINCIPLES

United Nations Global Compact Principles

5

The effective abolition of child 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.

6

Eliminate discrimination in respect of employment and occupation.

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.

7

Business should support a precautionary approach to environmental challenges.

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

10 PRINCIPLES

United Nations Global Compact Principles

8

Undertake initiatives to promote greater environmental responsibility

DKG Group has a high level of environmental awareness and has 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.

9

Encourage the development and diffusion of environmentally friendly technologies.

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

10

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

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.

HUMAN RIGHTS



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.

3

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

4

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

5

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 POLICES

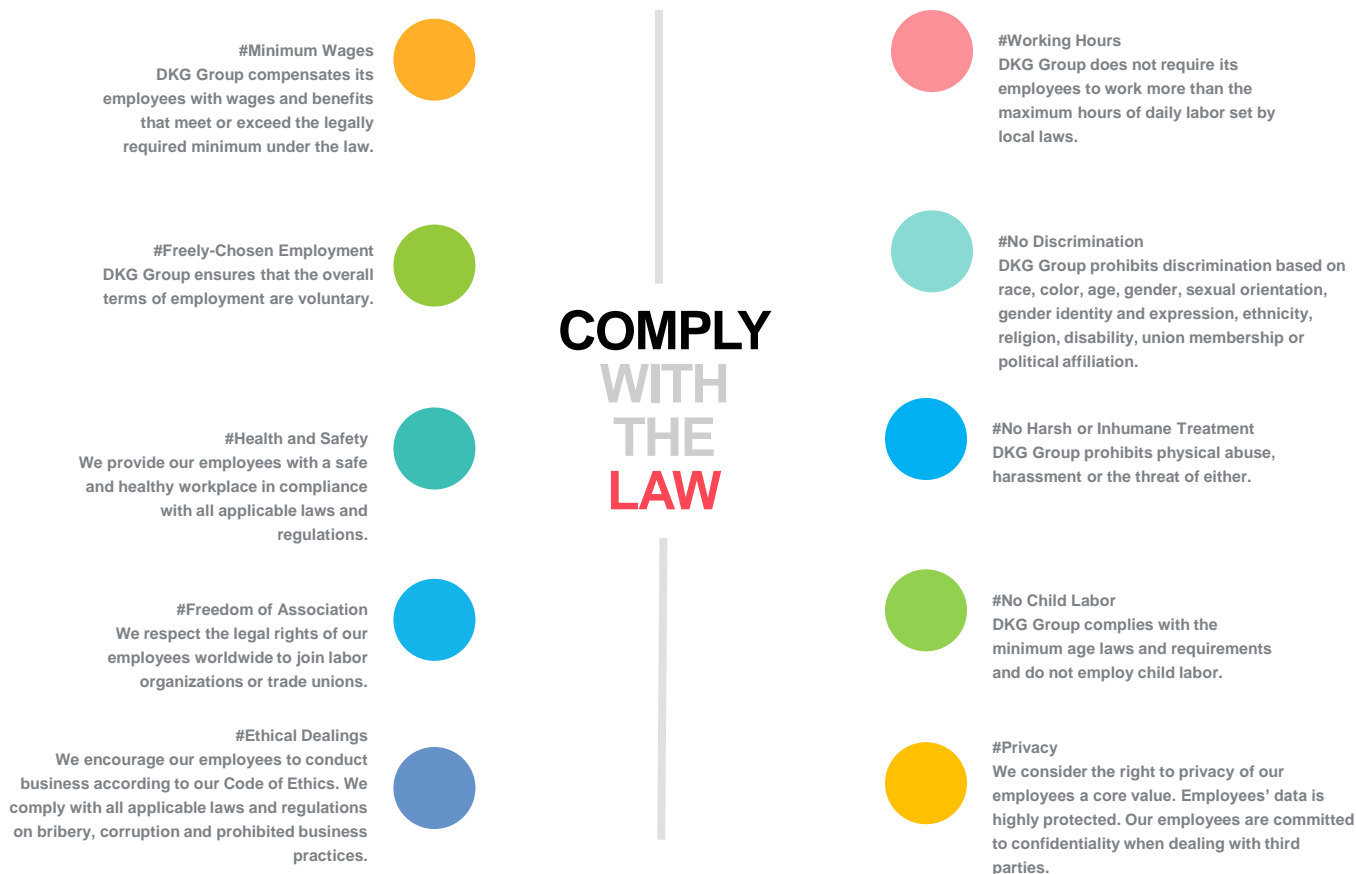
We Provide a workplace that is free from harassment and intimidation We do not tolerate any form of abuse or harassment. This includes actions that can reasonably be considered as offensive, intimidating or discriminatory, as well as any form of sexual harassment.

DKG GROUP RESPECTS PRIVACY 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.



LABOR PRACTICES



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.

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2

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 key performance indicators:

- the number of injuries, the number of fatalities, the
- number of illness due to work and the
- number of other illness (e.g. flu).

3

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.

4

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.

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.

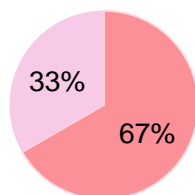
THE FACTS

- Employee Relations
- Workplace Health and Safety
- Anti-Corruption
- Training & Education

Labor Force - Charts

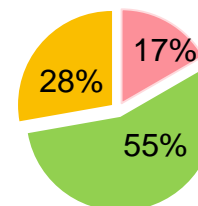
Employees by Gender

Male Female



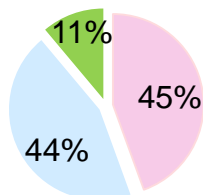
Employees by Age

26-35 36-45 45+



Educational Level

Post-graduate degrees (Master's, PhD)
University Graduates
Graduates of Technical Educational Institutes



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	5	5

05

Section Five

— ENVIRONMENT —

OUR ENVIRONMENTAL CODE OF CONDUCT

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.

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.

Year	Water Consumption (m3)	Electricity Consumption (kWh)	Natural Gas Consumption		Fuel Consumption (lt)	Paper Printing Consumption (sheets)	Ink cartridge	Toner
			m3	(kWh)				
2016	15	2215	336	3766,28	3048 (2 Cars)	1500	6 x 17ml	0
2015	12	2095	302	3434	3548 (3 Cars)	1000	4 x 17ml	0
2014	17	2320	367	4106,62	3150,25 (3 Cars)	1000	2 x 17ml	0
2013	15	2305	308	3473,00	7591,28 (5 Cars)	2500	4 x 17ml	0
2012	20	1853	306	3444,00	8235,06 (5 Cars)	1000	2 X 13ml	1
2011	25	2565	658	7368,77	7187,01 (5 Cars)	2500	4 x 13ml	12
2010	10	2507	449	5030,92	6.093,98 (4 Cars)	2500	6 x 13ml 2 x 17 ml 1 x 9ml	5
2009	23	2501	353	3949,97	9.552.25 (4 Cars)	8500	4 x 13ml	9

“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”

FOOD SAFETY

KEY ELEMENTS

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.



► **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.

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



- 1 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.
- 2 Completely Non GMO varieties.
- 3 Greenhouse vegetables offer safe foods for your family.
- 4 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.
- 5 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”.
- 6 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.
- 7 Growing in greenhouses protects your plants from adverse weather conditions and we can achieve a high caliber of cleanliness and security in facilities.
- 8 Recycle all of leachate irrigation water to reduce our footprint on the environment.

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.



WE ARE ASSOCIATE MEMBER OF GLOBALG.A.P.

DKG 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).





Create & Support Associations

DKG Group is active in a number of associations and organizations.
To share just a few,



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 hydroponically a number of different vegetables in greenhouses. They have perfected the growing environment for tomatoes, cucumbers, peppers and lettuce by giving the plants exactly what they need - the perfect climate, the right amount of light, the right amount of nutrition, exact amount of water and carbon dioxide and the proper ventilation- which means that plants can grow strong, healthy and big. By those practices they have achieved a high reputation in the market. All members are certified against Integrated Crop Management processes (GLOBALGAP, AGRO 2-1&2-1) and Food Safety Management Systems (ISO 22000:2005).



DKG 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».

Συρράκο: Πέτρα και Μνήμη και Φως

να ταξίδι στο χθες και το σήμερα μέσα από το λόγο, την εικόνα και τον ήχο



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 beyond.

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.ekthesisyrako.blogspot.com/

Cultural Heritage

"People of the DKG Group contributes to two television show series that aims to educate and entertain those who are seeking adventure or cultural treasure.

For more please visit : www.orizontas.org & www.enxoro.gr

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.



ROUT Family

C A L E N D A R 2017

ROUT FAMILY JAMBOREE

4
03
2017

ROC 50 MILES

29
04
2017

ROUT RODOPI ADVENTURUN 100 MILES*

20 & 21
10
2017

HAIDOU TRAIL PARTY 24 K

22
07
2017

*2013, 2014, 2015, 2016 Best Ultra Race by adventure.com

WELLNESS

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 7th anniversary ROUT

100miles AdvEnduRun 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.



Volunteer **Activities**

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 competencies 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 ROUT 100miles AdvEnduRun event, the Rodopi Challenge (ROC), and Haidou Trail Party, Haidou Kids



SPONSORSHIP

We are happy and proud to support the sailboat "Limoncello" for many years. "Limoncello" helps the local tourism development since it participates to water sport events like the "Aegean Regatta" race that is held in different Greek islands every year. Apart from the tourism development, also encourage close relationships, teamwork, solidarity and understanding among various people who join the crew.





07

Section Seven

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.csr-dkggroup.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 2.1 & 2.2 Standard Hellenic 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

UNGC United Nations Global Compact

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 2017, 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 2016 and some from 2017 (from January, 2016 to March 2017) but includes some activities continuing from before and more recent ones.

The committee of CSR & COP REPORT

Editors:
Christos D. Katsanos
& Dimitra Notiou

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Editing:
TROPOS Branding Co

Publication
Current issue: March 2017
Next issue: Scheduled for March 2018

Thank you

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

contact us at csr@dkgroup.com