



Communication on Progress in 2020 in implementing the principles of the UN Global Compact

We have been a participant in the United Nations Global Compact since 2020.

As a signatory to the initiative, we have committed ourselves to ten principles based on key UN conventions regarding human rights, labor standards, environmental protection, and anti-corruption.

At the same time, the UN Global Compact calls on all its signatories to actively support the implementation of the principles within their own sphere of influence. The following table summarizes what we have done during 2020 to implement the principles of the Global Compact.

Human rights

Principle	Approach	Reference
<p>Principle 1:</p> <p>Businesses should support and respect the protection of internationally proclaimed Human rights.</p>	<p>We're committed to ensuring that all our employees work in an environment that promotes human rights by supporting diversity, trust and equal opportunities, and is free from discrimination or victimisation. This is one of the foundations of our business culture.</p> <p>Our Code of Conduct sets out what we and our employees must do to uphold this culture. We also have a written policy statement on human rights and anti-discrimination.</p>	<p>Code of Business Ethics</p> <p>Corporate Responsibility Report 2017</p> <p>Social Compliance Policy</p>
<p>Principle 2:</p> <p>Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>In the past year MEGA has not been subject to any Investigations, legal proceeding or incidents involving Human Rights violation.</p>	



Labor standards

Principle	Approach	Reference
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective Bargaining.</p> <p>Principle 4: Businesses should support the elimination of all forms of forced and compulsory Labor.</p> <p>Principle 5: Businesses should support the effective abolition of Child labor.</p> <p>Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.</p>	<p>For us at MEGA, the provision of an equal opportunities environment, where all employees have the exact same rights and are treated fairly and in accordance to their abilities and role, is a core value. Equality in the Company is built upon respect for diversity, while we adopt the development of organizational structures and processes that create a receptive working environment for all employees without exception.</p> <p>No incidents of discrimination or violation of human rights have been recorded.</p> <p>We respect the freedom of association and collective bargaining and have zero tolerance for forced labour, child labour or discrimination.</p> <p>Mega supports its employees to develop their talents and skills, accept and face professional challenges, manage their career, and promote their personal development. The Company strives in every way to inspire, encourage and look after its human capital.</p> <p>We ensure that every employee is trained and developed according to their customized needs and ambitions. Every new Employee attends a training program, especially designed to cover all subjects that affect their daily job.</p> <p>Mega Disposables do not use forced compulsory or child labor.</p> <p>No incidents on violations of labor rights principles have been reported during 2020.</p>	<p>Code of Business Ethics</p> <p>Corporate Responsibility Report 2017</p> <p>Social Compliance Policy</p>

Environmental stewardship

<p>Principle 7: Businesses should support a precautionary approach to Environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>MEGA has a written environmental policy, which outlines MEGA's aims and principles in relation to managing the environmental effects and aspects of its operations. Moreover, the company, since the beginning of its business has not been cited for non-compliance of any environmental issue.</p> <p>MEGA faithful to its commitment to sustainable development, acquires again this year Green certificates of origin from 100% Renewable Energy Sources. The Green Certificate confirms that for the electricity consumed by the company an equal amount of energy has been generated from Hydroelectric Stations and has been committed through the Electricity Market Operator (guarantees of origin).</p> <p>For special products that are more eco-friendly, we choose environmental friendly materials (corn starch, FSC fluff pulp, organic cotton GOTS, COSMOS approved lotions – attached GOTS, OK Compost and TCF certifications from suppliers).</p> <p>We give great importance on choosing materials safe for environment and for the user. Our company holds the following certifications: PEFC, FSC, Cosmos – Soil Association and Oeko-tex Standard 100.</p> <p>We have been the first company in Europe to get the Oeko-tex Standard 100 certification for absence of harmful substances on baby diapers and feminine pads. Our factory, production processes and materials are monitored annually for absence of more than 200 harmful substances.</p> <p>We also perform regularly in use tests in dermatological institutions, under supervision of dermatologists with excellent results (5 star seal). Given the above, our products are approved for hygiene use by several external institutions that have certified our processes.</p> <p>MEGA operates its business with emphasis on environmental protection ensuring full compliance to National and European legislation. Our goal is to reduce the possible impact on the environment as a result of our everyday activity, as well as to holistically incorporate the principles of sustainable</p>	<p>Code of Business Ethics</p> <p>Corporate Responsibility Report 2017</p> <p>Environmental Policy</p> <p>Social Compliance Policy</p>
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	<p>development in our decisions and procedures.</p> <p>The main areas of our focus are in the reduction of energy consumption, the sustainable use of natural resources and the incorporation of the principles of sustainable development in our decisions and procedures.</p> <p>Also, we work hard through our R&D Department to reduce the environmental impact of our products.</p> <p>Examples:</p> <ul style="list-style-type: none">• Through new technology, we managed to stop transporting the napkin cores premade (in airlaid form) and we succeeded to make the core in line. This has allowed average 40% reduction in transportation needs for the feminine hygiene sector.• Continuous search of new raw materials and smart ways of incorporating them has allowed us to reduce the diaper weight by 10% in the last 3 years without jeopardizing the product performance. This has important improvements in transport carbon footprint of RMS and final products. <p>We recycle consumables, reduce waste and practice energy reduction when possible, while we are certified with EN ISO 50001 and ISO 14001</p> <p>We utilize a formal environmental or energy management system.</p> <p>We integrated environmental criteria in our product design. For special products that are more eco-friendly, we choose environmental friendly materials (corn starch, FSC fluff pulp, green, organic cotton GOTS, COSMOS approved lotions.</p> <p>We give great importance on choosing materials safe for environment and for the user.</p>	
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Anti-corruption

<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>MEGA has a zero tolerance approach to all forms of corruption.</p> <p>MEGA is committed to working with others who share our values and seek to operate to the same standards as we do.</p> <p>The Code of Business Ethics reflects the general principles and rules that should govern and regulate the behaviour of all our employees and also of all our associates. Through the Code of Business Ethics we underline the values and principles of our Company for a number of essential topics, such as our principles for employment, our business relations, our responsibility for the environment, our responsibility for product safety etc.</p> <p>Mega Disposables doesn't tolerate any practice of corruption and fights any form of it. All business practices and relationships are expected to be determined by the highest moral integrity. Corruption, extortion, bribery, bullying and abuse, of any kind, are prohibited.</p>	<p>Code of Business Ethics</p> <p>Social Compliance Policy</p>
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