



Communication on Progress in 2021 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 the 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 2021 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 against of any kind of discrimination or victimization. This is one of the foundations of our business culture.</p>	<p>Code of Conduct (CoC)</p> <p>Sustainability Report 2018-2019</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>Our Code of Conduct (CoC) 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>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. Discrimination against workers on the grounds of sex, race, disability, national and ethnic origin, religion, age, sexual orientation or gender identity is prohibited. Recruitment and employee advancement decisions must be based on qualifications, skills, performance and experience.</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. No incidents on violations of labor rights principles have been reported during 2021.</p>	<p>Code of Conduct (CoC)</p> <p>Sustainability Report 2018-2019</p> <p>Social Compliance Policy</p> <p><i>(Reference for 1,2,3,4,5,6,7 Principles)</i></p>

Environmental stewardship

<p>Principle 7: Businesses should support a precautionary approach to Environmental challenges.</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>Code of Conduct (CoC)</p> <p>Sustainability Report 2018-2019</p>
<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</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 development in our decisions and procedures.</p> <p>The main areas of our focus are on 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>By providing its commitment to the environment, MEGA has designed the Act Green Program. The Act Green Program is incorporated in MEGA's sustainability strategy. It is a program with rigidly defined targets which plans to achieve various targets across three key milestones (2023 -2030 -2050), by implementing the company's commitments to create positive impact in environment – society – economy.</p> <p>In addition, MEGA has implemented the “<i>Clean Aegean</i>” Program which is a part of the overall MEGA's “Act Green” Program.</p> <p>The “Clean Aegean” Program took place in the island of Astypalea, with the cooperation of our environmental partner “ENALEIA”.</p>	<p>Environmental-Health & Safety and Energy Saving Policy</p> <p>Social Compliance Policy</p>

	<p>This program has created a measurable environmental and social impact, which amounted to 134,550 euros. The plastic collected from the sea (4,500 kg) was turned into sustainable products.</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 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 to choosing materials safe for environment and for the user.</p> <p>We recycle consumables, reduce waste and practice energy reduction when possible, while we are certified with EN ISO 50001 και ISO 14001.</p> <p>We utilize a formal environmental and energy management system.</p> <p>MEGA, proving in practice its commitment to the Principles of the Circular Economy, received the international certification Zero Waste to Landfill at “Gold” level, as in 2020 its production unit achieved 99% recycling and Energy Recovery.</p>	<p>ZERO WASTE TO LANDFILL CERTIFICATE</p> <p>https://megadis.gr/en/sustainable-development/product-</p>
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<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</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 environmentally 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>In addition, we use of 100% recyclable packaging currently in our key products with the projection to extend this in all of our products in 2023. We have increased the usage of recycled material in all our packaging bags from 30% currently to 50% by 2050.</p> <p>Moreover, by realizing the gravity of climate emergency, MEGA has set measurable targets to minimize its carbon footprint by continuously investing in new energy-saving technologies, RES production infrastructure and decarbonization practices across its operations. MEGA has obtained the Green Certificate, which confirms that the electricity consumed in its factory, facilities and offices comes from 100% green energy sources. The company has set a target to maximize RESs self-production by 2050.</p>	<p>safety/pistopoiiseis/ (Certifications)</p> <p>Green Certificate</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 Conduct 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 Conduct 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 Conduct (CoC)</p> <p>Social Compliance Policy</p>
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