



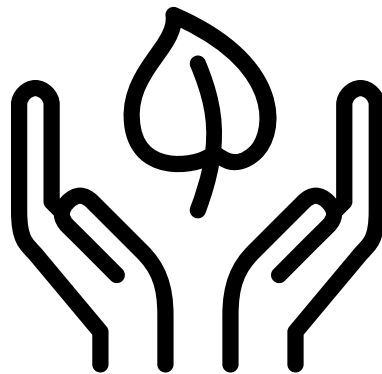
# SUSTAINABILITY PRESENTATION-REPORT 2021



# "WE ARE BUILDING OUR FUTURE UPON SUSTAINABILITY"

The above message is delivered by the CEO of **UNILOG**. He further adds that the future of our company and society as a whole will be built upon sustainability and meeting our ultimate goals.

It is our prior commitment to understand and take action for the people and the planet.





Our prominent role in the pharmaceutical supply chain industry, requires our utter attention towards the sustainability goals we continuously reach closer year by year. Our goal for 2022 is to work further on developing our prioritized goals including awareness of our carbon footprint, ensuring gender equality, economic growth and professional development, as well as good health and wellbeing for all employees.

# UNILOG's Priority SDGs



In the battle to fight the COVID 19 pandemic which is ongoing for the past 2 years, our company has volunteered in the strategic vaccination planning in Greece, aiding the government with the help of our company's Head of QA and pharmacist who specializes in these types of situations. In addition, we provided free of charge services in the warehousing and distribution of Covid-19 Self Tests throughout the nation.



Our teams at UNILOG, have the opportunity to participate in educational programs based on the company's needs when they desire. Also, every year there are regular training programs for employees within the company depending on the department to which everyone belongs and as far as everyone is concerned. In 2021 all employees participated in a number of training programs including health and safety in the workplace.



In 2021, 58% of our employees were men and 43% were women. In our management positions, the share is exactly equal, 50%-50%.

Our goal has always been to create a diverse, inclusive and safe

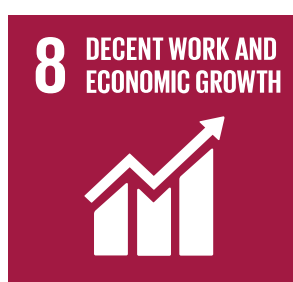
environment for all individuals with strictly no tolerance for any misbehavior. We continuously try to improve these statistics to make the outcome as equal as possible.



Our company holds a Green Certificate, which certifies that the electricity it consumes comes from 100% renewable energy sources.

In addition, our new warehouse is currently under construction (aiming to be completed by March 2022), and in the meantime we are constantly researching for ways to make it more friendly to the environment such as installing solar panels on the roof.

Note, that we are also certified for the implementation of the ISO 14001:2015 environmental management system.



Our people are of utmost importance to us and their wellbeing is crucial for our company thus our working environment must always be up to a standard level. Our working environment and company culture allows everyone to have a voice, share their ideas and have a say in team decisions. We also place special emphasis on flexible working conditions, work life balance and health-related issues. The transparency which exists, and motivation allows our

people to be more productive and thus bring about growth. Regarding safety in our premises, in 2021 there were zero labor accidents amongst more than 150 employees.



We continuously search for new innovative ways of operating which will create more added value in the services we offer. Since 2019, the End-to-End Serialization services along with Unilog EMVO Uploading, has helped licensed pharmaceutical companies to continue their exports abroad as well as decreased costs by an astounding 90% (Note, that Greece will enter in serialized world in 2023). For 2022, we intend to start setting up RF scanning technology for order picking which will result in increased productivity.



Our most important goal is to keep our carbon footprint as low as possible. We have eliminated unnecessary routes which require a vehicle (most of our meetings for example are done through video conferencing), further, we have heavily decreased our energy consumption throughout our warehouses and lastly, from 2022 onwards all vehicles needing replacement or purchasing of a new vehicle, will be strictly substituted with electric cars.

## 17 PARTNERSHIPS FOR THE GOALS



Our partnerships are vital in helping achieve the best possible services for our company. In partnership with Vimachem, we were able to create our add on service 'Unilog EMVO Uploading' which concerns the uploading of required data in the European Medicines Verification Organization (EMVO).



# UNILOG's Ethical Commitment

## Satisfaction of the customer

We give high priority to making our customers successful and satisfied, knowing that customer success guarantees our own success. Our actions are governed by the knowledge of the universal and local requirements of customers and the market. We include and prioritize customer focus in all our processes, projects and agreements.



We know that we will be measured depending on our moral, social and environmental performance, as well as the quality of our services.

That is why we strive for best practice in all these areas to ensure our customers' confidence.

## Laws and Ethical Standards

Guided by our Corporate Values, we strive for the continued development of our business, founded on the three pillars: our financial performance, our environmental management and social responsibility. We respect the different interests of our clients, our employees and our partners with integrity, fairness and honesty. We strive for excellence in both our business performance and our moral behavior.



## Transparency

We commit ourselves to transparency in our dealings with stakeholders. Transparency and honesty are the guiding principles in all communication activities internally and externally. The public will have access to information about our Company that is required or recommended by internationally recognized corporate governance standards.



## Anti-Bribery & Corruption

UNILOG has a total commitment to comply with anti-corruption, especially in the form of extortion and bribery. For this reason, follows and applies to its transparency system all the National and European regulation and legislation and it strictly rejects any illegal transactions.

Unilog's Code of Conduct has a clear statement:

*"We trust that the excellence of our services is the key to our business success. Therefore, we will deal with all our customers, suppliers and government agencies in a straightforward manner and in compliance with international anti-bribery standards as stated in the Global Compact and local anti-corruption and bribery laws. This includes any transaction that might appear to be arranged for granting concessions or benefits."*

It addresses detailed guidelines on the following topics: conflicts of interest, gifts and benefits, fair competition, facilitating payments.

# **UNILOG'S SUSTAINABILITY DATA & GOALS**

Our environmental targets for the site are the following:

- A. Carbon footprint (CO<sub>2</sub>) reduction, at least, -10% for 2022 and 30% for 2023 from the further reduction of electricity consumption.
- B. 20% increase in recyclable materials compared to bulky waste for 2022 vs 2021."

Last years we worked on our internal processes to improve sustainable practices that resulted in environmental, economic, ethical and reputational improvement:

## 1. CO<sub>2</sub> REDUCTION 2019–2021

Gradually, from 2019, the light bulbs were replaced with new technology led bulbs in our facilities. This action in combination with the more rational management of the air conditioning coolers, had the result to reduce the electricity consumption, respectively, gradually from 2019 to 2021, on average by 19%.

More benefits of the bulbs replacement are:

- a. New technology LED lamps are not harmful but completely environmentally friendly.
- b. LED lamps are 100% recyclable.
- c. LEDs do not heat up and do not emit heat like incandescent and fluorescent lamps.
- d. LED lamps have a longer lifespan. This is shown by the reduction of kilos to be recycled due to the non-change of the bulbs.

- e. LED lamps do not emit ultraviolet radiation which is quite harmful.
- f. LED lamps are explosion-proof.

The reduction of our carbon footprint (CO<sub>2</sub>), which was achieved by the reduction of electricity consumption in 2021 compared to 2020, was -11%.

For 2022, an audit team on air conditioning management has been set up, which has developed a special operating mechanism and we estimate that we will have an additional reduction in electricity consumption compared to 2021 by at least 10%. As a result, our goal is to reduce our carbon footprint (CO<sub>2</sub>) by at least 10% more.

Also, within 2023, we plan to participate in a scheme of energy production through photovoltaic systems, in order to generate electricity and consequently to achieve a further reduction of our carbon footprint (CO<sub>2</sub>) in relation to the existing situation, by 56.5% based on the special study that has already been implemented.

## **2. INCREASE OF RECYCLING AGAINST BULKY WASTE 2019-2021**

The use of more and more recyclable materials in packaging, eg paper pallets, increases the volume of recycling versus the disposal of bulky waste.

More specifically, our company achieved an increase of materials to be recycled from 2019, gradually, until 2021, by 63% and a corresponding reduction of bulky waste by 52%.

Continuing this effort we estimate that every year we will improve this result as we have proven so far.

## Relative Certifications:

- ISO 14001 Environmental Management System
- **CERTIFICATE OF ORIGIN** verifying the origin of electricity fully (100%) produced with renewable energy and free of direct carbon dioxide emissions

**Additional information of the local environmental regulations that our company is required to comply with, are the following:**

- a. We are obliged to register on an online internet platform of the Ministry Of Environment And Energy our activities in conjunction with the declaration of waste we produce and manage, as well as the licenses related to our activity for the relevant documentation. At the same time, we covers the obligation to submit the annual Waste Report and enables the managers of the platform to generate reports based on the information entered on the platform by the obligated users.
- b. The respective waste should be collected and disposed of by appropriate bodies.
- c. The water supply and electricity supply of the facilities should be done by a legally licensed body or to maintain the necessary permits.
- d. It is forbidden to burn any kind of waste / materials.

We have never breach of any environmental regulations.



Following, some suggestions for implementing the environmental management systems with our customers:

- a. They can join the specific day shipping program in order to work together to reduce fuel consumption and consequently our carbon footprint.
- b. Another way of environmental cooperation is to send to their customers entire boxes full of products and not to break boxes and create new packaging. Their participation in this program will also further contribute to reducing the carbon footprint of both our companies.

### 3. OUR REPUTATION

Unilog in 2019 has been named as 'One to Watch' in Europe in a list of business excellence published by the European Business Awards, one of world's largest and longest running business competitions. Unilog was chosen as it demonstrates exceptional achievement and reflects the program 's core values of innovation, success and ethics.

### 4. ECONOMIC SUSTAINABILITY 2012-2021

Unilog is the 2nd position ranking, largest 3PL provider in the pharmaceutical market and owns the 32,4% market share according the ICAP official sector study.

Unilog has maintained a top 10 position ranking of the entire sector of 3PL's providers -not only pharmaceutical market-based on profit EBIDTA since 2010 according the ICAP case studies.