

SUSTAINABILITY REPORT

2021-2022

SUSTAINABILITY & CORONAVIRUS

Staying healthy and safe
at work

GROWING MORE WITH LESS

Modern horticulture to
increase production
while using fewer natural
resources



DIGITAL RIGHTS

Digital rights are human
rights

WHAT'S NEXT

How we helping create
a sustainable future



GROUP OFFICES



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Contents

STATEMENTS

Approach to CSR / Latest perspectives on the coronavirus pandemic.

ORGANIZATIONAL PROFILE

About the DKG Group .

CORPORATE GOVERNANCE

Structure of the Group, mechanism for stakeholders.

HUMAN RIGHTS & LABOR

Workplace, equal opportunities and rights, anti-corruption

ENVIRONMENT

Good Agricultural Practices, certificates, awards

SOCIETY

Practices that assets the impacts of operations on communities.

INFORMATION ON THE REPORT

Closing, the committee



ABOUT THIS REPORT

This Sustainability Report is our 10th edition report and was published on November 2022. It details our social, environmental and safety performance during the period September 2020 - October 2022 as well as our sustainability management approaches, systems and policies.

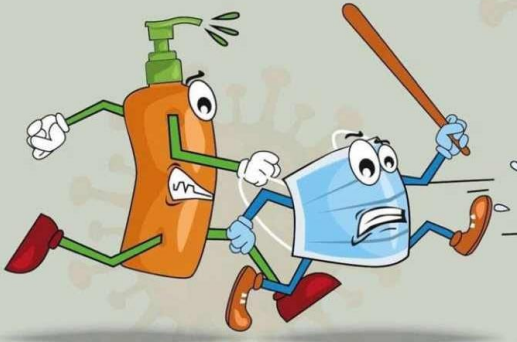


For DKG Group, Corporate Social Responsibility (CSR) is about how we manage our impacts on society and the environment. We strive to operate responsibly and act with integrity and thus make a positive contribution to the economy, our people and our local communities. We seek to eliminate or mitigate CSR risks, where identified, in partnership with our employees, and other stakeholders through the application of good practices. Equally, we seek opportunities in respect of CSR, including ways to reduce our environmental impact, or develop employees during their career in the Group.

For every of our companies, CSR has a particular meaning which relates to that company's operations and impacts. For DKG Group, the key issues which we address through our CSR program are:

- meeting the expectations of our clients for the delivery of high quality services and products
- understanding and minimizing the environmental impacts of our business operations
- helping our people to realize their potential in a supportive and stimulating environment
- working with our business partners to foster sustainable practices in our supply chain.

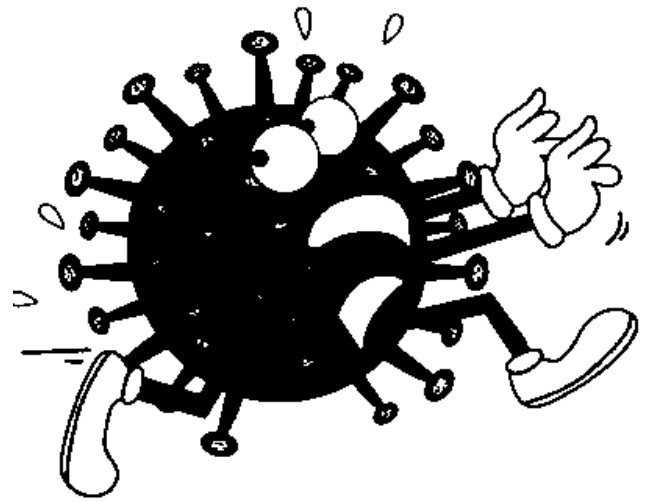
This report provides a reliable and adequate presentation of the policy of the DKG Group for Global Compact values and Sustainable Development, or of the activities, events and performance of the Group relating to sustainable development in accordance with DKG Group's reporting criteria.



HOW WE REDUCE THE PANDEMIC IMPACT TO OUR GROUP

Over the past 2 years, COVID-19 virus has spread to all continents, infecting people in many countries around the world. As the virus spreads, the society, economy and business are being impacted.

At some point, COVID-19 will be behind us, but employees, customers and stakeholders will reward those companies that put society first and their profits second.



How we reduce the pandemic impact to our Group

- We deliver safe and healthy working conditions, including proper protective equipment
- We ensure the right of every worker to take paid sick time off, for their health and those of others
- We provide flexible hours and remote work if possible to allow for caregiving while children are out of school and family members may be sick.
- We engage with our workers and listen to their needs when designing policies and responses to this crisis.
- we support our suppliers, customers, and stakeholders with on-time payments and longer-term contracts.

*OUR LATEST PERSPECTIVES ON THE
CORONAVIRUS PANDEMIC.*



“

We have always
believed that
work is a
privilege.
Especially when
it comes to food.

”

We have always believed that work is a privilege. Especially when it comes to food. Nowadays, in the case of the deadly Coronavirus, in addition to the obvious thing that has to do with the World Health Test, an issue that needs special attention is that of Food.

All of us at DKG Group, who work in this field, have an obligation to contribute to the smooth continuation of the work of the companies in the industry that we work with and that are struggling with particular difficulties now.

How:

With One-to-One meetings (keeping the materials of the Ministry of Health for Coronavirus) with leaders we use the questions we are researching scripts and Health protocols and our products in essence

Slow communication with partners and through smart phones, telecommunications and messaging image approaches.

We are convinced that we are always available to keep using and doing, they must have been able to "put their backs" on overcoming the four-differentiated use.

In a positive way, the users we use start air conditioning and sulfation.

For The DKG Group
Evangelos Drimtzias
President

“During Covid Pandemia there is the first line of struggle (doctors, nurses, hospitals, laboratories) and the second that supports it (producers, geotechnicians, greenhouses, research companies)”

The days of crisis are difficult. From one hand the ban on movement and on the other hand the weather, the market, and the prices. Already a section of, which we support, - FLORICULTURE - is at point O..

As far as Vegetable Marketing is concerned, despite the factors listed during the applications, Popular Markets formations... at O!

Response, the request for searches and disputes of distinctions of value in empowerment.

This situation, of course, has affected our company as well.

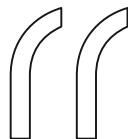
However, believing that the choice is one way forward, we are on the ramparts for any help the growers need.

Our People are behind computer screens and are available to answer questions and of course to stock crops.

Do not hesitate to call us. Online contact is something that came to stay. Let's dare her. After all, it is a contact !!!



*For The DKG Group
Christos D. Katsanos
Executive Director*



*COVID-19 PANDEMIC DISRUPTS
INDUSTRY. FOR THE MEDIA AND
SOCIAL MEDIA CORONA VIRUS
CREATES GREAT OPPORTUNITIES AS
WELL AS CHALLENGES.*



COVID-19 - The Day after...

I could not foresee the new world that would be formed by the global and dangerous corona virus, in which we participate shocked with masks and gloves.

We have been warned since many global viruses have knocked on our door in the recent past.

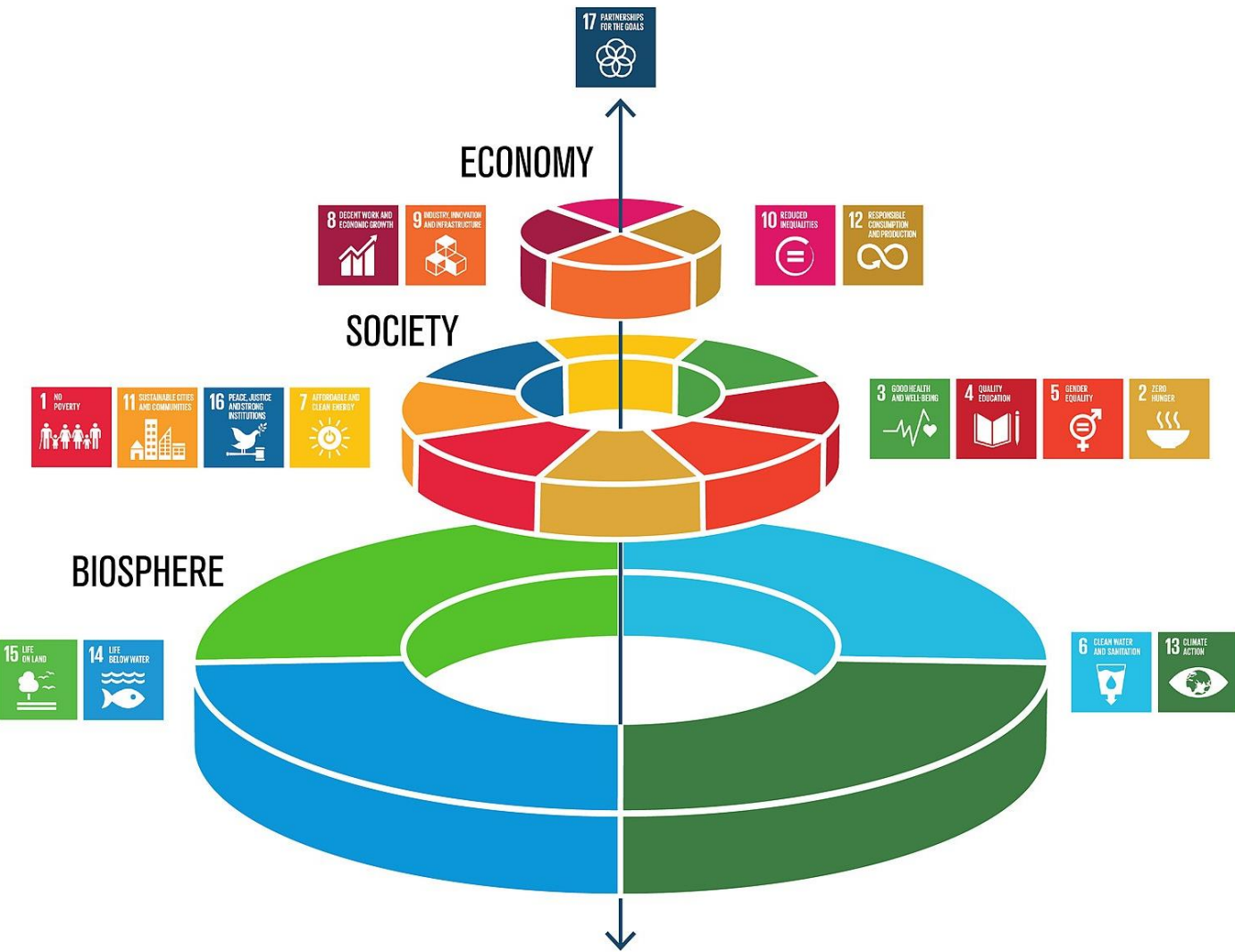
It is a given that the new era will now keep us at a greater distance!

COVID-19 pandemic disrupts industry. For the media and social media, the corona virus creates great opportunities as well as challenges.

New questions arise in the context of the dangerous threat, social and physical distancing, as well as public concern, regarding the very central role of social media which they play today in our lives on an individual and social level and who will play the next day.

For The DKG Group
Dimitrios Gartzonikas
Project Manager

Our economic, social and ecological aspects of the Sustainable Development Goals (SDGs)





THE GLOBAL GOALS



ORGANIZATIONAL PROFILE & CORPORATE GOVERNANCE



GROUP SECTOR I CONSULTING

CONSULTING

DKG Consulting Ltd 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.

More info at www.dkg-consulting.com

BUSINESS PLAN

FEASIBILITY STUDY

MARKET RESEARCH

PROJECT MANAGEMENT

CONSULTING

DUE DILLIGENCE

MARKET RESEARCH

TRAINING

SUPPORT

REPUTATION MANAGEMENT

QUALITY, ENVIRONMENTAL &

FOOD SAFETY SYSTEMS

BRAND BUILDING

FRAOULABEST SOLUTION

MAROULIBEST SOLUTION

MEDICANNABEST SOLUTION

LIVEVERTICALWALLBEST SOLUTION

GROUP SECTOR I

SUPPLIES

INTELLIGENT AGRI SUPPLIES & SYSTEMS

IQ CROPS Ltd is the pillar company of the DKG Group (founded in 1993) which focuses on the Food supply chain.

It was founded in 2011 by Evangelos Drimtzias and Christos D. Katsanos with emphasis on **Hydroponics**, **Biotechnology**, **Nanotechnology**, **Precision Technology** and **Bioclimatics** through applied research.

The company is based in Ierapetra (Ammoudares) covering the "heart" of greenhouse crops in Greece, and an office in Thessaloniki (Kalamaria) that covers the needs of customers in Northern Greece and the Balkan countries.

It is a modern company providing smart solutions in both:

- Intensive Vegetable and Floriculture Greenhouses (**Horticulture**) and
- in Organic & Conventional Agriculture (**Agriculture** - Arboriculture, olive trees, viticulture, aromatic plants, arable crops).

In recent years it has expanded its activities to the Live Vertical Hydroponic Walls and the Hydroponic Pharmaceutical Cannabis.

The solutions it provides are in two categories.

1. "Smart products" that have to do
 - with an understanding of PLANT PHYSIOLOGY (Management of stress situations)
 - HYDROPONICS (*IQ CROPS can be considered as a one stop shop, since it can cover all the needs in supplies of a modern Hydroponic Greenhouse Company.*)
2. Complete professional proposals (Fraoula Best, Marouli Best, Medi Canna Best, Vertical Live Wall Best).

Its commercial activity is in two directions. B2B (Wholesale) and B2C (Retail).

More info at www.iqcrops.com

TROPOS BRANDING Co is a one stop creative shop member of The DKG Group, led by Christos D. Katsanos and Dimitris Gartzonikas.

We are creating stories for audiences of the digital age. In the Social Age, digital storytelling is about making your reader part of the story - letting them tell it, retell it, live it, resolve it!!

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.

B2B is OK, B2C is fantastic but H2H is an ...obsession for us!!

What exactly do we do?

We are passionate with people. We do believe that the only constant situation in earth is ...change itself! Solving the problems means that the people understand the change environment. In such cases our contribution consists to be Agents of Change.

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

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

GROUP SECTOR I BRANDING

#LimitedEdition

NO BORDERS SYSTEM

BNF600

360 BRANDING
PACKAGE

More info at www.itropos.gr

MASTERCLASS FOR START UPS

TOTAL GREENHOUSE MANAGEMENT

TOTAL FARM MANAGEMENT

HYDROPONIC TECHNIQUES

GREENHOUSE TECHNICAL SKILLS

GLOBALG.A.P. PROTOCOL

AGRO 2-1 & 2-2 STANDARD

ISO 9001:2008 (QUALITY)

ISO 22000:2005 (FOOD SAFETY)

TQM & LOGISTICS

BRANDING

SOCIAL MEDIA & INTERNET MARKETING

More info at www.irtcs.org

GROUP SECTOR I

RESEARCH & TRAINING

Research and training are an integral part of our projects, as we aim for participants to be able to assume full responsibility for activities once our involvement with the training is over. The International Research & Training Centre for Sustainability (IRTC) is a training facilitator organisation (member of DKG Group) that provides a greater understanding of key issues for the agriculture industry and provide solutions for those with an interest in the sector, through top quality speakers and presentations from industry leaders and researchers. IRTC with expertise in Branding, Total Greenhouse Management, Total Farm Management, Total Quality Management, Hydroponic Systems, Good Agricultural Practices, provides a series of training programs to corporations and individuals to help them achieve higher standards. Some of the above training programmes are held in cooperation with the Training Department of TUV HELLAS (TUV NORD) S.A, the University of Macedonia, Thessaloniki, Greece and The Logistics Group consulting company.

GROUP SECTOR I PRODUCTION

DRIKA Farm was founded in 1996 by Evangelos N. Drimtzias and Katerina Kaparaki. 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". Facilities are located in an area of 9,5 Ha on the site Ammoudares - Ierapetra, Crete, Greece, 200 meters from the sea side. Its production focused in Mini Cucumber.

More info at www.drikafarms.com

NO PESTS

NO DIRT

NO WASTE FERTILIZERS

NO DISEASE

NO ACID RAIN

NO NASTY WEATHER

GROUP PROFILE | OUR PEOPLE

We believe that our people are the key to the Group's success. Their performance, well-being and knowledge have a significant impact on customers/partners satisfaction and, ultimately, our financial performance.

DKG Group promotes an environment free from discrimination and harassment, and is committed to ensuring equal opportunities in all areas of employment, including recruitment, hiring, training and promotion. It strives to ensure all employment practices are objective and free from bias, are based solely upon work criteria and individual merit, and meet the broader goals and objectives of the Group.

Further, it is Group's policy to provide and maintain a productive atmosphere that is characterized by mutual respect. The Group prohibits actions that are unlawful or inappropriate in the workplace. Our Good Working Relationship policy prohibits any conduct that is consistent with discrimination, sexual harassment, workplace harassment, victimization, bullying or vilification. The management team is responsible for ensuring that the spirit and intent of this policy is consistently practiced. Moreover, each employee has the responsibility to treat every colleague or applicant for employment with respect and in a fair, non-discriminatory manner.



GROUP PROFILE | AWARDS



1st PLACE

“Research & Development”



1st place in the award category “Research & Development” has been taken by “TOMACCINI” as the first Snack Tomato in the Greek market. Tommacini 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. The investment costs of this project reached 1.5 million Euro (1.5 Ha glasshouse construction, crop, marketing and packaging expenses).

On Thursday, July 11, 2013, at Athens Intercontinental at a glittering ceremony attended by representatives of the major executives in the Retail Market Chains the Winners of the

Self-Service Excellence Awards 2013 were announced.

The innovation points of Tomaccini according to the jury:

- Olive type snack tomatoes (7-10gr)
- Crunchy bite, avoiding too much juice in the mouth
- Sour-sweet instead of sweet taste
- Convenient packaging
- Clever exit hole
- Pay what you consume (pricing per unit not kilo)

The awards were backed by SEVT, ECR Hellas and IELKA, who were represented on the jury, and under the auspices of the Greek Ministry of Development and Competitiveness.

About Tomaccini

“Tomaccini” is the 1st Snack tomato in Greece. Its mission is to help the tomato lovers to understand that tomato isn't a veggie but a FRUIT! So they can enjoyed it many different times and occasions.

Tomaccini is produced hydroponically in Samos island by the Hellenic Greenhouses Sa.

GROUP PROFILE | AWARDS



1st PLACE

"Most Interactive Stand"



GOLD AWARD for COMPO EXPERT HELLAS

In COMPO EXPERT HELLAS the last years underlined the effort to show in the market a new approach. The "crop centric" approach in a great digital and social media way of communication.

More than 20 Crop Programmes were initiated the last 5 years and all of them presented at COMPO EXPERT Hellas stands in AGROTICA Exhibition in Thessaloniki, Greece since 2016.

This year marks the recognition of such an initiative by been awarded during the Exhibition Marketing Awards 2020 organized by Boussias Communications. We achieved the GOLD Award as the "Most Interactive Stand" and the BRONZE

award for our influence to level up the Agriculture sector in general (note that in this category no other company achieved a higher recognition). We do believe that this recognition belongs to all COMPO EXPERT Group Organizations.

Relation

2015 - Present

COMPO EXPERT Hellas SA: Establishment and operation of Branding Office in cooperation with Tropos Branding Co in the field of e-Branding, through the e-Compo 360 project.

"Synergies are a one-way street in modern-day business. The philosophy of branding has long been distinct from those of marketing, advertising and

product promotion. It is quite some time since we progressed from story-telling to story-doing; and this has encompassed the creation of Tribes. This is precisely our common point with the scientists of COMPO EXPERT Hellas and the entire network of associates, clients and users of our products".

stated Mr. Christos Katsanos, Brand Strategist for Tropos Branding.

"Branding is an art as well as a science. The tools we use are constantly evolving. Branding Office is also such a modern tool. So far, few companies have realized its value, and fewer still have invested in it. One of those few is COMPO EXPERT Hellas. We are happy for this development".

concluded Mr. Dimitris Gartzonikas, Project Manager for Tropos Branding.

GROUP PROFILE | AWARDS



1st PLACE

“Green Business Innovation”



The “Green Business Innovation 2015” awards took place at the Chamber of Achaia on Thursday, June 18, 2015, the companies of the Region of Western Greece that participated in the contest awarded by the Greek Management Association (ΕΕΔΕ) . The competition was to bring small and medium-sized enterprises have adopted “best practices” for sustainable development of environmentally friendly products in the production and services.

The company “Tsachalos Green Trade SA” was awarded for contribution to green business but especially for its innovative hydroponic system “Fraoula Best” (www.fraoulabest.com) which is friendly to the environment and the employees.

Tropos Branding and DKG Consulting (members of DKG GROUP), the companies that installed, monitor and promote the system were there.

Mr. Christos D. Katsanos - Branding Strategist of Tropos Branding Co thoroughly analyzed the value of the system “Fraoula Best” and its contribution to the Green Entrepreneurship.

The members of the Evaluation Committee were: Dr. Dimitris Skouras, Professor of Economics and Dean of the Faculty of Business Administration of the University of Patras, Dr. Basil Michalopoulos, Director of Rural Economy of the Region of Western Greece and Mr. Theodore Tsoumpelis, General Secretary of the Chamber of Achaia.

A BIT ABOUT FRAOULABEST©

The hydroponic Fraoulabest© solution designed by the DKG Consulting Ltd (member of The DKG Group) in collaboration with the IRTC (International Research and Training Centre for Sustainability) under the philosophy of Total Greenhouse Management, and the initial experience of growing hydroponic lettuce (MarouliBest© solution).

In recent years, the evolution of the system occurs mainly in Cyprus and Greece, since it was aspired to upgrade the hydroponic strawberry cultivation in countries with the same latitude (about 35°) in the north (California, Spain, Italy, Korea, Japan) and south (Chile, Australia, New Zealand) hemisphere of the earth where the crop is cultivated.

GROUP PROFILE | AWARDS



3rd PLACE

“Exhibition / Agriculture”



BRONZE AWARD for COMPO EXPERT HELLAS

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stated Mr. Christos Katsanos, Brand Strategist for Tropos Branding.

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concluded Mr. Dimitris Gartzonikas, Project Manager for Tropos Branding.

GROUP PROFILE | AWARDS



CONTRIBUTION

“KeysMyCrops” International Project”



COMPO EXPERT GROUP awards TROPOS BRANDING Co for its contribution to “KeysMyCrops” International Project”

About Keys My Crops

During the Symposium in Plant Nutrition organized by COMPO EXPERT Spain in Beja, Portugal (26 & 27 February 2018) a new project had its kickoff meeting with participants from Spain, France, Italy and Greece. The name of the project is “KeysMyCrops” and is in accordance to the shift of our organization from a “product line centric” organization to a more “crop centric” organization as decided during the Strategy Summit in July 2017 under the guidance of Mr. Thomas H. Ahrens, CEO of COMPO EXPERT GROUP.

Mr. Panos (Panayiotis) Chamakiotis (RD EMEA) based on this decision, initiated and sponsored a working group to develop this new strategy in his territory with a mix of participants such as COMPO EXPERT employees and independent Crop Specialists from the above mentioned countries /markets.. The employees from COMPO EXPERT EMEA Jessica Da Costa, Roger Plana Mallorqui, Stathis Pavlakos working on this project building a cross-regional working team are supported by the Country Heads of respective countries which initially have been involved in the concept: Ramon Pelegri (GM Spain) – Eugenia Tron (MD Italy) – Georgios Mitsopoulos (Head Greece) – Walid Saade (MD France). The initial team of independent Crop Specialists: Marco Pierucci

(Vineyard agronomist and consultant, Italy), Carlos Delgado Quesada (Technical agricultural engineer, Spain), Grégory Jost (Fertilizer specialist, France) Dimitrios Zogopoulos (Crop & Nursery Consultant, Greece). Already there are new contacts with more specialists in several crops aiming to enrich the team. The project will be supported by TROPOS Branding Co, a firm specialized in Branding. The owners of the company Mr. Dimitris Gartzonikas (Project Manager, Branding cinematography & Social Platforms) and Christos D. Katsanos (Brand Strategist) will participate in this team as well. Ms. Souzan Nouayhid (Executive Assistant, Spain) will be the coordinator of the activities of the project.

GROUP PROFILE | AWARDS



CONTRIBUTION

“25 Years to Grodan Hydroponics”



DKG GROUP AWARDED BY GRODAN FOR 25 YEARS OF OFFER TO HYDROPONICS

2019 marks the 50th anniversary of the GRODAN Group (a member of the ROCKWOOL Group) in the hydroponics industry.

RELATION 1990-2000

The DKG Group has its roots in the early 1990s. Its main shareholders essentially brought hydroponics to Greece either by introducing the Grodan rock substrates or by experiencing the hydroponic technology of tomato and cucumber to a large extent as growers. Also in Grodan's many innovations were key players.

2001-2010

At the beginning of the millennium with the foundation of DKG Consulting Ltd, the Grodan hydroponics method was extended to 16 horticultural crops (tomato, tomato, long cucumber, short cucumber, pepper, zucchini, eggplant, lettuce, strawberry, parsley) and floral (rose, gerbera, carnation, chrysanthemum, anthurium, gypsophile) products all over Greece.

During the first decade of the new millennium, Grodan hydroponics has expanded considerably in the Balkan countries, Turkey, Cyprus and Egypt as DKG Consulting Ltd became the Grodan Authorized Development Agency in these countries.

2011 - 2021

With the foundation of IQ Greening Ltd (a member of the DKG Group), the hydroponics method has been extended to both urban farming and green vertical walls, roof gardening and green walls sound noise absorption walls.

Finally, the know-how developed through experiments and applications of new products and services has been gathered in the International Research & Training Center for Sustainability (IRTC), which includes producers and scientists from many parts of the world world.

COMPANY MILESTONES

1993

back to the '90s

K INSPIRATIONS. A boutique consulting agency that works with personal brands, consumer brands and startups led by Christos D. Katsanos. 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.

1996

Starting DRIKA Farm

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.

2001

DKG Consulting was established

On December 2001 was established the DKG GROUP led by Christos D. Katsanos and Evangelos N. Drimtzias. The headquarters of the Group is located in Thessaloniki, Greece, with additional advocacy office operating in Crete. 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

IRTC was established

On December 2001 was established the IRTC. The International Research & Training Centre for Sustainability (IRTC) is a training facilitator organization that provides a greater understanding of key issues for the agriculture industry and provide solutions for those with an interest in the sector.

The Askme® Translation and Localization Division 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. Head of the ASKME division is Eleni Mathaiopoulou.

2003

Askme was established

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.

DKG Consulting Ltd (member of the DKG Group of Companies and Initiatives) achieved 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".

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.

Agrisystems Divisions

2003

ISO 9001:2008

2006

GREEN Club

2007

COMPANY MILESTONES

2008

UN GLOBAL
COMPACT

The foundation of the Hellenic Network Global Compact for the CSR was announced in Greece on 28th of May, at a ceremony at the Caravel Hotel of Athens. The Executive Director of DKG GROUP, Mr. Christos D. Katsanos, was invited to that event as a member of the Hellenic Network Global Compact for the Corporate Social Responsibility.

2009

GRODAN
PARTNER

DKG will be taking on the additional role of sales organisation and exclusive outsourcing partner for Greece, Cyprus, the Balkan countries and Egypt with effect from 1 January 2009. The company expects to be able to provide buyers of Grodan products with an even better service through the expansion of its range of tasks.

2011

ISO
14001:2004

IQ CROPS . IQ GREENING. DKG Consulting achieved ISO 14001:2004 & renewed ISO 9001:2008
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.

2012

Hydroponics.gr

Hydroponics.gr 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

COLLABORATION WITH KOREAN ATEC .The Gyeongsangnam-do Agricultural Research & Extension Services has been making efforts to develop the agricultural technology and to grow the farming industry through R&D and technology distribution in South Korea

2012

Collaboration
with ATEC

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.

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

During October 2014, Mr. Evagelos Drimtziyas, President of the DKG Group will visit various places in Australia in order to explore the possibilities of collaboration with many Australian based companies. The areas of importance will be the Branded Solutions, hydroponic application, Total Greenhouse Management and Training needs.

TROPOS
Branding

2013

Tomaccini
Award

2013

Roadshow in
Australia

2014

COMPANY MILESTONES

2014

SUSTAINABLE
GREECE 2020

We participated at the Sustainable Greece 2020 initiative, that aims to raise awareness among the Greek business community and society at large, on issues of Sustainable Development, Responsible Entrepreneurship and Social Responsibility.

2018

"KeysMyCrops"
In't Project
Award

COMPO EXPERT GROUP awards
TROPOS BRANDING Co for its
contribution to "KeysMyCrops"
International Project

2020

COMPO EXPERT
HELLAS Awards

GOLD AWARD in the Stand & Brand Most
Interactive Stand category
• BRONZE in the category Exhibition Sector I
Agriculture

2020

MENURIO APP

TROPOS Branding Co (TROPOS) and Double Infinity Co (DBLi) have subscribed a collaboration agreement to promote the Menurio app within the Mediterranean markets. The aim of Menurio is to upgrade the global food/restaurant business with a digital QR. In minutes the customer can have digital catalogues, touchless restaurant menu with just a QR code. By this each restaurant menu, now is online in its customers' hand.

Stakeholders

For DKG Group is essential the commitment to its stakeholders. In order to achieve this objective, the DKG Group has laid the groundwork by applying a series of methods and practices (such as surveys measuring the satisfaction of clients, employees and associates, regular meetings) through which it aims at enhancing its communication with interested parties.

Code of Business Conduct & Ethics

DKG Group has adopted a Code of Business Conduct and Ethics that applies to all employees and directors and reflects the Group's belief that ensuring compliance and integrity is a never-ending process. The Group is continually making sure its standards are high, expectations are clear and that have the tools and processes in place for meeting them. The code describes the company's requirements of employee conduct and clarifies expectations in the event of dilemmas or sensitive situation details.



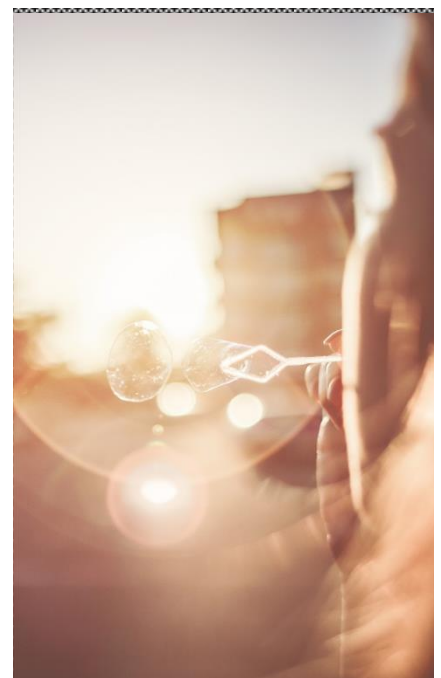
The Code details how employees and Directors must behave in the following situations:

- Conflicts of interest and protection of sensitive information
- Financial integrity - including inside information
- Protecting health, safety, security and the environment

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.

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

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



Our Vision & Values

*To add true
quality of life to
our collaborators-
customers &
stakeholders via
our sustainable
way of working.*

The DKG Group focuses steadily on increasing the values it represents for all stakeholders and continuously improving its performance in every sector of company activity.

Our supply chain network is the focal point of company activities through constant pursuit of methodologies to improve all its products and services. Thus the Group builds strong long-term relationships with its clients and associates.

In order to be a Group of companies and initiatives trusted by all, we formulated our CSR strategy in line with the guiding principles and the core values of our company.

- We value fair and transparent business practices.
- We deliver reliability throughout the supply chain.
- We contribute to society where we work and live while respecting the local customs and cultures.
- We promote diversity, accountability and human rights
- We continue to grow healthy & safety products - taking that extra step.
- We acknowledge the seriousness of global environmental issues and act to protect the environment
- we continue to approach all issues in a professional manner. We take care to always provide high quality services & products, being accurate in terms of content and prompt with deadlines.





Management Approach

Our approach incorporates the precautionary principle, management systems, regular audits, and corrective action tracking. You will find more specific explanations of our high-level management approach on the environment, employee practices, community engagement, societal issues, and product responsibility throughout this report.

Polices

Recognizing that DKG Group is a diversified international group of companies and initiatives with operations in different divisions, we guided each company to be guided by a series of Internal and International codes and principles. Apart from the Corporate Governance Guidelines and Code of Business Conduct & Ethics, the Group also recognizes and supports 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. Additionally, the 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). To make sure our policies are followed, we apply training tools for greater understanding.

Corporate Governance

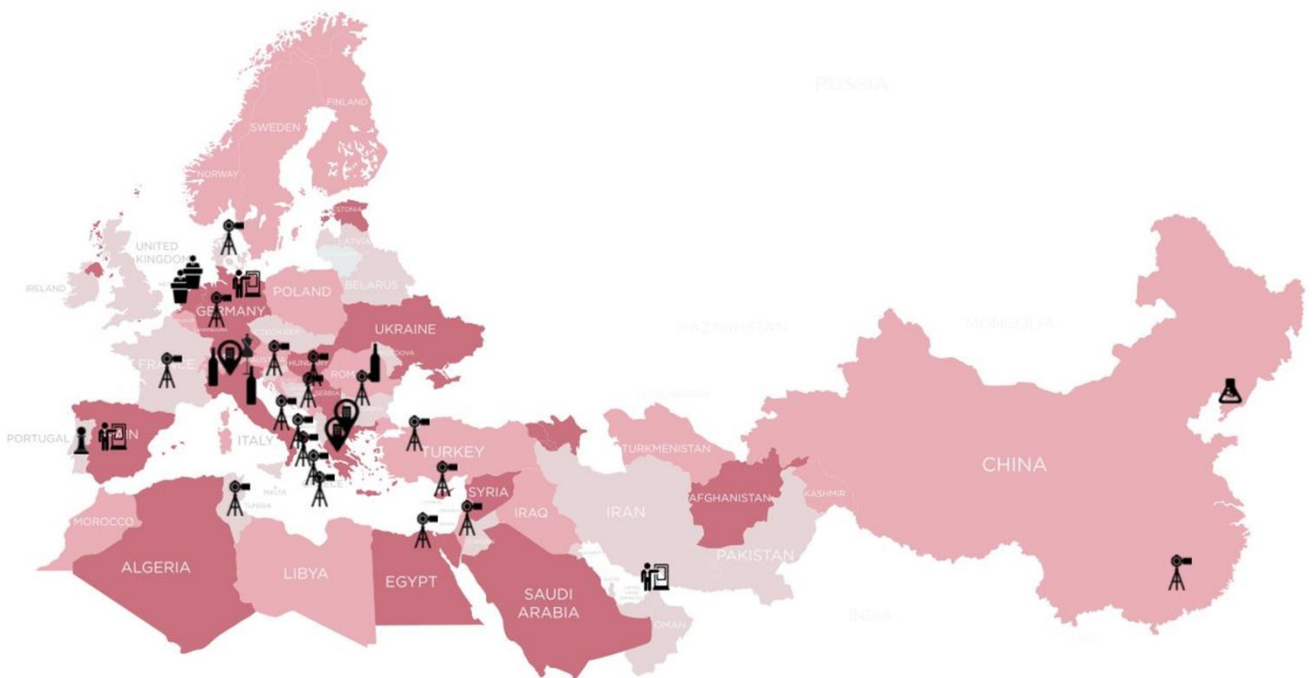
Our corporate governance consists of a sum of values, regulations and practices which govern the DKG Group's Administration. These are ensuring transparency of Group operation and protection of stakeholders interests.

Our desire is that DKG Group achieve a high level of corporate governance, we recognize the importance of, and we committed to high standards of corporate governance.

Our Territory



Our Interaction



The Board of Directors

The Group conducts its business through its employees, the President and the Executive Director under the direction of the Board of Directors, all with a view toward enhancing the long-term value of the company.

The Board of Directors comprises the President, the Executive Director, the Finance Director, the Quality Executive and the Project Manager. The Board is primarily responsible for the following:

- the strategic direction of the Group and the operations,
- the integrity of financial statements and accounting practices,
- the contribution to sustainable development,
- the Human Resources.

The Board of Directors holds regular quarterly meetings in order to review the Group's strategy, approve its business plan and budget, act on the Group's annual proxy statement



OPERATIONAL STRUCTURE





THE GLOBAL GOALS



HUMAN RIGHTS & LABOUR

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



WORKPLACE

DKG Group conducts its business in regions where rules and regulations governing basic human rights, for instance, working conditions, freedom of associations, and forced labour. The Group strives to be a good corporate citizen by always adhering to laws, regulations and good practices that are in accordance with human rights in the countries in which it operates. In taking this action, DKG Group hopes to identify potential problems, reduce the risk inherent in our supply chain and help assure sustainable practices.



The DKG Group's labour practices and policies are intended to attract, motivate, and retain top talent in the highly competitive supply chain. To this end, our policies are focused on making DKG an employer of choice. Our position on key human rights issues such as harassment, discrimination, working hours, forced / compulsory labour, compensation and freedom of association are addressed in DKG Groups' Standards of Business Conduct and Ethics.

Our Policy

There is a general acceptance in the Group for the value of human rights and our management and employees agree that, the respect to these social, economic and cultural rights is important for creating a better work environment and securing dignity and equality for all. In this way we believe that we ensure the respect of human rights within our workplaces for the benefit of all.

Fair Workplace

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.

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

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 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 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 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.

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 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).

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.

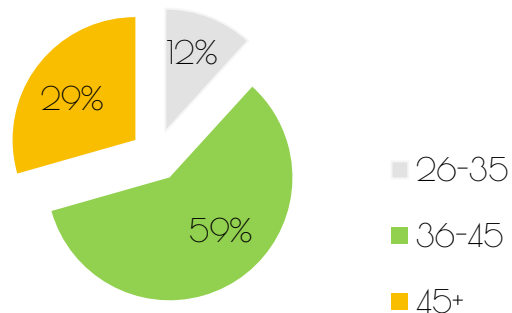
For a series of years, cases of corruption have not been recorded, neither allegations for suspected fraud, bribery or market abuse have been reported.



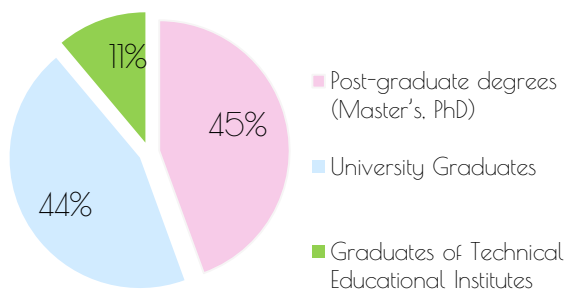
LABOR FORCE CHARTS

Health and Safety indicators 2021 - 2022	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	0	0
Covid-19 Virus	6	84
Total	6	0

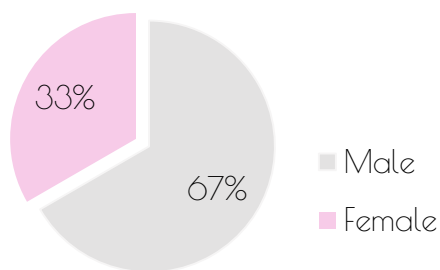
Employees by Age



Educational Level



Employees by Gender





THE GLOBAL GOALS



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”





OUR ENVIRONMENTAL CODE OF CONDUCT

How we treat the environment is a reflection of our ethics. We take our responsibility for the environment very seriously and we are committed to minimizing our environmental impact throughout our global operations. We respond to our environmental challenges by growing our business in a manner that is responsible and environmentally sustainable.

We all:

- Demonstrate a commitment to the environmental standards DKG Group has set by acting in accordance with our global and local environmental policies
- Support all local environmental initiatives such as minimizing the impact of our travel, reducing water and energy consumption, and by recycling.
- Challenge unsustainable behavior by ourselves, our colleagues and our teams. We all work towards achieving the environmental as well as business targets set by the Group.
- Where possible assess in advance the environmental impacts of any business decision we are responsible for.
- Encourage and support our colleagues, our teams and ourselves to work in an environmentally sustainable way.
- Work with others - suppliers, customers, clients and business partners - to ensure that we operate in a way that reflects our commitment to the environment.

OUR 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,
We have the following information available as a baseline against
which we can measure future performance:

	Water Consumption (m3)	Electricity Consumption (kWh)	Natural Gas Consumption		Fuel Consumption (lt)	Paper Printing Consumption (sheets)	Ink cartridge	Toner
			m3	(kWh)				
2021	14	1481	278	3127.5	1547	1500	3 x 17ml	0
2020	12	1746	243	2733.75	1236	1000	6 x 17ml	0
2019	15	2268	347	3903.75	3589	2200	4 x 17ml	0
2018	17	1958	385	4331.25	4152	1800	5 x 17ml	0
2017	13	1987	402	4506.08	3416	2000	4 x 17ml	0
2016	15	2215	336	3766.28	3048	1500	6 x 17ml	0
2015	12	2095	302	3434	3548	1000	4 x 17ml	0
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	6093.98	2500	6 x 13ml 2 x 17 ml 1 x 9ml	5
2009	23	2501	353	3949.97	9552.25	8500	4 x 13ml	9

SUSTAINABILITY

Sustainable production

Basalt, the raw material for stone wool, is extracted according to strict environmental regulations and in non-protected areas. The volcanic rock is turned into stone wool substrate by means of a certified process. Recycling stone wool after use means that less new basalt is required.

Sustainable cultivation

DRIKA Farm and all of 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. Growing in this material means our plants can stretch their roots, and we can feed them water and nutrients directly where they need it - on their roots - rather than on their leaves or on other



parts of the soil.

Growing hydroponically means we feed our plants only as much nutrients as they need for optimum growth. Our growing methods mean we don't use herbicides. A plastic sheet, which suppresses weeds from growing up through our crops, covers the soil in our greenhouses. At the end of each growing season, the plastic sheet is removed to allow for a proper cleaning of the greenhouse. This cleaning ensures no pests or plant diseases from the previous crop are carried into the new growing season. To keep pests at bay we use biological controls. We're leaders in Integrated Pest Management (IPM) to protect plants from bad bugs and diseases. Our growers introduce predatory insects - like ladybugs - and mites to eliminate harmful pests.

Sustainable recycling

A sustainable end of life solutions. Used substrate slabs, blocks and plugs are recycled into new stone wool products or used in the production of bricks, cement, potting compost, or soil improvers. The plastic sheet is separated from the stone wool and used in the plastics industry to manufacture dashboards for the automotive industry.



ΣΥΣΤΗΜΑ ΥΔΡΟΠΟΝΙΑΣ IQ CROPS



ΚΑΤΑΝΑΛΩΣΗ ΝΕΡΟΥ ΑΝΑ Kg ΤΟΜΑΤΑΣ



OUR ENVIRONMENTAL CODE OF CONDUCT

The global food production system is under pressure. We need to find more sustainable ways of feeding a growing, more urbanised population. ROCKWOOL products enable modern horticulture to increase production while using fewer natural resources.

In places where agricultural land is scarce, new and innovative forms of food production hold the key to feeding city dwelling populations. Grodan hydroponics can be sited anywhere, including in urban areas that would otherwise be completely unsuitable for traditional soil-based production.

Savings of water land use, fertilizer and yield gain of products sold

PRODUCE MORE WITH LESS

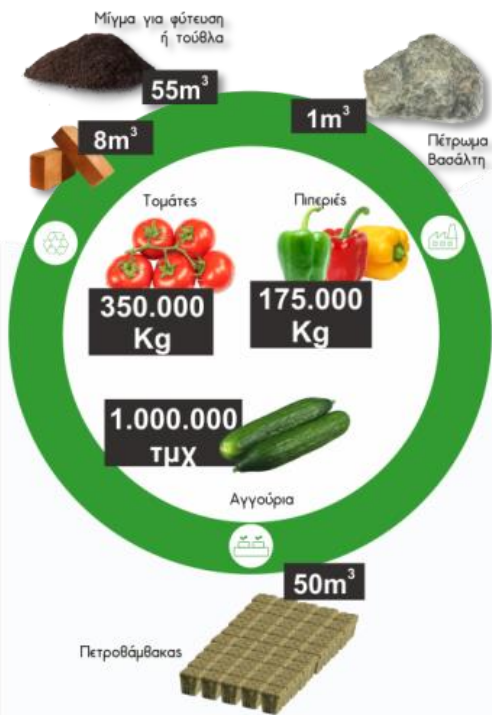
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Savings of water land use, fertilizer and yield gain of products sold

Relative to growing in soil-based systems, Grodan products sold in 2019 resulted in an estimated 100 million litres less water used. Grodan products also saved nearly 30,000 hectares of land, an area more than three times the size of Paris.

Produce more with less....



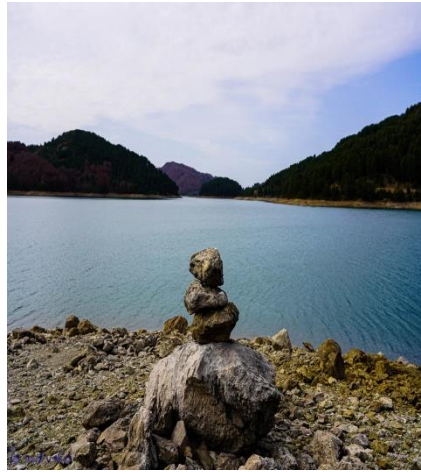
HYDROPONICS PRODUCE BENEFITS FOR THE ENVIRONMENT

DRIKA Farm, a member of The DKG Group that produces greenhouse hydroponic mini cucumber as well as all the Greenhouse clients of DKG Consulting Ltd are committed to environmental sustainable practices by applying the following:

Integrated Pest Management Practices (IPM)

Drika Farm and all of our Greenhouse clients apply the Integrates Pest Management (IPM), a system that uses beneficial organisms like predatory insects and mites to battle bad bugs that damage crops and vegetables. By using these methods, the growers are able to keep pesticides at a minimum or not use them at all.

Water conservation IQ CROPS' Hydroponic



growing system saves an incredible amount of water, it uses as little as 1/6 the amount as a regular farm to produce the same amount of food. The water table can be impacted by the water use and run-off of chemicals from farms, but hydroponics may minimize impact as well as having the advantage that water use and water returns are easier to measure.

Soil & Land conservation
Since the soil is not used in the growing procedure there is no depletion of soil nutrients and soil erosion is impossible. Instead, the plants are grown in clean and steerable stone wool substrates which are the ultimate sustainable solution for the professional horticulture sector.

WATER CONSERVATION

IQ CROPS'
Hydroponic System growing saves an incredible amount of water, it uses as little as 1/6 the amount as a regular farm to produce the same amount of food.

The water table can be impacted by the water use and run-off of chemicals from farms, but hydroponics may minimize impact as well as having the advantage that water use and water returns are easier to measure.



GOOD AGRICULTURAL PRACTICES (GAP)

DKG Group is an associate member of GLOBALG.A.P.®, the global partnership for safe and sustainable agriculture. Its recommendations are intended to fulfill GLOBALG.A.P.® demand for consultancy and comply with Good Agricultural Practices (G.A.P.).

GLOBALG.A.P., a non-governmental organization intends to alleviate consumers' growing concerns about the safety of agricultural produce by developing a single standard for the certification of agricultural produce supplied by farmers and horticulturalists who assign high priority to environmentally-friendly entrepreneurship. This standard, which serves as a global reference system for other standards, is suitable for simple and immediate implementation by all parties in the food sector.

We are in the forefront with regard to the interpretation of the GLOBALGAP®, the Group's department AskMe officially translates in Greek language documents related to Fruit and Vegetables Certification (Integrated Farm Assurance). Also Group's Executive Director Mr. Christos D. Katsanos 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, GRASP
- AGRO 2-1, 2-2 & 2-3 standard (Greek certification scheme for agriculture enterprises)
- ISO 22000 standard (HACCP-Hazard Analysis Critical Control Point) and IFS.

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.

BENEFITS FOR FOOD SAFETY

No dirt

Without dirt, plants cannot get soil-born diseases, cannot be invaded by grubs or other soil-based insects, and cannot absorb toxins and bacteria found in soil.

No Pests

By applying an intensive Integrated Pest Management (IPM) program that uses beneficial insects to control pests and stimulate healthy plant growth. Outdoors, plants are more vulnerable to various types of diseases and insects whereas in a controlled environment have the ability to keep a lot of these pressures at bay, so we are able to keep our plants healthy by using also bees for pollination and beneficial predator insects.

No Animal Waste Fertilizers

Plants receive just the right amount of nutrient-rich water that gives them everything they need. The plants are not in

contact with fields where runoff from animals can carry bacteria. So no chemical residues or bacteria from animals can ever reach a plant.

No Disease

Culture faces no such challenges since the plants grow in the perfect environment, by eliminating the dirt, the pests and the animal waste fertilizers, are unaffected by many diseases that plagues the open field grown.

No Acid Rain, No Nasty Weather

Greenhouse protects the produce from the rain that carries pollutants or weather damage that ranges from bruises, marks and nicks to the loss of an entire crop. Greenhouse growing ensures optimal environmental conditions by using high-tech computer systems that replicates the best natural growing conditions where temperature, humidity and light are just at the right level.





THE GLOBAL GOALS



SOCIETY



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

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.ekthesisyrrako.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 seven 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.





CREATING ASSOCIATION

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).

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.

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).

INSPIRING WELLNESS

DKG Group believes it is a vital to encourage wellness. The Group promotes a wide range of physical activities, from sailing to scuba diving and from badminton to ultra-marathons, and almost each employee participate at least one activity. But the most remarkable event of the year, in which some members of DKG Group take active part as participants, volunteers and supporters of the event is the Rodopi Ultra Trail (ROUT), which is a tough adventure footrace strictly for experienced runners who compete in semi-autonomy conditions a distance of 100 miles running along abandoned paths and trails through the tremendous scenery of the Rodopi Mountains National Park in Northern Greece. Apart, all employees in the workplace are



treated with respect, dignity and understanding, so, the workforce is happier, more motivated and more aware of the benefits that dialogue can bring, because wellness means a healthy balance of the mind-body and spirit that results in an overall feeling of well-being

VOLUNTEERING

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.

SPONSORSHIP

We are happy and proud to support the sailboat "Limoncello" for

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 Classic 100miles event, the Rodopi Challenge (ROC), and Haidou Trail Party, Haidou Kids

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.



IT'S A MATTER OF PRINSIPLES



THE GLOBAL GOALS



IT'S A MATTER OF PRINCIPLES

The Global Compact as the world's largest voluntary corporate citizenship initiative, is committed to aligning the operations and strategies of all types of organizations with the universally accepted principles of the UN, covering human rights, labour standards, environmental protection and anti-corruption.

In September 2008 the DKG Group signed the UN Global Compact, signifying our commitment to operate in a responsible and sustainable manner. We will continue support and promote the Global Compact's principles and report our progress toward implementing them.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; &

Principle 2: make sure that they are not complicit in human rights abuses. DKG Group is committed to operating in accordance with all applicable national and international regulations and laws with reference to 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. Throughout our history, we have enjoyed a high reputation in fair dealings by keeping our transactions fair and ethical.

Targets:

Our Human Rights Commitment will continue act as a foundation to build upon and expand awareness within our spheres of control and influence.

IT'S A MATTER OF PRINCIPLES

Labour

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

DKG Group respects and supports the Global Compact's four Labour Standards principles.

We apply human rights in the workplace, so Group's overarching aim of conducting all business, including with (or through) our partners, honestly, fairly and with respect for people, their dignity and their rights also applies to these four principles.

DKG Group is committed to providing impartial treatment, equal opportunities and no discrimination policy to all its employees by applying all relevant national regulations and laws.

Targets:

Update and organize the workplace assessment survey

Increase the average training hours per employee

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

DKG Group has long recognized the importance of protecting our environment for future generations and of addressing the challenges from increasing demands for healthy and safety products.

At DKG Group, maintaining high standards of environmental accountability is a cornerstone of our commitment to corporate responsibility, which state that:

- We exercise utmost vigilance in protecting the environment

We will always meet, and where possible exceed, regulatory requirements in our environmental performance

Targets:

Further improve the data collection system based on selected G3 indicators

Feed our green news and activities more often on the internet





IT'S A MATTER OF PRINCIPLES

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery

DKG Group fundamentally opposes any kind of corruption and bribery.

It becomes acceptable that corruption in DKG Group has never existed. However, we continue our efforts in order to ensure that this situation will not change. We use ethical management, transparency of information and open procedures.

We increased the awareness of our employees on core subjects to give them a clear understanding of our intentions and their obligations that should follow. We also requested them to undertake personal responsibility for confronting corruption and bribery by adopting strong position and refusing, resisting and reporting any possible attempt or offer.

Targets:

Continue uphold high moral and ethical principles and the basic norms of behavior



INFORMATION ON THE REPORT

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 2012, we look forward to improving on the things we can control and continuing to lead the right way every day.

How we intend to make this COP available to our Stakeholders

- DKG's COP will be published on the UN Global Compact website
- DKG's COP will be published on the DKG Group website
- DKD's COP will be published on the Group's profile on linkedin
- DKG's COP will be sent via e-mail to all our employees

Publication

Current issue: November 2022

Next issue: Scheduled for November 2024

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 notiou@dkgggroup.com

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