

CAVINO SUSTAINABILITY POLICY	Document ID	ΔA-09
	Prepared by	Douskas I.
	Edition	1
	Date	15/05/2025

1. Introduction

CAVINO SA, a leading company in the wine and spirits industry, is committed to promoting sustainable development, with respect for the environment, society, and the principles of responsible corporate governance (**ESG**).

The Company's objective is to integrate sustainability principles into all its business activities, covering products, services, production processes, and the entire supply chain. This policy applies to all company personnel.

CAVINO is certified according to international standards **ISO 27001:2022** (Information Security Management), **IFS Food**, **BRCGS** (Food Safety & Quality) and **ISO 14001:2015** (Environmental Management), reinforcing its dedication to compliance, quality, and continuous improvement.

2. Alignment with the Sustainable Development Goals (SDGs)

CAVINO's sustainability strategy aligns with the UN's **Sustainable Development Goals (SDGs)**, actively contributing to the achievement of global goals for social well-being and responsible economic growth. The company focuses on the following SDGs:

- **SDG 3 (Good Health & Well-being)**: High standards of hygiene and workplace safety, promotion of a safe and healthy working environment.
- **SDG 7 (Affordable & Clean Energy)**: Investments in renewable energy sources and energy efficiency.
- **SDG 8 (Decent Work & Economic Growth)**: Fair working conditions, support of local employment.
- **SDG 9 (Industry, Innovation & Infrastructure)**: Integration of innovative technologies in production processes.
- **SDG 12 (Responsible Consumption & Production)**: Waste reduction, use of sustainable raw materials.

3. Senior Management Commitment

Senior management of CAVINO is committed to:

- Providing sufficient resources (financial, human, and technological) for implementing the sustainability strategy.
- Incorporating ESG goals into the company's business planning and overall strategy.
- Actively encouraging and supporting employees in applying sustainable practices.
- Promoting transparency, accountability, and responsible operations.

4. Environmental Management

CAVINO recognizes environmental management as a strategic priority and a foundation of sustainable development. The company commits to continuously improving its environmental performance through a comprehensive Environmental Management System in line with **ISO 14001:2015**.

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Key pillars include:

- **Compliance** with national and EU environmental legislation.
- **Pollution prevention** and mitigation of environmental impacts from operations.
- **Sustainable use of natural resources** by reducing energy and water consumption.
- **Waste management** aimed at reducing waste generation, enhancing recycling, and proper disposal.
- **CO₂ emission reduction** through preventive measures and investment in efficient technologies.
- **Employee education** and awareness to make environmental protection part of daily operations.
- **Risk assessment and monitoring** to enable immediate corrective and preventive actions.
- **Management commitment** to provide necessary resources and regularly review environmental goals.

5. Supply Chain & Supplier Ethics

CAVINO emphasizes building and maintaining a responsible, transparent, and sustainable supply chain. It collaborates exclusively with suppliers who respect sustainability, corporate responsibility, and business ethics.

The **Supplier Code of Conduct** defines minimum compliance requirements, including:

- **Adherence to national and international laws**, particularly regarding the environment, human rights, and workplace health and safety.
- **Transparent and ethical business practices**, free from corruption or bribery.
- **Promotion of equal opportunities**, prohibition of child or forced labor, and respect for employee rights and freedoms.
- **Environmental responsibility** through waste reduction, emission control, and responsible resource use.
- **Responsible supply chain management**, including subcontractors and partners.
- **Integration of ESG principles** in operations and risk monitoring.

Suppliers must sign and comply with the Code throughout their collaboration. CAVINO reserves the right to audit compliance and take corrective actions, including terminating cooperation in case of non-compliance.

6. Social Responsibility

CAVINO is committed to acting responsibly toward people and society, embedding social responsibility principles in daily operations. Its strategy focuses on:

- **Safe and fair working environment**, compliant with national and EU health & safety regulations.
- **Protection of human rights and equality**, strict prohibition of child or forced labor, and zero tolerance for discrimination or abuse.
- **Respect for the right to unionize**, fair pay, and legally compliant working conditions.
- **Investment in human capital** through continuous training and skill development.

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- **Consumer responsibility** via a comprehensive HACCP-based Quality & Safety Management System certified to IFS & BRCGS:
 - Compliance with national and EU legislation.
 - Use of safe, quality-assured raw materials.
 - Ongoing staff training in hygiene, GHP/GMP, and product safety.
- **Transparent communication** with customers, suppliers, and consumers.
- **Community support** through social initiatives and partnerships aligned with local needs.
- **Complaint management mechanisms** and enhanced internal communication and accountability.
- **Ethical business practices** based on integrity and transparency.

7. Corporate Governance

CAVINO has adopted a comprehensive corporate governance system grounded in transparency, integrity and accountability, to ensure consistent and responsible operations.

Key principles include:

- **Zero tolerance** for corruption, bribery, unfair competition, or abuse of power.
- **ISO 27001:2022 certification** for Information Security, ensuring data protection and controlled access.
- **Confidentiality agreements (NDAs)** for all new employees.
- **Personal data protection** in compliance with GDPR.
- **Transparent policies**, strong internal communication and a culture of accountability.

Corporate governance is seen as a core prerequisite for sustainable development and stakeholder trust.

8. Objectives & KPIs

CAVINO monitors its progress across ESG pillars — Environment, Society, Governance — through strategic objectives and KPIs, which aim to:

- Enhance environmental responsibility and improve energy and environmental performance.
- Promote social well-being, education, inclusion, and professional development.
- Maintain high standards of corporate governance, ethics, and compliance.

Performance is regularly evaluated using **qualitative** and **quantitative indicators**, reviewed as part of the ESG improvement strategy.

CAVINO communicates these goals and outcomes transparently to employees, partners, and stakeholders, fostering a culture of sustainability at all levels. It recognizes that achieving sustainability goals may be influenced by internal and external factors, and management is committed to identifying and addressing challenges and opportunities to maintain steady progress.

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10. Review & Implementation Process

CAVINO's Sustainability Policy is reviewed annually or sooner if required by legislation, business needs, or developments in sustainability. Review is based on ESG performance, KPI monitoring, and stakeholder feedback. The company's ESG Officer is responsible for monitoring, implementing, and improving the policy, ensuring employee and stakeholder engagement in forming sustainable practices.

11. Communication & Commitment

This policy is available to all stakeholders and published on CAVINO's official website. The company ensures ongoing employee education on ESG practices through internal seminars and newsletters. Its commitment extends across the entire value chain, ensuring suppliers, partners, and customers align with responsible business principles.

CAVINO views sustainability as a cornerstone of its corporate identity. With unwavering commitment, innovative practices, and responsible decisions, it continues shaping a future where business success coexists with social responsibility and environmental protection.

Approved on 17/09/2026



Anastasiou Ioannis
Chief Executive Officer