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ESG &
PRIORITIES

MESSAGE FROM
MANAGEMENT

ABOUT
THIS REPORT

DELTA

SUSTAINABLE
DEVELOPMENT

ENVIRONMENT

HUMAN
CAPITAL

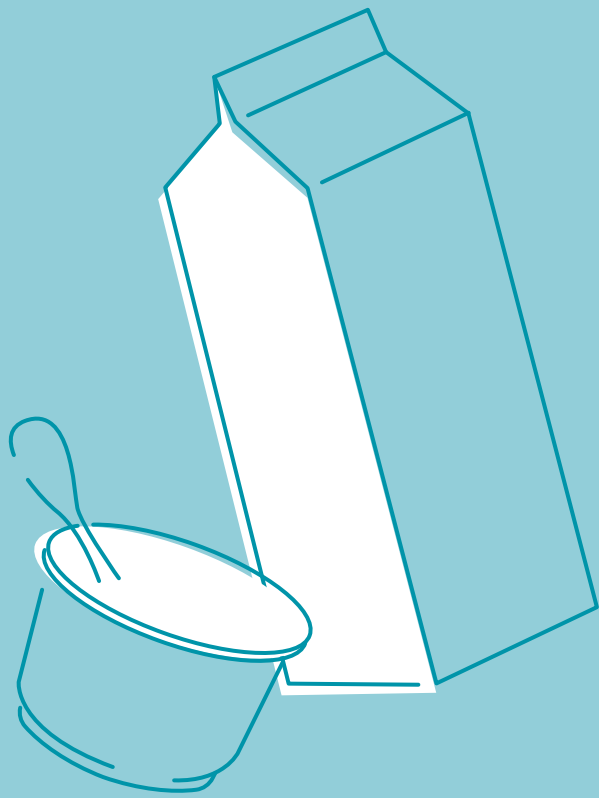
SOCIAL
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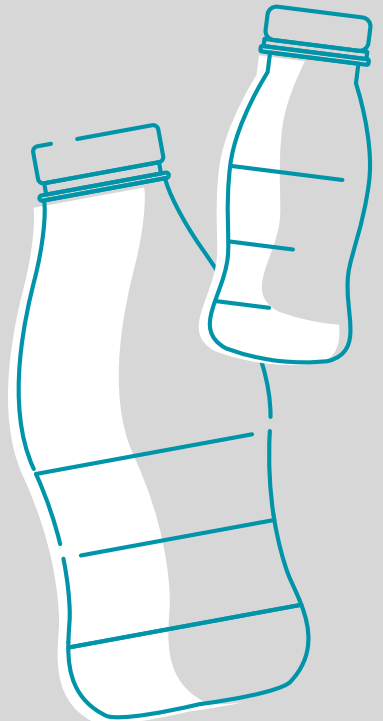
The following summary outlines the performance of DELTA company for the year 2021 in relation to the environment, social and governance (ESG*) issues, and reflects our priorities for 2022, with the view of solidifying our commitment for sustainable development and value generation for all stakeholders.

PILLAR	MATERIAL ISSUE	OUR PERFORMANCE FOR 2021	OUR PRIORITIES FOR 2022
E	Climate change and greenhouse gas emissions (GHG)	● 14% reduction of direct NOx emissions in the milk zone ● 18% reduction of direct VOCs emissions - derived from the Agios Stefanos production facility	● Agios Stefanos production facility • Installation of energy savers in steam boilers (fuel savings) • Prioritization of maintenance and diagnostic monitoring of steam traps (fuel savings) ● Sindos production facility • Maintenance and diagnostic monitoring of steam traps (fuel savings) ● Reduction of suspended particulate matter emissions by more than 90% and CO and HC emissions by more than 60% by using the Blue Marble – Environmental Fuel Additive
	Energy management	● 6% reduction in total electricity consumption ● 3% reduction in total specific electricity consumption at the Sindos production facility 	● Agios Stefanos production facility • Installation of a more efficient aeration system in the plant's biological treatment plant in order to reduce electricity use – already in operation • Installation of a more efficient industrial air compressor assembly in order to achieve lower electricity use • Systematic marking and repair of compressed air leaks ● Lamia production facility • Installation of a more efficient industrial air compressor assembly • New glycol cooler ● Sindos production facility • Installation of a more efficient aeration system in the biological treatment plant

*The abbreviation ESG, refers to Environmental, Social, and Governance issues

PILLAR	MATERIAL ISSUE	OUR PERFORMANCE FOR 2021	OUR PRIORITIES FOR 2022
E	Circular economy	Disposal of animal by-products and other by-products of the company through certified contractors to be used in primary production	Increase in the percentage of animal by-products and other by-products of the company through certified contractors to be used in primary production
	Environmentally-friendly packaging	- Iron and aluminum use reduction in our packaging materials - Shift towards environmentally friendly packaging made of recycled r-PET plastic (35% of the total selected product (Small Family Farms) and 6% of the total annual quantity of PET bottles)	35% expansion of rPET use (milko range) - Launch tethered cap use (non-detachable) - Faze out materials hard to recycle - Elimination of white PET bottles and shift to clear PET - Continue efforts to reduce plastic use
	Reduction of food waste	- Three actions that promote the reduction of food waste - Disposal of animal co-products and other derivative company's products through certified operators for primary production	More awareness campaigns and actions in relation to food waste reduction
	Responsible water management	Zero wastewater disposal into the EYDAP network 	- Upgrade of the wastewater treatment plant - Achieve water reduction consumption and rational use

PILLAR	MATERIAL ISSUE	OUR PERFORMANCE FOR 2021	OUR PRIORITIES FOR 2022
S	Animal welfare	● Providing technical support and training to producers, development of the primary sector and assurance of the high quality and nutritional value of our animal feed	● Continuous investment in the training and development of our partners on animal welfare matters
	Product quality and safety	● Certification of the product Quality and Safety Management Systems of our factories, at least, according to the requirements of the strictest international standards (ISO 9001, FSSC 22000, BRC, IFS). Special certifications for the production of organic and vegan - vegetarian products ● Third level inspections, by external certification bodies (surveillance / reassessment inspections), by official state bodies as well as by customers were completed successfully (maintenance of the highest scores) ● Expansion / update of the product Quality and Safety Management Systems of the Factories in every case of changes / additions to our production equipment (e.g. new bottling machines at the Fresh Dairy Products Factory in Agios Stefanos, Attica)	● Contributing to the creation of the appropriate conditions for the continuous improvement of the performance of each Factory in the areas of product Quality and Safety, as well as the creation and maintenance of a universal quality policy in the Company's Factories ● Fast and effective update and incorporation of the amendments and requirements of the new versions of the international Standards to which the Company's Factories are certified ● Continued actions to improve the quality of existing products as well as the design, development and launch of additional product quality proposals
	High nutritional value products	● Ensuring high nutritional value of products during the product design, development, and improvement stages through targeted nutritional analysis ● New vegan product codes, functional milks and yoghurt desserts enriched with nutritional ingredients, without added sugars	● New vegan product codes and improvement of baby and children's products towards sugar reduction

PILLAR	MATERIAL ISSUE	OUR PERFORMANCE FOR 2021	OUR PRIORITIES FOR 2022
S	Contribution to society	- Support for vulnerable social groups and social contribution in the areas of sports, education and health for local communities - CRI Pass Certified by the Corporate Responsibility Institute	Expansion of social contribution to meet the needs of our fellow human beings, with a focus on children
	Primary sector support 	- Promotion of Contract Farming - Provision of technical support and training to producers - Completion of a research program for the study and dissemination of the cultivation of non-GM soya in Greece and its use in the feeding of productive livestock, replacing imported GM soya - Pilot cultivation of forage quince and lupin as alternative protein feed. Absorption of 1/5 of total national cow's milk production - Procurement of large quantities of fruit juices from the domestic market. Product "Life FROUTA TOU TOPOU MAS"	- Dissemination of scientific knowledge and gathered information regarding our recommendations for the use of alternative crops and the production of animal feed with high nutritional value towards sustainable dairy practices and environmental protection - Continuation of the scholarship project for young farmers through the GAIA Action Plan - Achieve a minimum 25% increase in contract farming activity - Provision of technical support and training to producers

ESG & PRIORITIES

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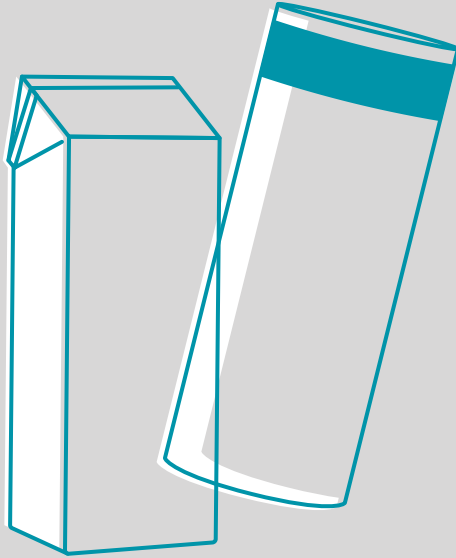
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PILLAR	MATERIAL ISSUE	OUR PERFORMANCE FOR 2021	OUR PRIORITIES FOR 2022
S	EMPLOYMENT PRACTICES ● Occupational health and safety ● Employee training and development 	● Enhancing our team with 31 new hires ● Achieved 15% employee turnover reduction ● Enhanced performance in health and safety indicators ● Zero fatalities ● 2,827 hours of employee training through 23 programs ● Preparation of training material on food quality and safety to meet the training needs of our factory staff	● Initiatives to enhance employees' wellbeing ● Design of recognition and reward programs ● Continuous education and training of the company's employees to help them evolve, constantly expand their skill-set and improve their productivity ● Continuous improvement of the specified educational material and provision of training to the personnel of all hierarchical levels and specialties of the company's factories, on issues of food quality and safety, good production practices and good hygiene practices, good practices in animal husbandry, product safety, microbiological requirements, etc.
	Regulatory compliance Ethics and anti-corruption practices	● Zero non-compliance incidents ● Zero incidents related to corruption	● Risk Management Committee Responsibilities Review: • Detailed description of scope of work • Allocation of responsibilities • Rules of Operation ● Revised Vivartia Group Code of Conduct

1.1 DELTA at a Glance

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production
plants

215

product
codes

40

new
product codes

Cooperation with
505

cow breeders,
15 of which produce
organic milk, and with
37 goat farmers

International activity in
15

countries

27,100

points of sale

7

