

## **SUSTAINABLE DEVELOPMENT POLICY**

### **Contents**

<b>SUSTAINABLE DEVELOPMENT POLICY .....</b>	<b>1</b>
<b>1. General .....</b>	<b>2</b>
<b>2. Environmental Dimension.....</b>	<b>2</b>
<b>3. Social Dimension .....</b>	<b>3</b>
<b>4. Governance Dimension .....</b>	<b>4</b>
<b>5. Identification and Analysis of Material Topics .....</b>	<b>5</b>
<b>6. Due Diligence on Sustainable Development and Supply Chain Matters ....</b>	<b>6</b>
<b>7. Management Commitment.....</b>	<b>9</b>
<b>8. Review.....</b>	<b>10</b>
<b>9. Annex.....</b>	<b>11</b>

## **1. General**

Farcom S.A., responding to the constantly changing external environment and the increase in requirements for adopting responsible business practices, implements a Sustainable Development Management System in compliance with the IFS ESG Compliance Check standard. The System covers the production and marketing of cosmetics, medical devices and disinfectant products and was designed in accordance with the requirements of the standard.

Through a dynamic growth trajectory, Farcom today holds a leading position in the field of the production and marketing of cosmetic products, operating one Production Unit and a central Administration building in Raidestos, which houses Sales and the Central Warehouse, as well as a warehouse in Lakkia. All the above commercial and production activities, as well as the Company's facilities, fall within the scope of this Policy.

Farcom S.A.'s corporate philosophy focuses on respect for human rights, ensuring fair and safe working conditions, and protecting the environment. Our Company fully complies with EU and national legislation regarding the production and packaging of products—from the management of raw materials and final packaging to placing the product on the shelf—ensuring both their quality and consumer safety.

## **2. Environmental Dimension**

In the Environmental pillar, we have aligned our strategy with actions and initiatives aimed at protecting and reducing the Company's environmental and climate footprint. In this context, we operate an advanced wastewater treatment system through which liquid waste is managed, while we cooperate with appropriately licensed external partners for the management of solid waste. We also quantify direct and energy-related indirect Greenhouse Gas (GHG) emissions and monitor and interpret their trend over time, aiming to mitigate climate change.

In addition, the Company is committed to:

- Protecting the environment and preventing pollution,

- Full compliance with the requirements of national and European environmental legislation,
- Improving its energy efficiency,
- Keeping continuously informed about developments in environmentally sound practices,
- Identifying environmental aspects in order to manage the environmental impacts caused by its business activities,
- Effectively managing waste in cooperation with authorized entities and
- Mitigating and adapting to climate change.

## **2.1. Setting Objectives in the Environmental Dimension**

In pursuit of climate change mitigation, Farcom sets the following objectives:

- Annual quantification of Scope 1 & 2 Greenhouse Gas emissions,
- Reducing GHG emissions related to operational activities within the Company's organizational boundaries. The GHG emissions reduction target for Scopes 1 & 2 is set at 30% by 2030 compared to 2019 levels, which constitute the baseline year,
- Keeping the generated hazardous waste at a level lower than 2% within 2026,
- Using packaging with at least 30% recycled content by 2030, within the framework of adopting Circular Economy principles in its production activity,
- Procuring raw materials containing palm oil that are at least 80% certified for sustainability within 2026
- Certification of the Company in accordance with the IFS HPC Standard.

## **3. Social Dimension**

Within the People and Society pillar, an extension of Farcom's people-centric culture is its unwavering respect for its workforce. We have adopted excellent labor practices and an exemplary working environment in which our people develop their skills in the best possible way. Specifically, we enhance employee well-being through flexible

working hours, the implementation of safety measures and the promotion of employees' health, continuous training, and a clear code of ethics that promotes transparency, accountability and integrity at work. At the same time, we ensure equal opportunities for all and encourage our employees' professional progress and development. In addition, we ensure safe and fair working conditions for all employees and suppliers, regardless of their role or location. We support fair wages and prohibit any form of discrimination or exploitation. Furthermore, we seek to promote a diverse and inclusive workplace that highlights each individual's unique talents and perspectives.

### **3.1. Setting Objectives in the Social Dimension**

In the context of promoting gender equality both in workplace matters and in matters related to the remuneration package, Farcom commits to achieving an equal and fair basic remuneration package for the Company's employees regardless of gender.

Furthermore, Farcom, within the framework of setting objectives in the Social dimension, commits to:

- Maintaining zero occupational accidents at its facilities,
- Maintaining zero incidents of discrimination and harassment,
- Providing private health-care insurance by 2027,
- Certification of the Company with the ISO 45001 occupational health and safety management system by 2027 and
- Allocating a percentage of the Company's annual total profits to charitable activities.

### **4. Governance Dimension**

At the core of corporate governance, the foundation of Farcom's culture is transparency, accountability and ethical management in every aspect of its operations. Farcom has adopted strict policies and practices that ensure integrity and sound governance, with the aim of creating enduring value for all stakeholders. In particular, it maintains a comprehensive code of ethics focused on strengthening accountability, fairness and compliance with applicable laws and regulations.

In parallel, Farcom implements appropriate information security and personal data protection measures, ensuring the confidentiality, integrity and availability of information and complying with the General Data Protection Regulation (EU) 2016/679 (GDPR).

It also ensures that decision-making processes are characterized by transparency and objectivity, with the aim of maintaining the trust of employees, partners and society. Furthermore, it promotes the participation of its employees and shareholders through ongoing dialogue and by providing access to reliable and timely information.

Its commitment to the principles of sustainable development is reflected in its operations through strengthened corporate responsibility toward the environment, society and the economy. Farcom's Management commits to providing equal opportunities at all levels, promoting diversity and inclusion, and fostering an open and collaborative culture. At the same time, it encourages innovation and the adoption of best practices for the continuous improvement of its products and the creation of long-term value.

#### **4.1. Setting Objectives in the Corporate Governance Dimension**

In the context of setting objectives for responsible Corporate Governance, Farcom commits to:

- Maintaining zero incidents of bribery,
- Maintaining zero GDPR violations annually,
- Increasing certified products with environmental schemes, such as FSC, ISCC plus, RSPO and Vegan, by 2026.

The objectives set by Farcom are presented in Tables 1–4 of the Appendix.

#### **5. Identification and Analysis of Material Topics**

In addition, the Company carries out an annual analysis of Material Sustainable Development Topics in accordance with the guidelines of the international Global Reporting Initiative (GRI) standard. For the purposes of the materiality analysis, it

involves its internal and external stakeholders and also examines the level of maturity on Sustainable Development issues of domestic and international competitors. Building trust through open and transparent communication with its partners is a priority for Farcom. Regularly informing them about the Company's initiatives, progress and challenges in the field of sustainability is crucial, as it provides a holistic picture of the environmental and social impacts.

Through the identification, assessment and prioritization of Material Topics, the Company records its performance on ESG matters and links the impacts of its business model to the United Nations Sustainable Development Goals.

Based on the results of the materiality analysis, and in full compliance with the national and European regulatory framework, the Company sets short-term and medium-term objectives across the Environment, Society and Governance (ESG) pillars. It also records and maintains the necessary indicators to monitor performance in the above areas, in accordance with the guidance and specifications of the international Global Reporting Initiative (GRI) standard.

## **6. Due Diligence on Sustainable Development and Supply Chain Matters**

Farcom applies a due diligence process on Environmental, Social and Governance (ESG) matters, aligned with international guidelines and guidance on responsible supply chains. This process is continuous, cyclical and risk-based, and covers both its own operations and the upstream supply chain.

Farcom's Due Diligence process is supported and further specified primarily through its Supply Chain Policy, which describes how ESG issues are assessed for risk, transparency, target setting and monitoring among suppliers, and through the Supplier Code of Conduct, which sets minimum ESG requirements for all partners and serves as a key tool for preventing and mitigating risks in the supply chain.

In this context, Farcom commits that it:

- Integrates due diligence into the sustainability management system and the supply chain. Specifically, the Due Diligence process is embedded in the Sustainable Development Management System and in the Company's Sustainable Supply Chain Management, as documented in the Sustainable Development Policy, the Supply Chain Policy and the Supplier Code of Conduct. The results of due diligence are taken into account in the ESG strategy, target setting and operational planning.
- Identifies and assesses ESG risks and potential or actual adverse impacts. Specifically, Farcom conducts a supplier risk assessment based on the nature of the product/material, the country of origin, compliance history and specific sustainability criteria (human rights, labor practices, environment, business integrity). In addition, it places particular emphasis on high-risk raw materials such as palm oil, shea butter and coconut oil, which are treated as critical raw materials. Partners are classified into risk categories and the frequency/intensity of monitoring is adjusted accordingly.
- Prevents, stops and mitigates adverse impacts through measures based on risk assessments. It sets and implements preventive and mitigation measures (e.g., contractual integration of the Supplier Code of Conduct, additional ESG criteria in procurement, documentation requirements, certifications, targeted supplier assessments). For high-risk raw materials (such as palm oil, shea butter, coconut oil), specific measures are applied, such as increased frequency of assessments and audits, requirements for additional information on origin and social/environmental practices and, where feasible, promoting more responsible/certified options in line with international standards for sustainable sourcing.
- Develops, implements and updates the Risk Mitigation Plan. The most significant ESG risks, especially those related to the supply chain and critical raw materials, are captured in a Risk Mitigation Plan. This plan includes specific actions, responsible persons, timelines and monitoring methods, and

is reviewed at least annually or earlier in the event of material changes (e.g., new sourcing source, new market, significant incident in the supply chain).

- Provides or contributes to remediation and uses reporting mechanisms. Where it is determined that Farcom has caused or contributed to adverse impacts (e.g., human rights violations, environmental damage, serious supplier non-compliance), the Company collaborates with the relevant parties to remediate and to take corrective and preventive actions. It operates a grievance and reporting mechanism for supply chain and ESG issues, through which employees, suppliers and other stakeholders can in good faith report potential violations of the Supplier Code of Conduct or the Supply Chain Policy. Reports are recorded, investigated and lead, where required, to corrective or remedial actions.
- Monitors, evaluates and reports the effectiveness of due diligence. It sets objectives and key performance indicators (KPIs) for due diligence in the supply chain (e.g., percentage of suppliers that have accepted the Code, percentage of assessed high-risk suppliers, progress in implementing actions of the Risk Mitigation Plan, number/nature of reports). It systematically monitors performance through regular reporting to Management and as part of sustainability system reviews and preparation for the IFS ESG Compliance Check. It ensures that information provided to customers, authorities and other stakeholders regarding supply chain ESG performance is documented, accurate and representative.

### **6.1. Setting Objectives for Due Diligence and the Supply Chain**

In the context of sustainable supply chain management, Farcom commits to:

- Increase the percentage of suppliers that have accepted and implement the Supplier Code of Conduct to  $\geq 30\%$  by the end of 2026,  $\geq 50\%$  by the end of 2028 and  $\geq 90\%$  by the end of 2029,
- Implement systematic ESG risk assessment for 100% of key and high-risk suppliers by the end of 2026,

- Ensure respect for human and labor rights in the supply chain with zero incidents of violations by the end of 2029,
- Encourage responsible occupational health and safety practices in the supply chain, with  $\geq 70\%$  of suppliers having an OH&S policy or certification (e.g., ISO 45001) by the end of 2029,
- Improve environmental compliance and responsible supplier practices, with  $\geq 60\%$  of key suppliers having ISO 14001 or an equivalent system by the end of 2029,
- Enhance supply chain transparency and traceability, with  $\geq 80\%$  of critical raw materials having documented traceability by the end of 2029,
- Comply with Regulation (EU) 2023/1115 (EUDR) in the supply chain, with 100% of EUDR-relevant products having full mapping and due diligence by the end of 2026,
- Full compliance with EUDR requirements, with 100% of products falling under the EUDR being fully compliant by the end of 2026.

## **7. Management Commitment**

Management defines the organizational structure of the Company and issues and approves its organizational chart, which reflects the vertical communications between the Company's departments and activities. Company Management commits to providing the infrastructure and the necessary financial and material resources deemed required for the implementation of its operations and for applying the requirements of the Sustainable Development System in accordance with the IFS ESG Check. In addition, Management invests appropriately in training its personnel on Sustainable Development issues and is regularly informed about developments in voluntary and regulatory frameworks, incorporating the necessary ESG criteria into the Company's business model.

Each employee is responsible for the quality of their own work and is required to participate in and contribute to the effective implementation of the principles of the Sustainable Development Management System in accordance with the IFS ESG Check.

For this reason, all employees, depending on their responsibilities, are informed—according to their position in the organizational chart—about the responsibilities assigned to them. The Company's employees are bound by the Sustainable Development Policy and must adopt its content and comply with it.

Procedures, workflows and actions that do not guarantee the achievement of the set objectives are immediately discontinued by those responsible; root-cause analyses are carried out and the required improvement measures are defined.

An integral element of the corporate culture is the creation of long-term value for the Company's stakeholders by reducing negative impacts on people and the environment and continuously strengthening the integration of ESG criteria into the responsible business model.

Farcom aligns its strategy and actions with the Sustainable Development Policy, from the lowest hierarchical level up to the Company's Management.

Responsible for ensuring compliance with, monitoring, reviewing the effectiveness of the Sustainable Development Policy, and informing the Company's Management is the Technical Director, while the QA Manager is appointed as deputy, acting in a complementary role to the person responsible for compliance with the Sustainable Development Policy. The Sustainability Management System Manager under the IFS ESG Check may receive support from external partners, where deemed necessary due to limited knowledge or specialization on significant sustainability matters.

## **8. Review**

The review and re-examination of the Company's policies is carried out on an annual basis, except in cases where a factor or incident requires the immediate review of one or more of them. The Sustainable Development Policy will be reviewed taking into account the current regulatory framework, market trends, competitors' practices and the results of the materiality analysis. Each updated version is communicated without delay to all employees through official internal communication channels (e.g., email/intranet)

and, where required, is accompanied by information/training so as to ensure the necessary awareness and compliance.

## **9. Annex**

*Table 1: Sustainability Targets – Environmental Pillar*

and, where required, is accompanied by information/training so as to ensure the necessary awareness and compliance.

**9. Annex**

*Table 1: Sustainability Targets – Environmental Pillar*

Sustainability Topics	Material Topics	Sustainable Development Goals	Target	Timeline	Monitoring Indicators (KPIs)		
Direct and Indirect Energy-related Greenhouse Gas Emissions (scope 1 & 2).	Climate Change & Greenhouse Gas Emissions Management	SDG 7 – Affordable and Clean Energy (Clean & affordable energy)	30% reduction of carbon footprint compared to 2019 Scope 1 & 2	Long-term until 2030	GRI 305-1 Absolute Scope 1 GHG emissions GRI 305-2 Absolute Scope 2 GHG emissions GRI 302-1: Energy Consumption within the Organisation GRI 302-3: Energy Intensity		
Reduction of greenhouse gas emissions and mitigation of climate change.		SDG 12 – Responsible Consumption and Production (Responsible consumption & production)					
Compliance with national and European climate legislation.		SDG 13 – Climate Action (Climate action)					
Selection of packaging with biodegradable, recyclable and bio-based characteristics.	Circular Economy & Sustainable Packaging	SDG 12 – Responsible Consumption and Production	Use of packaging with at least 30% recycled content	Long-term until 2030	Percentage of Recycled Material		
Promote the use of packaging with recycled content.		SDG 13 – Climate Action					
Promote the use of reusable and refillable packaging.		SDG 14 – Life Below Water (Life below water – plastics/marine pollution)					
Limit the use of single-use packaging.		SDG 15 – Life on Land					
Compliance with the rapidly evolving and increasingly strict regulatory framework for packaging (PPWR, Single Use Plastics).							
Adoption and Implementation of quality standards and Good Manufacturing Practices (GMPs) that ensure high product quality from design and production through distribution.	Sustainable Product Design & Quality	SDG 3 – Good Health and Well-being (Good health & well-being) SDG 9 – Industry, Innovation and Infrastructure (Industry, innovation & infrastructure) SDG 12 – Responsible Consumption and Production	Sourcing of palm-oil raw materials that are at least 80% sustainability-certified by 2026	Short-term until 2026	Percentage of certified palm-oil raw materials		
Design product formulations without harmful ingredients or ingredients that are increasingly perceived negatively by consumers (mineral oils, silicones, alcohols, synthetic materials, etc.).							
Promote the use of biodegradable and naturally derived ingredients in Farcom products.							
Develop reliable and modern products characterized by an excellent quality-to-cost ratio.							
Bring to market high-quality and innovative products that ensure consumer health and safety.					Company certification according to the IFS HPC Standard	Short-term until 2027	
Focus on meeting customer needs and expectations while addressing concerns about product sustainability and performance.							
Affordable pricing and product accessibility							
Reduce water pollution (e.g., waste and effluents).	Rational Water Use and Waste Management	SDG 6 – Clean Water and Sanitation (Clean Water and Sanitation)	Keep generated hazardous waste below 2%	Short-term within 2026	GRI 306-3: Waste generated		
Reuse and recycle water in production activities.		SDG 9 – Industry, Innovation and Infrastructure (Industry, innovation and infrastructure) SDG 12 – Responsible Consumption and Production (Responsible Consumption and Production)	Develop a water and waste management and recovery system	Long-term until 2030	Water reuse rate		
Proper management of waste from production activities.		SDG 14 – Life Below Water (Life Below Water)					

Table 2: Sustainability Targets – Society Pillar

Sustainability Topics	Material Topics	Sustainable Development Goals	Target	Timeline	Monitoring Indicators (KPIs)
Respect for human rights (e.g., equal opportunities at work, participation in collective bargaining, etc.).	Human Rights, Diversity, Equity & Inclusion	SDG 5 – Gender Equality SDG 8 – Decent Work and Economic Growth SDG 10 – Reduced Inequalities SDG 16 – Peace, Justice and Strong Institutions	Provide an equal and fair remuneration package regardless of gender	Short-term / Annual	GRI 405-1 Diversity of governance bodies and employees GRI 405-2 Ratio of basic salary and remuneration of women to men
Combat incidents of discrimination and harassment (racial, political, sexual, etc.).					
Narrow the gender pay gap.					
Equality and inclusion for all in the company's workforce.					
Racial diversity in the workforce and on Farcom's Board of Directors.					
Inclusive product design and advertising aimed at a broad customer base, regardless of race, ethnic origin, age or gender.					
Elimination of child labor					
Prioritize employee health and safety by providing a safe working environment and complying with safety regulations.	Employee Health, Safety & Well-being	SDG 3 – Good Health and Well-being SDG 8 – Decent Work and Economic Growth (safe working environment, protection of labor rights)	Maintain zero occupational accidents at the company's facilities	Short-term / Annual	GRI 403-9 Work related injuries GRI 403-10 Work related Ill health
Ensure all employees have access to medical and health services.			Maintain zero incidents of discrimination and harassment	Short-term / Annual	GRI 406-1 Incidents of discrimination and corrective actions taken
Safeguard employees' physical integrity and record and prevent work accidents and injuries.			Provide private health insurance coverage by 2027	Short-term 2027	-
Ensure infrastructure, equipment and resources to safeguard employees' health and safety in the workplace.			Certify the company to the ISO 45001 occupational health and safety management system by 2027	Short-term 2027	-
Identification and assessment of risks and investigation of Health & Safety incidents.					
Provide additional benefits (private insurance, healthcare, etc.) to full-time employees.					
Implement programs and actions to improve employee well-being and quality of life at work, creating a positive and inclusive working environment.					
Transparent and fair recruitment procedures.	Human Capital Development	SDG 4 – Quality Education (lifelong learning, skills) SDG 8 – Decent Work and Economic Growth	Existence and implementation of a documented recruitment process	Short-term 2027	
Well-designed career path for newly hired employees.			% of new hires with documented on-the-job training	Short-term / Annual	
Regular evaluation of individual performance and review of development opportunities per employee.			100% of employees with annual performance appraisal	Short-term / Annual	
Improve employees' skills, knowledge and competencies through training and development programs and upskilling					
Attract and retain qualified employees.			Employee turnover rate	Short-term / Annual	
Tangible support for vulnerable social groups through donations and sponsorships, motivated solely by solidarity.	Community Relations & Social Contribution	SDG 1 – No Poverty SDG 3 – Good Health and Well-being SDG 4 – Quality Education SDG 11 – Sustainable Cities and Communities SDG 17 – Partnerships for the Goals	Allocate a share of the company's total annual profits to charitable activities		
Cultivate positive relationships with local communities and contribute to their well-being					
Avoid the use of animal-derived resources and materials			Number of products with recognized vegan certification	Short-term / Annual	
Safeguard animal rights and avoid clinical testing	Animal Welfare & Avoidance of Animal-Derived Resources	SDG 12 – Responsible Consumption and Production SDG 15 – Life on Land	30% of raw material suppliers that meet vegan certification requirements (no animal ingredients, no animal testing).	Long-term / 2030	

Table 3: Sustainability Targets – Governance Pillar

Sustainability Topics	Material Topics	Sustainable Development Goals	Target	Timeline	Monitoring Indicators (KPIs)
Avoid adopting monopolistic practices and act lawfully within the framework of fair competition.	Corporate Governance, Ethics & Regulatory Compliance	SDG 16 – Peace, Justice and Strong Institutions (transparency, anti-corruption, accountability) SDG 17 – Partnerships for the Goals	Increase certified products under environmental schemes such as FSC, ISCC Plus, RSPO and Vegan	Short-term until 2026	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
regulatory compliance with European/national laws, directives and codes.					GRI 2-27 Compliance with laws and regulations
Combat corruption & bribery in the company's direct operations.			Percentage of certified products with FSC, ISCC, RSPO, VEGAN		
Develop and adopt a Code of Ethics to safeguard human rights at work, limit fraud incidents and conflicts of interest, etc.			GRI 2-15 Recorded incidents of conflicts of interests between senior executives and shareholders		
Implement transparent and ethical corporate governance practices to maintain trust and credibility.			GRI 205-3 Confirmed incidents of corruption and actions taken		
Implement internationally recognized standards (e.g., certifications, ISO Management Systems, etc.).					
Achieve high performance in globally recognized sustainability rating schemes (e.g., EcoVadis).					
Existence of a transparent and formal Complaints Procedure (Grievance Mechanism)	Data Protection & Digital Compliance	SDG 16 – Peace, Justice and Strong Institutions	Maintain zero GDPR violations	Short-term / Annual	
Adhere to core GDPR principles when processing (personal) data by Farcom					
Immediate reporting & management of personal data breach incidents	Risk Management & Business Continuity	SDG 8 – Decent Work and Economic Growth (resilient financial performance, stable employment) SDG 9 – Industry, Innovation and Infrastructure (resilient Infrastructure, risk management) SDG 13 – Climate Action (risks from climate change & natural disasters)	Update the register of regulatory obligations (E 4.1.4)	Short-term / Annual	
Monitor legislative changes & regularly update the register of obligations					
Identify risks (physical, climate, legislative, operational, etc.) to safeguard Business Continuity					
Ensure strong financial performance.			Include climate risks in the risk register	Short-term / 2026	

Table 4: Sustainability Targets – Sustainable Procurement Pillar

Sustainability Topics	Material Topics	Sustainable Development Goals	Target	Timeline	Monitoring Indicators (KPIs)
Effective management of sourcing and use of raw materials and ingredients, in line with responsible practices.	Responsible Raw Material Sourcing & Sustainable Supply Chain	SDG 8 – Decent Work and Economic Growth (Decent work & economic growth) SDG 12 – Responsible Consumption and Production SDG 15 – Life on Land (Life on land) SDG 17 – Partnerships for the Goals	Compliance with Regulation (EU) 2023/1115 (EUDR) in the supply chain	100% mapping by 2026	% of EUDR-relevant products with full mapping and due diligence
			Full compliance with EUDR requirements	100% compliance by 2026	% of products within EUDR scope that are fully compliant
Select suppliers that publish Sustainability Reports or apply other sustainability schemes, highlighting management of environmental and social impacts.			Apply systematic ESG risk assessment for key and high-risk suppliers	100% by 2026	% of high-risk suppliers assessed
Select raw materials carrying environmental sustainability labels (e.g., RSPO, Vegan, ISCC Plus, FSC).			Apply systematic ESG risk assessment for key and high-risk suppliers	100% by 2026	% of high-risk suppliers assessed
Assess suppliers based on the environmental responsibility of their raw and secondary materials			Improve suppliers' environmental compliance and responsible practices	≥60% by 2029	% of key suppliers with ISO 14001 or an equivalent system
Assess suppliers based on respect for Human Rights			Enhance supply chain transparency and traceability	≥80% by 2029	% of critical raw materials with documented traceability
			Ensure respect for human and labor rights in the supply chain	0 serious unresolved incidents by 2029	Number of unresolved non-compliance incidents
Assess suppliers based on good Governance practices			Encourage responsible occupational health and safety practices in the supply chain	≥70% by 2029	% of suppliers with an OHS policy or certification (e.g., ISO 45001)
	Increase the percentage of suppliers who have accepted and implement the Supplier Code of Conduct	≥30% by 2026 ≥50% by 2028 ≥90% by 2029	% of active suppliers with a signed Code of Conduct		

# FARCOM

ΑΡ. Γ.Ε.Μ.Η: 038365205000

E. 11.1.2

Chief Executive Officer  
07/01/2026

Raidestos,



**FARCOM Α.Ε.**  
**ΠΑΡΑΓ. & ΕΜΠΟΡ. ΚΑΛΥΝΤΙΚΩΝ-ΕΙΔΩΝ ΚΟΜΜΟΤΗΡΙΟΥ**  
**ΒΙ. ΠΕ. Ν. ΡΑΙΔΕΣΤΟΥ - ΤΚ: 570 01 - ΤΘ: 60691 - ΘΕΣ/ΝΙΚΗ**  
**ΤΗΛ: 2310 837877 • ΦΑΞ: 2310 833222**  
**ΑΦΜ: 095529034 - ΑΔΥ: ΘΑΕ ΘΕΣ/ΝΙΚΗΣ**  
**ΑΡ. ΓΕΜΗ: 38365205000 - ΑΜΠ: 3348**