



HAITOGLOU BROS S.A.

SINCE 1924

P A C K A G E D F O O D S

Reporting procedure for incidents contrary to the Code of Conduct:

In case of an incident that is contrary to the Code of Conduct of our company or relevant indications, you can submit a relevant report in the following ways:

1) Send email to: ethicsmonitor@haifoods.com

2) By post, at the address:

**HAITOGLOU BROS SA,
Lordou Vyronos 5-9, 57009, Kalochori Thessaloniki,
(Note: Mandated Code of Conduct).**

In summary, reports can be submitted when violations of the Code of Ethics are identified or there are specific to:

1. Acts or indications of illegal / criminal behavior.
2. Acts of bribery, fraud, money laundering, illegal use / exploitation of personal data.
3. Acts of intimidation / harassment.
4. Acts of conflict of interest.
5. Incidents of possible violation of human & labor rights.
6. Situations / practices that pose a risk to the health & safety of workers or the public.
7. Malicious actions, actions that endanger the activity / operation of the Company.
8. Operations / situations that pose a serious risk of environmental impact