



# Pernod Ricard Hellas

## PERNOD RICARD HELLAS S.A. POLICY ON FOOD SAFETY

(Version 4 – 10/09/21)

Pernod Ricard’s Hellas Food Safety Policy concerns all aspects of our business acquisitions and facilities, such as distilleries and office locations. We promote a culture of Food Safety adhering to internationally recognized standards and best practices, while addressing any gaps that may arise. Inherent in this approach is our responsibility and ethical duty to work with our employees and all partners and local communities we work in, to ensure our commitment to provide our customers and consumers with safe for consumption products, of which, any particular food safety requirement regarding every step of our production and their specific intended use is fulfilled.

At Pernod Ricard Hellas, we empower our employees to thrive with an entrepreneurial spirit, emboldening them to embrace responsibility and make ethical decisions to ensure we are all agents in our collective well-being. As “Créateurs de Convivialité”, we are truly committed in engaging, motivating and empowering our employees and partners to produce and supply safe for consumption products with crystal clear information on their origin, content, labelling and use and we strive not only to ensure the safety of our products but most important to contribute to the well-being of our consumers.

Our Food Safety ambition is to become the “best in class” in the Wines & Spirits industry and deliver products that meet the highest food safety standards by targeting a long-term brands loyalty building, responding successfully to the challenges of potential inefficiencies, changes, failures and malfunctions.

Pernod Richard Hellas’ primary objective is to continuously manufacture and deliver products that meet the highest food safety standards and protect the health and well-being of our consumers in all circumstances, taking into account the company's workplaces, our employees, customers, consumers and the whole supply chain in contact with our activities, regarding contractors, suppliers, collaborators and other third parties (visitors, neighbors, regulatory authorities, etc.), by adopting a structured management approach which ensure that all necessary resources and technologies are available and employees have all the competences required to achieve safely, effectively and efficiently this objective.

Pernod Ricard Hellas implements a Food Safety Management System which is based on a detailed organizational structure with an administrative hierarchy and clearly defined roles, tasks and responsibilities. It is in line with the food safety policies and strategies of the Pernod Ricard Group and also certified according to the international standard ISO 22000 (Food Safety Management).

Pernod Ricard Hellas is committed to the following food safety principles:



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- Approach Food Safety management by embedding the principles of entrepreneurial spirit, mutual trust, and a strong sense of ethics which are included in Pernod Ricard corporate culture and values.
- Seek not only compliance with applicable food safety laws, regulations and requirements but also to go beyond that with voluntary actions and commitments to deal effectively with food safety issues and aspects.
- Develop a culture where everyone has a role to play and where employees take ownership to deliver safe for consumption products through shared responsibility.
- Empower employees to act responsibly in order to address food safety issues and moreover to improve food safety assurance, emboldening them to take effective decisions to continuously boost production quality.
- Provide all necessary resources and applies the best available technologies for staff training and production's operations, aiming the development of employees' knowledge, competencies and technical skills and the continuous improvement of its food safety system.
- Carry out actions and programs that effectively manage food safety risks associated with raw materials, products, processes and technologies.
- Apply a specific preventive and participative methodology for identifying all interested parties, their needs and expectations and any kind of food safety risks and opportunities that could arise in daily work tasks or changes or in emergency situations and affect PR Hellas operation and the achievement of its commitments
- Set appropriate food safety goals, objectives and targets for all identified risks and opportunities to ensure business continuity along with ongoing improvement and customers' satisfaction.
- Use best available techniques and predefined measures in its offices and production units to deal effectively with food safety hazards regarding the production, distribution and use of its products.
- Implement applicable inspections, reviews and corrective actions to ensure the implementation of predefined food safety measures in its offices and production units and compliance with the existing legal and regulatory framework, the annual business planning as well as with the strategies and all commitments set by the Pernod Ricard Group.
- Ensure that the food safety strategy and relative corporate philosophy is communicated, understood and respected by the whole organization, the Pernod Ricard Group, consumers, customers and principal stakeholders affected by PR Hellas Food Safety Management System.

Sign

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