	RA POLICY			
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RA POLICY

PURATOS HELLAS SA


PURATOS HELLAS SA, within the application of the requirements of the Rainforest Alliance - Supply Chain and respecting the risks that may arise in all links of the supply chain of agricultural products, the human rights, the need for sustainable development and with the aim of reducing poverty, safety and nutritional value of food, gender equality, has drawn up and follows up the policy. The policy must be followed and adopted by all partners involved in the food production conforming to RA requirements.

For observing the above, the company complies with the following guidelines:

- OECD Due Diligence Guidance for Responsible Business Conduct
- OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights
- OECD Guidance for Responsible Agricultural Supply Chains

The company is committed to the followings:

- Continuous research for risks / threats and opportunities that may have a direct impact on the operation and on manufactured products, throughout their shelf life. In this research, the needs/expectations of the interested parties are also taken into account
- Seamless implementation of the complaints policy, in and out of the company, in order to identify any weaknesses and implement corrective actions
- Elimination of racial discrimination, regardless of race, language, gender or sexual preferences, religious and political origins, in and out of the company, promoting the role of women through their participation in decision-making and ensuring their equal professional development
- Respect human rights, establishing appropriate procedures for their protection, in and out of the company, based on international regulations and national/European legislation
- Defense the employees' rights in and out of the company, respecting the relevant legislation based on salary issues, work shifts and time off issues, as well as maternity protection at work
- Respect health and safety rules during work, complying with legal requirements, including food safety issues
- Environmental protection, with the respect to the local ecosystem, the proper hazardous waste management, liquid and solid waste, as defined by the company's environmental license and good practices for their reduction
- Reduction of food waste
- Avoidance incidents of corruption/fraudulent practices, compliance with tax laws and avoiding incidents of illegal competition through commercial transactions
- Adoption modern and innovative technology and IT solutions for the operation of the company, choosing environmentally friendly systems

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The managers of all the company's departments have the obligation to supervise and strictly implement the Procedures of Management System in accordance with the requirements of the guidelines of the Rainforest Alliance Chain of Custody.

Their main concern is:

- The staff's awareness concerning the requirements of the guidelines
- The encouragement of third parties in order to make complaints, in case of non-compliance with the references of this policy, as well as the food hygiene and safety policy.

The objective of the PURATOS HELLAS company is to achieve, maintain and improve its image and credibility in the market, supplying safe products, stable and of high quality, complying with the requirements of the Rainforest Alliance.

General Manager

Saleavourakis Antonios