



INTERCOMM FOODS

ESG Overview 2025

**“Leading the evolution of sustainable,
high-quality olives and fruit products
for a healthier world”**

COMPANY CERTIFICATIONS

- › **ISO 22000:2018** Food Safety
- › **BRC** Food Safety
- › **IFS** Food Safety
- › **ISO 14001:2015** Environmental Management
- › **ISO 50001:2018** Energy Management
- › **Global Gap** Good Agricultural Practices
- › **SA 8000:2014** Social Accountability Management
- › **ISO 9001:2015** Quality Management Systems

ESG REPORTING

In accordance with the requirements of the **CSRD** and the **ESRS** (European Sustainability Reporting Standards).



ENVIRONMENTAL



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ESG OVERVIEW 2025

ENVIRONMENTAL

Over **1.2 GWh**

of Renewable Electricity
produced in one year

**Targeting Double
Capacity by 2026**

ENERGY & CLIMATE

- › **Energy Efficiency** via Innovative Waste Management Systems
- › **1MW** solar panels installed (**+1MW expansion** planned by end of 2025)
- › **R32** eco A/C
- › **Natural Gas** Boiler (transition from Heavy Fuel Oil)
- › **Roof Panels** Insulation
- › **Reduction of GHG emissions:** 38,5% (0,26 kg CO₂/kg to 0,16 kg CO₂/kg)
Between years 2019-2024 for the same production



ENVIRONMENTAL



WATER EFFICIENCY

- › **Fresh Water savings** via cooling tower
- › **Wastewater** treatment & Reuse (Irrigation)
- › **Innovative** Wastewater Station

LOW ENERGY OPERATIONS

- › **Waste-management** processes with minimal electricity use & near-zero footprint

Over **30%**

Water Savings

Achieved in Olive Processing
(From 120m³ to 80m³ / day)

Next Step : Recycling System
for the Fruit Factory



ENVIRONMENTAL

13-Acre **Arundo Donax** Plantation

Natural CO₂ Capture
& Biodiversity Enhancement

**Supporting Climate
Neutrality**

WASTE & CIRCULAR ECONOMY

- › **Recycling & Recovery** Plastic, Glass, Paper & Metal
- › **Green Label** Compost
- › **Waste-to-product innovation** Disinfectants, Cleaning

CARBON & BIODIVERSITY

- › **Arundo Donax Plantation** (carbon capture + compost feedstock)
- › **Compost** input & landscaping benefits



ENVIRONMENTAL



RECYCLING PROGRAMS

- › **#gopafree** National program recycling cigarette butts
- › **Hazardous Waste** Contractor
- › **WEEE** Contractor
- › **Office** Battery, Paper, Cartridge Contractors
- › **E-waste** Computers, Printers, Monitors Contractors

Strategic Focus Smart & Sustainable Packaging

Reducing material use, minimizing waste, and aligning with circular economy goals



SOCIAL



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SOCIAL

Balanced
Representation

52% Women

48% Men

Workforce Diversity

HUMAN RIGHTS & EQUALITY

- › **Diversity** Valuing different backgrounds and perspectives
- › **Zero Tolerance for Modern Slavery** prevent & eliminate exploitation
- › **Inclusion** Creating equal opportunities and a fair workplace



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SOCIAL

COMMUNITY ENGAGEMENT

- › **Offering Jobs** for Locals
- › **Food Donations**
- › **Financial Support** to Local Farmers
- › **Soil-enhancing** products to farmers

Committed to Life Blood Donations Twice a Year

Strengthening community
well-being and our social
responsibility.



Whistleblowing

We do listen

We do care

Secure channels to report concerns, ensuring employees feel heard and protected.

EMPLOYEE SAFETY & RESPECT

- › **Hygiene** Ensuring clean and healthy working conditions
- › **Safety** Protecting employees with strict workplace standards
- › **Health & safety** training
- › **Continuous** learning programs
- › **Annual** check-ups for all employees



GOVERNANCE



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GOVERNANCE

Management
**Commitment to
Sustainability**

STAKEHOLDER ACCOUNTABILITY

- › **Recognizing & Recording impacts, risks & opportunities**, when overseeing the company's strategy, its decisions on significant transactions & its risk management process
- › **Integrating sustainability-related performance** into incentive systems.
- › preparing the company to integrate sustainability due diligence
- › **Ethical entrepreneurship** Transparency, Trust & Integrity
- › **Responsible** Practices



RESPONSIBLE SUPPLY CHAIN

- › **Sustainable Farming**
- › **Capabilities & Values** in teams and partners
- › **Responsible Sourcing** with traceability & zero deforestation
- › **Supplier Engagement** (ingredients, growers, packaging)
- › **Regenerative Agriculture** with farmer coaching & water efficiency
- › **Continuous Improvement** in quality, efficiency & transparency

Deforestation Policy

Gradual adoption of deforestation-free supply chain collaborations



INITIATIVES



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INITIATIVES

COLLABORATIONS

- › **University of the Aegean**
- › **Research Partners**
- › **CERTH** (Centre for Research & Technology Hellas – “EKETA”)

PARTICIPATIONS

- › **National & European** Research & Innovation Programs
- › **Advancing circular economy** Sustainable Food Industry

Forward to
Future

**Use of AI &
Digitalization**

via circular economy
practices



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THANK YOU



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