

Sustainable Procurement Policy

1. Purpose and Scope

Vamvacas Industrial Equipment SA imports and distributes:

- Transportation and Food Packaging consumables
- End of Line & Food Packaging Machines
- Fastening tools and consumables
- Air compressors and air treatment systems
- Material Handling Equipment
- Cleaning Systems

Our supply chain includes manufacturers and suppliers based in Europe and Asia, as well as logistics providers supporting import and distribution across Greece.

We work with approximately 175 active suppliers, the majority of total procurement is coming from a selected and limited number of suppliers which include: Kaeser SE Germany, Sealed Air Holland/Italy, Robopac San Marino, Hipac Romania, Teufelberger Austria and few others that represent our highest volume and spend.

This policy sets out our commitments and operational objectives for managing the environmental, social, and ethical risks associated with our procurement activities, and applies to all employees involved in sourcing, purchasing, and supplier management, as well as to all suppliers and business partners with whom Vamvacas Industrial Equipment SA engages.

2. Our Commitment

Vamvacas Industrial Equipment SA is committed to sourcing responsibly and to working with suppliers who share our commitment to ethical, environmentally sound, and socially responsible business practices. Having supplied the Greek market for more than 90 years, we acknowledge that we have a great responsibility towards the local community but also towards the international market. We recognize that as an importer and distributor, our greatest sustainability impact and influence lies in the choices we make about who we source from and how we manage those relationships.



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We therefore commit to:

- Integrating environmental, social, and governance (ESG) criteria into supplier selection, onboarding, and ongoing evaluation.
- Working with suppliers to reduce the environmental footprint of the machinery and packaging products we distribute and proactively conform to EU regulations even before they are in place. (PPWR)
- Upholding labor and human rights standards throughout our supply chain, including with overseas manufacturing partners.
- Conducting our sourcing activities with honesty, transparency, and in compliance with applicable anti-corruption and fair competition laws.
- Communicating this policy to internal teams and external suppliers, and reviewing it regularly to ensure it remains effective.

3. Governance and Responsibility

The CEO and Quality Manager are responsible for the implementation, communication, and periodic review of this policy, with oversight from senior management. Procurement staff are responsible for applying these principles in day-to-day sourcing decisions and for escalating supplier non-compliance. This policy is reviewed at least annually, or sooner if material sourcing risks change.

4. Product Sourcing Risks and Objectives

Based on the nature of our business, we have identified the following as our sourcing risk areas. Each includes the operational objectives we are working toward.

4.1 Environment

Machinery manufacturing and packaging materials production carry inherent environmental impacts, including energy use, emissions, and material waste. In addition most of the products that we provide are energy consuming such as air compressors or are related to packaging waste.

Our objectives:

- Prioritize suppliers who can demonstrate environmental management practices, such as ISO 14001 or equivalent, where feasible for the product category.



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- Favor packaging consumables with recycled content, 100% recyclability, or reduced-plastic alternatives where technically and commercially viable.
- Work toward reducing freight and logistics-related emissions through consolidated shipping and route optimization.
- Request environmental data or certifications from key suppliers as part of supplier evaluation.

4.2 Labor and Human Rights

A significant share of the machinery and consumables we distribute are manufactured in Europe and only a small percentage of the total in Asia.

Our objectives:

- Require key suppliers to confirm compliance with applicable labor laws, including prohibitions on child labor, forced labor, and unsafe working conditions.
- Include labor and human rights expectations in supplier agreements or onboarding documentation for new manufacturing partners.
- Prioritize suppliers holding recognized social compliance certifications where available such as SA8000, ISO 45001, SMETA/SEDEX
- Investigate and address any credible reports of labor rights violations within our supply chain.

4.3 Ethics

Our objectives:

- Prohibit bribery, corruption, and facilitation payments in all supplier and agent relationships, consistent with our company Code of Conduct.
- Require procurement staff or any company employee related to sourcing and supplier selection such as Portfolio/Product managers to declare conflicts of interest in supplier selection and award decisions to the CEO or CCO.
- Select suppliers through fair, documented, and non-discriminatory evaluation processes.
- Protect confidential supplier and pricing information in line with our data protection obligations.



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4.4 Sustainable Procurement Governance

Our objectives:

- Incorporate ESG criteria into the evaluation and approval of new suppliers, particularly for high-volume or high-risk categories.
- Periodically reassess existing key suppliers against these criteria. (Update on their certification)
- Increase the proportion of key suppliers who have completed a sustainability self-assessment or hold a recognized ESG rating.
- Provide training to procurement staff on applying this policy in sourcing decisions.

5. Supplier Expectations

Vamvacas Industrial Equipment SA expects all suppliers to operate in a manner consistent with the principles in this policy and with our company Code of Conduct. Suppliers are expected to comply with all applicable local and international laws relating to labor, human rights, environmental protection, and business ethics, and to cooperate with reasonable requests for information or evidence of compliance. Serious or repeated non-compliance may affect the ongoing commercial relationship.

6. Communication

This policy is communicated internally to all relevant employees through onboarding and internal channels, and is made available externally to suppliers and the public via the company website. Suppliers are informed of this policy as part of onboarding and are encouraged to raise questions or concerns with their procurement contact.

7. Monitoring and Review

This policy will be reviewed at least annually by the CEO and Quality Manager, with input from relevant stakeholders, to ensure it reflects current sourcing risks, regulatory requirements, and business practices.



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