



## **CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR POLICY)**

**ODE FOODS** Social Responsibility Policy is defined by the corporate commitment to legality, sustainability and ethical behavior within the organization and also outside to our partners and suppliers.

Our policy outlines our respect to what is given to us by the world and our effort to be proud of what we return to the world.

Compliance to the national and EU laws and international regulations and initiatives referring to labor, ethical trading and business conduct and practices, is the first element of our Social Responsibility Policy.

Honoring and keeping open and transparent strategies, agreements, partnerships and co-operations are equally important aspects of our CSR Policy.

It is our commitment to provide equal and fair opportunity of selection for employment. We have as priority to fulfill all social security and health and safety obligations towards our employees, comply with legislation about working hours and conditions and clearly declare that everyone should be treated with respect, fairness, dignity and appropriate behavior.

We appreciate our people and the value they add to our business and we support their professional and personal efforts for improvement and knowledge.

In ODE FOODS we give great importance to environmental issues and are committed to take measures for the protection of the environment by determining the factors of our operation that may affect it, as described in detail in our **ENVIRONMENTAL POLICY**.

In this frame, the company has developed and continually improve an internal monitoring system for assessing in a qualitative and quantitative method, factors related to the achievement of its Social Responsibility Policy principals.

On behalf of the company

**ODE FOODS**