



**Corporate Social Responsibility
& Environmental Sustainability
Report
2022**

WE VALUE PEOPLE THE MOST!

We, in MAKIOS LOGSTICS, one of the largest 3rd Party Logistics Providers in Greece and the Balkan region, value people as the center of our activity and our care.

Our CSR program is focused equally to our employees and to the rest of the local community. All actions we undertake, aim to educate our people and spread our culture as far as possible.



Protecting our health is a priority!

Our target is to keep everyone working with us healthy and safe. The best way to achieve that is for everyone to develop a healthcare oriented mindset.

Our strategy includes the following steps:

Healthcare insurance policy for everyone | We are one of the few corporations in Northern Greece to provide and cover the costs for such a policy not only

for its employees but also for their families

Also, tailor made healthcare insurance group programs have been designed for our internal and external 'Drivers' employees and collaborators.

Health Week | Once a year all employees are having an extensive check-up, organized in our facilities.

Fitness & Wellbeing | Facilities within our premises promotes employees' healthy living, healthy mindset and wellbeing

Blood Bank | Donating our blood is a high value, proving our support to our community.

HEALTHCARE



In ancient Greece, culture together with language defined who we were!

In MAKIOS LOGSITICS, we value culture as a mean for developing yourself. In this context, we organize every year a **Culture Week**, providing to a big stake of our employees access to various events and performances. Our strategy to enhance and support culture and education in the local community includes the following fields:

We support VentureGarden (entrepreneurship education program) of The American College of Thessaloniki

We provide two full time scholarships for kids to study at Anatolia College.

We support the Prince Charles Trust program run in Greece by Corallia, for young entrepreneurship.

We support the Public Primary School of Scholari

We support the 3rd Experimental Primary School of Evosmos.

We support all awarded students of the 6th Intercultural Primary School of Evosmos of Thessaloniki for their trip prize to Brussels.

We support the annual competition for high school students in the fields of economics via International Economics Olympiad

*Education and culture are the lethal weapons
against all kinds of fundamentalism*

Marjane Satrapi

**CULTURE
EDUCATION**

We need to give back and support whoever needs our help!

Hellenic Police, Hellenic Fire department and Hellenic Coastguard | We provide equipment to the Police Union, Fire department and Coastguard, allowing them to fulfill their duties much safer and efficient.

Equipment Donation for Intensive Care Department of Papageorgiou General Hospital | We provided 10.0000€ for the supply of a high technology monitor.

Solidarity Network | The network is the biggest corporate driven solidarity action in Greece. A large number of companies support the vast majority of institutions active in Northern Greece. We are the exclusive logistics provider of the network.

Greek Children's Village in Filiro | Collecting donations in kind and money every Christmas.

Food Bank | We support the local Food Bank.



We believe that communities are the core base for a country to thrive and we are always close to them any way needed.

SOLIDARITY



We target to a much greener environment!

In 2022, we calculated our CO2 emissions and got certified according to ISO 14064-1.

We use energy from solar panels, reducing the energy consumed in our facilities from the network. By the end of 2022 2MW of solar panel parks was operating on the roof of our warehouses.

Total electrical energy consumption from the network was reduced by 4%.

25% of consumed electricity is produced at our solar panels parks.

Total water consumption is stable.

More than 70% of the waste we produce is recyclable.

In 2022 our 1MW biogas plant was fully operative, reducing the emissions of the processed wastes more than 90%.

**ENVIRONMENTAL
SUSTAINABILITY**





We encourage the human driven difference!