

## MODERN SLAVERY STATEMENT

### SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A.

#### Introduction

Symetal specialises in the production of high-quality aluminium foil products (from 6 to 200 microns), primarily used in packaging solutions for the food, pharmaceutical and tobacco industries. With over 40 years of expertise and export activity in more than 70 countries, Symetal provides innovative and competitive, high value-added solutions tailored to the needs of even the most demanding international customers. Symetal is an aluminium segment subsidiary of ElvalHalcor, a leading global industrial producer of aluminium and copper products for dynamically growing markets.

Symetal operates two advanced production facilities in Greece equipped with cutting-edge technology.

- The foil rolling plant (Oinofyta, Viotia) that specialises in the production of plain aluminium foil in a variety of gauges and alloys for diverse applications such as flexible and pharmaceutical packaging, food containers, EV batteries and various technical applications.
- The foil converting plant (Mandra, Attica) that specialises in the conversion of aluminium foil into packaging applications, carrying out aluminium foil coated and/or laminated with paper for products used in food, pharmaceutical and cigarette industries. A state-of-the-art lacquer production unit operates in Mandra, Attica (lacquer is an important auxiliary material for the converting plant).

A strategic partner to major consumer, food and pharmaceutical packaging manufacturers, Symetal leverages its long-term experience and extensive technical expertise, emphasizing sustainable practices and circular economy.

For more information, please visit our [website](#).

#### Policies and principles

Within SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A., commitment on ethical principles is extremely important. We support and respect the fundamental principles, as articulated in the Universal Declaration of Human Rights. We support the protection of international human rights across the business value chain and will not be complicit in any human rights' abuse. Our policies and procedures adhere to all applicable international, European and national laws and regulations concerning the freedom of association, assembly, and collective bargaining, as well as the prohibition of discrimination, forced and underage labour. Our principles on human rights are reflected in our [Business Code of Conduct](#) and our [Labour and Human Rights Policy](#), where we state our commitment to all rights contained in the ILO's declaration on Fundamental Principles and Rights at Work.

All SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A. employees are given the Business Code of Conduct during induction and must comply with company's principles.

## MODERN SLAVERY STATEMENT

### SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A.

#### Training

All employees receive regular training on our Business Code of Conduct and all aspects of our policies and specific training modules for material aspects of Human Rights.

#### Due diligence and Risk assessment

At least every five years, SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A. performs a Human Rights Risk Assessment and due diligence process to identify and monitor actual and potential risks within the context of our operations and beyond.

#### Grievance and remediation

Internal grievance mechanisms and public [integrity hotline](#), are in place to ensure that employees and all stakeholders can report concerns or suspected violations.

#### **Supply Chain**

These principles are not limited within our operational control; they are reflected in our [Sustainability Policy](#) and our [Business Partners' Code of Conduct](#), where suppliers and business partners are requested to comply with fundamental principles, including a dedicated section to Human Rights that includes, but is not limited to, the following clauses: Equal Opportunities, Child and Forced Labour, Harassment, Safe Working Conditions, Working hours, wages and benefits, freedom of association and more.

SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A. performs annual supply chain risk assessment, including actual and potential human rights risks based on industry and country of origin criteria and risks, while we operate on a written sustainable sourcing procedure, including assessment and risk identification tools. Sustainability due diligence on all suppliers regularly updates our procurement strategy.

**The modern slavery statement has been approved by the top management of**  
**SYMETAL ALUMINIUM FOIL INDUSTRY SINGLE MEMBER S.A.**

**April 1<sup>st</sup>, 2025**

General Manager  
Konstantinos Kontos

