

Environmental Performance Indicators (2024–2025)

Spanos Group

Spanos Group operates in leased facilities located in Sindos, Thessaloniki, with a total area of **2,100 m²** (1,500 m² production area + 700 m² offices), employing **18 people** and operating **five days per week / 250 days per year**.

The company implements systematic monitoring and improvement practices for its environmental performance, focusing on energy efficiency, responsible use of natural resources, and material recycling.

1. Energy Consumption

Energy Source	Estimated Annual Consumption	Unit	Remarks / Calculation
Electricity (Facilities)	72,000	kWh	Shared account: 9,500 kWh/month – Spanos Group usage approx. 20–30%, but the partner company operates 70% on our behalf. Therefore, full participation is declared at 72,000 kWh/year.
Fuel Consumption (Fleet)	6,600	liters/year	4 hybrid cars (85,000 km × 6L/100 km = 5,100 L) + 1 truck (15,000 km × 10L/100 km = 1,500 L).
Renewable Energy Sources	35%	percentage	Average RES participation in the Thessaloniki grid (HEDNO 2024).

- ➡ **Total Energy Consumption:** ~72,000 kWh + 6,600 L diesel
- ➡ **Energy Consumption per Employee:** ~2,880 kWh/employee/year
- ➡ **CO₂ Emissions (Scope 1 & 2):** ~11.5 tons CO₂eq/year

2. Water Consumption

Source	Annual Consumption (m ³)	Usage Area	Comments
Water Supply (EYATH)	270	Sanitary use (WC, cleaning, staff)	No industrial water use. No discharge of liquid waste beyond municipal sewage.

- ➡ **Water Consumption per Employee:** ~10.8 m³/employee/year

3. Waste & Recycling

Category	Recycling Rate	Practices / Procedures
Metal Residues / Scrap	~90%	Delivered to licensed metal recycling facilities.
Non-recyclable Waste	≤10%	Mainly plastics, small debris, and damaged packaging materials.
Paper & Plastic	100%	Collection and recycling from offices and production through the municipal system.
Electronic Equipment & Batteries	100%	Disposal through authorized collection points.
Lighting Fixtures / Bulbs	100%	Delivered to certified partner.
Wooden Pallets	~80% reuse	Reused until end of life, then sent for recycling.

➡ **Total Estimated Recyclable Waste:** 90–92%

➡ **Non-recyclable Waste:** 8–10%

4. Environmental Improvement Actions

- Replacement of all lighting systems with LED fixtures.
- Energy audits in machinery and offices to reduce standby load.
- Recycling program in collaboration with the Municipality of Delta.
- Reuse of pallets and packaging materials within the logistics cycle.
- Planned installation of a **photovoltaic system** (scheduled for 2026).

5. Summary of Key Performance Indicators (KPIs)

Indicator	Value	Unit / Analysis
Energy consumption per employee	2,880	kWh/employee/year
CO ₂ emissions per employee	0.46	tons CO ₂ eq/employee
Water consumption per employee	10.8	m ³ /employee/year
Recycling rate	90–92%	of total waste
Renewable energy share (grid)	35%	based on HEDNO data
Energy consumption per facility area	32.7	kWh/m ² /year

6. Conclusions

Spanos Group maintains a consistently **low environmental footprint** and applies responsible practices in energy and water consumption as well as waste management.

Monitoring of these indicators will continue on an annual basis, with objectives to:

- Reduce energy consumption by **15% by 2027**,
- Increase the recycling rate to **95%**, and
- Install **renewable energy self-production systems (RES)** at company facilities.

 **Thessaloniki, November 2025**

For **Spanos Group I.K.E.**

Christos Spanos

Sustainability Officer / Management Representative