

2025

Culture Insights Report – SMETA Pillar 1 (Labour Standards)

μ μ : μ 2025

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μ

|   | _   |   |   | 70% |
|---|-----|---|---|-----|
| μ | μ – |   |   | 70% |
|   | _   | μ | μ | 89% |
|   | μ – |   |   | 86% |

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## Culture Insights 2025

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- – µ µ : &
- $\bullet$   $\mu$  :

## Action Plan 2026 – From Stability to Engagement

|          |   |    |                                    | /                    |
|----------|---|----|------------------------------------|----------------------|
|          | & | μ  | Open Dialogue Days (               | Coca-Cola HBC        |
|          |   | &  | Idea Challenge Week μ              | Unilever, Barilla    |
| & μ      |   |    | μ Micro-learning modules (10–15 ') | Cretamel LearnHub    |
| Coaching |   | μ  | Lead with Respect (2 μ )           | Nestlé               |
|          | & | μμ | Cross-functional Task Forces       | IKEA, Mondelez       |
|          |   | μ  | MyVoice Portal ( / )               | Best Practice Portal |
| μ &      |   | &  | Cretamel Day (workshops, )         | Danone, Ferrero      |

Respect · Safety · Growth