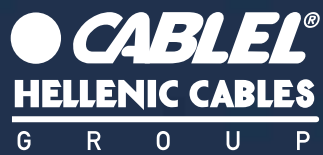


# Sustainability Report 2016



**HELLENIC CABLES S.A.**  
HELLENIC CABLE INDUSTRY S.A.

**FULGOR**  
HELLENIC CABLE INDUSTRY S.A.

**ICME ECAB S.A.**  
CABLE INDUSTRY



# Sustainability Development Report 2016

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## General information about the report

The 2016 Sustainability Report of the Cablel® cable companies includes the Sustainability actions, programmes and goals of the three companies: Hellenic Cables S.A., its subsidiary Fulgor S.A. and Icme Ecab S.A., which constitute the cable production industry of the listed company Cenergy Holdings SA.

### Scope and limits

The Sustainability Report of Cablel® Hellenic Cables has been issued annually since 2009; for the fourth year, this report includes all activities of its key subsidiary in Greece, Fulgor S.A. and, for the first time, it incorporates key data for the activities of the Romania-based cable production company Icme Ecab S.A. As mentioned above, the term Cablel® cable companies refers to the three companies: Hellenic Cables S.A., Fulgor S.A. and Icme Ecab S.A.

Note that the Sustainability Report 2016 (period 1/1/2016 - 31/12/2016) is the eighth consecutive issue of Hellenic Cables S.A. which, until the middle of fiscal year 2016, was the parent company of the Hellenic Cables Group. All previous Sustainability Reports of Hellenic Cables S.A. are available online at [www.cablel.com](http://www.cablel.com) (in the section Sustainability / Corporate Responsibility and Sustainability Reports).

### Restrictions and significant changes

In July 2016, a major corporate transformation took place following the spin-off of the industrial sector and part of the commercial cable sector of Hellenic Cables S.A. and its 100% contribution to the subsidiary Symm.Ep. S.A. Holdings and Investments Societe Anonyme. At the same time, following a decision of the ordinary General Meeting of shareholders, the Company name was changed to: "Hellenic Cables Holdings Societe Anonyme". Subsequently, the Belgian Company Cenergy Holdings S.A., whose shares were listed on Euronext Brussels and the Athens Stock Exchange, proceeded to a merger by absorption of the contributing Company. Following these changes and with the aim of maintaining comparability in the Report's data, all performance indicators are presented separately, per company.

The financial data included are consistent with those of the Annual Reports, which have been audited by chartered auditors - as required by the law. The Annual Financial Reports are available on the Cablel® cable companies' website, [www.cablel.com](http://www.cablel.com), in the section Group / Annual Reports).

### Project Team

Executives from all relevant Divisions and Departments of the three Cablel® cable companies worked together for the preparation of this Report. Their main task was to gather the required information and to assess materiality issues related to the Sustainability of the Companies. The executives of the Cablel® cable companies who cooperated for this publication are:

Hellenic Cables and Fulgor: Alexopoulos Argyris, Voulgaris Charalambos, Voultsis Iraklis, Zannias Panagiotis, Karkantelidou Foteini, Neofotistou Christina, Pikeas Antonis, Soulas Konstantinos, Stamati Menia, Chatzakis Dimitrios, Chronopoulou Katerina, Tsarakis Menelaos.

Icme Ecab: Dragoescu Cosmin, Pop Nicolae, Eusebiu Muthi, Hatzidis G., Papagheorge A., Moghioros R. Stoica A.  
Project coordinators: Georgallis Giorgos and Marlagoutsos Panagiotis.

### Methodology

Sustainability Report 2016 was prepared in accordance with the guidelines on CSR / Sustainability Reports, issued by the international Global Reporting Initiative Organization (GRI – G4 Guidelines).

The following principles were applied under the preparation of the current Report, in order to determine its content:

- Principle of "Materiality"

- Principle of “Stakeholder Inclusiveness”
- Principle of “Sustainability Context”
- Principle of “Completeness”

In respect of sound determination of the Report’s content, the Company’s sustainability team, updated the material issues of the Company (materiality analysis - procedure of identification and prioritization of material issues). In addition, in Icme Ecab, the procedure of identification and prioritization of material issues was conducted for the first time. Analytical data as well as the outcomes of the procedure, are presented in the Chapter “Sustainable Development and creating shared value”.

Sustainability Report 2016 was compiled with the support and under expert guidance (data collecting, evaluation and texts writing) of Grant Thornton ([www.grant-thornton.gr](http://www.grant-thornton.gr)).



### External verification

Cablel® cable companies recognize the added value of external verification of the Report and through this procedure aims to increase its accountability to all stakeholders in terms of quality and reliability. Therefore, for the current edition as well, we have opted for external verification of the information regarding to certain issues, by an independent external certification body. The last part of the Report presents the report of the independent certification body. The conclusions and comments that arose from the process of external verification, will be used for the enhancement of the quality of the upcoming Sustainability Reports.

### Sources of information

Recording procedures applied and the management systems’ databases, were used for gathering the data and information presented in the Report. In cases where the data was processed or was based on assumptions, reference is made regarding the way or the method of calculations, according to the guidelines of the Global Reporting Initiative (GRI – issue G4).

Updates or additional information regarding Cablel® cable companies are available either through the sustainability team or on [www.cablel.com](http://www.cablel.com).

### Contact information

We welcome any questions, request for clarification or suggestion for improvement, as your opinion is of great value to us. You are kindly requested to send any feedback, comments or the attached form to the following address, thus actively contributing to our improvement and further growth.

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## Message from the top management

### **“Sustainable Development is a fundamental value in how we operate and grow”.**

The international environment where we operate is constantly evolving, introducing new policies, new socio-economic and environmental conditions, while the challenges for our customers, partners and societies as a whole are becoming increasingly diverse and complex. Since cable production constitutes a key pillar of growth in the Renewable Energy Sources (RES), energy transfer and Information and Communications Technology (ICT) sectors, the Company has acknowledged the significance of responsible entrepreneurship in these areas.

We remain alert in order to identify both the risks and the opportunities presented in this volatile international and national environment. In this context, the increase of investments in renewable energy sources in Europe is very important. In 2016, 17% of energy consumption came from RES, while the goal is 20% by 2020.

4

We have set research and innovation as our strategic priorities, to allow us to respond to the growing demands of the international cable market. In recent years, we have made significant investments in fully modernising our production plant for submarine cables and extra-high voltage cables. Furthermore, in 2016 we successfully completed major projects we had been awarded.

With a view to strengthening our position in the global market, in 2016 we developed synergies by participating as subsidiaries - together with Corinth Pipeworks - in the new company Cenergy Holdings, which specialises in the energy sector. The Cablel® cable companies make up the cable industry of Cenergy Holdings and, all together, represent one of the largest cable manufacturers in Europe. This report is the first joint Sustainability Report of all three Cablel® cable production companies (Hellenic Cables, Fulgor and Icme Ecab).

Having set Sustainability as a fundamental value in the way we operate and grow, the challenges of recent years have significantly contributed in formulating a strategy based on safeguarding our uninterrupted operation and growth. To ensure the uninterrupted operation of the Cablel® cable companies, we developed a Business Continuity Plan, certified according to the requirements of ISO 22301 in 2016. We invested in developing mechanisms for the timely identification and management of risks, to ensure the continuous supply of our products and services and to stay committed to our Sustainability goals.

- Our commitments, with the ultimate goal of Sustainability, concern six key pillars:
- Responsible, ethical and good corporate governance of the Cablel® cable companies
  - Developing high-quality products and customer satisfaction
  - Responsible supply chain management
  - High-quality work environment
  - Protection of health and safety at work
  - Reduction of the environmental impact of our operation.

Through the programmes and actions we develop in the above pillars, we aim to achieve a significantly positive effect for our stakeholders. For example, the Cablel® cable companies make investments, thus contributing to the increase of national funds and public revenues. Moreover, they create new jobs while investing in the training and development of human resources. We pursue responsible growth for our Companies, in a manner that has a positive effect both on the economy and on society at large. To this end, this year, for the first time, we analysed and recorded our contribution to the achievement of the UN's Global Sustainable Development Goals (SDGs), aiming to further enhance it in the years to come.

We try to meet strict specifications and invest in a sustainable future for all. The Cablel® cable companies are building the present in a dynamic and responsible manner, so as to achieve a better future for humans, society and the environment.

**Ioannis Batsolas**  
Chairman of the Board  
Hellenic Cables

**Alexios Alexiou**  
General Manager  
Hellenic Cables and Fulgor

**Konstantinos Laios**  
Chairman of the Board  
Icme Ecab



# 1. Worldwide presence of Cablel<sup>®</sup> cable companies

**HELLENIC CABLES S.A.** **FULGOR** **ICME ECAB S.A.**  
HELLENIC CABLE INDUSTRY S.A. HELLENIC CABLE INDUSTRY S.A. CABLE INDUSTRY

In total, the three cable companies of Cenergy Holdings, consist the largest cable producer in SE Europe.

6



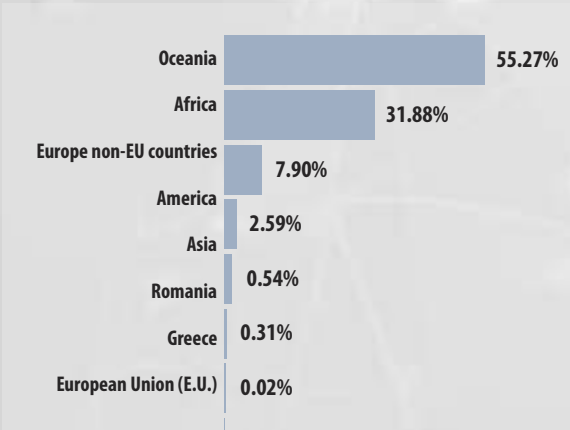
Major projects



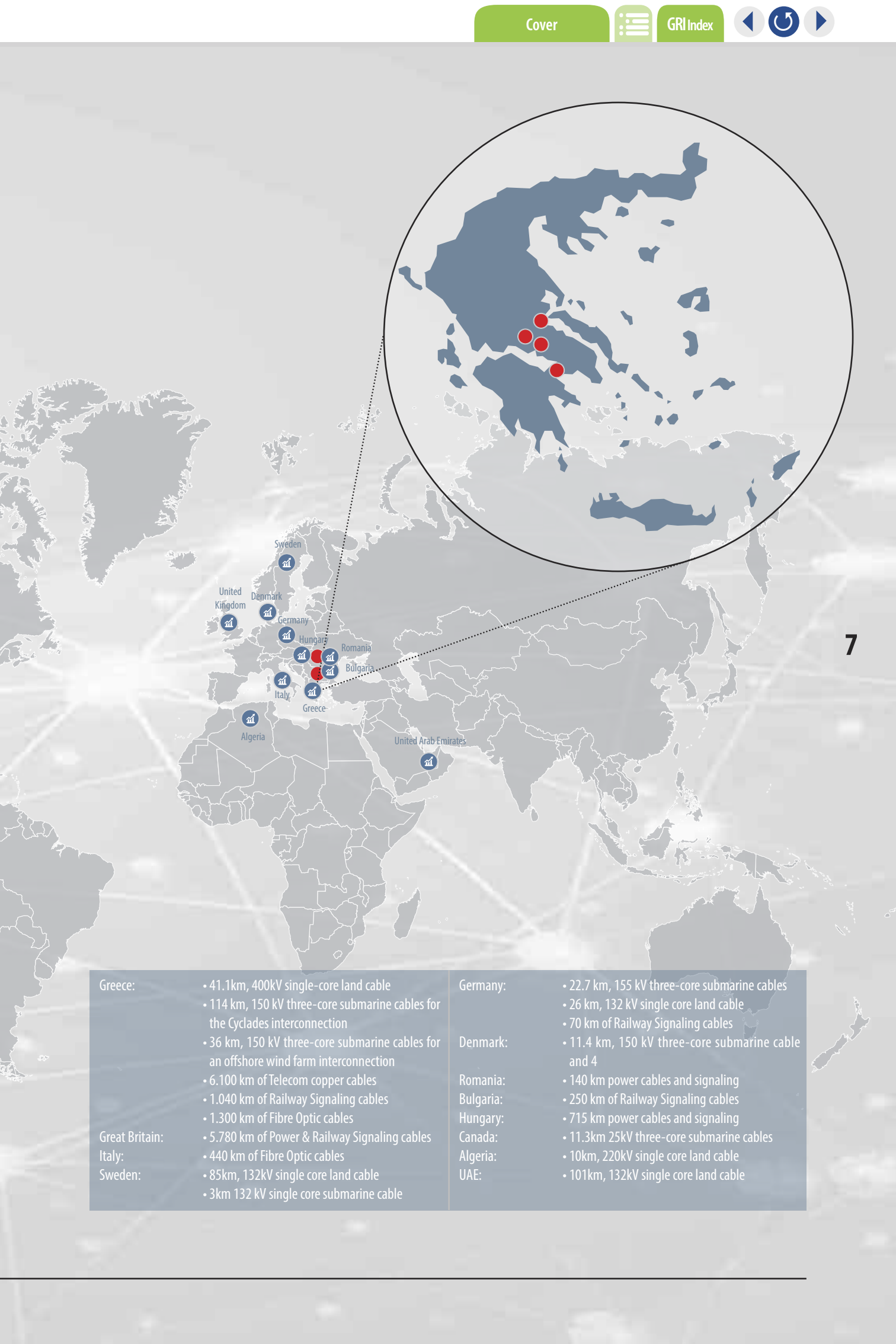
6 production units



Sales per geographic region 2016







Greece:

- 41.1km, 400kV single-core land cable
- 114 km, 150 kV three-core submarine cables for the Cyclades interconnection
- 36 km, 150 kV three-core submarine cables for an offshore wind farm interconnection
- 6.100 km of Telecom copper cables
- 1.040 km of Railway Signaling cables
- 1.300 km of Fibre Optic cables

Great Britain:

Italy:

Sweden:

- 5.780 km of Power & Railway Signaling cables
- 440 km of Fibre Optic cables
- 85km, 132kV single core land cable
- 3km 132 kV single core submarine cable

Germany:

- 22.7 km, 155 kV three-core submarine cables
- 26 km, 132 kV single core land cable
- 70 km of Railway Signaling cables

Denmark:

- 11.4 km, 150 kV three-core submarine cable and 4

Romania:

Bulgaria:

Hungary:

Canada:

Algeria:

UAE:

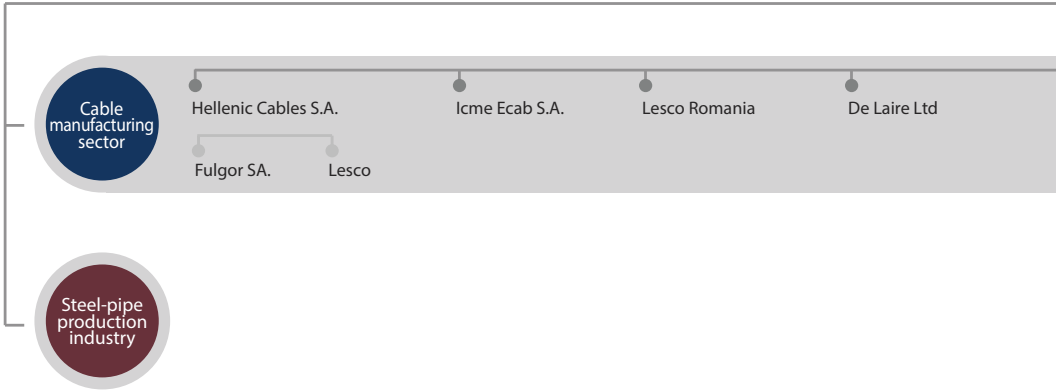
- 140 km power cables and signaling
- 250 km of Railway Signaling cables
- 715 km power cables and signaling
- 11.3km 25kV three-core submarine cables
- 10km, 220kV single core land cable
- 101km, 132kV single core land cable



The three Cablel® cable companies, whose policies, actions and programmes are presented below, are: Hellenic Cables S.A. with its subsidiary Fulgor S.A., which operate in Greece and Icme Ecab, which operates in Romania.

The Cablel® cable companies constitute the cable production industry of Cenergy Holdings S.A., a company listed on Euronext Brussels and the Athens Stock Exchange. Together, they form the largest producer of cables in Greece and Southeastern Europe, and are highly export-oriented.

## Cenergy Holdings

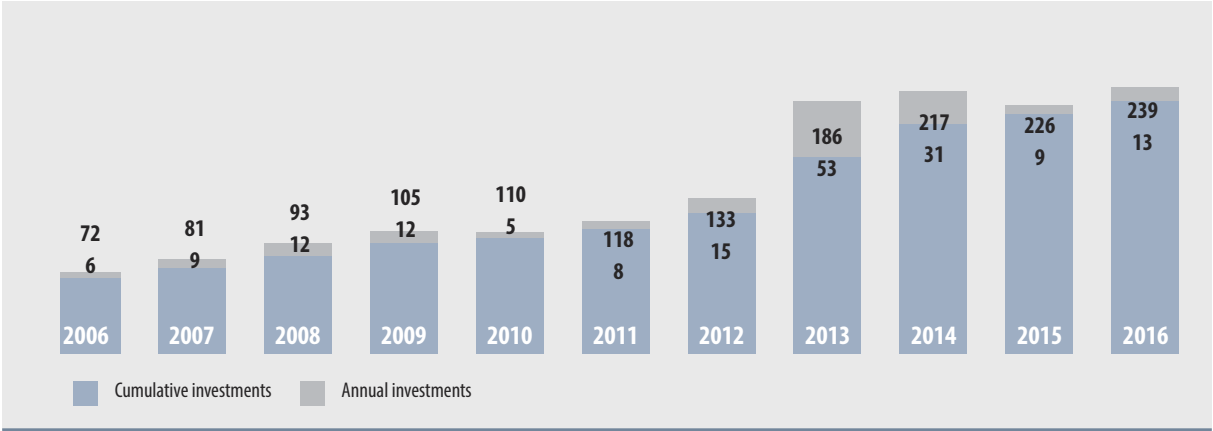


8 Cenergy Holdings was listed on Euronext Brussels and the Athens Stock Exchange following the completion - in December 2016 - of the cross-border merger by absorption of Corinth Pipeworks S.A. and Hellenic Cables S.A. Holdings Societe Anonyme.

The Cablel® cable companies are an approved supplier of the largest international electric network operators and have one of the largest and most advanced submarine cable plants in the world (Fulgor). They operate in the energy transmission and distribution markets, in the areas of renewable energy sources, telecommunications and data transfer, constructions and industrial applications.

During 2016, the Cablel® cable companies made significant investments for yet another year, with the aim of reinforcing their competitive advantage in the global market. Investments relate directly to increasing capacity, flexibility in production, expanding the product range, innovation and research and development.

### Investments (in million EUR)



\* Annual investments of 2016 include, for the first time, the investments of Icme Ecab.





# 1.1 Milestones

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<b>1949</b> <b>Icec Ecab S.A.:</b> Icec Ecab was established in Bucharest of Romania, under the name Electrocablu, as a cable manufacturing company.	<b>1950</b> <b>Hellenic Cables:</b> Start of cable production by former Viohalco company.	<b>1957</b> <b>Fulgor S.A.:</b> Establishment of Fulgor in Agios Ioannis Rentis, Athens -Attica.	<b>1970</b> <b>Hellenic Cables S.A.:</b> Design and production of low pressure oil filled cables including accessories for 150 kV.	<b>1973</b> <b>Hellenic Cables S.A.:</b> Company's foundation.	<b>1973</b> <b>Fulgor S.A.:</b> Completion of the first submarine cable links Kos - Kalymnos (25,4 Km) and Paros-Naxos (15 Km) by Fulgor on behalf of DEI (Public Power Co).
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## Cablel® Sustainability milestones

<b>1992</b> First certification of Quality Management System in accordance with International Standard ISO 9001.	<b>2001</b> Certification of Environmental Management System at Thiva plant, according to the International Standard ISO 14001:2004.	<b>2007</b> "Committed to Excellence" award by the European Foundation for Quality Management.	<b>2010</b> First edition of "Corporate Responsibility and Sustainable Development Report" according to the standard GRI-G3 which is ranked at GRI Level B.	<b>2014</b> Corporate Responsibility and Sustainable Development Report was awarded by Bravo Awards, in the category of "Bravo Market".	<b>2015</b> i) Hellenic Cables was awarded in Active Greece Awards 2015, in the area of extroversión. ii) The Company was also awarded in Ethos Sustainability Awards 2015 for the CSR Report.
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1994

**Hellenic Cables S.A.:** The company was listed in the Main Market on Athens Stock Exchange (ASE).

1995

**Fulgor S.A.:** Construction of the first H.V. (High Voltage) 150 KV cables, on behalf of DEI (PPC) .

1999

**Hellenic Cables S.A.:** Share capital majority acquisition of Icme Ecab S.A. from Hellenic Cables S.A.

2013

**Hellenic Cables S.A.:** Implementation of an approximately EUR 60 million investment plan for the manufacture of High Voltage submarine cables in Fulgor's plant.

2014

**Hellenic Cables S.A.:** Cablel® Hellenic Cables Group has been awarded a new contract for the Cyclades Islands interconnection worth approximately EUR 93 million by Greece's Independent Power Transmission Operator. The contract includes underwater 150KV cable connections linking Tinos-Syros, Syros-Mykonos, Syros-Paros, as well as the installment of a terminal 150KV cable on Tinos.

**Hellenic Cables S.A.:** Cablel® Hellenic Cables Group has been awarded a new contract worth approximately EUR 36.4 million by Terna Energy for the design, supply, installation and commissioning of the 150kV submarine interconnection of the 73,2 MW wind farm on the small island of Agios Georgios to the mainland power transmission System in Lavrion, Greece.

2016

**Cablel® cable companies:** The spin-off of the industrial sector and part of the commercial sector of Hellenic Cables S.A. Hellenic Cable Industry Societe Anonyme and its contribution to its 100% owned subsidiary Symm.Ep. S.A., has been approved and completed. Completion of the cross – border merger by absorption by Cenergy Holding S.A. of the Greek listed company Hellenic Cables S.A. Holdings Societe Anonyme. The trading of Cenergy Holdings' shares commenced on Euronext Brussels and the Athens Stock Exchange.





## 1.2 Production plants of Cablel® cable companies

### HELLENIC CABLES S.A.

HELLENIC CABLE INDUSTRY S.A.

Thiva, Greece



**Main products**

- Power cables (low, medium, high and extra-high voltage)
- Fibre optic cables
- Copper and aluminium conductors

**Installations**

**Total area:** 175,082 sm

**Facilities:** 52,076 sm

**Annual potential:** 60,000 tons

**Certifications:** EN ISO 9001, EN ISO 14001, OHSAS 18001

12

Livadeia, Greece



**Main product**

- Copper and aluminium enamelled wires

**Installations**


**Total area:** 121,816 sm

**Facilities:** 13,939 sm

**Annual potential:** 14,000 tons

**Certifications:** EN ISO 9001, EN ISO 14001, OHSAS 18001

Oinofyta, Greece



**Main product**

- Plastic and rubber compounds

**Installations**

**Total area:** 21,263 sm

**Facilities:** 9,277 sm

**Annual potential:** 24,000 tons

**Certifications:** EN ISO 9001, EN ISO 14001, OHSAS 18001



Sousaki Corinthia, Greece



Main products

- Power cables (low, medium, high and extra-high voltage)
- Submarine cables (low, medium, high and extra-high voltage)
- Copper and aluminium rods

Installations

**Total area:** 209,656 sm  
**Facilities:** 89,489 sm  
**Annual potential:** 50,000 tons of cables and 120,000 tons of wire F8  
**Certifications:** EN ISO 9001, EN ISO 14001, OHSAS 18001



Bucharest, Romania



Main products

- Power cables (low, medium voltage)
- Telecommunication and data transmission cables

Installations

**Total area:** 267,789 sm  
**Facilities:** 102,138 sm  
**Annual potential:** 50,000 tons  
**Certifications:** EN ISO 9001, EN ISO 14001

LESCO LTD

Blagoevgrad, Bulgaria



Main product

- Wooden pallets and reels

Installations

**Total area:** 17,000 sm  
**Facilities:** 3,398 sm  
**Annual potential:** 16,500 tons



# 1.3 Priorities, values and our commitment

**Our commitment...**

... we take personal responsibility for our high standard results, while at the same time fostering long-term relations with our customers and suppliers. We focus on the health and safety of our people and we provide a workplace environment that motivates us to be productive and result-oriented, allowing each one of us to pursue personal development with passion and integrity.

**Technological innovation - Our first priority...**

We focus on technical expertise to maintain high quality results and bring about value-added solutions. We develop a constant learning environment and invest in research and development, cutting edge technologies, modern equipment and know-how, to promote practical pioneering ideas that constantly keep our Group ahead of times.

**We focus on results...**

We focus on high-standard solutions for our customers, in an efficient and reliable manner. We show determination and confidence in our ability to maximise productivity and business excellence, whilst simultaneously maximising value for our shareholders.

14



Our mission is directly addressing the needs of our clients on a global level, through the constant improvement of our products and services, emphasizing especially on the development of our human resources, corporate social responsibility and the creation of value for our shareholders and partners.

**Our principles and values:**

- 1

Respect for the environment and for people
- 2

Knowledge, competence and professional behaviour
- 3

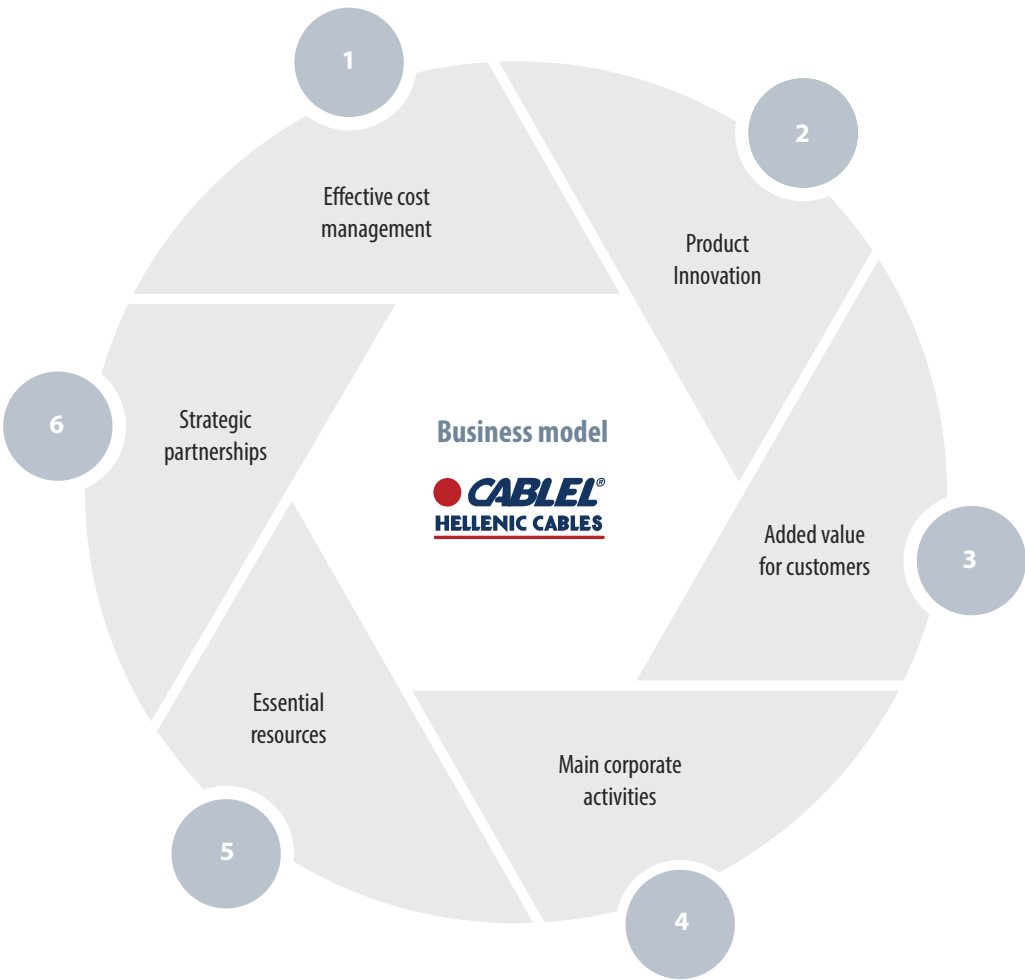
Honesty, integrity and prudence
- 4

Team spirit and collaborative attitude
- 5

Action and results orientation

# 1.4 The business model and strategic goals

We focus on delivering high-end solutions to our customers in an efficient and responsible manner. We are confident of our capabilities, maximizing productivity and business excellence, while creating shared value for our shareholders. Our business model is based on product innovation, total solutions provision through strategic partnerships and on efficient resource management, so as to succeed in offering to our customers high added value through our products and services.



## Strategic goals for 2016-2018

The strategic goals set by Cablel® cable companies are:

- Increase in value-added products and services
- Approaching new markets (with emphasis placed on countries within the EU)
- System operators’ penetration in the market
- Working capital optimisation
- Boosting competitiveness
- Optimal management of environmental issues (footprint reduction)
- Developing human resources and ensuring occupational health and safety



## 1.5 Hellenic Cables Company

Hellenic Cables commenced its operations as a cable production unit of the former Viohalko in 1950. As of 1973, having expanded its production and commercial operations, it operates as an independent affiliate under the name Hellenic Cables Greek Cable Industry S.A., under the internationally acclaimed and registered trade mark Cablel®.

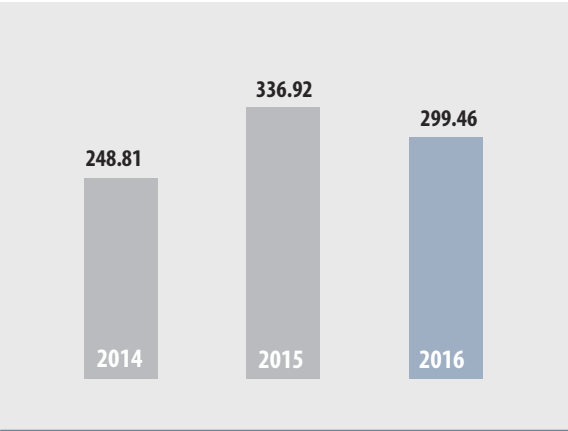
With three production plants in Greece, the Company is currently the largest player in the cable manufacturing sector in Greece, and has achieved significant penetration in foreign markets. The company has developed innovative services and produces a wide range of products, fully covering the needs and high expectations of its customers worldwide. The Company’s main customer categories are network operators, technical companies and dealers.

All units offer high capacity combined with high quality. They are certified according to EN ISO 9001:2015 (Quality Management System), EN ISO14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Occupational Health and Management System).

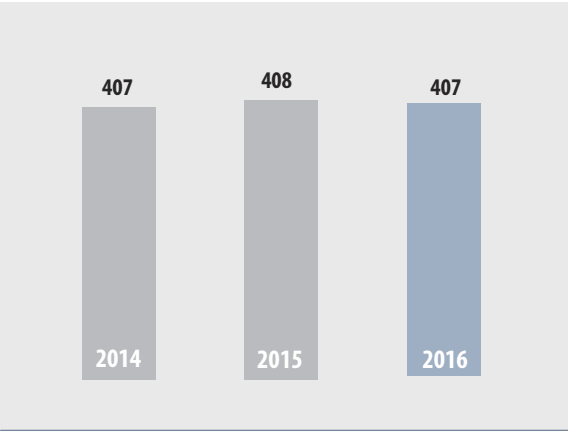
### Hellenic Cables at a glance

16

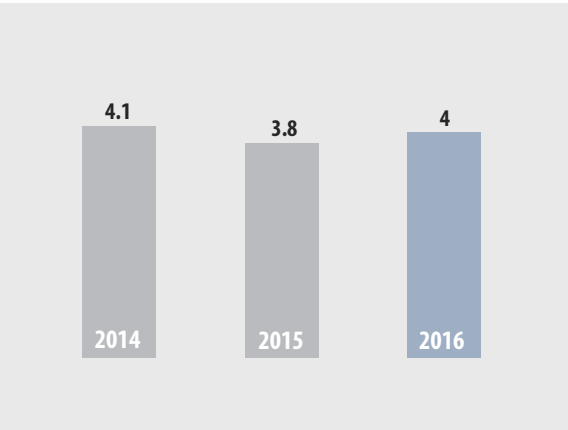
Revenue (in million EUR)



Number of employees



Investments (in million EUR)

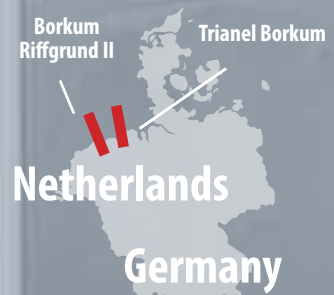


In 2011, Hellenic Cables S.A. acquired Fulgor S.A., significantly increasing its production capacity, while expanding its product portfolio with the addition of medium and high-voltage submarine cables.



## Turnkey projects

In April 2016, the German electricity transmission system operator Tennet awarded to the Companies Hellenic Cables and Fulgor the implementation of two turnkey projects for the design, production, installation and underwater protection of submarine electricity transmission systems for the connection of the substations of the offshore wind parks Borkum Riffgrund II and Trianel Borkum in the North Sea.





## 1.6 Fulgor Company

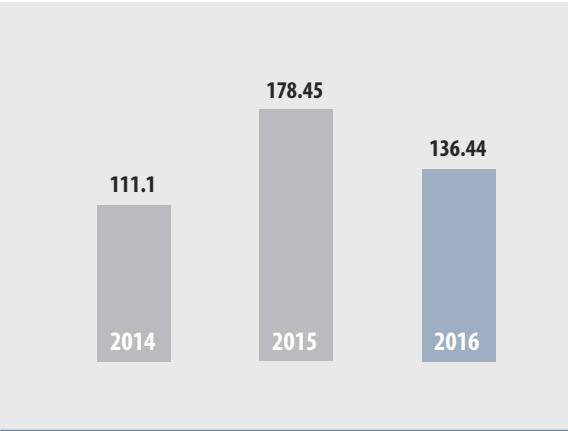
Fulgor became part of Hellenic Cables in June 2011. It is a pioneer in the sector of technologically advanced, high-quality cable products, as well as in providing integrated turnkey solutions. In addition, Fulgor is one of the few companies specialising in submarine cable interconnections.

As of 2012, a large investment plan of over EUR 65 million was implemented for Fulgor’s technological upgrading and constant modernisation. The benefits resulting from the investment are already significant: production of high value-added products, further development of the product range, achievement of synergies, penetration in new markets, increase of sales, expansion of market share and improved profit margins. The investment plan has been successfully completed and Fulgor currently holds state-of-the-art facilities and equipment, allowing it to produce high-voltage submarine cables in large continuous lengths with a minimum number of factory joints, achieving fast delivery times.

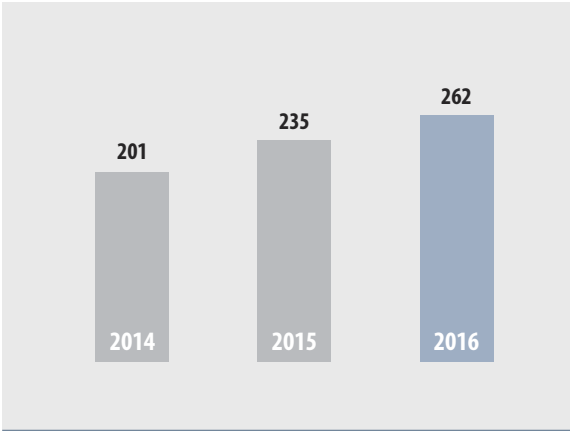
In addition, Fulgor’s production plants are certified according to EN ISO 9001:2015 (Quality Management System), EN ISO14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Occupational Health and Management System).

### Fulgor at a glance

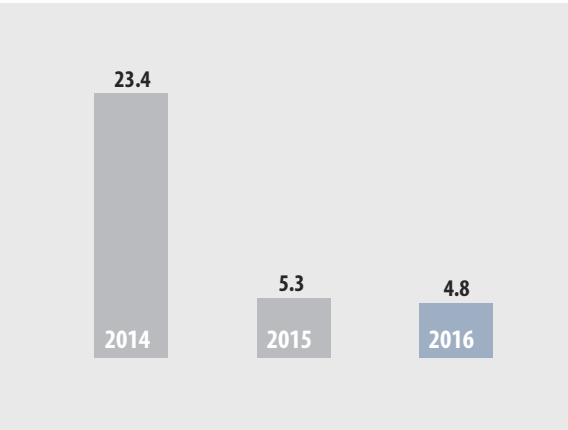
Revenue (in million EUR)



Number of employees



Investments (in million EUR)



Fulgor S.A. invested over EUR 65 million in high added-value products, such as high and extra-high voltage submarine and underground cables, which are less vulnerable to the current economic developments.

The Danish electricity transmission system operator Energinet.dk awarded to the Companies Hellenic Cables and Fulgor two contracts for the design and supply of high-voltage submarine and land cables and the supply and installation of the relevant equipment for interconnecting the substations “Teglstrupgård” in Denmark and “Laröd” in Sweden, as well as a third contract for the design and supply of high-voltage land cables to replace the old overhead power line between the “Ejby” and “Vejleå” substations in Denmark.





## 1.7 Icme Ecab Company

Icme Ecab is one of the largest cable production companies in Southeast Europe, with significant contribution to Romania's trade balance. Apart from the Romanian domestic market, where the company is the greatest cable producer, Icme Ecab also operates in international markets, exporting its products around the world. Indicatively, the countries to which Icme Ecab has strong exports are: United Kingdom, Germany, France, Kuwait, Greece, Dubai, Israel, Qatar, Hungary, Croatia, Bulgaria, Slovenia, Estonia, Luxembourg, Austria, Libya, Malta, Cyprus, Czech Republic, Armenia, Albania, Kazakhstan, etc.

Icme Ecab is intensifying its effort to further expand its exports to other markets, focusing on Africa, the USA and other countries.

The Company invests constantly in modernising its equipment and developing its human resources, thus reinforcing the image of Icme Ecab and Cablel®. This creates the necessary conditions for producing a wide range of high-tech, premium quality products.

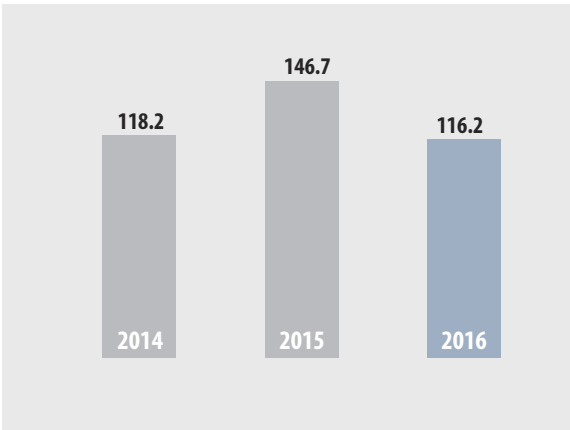
The integrated management system implemented by Icme Ecab consists of three individual management systems, certified according to international standards:

- Quality Management System certified according to ISO 9001:2008
- Environmental Management System certified according to ISO 14001:2004
- Occupational Health and Safety Management certified according to OHSAS 18001:2007

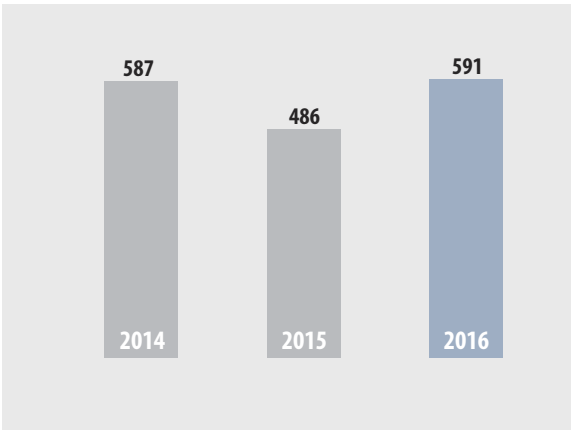
### Icme Ecab at a glance

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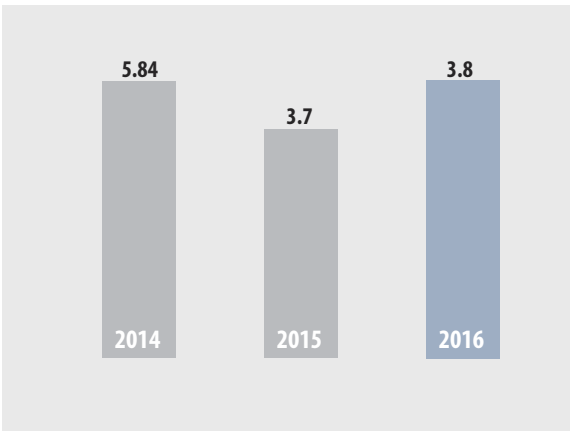
Revenue (in million EUR)



Number of employees



Investments (in million EUR)



**ICME is one of the largest cable production plants in the Balkans and a market leader in the Romanian market. It specialises in the production of power cables, telecommunications and elastic cables.**







## 1.8 Membership of associations and organizations

Hellenic Cables and Fulgor participate actively as members in Greek and international networks, policy makers organizations and chambers. Furthermore, they cooperate with research organizations and networks, aiming to promote international partnerships and to share knowledge and experience, in order to closely monitor the trends and contribute to the developments of their operating segment. Noted that, Hellenic Cables also participates in CSR and sustainability networks.

HELLENIC CABLES S.A.  
HELLENIC CABLE INDUSTRY S.A.

FULGOR  
HELLENIC CABLE INDUSTRY S.A.

Mandatory membership of associations			
	<b>Athens Chamber of Commerce and Industry (ACCI)</b> was established in 1914 for the purposes of protection and promotion of commercial and industrial enterprises.	Hellenic Cables has been a member of ACCI since 1973.	Fulgor is a member of ACCI.
Volunteer membership of associations			
	<b>Hellenic Federation of Enterprises (SEV)</b> aims to contribute to the modernization and development of Greek enterprises through the creation of a competitive national capital in the European and global financial competition. Also, SEV is a member of the Union of Industrial and Employers' Federations of Europe (Business Europe), the leading independent organization representing European enterprises.	Hellenic Cables is an active member of SEV and has adopted its Code of Conduct for Sustainable Development.	Fulgor is a member of SEV and has adopted its Code of Conduct for Sustainable Development.
	<b>Conseil International des Grands Réseaux Electriques (CIGRE)</b> was established in 1921. CIGRE promotes collaboration between experts from around the world, development and knowledge sharing, communication of research results and best practices among the members of the Council. Also, the objective of CIGRE is communication of research results to policy makers on issues of electricity networks.	Hellenic Cables is an active member of CIGRE, supporting the body's work groups.	-
	<b>Hellenic Network for Corporate Social Responsibility (CSR HELLAS)</b> aims to promote the concepts of Sustainable Development, Corporate Responsibility and Social Cohesion in our country, as well as to develop mechanisms for communication, collaboration and coordination among the network's affiliated companies for joint implementation of programmes and exchange of best practices.	Hellenic Cables has been a key member of CSR Hellas since 2009.	-
	<b>Europacable</b> was established in 1991 and represents 85% of wires and cables producers in Europe. The organization seeks to provide reliable sources of technical information in respect of cables and wires with active participation in standards specifications processes.	Hellenic Cables is an active member of the organization through the company executives' participation in its various committees.	Fulgor is a member of Europacable.
	<b>Federation of Mainland Greece Industries (SBSE)</b> aims to support its members by promoting entrepreneurship, competitiveness, sustainable development and environmental protection in Central Greece.	Hellenic Cables is a member of SBSE.	-
	<b>ELOT</b> is the sole Greek national body responsible for the elaboration, approval, publication and distribution of Hellenic Standards. The elaboration of Standards is entrusted to ELOT's Technical Committees and Working Groups, in which interested parties from both the Public and the Private Sector are represented, in order to achieve maximum possible consensus among them.	Hellenic Cables is an active member of ELOT through the company executives' participation in its various committees.	-
	<b>Institute of Electrical and Electronics Engineers (IEEE)</b> , is the greatest business association worldwide that promotes technological innovations for the benefit of humanity. IEEE and its members aim at inspiring the world community through publications of scientific articles, participation in congresses, technological standards and both professional and training activities.	Hellenic Cables is a member of the organization through the company executives' participation.	-

<div><div></div></div>			
	<b>Hellenic Management Association</b> (EEDE) aims to contribute to the development and promotion of the implementation of modern management principles, methods and techniques to any collective effort- both in the private and in public sector - in Greece and abroad, as well as to highlight the importance of the role of managers.	Hellenic Cables participates in EEDE activities as a member.	-
	<b>Hellenic Copper Development Institute</b> (HCDI) was established in 1996 in order to provide responsible information and promote copper and copper alloy applications, use and products to experts and the general public. HCDI is affiliated with the European Copper Institute and is financed by the International Copper Association, a global network of 27 Copper Centres.	Hellenic Cables is a regular member of HCDI.	-
	<b>Aluminium Association of Greece</b> (AAG) was established in 1985. AAG aims to strengthen the position of aluminium in the competitive market of materials, to increase its usage and contribute to the achievement of environmental, social and financial objectives of its members, always aspiring at sustainable development.	Hellenic Cables participates in AAG activities as a member.	-
	<b>Business Council of Greece and Latin America</b> aims to contribute to the development of business dialogue between Greece and Latin America. In particular, it promotes relations between the business communities of the countries in order to increase investments, exports of goods and services, transfer of expertise.	Hellenic Cables is a member of the Council.	-
	<b>Arab-Hellenic Chamber of Commerce &amp; Development</b> was established in 1979. The objective of the Chamber is the development and promotion of financial relations between Greece and the Arab countries, the encouragement of bilateral agreements and joint investment.	Hellenic Cables is a member of the Chamber.	Fulgor is a member of the Chamber.
	<b>French-Hellenic Chamber of Commerce</b> was established in 1885. Its main mission is to support financial, industrial, commercial and tourist relations between the two countries.	Hellenic Cables is a member of the Chamber.	-
	<b>Thessaloniki Chamber of Commerce and Industry</b> (EVETH) was established in 1918 and is the second in size Chamber in Greece. Its purpose is the protection and promotion of commercial and industrial enterprises.	Hellenic Cables is a member of the Chamber.	-
	<b>Hellenic-Italian Chamber of Athens</b> was established in 1952. The objective of the Chamber is the development and promotion of financial and commercial relations between Greece and Italy.	-	Fulgor is a member of the Chamber.

**Icme Ecab is a member in numerous organizations and business associations in Romania.**



	<b>Foreign Investment Council's</b> (FIC) primary goal is to promote Sustainable Development in Romania, supporting investments.
<b>APPCR</b>	The Professional Association of Romanian Cable Manufacturers (APPCR).
	The <b>Association of the Romanian Exporters</b> (AREX) was founded in the spring of 2014, supporting and representing the interests of Romanian companies conducting international trade transactions, according to a release of the newly established Association.
	Icme Ecab also holds active seats in the International Electrotechnical Commission (IEC) and in a number of technical committees (TC), through the company executives' participation.





## 2. Sustainable Development and creating shared value



- Engaging with stakeholders**
- Identifying
  - Prioritizing
  - Monitoring
  - Responding



- Creating shared value and social product**
- Risk assessment
  - Stakeholders pressure
  - Materiality analysis
  - Reporting



- Supporting local communities**
- Collaborate with local businesses
  - Reinforcing local employment
  - Responding to needs

### 2.1 Sustainable Development policy

Cablel® cables companies and their subsidiaries have incorporated the principles of Sustainability in their business operations, thus recognising that their long-term growth can only be achieved through Sustainable Development. Concern for employee health and safety, respect and protection of the environment, comprehensive coverage of customer needs and harmonious coexistence with the local communities in which they operates are the main issues of Sustainability of Cablel® cables companies.



Sustainability Policy of Cablel® cables companies is in accordance with the Companies values of responsibility, integrity, transparency, effectiveness and innovation and is determined by the Top Management of each company, which is committed to the:

- implementation of the Sustainability Policy at all levels and in all the Company's operating entities.
- strict compliance with the legislation in force and full implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements.
- two-way and open communication with all stakeholders in order to identify and record their needs and expectations.
- provision of a safe and healthy working environment for our people, partners and any third party involved.
- protection of human rights and provision of a work environment of equal opportunities, free from any discrimination.
- continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques,
- cooperation and support of local society aiming to contribute to the sustainable development of the local communities in which we operate.
- continual pursuit of creating added value for the stakeholders.

In order to realise the aforementioned commitments, Cablel® Cable Companies are planning and implementing relative programmes, while, at the same time, are setting strategic priorities, which focus on the following areas of Sustainability of the Company:

**Sustainability pillars**

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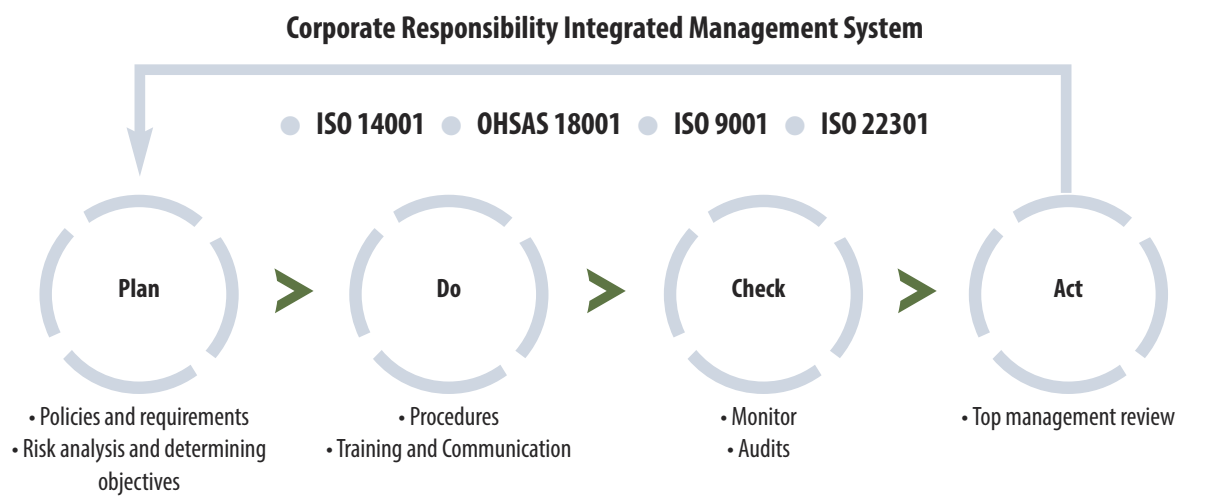
In respect of all the above key issues concerning Cablel® Cable Companies and their subsidiaries, specific targets of Sustainability have been set, which are annually assessed for their effectiveness and revised when deemed necessary. The relevant policy, the results of Cablel® Cable Companies' performance as regards Sustainability issues, as well as the implementation of programmes and achieving the objectives set, are disclosed, on an annual basis, in order to keep all stakeholders informed.

The opinions and views of the stakeholders are taken into account under an annually-held Management Review of all the above issues.



## 2.2 Corporate Responsibility management approach

Cablel® Cable Companies manage Corporate Responsibility issues through the implementation of certified management systems, covering the entire range of their activities and facilities, while achieving high performance to all sectors.



In particular, Cablel® cable companies implement the following management systems:

<b>Environmental Management System according to ISO 14001 standard</b>	➤	Environmental Management System is implemented in all production units, certified according to ISO 14001 standard. Cablel® cable companies have recognised the significance of developing an operational and managerial model, based on the three following commitments: • Prevention of pollution • Continuous improvement of environmental performance • Compliance with existing legislation.
<b>Occupational Health and Safety Management System according to OHSAS 18001 standard</b>	➤	In the area of health and safety, the Cablel® cable companies implement the internationally recognised standard OHSAS 18001, endeavour to adopt specific health and safety regulations and implement organised activities for employee protection. The overriding objective is to eliminate occupational incidents and to urge all employees to adopt a culture of Health and Safety. It is noted that all production plants have certified Occupational Health and Safety systems in place in accordance with OHSAS 18001.
<b>Quality management system, in accordance with ISO 9001</b>	➤	As high product quality is an inextricable part of the Cablel® cable companies’ strategy, systematic and effective quality controls are conducted at all stages of the production process. Since 1986, a Quality Policy and Quality Management System (QMS) has been developed and implemented, based on the requirements of ISO 9001:2015. All products bear compliance markings, as well as trade mark licenses by internationally acclaimed certification firms, which constitute tangible evidence as to the controls and high specifications based on which they are produced.
<b>Business continuity management system in accordance with ISO 22301 requirements</b>	➤	As any kind of crisis could affect productivity, profitability and stakeholder confidence, a Business Continuity Plan was developed and certified in 2016, in accordance with the requirements of the international Standard ISO 22301:2012.



Management systems are powerful tools for the Cablel® cable companies, allowing their smooth operation and continuous improvement. Moreover, the independent certification of management systems based on internationally recognised standards guides the development of an annual action plan, which forms part of the corporate strategic planning.

**28**      **The implementation of certified systems contributes significantly to achieving the goals set by the Cablel® cable companies and safeguards all their activities against continuing demands for effective risk management.**

## 2.3 Materiality analysis

During the development of the current Sustainability report, an update was made to the material issues of the companies Hellenic Cables and Fulgor, while Icme Ecab carried out a detailed materiality analysis for the first year. The process implemented by the Cablel® cable companies for assessing and prioritising sustainability issues was based on the guidelines of Global reporting Initiative GRI-G4 and in accordance with the AA1000 standard set by Account Ability.

The materiality analysis consists the most important principle in defining the report content, while at the same time contributes to:

- recognising advantages, potential weaknesses and opportunities that arise through the challenges faced by the Company in each Sustainability pillar;
- identifying and recording potential risks related to the Company's Sustainability pillars;
- formulating the Company's strategic objectives.

The materiality analysis that was conducted under the preparation of the current Report formed the following “map”:

**The companies’ policies, approaches and actions with regards to those material issues, can be found in the corresponding chapters of the Sustainable Development Report.**

Materiality map



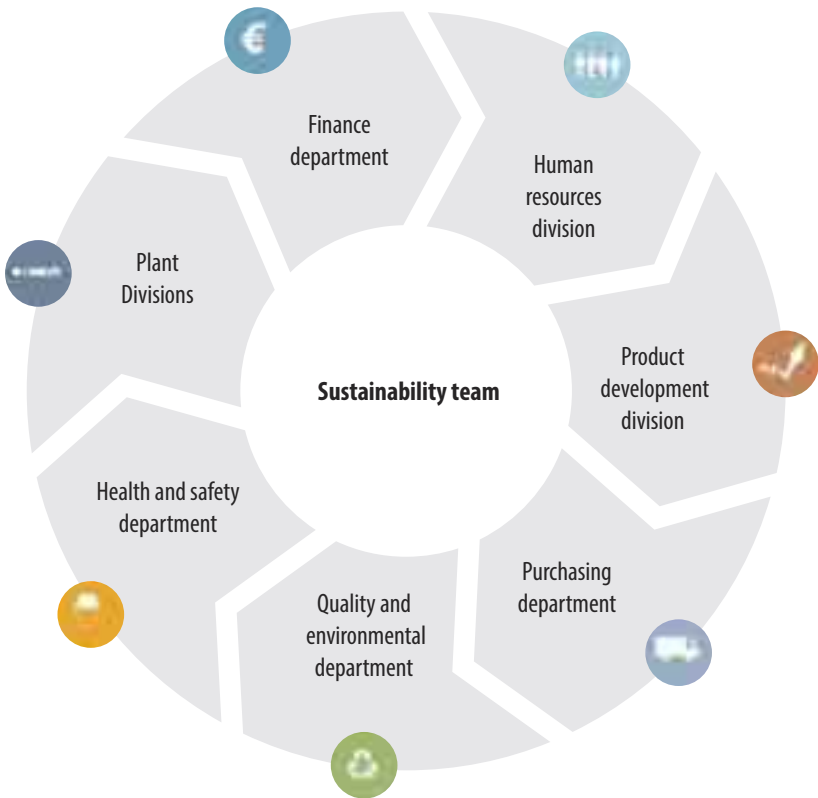
● Within Cable cable companies    ● Outside Cable cable companies    ● Within and outside

● Shareholders    ● Customers    ● Suppliers  
● State & institutional organizations    ● Employees    ● Local communities

The materiality map illustrates the significance attributed to social, economic and environmental dimension of each issue.



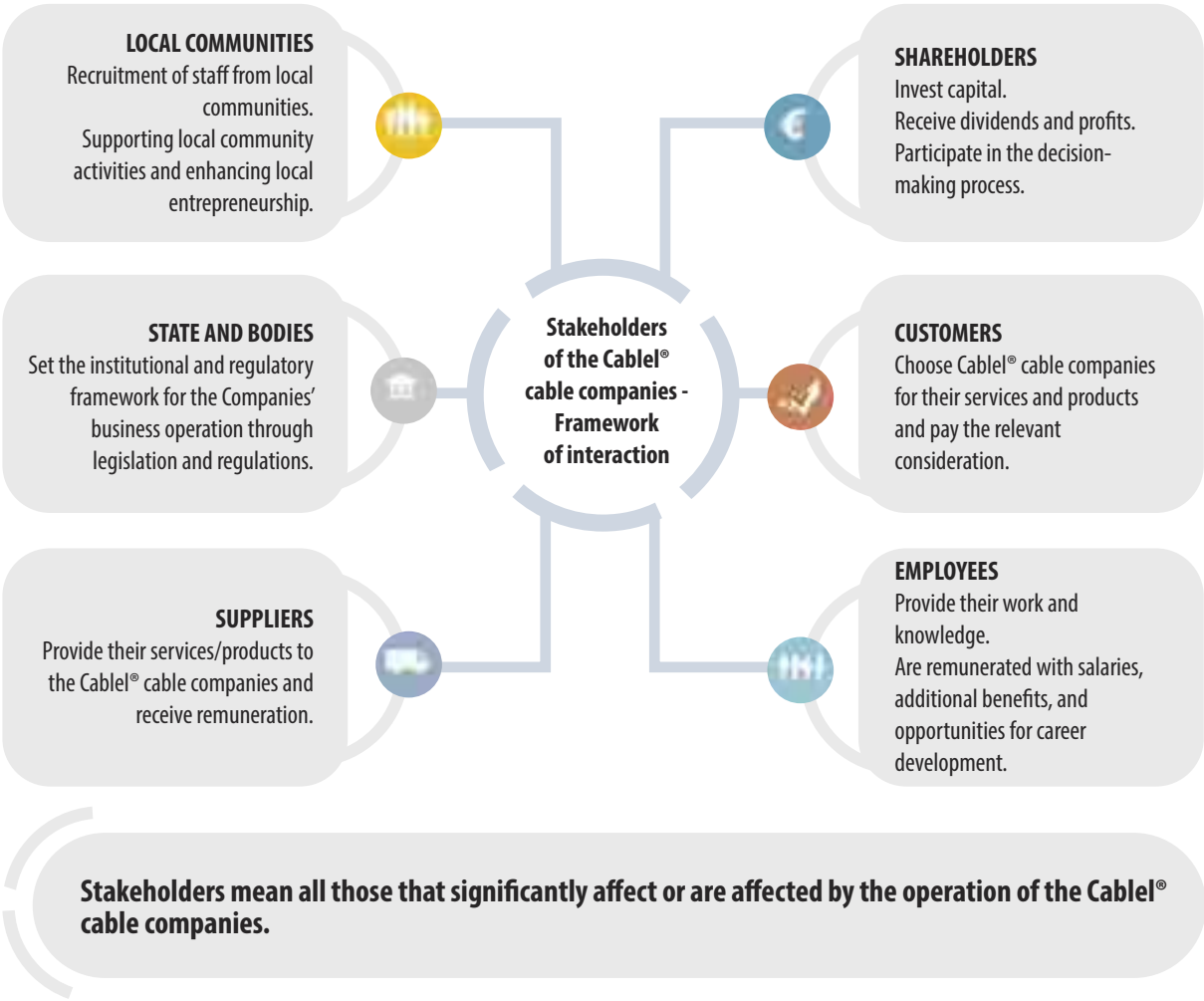
The appointed Sustainability team plays a key role in effectively managing such issues. The Sustainability Team of Cablel® cable companies, is responsible for developing and implementing the annual action plan per sustainability pillar and for monitoring and recording the Companies' key issues, in relation to stakeholders. The Sustainability Team consists of executives from all departments and divisions.



## 2.4 Stakeholders engagement

Cablel® cable companies have identified as stakeholders all the groups that are directly linked to their activities, in any significant point of operation. Monitoring the factors that determine the Companies’ relations with each stakeholder group, the interaction framework has been recorded as follows.

The framework of interaction with each stakeholder group has been set out taking into consideration the separate factors that define the Companies’ relationships with it.



Stakeholder engagement includes a wide range of two-way communication actions. The Cablel® cable companies aim at frequent and constructive engagement, to record their needs and concerns and take them into account in strategic planning. The key concerns, needs and issues resulting from the dialogue with stakeholders are put into good use during the planning of individual actions aiming to promote cooperation and generate value for each stakeholder group.

The information arising from the constant communication with stakeholders is incorporated in:

- Redesigning procedures.
- Improving performance in specific areas (product responsibility, production processes, occupational health and safety, environmental performance etc.)
- Enhancing the level of cooperation with each stakeholder group and with society at large.



Stakeholders of the Cablel® cable companies: “How we communicate the recorded issues-concerns and how we respond to them”.

SHAREHOLDERS	<div><b>How we communicate</b><ul style="list-style-type: none"><li>• Annual Ordinary General Meeting</li><li>• Extraordinary General Meetings</li><li>• Update and ad hoc presentations of results</li></ul></div> <div><b>Main issues</b><ul style="list-style-type: none"><li>• Profitability</li><li>• Development in new markets</li><li>• Enriching the product portfolio</li><li>• Strengthening competitiveness</li><li>• Containing operating costs</li><li>• Corporate Governance and Sustainable Development</li></ul></div>
	<div><b>How we respond</b><ul style="list-style-type: none"><li>• Targeted actions to improve financial results at all levels; see chapter “Economic Growth and Corporate Governance”.</li><li>• Qualitative and effective customer service; see chapter “Products and services”.</li><li>• Publishing a Sustainability Report, with a continually improved level of accountability and in accordance with the internationally recognised guidelines GRI-G4 / G4, AA1000 and the ISO 26000 standard on Social Responsibility.</li></ul></div>
CUSTOMERS	<div><b>How we communicate</b><ul style="list-style-type: none"><li>• Customer satisfaction survey (every two years)</li><li>• Customer service department</li><li>• Constant communication through the commercial department</li><li>• Complaints management</li><li>• Participation in trade fairs</li></ul></div> <div><b>Main issues</b><ul style="list-style-type: none"><li>• High level of service</li><li>• Quality and reliability of products and services</li><li>• Enriching the product portfolio with new, innovative high tech products</li><li>• Delivery times</li><li>• After-sales support</li><li>• Protection from eventual problems in the supply chain</li><li>• Integrated solutions</li></ul></div>
	<div><b>How we respond</b><ul style="list-style-type: none"><li>• Qualitative and effective customer service; see chapter “Products and services”.</li><li>• Implementation of a certified Quality Management System, in accordance with the requirements of the ISO 9001:2015 standard, in order to ensure the quality of products and services; see chapter “Products and services”.</li></ul></div>
EMPLOYEES	<div><b>How we communicate</b><ul style="list-style-type: none"><li>• Intranet</li><li>• Annual employee opinion survey</li><li>• Briefing via e-mails and notices on bulletin boards (for workers)</li><li>• Various corporate events</li></ul></div> <div><b>Main issues</b><ul style="list-style-type: none"><li>• Personal and career development</li><li>• Training programmes</li><li>• Occupational Health and Safety</li><li>• Evaluation system</li><li>• Additional benefits</li></ul></div>
	<div><b>How we respond</b><ul style="list-style-type: none"><li>• Implementation of a certified Occupational Health and Safety Management System, in accordance with the requirements of the OHSAS 18001 standard.</li><li>• Implementation of a 360° staff evaluation system.</li><li>• Education and lifelong learning programs.</li><li>• Additional benefits to all employees.</li><li>• Adoption of an “open-door” practice for all staff and establishment of regular meetings between the General Management and the heads of Departments in each Company and meetings of the Department heads with all staff, to brief them on the course of the Cablel® cable companies.</li></ul><p>Detailed information is included in the chapter “Responsibility towards our Employees”.</p></div>



The common channels of communication for all stakeholders are:

- Website [www.cablel.com](http://www.cablel.com)
- Annual Sustainability Report.
- Presentations at conferences, fora and institutional bodies.
- Press releases, announcements, advertising, articles.

SOCIETY

How we communicate

- Communication with local authorities
- Participation in local events
- Organising visits to the facilities

Main issues

- Supporting employment by hiring locally
- Supporting suppliers from local communities
- Supporting local community activities
- Environmental protection

How we respond

- Strengthening local employment by hiring from the broader area in which each Company operates; see section “Supporting local employment”.
- Supporting suppliers from the local community; see sections “Our contribution to society” and “Supporting local economy”.

SUPPLIERS

How we communicate

- Communication with suppliers, through the purchasing department
- Collaboration with selected suppliers for certification of complementary products
- Participation in industry associations
- Attendance of supplier expos

Main issues

- Development of new products
- Penetration into new markets
- Certification of products
- Merit-based / objective assessment
- Supporting local suppliers
- Payment issues

How we respond

- Implementing a procedure for selecting and assessing suppliers; see section “Working with suppliers”.
- Performing annual controls of selected suppliers.
- Designing products incorporating new technologies; see chapter “Products and services”.

STATE AND BODIES

How we communicate

- Participation in conferences and events organised by the steel industry or of more general business interest
- Consultation with state and institutional bodies’ representatives on a national and/or regional level

Main issues

- Compliance with the effective legal and regulatory framework
- Payment of taxes
- Export activity
- Employment of staff

How we respond

- Developing and implementing procedures for compliance with legislation.
- Collaboration with state and institutional bodies for the effective contribution of the companies Hellenic Cables and Fulgor to Greece’s economic recovery.



## 2.5 Initiatives and international standards

Cablel® cable companies follow the guidelines provided by international standards to develop their plans and actions and for the preparation of the annual Sustainable Development Report.

### Global Reporting Initiative Framework

The Global Reporting Initiative (GRI) is the international body issuing the GRI- G4 sustainability reporting guidelines, the most widely used guidelines for Corporate Social Responsibility Reports worldwide. Cablel® cable companies follow the guidelines of the GRI-G4 sustainability reporting framework as the annual Sustainable Development Report is based on international standards and frameworks.

The last chapter of the current Sustainable Development Report 2016, includes tables linking the Global Compact Principles to GRI-G4 indicators in the international reporting framework for composing CSR Reports, as well as a table linking the new ISO 26000 standard to GRI-G4.

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### The 10 Principles of UN Global Compact

Cablel® cable companies respect the principles of the United Nations Global Compact and through the annual Sustainable Development Report present their actions in relation to the 10 Principles.

More specifically, commitments and actions taken by the Cablel® cable companies to comply with the Principles of the Global Compact are presented in the table below:



10 Principles of Global Compact	Our policies	Our systems and procedures
Human Rights		
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights. <i>Relevant GRI indicators: G4-ECS, G4-11, G4-LA5 to G4-LA8, G4-LA12, G4-LA13.</i>	<ul style="list-style-type: none"><li>Sustainable Development Policy</li><li>Code of Conduct and Business Ethics</li><li>Suppliers Code of Conduct</li></ul>	Respect towards internationally proclaimed human rights, is an inviolable principle for Cablel® cable companies. Cablel® cable companies ensure safe-guarding and maintenance of recognized human rights throughout all operations. The companies implement specific procedures as defined by the Internal Regulation, the Employees Code of Conduct and the recent Supplier Code of Conduct.
<b>Principle 2:</b> Make sure that they are not complicit in human rights abuses. <i>Relevant GRI indicators: G4-HR1 to G4-HR12</i>	A special section on human rights in the supply chain, is included in the new Supplier Code of Conduct that has been developed in 2016.	

10 Principles of Global Compact	Our policies	Our systems and procedures
Labour		
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. <i>Relevant GRI indicators:</i> G4-11, G4-LA4, G4-HR1, G4-HR2, G4-HR4, G4-HR10</p> <p><b>Principle 4:</b> The elimination of all forms of forced and compulsory labour. <i>Relevant GRI indicators:</i> G4-HR1, G4-HR2, G4-HR6, G4-HR10</p> <p><b>Principle 5:</b> The effective abolition of child labour. <i>Relevant GRI indicators:</i> G4-HR1, G4-HR2, G4-HR5, G4-HR10.</p> <p><b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation. <i>Relevant GRI indicators:</i> G4-EC6, G4-LA1, G4-LA12, G4-LA13, G4-LA15, G4-HR1, G4-HR2, G4-HR3, G4-HR10.</p>	<ul style="list-style-type: none"><li>• Sustainable Development Policy</li><li>• Code of Conduct and Business Ethics</li><li>• Policy of Equal Opportunities</li><li>• Suppliers Code of Conduct</li></ul> <p>A special section on labour rights in the supply chain, is included in the new Supplier Code of Conduct that has been developed in 2016.</p>	<p>In compliance with the relevant legislation, Cablel® cable companies are explicitly against all forms of child and forced and/or compulsory labour. Through relevant procedures, they ensure that all employees are over 18 years old.</p> <p>Additionally, Cablel® cable companies require respect of all recognized labor rights, throughout their supply chain.</p>
Environment		
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges. <i>Relevant GRI indicators:</i> G4-EC2, G4-EN19,G4-EN27, G4-EN31.</p> <p><b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility. <i>Relevant GRI indicators:</i> G4-EN1 to G4-EN34, G4-PR3, G4-PR4</p> <p><b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies. <i>Relevant GRI indicators:</i> G4-EN2, G4-EN6, G4-EN7, G4-EN10, G4-EN19, G4-EN27, G4-EN28, G4-EN31</p>	<ul style="list-style-type: none"><li>• Sustainable Development Policy</li><li>• Environmental Policy</li><li>• Suppliers Code of Conduct</li></ul> <p>A special section for the protection of the environment in the supply chain, is included in the new Supplier Code of Conduct that has been developed in 2016.</p>	<p>Cablel® cable companies ensure constantly less possible burden on the natural environment, in compliance with the existing legislation, adopting the precautionary principle in managing environmental issues.</p> <p>Cablel® cable companies implement an Environmental Management System certified according to the requirements of the International Standard ISO 14001.</p>
Anti-Corruption		
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery. <i>Relevant GRI indicators:</i> G4-SO3 to G4-SO5, G4-SO6</p>	<ul style="list-style-type: none"><li>• Code of Conduct and Business Ethics</li><li>• Suppliers Code of Conduct</li></ul> <p>A special section for the transparency and anti-corruption issues in the supply chain, is included in the new Supplier Code of Conduct that has been developed in 2016.</p>	<p>Cablel® cable companies oppose to all forms of corruption and are committed to operating in an ethical and responsible manner while implementing procedures, aimed at controlling and monitoring all their activities.</p> <p>Cablel® cable companies ensure the development of transparent procedures in order to combat all forms of corruption.</p> <p>Cablel® cable companies implement procedures as defined by the Internal Regulation, and regularly conducts audits by independent auditors.</p>

More information about the UN Global Compact is available at:  
<http://www.unglobalcompact.org/>





**ISO 26000 Social Responsibility standard**

The axes of the ISO 26000 standard for Corporate Responsibility include:

-  > **Fair operating practices**
-  > **Customer issues**
-  > **Labour practices**
-  > **Human Rights**
-  > **Community involvement and development**
-  > **Environment**

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Cablel® cable companies, have developed per axis, a variety of actions and commitment:

**1. Corporate Governance**

Cablel® cable companies implement appropriate Corporate Governance practices so as to protect the interests of their shareholders. Through the appropriate decisions taken at both strategic and operational level, the concept of business ethics is promoted, and the transparency in all operations is ensured. Further details are included in the chapter "Financial development and Corporate Governance".

**2. Fair operating practices**

Cablel® cable companies aim at meeting the needs and expectations of their stakeholders in a transparent manner and thus respecting the codes of ethics within the organization, as well as in their transactions with any part of the value chain. In this context, preventive actions are carried out, related to the determination of the limits of responsibility and influence exercised per person, the development of controls for prevention of corruption, the conduction of relevant audits, as well as training all executives on transparency and corruption issues. As a result of those actions, no case of corruption has been identified for another consecutive year.

### 3. Human Rights

Providing equal opportunities and respecting human rights are two important principles of companies' Code of Conduct and Business Ethics. Promoting human rights is in full accordance with the European and the Greek Legislation, thus making it our non-negotiable priority. Further details are included in the chapter "Responsibility to our employees".

### 4. Labour practices

Employees play a major role in Cablel® cable companies development. To this end, a Human Resources Policy has been developed and procedures are implemented, leading to the development of employees' professional skills. Further details are included in the chapter "Responsibility to our employees". A key priority of Cablel® cable companies is to provide a safe workplace where the employees' health is protected. Therefore, at all plants, it has been developed and implemented a certified Health and Safety Management Systems according to the international standard OHSAS 18001. Further details are included in the chapter "Health and safety".

### 5. Customer issues

Manufacturing high quality products is one of the key competitive advantages of Cablel® cable companies. Establishing relationships of trust with customers, meeting their needs and ensuring harmonious co-operation, are non-negotiable priorities for Cablel® cable companies. Furthermore, the companies implement customer satisfaction procedures for measuring customer satisfaction and monitoring complaints, in order to take corrective measures. Further details are included in the chapter "Products and services".

### 6. Environment

Being aware of the environmental impact of their activities, Cablel® Cable Companies aim to manufacture quality products using means and methods that help reduce their environmental footprint. The aim is to continuously improve environmental performance and in this context, an integrated Environmental Management System is applied to all production units, which is certified in accordance with the international ISO 14001. Further details are included in the chapter "Responsibility to the environment".

### 7. Community involvement and development

Cablel® Cable Companies support local communities and an important part of human resources need is covered from the communities close to the production units. Moreover, the companies support local entrepreneurship, selecting suppliers from the local communities (where possible).





## 2.6 Supporting local communities

Through a variety of actions, Hellenic Cables and Fulgor, whose production plants are located in Greece, contribute to the prosperity of the communities close to which they operate. The axes of support for local communities involve the following:

- Supporting local employment. They create jobs in the local labour market, supporting local employment and combating unemployment.
- Supporting local economy. The Companies choose to work with suppliers and contractors from the local community, provided they meet the appropriate conditions and requirements.
- Developing social actions. The Companies have developed channels of communication with local communities and try to respond to their everyday needs.
- Volunteering. Offering to our fellow citizens is one of the key components of our corporate culture.

### Supporting local employment

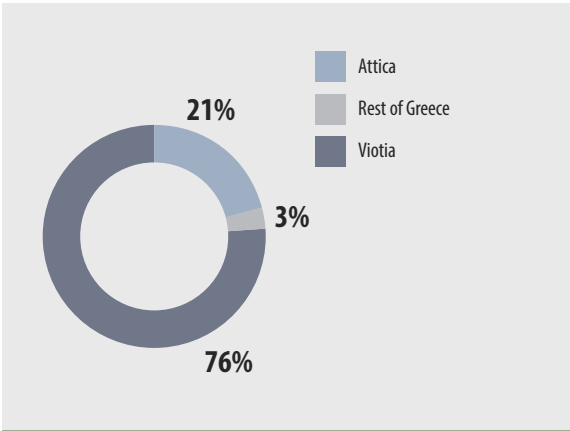
Hellenic Cables and Fulgor support local communities, as these are most affected by increased unemployment in Greece's current volatile economic environment. Within this framework, the Companies hire many employees from the cities and communities in which they operate (Thiva, Livadia, Oinofyta of Viotia and Sousaki of Corinth).

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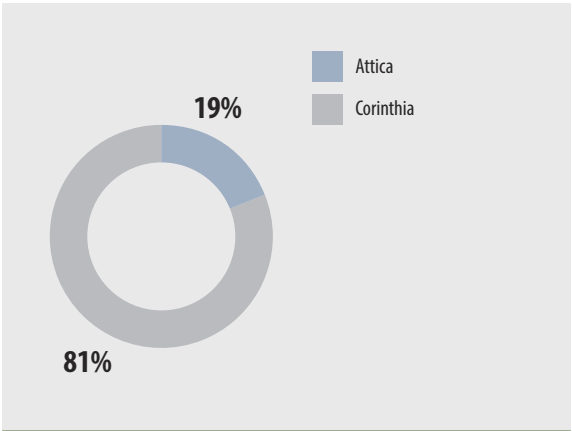
The Company makes an effort to listen closely to the needs of communities in the areas where it operates and develops appropriate social actions with a positive effect.

### Breakdown of human resources by geographical region of origin

Hellenic Cables



Fulgor

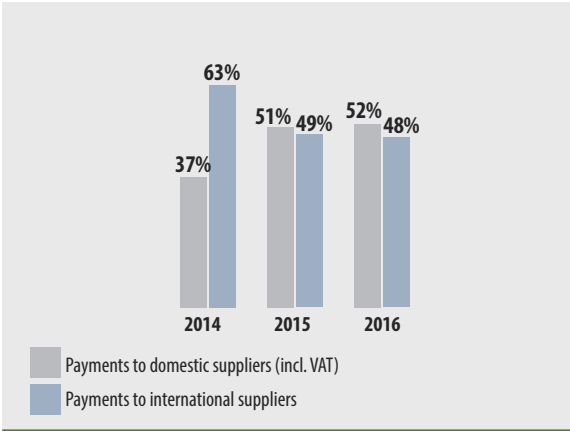


### Supporting local economy

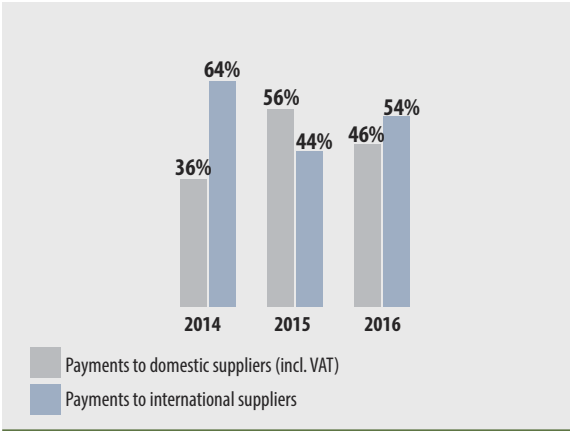
As the type of productive activity of Hellenic Cables and Fulgor requires raw and auxiliary materials that are mainly produced in foreign countries, the rate of supplies from abroad remained high this year. Nonetheless, the Companies try to obtain as many products and services at possible from local suppliers and contractors, thereby reducing transport costs and contributing to the development of local economies.

Rates of purchases from suppliers by origin

Hellenic Cables



Fulgor



Developing social actions

Taking into account the adverse financial situation in Greece, Hellenic Cables in co-operation with Fulgor implement actions to prove their contribution and solidarity to local communities and vulnerable social groups. Moreover, they respond to the needs of social stakeholders and offer materials, such as cables and UTP conductors for the repair or construction of their electrical installations. Indicatively in 2016:

- For yet another year, they met the needs of the “Club for UNESCO of Piraeus and Islands”, which has undertaken to support the operation of the permanent “Social Structures Against Poverty”.
- They responded to the request of the Fire Department of Loutraki-Corinth to cover their needs regarding the vehicles they use.
- They offered cables for the electrification of the Holy Diocese of Thiva and Livadia.
- They offered the “Lavrotiki Refugee Support Network” (D.Y.P.LA) 1,200 metres of cable for the electrification and heating of hutches in Lavrio, where Syrian refugees are accommodated.
- Instead of corporate gifts at Christmas, Hellenic Cables and Fulgor provided financial aid to the “Lyreion Children's Foundation”.
- Support of the scholarship fund of the Arsakeia-Tositseia Schools of the Society for the Promotion of Education and Learning.

Hellenic Cables and Fulgor actively support the education and professional training of sector experts, while seeing to young peoples’ vocational guidance. In 2016, the following initiatives took place:

- Sponsorship of the National Association of Electric Contractors
- Supply of materials and products for the workshops of the electrical engineering department of the Vocational Senior High School of Oenoe-Schimatari.
- Educational visit at the Thiva plant for 45-50 electricians of the Association of Installation Electricians of Piraeus, during which they were shown products, the plant’s production facilities and the quality control procedure.
- Educational tour at the Fulgor plant in Sousaki, Corinth, for 45 pupils of the 1st High School of Xylokastro, as part of their Technology course.



Volunteering

Hellenic Cables and Fulgor have now established annual volunteer activities with the active participation of their employees. Their selfless offer to people in need has now become an integral part of the Companies’ culture.

Voluntary blood donation

Since 2009, Hellenic Cables has maintained a blood bank to cover the needs of its employees and their families. Fulgor’s employees also contribute to this blood bank, in every donation held. In 2016, a voluntary blood donation was held with the participation of 60 employees from Hellenic Cables and Fulgor, collecting a total of 25 units. It is also worth mentioning that in 2016 the Company provided 7 units to cover the needs of our fellow-citizens.

Voluntary contribution programme “We work together for a society of solidarity”

In December 2016, for the eighth consecutive year, Hellenic Cables collaborated with the Holy Diocese of Livadia to stage the action “We work together for a society of solidarity”. The programme aims at collecting essential items (food, clothing and toys) for destitute families and institutions in the area of Viotia. All employees of Hellenic Cables and Fulgor were actively involved and responded positively for yet another year.

We recognise that addressing social challenges, such as poverty and unemployment, is also a contemporary need for the local communities that surround us. We promote two-way communication with them to contribute as much as we can to meeting their needs.











### 3. Financial development and Corporate Governance



**Positive financial results**

- Expansion in new markets
- Effective cost management
- Innovative products and services



**Sound Corporate Governance**

- Risk identification and management
- Internal audit
- Transparency



**International financial environment**

- Ensuring operational continuity
- Compliance
- Regular reporting and accountability

#### 3.1 Financial performance of Cablel® Companies

Revenue in 2016 amounted to EUR 390 million, including the results of its subsidiary Fulgor S.A., its affiliate Icme Ecab and the other cable sector companies of the parent company Cenergy Holdings.

In 2016, the performance of different types of contracts versus 2015 led to differentiations of the product mix versus the previous period. This, in turn, in conjunction with reduced demand for medium and low voltage cables in our main European markets in the second half of the year, negatively affected the annual results of the cable sector. As a result, adjusted EBITDA amounted to EUR 32 million versus EUR 42 million in 2015. Fluctuations in metal prices during 2016 resulted in loss of EUR 5.7 million. This also contributed to the reduction of gross profit from EUR 41 million to EUR 30 million.



**Capital expenditures for the year amounted to EUR 12.2 million in the cable industry and are mainly attributable to works for increasing the productivity and capacity of Fulgor, Hellenic Cables and Icme Ecab.**

During the year, Hellenic Cables and Fulgor successfully performed the remainder of the contracts of Cyclades and Agios Georgios. Major contracts were awarded to Hellenic Cables; for submarine electricity transmission interconnections of offshore wind parks, by Tennnet and for the cable connection of Denmark and Sweden and the replacement of overhead power lines within Denmark, by the Danish company TSO Energinet.dk. Hellenic Cables was also awarded a contract for the cable interconnection of an offshore wind park in the United Kingdom. Hellenic Cables continued to undertake initiatives to improve competitiveness and reduce production costs.

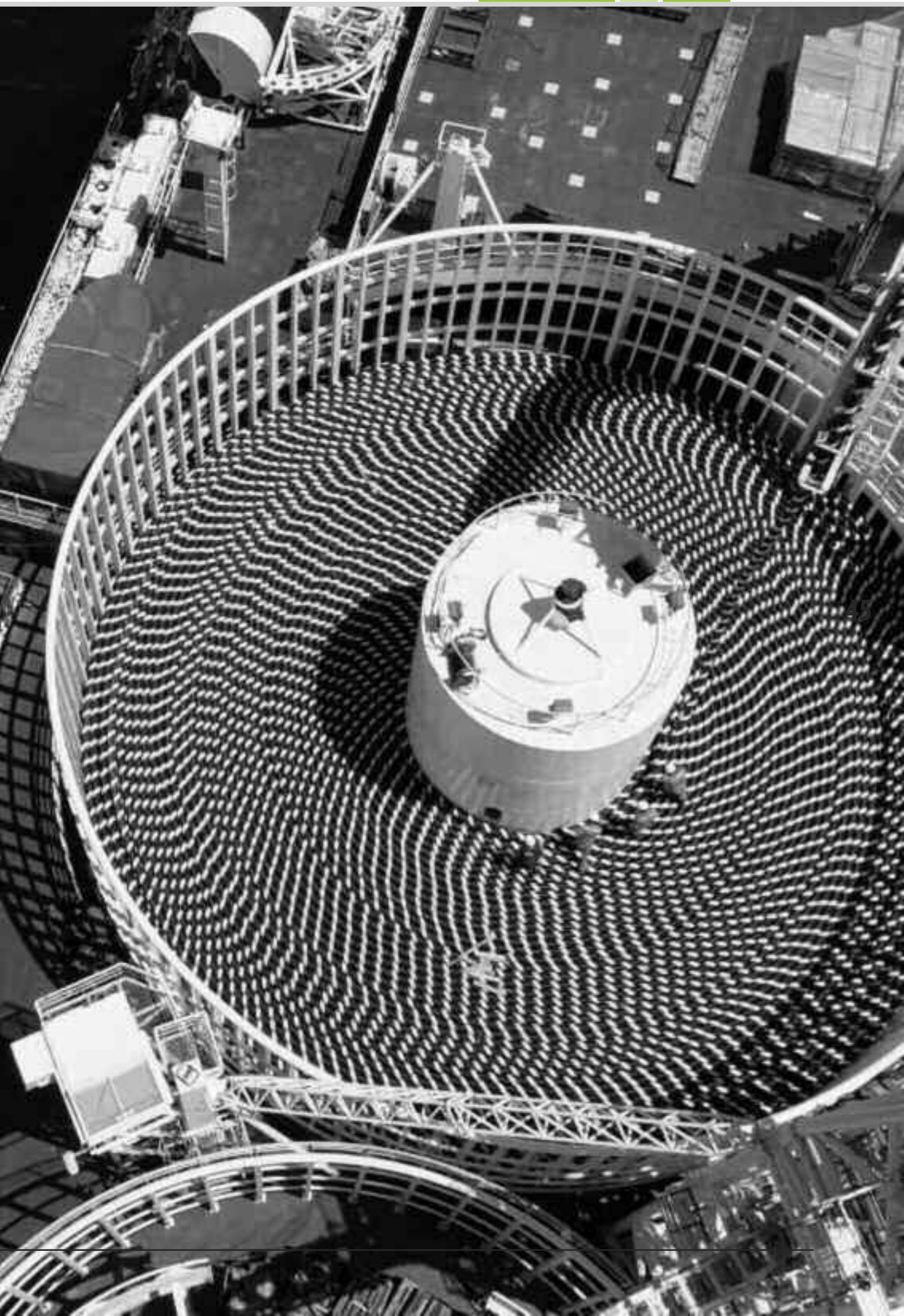
The tables below summarise the financial data by company:

Hellenic Cables financial results (in million EUR)	2014*	2015*	2016**
Total revenue	248.81	336.92	299.46
Operating profit	-10.7	8.5	12.5
Operating cost	259.5	328.4	286.6
Payments to capital providers	13.6	16.3	13.8
Profit / (loss) before tax	-7.7	-3.2	3.0
Net profit / (loss) after tax	-5.0	-2.7	0.3
Tax payment – indirect (VAT)	0.5	0.8	4.4
Tax payments – direct	0.4	0.4	0.4
Total payments to governmental bodies (total of indirect and direct tax payments)	0.9	1.2	4.8
Grants (excluding Manpower Employment Organization OAED)	0.0	0.0	0.0
Total Equity	86.8	83.8	88.5
Total investment	4.1	3.8	4.2
Total assets	275.0	317.0	291.0

\* The figures refer to the published data of Hellenic Cables S.A. Holdings Societe Anonyme, which, in 2016, following the industry spin-off was absorbed by Cenergy Holdings S.A. in the context of the cross-border merger by absorption of Corinth Pipeworks S.A. and Hellenic Cables S.A. Holdings Societe Anonyme by Cenergy Holdings S.A. In terms of legal formalities, the merger was completed on 14 December 2016.

\*\*For purposes of comparability with previously published data of Hellenic Cables S.A. Holdings Societe Anonyme, General Commercial Register number: 28170100 that contributed to the industry of Hellenic Cables S.A., the composition of results of the two companies and the necessary adjustments are presented as published in note 5 to the Annual Financial Report 2016.

Fulgor financial results (in million EUR)	2014	2015	2016
Total revenue	111.1	178.5	136.5
Operating profit	-12.1	11.9	0.6
Operating cost	123.1	166.5	135.9
Payments to capital providers	6.7	8.4	7.9
Profit / (loss) before tax	-18.2	4.0	-6.7
Net profit / (loss) after tax	-12.8	1.2	-5.8
Tax payment – indirect (VAT)	0.0	0.0	5.3
Tax payments – direct	0.4	0.3	0.3
Total payments to governmental bodies (total of indirect and direct tax payments)	0.4	0.3	5.6
Grants (excluding Manpower Employment Organization OAED)	7.9	0.0	0.0
Total Equity	6.8	24.9	19.1
Total investment	23.4	5.3	5.2
Total assets	172.4	180.8	184.2



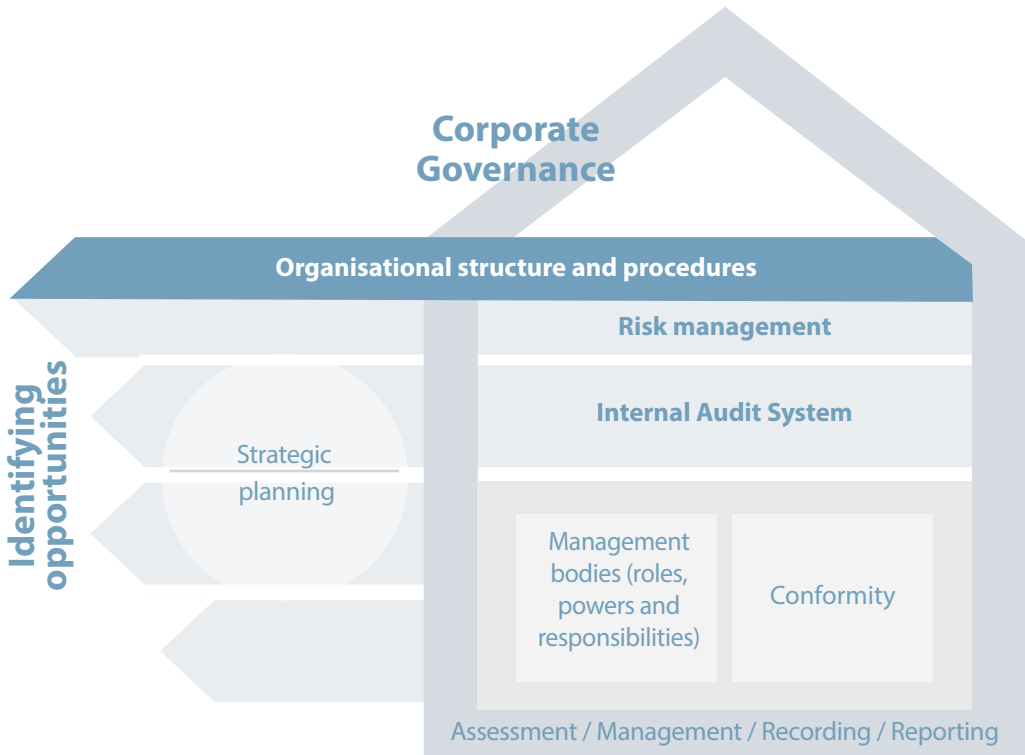


Icme Ecab financial results (in million EUR)	2014	2015	2016
Total revenue	118.2	146.7	116.2
Operating profit	-0.4	1.3	-0.1
Operating cost	121.0	144.5	116.2
Payments to capital providers	0.0	0.0	0.0
Profit / (loss) before tax	-2.3	-1.6	-2.4
Net profit / (loss) after tax	-2.3	-1.6	-2.4
Tax payment – indirect (VAT)	0.1	0.0	1.0
Tax payments – direct	0.3	0.3	0.7
Total payments to governmental bodies (total of indirect and direct tax payments)	0.4	0.3	1.7
Grants (excluding Manpower Employment Organization OAED)	0.3	0.0	0.0
Total Equity	46.7	44.7	41.4
Total investment	0.0	0.0	0.0
Total assets	92.7	92.9	95.8

### 3.2 Corporate Governance

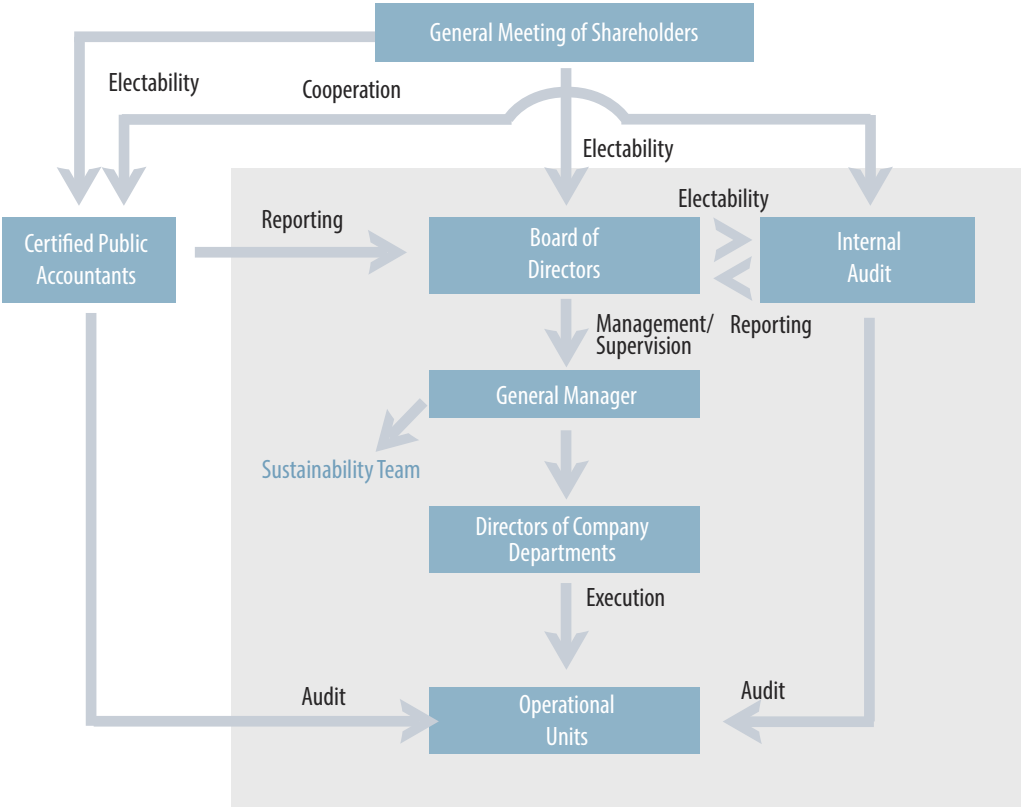
Incorporating appropriate principles and Corporate Governance practices is an integral part of the operation of the Cablel® cable companies. Our aim is to make strategic operational decisions, which contribute to harmonising the management with the interests of its stakeholders.

46 Seeking to promote business ethics and maximise the Companies’ value to the benefit of their shareholders, while providing sufficient, reliable and timely information to the latter, the Corporate Governance framework has been developed as follows:





Corporate Governance System



The role of the Board of Directors

The Boards of Directors of the Cablel® cable companies (the companies Hellenic Cables S.A., Fulgor S.A. Icme Ecab S.A.) are responsible for formulating, implementing and monitoring their long-term strategy and operational goals, as well as ensuring compliance with the principles of sound corporate governance and responsible growth. To achieve their goals, the BoDs of all three Companies meet on a regular basis.

Overview of BoD roles and responsibilities

- Supervising and monitoring Company operations as well as achieving business goals and long-term plans.
- Formulation and definition of the Company's main values and goals.
- Ensuring that the strategy adopted is in accordance with the Company's targets.
- Ensuring there are no conflicts of interests and examining cases of non-conformity with the information confidentiality policy.
- Ensuring the reliability of the Company's financial statements before their final approval by the Annual General Meeting.
- Ensuring that its daily business activities are conducted through a system of special authorisations and decisions.





Board of Directors by Company

The composition of the Boards of Directors of the Cable® cable companies is structured so that all shareholders are treated fairly and equally. The members of the Board of Directors are distinguished for their experience and extensive knowledge of their subject, and are chosen to enhance constructive dialogue during their meetings. The following table lists the members of the Boards of Directors and their roles:

Hellenic Cables Board of Directors

Name		Role
1	Ioannis Batsolas	Chairman
2	Konstantinos Laios	Vice President
3	Michael Diakoyannis	Member
4	Alexios Alexiou	Member
5	Andreas Katsanos	Member
6	Ioannis Stavropoulos	Member
7	Manuel Iraola	Member
8	Georgios Passas	Member
9	Andreas Kyriazis	Member
10	Nikolaos Galetas	Member
11	Iakovos Georganas	Member
12	Emmanuel Nikolaides	Member

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Fulgor Board of Directors

Name		Role
1	Aldo Dapelo	Non-executive member, Chairman
2	Georgios Passas	Executive member, Vice Chairman
3	Ioannis Batsolas	Executive member, Deputy Executive Director
4	Ioannis Theonas	Executive member, Deputy Executive Director
5	Alexios Alexiou	Executive member
6.	Dr. Rudolf Wiedenmann	Non-executive member
7	Evangelos Piperis	Non-executive member
8	Nikolaos Vrontisis	Non-executive member
9	Charalambos Vlachoutsikos	Non-executive member
10	Evangelos Venieris	Non-executive member

Icme Ecab Board of Directors

Name		Role
1	Konstantinos Laios	Non-executive member, Chairman
2	Nicolaie Eusebiu Muthi	Executive member
3	Alexios Alexiou	Non-executive member
4	Petros Mihas	Non-executive member
5	Emmanuel Nikolaides	Non-executive member
6.	Dr. Rudolf Wiedenmann	Non-executive member
7	Konstantinos Andreopoulos	Non-executive member
8	George Darie	Non-executive member
9	Salvador Antonio Sanlley	Non-executive member

**Internal audit and risk management system**

The internal audit system of the Cabel® cable companies ensures the effectiveness and efficiency of corporate operations, the reliability of financial information and compliance with applicable laws and regulations, as well as the effectiveness and efficiency of risk management.

Moreover, applying the **precautionary principle**, the risk management system allows the identification and analysis of potential risks the Companies are facing and establishes risk-taking limits, while putting in place appropriate controls.

The general risk management programme in place is intended to minimise the potentially negative impact of risks on the Companies’ financial performance as well as their overall operation. By continually reviewing the risk management programme, any changes occurring in the environment, in the marketplace and in the Companies’ operations can be identified.

**General risk management programme**



**Management of transparency and corruption issues**

The Companies have undertaken preventive actions related to limiting the responsibility and influence of each of their senior executives, developing safeguards to prevent corruption and instituting controls throughout their activities. In the framework of protecting the interests of their customers and seeking to enhance transparency in all our actions, the Companies’ Commercial Directors are asked to sign a special form produced by the company. By signing this form, they commit to refraining from participating in procedures which may lead to improper collusions with potential competitors to set prices, coordinate offers, create limitations on the market or in production, or impose quotas based on geographical areas or customer distribution.

**The Cabel® cable companies recognise that transparency is the foundation of sound governance and the key “weapon” against corruption.**





# 4. Products and services



- Total service provider**
- “Turnkey” solutions
  - Major projects completion
  - Customer service



- Innovative products**
- New products research and development
  - High safety standards
  - Customer satisfaction



- Supply chain**
- Supplier Code of Conduct
  - Suppliers assessment criteria and procedures
  - Responsibility in the supply chain

## 4.1 Cablel® Cables and their applications

Cablel® cables companies are expanding their portfolio of products and solutions, steadfast exporting orientation and particular emphasis on developing high added-value products, have made the company aim towards as well as reinforcing its performance in the field of Sustainable Development.

Cablel® cable companies offer a wide range of high-quality and technology products and solutions. Products are manufactured in technologically advanced facilities, by highly qualified personnel and they are available in the markets where the companies operate, under the registered trademark Cablel®.



**Power cables – conductors**



- High voltage and extra high voltage cables
- Medium voltage, high and extra-high voltage cables
- Indoor installation cables
- Control cables
- Industrial and outdoor installation cables
- Fire retardant, fire resistant, halogen-free cables
- Ship and marine installations fire resistant cables
- Copper conductors (for grounding applications) and overhead Cu, Al and ACSR conductors
- Copper and aluminium rods

**Telecommunications and data transmission cables**



- Gauging and control cables
- Copper conductor cables: Conventional telephone cables - Telephone exchange cables - Data transmission cables – High frequency telephone cables
- Optical fibre cables (single-mode & multi-mode): Underground dielectric cables, in tubes – Underground, dielectric cables, directly buried (steel reinforcement) - Underground dielectric cables, featuring rodent, protection - Indoor installation LSZH cables (central tube or tight buffered) - Aerial installation cables (“8”-sized or ADSS)
- Signaling and railway signaling cables

**Submarine cables**



- Medium voltage, high and extra-high voltage cables
- Composite medium voltage and high voltage cables with integrated optical fiber cables
- Optical fibre cables
- Armoured subsea pipes for water transmission

**Plastic and rubber compounds**



- PVC-based plastics
- Polyolefin-based plastics
- Elastomers

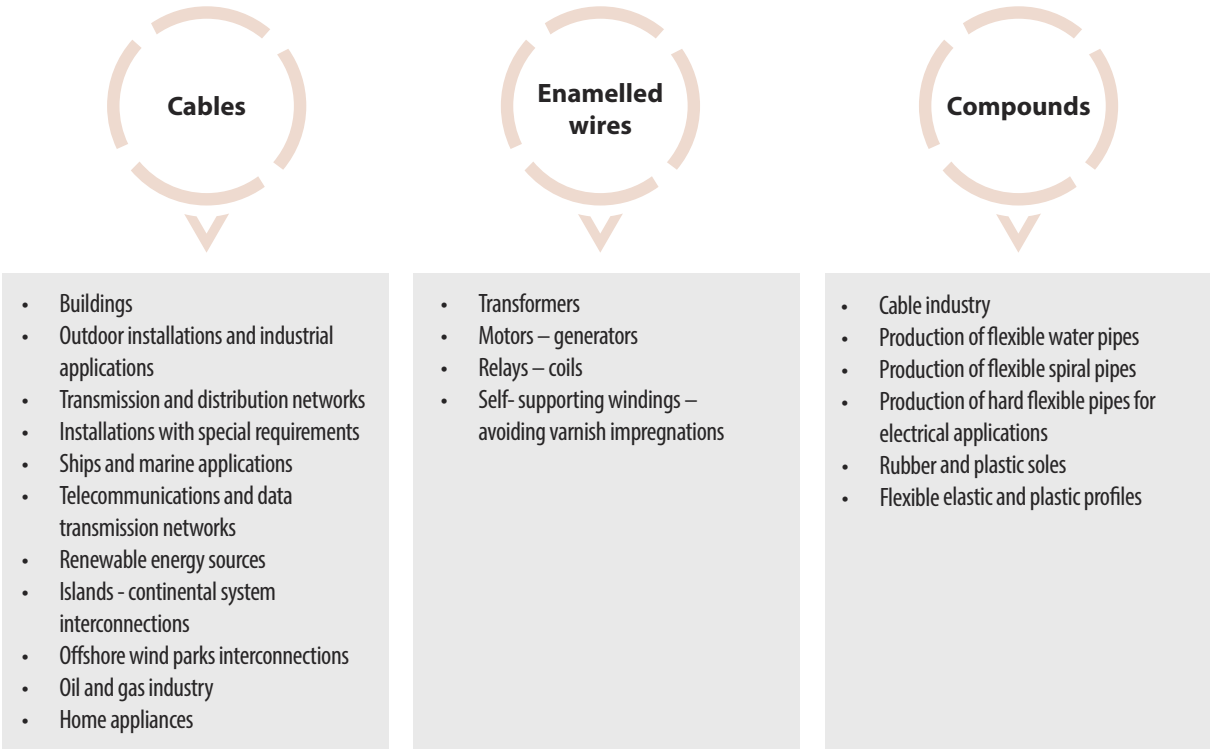
**Enamelled wires**



- Copper and aluminium winding wires for electric motors and transformers
- Copper wires for box / can manufacture
- Copper wires for grounding / earthing



The cables of Cablel® cable companies, are used in various applications:



Further information on the Cablel® cable companies products and their applications, can be found on the website [www.cablel.com](http://www.cablel.com), under "Products" and "Markets".







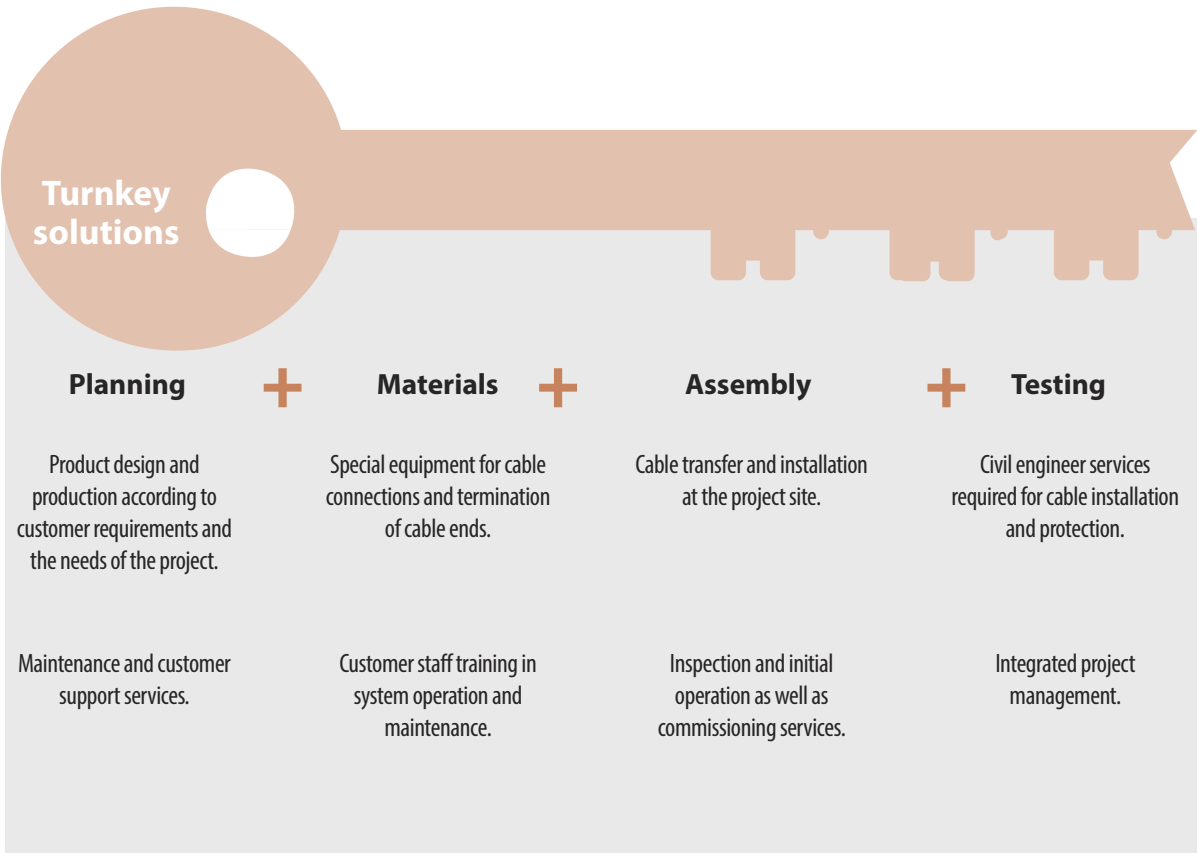
## 4.2 Turnkey solutions

In addition to their innovative and specialised products, the Cablel® cable companies provide a complete range of services and solutions, tailored to the needs of each customer:

### Turnkey solutions

One of the most important services provided to the customers of the Cablel® cable companies are integrated turnkey solutions, which concern high-end projects. The specific projects, where the Companies offer integrated solutions - from design, to customer staff training and final testing - are supervised by specialised and experienced executives.

More specifically, turnkey solutions concern the following:



**Customer-adjusted applications**

If necessary, the Cablel® cable companies offer applications adjusted individually to every customer's requirements, in order to achieve optimal applications for already installed systems.

**Supervision services**

If requested by a customer, the Cablel® cable companies can offer supervision services to products provided by third parties, especially during the installation of underground and submarine cables.

**Technical support**

The technical support provided by the Cablel® cable companies includes:

- Design issues.
- Optimal cable routes.
- Maintenance solutions for underground and submarine cables.
- Support following application, including solutions for fittings.
- Post-application testing (inspections) to the systems of both optical and energy cables.
- Any specific equipment for the system's successful operation.

**Transportation and storage services**

Customised transport and storage services and solutions for all types of products.

**Training**

The Cablel® cable companies provide training services to customers either through their experienced and specialised personnel or through acclaimed consulting firms and technical advisers.

**Backup material**

Provision of parts for the maintenance of installed energy and telecommunication systems throughout the lifespan of each designed interconnection.

**Facilities**

Provision of installation services for underground high and extra-high voltage cable interconnections as well as for all submarine cables produced by the Cablel® cable companies.

**Repair and replacement**

Boasting fully trained, experienced personnel as well as acclaimed subcontractors and equipment sub-suppliers, the Cablel® cable companies can undertake repairs of already installed land or submarine cable interconnections. This service includes repairs and/or replacements of submarine interconnection systems for high voltage cables as well as submarine power and fibre optic cables.

**Original Equipment Manufacturer services**

The Cablel® cable companies provide a full range of OEM services, including design, production and packaging for large customers. Following a detailed feature analysis for the design the products requested by customers, the Companies provide products and services, always taking into account environmental conditions in the area of operation.





## 4.3 Research and development

Prioritising the development of new, innovative, quality-enhanced and environmentally-friendly products and the provision of high value-added services, the Cablel® cable companies ensure that their Research and Development departments are always up-to-date with innovative research endeavours. As the area of research and development and the introduction of new technologies in the production process are integral parts of the Companies' production activity, cooperation has been established with internationally acclaimed educational institutions, renowned research centres and certified laboratories in Greece and abroad.

### Polymer laboratory

Paying particular attention to research and development, as well as to the application of new technologies, the Cablel® cable companies have established a state-of-the-art polymer laboratory at the production plant of Hellenic Cables in Oinofyta. The laboratory mainly conducts chemical analyses and identifications of raw materials, with emphasis on quality control and polymer analyses for underground high and extra-high voltage cables and submarine cables. In particular, the laboratory's specialised personnel focuses on testing specific characteristics, such as the degree of cross-linking, the analysis of cross-linking reaction by-products, the detection of polymer thermal memory etc. Finally, another significant element is the research and development of new plastics and elastomer compounds.

### Participation in the European programme Horizon 2020

Since 2014, Hellenic Cables has been participating in the European research programme Horizon 2020, in cooperation with the manufacturing systems and automation laboratory of the University of Patras department of mechanical engineering and aeronautics. The cooperating partners have submitted a joint proposal for the production of new compounds by adding (nano)materials, and the selection of appropriate materials and shapes for shaping rollers. Hellenic Cables expects significant benefits from the approval of the programme, which will lead to the development of innovative products, alongside alliances with various companies in the framework of exchanging know-how, ideas and experiences.

### Elkeme S.A. - Hellenic Research Centre for Metals: A multi-purpose centre for research and technology

The Cablel® cable companies work closely with ELKEME in all stages of new product design and in the aim of offering solutions to problems faced by the industry. ELKEME, the metal research centre of Viohalco's companies, mainly focuses on materials research, production methods and final product behaviour, technology production and exchange on a global scale. Through a network of cutting-edge research laboratories, it participates in the research and development of new products with the aim of establishing the Greek metal industry as a technologically innovative international player. It also designs and implements pilot programmes concerning all metal-working manufacturing processes, while supporting cable companies' production plants, both in Greece and abroad, through research.

**We invest in the research and development of new technologies and participate in European programmes for exchanging know-how, in order to create and maintain a competitive advantage.**





## 4.4 Major projects

### **Cablel® cable companies: Conclusion of three contracts with the Danish company Energinet.dk for the submarine interconnection of Denmark - Sweden and the replacement of overhead power lines within Denmark.**

In June 2016, the projects related to the design and supply of 150 kV and 132 kV high-voltage three core and single core submarine cables, 150 kV and 132 kV high-voltage single core land cables and the supply, delivery and installation of components and the execution of cable termination works. The contracts concern the supply of approximately 18 kilometres of submarine cables and 75 kilometres of land cables, in total.

The above 132 kV single core and 150 kV compound three core non-armoured submarine cables with XLPE insulation will be produced by Hellenic Cables at the production plant of its subsidiary, Fulgor, while the 150 kV and 132 kV high voltage unipolar land cables will be produced at the Company's production plant in Thiva. The three contracts will have been completed by the end of 2017.

### **Conclusion of two contracts with the German electricity transmission system operator, TenneT, for submarine power transmission interconnections for offshore wind parks.**

In 2016, the German electricity transmission system operator Tennet awarded to the Cablel® cable companies the implementation of two turnkey projects for the design, production, installation and underwater protection of submarine electricity transmission systems for the connection of the substations of the offshore wind parks Borkum Riffgrund II and Trianel Borkum in the North Sea. In particular, the contracts awarded to Hellenic Cables are turnkey projects for the design, production, installation and underwater protection and commissioning of three power transmission systems, with 155 kV voltage AC submarine cables, with cross-linked polyethylene (XLPE) insulation. The projects include the installation of 155 kV high-voltage submarine cables with a total length of 24 km.

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## 4.5 High quality of products

As the Cablel® cable companies operate in a highly competitive environment, they seek to combine appropriate and innovative means of production, highly trained staff and a customer-orientated philosophy to directly respond to customer requirements. Moreover, they are in a position to improve the quality standards of the products manufactured, where necessary. As high product quality is an inextricable part of the Companies' strategy, systematic and effective quality controls are conducted at all stages of the production process.

In this context, the Companies undertake to:

- Manufacture products and provide services that comply with and/or exceed customers' requirements and expectations.
- Systematically monitor customers' needs and requirements.
- Set measurable quality targets, systematically monitored by the Management through periodical reviews.
- Continually invest in development, research and innovation, in order to improve the quality and economic competitiveness of their products and services.
- Provide continuous training to staff, aiming at their continuous professional development, personal well-being and satisfaction.







The Cablel® cable companies have developed and implement a quality policy and a Quality Management System, based on the requirements of the ISO 9001 Standard.

**Compliance markings and certification systems**

The Cablel® cable companies apply strict quality standards and certification systems that ensure the high quality of their products and services, while leading to the continuous improvement of the production process as a whole.

All products of the Cablel® cable companies bear compliance markings, as well as trade mark licenses by internationally acclaimed certification firms, which constitute tangible evidence as to the continuous controls performed on the production process and the high specifications based on which they are produced.

All plants of the Cablel® cable companies have been certified according to the ISO 9001 standard.

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Indicatively, some of our certification marks are:



In addition to obtaining compliance markings, the Cablel® cable companies carry out type tests in internationally acclaimed and independent laboratories abroad. These tests are yet another safeguard for ensuring the high quality of its manufactured products. Type tests may also be carried out at the premises of the Companies, supervised by independent certification and control bodies.

Indicatively, some of the certification bodies and laboratories are:



During 2016, following the relevant checks, the Cablel® cable companies maintained and/or acquired for the first time the following compliance markings:

Hellenic Cables		
Cable type		Certification body
Low-voltage cables	A05VV-R, A05VV-U, E1VV-R, E1VV-S, E1VV-U	MIRTEC EBETAM
	RE4*RX 0.6/1KV	IMQ
Fulgor		
Cable type	Nominal voltage (kV)	Type of tests
Submarine cable - 3x1600 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY	127/220	Prequalification tests
Underground cable - 1x2000 mm <sup>2</sup> AL/XLPE/CWS/PE (with accessories)		
Submarine cable (with accessories) - 3x1600 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY	142/245	Type tests on cable system
Submarine cable - 3x1600 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY & 3x800 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY (with asymmetrical factory connector)	127/220	Extension of tests
		Extension of the prequalification test
Submarine cable - 3x1600 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY & 3x800 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY (with asymmetrical factory joint)	127/220	Type tests
Submarine cable - 3x1000 mm <sup>2</sup> Cu/XLPE/PB/SCPE/PPY/SWA/PPY with 2 FO SST/PE/SWA/PE (with accessories)	90/155	Type tests on cable system
Icme Ecab		
Cable type	Nominal voltage (kV)	Type of certification
N2XH - N2XCH Halogen-free power cables (by VDE Germany)	0.6/1 kV	HD 604 / VDE 0276 Part 604
NSHTÖU Power and control cable for drum reeling (by VDE Germany)	0.6/1 kV	VDE 0250 Part 814
NHXCH E90 Halogen-free power cable (by MPA NRW - Germany)	0.6/1 kV	DIN VDE 0266
N2XY Power and control cables (by OICPE - Romania)	0.6/1 kV	IEC 60502-1

Aiming at protecting the health and safety of end users, the products of the Cablel® cable companies are always accompanied by the necessary test certificates, technical data and additional data, depending on the requirements of each customer, providing the necessary information as to the correct application and use of the products. The following is provided according to the requirements of the product or service:



Product or service details

- Technical Data
- Specific instructions
- Labelling on the products or their packaging
- Test certificates
- Certificates of conformity
- Answers to customer queries



Safe use of the product or service

- Technical Data
- Specific instructions
- Answers to customer queries
- Product specifications
- Safety Data Sheets (MSDS) for mixtures



Recommendation (especially with regard to substances likely to have an environmental or social impact)

- Technical Data
- Specific instructions
- Labelling on the products or their packaging
- Test certificates
- Certificates of conformity
- Answers to customer queries
- Labelling of a product or packaging falling under a Community directive (CE marking)



## 4.6 Business Continuity Management System

Due to the adverse financial situation in Greece, a significant potential risk for the operation of Hellenic Cables has been identified over the past two years, as disruptive events could bear significant impacts on the company's financial and operational levels. Disrupting events are defined as events that could occur due to natural disasters or unforeseen situations that could lead to disorder, loss of production, emergency or crisis, which could affect productivity, profitability and stakeholder trust.

To this end, to ensure the sound and timely management of any disrupting events, a Business Continuity Plan was developed, which was successfully certified in 2017, in accordance with ISO 22301:2012.

The Business Continuity Plan is an all-inclusive process that identifies potential threats to a company's operation and their impact on its operations. The procedures and processes developed provide the infrastructure for immediate reaction to disrupting situations that could affect our mission and sustainability, always on the basis of the precautionary principle.

The System developed at the Cablel® cable companies provides the tools to allow them to continue delivering products and services at agreed, predefined levels.

Business Continuity Plans were developed, based on an integrated risk analysis and impact assessment. Specifically, the main risks that companies may face have been identified, assessed and prioritised. The Plans provide all necessary emergency response procedures and processes, alternative ways of communication with interested parties, alternative communication systems, information systems and production plans, processes for the use of alternative energy sources, as well as maintaining and ensuring the readiness of the Companies themselves. We have developed Business Continuity Plans for the following operations:

- Human resources
  - Production
  - Information and data
  - Sales and projects
  - Legal issues
- Reputation
  - Financial issues and political risk management
  - Infrastructure, health and safety, environment
  - Supplies

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Our Business Continuity Plans include:

Predetermined roles for the people or/and teams responsible for management during or even following the occurrence of a disruptive event.

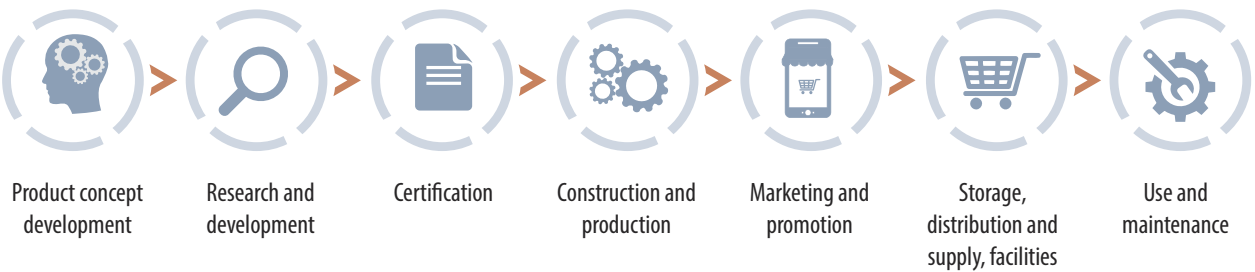
Methodology tested as to its effectiveness in order for the organisation to recover its ability to provide basic products and services of an acceptable level, within a predetermined time limit following the occurrence of a disrupting event.

Information procedures for employees and the public in the case of a disruptive event.

Recovery procedures for set business activities following the extraordinary measures.

# 4.7 Caring for health and safety within the product’s life cycle

In order to protect the health of their end users/customers, the Cablel® cable companies supervise all their products in the following stages of their life cycle.



*\* At the specific stages, all product specifications are taken into account, in terms of design, the materials used, manufacturing and the necessary controls. Compliance with specification requirements, often certified by independent bodies, ensures that, when used properly, cables are not detrimental to the environment or consumers. Any potential impact is within the limits of the relevant specifications and regulations.*

To this end Cablel® cable companies:





**Fire retardant cables**

Fire retardant cables contain materials that delay the burning of cables and, therefore, the spread of fire (cables often run through building walls and doors).

**Fire resistant cables**

Fire resistant cables operate even when their insulation has been completely destroyed by fire, thus allowing critical equipment to function. Fire resistant cables are distinguished into cables that have:

- Insulation integrity which ensures that the cable can function.
- Circuit integrity that ensures that the electric circuit can operate as a system (cable and supports).

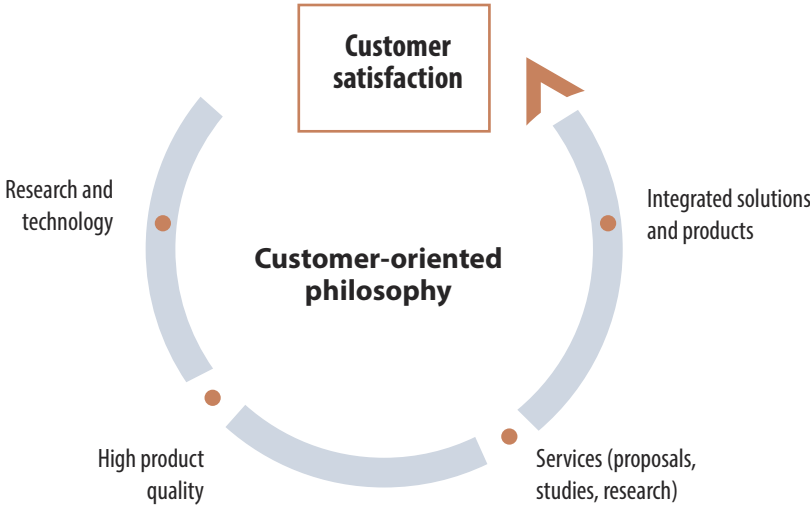
**Halogen-free cables**

Halogen-free cables do not release chlorine, fluorine or bromine when they burn. These chemicals are toxic and cause irritation and damage to the respiratory system. They are also corrosive and can damage electronic components and contacts.

4.8 Customer–focused philosophy

Excellent customer service and satisfaction are at the core of the Cablel® cable companies’ values. The Companies have daily personal contact with all their customers, even if they operate in different continents. This customer-oriented philosophy, combined with our integrated products and solutions, helps build relationships of trust and mutual benefit. The key components of the Cablel® cable companies’ customer-oriented philosophy form the basis for providing high added value products with superior specifications.

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Operating in a framework of collaboration and mutual trust, the Cablel® cable companies provide their customers with the possibility of performing on-site inspections of the production plants, usually to assess financial growth and performance, in terms of the environment, health and safety.

**Following their assessment in accordance with strict criteria, the Companies are successfully included in lists of approved suppliers for internationally acclaimed sectoral customers.**

Other than allowing them to draw useful conclusions regarding the strong and weak points of their operations, these assessments allow the Companies to be included in lists of approved suppliers for internationally acclaimed sectoral customers. In this context, in 2016, Hellenic Cables received an SPEN approval as supplier of submarine power cables.

Moreover, a significant factor for quality communication with customers is the biannual customer satisfaction survey. Satisfaction surveys provide customers with the possibility of assessing the Companies’ performance in a series of criteria (product quality, delivery times etc.), as well as in Corporate Social Responsibility Issues. The results of the 2016 survey showed high customer satisfaction in terms of the quality of the products they received (94.12%), completeness of the information they receive (93.3%) and compliance with delivery times (86.11%).

Complaint management

As part of their customer-oriented approach, the Cablel® cable companies place particular emphasis on effective complaints management. The process for recording and managing customer complaints has been greatly improved and constitutes an important tool in taking decisions aimed at maximising customer satisfaction.

The Companies collect statistics of the complaints submitted, such as, inter alia, information on the causes, resolution times and their outcome.

Receiving customer complaints is an opportunity for improvement, while corporate goals that are directly related to customer satisfaction, are easier to define.



Customer complaints (in numbers)

Customer complaints Hellenic Cables & Fulgor	2014	2015	2016
Product related	10	4	2
Due to packaging	6	1	2
Non-documented or withdrawn	9	9	9
Small quantity	7	5	5
Labeling	5	1	1
Total	37	20	19





## 4.9 Responsible supply chain management

The suppliers of the Cablel® cable companies are important partners for meeting their business goals, as they also contribute significantly to maintaining competitiveness and responsible entrepreneurship. The development and maintenance of a supply chain, with financial, environmental and social features, is a constant challenge for the Cablel® cable companies. For this reason, the new “Supplier Code of Conduct” was developed in 2016, with a view to incorporate ethical, moral and sustainability principles across the entire supply chain. The new Supplier Code of Conduct defines the key requirements that suppliers of goods and services and all subcontractors are expected to meet, in terms of their social, environmental and economic performance. The new Code of Conduct focuses on promoting business ethics, transparency and professionalism throughout the supply chain. The Code is based on specific standards and initiatives, such as: ISO 26000, SA 8000, AA 1000, International Labor Standards, ISO 14001, OHSAS 18001, ISO 9001, the Ten Principles of the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises.

Main sections of the Code are:



### 66 Supplier assessments and audits

As the ultimate goal of the Cablel® cable companies is customer satisfaction, a quality control procedure is implemented for the raw materials supplied, always in cooperation with the Companies’ suppliers. It should be noted that the Companies collaborate closely with a large network of suppliers, who meet their requirements regarding quality raw materials and other materials.

**The Cablel® cable companies assess their suppliers based on Sustainability criteria, and issues related to occupational health and safety management according to ISO 18001 as well as to the prevention of accidents.**

Suppliers collaborating with the Companies are, among other things, assessed based on the principles of transparency and meritocracy and according to their environmental and social performance. Suppliers are assessed before inclusion in the approved supplier list, while existing suppliers are re-assessed. For existing suppliers:

- On-site inspections are also carried out, in order to ensure compliance with set procedures, agreed technical specifications and raw material quality,
- their approval is subject to review, when problems that cannot be addressed are identified in their performance.

Positively evaluated suppliers are re-evaluated, when there is no co-operation for over three years.

All suppliers should meet the necessary objective and measurable criteria such as:

Application of ISO 9001:2008 Quality Management System
Compliance with the European REACH Regulation and dispatch of the corresponding Material Safety Data Sheets (MSDS)







# 5. Responsibility to our employees

The relevant material issues are:



**Equal and meritocratic working environment**

- Diversity
- Equal opportunities
- Fair salaries
- Attracting talents



**Education and development**

- Training plan
- Evaluation
- New ideas and suggestions system
- Team spirit



**Employee health and safety**

- Continuous training
- Incident reduction programs

Employees, at the heart of the Cablel® cable companies’ operations, have a significant contribution to its growth and development. As a responsible employer, each Company invests in HR management systems, while maintaining a safe and non-discriminatory working environment, offering continuous training and education opportunities and fair remuneration.



## 5.1 Code of Conduct

Cablel® cable companies implement Code of Conduct, which is based on the guidelines by the international standard ISO 26000 for Corporate Social Responsibility, the 10 principles of the UN Global Compact as well as OECD Guidelines on Multinational Enterprises. Through the adoption of the Code of Conduct and in combination with the open door policy implementation, the corporate culture is established to all hierarchical levels.

All employees are informed and are expected to respect and implement the provisions of the Code in their transactions with all stakeholders. Employees are also expected to respect the relevant laws and regulatory framework of the countries where the companies operate, along with the international regulation and initiatives.

The main components of the Code of Conduct:

- Legal compliance
- Conflicts of interest
- Conduct towards business partners and third parties
- Dealing with information
- Protection of Company's property and assets
- Fair market behaviour
- Human rights and workplace practices
- Occupational health and safety
- Environmental protection
- Stakeholder communication
- Accounting and reporting
- Responsibility of managers and employees
- Reporting irregularities
- Monitoring and Code amendments

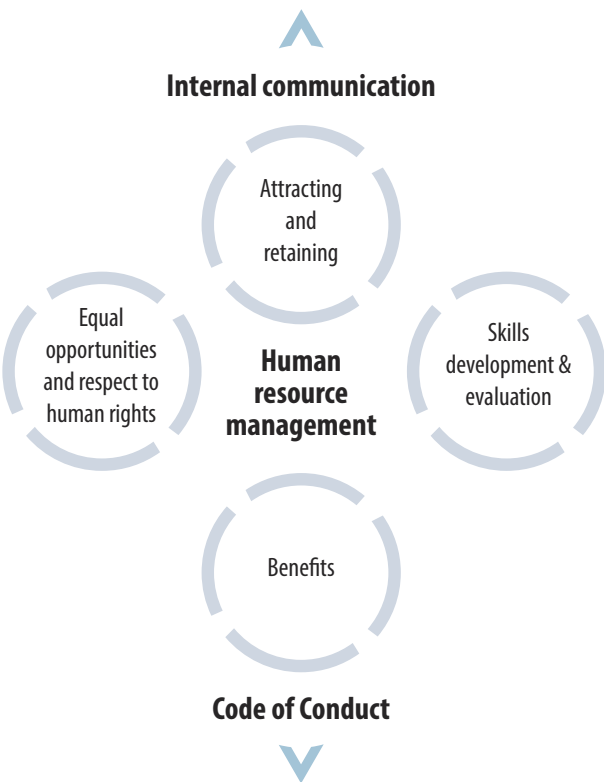
70

**The Code of Conduct in combination with our principles and values, constitutes the basis for building trust, which plays a key role in sustainable business success.**

## 5.2 Organization and management

HR management is based on the employee Code of Conduct, while the Companies' internal communication system is a significant organisational tool. The HR department is structured on the following four main pillars:

- Attracting and retaining
- Development and evaluation
- Benefits
- Equal opportunities and respect to human rights

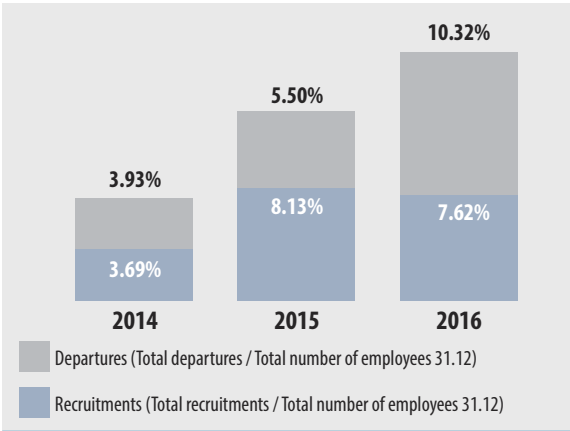


## 5.3 Attracting and retaining talents

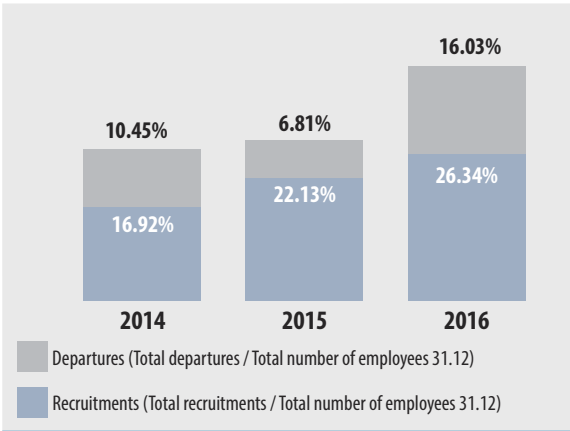
The Cablel® cable companies are staffed by specialised individuals with excellent training, with a view not only to retain them but also to attract new, highly trained staff. It is noted that, due to the large number of unskilled workers, there may be fluctuations in employee mobility. Specifically, over the last three years, the following were recorded by Company:

### Employee mobility

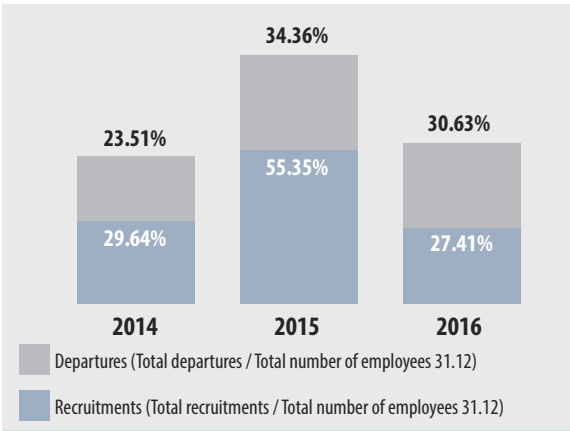
Hellenic Cables



Fulgor



Icme Ecab



**Mobility rates are increased as they also include employee transfers between the Cablel® cables companies, as well as transfers to other companies in the broader group.**

## 5.4 Developing and appraising

The Cablel® cable companies have set the appropriate conditions for the progress of their employees, with a view to their ongoing development and the improvement of their skills and abilities. This progress is achieved not only through the implementation of training programmes, but also through the active participation of employees in the process of developing procedures and programmes, via a system for the submission of new ideas and proposals.

### Training

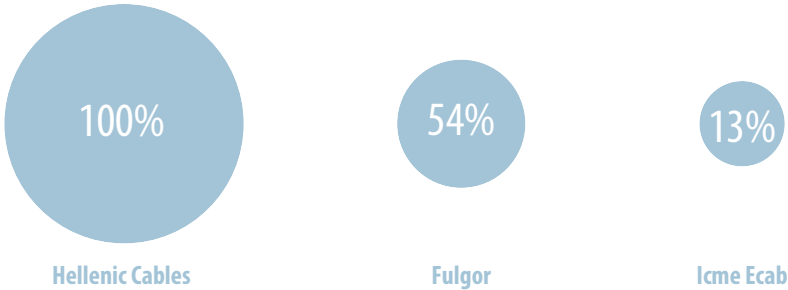
Every year, a number of educational and training programmes are implemented in the Companies, allowing employees to expand their knowledge, improve productivity and achieve their goals. The training programmes





attended by all employees, from management to production workers, relate to research and development, quality control, health and safety, and more.

Percentage of employees trained in 2016, by Company

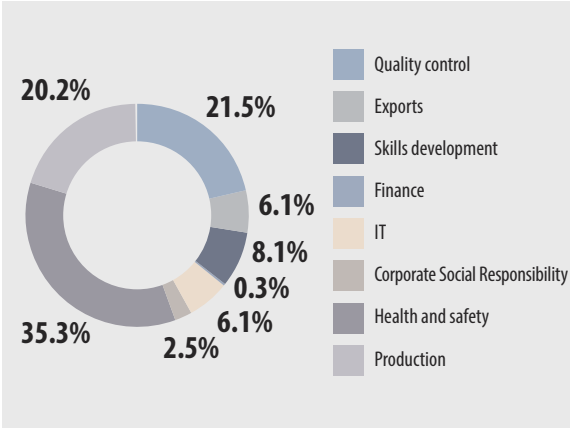


In 2016, all Companies implemented training programmes, either within the company or in collaboration with a specialised external body. Detailed training data for the year are presented below. More specifically, the first charts illustrate the percentile distribution of training hours per subject area, while the tables below illustrate the distribution of training hours per position in the company.

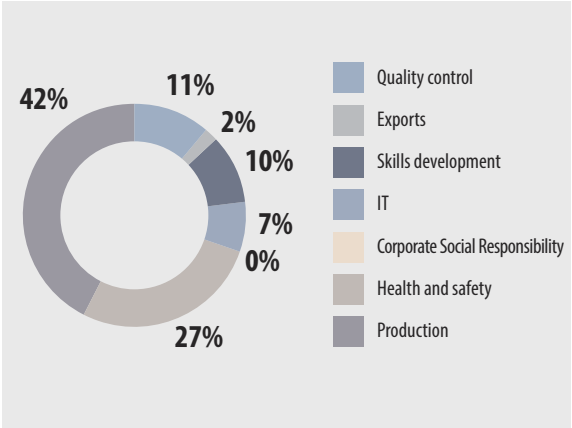
Training hours per subject

72

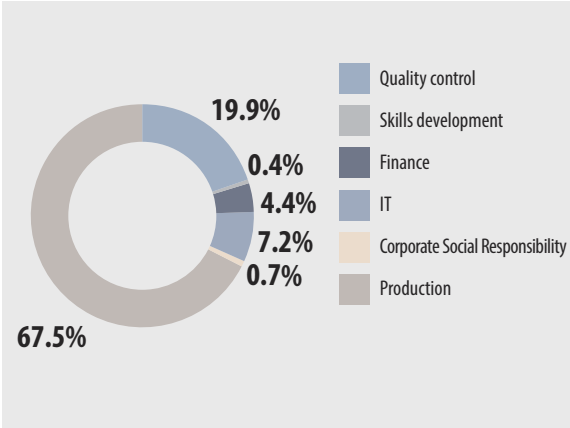
Hellenic Cables



Fulgor



Icme Ecab



In 2016, a total of 13,407 hours were spent on training in seven (7) different subjects at Hellenic Cables and Fulgor, and six (6) subjects at Icme Ecab.





Training rates by gender and position

Hellenic Cables	Total training hours			Average of training hours per employee		Average of all employees
	Men	Women	Total	Men	Women	
Directors	352.00	0.00	352.00	32.00	0.00	32.00
Senior Executives	1,982.00	19.00	2,001.00	49.55	19.00	48.80
Employees	682.00	185.00	915.00	24.36	30.83	26.91
Foremen and workers	2,510.00	6.00	2,516.00	7.84	6.00	7.84
Total	5,526.00	210.00	5,784.00	13.85	26.25	14.21

Fulgor	Total training hours			Average of training hours per employee		Average of all employees
	Men	Women	Total	Men	Women	
Directors	124.00	0.00	124.00	62.00	0.00	62.00
Senior Executives	900.00	32.00	932.00	32.14	10.67	30.06
Employees	113.00	203.00	316.00	12.56	33.83	21.07
Foremen and workers	2,231.00	0.00	2,231.00	23.99	0.00	23.99
Total	3,368.00	235.00	3,603.00	25.52	26.11	25.55

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Icme Ecab	Total training hours			Average of training hours per employee		Average of all employees
	Men	Women	Total	Men	Women	
Directors	80.00	0.00	80.00	13.33	0.00	13.33
Senior Executives	408.00	36.00	444.00	21.47	9.00	19.30
Employees	0.00	28.00	28.00	0.00	7.00	7.00
Foremen and workers	2,292.00	344.00	2,636.00	65.49	68.80	65.90
Total	2,780.00	408.00	3,188.00	46.33	31.38	43.67

System for the submission of new ideas and proposals

The system for the submission of new ideas and proposals was initially implemented in 2012. It incorporates the precautionary principle into the day-to-day operation of the Companies and contributes to the continuous improvement of the employees' activities. In particular, each year, employees submit new ideas and proposals for issues related to production, maintenance, safe working conditions, environmental protection and the overall operation of the sales departments or/and the financial services.

Ideas and proposals submitted are initially examined by an assessment team (Plant Director, Director of Studies Department and Technical Director), and are then passed on to the General Management, which decides which of those will be implemented and eventually rewarded.

In 2016, 11 new ideas were submitted, 10 of which were awarded.

Evaluation

The Cablel® cable companies, having recognised that evaluation ensures merit-based employee growth, implement a performance evaluation system. The evaluation is based on objective measurement and performance indicators and concerns all staff, regardless of position and rank.

In the Cablel® cable companies, 100% of employees were evaluated in 2016, using the new evaluation system.

5.5 Benefits

To support employees and maintain a balance between their professional and personal life, the Cablel® cable companies offer various additional benefits to all employees, regardless of their employment contract type. These benefits are offered in addition to those provided under the applicable legal framework and are classified into health benefits, cash benefits or other benefits.

Additional benefits offered to all employees	Hellenic Cables	Fulgor	Icme Ecab
Health benefits	√	√	√
Additional medical and hospital coverage	√	√	√
Employee meals	√	√	
Transfer of employees with chartered buses	√	√	√
Postgraduate course funding	√	√	√
Provision of vouchers (two or three times a year)	√	√	
Vouchers on a monthly basis			√
Other benefits	√	√	
Educational leaves for employees on postgraduate courses	√	√	√
Christmas gift vouchers for the children of staff (up to the age of 12)	√	√	
Summer camps for employees' children	√	√	

In addition, according to their position in each company, the years of experience and the nature of the difficulties an employee might face (i.e. long distance from the production plant), the Company may provide additional benefits such as: Company car, travel allowance based on the kilometres covered, mobile phone and a laptop where considered necessary.





## 5.6 Equal opportunities and human rights

The Cablel® cable companies implement an “Open Door Policy” with a view to encourage open dialogue between employees and Management and to establish a uniform corporate culture at all hierarchical levels. Through the internal communication system, information and ideas are exchanged and the climate of trust, respect and teamwork is enhanced.

The internal communication channels used by the Companies serve in business communication, as well as for recognition, rewards and social issues.



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**Regular meetings with staff**

The General Management, together with the Company Department Heads, hold briefing meetings with all the staff.

**Intranet**

Employees have access to all kinds of data concerning the Company, for their direct briefing on various Company issues and initiatives and for their proper and reliable briefing on policies, processes and systems.

**Newsletters**

These are distributed in either printed or electronic form, to inform employees in due time on important issues of interest.

**Bulletin Board**

The board, which is accessible to all employees, is used to post announcements, whenever the Management deems appropriate.

**System for the submission of new ideas and proposals**

Employees submit their proposals/ideas and can receive awards for these.

**Events**

Held on a case-by-case basis for a specific purpose, such as the New Year celebration event.



## 5.7 Internal communication

The Code of Conduct of the Cablel® cable companies is a key tool for maintaining a fair and merit-based working environment, with particular emphasis on equal work opportunities and respect for human rights.

Code of Conduct of Cablel® cable companies	Our practice
<p><b>Avoiding Discrimination</b></p> <p>“We hire, evaluate and manage so as to avoid any type of discrimination related to race, gender, religion, age, disability, sexual orientation, nationality, political beliefs, social or national origin. Furthermore, diversity is encouraged at every level of the workplace”.</p>	<p>It should be mentioned that Hellenic Cables employees 3 men with disabilities as well as 12 employees of various nationalities (other than Greek) and religions, while Fulgor employs 1 man and 1 woman with disabilities.</p>
<p><b>Equality and Equal Opportunities</b></p> <p>“We do not tolerate any type of discrimination based on race or gender, religion, age, nationality, social or national origin, disability, beliefs, sexual orientation. These principles apply from the moment new employees are hired and throughout the collaboration and the career development of our people. The only factors taken into consideration are: the experience, personality, efficiency, and the skills and competencies of each employee”.</p>	<p>The Companies support motherhood, providing their female employees with the possibility of reduced working hours without, however, excluding men who wish to benefit from the specific provision. During 2016, 5 female employees at Icme Ecab received parental leave, while all the women that received parental leave in the past remained with the Company.</p>
<p><b>Compulsory or child labour</b></p> <p>“We are opposed to any type of compulsory or child labour. All work at the Company must be done at the people’s free will. No type of forced, imposed or child labour will be tolerated. The minimum employment age is 18”.</p>	<p>We make sure our employees and the contractors working in our premises provide us with the necessary documentation, certifying that they do not engage in child labour.</p>
<p><b>Harassment</b></p> <p>“All types of harassment (including all types of sexual harassment and other legally stipulated forms of harassment), intimidation or bullying, disrespect or disrespectful comments are forbidden. In addition, any type of threat or violence in the context of business activities within or outside the Company’s facilities is forbidden.”</p>	<p>The communication channels developed at the Cablel® cable companies encourage mutual respect, collaboration and team work, in order to avoid any harassment incidents.</p>

No incidents or complaints for discrimination based on diversity have been recorded or reported.

No incident of child or forced labour and any form of harassment has occurred to date.

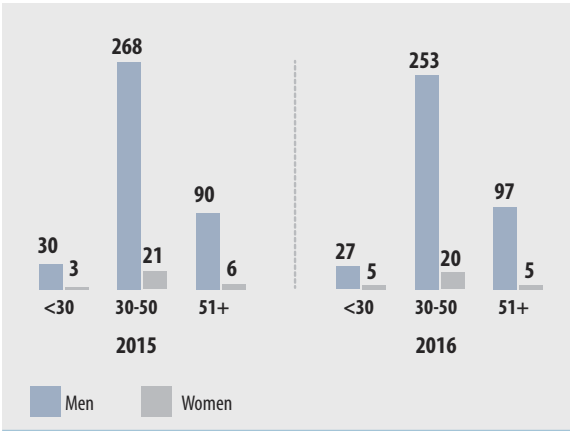


## 5.8 Human resources data

Human resources data for Hellenic Cables, Fulgor and Icme Ecab are presented below, in two-year basis.

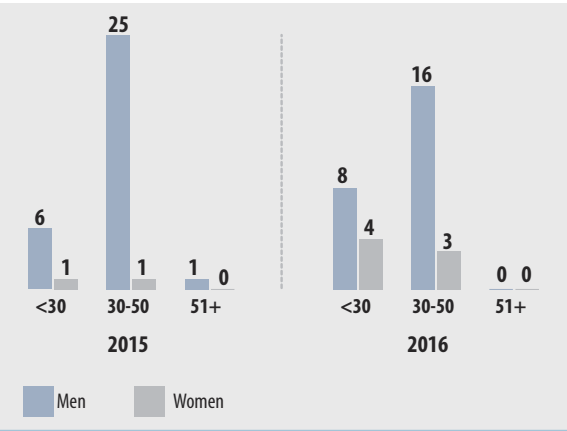
### Age distribution

#### Hellenic Cables



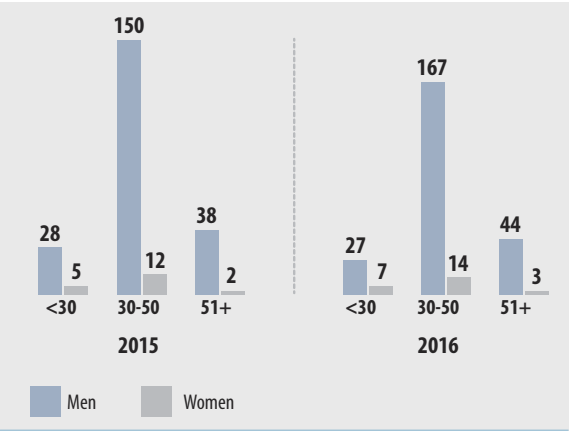
### Recruitments by age and gender

#### Hellenic Cables

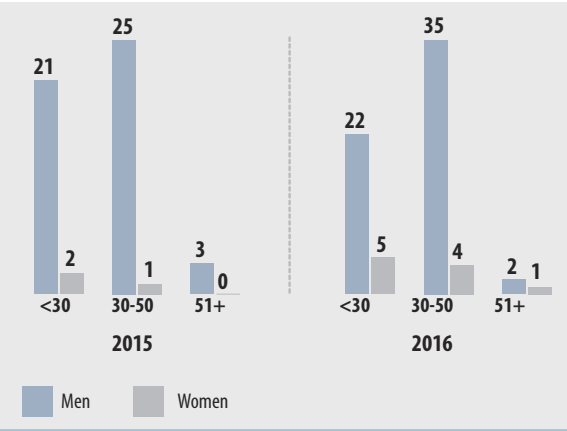


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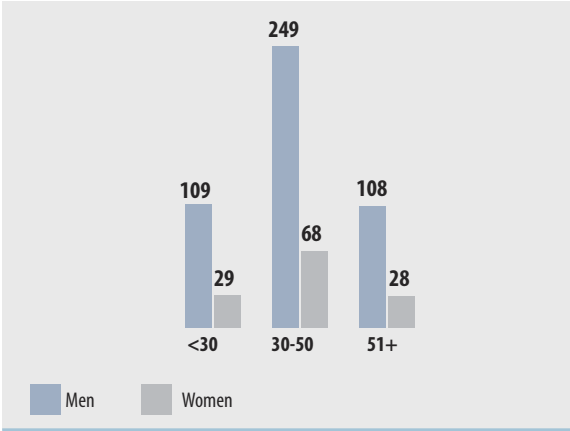
#### Fulgor



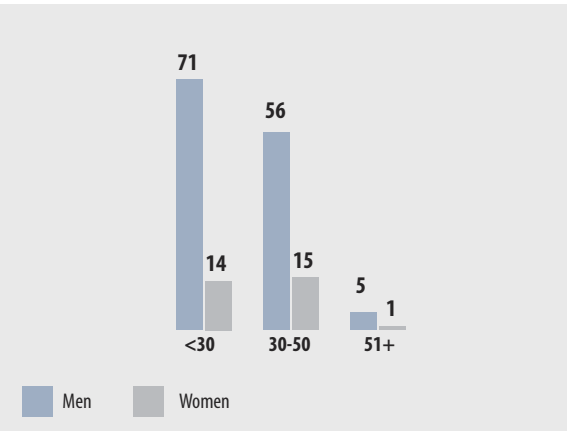
#### Fulgor



#### Icme Ecab

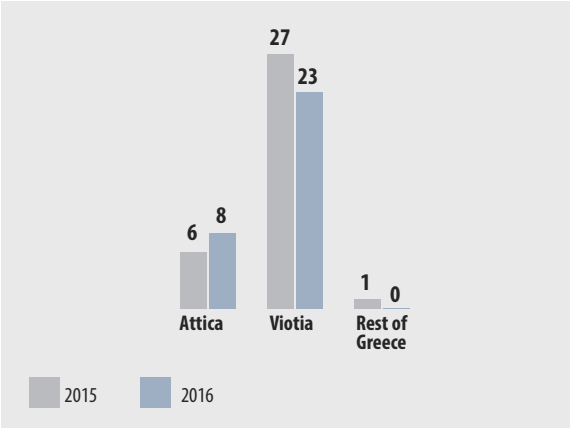


#### Icme Ecab

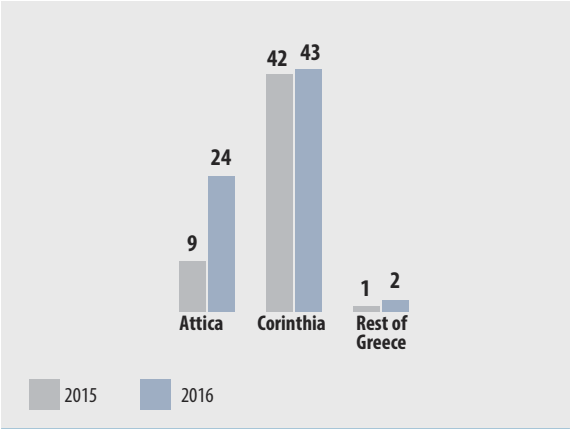


Recruitments by region

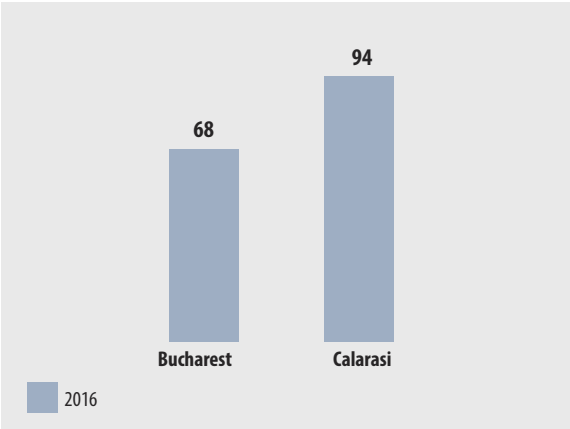
Hellenic Cables



Fulgor

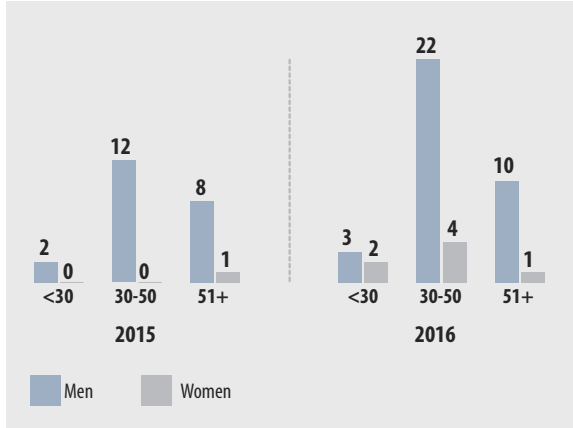


Icme Ecab

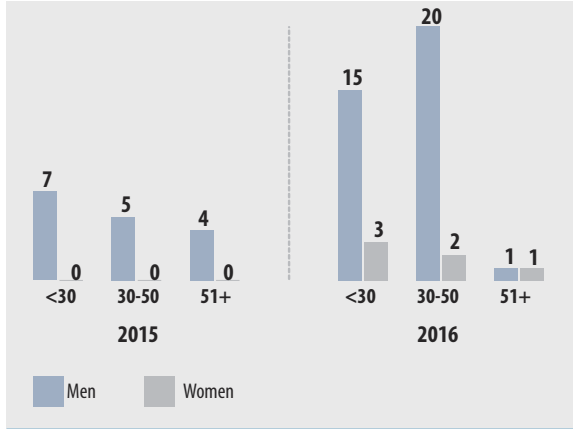


Departures by age and gender\*

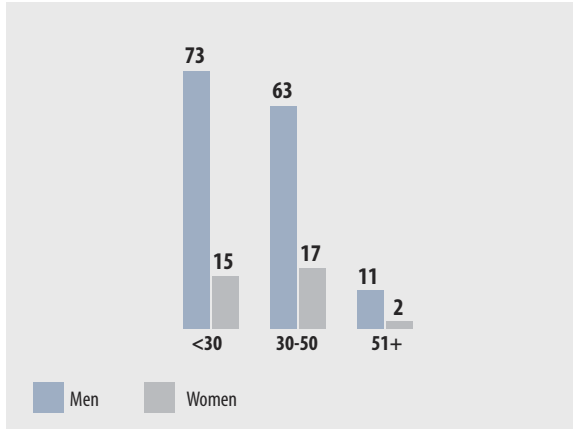
Hellenic Cables



Fulgor



Icme Ecab

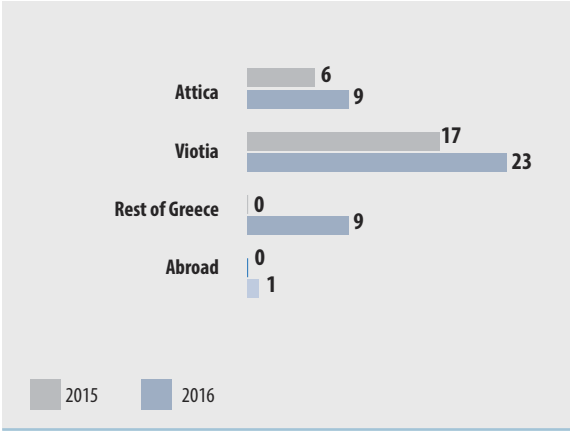


\* Hellenic Cables’ numbers of departures by age and gender, for 2016, include seventeen people, who were transferred to various Viohalco companies.



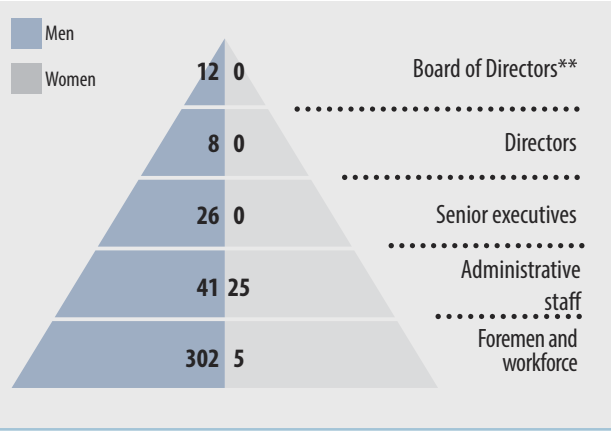
Departures by region\*

Hellenic Cables

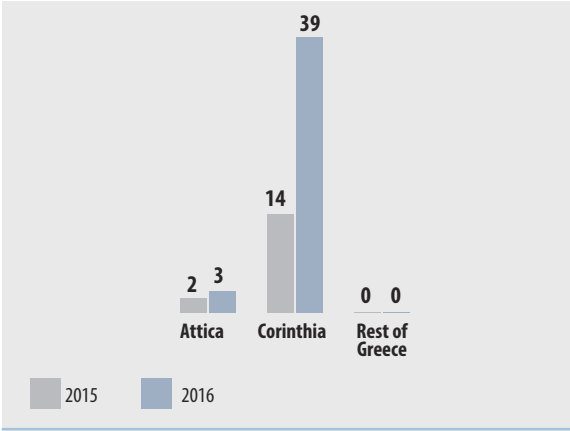


Distribution in hierarchical levels 2016

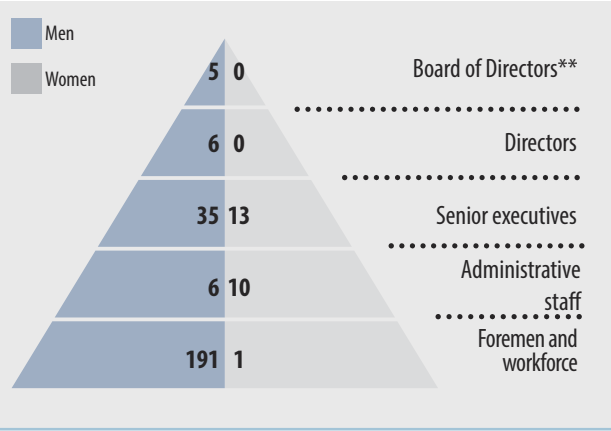
Hellenic Cables



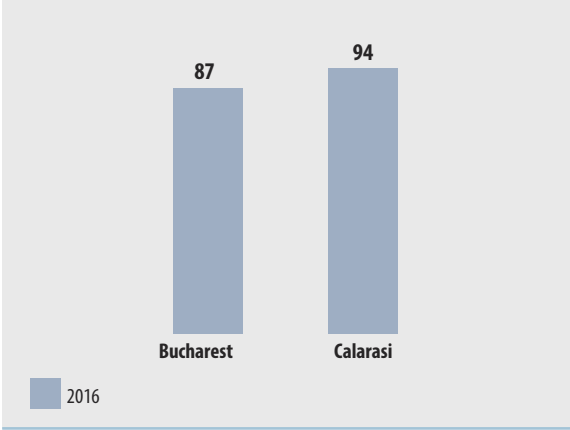
Fulgor



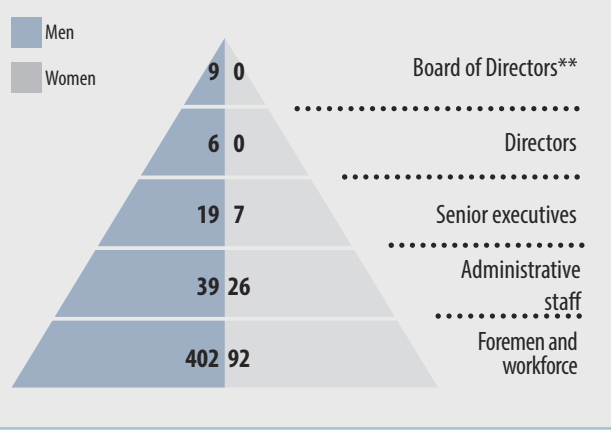
Fulgor



Icme Ecab



Icme Ecab



\*\* The members of BoD are not included in the total workforce.

Employment data

Hellenic Cables	2015			2016		
	Men	Women	Total	Men	Women	Total
Personnel in total	388	30	418	377	30	407
Collective labour agreements	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	-	-	-	-
Labour agreements of indefinite duration	387	30	417	377	30	407
Labour agreements of definite duration	-	-	-	-	-	-
Seasonal employment	-	-	-	-	-	-
Full time employment	387	30	417	376	30	406
Part time employment	1	-	1	1	-	1
Other (practice)	1	-	1	1	-	1

Fulgor	2015			2016		
	Men	Women	Total	Men	Women	Total
Personnel in total	216	19	235	238	24	262
Collective labour agreements	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	-	-	-	-
Labour agreements of indefinite duration	216	18	234	210	24	234
Labour agreements of definite duration	-	1	1	28	-	28
Seasonal employment	-	-	-	-	-	-
Full time employment	214	19	233	238	24	262
Part time employment	-	-	-	-	-	-
Other (practice)	2	-	2	1	1	2

Icme Ecab	2015			2016		
	Men	Women	Total	Men	Women	Total
Personnel in total	375	111	486	466	125	591
Collective labour agreements	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	-	-	-	-
Seasonal employment	-	-	-	-	-	-
Full time employment	375	111	486	466	125	591
Part time employment	-	-	-	-	-	-
Other (practice)	2	-	2	2	2	4







## 6. Health and safety



- Prevention principle**
- Health and safety committees
  - Incident management process



- Health**
- Maintaining a healthy working environment
  - Health protection programs



- Safety**
- 5S methodology implementation
  - Systematic training
  - Indicators monitoring (KPI's)

● **Health and safety policy extract**

The promotion of occupational health and safety is an integral part of our business practice. Our commitments regarding this critical subject ensure that we:

- manufacture our products and provide our services in a way that ensures accident and occupational disease prevention,
- comply with the effective legislation and regulations regarding health and safety in workplace, which we have officially accepted,
- make available the necessary resources and authorizations for implementing OHSMS, providing ongoing training to our personnel and business partners in order to improve their knowledge about health and safety in the workplace,
- identify and assess the risks and estimates their impact in order to take preventive actions for their elimination,
- monitor health and safety performance aiming at continuous improvement,
- support all employees’ participation, by encouraging their proposal submission aiming to improve its health and safety performance in the workplace.



## 6.1 The approach to health and safety

Protecting the health and safety of its employees and all its associates is a top priority for the Cabel® cable companies. As the zero-accident goal and the elimination of factors that may lead to incidents or occupational disease are top priorities, the Cabel® cable companies follow a systematic approach to occupational health and safety issues. To this end, they implement a certified occupational health and safety management system (OHMS), through which they constantly improve their performance in this area and reinforce a prevention culture, as a key feature of work behaviour.

### Health and Safety Management System

The unified Occupational Health and Safety Management System (OHMS) implemented in all production plants of the Cabel® cable companies is audited and certified according to the specifications of the international standard OHSAS 18001:2007. The smooth operation of the OHMS is greatly supported by health and safety committees. These committees have been set up exclusively for tackling issues in this critical sector. They meet regularly and their main responsibilities are:

- To address issues, posed by employees that can arise on a daily basis,
- To provide proposals for their resolution,
- To provide appropriate advice on any health and safety issue.

A separate committee has been set up for each production plant. The hierarchy and composition of these committees per production plant have been designed in a way that represents all (100%) employees, regarding health and safety issues. Moreover, each committee reports to the respective Plant Manager.

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### Health and safety committees structure

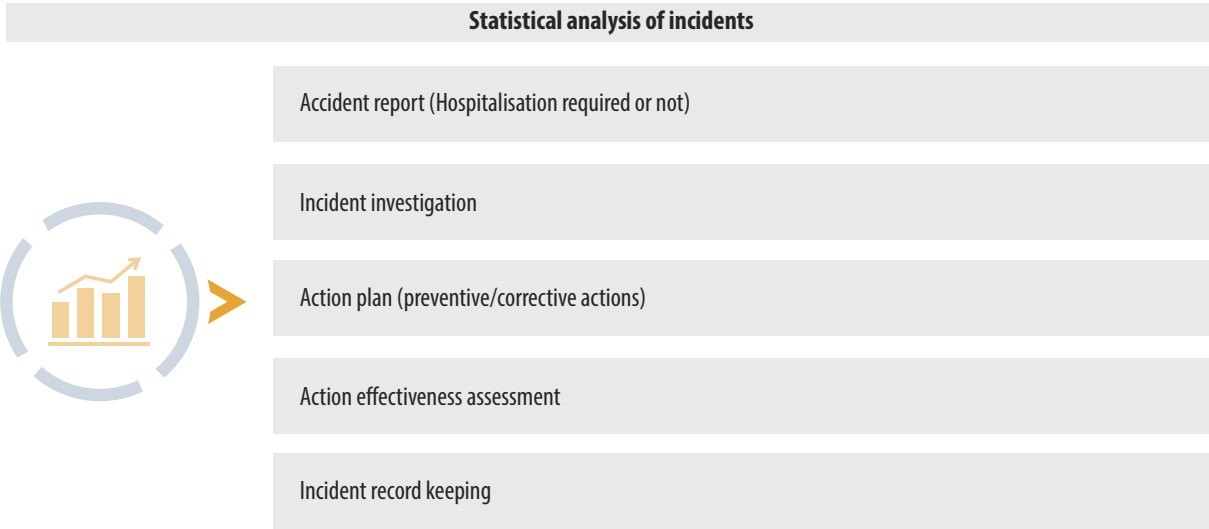
Employees	Executives of H&S committee	H&S committee coordinator
	1 H&S officer 7 engineers 8 foremen	Plant manager Thiva - <b>Hellenic Cables</b>
	1 H&S officer 1 foreman	Plant manager Livadia - <b>Hellenic Cables</b>
	1 H&S officer 1 foreman	Plant manager Inofyta - <b>Hellenic Cables</b>
	1 H&S officer 3 executives elected by the personnel Occupational therapist	Plant manager Corinth - <b>Fulgor</b>
	Employees' representatives Top management representatives Occupational therapist	Plant manager Romania - <b>Icec Ecab</b>

At Icec Ecab, the Health and Safety Committee consists of an equal number of employees and Management representatives, always with the Occupation Physician as additional member. The committee reports to the General Manager of the production plant, who also serves as the committee's secretary.

Incident management process

The Occupational Health and Safety Management System includes an incident management process, through which each production plant makes every effort to avoid, reduce and eventually eliminate the occurrence of the same accidents. The process includes key steps to achieve the “zero accidents” goal, such as incident recording, investigation and the design of appropriate preventive actions. Moreover, when necessary, occupational accidents and diseases are notified through the process.

**The incident management process meets the requirements set out by the competent national bodies (Centre for Occupational Risk Prevention-KEPEK, insurance organisation) as well as the specifications of the International Labour Organisation (ILO).**



6.2 Employees training

The Cabel® cable companies consider investing in training on health and safety issues fundamental, not only for an integrated approach to health and safety issues, but also in terms of their commitment to their employees. Education, participation in continuous training activities and awareness raising among employees is a prerequisite for promoting health and safety.

The training programmes implemented at the production plants of the Cabel® cable companies are different each year. They are planned in accordance with the requirements of the OHMS and the results of health and safety indicator analysis. Some of the training actions implemented in 2016 are listed below.

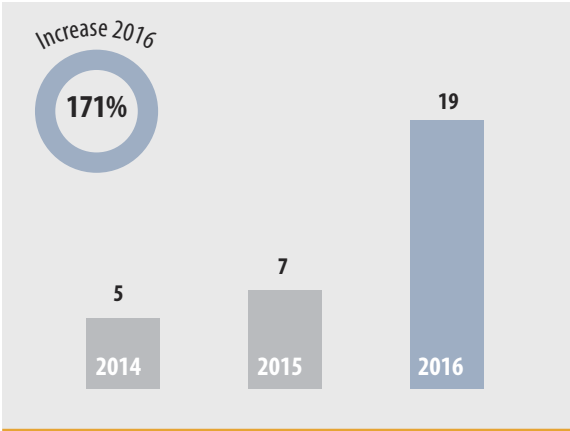
In 2016, at the Oinofyta plant (Hellenic Cables), a specialised, external expert body held a special training seminar on explosion protection of industrial premises, with the purpose of:

- Clarifying terms and notions relating to the field of explosive atmospheres (ATEX),
- ensuring a safe workplace,
- avoiding risks as well as
- facing hazardous situations.



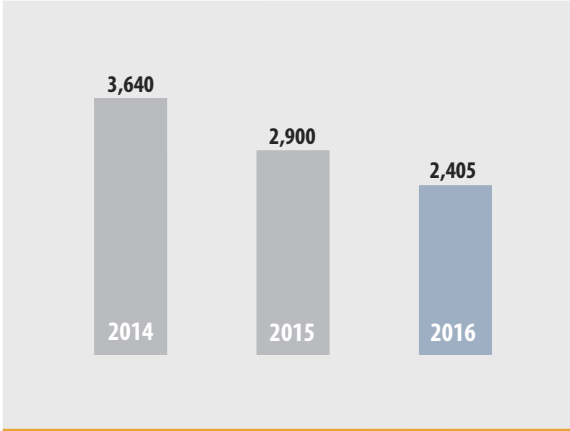
Number of health and safety seminars

Hellenic Cables

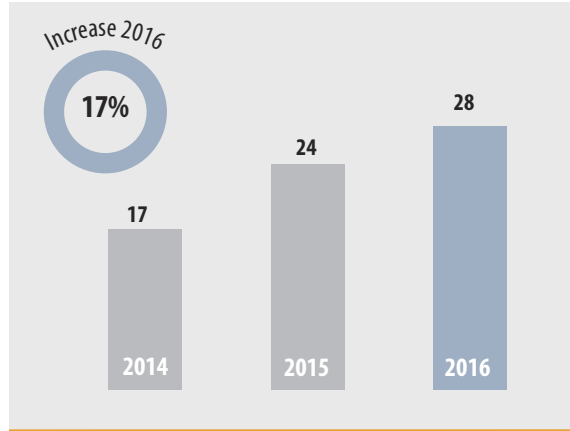


Total training hours on health and safety issues

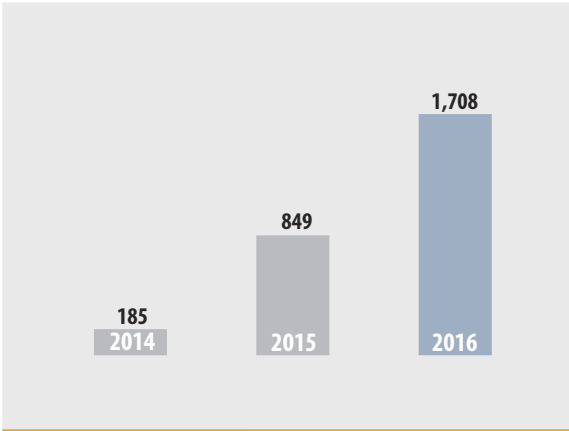
Hellenic Cables



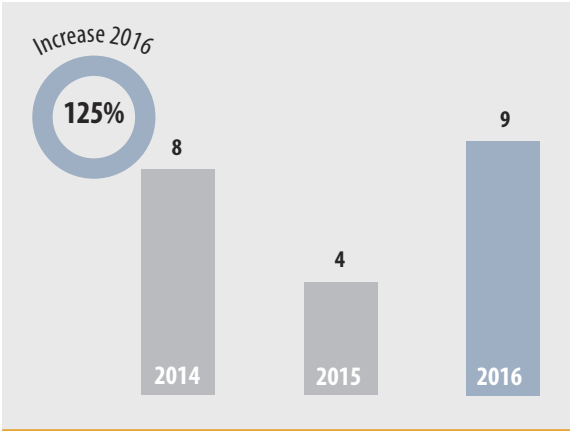
Fulgor



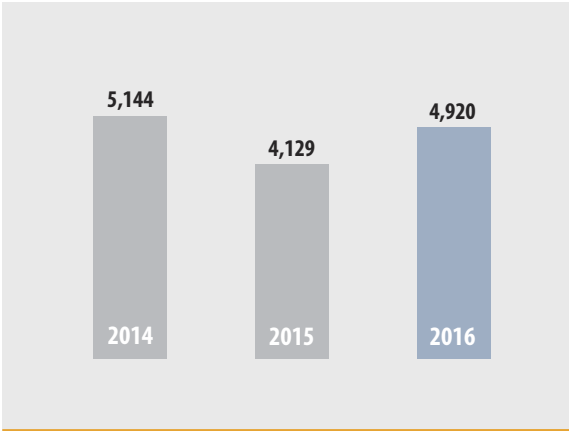
Fulgor



Icme Ecab



Icme Ecab



## 6.3 Prevention programmes

As part of the integrated approach to health and safety, a variety of prevention programmes are implemented and divided into two distinct categories: prevention programmes for health and prevention programs for safety.

Below is a list of the programs implemented in total at the production plants of the Cablel® cable companies, followed by the individual actions implemented by Hellenic Cables, Fulgor and Icme Ecab.

### ● 5S System Implementation

The implementation of the 5S system in production plants, to support a safe working environment, which is an integral part of our business practice, started gradually in 2014. The contribution of the 5S program to promoting occupational health and safety is vital, while it also helps raise awareness among all employees and accelerates the relevant actions and activities. However, the implementation of the programme stages has been adapted to the needs of each production plant.

Specifically, the first stage of the third implementation level was successfully completed in the Oinofyta production plant of Hellenic Cables, in 2016. The Livadia plant successfully completed the first level and implements the requirements of the second level of the 5S system. Moreover, the second implementation level of the 5S system was implemented at Fulgor’s plant in Sousaki, Corinth. At Icme Ecab, all departments of the production plant have successfully completed the second phase of the 5S.

The implementation of the programme phases highlights needs for taking different actions for each production plant such as signalling, change of layout etc. Based on the current results from the implementation of the early stages of the system in the workplace, changes have been made, fully meeting the objectives of the 5S system.



**The implementation of the 5S system has a positive impact on promoting employees’ health and safety culture.**





Prevention programmes for safety

- Scheduled health and safety inspections with the aim of achieving corrective and pre-emptive activities to prevent incidents. Safety inspections are held at the workplace and aim at recording hazardous situations or actions that could cause employee injuries.
- Investigation of health and safety accidents in order to detect the root causes, implement corrective and preventive actions and avoid similar incidents in the future.
- Print and distribution of an info leaflet for the entire personnel as well as a health and safety handbook for new employees.
- Supply and use of state-of-the-art Personal Protective Equipment according to the high specifications of the Cabel® cable companies, adapted to the various job posts.
- Emergency response exercises in order to ensure personnel readiness and integrity of the equipment.

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<div><div>HELLENIC CABLES S.A.</div><div>HELLENIC CABLE INDUSTRY S.A.</div></div> <div><ul style="list-style-type: none"><li>• In 2016 the following were carried out:<ul style="list-style-type: none"><li>- 116 inspections on the implementation of the 5S system and the health and safety system by teams of inspectors consisting of a foreman, an engineer and the machinery operators,</li><li>- 12 external inspections of the 5S system by a specialised body, as well as</li><li>- 2 external inspections by a specialised body (annual ISO inspection and audit by an external associate).</li></ul></li><li>• In 2016, 1 fire drill was carried out at the Thiva production plant and 1 drill at the Oinofyta production plant.</li><li>• Health and safety leaflets were printed and distributed to recently hired employees.</li></ul></div>	<div><div>FULGOR</div><div>HELLENIC CABLE INDUSTRY S.A.</div></div> <div><ul style="list-style-type: none"><li>• In 2016 we completed:<ul style="list-style-type: none"><li>- 529 internal inspections on health and safety conducted by the responsible inspection teams as well as</li><li>- 25 external inspections by a specialised body</li><li>- 2 external inspections by a specialised body (annual ISO inspection and audit by an external associate).</li></ul></li><li>• Moreover, in 2016 the following were carried out:<ul style="list-style-type: none"><li>- Update of the Occupational Risk Assessment (ORA).</li><li>- Issue of 3 new safety at work guidelines.</li><li>- The Health and Safety policy was revised.</li></ul></li><li>• The protective equipment of specific engines was replaced.</li></ul></div>	<div><div>ICME ECAB S.A.</div><div>CABLE INDUSTRY</div></div> <div><ul style="list-style-type: none"><li>• In 2016, the following were carried out:<ul style="list-style-type: none"><li>- 332 inspections on the implementation of the 5S system and the health and safety system by teams of inspectors consisting of a foreman, an engineer and the machinery operators,</li><li>- 1 external inspection by a specialised body (annual ISO inspection),</li><li>- 2 fire drills,</li><li>- noise study in 2 production areas,</li><li>- air quality study in 3 production areas.</li></ul></li><li>• Health and safety leaflets were printed and distributed to recently hired employees.</li></ul></div>
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No occupational disease has been recorded to this day in the Companies.

Prevention programmes for health

- Measuring hazardous factors in order to ensure appropriate working conditions in the workplace. At Fulgor, in particular, measurements of the following were carried out: breathable and inhalable particulates, metals, noise, legionella and light.
- Implementation of personal hygiene rules for all employees.
- Scheduled visits by the occupational physician. Depending on the size of the production plants, the physician’s visits are realised on a weekly or monthly basis.

<div><div>HELLENIC CABLES S.A.</div><div>HELLENIC CABLE INDUSTRY S.A.</div></div> <div><ul style="list-style-type: none"><li>• In 2016, we conducted measurements in all of our plants for:<ul style="list-style-type: none"><li>- concentration of inhalable and detectible dust in the production areas.</li><li>- chemical agents in the production area.</li><li>- noise levels in the production and surrounding areas.</li></ul></li><li>• Reorganising and updating employee medical files.</li></ul></div>	<div><div>FULGOR</div><div>HELLENIC CABLE INDUSTRY S.A.</div></div> <div><ul style="list-style-type: none"><li>• Reorganising and updating employee medical files.</li><li>• Medical tests conducted by occupational physician (check of employee visual and acoustical acuity, heart rate, mental assessment, counselling and provision of nutrition instruction, etc.).</li><li>• Special blood tests for lead performed by an accredited laboratory.</li><li>• Specialised medical tests pertaining to specific positions (e.g. ENT examination for employees exposed to heights).</li><li>• Special measurements such as:<ul style="list-style-type: none"><li>- dust concentration in the production area, the surrounding environment and the ambient air,</li><li>- noise in aluminium and copper foundries,</li><li>- heavy metals in the production and surrounding areas.</li></ul></li></ul></div>	<div><div>ICME ECAB S.A.</div><div>CABLE INDUSTRY</div></div> <div><ul style="list-style-type: none"><li>• Appropriate medical examinations conducted by the occupational physician to control and monitor the health of employees (examination of visual and acoustical acuity, cardiogram, mental assessment, counselling and provision of nutrition instruction, etc.).</li><li>• In 2016, we conducted measurements in all plants for:<ul style="list-style-type: none"><li>- concentration of inhalable and detectible dust in the production areas,</li><li>- chemical agents in the production space,</li><li>- noise levels in the production and surrounding areas.</li></ul></li></ul></div>
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6.4 Key Performance Indicators on Health & Safety

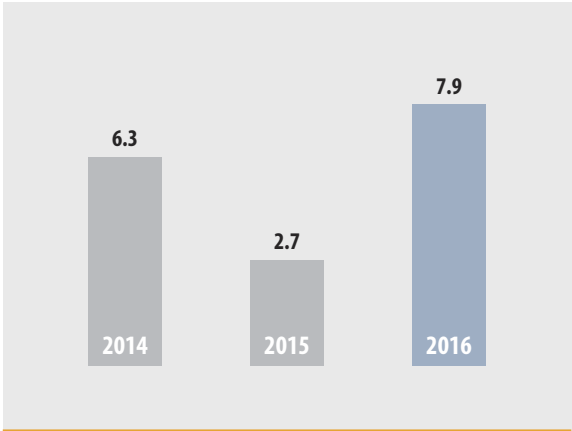
In the framework of the operation of the OHMS in the production plants of the Cablel® cable companies, indicators have been developed to monitor health and safety performance, aiming at continuous improvement and the on-going goal of zero accidents. The monitoring and analysis of indicator results highlight the points that need improvement and specific interventions and reflect the effectiveness of the measures already taken.



Lost Time Incident Frequency Rate and Severity Rate

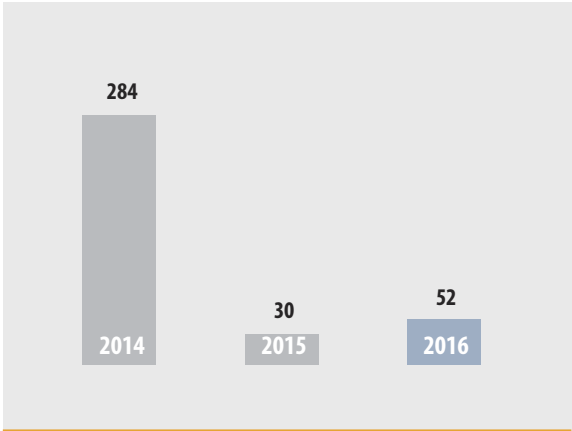
Lost Time Injury Frequency Rate (LTIFR)

Hellenic Cables



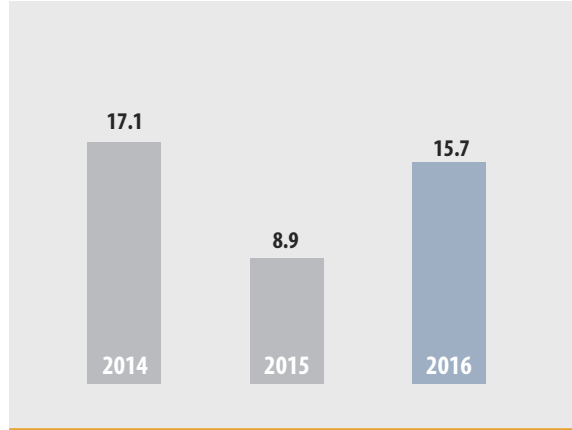
Severity Rate (SR)

Hellenic Cables

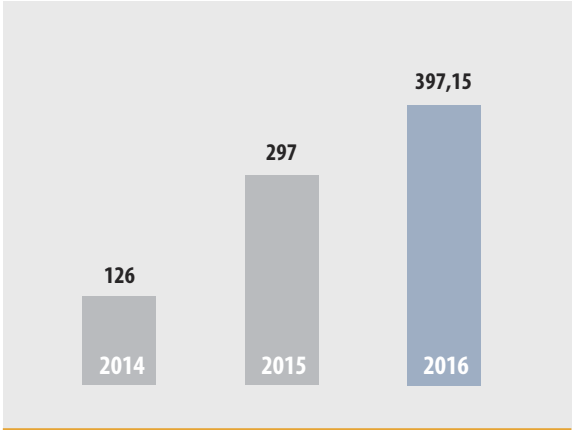


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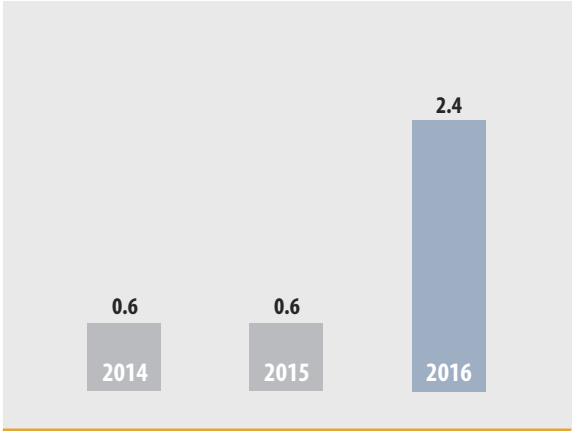
Fulgor



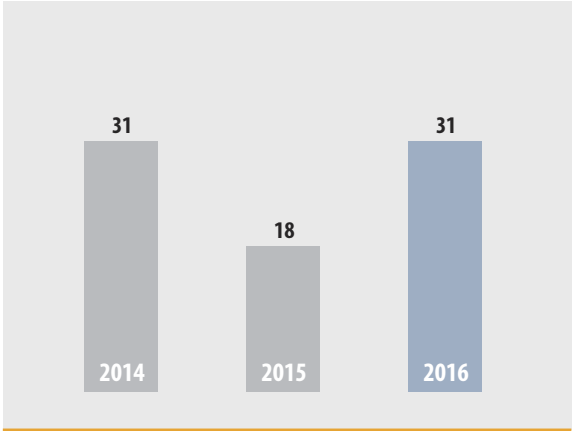
Fulgor



Icme Ecab



Icme Ecab

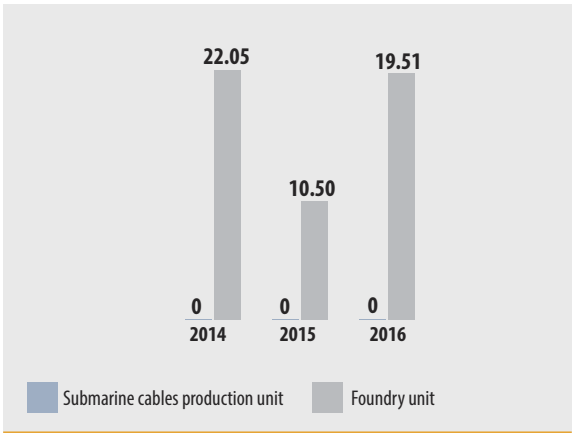




Below is a breakdown of Lost Time Incident Frequency and Severity rates for Fulgor, per plant:

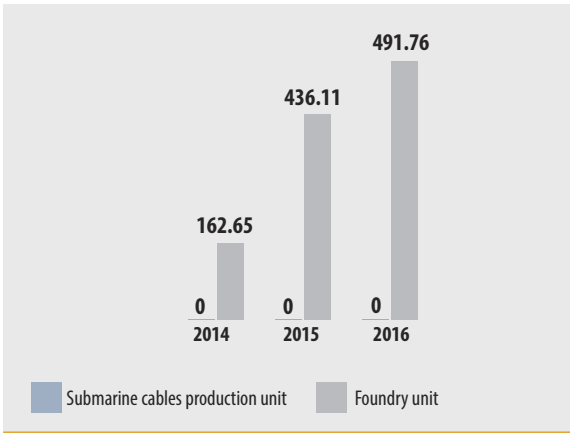
Lost Time Injury Frequency Rate (LTIFR) per unit

Fulgor



Severity Rate (SR) per unit

Fulgor



\* The calculation of lost days takes into account (a) for injuries the number of days from the day following the incident and (b) for diseases, the days of sick leave taken by the employee from the competent insurance fund.

Lost Time Incident Frequency Rate (LTIFR) =  $\frac{\text{number of incidents}}{\text{number of labour hours}} \times 10^6$

Severity Rate (SR) =  $\frac{\text{days lost due to an incident}}{\text{number of labour hours}} \times 10^6$





# 7. Responsibility to the environment



**Energy consumption and air emissions**

- Energy
- CO<sub>2</sub> emissions
- Ozone
- Climate change



**Rational use of raw materials and packaging**

- More environmentally friendly substances
- Reusable packaging



**Waste management**

- Licensed waste management companies
- Collaboration only with licensed and approved companies

For the Cabel® cable companies, responsible financial growth, coupled with reduction of their environmental footprint, is an on-going goal. Due to the nature of their operation, they focus greatly on protecting of the environment, energy savings, minimising the use of natural resources and reducing generated waste.





## 7.1 Environmental Management approach

Sound management of environmental issues is an integral part of the business policy of the Cablel® cable companies. In this context, they implement an environmental policy, aiming, first, to full compliance with the legislation and, second, to achieve specific environmental objectives. All production plants of the Cablel® cable companies implement an Integrated Environmental Management System, monitored and certified based on the specifications of the international standard ISO 14001:2004.



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### Total environmental approach

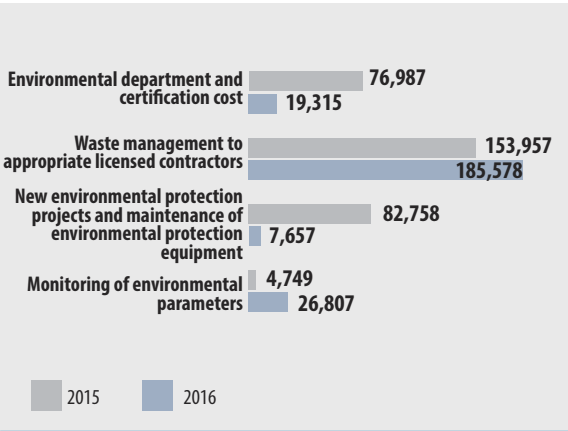
Inofyta production unit	Thiva production unit	Livadia production unit	Corinth production unit	Bucharest production unit
▼	▼	▼	▼	▼
Environmental manager	Environmental manager	Environmental manager	Environmental manager	Environmental manager

In each production unit is assigned an Officer in Charge of the Environment. Main responsibilities of the Officer in Charge of the Environment are, the implementation of the environmental policy, the planning and provision of guidelines to the employees, as well as monitoring performance based on the strategic goals set by each Company, according to the implemented Environmental Management System.

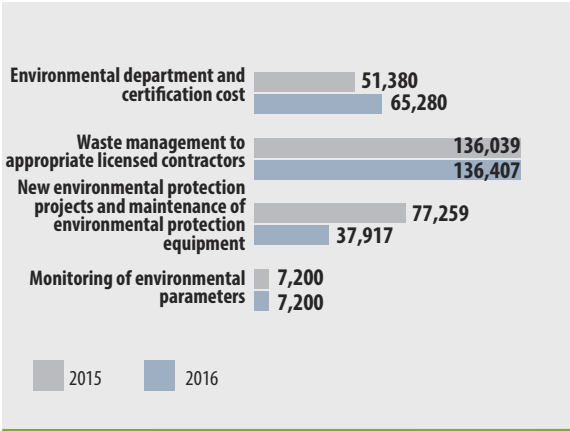
In the context of integrated environmental management, the Cablel® cable companies carry out environmental actions, categorised as follows:

Environmental protection expenditures

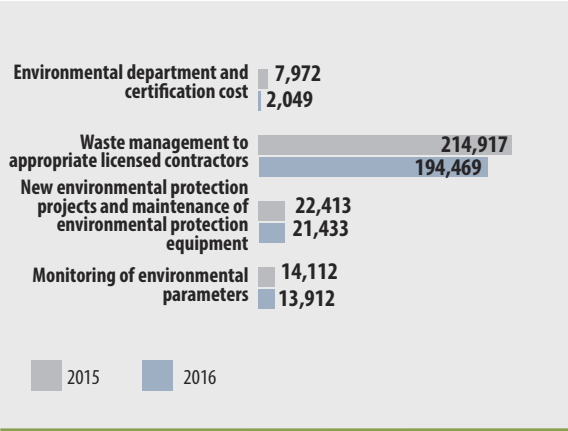
Hellenic Cables



Fulgor



Icme Ecab



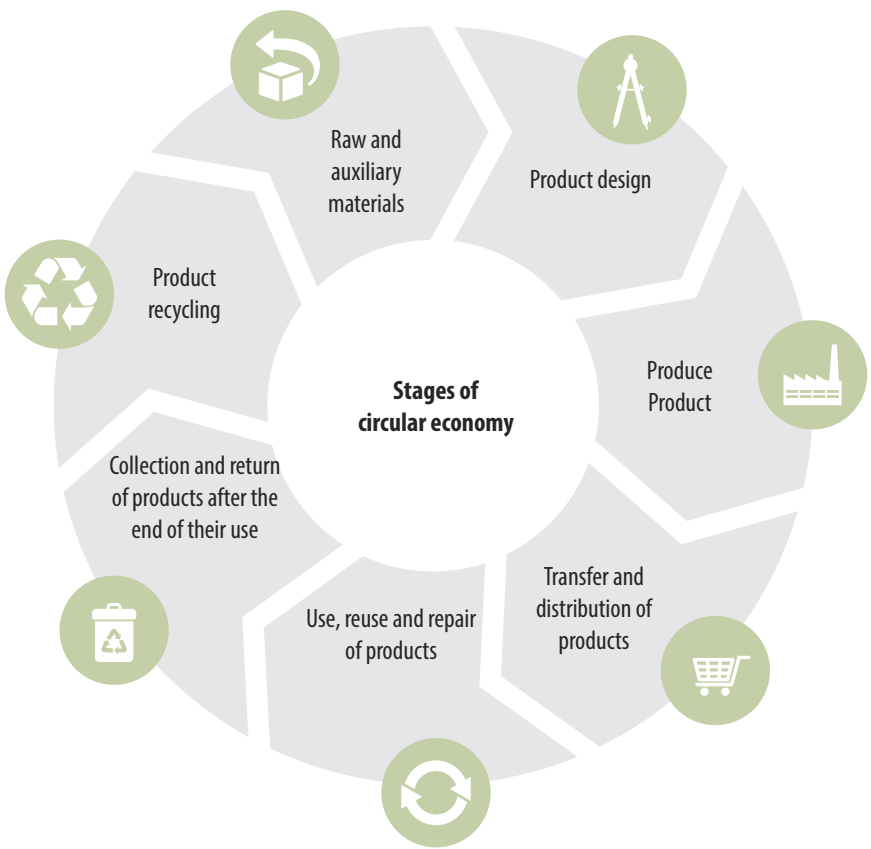
Expenditure on environmental protection reflects our commitment and on-going care for the environment.



## 7.2 Endorsing circular economy principles

Adopting and implementing the principles of circular economy is one of the most innovative challenges in the cable industry, as it can affect and change all stages of production. In particular, recording and analysing the environmental impact of products highlighted the attention required for the three main development points of a product: optimisation of raw material use, criteria and requirements laid down in product design and how they are produced.

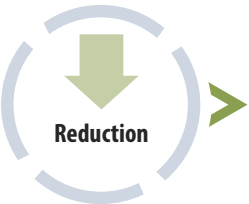
In the context of adopting the principles of circular economy, the initiatives undertaken by the Cablel® cable companies concerning the use of natural resources and raw materials used for the manufacture of products, are based on three main pillars: **Reduction, reuse and recycling**



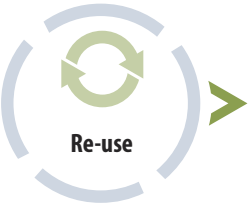
Basic stages of adopting circular economy principles



In parallel, wherever possible, the Cablel® cable companies procure and use environmental friendly raw and auxiliary materials. This, combined with the available technology, sets the basis for manufacturing products with the lowest environmental impact possible.



Reduction of the use of lead stabilisers and their replacement with others that are more environmentally friendly. All mixes have been replaced with environmentally friendly stabilisers, with the exception of special cases at customer request.	Saving solvents in the Polymer Laboratory, using environmentally friendly appliances.
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PVC reuse, as mixes for other applications are produced.	Coordinated efforts to reuse PE for cable applications.	The Companies reuse pallets and drums (wooden packaging for the safe carrying of cables) as well as reels (plastic packages for enamelled wires), making sure to retrieve them, mainly from Greek customers.
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The Companies ensure that aluminium and copper, i.e. the main raw materials for cable production, are recycled, thus reducing their requirements in raw materials.
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● Best Practice

The Cablel® cable companies use an antirodent material (incorporated in the cables for protection against rodents), which contains peppers as its raw material (instead of pesticide). Moreover, the appropriate equipment is used at the production line for the use of solvent-free materials.

There follows a list of the quantities of packaging materials used by Hellenic Cables in 2016.

Hellenic Cables Packaging materials (in tn)	Total use	Materials recycled	% of recycled materials by type
Timber (drums recovered from customers)	7,011,771	807,007	11.2%
Other types of packaging (paper, plastics, etc.)	193,537	0,0	0%
Total	7,205,308	807,007	11,2%

7.3 Environmental Key Performance Indicators

The Cablel® cable companies have developed and monitor specific performance indicators on environmental issues, primarily those relating to the consumption of electrical and thermal energy (overall and special per product tonne), direct or indirect carbon dioxide emissions (overall and specific prices per tonne of product and production plant), water usage and overall waste monitoring and management.

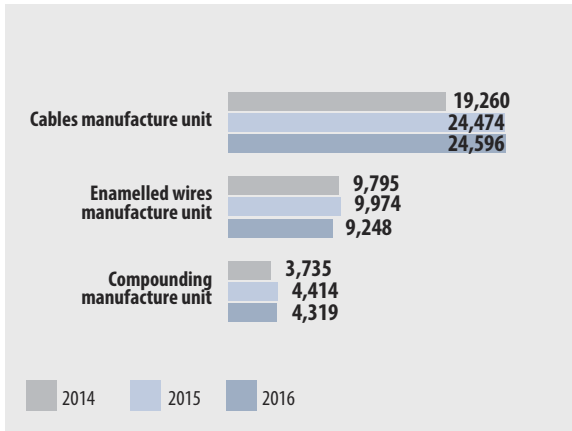


Electrical and thermal energy consumption

The Cablel® cable companies use electricity as a main source of energy. Fossil fuels, mainly LPG and Diesel, are also used.

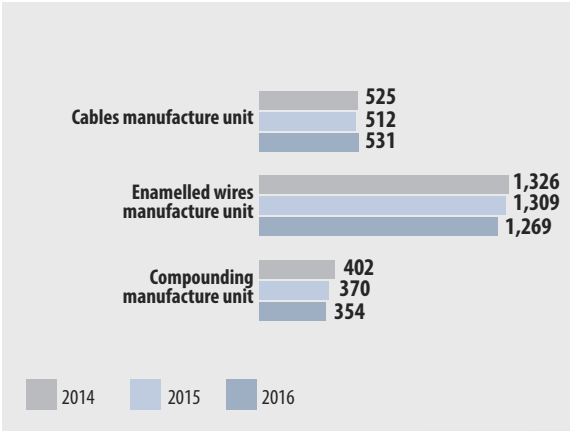
Electric energy (MWh)

Hellenic Cables



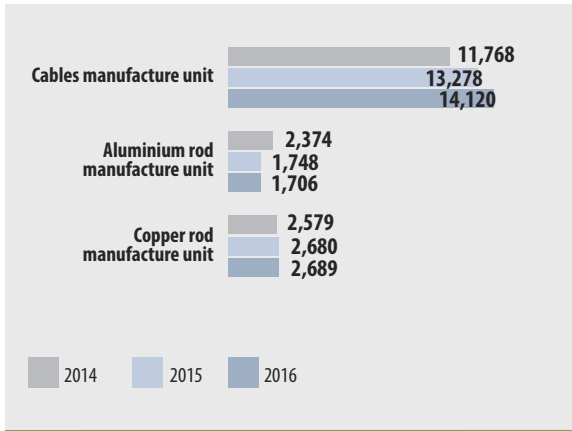
Specific electric energy consumption (KWh/product tn)

Hellenic Cables

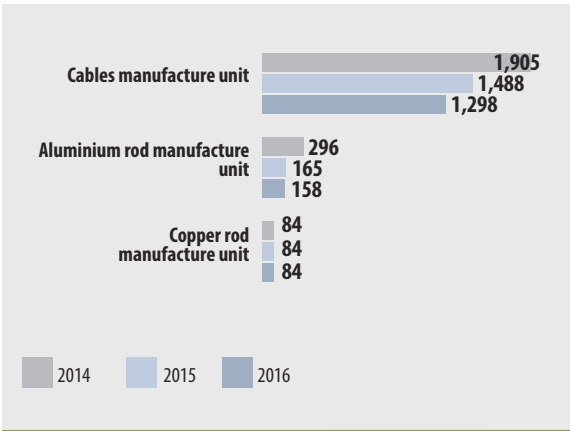


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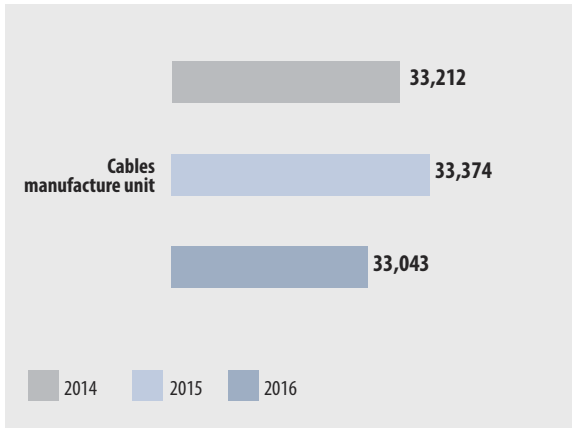
Fulgor



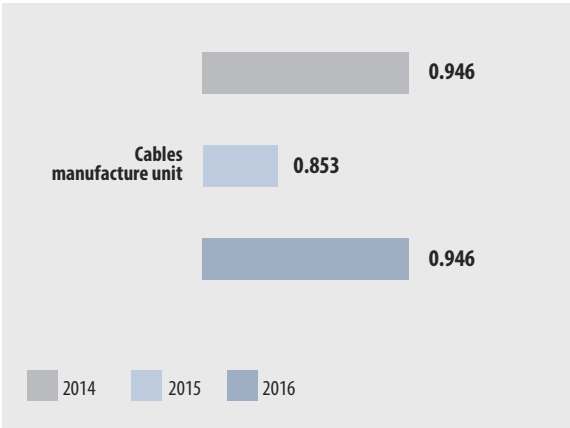
Fulgor



Icme Ecab



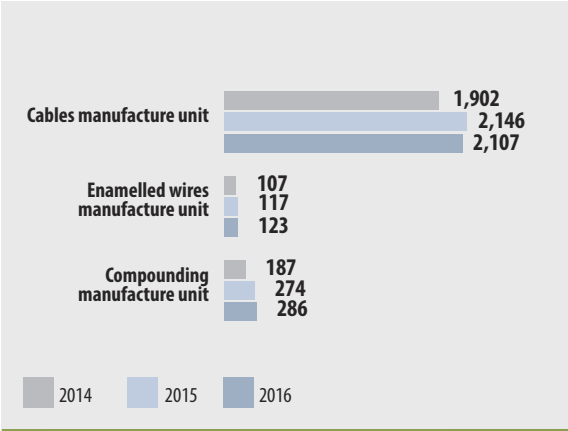
Icme Ecab



In 2016, electricity consumption at the Cablel® cable companies amounted to 89,720 MWh in total for all production plants, dropping slightly compared to the total consumption for 2015.

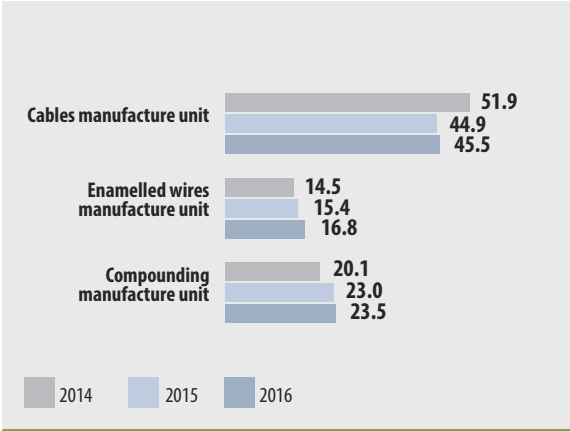
Thermal energy (MWh)

Hellenic Cables

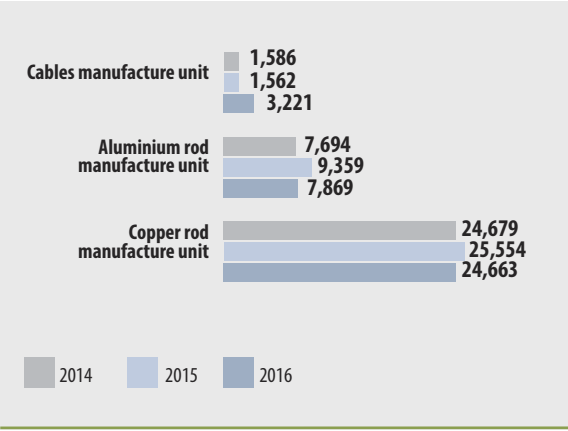


Specific thermal energy consumption (KWh/product tn)

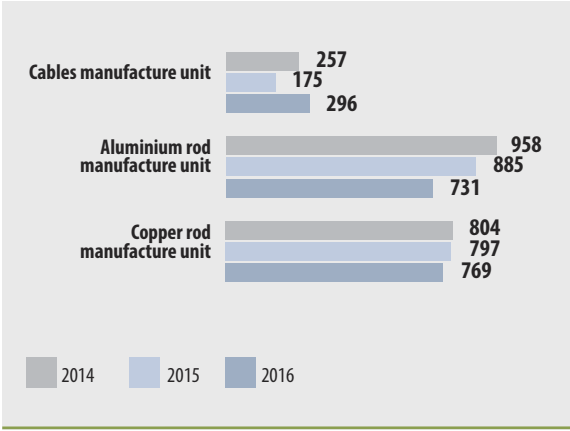
Hellenic Cables



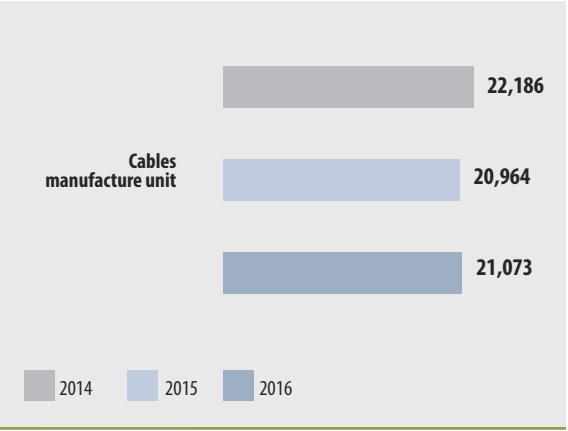
Fulgor



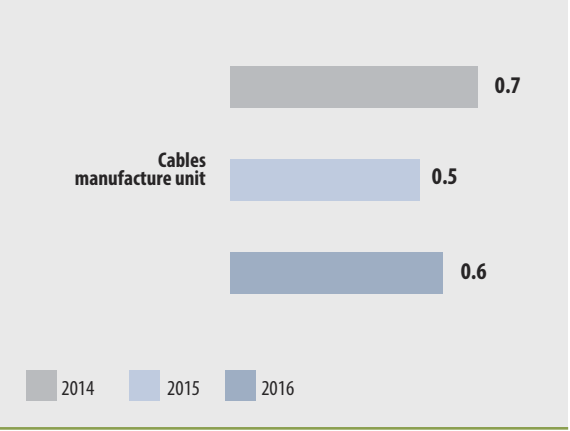
Fulgor



Icme Ecab



Icme Ecab







The Cablel® cable companies also replaced the luminaries both in the offices as well as around their premises with LED lights, in the aim of significantly reducing their energy consumption from 50% to 75%.

In 2016, total thermal energy at Hellenic Cables amounted to 2,515 MWh, dropping slightly compared to 2015 (2,537 MWh). In 2016, total thermal energy at Fulgor amounted to 35,753 MWh, dropping slightly compared to 2015 (36,475 MWh).

**Direct air emissions**

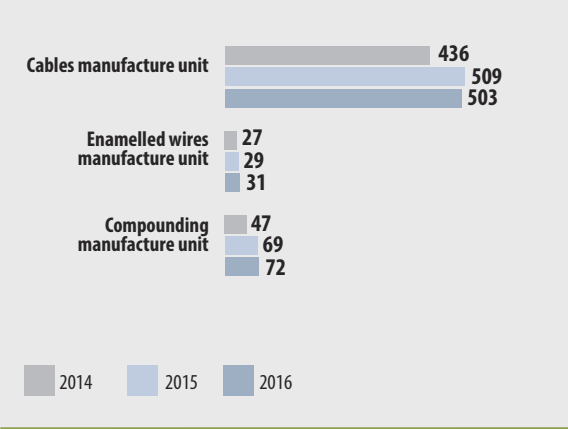
The Cablel® cable companies comply with the existing legislation regarding caps for air emissions deriving from their operation and activities and make every possible effort to reduce them.

Direct carbon dioxide emissions (CO<sub>2</sub>) at Hellenic Cables amounted to 606 tn, practically staying the same as in 2015. At Fulgor it amounted to 6,136 tn versus 6,846 tn in 2015, reduced by approximately 10%, and 4,022 tn in total at Icme Ecab.



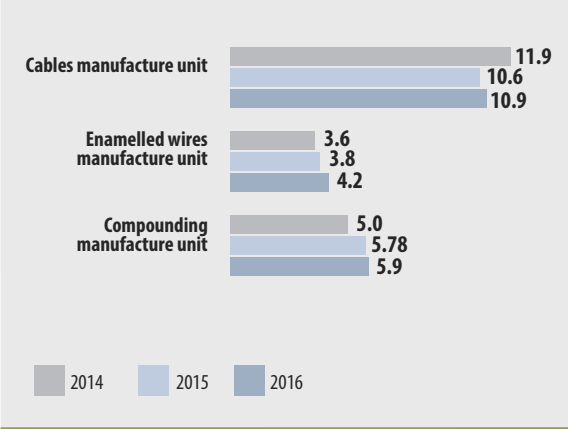
Direct emissions CO<sub>2</sub> (tn)

Hellenic Cables

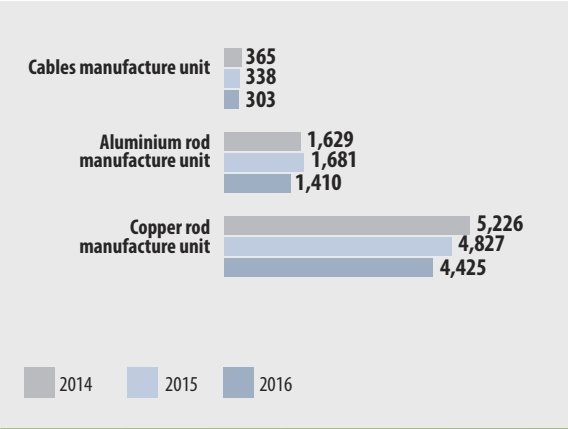


Specific direct emissions CO<sub>2</sub> (kg CO<sub>2</sub>/ tn of product)

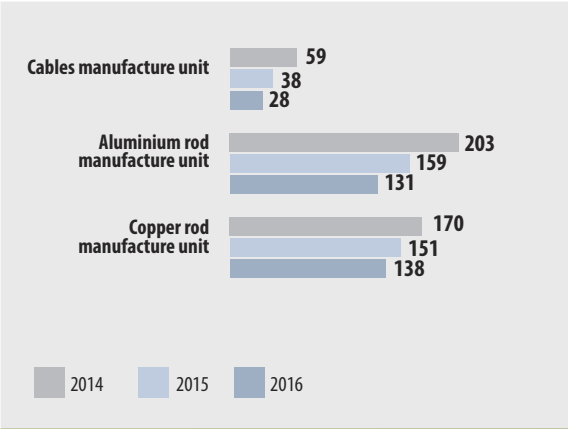
Hellenic Cables



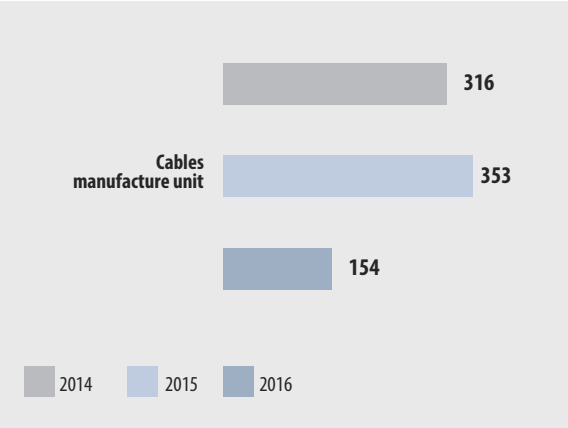
Fulgor



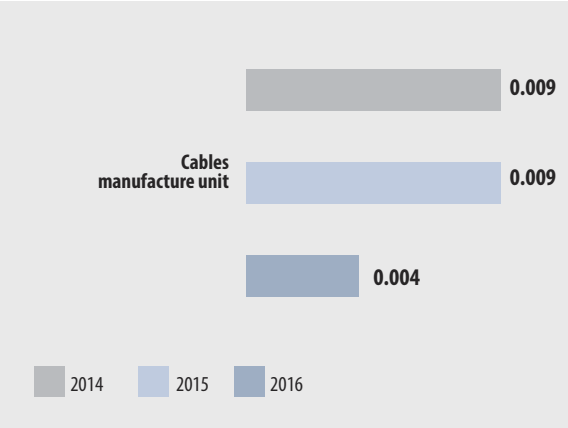
Fulgor



Icme Ecab



Icme Ecab





Water usage

Having recognised its great value as a natural resource, the Cablel® cable companies ensure the rational use of water and the reduction of consumption to the lowest levels possible for all their activities and production plants. The water used at the Thiva plant comes from licensed drilling and/or the Sewer Municipal Company (DEYATH), while the water used at Livadia and Oinofyta comes from licensed drilling and the Athens Water Supply and Sewerage Company (EYDAP) respectively. At Icme Ecab, water comes from licensed drilling, near the production plants. It should be noted that the recording of water consumption at the Thiva plant started in early 2016, when the operation of the biological treatment began. At Fulgor, the water consumed comes from licensed drilling, while some quantities from the sea are only used for cooling.

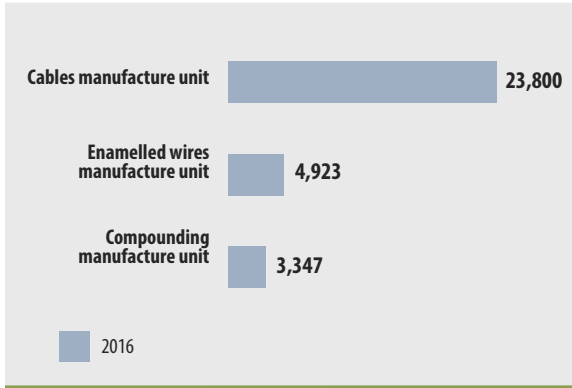
Hellenic Cables	
Water consumption by source (in m³)	2016
Licensed drilling	26,923
Water Supply Network of EYDAP/DEYATH	5,147
Total	32,070

Fulgor		2016		
Water consumption by source (in m³)		Cable unit	Aluminium Rods	Copper Rods
Licensed drilling		12,917	0	0
Water supply by tanker truck		3,825	1,275	1,453
Total		16,742	1,275	1,453

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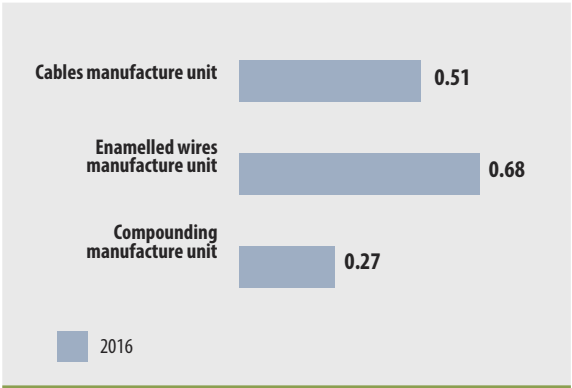
Water use (m³)

Hellenic Cables

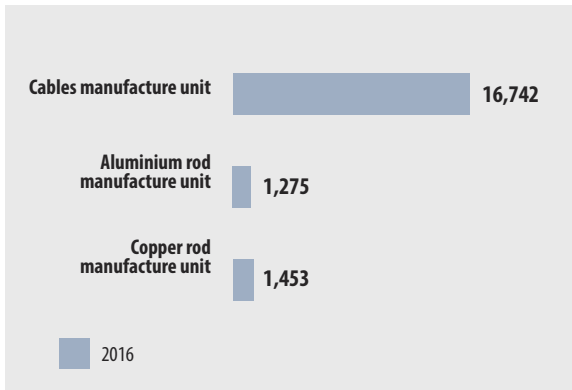


Specific water use (m³ / tn of product)

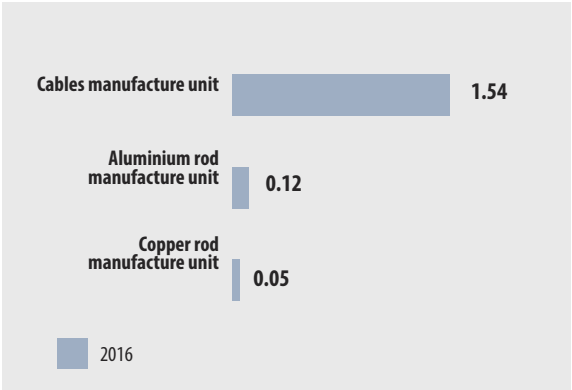
Hellenic Cables



Fulgor



Fulgor



## 7.4 Waste management

An important element of the environmental practice of the Cablel® cable companies is the rational management of production process waste. All waste is always managed according to the legislation and regulations in place. In this context, the Companies collaborate with licensed waste management companies (for the collection, transfer, recovery and disposal), which have all the necessary certifications and follow management practices in compliance with applicable legislation. Moreover, they collaborate with all approved alternative waste management systems.

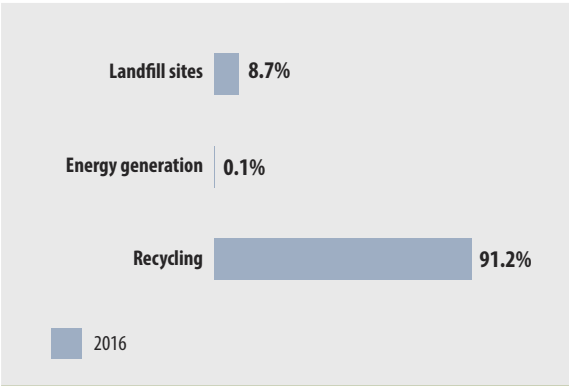
During the cable production process at the plant, mainly small solid cable scraps are left behind, which are separated into base materials and returned to recycling companies. For example, PE is recycled, while the remaining materials are turned over to properly licensed waste management companies.

**During 2016, 80% of the Companies' waste was recycled.**

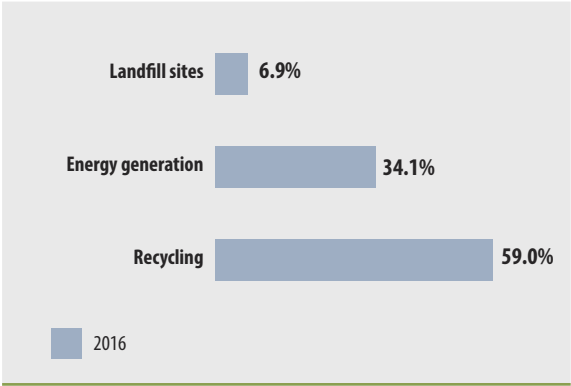
Below is a detailed list of waste percentages by company and management method applied for 2016:

### Percentage of waste by management method

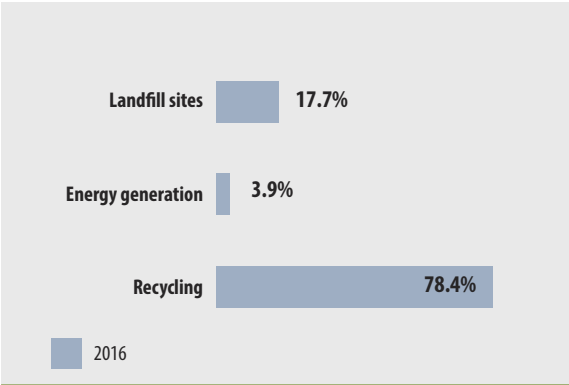
#### Hellenic Cables



#### Fulgor



#### Icme Ecab



**Hellenic Cables recycled approximately 91% of its waste, Fulgor 59% and Icme Ecab 78%.**



Sustainable Development  
Key Performance Indicators  
and linkage table  
to International Standards



# Sustainability Key Performance Indicators table

Key performance indicators per sustainability pillar of Cable® cable companies are presented as follows:

	2014		2015		2016		
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Icme Ecab
<b>Economic growth (in million EUR)</b>							
Total revenue	248.81	111.06	336.92	178.45	299.46	136.44	116.2
Operating profit / losses	(10.7)	(12.06)	8.5	11.96	12.8	0.57	(0.1)
Net profit / (Losses) – after taxes	(5.0)	(12.8)	(2.7)	1.2	0.3	(5.8)	(2.4)
Operating cost	259.5	123.11	328.4	166.49	286.6	135.88	116.2
Payments to capital providers	13.6	6.7	16.3	8.4	13.8	7.96	0
Tax payment– Indirect (VAT)	0.5	0.0	0.8	0.0	4.4	5.3	1.0
Tax payment– Direct	0.4	0.4	0.4	0.3	0.4	0.3	0.7
Total payments to governmental bodies (total of indirect and direct taxes paid)	0.9	0.4	1.2	0.3	4.8	5.6	1.7
Total investments	4.1	23.4	3.8	5.3	4.2	5.2	3.8
	2014		2015		2016		
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Icme Ecab
<b>Human resources</b>							
Number of employees	407	201	418	235	407	262	591
Training man-hours	6,282	1,332	3,785	2,416	5,784	3,603	3,188
Lost Time Frequency Rate (LTIFR)	6.3	17.1	2.7	8.9	7.9	15.8	2.14
Severity Rate (SR)	284	126	30	297	52	397.15	31
Number of fatalities	0	0	0	0	0	0	0
	2014		2015		2016		
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Icme Ecab
<b>Marketplace</b>							
Payments to domestic suppliers (%)	37%	36%	51%	56%	52%	46%	41%
	2014		2015		2016		
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Icme Ecab
<b>Environment</b>							
Electric energy consumption (MWh)	32,789	16,720	38,862	17,706	38,163	18,514	33,043
Thermal energy consumption (MWh)	2,195	33,939	2,573	36,475	2,515	35,753	21,073
Direct emissions CO <sub>2</sub> (tn)	508	7,220	607	6,846	605	6,138	154
Expenditure on environmental protection (in EUR)	234,451	860,499	318,451	241,645	238,426	243,118	231,863
Water consumption (m <sup>3</sup> )	24,477	N/A	20,180	22,859	32,070	19,470	N/A
	2014		2015		2016		
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Icme Ecab
<b>Society</b>							
Employees from the local community (%)	77%	91%	79%	87%	79%	87%	90%
Total value of social product (in million EUR)	308.9	194.1	373.7	212.5	446.1	164.5	133.7

\* For comparability reasons, results are listed cumulatively, with the necessary adjustments for the companies Hellenic Cables S.A. and Hellenic Cables Holdings Société Anonyme, as if the corporate transformation described in page 2 had not taken place in 2016.





# Performance in terms of the goals for 2016 and goal setting for 2017

The Cablel® cable companies are committed to important issues related to their operation and use this commitment as the basis for developing an action plan and setting annual or biannual goals. In particular, performance in terms of the goals for 2016 and goal setting for 2017 include the following:

Targets 2016 per Sustainability pillar	Performance / Result
<b>Marketplace</b>	
Suppliers briefing, regarding the new Supplier Code of Conduct.	The new Suppliers Code of Conduct was issued during 2016 and the briefing is planned to take place in 2017. See section "4.9 Responsible supply chain management".
<b>Human resources</b>	
To assess the Company's entire personnel based on our evaluation system.	Achieved. See section "5.4 Developing and appraising".
<b>Occupational health and safety</b>	
<b>Hellenic Cables</b> Implementation of the third 5S level at Oinofyta plant and the second level in Livadia plant.	Achieved. The first 5S level of the third level was successfully implemented. See section "6.3 Prevention programmes".
Carry out blood tests for all our employees at the plants of Oinofyta and Livadia, in collaboration with an accredited laboratory.	The goal was transferred and will be achieved during 2017.
Review the study for the Occupational Risk Assessment (ORA) (Thiva plant).	Achieved.
Increase the hours of work by 5% in our Thiva plant.	Achieved. See section "6.2 Employees training".
<b>Fulgor</b> Create five new safety at work guidelines, create one new procedure and review three procedures.	Achieved. See section "6.3 Prevention programmes".
Increase internal health and safety inspections by 10%.	Achieved. See section "6.3 Prevention programmes".
Increase training hours by 5%.	Achieved. See section "6.2 Employees training".
<b>Environment</b>	
<b>Hellenic Cables</b> Thiva plant water bio-treatment system installation.	Achieved. See section "7.3 Environmental Key Performance Indicators".
Energy upgrade at the compounding manufacturing unit.	Achieved. See section "7.3 Environmental Key Performance Indicators".
<b>Fulgor</b> Reduction of air emissions of the aluminium rod production unit by 2%.	Achieved. See section "7.3 Environmental Key Performance Indicators".
Reduction of air emissions of the copper rod production unit by 2%.	Achieved. See section "7.3 Environmental Key Performance Indicators".
Reduction of the copper foundry's emulsion quantity by 5%.	Achieved. See section "7.4 Waste management".

Targets 2016 per Sustainability pillar	Performance / Result
<b>Society</b>	
Educational day trips from schools in the local communities to the plants of Thiva and Corinth.	Achieved. See section “2.6 Supporting local communities”.

Targets 2017 by Sustainability pillar
<b>Corporate Governance</b>
Training of executives on issues of transparency and combating corruption.
<b>Market</b>
Info to key suppliers regarding the new Supplier Code of Conduct.
<b>Human resources</b>
Organising an integrated program to highlight the importance of occupational health and safety (production plants of Oinofyta, Thiva and Livadia).
<b>Occupational Health and Safety</b>
Increase of internal health and safety inspections, by 10% at the production plants of Thiva and Oinofyta and by 5% at the Corinth production plant.
Creation of 5 new Health and Safety work guidelines at the Corinth production plant.
Completion of the ATEX study (Explosion Protection Document).
<b>Environment</b>
Replacement of energy-intensive air conditioners in the offices of the Oinofyta production plant with new technology, energy efficient air conditioners.
Optimising radiator management to save energy, through a motion detection system.
Optimising the management of lighting at specific points of the plants to save energy, through a motion detection system.



# The UN Sustainable Development Goals (SDGs)

## SUSTAINABLE DEVELOPMENT GOALS



The Cablel® cable companies recognise the importance of developing actions that can, even to a limited extent, contribute to the achievement of the UN’s Global Sustainable Development Goals.

In particular, through their responsible operation, the Companies contribute to the following three SDGs:



### Goal 8. Decent work and economic growth

To ensure the prosperity and development of the employees of the Cablel® cable companies, actions and programmes are designed and implemented to promote “Decent work and Economic growth”. Detailed information is included in section “5. Responsibility towards our employees” of this Report.



### Goal 9. Industry, Innovation and Infrastructure

According to the specific UN goal, “Inclusive and sustainable industrial development is the primary source of income generation, allows for rapid and sustained increases in living standards for all people, and provides the technological solutions to environmentally sound industrialization”.

Through their products and the projects they implement, the Cablel® cable companies contribute to the development of significant infrastructure in cities and industrial areas alike. In particular, the products of the Cablel® cable companies:

- Contribute to directly accessing state-of-the-art technologies, reducing social exclusion and helping the easy and uninterrupted movement of people and goods, reducing environmental impact.
- Contribute to reliable electricity supply (from renewable or non-renewable sources) to remote areas and islands, and to reducing energy shortages. Transmit electricity to any remote area, even underwater now, to island areas, with no losses and, more generally,
- Contribute in a variety of ways to improving living standards, through telecommunications and energy supply in the use of medical science and public social stakeholders.



### Goal 13. Climate Action

Through their actions in environmental management and in occupational health and safety, the Cablel® cable companies contribute to raising awareness and education, as described in the SDG “Climate Action”. In particular, this Goal seeks to: “Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning, in case of natural disasters”. In the programmes for ongoing improvement of the environmental management they implement, the Cablel® cable companies have incorporated ongoing training and awareness of human resources on environmental responsibility issues. Detailed information is included in section “7. Responsibility to the environment” of this Report.

Based on the international GRI-G4 reporting framework, which the companies have implemented for many years, the fields of activities developed per goal are recorded, as related to the relevant indicators of the Global Reporting Initiative (G4). In detail, the fields and relevant GRI-G4 indicators per goal are:

Sustainable Development Goals (SDGs)	Business theme	GRI-G4 indicators
1. End poverty in all its forms everywhere	Access to land	G4-S02
	Availability of products and services for those on low incomes	G4-EC8
	Earnings, wages and benefits	G4-EC5
	Economic development in areas of high poverty	G4-EC8
	Economic inclusion	G4-DMA-b Guidance for Procurement Practices
2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Access to land	G4-S02
	Changing the productivity of organizations, sectors, or the whole economy	G4-EC8
	Indigenous rights	G4-HR8
	Infrastructure investments	G4-EC1, G4-EC7
3. Ensure healthy lives and promote well-being for all at all ages	Access to medicines	G4-EC8
	Air quality	G4-EN15, G4-EN16, G4-EN17, G4-EN20, G4-EN21
	Occupational health and safety	G4-LA6, G4-LA7
	Spills	G4-EN24
	Waste	G4-EN23, G4-EN25
	Water quality	G4-EN22
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Education for sustainable development	G4-43
	Employee training and education	G4-LA9
5. Achieve gender equality and empower all women and girls	Economic inclusion	G4-DMA-b Guidance for Procurement Practices
	Equal remuneration for women and men	G4-EC5, G4-LA13
	Gender equality	G4-LA1, G4-LA9, G4-LA1 1, G4-LA12
	Infrastructure investments	G4-EC1, G4-EC7
	Non-discrimination	G4-HR3
	Parental leave	G4-LA3
	Women in leadership	G4-38, G4-40, G4-LA12
	Workplace violence and harassment	G4-LA14, G4-LA15
6. Ensure availability and sustainable management of water and sanitation for all	Spills	G4-EN24
	Sustainable water withdrawals	G4-EN8, G4-EN9, G4-EN27
	Waste	G4-EN23
	Water efficiency	G4-EN10
	Water quality	G4-EN22
	Water recycling and reuse	G4-EN10
	Water-related ecosystems and biodiversity	G4-EN1 1, G4-EN12, G4-EN13, G4-EN14, G4-EN22, G4-EN24, G4-EN26



Sustainable Development Goals (SDGs)	Business theme	GRI-G4 indicators
7. Ensure access to affordable, reliable, sustainable and modern energy for all	Energy efficiency	G4-EN3, G4-EN4, G4-EN5, G4-EN6, G4-EN7
	Environmental investments	G4-EN31
	Infrastructure investments	G4-EC1, G4-EC7
	Renewable energy	G4-EN3, G4-EN4
8. Promote sustained, inclusive and sustainable economic growth full and productive employment and decent work for all	Abolition of child labor	G4-HR5
	Changing the productivity of organizations, sectors, or the whole economy	G4-EC8
	Diversity and equal opportunity	G4-LA12
	Earnings, wages and benefits	G4-EC5, G4-LA2
	Economic inclusion	G4-DMA-b Guidance for Procurement Practices
	Economic performance	G4-EC1
	Elimination of forced or compulsory labor	G4-HR6
	Employee training and education	G4-LA9, G4-LA10, G4-LA1 1
	Employment	G4-10, G4-EC6, G4-LA1
	Energy efficiency	G4-EN3, G4-EN4, G4-EN5, G4-EN6, G4-EN7
	Equal remuneration for women and men	G4-LA13
	Freedom of association and collective bargaining	G4-1 1, G4-HR4
	Indirect impact on job creation	G4-EC8
	Jobs supported in the supply chain	G4-EC8
	Labor practices in the supply chain	G4-LA14 and G4-LA15
	Labor/management relations	G4-LA4
	Materials efficiency	G4-EN1, G4-EN2
	Non-discrimination	G4-HR3
	Occupational health and safety	G4-LA5, G4-LA6, G4-LA7, G4-LA8
	Parental leave	G4-LA3
9. Build resilient infrastacture, promote inclusive and sustainable industrialization and foster innovation	Resource efficiency of products and services	G4-EN27, G4-EN28
	Water efficiency	G4-EN10
	Youth employment	G4-LA1
	Environmental investments	G4-EN31
10. Reduce inequality within and among countries	Infrastructure investments	G4-EC1, G4-EC7
	Research and development	G4-EC1, G4-EN31
	Economic development in areas of high poverty	G4-EC8
11.Make cities and human settlements, inclusive, safe, resilient and sustainable	Equal remuneration for women and men	G4-LA13
	Foreign direct investment	G4-EC8
	Infrastructure investments	G4-EC7
12. Ensure sustainable consumption and production patterns	Sustainable transportation	G4-EN30
	Air quality	G4-EN15, G4-EN16, G4-EN17, G4-EN20, G4-EN21
	Energy efficiency	G4-EN3, G4-EN4, G4-EN5, G4-EN6, G4-EN7
	Environmental investments	G4-EN31
	Materials efficiency/recycling	G4-EN1, G4-EN2
	Procurement practices	G4-EC9
	Product and service information and labeling	G4-PR3



Sustainable Development Goals (SDGs)	Business theme	GRI-G4 indicators
13. Take urgent action to combat climate change and its impacts	Resource efficiency of products and services	G4-EN27, G4-EN28
	Spills	G4-EN24
	Transport	G4-EN30
	Waste	G4-EN23, G4-EN25, G4-EN27
	Water efficiency	G4-EN10
	Water quality	G4-EN22
	Energy efficiency	G4-EN3, G4-EN4, G4-EN5, G4-EN6, G4-EN7
	Environmental investments	G4-EN31
	GHG emissions	G4-EN15, G4-EN16, G4-EN17, G4-EN18, G4-EN19, G4-EN27, G4-EN30
	Risks and opportunities due to climate change	G4-EC2
14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Environmental investments	G4-EN31
	Marine biodiversity	G4-EN1 1, G4-EN12, G4-EN13, G4-EN14, G4-EN26
	Ocean acidification	G4-EN15, G4-EN16, G4-EN17, G4-EN18, G4-EN19, G4-EN21, G4-EN27
	Spills	G4-EN24
	Water discharge to oceans	G4-EN22
	Environmental investments	G4-EN31
15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Forest degradation	G4-EN15, G4-EN16, G4-EN17, G4-EN18, G4-EN19, G4-EN21, G4-EN27
	Mountain ecosystems	G4-EN1 1, G4-EN12, G4-EN13, G4-EN14
	Natural habitat degradation	G4-EN1 1, G4-EN12, G4-EN13, G4-EN14, G4-EN26
	Spills	G4-EN24
	Terrestrial and inland freshwater ecosystems	G4-EN1 1, G4-EN12, G4-EN13, G4-EN14, G4-EN26
	Abolition of child labor	G4-HR5
	Anti-corruption	G4-S03, G4-S04, G4-S05, G4-S06
	Compliance with laws and regulations	G4-EN29, G4-S07, G4-S08, G4-PR2, G4-PR4, G4-PR7, G4-PR8, G4-PR9
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Effective, accountable and transparent governance	G4-39, G4-41
	Ethical and lawful behavior	G4-56, G4-57, G4-58
	Grievance mechanisms	G4-EN34, G4-LA16, G4-HR12, G4-S01 1
	Inclusive decision making	G4-37, G4-38, G4-40, G4-45, G4-53
	Non-discrimination	G4-HR3
	Protection of privacy	G4-PR8
	Security	G4-HR7
	Workplace violence and harassment	G4-LA14, G4-LA15
	Environmental investments	G4-EN31
	Foreign direct investment	G4-EC8
17. Strengthen the means of implementation and revitalize the global partnership for sustainable development		



# Greek Sustainability Code compliance table

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AXE	CRITERIA	REFERENCE
STRATEGY	1. Strategic analysis and action	1.8 Membership of associations and organizations / 2. Sustainable Development and creating shared value / 3. Financial development and Corporate Governance (G4-15)
	2. Materiality	2. Sustainable Development and creating shared value / 2.3 Materiality analysis (G4-19 and G4-20) / General information about the Report (G4-21)
	3. Objectives	1.3 Priorities, values and our commitment / 2.2 Corporate Responsibility management approach / The performance against goals 2016 and targets for 2017
	4. Depth of the value chain	1. Worldwide presence of Cablel® cable companies / 4. Products and services / 4.9 Responsible supply chain management (G4-12) / General information about the Report (G4-21)
MANAGEMENT PROCEDURE	5. Responsibility	2. Sustainable Development and creating shared value / 2.1 Sustainable Development policy / 2.2 Corporate Responsibility management approach
	6. Rules and processes	1.3 Priorities, values and our commitment / 5. Responsibility to our employees / 5.7 Equal opportunities and human rights (G4-56)
	7. Monitor	General information about the Report (G4-33) / GRI-G4 indicators table and linkage with ISO 26000 / Independent external verification report
	8. Incentive systems	2. Sustainable Development and creating shared value / 2.1 Sustainable Development policy / 2.2 Corporate Responsibility management approach / 3. Financial development and Corporate Governance / 3.2 Corporate Governance
	9. Stakeholder engagement	2. Sustainable Development and creating shared value / 2.1 Sustainable Development policy / 2.2 Corporate Responsibility management approach / 2.3 Materiality analysis / 2.4 Stakeholders engagement (G4-24 to G4-27)
	10. Innovation and product management	7.3 Environmental Key Performance Indicators § Electrical and thermal energy consumption / Sustainable Development Key Performance Indicators table (G4-EN5) / 4. Products and services / 7. Responsibility to the environment (G4- EN27)
ENVIRONMENT	11. Usage of natural resources	7.3 Environmental Key performance indicators § Electrical and thermal energy consumption / Sustainable Development Key Performance Indicators table (G4-EN3) / 7.3 Environmental Key performance indicators § Water usage (G4-EN8) / 7.4 Waste management (G4-EN23)
	12. Resource management	7.3 Environmental Key performance indicators § Water usage (G4-EN8) / 7.4 Waste management (G4-EN23)
	13. Emissions & Climate change	7.3 Environmental Key performance indicators § Direct air emissions / Sustainable Development Key Performance Indicators table (G4-EN15 to G4-EN17 and G4-EN19)





AXE	CRITERIA	REFERENCE
SOCIETY	14. Employment rights	5. Responsibility to our employees / 5.4 Developing and appraising (G4-LA9) / 5.8 Human resources data (G4-LA12)
	15. Equal opportunities	5. Responsibility to our employees / 5.1 Code of Conduct / 5.2 Organization and management / 5.4 Developing and appraising (G4-LA9) / 5.7 Equal opportunities and human rights (G4-LA13) / 5.8 Human resources data (G4-LA12) / 6.4 Key Performance Indicators on Health & Safety (G4-LA6).
	16. Employment	5.1 Code of Conduct / 5.2 Organization and management / 5.3 Attracting and retaining talents / 5.1 Attracting and retaining talents / (G4-LA9) 5.5 Benefits / 5.8 Human resources data (G4-LA1 to LA2).
	17. Human rights in the supply chain	5. Responsibility to our employees / 5.1 Code of Conduct / 5.7 Equal opportunities and human rights (LA-HR1) Cablel® cable companies select their collaborates based on strict criteria. In particular, regarding agreements with suppliers, the respect of human rights is assured through the acceptance of the Suppliers Code of Conduct. Respect for human rights is protected by national and international legislation, and as a consequence, Cablel® cable companies' concluded agreements and contracts come under this legislative framework.
	18. Corporate citizenship	Message from the top management / 2. Sustainable Development and creating shared value / 3.1 Financial performance of Cablel® cable companies / 4. Products and services (G4-EC1) / 4.3 Research and development / 2.6 Supporting local communities (G4-EC7)
	19. Political influence	Message from the top management / 1.1 Worldwide presence of Cablel® cable companies / 1.8 Membership of associations and organizations (G4-16) / 2. Sustainable Development and creating shared value / 3.1 Financial performance of Cablel® cable companies / 4.3 Research and development / 2.6 Supporting local communities (G4-EC8)
	20. Conduct that complies with the law and policy	3.2 Corporate Governance § Internal audit and risk management system § Management of transparency and corruption issues (G4-S03, G4-S05 and G4-S08)



# Independent External Verification Report



To: Management of **Cablel® cable companies**

## 1. Independent Verification Report

The **Cablel® cable companies** (hereafter **Cablel® Companies**) have commissioned **TÜV HELLAS (TÜV NORD) S.A.** (hereafter **TÜV HELLAS**) to provide limited external assurance concerning the Sustainability Report for the period of January 1st of 2016 to December 31st of 2016 (1/1/2016-12/31/2016). The Sustainability Report for 2016 of the **Cablel® Companies** includes the actions, programs and objectives for the Sustainable Development of the three companies: **Hellenic Cables S.A.**, its subsidiary **Fulgor S.A.**, and **Icme Ecab S.A.**, which constitute the cable industry of the listed company Cenergy Holdings S.A.

## 2. Scope of the verification project of the Sustainability Report

Scope of the assurance project is the conduction of the Application Level Check, according to the GRI G4 Guidelines of Sustainability Reporting, referring to the Sustainability Report of the **Cablel® Companies** for 2016, as well as the provision of external assurance service about the accuracy of the claims concerning selected indicators that are included to the Material Aspects "Employment", "Training" and "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Energy" & "Emissions" sections of the "Environment" Category.

The Application Level Check as well as the data accuracy verification of the Material aspects were conducted based on the corresponding correlation table of GRI G4 Indicators stated by the **Cablel® Companies** in their Sustainability Report, in order to confirm the companies' compliance to the requirements of the GRI G4 for the "**In accordance\_Core**" Level.

The methodology used to verify the data as above, was based on the requirements of AA1000AS standard (2008). More specifically, the requirements for the provision of "moderate" service level assurance Type 2, based on AA1000AS, were followed. This service level means that "*the assurance provider achieves moderate assurance where sufficient evidence has been obtained to support their statement, such as the risk of their conclusion being in error is reduced but not reduced to very low or zero*".

## 3. The conclusions of TÜV HELLAS

Based on the scope of the project and as part of the verification procedures followed by **TÜV HELLAS**, the conclusions are as follows:

### A. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality and Responsiveness) against the criteria found in AA1000APS.

#### **Inclusivity: Dialogue on Sustainability Issues with the Stakeholders**

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the **Cablel® Companies** have not implemented the principle of Inclusivity in developing its approach to sustainability.

#### **Materiality: Focus on the Material Issues related to Sustainability**

- We have not realized any matter that causes us to believe that the Material Issues' definition approach which was followed by the **Cablel® Companies** does not provide a comprehensive and balanced understanding of the Material Issues.

#### **Responsiveness: Addressing the needs and expectations of Stakeholders**

- We have not realized any issue which would lead us to believe that the **Cablel® Companies** have not applied the Principle of Correspondence in the selection of subjects included in the Report.

### B. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Material issues related to GRI G4 Guidelines Sustainability Reporting.

- During the assurance project carried out, nothing came to the attention of **TÜV HELLAS** which would lead to the conclusion that the Report does not meet to the requirements



of the GRI G4 for the “In accordance\_Core” Level, as reflected on the corresponding correlation table of GRI G4 Indicators.

- Nothing has come to the attention of **TÜV HELLAS** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims about the selected indicators that are included to the Material Aspects “Employment”, Training” and “Occupational Health and Safety” sections of the “Social” Category, as well as the Material Aspects “Energy” & “Emissions” sections of the “Environment” Category.

#### 4. Review Limitations

The range of the review was exclusively limited to the activities of the **Cablel® Companies** in Greece (for the **Hellenic Cables S.A.** & **Fulgor S.A.** companies), and in Romania (for the **Icme Ecab S.A.** company). No visits and interviews in stakeholders of the **Cablel® Companies** have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

#### 5. Review Methodology

In order to draw conclusions, the external assurance team of **TÜV HELLAS** conducted the following (indicative and not restrictive) methodology:

- Reviewed the procedures followed by the **Cablel® Companies** to identify and determine the Material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of the **Cablel® Companies** having operational role in Sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the **Cablel® Companies** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims concerning the selected indicators that are included to the Material Aspects “Employment”, Training” and “Occupational Health and Safety” sections of the “Social” Category, as well as the Material Aspects “Energy” & “Emissions” sections of the “Environment” Category, in connection with the findings of the above steps and suggested improvements in the Sustainability Report where necessary.

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#### 6. Responsibilities and Functions

The Sustainable Development team of the **Cablel® Companies** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The Level Check conducted, as well as the provision of external assurance service about the accuracy of the claims concerning the selected indicators that are included to the Material Aspects “Employment”, Training” and “Occupational Health and Safety” section of the “Social” Category, as well as the Material Aspects “Energy” & “Emissions” sections of the “Environment” Category, do not represent **TÜV HELLAS’** opinion related to the quality of the Sustainability Report and its contents. The responsibility of **TÜV HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that **TÜV HELLAS** can present to **Cablel® Companies’** administration the issues mentioned in this report and for no other purpose.

#### 7. Impartiality and Independence of the verification team

**TÜV HELLAS** states its impartiality and independence in relation to the project of assuring the Sustainability Report of the **Cablel® Companies**. **TÜV HELLAS** has not undertaken work with **Cablel® Companies** and don’t not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions or recommendations. **TÜV HELLAS** was not involved in the preparation of the text and data presented in the Sustainability Report of the **Cablel® Companies**.

Athens, July 8, 2017  
For **TÜV HELLAS (TÜV NORD) S.A.**

**Nestor Paparoupas**  
Sustainability Product Manager

**AA1000**Licensed Assurance Provider  
000-209



# GRI-G4 indicators table and linkage with ISO 26000

GENERAL STANDARDS DISCLOSURES

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>STRATEGY AND ANALYSIS</b>				
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	6.2, 4.7, 7.4.2	Message from the top management (p.4)	✓
<b>ORGANIZATIONAL PROFILE</b>				
G4-3	Report the name of the organization.	-	"Cablel" cable companies", "Hellenic Cables S.A.", "Fulgor S.A." and "Icme Ecab S.A."	✓
G4-4	Report the primary brands, products, and services.	-	1. Worldwide presence of Cablel® Companies (p.6) / 4. Products and services (p.51)	✓
G4-5	Report the location of the organization's headquarters.	-	Hellenic Cables S.A. and Fulgor S.A.: Mesogeion Av 2-4, Tower Building B, 11527 Athens Icme Ecab: Drumul Intre Tarlale 42, Bucharest, 032982, Romania	✓
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	-	1. Worldwide presence of Cablel® Companies (p.6) The Company has four manufacture sites in Greece, one in Romania and one in Bulgaria.	✓
G4-7	Report the nature of ownership and legal form.	-	Société Anonymes. Shareholding Structure: • Hellenic Cables S.A.: 100% Cenergy Holdings • Fulgor S.A.: 100% Hellenic Cables • Icme Ecab: 100% Cenergy Holdings	✓
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	1.1 Worldwide presence of Cablel® cable companies (p.6) / 1.3 Priorities, values and our commitment (p.14) / 1.5 Hellenic Cables Company (p.16) / 1.6 Fulgor Company (p.18) / 1.7 Icme Ecab Company (p.20)	✓
G4-9	Report the scale of the organization.	-	1.5 Hellenic Cables Company (p.16) / 1.6 Fulgor Company (p.18) / 1.7 Icme Ecab Company (p.20) / 3.1 Financial performance of Cablel® Companies (p.43) / 4. Products and services (p.51) / 5. Responsibility to our employees (p.69)	✓
G4-10	Report the total number of employees by employment contract and gender. Report the total number of permanent employees by employment type and gender. Report any significant variations in employment numbers (such as seasonal variations).	6.4, 6.4.3, 6.4.1, 6.4.2	5.8 Human resources data (p.78) / 2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38)	✓
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	6.4.2, 6.4.3, 6.4.4, 6.4.5, 6.3.10	5.8 Human resources data (p.78)	✓
G4-12	Describe the organization's supply chain.	-	4. Products and services (p.51) / 4.9 Responsible supply chain management (p.66)	✓
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, its supply chain, etc.	-	General information about the Report (p.2)	✓
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	6.2	2. Sustainable Development and creating shared value (p.25) / 3.2 Corporate Governance (p.46) / 6.1 The approach to health and safety (p.84) / 6.3 Prevention programmes (p.87) / 7. Responsibility to the environment (p.93)	✓
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	6.2	1.8 Membership of associations and organizations (p.22) / 2. Sustainable Development and creating shared value (p.25) / 7.2 Endorsing circular economy principles (p.96) / Sustainable Development Goals (SDGs) (p.108) / Greek Sustainability Code compliance table (p.112)	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: Holds a position on the governance body, Participates in projects or committees, Provides substantive funding beyond routine membership dues, Views membership as strategic.	6.2	1.8 Membership of associations and organizations (p.22)	✓
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by this report.	-	General information about the Report (p.2)	✓
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries b. Explain how the organization has implemented the Reporting Principles for defining report content.	7.3.2, 7.3.3, 7.3.4	2. Sustainable Development and creating shared value (p.25) / 2.3 Materiality analysis (p.28)	✓
G4-19	List all the material Aspects identified in the process for defining report content.	7.3.2, 7.3.3, 7.3.4	2. Sustainable Development and creating shared value (p.25) / 2.3 Materiality analysis (p.28)	✓
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	7.3.2, 7.3.3, 7.3.4	2. Sustainable Development and creating shared value (p.25) / 2.3 Materiality analysis (p.28)	✓
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	-	General information about the Report (p.2)	✓
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-	General information about the Report (p.2)	✓
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-	General information about the Report (p.2)	✓
<b>STAKEHOLDER ENGAGEMENT</b>				
G4-24	Provide a list of stakeholder groups engaged by the organization.	5.3	2.4 Stakeholders engagement (p.31)	✓
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	5.3	2.4 Stakeholders engagement (p.31)	✓
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	5.3	2.3 Materiality analysis (p.28) / 2.4 Stakeholders engagement (p.31)	✓
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	5.3	2.3 Materiality analysis (p.28) / 2.4 Stakeholders engagement (p.31)	✓
<b>REPORT PROFILE</b>				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	-	General information about the Report (p.2)	✓
G4-29	Date of most recent previous report (if any).	-	General information about the Report (p.2)	✓
G4-30	Reporting cycle (such as annual, biennial).	-	General information about the Report (p.2)	✓
G4-31	Provide the contact point for questions regarding the report or its contents.	-	Feedback form (p.125)	✓
G4-32	Report the 'in accordance' option the organization has chosen. Report the GRI Content Index for the chosen option Report the reference to the External Assurance Report, if the report has been externally assured.	7.5.3	In accordance CORE	✓
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	7.6.2	General information about the Report (p.2) / Independent external verification report (p.114)	✓
<b>CORPORATE GOVERNANCE</b>				
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	6.2, 7.4.3	2. Sustainable Development and creating shared value (p.25) / 3.2 Corporate Governance (p.46) / 6.1 The approach to health and safety (p.84) / 7. Responsibility to the environment (p.93)	✓



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>ETHICS AND INTEGRITY</b>				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	4.4	5. Responsibility to our employees (p.69) / 5.7 Equal opportunities and human rights (p.76)	V

SPECIFIC STANDARDS DISCLOSURES

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>ECONOMIC</b>				
<i>Aspect: Economic performance</i>				
G4-DMA	Disclosures on Management Approach	6.2, 6.8, 7.3.1, 7.4.3	Message from the top management (p.4) / 1. Worldwide presence of Cablel® cable companies (p.6) / 1.5 Hellenic Cables Company (p.16) / 1.6 Fulgor Company (p.18) / 1.7 Icme Ecab Company (p.20) / 2. Sustainable Development and creating shared value (p.25) / 3.1 Financial performance of Cablel® cable companies (p.43) / 4. Products and services (p.51)	
G4-EC1	Direct economic value generated and distributed.	6.8.1-6.8.3, 6.8.7, 6.8.9	2. Sustainable Development and creating shared value (p.25) / 3.1 Financial performance of Cablel® cable companies (p.43) / 4. Products and services (p.51)	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	6.5.5	Message from the top management (p.4) / 2. Sustainable Development and creating shared value (p.25) / 3.2 Corporate Governance (p.46) § Internal audit and risk management system (p.47) / 4.3 Research and development (p.56) / 7.2 Endorsing circular economy principles (p.96)	
G4-EC3	Coverage of the organization's defined benefit plan obligations.	6.8.7	5.3 Attracting and retaining talents (p.71) Cablel® cable companies participate in its employees' retirement plan, as determined by the current legislative framework.	
G4-EC4	Financial assistance received from government.	-	3.1 Financial performance of Cablel® cable companies (p.43) HELLENIC CABLES S.A.: Greek State is not involved in the shareholder structure of the Company. Moreover, the Company has been granted for relevant investments, which should be completed during 2018, under Law No 3299/2004. Part of the funding has already been received, while there is another part still pending for disbursement. FULGOR S.A.: Greek State is not involved in the shareholder structure of the Company. Moreover, based on the Greek Development Law the company has been granted for relevant investments that must have been completed within the year 2017. Part of the funding has already been received, while there is another part still pending for disbursement. ICME ECAB S.A.: Greek State is not involved in the shareholder structure of the Company. Moreover, the Company has not received any financial assistance (grants) from government agencies.	
<i>Aspect: Market presence</i>				
G4-DMA	Disclosures on Management Approach	-	2. Sustainable Development and creating shared value (p.25) / 2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38) / 5.5 Benefits (p.75)	
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	6.3.7, 6.3.10, 6.4.3-6.4.4, 6.8.1-6.8.2	5.5 Benefits (p.75) Hellenic Cables and Fulgor offer higher salary to all employees – even for the new hires - than that determined by the National General Collective Agreement. For confidentiality reasons, the companies prefer not to publish the relevant data.	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	6.8.1-6.8.2, 6.4.3, 6.8.5, 6.8.7	2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38). Cablel® cable companies' common practice is to employ people from the local communities.	
<i>Aspect: Indirect economic impacts</i>				
G4-DMA	Disclosures on Management Approach		2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38)	
G4-EC7	Development and impact of infrastructure investments and services supported.	6.3.9, 6.8.1- 6.8.2, 6.8.7, 6.8.9	Message from the top management (p.4) / 2. Sustainable Development and creating shared value (p.25) / 2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38) / 4.3 Research and development (p.56)	
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	6.3.9, 6.6.6, 6.6.7, 6.7.8, 6.8.1-6.8.2, 6.8.5, 6.8.7, 6.8.9	Message from the top management (p.4) / 2. Sustainable Development and creating shared value (p.25) / 2.5 Initiatives and international standards (p.34) / 3.1 Financial performance of Cablel® cable companies (p.43) / 4.3 Research and development (p.56)	



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>Aspect: Procurement practices</b>				
G4-DMA	Disclosures on Management Approach	-	2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38)	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	6.4.3, 6.6.6, 6.8.1-6.8.2, 6.8.7	2.5 Initiatives and international standards (p.34) / 2.6 Supporting local communities (p.38)	
<b>ENVIRONMENT</b>				
<b>Aspect: Materials</b>				
G4-DMA	Disclosures on Management Approach	6.2, 6.5	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94) / 7.2 Endorsing circular economy principles (p.96)	
G4-EN1	Materials used by weight or volume.	6.5.4	7. Responsibility to the environment (p.93) / 7.2 Endorsing circular economy principles (p.96)	
G4-EN2	Percentage of materials used that are recycled input materials.	6.5.4	7. Responsibility to the environment (p.93) / 7.2 Endorsing circular economy principles (p.96)	
<b>Aspect: Energy</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93)	✓
G4-EN3	Energy consumption within the organization.	6.5.4	7.3 Environmental Key Performance Indicators (p.97) § Electrical and thermal energy consumption (p.98) Cablel® cable companies do not purchase biofuels, ethanol and hydrogen. Moreover, Cablel® cable companies do not produce or sell energy.	✓
G4-EN4	Energy consumption outside of the organization.	6.5.4	7.3 Environmental Key Performance Indicators (p.97) § Electrical and thermal energy consumption (p.98) The total electric energy generated from the provider PPC. S.A., for 2016, consisted of 18.60% renewable energy sources. In particular, the fuel mix, regarding the whole country, as published from PPC. S.A, is presented as follows: Lignite: 27.97% Natural Gas: 23.17% Hydro electrical: 9.43% RES: 18.60% Interconnections: 19.26%.	
G4-EN5	Energy intensity.	6.5.4	7.3 Environmental Key Performance Indicators (p.97) § Electrical and thermal energy consumption (p.98) / Sustainable Development Key Performance Indicators table (p.105)	✓
G4-EN6	Reduction of energy consumption.	6.5.4, 6.5.5	7. Responsibility to the environment (p.93) / 7.2 Endorsing circular economy principles (p.96)	
G4-EN7	Reductions in energy requirements.	6.5.4, 6.5.5	7. Responsibility to the environment (p.93) / 7.2 Endorsing circular economy principles (p.96)	
<b>Aspect: Water</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94) / 7.3 Environmental Key Performance Indicators (p.97) § Water usage (p.102)	
G4-EN8	Total water withdrawal by source.	6.5.4	7.3 Environmental Key Performance Indicators (p.97) § Water usage (p.102)	
G4-EN9	Water sources significantly affected by withdrawal of water.	6.5.4	Cablel® cable companies do not withdraw water bodies from a system recognized by environmental experts to be particularly sensitive due to its relative size, function, or they characterize its status as a rare, threatened, or endangered. Additionally, Cablel® cable companies do not withdraw water from a Ramsar-listed wetland or any other nationally or internationally proclaimed conservation area.	
<b>Aspect: Emissions</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94) / 7.3 Environmental Key Performance Indicators (p.97) § Direct air emissions (p.105)	✓
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	6.5.5	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94) / 7.3 Environmental Key Performance Indicators (p.97) § Direct air emissions (p.100) / Sustainable Development Key Performance Indicators table (p.105)	✓
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	6.5.5	7.3 Environmental Key Performance Indicators (p.97) ✓ § Direct air emissions (p.105)	
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	6.5.5	7.3 Environmental Key Performance Indicators (p.97) § Direct air emissions (p.105)	
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	6.5.5	7.3 Environmental Key Performance Indicators (p.97) § Direct air emissions (p.105)	
G4-EN20	Emissions of Ozone-Depleting substances (ODS).	6.5.3, 6.5.5	Cablel® cable companies' emissions do not include any ozone-depleting substances (ODS).	
G4-EN21	NOx, SOx and other significant air emissions.	6.5.3	7.3 Environmental Key Performance Indicators (p.97) § Direct air emissions (p.105) / Sustainable Development Key Performance Indicators table (p.105) Cablel® cable companies' production units do not release persistent organic pollutants (POPs), hazardous air pollutants (HAPs), or stack or fugitives.	





Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>Aspect: Effluents and waste</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94) / 7.4 Waste management (p.103)	
G4-EN22	Total water discharge by quality and destination.	6.5.3, 6.5.4	7.4 Waste management (p.103) There was no water discharge within 2016, as it depends on the production mix.	
G4-EN23	Total weight of waste by type and disposal method.	6.5.3	7.4 Waste management (p.103)	
G4-EN24	Total number and volume of significant spills.	6.5.3	There were no spills during 2016, which could affect human health, soil, vegetation, water bodies and groundwater.	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention <sup>2</sup> Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	6.5.3	7.4 Waste management (p.103) Cablel® cable companies do not treat, import or transport any type of waste.	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	6.5.3, 6.5.4, 6.5.6	Cablel® cable companies do not discharge water that could affect the environment.	
<b>Aspects: Products and services</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental approach (p.94) / 7.3 Environmental Key Performance Indicators (p.97) / 7.4 Waste management (p.103)	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	6.5.3, 6.5.4, 6.5.5, 6.7.5	7.1 Environmental Management approach (p.94) / 7.2 Endorsing circular economy principles (p.96) / 7.3 Environmental Key Performance Indicators (p.97)	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	6.5.3, 6.5.4, 6.7.5	7.2 Endorsing circular economy principles (p.96)	
<b>Aspect: Compliance</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94)	
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	4.6	There were no fines or sanctions for non-compliance with environmental laws and regulations.	
<b>Aspect: Overall</b>				
G4-DMA	Disclosures on Management Approach	-	7. Responsibility to the environment (p.93) / 7.1 Environmental Management approach (p.94)	
G4-EN31	Total environmental protection expenditures and investments by type.	6.5.1-6.5.2	7.1 Environmental Management approach (p.94) § Environmental protection expenditures (p.95)	
<b>SOCIAL</b>				
<b>LABOR PRACTICES AND DECENT WORK</b>				
<b>Aspect: Employment</b>				
G4-DMA	Disclosures on Management Approach	6.4.1-6.4.2	5. Responsibility to our employees (p.69) / 5.1 Code of Conduct (p.70) / 5.3 Attracting and retaining talents (p.71) / 5.4 Developing and appraising (p.71) / 5.7 Equal opportunities and human rights (p.76)	✓
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	6.4.3	5.3 Attracting and retaining talents (p.71) / 5.8 Human resources data (p.78)	✓
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	6.4.4, 6.8.7	5.3 Attracting and retaining talents (p.71) / 5.5 Benefits (p.75) / 5.8 Human resources data (p.78)	✓
G4-LA3	Return to work and retention rates after parental leave, by gender.	6.4.4	5.7 Equal opportunities and human rights (p.76) § Code of Conduct of Cablel® cable companies (p.77)	✓
<b>Aspect: Occupational health and safety</b>				
G4-DMA	Disclosures on Management Approach	-	5. Responsibility to our employees (p.69) / 5.1 Code of Conduct (p.70) / 5.7 Equal opportunities and human rights (p.76) / 6. Health and safety (p.83) / 6.1 The approach to health and safety (p.84) / 6.2 Employees training (p.85)	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advice on occupational health and safety programs.	6.4.6	6.1 The approach to health and safety (p.84)	V
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender.	6.4.6, 6.8.8	6.4 Key Performance Indicators on Health & Safety (p.89)	V
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	6.4.6, 6.8.8	6.3 Prevention programmes (p.87)	V
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	6.4.6	Cablel® cable companies include all the health and safety topics foreseen by the institutional framework, in its employees' labour contracts.	
<b>Aspect: Training and education</b>				
G4-DMA	Disclosures on Management Approach	-	5. Responsibility to our employees (p.69) / 5.1 Code of Conduct (p.70) / 5.4 Developing and appraising (p.71) / 5.7 Equal opportunities and human rights (p.76)	V
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	6.4.7	5.4 Developing and appraising (p.71)	V
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	6.4.7, 6.8.5	5.5 Benefits (p.75) Cablel® cable companies do not provide programmes for assisting employees in managing career ending.	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	6.4.7	5.4 Developing and appraising (p.71)	
<b>Aspect: Diversity and equal opportunity</b>				
G4-DMA	Disclosures on Management Approach	-	5. Responsibility to our employees (p.69) / 5.1 Code of Conduct (p.70) / 5.7 Equal opportunities and human rights (p.76)	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	6.2.3, 6.3.7, 6.3.10, 6.4.3	5.8 Human resources data (p.78) HELLENIC CABLES S.A: The Company's BoD consists of twelve (12) men. Approximately, 65% of the members is between 45-75 years old. One (1) of the members is an American citizen. FULGOR S.A.: The Company's BoD consists of ten (10) men. Approximately, 70% of the members is between 45-75 years old. Two (2) members of the BoD are foreign citizens. ICME ECAB S.A.: The Company's BoD consists of eight (8) men. Approximately, 75% of the members is between 45-75 years old. One (1) member of the BoD is German citizen and two (2) of the members are Romanian citizens.	
<b>Aspect: Equal remuneration for women and men</b>				
G4-DMA	Disclosures on Management Approach	-	5.7 Equal opportunities and human rights (p.76)	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	6.3.7, 6.3.10, 6.4.3, 6.4.4	5.7 Equal opportunities and human rights (p.76)	
<b>HUMAN RIGHTS</b>				
<b>Aspect: Investment</b>				
G4-DMA	Disclosures on Management Approach	4.8, 6.3.1-6.3.2	5. Responsibility to our employees (p.69) / 5.3 Attracting and retaining talents (p.71) / 5.4 Developing and appraising (p.71) / 5.5 Benefits (p.75) / 5.6 Internal communication (p.77)	
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	6.3.3, 6.3.5, 6.6.6	Cablel® cable companies select their collaborates based on strict criteria. In particular, regarding agreements with suppliers, the respect of human rights is assured through the acceptance of the Suppliers Code of Conduct. Respect for human rights is protected by national and international legislation, and as a consequence, Cablel® cable companies' concluded agreements and contracts, come under this legislative framework.	
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	6.3.5	5.7 Equal opportunities and human rights (p.76)	



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<b>Aspect: Non-discrimination</b>				
G4-DMA	Disclosures on Management Approach	-	5. Responsibility to our employees (p.69) / 5.3 Attracting and retaining talents (p.71) / 5.4 Developing and appraising (p.71) / 5.5 Benefits (p.75) / 5.6 Internal communication (p.77)	
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	6.3.6, 6.3.7, 6.3.10, 6.4.3	5.7 Equal opportunities and human rights (p.76) No incidents of discrimination have ever been recorded.	
<b>Aspect: Child labour</b>				
G4-DMA	Disclosures on Management Approach	-	5.7 Equal opportunities and human rights (p.76) § Code of Conduct of Cablel® cable companies (p.77)	
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute the effective abolition of child labour.	6.3.3-6.3.5, 6.3.7, 6.3.10, 6.6.6, 6.8.4	5.7 Equal opportunities and human rights (p.76) § Code of Conduct of Cablel® cable companies (p.77) No incidents of child labour have ever been recorded.	
<b>Aspect: Forced or compulsory labour</b>				
G4-DMA	Disclosures on Management Approach	-	5.7 Equal opportunities and human rights (p.76) § Code of Conduct of Cablel® cable companies (p.77)	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour.	6.3.3-6.3.5, 6.3.10, 6.6.6	5.7 Equal opportunities and human rights (p.76) § Code of Conduct of Cablel® cable companies (p.77) No incidents of forced or compulsory labour have ever been recorded.	
<b>Aspect: Human rights grievance mechanisms</b>				
G4-DMA	Disclosures on Management Approach	-	5. Responsibility to our employees (p.69) / 5.7 Equal opportunities and human rights (p.76) § Code of Conduct Cablel® cable companies (p.77)	
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	6.3.6	Following the human rights' audits conducted, Cablel® cable companies assessed that there is no risk of human rights abuses in their operations and therefore, it is deemed unnecessary to create a relative formal grievance mechanism.	
<b>SOCIETY</b>				
<b>Aspect: Anti-corruption</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) § Management of transparency and corruption issues (p.49)	
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	6.6.1-6.6.2, 6.6.3	3.2 Corporate Governance (p.46) § The role of the Board of Directors (p.47) § Internal audit and risk management system (p.49) § Management of transparency and corruption issues (p.49)	
G4-S04	Communication and training on anticorruption policies and procedures.	6.6.1-6.6.2, 6.6.3, 6.6.6	3.2 Corporate Governance (p.46) § Management of transparency and corruption issues (p.49) No relevant training was conducted, during the reporting period.	
G4-S05	Communication and training on anticorruption policies and procedures.	6.6.1-6.6.2 6.6.3	3.2 Corporate Governance (p.46) § Management of transparency and corruption issues (p.49) No incidents of corruption or relative legal case were recorded.	
<b>Aspect: Public policy</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) / 5.7 Equal opportunities and human rights (p.76)	
G4-S06	Total value of political contributions by country and recipient/beneficiary.	6.6.1-6.6.2, 6.6.4	Cablel® cable companies do not provide any financial or in-kind support to politicians and/or political parties and related institutions.	
<b>Aspect: Anti-competitive behavior</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) / 5.7 Equal opportunities and human rights (p.76)	
G4-S07	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	6.6.1-6.6.2, 6.6.5, 6.6.7	There were no relevant legal actions. Furthermore, in ensuring our clients' interests, all Commercial Directors sign a corporate contract. Thus, they commit not to participate in procedures that may end in collusions with potential competitors about prices adjustment, offers' coordination, limiting the market or the production, or quotas imposing based on geographical region or customers' distribution.	
<b>Aspect: Compliance</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) / 5.7 Equal opportunities and human rights (p.76)	
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	4.6	There were no relative fines.	

Indicator Disclosure		ISO26000 section	Notes / Section	External assurance
<b>PRODUCT RESPONSIBILITY</b>				
<b>Aspect: Customer health and safety</b>				
G4-DMA	Disclosures on Management Approach	-	4. Products and services (p.51) / 4.1 Cablel® Cables and their applications (p.51) / 4.2 Turnkey solutions (p.54) / 4.3 Research and development (p.56) / 4.4 Major projects (p.58) / 4.5 High quality of products (p.58) / 4.6 Business / Continuity Management System (p.62) / 4.8 Customer–focused philosophy (p.64)	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	6.7.1-6.7.2, 6.7.4, 6.7.5, 6.8.8	4.5 High quality of products (p.58) / 4.6 Business Continuity Management System (p.62) / 4.7 Caring for health and safety within the product's life cycle (p.63) / 4.8 Customer–focused philosophy (p.64)	
G4-PR2	Total number of incidents of non compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	4.6, 6.7, 6.7.4, 6.7.5, 6.8.8	There were no relative incidents of non- compliance.	
<b>Aspect: Product and service labeling</b>				
G4-DMA	Disclosures on Management Approach	-		
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	6.7.3, 6.7.4, 6.7.5, 6.7.9, 6.7.1-6.7.2	4.1 Cablel® Cables and their applications (p.51) / 4.3 Research and development (p.56) / 4.5 High quality of products (p.58)	
G4-PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	4.6, 6.7.1-6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9	There were no relative incidents of non- compliance.	
G4-PR5	Results of surveys measuring customer satisfaction.	6.7.1-6.7.2, 6.7.6	4.8 Customer–focused philosophy (p.64) Cablel® cable companies conduct a customer satisfaction survey, every two years.	
<b>Aspect: Customer privacy</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) / 4.8 Customer–focused philosophy (p.64) / 5.7 Equal opportunities and human rights (p.76)	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	6.7.1-6.7.2, 6.7.7	4.8 Customer–focused philosophy (p.64) There were no complaints about breach of privacy and customer data.	
<b>Aspect: Compliance</b>				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.46) / 4.8 Customer–focused philosophy (p.64) / 5.7 Equal opportunities and human rights (p.76)	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision & use of products and services.	4.6, 6.7.1-6.7.2, 6.7.6	Cablel® cable companies fully comply with laws and regulations concerning the provision and use of products and services hence there were no administrative or judicial sanctions levied.	



# Feedback form

We invite you to contribute to our efforts of improving our performance. By filling in the below feedback form, you can disclose your opinion and impressions about the issues presented in the Sustainability Report 2016. The data gathered from the completion of this questionnaire are used solely for internal evaluation purposes, performed by the Cablel® sustainability team. We appreciate your response.

Which stakeholder group(s) of Cablel® cable Companies do you belong to?

- ☐ Employees
- ☐ Shareholders
- ☐ Customers
- ☐ Local community members
- ☐ Representatives from State/Institutional Organization
- ☐ Other:
- ☐ Suppliers
- ☐ Investors
- ☐ Representatives of Financial Institution
- ☐ NGO members
- ☐ Mass Media representatives

Below you can state your impression on each section of the Report:

Sections of the Report	Excellent	Good	Needs improvement
Worldwide presence of Cablel® companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sustainable Development and creating shared value	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial development and Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Products and services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibility to our employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibility to the environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Regarding the issues presented in the Sustainability Report 2016:

- To what extent do you believe that this Report address the most significant-material issues regarding the Companies' activitie?

☐ Excellent

☐ Good

☐ Moderate

☐ Poor
- How would you rate the balance between the chapters?

☐ Excellent

☐ Good

☐ Moderate

☐ Poor
- How would you characterize the Report's wording?

☐ Excellent

☐ Good

☐ Moderate

☐ Poor
- How would you asses the design/layout of the Report?

☐ Excellent

☐ Good

☐ Moderate

☐ Poor
- How easily were you able to find the information which interests you?

☐ Very easily

☐ Quite easily

☐ Relatively easily

☐ Not at all easily

In your opinion, have the data included in the Sustainability Report and their way of presentation, contributed in proving an overview for Cablel® cable companies activities?

- ☐ Yes
- ☐ No
- ☐ Needs improvement

Based on Sustainability Report 2016, how would you rate Cablel® cable companies regarding sustainable development issues?

- ☐ Excellent
- ☐ Good
- ☐ Moderate
- ☐ Needs improvement

Is there any other information or other issues regarding Cablel® cable companies, you were looking for and were not included in the Report? Please, describe:

Please describe any concerns or issues you may have regarding Cablel® cable companies and you wish to communicate.

Are there any actions do you think Cablel® cable companies should take in order to better meet your needs and concerns?

Personal Information (optional):

Name/Surname:

Company/ Organization:

Address:

Tel./Fax:

E-mail:

*\* All personal data is protected in compliance with the provisions of law on personal data protection.*

Please send this form to:

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