

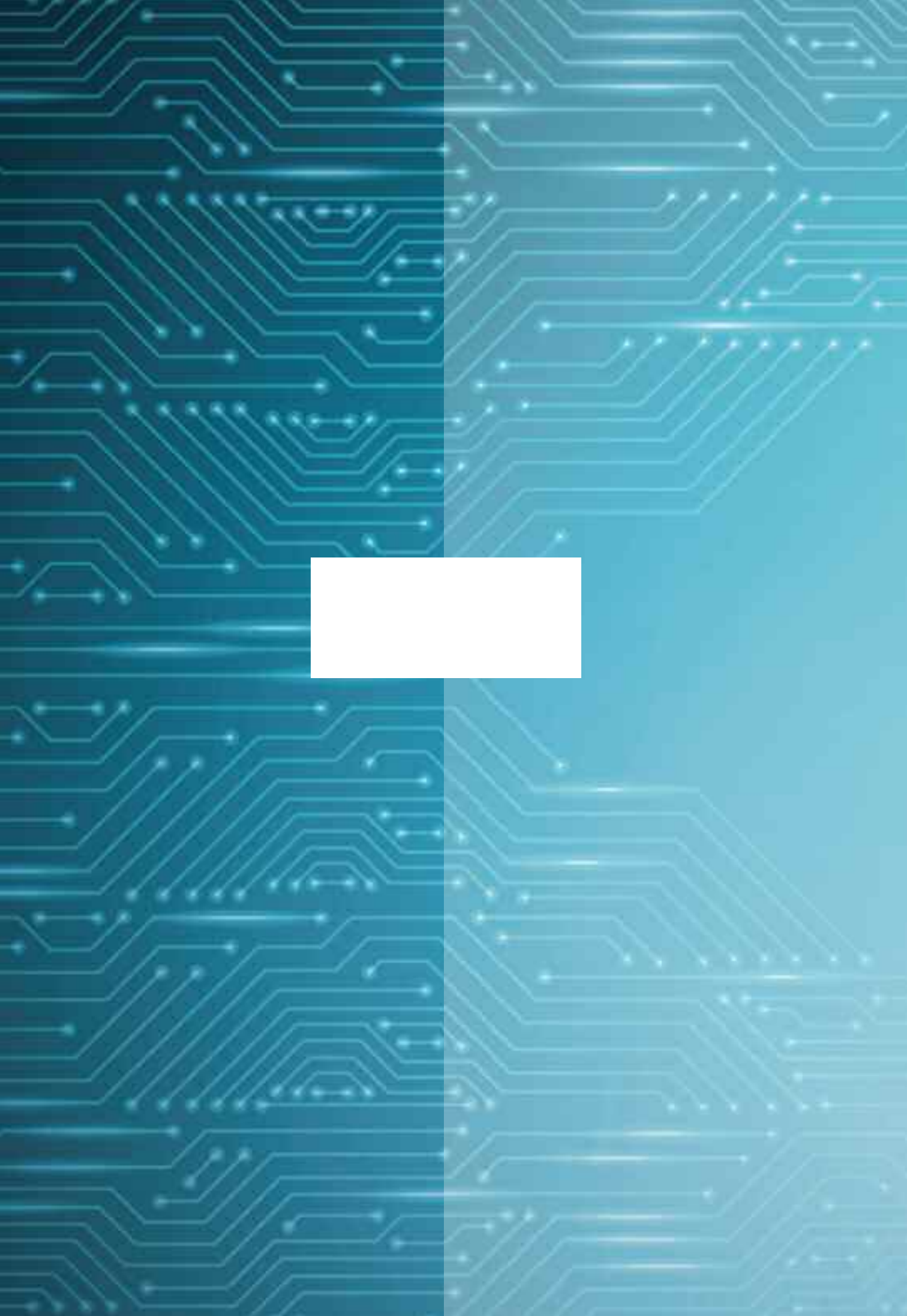
Corporate Responsibility  
and Sustainable  
Development Report 2014



 **CABLEL<sup>®</sup>**  
**HELLENIC CABLES**  
G R O U P

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

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



# Contents

General information about the report  
Message from the Management



## 1. Company profile 6

1.1	Worldwide presence of Hellenic Cables Group	6
1.2	Milestones	10
1.3	Vision, mission, values and strategic objectives	12
1.4	Hellenic Cables and Fulgor	14
1.5	Membership of associations and organizations	16
1.6	Subsidiary company Icme Ecab	18



## 2. Corporate Responsibility and Sustainable Development 24

2.1	Corporate Social Responsibility and Sustainable Development policy	25
2.2	Corporate Responsibility management approach	27
2.3	Materiality analysis	29
2.4	Stakeholders engagement	32
2.5	Our response to stakeholders' needs	34
2.6	Code of Conduct	35
2.7	Initiatives and international standards	36



## 3. Financial development and Corporate Governance 40

3.1	Financial performance	40
3.2	Corporate Governance	42



## 4. Our presence in the marketplace 50

4.1	Our products and their applications	50
4.2	High quality of products	55
4.3	Caring for health and safety within the product's life cycle	58
4.4	Research and development	60
4.5	Customer-focused philosophy	61
4.6	Our suppliers	64



## 5. Our people 66

5.1	Attracting and retaining talent	67
5.2	Developing our people	68
5.3	Equal opportunities and human rights	72
5.4	Internal communication	73
5.5	Human resources data	74



## 6. Health and safety in our workplace 78

6.1	Our approach to health and safety	78
6.2	Health and safety programmes and activities	81
6.3	Our investments in health and safety	85
6.4	Health and safety Key Performance Indicators	88



## 7. Our environmental approach 92

7.1	Environmental Management System	93
7.2	Raw and secondary materials	94
7.3	Environmental Key Performance Indicators	96
7.4	Waste management	105



## 8. Our contribution to society 108

8.1	Creating shared value and social product	110
8.2	Supporting local communities	111

Corporate Responsibility Key Performance Indicators table	118
Global Compact and GRI-G4 linkage table	119
GRI-G4 indicators table and linkage with ISO 26000	120
Independent external verification report	128
Feedback form	131

"In case of any discrepancy, the Greek version shall prevail."



The Corporate Responsibility and Sustainable Development Report 2014 includes the activities of the Companies Hellenic Cables S.A. and Fulgor S.A. and the way they meet the current economic, environmental and social challenges as well the way responsibility is incorporated in all business operations.

### Report boundary and scope

Hellenic Cables Corporate Responsibility and Sustainable Development Report is published on an annual basis from 2009 and for the second time this year, it includes the activities of its key subsidiary company in Greece, Fulgor S.A. The report does not include data related to other subsidiaries, potential joint ventures, partners, suppliers or third parties. It is noted that some information related to Hellenic Cables Group is only provided in the Chapter "Company Profile" in order to facilitate the reader to have broader view of the Group's activities. Moreover, a brief presentation of Icme Ecab, the key subsidiary of the Group, based in Romania is also included in that Chapter. This reference is short and limited to the relevant separate section of the Chapter "Company profile".

- The terms «The Company», «we», refer to practices and policies that are effective and implemented in common at the Companies Hellenic Cables S.A and Fulgor S.A, unless otherwise stated for any of them.
- The term «Group» refers to Hellenic Cables and its subsidiaries both in Greece and abroad.

Corporate Responsibility and Sustainable Development Report 2014 (for the period 1/1/2014 – 31/12/2014) is the sixth consecutive publication of Hellenic Cables. All Corporate Responsibility and Sustainable Development Reports of the Company are available on [www.cablel.com](http://www.cablel.com) (section Corporate Social Responsibility / Corporate Responsibility).

### Restrictions and significant changes

Corporate Responsibility and Sustainable Development Report 2014 covers a wide range of issues related to economic, environmental and social impact of the Company, without any specific restriction on the scope or the boundary of the Report. This Report includes for the second time all information related to subsidiary company Fulgor in such a way that does not affect the possibility to compare annual data. It is noted that no acquisitions, divestitures, joint ventures or other activities have taken place that affect the possibility to compare data on year to year basis. The report does not contain any significant changes in the assessment methods applied. In cases where reviews have been made, a specific reference to individual sections, tables' diagrams is made as well as clarification of the reasoning behind revising the perspective items. Furthermore, no significant changes have been made regarding the size, structure or ownership of the Company that may affect the content of the 2014 Report.

### Project Team

**Corporate Responsibility Team**, a special team of executives of the relevant Divisions and Departments, was formed in order to compile the report. The team's primary task is to collect the required information and evaluate the important issues regarding the fields of Company's Corporate Responsibility.

The members of the Hellenic Cables Corporate Responsibility Team are: Team coordinators: Georgallis George and Marlagoutsos Panagiotis. Executives from relevant Divisions and Departments: Alexopoulos Argyris, Voulgaris Chralamos, Zannias Panagiotis, Karkantelidou Foteini, Lolis Anastasios, Michos Georgios, Pikeas Antonis, Soulas Konstantinos, Stamati Menia, Chatzakis Dimitrios, Chronopoulou Katerina.

### Methodology

Hellenic Cables Corporate Responsibility and Sustainable Development Report for the year 2014, 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 Corporate Responsibility Team updated the material issues of the Company (materiality analysis- procedure of identification and prioritization material issues CSR). During the updating process, the Company's stakeholders opinions (shareholders, customers, employees, local communities, suppliers, state and institutional organizations) were taken into consideration. These opinions were earlier recorded at a special workshop. Analytical data as well as the outcomes are presented in the Chapter "Corporate Responsibility and Sustainable Development".

Corporate Responsibility and Sustainable Development Report 2014 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**

The Company recognizes 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 contained in the Chapters of "Health and Safety in the workplace", "Our environmental approach", and for the second time of the chapter "Our people" by an independent external certification body. The conclusions and comments that arose from the process of external verification will be used by the Company in order to improve the quality of its Corporate Responsibility and Sustainable Development Reports. The last part of the Report presents the report of the independent certification body.

### **Sources of Information**

Recording procedures applied by the Company and its 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 Hellenic Cables and Fulgor are available either through Corporate Responsibility Team or on [www.cablel.com](http://www.cablel.com) and [www.fulgor.com](http://www.fulgor.com). The financial data that is included in the Report is in full compliance with the information contained in the Annual Report 2014 of the Company (which is available on the website [www.cablel.com](http://www.cablel.com) in the section Investor Relations / Annual Bulletins-Reports). In printed form, the Corporate Responsibility and Sustainable Development Report 2014 and the Hellenic Cables Group Annual Report 2014 form a single book. Additional information on Hellenic Cables and Fulgor products and services, is analytically presented on the websites [www.cablel.com](http://www.cablel.com) and [www.fulgor.com](http://www.fulgor.com).

### **Contact**

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.

Hellenic Cables Group  
George Georgallis  
CSR Manager  
33 Amaroussiou-Halandriou str.  
GR 151 25 Maroussi, Greece  
Tel.: +30 210 6787 900, Fax: +30 210 6787 406  
E-mail: [csr@cablel.vionet.gr](mailto:csr@cablel.vionet.gr)  
[www.cablel.com](http://www.cablel.com)



---

***“Responsibility at Hellenic Cables is developed and applied through a system of values, objectives, goals and actions that govern all of the Company's activities”***

---

In closing out a year in the continuing recession which affected both the domestic and global economies, we leave our mark by maintaining our principles and our commitment to achieve growth responsibly and business wise feasible.

This year, we made it our priority to carry through on our investments; we focused on developing high value-added products while reaffirming our commitment to responsible behaviour through actions within all of the axes falling under the Corporate Responsibility umbrella, such as:

- Ensuring satisfactory returns for our shareholders;
- Offering competitive products and integrated services to our customers;
- On-going concern for occupational health and safety;
- Supporting the local communities in which we operate;
- Developing infrastructure aimed at reducing the environmental impact of our operations.

The development of the Company within the framework of Corporate Social Responsibility principles is an ongoing goal. We recognise that CSR is the only way towards Sustainable Development, the development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

The key actions that took place over the previous year under the axes we have established include, among others:

- Developing stricter risk management criteria aimed at more effective and fully transparent corporate governance of the organisation;
- Implementing international quality standards for our products and certification of our laboratories;
- Providing ongoing training and aiming to the development of our people;
- Enhancing our actions in the area of occupational health and safety;
- Completing environmental expenditures and investments aimed at conserving energy and reducing greenhouse air emissions.

We are aware that all of our stakeholders expect a responsible behaviour and way of operating, and therefore we seek not only to maintain, but to strengthen the relation of trust that we enjoy with our shareholders, our customers, our employees and the society in general.

At a time of great instability both in Greece and Europe, we stabilised our financial results and demonstrated the viability of our business strategy. In 2015, we are intensifying our corporate actions with a focus on expanding into new markets and on providing innovative products, such as high-voltage submarine cables, enabling us as an export company to help bolster the Greek economy and contribute to the development of society in general.

Social Responsibility shapes the future not only of businesses, but also of the markets and communities we seek to reach. We endeavour to operate responsibly and in accordance with our principles and values.

Ioannis Batsolas  
Chairman of the Board of Directors

Alexios Alexiou  
General Manager



### 1.1 Worldwide presence of Hellenic Cables Group

**15%**  
Sales volume  
increase

**74%**  
Export sales

**31**  
EUR million  
In annual investments



- 5 subsidiaries
- Exports to over 50 countries globally
- 2 linked companies
- 6 production units

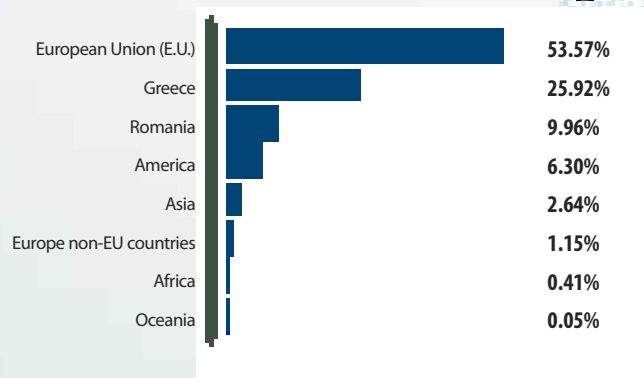




The largest cable producer in Southeast Europe

EUR 359 million revenue, 4% increase

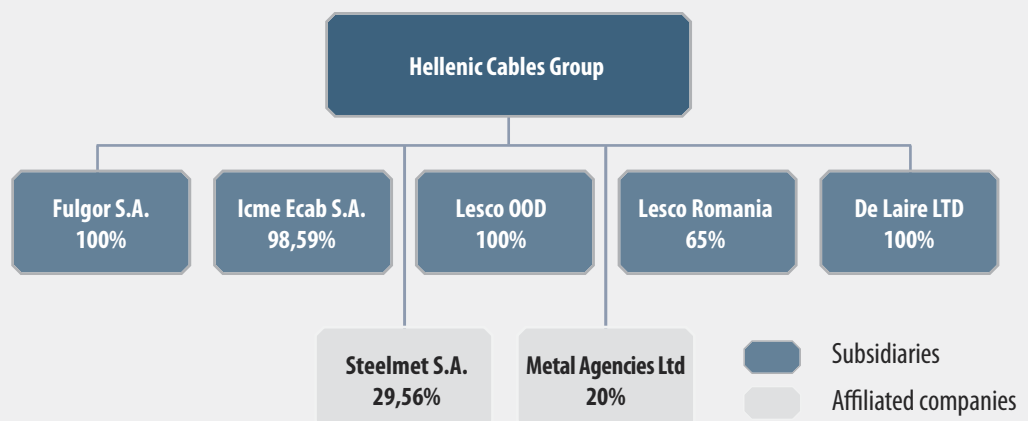
Sales per geographic region 2014





### Hellenic Cables Group

The Hellenic Cables Group is a leader in the cable manufacturing industry, both in Greece and in Southeast Europe. The Group is an active exporter with an international commercial presence. The parent company, Hellenic Cables, and the Group continually invest in research and development of new technologies to acquire know-how and to develop innovative products and services in order to maintain their market – leading position and respond to the requirements of even the most demanding customers and projects. The Group comprises five subsidiary and two affiliated companies:




Significant capital expenditure plans have been launched over the last few years, and in 2014 the investments made, were focused on the production of high-voltage submarine cables (at the Fulgor subsidiary). At the same time, selective investments were made at the Group's other plants in order to increase capacity, productivity and flexibility. The Group's significant investment plans continued throughout 2014, demonstrating its unwavering goal of developing its competitive advantage.



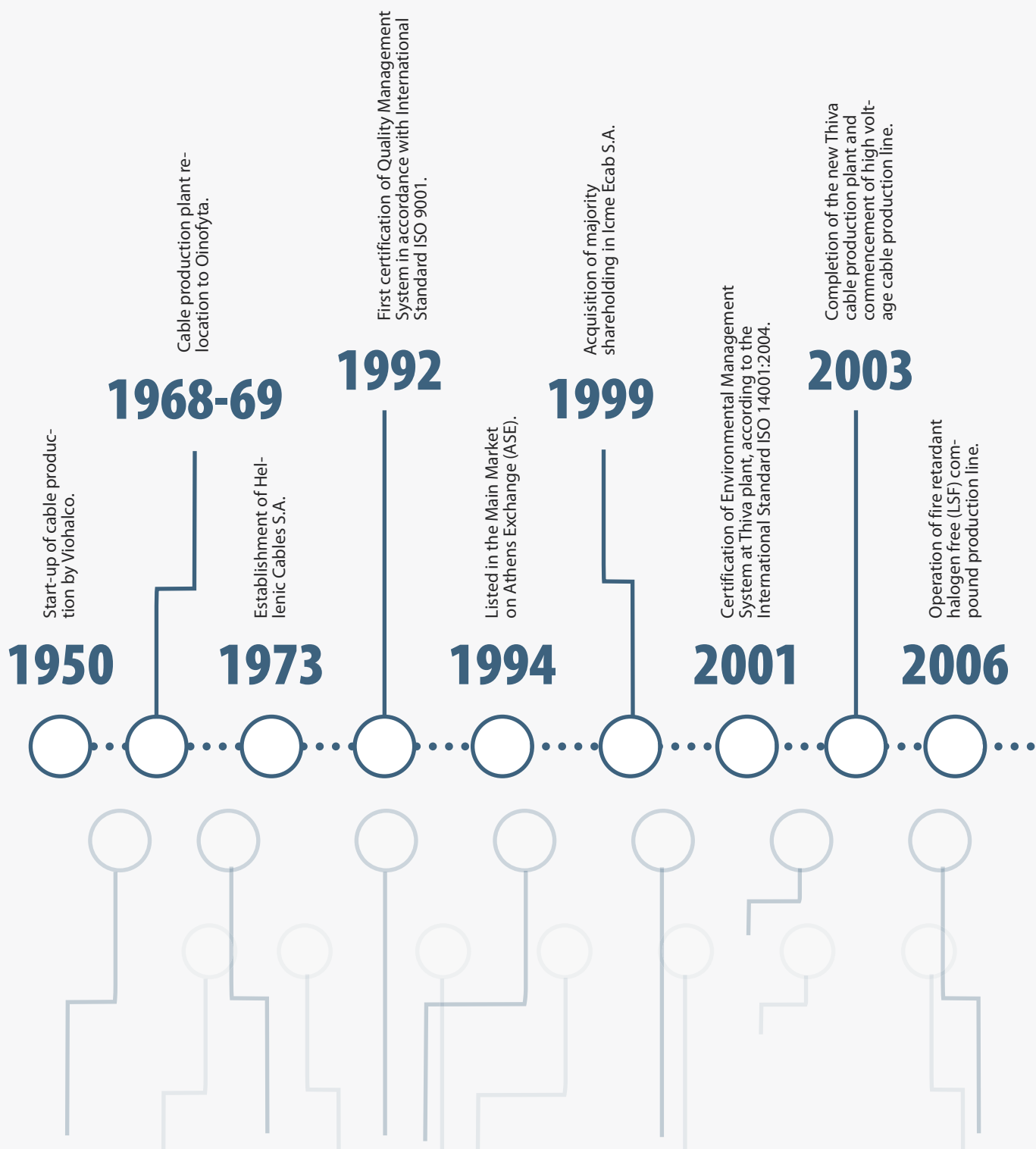
Hellenic Cables annually leads the way in funding actions and investments through which seeks to bolster research and development related to technological improvement of its products and to maintain its dynamic performance in the sector. Thus, in 2011, it completed successfully the acquisition of Fulgor S.A., which is engaged in the production of power cables of up to 150 kV, medium-voltage submarine cables and optical fibre cables, bare conductors and copper (Cu) and aluminium (Al) rods.

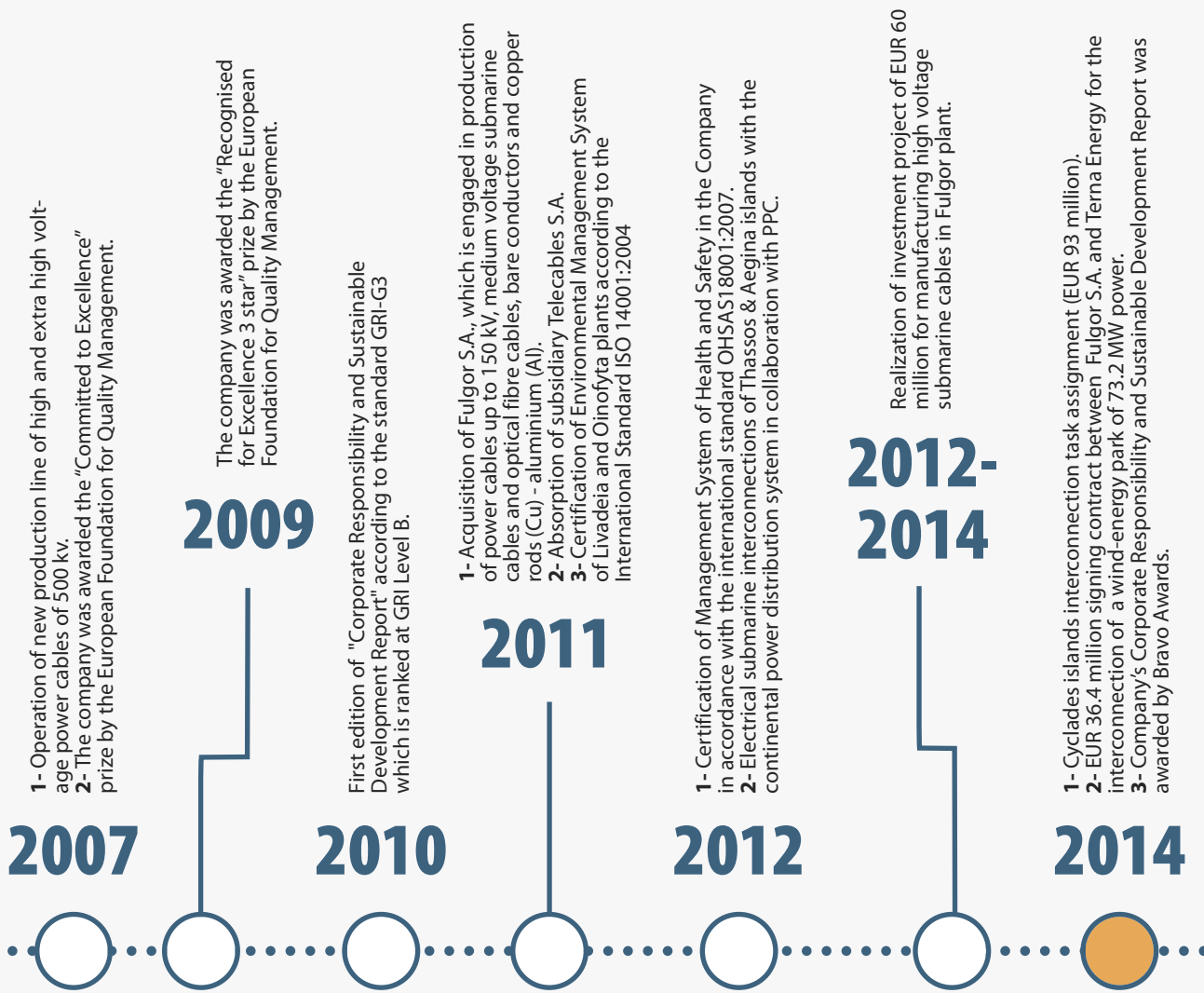
In the period 2012-2014, Hellenic Cables implemented an investment plan of EUR 60 million to manufacture high-voltage submarine cables at the Fulgor plant.

 <b>Hellenic Cables Group production plants</b>		
	<b>Basic product</b>	<b>Installations</b>
<b>HELLENIC CABLES S.A.</b> <small>HELLENIC CABLE INDUSTRY S.A.</small>		
<b>Thiva, Greece</b>	<ul style="list-style-type: none"> <li>• Power cables (low, medium, high voltage)</li> <li>• Fibre optic cables</li> <li>• Copper and aluminium pipes</li> </ul>	Total area: 175,082 sm Facilities: 50,181 sm. Annual capacity: 60,000 tons
<b>Livadeia, Greece</b>	Enamelled wires	Total area: 121,818 sm. Facilities: 13,939 sm. Annual capacity: 14,000 tons
<b>Oinofyta, Greece</b>	Plastic and rubber compounds	Total area: 21,263 sm. Facilities: 9,072 sm. Annual capacity: 24,000 tons
<b>FULGOR</b> <small>HELLENIC CABLE INDUSTRY S.A.</small>		
<b>Sousaki Corinthia</b>	<ul style="list-style-type: none"> <li>• Power cables (low, medium, high voltage)</li> <li>• Submarine cables</li> <li>• Copper and aluminium rods</li> </ul>	Total area: 209,656 sm. Facilities: 89,489 sm  Annual capacity: 50,000 tons of cables and 120,000 tons of wire F8
<b>ICNE BCAB S.A.</b> <small>ICNE BCAB S.A.</small>		
<b>Bucharest, Romania</b>	<ul style="list-style-type: none"> <li>• Power cables (low, medium, high voltage)</li> <li>• Telecommunication and data transmission cables</li> </ul>	Total area: 267,789 sm. Facilities: 102,138 sm Annual capacity: 50,000 tons
<b>LESKO LTD</b> <small>LESKO LTD</small>		
<b>Blagoevgrad, Bulgaria</b>	Wooden pallets and reels	Total area: 17,000 sm Facilities: 3,398 sm Annual capacity: 16,500 tons



## 1.2 Milestones







### 1.3 Vision, mission, values and strategic objectives

**Our vision** is to systematically contribute to the improvement of end consumer's quality of life by providing reliable and safe products, manufactured with environmentally conscious and user friendly modern technologies.

**The Company's mission is** to directly respond to the needs of its customers around the world by constantly improving its products and services, laying particular emphasis on the development of human resources, corporate and social responsibility and creating value for shareholders and partners.

#### Our principles are:

- ✓ Respect for environment and people.
- ✓ Knowledge, competence and professional conduct.
- ✓ Honesty, integrity and prudence.
- ✓ Team spirit and collaborative attitude.
- ✓ Orientation towards actions and results.

#### Strategic objectives for 2014

Increase of sales of value-added products

Approach new markets (focusing on countries outside the EU)

Penetrate network operator market

Optimise working capital

Improve competitiveness

Improve productivity and reduce production costs

Emphasise on human resources and Corporate Social Responsibility



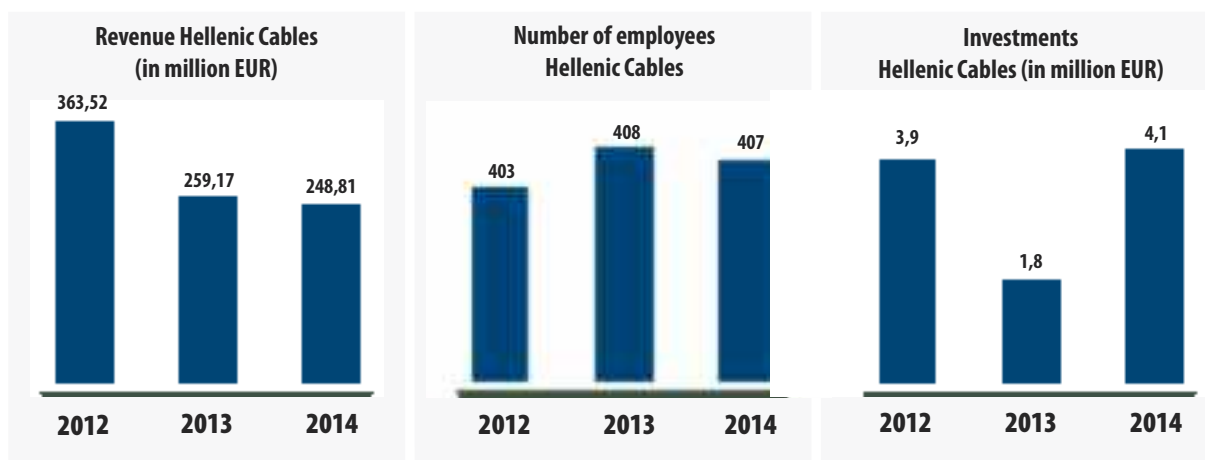


## 1.4 Hellenic Cables and Fulgor

Hellenic Cables has been active since 1950 as a cables production unit of the former Viohalco. Since 1973, it has expanded its manufacturing and commercial activities and today it operates as an independent subsidiary of Viohalco, trading as **Hellenic Cables S.A.** under the internationally recognised registered trademark **Cablel®**. In 1994 the Company was listed on the Athens Exchange.

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. Moreover, it is of high level of potential and quality, as its plants are all certified according to the requirements of EN ISO 9001:2008 (Quality Management System), EN ISO 14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Health and Safety Management System) standards.

The broad range of products developed by Hellenic Cables guarantees the coverage of needs and stringent demands of its customers around the world who comprise mainly network operators, and technical and commercial companies.



The contract signed between Hellenic Cables S.A. and the Independent Power Transmission Operator (ADMIE) in September 2014 for EUR 93 million was a particularly significant achievement for the Company, which will be providing underground and submarine 150 kV cables linking the islands of Syros-Tinos, Syros-Mykonos and Syros-Paros, as well as 150 kV cable terminations in Tinos.

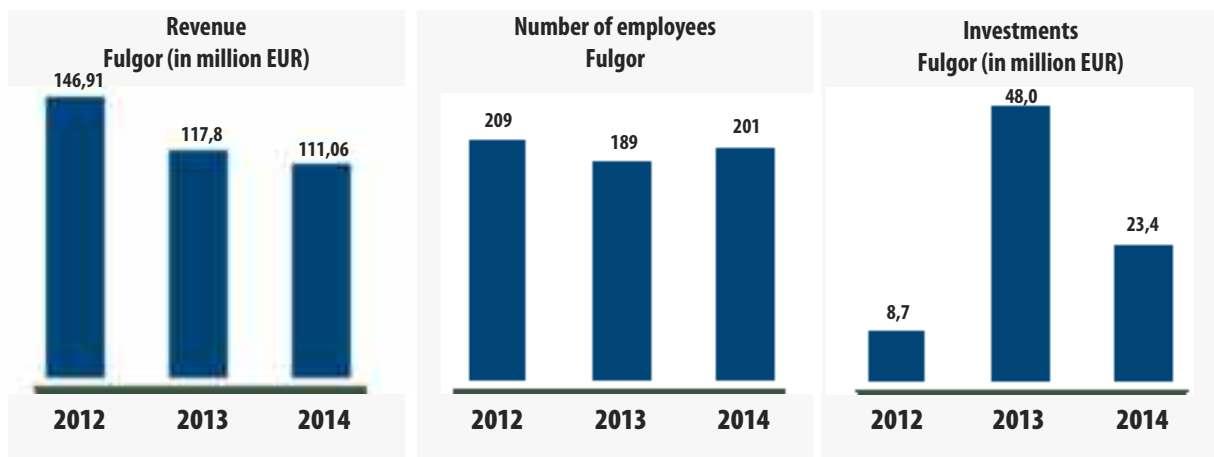
Hellenic Cables is one of the few top suppliers of high-voltage submarine cables worldwide



The acquisition of Fulgor in 2011, which was already in restructure procedures, demonstrated Hellenic Cables' methodical expansion in the production of high added-value goods. From 2012 to 2014, a major investment plan of EUR 60 million in total was undertaken for the technological upgrade and administrative and operational integration of the newly acquired company into the Hellenic Cables Group. The benefits of this investment are numerous, the most significant of which are: production of high value-added products, further development of the product range, formation of additional synergies, increased sales and expanded market share, penetration in new growing markets and improved profit margins.

Having completed this investment plan, Fulgor now has state-of-the-art facilities and equipment for the production of high-voltage submarine cables in large continuous lengths with a minimum number of factory joints, while achieving fast delivery times.

In addition, Fulgor's production facilities are certified according to EN ISO 9001:2008 (Quality Management System), EN ISO 14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Health and Safety Management System) standards.






In 2014, a particularly important progress for Fulgor was the EUR 36.4 million contract with Terna Energy for the cable interconnection of a 73.2 MW wind park on the island of Agios Georgios, south of Cape Sounio. The project is expected to be completed in 2015.



## 1.5 Membership of Associations and Organizations

Hellenic Cables and Fulgor strengthen their presence in the Greek and the global cable and enamelled wires market through their active participation in Greek and international networks, policy makers organizations, research organizations and networks, chambers etc. Through participating in these organizations, Hellenic Cables and Fulgor seek to share knowledge and experience in order to closely monitor the trends and contribute to the developments of its operating segment.

	Hellenic Cables	Fulgor
<b>Mandatory Membership of Associations</b>		
 <p><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.</p>	Hellenic Cables has been a member of ACCI since 1973.	Fulgor is a member of ACCI.
<b>Volunteer Membership of Associations</b>		
 <p><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.</p>	Hellenic Cables is an active member of SEV and has adopted its Code of Conduct for Sustainable Development.	Fulgor is a member of SEV.
 <p><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.</p>	Hellenic Cables is an active member of CIGRE, supporting the body's work groups.	
 <p><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.</p>	Hellenic Cables has been a key member of CSR Hellas (EDEKE) since 2009.	
 <p><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.</p>	Hellenic Cables is an active member of the organization through the company executives' participation in its various committees.	Fulgor is a member of Europacable.
 <p><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.</p>	Hellenic Cables is a member of SBSE.	
 <p><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.</p>	Hellenic Cables is an active member of the organization through the company executives' participation in its various committees.	



**Institute of Electrical and Electronics Engineers (IEEE)**, 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.



**Hellenic Management Association (EEDF)** 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 EEDF activities as a member.



**Hellenic Copper Development Institute (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 member of HCDI.



**Aluminium Association of Greece (AAG)** was established in 1985. The members of AAG are companies and industries, engaged in bauxite mining, aluminium production, aluminium processing, and manufacturing of products for various applications and uses as well as associations representing these companies. 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.



**The Union of Athens Exchange Listed Companies** includes more than 150 companies, representing approximately 80% of Athens Exchange capitalization.

Hellenic Cables is a member since 1994.



**Business Council of Greece and Latin America** 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.



**Arab-Hellenic Chamber of Commerce & Development** 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.



**French-Hellenic Chamber of Commerce** 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.



**Thessaloniki Chamber of Commerce and Industry (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.



**Hellenic-Italian Chamber of Athens** 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.



## 1.6 Subsidiary Company Icme Ecab



**Icme Ecab constitutes an important subsidiary company for Hellenic Cables. Its key performance data are presented below.**

Icme Ecab is among the most significant cable manufacturers in Southeast Europe. Annual revenues range from EUR 100 million to EUR 150 million, depending on metal prices on the world markets, the volume and combinations of products per order, thus making a sizeable contribution to the trade balance of Romania. Hellenic Cables has been the majority

shareholder in Icme Ecab since 1999, currently holding 98.59%.

### Icme Ecab milestones

- Icme Ecab S.A. was established 1949, in Bucharest of Romania, under the name Electrocablu, as a cable manufacturing company.
- In January of 1959, Icme Ecab merged with Electroizolantul (insulating materials manufacturing Company) and was renamed to Fabrica de Cabluri și Materiale Electroizolante (FCME).
- In April of 1973, it is renamed in Icme Ecab (Întreprinderea de Cabluri și Materiale Electroizolante, cable and insulating material manufacturing Company).
- Since April of 1998, Austrian company Isovolta (Österreichische Isolierstoawerke AG) becomes major shareholder of Icme Ecab. Icme Ecab is restructured and divided in two distinguishable production units: (a) electrical insulating material production unit and (b) cables manufacture unit. The second production unit becomes an independent company and in August of the same year Hellenic Cables S.A becomes major shareholder in Icme Ecab.

### Icme Ecab's main product categories

Power cables were the first product category to be manufactured by Icme Ecab. It gradually managed to expand its product range, while ongoing differentiation comprises its strategic goal.

The main product categories manufactured by Icme Ecab are:

- Power cables;
- Telecommunication and data transmission cables;
- Cables used in mining and construction;
- Fire-resistant cables;
- Enamelled wires;
- Plastic and rubber compounds.

It is noteworthy that its incorporation into the Hellenic Cables Group allowed Icme Ecab to expand its product range. Its continuous participation in research and development programmes, the significant investments in cutting-edge



technologies and the regular quality inspections have strengthened its position in the cable market and contributed to the development of a formidable competitive advantage. In fact, more than 50 types of cables have been certified by international bodies which conduct regular checks to verify product compliance.

#### **Icme Ecab Membership of Associations and Organizations**

The company is a member in numerous organizations and business associations, such as:

- FIC - Foreign Investment Council
- APPCR - Professional Association of Romanian Cable Manufacturers
- AREX – Association of the Romanian Exporters
- “Arkadia” – Cultural Foundation

Icme Ecab also holds active seats in the International Electrotechnical Commission (IEC) and in a number of technical committees (TC).

#### **Geographical coverage**

Icme Ecab is actively engaged in Romania’s domestic market where constitutes the largest cable manufacturer, while also exporting its products all over the world. Indicatively, the countries to which the Company exports its products include: the United Kingdom, Germany, France, Kuwait, Greece, Dubai, Israel, Qatar, Hungary, Croatia, Bulgaria, Slovenia, Estonia, Luxembourg, Austria, Libya, Malta, Cyprus, Czech Republic, Armenia, Albania, Kazakhstan, and others.

Icme Ecab is endeavouring to expand its exporting activities in other markets, focusing on South Africa, Gabon and the USA.

#### **Integrated Management System**

The Integrated Management System implemented by Icme Ecab consists of three individual certified systems in accordance with following international standards:

- Quality Management System certified in accordance with International Standard ISO 9001:2008,
- Environmental Management System certified in accordance with International Standard ISO 14001:2004 and
- Health and Safety Management System certified in accordance with International Standard OHSAS 18001:2007.



The Integrated Management System is implemented by Icme Ecab for over a decade and is constantly being improved in order to constitute a powerful tool in managing all material issues of the company. Its procedures ensure the proper operation of the company's daily works. Furthermore it promotes the Group policies regarding quality and customer satisfaction, reducing environmental impact due to its activities, constant decrease of occupational risks and awareness raising of all employees in all above. Within the implementation of the Integrated Management System, key performance indicators (KPI's) are developed and monitored regarding: financial development, quality, environmental impact, workplace health and safety, social impact.



### Corporate Responsibility

A key pillar of Icme Ecab's growth has been the corporate responsibility that influences and defines its entire range of activities.

We demonstrate responsibility while developing products and incorporating new technologies so that both the Company and society may reap the benefits. We demonstrate our environmental awareness in practical terms, and place the utmost importance on issues of health and safety by introducing actions focused in this area. We are aware that our professional integrity influences the well-being of employees, shareholders and all of our stakeholders in general.

The Corporate Responsibility and the principles Icme Ecab undertakes, among others imply:

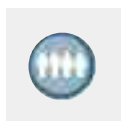
- Respect for human rights recognizing the United Nations Universal Declaration of Human Rights.
- Providing a safe and healthy work environment for our employees, in accordance with laws and regulations in force.
- Abolition of child labour, forced or compulsory labour, in accordance with the conventions of the International Labour Organisation (ILO, C138 and C182).
- Respect for human dignity for all employees. Any type of harassment is forbidden, along with physical, sexual, psychological or verbal abuse, or harassment targeting gender, nationality, religion, age, lifestyle, cultural customs and traditions and any other element of diversity.
- Minimising environmental impacts through constant monitoring. Minimising waste and greenhouse air emissions through proper assessment of environmental risks related to our activities and through responsible behaviour in carrying out these activities.
- Safe handling and disposal of chemicals and other materials used in the Company's manufacturing processes.
- Ongoing improvement in efficient use of resources.
- Respect for and compliance with national and international legislation, and combating corruption, bribery, fraud or other similar activities.

**We all strive to create shared value through our activities, as this is predominantly how we can contribute to our Company's sustainable development.**

Icme Ecab's performance by Corporate Responsibility and Sustainable Development axis is as follows:

### Our people

The people who work for our organisation are the driving force behind our growth. We continually endeavour to provide excellent working conditions for our employees so that they can feel safe no matter where they work. Through implementation of education and training programmes, we seek to provide the appropriate knowledge that will help our employees remain at the cutting edge of developments in their field of expertise.



Employees in Icme Ecab		%
<b>By gender</b>		
Men		464 (79%)
Women		123 (21%)
<b>By region</b>		
Employees from the broader region of Calarasi		70%
Employees from Bucharest		30%
<b>By type of employment</b>		
Full-time employees		100%
Employees under permanent employment contract		100%

Age distribution of Human Resources	20-25	25-35	35-45	45-55	Over 55
Men	32	116	119	116	81
Women	10	30	23	38	22
<b>Total</b>	<b>42</b>	<b>146</b>	<b>142</b>	<b>154</b>	<b>103</b>

Ongoing education and human resource development are guiding principles at Icme Ecab. We encourage our employees to take part in educational programmes and seminars and make it as easy as possible for them to do so.

Through the ongoing training of our human resources, we strive:

- (a) to increase knowledge and upgrade the skills and aptitudes of employees aiming at improving productivity and efficiency as well as employee satisfaction;
- (b) to disseminate the fundamental principles of the Company which relate to proper professional behaviour.



Our goal is to develop a unified corporate culture based on the principles of continuous improvement. The adoption of such a unified culture helps to change the attitude of all employees, making them more aware of the role they play in the Company's growth, as well as more conscious towards the society as a whole. We rely on extensive and specialised experience and the creative abilities of our employees in order to develop technologically advanced solutions that will help us maintain and enhance our leadership position in the marketplace.



### Concern for the health and safety of our people

A key component of Icme Ecab's Integrated Management System is the Occupational Health and Safety Management System. In this regard, the Company complies with the institutional framework in place, and has developed related policies and actions to support its employees. Our aim is to continually improve working conditions while preventing accidents and minimising occupational risks.

#### Seminars in health and safety

Number of seminars	8
Attendees	643
<b>Total training hours</b>	<b>5,144</b>

#### Expenditure on health and safety by category (in EUR)

Personal protective equipment (PPE)	64,628.80
Fire (maintenance / upgrade of fire protective equipment)	35,740.00
Medical service and health monitoring	12,734.40
Consulting services	1,580.00
Safety upgrade projects	5,700.00
Workplace cleaning	7,413.00
<b>Total</b>	<b>127,796.20</b>



### Our customers and business partners

We guarantee the sound quality of our products in order to maintain high levels of customer satisfaction. Icme Ecab's success is inextricably linked to the success of its customers. Our products are a critical factor in the success of their activities. That is why we rely on our many years of experience and specialised knowledge to provide our customers with integrated solutions that fully meet their requirements, thus building long-term relationships of trust with them.

The level of customer service, the consistently high quality of products and the integrity of the Company have contributed to building a strong corporate identity and solid reputation for Icme Ecab.

We incorporate innovation into our operations so that we can respond to current needs promptly and effectively, and also to help formulating solutions that will meet future market demands.



## The quality of our products

Icme Ecab products bear the registered trademark of the Cablel® Hellenic Cables Group. Moreover, a large number of the Company's products are also certified by external bodies, such as:

- VDE – Germany,
- LCIE – France,
- IMQ – Italy,
- OICPE – Romania,
- MIRTEC – Greece,
- SABS – South Africa,
- SII – Israel, etc.

It is also noteworthy that certain products are manufactured under the supervision of specialised organisations, such as: UL - USA, Network Rail - UK, ABS - USA.

Our Quality Management System and our products' certifications along with regular inspections performed by our customers, ensure our products' quality. Our performance in these inspections, place us in the list of approved suppliers of a great number of companies such as: TE Connectivity, Siemens Transportation, Alstom, Electricity Authority of Cyprus, Hungarian Railways, Auto Kabel, Deddie, Romanian Railways Authority, E-On, etc.



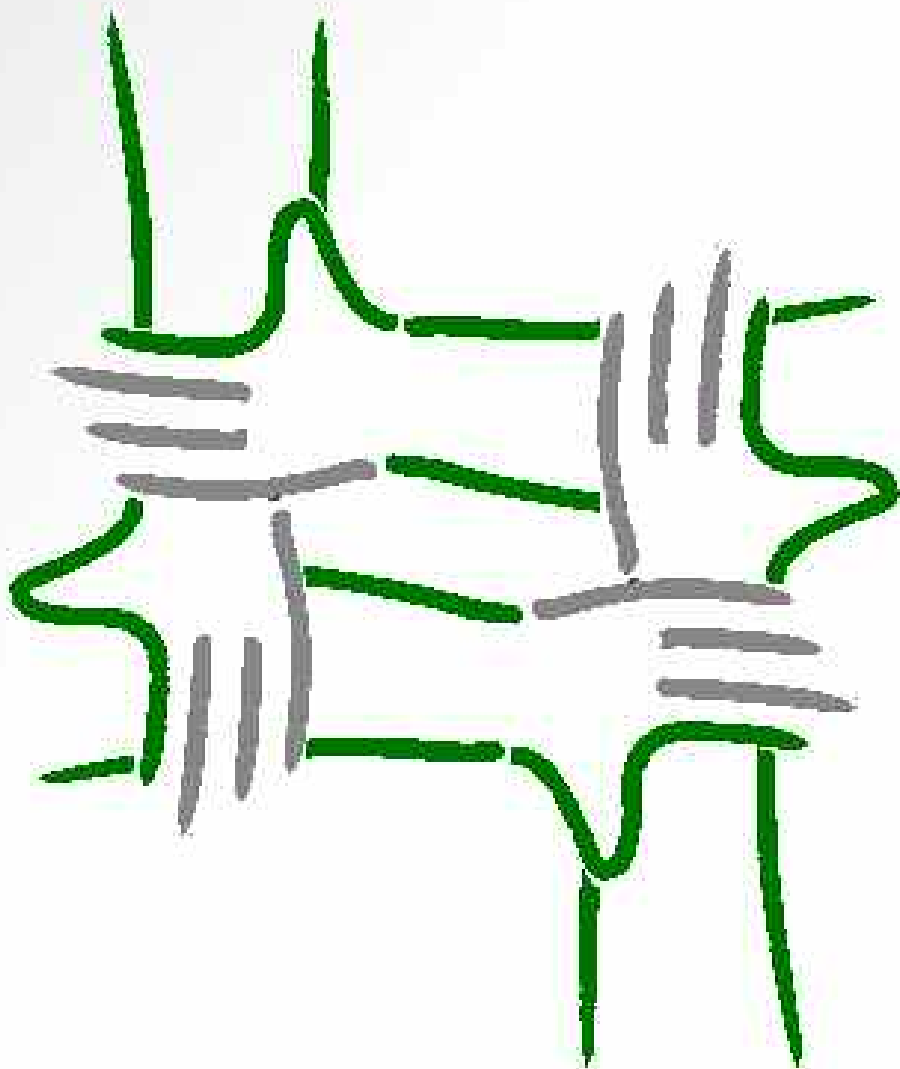
### Our responsibility for the environment

Management at Icme Ecab implements faithfully the Hellenic Cables Group's environmental policy and operates within the current environmental regulatory framework.

As part of this environmental policy, we endeavour to reduce our environmental footprint through special investments and strive to apply best practices in the ongoing improvement of our environmental performance. Our overall goals for the environment comprise the best use of resources, preventing pollution and handling waste as efficiently as possible.

The participation and support of all our employees plays a key role for our success in protecting the environment. By acknowledging the human factor's contribution, we have developed strict procedures that are mandatory for our employees. Regular training of our human resources and providing information for these issues is our ongoing objective.

<b>Expenditures on environmental protection (in EUR)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Environmental factors' monitoring (chemical analysis, etc.)	16,796	16,800	15,113
Operation and maintenance of anti-pollution equipment (special filters, treatment plants, etc.)	1,768	75,000	3,836
Environmental remediation projects	52,890	4,800	890
Investments on new anti-pollution equipment	-	4,000	4,564
Waste management by appropriately licensed subcontractors	126,064	100,000	142,712
Permitting obligations (contractors' studies, environmental engineer remuneration, etc.)	15,712	2,500	2,584
<b>Total</b>	<b>213,230</b>	<b>203,100</b>	<b>169,699</b>



Hellenic Cables develops its corporate strategy based on the vision, the mission and the values it has established and recognises that Corporate Responsibility is a component of its progress to Sustainable Development. To fulfil its mission and to advance in accordance with its principles and commitments to all of its stakeholders, it has based its Corporate Responsibility action plan on five key pillars:



Corporate  
Governance



Environment



Marketplace



Human  
resources



Local  
community

## 2.1 Corporate Social Responsibility and Sustainable Development Policy

Hellenic Cables and its subsidiaries have incorporated the principles of Corporate Social Responsibility in their business operations, thus recognizing that their long-term growth and prosperity of society at large 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 operate are the main issues of Corporate Social Responsibility of Hellenic Cables and its subsidiaries.

Corporate Social Responsibility and Sustainable Development Policy of Hellenic Cables is in accordance with the Company's values of responsibility, integrity, transparency, effectiveness and innovation and is determined by the Management, which is committed to the following issues:

- Implementation of the CSR Policy at all levels and in all the Company's operating entities.
- Compliance to the legislation in force and implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements, counter-signed and accepted by Hellenic Cables.
- Two-way and on-going communication with all stakeholders in order to identify and record their needs and expectations. Development of mutual trust relations with the stakeholders makes a significant contribution to meeting the Sustainable Development objectives.
- Providing safe and healthy working environment for our people, collaborators and any third party involved.
- Protection of human rights and provision of a work environment of equal opportunities, free from any discrimination.
- Open communication, based on transparency, with all the Company's stakeholders.
- Continuing efforts to reduce the environmental footprint, through implementing responsible actions and preventive measures in accordance with Best Available Techniques, in order to reduce and minimize the impact of the Company's operations on the environment.
- Continual pursuit of creating shared value for the stakeholders.

In order to realize the aforementioned commitments - even beyond formal compliance with the legislation in force - the Company voluntarily and responsibly has been planning and implementing the relative programmes, while, at the same time, setting strategic priorities, which focus on the following areas of Corporate Social Responsibility of Hellenic Cables:

### 1. Economic growth and Corporate Governance

The Company aims to achieve positive financial results, implements a system of sound Corporate Governance, assesses and manages business risks in order to safeguard the interests of the stakeholders. It develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.



## 2. Marketplace

The Company focuses on achieving best and complete customer satisfaction and invests in research and development in order to provide new products and services of high quality and added value, thereby improving its position in an ever-evolving business environment. Additionally, responsible business conduct is required to be practiced by the Company's suppliers and collaborators.

## 3. Human resources – Occupational health and safety

The Company respects and supports internationally- recognized human rights and implements fair reward, meritocracy and equal opportunities policies in respect of all its employees, free from any discrimination. It also provides opportunities for ongoing training and development of human resources with respect to its personnel diversity.

A healthy and safe working environment is a matter of primary importance to the Company. The Company continually takes measures and implements investment plans, aiming at continuous improvement of health and safety at work.

## 4. Environment

Concerning the domain of environmental management, the company applies the principle of prevention and takes systematic steps to minimize the impact of its operations on the environment. Aiming at environmental protection, the Company implements various programmes for optimal management of resources, promotes metal recycling, reduction of carbon emissions and waste management.

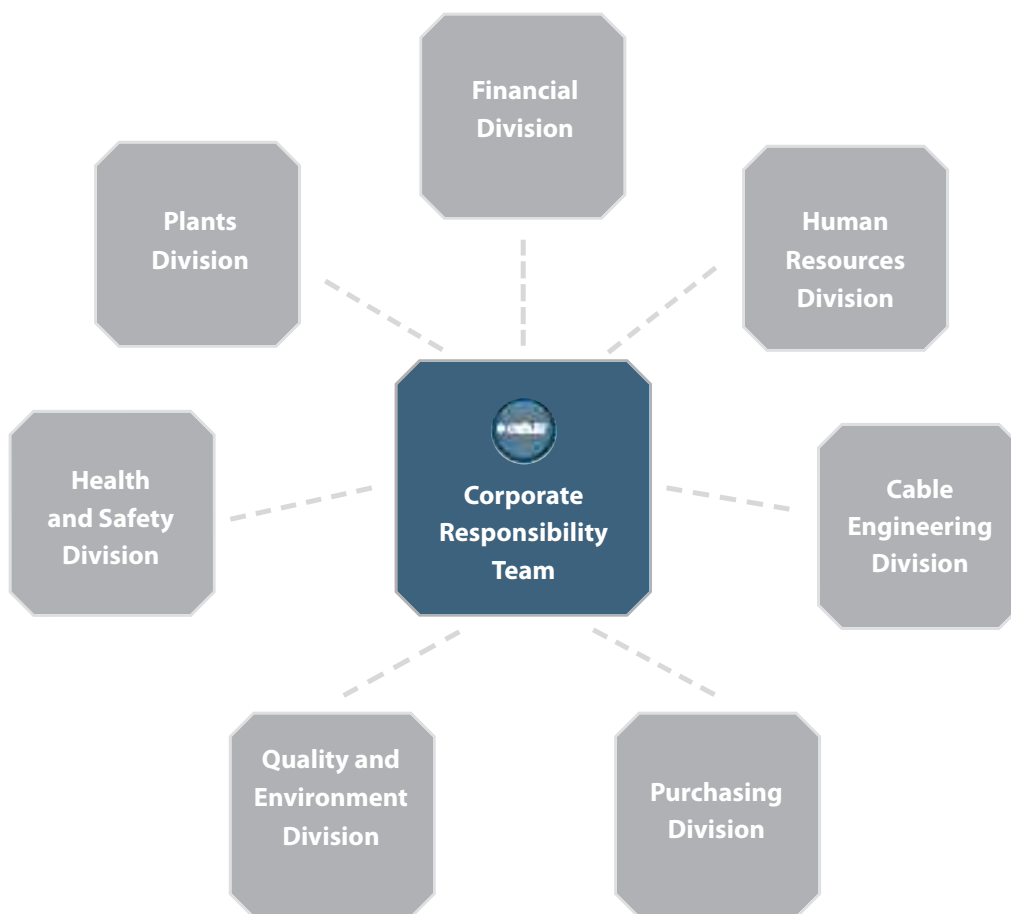
## 5. Local Communities

The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment, social welfare and culture. It encourages volunteerism and supports initiatives, in order to develop the local communities, in which it operates.

In respect of all the above key issues concerning Hellenic Cables and its subsidiaries, we set targets of Corporate Social Responsibility and Sustainable Development, which are annually assessed for their effectiveness and revised when deemed necessary. The relevant policy, the results of Hellenic Cables performance as regards issues of Corporate Social Responsibility, 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 view of the stakeholders are taken into account under an annually-held Management review of all the above issues.

## 2.2 Corporate Responsibility management approach

Coordinating the management of issues related to Corporate Responsibility and Sustainable Development falls within the purview of the Company's Corporate Responsibility team, which also oversees the development and implementation of the annual action plan for each CSR axis. The General Manager oversees Corporate Responsibility at the executive level and reports to the Company's Board of Directors.



The Company's goal is that its Corporate Responsibility actions will cover the entire range of its operations and facilities. To achieve that goal, along with maximum performance in all of its divisions, it has based its operations on specific management systems.

### The Company implements:

- Environmental Management System according to ISO 14001 standard specifications to all of its plants
- Occupational Health and Safety Management System according to OHSAS 18001 standard specifications
- Quality Management System according to ISO 9001 standard specifications

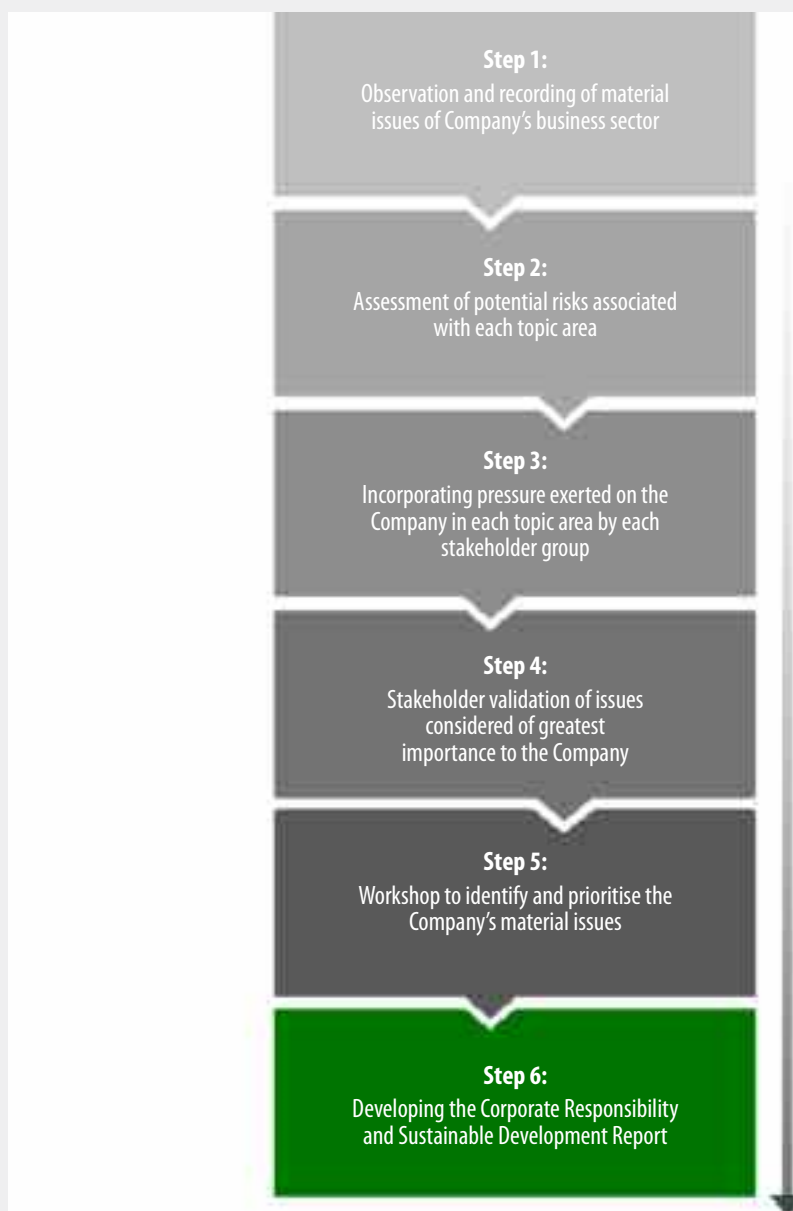


Developing, implementing and attaining certification of management systems is a powerful tool for the Company, facilitating its smooth operation and ensuring ongoing improvement. In addition, independent certification of management systems according to internationally recognised standards (ISO 9001 for Quality, ISO 14001 for Environmental Management, OHSAS 18001 for Occupational Health and Safety) has led to the incorporation of an annual action plan into the Company's strategic plan.

Furthermore, through the implementation of certified management systems the Company's operation is both being decisively supported in order to achieve the targets set and is being ensured towards the continuous need for effective risk management.

## 2.3 Materiality analysis

The analysis and prioritisation of the Company's material issues is vital in determining the content of the annual Corporate Responsibility and Sustainable Development Report. On developing the current report, a workshop was held in order to identify and evaluate the Company's more important issues or groups of issues. The materiality analysis procedure was based on the Global Reporting Initiative G4 guidelines and the AccountAbility standard AA1000. After undertaken the materiality analysis, we defined material issues/topics as those which could bring about a wide range of changes in the Company's performance.





### Materiality workshop to define material issues

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

Collating and mapping the Company’s material issues contributes to:

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

The Company’s individual policies, approaches and actions with regard to these material issues can be found in the corresponding chapters of the Corporate Responsibility and Sustainable Development Report.

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

## Material issues per CSR pillar

### Corporate Governance

1. Economic performance
2. Corruption
3. Competition issues

### Marketplace

4. Customers’ data protection
5. Compliance (on products requirements)
6. Customers’ health and safety
7. Products and services labelling
8. Innovative products and services

### Human Capital

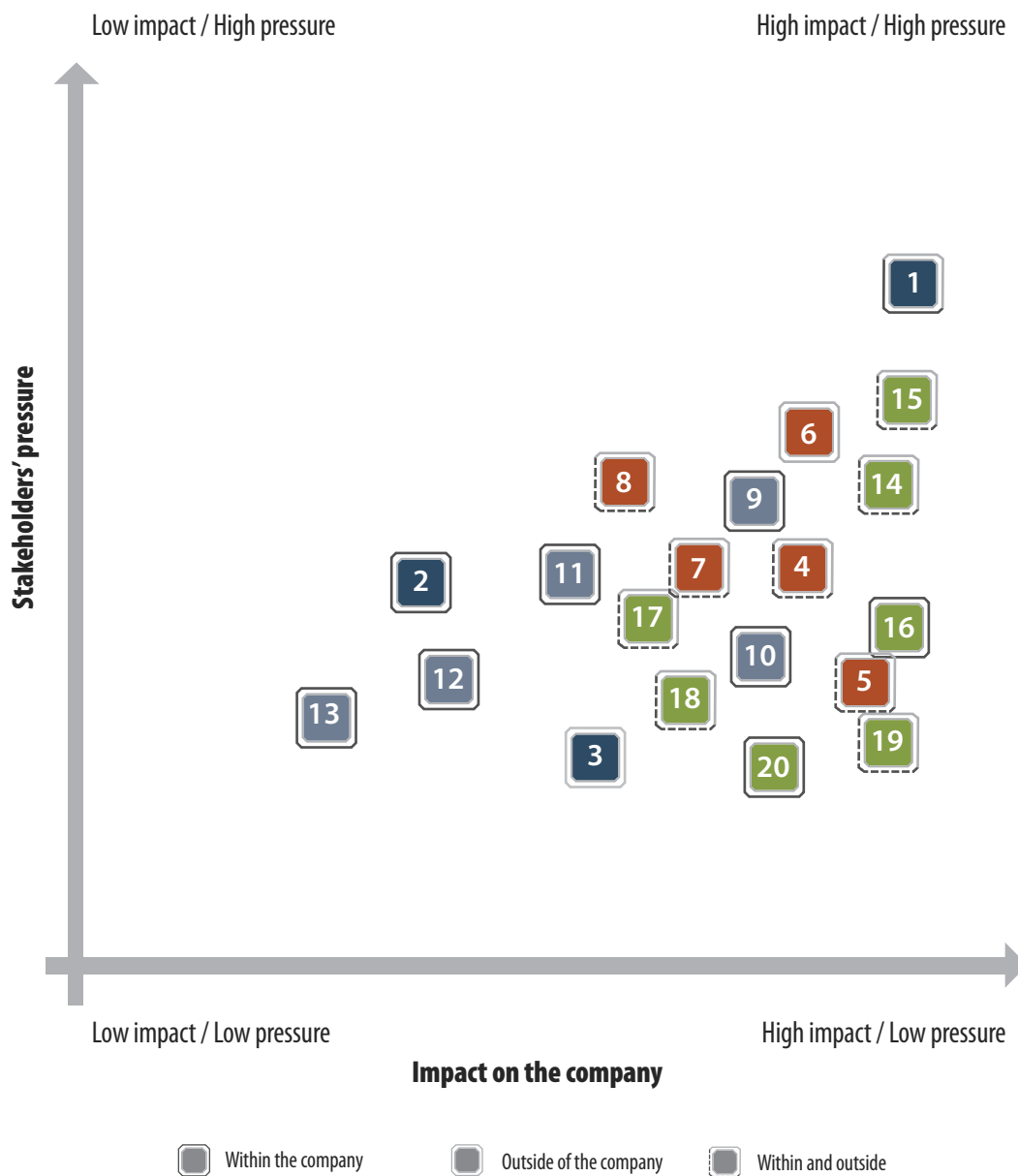
9. Employees’ health and safety
10. Training
11. Workplace
12. Diversity and equal opportunities
13. Equal remuneration

### Environment

14. Waste management
15. Environmental law & regulations
16. Energy
17. Expenditure and investment on environmental protection
18. Water consumption
19. Emissions
20. Materials used



## Materiality map



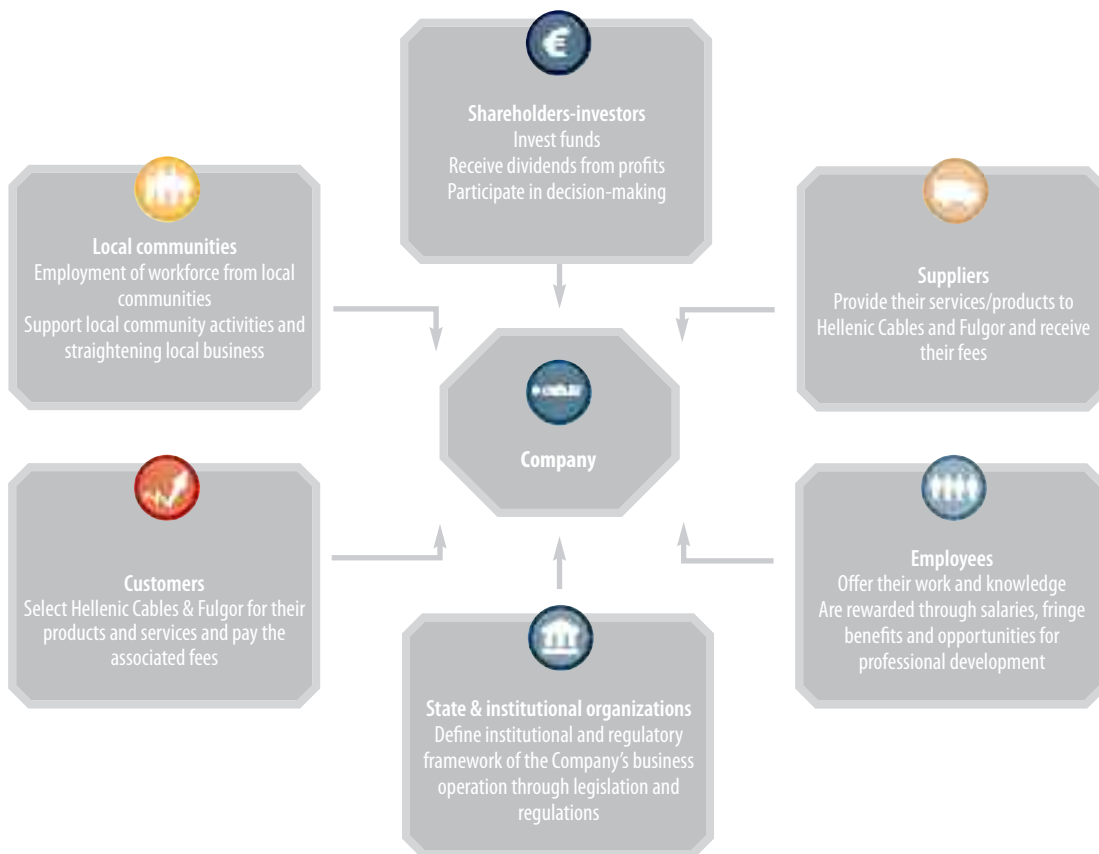
The horizontal axis represents the impact of the above material issues on the Company and the vertical axis represents the Stakeholders' pressure per material issue.



## 2.4 Stakeholder engagement

The Company has identified as stakeholders all the groups which directly link to its activities. Stakeholders are defined as all those that affect or are significantly influenced by the Company's operations. Considering the factors that determine the Company's relations with its stakeholder groups, the interaction framework in respect of every such group has been recorded as follows:







### Stakeholders of Hellenic Cables and Fulgor – Interaction Framework



Engaging with the Company's stakeholders includes a broad framework of interactive communication. Our goal is not only to inform and provide input, but also to take note of feedback from stakeholders and to stay abreast of their needs and concerns. The most important concerns, needs and issues that emerge from dialogue with stakeholders are also taken into account by the Company in planning actions aimed at promoting cooperation and creating shared value for each stakeholder group.

The information, arising from the ongoing communication with stakeholders is incorporated into:

- process re-engineering;
- improving performance in specific areas (products, services, manufacturing processes, health and safety, environmental performance);
- upgrading the level of cooperation with each group and with the community in general.

 Shareholders	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Annual general meeting</li> <li>• Extraordinary general meetings</li> <li>• Analyst communication with company's executives</li> <li>• Investor Relations department</li> <li>• Reporting and presentation of results on quarterly, semi-annual and annual basis</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• Earnings and dividends</li> <li>• Company's expansion into new markets</li> <li>• Enhancing the Company's portfolio with innovative and high-tech products</li> <li>• Bolstering the Company's competitiveness</li> <li>• Containing operating costs</li> <li>• Ensuring shareholders' rights and interests</li> <li>• Responsible Corporate Governance and Sustainable Development</li> </ul>
 Customers	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Customer satisfaction survey (biennial)</li> <li>• Customer service department</li> <li>• Ongoing contact through commercial department</li> <li>• Handling complaints</li> <li>• Attendance of sectoral trade fairs</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• High level of service</li> <li>• Quality and reliability of products and services</li> <li>• Incorporating innovative, modern and high technology products</li> <li>• Delivery time</li> <li>• After-sales support</li> <li>• Preventing potential problems in the supply chain</li> <li>• Total solution provider</li> </ul>
 Employees	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Company intranet</li> <li>• Annual employee satisfaction survey</li> <li>• Informing via e-mail and newsletters posted on bulletin boards (for workforce)</li> <li>• Corporate events</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• Growth and development</li> <li>• Training programmes</li> <li>• Health and safety issues</li> <li>• Employee appraisal system</li> <li>• Recruitment &amp; retirements</li> <li>• Additional benefits</li> </ul>
 Local community	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Communication with local governmental bodies</li> <li>• Participation in local community events</li> <li>• Hosting visits to Company plants</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• Supporting employment by hiring locally</li> <li>• Selecting suppliers from local communities</li> <li>• Supporting local community activities</li> <li>• Environmental protection</li> </ul>
 Suppliers	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Communication with suppliers through Supplies Department of the Company</li> <li>• Collaboration with selected suppliers on additional product certification</li> <li>• Participation in segment associations</li> <li>• Presence at suppliers' exhibitions</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• New products development</li> <li>• Expansion into new markets</li> <li>• Products certification</li> <li>• Merit-based, objective assessment</li> <li>• Support of local suppliers</li> <li>• Payment issues</li> </ul>
 State & institutional organisations	<p><b>How we communicate</b></p> <ul style="list-style-type: none"> <li>• Participation in conferences and events of sectoral or general business interest</li> <li>• Consultation with state and institutional bodies' representatives on national and/or regional level</li> </ul>	<p><b>Main issues</b></p> <ul style="list-style-type: none"> <li>• Compliance with effective legal and regulatory framework</li> <li>• Support of State activities and programmes</li> <li>• Payment of taxes</li> <li>• Company's export activity</li> <li>• Employment</li> </ul>







*Common channels of communication with all groups of stakeholders:*

- Corporate websites: [www.cablel.com](http://www.cablel.com) and [www.fulgor.com](http://www.fulgor.com)
- Annual Financial Report and Annual Corporate Responsibility & Sustainable Development Report
- Corporate presentations at conferences, forums and institutions
- Press releases, announcements, advertisements, articles, etc.



## 2.5 Our response to stakeholders needs

The Corporate Responsibility issues, as recorded above, are subject to systematic management across the whole range of our operations. In particular, we have identified the key areas based on the results of the materiality analysis and we implement relative actions to respond to the most important issues.

Stakeholders	Our response and key actions to main issues per stakeholder group
 Customers (buyers and product users)	<ul style="list-style-type: none"> <li>• Implementation of Quality Management System according to the requirements of the international standard ISO 9001:2008, to ensure the quality of products and services (see Chapter "Our presence in the marketplace", section "High quality of products").</li> <li>• Development of products incorporating technology for the safety of end-users (fire retardant cables, fire resistant cables, low smoke emission) (see Chapter "Our presence in the marketplace", section "Caring for health &amp; safety within the product's life cycle").</li> <li>• Qualitative and efficient customer service (see Chapter "Our presence in the marketplace", section "Customer-Focused philosophy").</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Implementation of certified Health and Safety Management System in accordance with the requirements of OHSAS 18001.</li> <li>• Implementation of a 360° employees' evaluation system (see Chapter "Our people" section "Developing our people").</li> <li>• Training programmes and lifelong learning (see Chapter "Our people" section "Developing our people").</li> <li>• Additional benefits to all the employees (see Chapter "Our people", section "Attracting and retaining talents").</li> <li>• Enforcement of an "open doors" policy for all employees and arrangement of regular meetings between top and middle management in order everyone to be informed on the Company's developments (see Chapter "Our people", section "Internal communication").</li> </ul>
 Suppliers	<ul style="list-style-type: none"> <li>• Implementation of procedures for selecting and assessing the suppliers (see Chapter "Our presence in the marketplace", section "Our suppliers").</li> <li>• Performing annual controls of selected suppliers.</li> </ul>
 Local Communities	<ul style="list-style-type: none"> <li>• Supporting local employment by recruiting manpower from the broader area, in which the Company operates (see Chapter "Our contribution to society", section "Supporting local communities").</li> <li>• Supporting suppliers from the local community (see Chapter "Our contribution to society", section "Supporting local communities").</li> </ul>
 Shareholders – Investors	<ul style="list-style-type: none"> <li>• Targeted actions to improve financial outcomes at all levels (chapter "Financial development and Corporate Governance").</li> <li>• Publication of Corporate Responsibility and Sustainable Development Report, while constantly improving standards of accountability and in conformance with the internationally recognized guidelines GRI-G4, AA1000 and the new ISO 26000 for Social Responsibility Development.</li> </ul>
 State & Institutional Organizations.	<ul style="list-style-type: none"> <li>• Development and implementation of procedures to facilitate Company's compliance with legislation.</li> <li>• Collaboration with state and institutional bodies to achieve the Company's effective contribution to country's economic recovery.</li> </ul>

## 2.6 Code of Conduct

A key tool in effectively communicating with stakeholders and in shaping a corporate culture is the Code of Conduct, which the Company has developed to instil its values in the conduct of its employees.

The Company Code of Conduct was revised in 2014 and includes fundamental principles, rules and values that describe the framework for corporate operations and define every-day behaviour and practices. The Code of Conduct describes the behaviour that the Company primarily expects from its people, but also the manner in which it conducts its business transactions with customers, suppliers and other associates.

**The combination of the Code of Conduct with the Company's principles and values forms the basis for engendering trust, which plays a key role in the sustainable success of our business.**

### The main components of the Code of Conduct

1. Legal compliance
2. Conflicts of interest
3. Conduct toward business partners and third parties
4. Dealing with information
5. Protection of company property
6. Fair market behaviour
7. Human rights and workplace practices
8. Occupational health and safety
9. Environmental protection
10. Stakeholder communications
11. Accounting and reporting
12. Responsibility of managers and employees
13. Reporting irregularities
14. Monitoring and code amendments.

The Code of Conduct has been developed to further promote moral integrity, honesty, transparency, as well as good professional conduct at all levels of the Company hierarchy.

The new Code of Conduct was based on OECD guidelines for multinational corporations, the guidelines included in the international standard ISO 26000 for Corporate Responsibility and the 10 principles of the UN Global Compact.



## 2.7 Initiatives and international standards

The Company follows the guidelines provided by international standards both to develop its actions and to draft the Corporate Responsibility and Sustainable Development Report. The main international standards the Company implements are:

### ISO 14001 Environment Management System (EMS) standard

The Company has established and implements the internationally recognised standard ISO 14001 to all of its plants (Thiva, Livadia, Oinofyta and Corinthia). Of great importance to the Company is considered the establishment of an operational and administrative model based on the following principles:

- Pollution prevention;
- Continuous improvement of environmental performance; and
- Compliance with current laws.

### OHSAS 18001 Occupational Health and Safety Management System (OHSMS) standard

In the area of health and safety, the Company implements the internationally recognised standard OHSAS 18001 and endeavours to adopt specific health and safety regulations and implement organised activities for protecting its employees. The overriding goal is to eliminate occupational incidents and to urge all employees to adopt an attitude of Health and Safety. It is noted that all Company plants have certified systems in place on Occupational Health and Safety, in accordance with OHSAS 18001.

### ISO 26000 Social Responsibility standard



Having already implemented the aforementioned ISO management systems, the Company launched the process of integrating the guidelines of the new standard into its procedures. As this new standard constitutes a framework of guidelines and not a certifiable management system, the effort regarding integration of its principles is a long and continuous process. In particular, the table below presents, per standard axis, actions and commitments made by the Company:

## **1. Corporate Governance**

Implementing appropriate Corporate Governance principles and practices is a commitment, which protects the interests of all the company's stakeholders. Through the decisions taken at both strategic and operational level, the Company seeks to promote the concept of business ethics, ensure transparency of its operations and achieve Company's management compliance with the interests of its stakeholders. Further details are included in the chapter "Financial development and Corporate Governance".

## **2. Fair operating practices**

The Company aims at meeting the needs and expectations of its stakeholders in a transparent manner and thus respects the codes of ethics within the organization as well as in its transactions with any part of its value chain. The Company carries out preventive actions related to the determination of the limits of responsibility and influence, exercised by every person, the development of controls for prevention of corruption, the conduct of relevant audits throughout the Company as well as the provision of information to its executives on transparency and corruption issues. As a result of the Company actions, no case of corruption has been identified for another consecutive year.

## **3. Human rights**

Providing equal opportunities and respect for human rights are two important principles of Company's code of conduct. Promoting human rights is in full accordance with Greek Legislation, thus making it our non-negotiable priority. Further details are included in the chapter "Our people".

## **4. Labour practices**

It's the Company's people that play major role in its development. In line with the aforementioned commitment, the Company has developed Human Resources Policy and implemented procedures, which lead to the development of its employees' professional skills. Further details are presented in the chapter "Our people". Our key priority is to provide a safe workplace where the employees' health is protected. The Company has developed and implements certified Health and Safety Management Systems under international standard OHSAS 18001 at all its plants. Further details are included in the chapter "Health and safety in our workplace".

## **5. Customer issues**

Manufacturing high quality products, which is one of its key competitive advantages of the Company, is an issue of non-negotiable priority. The Company seeks to establish relationships of mutual trust with its customers, aiming at their satisfaction and ensuing harmonious terms of cooperation. The Company applies procedures for measuring customer satisfaction and recording complaints, in order to take corrective measures. Further details are included in the chapter 'Our presence in the marketplace'.



## 6. Environment

The Company is aware of environmental consequences of its activities and is committed to manufacturing quality products using means and methods that help reduce its environmental footprint. The objective is to continuously improve its environmental performance. Regarding the total of its plants, the Company applies the comprehensive Environmental Management System, which is certified under international standard ISO 14001:2004. Further details are included in the chapter "Our environmental approach".

## 7. Community involvement and development

The Company supports local communities and covers a very important part of its needs of human resources from their workforce. Moreover, it supports local entrepreneurship, selecting suppliers from the local communities, in which it operates (where possible). Further details are included in the chapter "Our contribution to society".

### Global Reporting Initiative Guidelines

The Global Reporting Initiative (GRI) is an international organization, which has developed and launched the G3 and G4 sustainability reporting guidelines, the most widely used guidelines for preparing Corporate Social Responsibility Reports worldwide. We carefully follow the guidelines of the revised GRI-G4 sustainability reporting framework after deciding that the Company's annual Corporate Responsibility and Sustainable Development Report should be prepared based on international regulations in order to present conclusions and results in accordance with specific performance indicators, within the broader framework of the commitments-obligations, strategies and corporate governance of the business.

*The last chapter of the current Corporate Responsibility and Sustainable Development Report 2014 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.*

### Global Compact Principles

Furthermore, Hellenic Cables respects the principles of the United Nations Global Compact and through the annual Corporate Responsibility and Sustainable Development Report discloses its actions in relation to the 10 Principles. Specifically, commitments and actions taken by the Company 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		
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p><b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> <li>• Corporate Responsibility and Sustainable Development Policy</li> <li>• Employees' Code of Conduct</li> </ul>	<p>Respect for internationally agreed human rights is a unquestioned principle for Hellenic Cables. The Company ensures safeguarding and maintenance of recognized human rights throughout its operations and implement procedures as defined by the "Internal Regulations".</p>
Labour		
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour;</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> <li>• Corporate Responsibility and Sustainable Development Policy</li> <li>• Employees' Code of Conduct</li> <li>• Equal opportunity and non-discrimination Policy</li> </ul>	<p>Being in compliance with the relevant legislation, the Company is explicitly against all forms of child and forced and / or compulsory labour. Through relevant procedures, the Company ensures that its employees are over 18 years old. Additionally, the Company ensures safeguarding and maintenance of recognized labour rights throughout its operations and implements procedures as defined by the "Internal Regulations". Moreover, the Company implements Health and Safety Management Systems in all its plants, which are certified according to the requirements of standard OHSAS 18001.</p>
Environment		
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility;</p> <p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> <li>• Corporate Responsibility and Sustainable Development Policy</li> <li>• Environmental Policy</li> </ul>	<p>Company ensures minimal possible burden on the natural environment in full compliance with the existing legislation. The Company adopts the precautionary principle in the management of its environmental issues. The Company implements Environmental Management System certified according to the requirements of the International Standard ISO 14001:2004 and makes efforts to reduce its environmental footprint.</p>
Anti-Corruption		
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> <li>• Employees' Code of Conduct</li> </ul>	<p>The Company is against all forms of corruption. The Company is committed to operating in an ethical and responsible manner and implements procedures, aimed at controlling and monitoring all its activities. The Company ensures development of transparent procedures in order to combat all forms of corruption in the entire course of its operations and implements procedures as defined by the "Internal Regulations", and regularly conducts audits by independent auditors.</p>

Further information about UN Global Compact is available on <http://www.unglobalcompact.org/>



### 3.1 Financial performance

2014 was proved to be a difficult year for the Company. On the European market, the recession affecting the countries of the Eurozone continued, while promising prospects outside the Eurozone were moderate. In this adverse environment, the Company had to address:

- decreased demand,
- increased competition,
- declining metal prices, and
- challenging financing conditions.

In recent years, the Company has undertaken a number of actions and initiatives to mitigate the impacts of these negative factors and further improve its competitiveness. Nevertheless, the Company recorded losses for 2014. The outlook for next year is more promising, as significant contracts have been secured for submarine and underground cables, while the positive effects of actions and measures the Company has taken will also be reflected.

The fact that the Company recorded a sizeable increase in sales in the US is noteworthy, as it enabled to counteract the decline in exports to countries of the EU and Asia. This rise in sales was the outcome of the Company's ongoing efforts to:

- increase exports outside Europe and
- expand its customer base.

<b>Hellenic Cables financial results (in million EUR)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Total revenue	363.52	259.17	248.81
Operating profit	0	-5.0	-10.7
Operating cost	363.5	264.2	259.5
Payments to capital providers	12.9	11.2	13.6
Profit / (loss) before tax	-8.9	-12.4	-7.7
Net profit / (loss) after tax	-6.9	-10.7	-5.0
Tax payment – indirect (VAT)	1.0	0.9	0.5
Tax payments – direct	0.5	0.5	0.4
Total payments to governmental bodies (total of indirect and direct tax payments)	1.5	1.4	0.9
Grants (excluding Manpower Employment Organization OAED)	3.5	1.9	0
Total Equity	87.5	77.2	86.8
<b>Total investment</b>	<b>3.9</b>	<b>1.8</b>	<b>4.1</b>
<b>Total assets</b>	<b>257</b>	<b>265</b>	<b>275.0</b>

<b>Fulgor financial results (in million EUR)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Total revenue	146.91	117.8	111.06
Operating profit	-2.22	-3.0	-12.1
Operating cost	149.14	120.86	123.11
Payments to capital providers	2.5	2.9	6.7
Profit / (loss) before tax	-5.4	-7.0	-18.2
Net profit / (loss) after tax	-5.0	-9.4	-12.8
Tax payment – indirect (VAT)	1.9	0.9	0
Tax payments – direct	0.4	0.4	0.4
Total payments to governmental bodies (total of indirect and direct tax payments)	2.3	1.3	0.4
Grants (excluding Manpower Employment Organization OAED)			7.9
Total Equity	18.1	14.3	6.8
<b>Total investment</b>	<b>8.7</b>	<b>48.0</b>	<b>23.4</b>
<b>Total assets</b>	<b>82.5</b>	<b>144.0</b>	<b>172.0</b>

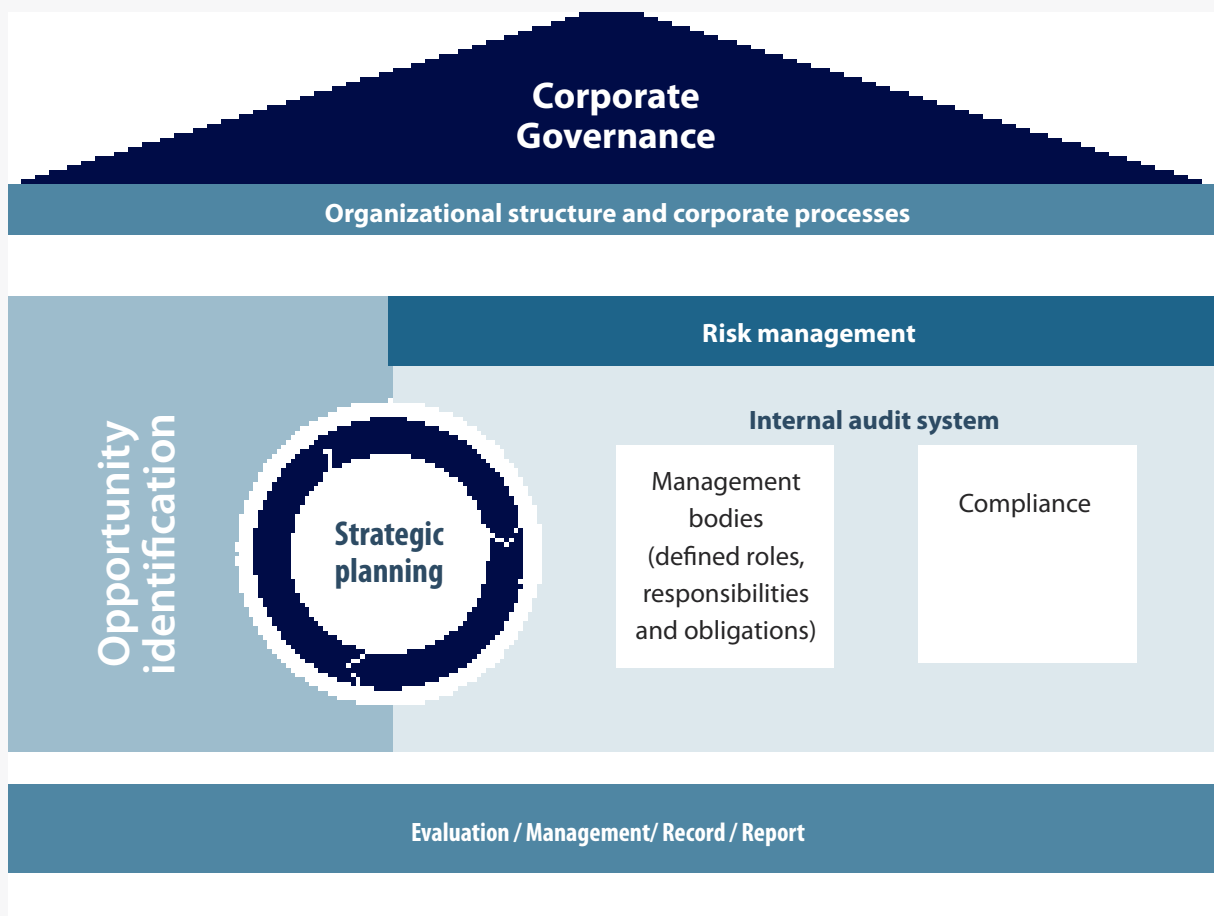
Further information on the Company's financial results can be found in the Annual Report 2014, the Financial Report 2014, as well as on the Hellenic Cables website ([www.cablel.com](http://www.cablel.com)) and the Fulgor website ([www.fulgor.com](http://www.fulgor.com)).



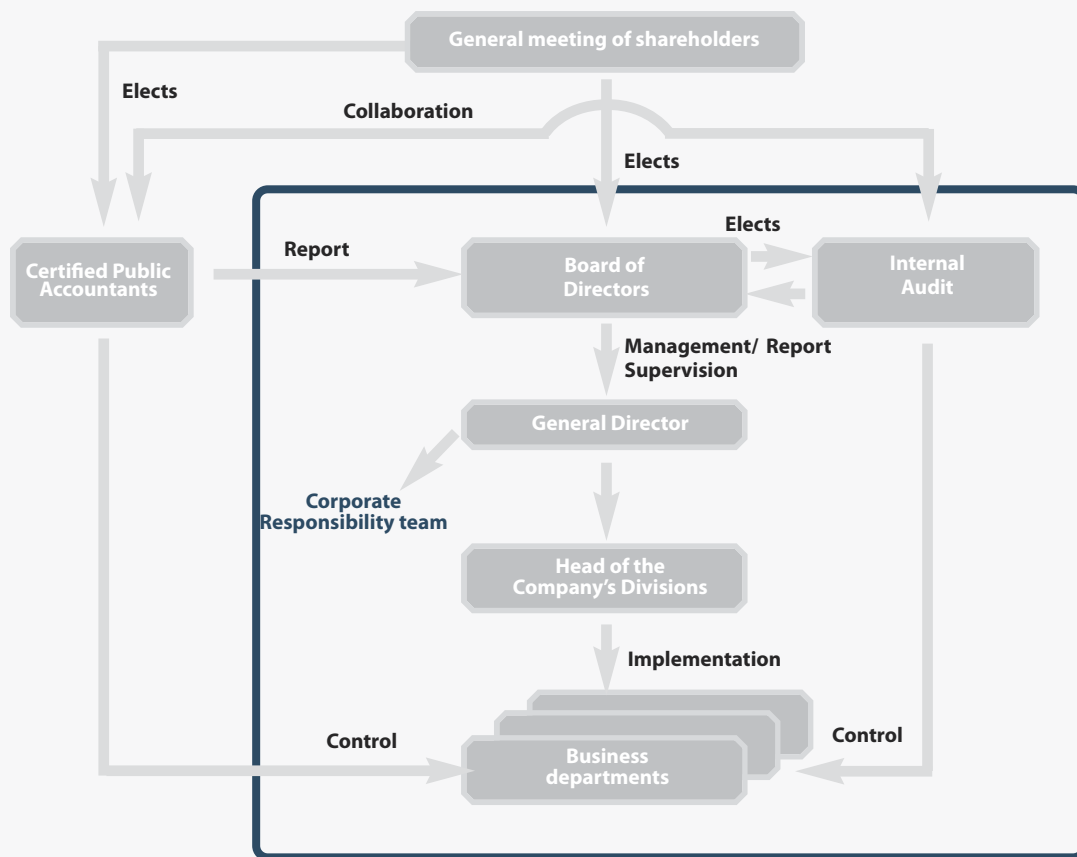
### 3.2 Corporate Governance

The selection of appropriate Corporate Governance principles and practices consist of a high priority for the Company. The Corporate Governance framework implemented contributes to aligning Company's Management with its stakeholders' interests as well as to disseminating business ethics throughout the range of its operations.

Seeking to maximise the value of the Company to its stakeholders' benefits and ensure they receive adequate, accurate and timely information, the Corporate Governance framework was developed:



## Company's Corporate Governance System



### Role of the Board of Directors

The Boards of Directors of both Hellenic Cables and Fulgor are responsible for formulating, implementing and monitoring the long-term strategy and Company's operational goals, as well as ensuring compliance with the principles of sound corporate governance and Company's responsible development. Additionally, through the Board of Directors the Company ensures that there are no conflict of interests and examines potential deviation from confidentiality policies, while also being responsible for validating the Company's financial statements before their final approval at the Annual General Meeting.

The Boards of Directors of Hellenic Cables and Fulgor meet regularly to verify that every action plan of the Company is being implemented in line with its principles, policies and strategy. Also, particular importance is given to issues of Corporate Responsibility, as well as to matters of health and safety and the environment. The performance of these Boards is evaluated at least once annually, during the Annual General Meeting, while the remuneration of the Board members must be approved by the General Meeting of shareholders and is linked to the Company's overall performance, both in financial terms and in terms of responsible operation.



### Hellenic Cables Board of Directors and Audit Committee

More specifically and with regard to Hellenic Cables, the Board of Directors is elected by the General Meeting of shareholders and serves a one-year term. The current Board consists of 12 members elected at the General Meeting of shareholders on 27 May 2014. On 4 July 2014, the Board of Directors elected Manuel Iraola as a new member to replace the outgoing Board member Georgios Stergiopoulos. The composition of the Board of Directors is determined in order to ensure fair and equal treatment of all shareholders, including minority and foreign shareholders. Hellenic Cables opts that its Board comprises of a majority of non-executive members and at least two (2) independent non-executive members, thus maintaining a balance between executive and non-executive members. In such a framework, Hellenic Cables is safeguarded from potential choices and decisions that serve the interests of one individual or a group of people, rather than the Company's interests overall.

The following table lists the members of the Board of Directors and their roles:

Hellenic Cables Board of Directors	
Name	Role
Ioannis Batsolas	Executive member, Chairman
Konstantinos Laios	Non-executive member, Vice Chairman
Ioannis Stavropoulos	Executive member
Nikolaos Galetas	Independent, non-executive member
Alexios Alexiou	Executive member
Georgios Passas	Executive member
Andreas Kyriazis	Independent, non-executive member
Michail Diakogiannis	Non-executive member
Manuel Iraola	Non-executive member
Andreas Katsanos	Non-executive member
Roland Gee	Non-executive member
Iakovos Georganas	Non-executive member

\*The CVs of the Hellenic Cables Board of Directors members are presented in the Annual Report 2014.

1. An independent non-executive BoD member is defined as the member who a) has not served or does not currently serve as an employee executive officer or president of the BoD of the Company or subsidiary within the previous three years, b) does not have or did not have within the previous year material business relationship with the Company or subsidiary, particularly as a major customer, supplier or consultant of the Company or as a partner, shareholder or member of the BoD, or as a senior executive of a legal entity that has such relationship with the Company or any subsidiary, c) has no second-degree affinity or marital relationship with a non-independent BoD member, senior executive director or key shareholder of the Company or its subsidiary and d) does not hold shares representing more than 0.5% of the share capital of the Company (L.3016/2002). A non-executive member is not involved in handling the daily issues of the Company.

The Hellenic Cables Board of Directors is supported by the Audit Committee in fulfilling its mission with regard to safeguarding the effectiveness of the accounting and financial systems of the audit mechanisms, the business risk management systems, and to ensuring compliance with the legal and regulatory framework and the effective implementation of Corporate Governance principles. The Hellenic Cables Audit Committee is elected and operates in line with the Law 3693/2008. It consists of three (3) non-executive members of the Board of Directors, one (1) of whom is independent. The Audit Committee met four times in 2014 (in its entirety).

Hellenic Cables Audit Committee		
Name	Non-executive member	Independent member
Andreas Kyriazis		√
Michail Diakogiannis	√	
Andreas Katsanos	√	

The Audit Committee is responsible for the following:

- Assessment of the effectiveness of all administration levels regarding the preservation of the resources and their compliance with the established policy and procedures of the company,
- Evaluation of the procedures and data about their effectiveness regarding achievement of the objectives and assessment of the corresponding policy and programme,
- Regular audits of the Divisions' and Departments' various activities in order to ensure their proper operation, that the operations are conducted in accordance with Management directions and that the Company's policy and procedures comply with its corporate objectives and its management standards.
- Examination of the Internal Audit reports in terms of scope, validation of their adequacy and examination of the audit outcomes justifications.

### Fulgor Board of Directors

Fulgor's Board of Directors is elected by the General Meeting of shareholders and serves a two-year term. The current Board of Directors is consisted of eight (8) members elected on the basis of possessing sufficient experience, knowledge of the business object, marketplace insight, leadership skills and integrity.

Fulgor Board of Directors	
Name	Role
Aldo Dapelo	Non-executive member, Chairman
Georgios Passas	Executive member, Vice Chairman
Ioannis Batsolas	Executive member, Deputy Executive Director
Ioannis Theonas	Executive member, Deputy Executive Director
Alexios Alexiou	Executive member
Dr Rudolf Wiedenmann	Non-executive member
Evangelos Piperis	Non-executive member
Nikolaos Vrontisis	Non-executive member



### Internal Audit and Risk Management System

The Company's Internal Audit System ensures the effectiveness and efficiency of corporate operations, the reliability of financial information and the compliance to enforceable laws and regulations, as well as the effectiveness and efficiency of risk management.

The Internal Audit Department monitors the proper application of every procedure of the Internal Audit System, regardless of whether it is accounting-related or not, and evaluates the business by reviewing its activities.

The Company's Internal Audit conducts numerous audits throughout the year which are used to examine the way that Corporate Responsibility policies are implemented, with special emphasis on matters of health and safety, and the environment. The outcomes of these audits are collected and presented to the Company's Board of Directors (both at Hellenic Cables and Fulgor) at least quarterly.

The Internal Audit System is evaluated annually by the Company's Board of Directors as to the scope of its activities and the effectiveness of the internal audit unit, the adequacy of risk management and internal audit reporting, as well as in terms of management's effectiveness and response to identified flaws or weaknesses in the Internal Audit System itself. At the same time, the Internal Audit System functions as a tool for managing the risks to which the Company is exposed, as being the tool used to recognise, define and classify risks and identify relevant controls.

Moreover, applying the precautionary principle, a risk management system and policy have been developed and are regularly reviewed to identify and analyse potential risks the Company is facing and to establish risk appetite limits, while also putting in place appropriate controls. The Internal Audit Department has been charged with overseeing conformance to risk management policies and procedures, and it conducts regular and extraordinary audits on how procedures are being implemented, reporting its findings to the Board of Directors.

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

The risks to which the Company is potentially exposed due to the nature of its activities can be classified into financial, environmental, occupational and operational:

#### Financial risks

The key financial risk areas that relate to the operation of the Company are:

- Credit risk (banks and customers)
- Liquidity risk
- Market risk (foreign exchange risk, interest rate fluctuation risk, product price fluctuation risk, capital management)

The Company has issued specific guidelines for addressing financial risks which serve as a framework within which the Financial Division implements its management policy. More information on financial risk management can be found in the Annual Report 2014 and the Financial Statements 2014.



## Environmental and occupational risks

Environmental is considered the risk that is related to atmosphere and water pollution, as well as to climate change. Environmental indicators are used to assess the environmental risks. These indicators, linked with economic ones, depict the environmental risk in economic terms.

Occupational is considered the risk related to health and safety of employees and is derived from exposure to any harming factors of the working environment. In assessing occupational risk, there are indicators that link, the probability and/or frequency of employee exposure to certain exposure sources in the workplace, to the severity of consequences that the Company's employees could potentially suffer.

Both the environmental risks and indicators related to occupational risks are monitored and evaluated systematically and notified to all levels of the Company.

Being aware of the interaction between our operations and the natural and working environment, the Company implements policies and systems, and continually invests in research and development of know-how that aims at achieving the objective of Sustainable Development. With regard to addressing potential environmental impacts (environmental risks) and the health and safety of its people (occupational risk), the Company's Quality Management System is certified according to ISO 9001:2008 standards; its Environmental Management System according to ISO 14001:2004; and its Occupational Health and Safety System according to OHSAS 18001:2007, in effect at all of its production plants.

Through the implementation of policies and systems, the Company regularly conducts all the necessary risk assessments and undertakes precautionary actions. It monitors all of the key performance indicators related to quality, environment and health and safety, which are recorded, systematically evaluated and notified to all Company levels.

## Operational risks

The operational risks relate to the production cost, the risks deriving from climate change and natural disasters as well as the problems in internal procedures, in working relationships, in Company's systems and in every dysfunction due to human factor. To address operational risks, the Company:

- Develops and implements extensive training programmes regarding its activities;
- Performs regular controls;
- Develops organisational and operational policies and systems;
- Applies strict operating and safety criteria in accordance with Greek and European legislation;
- Applies and monitors the level of implementation of ethics rules;
- Works with local authorities to respond to natural disasters.

## Avoiding conflicts of interest

Guided by the precautionary principle and endeavouring to protect our stakeholders' interests, we have introduced special measures and practices to verify, monitor and address any case of conflict of interest.

More specifically:

- We apply appropriate mechanisms and systems to handle and avoid conflicts of interest.
- We ensure that the above mechanisms are effective and continually updated in order to prevent any potential conflict of interest.
- We adhere to a policy of confidentiality, according to which senior executives, associates and employees of the Company are party to an explicit obligation not to disclose information related to the operations of the Company, its transactions and its customers.



- We also comply with the provisions of the Hellenic Capital Market Commission which apply to senior executives, employees and associates for their personal transactions and are aimed at preventing circumstances which could lead to conflict of interest originating from access to privileged information or other confidential information related to transactions of the Company or its customers.
- We also implement a policy prohibiting the recruitment of people whose spouses or relatives (up to second degree, either by blood or marriage) already work for the Company with the intent of safeguarding the principle of impartial decision-making by our senior executives in the various areas of business activity.
- We have identified all the cases or circumstances related to the services and products we provide which could potentially constitute a conflict of interest.

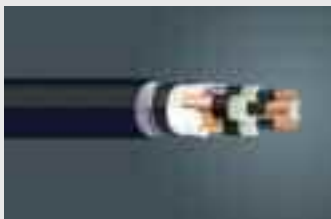
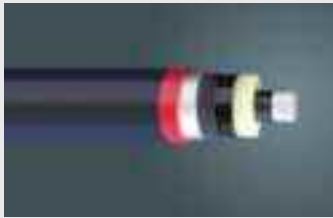
#### Communication with shareholders

The Company maintains an open channel of communication with shareholders, fully aware of the shared value that the participation of each shareholder can contribute to the Company's growth. During the General Meeting of shareholders, minority shareholders have the opportunity to take part, to express their views and to communicate with members of the Board of Directors. During the year, shareholders can also put forward suggestions or receive information with regard to the Company's progress through the Investor Relations Department, which responds to any question or request promptly and responsibly. The Investor Relations Department collects the issues that have been raised by the Company's shareholders and forwards them to the Finance Director and to the General Manager, who then evaluate them and communicates them to the Board of Directors for consultation.

#### Transparency and corruption issues

The Company has undertaken preventive actions related to limiting the responsibility and influence of each one of its senior executives, developing safeguards to prevent corruption and instituting controls throughout its activities. As part of protecting the interests of its customers and seeking to enhance the transparency of each of our actions, the Company's Commercial Directors are asked to sign a special form. By signing this form, they commit to refraining from participating in procedures which may lead to improper collusion with potential competitors to set prices, coordinate offers, create limitations on the market or in production, or impose quotas based on geographical area or customer distribution.

Targets for 2014	Outcome
Revision of Company policies based on the results of the risk assessment conducted by an independent body.	<b>Partly achieved</b> The results pointed out a need to revise the Company's Code of Conduct, and a Supplier Code of Conduct was also developed.





#### 4.1 Our Products and their applications

The Company manufactures a broad range of high technology and quality products, which are available in the markets where it operates under the internationally registered trademark Cable®.

##### Power cables – conductors

- High voltage and extra high voltage cables
- Medium 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 & railway signaling cables

### Submarine cables

- Medium voltage and high voltage cables
- Composite medium voltage and high voltage cables with integrated optical fiber cables
- Optical fibre cables

### Plastic and rubber compounds

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

### Enamelled wires

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

We are the sole manufacturer of enamelled wires in Greece.

The Company's cables are used in various applications:

### Cables

Mostly used in:

- Buildings
- Outdoor installations and industrial applications
- Transmission and distribution networks
- Installations with special requirements
- Ships and marine applications
- Telecommunications and data transmission networks
- Renewable energy sources
- Islands - continental system interconnections
- Offshore wind farms interconnections
- Oil and gas industry
- Home appliances

### Enamelled wires

Mostly used in:

- Transformers
- Motors – generators
- Relays – coils
- Self- supporting windings-avoids varnish impregnations

### Compounds

Mostly used in:

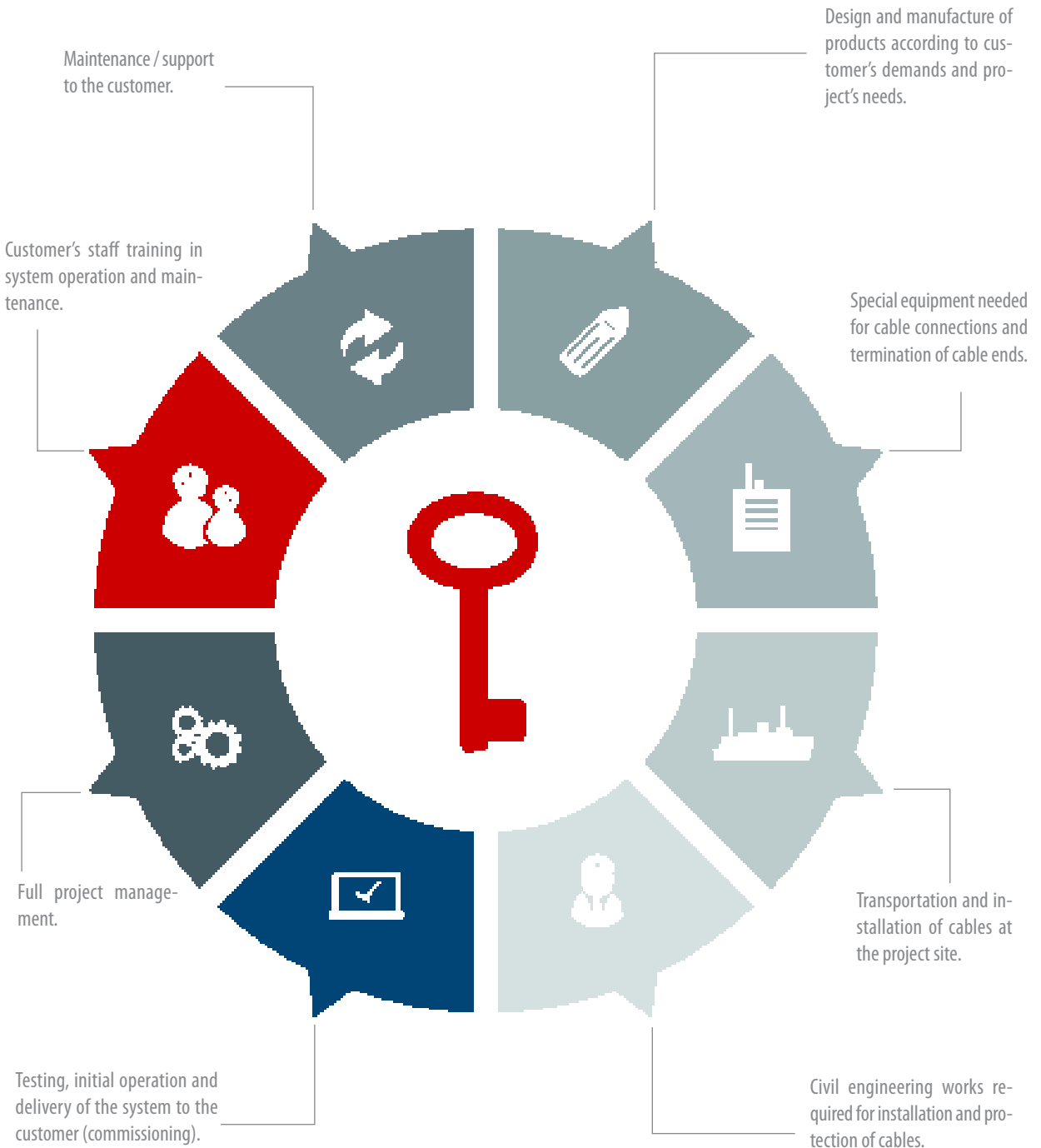
- Cable industry
- Production of soft water pipes
- Production of flexible spiral pipes
- Production of hard flexible pipes for electrical applications
- Rubber and plastic soles
- Flexible elastic and plastic profiles

*Further information on the Company's products and their applications can be found on the website [www.cablel.com](http://www.cablel.com), under "Products" and "Applications".*



### Turnkey solutions

Leveraging its extensive experience and expertise, the Company is positioned to develop and deliver turnkey solutions that meet the special requirements of its customers.



## Major Projects



### **Project: Supply and installation of 25 kV submarine cables at Bell Island, Newfoundland and Labrador, Canada.**

The project involved supplying and installing two submarine three-core armoured cables 300 mm<sup>2</sup> copper/14.4/25 kV with cross-linked polyethylene insulation (XLPE) and lead sheath, used to connect Bell Island, in the Canadian provinces of Newfoundland and Labrador, with the mainland network.

The cables were loaded onto a specially adapted cargo ship at the Fulgor docks and transported to Newfoundland, where they were reloaded onto the cable-laying vessel.



This "turnkey solution" project included a cable route survey, installation of two 5.5 km submarine cables, cable protection both onshore and on the seabed, provision of spare cable lengths for maintenance, termination works, final trials and commission testing, and the supply of termination boxes and repair joints.

The project was completed in December 2014.



**Project: Interconnection of Cyclades Islands with the Greek Power Transmission System**

A contract was signed in September 2014 between the Independent Power Transmission Operator (ADMIE) and Hellenic Cables for the underground and submarine 150 kV cable interconnections between the islands of Syros-Tinos, Syros-Mykonos and Syros-Paros and the 150 kV cable terminations in Tinos.

The project includes the supply of cables, laying and installation of cable protection for the offshore segments, as well as completing the necessary connections with the existing ADMIE network. The



project is part of Group B of the tender for connecting the Cyclades islands with the Hellenic Transmission System (DAPM Procurement Tender 41303/15.10.2013) conducted by ADMIE. The project's budget is EUR 93 million.

This significant project highlights Hellenic Cables as one of the few suppliers of high-voltage submarine cables worldwide who can compete for international projects with high specifications. It is also noted that the interconnection of the islands with the Greek Power Transmission System will play a significant role in stimulating growth in the Cyclades, while ensuring optimal environmental and economic conditions for local communities.

**Project: Interconnection of the wind park on the island of Agios Georgios with the Lavrio high-voltage network**

In 2014, Fulgor signed a EUR 36.4 million contract with Terna Energy for the cable interconnection of the 73.2 MW wind park on the island of Agios Georgios, south of Cape Sounio. The contract refers to the provision of 37.4 km of high-voltage 150 kV submarine cable, laying it at a depth of 230 m, installing seabed protection along the route, and providing necessary termination and connections to the existing high-voltage network in Lavrio.

The Terna Energy investment, worth EUR 150 million, will have multiple energy and environmental benefits, as the annual electricity generated by the wind park is enough to meet the energy needs of more than 40,000 households for a year. The project is also expected to help save more than 60,000 tons of oil and prevent the emission of 180,000 tons of pollutants annually.

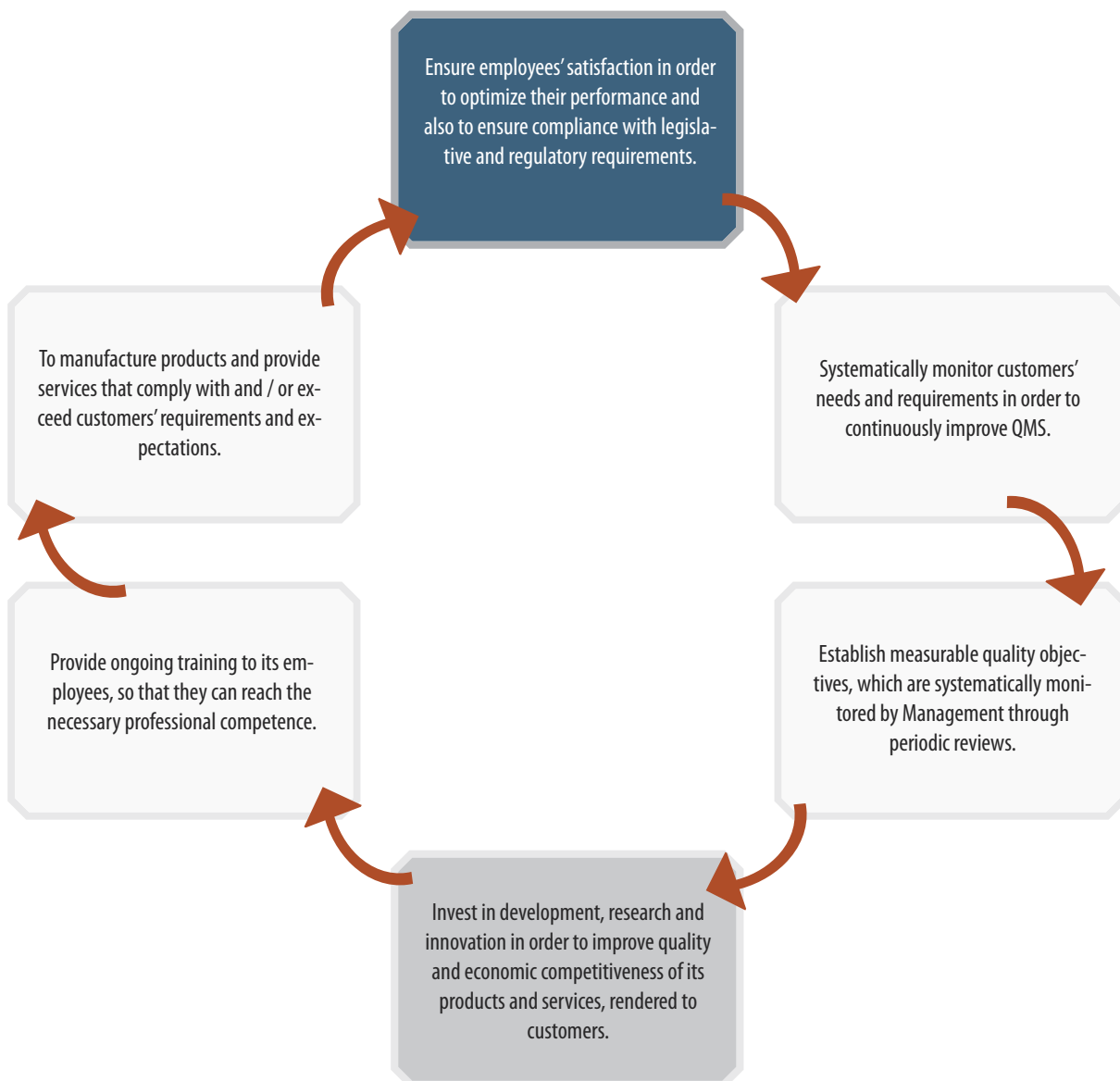
The project is expected to be completed in 2015.



## 4.2 High quality of products

The Company successfully responds to its customers, while meeting and improving – where applicable – the quality specifications of its products. Organisation, appropriate means and highly trained staff ensure that ongoing monitoring of product quality is more effective at all stages of the production process. The Company has developed and implemented a policy on quality and a Quality Management System (QMS) that meets the specifications of the ISO 9001:2008 standard, since 1986. The Company is bound to:

We implement an Integrated Quality Management System in accordance with the requirements of ISO 9001:2008.





#### Certification systems and compliance marks

The Company's production process is bound by strict quality standards and is ensured by the certification systems it applies. All of the Company's plants have been certified and conform to the requirements of the ISO 9001:2008 standard. Additionally, our products bear compliance marks and are licensed to bear quality marks from internationally recognised certification bodies, demonstrating the strict specifications with which they are manufactured.



The Company also conducts product type tests in internationally recognised and independent laboratories to further guarantee the quality of its products. Furthermore, the Company is able to conduct type tests in its facilities, monitored and controlled by independent certification and auditing bodies. In 2014, type testing was carried on the submarine cables:

- 3X800mm<sup>2</sup>, CU/XLPE/PB/SC PE/PPY/SWA/PPY, 87/150kV
- 3X300mm<sup>2</sup>, CU/XLPE/PB/SC PE /PPY/SWA/PPY with two optic cables, 87/150kV

Some of the independent certification bodies are the following:



The compliance marks that the Company either retained or acquired for the first time in 2014, as a result of the tests are the following:

#### Power cables

N2XSY

NA2XSY

N2XS(F)Y 6/10 kV 12/20 kV 18/30 kV

NA2XS(F)Y 6/10 kV 12/20 kV 18/30 kV

N2XS(F)2Y 6/10 kV 12/20 kV 18/30 kV

NA2XS(F)2Y 6/10 kV 12/20 kV 18/30 kV

NA2XS(FL)2Y 6/10 kV 12/20 kV 18/30 kV

XUHKXS 6/10 kV 12/20 kV 18/30 kV

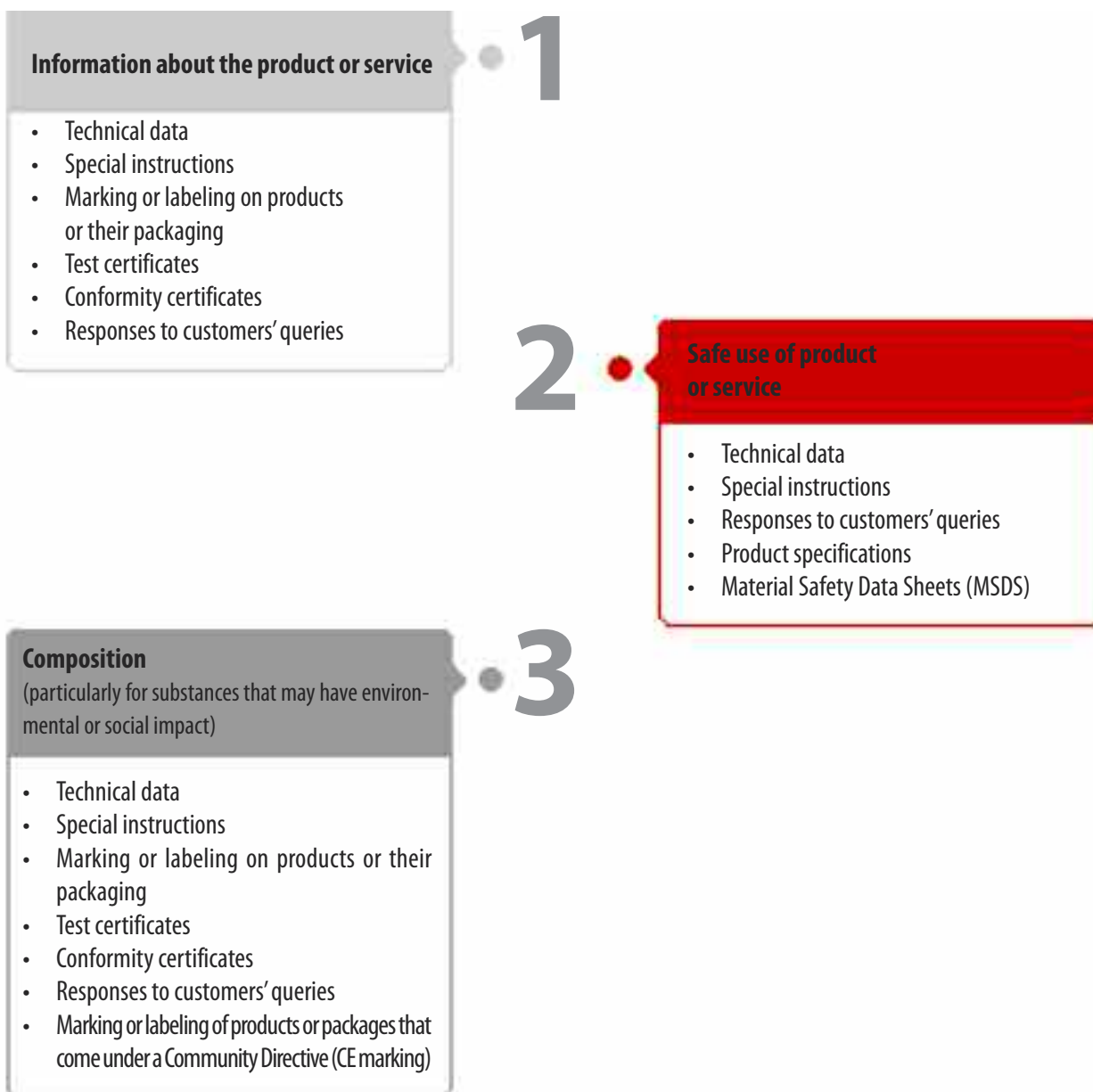
XUHAKXS 6/10 kV 12/20 kV 18/30 kV

XRUHAKXS 6/10 kV 12/20 kV 18/30 kV

Cables with cross-linked polyethylene insulation and rated voltage from 3.8/6.6 kV to 19/33 kV

Cables with solid extruded insulation for indoor installation with rated voltage from 300/500 V to 1900/3300 V  
(Distribution cables with cross-linked polyethylene insulation)

Depending on customer requirements, the Company's products are accompanied by the necessary test certificates, technical specifications and additional information. The information includes details about products' implementation and use, ensuring health and safety of end-users.



# 4.

## Our presence in the marketplace



### 4.3. Caring for health and safety throughout the product's life cycle

The Company monitors its products throughout the various stages of their life cycle, in terms of their impact on the health and safety of end-users or customers.

For this purpose:

- It operates laboratories to carry out quality checks during production and design of new products that are demanded in international markets. It also employs suitably trained personnel throughout the production process.
- It conducts checks to ensure that specifications are being met during production, post-production and if required, post-installation.
- It conducts additional compliance checks on materials subject to special regulations (e.g. RoHS, REACH etc.).
- It performs all testing required by specifications on all types of products, including aging trials to predict a product's behaviour over time.
- It purchases safer and more environmentally friendly raw materials.



*\*At these stages, all cables' specifications related to their design, the materials used in their production and the necessary testing are taken into account. Compliance with the specification requirements, often certified by independent bodies, ensures that the cable, when used correctly, does not burden the environment or harm the consumers. Potential impact lies within the limits, prescribed by standards and regulations.*



In addition, the Company has designed and manufactures fire-retardant, fire-resistant, halogen-free and low-smoke cables to protect the end-user in the event of fire.

#### 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).

#### 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.

#### Cables that contain PVC

Cables that contain PVC release thick smoke in large quantities when they burn, that hinders eyesight and makes exiting from a burning building difficult.

#### 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).

#### Low smoke cables

Low smoke cables release less smoke, so as not to encumber vision.



#### 4.4 Research and development

The Company places particular emphasis on research, development and introduction of new technologies into its production activity, in order to create innovative and qualitatively improved, high value-added products and services that are also environmental friendlier. We invest in research and development of new technologies and take part in know-how transfer programmes. Our Company strives to stay abreast of new information and to take advantage of any opportunity that arises for participation in know-how transfer groups.

##### Participation in the European programme "Horizon 2020"

Having successfully completed the European programme "Tanocomp" and seeking new innovative actions, the Company has been participating in the European research programme "Horizon 2020" since 2014, in cooperation with the laboratory of manufacturing systems and automation of the University of Patras and the department of mechanical engineering and aeronautics.

The cooperating partners have submitted a joint proposal to produce new compounds with added nanomaterials, and to select appropriate materials and shapes for shaping rollers. Our Company expects to realise significant benefits from the approval of the programme, as it will lead to new product development alongside alliances with various companies as part of transferring know-how, ideas and experiences.



*"H2020 (Horizon 2020) is the financial instrument implementing the 'Innovation Union' initiative, a European flagship initiative aimed at securing Europe's global competitiveness. This new Research and Innovation funding programme is part of the effort to drive growth and create new jobs in Europe."*

### Working with the Viscas Corporation

In order to meet the technical specifications of technologically advanced products, Hellenic Cables has signed within the last ten years transfer agreement for know-how with the Viscas Corporation (subsidiary of the Japanese companies Fujikyra and Furukawa), a leading high-voltage and submarine cable manufacturer.

We invest in research and development of new technologies and take part in European programmes of know-how transfer.

### Polymer Laboratory

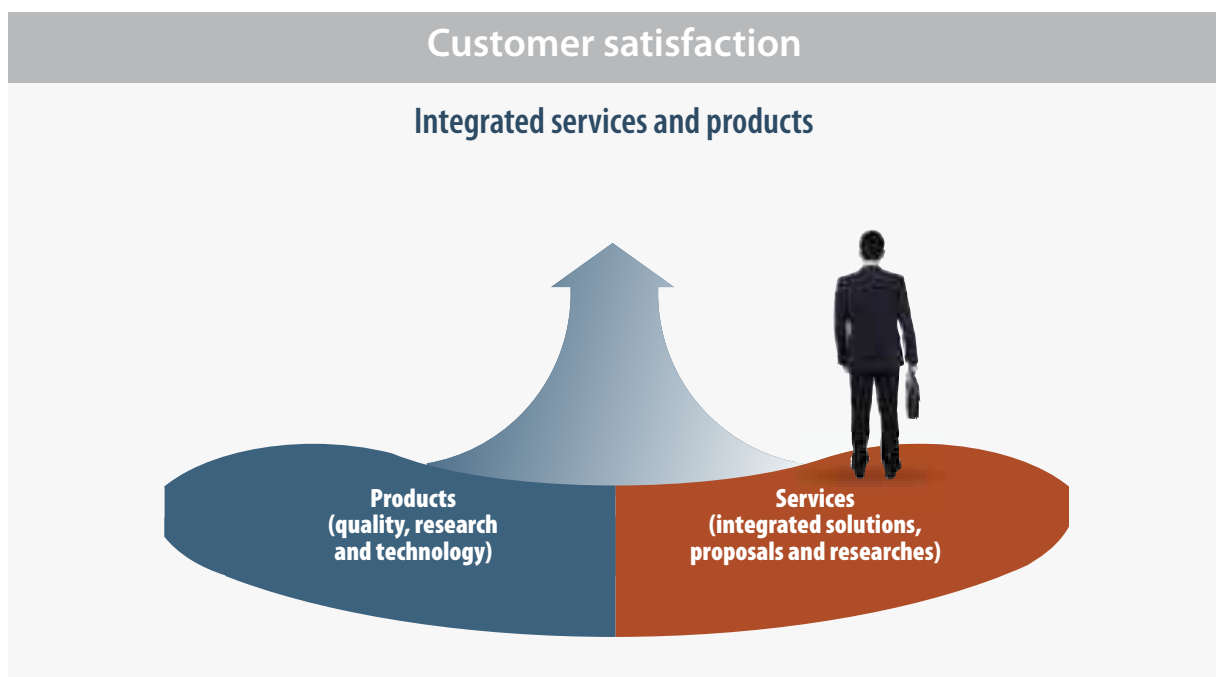
The Company, paying particular attention to new technologies and research and development, has established a state-of-the-art Polymer Laboratory at its plant in Oinofyta. The laboratory mainly conducts chemical analyses and identification of raw materials, with emphasis on quality control and analysis of polymers of underground cables and, high-voltage and submarine cables. In particular, the characteristics, on which the testing is focused, are related to the degree of crosslinking, analysis of the byproducts of the crosslinking reaction, detection of thermal memory of polymers etc. Finally, it is worth noting that in the laboratory is being conducted research and development of new plastics and elastomer compounds.

## 4.5 Customer-focused philosophy

The Company is actively engaged in the domestic market as well as in markets of Europe, Asia, the USA and Africa, with a significant turnover rate deriving from exports for 2014.

We focus on our customers, building mutually beneficial relationships based on trust through daily contact, and we strive to maintain their satisfaction by providing quality products and securing harmonious terms of exchange.

Our approach to our customers is marked by our efforts to provide integrated services:



# 4.

## Our presence in the marketplace



The Company takes part in numerous exhibitions around the world, promoting its products and integrated solutions and reaching out to potential and existing customers.

In 2014, the Company took part in the following trade exhibitions in Europe:

- Hannover Messe, Germany
- WindEnergy, Germany
- Energia, Finland
- Sponsored the “Subsea Power Cables Conference”, England

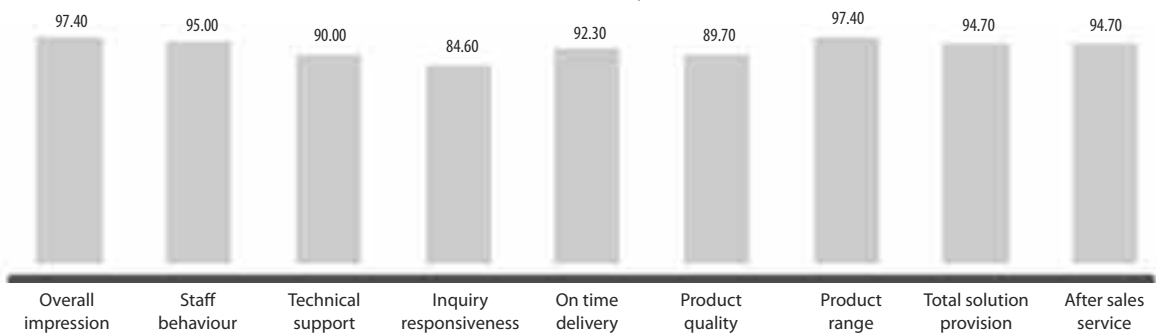
On top of the ongoing communication achieved through the participation in exhibitions, the Company strives to stay abreast of the needs and expectations of its customers by conducting a biennial customer satisfaction survey.

The updated questionnaire developed in 2014 provided Company’s customers the opportunity to express their opinion on the Company’s performance using a series of criteria, while questions on Corporate Social Responsibility issues were also added. A total of 84 questionnaires were sent out and 39 were completed and returned (response rate: 46.4%).

**Reliability, sincerity, transparency, immediacy, consistency, sense of responsibility and adaptability characterise our behaviour, as we strive to retain our customers by providing satisfactory services.**

From the first year the new questionnaire was distributed to customers, 90% to 98% of the responses highlighted an interest in the ongoing improvement of product quality as well as in the distribution of products that are more environmentally friendly. A slightly lower share of 80% expressed interest in measuring our carbon footprint and in CSR actions.

**Customer satisfaction survey results (in %) 2014**





In addition, as part of our ongoing cooperation, the Company's customers are able to inspect products onsite at our production plants. We are also evaluated by our customers based on strict criteria and specifications in regard to our financial information, our environmental performance and our performance on health and safety.

These checks highlight the Company's positive characteristics while helping us to identify areas in need of further improvement. The result of these checks is that our Company is included on the lists of approved suppliers for a number of internationally recognised customers in this sector.

Even the receipt of a single complaint is beneficial for the Company and represents an opportunity for improvement aimed at providing the best service possible and ensuring customer satisfaction. We handle any complaints that may arise by following a specific procedure, whose the results constitute a tool in decision-making.

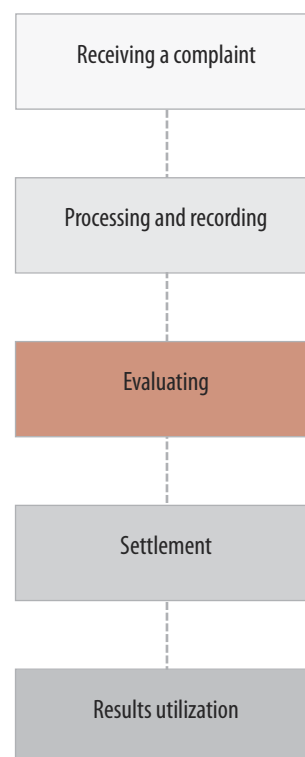
We were selected to be part of the lists of approved suppliers by internationally recognised customers of the sector according, to strict evaluation criteria.

#### Customer complaints (number)

<b>Hellenic Cables</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Product related	24	8	7
Due to packaging	13	3	3
Non – documented or withdrawn	7	9	9
Small quantity	2	0	0
Improper use of product	8	8	7
Labeling	1	2	1
<b>Total</b>	<b>55</b>	<b>30</b>	<b>27</b>

#### Customer complaints (number)

<b>Fulgor</b>	<b>2013</b>	<b>2014</b>
Product related	14	3
Due to packaging	3	3
Small quantity	0	0
Improper use of product	2	1
Labeling	0	0
Non – documented	3	3
<b>Total</b>	<b>22</b>	<b>10</b>





#### 4.6 Our suppliers

The Company recognises the critical role of its suppliers as key partners in the effort to manufacture competitive quality products, by supplying it with quality raw materials and other materials.

##### **Evaluating our suppliers**

Suppliers are an integral part of the Company's social and environmental responsibility, which is why they are evaluated according to the principles of transparency and meritocracy. The Company's evaluation system applies to those who wish to be included on the list of approved suppliers as well as those already listed.

Suppliers are required to meet certain objective and measurable criteria, including conformance to Quality Management System standard ISO 9001:2008. The existence of an Environmental Management System under standard ISO 14001:2004 is also positively evaluated. Additionally, suppliers are assessed for their conformance to the European Regulation REACH and whether they are aware of it. The Company does not procure materials from suppliers who do not conform to this regulation. A certificate of conformity with European Regulation REACH is always required as part of the ordering-procurement process of specific materials, along with dispatch of Material Safety Data Sheets. The criteria by which suppliers are evaluated include issues of Corporate Responsibility which relate to occupational health and safety management under standard ISO 18001 and accident prevention.

For the existing suppliers, continuing our collaboration with them is reviewed in case of

- problems in supplier's performance are observed, that cannot be dealt with,
- no collaboration with a supplier takes place for over three years.

In addition, for existing suppliers, spot checks are conducted in order to ensure compliance with the prescribed procedures, agreed upon technical specifications and quality of raw materials.

## Supply chain responsible management programme

In 2014, the Company initiated a programme for the responsible management of its procurements. A Supplier Code of Conduct was developed and is now in the final stage of approval. The Code of Conduct is the basis for informing suppliers of the key principles that define the framework of our business operations. It also includes principles and standards of conduct that Hellenic Cables requires or encourages its suppliers to follow with regard to:

- environmental protection,
- human and labour rights,
- occupational health and safety, and
- compliance with laws and regulations.

The Company aims to inform its suppliers within 2015.

### Targets for 2014

### Outcome

Certification for Thiva high-voltage laboratories according to ISO 17025:2005.

#### Partly achieved

During 2014, it was decided to pursue certification in accordance to ISO 17025:2005 standard for Fulgor's plant instead of the Hellenic Cables plant in Thiva. The necessary procedures have already been formulated and we await inspection of the system to receive final certification.

Development of a responsible supply chain management programme.

#### Partly achieved

A Supplier Code of Conduct was developed as part of the supply chain responsible management programme and is now in the final stage of approval.

Revision of customer satisfaction survey to include questions regarding the Company's Corporate Responsibility.

#### Achieved

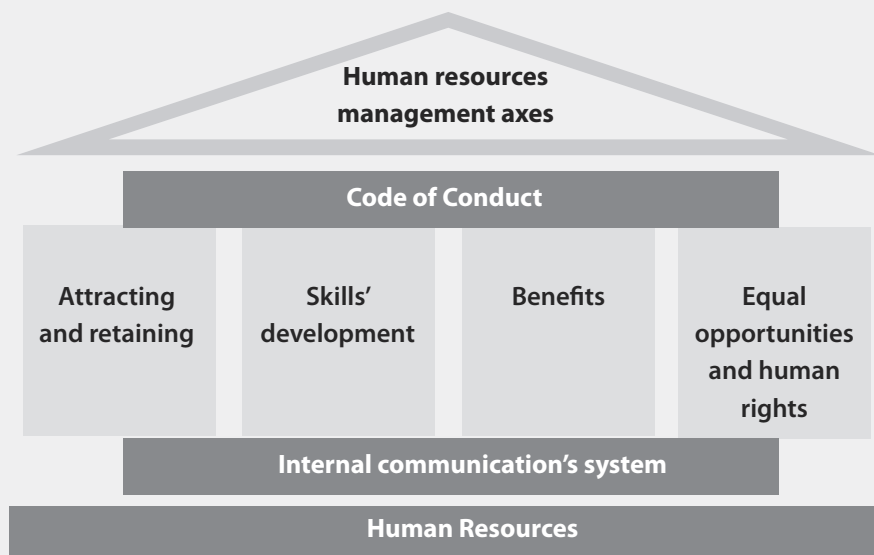
### Targets for 2015

Certification of Fulgor to be in accordance with the requirements of ISO 22301.

Company's suppliers briefing on the new Supplier Code of Conduct.



Company's successful operation and growth is interrelated with the quality and performance of its employees. We recognise the special significance of our personnel and strive to maintain excellent working conditions in all areas (training, advancement, remuneration, etc.) with equal rights and opportunities for all. Over the last few years, our human resources have made a decisive contribution to the success of our endeavours, particularly after Fulgor's incorporation into the Company. With an eye to adopting common beliefs and attitudes, mainly aimed at instilling a corporate identity in all employees, during 2014 we developed a Company Code of Conduct. The Code was formulated on the basis of the guidelines of the ISO 26000 standard on Social Responsibility and the 10 Principles of the UN Global Compact, also taking into account the OECD Guidelines for Multinational Enterprises.

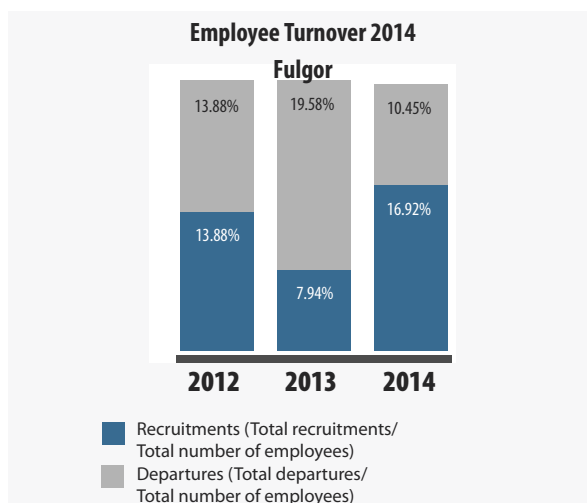
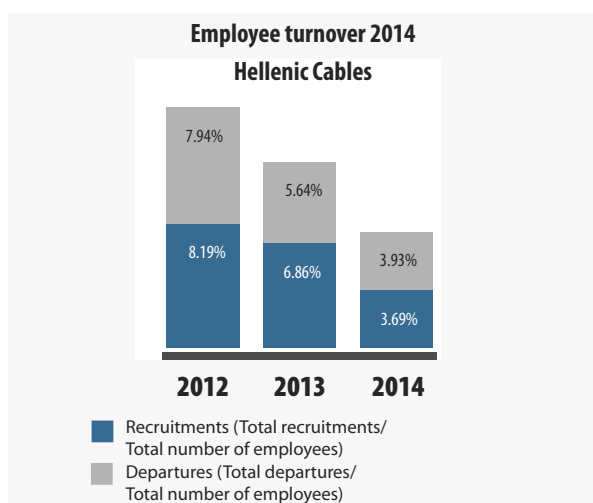


*Further information on the Company Code of Conduct can be found in the section: Corporate Responsibility and Sustainable Development*

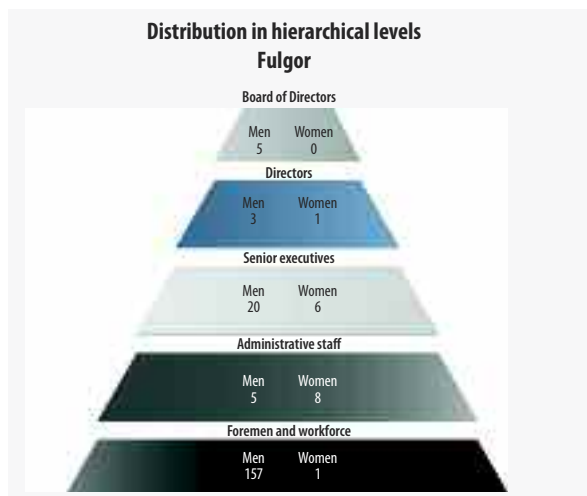
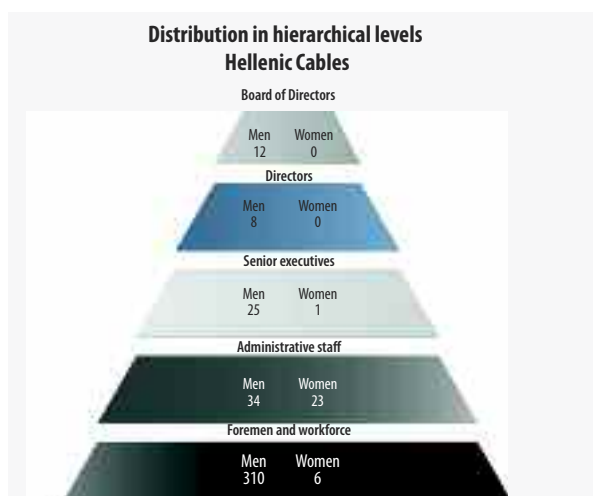
## 5.1 Attracting and retaining talent

Recruiting specialised personnel and retaining senior executives and experienced employees is a key commitment as the Company seeks to ensure the smooth running of its operations. Having experienced a long period of internal changes along with fluctuations of the external environment - domestic economic instability, political and economic crises abroad - we recognise the importance of maintaining stability in our workplace.

At Hellenic Cables, the average tenure for employees is 16 years, which demonstrates the Company's attitude towards employee retention. Similar data is derived with regard to employee turnover. In 2014 specifically at Fulgor, the employee turnover rate was reversed, which means that more people were hired than retired.



The organisational structure also plays a decisive role in the smooth operation of our activities. Our employees are distributed along four hierarchical levels, which for 2014 were as follows:





### Employee benefits

We offer to our employees additional benefits to help them improve their quality of life and personal satisfaction, while rewarding them for their valuable contribution. These benefits are provided over and above those stipulated by the current legal framework. The additional benefits include health benefits, financial or other types of benefits, and are available to all employees, regardless of their type of employment contract.

Additional benefits offered to all employees	Hellenic Cables	Fulgor
<b>Health care benefits</b>		
Additional medical and hospital coverage	*	*
Life insurance	*	*
<b>Financial benefits</b>		
Employee meals	*	*
Transportation of employees with leased buses	*	*
Funding post-graduate programmes	*	*
Financial coverage of temporary or permanent disability to work	*	*
Vouchers offered three times a year	*	*
<b>Other benefits</b>		
Educational leave for employees in post-graduate programmes	*	*
Christmas gift vouchers for the children of employees (up to age 12)	*	*
Summer camps for children of employees	*	*

The Company also offers additional benefits to senior executives, in respect of their position in the hierarchy, years of employment and any objective difficulties they may be facing, such as working outside the Company's premises. Executives in categories as above who meet certain criteria are provided with: company car, mileage allowance, mobile phone and laptop, as needed.

## 5.2 Developing our people

The continuing development of employees' professional skills and competencies is a high priority and ongoing investment for the Company. We plan educational actions to provide our employees with the necessary tools, specialised expertise and training on numerous levels. The ultimate goal, in addition to responding to daily needs, is for everyone to promote and develop innovative solutions in their particular area. Education has a leading role to play in the development of our people. The performance appraisal process also plays a major role in the effectiveness of employee training.

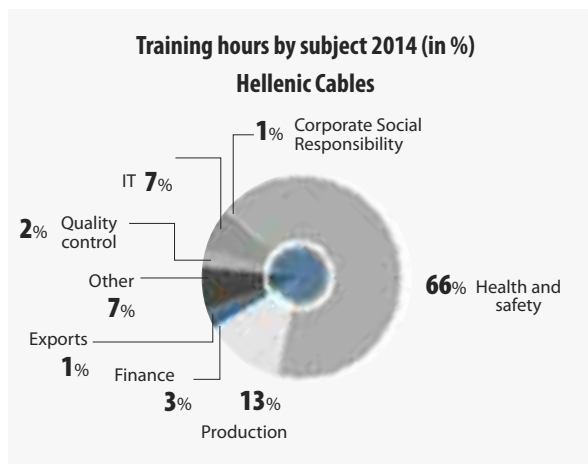
## Human resources training

Educational programmes are organized on an annual basis to address issues related to research and development, recent advances related to various job positions (from senior management to production), and critical issues related to the sound operation of the Company (such as health and safety issues).

In 2014, a number of educational programmes were conducted for employees both at Hellenic Cables and Fulgor, either internally or in cooperation with external body and specialised trainers. A total of 7.614 hours were dedicated to training in seven (7) different topics addressed to all hierarchical levels of the Company. A breakdown of the information on education follows:

In 2014,

- 35% of Hellenic Cables employees attended training.
- 55% of Fulgor employees attended training.
- 6,282 hours were spent on training at Hellenic Cables.
- 1,332 hours were spent on training at Fulgor.



Hellenic Cables	Number of training hours by category			Average of training hours by employees' category		
	Men	Women	Total	Men	Women	Total
Directors	250	-	250	31.25	-	31.25
Senior executives	1,000	16	1,016	40	16	39.08
Administrative staff	293	194	487	8.62	8.43	8.54
Foremen and workforce	4,529	-	4,529	14.69	-	14.33
<b>Total</b>	<b>6,072</b>	<b>210</b>	<b>6,282</b>	<b>16.11</b>	<b>7.00</b>	<b>15.43</b>



Fulgor	Number of training hours by category			Average of training hours by employees' category		
	Men	Women	Total	Men	Women	Total
Directors	34	0	34	11.33	0	8,50
Senior executives	636	0	636	31.80	0	24,46
Administrative staff	0	49	49	0	6.13	6,13
Foremen and workforce	613	0	613	3.90	0	3,90
<b>Total</b>	<b>1,283</b>	<b>49</b>	<b>1,332</b>	<b>6.94</b>	<b>3.06</b>	<b>6,63</b>

### Human resources performance appraisal

The Company has developed and implements procedures for appraising the performance of employees. With the completion of Fulgor's incorporation in 2014, the restructuring of job descriptions and internal changes that took place, it became necessary to develop a new appraisal system.

The new appraisal system was designed to link:

- the goals of each job position to the strategic goals of the Company;
- the requirements of each position to the level of responsibility it entails;
- objective performance indicators to the level of remuneration.

In addition, the new appraisal system was designed to provide:

- feedback to encourage further improvement;
- incentives to promote healthy professional competition among employees.

### Ongoing improvement of working environment

The Company's goal is to continually improve both the products and services it provides as well as the procedures it follows. To this end, motivating and rewarding employees who either operate under the precautionary principle or seek continuous development and improvement is an essential component of achieving its objectives. As part of this effort, the Company has developed a system that encourages employees to submit new ideas and suggestions.



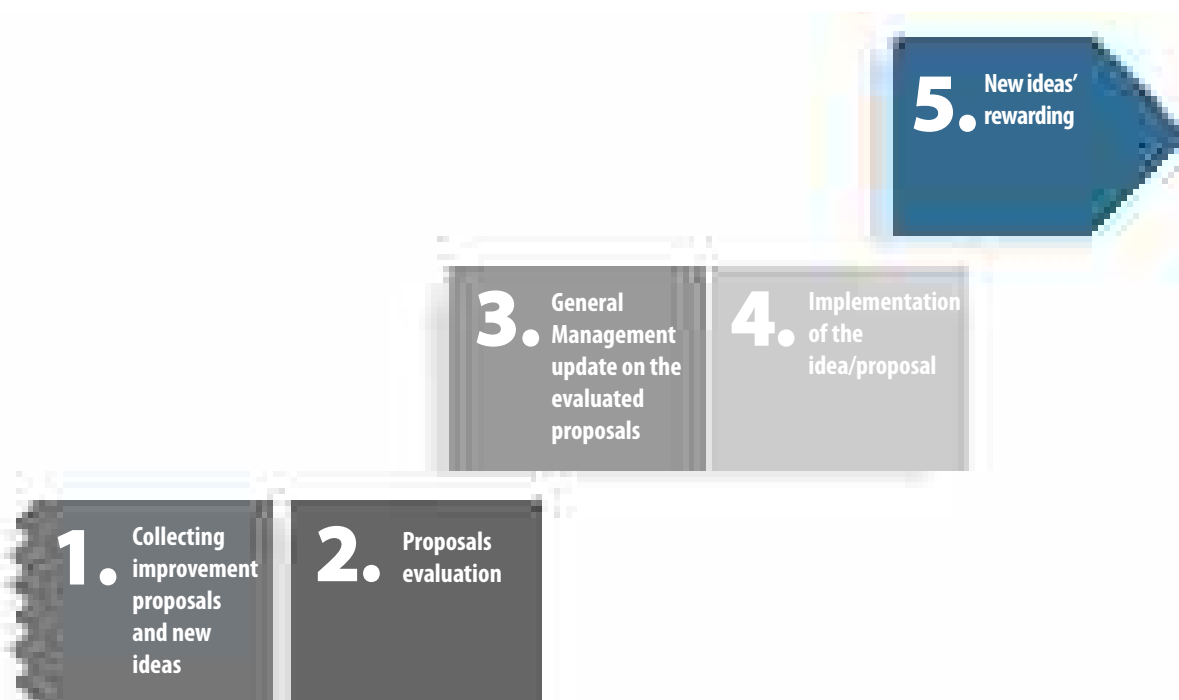
### System of submission of new ideas and proposals

The ideas submission system brought forward in 2014 as well, proposals and procedures for the Company's operation improvement, arising from employees' suggestions. In total, 20 new ideas were proposed during 2014, 17 of which were implemented and rewarded. It must be noted that both the participations and the rewards are each year increasing demonstrating the employees commitment to continuous improvement. All the employees - regardless of divisions and departments - can participate. Each employee submits his proposal using the form available, mentioning also the benefits that will result from the implementation of the proposed change – idea.

The proposals should relate to one of the following issues:

- production,
- maintenance,
- safety of employees and facilities,
- environmental protection,
- operation of the sales department or financial services.

The completed forms are submitted to the Head of Human Resources Department, who regularly (at least every two months), communicates them to the ideas/proposals assessment group. The group consists of the Director of the relevant plant, Head of Cable Engineering Division and Head of Technical Division. After the evaluation of the submitted ideas, the General Management is informed and finally decides whether or not to implement the proposal and thus to reward the employee who proposed the idea.





### 5.3 Equal opportunities and human rights

Hellenic Cables' work environment is defined by equal opportunities for all employees, while respect for human rights is an incontrovertible principle of the Company's Code of Conduct.

#### The new Code of Conduct

The Company's revised Code of Conduct includes separate provisions on human rights and labour practices. Specifically, the Code includes four distinct sections addressing human rights and equal opportunity.

#### Avoiding discrimination

"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, union activity, social or national origin. Furthermore, diversity is encouraged at every level of the workplace."

Hellenic Cables employs 3 men with disabilities, as well as 13 people with foreign nationalities (excl. Greek) and different religious beliefs; Fulgor employs 1 man and 1 woman with disabilities.

#### Equality and equal opportunities

"We do not tolerate any type of discrimination based on race or gender, religion, age, nationality, social or national origin, disability, beliefs, sexual orientation or union activity. These principles apply from the moment that new employees are hired and throughout the employment and professional development of our people. The only factors taken into consideration are: experience, personality, efficiency, and the skills and competencies of each employee."

In this context, the Company supports the role of women as mothers, affording them the ability to work reduced hours, and offers men the same option if they so desire. During 2014, one female employee took parental leave, and all women who have taken parental leave in the past have stayed with the Company.

*There has been no record or report of any incident or complaint regarding diversity.*

#### Compulsory or child labour

"The Company is opposed to any type of compulsory or child labour. All work at the Company must be done of people's free will. No type of forced, imposed or child labour will be tolerated. The minimum employment age is 18."

#### Harassment

"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 Company facilities is forbidden."

*No incident of child or forced labour has occurred to date.*

We also encourage contractors, suppliers, associates, consultants and other business partners to respect issues of human rights and equal opportunity. To that end, in 2014 we developed a special Supplier Code of Conduct.

*Further information on the Supplier Code of Conduct can be found in the section "Our presence in the marketplace".*

## 5.4 Internal communication

Internal communication is of great importance to businesses, since it facilitates the exchange of information and ideas, engenders a sense of trust and respect, enhances team work and establishes a unified corporate culture at all levels of the hierarchy. We have developed and implement an "open-door policy", which constitutes the basis for our internal communication system. The channels of internal communication facilitate:

- communication for business reasons;
- recognition and rewards;
- communication on social and other issues.

Channels used by the Company include:

### Regular staff meetings

Senior Management and department heads hold meetings to keep all of the Company's employees informed.

### Newsletters

These are distributed either in print or electronic form to keep employees abreast of important issues of interest.

### System for submitting new ideas and suggestions

Employees may submit their suggestions and ideas and receive awards.



### Intranet

Employees have access to all information related to the Company so they can receive updates on a variety of Company issues and initiatives, along with accurate and timely information on policies, procedures and systems.

### Bulletin board

The bulletin board, to which all employees have access, is used for posting announcements as management deems necessary.

### Events

Various events for specific purposes are held, such as the event for cutting the New Year's cake.



## 5.5 Human resources data

### Diversity indicators

Gender	Hellenic Cables			Fulgor		
	2012	2013	2014	2012	2013	2014
Men	374 (93%)	378 (93%)	377 (92.6%)	195 (93%)	174 (92%)	185 (92%)
Women	29 (7%)	30 (7%)	30 (7.3%)	14 (7%)	15 (8%)	16 (8%)
<b>Total</b>	<b>403</b>	<b>408</b>	<b>407</b>	<b>209</b>	<b>189</b>	<b>201</b>

### Age distribution

Age class	Hellenic Cables						Fulgor					
	2012		2013		2014		2012		2013		2014	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
18 – 25	10	1	9	2	3	2	-	1	2	3	4	1
26 – 35	76	11	79	11	75	9	49	5	39	5	47	8
36 – 45	128	7	130	8	136	10	76	5	71	4	75	3
45-55	129	8	131	7	126	7	57	2	54	2	49	3
56 and above	31	2	29	2	37	2	13	1	8	1	10	1
<b>Total</b>	<b>374</b>	<b>29</b>	<b>378</b>	<b>30</b>	<b>377</b>	<b>30</b>	<b>174</b>	<b>15</b>	<b>195</b>	<b>14</b>	<b>185</b>	<b>16</b>

### Distribution in hierarchical levels

Levels	Hellenic Cables								
	2012			2013			2014		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board of Directors *	12	-	12	12	-	12	12	-	12
Directors	8	-	8	8	-	8	8	-	8
Senior executives	23	1	24	23	-	23	25	1	26
Administrative staff	33	22	55	33	24	57	34	23	57
Foremen and workforce	310	6	316	314	6	320	310	6	316
<b>Total *</b>	<b>374</b>	<b>29</b>	<b>403</b>	<b>378</b>	<b>30</b>	<b>408</b>	<b>377</b>	<b>30</b>	<b>407</b>

Distribution in hierarchical levels	2012			Fulgor 2013			2014		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Board of Directors *	5	-	5	5	-	-	5	-
Directors	5	-	5	3	1	4	3	1	4
Senior executives	17	5	22	14	5	19	20	6	26
Administrative staff	7	7	14	6	8	14	5	8	13
Foremen and workforce	167	1	168	151	1	152	157	1	158
<b>Total *</b>	<b>196</b>	<b>13</b>	<b>209</b>	<b>174</b>	<b>15</b>	<b>189</b>	<b>185</b>	<b>16</b>	<b>201</b>

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

## Employee turnover

### Recruitments by age and gender

Age class	Hellenic Cables						Fulgor					
	2012		2013		2014		2012		2013		2014	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
18 – 25	3	-	2	2	-	1	-	1	3	2	5	-
26 – 40	19	4	15	4	9	-	17	1	8	-	24	1
41 – 50	7	-	4	1	3	1	7	-	1	-	4	-
51 and above	-	-	-	-	1	-	3	-	1	-	-	-
<b>Total</b>	<b>29</b>	<b>4</b>	<b>21</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>27</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>33</b>	<b>1</b>

### Recruitments by region

Region	Hellenic Cables			Fulgor		
	2012	2013	2014	2012	2013	2014
Attica	6	7	6	12	6	7
Viotia	26	21	8	-	-	-
Corinthia	-	-	-	-	9	29
Rest of Greece	1	-	-	17	-	-
Abroad	-	-	1	-	-	-
<b>Total</b>	<b>33</b>	<b>28</b>	<b>15</b>	<b>26</b>	<b>15</b>	<b>34</b>



### Departures by age and gender

Age class	Hellenic Cables						Fulgor					
	2012		2013		2014		2012		2013		2014	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
18 – 25	2	-	1	-	3	-	-	-	1	-	1	-
26 – 40	18	1	6	3	3	1	6	-	14	1	7	1
41 – 50	2	-	6	-	1	-	10	-	8	-	6	-
51 and above	7	2	5	2	7	1	13	-	13	-	6	-
<b>Total</b>	<b>29</b>	<b>3</b>	<b>18</b>	<b>5</b>	<b>14</b>	<b>2</b>	<b>29</b>	<b>0</b>	<b>36</b>	<b>1</b>	<b>20</b>	<b>1</b>

### Departures by region

Region	Hellenic Cables			Fulgor		
	2012	2013	2014	2012	2013	2014
Attica	2	6	1	4	2	4
Viotia	28	17	15	-	-	-
Corinthia	-	-	-	25	35	17
Rest of Greece	2	-	-	-	-	-
<b>Total</b>	<b>32</b>	<b>23</b>	<b>16</b>	<b>29</b>	<b>37</b>	<b>21</b>

### Employment data

Hellenic Cables	2012			2013			2014		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Personnel in total	374	29	403	378	30	408	377	30	407
Collective labour agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	-	-	-	-	-	-	0
Labour agreements of indefinite duration	372	28	400	376	28	404	376	29	405
Labour agreements of definite duration	-	-	-	-	1	1	-	-	0
Seasonal employment	-	-	-	-	-	-	-	-	0
Full time employment	372	28	400	376	28	404	376	30	406
Part time employment	1	-	1	1	-	1	1	-	1
Other (practice)	1	1	2	1	1	2	1	1	2

Fulgor	2012			2013			2014		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Personnel in total	195	14	209	174	15	189	185	16	201
Collective labour agreements	-	-	-	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	-	-	-	-	-	-	-
Labour agreements of indefinite duration	195	14	209	171	15	186	183	16	199
Labour agreements of definite duration	-	-	-	-	-	-	-	-	-
Seasonal employment	-	-	-	-	-	-	-	-	-
Full time employment	195	14	209	171	15	186	183	16	199
Part time employment	-	-	-	1	-	1	-	-	-
Other (practice)	-	-	-	2	-	2	2	-	2

#### Targets for 2014

#### Outcome

Summer camps for children of Fulgor employees.

#### Achieved

Further information can be found in the section "Employee benefits".

Training for executives at Hellenic Cables and Fulgor on: business organisation and corporate responsibility, diffusion of corporate culture, and implementation of appraisal procedures.

#### Achieved

Further information can be found in the section "Human resources training".

#### Targets for 2015

Training all of human resources on the new Code of Conduct.

Executive and employee appraisals to be based on the new appraisal system.

Increase of 20% in training hours on occupational safety.



### 6.1 Our approach to health and safety

A fundamental principle for the Company and the foundation of our business activity is safeguarding health and safety in the workplace. Our operations in the industrial sector render health and safety a high priority and it is our ongoing aim to eliminate factors that would lead to accidents or to the occurrence of an occupational disease. Remaining focused on our goal is also a commitment for everyone as well as a key component of our corporate culture. Moreover, we have adopted a systematic approach through the application of a certified Occupational Health and Safety Management System (OHSMS). At the same time, each year we intensify our efforts to establish prevention as a standard of behaviour; we implement a number of actions to raise awareness and provide training on health and safety, aiming at creating a safe and healthy workplace.



### **Our policy for health and safety (extract)**

The promotion of occupational health and safety is an integral part of our business practice. The Company's commitments in this critical area ensure that it:

- manufactures its products and provides its services in a way that ensures accident and occupational disease prevention,
- complies with the effective legislation and regulations regarding health and safety in workplace, which the Company has officially accepted,
- makes available the necessary resources and authorizations for implementing OHSMS, providing ongoing training to its personnel and business partners in order to improve their knowledge about health and safety in the workplace,
- identifies and assesses the risks and estimates their impact in order to take preventive actions for their elimination,
- monitors health and safety performance aiming at continuous improvement,
- supports all employees' participation, by encouraging their proposal submission aiming to improve its health and safety performance in the workplace.

### **Health and Safety Management System**

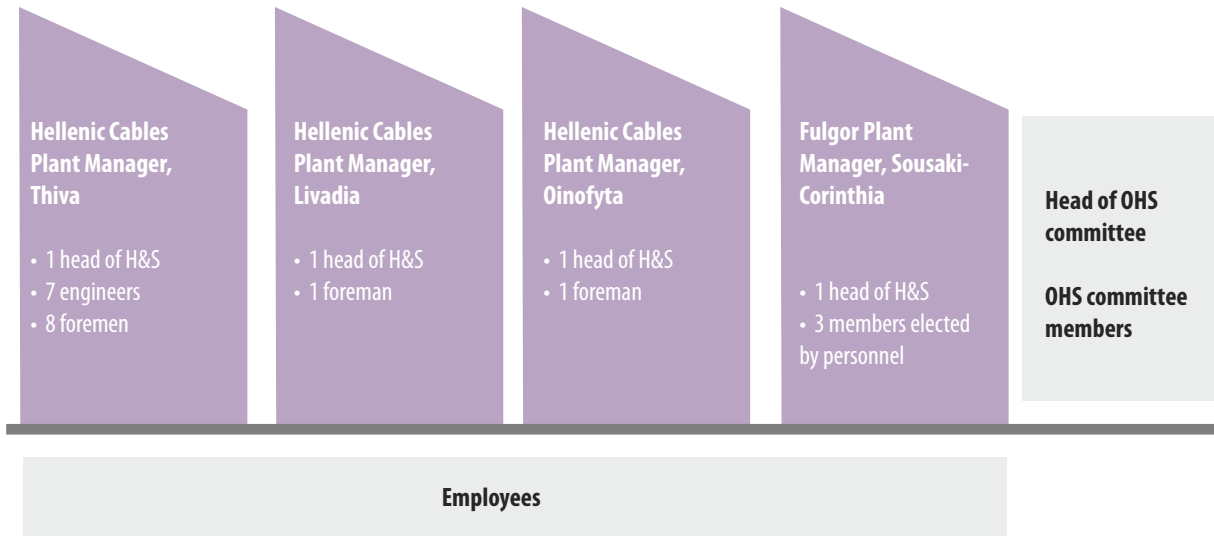
The Company handles health and safety issues through a management system developed to address and minimise occupation-related risks. A uniform Occupational Health and Safety Management System is in place at all Company's plants and it has been certified according to OHSAS 18001:2007 international standard requirements.

### **Health and safety committees**

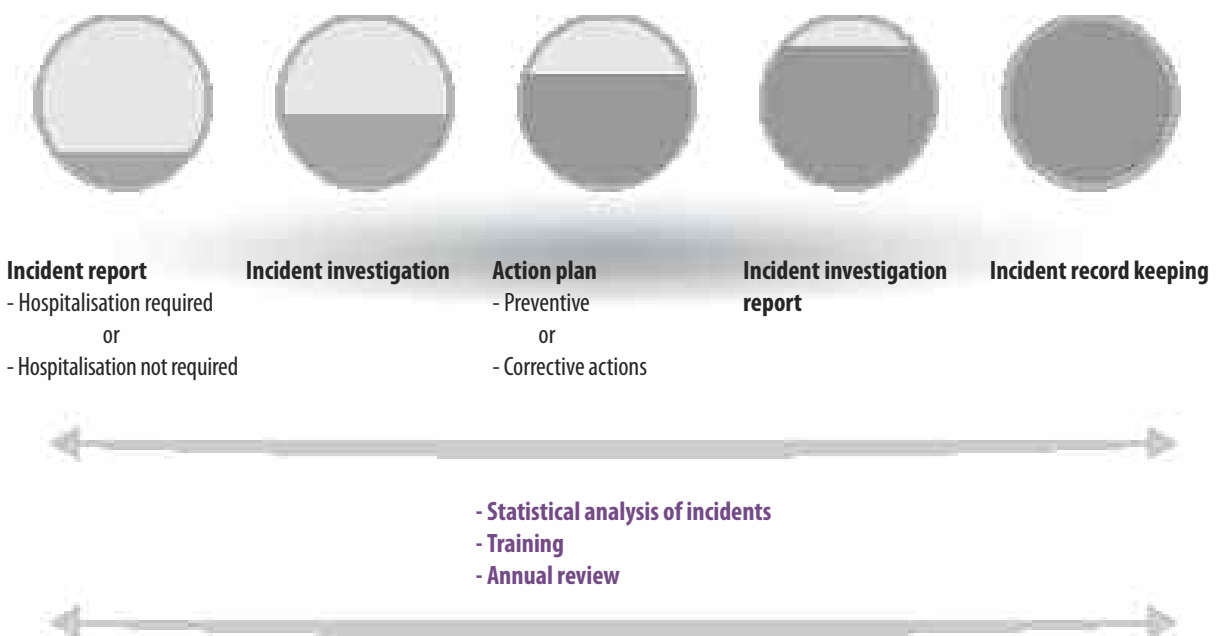
The formation and function of health and safety committees are important to the smooth operation of the OHSMS. These health and safety committees are charged with handling health and safety during working hours and hold a consulting role on issues that employees face on a daily basis. In each production plant a committee is established which meets regularly and represents all employees (100%) on health and safety issues. The hierarchy and composition of these committees by plant are presented in the diagram. The committee members report to the Plant Manager of each facility.



### Health and safety committees



**Incident management process.** The OHSMS includes a critical process related to incident management that involves documenting and reporting occupational accidents and illnesses. The procedure 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). The establishment of this particular procedure aims to prevent a reoccurrence of the same accidents, to reduce or to eliminate them.



### Relations with partners and contractors

Safeguarding health and safety at work and unwavering compliance with regulations does not apply only to employees, but also to all contractors and independent crews who undertake projects at our facilities. Before assigning any kind of cooperative project to contractors, they are required to commit to the following:

- their employees must be insured under the appropriate and legally required insurance agencies ;
- they must follow all indicated security measures while executing their works;
- they must take precautions against accidents involving the employees they hire.

Moreover, the newly created Supplier Code of Conduct, as developed in 2014, encourages all suppliers and subcontractors to adopt health and safety standards and rules.

*Further information on the Supplier Code of Conduct can be found in the section "Our presence in the marketplace".*

## 6.2 Health and safety programmes and activities

Programmes and activities related to health and safety are planned on an annual basis to meet the requirements of the OHSMS, and in response to the results of the related indicators' analysis. We break down the topics into two distinct categories – prevention for health and prevention for safety – and we also implement a number of educational actions. The programmes related to the Company in general are outlined first, as follows. Where these diverge, they are listed separately for Hellenic Cables and Fulgor.

### Employee safety prevention programme

- Scheduled health & safety internal audits for the purposes of taking immediate corrective and precautionary actions in order to prevent incidents. Safety audits are carried out in workplace aiming at recording hazardous conditions and practices that could cause personnel injury.
- Investigation of accidents and incidents in order to identify the underlying reasons and take corrective and preventive actions to avoid reoccurrence.
- Health and safety leaflets have been published and distributed to all recently recruited personnel.
- Procurement and use of the most advanced Personal Protection Equipment, according to the requirements of each working position and to the high standards set by the Company.
- Emergency drills to ensure equipment integrity and employee readiness.



Hellenic Cables	Fulgor
<ul style="list-style-type: none"> <li>■ The following actions were carried out in 2014:               <ul style="list-style-type: none"> <li>• 80 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 machinery operators.</li> <li>• 3 external inspections of the 5S system by a specialised body, as well as</li> <li>• 1 external inspection by a specialised body (annual ISO inspection).</li> </ul> </li> <li>■ The following took place in 2014:               <ul style="list-style-type: none"> <li>• 2 fire safety drills,</li> <li>• 1 soap oil leakage drill,</li> <li>• 1 fuel oil leakage drill,</li> <li>• 1 oil leakage drill,</li> <li>• 1 hazardous material leakage drill.</li> </ul> </li> <li>■ Health and safety leaflets printed and distributed to recently hired employees.</li> </ul>	<ul style="list-style-type: none"> <li>■ The following took place in 2014:               <ul style="list-style-type: none"> <li>• 18 internal inspections on health and safety conducted by the responsible inspection teams.</li> <li>• 12 external inspections by a specialised body.</li> <li>• 1 external inspection by a specialised body (annual ISO inspection).</li> </ul> </li> <li>■ In 2014, the emergency response plan was completely revised, along with an emergency readiness and response drill (response to work accident or accident due to fire, response to leaks of fuel, gas, oil, water, response to fire).</li> <li>■ Health and safety manuals published and distributed to all employees.</li> <li>■ The firebreak study was revised and specialised fire-fighting equipment was added (180000V fire extinguishers). The programme to upgrade the fire-fighting equipment had begun in 2013.</li> <li>■ Protective equipment was replaced in specific machinery.</li> </ul>

#### Employee health prevention programme

- The presence of harmful substances was measured to ensure that workplace conditions are suitable.
- Personal hygiene rules implemented for all employees.
- Regularly scheduled clinical examinations by occupational physicians were held, as well as visits to victims of accidents. It is noted that physician visits are conducted either weekly or monthly, depending on the size of the Company facility.

## Hellenic Cables

- Appropriate medical tests carried out as part of employee health check-ups. In 2014, both blood tests and cardiological tests were carried out.
- Also in 2014, measurements of the following were taken at all of the facilities:
  - concentration of inhalable and detectible dust in the production areas, the surrounding area and in ambient air;
  - chemical agents in the production areas, the surrounding area and in ambient air;
  - noise level in the production area and surrounding area.
- Employee medical history files maintained and updated.
- Electromagnetic fields measured around office staff at Hellenic Cables, and employees in the Quality Control Department.

## Fulgor

- Employee medical history files maintained and updated.
- Personal and family medical history compiled.
- Medical tests conducted by occupational physician (check of employee visual and acoustical acuity, heart rate, mental assessment, counselling and provision of nutrition instruction, etc.).
- Specialised blood tests conducted by an accredited laboratory to test lead levels.
- Conducted specialised medical examinations related to specific jobs (such as exam by ENT specialist of employees working at great heights).
- New first aid kits established and existing kits at the plant reorganised.
- Medicine supply procedure review.
- Special measurements, such as:
  - concentration of dust in the production area, the surrounding area and in ambient air;
  - noise level in the aluminium and copper foundries;
  - heavy metals in the production area and surrounding area.
- Vaccinations for individuals involved in cleaning services, provided through the National Healthcare Provider.

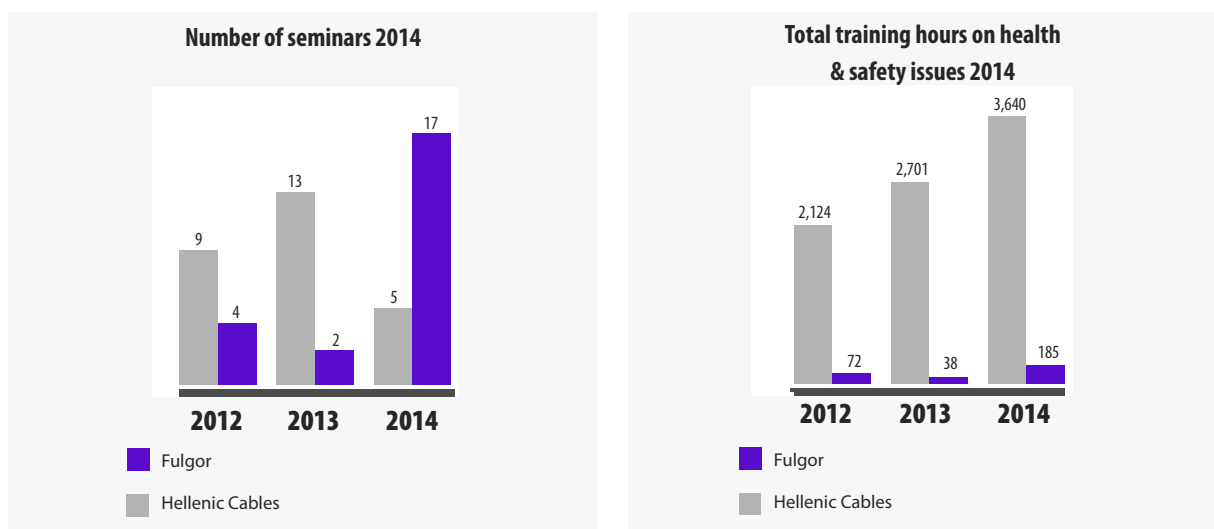
**No occupational disease has been recorded in the Company to date.**



### Systematic training in health and safety

The role of employees in developing and maintaining a safe working environment is of critical importance, and we make sure to provide adequate knowledge and sound information through regular training sessions offered by the Company. We design a training schedule for employees based on the needs that have been identified to support the promotion and adoption of safe working practices.

We also provide the appropriate tools for the proper management of and response to any situation that may arise during the hours our employees are at work.



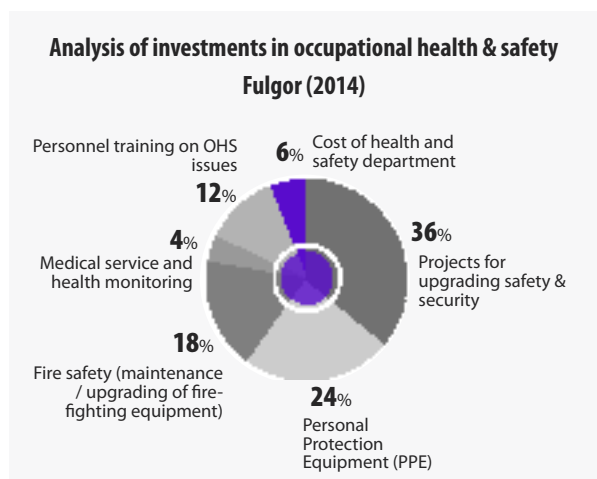
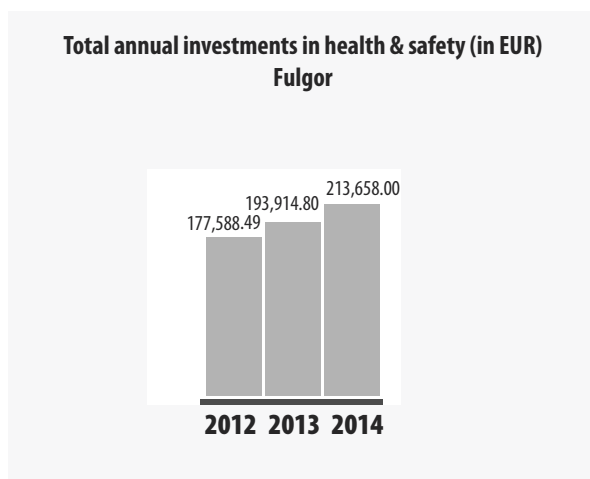
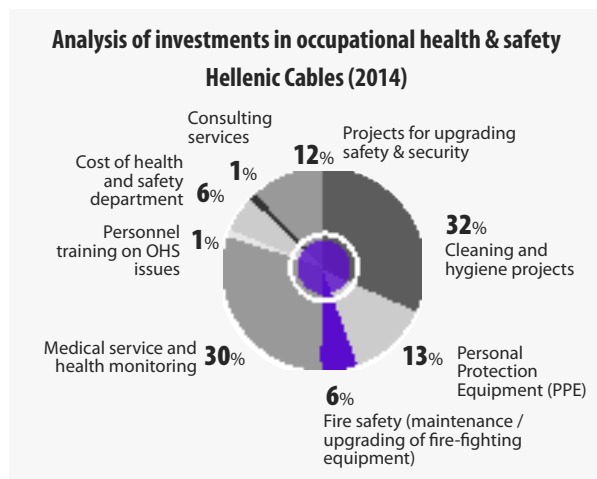
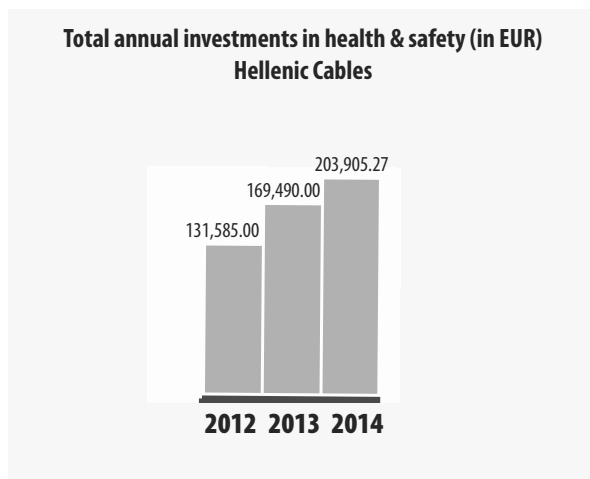
Aside from specialised educational programmes, the Company urge employees to participate in programmes aimed at prevention of, information and counselling on serious illnesses. Serious illnesses are considered those which may have a serious impact on the lives of employees themselves, their families and those around them. The educational and training programmes carried out by Hellenic Cables in 2014 included informing dependents of our employees on how to provide first aid at home, as well as providing information on leukaemia.

Furthermore, during 2014, an educational workshop on first aid was held at the compounding plant in Oinofyta by an external organisation. The workshop was attended by 20 employees. At the end of the workshop participants were examined and those who succeed received the international EMP MEDIC First Aid certification (100% success rate).

### 6.3 Our investments in health and safety

In 2014, our investments on health and safety remained at high levels. More specifically, our investments increased by 20% for Hellenic Cables and 10% for Fulgor.

These investments are part of Company’s commitment towards its people. Data and figures are monitored in detail for each company, while different needs for intervention on health and safety issues have been identified in each one.



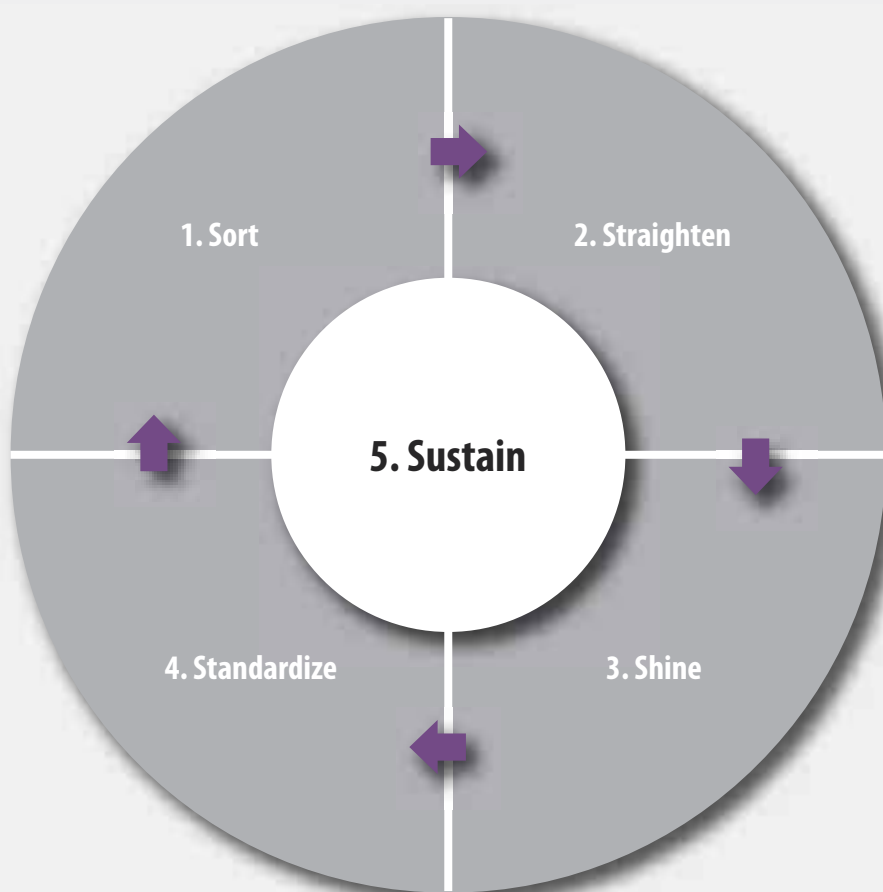


### 5S system implementation

Order and tidiness in the workplace ensures a safe working environment, and this is a key component of the Company's business practice. In 2014 the 5S programme was applied at all Company's facilities. The system consists of distinct stages of implementation, as presented in the diagram.

A key success factor of the 5S is the fact that all of the employees working at the facilities are part of the programme's implementation.

The programme, as well as the rate of implementing its various stages, was adjusted according to the needs of each facility.





## More about 5S

### Facilities

At Hellenic Cables production plants (Oinofyta, Thiva), the 5S system is implemented in all areas (production, quality control, offices, warehouses, surrounding areas), while at Fulgor plant (Corinthia), it is implemented in 8 departments.

### Implementation stages

The first stage (5 steps) was implemented at Oinofyta starting in July 2014, with an ending date of March 2015. The endeavour was declared a success, as it appeared that it would be completed in advance.

At the Thiva facility, the first stage was implemented between March and May 2014, and the second stage from June to September 2014. The next three steps (shine, standardise, sustain) were followed at the same time starting in September 2014, with a completion date of March 2015.

At the Fulgor plant in Sousaki Corinthia, implementation of the first stage (5 steps) began in May 2014, with a target completion date of March 2015.

The endeavour was declared a success, and it appeared that it would be completed in advance.

### In brief

Based on the outcome of implementing the initial stages of the system in the workplace, changes that took place are fully meeting the 5S targets.

It is noteworthy that certain needs for specific interventions (such as modifications of storage areas etc.) that were identified, they were successfully implemented. In addition, the change in the culture of employees on health and safety and environmental behavior, was a critical and substantial benefit. The overall results are expected once the remaining stages of the system have been implemented, during the next year.





## 6.4 Health and safety key performance indicators

The performance indicators on health and safety issues are the reflection of the actions taken in this area, and serve as a guide for planning new actions to promote health and safety. An analysis of indicators reveals potential deviations from established targets and we can promptly identify points or areas which require further improvement or intervention.

No fatal accidents at the Company

Number of incidents by type	Hellenic Cables			Fulgor	
	2012	2013	2014	2013	2014
Incidents without days of absence (minor accidents)	11	8	13	2	13
Near misses	2	6	6	*	4
Injuries and accidents with days of absence	3	1	6	10	8

\*Not recorded accidents for 2012-2013.

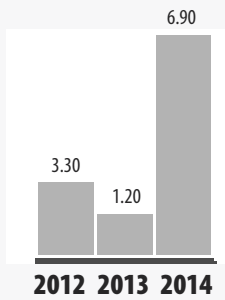
\*\*"Minor accidents" are those requiring only first aid and not leading to missed workdays.

Injuries and absences	Hellenic Cables			Fulgor	
	2012	2013	2014	2013	2014
Injuries / accidents (% to the entire personnel)	0.50%	0.50%	1.470%	5.29%	3.94%
Absences due to workplace injuries or accidents to the entire personnel (absence hours/total occupation hours in %)	0.06%	0.06%	0.212%	0.31%	0.10%

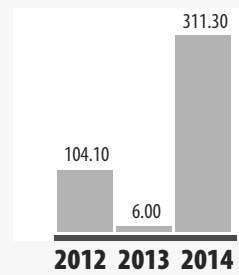
### Injury Rates and Lost Day Rates

Note that in 2014, five more accidents occurred at Hellenic Cables compared to the previous year, with the expected negative impact on the related indicators. These accidents caused a disproportionately high increase in lost work days, in relation to the increased number of accidents. As a result, the effect on the lost day rate was more significant.

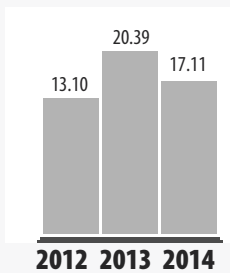
**Injury Rate (IR)  
Hellenic Cables**



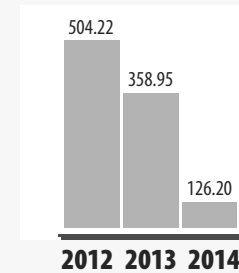
**Lost Day Rate (LDR)  
Hellenic Cables**



**Injury Rate (IR)  
Fulgor**



**Lost Day Rate (LDR)  
Fulgor**



$$\text{Injury Rate (IR)} = \frac{\text{Total number of injuries} \times 10^6}{\text{Total manhours worked}}$$

$$\text{Lost Day Rate (LDR)} = \frac{\text{Total number of lost days due to accident} \times 10^6}{\text{Total manhours worked}}$$

During the year and after analysing the incidents, we undertook various actions at Hellenic Cables to proactively address similar incidents. These included repeating lighting measurements, as some of the accidents took place during the night shift.

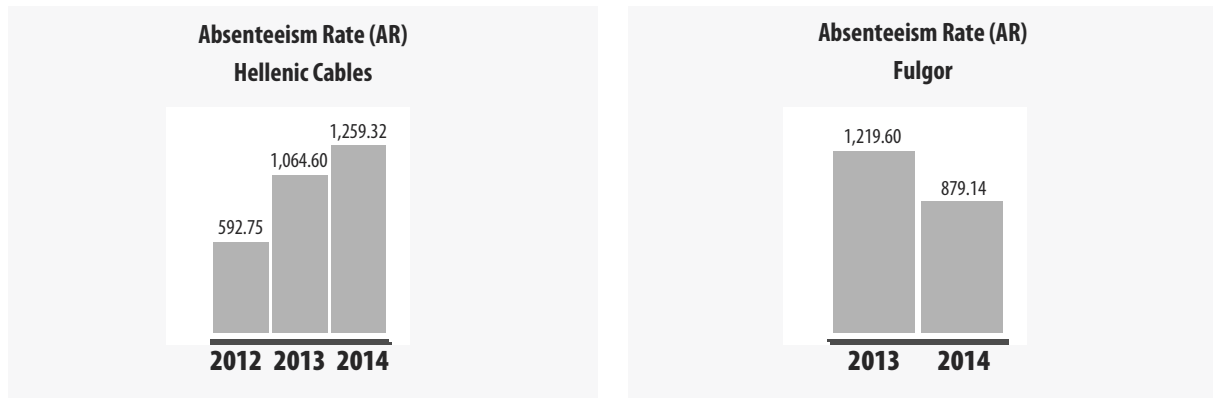
Monitoring health and safety indicators, the outcome for Fulgor seems to be more positive.

The injury rate decreased by 16%, while at the same time there was a significant decrease in the lost day rate to almost 65%. That decrease indicates that the incidents severity in 2014 was lower compared to the incidents of the previous year.

In any case, aside from the actions undertaken to improve the workplace, major or minor accidents that took place at the Company were analysed extensively in order to identify the underlying causes. The main cause was the non-implementation of work safety procedures and instructions. In order to tackle the specific cause, additional targeted training took place, while other aspects were revised, with a view to smoother implementation.



## Absenteeism Rate



$$\text{Absenteeism Rate (AR)} = \frac{\text{Total number of lost days due other reasons (not accidents)} \times 10^6}{\text{Total days worked}}$$

\*The calculation of the indicators is based on the following:

Hellenic Cables	2012		2013		2014	
Total hours worked M/H (Man hours)	1.042.603,00		973.149,00		1.014.036	

Fulgor	2012		2013		2014	
	Men	Women	Men	Women	Men	Women
Total hours worked M/H (Man hours)	430.657,00	36.847,00	454.324,00	36.000,00	430.657,00	36.847,00

\* For the calculation of lost days, (a) for injuries the counting begins from the next day of the incident and (b) for diseases, the days count as the number provided from insurance agency.

Targets for 2014	Outcome
<b>Hellenic Cables</b>	
Training in fire safety and emergency response for plant employees provided by external organisation.	<b>Achieved</b> See related prevention programmes.
First aid training by external organisation for Oinofyta plant employees who had not participated in first training session.	<b>Achieved</b> Carried out at Oinofyta plant. See section "Systematic training in health and safety".
Distribution of first aid manuals.	<b>Partly achieved.</b> A revised first aid manual was developed, though distribution was postponed until 2015.

Publication of work safety manual for Thiva employees.	<b>Partly achieved.</b> A revised first aid manual was developed, though distribution was postponed until 2015.
Publication of leaflet with detailed description of all health and safety signage, in Greek and English, and distribution to plant employees and visitors.	<b>Partly achieved.</b> A leaflet was developed on this topic, though distribution was postponed until 2015, as the content was revised. It includes the majority of signs, and useful instructions were added to replace some.
<b>Fulgor</b>	
An increase in reported near-miss incidents through specialised information and training all employees on the importance of this particular parameter.	<b>Achieved</b> See related information under “Number of incidents by type”.
Increase of 10% in training hours on health and safety.	<b>Partly achieved.</b> The health and safety training programme was adjusted in 2014. Although the hours spent on health and safety training at Fulgor were reduced, the overall hours spent for both Fulgor and Hellenic Cables employees were up 24%.
Increase in internal inspections on safety issues. Realisation of 10 internal inspections during 2014.	<b>Achieved</b> 18 internal inspections were conducted during 2014. See “Employee safety prevention programme”
Vaccinations for individuals involved in cleaning services, provided through the National Healthcare Provider.	<b>Achieved</b> See “Employee health prevention programme”

## Targets for 2015

### Hellenic Cables

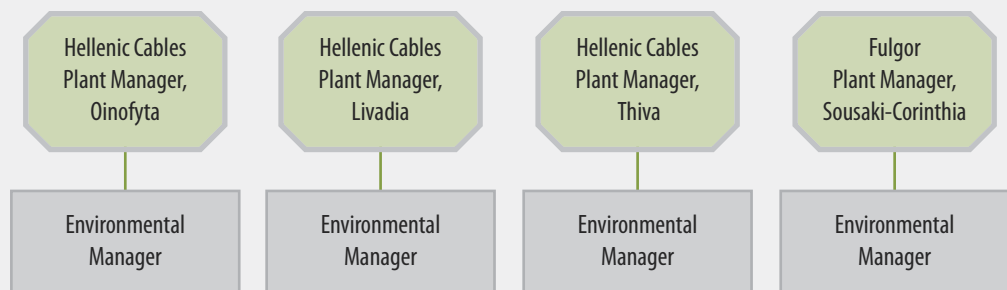
Increase internal inspections by 5%.  
Implement 5S programme at Livadia plant.  
Reduce the injury rate by 10%.

### Fulgor

Increase internal inspections by 10%.  
Increase reports of near misses by 10%.  
Develop five (5) new work safety procedures.



The Company strives to achieve balanced and responsible economic growth that is in harmony with the environment. The Environmental Managers of Company's each production plant are charged with collating and providing guidelines to other employees, and with implementing strategic objectives falling under the Environmental Management System.



## 7.1 Environmental Management System

Reducing the environmental footprint and maintaining respect for the environment in line with its environmental policy are the cornerstones of the Company's progress towards Sustainable Development. Consequently, the Company applies an integrated Environmental Management System to all of its plants which is monitored and certified in accordance to ISO 14001:2004 international standard. At the same time, the Company endeavours to reasonably use of natural resources and to promote recycling as a means of minimising the negative impacts of its activities on the environment. The Company's Environmental Management programme has been developed on the basis of the following principles:



Information on the Company's Environmental Policy can be found on the website [www.cablel.com](http://www.cablel.com), in the section "Environment".

At the same time, the Company continually improves and updates the Environmental Management System by making significant investments each year. In 2014, expenditures and investments related to the environment amounted to EUR 234,451 for Hellenic Cables and EUR 864,499 for Fulgor.

### Analysis of investments in environmental protection (in EUR)



\* The increase in expenditures for new environmental programmes at Fulgor relates to the installation of natural gas and regenerative burners.



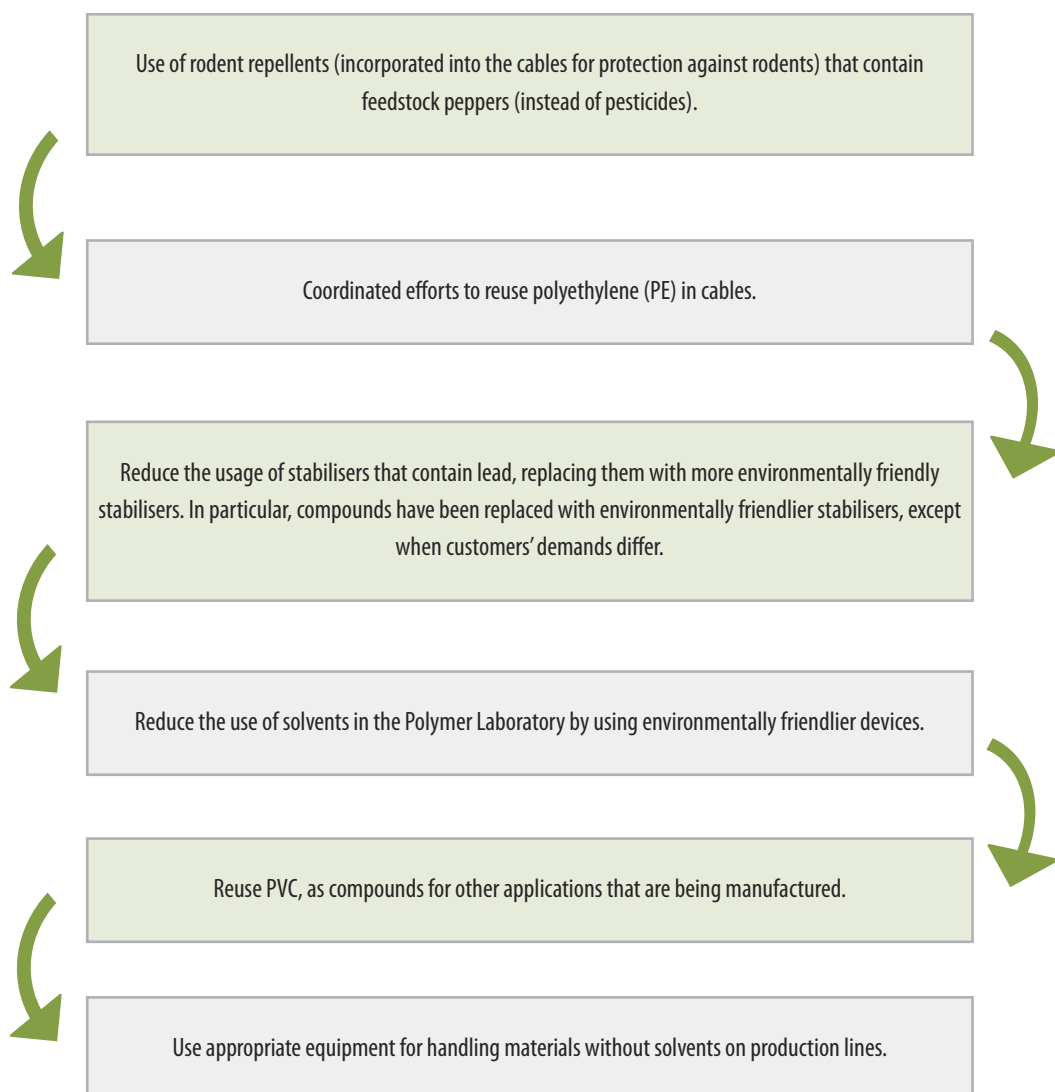
## 7.2 Raw and secondary materials

The Company has established three main axes to make coordinated efforts relating to the use of natural resources and materials for manufacturing its products. It undertakes initiatives to:

- reuse materials and packaging;
- reduce through greater efficiency the use of raw and secondary materials;
- recycle as much as possible.

### Initiatives for more environmentally friendly products

The Company endeavours to procure and use raw and secondary materials that are friendlier to the environment, whenever available technology makes it feasible, thus setting the base for manufacturing more environmentally friendly products. As part of common practice:





### Efficient use of raw and secondary materials

Fully aware that natural resources are not inexhaustible, the Company makes a concerted effort to use renewable and non-renewable raw and secondary materials in manufacturing and to distribute its products in a sustainable manner.

A characteristic example is the reuse of metals (aluminium and copper), which are key raw materials in cable production. By recycling, the need for new raw materials is reduced. In 2014, a total of 1,135 tons of copper and 609 tons of aluminium were recycled and remelted at both Hellenic Cables and Fulgor.

### Raw and secondary materials use

Hellenic Cables			
Materials (tn)	2012	2013	2014
Metals (Cu, Al, Fe)	31,392	25,885	32,222
Insulating materials (PVC)	10,146	7,837	3,325
Plasticizers	2,493	1,582	1,389
Aggregates	5,094	3,796	4,230
Paint	0.63	0.15	0.91
Volatile organic compounds (VOCs)	18.00	12.52	13.76
Packaging materials	6,844	6,045	7,004

Fulgor			
Materials	2012	2013	2014
<b>Cables manufacture unit</b>			
Metals (Cu, Al, Fe) (tn)	7,200	6,902	8,783
Insulating materials (PVC) (tn)	8,508	3,072	1,055
Packaging materials (tn)	2,550	4,120	4,923
Oxygen (m <sup>3</sup> )	843	1,851	2,204
Nitrogen (tn)	228	203	215
<b>Aluminium rod manufacture unit</b>			
Metals (Cu, Al, Fe) (tn)	11,230	4,517	7,014
Metal Scrap from cables (tn)	0	399	380
<b>Copper rod manufacture unit</b>			
Metals (Cu, Al, Fe) (tn)	20,500	29,556	29,510
Metal Scrap from cables (tn)	0	1,093	295
Oxygen (m <sup>3</sup> )	128	353	631



The Company reuses wooden pallets, drums (wooden packaging for cables transportation), as well as reels (plastic packaging for enamelled wires) reclaiming them from customers to achieve significant savings in natural resources. In 2014, reused packaging material came up to 10.3% of the total packaging material at Hellenic Cables, and 69.5% at Fulgor.

Hellenic Cables			
Packaging materials (tn)	Total material	Recycled material	% of recycled use by type
Timber	6,861	692.3	10.1%
Rest packaging materials (paper, plastic etc)	159	29.2	18.4%
<b>Total</b>	<b>7,019.78</b>	<b>721.47</b>	<b>10.3%</b>

Fulgor			
Packaging materials (tn)	Total material	Recycled material	% of recycled use by type
Timber	1,026.00	776.00	75.6%
Metal drums	57	0	0%
Rest packaging materials (paper, plastic etc)	34.00	0	0%
<b>Total</b>	<b>1,117.00</b>	<b>776.00</b>	<b>69.5%</b>

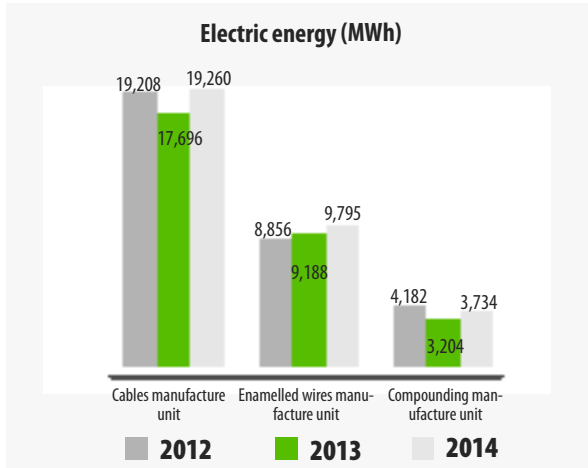
### 7.3 Environmental key performance indicators

Monitoring the outcome of all of its actions aimed at protecting the environment is of critical importance to the Company. For this reason, specific performance indicators have been developed in relation to the environment. The main indicators are: consumption of electric and thermal energy (overall and specifically per product ton and plant), direct and indirect CO<sub>2</sub> emissions (overall and specific values per product ton), indicators on water usage and overall waste monitoring and management.

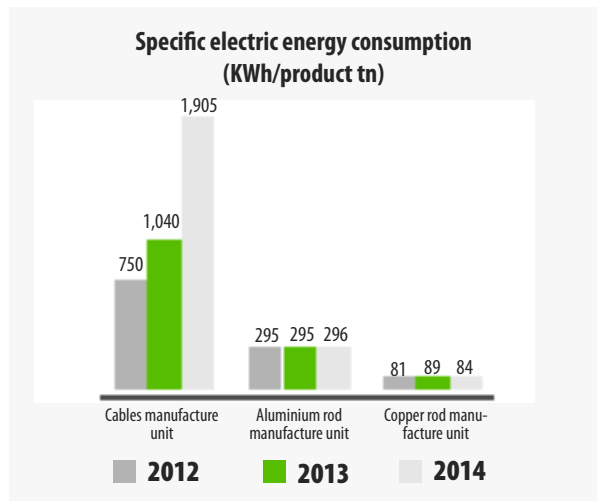
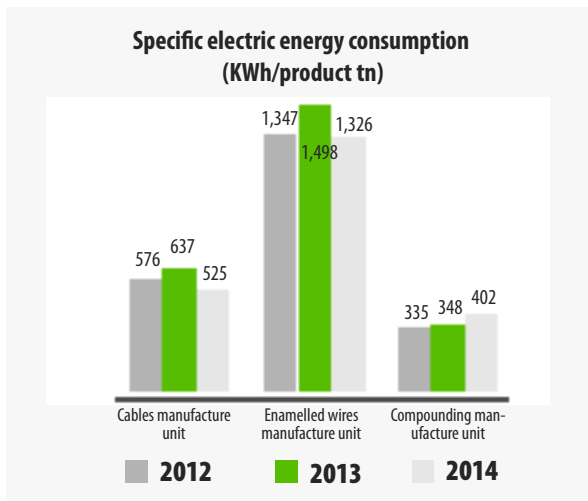
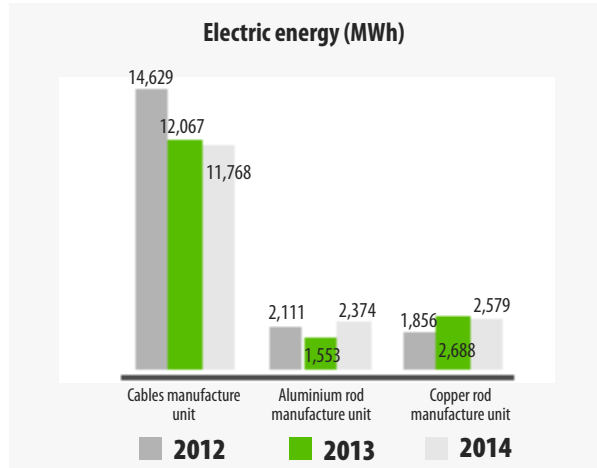
#### Electricity and thermal energy consumption

The Company uses electricity as its main energy source. It also uses fuels, mainly LPG and Diesel.

### Hellenic Cables



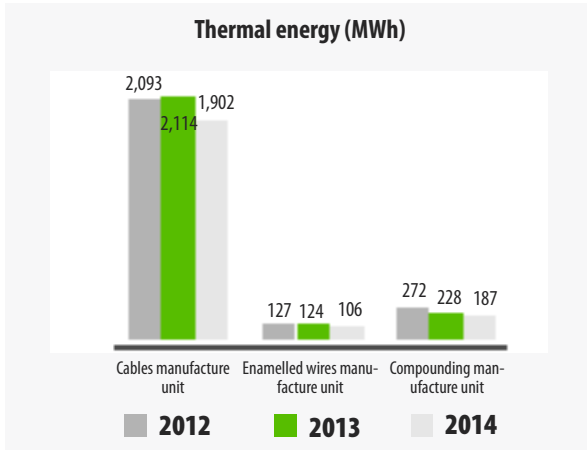
### Fulgor



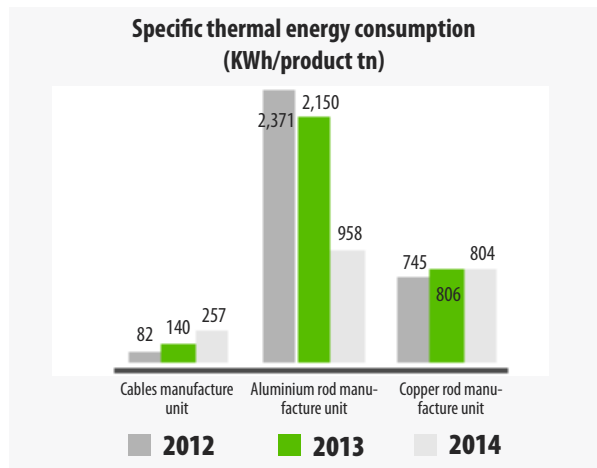
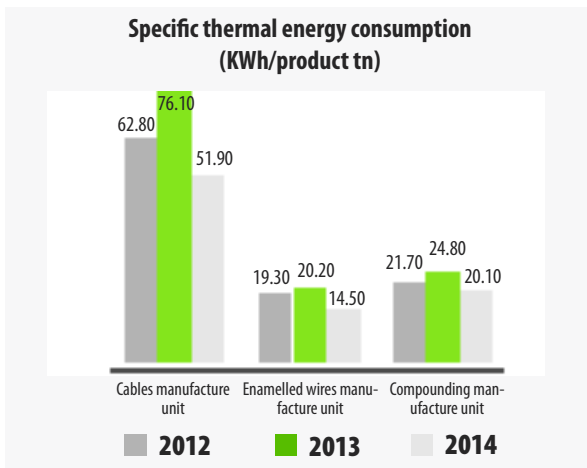
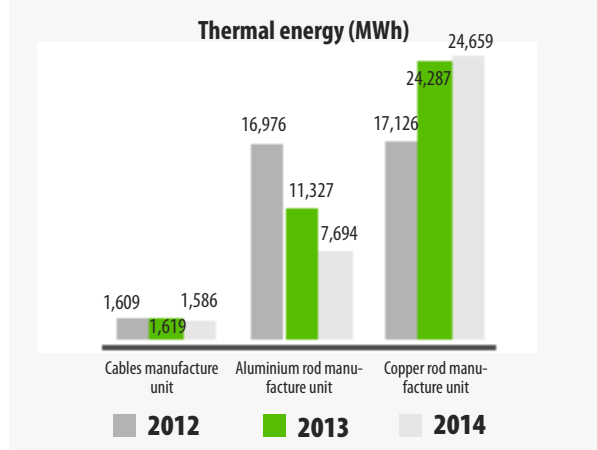
In 2014 electricity consumption totalled 32,789 MWh for all Hellenic Cables production plants, marking a slight increase over 2013. Fulgor also showed a slight increase in overall electricity use, with 16,720.5 MWh, compared to 16,308 MWh in 2013. Additionally, Fulgor showed an increase in consumption in cables manufacture unit with 1,905 KWh/product ton, compared to 1,040 KWh/product ton in 2013, reflecting extensive testing and changes in its production process.



### Hellenic Cables



### Fulgor



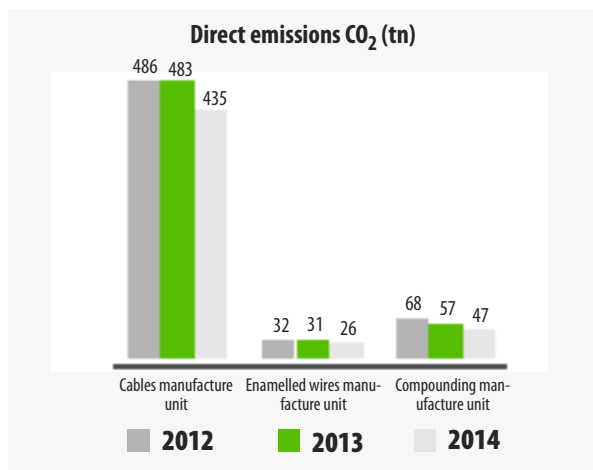
Thermal energy consumption for 2014 at Hellenic Cables amounted to 2,195 MWh, slightly down from 2013.

### CO<sub>2</sub> emissions

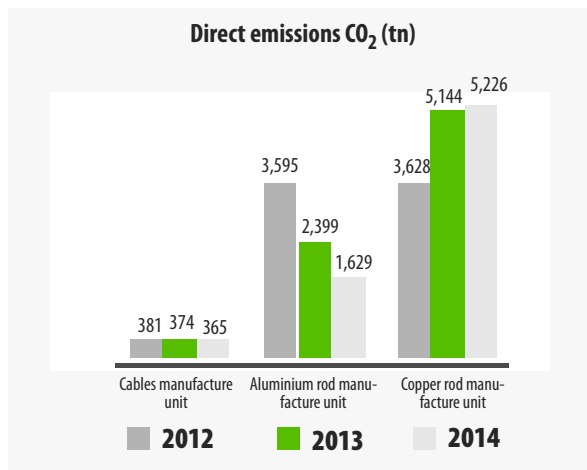
The Company conforms to current laws relating to maximum limits of air emissions resulting from its operation and makes every possible effort to reduce them. In adhering to Greenhouse Gas Protocol standards, it records, monitors and reduces its environmental impact caused by air emissions.

Direct CO<sub>2</sub> emissions at Hellenic Cables were 508 tons, marking an 11% decrease, while at Fulgor, emissions totalled 7,220 tons, compared to 7,917 tons in 2013, for a decrease of 9%.

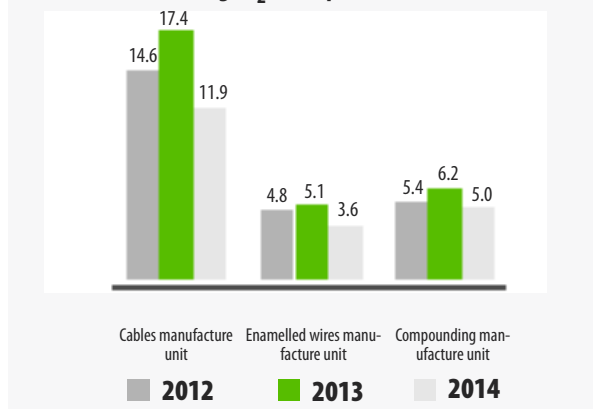
### Hellenic Cables



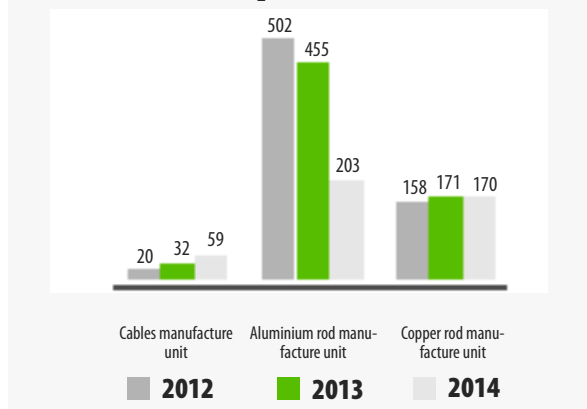
### Fulgor



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



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



The direct emissions' quantity includes the LPG consumption in the manufacturing process, fuel oil consumption for heating and operation of lifting machinery.

Factor 0.82 Kg CO<sub>2</sub>/KWh is used to calculate indirect carbon emissions for year 2014.

Factor 0.82 Kg CO<sub>2</sub>/KWh is used to calculate indirect carbon emissions for year 2013.

Factor 0.88 Kg CO<sub>2</sub>/KWh is used to calculate indirect carbon emissions for year 2012 (revised).

The emissions calculation was based on GHG Protocol of the World Resources Institute (WRI).

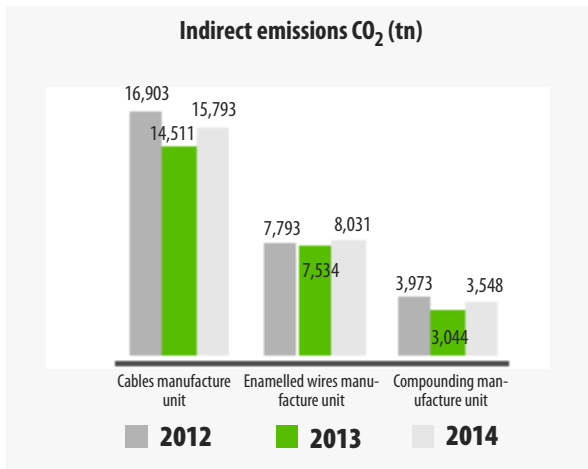
# 7.

## Our environmental approach

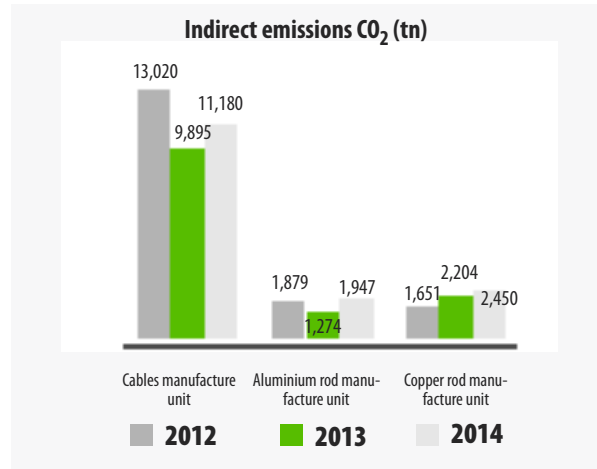


Similarly, indirect emissions at Hellenic Cables amounted to 27,372 tons, presenting a 9% increase, while at Fulgor, they came to 15,577 tons, compared to 13,373 tons in 2013. The increase in the specific indirect emissions is due to testing of the new production process.

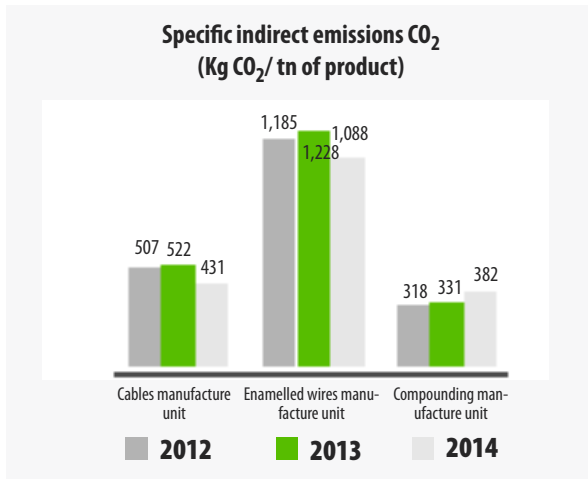
**Hellenic Cables**



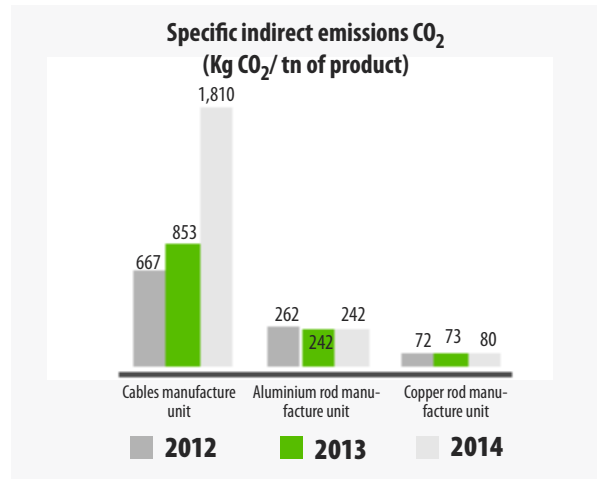
**Fulgor**



**Specific indirect emissions CO<sub>2</sub> (Kg CO<sub>2</sub>/ tn of product)**



**Specific indirect emissions CO<sub>2</sub> (Kg CO<sub>2</sub>/ tn of product)**

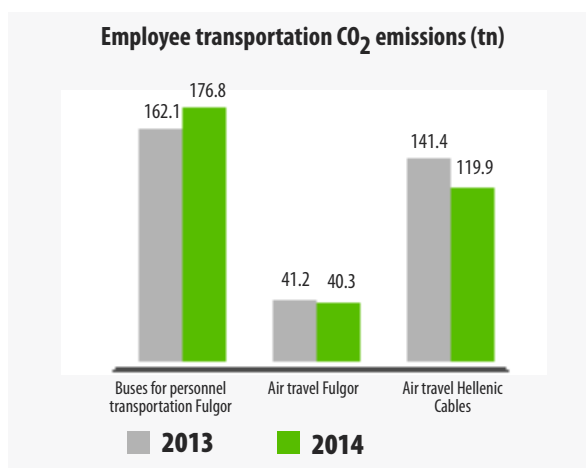


Air emissions are caused by transporting products and raw/secondary materials for the Company and employees to and from work. Regarding the emissions the key objective resulting from product and materials transport, is to select means of transport that are friendlier to the environment. Emissions caused by transporting employees are of particularly law significance as most of Company's employees are from the local communities and therefore do not have a long commute to and from the production plants. In addition, the Company:

- provides its own means for transporting employees (by bus);

- uses video conferencing so that travelling to distant customers is kept to a minimum. Video conferencing is also used among Company executives who work at different plants as well as in management.

Indirect CO<sub>2</sub> emissions resulting from business-related air travel within 2014 amounted to 119.9 tons and 40.3 tons for Hellenic Cables and Fulgor respectively. The CO<sub>2</sub> emissions resulting from buses transferring Fulgor personnel to its facilities in Sousaki-Corinthia were also measured, and found to be 176.8 tons of CO<sub>2</sub> in 2014.



### Nitrogen oxide (NO<sub>x</sub>) emissions

Nitrogen oxides (NO<sub>x</sub>) result from the combustion of fossil fuels to produce heat (diesel and LPG). In 2014 these emissions marked an overall decrease for all of the Company's production plants. Note that the quantity of NO<sub>x</sub> is calculated on the basis of LPG and diesel consumption.

Hellenic Cables			
Nitrogen oxides	2012	2013	2014
<b>Cables manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	583	610	546
Indirect emissions VOCs (kg)	0	0	0
Specific direct emissions NO <sub>x</sub> (kg/tn of product)	0.020	0.020	0.010
Specific direct emissions VOCs (kg/tn of product)	0	0	0
<b>Enamelled wires manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	30	29	25
Direct emissions VOCs (tn)	19.97	18.72	20.85
Specific direct emissions NO <sub>x</sub> (kg/tn of product)	0.004	0.005	0.003
Specific direct emissions VOCs (kg/tn of product)	3.040	3.050	2.820
<b>Compounding manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	64	54	44
Direct emissions VOCs (kg)	0	0	0
Indirect emissions NO <sub>x</sub> (kg/tn of product)	0.005	0.006	0.005
Indirect emissions VOCs (kg/tn of product)	0	0	0



Fulgor			
Nitrogen oxides	2012	2013	2014
<b>Cables manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	432	457	451
Specific direct emissions NO <sub>x</sub> (kg/tn of product)	0.022	0.039	0.073
<b>Aluminium rod manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	5,586	3,727	2,531
Specific direct emissions NO <sub>x</sub> (kg/tn of product)	0.8	0.7	0.3
<b>Copper rod manufacture unit</b>			
Direct emissions NO <sub>x</sub> (kg)	5,631	7,987	8,102
Specific direct emissions NO <sub>x</sub> (kg/tn of product)	0.2	0.3	0.3

## Water usage

Hellenic Cables			
Water consumption per source (m <sup>3</sup> )	2012	2013	2014
Licensed drilling	14,583	20,213	22,826
EYDAP/ DEYATH water supply networks	10,003	2,429	1,651
<b>Total</b>	<b>24,586</b>	<b>22,642</b>	<b>24,477</b>

Fulgor		2014
Water consumption per source (m <sup>3</sup> )		
<b>Cables manufacture unit</b>		
Licensed drilling		152,360
Local drilling		9,874
<b>Total</b>		<b>162,234</b>
<b>Aluminium rod manufacture unit</b>		
Licensed drilling		0
Local drilling		100
<b>Total</b>		<b>100</b>
<b>Copper rod manufacture unit</b>		
Licensed drilling		0
Local drilling		1,912
<b>Total</b>		<b>1,912</b>



The Company is well aware of the critical importance of water as a natural resource, and emphasises on its reasonable use and restricted consumption to the minimum necessary level. The water used at the Thiva plant comes from licensed drilling and/or Sewer Municipal Company (DEYATH), while the water used in Livadia and Oinofyta comes from licensed drilling and Athens Water Supply and Sewerage Company (EYDAP) respectively. For Fulgor, the water comes from licensed drilling and the sea. Standard practice at Fulgor involves the optimal use of water and the reuse of seawater as a cooling agent.

#### **Installation of water recycling system at compounding production plant**

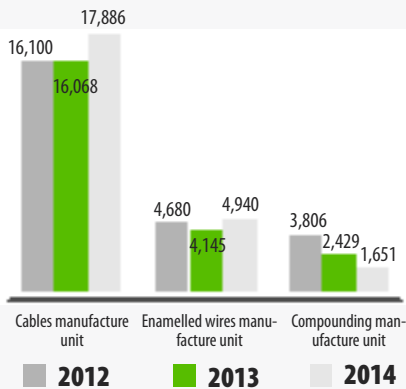
For the purpose of conserving water, a water recycling system was installed in 2014 at the compounding production plant's polymer laboratory. More specifically, a water recycling system was placed in the extraction device used to determine the insulation crosslinking percentage of test middle-, high- and extra high-voltage cables and submarine cables as well. The use of this system is expected to save up to 100 m<sup>3</sup> in water consumption. This quantity corresponds to a 6% reduction in overall water consumption at the compounding production plant.





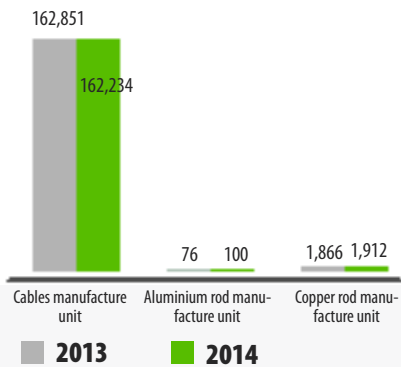
### Hellenic Cables

Water use (m<sup>3</sup>)

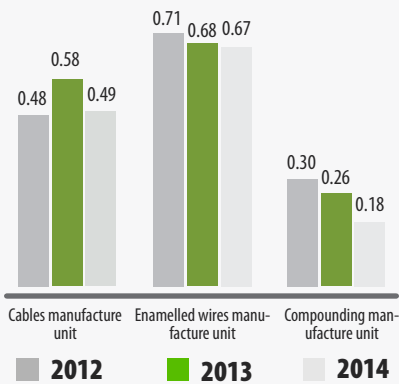


### Fulgor

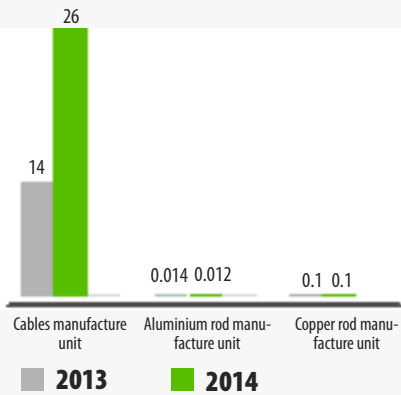
Water use (m<sup>3</sup>)



Specific water use (m<sup>3</sup>/tn of product)



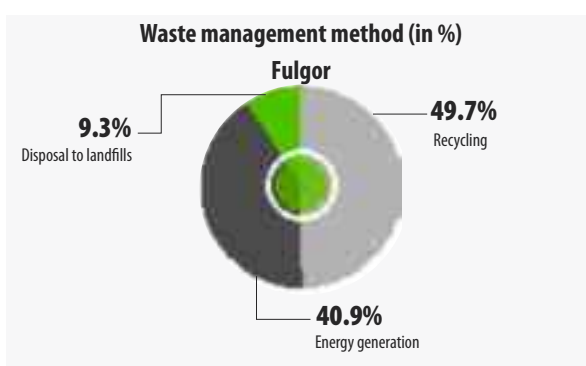
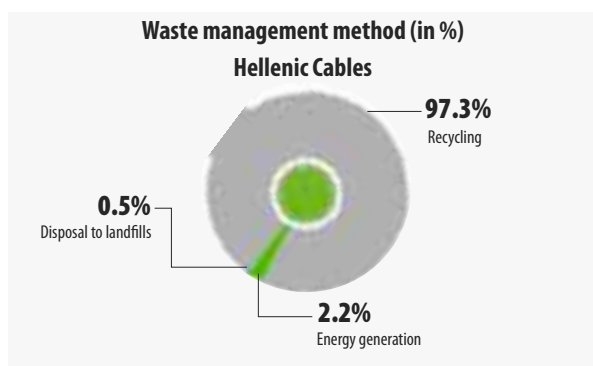
Specific water use (m<sup>3</sup>/tn of product)



## 7.4 Waste management

Part of the Company's environmental policy calls for the responsible collection, management and recovery of waste in order to reduce its environmental footprint. The waste resulted from the Company's manufacturing process is managed in accordance with the applied laws and regulations. The Company also works with other organisations that manage waste (collection, transport, recovery, disposal), which must be licensed with all required permits and follow management practices in line with current laws. The Company also works with all approved alternative waste management systems.

In 2014, Hellenic Cables recycled 97% of its waste



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.

Within 2014, 50% of Fulgor waste was recycled.

# 7.

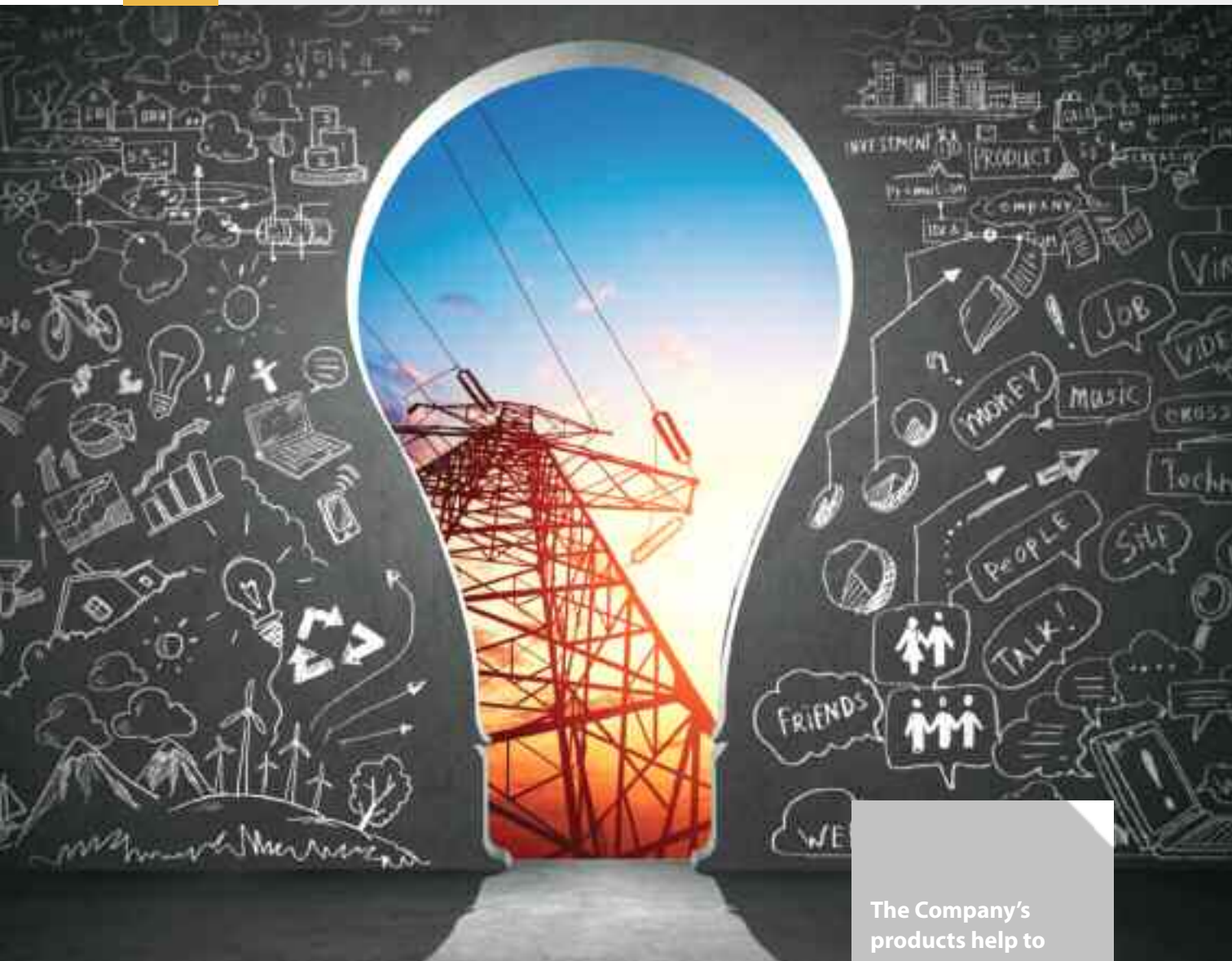
## Our environmental approach



Targets for 2014	
Hellenic Cables	
Replacement of 50% of the Company's fleet of passenger vehicles with diesel cars with more efficient fuel consumption.	<b>Achieved</b>
Installation of water recycling system at the laboratory of the compounding plant.	See "Water consumption"  Installation of water recycling system at compounding production plant
Fulgor	
Replacement of melting furnaces with advanced-technology regenerating furnaces, with a fuel savings of 30%.	<b>Achieved</b>
Replacement of office windows with more energy-efficient ones.	<b>Achieved</b>
Reduction of specific oil consumption per product ton at the copper rod production plant by 3% and at the cable production plant by 5%.	<b>Partly achieved</b> There was a small increase in specific consumption at the cable production plant.
Achieving a waste recycling rate of over 70% of the total waste produced by the Company.	<b>Achieved</b>

Targets for 2015	
Fulgor	
Upgrade of facility's biological treatment system.	
Reduction of air emissions at copper rod plant by 2%.	





**The Company's products help to create shared value in many aspects of modern social activity.**

As part of the social aspect of entrepreneurship, the Company recognises the value of working alongside the local communities in which it operates, since it stands to gain numerous advantages and the partnerships that are forged are beneficial to everyone.

As well as its contribution to the local community, the Company also supports growth in broader society through its products. Particularly over the last two decades, society has undergone a number of changes on a broader level due to advancements in technology and IT. Since the cable production constitutes a key pillar of growth in the Information and Communications Technology (ICT) sector and in the area of Renewable Energy Sources (RES), the Company has acknowledged its product and social responsibility in these areas.

The products offered by the Company guarantee direct access to electrical power, telecommunications and data transfer, thus helping to raise the standard of living.

#### **Our key product – cable – contributes to:**

1. Improving communities' standard of living;
2. Solving problems arising from lack of power, telecommunications or electrical interconnection;
3. Reducing factors that accelerate climate change.



#### **Our products:**

- Help to minimise the impact of human activity leading to climate change through new technologies that have helped to significantly reduce the need for business travel.
- Transmit electrical power (from renewable or non-renewable sources) to remote regions and to islands through undersea connections, with zero losses, and contribute in general, in a variety of ways to improving the population's standard of living, by transmitting electricity or other forms of energy, through the use of telecommunications for medical science and other modern ICT applications.

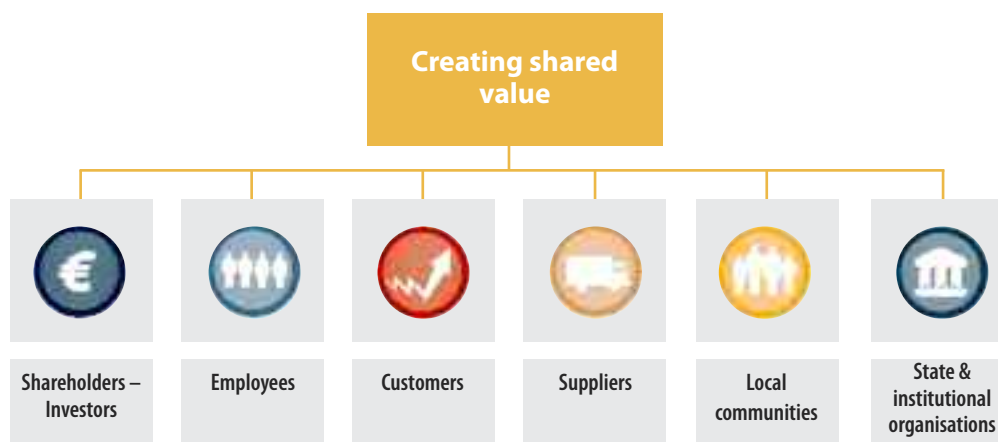
Another aspect of our social and product responsibility is the strict conformance to high quality standards, based on which we manufacture all of our products, in order to safeguard the health and safety of end-users.

Through product responsibility, we establish the foundation for ongoing development focused on creating shared value for all of our stakeholders. In cooperation with other bodies, organisations and companies and incorporating a philosophy based on innovation, we strive to stay abreast of developments so that we can respond adequately to the challenges of the future.



### 8.1 Creating shared value and social product

A company's social product reflects the segment of shared value that is created to the benefit of all stakeholders.



A typical example is the Company's investments which actively help to increase national resources and public revenues. Moreover, it creates new jobs while investing in education and development of human resources.

More specifically:

Social product (in million EUR)	2013		2014	
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor
Employee salaries (gross earnings)	11.1	5.1	11.3	4.9
Insurance contributions (including private insurance)	3.1	1.5	3.0	1.4
Other employee benefits	0.9	0.5	1.1	0.5
Compensations (dismissals / retirements)	0.3	0.5	0.1	0.2
Payments to capital providers	11.2	2.9	13.6	6.7
Taxes paid	1.4	1.3	0.9	0.4
Total investments	1.8	48.0	4.1	23.4
Payments to domestic suppliers (incl. VAT)	102	55.8	101.4	75.8
Payments to international suppliers	146.3	100.4	173.5	80.9
<b>Total</b>	<b>131.8</b>	<b>216.0</b>	<b>308.88</b>	<b>194.09</b>



## 8.2 Supporting local communities

Through a variety of actions, the Company contributes to the prosperity of the communities that surround it. The axes of support for local communities involve the following:

1. Supporting local employment
2. Supporting local economy
3. Developing social actions
4. Volunteerism



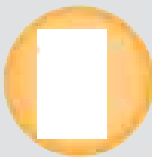
### **Supporting local employment**

The Company is committed to support local employment and combat unemployment by creating jobs for the local labour market.



### **Supporting local economy**

It is our priority to work with suppliers and contractors from the local community, provided they meet the appropriate conditions and requirements.



### **Volunteerism**

We believe that volunteerism is a very important expression of Corporate Social Responsibility and we act accordingly to help our fellow citizens.



### **Developing social actions**

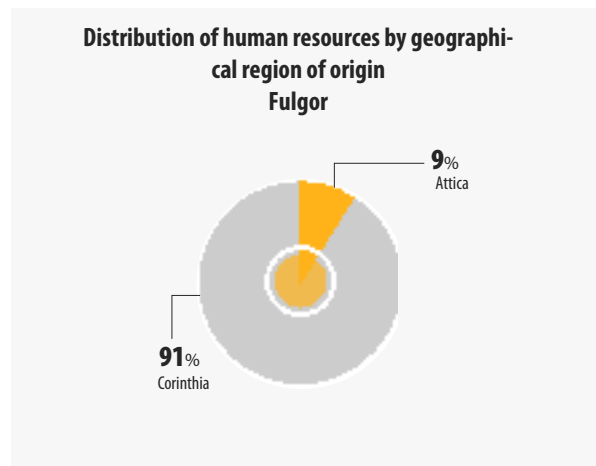
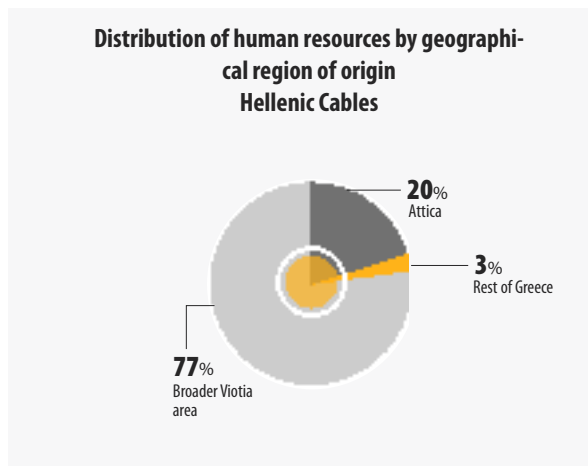
We strengthen our connection with the local communities in which we operate, introducing social actions in the areas of education, sports and health, particularly for vulnerable social groups.



### Supporting local employment

Our employees are a critically important element of the Company's operation and when they come from the local community, they play an important role in the Company's growth and sustainable development. Hellenic Cables supports local communities by hiring its people from the towns and settlements in the regions in which it operates (Thiva, Livadia, Oinofyta-Viotia). The Company employs a total of 407 people, 81% of whom come from local communities.

Similarly, the vast majority (91%) of Fulgor's employees come also from the local communities in Corinth, as its production plant is located in Sousaki, Corinthia.

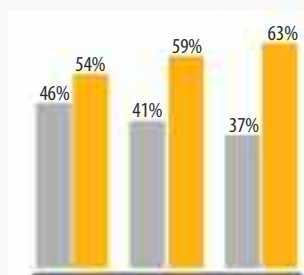


### Supporting local economy

Given the Company's production activity, which relies on raw and secondary materials mainly available from countries abroad, the rate of foreign suppliers in 2014 remained high. Nevertheless, the Company strives to procure as many products and services as possible from local suppliers and contractors, and for one more year, purchased metal reels used for packing cables from a supplier located in Thiva, Viotia. This effort has proved to be very beneficial for the Company, as it cuts down on transport and procurement costs while also making a positive impact on the local economy.

Specifically, the value of sales from domestic suppliers came to 37% of total procurement for Hellenic Cables, and 48% for Fulgor.

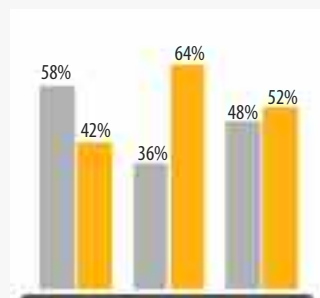
**Purchases from suppliers based on origin (in %)**  
**Hellenic Cables**



**2012      2013      2014**

■ Payments to domestic suppliers (including VAT)  
■ Payments to international suppliers

**Purchases from suppliers based on origin (in %)**  
**Fulgor**



**2012      2013      2014**

■ Payments to domestic suppliers (including VAT)  
■ Payments to international suppliers

### Developing social actions

The Company conducts a number of actions in response to the needs of local communities, as it becomes aware of those needs through contact with local representatives. Among other things, in 2014 Hellenic Cables was able to support the following:

- Arma Kindergarten
- Preveza Brotherhood of Papadates
- Church of the Archangels and Saint Nikitas in Thiva
- Customs Directorate of Attica
- Loutraki Football Club

In addition, Hellenic Cables provided materials, such as cables and UTP conductors for the laboratories of the technical vocational secondary schools in the area, including the schools in Thiva, Halkida, Oinoi, the Halkida Technical School and the Thiva School Workshop Centre.

Hellenic Cables is also involved in education and vocational counselling for youths. During 2014, it welcomed students from the vocational secondary schools in Thiva, Oinoi and Athens.

In addition, the Company has set aside space at the Oinofyta plant to host informational and educational visits by secondary school students.

It is also noteworthy that Fulgor provided access to a water borehole at its facilities in Corinthia to the neighbouring Municipality of Agioi Theodori to help it address the water shortage it faces every summer.



For the third consecutive year, Hellenic Cables and Fulgor worked with the Life Support Education Centre, the training centre for EMP Medic First Aid, to provide first aid training. A total of 177 employees at Hellenic Cables were trained and certified (153 from the Thiva plant, 10 from Livadia, and 14 from the plant at Oinofyta). Three training sessions on Basic Life Support were held at the Fulgor plant in Sousaki, Corinthia, where 40 employees from various areas were certified.

### Volunteerism

Volunteerism is integrally linked to solidarity and selfless giving, thus the Company encourages its employees to take part in volunteer activities. It has also instituted these two annual events:

### Voluntary blood donation

Aware of the critical importance of giving blood, Hellenic Cables has maintained a blood bank since 2009 for its employees and their families. It held a blood donation in March 2014 in which 60 Company employees took part, donating 25 units of blood. Also in 2014, 7 units of blood were provided to help people in need.



### Volunteer programme “We work together for a society of solidarity”

For the sixth consecutive year, Hellenic Cables collaborated with the Holy Diocese of Livadia to stage the “We work together for a society of solidarity” action in December 2014, collecting essential items (food, clothing and toys) for destitute families. The response from everyone was overwhelming.



### **Targets for 2015**

Organisation of educational field trips for local schools to visit the plants in Thiva and Corinth.



## TABLES OF PERFORMANCE INDICATORS AND LINKAGE WITH INTERNATIONAL STANDARDS

## Corporate Responsibility Key Performance Indicators table



The following table presents the key parameters for Hellenic Cables on its economic, environmental and social performance for the last three years, along with the same indicators for Fulgor for the last two years.

Economic growth	2012		2013		2014	
	Hellenic Cables	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	
Total revenue (in million EUR)	363.5	259.2	117.8	248.81	111.06	
Operating profit / losses (in million EUR)	0	(5.0)	(3.0)	-10.7	-12.1	
Net profit / (Losses) (in million EUR) – after taxes	(6.9)	(10.7)	(9.4)	-5.0	-12.8	
Operating cost (in million EUR)	363.5	264.2	120.86	259.5	123.11	
Payments to capital providers (in thousand EUR)	12.9	11.2	2.9	13.6	6.7	
Tax payment (million EUR) – Indirect (VAT) (in million EUR)	1.0	0.9	0.9	0.5	0	
Tax payment (in million EUR) – Direct (in million EUR)	0.5	0.5	0.4	0.4	0.4	
Total payments to governmental bodies (total of indirect and direct taxes paid) (in million EUR)	1.5	1.4	1.3	0.9	0.4	
Fines (in EUR)	0	0	0	0	0	
Total investments (in million EUR)	3.9	1.8	48	4.1	23.4	
Human resources	2012		2013		2014	
Number of employees	403	408	189	407	201	
Training man-hours (training x hours)	3,865	2,894	1,792	6,282	1,332	
Total investments on occupational health and safety	131,585	169,490	193,915	191,170	213,658	
Injury rate (Lost work hours x 106/ Total man-hours worked)	104.10	6.00	358.95	311.30	126.20	
Minor accidents (that did not result absence from work)	11	11	0	13	13	
Injuries that resulted absence from work	2	1	10	6	8	
Near misses	9	6	0	6	4	
Number of fatalities	0	0	0	0	0	
Marketplace	2012		2013		2014	
Customers' complaints ratio (increase / decrease per year)	25%	-35%	-	-10%	-54.55%	
Customers' complaints (total number)	55	36	22	27	10	
- Product related	24	8	14	7	3	
- Due to packaging	13	9	3	3	3	
- Improper use of product	8	8	2	7	1	
- Other complaints	10	11	3	10	3	
Payments to domestic suppliers incl. VAT (in million EUR)	169.7	102	55.8	101.4	75.8	
Environment	2012		2013		2014	
Electric energy consumption (MWh)	32,246	30,088	16,308	32,789	16,720	
Thermal energy consumption (MWh)	2,492	2,466	37,233	2,195	33,939	
Indirect emissions CO <sub>2</sub> (tn)	28,376	24,672	13,373	27,372	15,577	
Direct emissions CO <sub>2</sub> (tn)	586	571	7,917	508	7,220	
Expenditure on environmental protection	203,204	172,585	238,135	234,451	860,499	
Direct emissions NO <sub>x</sub> (kg)	677	693	12,171	615	11,084	
Water usage (m <sup>3</sup> )	24,586	22,642	170,383.5	24,477	164,246	
Society	2012		2013		2014	
Employees from the local community (%)	78%	78%	87%	77%	91%	
Total value of social product (in million EUR)	205.8	131.8	216.0	308.9	194.1	



## Global Compact and GRI-G4 linkage table

The following table presents the linkage between the GRI-G4 indicators covered in the Report and the correspondence to the Global Compact's 10 Principles.

Area	Global Compact Principles	GRI-G4 indicators
<b>Human rights</b>	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	G4-EC5, G4-11, G4-LA5 to G4-LA8, G4-LA12, G4-LA13
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	G4-HR1 to G4-HR12
<b>Labour</b>	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	G4-11, G4-LA4, G4-HR1, G4-HR2, G4-HR4, G4-HR10
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	G4-HR1, G4-HR2, G4-HR6, G4-HR10
	Principle 5: Businesses should uphold the effective abolition of child labour.	G4-HR1, G4-HR2, G4-HR5, G4-HR10
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	G4-EC6, G4-LA1, G4-LA12, G4-LA13, G4-LA15, G4-HR1, G4-HR2, G4-HR3, G4-HR10
<b>Environment</b>	Principle 7: Businesses should support a precautionary approach to environmental challenges.	G4-EC2, G4-EN19, G4-EN27, G4-EN31
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	G4-EN1 to G4-EN34, G4-PR3, G4-PR4
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	G4-EN2, G4-EN6, G4-EN7, G4-EN10, G4-EN19, G4-EN27, G4-EN28, G4-EN31
<b>Anti-Corruption</b>	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	G4-S03 to G4-S05, G4-S06

# Corporate Responsibility Key Performance Indicators table



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	Message from the Management (p.4)	✓
<b>ORGANIZATIONAL PROFILE</b>				
G4-3	Report the name of the organization.	-	«Hellenic Cables S.A. » and «Fulgor S.A. »	✓
G4-4	Report the primary brands, products, and services.	-	4.1 Our products and their applications (p.50)	✓
G4-5	Report the location of the organization's headquarters.	-	Mesogeion Av 2-4, Tower Building B ,11527 Athens, Greece	✓
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.	-	1.1 Worldwide presence of Hellenic Cables Group (p.6) / 4.5 Customer-focused philosophy (p.61) The Company has four manufacture sites in Greece.	✓
G4-7	Report the nature of ownership and legal form.	-	Société Anonyme. Shareholding Structure: • Hellenic Cables S.A.: Halcor: 72.53%,Free float: 27.47%. • Fulgor S.A.: Hellenic Cables: 100%	✓
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	1.1 Worldwide presence of Hellenic Cables Group (p.6) / 4.5 Customer-focused philosophy (p.61)	✓
G4-9	Report the scale of the organization.	-	1.4 Hellenic Cables and Fulgor (p.14) / 3.1 Financial performance (p.40) / 4.1 Our products and their applications (p.50)/ 5. Our people (p.66)	✓
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	5.5 Human resources data (p.74) 8.2 Supporting local communities § Supporting local employment (p.112)	✓
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	6.4, 6.4.3, 6.4.4, 6.4.5, 6.3.10	5.5 Human resources data (p.74)	✓
G4-12	Describe the organization's supply chain.	-	4. Our presence in the marketplace (p.50) / 4.6 Our suppliers (p.64)	✓
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. Corporate Responsibility and Sustainable Development (p.24) / 3.2 Corporate Governance (p.42) / 6.1 Our approach to health and safety (p.78)/ 6.2 Health and safety programmes and activities (p.81) / 7. Our environmental approach (p.92)	✓
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	2. Corporate Responsibility and Sustainable Development (p.24) / 1.5 Memberships of associations and organizations (p.16) / 7.2 Raw and secondary materials (p.94) The Company Hellenic Cables S.A, listed in the Main Market on Athens Stock Exchange (ASE), has adopted the Hellenic Corporate Responsibility Code (additional information is provided in Corporate Governance Statement included in Annual Financial Report 2014).	✓
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	1.5 Memberships of associations and organizations (p.16)	✓
<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.		See Annual Financial Report 2014 (www.cablel.com)	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
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.		2. Corporate Responsibility and Sustainable Development / 2.3 Materiality analysis (p.29)	✓
G4-19	List all the material Aspects identified in the process for defining report content.		2. Corporate Responsibility and Sustainable Development / 2.3 Materiality analysis (p.29)	✓
G4-20	For each material Aspect, report the Aspect Boundary within the organization.		2. Corporate Responsibility and Sustainable Development / 2.3 Materiality analysis (p.29)	✓
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.	6.2	2.4 Stakeholder engagement (p.32)	✓
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	6.2	2.4 Stakeholder engagement (p.32)/ 2.5 Our response to stakeholders' needs (p.34)	✓
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.	6.2	2.3 Materiality analysis (p.29) / 2.4 Stakeholder engagement (p.32) / 2.5 Our response to stakeholders' needs (p.34)	✓
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.	6.2	2.3 Materiality analysis (p.29) / 2.4 Stakeholder engagement (p.32)/ 2.5 Our response to stakeholders' needs (p.34)	✓
<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.131)	✓
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.		In accordance CORE	✓
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	-	General information about the Report (p.2) / GRI-G4 indicators table and linkage with ISO 26000 (Independent External Verification Report and Statement on the Level Check )(p.120)	✓
<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	2. Corporate Responsibility and Sustainable Development (p.24) / 3.2 Corporate Governance (p.42) / 6.1 Our approach to health and safety (p.78) / 7.1 Environmental Management System (p.93)	✓
<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.		5. Our people (p.66) 2.6 Code of Conduct (p.35)	✓
<b>SPECIFIC STANDARDS DISCLOSURES</b>				
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	Message from the Management (p.4) / 1.1 Worldwide presence of Hellenic Cables Group (p.6) / 1.4 Hellenic Cables S.A. and Fulgor S.A. (p.14) /	

## Corporate Responsibility Key Performance Indicators table



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-EC1	Direct economic value generated and distributed.	6.8, 6.8.3, 6.8.7, 6.8.9	2. Corporate Responsibility and Sustainable Development (p.24) / 3.1 Financial performance (p.40) / 4. Our presence in the marketplace (p.50)	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	6.5.5	2. Corporate Responsibility and Sustainable Development (p.24) / 3.1 Financial performance (p.40) / 4. Our presence in the marketplace (p.50)	
G4-EC3	Coverage of the organization's defined benefit plan obligations.	-	Message from the Management (p.4) / 2. Corporate Responsibility and Sustainable Development (p.24) / 3.2 Corporate Governance § Internal audit and Risk Management System (p.46) / 4.4 Research and development (p.60) / 7.2 Raw and secondary materials (p.94)	
G4-EC4	Financial assistance received from government.	-	5.1 Attracting and retaining talents(p.67) The Company participates in its employees' retirement plan, as determined by the current legislative framework.	
			3.1 Financial performance(p.40) Greek State is not involved in the shareholder structure of the Companies Hellenic Cables S.A and Fulgor S.A. In addition, Hellenic Cables S.A and Fulgor S.A. did not receive any financial assistance (grant) from the government within 2014.	
<i>Aspect: Market presence</i>				
G4-DMA	Disclosures on Management Approach		2. Corporate Responsibility and Sustainable Development (p.24) / 5.1 Attracting and retaining talents § Employee benefits (p.68)	
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	6.3.7, 6.4.4, 6.8	8.2 Supporting local communities § Supporting local employment (p.112) 5.1 Attracting and retaining talents § Employee benefits (p.68) The salary offered to the employees – even for the new hires - is higher than that determined by the National General Collective Agreement. The Company prefers not to publish the specific data (salary), for confidentiality reasons.	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	6.8, 6.8.5, 6.8.7	8.2 Supporting local communities § Supporting local employment (p.112) It's the Company's common practice to hire collaborates coming from the local community than other candidates having similar qualifications but coming from other cities.	
<i>Aspect: Indirect economic impacts</i>				
G4-DMA	Disclosures on Management Approach		8.2 Supporting local communities (p.111)	
G4-EC7	Development and impact of infrastructure investments and services supported.	6.3.9, 6.8, 6.8.3, 6.8.4, 6.8.5, 6.8.6, 6.8.7, 6.8.9	Message from the Management (p.4) 2. Corporate Responsibility and Sustainable Development (p.24) 4.4 Research and development (p.60) 8. Our contribution to society (p.108)	
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, 6.8.5, 6.8.6, 6.8	Message from the Management (p.4) 1.1 Worldwide presence of Hellenic Cables Group (p.6) 2. Corporate Responsibility and Sustainable Development (p.24) 3.1 Financial performance (p.40) 4.4 Research and development (p.60) 8. Our contribution to society (p.108)	
<i>Aspect: Procurement practices</i>				
G4-DMA	Disclosures on Management Approach		8.1 Creating shared value and social product (p.110) 8.2 Supporting local communities (p.111)	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.		8.1 Creating shared value and social product (p.110) 8.2 Supporting local communities § Supporting local economy (p.112)	
<b>ENVIRONMENT</b>				
<i>Aspect: Materials</i>				
G4-DMA		6.2, 6.5	7. Our environmental approach (p.92) 7.1 Environmental Management System (p.93) 7.2 Raw and secondary materials (p.94)	✓
G4-EN1	Materials used by weight or volume.	6.5, 6.5.4	7.2 Raw and secondary materials (p.94)	✓
G4-EN2	Percentage of materials used that are recycled input materials.	6.5, 6.5.4	7.2 Raw and secondary materials § Efficient use of raw and secondary materials (p.95)	✓
<i>Aspect: Energy</i>				
G4-DMA	Disclosures on Management Approach			✓
G4-EN3	Energy consumption within the organization.	6.5, 6.5.4	7.3 Environmental Key Performance Indicators(p.96) / Corporate Responsibility Key Performance Indicators table (p.118) It is noted that the Company does not purchase biofuels, ethanol and hydrogen. In addition, the Company does not produce or sell energy.	✓
G4-EN4	Energy consumption outside of the organization.	6.5, 6.5.4	7.3 Environmental Key Performance Indicators (p.96) / Corporate Responsibility Key Performance Indicators table (p.118) The total electric energy generated from the provider PPC. S.A	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-EN5	Energy intensity.	6.5, 6.5.4	<p>consisted for 2014 of 7.2% renewable energy sources. In particular, the fuel mix, regarding the whole country, as published from PPC. S.A, is presented as follows: Ignite: 15% Fuel oil: 17.65% Natural Gas: 25.43% Hydro electrical: 22.34% RES: 7.20% Interconnections: 12.38%.</p> <p>7.3 Environmental Key Performance Indicators § Electricity and thermal energy consumption (p.96) / Corporate Responsibility Key Performance Indicators table (p.118)</p> <p>The total electric energy generated from the provider PPC. S.A consisted for 2014 of 7.2% renewable energy sources. In particular, the fuel mix, regarding the whole country, as published from PPC. S.A, is presented as follows: Ignite: 15% Fuel oil: 17.65% Natural Gas: 25.43% Hydro electrical: 22.34% RES: 7.20% Interconnections: 12.38%.</p>	✓
<i>Aspect: Water</i>				
G4-DMA	Disclosures on Management Approach		<p>7. Our environmental approach (p.92)</p> <p>7.1 Environmental Management System (p.93)</p> <p>7.3 Environmental Key Performance Indicators (p.96)</p>	✓
G4-EN8	Total water withdrawal by source.	6.5, 6.5.4	7.3 Environmental Key Performance Indicators § Water usage (p.103)	✓
G4-EN9	Water sources significantly affected by withdrawal of water.	6.5, 6.5.4	The Company does 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. Also, the Company does not withdraw water from a Ramsar-listed wetland or any other nationally or internationally proclaimed conservation area.	✓
G4-EN10	Percentage and total volume of water recycled and reused.	6.5, 6.5.4	This information cannot be provided through the current Company's environmental management systems, though the Company is taking actions in order to record such data in the future.	✓
<i>Aspect: Emissions</i>				
G4-DMA	Disclosures on Management Approach		<p>7. Our environmental approach (p.92)</p> <p>7.1 Environmental Management System (p.93)</p> <p>7.3 Environmental key Performance Indicators (p.96)</p>	✓
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	6.5, 6.5.5	7.3 Environmental Key Performance Indicators (p.96) / Corporate Responsibility Key Performance Indicators table (p.118)	✓
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	6.5, 6.5.5	7.3 Environmental Key Performance Indicators(p.96) / Corporate Responsibility Key Performance Indicators table (p.118)	✓
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	6.5, 6.5.5	7.3 Environmental Key Performance Indicators § CO <sub>2</sub> emissions (p.98)	✓
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	6.5, 6.5.5	7.3 Environmental Key Performance Indicators § CO <sub>2</sub> emissions (p.98)	✓
G4-EN20	Emissions of Ozone-Depleting substances (ODS).	6.5, 6.5.3	The Company's production units do not include any equipment that uses ozone-depleting substances (ODS).	✓
G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions.	6.5, 6.5.3	<p>7. Environmental Key Performance Indicators § Nitrogen oxide (NO<sub>x</sub>) emissions (p.101) Corporate Responsibility Key Performance Indicators table (p.118)</p> <p>The Company's production units do not release persistent organic pollutants (POPs), hazardous air pollutants (HAPs), or stack or fugitives.</p>	✓
<i>Aspect: Effluents and waste</i>				
G4-DMA	Disclosures on Management Approach		<p>7. Our environmental approach (p.92)</p> <p>7.1 Environmental Management System (p.93)</p> <p>7.4 Waste management (p.104)</p>	✓
G4-EN22	Total water discharge by quality and destination.	6.5, 6.5.3	7.4 Waste management (p.104) There was no water discharge within 2014, as it depends on the production mix.	✓
G4-EN23	Total weight of waste by type and disposal method.	6.5, 6.5.3	7.4 Waste management (p.104) The waste management table includes separation of waste as hazardous waste is marked in grey.	✓
G4-EN24	Total number and volume of significant spills.	6.5, 6.5.3	There were no spills, which could affect human health, soil, vegetation, water bodies and groundwater, in 2014.	✓
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, 6.5.3	7.4 Waste management (p.104) The Company does 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, 6.5.3, 6.5.4, 6.5.6	The Company does not discharge water that could affect the environment.	✓

# Corporate Responsibility Key Performance Indicators table



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<i>Aspects: Products and services</i>				
G4-DMA	Disclosures on Management Approach		7. Our environmental approach (p.92) 7.1 Environmental Management System (p.93) 7.2 Raw and secondary materials (p.94) 7.3 Environmental Key Performance Indicators (p.96) 7.4 Waste management (p.104)	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	6.5, 6.5.4, 6.6.6, 6.7.5	7.1 Environmental Management System (p.93) / 7.2 Raw and secondary materials § Initiatives for environmentally friendly products (p.94) / § Transportation (p.100)	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	6.5, 6.5.3, 6.5.4, 6.7.5	7.2 Raw and secondary materials § Efficient use of raw and secondary materials (p.95)	
<i>Aspect: Compliance</i>				
G4-DMA	Disclosures on Management Approach		7. Our environmental approach § 7.1 Environmental Management System (p.93)	✓
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	6.5	There were no fines or sanctions for non-compliance with environmental laws and regulations.	✓
<i>Aspect: Overall</i>				
G4-DMA	Disclosures on Management Approach		7. Our environmental approach (p.92)	✓
G4-EN31	Total environmental protection expenditures and investments by type.	6.5	7.1 Environmental Management System § Expenditure for environmental protection (p.93)	✓
<b>LABOR PRACTICES AND DECENT WORK</b>				
<i>Aspect: Employment</i>				
G4-DMA	Disclosures on Management Approach	6.2, 6.4, 6.3.10	5. Our people (p.66) / 5.1 Attracting and retaining talents (p.67) / 5.2 Developing our people (p.68) / 2.6 Code of Conduct (p.35)	✓
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	6.4, 6.4.3	5.1 Attracting and retaining talents (p.67) 5.5 Human resources data (p.74)	✓
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, 6.4.3, 6.4.4	5.1 Attracting and retaining talents § Employee benefits (p. 68) / 5.5 Human resources data (p.74)	✓
G4-LA3	Return to work and retention rates after parental leave, by gender.	6.4, 6.4.4	5.3 Equal opportunities and human rights (p.72)	✓
<i>Aspect: Occupational health and safety</i>				
G4-DMA	Disclosures on Management Approach		2.6 Code of Conduct (p.35) / 6. Health and safety in our workplace (p.78) / 6.1 Our approach to health and safety (p.78) / 6.2 Health and safety programmes and activities (p.81) / 6.3 Our investments in health and safety (p.85)	✓
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, 6.4.6	6.1 Our approach to health and safety (p.78)	✓
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, 6.4.6	6.4 Health and safety Key Performance Indicators (p.88)	✓
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	6.4, 6.4.6, 6.8, 6.8.3, 6.8.4, 6.8.8	6.2 Health and safety programmes and activities (p.81)	✓
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	6.4, 6.4.6	The Company includes all the health and safety topics foreseen by the institutional framework in its employees' labour contracts.	✓
<i>Aspect: Training and education</i>				
G4-DMA	Disclosures on Management Approach		5. Our people (p.66) 5.1 Attracting and retaining talents (p.67) 5.2 Developing our people (p.68) 5.3 Equal opportunities and human rights (p.72)	✓
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	6.4, 6.4.7	5.2 Developing our people § Human resources training(p.69)	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
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, 6.4.7, 6.8.5	5.1 Attracting and retaining talents § Employee benefits (p.68) The company does 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, 6.4.7	5.2 Developing our people § Human resources performance appraisal (p.70)	✓
<i>Aspect: Diversity and equal opportunity</i>				
G4-DMA	Disclosures on Management Approach		5. Our people (p.66) / 5.1 Attracting and retaining talents (p.67) / 5.3 Equal opportunities and human rights (p.72)	✓
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.	6.3.7, 6.3.10, 6.4, 6.4.3	5.5 Human resources data (p.74) All (100%) of the Hellenic Cables BoD members and its committees as well as all (100%) of the Fulgor BoD members are men. 92% of the Hellenic Cables BoD members are older than 50 years and 0.08% younger than 50 years old. Respectively, 92% of the Fulgor S.A BoD members are older than 50 years and 0.08% younger than 50 years old. In addition, the BoD of Hellenic Cables and Fulgor S.A consist of two individuals not having the Hellenic nationality and there is no disabled individual.	✓
<i>Aspect: Equal remuneration for women and men</i>				
G4-DMA	Disclosures on Management Approach		2.6 Code of Conduct (p.35)	✓
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, 6.4.3, 6.4.4	5.3 Equal opportunities and human rights (p.72)	✓
<b>HUMAN RIGHTS</b>				
<i>Aspect: Investment</i>				
G4-DMA	Disclosures on Management Approach		5. Our people (p.66) / 5.1 Attracting and retaining talents (p.67) / 5.2 Developing our people (p.68) / 5.1 Attracting and retaining talents § Employee benefits (p.68) / 5.3 Equal opportunities and human rights (p.72) / 5.4 Internal communication(p.73)	✓
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, 6.3.3, 6.3.5, 6.6.6	The Company selects its collaborates based on strict criteria, which, however do not include specific provisions on human rights in concluded agreements and contracts. Respect for human rights is protected by national and international legislation, and as a consequence, Company's 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, 6.3.5	5.3 Equal opportunities and human rights (p.72) A total of 40 hours of training on these issues were devoted. 5% was the percentage of the employees trained.	✓
<i>Aspect: Non-discrimination</i>				
G4-DMA	Disclosures on Management Approach		5. Our people(p.66) / 5.1 Attracting and retaining talents (p.67) / 5.2 Developing our people (p.68) / 5.1 Attracting and retaining talents § Employee benefits (p.68) / 5.3 Equal opportunities and human rights (p.72) / 5.4 Internal communication (p.73)	✓
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	6.3, 6.3.6, 6.3.7, 6.3.10, 6.4.3	5.3 Equal opportunities and human rights (p.72)	✓
<i>Aspect: Human rights grievance mechanisms</i>				
G4-DMA	Disclosures on Management Approach		5.3 Equal opportunities and human rights (p.72)	✓
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	6.3, 6.3.6	Following the human rights' audits conducted, the Company assessed that there is no risk of human rights abuses in its operations and therefore, it is deemed unnecessary to create a relative formal grievance mechanism.	✓
<b>SOCIETY</b>				
<i>Aspect: Anti-corruption</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance § Transparency and corruption issues (p.48)	
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	6.6, 6.6.3	3.2 Corporate Governance § Internal audit and Risk Management System (p.46) § Transparency and corruption issues (p.48) All (100%) business units are assessed for risks related to corruption.	
G4-S04	Communication and training on anticorruption policies and procedures.	6.6, 6.6.3	3.2 Corporate Governance § Transparency and corruption issues (p.48) No relevant training was conducted.	

## Corporate Responsibility Key Performance Indicators table



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-S05	Communication and training on anticorruption policies and procedures.	6.6, 6.6.3	3.2 Corporate Governance § Transparency and corruption issues (p.48) No incidents of corruption or relative legal case were recorded.	
<i>Aspect: Public policy</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.42) / 2.6 Code of Conduct (p.35)	
G4-S06	Total value of political contributions by country and recipient/beneficiary.	6.6, 6.6.4, 6.8.3	The Company does not provide any financial or in-kind support to politicians and/or political parties and related institutions.	
<i>Aspect: Anti-competitive behavior</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.42) / 2.6 Code of Conduct (p.35)	
G4-S07	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	6.6, 6.6.5, 6.6.7	There were no relevant legal actions. Furthermore, in ensuring our clients' interests, all Company's 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.	
<i>Aspect: Compliance</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.42) / 2.6 Code of Conduct (p.35)	
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	6.6, 6.6.3, 6.6.7, 6.8.7	There were no relative fines.	
<b>PRODUCT RESPONSIBILITY</b>				
<i>Aspect: Customer health and safety</i>				
G4-DMA	Disclosures on Management Approach	6.2, 6.6, 6.7	4. Our presence in the marketplace (p.50)	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.		4.3. Caring for health and safety within the product's lifecycle (p.58)	
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.	6.3.9, 6.6.6, 6.7, 6.7.4, 6.7.5	There were no relative incidents of non- compliance.	
<i>Aspect: Product and service labeling</i>				
G4-DMA	Disclosures on Management Approach		4.1 Our products and their applications (p.50) 4.2 High quality of products (p.55) 4.4 Research and development (p.60) 4.5 Customer –focused philosophy (p.61)	
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, 6.7.3, 6.7.4, 6.7.5, 6.7.6, 6.7.9	4.1 Our products and their applications (p.50) 4.2 High quality of products (p.55) 4.4 Research and development (p.60)	
G4-PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	6.7, 6.7.3, 6.7.4, 6.7.5, 6.7.6, 6.7.9	There were no relative incidents of non- compliance.	
G4-PR5	Results of surveys measuring customer satisfaction.	6.7, 6.7.4, 6.7.5, 6.7.6, 6.7.8, 6.7.9	4.5 Customer –focused philosophy (p.61) The Company is conducting a customers' satisfaction survey every two years. The last survey was performed in 2012 and its results form the criteria for decision making.	
<i>Aspect: Customer privacy</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.42) / 4.5 Customer –focused philosophy (p.61) / 2.6 Code of Conduct (p.35)	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	6.7, 6.7.7	4.5 Customer –focused philosophy (p.61) There were no relative complaints.	



Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
<i>Aspect: Compliance</i>				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.42) / 4.5 Customer –focused philosophy (p.61) / 2.6 Code of Conduct (p.35)	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision & use of products and services.	6.7, 6.7.6	The Company fully complies with laws and regulations concerning the provision and use of products and services hence there were no administrative or judicial sanctions levied against the organization for failure to comply with these laws or regulations.	

*The photographs used for this Report are from shots taken by the photographers Spyros Charaktinos and FBRH Consultants Ltd.*



*The paper used for this Report has been produced from FSC Sustainable Management Forest and plantations and contains 60% pulp from recycled paper.*



To: Management of **HELLENIC CABLES S.A.**

## 1. Independent Verification Report

The company **HELLENIC CABLES S.A.** (hereafter **HELLENIC CABLES**) has commissioned TÜV HELLAS S.A. (hereafter **TÜV HELLAS**) to provide limited external assurance concerning the Corporate Social Responsibility Report for the period of January 1st of 2014 to December 31st of 2014 (1/1/2014-12/31/2014)

## 2. Scope of the verification project of the Corporate Social Responsibility Report

Scope of the assurance project is the conduction of the Level Check, according to the GRI G4 Guidelines Sustainability Reporting, referring to the Corporate Social Responsibility Report of **HELLENIC CABLES** for 2014, as well as the provision of external assurance service about the accuracy of the claims mentioned into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category.

The Level Check was conducted based on the corresponding correlation table of GRI Indicators stated by **HELLENIC CABLES** in its Corporate Social Responsibility Report, in order to confirm the company's compliance to the requirements of the GRI G4 for the "In accordance"-CORE Level.

## 3. Conclusions of TÜV HELLAS

According to the project scope and under the assurance procedures followed by **TÜV HELLAS**, it is concluded that:

- The Level Check conducted by **TÜV HELLAS**, according to the Guidelines of the GRI's G4 Sustainability Reporting, verifies the compliance of the **HELLENIC CABLES's** Corporate Social Responsibility Report for 2014 to the requirements of the GRI G4 for the "**In accordance**"-CORE Level.
- No misstatement of assertions and statements contained into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category, has come to the attention of **TÜV HELLAS**.
- No errors of **HELLENIC CABLES** in data collection, nor in transferring data in the Corporate Social Responsibility Report, which may materially affect the claims as presented into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category have come to the attention of **TÜV HELLAS**



## 4. Limitations of the Review

- The range of the review was limited to the activities of **HELLENIC CABLES** in Greece. More specifically, the examined data were referred to the plants of Thiva, Inofita and Livadia, as well as the **FULGOR** plant at Sousaki Korinth.
- In case of any discrepancy in the translation between Greek and English version of Corporate Social Responsibility Report, the Greek version shall prevail.
- The review is not aimed at ensuring the adequacy of the circumscribed policies or the effectiveness of the operation of the circumscribed measures, but is limited to the information provided into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category.

## 5. Verification Standard and Evaluation Criteria

The review for the Corporate Social Responsibility Report 2014, was conducted by verifiers in accordance to TÜV HELLAS's Corporate Social Responsibility Verification Protocol, based on the GRI-G4 guidelines, as well as the internal procedures of TÜV HELLAS concerning the verification of Corporate Social Responsibility Reports.

The assessment of the claims and data of the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category, was based on the following criteria:

- Completeness: with regard to the data of the Material Aspects, as defined by the limits and the period of the Corporate Social Responsibility Report.
- Accuracy: regarding the allegations of the Material Aspects, about the sustainability performance of HELLENIC CABLES in 2014 and the collection and transfer of data in the corresponding section.

## 6. Responsibilities and Functions

The Team for Corporate Social Responsibility of HELLENIC CABLES carried out the Corporate Social Responsibility and Sustainable Development Report that is addressed to the interested parties, thus, is 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 mentioned into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Materials", "Energy", "Emissions" & "Effluents and Waste" sections of the "Environment" Category, do not represent TÜV HELLAS' opinion related to the quality of Corporate Social Responsibility 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 HELLENIC CABLES's 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 Corporate Social Responsibility Report of HELLENIC CABLES. TÜV HELLAS had not undertaken work with HELLENIC CABLES and did 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 Corporate Social Responsibility Report of HELLENIC CABLES.

For TÜV HELLAS



Athens, 5/12/2015





## Feedback form

Upon completion of the feedback form regarding the Report, you can disclose your impressions about our Corporate Responsibility and Sustainable Development Report 2014 and actively contribute to our efforts to improve our performance. The data to be obtained upon completion of the form will be used solely for internal assessment purposes, performed by Company's Corporate Responsibility Team.

### Which group of Company's stakeholders do you belong to?

#### What is the type of your engagement/relation with the Company?

- |   |  |
|---|--|
| <input type="checkbox"/> Employee   | <input type="checkbox"/> Supplier                                |
| <input type="checkbox"/> Shareholder  | <input type="checkbox"/> Investor                                |
| <input type="checkbox"/> Customer   | <input type="checkbox"/> Representative of Financial Institution |
| <input type="checkbox"/> Local community member                               | <input type="checkbox"/> NGO Member                              |
| <input type="checkbox"/> Representative from State/Institutional Organization | <input type="checkbox"/> Mass Media representative               |
| <input type="checkbox"/> Other:   |  |

### What is your overall impression as well as your impression per section of the Company's Corporate Responsibility and Sustainable Development Report 2014?

SECTIONS OF THE REPORT	Excellent	Very good	Average	Needs improvement
Company profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate Responsibility and Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial development and Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our presence in the marketplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and safety in our workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our environmental approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our contribution to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overview of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Regarding the issues presented in Corporate Responsibility and Sustainable Development Report 2014:

- To what extent do you believe that this Report address the most significant-material issues regarding the Company's activities?
 

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- To what extent do you believe that the information included in 2014 Corporate Responsibility Report is comparable to the information presented in prior Corporate Responsibility Reports?
 

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How would you rate the balance between the chapters?
 

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How would you characterize the Report's wording?
 

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How would you asses the design/layout of the Report?
 

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How easily were you able to find the information which interests you?
 

<input type="checkbox"/> Very easily	<input type="checkbox"/> Quite easily	<input type="checkbox"/> Relatively easily	<input type="checkbox"/> Not at all easily
--------------------------------------	---------------------------------------	--	--

### In your opinion, have the data included in the Corporate Responsibility Report and their way of presentation contributed in proving an overview for Hellenic Cables activities?

- |                              |                             |  |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Needs improvement |
|------------------------------|-----------------------------|--|

**In your opinion, have the data included in the Corporate Responsibility Report and their way of presentation contributed in proving an overview for Fulgor activities?**

Yes  No  Needs improvement

**Based on Corporate Responsibility and Sustainable Development Report 2014, how would you rate Hellenic Cables as a responsible company?**

Excellent  Good  Moderate  Needs improvement

**Based on Corporate Responsibility and Sustainable Development Report 2014, how would you rate Fulgor as a responsible company?**

Excellent  Good  Moderate  Needs improvement

**As the Corporate Responsibility Report 2014 includes, for the second time, data about the subsidiary Company Fulgor, the overall impression you had related to the previous Report (2013), is:**

Better  Same  Worse  I do not know

**Is there any other information or other issues regarding the Company, you were looking for and were not included in the Report? Please, describe:**

---

---

**Please describe any concerns or issues you may have regarding your cooperation with the Company and you wish to communicate.**

---

---

---

**What actions do you think the Company should take in order to better meet your needs and concerns?**

---

---

**Personal Information (optional):**

Name/Surname: \_\_\_\_\_

Company/Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Tel./Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

**Please send this form to:**

Hellenic Cables S.A.

George Georgallis

CSR Manager

33, Amarousiou-Chalandriou Str., GR-15125 Maroussi, Greece

Tel.: +30 210 6787 900, Fax: 00 30 210 6787 406

E-mail: [csr@cablel.vionet.gr](mailto:csr@cablel.vionet.gr),

[www.cablel.com](http://www.cablel.com)

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