

SUSTAINABILITY REPORT | 2018





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GRI index





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GRI index



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

Message from the top management

After 70 years of business success in the cables industry, Cablel® cable companies are among the leading European energy transfer and distribution companies in the Renewable Energy Sources (RES) sector, telecommunications and data transfer sectors. Our Companies are firmly committed to maintaining their competitiveness, providing innovative products and services, and also operating responsibly.

Having one of the world's largest and most modern submarine cables production plants, with experienced and skilled people as well as a strong export orientation, we have invested over EUR 200 million during the last eight years, and continue investing. Large organisations from Denmark, Sweden, Belgium, Germany, the Netherlands, Canada and the United Kingdom, trust us with major submarine interconnection projects.

Our Companies, as a key player in the business community, drive both social and economic growth. Maintaining our principles and values, and transforming them into firm action, is highly important at those tough times for both Greece and the other countries in which we operate. The present Sustainability Report demonstrates how our Companies consistently meet their business, social and environmental commitments, which are an integral part of our success.

The past year was marked by new investments of EUR

44.2 million, bringing the five years investments average to EUR 23 million. Our Companies were assigned new, demanding projects, which included the interconnection of the Hollandse Kust wind farm with the Maasvlakte high voltage station in the Netherlands; the connection of Crete with the national power transmission network in the Peloponnese; the Rio Antirrio interconnection with 400kV extra high voltage cables; the interconnection of the Seamade wind farm with the Belgian network. At the same time, we successfully completed two turnkey projects in the North Sea and two projects involving the design and provision of high voltage submarine and land cables in Sweden.

In 2018, we recruited more than 400 capable and talented professionals in a drive to contribute to our Companies' success. Attracting and retaining such professionals is one of our main priorities. We invest in our people's ongoing development and lifelong learning, focusing on the implementation of specialised training programmes.

Our Companies' presence in four different regions of Greece and in Bucharest, Romania, enables us to be in constant touch with the needs and concerns of our stakeholders.

In this context, we formulate a strategic action plan so as to implement different programmes per sustain-

“ Through our activities, we seek to leave a positive footprint on the economy and society of the countries in which we operate. Every metre of our cables:

- supports the Greek economy;
- contributes to cleaner air to our islands;
- leads to new jobs. ”

nability pillar, always taking into account our stakeholders' needs and demands.

In 2019 and for years to come, Cablel® cable companies' sustainability priorities are as follows:

- Sound governance, transparency, and prosperity for all Cablel® cable companies' people.
- Wider application of the industrial excellence programme in our Companies.
- Further improve our Occupational Health and Safety performance.
- Offer high quality products and services to our customers and continuously invest in new technologies, contributing to the development of Renewable Energy Sources.

As regards research and development, we focus on the research and production of high voltage dynamic cables, for the transmission of electricity from floating wind farms to the coast. This new technology is expected to actively support the commercial growth of

wind power generation through floating wind turbines. To this end, we will participate in a R&D industrial partnership to contribute to the design, initial testing and development of dynamic 66kV to 220kV submarine cables, for efficient power transmission from floating wind turbines to the shore.

Being a part of the electricity network infrastructure in Greece, we seek opportunities to enhance the energy security of our islands, while contributing to environmental protection, fighting against climate change, supporting local communities and finally strengthen the Greek economy. We are characterised by flexibility, resilience, know-how and responsible business behaviour. These characteristics have helped us become one of the largest cable producers in Europe and have underpinned our efforts to leverage Greek talent, and contribute to brain gain. Our Company in Romania operates according to similar values, supporting the local society and economy. Responsibly and with determination, we keep moving forward.

Alexios Alexiou
General Manager
Hellenic Cables & Fulgor

Michalis Trakadas
General Manager
Icme Ecab

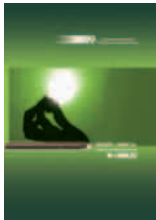


1. Company profile

10 years of Sustainability Reports



2009



The first GRI-G3 Sustainability Report by Hellenic Cables is published.

Hellenic Cables is awarded the "Recognised for Excellence 3Star" award, by the European Foundation for Quality Management.

2010



The 2010 Sustainability Report is the second GRI-G3 Sustainability Report by Hellenic Cables (GRI Level B).

External verification of the information provided begins with this report.

2011



The third Sustainability Report by Hellenic Cables is published, according to GRI-G3.1.

Acquisition of Fulgor S.A.

2012



The fourth Sustainability Report by Hellenic Cables is published, according to GRI-G3.1. The report includes a brief presentation of Hellenic Cables' core subsidiary, Fulgor.

2013



The 2013 Sustainability Report is the fifth consecutive report by Hellenic Cables S.A. (prepared according to GRI-G3.1) and includes, for the first time, all the activities of its subsidiary Fulgor.



2018



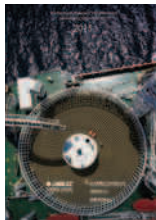
We welcome you to our 10th Sustainability Report. This Report presents key actions and programmes for constant improvement, and the Companies' overall sustainability performance in 2018.

2014



The 2014 Sustainability Report, prepared according to GRI-G4, includes information on Hellenic Cables S.A. and Fulgor S.A., along with key data of the Romanian subsidiary Icme Ecab S.A.

2015



The seventh Sustainability Report by Hellenic Cables S.A. and Fulgor S.A. is published (according to GRI-G4), including, for a second year, data on Icme Ecab S.A. The Report was honoured at the 2015 Ethos Sustainability Awards with the "Corporate Social Responsibility Report 2015" award.

2016



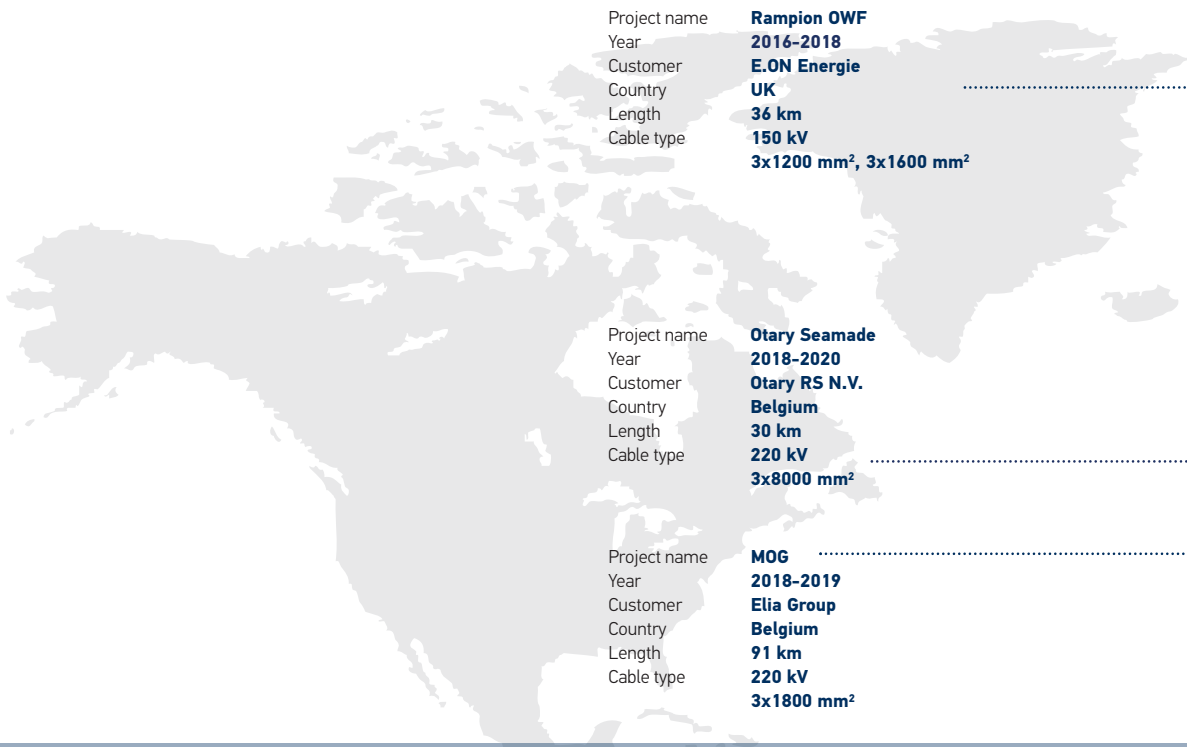
The Cablel® cable companies' 2016 Sustainability Report, prepared according to GRI-G4, includes information on Hellenic Cables S.A., Fulgor S.A. and Icme Ecab S.A.

2017



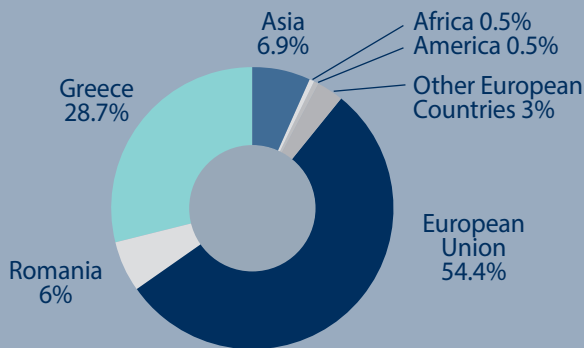
The Cablel® cable companies' 2017 Sustainability Report has been prepared according to the GRI Standards and, for the first time, all the Report's material topics are externally verified.

At a glance



Worldwide presence of Cable® cable companies

Sales breakdown



Exports to **46** countries globally



EUR **44.2** million average annual investments

Cable® cable companies production plants



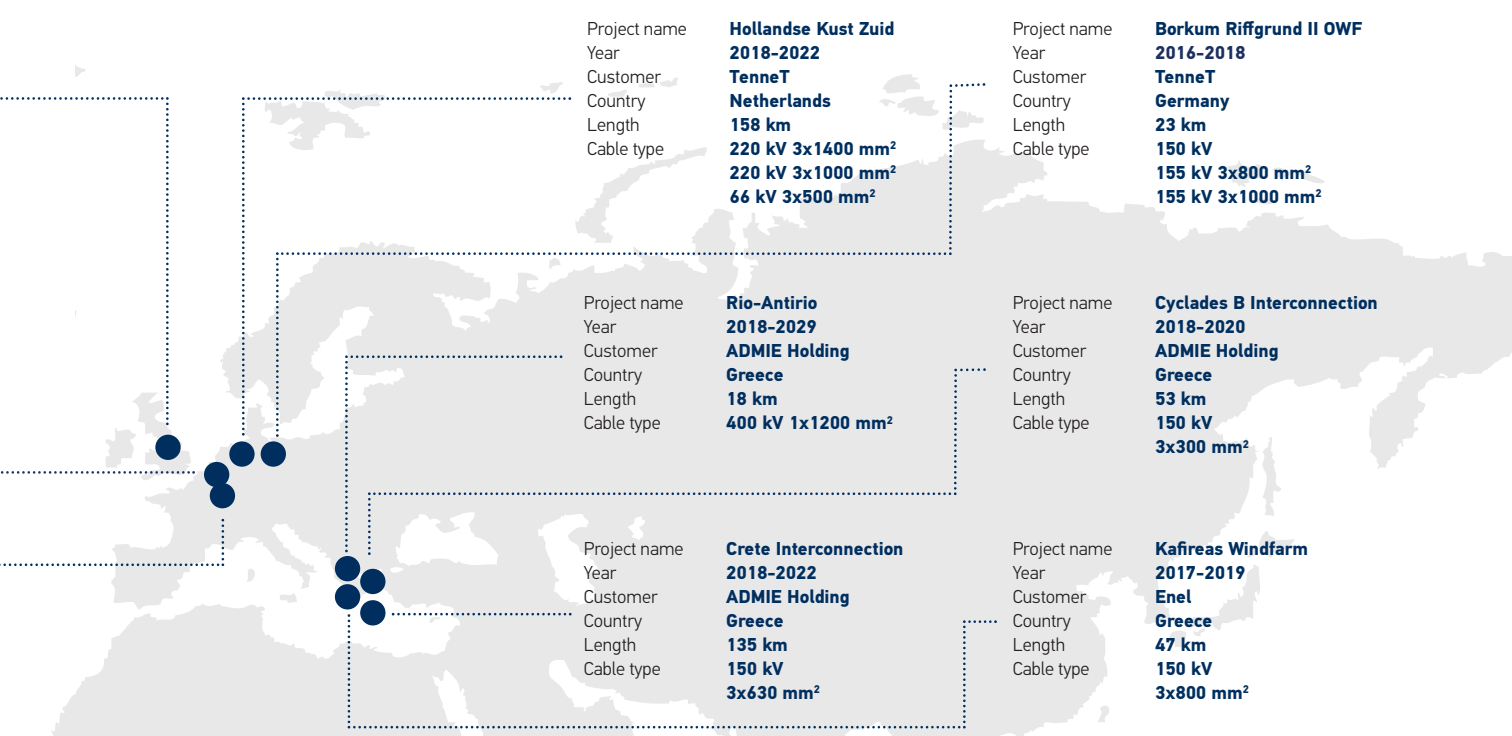
5 production units
(4 in Greece, 1 in Romania)



Certified Management Systems
(ISO 9001, ISO 14001, OHSAS 18001 and ISO 45001, ISO 22301, ISO 50001, IATF 16949)



70 years of experience in cables production



Cablel® products and services



Turnkey solutions



Major projects assigned in Europe and Greece



Cables, enamelled wires, copper wires and compounds



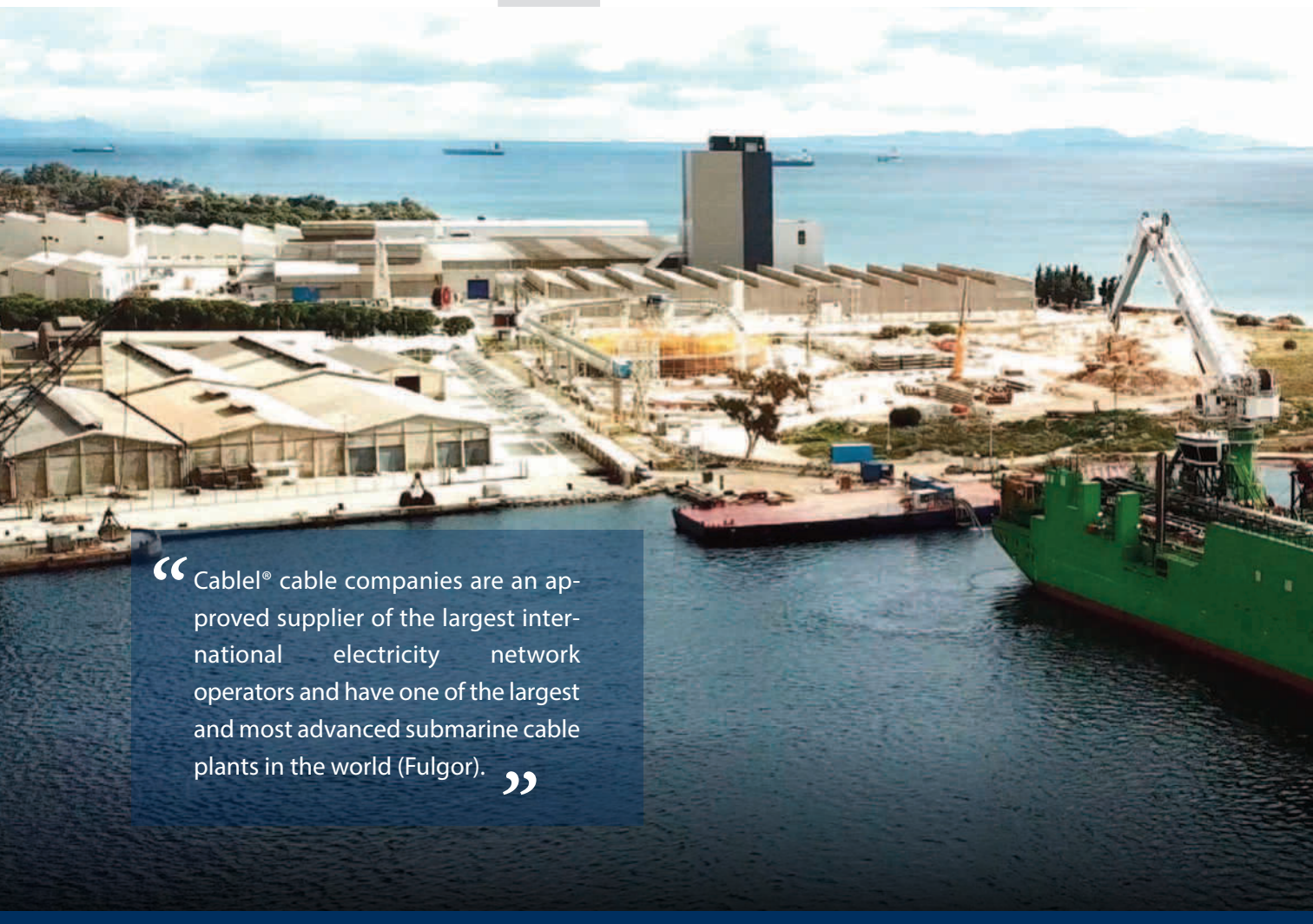
Total R&D expenditure in 2018 amounted to EUR **9** million



Fulgur operated a new testing plant



EUR **23** million average expenditure cost the last 5 years



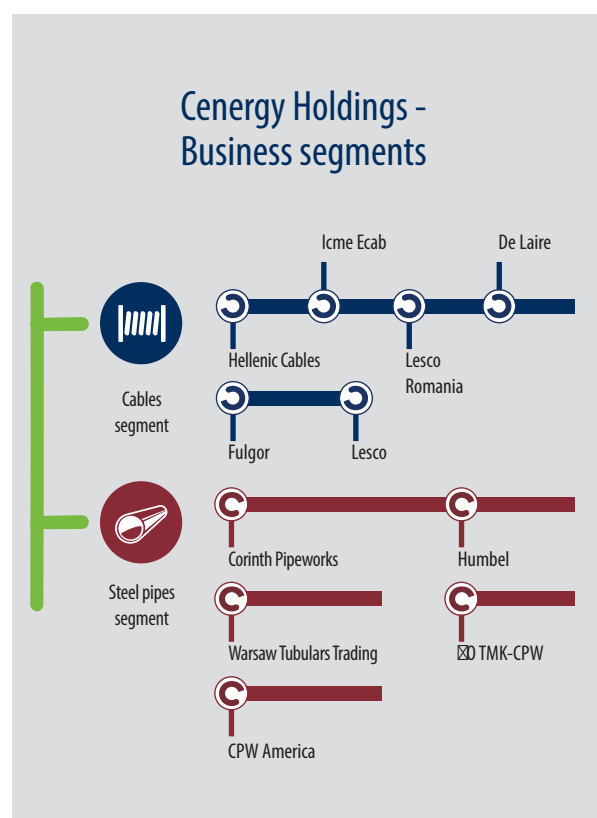
“Cablel® cable companies are an approved supplier of the largest international electricity network operators and have one of the largest and most advanced submarine cable plants in the world (Fulgor).”

1.1 About us

Cablel® cable companies constitute the cables industry of Cenergy Holdings S.A., a holding company listed on Euronext Brussels and the Athens Stock Exchange.

Together they form the largest producer of cables in Greece and Southeastern Europe, with a strong international focus.

The three Cablel® cable companies, whose policies, actions and programmes are presented below, are: Hellenic Cables S.A., with its subsidiary Fulgor S.A., which operate in Greece and Icme Ecab S.A., which operates in Romania. Cablel® cable companies are an approved supplier of the largest international electricity network operators and have one of the largest and most advanced submarine cable plants in the world (Fulgor). They operate in energy transmission and distribution for the renewable energy sources, telecommunications and data transfer, construction and industrial applications sectors.





1.2 How we operate

Our commitment

“We aim to achieve high-standard results, while at the same time fostering long-term relations with our customers and suppliers. We focus on the health and safety of our people and provide a fair and responsible workplace environment that offers career development and progression opportunities.”

Results oriented

“We focus on delivering high-standard solutions for our customers, effectively and reliably. We show determination and confidence in our abilities, to maximise productivity and business excellence while also maximising shareholder value.”

Technology innovation – our key priority

“We focus on technological expertise to continually achieve high quality results and value-added solutions. We are developing a continuous learning environment and invest in research and development, cutting-edge technologies, modern equipment and know-how to promote innovative ideas, so that Cable!® cable companies are constantly ahead of times.”



1.3 Where we operate - Cablel® cable companies production plants

HELLENIC CABLES S.A.

HELLENIC CABLE INDUSTRY S.A.



Thiva, Greece

Total area: 175,082 sq.m.

Facilities: 53,237 sq.m.

Logistic center

Annual capacity: 60,000 tons

Certifications: ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, ISO 50001:2011, ISO 22301:2012



Livadeia, Greece

Total area: 121,111 sq.m.

Facilities: 14,065 sq.m.

Logistic center

Annual capacity: 12,500 tons

Certifications: ISO 9001:2015, ISO 14001:2015, OHSAS

18001:2007, ISO 50001:2011, ISO 22301:2012, IATF 16949:2016



Oinofyta, Greece

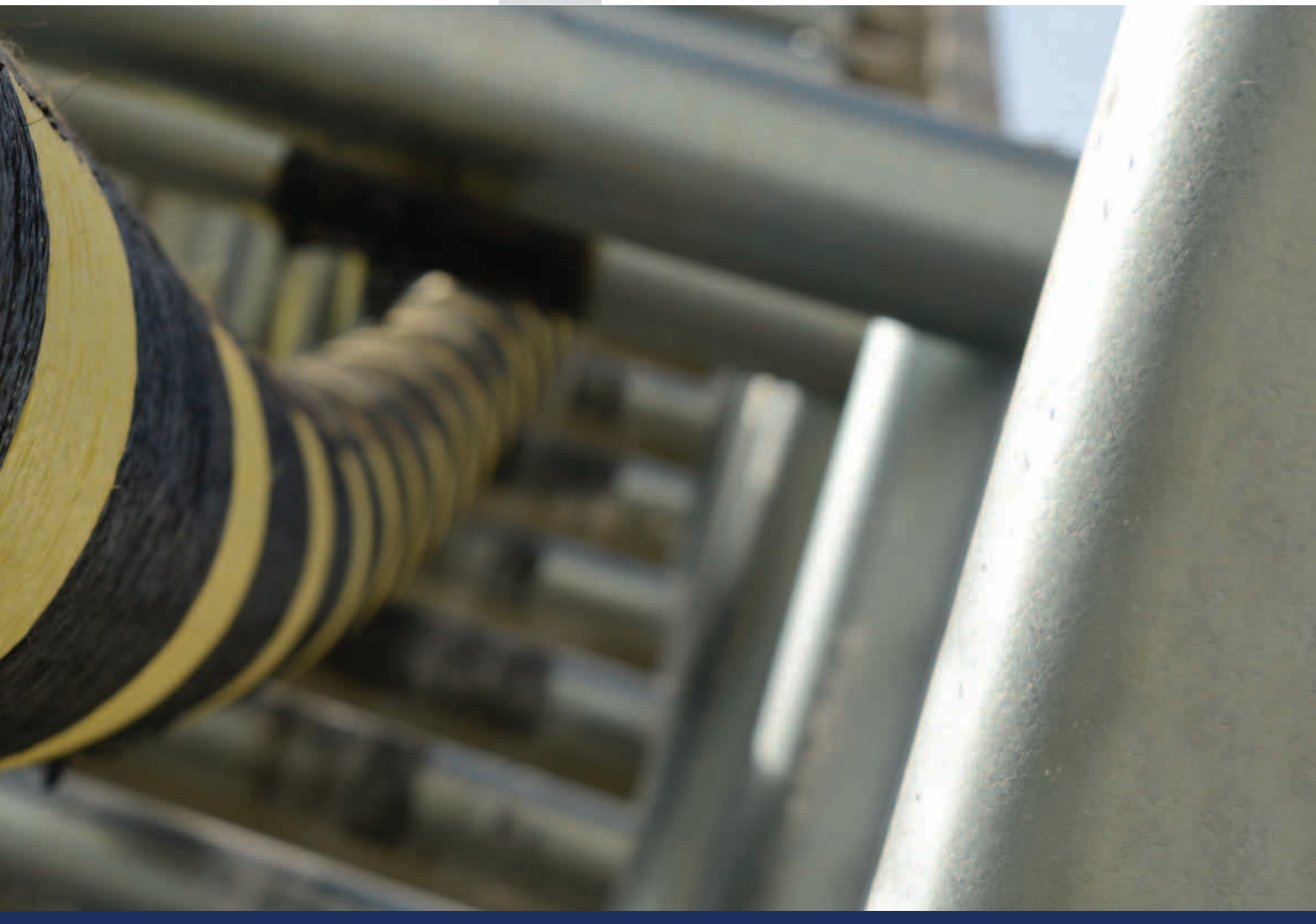
Total area: 21,263 sq.m.

Facilities: 9,277 sq.m.

Logistic center

Annual capacity: 24,000 tons

Certifications: ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, ISO 50001:2011



FULGOR
HELLENIC CABLE INDUSTRY S.A.



Soussaki, Corinth, Greece

Total area: 209,656 sq.m.

Facilities: 89,489 sq.m.

Logistic center

Annual capacity: 50,000 tons of cables and 120,000 tons of wire F8

Certifications: ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, ISO 50001:2011, ISO 22301:2012

ICME ECAB S.A.
CABLE INDUSTRY



Bucharest, Romania

Total area: 267,789 sq.m.

Facilities: 102,138 sq.m.

Logistic center

Annual capacity: 50,000 tons

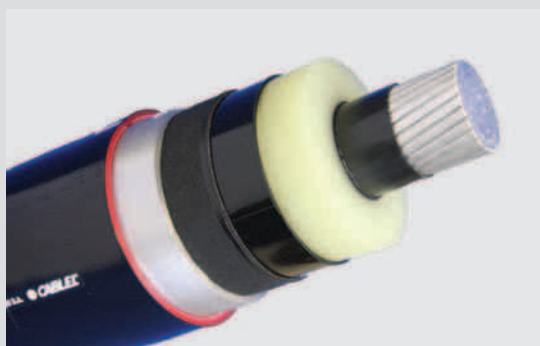
Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018

1.4 Cablel® products and their applications

Cablel® cable companies have prioritised the further expansion of their portfolio of products and solutions, so as to respond to market trends and customer demands. The Companies have an increasingly stronger export orientation and focus on developing high value-added products and solutions, while improving their sustainability performance.

Cablel® cable companies produce a wide range of high quality and technology products. These products are manufactured in technologically advanced facilities by highly qualified, experienced personnel, and are available under the registered trademark Cablel®.

Cable types



Power cables – conductors

- High voltage and extra high voltage cables
- Medium and low 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 \square l, ACSR and ACSS 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 and multimode) - Underground dielectric cables, in tubes – Underground, dielectric cables, directly buried (steel reinforcement) - Underground dielectric cables, featuring rodent protection - Indoor installation LSZH cables (central tube or tight buffered) - Aerial installation cables (“8” sized or ADSS)
- Signaling and railway signaling cables



Submarine cables and flexible submarine pipes

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

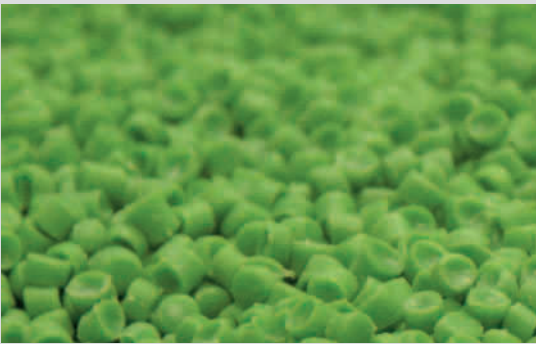


Enamelled and copper wires

Enamelled wires

- Copper and aluminium winding wires round and rectangular
- Earthing copper wires

Copper wires for the can industry



Plastic and rubber compounds

- PVC-based compounds
- Polyolefin-based compounds
- Elastomers

The products of Cable® cable companies are used in various applications, such as:



Cables

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



Enamelled and copper wires

Enamelled wires

- Transformers
- Motors – generators
- Relays – coils
- Cooling compressors
- Automotive industry

Copper wires

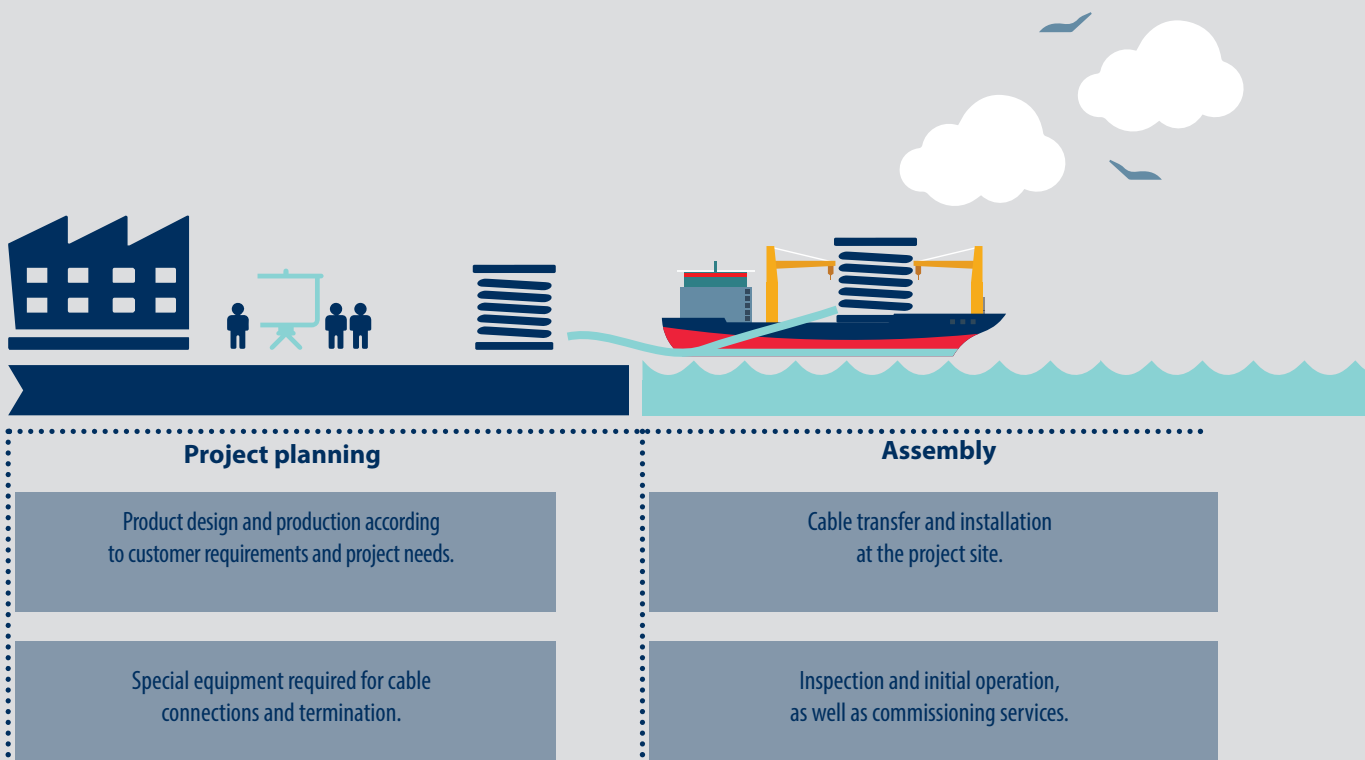
- Can manufacture
- Grounding / earthing



Compounds

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

More information on Cable® cable companies' products and their applications, can be found at www.cable.com ("Markets" and "Products").



1.5 Turnkey solutions

In addition to innovative and specialised products, Cablel® cable companies provide a complete range of services and solutions (turnkey solutions), tailored to customer demands. Turnkey solutions offer integrated services, from design to customer staff training and final testing. These services are provided for highly demanding projects, supervised by qualified, experienced executives.

Customer-adjusted applications

Cablel® cable companies provide applications adjusted to individual customer requirements, for optimal application of already installed systems.

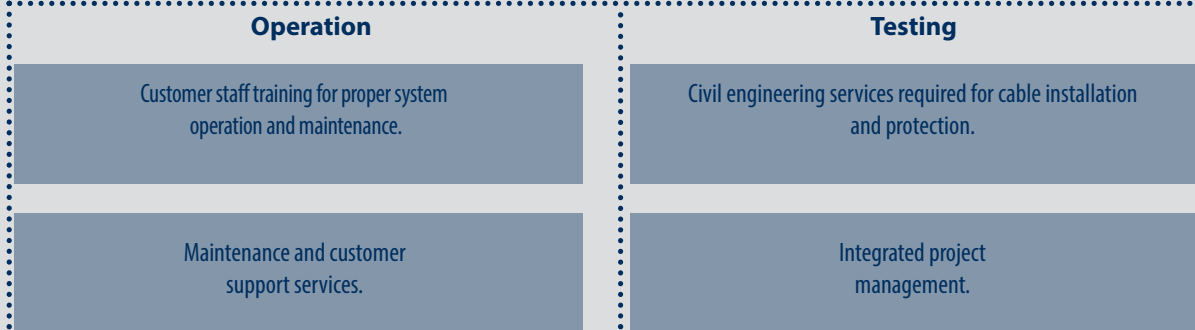
More specifically, turnkey solutions concern the following:

■ Supervision services

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

■ Technical support

The technical support provided by the Cablel® cable companies consists of, among others, design issues, maintenance solutions for underground and submarine cables, post-application support, post-application systems testing (inspections) of both optical and energy cables, and any specific equipment for the system's successful operation.



- Transportation and storage service**
 Customised transport and long-term storage services and solutions for all types of Cable® cable companies' products.
- Training**
 The Cable® cable companies provide training services to customers either through their experienced and specialised personnel or through acclaimed consulting firms and technical advisers.
- Backup material**
 Provision of parts for the maintenance of installed energy and telecommunication systems throughout the lifespan of each designed interconnection.

- Facilities**
 Provision of installation services for underground high and extra-high voltage cable interconnections as well as for all submarine cables produced by the Cable® cable companies.
- Repair and replacement**
 This service includes repairs and/or replacements of submarine interconnection systems for high voltage cables as well as submarine power and fibre optic cables.
- Original Equipment Manufacturer services**
 Following a detailed feature analysis for the design the products requested by customers, the Companies provide OEM services, including design, production and packaging, always taking into account environmental conditions in the operation area.

More information on the Cable® cable companies' services is available at www.cablel.com.



1.6 High quality of products

High product quality is inextricably linked to Cablel® cable companies' strategy. Systematic and effective quality controls are carried out at all stages of the production process. Companies also seek, where necessary, to improve product quality standards. They do so through appropriate and innovative means of production, well-trained staff, and their customer-oriented philosophy. Accordingly, the Companies:

- Provide products and services that meet or even exceed customer demands and expectations.
- Set measurable quality goals regularly monitored by Management through periodic reviews.
- Constantly invest in growth, research and innovation, to improve the quality and competitiveness of products and services.

Cablel® cable companies also provide continuous training to staff. By doing so, the Companies can immediately respond to customer needs and demands, and promote employees' ongoing professional development.

To ensure high product and service quality, Cablel® cable companies apply strict quality standards and certified systems. Additionally, the Companies seek to constantly improve the production process.

All the Companies products bear compliance markings and internationally recognised quality labels. These confirm the continuous controls carried out during the production process and the high standards under which they are produced.



Certification marks include:



In 2018, the Livadeia production facility was certified with the IATF 16949: 2016 standard for the automotive industry. IATF 16949 has become one of the most

widely used international standards in the automotive industry, as it brings together the industry's different evaluation and certification systems.

In addition to obtaining compliance markings, and to ensuring high product quality, Cable® cable companies carry out type tests in world-renowned independent

laboratories. Type tests may also be carried out at Companies' facilities, supervised by independent certification bodies.

Certification bodies include:





Cablel® cable companies' products are always accompanied by the required test certificates, technical and additional data, depending on customer requirements. These provide the necessary information on the correct application and use of products, to protect end users' health and safety.

Depending on product or service needs, the following are provided:



Product or service details

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



Safe use of the product or service

- Technical data
- Specific instructions
- Answers to customer queries
- Product specifications
- Safety Data Sheets (SDS) for compounds



Products composition*

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

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

1.7 Research and Development

Investing in research and development ensures that Cablel® cable companies design products that meet current and future market needs.

Priority is given to research into product development, innovation, optimisation of existing products, and technical support to the five production units. Through the Research & Development department Cablel® cable companies develop products that meet and fully comply with new regulations, international legislation or standards, and customer demands. The redesign and optimisation of products also enhance their competitiveness. Accordingly, through the technical support of the production process, productivity and quality are improved.

Cablel® cable companies also introduce new technologies into the production process. By doing so, they develop innovative, high quality, environmentally friendly and high value-added products and services.

Cablel® cable companies always seek to use recycled raw materials, and to recycle the PVC consumed during cable manufacturing process. Thus, the Companies collect approximately 5% of the PVC, which they reuse in cable production once it is properly processed.

Fulgur testing laboratory

Fulgur's lab features state-of-the-art equipment, so as to conduct development, type and certification tests. These tests concern AC cable systems up to 500 kV and DC cable systems +/- 600 kV. In 2018, a new system was installed in the laboratory. The system has a maximum voltage of 450 kV and is used to carry out tests on 60 km cables with a rated



Target: 20% increase in the recycled raw materials of the cables' plastic part, in non-conductive materials.

operating voltage of 220 kV. During 2018, new technological equipment was also added. This was due to product specifications that are constantly updated and experimental capabilities that need to be increased, according to specifications.

Collaboration with institutions and participation in research programmes

Cablel® cable companies cooperate with world-renowned educational institutions, research centres and certified laboratories, in Greece and abroad.

A notable example is Cablel® cable companies' participation in the two-year European Tanocomp Programme. By participating in the programme, Companies' executives improved their knowledge on nanotechnology issues and nanocomposites (for various applications). The Companies' participation in the programme, also promoted the wider recognition of this technology advantages.



R&D

Approximately EUR 9 million invested in R&D at Cablel® cable companies



Through a joint venture, Fulgor also participated in the European Horizon 2020 programme. Fulgor submitted a proposal on “Innovative, low cost, low weight floating wind technology optimized for deep water sites (FLOTANT)” LC-SC3- RES-11-2018. This participation is expected to support the development of innovative products, and the transfer of know-how.

It is also worth noting that Companies’ executives participate in conferences and publish in peer-reviewed journals, using their corporate identity (Hellenic Cables S.A. and Fulgor S.A.). In this way, they share their experience and knowledge with the scientific community.

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

Cablel® cable companies work closely with Elkeme at all stages of new product design, and to solve any industrial problems. Elkeme is the metal research centre of Viohalco’s companies. Through its network of cutting-

edge technology laboratories, Elkeme supports new product research and development. The aim is to make the Greek metallurgical industry a technologically innovative international player. At the same time, Elkeme designs and implements metallurgical pilot programmes and supports, research-wise, the cable companies’ plants in Greece and abroad.

In 2018, Cablel® cable companies collaborated with the following educational institutions:

- National Technical University of Athens, to study the structure of cables’ metal parts
- University of Patras, to study the fire retardant / fire resistant behaviour of non-conductive cable parts
- University of Exeter
- University of Southampton
- University of Montpellier

More information on Elkeme is available at www.elkeme.gr.



1.8 Major projects

New projects awarded

■ **Interconnection of the wind farm with the Maasvlakte high voltage station:** Two wind farms with a total production capacity of 700 MW are under construction in the Hollandse Kust (South) wind farm zone, 22 kilometres off the coast of the Dutch province of South Holland. In 2018, TenneT Netherlands awarded to the Van Oord – Hellenic Cables consortium a contract for the design and production of 200 kV cables, submarine cables installation, and the interconnection of the wind farm with the Maasvlakte high voltage station. The 42 km interconnection will extend from the Alpha offshore substation to the network's inshore station in Rotterdam's Maasvlakte 2 region.

■ **Interconnection of the Mermaid and Seastar wind farms with the Belgian network:** Within 2018, Seamade NV awarded to the Tideway – Hellenic Cables consortium a turnkey contract for the supply and installation of approximately 30 km of 220 kV cable for two wind farms, submarine cables installation, and the interconnection of the wind farms with the Belgian network. The project

concerns two offshore projects in the Mermaid and Seastar wind farms, in the Belgian North Sea. The wind farms are under construction some 50 kilometres off the coast of Belgium by Seamade NV, a joint venture between Otary (70%), Electrabel (17.5%), and Eneco Wind Belgium SA (12.5%). The Seastar wind farm will have a production capacity of approximately 246 MW, while the Mermaid offshore wind farm will have a capacity between 232-266 MW.

■ **Connecting Crete to the national power network in the Peloponnese:** In 2018, ADMIE (the independent power transmission operator) awarded to Fulgor a contract for the design and installation of one of the two submarine cables connecting Crete to the national power network in the Peloponnese. The contract included all the land cables required for the connection of submarine cables to the national power network on the Peloponnese (Lot A). ADMIE also awarded to Hellenic Cables a contract for the supply and installation of the land cables required for the connection of the two submarine cables to the power transmission network of Crete, in the Chania area (Lot C). The contract awarded to Fulgor concerns the design and production of 135 km of 150 kV submarine

cable and 87 km of 150 kV land cables. The contract also includes the installation of a cable at a maximum depth of up to approximately 950 metres, protection of up to 100 metres of depth and the cable's connection to landing points at the South Peloponnese and Crete. The contract awarded to Hellenic Cables concerns the design and production of 204 km of 150 kV land cables and their installation along the land route from the submarine cables' landing points in Crete to the high voltage substation in Chania.

■ Rio Antirrio: extension of the 400 kV network to the Peloponnese: ADMIE awarded to Hellenic Cables and Fulgor a project for the supply and installation of submarine and land cables in the Rio Antirrio area, to extend the 400 kV network to the Peloponnese. The project concerns the design and production of a total of 18 km of six single core 400 kV submarine cables and optical fibre submarine cables. The project also

includes the cable-laying and protection and their connection, at the Rio and Antirrio landing points, with the land cables supplied by Hellenic Cables. The project awarded to Hellenic Cables concerns the design and production of the 400 kV land cables required to complete the interconnection, of a total length of 42 km, and their installation along the land route from the submarine cables' landing points to the extra high voltage substations in the Peloponnese and Central Greece.

■ Cyclades interconnection, second phase: In 2018, ADMIE awarded to Hellenic Cables and Fulgor a sub-project of the second phase of Cyclades' interconnection with the Greek Energy Transmission System. Hellenic Cables and Fulgor will construct 47.6 km of underwater cables that will connect Naxos, Paros and Mykonos with the mainland power network. This is a EUR 42 million budget project, intended to make Cyclades' power supply more reliable.

Major projects successfully completed

In 2018, two turnkey projects were successfully completed. They concerned the design, production, installation and underwater protection of submarine electricity transmission systems for the connection of the Borkum RiFgrund II and Trianel Borkum offshore wind farms substations in the North Sea. The project was awarded to Hellenic Cables and Fulgor by the German company TenneT (electricity transmission system operator).

Additionally, two projects that concerned the design

and supply of high voltage submarine and land cables and the supply and installation of relevant components for the interconnection of the Teglstrupgård substation in Denmark and Laröd substation in Sweden, were successfully completed. The projects were assigned to Hellenic Cables and Fulgor by the Danish company Energinet.dk (electricity transmission system operator). The companies were also assigned to a third contract, for the design and supply of high voltage land cables to replace the old overhead power line between the Ejby and Vejleå substations in Denmark.

1.9 Focusing on our customers

Excellent service and customer satisfaction are a top priority for Cablel® cable companies. The Companies have a customer-oriented philosophy, based on the integrated products and solutions provided and the relationships of trust and mutual benefit with customers.

Communicating with customers

In a spirit of cooperation and mutual trust, Cablel® cable companies allow customers to carry out on-site inspections at production facilities. Customers assess the Companies' production, environmental management, and occupa-

tional health and safety performance. These inspections help the Companies draw useful conclusions regarding both their strengths and areas for improvement.

Quality communication with customers is also ensured through the biannual customer satisfaction survey. These surveys enable customers to assess the Companies' performance over a range of criteria (such as product quality, delivery times etc.), as well as on responsible operations and sustainable development issues.

Following their assessment according to strict criteria, the Companies are included in the approved suppliers lists of world-renowned sectoral customers.

1.10 Responsible supply chain management

Cablel® cable companies have long-standing partnerships with their suppliers, who are important partners. By providing quality raw and other materials, as well as reliable services, suppliers help produce competitive products.

Cablel® cable companies have developed and implemented a “Supplier Code of Conduct”, to integrate ethical and sustainability principles into their entire supply chain.

More information on the Supplier Code of Conduct is available at <http://www.cablel.com/709/el/kodikas-ithikis-kai-deontologias/>

The key principles of the code are:

Ethics and anti-corruption

Occupational health and safety

Labour and human rights

Environmental protection

Supplier assessment and audit procedure

All suppliers have to meet specific, objective and measurable criteria, such as application of an ISO 9001:2015 Quality Management System, compliance with the European REACH Regulation and the consistent dispatch of the corresponding Safety Data Sheets (SDS).

Supplier assessments are carried out either by Quality Managers or by engineers of the Companies trained as internal inspectors. For each assessment the appropriate forms are filled in, which are kept in the Quality Managers' supplier assessments file. Suppliers are assessed before inclusion in the approved supplier list, while existing suppliers are reassessed.

For existing suppliers:

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

Positively evaluated suppliers are re-evaluated when there is no cooperation for over three years. In 2018, 284 Cablel® cable companies and Fulgor’s suppliers were evaluated. Icme Ecab evaluated the 87% of total suppliers.

Supporting local suppliers

Cablel® cable companies’ production activity primarily requires raw and auxiliary materials produced in foreign countries. As a consequence, the proportion of supplies from abroad remains constantly high. However, Cablel® cable companies try to obtain as many products and services as possible from local suppliers and contractors to support the local communities where they operate.

Total purchases from local suppliers (%)*		
	2018	2017
Hellenic Cables	35%	43%
Fulgor	21%	35%
Icme Ecab	21%	33%

** relates to invoiced values*

Reducing product transport costs



Contributing to local economic development







“ The positive footprint we leave on society and economy of the countries where we operate, is directly connected to our Companies' sustainability, profit maximization and value creation for all our stakeholders. ”

2. Sustainable Development and creating shared value

Cablel® cable companies and their subsidiaries have incorporated Sustainability principles into their business operations. They see these principles as an essential tool for their long-term growth.





They have communicated their commitments per sustainability pillar to their stakeholders, and have identified material topics related to their operations.

Promoting occupational health and safety, protecting the environment, meeting customer needs, supporting the local communities in which they operate: these are Cablel® cable companies' main sustainability topics, which are reflected in the respective policies.

Sustainability pillars	 Economic development	 Marketplace
Our priorities	Focusing on innovation and business excellence as part of Cablel® cable companies strategy	Providing products and services that contribute to the safe distribution of electricity
Our material issues	<ul style="list-style-type: none"> Economic performance and development Transparency and anti-corruption Compliance with laws and regulations 	<ul style="list-style-type: none"> Research and innovation Development of new products and services Turnkey solutions
Stakeholders who are influenced by the material issues		

Cablel® cable companies' Sustainability Policy is presented on the Companies' website: <http://www.cablel.com/628/en/politiki-etairikis-koinonikis-euthunis-kai-viosimis-anaptuxis/>



 Human resources	 Society	 Environment	 External factors
Ensure the availability of qualified and dedicated employees	Strengthening the relationship of trust by improving the quality of life of the local communities where the Companies operate	Tackling climate change and ensuring the sustainable use of natural resources	Creating value for the wider society and economy through Cablel® cable companies' applications and projects
<ul style="list-style-type: none"> • Occupational Health and Safety • Training and skills development • Employment • Equal opportunities 	<ul style="list-style-type: none"> • Supporting local employment • Supporting local suppliers 	<ul style="list-style-type: none"> • Energy consumption and saving • Waste management • Use of environmentally friendly raw materials 	<ul style="list-style-type: none"> • International economic environment and the energy sector • Products designed for renewable energy sources
1 2 3 5 6 7	3 7	1 2 3 5 6 7	1 2 3 4 5 6

1 =Shareholders, 2 =Customers, 3 =Employees,
 4 =Financial institutions, 5 =Suppliers,
 6 =State and institutional bodies , 7 =Local communities

2.1 Materiality analysis

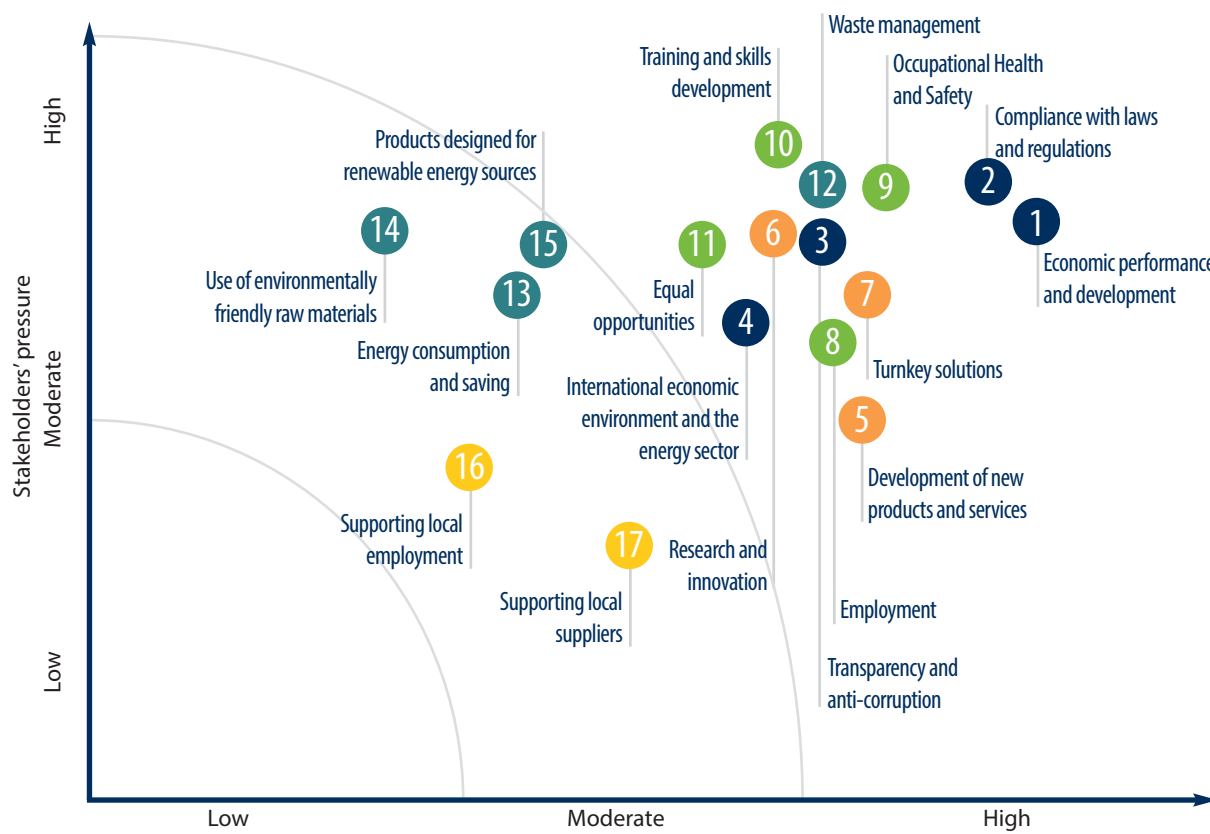
During the preparation of this Sustainability Report, Cablel® cable companies' material topics update was performed. The process for assessing and prioritising material topics was based on the guidelines of the Global Reporting Initiative, and on the AA1000 standard set by AccountAbility.

- Recognising advantages, potential weaknesses and opportunities that arise through the challenges faced by each Company per Sustainability pillar,
- Identifying and recording potential risks related to Sustainability pillars,
- Shaping each Company's strategic objectives.

For Cablel® cable companies, the identification and mapping of material issues contributes to:

The materiality map illustrates the analysis of material issues:

Materiality map



Significance of economic, environmental, and social material issues for Cablel® cable companies

The vertical axis depicts the pressure exerted by stakeholders in relation to each individual topic. The horizontal axis depicts the significance of material topics for Cablel® cable companies operation.

2.2 The Sustainable Development Goals (UN SDGs)

Cablel® cable companies take actions to contribute to the achievement of UN's Sustainable Development Goals (SDGs). The SDGs to which the Companies contribute through their activities and the material topics related to them are as follows:



Goal 4. Quality education

Cablel® cable companies always seek to provide quality training to all employees aim at enhancing their skills. The Companies also invite students from schools or technical schools to visit their premises, to update them on new professional skills.

More details can be found in chapter "4. Our people".

Material topics

- Training and skills development



Goal 8. Decent work and economic growth

To promote employees' prosperity and development, Cablel® cable companies design and implement actions and programmes that support "Decent Work and Economic Growth".

More details can be found in chapter "4. Our people" in this Report.

Material topics

- Occupational Health and Safety
- Employment and working environment
- Supporting local employment



Goal 9. Industry, innovation and infrastructure

Through their products and the projects they implement, Cablel® cable companies contribute to infrastructure development in cities and industrial areas. Cablel® cable companies' products can help achieve:

- Immediate access to state-of-the-art technologies, without social exclusion. They promote the easy and uninterrupted mobility of people and goods, also reducing environmental impacts.
- Reliable electricity supply (from renewable or non-renewable sources) for remote areas and islands, reducing energy shortages. The Companies carry electricity to any remote area, even underwater to islands, with no losses.
- Improved standard of living for people, through the use of telecommunications and by putting the energy supply at the service of medicine and public social actors.

More details can be found in chapter "1. Company profile".

Material topics

- Research and innovation



Goal 13. Climate action

Through their environmental management initiatives, Cablel® cable companies contribute to awareness-raising and education, as described in the SDG on "Climate Action". More specifically, Cablel® cable companies have integrated the constant training and updating of their people on environmental responsibility issues into programmes for the continuous improvement of their environmental management.

More details can be found in chapter "7. Promoting environmental care" in this Report.

Material topics

- Energy consumption and saving
- Waste management
- Use of environmentally friendly raw materials

2.3 Membership of associations and organisations

Cablel® cable companies are members of major national and international networks, chambers and industry associations. In addition, they work with research organisations, aiming at developing international partnerships, sharing know-how, good practices, and promoting new methods and trends in the global cable and enamelled wires market.

At CIGRE, IEEE and IEC, Cablel® Cable executives participate in workshops and present studies at international scientific conferences.

		Hellenic Cables	Fulgor	Icme Ecab
	Athens Chamber of Commerce and Industry (ACCI)	√	√	-
	Hellenic Federation of Enterprises (SEV)	√	√	-
	Conseil International des Grands Reseaux Electriques (CIGRE)	√	-	√
	Hellenic Network for Corporate Social Responsibility (CSR HELLAS)	√	-	-
	Europacable	√	√	√
	Federation of Mainland Greece Industries (SBSE)	√	-	-
	ELOT	√	-	-
	Institute of Electrical and Electronics Engineers	√	-	√
	Institute of Electrical and Electronics Engineers Standards Association	√	-	-
	Insulated Conductors Committee - IEEE PES	√	-	-
	Institute of Electrical and Electronics Engineers Power and Energy Society	√	-	-
	Hellenic Management Association (EEDE)	√	-	-
	Hellenic Copper Development Institute (HCIDI)	√	-	-
	Aluminium Association of Greece (AAG)	√	-	-
	Business Council of Greece and Latin America	√	-	-
	Arab-Hellenic Chamber of Commerce & Development	√	√	-
	French-Hellenic Chamber of Commerce	√	-	-
	Thessaloniki Chamber of Commerce and Industry (EVETH)	√	-	-
	Hellenic-Italian Chamber of Athens	-	√	-
	Foreign Investors Council	-	-	√
	The Professional Association of Romanian Cable Manufacturers (APPCR)	-	-	√
	International Electrotechnical Commission (IEC)	-	-	√
	Association of the Romanian Exporters (AREX)	-	-	√

2.4 Sustainability issues management approach

The sustainability team, which constitutes of members from all divisions, plays an important role in the effective management of sustainable development issues. The Cablel® cable companies sustainability team is responsible for developing and implementing the annual action plan, as well as monitoring and recording key corporate issues with stakeholders.

Cablel® cable companies manage Sustainable Development issues across the entire range of their activities and facilities through the development, implementation and ongoing improvement of certified management systems. In particular, Cablel® cable companies implement the following management systems:

Quality Management System

All products come with compliance markings and quality labels by internationally recognised certification bodies, which constitute tangible evidence as to the controls and the high standards on the basis of which they are produced. Cablel® cable companies implement Quality Management System, based on the requirements of ISO 9001:2015.

Environmental Management System

An Environmental Management System, certified according to the requirements of ISO 14001:2015, is implemented in all production units of Cablel® cable companies. The Companies are developing environmental programmes and actions related to pollution prevention, continuous improvement of environmental performance, and compliance with applicable legislation.

Business Continuity Management System

As unexpected conditions could affect productivity, profitability and stakeholder confidence, a Business Continuity Plan was developed, certified based on the requirements of the international standard ISO 22301:2012.

Occupational Health and Safety Management System

The overriding goal of Cablel® cable companies is to eliminate incidents and to urge all employees to adopt a culture of health and safety. It is noted that all the Companies' plants have certified Occupational Health and Safety systems in place, in accordance with OHSAS 18001:2007.



Members of Cablel® cable companies' sustainability team

Energy Management System

All production units implement Energy Management System based on the international standard ISO 50001:2011. This standard is an important tool for monitoring and improving the energy efficiency of the Companies. Through this tool, Cablel® cable companies try to achieve significant energy reduction and carbon emissions production aimed at tackling climate change.

2.5 Stakeholder engagement

For Cablel® cable companies, the open dialogue with all stakeholders is the basis for evaluating their policies, actions and practices.

The most important concerns and issues arising from stakeholder dialogue are used to design individual actions that promote cooperation and value creation for stakeholders. The information gained through stakeholder engagement is incorporated into:

- Process redesign.
- Performance improvement in specific areas (product responsibility, production processes, health and safety, environmental performance etc.).
- Improving the cooperation with each stakeholder group and society as a whole.

Taking into account the factors that shape Cablel® cable companies' engagement with each stakeholder group, the interaction framework, communication channels used by the Companies and key issues raised, are described below.

Cable® cable companies' stakeholders: "How we communicate, the issues-concerns raised and how we respond"

How we communicate	Key issues	How we respond
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Shareholders (Frequency of communication: Annually - minimum)

<ul style="list-style-type: none"> Annual Ordinary General Meeting Extraordinary General Meetings Update and ad hoc presentations of results Corporate announcements The parent company, Cenergy Holdings, and its main shareholder is informed through the General Meeting of Shareholders (regular or extraordinary), which informs investors and its shareholders through General Meetings, presentations, corporate announcements etc. 	<ul style="list-style-type: none"> Profitability Entering new markets and achieving share increase in the existing markets Enriching the product portfolio Strengthening competitiveness Containing operating costs Sound Corporate Governance and Sustainable Development 	<ul style="list-style-type: none"> Targeted actions to improve financial results at all levels; see chapter "3. Business Model and Corporate Governance" Qualitative and effective customer service; see section "1.9 Focusing on our customers" Publishing a Sustainability Report, in accordance with the internationally recognized guidelines GRI Standards, AA1000 and the ISO 26000:2010 standard on Social Responsibility
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Customers (Frequency of communication: Daily)

<ul style="list-style-type: none"> Customer satisfaction survey (every two years) Customer service department Constant communication through the commercial department Complaints management Participation in trade fairs 	<ul style="list-style-type: none"> High level of service Quality and reliability of products and services Enriching the product portfolio with new, innovative high tech products Delivery times After-sales support Protection from potential problems arising in the supply chain Integrated solutions 	<ul style="list-style-type: none"> Quality and effective customer service; see section "1.9 Focusing on our customers" Implementation of a certified Quality Management System, (ISO 9001:2015), in order to ensure the quality of products and services; see section "1.6 High quality of products"
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Employees (Frequency of communication: Daily)

<ul style="list-style-type: none"> Intranet Annual employee opinion survey Briefing via e-mails and notices on bulletin boards (for workers) Various corporate events 	<ul style="list-style-type: none"> Personal and career development Training programmes Occupational Health and Safety Evaluation system Additional benefits 	<ul style="list-style-type: none"> Implementation of a certified Occupational Health and Safety Management System (OHSAS 18001:2007) Evaluation system implementation Education and lifelong learning programmes Additional benefits to all employees Adoption of an "open-door" practice for all staff and establishment of regular meetings between the General Management and the heads of Departments in each Company and meetings of the Department heads with all staff, for briefing about the progress of Cable® cable companies <p>Detailed information is included in the chapter "4. Our people".</p>
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How we communicate	Key issues	How we respond
 <p>Local communities (Frequency of communication: Daily)</p> <ul style="list-style-type: none"> • Communication with local authorities • Participation in local events 	<ul style="list-style-type: none"> • Supporting employment by hiring locally • Supporting local suppliers • Supporting local community activities • Environmental protection 	<ul style="list-style-type: none"> • Strengthening local employment by hiring from the broader area in which each Company operates; see chapter “6. Supporting local communities” • Supporting suppliers from the local community; see section “1.10 Responsible supply chain management”
 <p>Supplies (Frequency of communication: Daily)</p> <ul style="list-style-type: none"> • Communication with suppliers, through the purchasing department • Collaboration with specific suppliers for certification of complementary products • Participation in industry associations • Attendance of supplier expos 	<ul style="list-style-type: none"> • Development of new products • Penetration into new markets • Certification of products • Merit-based / objective assessment • Supporting local suppliers • Payment issues 	<ul style="list-style-type: none"> • Implementing a procedure for selecting and assessing suppliers; see section “1.10 Responsible supply chain management” • Performing audits to selected suppliers • Designing products incorporating new technologies; see section “1.7 Research and Development”
 <p>State and institutional bodies (Frequency of communication: Monthly)</p> <ul style="list-style-type: none"> • Participation in sectoral conferences and events or of more general business interest • Consultation with state and institutional bodies’ representatives on a national and/or regional level 	<ul style="list-style-type: none"> • Compliance with the effective legal and regulatory framework • Tax payments • Export activity • Employment of staff 	<ul style="list-style-type: none"> • Developing and implementing procedures for compliance with legislation • Cooperation with public and institutional bodies for the effective contribution of Hellenic Cables and Fulgor to the exports of Greece and also Icme Ecab contribution to the exports of Romania
 <p>Financial institutions (Frequency of communication: Monthly)</p> <ul style="list-style-type: none"> • Correspondance • Meetings 	<ul style="list-style-type: none"> • Cablel® cable companies financial returns • Strategic planning and goals • Sustainability • Liquidity 	<ul style="list-style-type: none"> • Positive economic results achievement • Development and implementation of an integrated Corporate Governance system • See chapters “2. Sustainable Development and creating shared value” and “3. Business model and Corporate Governance”

Common channels of communication with all stakeholders are the Companies’ website (www.cablel.com), the annual Sustainability Report, presentations at conferences, fora and institutional bodies, as well as the publication of press releases and announcements.

2.6 Sustainability targets

Key performance indicators	Base year 2017	Year 2018	Target	Year progress	Actions
Human resources					
 A process for reporting incidents that contribute to the violation of the Code of Conduct.	0%	30%	100%	2020	Revision of the internal incident reporting mechanism, cultivating an open communication environment and enhancing the concept of personal responsibility.
Occupational Health and Safety					
 Strengthening prevention in safety issues with the introduction of a new performance indicator regarding the safe environment in the workplace.	52%	1.7%	<2%	2021	Establish a new performance indicator in Health and Safety Management, which will further contribute to raising employee awareness, with particular emphasis on education and the promotion of the prevention culture.
Corporate Governance					
 Evaluation and review of anti-corruption compliance procedures.	0%	30%	100%	2020	Anti-corruption procedures will be recognized in order to be proportionate to the relevant risks. Updated procedures will be clearer, more practical and accessible, so as to be effectively implemented.
Environment					
 Carbon footprint recording/calculation of all Cablel® cable categories.	0%	10%	100%	2021	Development of a carbon footprint calculation tool.
 Increase the recycled copper percentage in the casting process from 5.5% (in 2017) to 15%.	5.5%	12%	15%	2021	Increase the recycled copper percentage in the casting process.
 Conduct a water consumption gap analysis to optimize waste management.	0%	20%	100%	2020	The analysis will identify gaps between different water utilities and based on the analysis results, proper water use targets will be set.
 Replacement of light sources in production plants with LED lamps.	8%	42%	50%	2023	Replacement of light sources in production plants, with new, more efficient lamps. This replacement will help reduce carbon dioxide emissions.

Key performance indicators	Base year 2017	Year 2018	Target	Year progress	Actions
Environment (cont.)					
 Replacement of diesel forklifts with electric forklifts (in production plants).	30%	35%	90%	2023	Replacement of diesel forklifts with electric forklifts (<5 tons) by 2023, as electric vehicles produce zero emissions and are more environmentally friendly.
 Certification of all five production plants according to the international energy Management System ISO 50001:2011.	0/5	4/5	5/5	2020	<input checked="" type="checkbox"/> I production plants are certified according to the requirements of the international standard ISO 50001:2011.

SUSTAINABLE DEVELOPMENT GOALS





“ We have designed and implemented the proper business model that is at the heart of the Cablel® cable companies business strategy and determines our corporate culture and development. ”

3. Business model and Corporate Governance

Cablel® cable companies, as one entity, are the largest cable producer in Greece and Southeastern Europe. With a strong export orientation and productive activity in Greece and Romania, the Companies have developed a specific business model, to achieve their strategic goals.

This model includes all those activities, relationships, and resources that lead to the creation of added value for all stakeholders and help the Companies enhance their competitive advantage, achieving cost and revenue optimisation.

To successfully implement their strategy and achieve their goals, the Companies’ organisational structure is characterised by two-way communication relations.

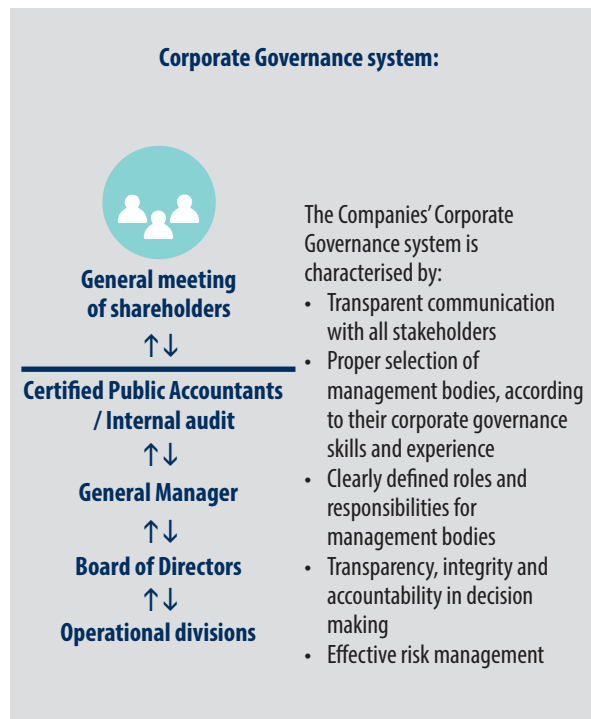
Cablel® cable companies also seek to implement sound Corporate Governance principles and practices. They recognise that information transparency, independent management and effective risk management enhance a Company’s growth.












3.1 Corporate Governance

Cablel® cable companies implement a specific Corporate Governance system. Through this system, they successfully manage all issues concerning management, controls and legislative compliance.

The Companies’ operation is supported by Internal Audit, the Legal Advisor’s Office, Divisions and a number of departments. Their Management is exercised by the General Meeting of Shareholders and by the Board of Directors, in accordance with applicable legislation and their Articles of Association.



Business model of Cablel® cable companies

 <p>Main partnerships</p> <ul style="list-style-type: none"> • Suppliers of high quality raw materials, • Quality assurance bodies, • Research centres and organisations, • Special partners in the implementation of projects. 	 <p>Main activities</p> <p>One of the largest cable producers in Europe. Cablel® cable companies produce a wide range of products (cables, enamelled wires and compounds) and offer turnkey solutions.</p>	 <p>Value creation and usefulness</p> <p>Contribution to electricity transmission, telecommunications and the electrical interconnection of businesses and societies.</p>	 <p>Relationship with customers</p> <ul style="list-style-type: none"> • Commercial department, • Project management and implementation department, • Maintenance and support services, • Training services, • Customers satisfaction surveys. 	 <p>Customer categories</p> <ul style="list-style-type: none"> • Electricity transmission and distribution companies, • Telecommunications companies, • Data transfer companies, • Construction companies, • Industrial sector.
	 <p>Key resources</p> <ul style="list-style-type: none"> • 5 production units, 4 in Greece, 1 in Romania, • High quality mechanical equipment, • Highly qualified and experienced staff. 	<p>Competitive advantages</p> <ul style="list-style-type: none"> • Innovation and technological excellence, • Exports to over 50 countries, • Management Systems ISO 50001:2011, ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, and ISO 22301:2012, IATF 16949:2016 • Internationally registered Cablel® trade mark, • Research and development of new technologies, • Customer-oriented philosophy, • Strict cable production standards. 	 <p>Channels</p> <ul style="list-style-type: none"> • Sectoral customer satisfaction surveys, • Exhibitions, • Inclusion in approved suppliers lists. 	
 <p>Cost structure</p> <ul style="list-style-type: none"> • Investments in new production units, • Maintenance of infrastructure and equipment of production facilities, • Product and plant certifications. 		 <p>Revenue streams</p> <ul style="list-style-type: none"> • Product sales, • Turnkey solutions. 		

Business Model Generation template by Alexander Osterwalder & Yves Pigneur

The role of the Companies' Boards of Directors

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

The composition of the Boards of Directors of the Cablel® cable companies is designed to ensure all shareholders are treated fairly and equally. The members of the Board of Directors are distinguished for their experience and extensive knowledge of their subject, and are chosen in such a way as to enhance constructive dialogue during their meetings.

Hellenic Cables Board of Directors

Ioannis Batsolas, Chairman
 Konstantinos Laios, Vice President
 Michael Diakoyannis, Member
 Alexios Alexiou, Member
 Ioannis Stavropoulos, Member
 Georgios Passas, Member
 Emmanuel Nikolaidis, Member

Fulgor Board of Directors

Aldo Dapelo, Chairman
 Georgios Passas, Vice Chairman
 Ioannis Batsolas, Member
 Ioannis Theonas, Member
 Alexios Alexiou, Member
 Evangelos Piperis, Member
 Nikolaos Vrontisis, Member
 Evangelos Venieris, Member

Icme Ecab Board of Directors

Konstantinos Laios, Chairman
 Emmanouil Nikolaidis, Vice President
 Eusebiu Muthi, Member
 Wiedenmann Rudolf Johann, Member
 Alexios Alexiou, Member
 George Darie, Member
 Petros Mihas, Member
 Konstantinos Andreopoulos, Member
 Ioannis Batsolas, Member
 Evangelos Venieris, Member
 Anna Maria Mihaescu, Member

Internal Audit and Risk Management System

The Internal Audit System of the Cablel® cable companies ensures the effectiveness and efficiency of corporate operations, the reliability of financial information, the compliance with applicable laws and regulations and the effectiveness and efficiency of risk management.

The risk management system applied in Cablel® cable companies is based on the precautionary principle and enables the Companies to identify and analyse potential risks, set risk-taking limits and implement relevant controls.

Management of transparency and corruption issues

The Companies recognise the need to take preventive measures to combat potential risks related to transparency and corruption issues. In this context, and according to the Integrity and transparency policy against corruption and bribery relevant safeguards have been developed, which are regularly audited by the Internal Audit Department.

Additionally, the Code of Conduct and Business Ethics, the Supplier Code of Conduct of Cablel® cable companies and the Integrity and transparency policy against corruption and bribery reflect our commitment and position on transparency, anti-corruption and bribery issues.

Measures are also being taken in order to set limits on the responsibility and influence of each senior executive. Furthermore the Companies have developed safeguards to prevent corruption and periodically perform relevant audits throughout their activities.

In the context of protecting the interests of customers and seeking to enhance transparency in all actions, the Companies' Commercial Directors are asked to sign a special company form. By signing this form, they commit to refraining from participating in procedures that may lead to collusion with potential competitors to set prices, coordinate offers, create limitations on the market or production, or impose quotas based on geographical area or customer allocation.

3.2 Financial performance

In 2018, increased sales volumes in the products business led to a higher turnover (16% increase compared to 2017) for Cablel® cable companies.

Major energy projects were successfully completed by Cablel® cable companies in 2018. These projects included the interconnection of the Borkum Riffgrund 2 and Trianel wind farms, on behalf of TenneT.

However, some high voltage project assignments expected in the first half of 2018, were postponed. As a consequence, the Fulgor plant operated at low levels of capacity utilisation in 2018. Still, in the second half of 2018, a number of projects were secured. This will enable Fulgor to return to high levels of capacity utilisation, from 2019 onwards. These project assignments show that Cablel® cable companies are able to seize market opportunities and provide cost-effective, reliable and innovative solutions that meet the changing needs of the underwater sector.

The products business recorded a higher sales volume by 6.3% compared to 2017, while the sales mix also improved. Increased performance is mainly due to:

- the better-than-expected performance of the Greek market, due to increased demand from contractors and construction companies
- the mild return of demand in traditional markets (Germany and Central Europe) and further penetration into new markets (Scandinavian countries and Middle East) and
- the dynamic demand for telecommunications and signalling cables in Europe and the Middle East.

Despite challenges, Cablel® cable companies' profitability in a-EBITDA terms increased by 4.8% year-on-year.

Given the projections for new projects, a significant portfolio of orders from 2018 and the submarine cable industry's growth prospects, Cablel® cable companies' outlook is positive. Fulgor's return to high levels of capacity utilisation in 2019, is expected to boost the Companies' profitability. Hellenic Cables' plant in Thiva is also expected to operate, in 2019, at high levels of capacity utilisation, as high and extra high voltage projects secured in 2018 are launched. Accordingly, in 2019, emphasis will be placed on the successful implementation of existing projects. Financial results by Company were as follows:

Hellenic Cables

The turnover of Hellenic Cables S.A. Company for 2018 was EUR 366.6 million, against EUR 299.4 million for 2017.

In the domestic market, Hellenic Cables retained, for one more year, its leading position. Turnover in the domestic market amounted to EUR 116.4 million, while exports amounted to EUR 250.2 million. The Company's gross profit amounted to EUR 17.5 million, while earnings before interest, taxes, depreciation, and amortisation (EBITDA) stood at EUR 14.7 million, significantly improved compared to 2017 (EBITDA: EUR 7.2 million). EBIT stood at EUR 8.5 million, compared to EUR 1.6 million in 2017. Hellenic Cables' pre-tax results amounted to losses of EUR 3.5 million, while net results amounted to losses of EUR 101 thousand.

Hellenic Cables' investments for 2018 amounted to EUR 7.8 million, and mainly concern investments in the Thiva plant. These investments aim to improve capacity and productivity, further enhancing the Company's competitiveness in an ever-changing market.

Hellenic Cables financial results (EUR million)			
	2018	2017	2016
Total revenue	366.62	304.6	299.5
Operating profit	8.5	1.7	12.8
Operating cost	358.1	302.9	286.6
Payments to capital providers	12.5	11.7	13.8
Profit / (loss) before tax	-3.5	-8.6	3.0
Net profit / (loss) after tax	-0.1	-6.7	0.3
Tax payment – indirect (VAT)	4.13	3.0	4.4
Tax payments – direct	0.3	0.4	0.4
Total payments to governmental bodies (total of indirect and direct tax payments)	4.5	3.4	4.8
Grants (excluding Manpower Employment Organisation OAED)	0.0	0.0	0.0
Total equity	81.31	82.3	88.5
Total investment	7.5	5.9	4.2
Total assets	340.87	286.5	291.4

Fulgor

Fulgor's turnover for 2018 amounted to EUR 191.9 million, compared to EUR 174.3 million for 2017. This change is mainly due to the different submarine cable contracts executed during the two periods.

In 2018, Fulgor completed the production of submarine cables for a project undertaken by the parent company Hellenic Cables S.A. in the United Kingdom. Furthermore, Fulgor continued with the completion of projects, such as the "Kafireas" project in Greece on behalf of Enel, and started executing the projects for the interconnection of the Modular Offshore Grid (MOG) in the North Sea and the second phase of Cyclades' interconnection.

Fulgor's gross profit amounted to EUR 11.1 million, earnings before interest, taxes, depreciation, and amortisation (EBITDA) stood at EUR 9.7 million and pre-tax losses amounted to EUR 3.8 million. The postponement of high voltage project assignments expected in the first half of 2018, which led to low levels of capacity utilisation at the Fulgor plant, adversely affected 2018 results.

In 2018, Fulgor invested EUR 32.5 million which concerned mainly the purchase and installation of mechanical equipment. The aim was to expand and upgrade the production capacity of the high voltage submarine cable production unit, to meet expected future demand.

Fulgor financial results (EUR million)

	2018	2017	2016
Total revenue	191.89	174.3	136.5
Operating profit	3.7	12.1	0.6
Operating cost	188.2	162.1	135.9
Payments to capital providers	6.4	8.7	7.9
Profit / (loss) before tax	-3.8	3.7	-6.7
Net profit / (loss) after tax	-1.4	2.6	-5.8
Tax payment – indirect (VAT)	6.5	5.6	5.3
Tax payments – direct	0.4	0.3	0.3
Total payments to governmental bodies (total of indirect and direct tax payments)	6.9	6.0	5.6
Grants (excluding Manpower Employment Organisation OAED)	0.0	0.0	0.0
Total equity	22.6	24.4	19.1
Total investment	32.5	8.2	5.2
Total assets	241.9	194.9	184.2

Icme Ecab financial results (EUR million)

	2018	2017	2016
Total revenue	157.5	129.1	116.2
Operating profit	2.0	0.7	-0.1
Operating cost	159.9	132.5	116.2
Payments to capital providers	0.0	0.0	0.0
Profit / (loss) before tax	0.11	-2.9	-2.4
Net profit / (loss) after tax	0.11	-2.9	-2.4
Tax payment – indirect (VAT)	0.0	0.1	1.0
Tax payments – direct	0.3	0.4	0.7
Total payments to governmental bodies (total of indirect and direct tax payments)	0.3	0.5	1.7
Grants (excluding Manpower Employment Organisation OAED)	0.0	0.0	0.0
Total equity	41.4	41.3	41.4
Total investment	4.9	3.9	3.8
Total assets	111.4	106.2	95.8



4. Our people

Cablel® cable companies recognise their people's contribution to achieving a competitive advantage. Thus, the Companies not only offer continuous training, equal opportunities and fair wages, but also cultivate a safe and non-discriminatory working environment.

Every Company maintains relationships of trust and cooperation with all employees at all hierarchical levels, through specific policies.

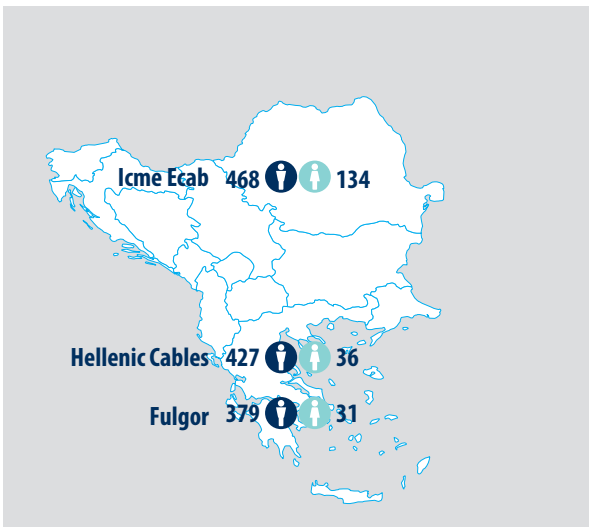
A key tool for effective human resource management is also the Code of Conduct and Business Ethics, implemented across Cablel® cable companies.

More information on the Code of Conduct and Business Ethics is available on the Companies' website, Sustainability section (<http://www.cablel.com/709/en/kodikas-ithikis-kai-deontologias/>)



By adopting the Code of Conduct and Business Ethics and by implementing an internal communication system, the Companies manage human resources issues and communicate the corporate culture across all positions and hierarchical levels. All employees are informed about the Code and are expected to respect and abide by it.

“CableI® cable companies seek to attract and retain capable and talented professionals, who will contribute to the Companies’ success and the achievement of their business goals.”




Key human resources data 2018			
Hellenic Cables	<30	30-50	51+
Men	35	262	130
Women	7	24	5
Total	42	286	135
Fulgor	<30	30-50	51+
Men	60	265	54
Women	7	21	3
Total	67	286	57
Icme Ecab	<30	30-50	51+
Men	88	258	122
Women	29	72	33
Total	117	330	155



4.1 Employment and recruitment

Cablel® cable companies seek to attract and retain capable and talented professionals, who will contribute to the Companies’ success and the achievement of their business goals. Cablel® cable companies also seek to contribute to the development of the local communities in which they operate, prioritising local hiring.

Additionally, Cablel® cable companies collaborate with the country’s universities and enable young people to do their internships at their premises.

 Cablel® cable companies implement a specific induction programme, whereby all newly recruited employees are informed about the internal regulation, systems and policies, and the Companies’ culture and values. Under the induction programme for new employees, a colleague is also chosen to take on the role of “guide” and guide new employees during their first weeks of work. This is the “Buddy” procedure, intended to help new employees smoothly adapt to their workplace.

Recruitment data

Recruitments by gender and age

Hellenic Cables

2018	<30	30-50	51+
Men	21	46	3
Women	3	2	1
Total	24	48	4

2017	<30	30-50	51+
Men	9	13	3
Women	1	2	0
Total	10	15	3

Fulgor

2018	<30	30-50	51+
Men	45	66	4
Women	0	4	0
Total	45	70	4

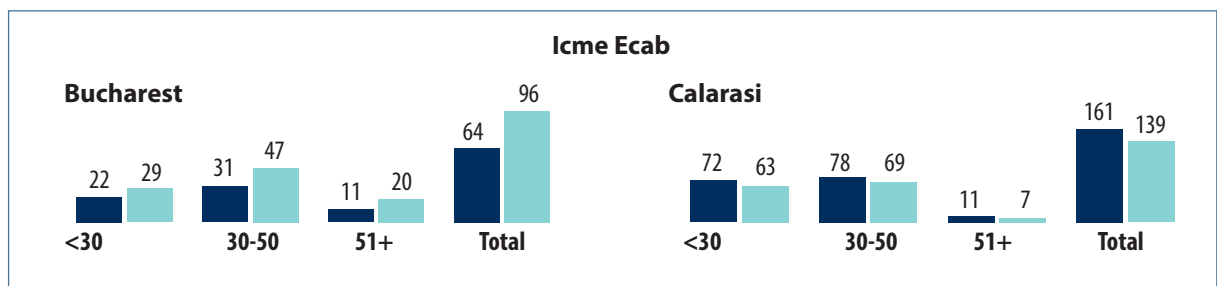
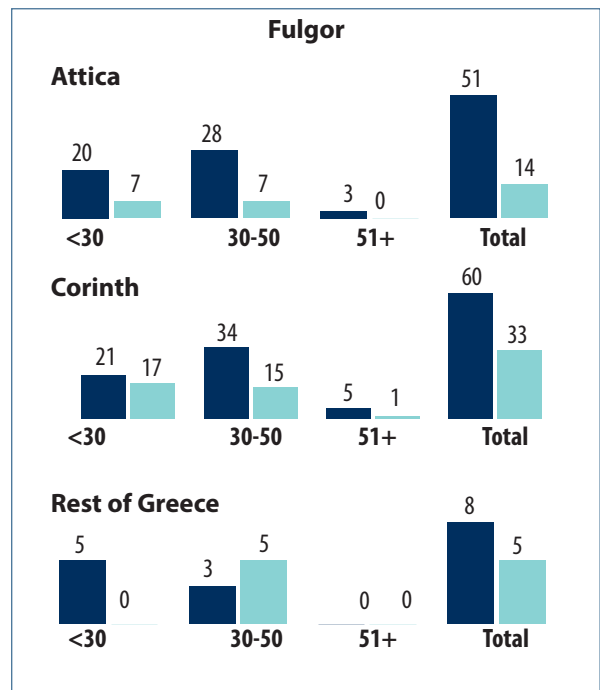
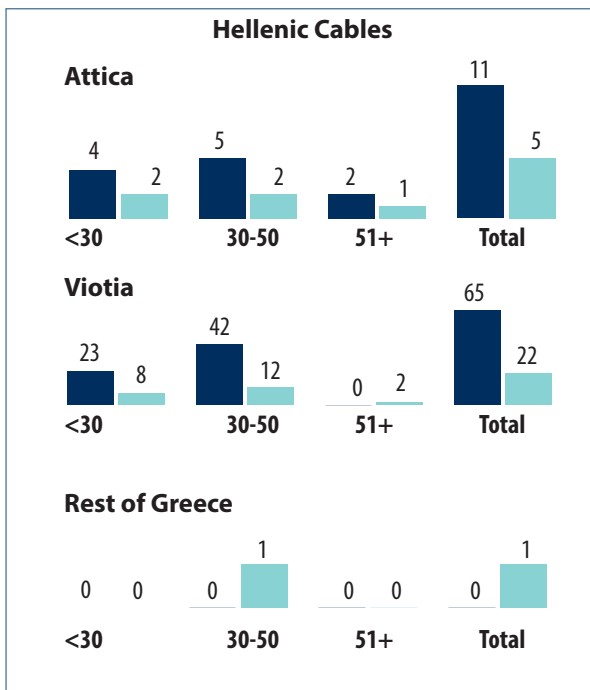
2017	<30	30-50	51+
Men	19	24	1
Women	5	3	0
Total	24	27	1

Icme Ecab

2018	<30	30-50	51+
Men	81	91	20
Women	13	18	2
Total	94	109	22

2017	<30	30-50	51+
Men	71	91	26
Women	22	25	0
Total	93	116	26

Recruitments by age and region



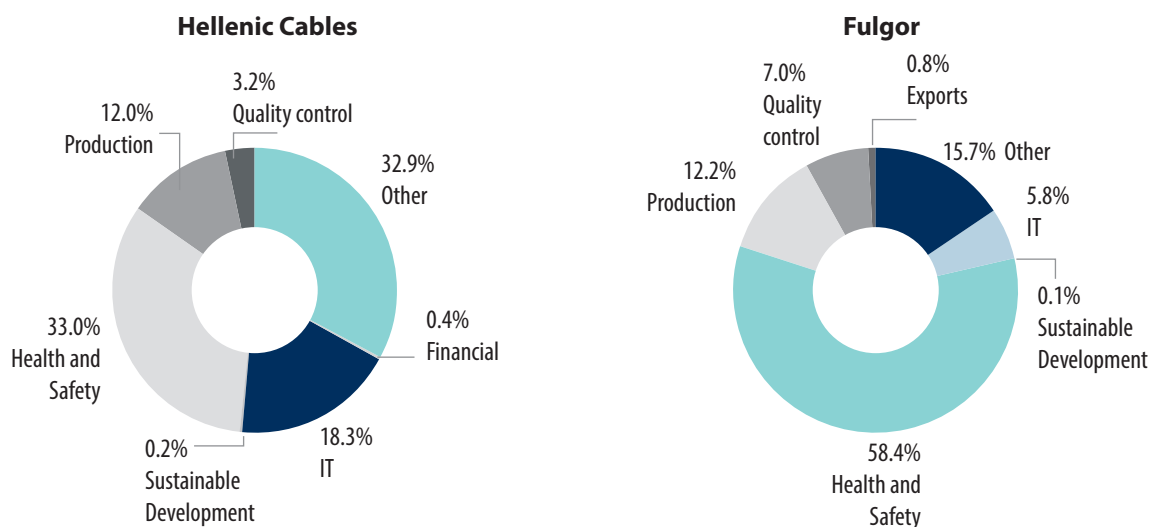
■ 2018 ■ 2017

4.2 Training and development

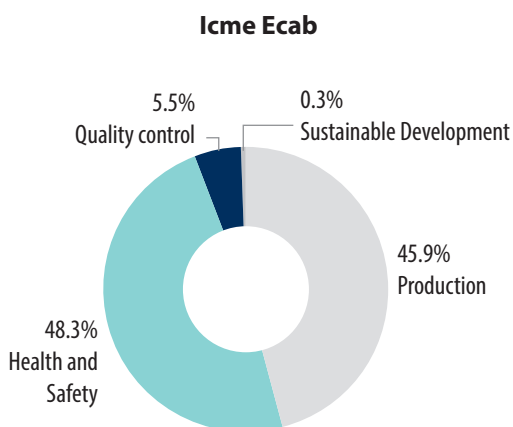
Cablel® cable companies focus on the ongoing development and lifelong learning of their human resources. Every year, a series of training seminars and programmes are designed and implemented, to enhance the knowledge and skills of employees of all positions and hierarchical levels.


These training programmes relate to research and development, quality control, health and safety, and more. In 2018, in-company training programmes and training in collaboration with a specialised training provider were implemented in all Companies.

Training hours by subject 2018



“ 2018: 15,604 hours of training ”




 Additionally, the Companies implement a basic training programme for all new employees, the “New Employee Basic Training Calendar”. New employees are informed about the Companies’ structure and functioning (organisational chart, production units, internal regulation), and also learn how to properly use all available means (SAP, computer systems, servers, etc.). In 2018, more presentations and site visits were added to the programme, making it more participatory and interactive.

Training rates by gender and hierarchical level, by Company

Training rates by gender and hierarchical level 2018

	Hellenic Cables			Fulgor			Icme Ecab		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	10.44	0.0	12.11	17.14	0.01	27.00	14.29	0.0	14.29
Senior executives	41.00	279.00	48.68	13.17	19.19	14.29	7.32	7.33	7.32
Employees	12.33	3.80	8.92	61.46	20.88	51.91	8.38	8.37	8.38
Foremen and workers	4.64	6.80	4.68	11.05	0.04	11.29	9.61	9.60	9.61
Total	8.13	12.28	8.45	15.01	23.07	15.60	9.45	9.28	9.41

Training rates by gender and hierarchical level 2017

	Hellenic Cables			Fulgor			Icme Ecab		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	22.8	0.0	22.8	16.4	0.0	16.4	8.0	0.0	8.0
Senior executives	32.2	0.0	32.3	20.0	16.7	19.3	8.0	8.0	8.0
Employees	11.3	5.0	8.9	17.4	16.5	16.8	8.0	8.0	8.0
Foremen and workers	6.9	59.6	7.8	6.9	0.0	6.9	8.0	8.0	8.0
Total	9.6	14.1	9.9	9.9	15.5	10.5	8.0	8.0	8.0

4.3 Evaluation

The employee performance evaluation system implemented at Cablel® cable companies ensures employees' development on the basis of merit. An employee's position, responsibilities and scope of work, are all taken into account. The evaluation which includes target setting, is based on objective performance indicators and concerns all employees, regardless of position and rank.

Every employee is evaluated by two supervisors. If the employee does not agree with the evaluation, he may require the Cablel® cable companies' Human Resources Department, to refer his case for re-evaluation by a three-member committee.

“ In 2018, 100% of the employees of Hellenic Cables and Fulgor were evaluated according to the new evaluation system. At Icme Ecab, 89% of employees were evaluated. ”

Every employee's evaluation is based on his Development Plan, prepared by the respective manager and the employee. Its key stages are:

Beginning of each year	<ul style="list-style-type: none"> • 2 to 4 strengths and development areas are identified • For each of the development areas one or more targets are set, as well as performance monitoring indicators (actions, timetable, etc.)
End of first semester	<ul style="list-style-type: none"> • Meetings and, if necessary, review of the "Development Plan"
End of the year	<ul style="list-style-type: none"> • Meetings and review of all targets set at the beginning of the year (timetables for implementation, results)

4.4 Internal communication

In addition to performance evaluation, Cablel® cable companies promote the open dialogue between Management and all employees, through the “Open Door Policy”. Through the internal communication system information and ideas are exchanged, promoting the corporate culture and a climate of cooperation. The internal communication channels used by the Companies are:

- Regular meetings with staff
- Complaints/suggestions boxes
- Intranet
- Newsletters
- Bulletin board
- System for the submission of new ideas and proposals
- Corporate events and Christmas party

Cablel® cable companies’ employees and their families have access to a confidential helpline which involves qualified and independent psychologists, who directly

assess the issue that concerns the employee or his / her relative. The helpline operates 24 hours a day, 365 days a year, free of charge. Through the helpline, Cablel® cable companies support their employees to resolve personal or family issues that may be related, among others, to stress, change management, illness, depression, addictions, or even mourning management.

To further promote open dialogue and communication, Hellenic Cables and Fulgor carry out bi-annual employee satisfaction surveys, which help them draw useful conclusions and identify areas for improvement.

Employee satisfaction survey results 2018

- 67% employee engagement
- 83% of employees wish to continue working for Hellenic Cables and Fulgor
- 77% of employees are proud to work for Hellenic Cables and Fulgor
- 74% of employees said that their job at the Companies is very interesting.



4.5 Benefits

Cablel® cable companies offer various additional benefits to all employees, regardless of contract type. These benefits are offered beyond those provided under the applicable legal framework and are classified into health benefits, cash benefits or other benefits.

In addition, Cablel® cable companies has set an annual bonus scheme for employees who work in production units.

Additional benefits offered to all employees	Hellenic Cables	Fulgor	Icme Ecab
Additional medical and hospital coverage	√	√	√*
Employee meals	√	√	√
Transfer of employees with chartered buses	√	√	√
Postgraduate course funding	√	√	√
Provision of vouchers (2 to 3 time during the year)	√	√	√
Christmas gift vouchers for the children of staff (up to the age of 12)	√	√	
Summer camps for employees' children	√	√	

* This specific benefit at Icme Ecab applies only to Company executives.

4.6 Human rights and equal opportunities

The Code of Conduct and Business Ethics places particular emphasis on equal opportunities and respect for human rights. The relevant practice is as follows:

- Forced or child labour:** We ensure that all our employees and contractors who carry out work in our premises provide all the necessary documents that prove no child labour is used. In addition, through the communication channels developed at Cablel® cable companies, the climate of mutual respect, collaboration and teamwork is enhanced, to avoid incidents of any kind of harassment.
- Non-discrimination:** For Cablel® cable companies, diversity and non-discrimination is of high importance.
- Equality and equal opportunities:** Cablel® cable companies support motherhood, providing their female employees with the possibility of reduced working hours without, however, excluding men who wish to benefit from this provision.



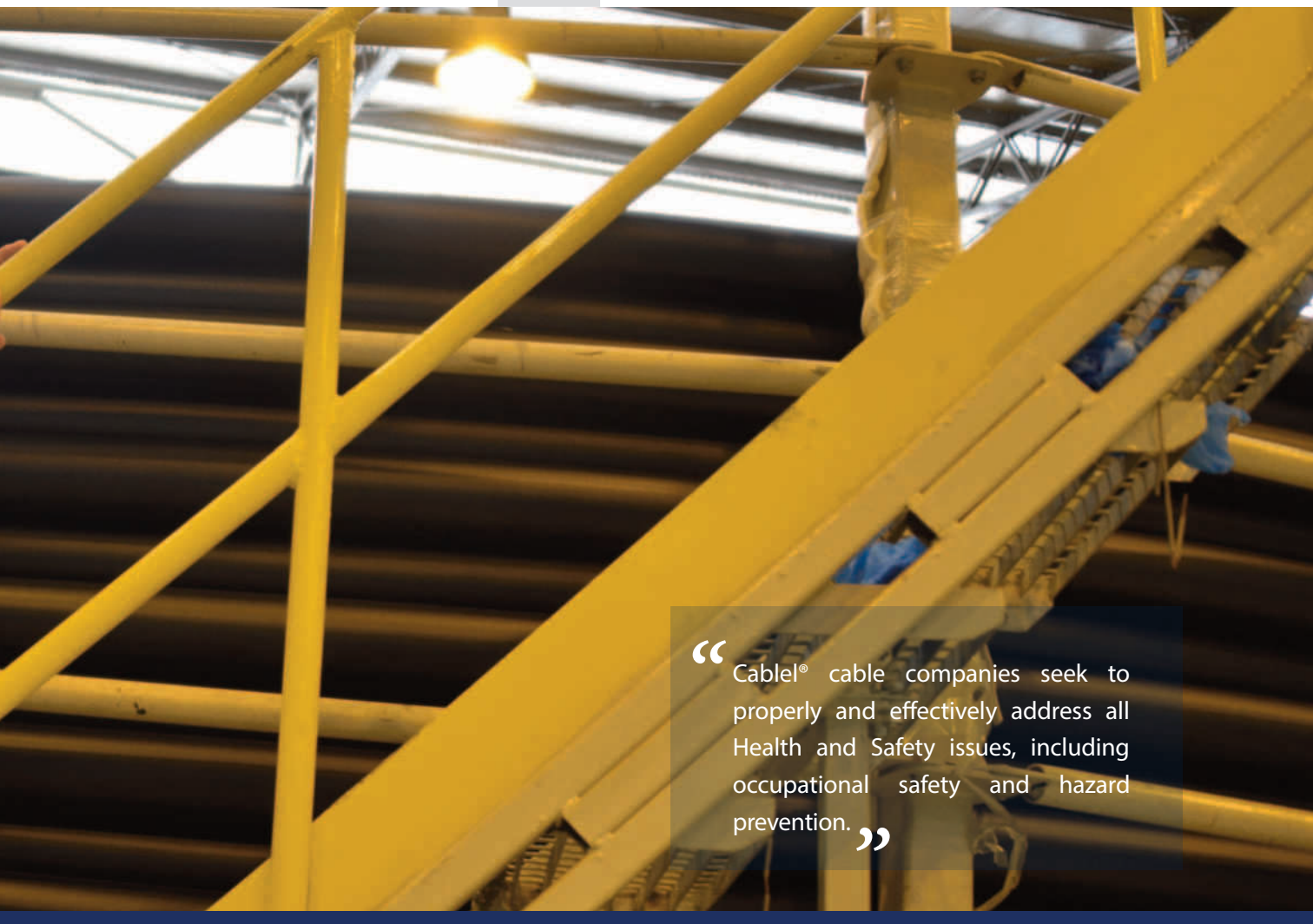
5. Occupational Health and Safety

Cablel® cable companies seek to properly and effectively address all Health and Safety issues, including occupational safety and hazard prevention.

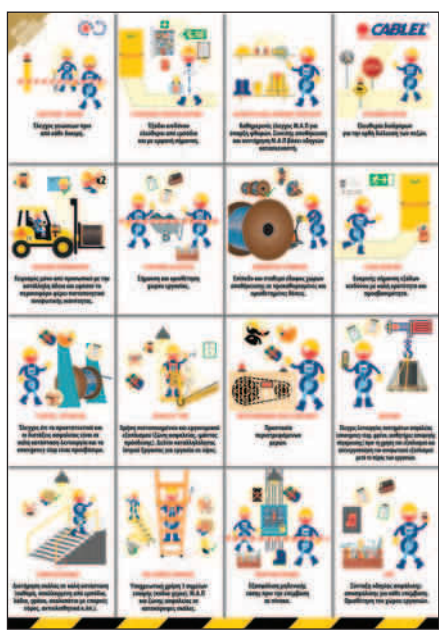
To protect employee health and create a safe working environment, the Companies implement a Health and Safety policy and a certified Occupational Health and Safety Management System (OHSAS 18001:2007). Additionally, the Companies apply the holistic 5S approach across all their facilities.

Cablel® cable companies also implement the “golden rules” for employee protection. These rules concern the basic day-to-day operations of the Companies’ production units, warehouses, and transport and storage centres.

Cablel® cable companies’ Health and Safety Policy is available on the Companies’ website:
<http://www.cablel.com/784/en/health-and-safety/>



“ Cable® cable companies seek to properly and effectively address all Health and Safety issues, including occupational safety and hazard prevention. ”



5.1 Health and Safety management

To improve Health and Safety management, Cable® cable companies consider the wider environment in which they operate, along with international trends and best practices.

✓ The golden safety rules are reviewed annually, either during special workshops or through the system of Health and Safety improvement proposals.

Occupational Health and Safety Management System

A key role in properly managing health and safety issues plays the Occupational Health and Safety Management System, applied across all Cablel® cable companies' production facilities.

Cablel® cable companies' Occupational Health and Safety Management System is based on prevention and aims at analysing the key factors that can lead to a workplace incident or accident. Emphasis is placed on the timely handling (alert – analysis) of safety incidents and accidents, on the implementation of improvement actions – immediately after the incident and in real time –, and on taking more prevention initiatives, to strengthen the safety culture.



In 2018, Icme Ecab upgraded the system and was successfully certified according to the new standard (ISO 45001: 2018), which replaces OHSAS 18001: 2007.

Health and Safety committees' structure	
Health and Safety members	Committee chair
1 H&S officer 7 engineers 8 foremen Occupational physician	Plant manager Thiva - Hellenic Cables
1 H&S officer 1 foreman Occupational physician	Plant manager Livadeia - Hellenic Cables
1 H&S officer 1 foreman Occupational physician	Plant manager Oinofyta - Hellenic Cables
1 H&S officer 3 executives elected by the personnel Occupational physician	Plant manager Corinth - Fulgor
1 H&S officer Employees' representatives Top management representatives Occupational physician	Plant manager Romania - Icme Ecab

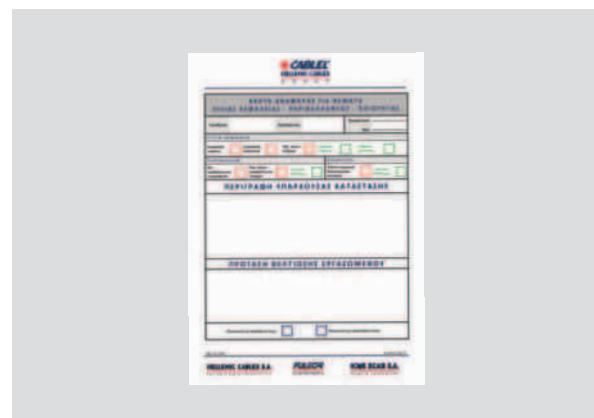
Health and Safety Management System targets

- Strengthen the safety culture
- Define practical steps that make safety behavior clear to the organisation
- Improve safety performance

Organisational structure for health and safety

The smooth functioning of the System is supported by occupational health and safety committees. The committees meet regularly and their main responsibilities are to address issues that may arise on a daily basis, provide suggestions for their resolution, and also provide appropriate advice on any relevant issues.

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

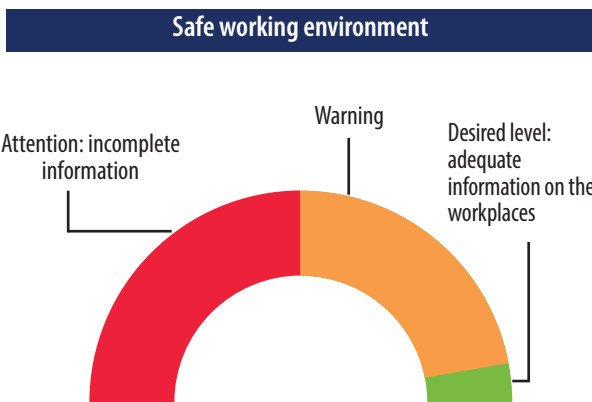



Incident management process

Cablel® cable companies implement an “Analysis of safety incidents according to the 8D methodology” for all serious safety incidents, accidents and major near misses. Serious safety incidents are immediately reported through the Alert Management System by email and via an online platform, with a view to improving communication on safety issues.

Focusing on prevention

Cablel® cable companies use a specific indicator that measures their performance in hazard prevention. The aim is to immediately respond to all reports (observations) regarding unsafe actions or situations and near misses, eliminate risks and promote a safe working environment.




 Cablel® cable companies’ employees are encouraged to submit their own suggestions for improving safety, procedures, equipment and also, on training programmes.

5.2 Safety culture

Cablel® cable companies seek to create a safety culture so as to minimise workplace hazards, and take various related initiatives in which employees are encouraged to participate.

Safety card

With the safety card, each employee can complete and report near misses, unsafe actions, behaviours and situations, strengthening the accident prevention culture and providing proposals for relevant improvements.

Daily safety management through meetings

Cablel® cable companies have established daily, weekly and monthly safety meetings, in which the entire managerial hierarchy is involved, to review the Companies’ health and safety performance. The purpose of these meetings is to review the health and safety performance of the Companies.

Safety day

At Cablel® cable companies, special emphasis is placed on promoting the safety culture. To this end, every year a “Safety Day” is set, during which an information event is organised and employees’ best performances are rewarded, along with the best proposals for improvement in safety issues.



Procedure improvements on safety

Cablel® cable companies have developed processes to improve safety, such as LOTO (Lock Out Tag Out) and noise reduction. Additionally, the Companies, for injury prevention purposes, are equipped with special knives with blades that do not remain open (Open Blade Free Plants). This new equipment meet high health and safety standards as required from the internal and external quality control.

Prevention programmes for safety

At Cablel® cable companies, a series of actions and programmes are implemented, such as:

- Scheduled health and safety inspections with the aim of taking immediate corrective and preventive actions to avoid incidents.



Safety visits are held at the workplace aiming at recording hazardous situations and actions that could cause employee injuries.

- Emergency response exercises to ensure personnel readiness and equipment integrity.

Safety rules for visitors

At all Cablel® cable companies' facilities safety rules that all visitors must adhere to, are posted. They show the signs (aisles, uneven surfaces, etc.) that visitors will see in the premises and their meaning, as well as emergency telephone numbers.



To ensure the proper implementation of both the 5S system and the Occupational Health and Safety Management System (OHSAS 18001:2007), 839 internal and 6 external inspections were carried out at all Cablel® cable companies' production facilities, under the Health and Safety Management System. Under the 5S System, 380 internal and 61 external inspections were carried out.

Employee health prevention programmes

Every two years Cablel® cable companies carry out medical examinations for all employees, using a specialised mobile medical unit. Additionally, in the Oinofyta and Livadeia production units, in consultation with the occupational therapist, specialised medical examinations were performed on employees working at height. At Fulgor, the same examinations were performed on all new employees working at height.





5.3 Monitoring Health and Safety indicators

Cable® cable companies systematically monitor their Health and Safety performance and seek to achieve zero accidents and eliminate risks. At the same time, to enhance the safety climate, they focus on employees' continuous training on related matters.

Health and safety training

During 2018, more than 10,500 hours of health and safety training were provided.

Training hours	2018	2017	2016
Hellenic Cables	1,463	2,277	2,043
Fulgor	4,087	1,494	963
Icme Ecab	5,046	6,069	4,920

It is worth noting that in Fulgor, the duration of training for newly recruited employees was increased to 5 days, also improving the training programme. During these days, new employees are thoroughly informed and trained on the Companies' safety culture, systems and procedures. They also participate in earthquake and fire preparedness drills.

Health and safety performance indicators

The Companies monitor their performance in this area through specific indicators. Additionally, by establishing the overall Safety Performance Indicator, the Companies actively promote the prevention of occupational hazards.

LTI Rate*	2018	2017	2016
Hellenic Cables	10.5	11.9	7.9
Fulgor	11.6	11.3	15.8
Icme Ecab	5.6	6.4	2.3

LTI rate: (number of incidents/ manhours worked) * 10⁶

Severity Rate*	2018	2017	2016
Hellenic Cables	282	116	52
Fulgor	300	338	397
Icme Ecab	76	113	30

SR (Severity rate): (number of lost work days/manhours worked)* 10⁶

For more information on Health and Safety indicators over the last three years see chapter 8 "Sustainability Key Performance Indicators table", on page 64.



“ We recognise our responsibility towards society and support local communities, thus we organize various actions. These actions include working with local bodies and institutions, and our participation in various activities. ”

6. Supporting local communities

Constantly supporting local communities, Cablel® cable companies enhance local employment and economies, and support local initiatives. They also support local suppliers, as well as local bodies and NGOs.

Supporting local employment

Through the jobs they create locally, Cablel® cable companies significantly strengthen local economies and employment.

Human resources distribution

Hellenic Cables	2018	2017	2016
Attica (headquarters)	21%	21%	21%
Viotia (plants in Thiva, Oinofyta, Livadia)	76%	76%	76%
Rest of Greece	3%	3%	3%
Total	100%	100%	100%

Fulgor	2018	2017	2016
Attica (headquarters)	14%	20%	19%
Corinthia (Soussaki plant)	81%	77%	81%
Rest of Greece	5%	3%	-
Total	100%	100%	100%

Icme Ecab	2018	2017	2016
Bucharest	42%	48%	51%
Calarasi	58%	52%	49%
Total	100%	100%	100%



Taking social action

Companies in Greece support the local communities in which they operate in various ways. These include taking actions for education, sports and the health of vulnerable groups. Companies also respond to the needs of social bodies and offer materials, cables and UTP conductors for the repair or construction of their electrical installations.

In 2018, Cablel® cable companies took the following actions:

Training and continuing education

- Offered computers to schools to meet students' educational needs.
- Educational visit to Hellenic Cables' facilities by 30 students and 4 professors of the Department of Chemical Engineering of the University of Patras. During the visit, the polymer products and the

plant's production facilities were presented. Similarly, 40 students and 4 teachers from the Livadeia Professional Lyceum (Mechanical Engineering department) visited the Livadeia production facility.

- Educational tour of the Thiva production facility for members of Kavala Prefecture's Association of Electrical Contractors (SEIK). During the tour, the plant's products and production facilities were presented, along with the quality control procedure.

Sponsorship initiatives

- Contribution to the organisation of the 31st Conference of the General Chemical State Laboratory, held in the Livadeia Chemical Agency's area of responsibility in May 2018.
- Sponsorship for the Thiva Professional Lyceum.
- Sponsorship for the annual General Assembly of POSEI (Panhellenic Federation of Electrical Contractors Associations), held in June 2018, under

the auspices of Thessaloniki Prefecture’s Association of Electrical Contractors.

Offering materials

- Offered air conditioning materials for the “Smile of the Child” community home in Kareas, which accommodates 28 children, 2.5 to 19 years old.
- Provided all the necessary materials for the maintenance and proper operation of the electrical installation at the “Smile of the Child” community home in Peristeri, where 23 children are accommodated.
- Provided cables for the renovation of the Athens Fire Brigade’s headquarters premises.
- Provided cables for lighting repair in the “Glykia Zoi”, Sousaki settlement, which was hit by the disastrous fires of July 2018.
- Provided the necessary cables for the needs of PEPYD’s Infantry Division (EMAK) building.

Sports

- Supported the “Aris Thiva” Athletic Club.

Volunteerism

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

For the 10th consecutive year and in collaboration with the Holy Diocese of Livadeia, the voluntary action “We Work Together for a Society of Solidarity” was organised in December 2018. The aim of the programme was to collect basic necessities (food, clothing and toys) for destitute families and institutions in the wider Viotia region. All employees of the Companies were actively involved and responded positively, for yet another year.



Since 2009, the Companies maintain a blood bank to meet the needs of employees and their families.

- Voluntary blood donation

During 2018, 60 employees of Hellenic Cables and Fulgor maintained a blood bank to meet the needs of employees and their families. It is worth mentioning that, in 2018, the Companies provided 20 units to people who are in need.

Social contribution

For Cablel[®] cable companies operating responsibly means creating value and contributing to social development, for all their stakeholders. In 2018, Cablel[®] cable companies produced the following:

Cablel[®] cable companies’ contribution to social development 2018

Employees	Hellenic Cables: EUR 18.3 million Fulgor: EUR 12.7 million Icme Ecab: EUR 8.6 million
Customers	Cablel [®] cable companies participate in the two-year European project TANOCOMP Fulgor: Continuous investment in the testing lab Cablel [®] cable companies total investments: EUR 44.2 million
Suppliers	Hellenic Cables: EUR 371.0 million Fulgor: EUR 210.7 million Icme Ecab: EUR 162.4 million
State	Hellenic Cables: EUR 4.5 million Fulgor: EUR 6.9 million Icme Ecab: EUR 0.7 million
Financial institutions	Hellenic Cables: EUR 12.5 million Fulgor: EUR 6.4 million Icme Ecab: EUR 2.0 million



Arkadia's action is inextricably linked with the Hellenic School of Bucharest "Athena", which was founded in 2008 in response to the growing need of the Hellenic community in the capital of Romania. Its aim was to offer high quality education to Kindergarten, Primary School and High School children. It is worth mentioning that the Hellenic School "Athena" is the only school in Bucharest that has been certified for the use of the Hellenic national educational programme, placing special emphasis on Hellenic values, culture and traditions. It was created through the cooperation of the Hellenic Ministry of Education, Research and Religious Affairs with the Hellenic Parents and Guardians Association of Bucharest, and operates under the aegis of the Embassy of Greece in Romania. The Hellenic School "Athena" is managed by the Hellenic Parents and Guardians Association of Bucharest, and is represented by a five-member Board of Directors. Most of the school's operating expenses are covered, supported by most Hellenic and Cypriot companies operating in Romania. Today, classes at the Hellenic School of Bucharest are attended by a total of 75 students.

ARKADIA Hellenic Culture Centre

To support Hellenic culture and promote the Hellenic language in Romania and, in particular, in the city of Bucharest where it operates, Icme Ecab founded (in 2011) the Hellenic culture centre "Arkadia". Arkadia's main purpose is to support and promote educational, cultural and philanthropic activities, as well as to promote the Romanian- Hellenic history and Hellenic culture. Arkadia also supports initiatives related to the publication of Hellenic culture papers and cultural events, to strengthen the Hellenic element in the city of Bucharest. Arkadia's support the speeches of distinguished Greek (and not only) professors at the University of Bucharest's Department of Modern Greek Studies, is important.

In 2013 and 2014 Arkadia published the bilingual book by writer Georgeta Filiti on the history of Hellenism in the capital of Romania, entitled "The Hellenic Bucharest". The cost of this book (research, printing) was covered by Arkadia and sales revenue was offered to the Hellenic School of Bucharest, to cover its operational needs. The first two editions of the book became bestsellers, and a third edition is possible in the future.

Additional activities by Arkadia included the support of the Hellenic Cultural Association "NOSTOS" and of the Department of Classical and Modern Greek Literature of the University of Bucharest.



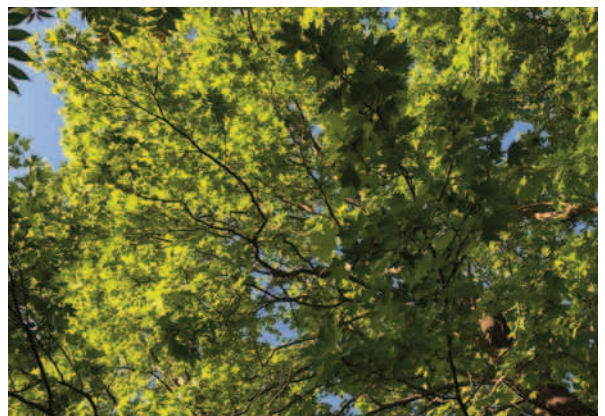


“ Environmental protection is a priority for us. We are fully aware of the environmental impacts of our day-to-day operations and we act responsibly, focusing on areas that need improvement. ”

7. Promoting environmental care

Focusing on sustainable development and seeking to contribute to the fight against climate change, Cablel® cable companies integrate environmental issues into their activities. The Companies set relevant goals, and incorporate environmental protection standards into their operations.

In their business activities, Cablel® cable companies pay particular attention to reducing emissions and to proper waste management, in both production and operations.





7.1 Environmental monitoring and management

Taking into account their environmental impact, Cablel® cable companies have set environmental performance indicators and implement a targeted environmental policy (<http://www.cablel.com/781/en/perivallontiki-euthuni/>). As regards production, the Companies apply an Integrated Environmental Management System (ISO 14001: 2015), which is a key tool for addressing environmental issues and demonstrating their environmental responsibility.

Focusing on environmental management and protection policies, Cablel® cable companies improve their environmental performance by:

- Saving natural resources
- Recovering and reusing materials
- Waste separating for more efficient recycling
- Saving energy (electrical and thermal)
- Saving water
- Using environmentally friendly raw materials

- Using recyclable materials
- Training employees on best environmental management practices
- Preparing an emergency response plan (leaks, accidents, fire, etc.).

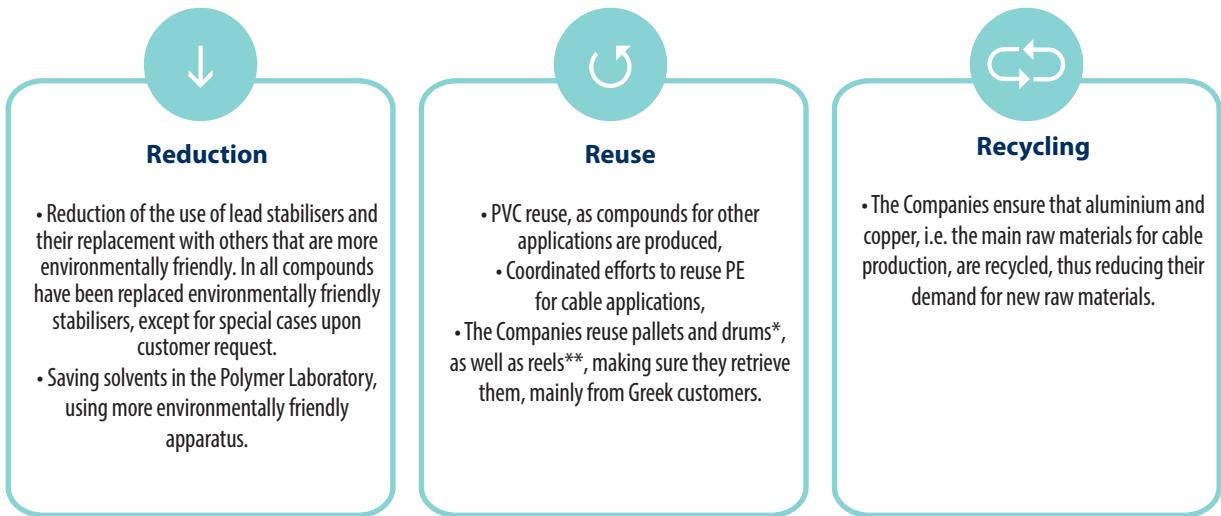
The implementation of environmental programmes is monitored by a specific department, staffed by scientific and technical personnel.

The Environment Department is responsible for coordinating and implementing environmental assessment and management actions, ensuring the environmental policy is applied. The Department also provides guidance to all employees, and monitors the Companies' environmental management performance.

7.2 Sustainable manufacturing standards


Cablel® cable companies operate according to manufacturing standards that ensure the best economic outcome for both humans (for example, employees) and the environment in the present and in the future. The Companies also implement a sustainability strategic plan, in line with the principles of the circular economy.

In particular, Cablel® cable companies' initiatives regarding the use of natural resources and raw materials used in production, are based on three main axes: reduction, reuse and recycling.




* *Wooden packaging for the safe transport of cables.*
 ** *Plastic packaging for enamelled wires.*

For Cablel® cable companies the three most important stages for the product development process are as follows: cable design requirements, production process and raw materials use improvement.




1. Design of cables

- Calculation of recyclable material from BOMs (bill of materials).
- Benchmarking with customers and suppliers.
- Defining circular economy criteria in partnerships with suppliers.
- Classification of suppliers according to circular economy criteria.
- Evaluation of raw materials based on recycling criteria.



2. Production

- Reuse of products involved in cable production, where feasible. To that end, primary cast plastic used for submarine cables production was fully replaced by recycled material.



3. Materials recycling methods improvement

- Recycling of products from cable production.
- Retrieval of materials used in cable production, instead of being deposited in the landfill.
 - Packaging recycling.
- Reuse of packaging, drum collecting.

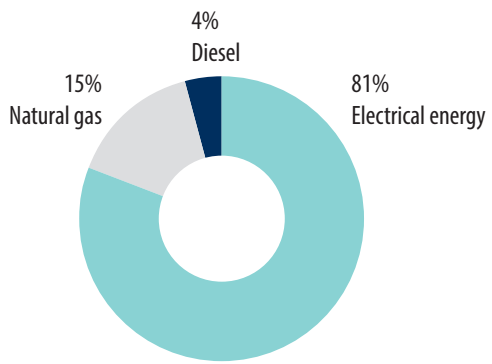
7.3 Performance indicators by energy source

To continuously improve and reduce their environmental footprint, the Companies monitor their performance using appropriate indicators.

Electrical and thermal energy consumption

For Cablel® cable companies, electricity is the main energy source for production and operations. Other auxiliary fuels used are natural gas, petroleum* and liquefied petroleum gas (LPG) (only for the Thiva unit).

Total energy consumption breakdown

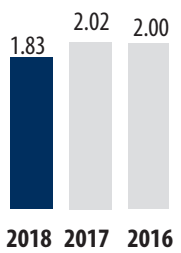


Specific electrical energy consumption (MWh/tn of product)

	2018	2017	2016
Hellenic Cables	0.632	0.721	0.712
Fulgor	0.276	0.338	0.345
Icme Ecab	0.924	0.965	0.946

*diesel fuel

Specific electrical consumption (MWh / tn of product)



Cablel® cable companies achieved reduction in specific electricity consumption levels (MWh per product tn) at 9.4%.

For more information on electrical energy consumption over the last three years, see chapter 8 "Sustainability Key Performance Indicators table", on page 64.

Specific thermal energy consumption

(GJ/ tn of product)	2018	2017	2016
Hellenic Cables	0.139	0.171	0.169
Fulgor	2.108	2.419	2.397
Icme Ecab	1.713	2.365	2.172

For more information on thermal energy consumption over the last three years, see chapter 8 "Sustainability Key Performance Indicators table", on page 64.

Air emissions

Cablel® cable companies seek to reduce carbon emissions and prevent climate change. Thus, they make every possible effort to reduce emissions from their operations and activities. Total CO₂ emissions in 2018 decreased by about 6%, compared to the previous year.

Total specific emissions

(kg CO ₂ / tn of product)	2018	2017	2016
Hellenic Cables	404	462	427
Fulgor	280	346	323
Icme Ecab	397	414	373

**The total CO₂ emission calculations have been revised according to the updated AIB air emissions report.*

For more information on air emissions over the last three years, see chapter 8 "Sustainability Key Performance Indicators table", on page 64.

Waste management

Cablel® cable companies apply the principle of reduction, reuse and recycling to reduce the volume of waste generated by their production facilities.

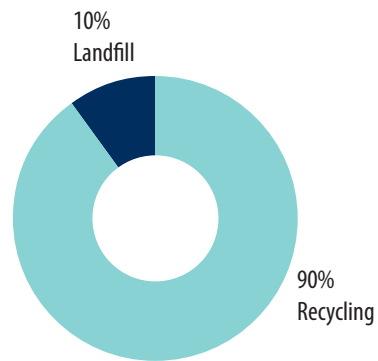
For more information on the methods of waste management over the last three years, see chapter 8 "Sustainability Key Performance Indicators table", on page 64.

Cablel® cable companies collaborate with properly licensed companies, to manage all waste generated (collection, transportation, recovery or disposal) in their facilities.

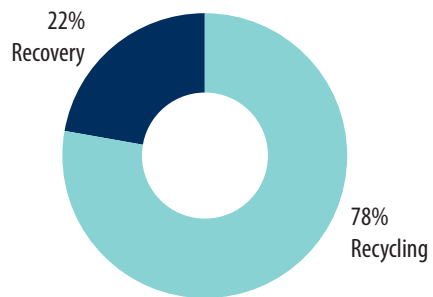
By applying the best available management practices, most of the waste generated by the Companies is recycled and recovered (energy or other recovery).

In 2018, the Companies recycled 90% of their non-hazardous waste.

Non-hazardous waste by disposal method



Hazardous waste by disposal method



For more information on waste management over the last three years, see chapter 8 "Sustainability Key Performance Indicators table", on page 64.



lcme Ecab applies a recycling system for its products' packaging materials. lcme Ecab monitors the quantities marketed annually and recycles corresponding materials per category, achieving very high recycling rates. Over the last two years in particular, lcme Ecab achieved significant recycling rates.

Water consumption

Cable® cable companies take all necessary measures to efficiently use water and reduce the quantities used. The

water used at the Thiva plant comes from licensed drilling and/or the Sewer Municipal Company (DEYATH), while the water used at Livadeia and Oinofyta comes from licensed drilling and the Athens Water Supply and Sewerage Company (EYDAP) respectively. For water reduction purposes. The rubber compound production department of Oinofyta plant replaced the water-cooled system with a new air-cooled system. At the lcme Ecab plant in Romania, water comes from licensed drilling, near the production plants.

lcme Ecab packaging materials

Types of packaging materials	2018			2017		
	Packaging materials distributed	Packaging materials recovered and recycled	%	Packaging materials distributed	Packaging materials recovered and recycled	%
Plastic	56,648	44,700	79%	21,924	19,250	88%
Paper	59,908	42,180	70%	6,142	5,926	96%
Metal	11,859	7,020	59%	8,572	8,572	100%
Wood	1,591,001	1,059,062	67%	1,407,913	1,044,625	74%
Total	1,719,416	1,152,962	67%	1,444,551	1,078,373	75%

* All packaging materials are from non-renewable raw materials, except wood (which is from a renewable raw material).

8. Sustainability Key Performance Indicators table

Key Performance Indicators by sustainability pillar		Unit of measurement	2018		
Economic growth	Economic performance		Hellenic Cables	Fulgor	Icme Ecab
	Total revenue (turnover)	EUR million	366.6	191.9	157.5
	Operating profits	EUR million	8.5	3.7	2.0
	Operating costs	EUR million	358.1	188.2	159.9
	Payments to capital providers	EUR million	12.5	6.4	0
	Net profit / (loss) – before taxes	EUR million	-3.5	-3.8	0.11
	Net profit / (loss) – after taxes	EUR million	-0.1	-1.4	0.11
	Tax payment – Indirect (VAT)	EUR million	4.13	6.5	0
	Tax payment – Direct	EUR million	0.3	0.4	0.3
	Total payments to governmental bodies (total of indirect and direct taxes paid)	EUR million	4.5	6.9	0.3
	Financial assistance from the state (exc. Manpower Empl. Org.)	EUR million	0	0	0
	Equity	EUR million	81.31	22.6	41.4
	Investments	EUR million	7.49	32.5	5.0
	Total assets	EUR million	340.87	241.9	111.4
Marketplace	Suppliers				
	Proportion of supplies from local suppliers	%	35%	21%	21%
Occupational health and safety	Proportion of supplies from international suppliers	%	65%	79%	79%
	Lost Time Injury Frequency Rate (LTIFR)	%	10.5	11.6	5.6
	Severity Rate (SR)	%	283	300	76
	Number of work-related illnesses	#	0	0	0
	Number of deaths	#	0	0	0
Employment	Human resources				
	Employees	#	463	410	602
	Proportion of full-time employees	%	100%	100%	100%
	Hires	#	76	119	225
	Employees under the age of 30	#	42	67	117
	Employees aged 30-50	#	286	286	330
	Employees over the age of 50	#	135	57	155
Training and development	Total hours of training (participations x hours)	#	3,914	6,298	5,392
Environmental protection	Air emissions				
	Specific direct emissions	kg CO ₂ /tn of product	9.4	107	4.8
	Specific indirect emissions*	kg CO ₂ /tn of product	395	173	393
	Energy				
	Specific electrical energy consumption	GJ/tn of product	2.3	0.99	3.3
	Thermal energy consumption per source				
	LPG	Nm ³	26,625	-	-
	Natural gas	MWh	-	37,267	16,483
	Diesel	lt	182,554	133,255	65,794
	Liquid nitrogen	kg	1,228,530	-	-
Waste management					
Hazardous waste					
Recycling	tn	314	17.6	16.33	
Recovery (energy or other type of use)	tn	64	1,001	140	
Non-hazardous waste					
Recycling	tn	5,123	1,480	3,848	
Landfill	tn	408	225	428	
Water	Water consumed	m ³	32,496	18,077	347,514
Society	Employee wages and benefits	EUR million	18.3	12.7	8.6
	Employees from the local community	%	79%	81%	49%

* The indirect CO₂ emissions have been estimated using the 0.62497kg CO₂/kWh emission factor 2017 for Hellenic Cables and Fulgor and 0.42474kg CO₂/kWh emission factor for Icme Ecab (source: European Residual Mixes 2017, AIB)

2017			2016			GRI Standards Indicators
Hellenic Cables	Fulgor	Icme Ecab	Hellenic Cables	Fulgor	Icme Ecab	
304.6	174.3	129.1	299.5	136.5	116.2	201-1
1.7	12.1	0.7	12.8	0.6	-0.1	201-1
302.9	162.1	132.5	286.6	135.9	116.2	201-1
11.7	8.7	0	13.8	7.9	0	201-1
-8.6	3.7	-3	3	-6.7	-2.4	201-1
-6.7	2.6	-3	0.3	-5.8	-2.4	201-1
3	5.6	0.6	4.4	5.3	1	201-1
0.4	0.3	0.4	0.4	0.3	0.7	201-1
3.4	6	0.5	4.8	5.6	1.7	201-1
0	0	0	0	0	0	201-1
82.3	24.4	41.3	88.5	19.1	41.4	201-4
5.9	8.2	2.8	4.2	5.2	0	201-1
286.5	194.9	106.2	291.4	184.2	95.8	201-1
43%	35%	49%	52%	46%	41%	204-1
57%	65%	51%	48%	54%	59%	204-1
11.9	11.3	6.4	7.9	15.8	2.3	403-2
116	338	113	52	397	30	403-2
0	0	0	0	0	0	403-2
0	0	0	0	0	0	403-2
407	299	586	407	262	591	102-8
100%	100%	100%	100%	100%	100%	102-8
28	52	235	31	69	162	401-1
32	33	111	32	34	138	405-1
253	211	341	273	181	317	405-1
122	54	134	102	47	136	405-1
4,029	3,117	4,688	5,784	3,603	3,188	404-1
11.4	135	3.8	11.5	122	4.4	305-2
451	211	376	416	201	369	305-2
2.6	1.2	3.5	2.6	1.2	3.4	302-1
52,425	-	-	44,930	-	-	302-1
-	35,844	20,360	-	35,934	19,233	302-1
164,424	88,079	47,289	179,497	74,179	57,104	302-1
949	-	-	1,175	-	-	302-1
289	19	6.1	112	15.3	11.2	306-2
114	895	123	285	991	109	306-2
4,637	1,408	2,235	4,997	1,669	2,200	306-2
284	357	353	475	443	498	306-2
31,332	12,190	381,932	32,070	19,470	393,356	303-1
16.3	10.2	8.1	15.9	8.8	7.3	201-1
79%	77%	48%	79%	81%	51%	202-2

About the Report

Scope and boundaries

The present Report is the 10th Sustainability Report of Cablel® cable companies for the period 1/1/2018 - 31/12/2018 of Cablel® cable companies presenting the responsible business practices, policies, actions, goals and programmes implemented by the Companies, in the context of their sustainability strategy. The Sustainability Report is being issued annually and includes information related to the business activities of: Hellenic Cables S.A. and its subsidiaries Fulgor S.A. and Icme Ecab S.A., which constitute the Cablel® cable production industry of the listed company Cenergy Holdings SA.

Note

- Cablel® cable companies refers to the three companies: Hellenic Cables, Fulgor and Icme Ecab.
- The 2018 Sustainability Report and All previous Sustainability Reports of Hellenic Cables S.A. are available on the website www.cablel.com (Sustainability / Sustainability reports).

Restrictions and significant changes

There is no specific restriction regarding the Report's scope and limit, affecting the year-to-year comparison of the Report's data, nor changes to the evaluation methods applied. Wherever revisions are made, a specific reference is made in the individual sections, tables or diagrams and the reasons for the revision are specified in the relevant points. The financial data included are fully consistent with those of the Annual Reports, which have been audited by chartered auditors - as required by the law.

The Annual Financial Reports are available on the Cablel® cable companies' website www.cablel.com (The Group / Annual Reports).

Project team

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

Hellenic Cables and Fulgor: Alexopoulos Argyris, Apostolou Dimitra, Voultis Iraklis, Georgallis George, Karakostas George, Karkantelidou Foteini, Marlagoutsos Panagiotis, Panou Theopoula, Papadimitriou Alexandros, Pavlou Konstantinos, Pikeas Antonis, Stamatiou Stavros, Stoian Mandy, Charelas Nikos, Chatzakis Dimitrios.

Icme Ecab: Cucereanu Gabriela, Eusebiu Muthi, Hatzidis, George, Moghioros Radu Serban, Papagheorge Andrei, Pop Nicolae, Stoica Andrei.

Project coordinator: Christina Neofotistou

Methodology

The 2018 Sustainability Report was prepared, as regards its structure and content, in accordance with the GRI Standards of the Global Reporting Initiative (GRI) - Core option (2016). With regard to the Report's content, a revision and validation of the Companies' material issues were carried out by their stakeholders. Detailed data, as well as the outcomes of the process, are presented in chapter "2. Sustainable Development and creating shared value".

The 2018 Sustainability Report was compiled with the support and expert guidance (data collection, evaluation and writing) of Grant Thornton (www.grant-thornton.gr).



External assurance

An external assurance of the data relating to all the material topics of Cablel® cable companies has been carried out by an assurance / certification body. In the following section, the letter of the independent body that carried out the assurance is given. The conclusions and recommendations of the body, resulting from the external assurance process, are used to improve our processes and the quality of the Reports.

Sources of information

The data and information presented are collected on the basis of the recording procedures and databases of the relevant management systems implemented. In cases where the data presented was processed or based on assumptions, the way or method of calculation is reported, according to the guidelines of the Global Reporting Initiative

Updates or additional information regarding Cablel® cable companies are available either through the sustainability team or on www.cablel.com.

Contact information

Please send any feedback, comments or the contact form on the last page of the Report to the following address, to actively contribute to our improvement and further growth.

Cablel® cable companies

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The Report's photos were taken by Vyronas Nikolopoulos (photographer), as well as by Erietta Papadogianni and FBRH Consultants Ltd.



The Report's paper has been produced from sustainable FSC management forests and plantations and contains 60% recycled paper pulp.

Independent External Verification Report



To: Management of **Cable Companies Cable®**

1. Independent Verification Report

The **Cable Companies Cable®** (hereafter **Cable® Companies**) have commissioned **TÜV HELLAS (TÜV NORD) S.A.** (hereafter **TÜV HELLAS**) to provide limited external assurance concerning the Sustainability Report for the period of January 1st of 2018 to December 31st of 2018 (1/1/2018-12/31/2018). The Sustainability Report for 2018 of the **Cable® Companies** includes the actions, programmes and objectives for the Sustainable Development of the three companies: **Hellenic Cables SA**, its subsidiary **Fulgor SA**, and **lcme Ecab S.A.**, which constitute the cable industry of the listed company **Cenergy Holdings S.A.**

2. Scope of the verification project of the Sustainability Report

Scope of the assurance project is the conduction of the Application Level Check, according to the GRI Sustainability Reporting Standards (**GRI Standards**), referring to the Sustainability Report of **Cable® Companies** for 2018, as well as the provision of external assurance service about the accuracy of the claims mentioned to the total of the indicators that the **Cable® Companies** reported at the respective Sustainability Report Chapters (hereafter **Total Reporting Indicators**).

The Application Level Check as well as the data accuracy verification of the Total Reporting Indicators was conducted based on the corresponding correlation table of GRI Standards Indicators stated by **Cable® Companies** in their Sustainability Report, in order to confirm the company's compliance to the requirements of the GRI Standards for the "**In accordance_Core**" Level.

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

3. The conclusions of TÜV HELLAS

Based on the scope of the project and as part of the

verification procedures followed by **TÜV HELLAS**, the conclusions are as follows:

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

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

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

Materiality: Focus on the Material Issues related to Sustainability

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

Responsiveness: Addressing the needs and expectations of Stakeholders

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

B. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Total Reporting Indicators related to GRI Standards

➤ During the assurance project carried out, nothing came to the attention of **TÜV HELLAS** which would lead to the conclusion that the Report does not meet to the requirements of the GRI Standards for the "**In accordance_Core**" Level, as reflected on the corresponding correlation table of GRI Standards Indicators.

➤ Nothing has come to the attention of **TÜV HELLAS** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the Total Reporting Indicators.



4. Review Limitations

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

5. Review Methodology

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

- > Reviewed the procedures followed by the **Cablel® Companies** to identify and determine the Material issues in order to include them within the Sustainability Report.
- > Interviews were conducted with selected executives of the **Cablel® Companies** having operational role in Sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- > Reviewed the **Cablel® Companies** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- > Reviewed the claims mentioned to the Total Reporting Indicators, in connection with the findings of the above steps and suggested improvements in the Sustainability Report where necessary.

6. Responsibilities and Functions

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

The Level Check conducted, as well as the provision of external assurance service about the accuracy of the claims mentioned to the Total Reporting Indicators, do not represent **TÜV HELLAS'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility of **TÜV HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that **TÜV HELLAS** can present to **Cablel® Companies'** administration the issues mentioned in this report and for no other purpose.

7. Impartiality and Independence of the verification team

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

Athens, June 10, 2019
For **TÜV HELLAS (TÜV NORD) SA**

Nestor Paparoupas
Sustainability Product Manager

Greek Sustainability Code - linkage table

Pillar	Criteria	Reference
Strategy	1. Strategic analysis and action	1.2 How we operate (p.9), 1.6 High quality of products (p.16), 2.2 The Sustainable Development Goals (UN SDGs) (p.27), 2.4 Sustainability issues management approach (p.29), 3. Business model and Corporate Governance (p.34), Greek Sustainability Code linkage table (p.70), The publication of the Sustainable Development Report is based on internationally recognized Standards, GRI Standards, ISO 1000 and ISO 26000 Standard.
	2. Materiality	Message from the top management (p.2), 1.2 How we operate (p.9), 1.6 High quality of products (p.16), 1.7 Research and Development (p.19), 2.1 Materiality analysis (p.26), 3. Business model and Corporate Governance (p.34)
	3. Objectives	1.1 About us (p.8), 1.3 Where we operate - Cablel® cable companies production plants (p.10), 1.4 Cablel® products and their applications (p.12), 1.5 Turnkey solutions (p.14), 2.6 Sustainability targets (p.32) http://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ http://www.cablel.com/803/en/episkopisi/
	4. Depth of the value chain	1.1 About us (p.8), 1.3 Where we operate - Cablel® cable companies production plants (p.10), 1.4 Cablel® products and their applications (p.12), 1.5 Turnkey solutions (p.14), 1.8 Major projects (p.21), 1.10 Responsible supply chain management, 8. Sustainability Key Performance Indicators (p.64) http://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ http://www.cablel.com/803/en/episkopisi/
Management procedure	5. Responsibility	1.2 How we operate (p.9), 1.6 High quality of products (p.16), 2.4 Sustainability issues management approach (p.29), 3. Business model and Corporate Governance (p.34)
	6. Rules and processes	1.2 How we operate (p.9) Sustainable Development Policy, Code of Conduct and Business Ethics, Suppliers Code of Conduct, Policy of Equal Opportunities
	7. Monitor	Independent External Verification Report (p.68)
	8. Incentive systems	4. Our people (p.40), 4.1 Employment and recruitment (p.42), 4.6 Human rights and equal opportunities (p.47)
	9. Stakeholder engagement	2.5 Stakeholder engagement (p.29)

Pillar	Criteria	Reference
	10. Innovation and product management	1.7 Research and Development (p.19), 1.6 High quality of products (p.16), 7.3 Performance indicators by energy source (p.61), 8. Sustainability Key Performance Indicators (p.64)
Environment	11. Usage of natural resources	7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59), 7.3 Performance indicators by energy source (p.61) § Icme Ecab packaging materials (p.63) § Waste Management (p.62), 8. Sustainability Key Performance Indicators (p.64) It should be noted that Cablel® cable companies do not purchase biofuels, ethanol or hydrogen. Moreover, they do not produce or sell energy.
	12. Resource management	7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59), 7.3 Performance indicators by energy source § Waste management (p.62), 8. Sustainability Key Performance Indicators (p.64)
	13. Emissions & Climate change	7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59), 7.3 Performance indicators by energy source (p.61), 8. Sustainability Key Performance Indicators (p.64)
Society	14. Employment rights	4.1 Providing employment and recruitment (p.42), 4.3 Evaluation (p.45)
	15. Equal opportunities	4.1 Providing employment and recruitment (p.42), 4.3 Evaluation (p.45), 5.3 Monitoring Health and Safety indicators (p.53), 8. Sustainability Key Performance Indicators (p.64)
	16. Employment	4.1 Providing employment and recruitment (p.42), 8. Sustainability Key Performance Indicators (p.64)
	17. Human rights in the supply chain	1.10 Responsible supply chain management (p.23)
	18. Corporate citizenship	3.2 Financial performance (p.38), 4.1 Providing employment and recruitment (p.42), 6.Supporting local communities (p.56), 8. Sustainability Key Performance Indicators (p.64)
	19. Political influence	2.3 Membership of associations and organisations (p.28) http://www.cablel.com/580/en/summetoxi-se-diktua-kai-organismous/
	20. Anti-corruption	Message from the top management (p.2), 1.2 How we operate (p.9), 1.6 High quality of products (p.16), 3. Business model and Corporate Governance (p.34), 3.1 Corporate Governance (p.37) During the reporting period, no incident of corruption has occurred.

GRI Content Index

GRI Standard	Disclosure	Page number and/or URL	Omission	Ex. Assurance
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016 (Core)				
Organizational profile				
102-1	Name of the organization	"Cable® cable companies", "Hellenic Cables S.A.", "Fulgur S.A." and "Icme Ecab S.A."	-	√
102-2	Activities, brands, products, and services	At a glance (p.6), 1.1 About us (p.8), 1.3 Cable® cable companies production plants(p.10), 1.4 Cable® products and their applications (p.12), 1.5 Integrated solutions and services (p.14), http://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ http://www.cablel.com/803/en/episkopisi/	-	√
102-3	Location of headquarters	Hellenic Cables S.A. and Fulgur S.A.: Mesogeion Av 2-4, Tower Building B, 11527, Athens Icme Ecab: Drumul Între Tarlale 42, Bucharest, 032982, Romania	-	√
102-4	Location of operations	1.1 About us (p.8), 1.3 Cable® cable companies production plants (p.10) http://www.cablel.com/Contact.php?Language=en	-	√
102-5	Ownership and legal form	1.1 About us (p.8), http://www.cablel.com/603/en/simantikoi-stathmoi/	-	√
102-6	Markets served	At a glance (p.6), 1.1 About us (p.8), 1.3 Where we operate - Cable® cable companies production plants (p.10), 1.5 Turnkey solutions (p.14), 1.8 Major projects (p.21) http://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ http://www.cablel.com/803/en/episkopisi/	-	√
102-7	Scale of the organization	1. At a glance (p.6), 1.1 About us (p.8), 1.3 Cable® cable companies production plants (p.10), 3. Business model and Corporate Governance (p.34), 3.2 Financial performance (p.38), 4. Our people (p.40), 8. Sustainability Key Performance Indicators (p.64) http://www.cablel.com/752/en/oikonomikes-katastaseis/	-	√
102-8	Information on employees and other workers	4. Our people (p.40), 4.1 Employment and recruitment (p.42), 8. Sustainability Key Performance Indicators (p.64)	-	√
102-9	Supply chain	1.2 How we operate (p.9), 1.10 Responsible supply chain management (p.23), 8. Sustainability Key Performance Indicators (p.64)	-	√
102-10	Significant changes to the organization and its supply chain	About the Report (p.66) During 2018, there were no significant changes to the organization's size, structure, ownership, or supply chain.	-	√
102-11	Precautionary principle or approach	1.2 How we operate (p.9), 2.4 Sustainability issues management approach (p.29), 3.1 Corporate Governance (p.35), 4. Our people (p.40), 4.6 Human rights and equal opportunities (p.47), 5.1 Health and Safety management (p.49), 5.2 Health and Safety culture (p.51), 7.1 Environmental monitoring and management (p.59), 7.2 Sustainable manufacturing standards (p.60)	-	√

GRI Standard	Disclosure	Page number and/or URL	Omission	Ex. Assurance
102-12	External initiatives	2.2 The Sustainable Development Goals (UN SDGs) (p.27), 2.4 Sustainability issues management approach (p.29)	-	√
102-13	Membership of associations	2.3 Membership of associations and organisations (p.28) http://www.cablel.com/580/el/summetoxi-se-diktua-kai-organismous/	-	√
Strategy				
102-14	Statement from senior decision-maker	Message from the top management (p.2)	-	√
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	1.2 How we operate (p.9), 4.Our people (p.40), 4.6 Human rights and equal opportunities (p.47) Sustainable Development Policy, Code of Conduct and Business Ethics, Suppliers Code of Conduct, Policy of Equal Opportunities	-	√
Governance				
102-18	Governance structure	3.1. Corporate Governance (p.35)	-	√
Stakeholder engagement				
102-40	List of stakeholder groups	2.5 Stakeholder engagement (p.29)	-	√
102-41	Collective bargaining agreements	8.Sustainability Key Performance Indicators (p.64)	-	√
102-42	Identifying and selecting stakeholders	2.5 Stakeholder engagement (p.29)	-	√
102-43	Approach to stakeholder engagement	2.5 Stakeholder engagement (p.29)	-	√
102-44	Key topics and concerns raised	2.5 Stakeholder engagement (p.29)	-	√
Reporting practice				
102-45	Entities included in the consolidated financial statements	About the Report (p.66)	-	√
102-46	Defining report content and topic Boundaries	About the Report (p.66)	-	√
102-47	List of material topics	2.1 Materiality analysis (p.26)	-	√
102-48	Restatements of information	About the Report (p.66)	-	√
102-49	Changes in reporting	About the Report (p.66)	-	√
102-50	Reporting period	01/01/2018 - 31/12/2018	-	√
102-51	Date of most recent report	01/01/2017 - 31/12/2017	-	√
102-52	Reporting cycle	Annual	-	√
102-53	Contact point for questions regarding the report	About the Report § Contact information (p.67) http://www.cablel.com/Contact.php?Language=en	-	√
102-54	Claims of reporting in accordance with the GRI Standards	About the Report (p.67)	-	√
102-55	GRI content index	GRI content Index (p.72)	-	√
102-56	External assurance	About the Report (p.66) § Independent External Verification Report (p.68)	-	√
Material issues				
Economic performance and development				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Message from the top management (p.2) 1.2 How we operate (p.9), 3. Business model and Corporate Governance (p.34)	-	√
	103-2 The management approach and its components	3.1 Corporate Governance (p.35)	-	√
	103-3 Evaluation of the management approach	3.2 Financial performance (p.38)	-	√
GRI 201 Economic performance	201-1 Direct economic value generated and distributed	6. Supporting local communities (p.54), 8. Sustainability Key Performance Indicators (p.64)	-	√
Transparency and anti-corruption				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Message from the top management (p.2), 1.2 How we operate (p.9), 2.4 Sustainability issues management approach (p.29), 3. Business model and Corporate Governance (p.34)	-	√
	103-2 The management approach and its components	3.1 Corporate Governance § Management of transparency and corruption (p.37)	-	√

GRI Standard	Disclosure	Page number and/or URL	Omission	Ex. Assurance
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 3.1 Corporate Governance (p.35)	-	√
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	During the reporting period, no incident of corruption has occurred.	-	√
Compliance with laws and regulations				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	How we operate (p.9), 7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)		√
	103-2 The management approach and its components	2.4 Sustainability issues management approach (p.29), 7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)		√
	103-3 Evaluation of the management approach	7. Promoting environmental care(p.58), 7.1 Environmental monitoring and management (p.59)		√
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Cablel® cable companies regularly monitor national and European environmental legislation and comply with relevant requirements. As a result, no complaints or fines issued for environmental matters during 2018.		√
Research and innovation				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Message from the top management (p.2), 1.2 How we operate (p.9), 1.6 High quality of products (p.16), 1.7 Research and Development (p.19)	-	√
	103-2 The management approach and its components	1.6 High quality of products (p.16), 1.7 Research and Development (p.19), 3. Business model and Corporate Governance (p.34)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29)	-	√
	Cablel® cable companies performance indicator: Research and Development	1.7 Research and Development (p.19)	-	√
Development of new products and services				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Message from the top management (p.2), 1.2 How we operate (p.9), 1.6 High quality of products (p.16), 1.7 Research and Development (p.19), 3. Business model and Corporate Governance (p.34)		√
	103-2 The management approach and its components	1.6 High quality of products (p.16), 1.7 Research and Development (p.19), 3. Business model and Corporate Governance (p.34)		√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29)		√
	Cablel® cable companies Performance Indicator: Research and Development	1.7 Research and Development (p.19)		√
Turnkey solutions				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Message from the top management (p.2), 1.2 How we operate (p.9), 1.5 Integrated solutions and services (p.14), 1.6 High quality of products (p.16), 1.7 Research and Development (p.19)	-	√
	103-2 The management approach and its components	1.5 Integrated solutions and services (p.14), 1.7 Research and Development (p.19), 3. Business model and Corporate Governance (p.34)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29)	-	√
	Cablel® cable companies Performance Indicator: Turnkey solutions	1.5 Turnkey solutions (p.14)	-	√

GRI Standard	Disclosure	Page number and/or URL	Omission	Ex. Assurance
Occupational Health and Safety				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2 How we operate (p.9), 5. Occupational Health and Safety (p.48), 5.1 Health and Safety management (p.49)	-	√
	103-2 The management approach and its components	5.1 Health and Safety management (p.49), 5.2 Safety culture (p.51), 5.3 Monitoring Health and Safety indicators (p.53)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 5. Occupational Health and Safety (p.48)	-	√
GRI 403 Occupational Health and Safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	5.3 Monitoring Health and Safety indicators (p.53), 8. Sustainability Key Performance Indicators (p.64)	-	√
Training and skills development				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2 How we operate (p.9), 4. Our people (p.40)	-	√
	103-2 The management approach and its components	4. Our people (p.40), 4.1 Employment and recruitment (p.42), 4.6 Human rights and equal opportunities (p.47)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 4. Our people (p.40), 4.3 Evaluation (p.45)	-	√
GRI 404: Training and education	404-1 Average hours of training per year per employee	4.2 Training and development (p.44)	-	√
Employment				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2 How we operate (p.9), 4. Our people (p.40)		√
	103-2 The management approach and its components	4.1 Employment and recruitment (p.42), 4.6 Human rights and equal opportunities (p.47)		√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 4. Our people (p.40), 4.3 Evaluation (p.45)		√
GRI 401: Employment	401-1 New employee hires and employee turnover	4.1 Employment and recruitment (p.42), 8. Sustainability Key Performance Indicators (p.64)		√
Equal opportunities				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2 How we operate (p.9), 4. Our people (p.40)		√
	103-2 The management approach and its components	4.1 Employment and recruitment (p.42), 4.6 Human rights and equal opportunities (p.47)		√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 4. Our people (p.40)		√
	Cable® cable companies Performance Indicator: Fighting discrimination	4.6 Human rights and equal opportunities (p.47)		√
Supporting local employment				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	1.2 How we operate (p.9), 2.4 Sustainability issues management approach (p.29), 4. Our people (p.40)	-	√
	103-2 The management approach and its components	2.4 Sustainability issues management approach (p.29), 4.1 Employment and recruitment (p.42), 4.6 Human rights and equal opportunities (p.47)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 4. Our people (p.40)	-	√
	Cable® cable companies Performance Indicator: t Local employmen	4.1 Employment and recruitment § Human resources distribution by hierarchy level, gender and age (p.43), 8. Sustainability Key Performance Indicators (p.64)	-	√

GRI Standard	Disclosure	Page number and/or URL	Omission	Ex. Assurance
Energy consumption and saving				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)	-	√
	103-2 The management approach and its components	2.4 Sustainability issues management approach (p.29), 7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29), 7.1 Environmental monitoring and management (p.59)	-	√
GRI 302: Energy	302-1 Energy consumption within the organization	7.3 Performance indicators by energy source § Electrical and thermal energy consumption (p.61), 8. Sustainability Key Performance Indicators (p.64) It should be noted that Cabel® cable companies do not purchase biofuels, ethanol or hydrogen. Moreover, they do not produce or sell energy. In 2018, 19.89% of the power supplied to the Company by the Public Power Corporation came from renewable energy sources. The power mix for the entire country in 2018, as reported by the PPC, was as follows: Lignite 30.85%, Natural gas 31.01%, Hydroelectricity 6.51%, RES 19.89%, Interconnections 11.74%.	-	√
	302-3 Energy intensity	7.3 Performance indicators by energy source (p.61), 8. Sustainability Key Performance Indicators (p.64)	-	√
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	7.3 Performance indicators by energy source § Air emissions (p.62), 8. Sustainability Key Performance Indicators (p.64)	-	√
Waste management				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	7. Promoting environmental care (p.58)	-	√
	103-2 The management approach and its components	2.4 Sustainability issues management approach (p.29), 7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29) 7.1 Environmental monitoring and management (p.59)	-	√
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	7.3 Performance indicators by energy source § Waste management (p.62), 8. Sustainability Key Performance Indicators (p.64)	-	√
Use of environmentally friendly raw materials				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	7. Promoting environmental care (p.58)	-	√
	103-2 The management approach and its components	2.4 Sustainability issues management approach (p.29), 7. Promoting environmental care (p.58), 7.1 Environmental monitoring and management (p.59)	-	√
	103-3 Evaluation of the management approach	2.5 Stakeholder engagement (p.29)	-	√
GRI 301: Materials	301-2 Materials used by weight or volume	7.3 Performance indicators by energy source § Icme Ecab packaging material (p.63)	-	√
	301-3 Reclaimed products and their packaging materials	7.3 Performance indicators by energy source § Icme Ecab packaging material (p.63)	-	√
Supporting local suppliers				
GRI 103: Management approach	103-1 Explanation of the topic and its Boundary	1.2 How we operate (p.9), 1.10 Responsible supply chain Management (p. 23)	-	√
	103-2 The management approach and its components	1.2 How we operate (p.9), 1.10 Responsible supply chain Management (p. 23)	-	√
	103-3 Evaluation of the management approach	1.10 Responsible supply chain Management (p. 23)	-	√
	Cabel® cable companies performance indicator: Suppliers assessment using sustainability criteria	1.10 Responsible supply chain Management § Supplier assessment and audit procedure (p.23)	-	√

ISO 26000 and UN Global Compact - linkage table

Relevant ISO 26000 clause	UN Global Compact areas	Cablel® policies which include relevant references	Cablel® practices and procedures
Human rights			
6.3, 6.3.3, 6.3.4, 6.3.5, 6.3.6, 6.3.7, 6.3.8, 6.3.9, 6.3.10, Box 7	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> Sustainable Development Policy Code of Conduct and Business Ethics Internal Regulations Supplier Code of Conduct 	<p>Cablel® cable companies foster equal employment opportunities and respect for human rights in all activities. In further detail, the Companies take any appropriate measure to protect internationally proclaimed human rights, as stated in the Code of Conduct and Business Ethics.</p>
Labour			
6.3, Box 7, 6.3.3, 6.3.4, 6.3.7, 6.3.8, 6.3.10, 6.4, 6.4.3, 6.4.4, 6.4.5, 6.4.6, 6.4.7, 6.6, 6.6.4	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: Businesses should uphold the effective abolition of child labour</p> <p>Principle 6: Businesses should eliminate discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> Sustainable Development Policy Open-door policy Code of Conduct and Business Ethics Open door policy Internal Regulations 	<p>Cablel® cable companies promote a workplace environment of mutual respect, effective cooperation and teamwork, to avoid incidents of any kind of harassment or discrimination in all activities.</p> <p>Added to that, Cablel® cable companies encourage the open dialogue between Management and all employees, through the “Open Door Policy”.</p>
Environment			
6.5, 6.5.3, 6.5.4, 6.5.5, 6.5.6, 6.6, 6.6.4, 6.6.6	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> Sustainable Development Policy Environmental Policy Supplier Code of Conduct 	<p>Cablel® cable companies are certified to the ISO 14001 Environmental Management. In line with the Environmental policy and with the aim of reducing the environmental impact from all production plants, the Companies place particular emphasis on monitoring air emissions and waste management. In addition, the Companies implement a strategic plan for sustainable development in line with the principles of circular economy.</p>
Anti-corruption			
6.6, 6.6.3, 6.6.4, 6.6.6	<p>Principle 10: Businesses should work against all forms of corruption, including extortion and bribery</p>	<ul style="list-style-type: none"> Code of Conduct and Business Ethics Integrity and transparency policy against corruption and bribery Supplier Code of Conduct Internal Regulations 	<p>The Companies recognise the need to take preventive measures to combat potential risks related to transparency and corruption issues. In this context, and according to the Integrity and transparency policy against corruption and bribery relevant safeguards have been developed.</p>



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Feedback form

To which Cablel® cable companies stakeholder group do you belong?

- Employees
- Shareholders
- Customers
- Resident of the local community
- Representative of a state/institutional body
- Other: _____
- Suppliers
- Investors
- Financial institution representative
- NGO member
- Media representative

Based on the information presented in the Sustainability Report 2018, how would you evaluate Cablel® cable companies' sustainability performance?

- Excellent
 Good
 Average
 Needs improvement

How easy was it to find information on topics of interest to you?

- Very easy
 Quite easy
 Relatively easy
 Not easy at all

Please evaluate each section of the Report:

Section	Excellent	Very good	Good	Needs improvement
Company profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sustainable Development and creating shared value	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business model and Corporate Governance	<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"/>
Occupational Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supporting local communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promoting environmental care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please evaluate the content in each of the following categories using the scale 1 to 5, where:

(1) Strongly disagree, (2) Disagree, (3) Neither agree nor disagree, (4) Agree, (5) Strongly agree

	1	2	3	4	5
1. The Report covers all principles and aspects, which are important for the Sustainable Development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is sufficient clarity and balance between the sections regarding their formulation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The structure is simple to read and understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The charts and tables are presented clearly and concisely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The visual presentation supports sufficiently the outcome of the Report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please highlight any issues that have not been reported and should be included in the next Report.

Please describe your key concerns or issues that you have identified during your collaboration with Cablel® cable companies.

Please send this form to:
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GRI index



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

FULGOR
HELLENIC CABLE INDUSTRY S.A.

ICME ECAB S.A.
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