

**CORPORATE RESPONSIBILITY  
& SUSTAINABLE DEVELOPMENT REPORT**



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





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## About the Report

The 2011 Corporate Responsibility and Sustainable Development Report (1/1/2011 – 31/12/2011) is the third report published by HELLENIC CABLES. The Company publishes its Corporate Responsibility and Sustainable Development Report every year. All HELLENIC CABLES Corporate Responsibility and Sustainable Development Reports are published at the company's website <http://www.cablel.com> (Corporate Social Responsibility tab / Corporate Responsibility).

### Scope and Boundary

The goal of this publication is to describe the impact the business activities of HELLENIC CABLES have on the Economy, the Environment and Society, in order to inform institutional investors, employees, other stakeholders and any party interested in Company or Corporate Responsibility and Sustainable Development issues.

This edition covers all the activities of HELLENIC CABLES related to its production facilities in Greece but does not include any information on its subsidiaries, joint ventures, suppliers or third parties. However, at some points, additional information is provided at Group level. Furthermore, there are no significant changes as regards the Company's size, structure or property that could in any way alter the content of the Report. Where there are variations these are reported in the separate sections. Expectations of stakeholders and the Global Reporting Initiative principles were taken into consideration in determining which issues should be included in the Report:

- Engagement
- Materiality
- Sustainability Framework
- Completeness

The importance of the issues as assessed by the company is presented in the individual Report Chapters and in the GRI table, separately for each indicator.

This Report presents the complete range of Financial, Environmental and Social issues that stem from the Company's activity, without limiting the scope and boundary of the Report. As the report does not contain data relating to HELLENIC CABLES subsidiaries, possible acquisitions, divestitures, joint ventures and other activities, these are not expected to affect comparison of data from year to year.

This Report does not contain any significant changes regarding the scope, boundaries or the evaluation methods used. Any data revisions have been noted while the reasons for such a review are clarified in the respective sections.

### Methodology

The 2011 HELLENIC CABLES Corporate Responsibility and Sustainable Development Report was compiled in accordance with the latest guidelines for CSR / Sustainability Reports by the Global Reporting Initiative (GRI – G3.1 edition).

A special team of executives from all connected departments and divisions was formed to compile this Report. The team's primary task was to gather all required data regarding the various fields of Corporate Responsibility at HELLENIC CABLES. The data and information presented were collected based on the recording procedures



used by the Company and from databases maintained under various application systems. In some areas, where processed, non-primary data is presented, the calculation approach or method is often mentioned while Global Reporting Initiative guidelines (G3.1) are adhered to.

*Sustainable Development Company provided its scientific support and guidance (data collection, evaluation and compilation) in the compilation of the 2011 Corporate Responsibility and Sustainable Development Report.*



[www.sdev.gr](http://www.sdev.gr)

## External Verification

As part of its effort to increase its commitment to stakeholders, HELLENIC CABLES proceeded with external verification of its GRI guidelines application level. The application level check and statement of the independent organization that carried out the GRI G3.1 verification are presented in pages 80-81. The Company will use the comments received from the external verification process to improve the quality of its next Reports.

## Contact

HELLENIC CABLES welcomes all questions, clarifications or suggestions for improvement, as it values the opinion of its stakeholders.

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

*In case of any discrepancy, the Greek text shall prevail.*



In the constantly changing business environment we live in, we believe that financial growth must go hand-in-hand with environmental and social business performance. Each business is a very important component not only of the national and/or international economy but also of the society within which it operates and grows. For this reason it is often called to redefine its position and break new ground through implementation of the Corporate Responsibility and Sustainable Development principles.

In this aspect, our initiative is also expressed through our vision “to contribute towards the improvement of the quality of life of end consumers, by manufacturing reliable, safe products using advanced technologies that are friendly to both to users and the environment”. The values we set in order to materialize our vision are based on the principles of Corporate Responsibility and Sustainable Development and determine our strategic priorities:

- High-quality, reliable products and services to our customers;
- Safeguard the Health and Safety of our employees;
- Reduce our environmental footprint;
- Improve the quality of life of people and collaborate with local societies;
- Financial Development and proper Corporate Governance.

Each year we set targets per Corporate Responsibility priority and we present our successes and failures in detail in our Annual Corporate Responsibility and Sustainable Development Report. Through the Report, we try to provide the whole picture as to the way we operate and act in order to inform all our stakeholders.

This Corporate Responsibility and Sustainable Development Report is the third annual report we publish; we prepared it according to the GRI, G3.1 guidelines and included a wide range of Corporate Responsibility performance indicators.

The growth pattern of HELLENIC CABLES continued in 2011 and its financials as well as its performance on Corporate Responsibility issues were improved. The main achievements of the past year are:

- Acquisition of 100% FULGOR S.A. shares; the company operates in the same sector as HELLENIC CABLES and enhances our presence in the market.
- Inclusion of the Company in the ICAP list of 51 leading Greek companies.
- Investment of more than euro 130,000 in Occupational Health and Safety implementing our Safety Management System according to OHSAS 18001, aiming to receive such certification within 2012.
- ISO 14001:2004 certification of Environmental Management System for the Livadeia and Oinofyta plants.
- Increased waste recycling by 8%; we now recycle 97% of our waste.

The 2011 targets have been largely met, however the fact that some were not achieved is sobering and motivates us to try even harder. The administrative and operational incorporation of FULGOR was a great challenge to us all and we are fully aware of the intensive effort required, however we believe we will come through soon and there will be benefits with respect to sales and also in production and employment.

Our ongoing pursuit is effective incorporation of the principles of Corporate Responsibility both in our business choices and in our daily activities. In this context, we will maintain this momentum in the future, focused on further decreasing our environmental footprint, further improving Safety and maintaining the Health of our employees, consolidating cooperation with the local communities and providing high quality products to the Greek and international markets.

Ioannis Batsolas  
Chairman of the Board of Directors



# 1. Company Profile

## 1.1 Brief Presentation of HELLENIC CABLES Group

The HELLENIC CABLES Group is one of the largest cable industries in the Europe, with four production units in Greece and one abroad.



• 6 companies



• 5 plants



• Sales of euro 415 million

### 2011 Financial Results

Turnover	euro 415 million
Net profit	euro 3.3 million
Operating profits	euro 11.8 million
Investments	euro 8.2 million



### GREECE

#### HELLENIC CABLES S.A.

- Power & Telecommunications Cables
- Enamelled Wires
- Compounds

#### FULGOR S.A. 100%

- Power Cables
- Submarine Power Cables
- Submarine Optical Fibre Cables



### FRANCE

#### GENECOS S.A. 60%

- Commercial Activities



### ROMANIA

#### ICME ECAB S.A. 98.6%

- Power & Telecommunications Cables

#### LESCO ROMANIA S.A. 98.6%

- Packaging materials
- Scrap Recycling



### BULGARIA

#### LESCO O.D.D. 99.15%

- Packaging materials (wood)

The HELLENIC CABLES Group is noted for its intensive export activity. The majority of its sales (71%) are to countries abroad; its products are sold in more than 40 countries around the world. In 2011, exports of HELLENIC CABLES Group amounted to euro 181,913 and represent 1.14% of total Greek exports, not counting petroleum products.

With its cutting-edge technology and specialized personnel, the HELLENIC CABLES Group manufactures a wide range of products under the trade name CABLEL®. The Group's main product categories are:

- Power cables with operating voltages up to 500kV
- Submarine power and optical fibre cables
- Optical fibre cables
- Indoor installation cables
- Control cables
- Industrial and outdoor installation cables
- Marine and offshore cables with increased fire resistance

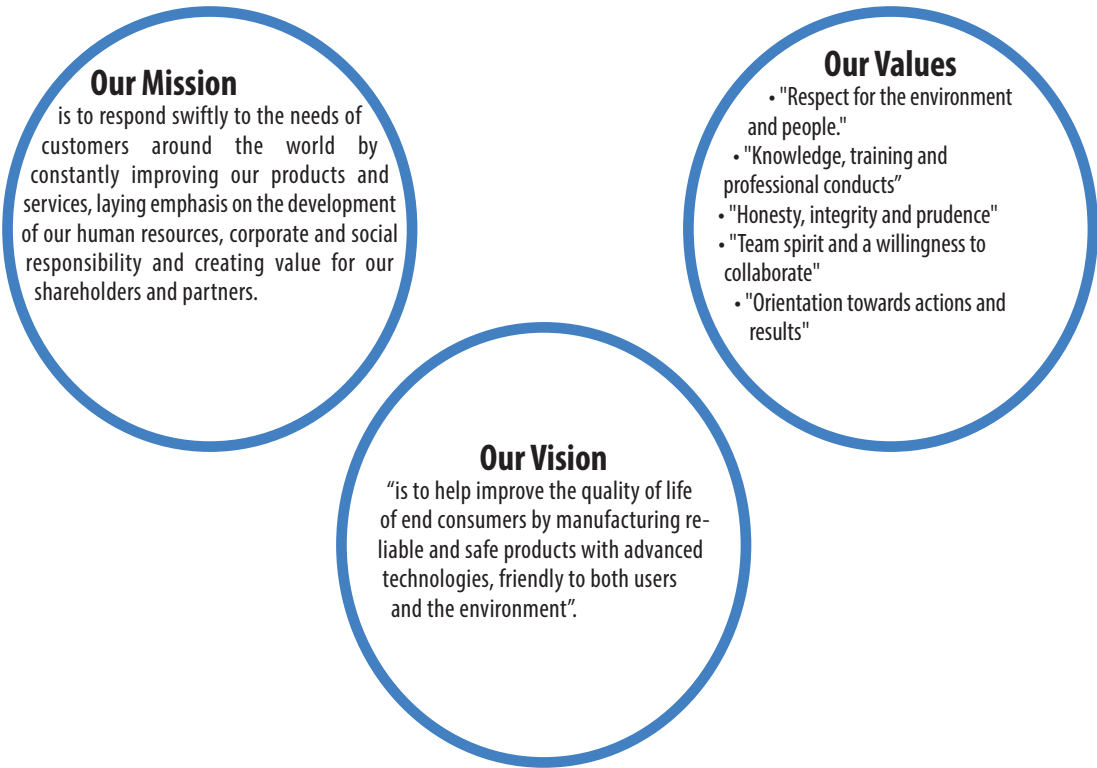


- Halogen-free, fire-retardant and fire-resistant cables
- Copper, aluminium conductors, aerial conductors
- Telephone cables
- Data transmission tables
- Special cables
- Copper and aluminium enamelled wire
- Plastic & rubber compounds

The main sectors of HELLENIC CABLES activities are:

Company name	Sector	Registered Off
HELLENIC CABLES S.A.	<ul style="list-style-type: none"><li>• Manufacturer of various types of cables (power cables, telecommunications cables, optical fibre cables)</li><li>• Enamelled wire</li><li>• Plastic &amp; rubber compounds</li></ul>	Greece
ICME ECAB S.A.	<ul style="list-style-type: none"><li>• Manufacturer of various types cables (power cables, telecommunications cables)</li></ul>	Romania
FULGOR A.E.	<ul style="list-style-type: none"><li>• Manufacturers of power cables</li><li>• Copper and aluminium enamelled wire</li><li>• Submarine power and optical fibre cables</li></ul>	Greece
LESCO O.O.D.	<ul style="list-style-type: none"><li>• Packaging materials (wood)</li></ul>	Bulgaria
GENECOS S.A.	<ul style="list-style-type: none"><li>• Agent/dealer - distributor of Group products</li></ul>	France
LESCO ROMANIA S.A.	<ul style="list-style-type: none"><li>• Producer of packaging materials, scrap recycler</li></ul>	Romania

HELLENIC CABLES Group and Company Vision, Mission and Values



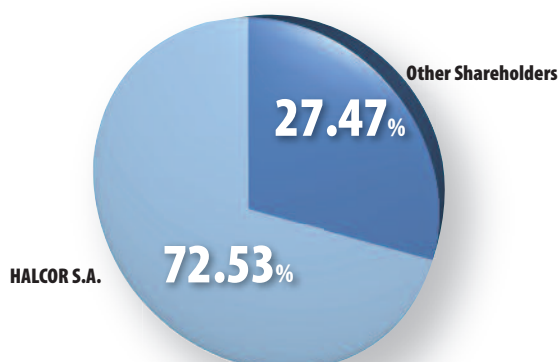


## 1.2 Brief Presentation of HELLENIC CABLES S.A.

HELLENIC CABLES S.A. was established in 1973. Today it is the parent company of the HELLENIC CABLES Group and one of the leading cable manufacturing companies in Greece and the Balkan region.

HELLENIC CABLES S.A. is a Societe Anonyme having its registered office on 2-4, Mesogeion Avenue, Athens Tower Building B, 115 27 Athens. The shares of the company are traded at the Athens Stock Exchange.

**HELLENIC CABLES shareholder composition  
(31.12.2011)**



*More information on the Company's shares is presented in the 2011 Financial Statement, the 2011 Annual Report and in the Company's website [www.cablel.com](http://www.cablel.com)*

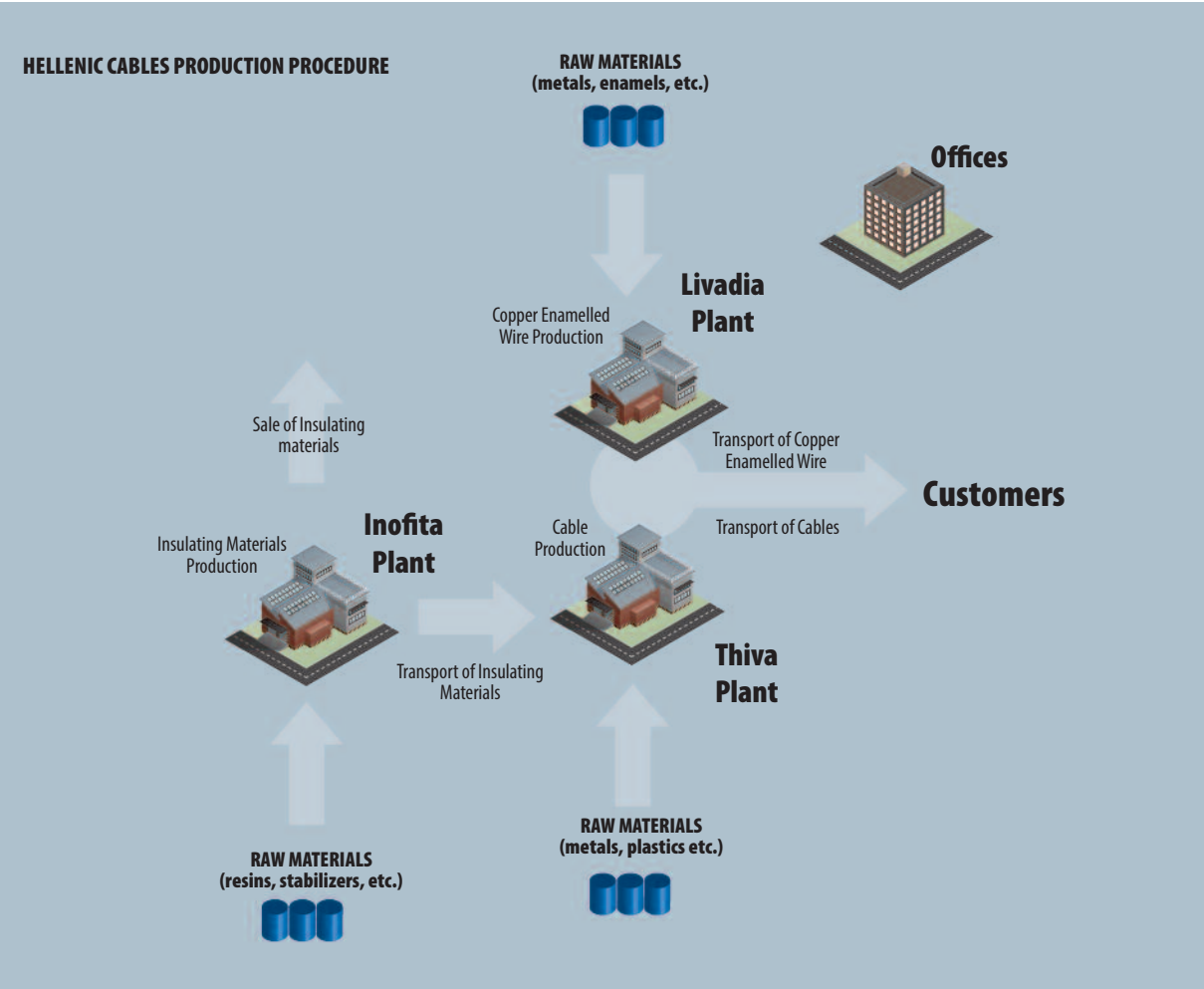
The wide range of HELLENIC CABLES S.A. products are sold under the registered trade name CABLEL®. The main categories of HELLENIC CABLES S.A. products are:

- Power cables (transmission of electricity)
- Telecommunications, data transmission & optical-fibre cables (single-mode and multi-mode)
- Enamelled wire
- Plastic & rubber compounds

*More information of the products of HELLENIC CABLES can be found under the chapter Market.*

The HELLENIC CABLES plants in Greece are located in:

- Thiva (power, telecommunications and data transfer cables)
- Livadeia (enamelled wire) and
- Oinofyta (plastic and rubber compounds)





### 1.3 Milestones

Key HELLENIC CABLES milestones:

**2011**

- ISO 14001:2004 certification of the Environmental Management System at the Livadeia and Oinofyta plants
- Acquisition of the subsidiary TELECABLES S.A.
- Acquisition of FULGOR S.A. engaged in the manufacture of power cables up to 150kV, medium voltage submarine cables and optical fibre cables, bare conductors and copper (Cu) - aluminium (Al) rods.

**2010**

Publication of the first Corporate Responsibility and Sustainable Development report according to GRI, G3 Level B guidelines.

**2009**

Received "Recognised for Excellence 3-Star" award from the European Foundation for Quality Management.

**2008**

Operation of a new production line for 500kV high and extra-high voltage cables.

**2007**

Received "Committed to Excellence" award by the European Foundation for Quality Management.

**2006**

Operation of LSF flame-retardant compound production line.

**2003**

Completion of the new Thiva plant and commencement of high voltage cable production line.

**2001**

ISO 14001 certification of the Environmental Management System at the Thiva plant.

**1999**

Acquisition of majority shareholding in ICME ECAB S.A.

**1994**

Listing in the Main Market of Athens Stock Exchange (ASE).

**1992**

First certification of the Environmental Management System per ISO 9001.

**1973**

Incorporation of HELLENIC CABLES S.A.

**1950**

Commencement of cable production by VIOHALCO.



## 1.4 Awards, Assessments, Distinctions

HELLENIC CABLES has received a number of awards and distinctions from various institutions for its ongoing efforts for improvement in the various areas of its business activities:

### Award for the 2010 Corporate Responsibility and Sustainable Development Report

The quality of accountability of HELLENIC CABLES was awarded by the University of the Aegean. Specifically, the Company was awarded an honorary distinction for its 2010 Corporate Responsibility and Sustainable Development Report by the University of the Aegean during the CSR Reporting Forum 2011. The HELLENIC CABLES 2010 Corporate Responsibility and Sustainable Development Report came in 7th place.



### Honorary distinction for the 2009 Corporate Responsibility and Sustainable Development Report in the category Best First Report, by the QualityNet Foundation

The 2009 Corporate Responsibility and Sustainable Development Report of HELLENIC CABLES received an honorary distinction by the QualityNet Foundation in the category Best First Report under the BRAVO 2011 forum. This distinction encourages the company's efforts for continuous improvement and its commitment to operate as a responsible Company. The BRAVO forum is an initiative by QualityNet Foundation aimed to the participation of a large number of interested public and private sector institutions in an open dialogue through the evaluation of CSR reports published in our country and familiarization with the principles of responsibility.



### True Leader award to HELLENIC CABLES by ICAP

In October 2011, the HELLENIC CABLES Group was honoured with the True Leaders award, launched this year by ICAP. ICAP recognized 25 companies and 26 groups of companies, distinguished in the Greek market in 2010, based on the following criteria:

1. They are included in the 500 most profitable companies or 200 most profitable groups based on EBITDA profits for 2010
2. They are included in the 500 companies or 200 groups with the largest number of employees and have experienced an employment growth from 2009 to 2010
3. They are ranked in the 10 top positions of their respective industries (based on turnover)
4. Are evaluated with BB and above ICAP Credit rating (for the groups the parent company is evaluated)





## 1. Company Profile

### 1.5 Participation in Networks and Organizations

Promotion of Sustainable Development and Corporate Responsibility depends to a large extent on collective organization and actions. To this effect, HELLENIC CABLES participates in a number of networks, organizations and institutions.



#### Hellenic Network for Corporate Social Responsibility (EDEKE)

EDEKE seeks to promote the concepts of Sustainable Development, Corporate Social Responsibility and Social Cohesion in Greece and to develop mechanisms for communication, synergy and coordination among the network's affiliated companies for joint implementation of programmes or exchange of best practices. HELLENIC CABLES has been a principle member of the network since 2009.



#### Hellenic Federation of Enterprises (SEV)

HELLENIC CABLES S.A. has adopted the SEV Council's Code of Conduct for Sustainable Development. SEV's mission is the modernization and development of Greek enterprises through the creation of a competitive national capital within both European and global financial competition. SEV is a member of the Union of Industrial and Employers Federations of Europe (Business Europe), the top independent organization representing European enterprises. HELLENIC CABLES is an active member of SEV.



#### Federation of Sterea Ellada Industries (SBSE)

SBSE focuses on promoting industry needs and securing the conditions for attaining Sustainable Development in a responsible manner in a competitive environment. SBSE aims to support its members by promoting entrepreneurship, competitiveness, sustainable development and the environmental protection of Sterea Ellada (Central Greece). HELLENIC CABLES is an active member of SBSE.



#### European Confederation National Associations of Manufacturers of Insulated Wires and Cables (EUROPACABLE)

Europacable was established in 1991, is a communication platform among manufacturers of cables and is the body which represents the cable industry in the European Commission in Brussels. The primary mission of the Confederation is to promote the use of cables and familiarization with cable and wire technology. This is the safest technology to date and incorporates environmental characteristics in many sectors such as enamelled wires, cables used in structures and industries for cabling purposes, power cables, data transmission cables as well as metal and optic fibres for telecommunications cables. The Company participates in the Confederation via SEV since its executives are members on various committees.



#### International Cablemakers Federation (ICF)

The International Cablemakers Federation (ICF), established in 1990 in Vienna, numbers more than 100 members from over 30 countries from around the world. ICF aims, among others, to promote energy saving and safety and improving the recovery and re-usage of cable materials.



#### Hellenic Management Association (EEDE)

EEDE is a non-profit making organization and its mission is to contribute to the development and promotion of the implementation of modern management principles, methods and techniques to all collective efforts in both the private and public sectors in Greece and abroad and to highlight the important role of managers. HELLENIC CABLES is an active member of EEDE.



#### Hellenic Copper Development Institute (HCDI)

HCDI was set up in 1996 as a non-profit organization whose objective is to provide responsible information and promote copper and copper alloy applications, uses and products to experts and the general public. HCDI is affiliated with the European Copper Institute and is financed by the International Copper Association, a global network of 27 Copper Centres. HELLENIC CABLES is a member of the Hellenic Copper Development Institute.



#### Aluminium Association of Greece (AAG)

AAG was established in 1985 as a non-profit private law legal entity. The members of AAG are companies and associations involved in bauxite mining, aluminium production, aluminium processing and manufacturing of products for various applications and uses. Through its services and programmes, AAG aims to strengthen the position of aluminium in the competitive world of materials, increase its usage and contribute to the fulfilment of environmental, social and financial goals by its members, aspiring always at Sustainable Development. HELLENIC CABLES is a member of the Aluminium Association of Greece.



#### Union of ASE Listed Companies (ENEISET)

ENEISET represents over 150 companies that account for around 80% of market capitalization of the Athens Stock Exchange. HELLENIC CABLES is a member of ENEISET since 1994.



#### Athens Chamber of Commerce & Industry (ACCI)

ACCI was established in 1914 in order to protect and promote the commercial and industrial interests of its members. HELLENIC CABLES is a member of ACCI since 1973.

In addition, HELLENIC CABLES is a member of the following chambers:

- Greek-Romanian Chamber of Commerce and Industry
- Business Council of Greece – Latin America
- Arab-Greek Chamber of Commerce and Development
- Greek-French Chamber of Commerce & Industry.

## 1.6 Significant Changes in 2011

- **Acquisition of FULGOR S.A.:** In the context of its strategic plan, HELLENIC CABLES acquired 100% of FULGOR S.A.'s share capital. FULGOR S.A. has been manufacturing cables, bare conductors and copper and aluminium wire since 1957 and is distinguished by its expertise and proficiency in manufacturing added value products, such as high voltage and submarine cables.
- **Share Capital Increase:** On 7 September 2011, the Shareholders Meeting of HELLENIC CABLES, decided to increase its share capital by waiving the entitlement of shareholders. The share capital increase amounted to euro 9,593,921 and was completed on 7 February 2012. Specifically, 2,320,000 new unregistered shares were issued, which were acquired by the FULGOR S.A. bank creditors; trading of the new shares in the Athens Stock Exchange started on 7 March 2012.
- **Acquisition of the subsidiary TELECABLES S.A.:** In August 2011, HELLENIC CABLES acquired 100% of its subsidiary TELECABLES S.A. TELECABLES S.A. is engaged in manufacturing and trade of telecommunications cables.





## 2. Corporate Responsibility at HELLENIC CABLES

HELLENIC CABLES has incorporated Corporate Responsibility in its operations. The Company acknowledges that the path to Sustainable Development is inextricably linked with Corporate Responsibility and for this reason it ascribes high priority to the systematic management of such issues. Respect for the environment and people are key values and priorities for HELLENIC CABLES. HELLENIC CABLES has set five pillars of Corporate Responsibility and Sustainable Development:



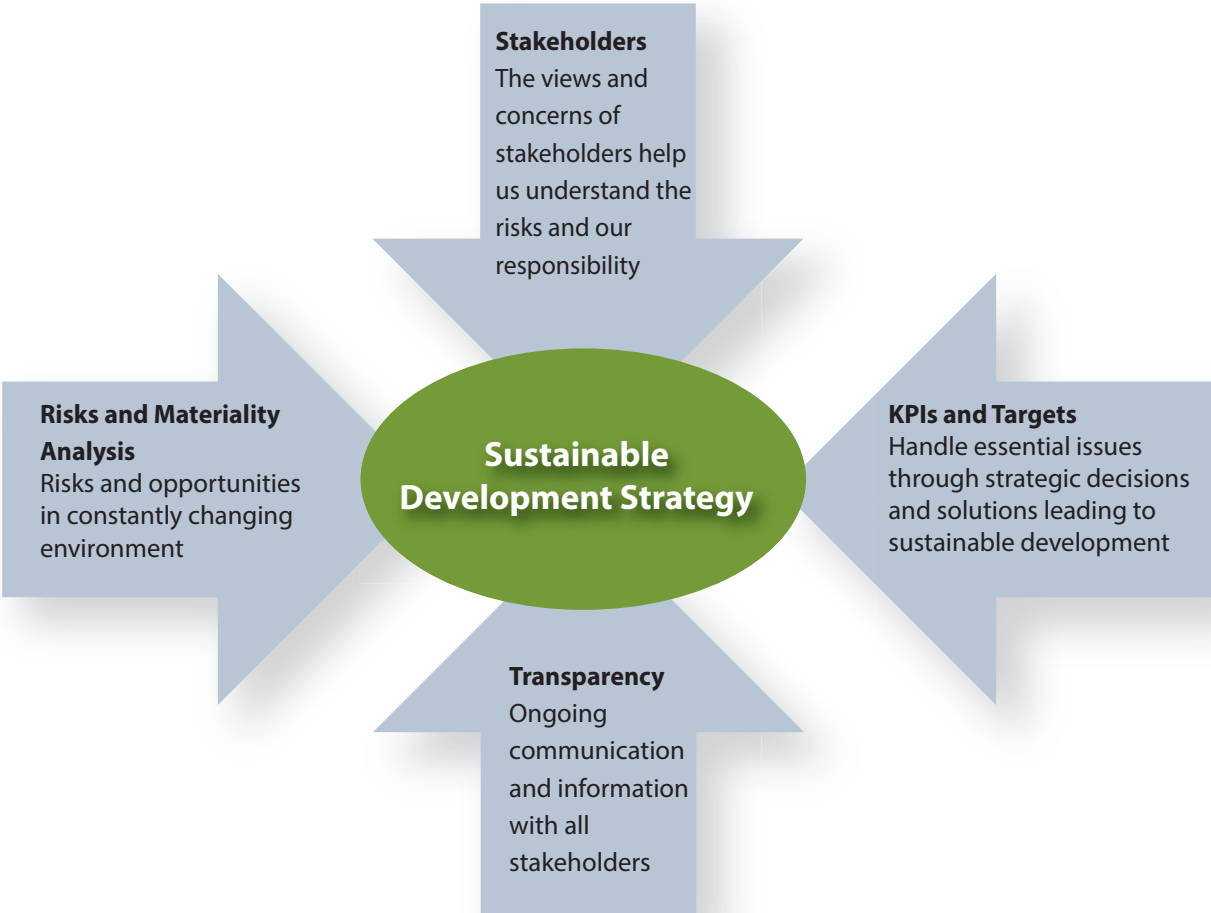
### 2.1 Organizational Structure for Corporate Responsibility Management

Aiming to integrated management of Corporate Responsibility and Sustainable Development issues, HELLENIC CABLES has established the Corporate Responsibility and Sustainable Development Team. The Corporate Responsibility Team holds regular meetings in order to examine the issues that arise and plan its actions. Moreover, the Team consists of representatives of Company Divisions and reports to the General Manager of HELLENIC CABLES.

The Corporate Responsibility Team seeks to have development of Corporate Responsibility and Sustainable Development issues not by a specific department or person but rather to have each manager take steps to incorporate and manage issues of responsible and sustainable operation as part of his/her responsibilities. In this manner, the company achieves further incorporation and comprehensive management of Corporate Responsibility and Sustainable Development issues across the entire range of its activities.

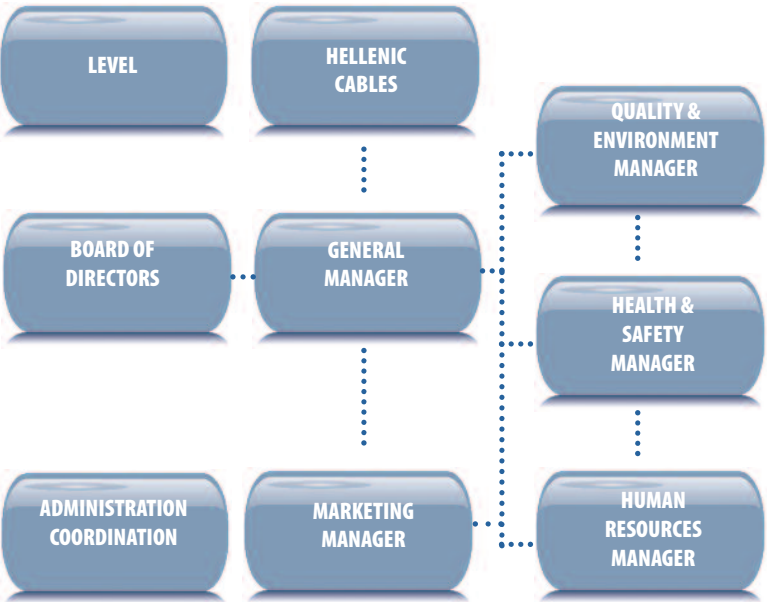


STRATEGY FOR SUSTAINABLE DEVELOPMENT AT HELLENIC CABLES



More specifically:

- the General Manager is responsible for issues of Corporate Responsibility and Sustainable Development at management level who informs the BoD;
- the Marketing Manager is responsible for the coordination of Corporate Responsibility & Sustainable Development issues; he cooperates with the Company's operational departments (purchases, human resources, etc.) in order to disseminate responsible and sustainable development practices and policies throughout the Company;
- one person is appointed as responsible in each sector for Health & Safety, Human Resources, Supplies, the Environment, etc., who coordinates and implements the Company's policies and programmes.





## 2. Corporate Responsibility at HELLENIC CABLES

### Code of Conduct for Sustainable Development

HELLENIC CABLES S.A. has adopted the Code of Conduct of the SEV Council for Sustainable Development (<http://www.sevbcsd.org.gr/principles>) and in doing so:

1. Respects the principles of Sustainable Development and incorporates them in its decision making processes.
2. Promotes the adoption of environmentally friendly and scientifically established methods of designing its activities.
3. Is oriented on manufacturing products and rendering services with positive environmental impact.
4. Promotes production methods that emphasize on recycling, conservation of natural resources and proper management of waste products.
5. Trains and educates suitably its workforce and invests in natural, technological and financial resources aimed at sustainable development.
6. Promotes continuous improvement of its performance in the fields of health, safety and environmental protection.
7. Provides accurate information to Authorities and Society about its activities and aims at a sincere dialogue with all involved stakeholders.
8. Contributes to the social, cultural and overall financial development of the communities in which it is active.
9. Adopts modern practices of corporate governance.
10. Meets its institutional obligations in a spirit of transparency and business ethics

### 2.2 EFQM Business Excellence Model

In support of its Sustainable Development, HELLENIC CABLES aims at continuous improvement across all its activities. The Company has adopted the EFQM Business Excellence European Model methodology, since 2008, having obtained the Certification "Achievement of the principles of Corporate Excellence" of the National Certification Programme by the Hellenic Management Association (EEDF), within the framework of the "Forever Excelling" program.



According to EFQM, the EFQM Business Excellence Model is a practical tool which assists implementing organizations to:

1. Identify their strengths and the areas that can be improved.
2. Establish a clear and deliberate path to business excellence and sustainable development.
3. Compare themselves to the best companies throughout the world in their sector and more generally, via an irreproachable evaluation system.
4. Discover and implement methods for continuous improvement of all stakeholders' satisfaction.
5. Improve productivity and effectiveness of their operations and, thus, their financial results.
6. Develop their human resources.
7. Transform into organizations focused on learning and knowledge diffusion.

### 2.3 The Global Compact

The Global Compact is a United Nations initiative aimed at aligning the efforts of business, unions and civil society in the areas of human rights, labour, environment and anti-corruption. The primary objective of the Global Compact, as the largest, global corporate responsibility initiative - with thousands of

participates from more than 100 countries - is to embed markets and societies with universal principles and values.

HELLENIC CABLES respects the Global Compact principles. The following table presents the correspondence between GRI indicators and Global Compact principles.

The Ten Global Compact Principles	GRI Indicators	Actions HELLENIC CABLES
Human Rights		
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;	EC5, LA4, LA6-9, LA13, LA14, HR1-9, S05, PR1, PR2, PR8	Respect for the internationally accepted human rights is a non-negotiable principle for HELLENIC CABLES. The Company ensures compliance with the human rights in the scope of its activities. The company has scheduled training sessions on human rights in 2012, which are addressed to its executives and security personnel.
<b>Principle 2:</b> and make sure that they are not complicit in human rights abuses.	HR1-9, S05	
Labour		
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	LA4, LA5, HR1-3, HR5, S05	HELLENIC CABLES is against child, forced or compulsory labour. All company employees are above 18 years of age. The Company's policy is to provide equal opportunities and avoid all types of discrimination. As was the case in past years, there was no discrimination incident reported or found in 2011. Moreover, the Company respects and complies with the Collective Bargaining Agreements.
<b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;	HR1-3, HR7, S05	
<b>Principle 5:</b> the effective abolition of child labour; and	HR1-3, HR6, S05	
<b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.	EC7, LA2, LA13, LA14, HR1-4, S05	
Environment		
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;	EC2, EN18, EN26, EN30, S05	HELLENIC CABLES pursues minimal impact on the natural environment by complying fully with legislation in effect. Furthermore, its Environmental Management System is ISO 14001 certified and the Company is making every effort to reduce its environmental footprint, often surpassing the legal requirements. HELLENIC CABLES has adopted the principle of prevention in the management of its environmental affairs.
<b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and	EN1-30, S05, PR3, PR4	
<b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.	EN2, EN5-7, EN10, EN18, EN26, EN27, EN30, S05	
Anti-Corruption		
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	S02-6	HELLENIC CABLES is against all forms of corruption. The company is committed to operate in an ethical and responsible manner. As in past years, there was no incident of corruption in 2011. The Company has implemented anti-corruption and transparency training for its executives.



The principles of Corporate Responsibility according to standard ISO 26000 on Social Responsibility

Cooperation with Local Communities

HELLENIC CABLES aspires to positive and productive interaction of its business activities with the social environment within which it operates, providing benefits to local communities with the creation of new jobs and collaboration with local suppliers. In 2011, construction of cable drums was assigned to a local supplier for the first time.

Human Rights

Respect for the internationally accepted human rights is a non-negotiable principle for HELLENIC CABLES. The Company ensures equal opportunities to all employees and avoids any kind of discrimination. As was the case in past years, there was no discrimination related incident reported or found in 2011.

Consumer Issues

HELLENIC CABLES aspires to the full satisfaction of its customers and end users of its products. All products are accompanied by data sheets providing information regarding their properties. Correspondingly in 2011 there were no incidents of non-compliance with legislation and regulations relating to the effects of products, the information offered by the Company to its customers or the markings which must accompany its products. Additionally, the Company ensures protection of the Health and Safety of end users, using the right materials and new technologies, fire-resistant cables, limited use of lead stabilizers, etc.).

HELLENIC CABLES records possible consumer complaints and ensures correction through the appropriate corrective and preventive actions.

Employment Practices

The people of HELLENIC CABLES are the driving force for its success in business. The Company has established and applies a code of values and conduct for its employees. At the same time, HELLENIC CABLES provides significant personal and professional development opportunities, implementing a series of training programmes addressed to its employees. Ensuring the Health and Safety of its employees is the ongoing pursuit of the Company. HELLENIC CABLES takes all necessary measures for continuous improvement in Health and Safety. The Company's Occupational Health and Safety Management System will be certified within 2012 by an independent institution according to OHSAS 18001:2007 requirements.

7. Cooperation with Local Communities

2. Human Rights

6. Consumer Issues

1. Corporate Governance at HELLENIC CABLES

183. Employment Practices

5. Fair Operating Practices

4. Environment

Fair Operating Practices

For HELLENIC CABLES, responsibility in the way it does business is a strategic choice. Even though the risk for incidents of corruption is low, the Company takes all necessary measures to control and identify such potential incidents. As in past years, there was no incident of corruption in 2011.

HELLENIC CABLES respects property rights fully (material or intellectual) and pursues the promotion of social responsibility.

Environment

HELLENIC CABLES respects the environment and is committed in practice to its protection through implementation of its ISO 14001:2004 certified Environmental Management System. The Company seeks to continuously reduce its environmental footprint and takes preventive actions to avoid any pollution of the environment.

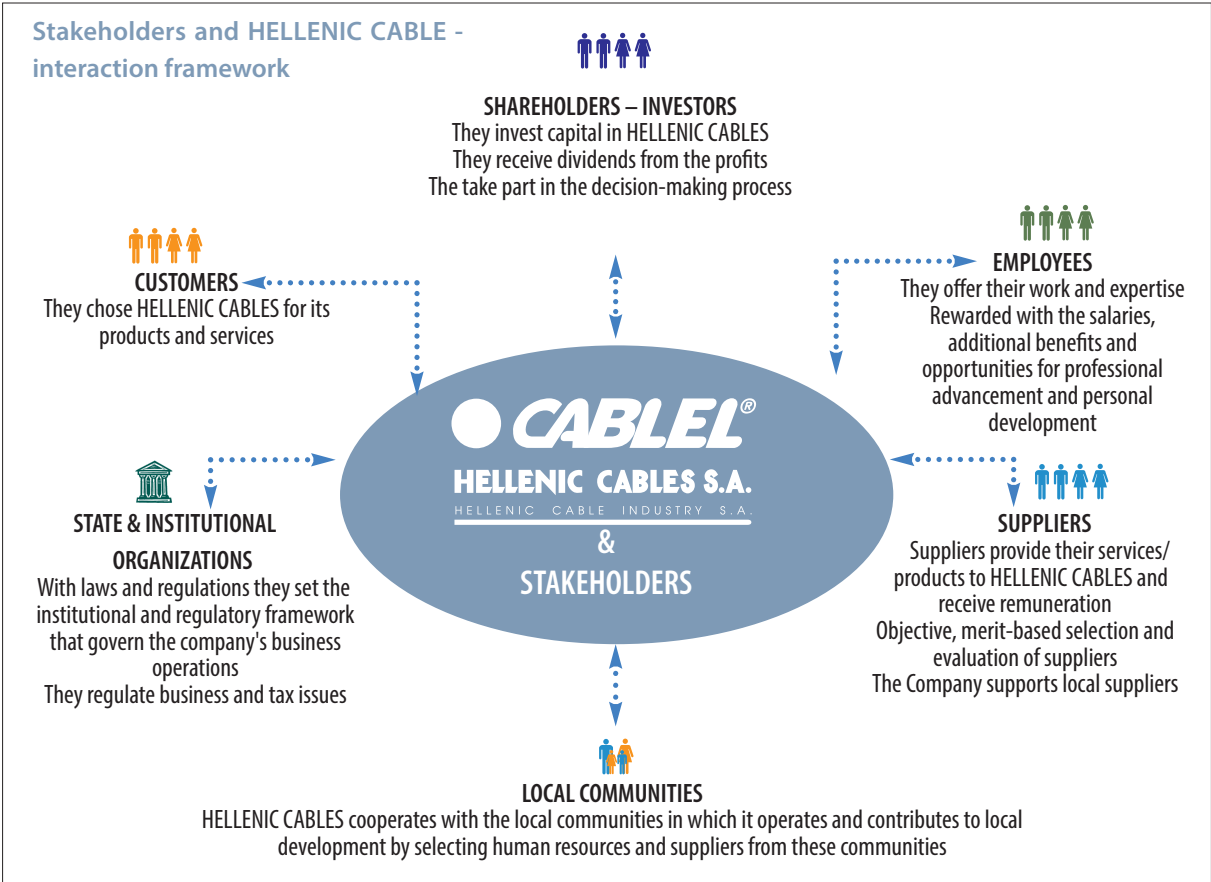
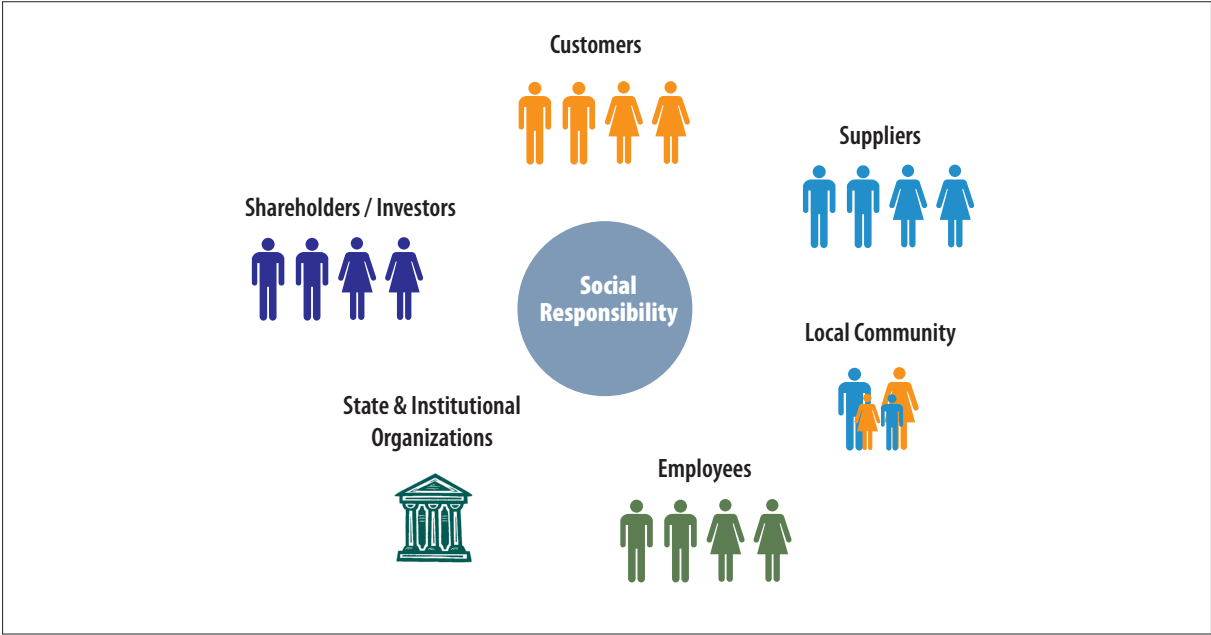
Corporate Governance at HELLENIC CABLES

HELLENIC CABLES has incorporated Corporate Responsibility in all its activities. The Company ensures maximum transparency in its operations and ongoing, mutual and fruitful cooperation with its stakeholders. Respect for the legal and regulatory framework and ethical behaviour constitute non-negotiable principles for HELLENIC CABLES.



2.4 Communication with Stakeholders

Communication and cooperation with stakeholders is of special importance to HELLENIC CABLES. For HELLENIC CABLES, stakeholders are all those directly or indirectly affecting or being affected by its activities.



Company communication with its stakeholders is achieved through different ways and methods according to each group.



Stakeholders and HELLENIC CABLE - Methods of Communication

STAKEHOLDER GROUPS

METHOD OF COMMUNICATION

Customers (buyers and users)



- Customer Satisfaction Survey (every 2 years)
- Customer service department
- Regular personal and telephone communication
- Complaint management
- Updates via the Company's website
- Presence in trade fairs

Employees



- Organizing events
- Meetings
- Intranet
- Ongoing communication between Management and Human Resources. The Company pursues and applies the Open Door and Walking About policy for senior executives, and
- Annual employee satisfaction survey
- Communication and information via the Company's intranet
- Updates via e-mail and leaflets on bulletin boards
- Updates via the Company's website

Suppliers



- Participation in trade associations
- Meetings
- Presence at suppliers' fairs
- The Company informs suppliers on market developments in areas where it operates
- Channel of communication with suppliers through the Company's Purchasing Department
- Cooperation with selected suppliers for certification of supplementary products

Local Communities



- Organizing visits
- Communication with local government authorities in areas of activity

Shareholders - Investors



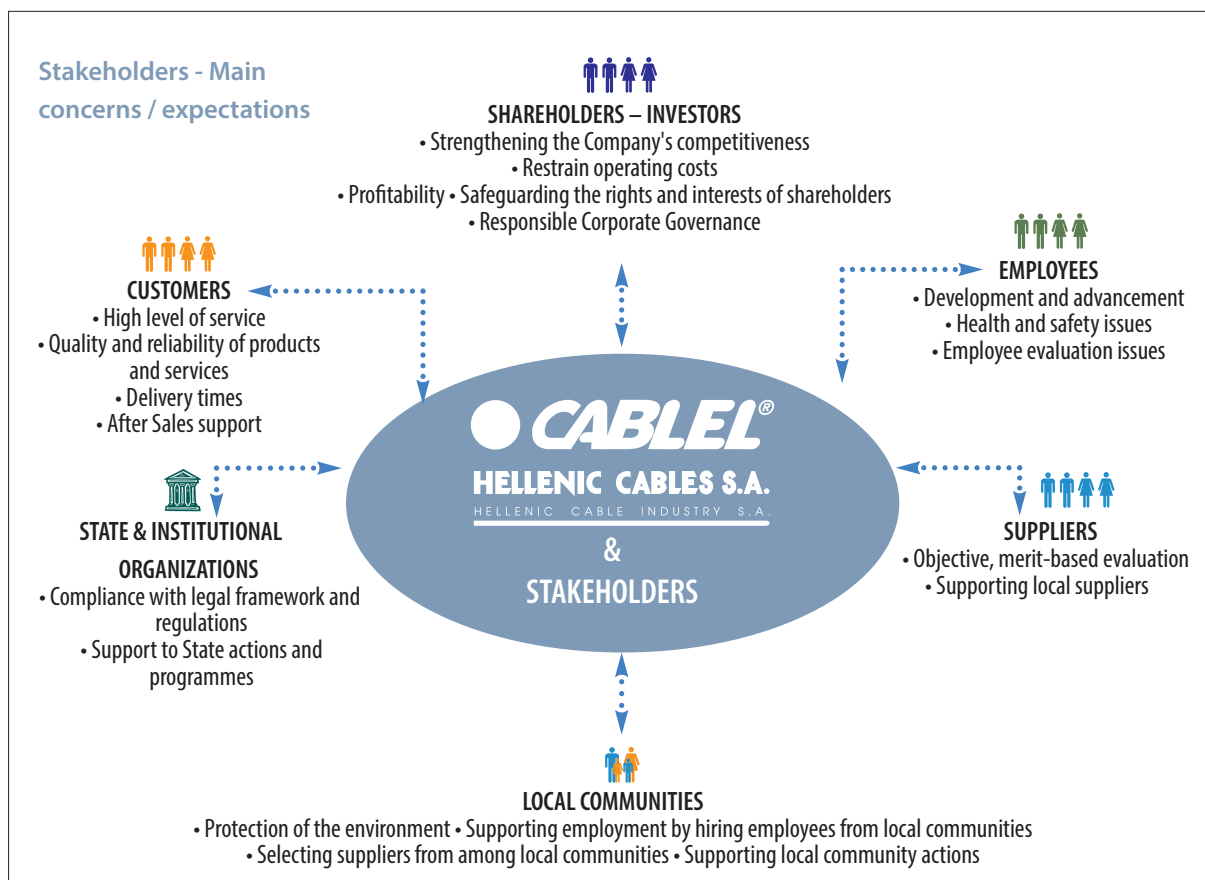
- Meetings with senior executives
- Working together on a daily basis
- Annual Ordinary General Meeting
- Extraordinary General Meetings
- Annual Report
- Corporate Responsibility and Sustainable Development Report
- Communication of analysts with Company executives
- Investor Relations Department
- The Board informs shareholders on any changes in the Company
- Regular press releases, announcements and reports on new investments
- Quarterly, semi-annual and annual publication of results
- Updates via the Company's website

State & Institutional Organizations



- Participation in conferences and events related to the sector or the business sector in general
- Consultation with state and institutional representatives at a national and/or regional level

HELLENIC CABLES records the main concerns and expectations arising from the dialogue with each stakeholder group. The Corporate Responsibility and Sustainable Development Report is a comprehensive presentation of the Company's Corporate Responsibility, the actions it undertakes and its commitment to continuous improvement.



### Response of HELLENIC CABLES to the main concerns / expectation of stakeholders

STAKEHOLDER GROUPS	HELLENIC CABLES ACTIONS ON THE MAIN ISSUES
<b>Customers (buyers and users)</b>	<ul style="list-style-type: none"> <li>• The company implements an ISO 9001:2008 certified Quality Management System, aiming to assure the quality of its products and services (Chapter Market, Product Quality and Safety)</li> <li>• The technology of products developed ensures maximum possible safety of end users (fire-retardant, fire-resistant, low smoke cables (Chapter Market, Product Quality and Safety)</li> <li>• HELLENIC CABLES pursues top quality services and maximum satisfaction of its customers, while it records and manages any complaints for optimum management (Chapter Market, Customer Relations Management)</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Implements a personnel evaluation system every year (Chapter Human Resources, Personnel Evaluation section)</li> <li>• Implements education and training programmes (Chapter Human Resources, Training and Development)</li> <li>• Additional benefits to all personnel (Chapter Human Resources, Additional Benefits)</li> <li>• Management holds regular meetings with Department Managers and respectively with Department supervisors of the entire personnel to provide information on the Company's progress; quarterly updates by Management to all personnel and application of the open doors policy (Chapter Human Resources, Internal Communication)</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• HELLENIC CABLES applies a supplier evaluation and selection procedure (Chapter Market, Responsible Procurement)</li> <li>• As a priority, suppliers are selected from local communities, where possible (Chapter Market, Responsible Procurement)</li> <li>• In 2011, assignment of the construction of metal cable drums for the first time to a local supplier in the Thiva, Viotia area, brought significant mutual benefits (Chapter Market, Responsible Procurement)</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>• In 2011, 78% of HELLENIC CABLES employees are from the greater Viotia area</li> <li>• In 2011, 4% of Company suppliers were from local areas</li> </ul>
<b>Shareholders - Investors</b>	<ul style="list-style-type: none"> <li>• Recovery of Company profitability and improvement of its financial results at all levels (Chapter Financial Development and Corporate Governance)</li> <li>• Publication of the Corporate Responsibility and Sustainable Development Report with a constantly increasing level of disclosure, according to international standards</li> </ul>
<b>State &amp; Institutional Organizations*</b>	<ul style="list-style-type: none"> <li>• In 2011, there was no incident of non-compliance (i.e. imposition of fine and/or administrative penalties) with environmental legislation</li> <li>• In 2011, there was no incident of non-compliance with legislation (i.e. imposition of fine and/or administrative penalties) on marketing practices, product promotion, disclosure that accompanies products or product impact on the health and safety of users.</li> </ul>



## 2. Corporate Responsibility at HELLENIC CABLES



The important issues arising from the dialogue and cooperation with stakeholders are used by HELLENIC CABLES and taken into consideration when planning its actions, in order to promote collaboration and produce value for each associated stakeholder group. This information arising from constant communication with stakeholders is incorporated into:

- redesigning of procedures
- improving performance in certain areas (products, services, production procedures, Health & Safety, environmental performance)
- upgrading the level of cooperation with each group and the society in general.



Individual Company policies, approaches and actions relating to the most important of the issues above may be found in the respective chapters of this Report.

### Corporate Responsibility and Sustainable Development Targets

Responding to the demands of its stakeholders, the Company sets targets every year for each Corporate Responsibility priority. Below is a brief presentation of the 2011 targets and the corresponding performance results.

The Company succeeded in meeting 40% of the targets set for 2011, despite the difficulties encountered within the year, such as:

- developments in the global financial crisis
- acquisition of FULGOR S.A. during the second half of 2011, which required engagement of all Company personnel.

## 2011 Targets per Corporate Responsibility priority

### Corporate Governance

#### 2011 Performance Remarks

To provide training on Corporate Responsibility and Sustainable Development issues with extensive participation - middle and senior executives.



Due to the acquisition of FULGOR S.A, training is postponed for 2012 so that the staff of that company can be included.

To incorporate Corporate Responsibility and Sustainable Development issues in the executives' performance review process.



Will be examined in 2012.

To include analytical issues and performance indicators on Health and Safety and other Corporate Responsibility issues in the quarterly consolidated reports of the BoD.



Are included.

### Marketplace

To attain a customer satisfaction rate above 80%, in all questions included in the survey.



Due to the acquisition of FULGOR S.A., it was decided to conduct the customer satisfaction survey in early 2012, in order to include FULGOR S.A. customers as well.

To have no complaints lodged by customers with respect to the Company's responsible operation.



There were no complaints lodged with respect to the Company's responsible operation.

The rate of purchases from domestic suppliers should be over 25% of total supplies.



The percentage of local suppliers stood at 40% of all suppliers.

To incorporate issues of Corporate Social Responsibility in the customer satisfaction survey that will be conducted in 2011.



The question was included in the Company's customer satisfaction survey questionnaire.

### Human resources - Health and Safety

Certification of the Health and Safety Management System per OHSAS 18001 at the end of 2011.



Certification will be completed in 2012.

Maintain the rate of departures below 3%.



The rate of departures was above 3%.

To further reduce the accident severity rate and practically eliminate occupational accidents.



The severity index was slightly increased by 4.4%.

To have the training index exceed 8 hours for every employee.



The training index was 5 hours per employee. Training will be intensified in 2012.

Provide training to over 55% of employees at least once.



34% of employees received training. Training will be intensified in 2012.

### Environment

To have the Environmental Management System at the Livadeia plant certified in accordance with ISO 14001 2004.



The Environmental Management System at the Livadeia plant was certified in accordance with ISO 14001:2004.

To reduce water usage by 5%.



Water usage was reduced by 2.1%. Measures for reduction of water usage will be intensified in 2012.

To increase the waste recycling percentage by 3%.



Waste recycling percentage was increased by 8%.

### Society

To increase participation of Company employees in blood donation to above 25% and blood bags to 100.



There was no blood donation at the Company plant in Thiva because there were no mobile units available from the hospitals of the greater Viotia area. Thirteen employees participated in the blood donation organized at the company's headquarters in Maroussi (3.1%).

To have at least three visits by electrical engineering schools to Company plants.



Three electrical engineering schools visited company plants in 2011.



Target successfully met



Under way and will be completed in 2012.



Target was not met.

The new targets of HELLENIC CABLES for 2012 are listed at the end of each chapter of this report.





## 3. Financial Development and Corporate Governance

The primary goal of HELLENIC CABLES is to create value for its shareholders and associated parties, including stakeholders. Through its business activities, HELLENIC CABLES contributes to the national economy while it sets the foundation for attaining Sustainable Development through its annual investments. At the same time, proper corporate governance practices implemented by HELLENIC CABLES constitute a stability and positive outlook factor.

### GLOBAL COMPACT PRINCIPLE

The Global Compact anti-corruption principle derives from the introduced during the UN Convention against Corruption.

<b>Principle 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery.	Up to present, there have not been any reports or comments on employee non-compliance with the anti-corruption regulations. The Company has implemented a training programme on transparency and anti-corruption for its executives.
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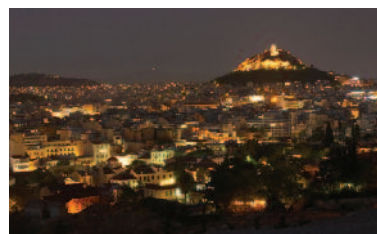
### 3.1 Key Financial Results

In 2011, there were noticeable signs of recovery for HELLENIC CABLES. Turnover stood at euro 326.66 million, a 27% increase compared to 2010, while gross profit was at euro 17 million compared to euro 11 million in 2010. EBITDA showed an increase of 74%, at euro 13 million, compared to euro 7 million in 2010.

#### Financial Indicators

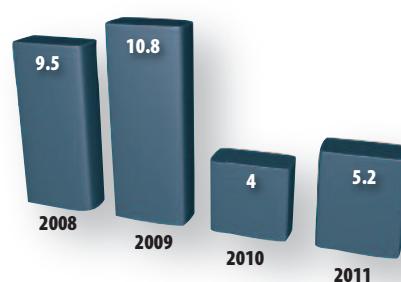
<b>HELLENIC CABLES</b> (in million euro)	<b>2009</b>	<b>2010</b>	<b>2011</b>
Total income (Turnover)	188.3	257.6	326.66
Operating profit	0.015	2.3	7.9
Operating cost	188.3	255.3	318.8
Payments to capital providers	4.2	4.8	7.9
Profit/ (Loss) before taxes	-1.7	0.039	1.6
Net profit / (loss) after taxes	-1.6	-0.17	1.1
Tax payments - indirect (VAT)	7.2	1.3	4
Tax payments - direct	0.6	0.6	0.6
Total payments to government bodies (total direct and indirect tax payments)	7.9	1.9	4.6
Subsidies/grants (Manpower Employment Organization not included)	0	0	0.8
Equity	76.01	76.23	94.54
Total Investments	10.8	4	5.2
Total assets (in million euro)	180.4	204	238

*More information on the financials of HELLENIC CABLES is presented in the Annual Report 2011, the Annual Review 2011 and the Company's website [www.cablel.com](http://www.cablel.com) (section: Investor Relations / Financial Results).*



Despite the negative financial environment, both at a national and European level, HELLENIC CABLES continued its long-term investment plan in 2011, which aims to improve the productivity and capacity of existing production lines and increase the production of high added value products, such as medium, high and extra-high voltage cables, submarine power and optical fibre cables, special cables, copper and aluminium enamelled wire. Total investments implemented by HELLENIC CABLES IN 2011 were euro 5.2 million.

Investments (in euro million)



### 3.2 The Social Product of HELLENIC CABLES

There are significant direct and indirect benefits to society in general from the activities of HELLENIC CABLES.

	2009	2010	2011
Payroll (gross payments to employees)	13,2	14,2	14,2
Social security payments (Employer's contributions + private insurance)	3,3	3,6	3,7
Other employee benefits	1,0	1,0	0,9
Compensation (dismissals / retirement)	0,26	0,39	0,67
Payments to capital providers	9,7	4,2	7,9
Taxes paid	7,9	1,9	4,6
Total investments	10,8	4	5,2
Payments to domestic suppliers (incl. VAT)	45,3	55,5	85,3
<b>Total (in million euro)</b>	<b>91,46</b>	<b>84,8</b>	<b>122,47</b>

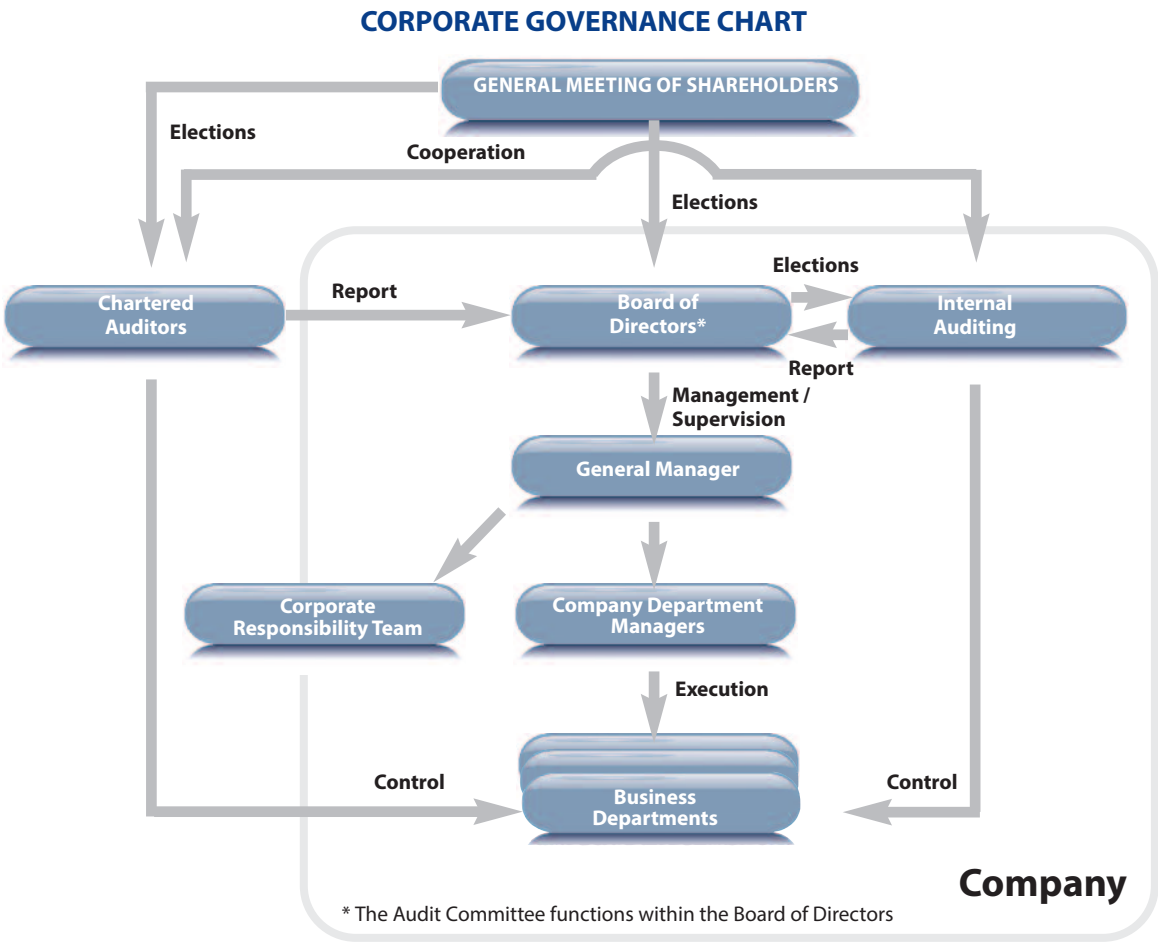
In 2011, despite the adverse international and national financial circumstances, euro 122 million were invested and returned to society.



3.3 Corporate Governance

For HELLENIC CABLES, proper Corporate Governance means respect for the Company’s shareholders and it is one of the key factors for its success in business. The Company has adopted the practices of Corporate Governance in its management and operations, as specified in the applicable institutional framework for companies listed in the Athens Stock Exchange (Law 3016/2002 and the provisions of Law 3873/2010).

As of March 2011 HELLENIC CABLES has adopted the SEV Code of Corporate Governance and during preparation of the Board of Directors’ Annual Report, the Company carried out a review in order to record in detail any divergence from its guidelines.



## Governing Bodies

Board of Directors	<ul style="list-style-type: none"> <li>• The Board consists of 12 members, of which 4 are executive and 8 are non-executive and as provided for in Law 3016/2002, as a société anonyme listed on the ASE, 2 of the non-executive members are independent<sup>(1)</sup>.</li> <li>• The members of the Company's Board of Directors are assessed and elected on an annual basis by the General Meeting of the Company's Shareholders.</li> <li>• The criteria for electing members of the BoD include, among others, experience, specialisation, university degrees, awards for excellence, administrative skills, conception, composition and analysis skills, social recognition and integrity.</li> <li>• The Board meets regularly and its responsibilities are to provide guidance and make decisions on the Company's activities.</li> <li>• It is totally accountable for the Company's responsible and sustainable operation.</li> <li>• Is informed through quarterly consolidated reports which include analytical issues and performance indicators on Health and Safety, the Environment, Quality, Corporate Governance and Human Resources. The Company's department managers participate in Board meetings, in order to inform the members and present relevant issues.</li> </ul>
Audit Committee	<ul style="list-style-type: none"> <li>• The Committee is elected according to article 37 of Law 3693/2008 comprises three non-executive members of the Board of Directors.</li> <li>• Its main task is to support the Company's Board of Directors in its mission to ensure:             <ul style="list-style-type: none"> <li>• the efficiency of accounting and financial systems</li> <li>• that the control mechanisms of business risk management systems are in place</li> <li>• compliance with the legal and regulatory framework</li> <li>• efficient implementation of the corporate governance principles.</li> </ul> </li> </ul>
Internal Auditing Department	<ul style="list-style-type: none"> <li>• Oversees proper application of the Internal Operations Regulation by Company employees.</li> <li>• Reports directly to the 3-member BoD committee.</li> <li>• Internal Auditing Reviews also assess issues related to Occupational Health &amp; Safety and the Environment. The results of these Reviews are forwarded to the members of the Company's Board of Directors.</li> <li>• Internal audits include a special, independent Auditing Team, which carries out internal audit activities in the Company and is supervised by three non-executive members of the Board. The auditors in this team are not members of the hierarchy of any other HELLENIC CABLES department and they exercise their duties independently and impartially.</li> </ul>
Internal Operations Regulation	<ul style="list-style-type: none"> <li>• Its objective is to augment corporate transparency and the Company's control mechanisms.</li> <li>• The regulation lists the responsibilities, duties and obligation of each institutional instrument, service or department as stipulated by the Company's Articles of Association and legislation in force.</li> <li>• Application of the regulation is binding for all employees of the Company.</li> <li>• The Regulation has been approved by the Company's BoD and meets by far the relevant legislative requirements concerning the obligations of companies having listed shares.</li> </ul>

(1) Independent, non-executive members of the BoD are considered the members who do not hold shares of HELLENIC CABLES (or hold a minimal percentage) and have no relation of dependence with the Company or its affiliated parties. Non-executive members are the members who do not execute duties on a daily basis for the Company.

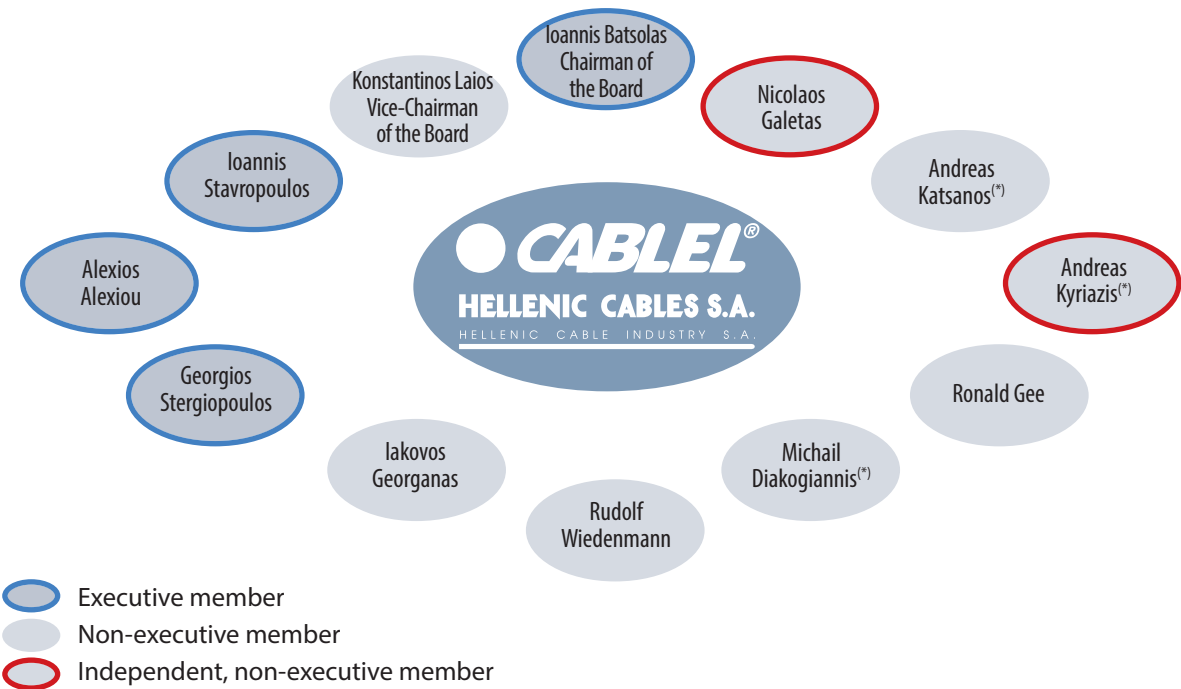
(2) During the General Meeting of shareholders, minority shareholders are offered the opportunity to participate, express their views and communicate with the members of the Company's Board of Directors. HELLENIC CABLES complies fully with the provisions of Law 2190 on the mechanisms for the expression and participation of minority shareholders. The remuneration of Board members and the executives of HELLENIC CABLES are associated with the Company's overall performance (including responsible operation issues), however, for the moment there is no distinct process for monitoring the BoD's performance in terms of responsible and sustainable operation.



3. Financial Development and Corporate Governance

The Ordinary HELLENIC CABLES Shareholders Meeting was held on 16 June 2011, and the new Board of Directors of the Company was formed. The term in office of the new Board of Directors is set at one year, according to the Company’s Articles of Association.

Composition of the Board of Directors of HELLENIC CABLES



(\*) Member of the Audit Committee.

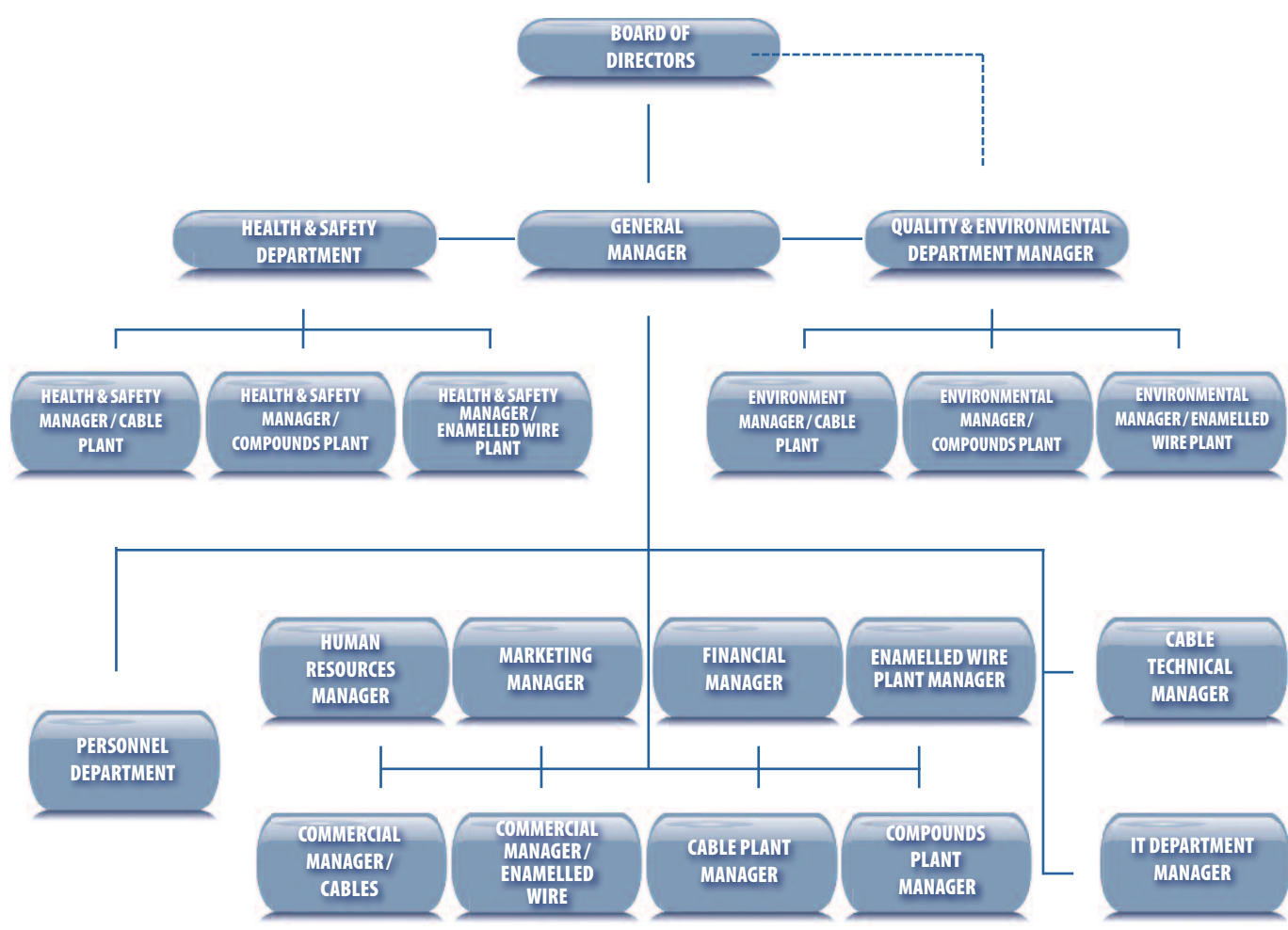
More information on the members of the Board of Directors included in the 2011 Annual Report and the 2011 Financial Report.

Administrational Structure

The General Manager is responsible for the production, financial and administrative activities of HELLENIC CABLES. The Company’s organizational structure includes a special Health and Safety Department and a special Quality and Environment Department to secure maximum possible efficiency in managing these issues which have been acknowledged as having paramount importance. The Company’s organizational structure is detailed in the following chart:



Company organization chart



Avoiding Conflicts of Interest

At HELLENIC CABLES, we take all necessary measures to prevent conflicts of interest:

- HELLENIC CABLES has incorporated the terms and commitments which must be followed and applied by all members of the BoD or the managers involved in the Company's management in the Internal Operations Regulation; these are designed to prevent conflicts of interest and promote transparency.
- The Company implements policies and procedures, which safeguard against conflicts of interest between the Company, members of the Board of Directors, executives, staff and other employees.
- The Board of Directors ensures that there are no conflicts of interest and examines any incidents or cases of deviation from the policy involving information confidentiality.
- HELLENIC CABLES has a policy in place whereby recruitment of persons whose spouse or second degree relative by blood or marriage, already employed by the Company, is prohibited.



## 3. Financial Development and Corporate Governance

### 3.4 Risk Management

HELLENIC CABLES has developed the necessary organizational structures for identifying, evaluating and managing the risks associated with its business operation. Risk management on Corporate Governance issues is achieved through the established Quality, Health & Safety and Environment Management Systems as these are described under the corresponding Chapters of this Report and through the organizational structures and Committees referred to in this chapter.

For HELLENIC CABLES the principle of prevention is the basis on which it implements the steps deemed necessary for safeguarding its interests vis-à-vis business and other potential risks. In this context, the Company has in place a monitoring mechanism, evaluates and manages potential risks associated with its activities and the current financial environment.

#### Industrial Risk



To fully achieve the objectives set by the Company in the area of industrial risks, strict operational and security criteria are applied in full compliance with Greek legislation and the European SEVESO II directive. Moreover:

- there is a comprehensive emergency response plan in place that covers all possible eventualities;
- the Company works closely with local authorities and the Fire Department for fast and effective response to potential incidents.

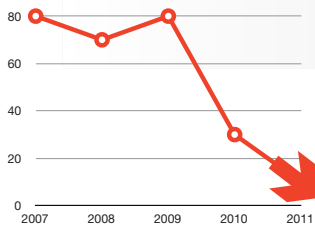
#### Environmental & Occupational Risk



In addressing the potential impact on the Environment and on the Health and Safety of its workforce the Company:

- performs all necessary risk assessments according to legislation;
- takes preventive measures and initiatives, monitoring the relevant indicators (Quality, Environment, Health and Safety) it has implemented. These indicators are monitored and evaluated regularly and communicated to all Company levels.

#### Financial Risk



The most important financial risk categories associated with the operations of HELLENIC CABLES are:

- Credit risk
- Market risk
- Liquidity risk
- Exchange rate risk
- Interest rate risk
- Capital Management.

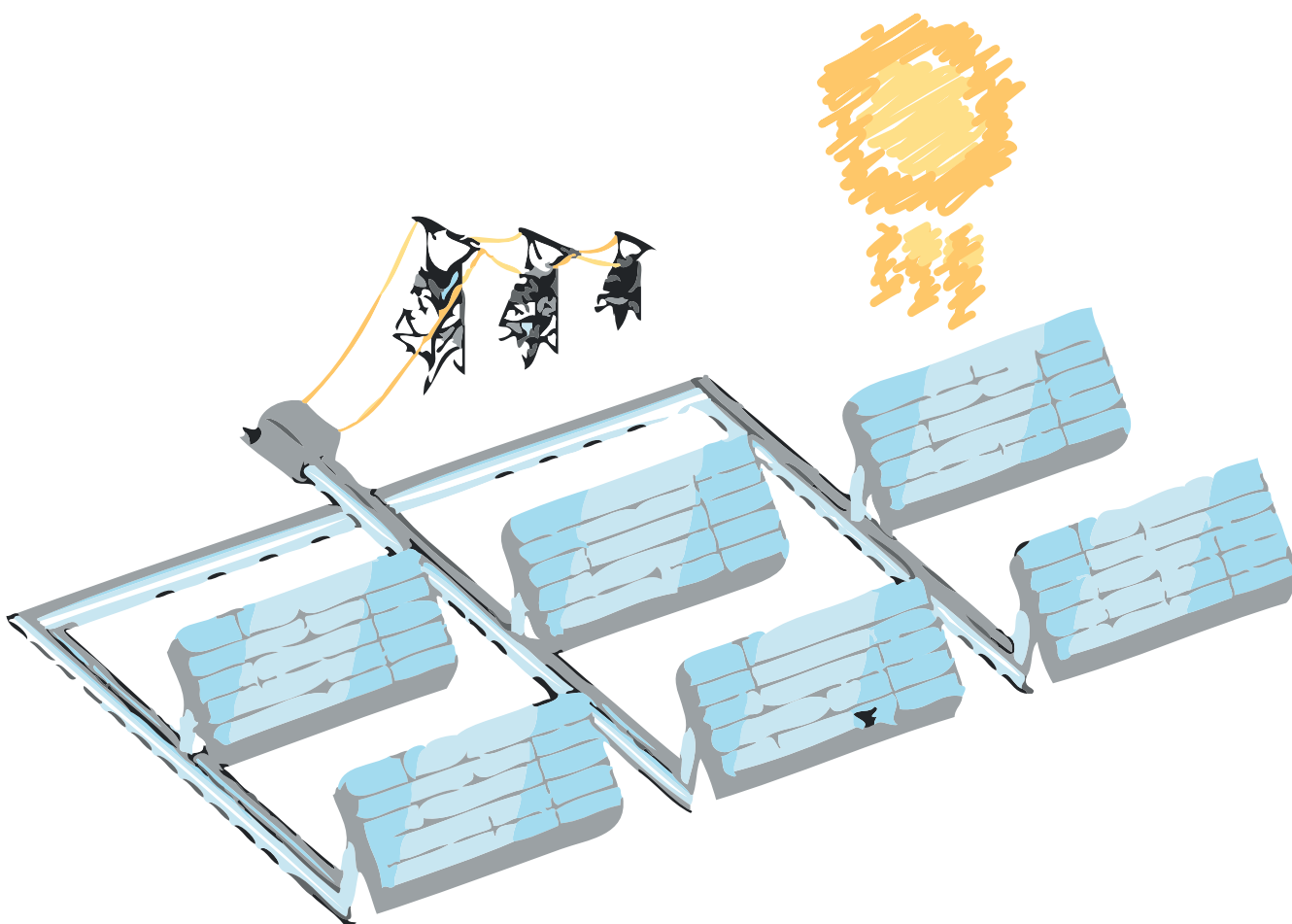
Further information on risk management is presented in the HELLENIC CABLES Board of Directors' Annual Report 2011, section 3 (main risks and uncertainties), which is available on the Company's website [www.cablel.com](http://www.cablel.com) (section: Investor Relations / Annual Bulletins - Reports).

HELLENIC CABLES has risk management policies in place, which are applied in order to recognize and assess all potential risk, to set risk taking limits and control these effectively. Risk management policies and the relevant systems are periodically monitored, in order to take into consideration all changes observed in market conditions and the Company's operations.

The Company's Internal Auditing Department is responsible for supervising compliance with risk management policies and procedures. The Internal Auditing Department conducts ongoing controls regarding the application of risk management policies and procedures and informs the Company's Board of Directors accordingly.

### 2012 Targets

- Re-examination of whether a Compensation Committee is appropriate
- Training of the Corporate Responsibility Team for more efficient management of important issues per Corporate Responsibility priority, as set by the Company





## 4. Marketplace

Being aware that customers are the driving force behind any successful business, our primary goal is to maintain their level of satisfaction high.

### Our Commitment

In order to attain a continuous increase in customer satisfaction, HELLENIC CABLES is committed to:

- Manufacture products and provide services that meet or exceed the requirements and expectations of its customers;
- Monitor the needs and requirements of its customers systematically so as to continuously improve the Quality Management System;
- Provide ongoing training to its personnel in order to attain the necessary professional competence;
- Set measurable quality targets which it will monitor systematically through periodic reviews by the Management;
- Invest in research, development and innovation so as to continually improve the qualitative and financial competitiveness of its products and services for the benefit of its customers.

### Systems - Certification

The Company has established and implements the Quality Management System since 1986, in all its administrative and operating activities. The HELLENIC CABLES Quality Management System is certified per ISO 9001:2008; the System was first certified in 1992.

The certifications and quality markets on the products of HELLENIC CABLES are:



4.1 Products and Applications

HELLENIC CABLES produces all types of power cables, aerial copper and aluminium conductors, (copper and optical), telecommunications cables, plastic and rubber compounds as well as enamelled wires and is the sole producer of such wires in Greece.

Power cables



indoor installations, control cables, cables for industrial uses and outdoor installations, fire-retardant, fire-resistant and halogen-free cables, medium, high and extra-high voltage cables, marine cables and Cu conductors (grounding), etc.).

Telecommuni-  
cation  
and Data  
Transfer Cables



measurement and control cables, copper conductor cables, conventional telephone cables, telephone exchange cables, data transfer cables, high-frequency telephone cables, optical fibre cables (single-mode and multi-mode), underground dielectric tube cables, underground direct burial cables (steel reinforcement), indoor installation LSZH cables, underground dielectric anti-rodent cables, etc.

Enamelled  
wire



enamelled wire for electric motors and transformers, copper wire for grounding and box manufacturing

Plastic & rubber  
compounds



plastic and rubber compounds, PVC-based, polyolefin-based, rubber compounds





## 4. Marketplace

The wide range of HELLENIC CABLES products are sold in the Greek and international markets under the registered trade name CABLEL®. Below is a brief list of Company products and their applications:

### Cables

- Indoor installations in buildings
- Outdoor installations and industrial applications
- Transmission and distribution networks
- Installations with special requirements
- Ship and marine applications
- Telecommunications and data transmission networks
- Renewable energy sources

### Enamelled Wires

- Transformers
- Motors - generators
- Small motors
- Relays - coils
- Self-supporting windings - avoids varnish impregnation

### Compounds

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

*Further information on HELLENIC CABLES products and their applications is presented on the company's website [www.cablel.com](http://www.cablel.com) in the Products and Applications sections.*

### 4.2 Product Quality and Safety

The primary orientation and comparative advantage of HELLENIC CABLES lies in the manufacture of products which offer high quality and reliability and maximum safety. The Company has established and implements the Quality Management System since 1986, in all its administrative and operating activities.

The products manufactured by the Company meet the manufacturing specifications set out in each case, without any deviation. To ensure the implementation of all relevant product specification requirements, the Quality Control Department carries out all required tests and inspections throughout the various production stages, while final checks are carried out before dispatch/delivery of the products. Additional technical particulars and test reports can be dispatched for each product, upon request.

#### Product Safety

Maximum possible protection of end users is a main priority for HELLENIC CABLES. HELLENIC CABLES complies fully with the requirements of cable specifications and the relevant regulations through the various phases of their lifecycle (e.g. product design, production, packaging and quality control). All of

the above ensure the health and safety of end users on condition that they have made the correct product selection and have installed and operate it correctly. The Company provides the relevant information to its customers.

Product lifecycle stages	YES	NO
Product concept development	✓	
Research and development	✓	
Certification	✓	
Manufacturing and production	✓	
Marketing and promotion	✓	
Warehousing, distribution and supply	✓	
Use	✓	
Disposal		✓

As a result of studies and tests carried out in relation to the safe use of its products, HELLENIC CABLES has incorporated safer and more environment-friendly materials in its products (see Chapter Environment, section 7.3). Furthermore, aiming to provide power cables that offer increased safety in case of fire which are also environment-friendly, the Company has designed fire-resistant, halogen-free, low smoke cables:

- The fire-retardant cables contain materials that delay the burning of cables and thus, fire propagation from area to area given that cables often run through building walls and floors.
- The fire-resistant cables function even if fire destroys their insulation entirely, thus allowing critical equipment to function. They are distinguished into cables that offer:
  1. Insulation integrity which ensures that the cable can function;
  2. Circuit integrity which ensures that the electric circuit can function as a system (cable and supports)
- Halogen-free cables do not release chlorine, fluorine or bromine when they burn. These chemical materials are toxic and cause irritation and damage to the respiratory system. They are also corrosive and can destroy electronic components and contacts.
- Cables that contain PVC release thick smoke in large quantities when they burn, which hinders eyesight and makes exiting from a burning building difficult. Low-smoke cables release less smoke and do not to encumber vision.

Product Labelling - Certifications

In order to secure the high and constant quality of its products, HELLENIC CABLES:

- Applies ISO 9001 certified quality assurance processes at all its plants.
- Has personnel trained exclusively for the production of cables and laboratories for controlling the quality of production and the design of new products as demanded by international markets.
- Carries out specification compliance checks during production, post-production and, if required, post-installation.
- Carries out checks on the compliance of materials with special regulations (e.g. RoHS, REACH, etc.).
- Carries out all appropriate specified tests on every type of product; these include ageing trials to predict behaviour over time.

The manufacturing quality level of Company products is evidenced through their certifications.



#### 4.3 Research and Development of New Technologies

HELLENIC CABLES makes significant investments in research aiming to develop new technologies and expand the range of its products. In this context, the Company has established technical synergies with leading companies in this sector, such as Viscas Corporation seeking to obtain such expertise. The company working group is inter-departmental; representatives from the production, design, quality control, sales, costing and purchasing departments may participate, depending on the particular issues. At the same time, HELLENIC CABLES receives the positive input of relevant research and development centres and Institutes or Universities on special topics such as certification or product development tests.

#### 4.4 Responsible Disclosure and Communication

HELLENIC CABLES makes sure it provides responsible, complete and clear information to the public and its customers. HELLENIC CABLES has adopted the Hellenic Code of Advertising-Communication, developed by the Council of Communication Control and ensures that the principles contained therein are adhered to in all advertising campaigns and promotional activities. Moreover, the domestic price list of ready-for-delivery products appears on the Company's website.

The products of HELLENIC CABLES are accompanied by a set of information which goes beyond the requirements of applicable laws and other existing regulations as well as the needs of its customers, providing information on product application and use issues. The information provided to customers is in the form of:

- technical data
- special instructions
- markings on the products themselves (or their packaging)
- test certificates
- compliance certificates.

The information that accompanies Company products according to the regulations and procedures are:

Category	Type of information
Data collection for the product or service	<ul style="list-style-type: none"> <li>• technical data</li> <li>• special instructions</li> <li>• markings on the products or packaging</li> <li>• test certificates</li> <li>• compliance certificates</li> <li>• answers to customer questions</li> </ul>
Contents, especially regarding substances that may have an impact on the environment or society	<ul style="list-style-type: none"> <li>• technical data</li> <li>• special instructions</li> <li>• markings on the products or packaging</li> <li>• test certificates</li> <li>• compliance certificates</li> <li>• answers to customer questions</li> <li>• product or packaging markings which fall under a EU Directive (CE marking)</li> </ul>
Safe use of product or service	<ul style="list-style-type: none"> <li>• technical data</li> <li>• special instructions</li> <li>• answers to customer questions</li> <li>• product specifications</li> <li>• Material Safety Data Sheet (MSDS for compounds)</li> </ul>
Disposal of the product and environmental / social impact	Upon request of the customer

HELLENIC CABLES systematically monitors the regulatory and legal frameworks relating to its operation and adheres to them faithfully. In addition, all Company products are tested to meet legal and other requirements (based on the regulations and procedures applied by the Company), regarding the accompanying information while the Company also takes steps to go beyond its legal obligations in terms of public information. All Company products are covered by national or international specifications. Any additional legal requirement is also covered (e.g. Rohs, Reach, CE). This means that in 2011 there were no incidents of non-compliance with legislation and regulations relating to potential effects of the product, the information offered by the Company to its customers and the markings which must accompany its products.

#### 4.5 Managing Customer Relations

High customer satisfaction constitutes a HELLENIC CABLES priority. In order to specify the needs and expectations of its customers, the Company monitors and records the level of satisfaction through customer satisfaction surveys. Such surveys are conducted every two years on a sample representing at least 85% of Company sales. The last survey was in 2009. However, it was decided to conduct the next survey in early 2012,



in order to include the customers of FULGOR S.A., which was acquired by HELLENIC CABLES in August 2011. In the context of responsible customer information, questions relating to the Company’s Corporate Responsibility are included in the survey questionnaire.

Management of Customer Complaints

HELLENIC CABLES, views any complaints from customers as an opportunity for further improvement. To this end, the Company implements a special process during which it records, monitors, evaluates and promptly provides solutions to any complaints expressed by its customers. In 2011, 44 complaints were received.

Customer complaints per category	2009	2010	2011
Product related	14	7	19
Due to packaging	8	9	7
Non-documented or withdrawn	8	6	9
Reduced quantity	-	6	3
Improper use of product	3	1	6
Marking	1	-	0
Total	34	29	44

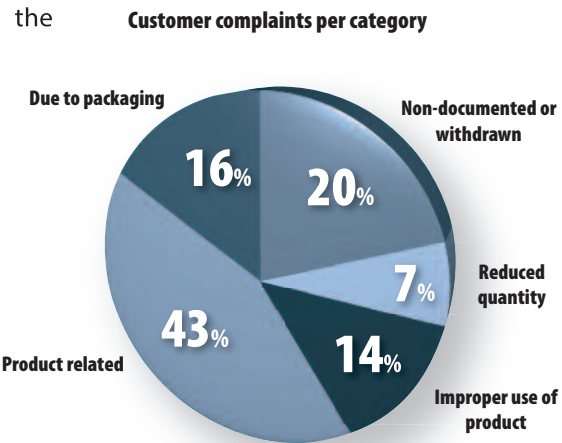
The increased number of complaints is linked to the respective increase in Company exports. In 2011, there was a significant, 37% increase of exports (mainly to Germany and Austria, which are markets with increased requirements).

4.6 Responsible Procurement

For HELLENIC CABLES, suppliers are the main stakeholder group, with whom the company cooperates and communicates on a constant basis. The Company pursues the incorporation of responsible practices in its relations with suppliers, selecting them not only on clearly financial criteria, but also based on a series of other criteria such as quality, environmental performance and locality. In this manner, the Company promotes incorporation of responsibility practices in the operation of its suppliers.

Enhancing Local Entrepreneurship

As part of its support for local communities, HELLENIC CABLES selects a considerable percentage of contractors and suppliers from the local community, thus supporting the local economy. The Company seeks to use local suppliers; however, given that raw and other materials come mainly from overseas, it is very difficult to increase the percentage of suppliers from local communities considerably.





In 2011, HELLENIC CABLES assigned the construction of metal cable drums for the first time to a local supplier from the Thiva, Viotia area and stopped importing drums for abroad. In this manner, the Company can:

- Reduce cost
- Support local suppliers
- Contribute to improving the national trade balance
- Reduce environmental impact from the transport of drums.

Suppliers from the local community	2009	2010	2011
Number of local suppliers	65	101	58
% of all suppliers	4.3%	4.4%	4%

Specifically, in 2011 the domestic suppliers (local and other domestic suppliers) with whom the company cooperated represent 40% of all company suppliers (576 of 1,445), while suppliers from the areas where the company holds its operations represent 4% of all suppliers.

Supplier Assessment

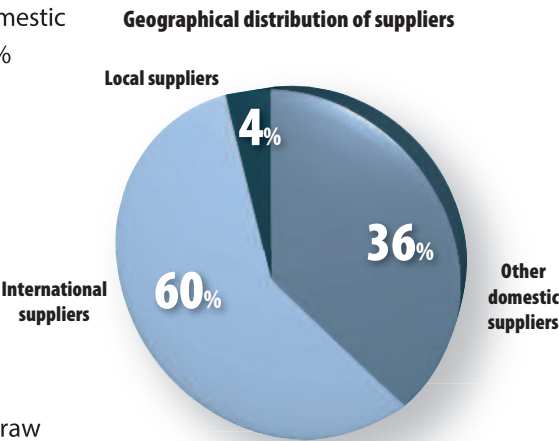
HELLENIC CABLES implements a specific assessment and selection procedure in choosing the suppliers with who it will do business. For HELLENIC CABLES, the selection of suppliers is particularly important because the quality of raw materials affects the quality and safety of the products manufactured by the Company, accordingly.

The Company practice is the following:

- Maintains a list of approved suppliers of raw materials and services.
- To be included in the list, suppliers must comply with:
  - Have an ISO 9001:2009 certified Quality Management System;
  - Have an ISO 14001:2004 certified Environmental Management System;
- Controls and assesses its suppliers annually and keeps records regarding delivery times, quality of materials, necessary control certificates, etc;
- Carries out checks at the premises of important suppliers in order to ensure compliance with anticipated procedures, stipulated technical specifications and quality of raw materials.

Promoting Environmental Management to the Supply Chain

Moreover, HELLENIC CABLES pursues the promotion of Corporate Responsibility throughout its supply chain. The Company’s policy requires all its suppliers to have an ISO 14001:2004 certified Environmental Management System, thus ensuring that its supply chain operates in a responsible manner and respects the environment. Furthermore, the purchasing procedure for certain materials requires compliance with the REACH Regulation and dispatch of the corresponding Material Safety Data Sheet (MSDS). The Company ensures that all suppliers have been informed and have stated that they comply with the REACH Regulation, given that the Company does not purchase products from suppliers who do not comply with the REACH Regulation.





### Health and Safety Provisions

HELLENIC CABLES ensures that the Safety rules that apply to its employees, apply also to contractors who undertake work at its facilities. A necessary condition for starting cooperation with contractors is that they must fill and sign the special form whereby they commit to the following:

- their personnel are insured by the relevant insurance funds
- they take all necessary safety measures which correspond to the specific project assigned
- they ensure prevention of accidents by their personnel.

### 2012 Targets

- To attain a customer satisfaction rate of over 80% to all questions in the survey.
- To have no complaints lodged by customers with respect to the Company's responsible operation.
- The rate of purchases from domestic suppliers should be over 25% of total supplies
- Include additional supplier evaluation criteria related to Corporate Responsibility.







## 5. Human Resources



We invest on human resources being aware that our people are the driving force behind our success and growth.

### Our Commitment

- Adopt a responsible, honest, and just behaviour with integrity toward fellow employees, customers, partners, suppliers and members of the local community.
- Any type of illegal behaviour or conduct which is deemed offensive towards the traditions and customs of the local community, as well as any activity or omission which may affect the Company's image and legitimate interests are disapproved of.
- Adopt an attitude of respect and courtesy towards fellow employees independent of rank and all third parties.
- The use of any discriminatory remark based on sex, colour, religion, ethnic origin, citizenship, age, disability, family situation, sexual orientation, socio-financial position or any other characteristic protected by law and by generally accepted human values is not permitted.
- All aggressive behaviour, verbal (use of inappropriate expressions) or physical, as well as actions or suggestions of intimidation, coercion and harassment of any type towards fellow employees or third parties is disapproved.
- Any behaviour which may endanger people and assets, as well as the use of illegal or dangerous substances and objects is disapproved.
- The supply, demand and acceptance of gifts or facilitations of any type and value which exceed the symbolic, towards and from any individual or legal entity is not permitted during the performance of duties or on occasion of that performance.

GLOBAL COMPACT PRINCIPLES

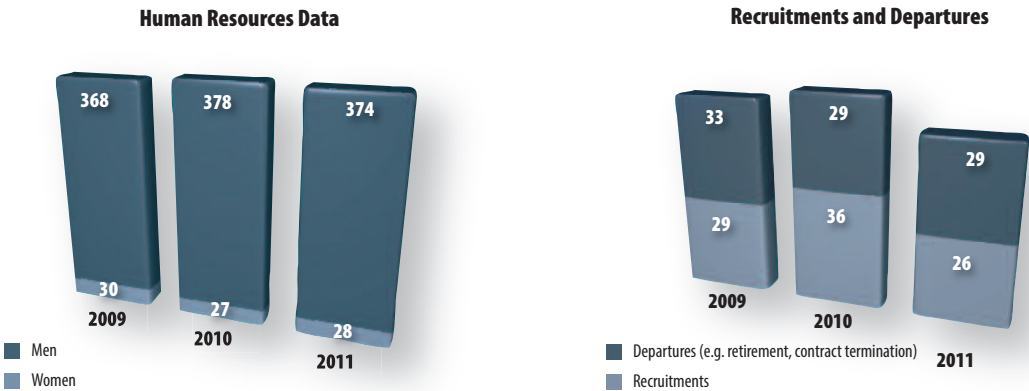
The principles of the Global Compact on **Human Rights** derive from Universal Declaration of Human Rights.

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights;	The Company respects and supports Human Rights. There has not been any incident of human rights violation at the Company. A training session on human rights is scheduled for 2012.
Principle 2	and make sure that they are not complicit in human rights abuses.	

The Global Compact's **labour principles** are derived from the ILO Declaration on Fundamental Principles and Rights at Work (1998).

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Up to now, there has not been any discrimination incident with respect to recruitment, employment, any form of forced or compulsory labour. The Company respects and implements the collective bargaining agreements and opposes child labour.
Principle 4	the elimination of all forms of forced and compulsory labour;	
Principle 5	the effective abolition of child labour; and	
Principle 6	the elimination of discrimination in respect of employment and occupation.	

5.1 Human Resources Data



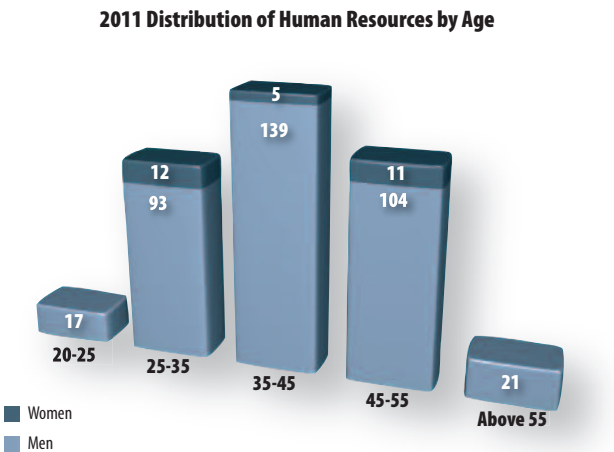
HELLENIC CABLES is a significant employer as in 2001 it employed 402 persons.





5. Human Resources

The age profile of HELLENIC CABLES human resources leans towards the middle-age category (35-55). HELLENIC CABLES opposes child and forced labour and complies fully with the relevant national legal provisions. In 2011, as in previous years there as on incident of child or forced labour. Furthermore, the employee recruitment procedures ensure that there is no recruitment of persons under the age of 18, under any circumstances.



In 2011, 24 of the 26 newly-hired employees came from the greater Viotia area. The following diagrams refer to 2011 recruitments and departures by gender, age and geographical region.

Total recruitments by gender and age (2011)	18-25	25-40	40-50	50+
Men	2	18	1	3
Women	0	1	1	-
Total	2	19	2	3

Total recruitments by age and geographical region (2011)	18-25	25-40	40-50	50+
Attica	1	-	-	2
Viotia	1	19	2	1
Rest of Greece	-	-	-	-
Overseas	-	-	-	-
Total	2	19	2	3

It is worth noting that over recent years, HELLENIC CABLES has had more recruitments than departures, with the total percentage of the first standing at 4.3% of all employees (excluding retirement or contract termination).

Total departures by gender and age (2011)	18-25	25-40	40-50	50+
Men	-	10	4	15
Women	-	-	-	-
Total	-	10	4	15

Total departures by age and geographical region (2011)	18-25	25-40	40-50	50+
Attica	-	1	1	6
Viotia	-	9	3	9
Rest of Greece	-	-	-	-
Overseas	-	-	-	-
Total	-	10	4	15

Breakdown of departures	2009	2010	2011
Dismissals	11*	12	11
Contract termination	1	0	0
Resignations	11	5	4
Retirement	10	12	14
<b>Total</b>	<b>33</b>	<b>29</b>	<b>29</b>

*\*One of the above dismissals pertains to transfer to another affiliated company. Average duration of employment at the Company is 13 years and the average age of employees is 41.*

Employee Turnover	2009	2010	2011
Recruitments (Total recruitments / total employees 31/12/2011)	7.29	8.89	6.47
Departures (Total departures / total employees 31/12/2011)	<b>8.3</b>	<b>7.2</b>	<b>7.2</b>

HELLENIC CABLES respects industry sector labour agreements which it applies to 100% of its employees as a minimum while full-time employees form the vast majority of the Company's personnel.

Personnel by type of employment and labour agreement	2011		
	<b>Men</b>	<b>Women</b>	<b>Total</b>
Employee Total	374	28	402
Collective employment agreement	100%	100%	100%
Non-collective employment agreement	0	0	0
Indefinite employment contract	374	27	401
Fixed-term employment contract	0	1	1
Seasonal employees	0	0	0
Full-time employees	373	28	401
Part-time employees	1	0	1
Other (internships)	4	2	6

## 5.2 Responsible Employment Practices

HELLENIC CABLES ensure incorporation of responsible employment practices in the manner in which it manages labour issues. The Company's work environment is characterized by meritocracy and equal opportunities for all employees. Discrimination of any type based on gender or other attributes is unacceptable.

### Diversity and Equal Opportunities

The Company respects diversity and promotes equal opportunities. In 2011, as in previous years, there was no discrimination related incident reported or found. It should be noted that the Company employees persons with disabilities and persons with different religions and nationalities (13 non-Greek nationals).

Due to the nature of its activities (industrial) and because of the distance of its plants from large urban centres, HELLENIC CABLES employs a relatively small percentage of women with respect to the total number of its employees.



Distribution of Human Resources by Position / Rank									
Rank	2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board of Directors*	12	0	12	12	0	12	12	0	12
Managers	11	0	11	12	0	12	9	0	9
Senior Staff	23	0	23	23	0	23	22	0	22
Office Staff	31	25	56	33	21	54	34	22	56
Foremen and workers	303	5	308	310	6	316	309	6	315
Total	368	30	398	378	27	405	374	28	402

\*Board members are not included in the total human resources of HELLENIC CABLES.

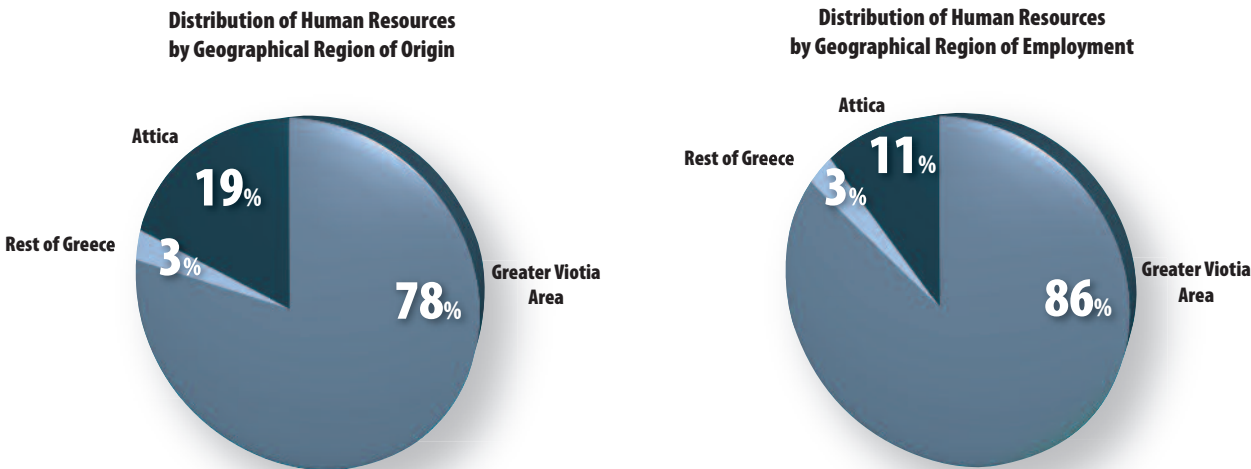
Discrimination and Human Rights

At HELLENIC CABLES, there is no salary discrimination between same-rank men and women (top management, management executives, staff, workers). The sole employee recruitment and evaluation criterion is their skills and abilities, while the salary of each employee is determined only by the applicable Collective Employment Agreement, their skills, work experience and marital status.

Supporting Employment at Local Level

HELLENIC CABLES takes steps to provide continuous support to the local labour market by using locality as a main criterion when hiring human resources. As a result of this Company policy, approximately 90% of all HELLENIC CABLES employees originate from the greater Viotia Prefecture and Thiva area, where the cable plant operates.

Employees from the local community	2009	2010	2011
Total employees	303	311	313



Employee Benefits

Aiming to reward its employees, HELLENIC CABLES offers a series of additional benefits to its workforce.

Indicative benefits:

- Additional medical & hospital coverage
- Financial coverage in case of temporary or permanent disability to work
- Life insurance;
- Employee meals
- Summer camps for the children of employees.

Note that there are no differences in the additional benefits paid to full-time employees and part-time or seasonal employees.

The Company supports its employees and their families:

- A laptop granted as a reward to children who have enrolled in Higher Education Institutes
- Christmas festivities and summer camps for the children of employees
- Free transportation of employees with company vehicles
- Financial assistance in case of urgent personal or family need (mainly health reasons) beyond the amount covered by insurance.

In addition, aiming to provide support to employees and their families in important health issues, HELLENIC CABLES implements information, support and prevention programmes on the subject. Even though there was no training programme on serious diseases in 2011, the Company plans to implement in 2012 such a programme providing information to employees, as:

- Internal breast cancer awareness programme for female Company employees in cooperation with an NGO, which their families can also attend. Information on breast self-examination will be provided in the scope of this programme.
- Employee training / information of serious diseases (e.g. diabetes) in cooperation with a specialized doctor.

5.3 Employee Assessment

HELLENIC CABLES implements an employee performance evaluation system, aiming to upgrade the Company’s organization, identify potential training requirements, reward good professional performance and provide encouragement to improve their performance. The employee assessment criterion is their performance on the duties and goals assigned to each, through procedures based on collaboration and engagement.





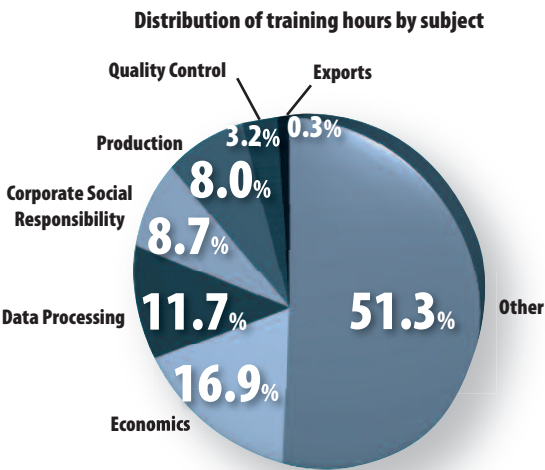
Assessed employees participate in the evaluation procedure actively while they are all informed about the results of their evaluation. In 2011, 78 staff members of HELLENIC CABLES participated in the evaluation (out of 90 staff members).

5.4 Training and Development

Professional performance is directly linked to the personal progress of employees and vice versa. HELLENIC CABLES provides training opportunities to its employees by implementing every year a series of training programmes and seminars on various subjects. In 2011, 28 in-house and public training courses were implemented. 104 employees attended in-house training courses and 33 employees attended courses outside the company premises.

Training of Human Resources by Position / Hierarchical Level (2011)									
Position / Hierarchical Level	Total number of employees per category			Total training hours			Average training hours per category		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	9	0	9	385	0	385	42.8	0	42.8
Senior Executives	22	0	22	823	0	823	37.4	0	37.4
Office Staff	34	22	56	367	0	367	10.8	0	10.8
Other personnel (foremen and workers)	309	6	315	415	0	415	1.3	0	1.3
Total	374	28	402	1990	0	1990	5.3	0	5.3

Aiming at their personal and professional progress and investing in life-long learning, the Company encourages employees to participate in postgraduate programmes. Specifically, in 2011, one Company employee received a Masters of Business Administration degree (MBA).



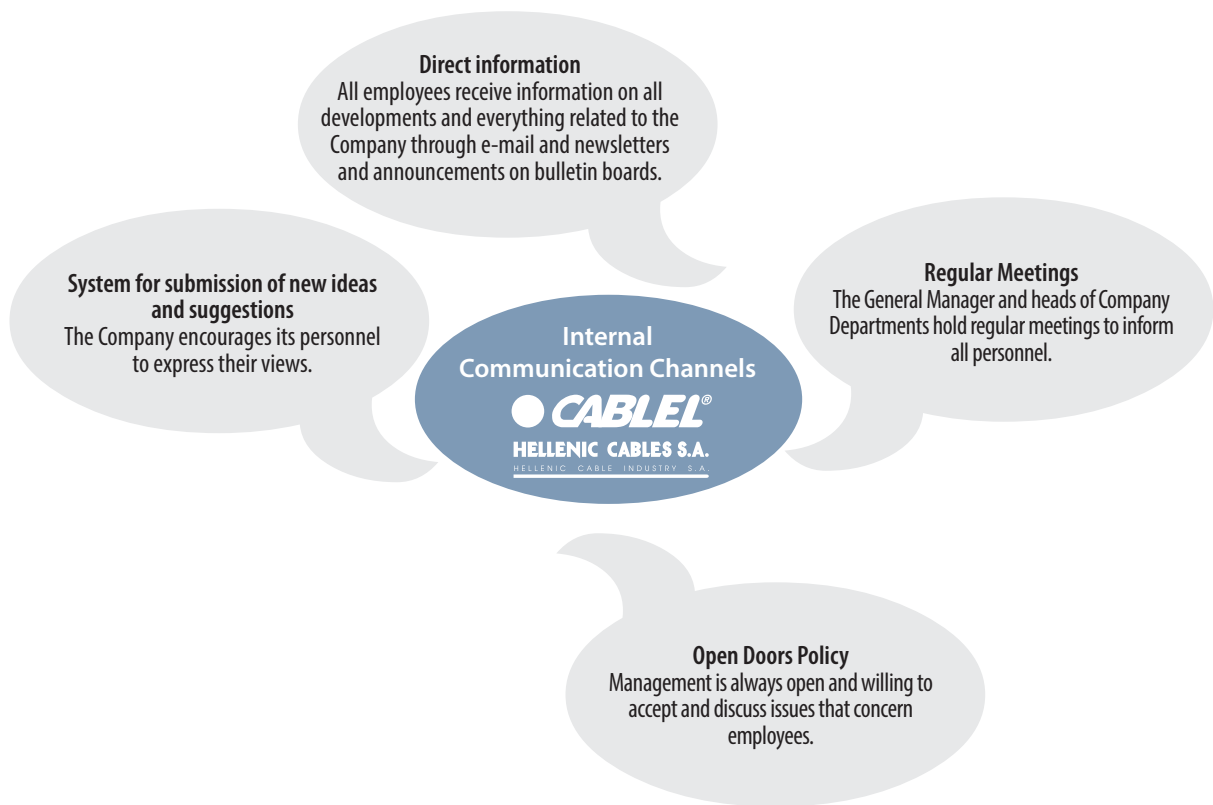
In 2011:

- 137 received training
- 34% of employees were trained at least once
- average of 5 hours of training corresponding to each employee.



## 5.5 Internal Communication

Internal communication helps increase the level of cooperation between employees, provides information on important issues and enhances trust between employees and Management.



## 5.6 Employee Volunteerism

The Company acknowledges that volunteerism plays a primary role in shaping social cohesion and reinforces the actions organized by its employees. Such actions are:

### Blood Bank

HELLENIC CABLES supports the institution of voluntary blood donation. To this effect, the Company started a Blood Bank in 2009 to cover the needs of employees and their families. Every year, the Company schedules and implements a voluntary blood donation programme.

Year	Participating Employees	Blood units collected
2009	37	37
2010	84	84
2011	13	8



In 2011 there was no blood donation at the Company plant in Thiva because there were no mobile units available from the hospitals of the greater Viotia area. A blood donation event was held at the Company headquarters in Maroussi in collaboration with the Children's Hospital Agia Sophia. For 2012, the Company will try to find a mobile unit from a neighbouring prefecture to have a blood donation event at the HELLENIC CABLES plant.



### Voluntary Donation Programmes

Volunteerism means social solidarity and support and that is how it is regarded by the people of HELLENIC CABLES. The voluntary donation programme that was first implemented in 2010 was implemented in 2011 as well.

The goal of the HELLENIC CABLES voluntary donation programme was to provide support to poor families through an internal employee awareness action aimed at collecting food, clothes, toys and books.

## 5.7 Social Activities

HELLENIC CABLES contributes to society through sponsorships and donations, supporting and assisting sensitive social groups. Indicatively, HELLENIC CABLES sponsored the following in 2011:

- Hellenic Management Association (EEDE)
- The AGIOS IOANNIS KALAVYTIS Church by donating cable.
- The Holy Monastery of AGIOS GEORGIOS in Karditsa by donating cable.
- The THIVA Athletic Club to cover its needs.
- The Livadeia BICYCLE FESTIVAL by donating wooden cable drums.
- The non-profit organization SMILE OF THE CHILD
- The LYREIO CHILDRENS' INSTITUTION.

### 2012 Targets

- Implement an employee satisfaction survey in collaboration with ALBA BUSINESS SCHOOL
- Implement the Personnel Evaluation System "Evaluation 360°".
- Provide training on Human Rights issues to security personnel.
- Increase participation of Company employees in blood donation to above 25% of and blood bags to 100.
- Implement an awareness programme on breast cancer and breast self-examination, which the families of employees can also attend.





## 6. Occupational Health and Safety

Our priority is the Health and Safety of our employees. The Company commits to making its best efforts to provide a safe work environment that will secure and promote the health and prosperity of its employees. Health and Safety is everybody's concern!

### Our Commitment!

- We commit to adhere to the existing legislation, and to implement the highest standards and internal instructions and processes on Health & Safety issues.
- We recognize and evaluate risks throughout the entire range of our activities and take measures to reduce them.
- We systematically monitor and take measures to reduce exposure levels to harmful factors. We regularly monitor the health of employees.
- We communicate openly and transparently on all issues concerning Health & Safety.
- We give absolute priority to accident prevention and monitoring of dangerous situations and activities before they develop.
- We acknowledge the great importance of the human factor on Health & Safety issues and are working for continuous awareness and upgrading of the Company's human resources and external partners in this field.
- We support the active participation of the Company's entire workforce, regardless of rank, and all stakeholders in our efforts to upgrade the Company's performance concerning Health and Safety.
- We seek to promote a Safety-first mindset in all Company activities, including the activities of associated companies, contractors, etc.
- The Management is committed to providing appropriate means for constant improvement of working conditions.

The commitment of every Company employee and associate to preserve Health & Safety "always and everywhere" is a necessary prerequisite for collaboration.

### Systems - Certification

Integrated management of Occupational Health and Safety issues is carried out through the H&S Management System which complies with the requirements of OHSAS 18001:2007. HELLENIC CABLES completed the design and application of the system in 2011 and will seek certification within 2012.

### 6.1 Occupational Health and Safety

The Company promotes a safe work environment, focusing on prevention by taking all necessary measures. To this end, HELLENIC CABLES has developed the Health and Safety Policy and applies the Health and Safety Management System.

**ONGOING TARGET**  **ZERO ACCIDENT - ZERO OCCUPATIONAL DISEASE**

To attain the above goal, the Company has taken a series of steps such as:

- Communicating the Health and Safety Policy to employees systematically.

- Encouraging the safe conduct of employees both within and outside the work environment.
- Placing at the disposal of employees the appropriate and most advanced means of personal and collective protection.
- Organizing seminars in cooperation with external organizations, aimed at raising awareness and informing employees on Health and Safety issues.
- Applying the 5S methodology at all its plants.
- Monitoring of Health and Safety conditions by external inspectors within the framework of product quality control (e.g. by the BASEC organization).
- Monitoring and informing employees on the Company's performance in matters relating to Health and Safety as well as relevant actions being undertaken.
- Including Health and Safety issues by priority in the reports submitted to the BoD and the Internal Audit Inspections which take place. It must be noted that these Inspection results are forwarded to the members of the Company's BoD.
- Organizing programs such as vaccinations, medical supervision of employees, work risk assessment, First Aid seminars, etc.
- Applying protective measures to production machines, such as protective railings and covers, contact switches on machine covers and entry points to electrical testing areas.

## 6.2 Investments and Expenditures in Health and Safety

Every year, HELLENIC CABLES realizes a series of investments to attain continuous upgrade of its infrastructures in the field of Health and Safety. Annual Health and Safety requirements are prioritized and implemented according to the targets set by Management.

Expenditures in Health and Safety (in euro)	2009	2010	2011
Personal Protection Equipment (PPE)	30,505	34,333	23,700
Fire safety (maintenance / upgrading of fire-protection equipment)	3,009	8,305	14,300
Medical Service and Health Monitoring	25,362	15,768	18,300
Personnel education on Occupational Health, Safety and Environment issues	27,260	9,800	1,600
Cost of Health & Safety Department	4,164	2,642	2,200
Advisory services	2,318	3,292	4,300
Projects for upgrading security	23,259	99,089	66,000
Projects for the cleaning of areas	2,174	15,587	4,300
<b>Total</b>	<b>118,051</b>	<b>188,816</b>	<b>134,700</b>







6.3 Health and Safety Programmes

In the context of the Occupational Health and Safety Management System, the Company implements a number of programmes and actions.

OH&S Programme

Actions

Employee Health Prevention Programme

- Application of personal hygiene rules.
- Operation of a well-equipped infirmary in each plant and scheduled visits by the Occupational Doctor.
- Maintaining confidential employee medical files.
- First-aid kits are available in each department and replenishment of medicines is carried out at the responsibility of department supervisors.
- Employee medical examination by the Occupational Doctor after any reported accident.
- Medical checkups for all employees to ensure their good health condition.
- First-aid seminars carried out by the Red Cross.
- Voluntary blood donation programme and Blood Bank to cover the needs of employees and their families.
- Conducting appropriate measurements for Damaging Agents to validate that working conditions meet all required criteria.

Employee Safety Prevention Programme

- Scheduled Health and Safety inspections and taking immediate Corrective and Preventive Actions in order to prevent accidents.
- Investigation of accidents and incidents in order to identify the underlying reasons and take Corrective and Preventive Actions to avoid reoccurrence.
- Health & Safety leaflets have been published and distributed to all personnel.
- Procurement and use of the most advanced Personal Protection Equipment, according to the requirements of each job.
- Emergency drills to ensure equipment integrity and employee readiness.

Training in Health & Safety issues

- Continuous personnel training on Health and Safety issues through in-house training seminars.
- Reassessment of job related risks, using established risk assessment tools and techniques with active employee participation.

Training plays a primary role in the safe execution of tasks and maintaining incidents at low levels. In the context of its Occupational Health and Safety Management System and aiming at continuous improvement in this field, HELLENIC CABLES carries out a number of relevant training program every year. These programmes are planned according to the Occupational Risk Assessment Study prepared by the Company. In 2011, the Company carried out an extensive training programme including the following:

- employee training on Health & Safety issues
- training in first aid
- training on electrical risks issues
- training on load hoisting
- training on fire safety.



Year	Number of seminars	Participating Employees	Total Training Hours
2008	8	207	2,238
2009	5	302	2,063
2010	4	307	2,377
2011	3	310	2,310

In addition, emergency and fire safety drills are carried out at regular intervals.

## 6.4 5S System: Continuous Improvement Programme

As part of its efforts for continuous improvement in Occupational Health and Safety issues and efficient management of its resources and equipment, the Company applies the 5S System, based on five implementation stages (Sort, Set in Order, Shine, Standardize, Sustain). The 5S System is a tool for the control and continuous improvement of an enterprise's quality. The vision of the 5S system "To create a working environment that is safe, clean and tidy at all times". Among other things, this ensures also the high quality of Company products.

## 6.5 Monitoring Health and Safety Performance

HELLENIC CABLES monitors its Health and Safety performance and takes all necessary measures, preventive or corrective, for continuous improvement. In this context, there are regular safety inspections. In 2011, there were 35 safety inspections.

**No occupational diseases have been registered at the Company.**

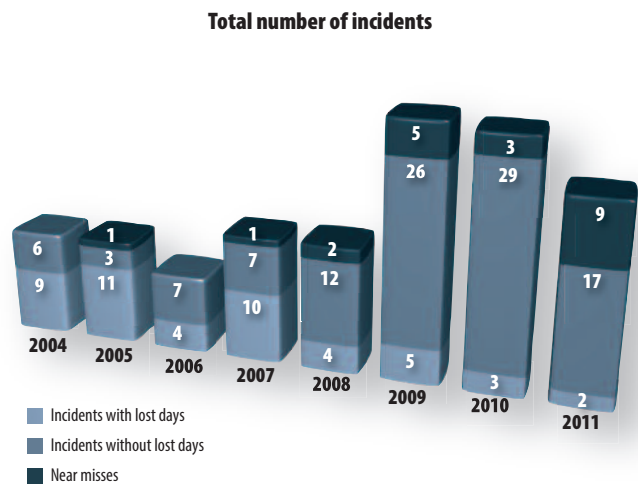
### Health and Safety Indicators

Indicators	2009	2010	2011
Human Resources	398	405	402
Annual man-hours	1,006,198	1,116,860	1,096,451
Annual number of injuries or accidents during work hours that caused absence from work	5	3	2
% of injuries/ accidents across the entire personnel	1.256%	0.74%	0.50%
Absence – Lost days due to injuries or accidents during work time	38	81	83
Absence – Lost days due to injuries or accidents during work time	304	648	664
% of absence due to injuries or accidents during work time across all personnel (hours of absence / total hours of work %)	0.03%	0.06%	0.06%
Number of occupational disease incidents	0	0	0
Number of fatal accidents	0	0	0
Frequency rate (*1)	4.96	2.69	1.8
Severity rate (*2)	37.7	72.5	75.7

(\*) Frequency and severity rates are given per 1,000,000 work- hours.

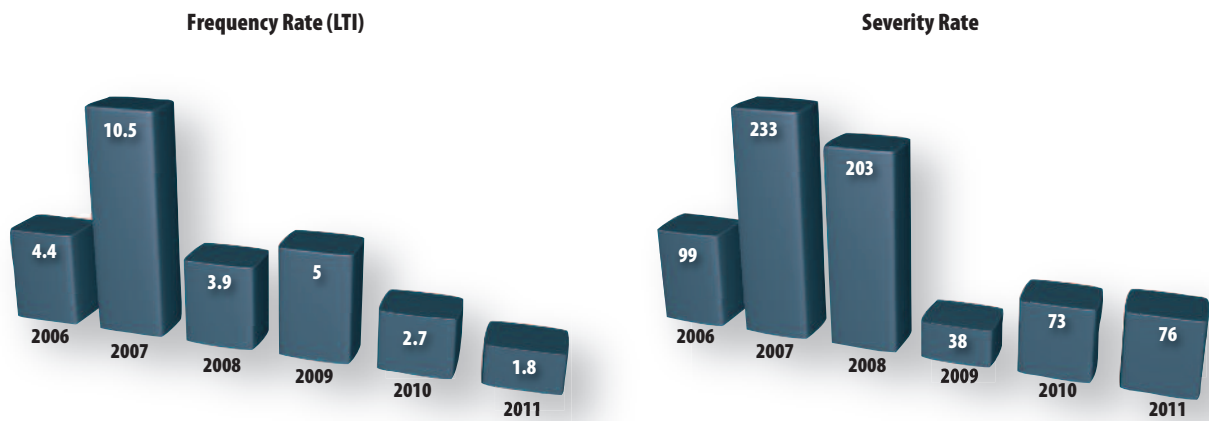


6. Occupational Health and Safety



(\*1) Frequency rate = 
$$\frac{\text{number of accidents (LTI)} \times 10^6}{\text{number of realized work hours}}$$

(\*2) Severity rate = 
$$\frac{\text{number of days of absence from work due to accident} \times 10^6}{\text{number of realized work hours}}$$



NOTE: To calculate lost days, counting begins on the day after the accident, including minor accidents requiring first-aid only.

HELLENIC CABLES complies fully with the laws governing the practices of accident recording, investigation and disclosure to the competent authorities. More specifically, once the incident is recorded in the Accident Book kept by the Company, the circumstances of the accident are examined in order to identify the underlying reasons that led to the accident and subsequently to plan and implement corrective and preventive actions. At the same time, the incident is declared to competent authorities (Centre for the Prevention of Occupational Risk, insurance agency).



### 2012 Targets

- To have the Health and Safety training index exceed 8 hours for every employee.
- To carry out 60 safety inspections at the three Company plants.
- Certification of the Health and Safety Management System per OHSAS 18001:2007 at the end of 2012.
- To provide training to over 60% of employees at least once.





Environmental management is a key element of corporate governance for HELLENIC CABLES. The Company is committed to continuously reduce the environmental impact of its operations.

GLOBAL COMPACT PRINCIPLES

The Global Compact’s environment principles are derived from the Rio Declaration on Environment and Development.

<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges;	Aimed at a prevention approach to environmental challenges, HELLENIC CABLES implements a certified Environmental Management System in all its plants.
<b>Principle 8</b>	undertake initiatives to promote greater environmental responsibility; and	In 2011, 97% of the Company’s waste was recycled.
<b>Principle 9</b>	encourage the development and diffusion of environmentally friendly technologies.	The Company uses raw and other materials with more environmentally-friendly properties.



Our Commitment

Management of the environmental impact from its activities and reducing its environmental footprint is a strategic choice of HELLENIC CABLES management. To this effect, the Company has established and implements its Environmental Policy.

The Environmental Policy of HELLENIC CABLES is based on the following fundamental principles according to which the Company’s environmental management programme has been developed:

<b>Compliance with existing legislation</b>	Operations must be absolutely compatible with existing Community and National environmental legislation and in compliance with the emission limits of the environmental licences of our facilities.
<b>Responsible operation</b>	To be fully aware of our environmental impact and take all necessary measures to minimize it and take measures to prevent environmental incidents.
<b>Cooperation with licensed Companies</b>	Contractors on issues of waste management (collection, transportation, recovery, and disposal) must have all necessary licenses and follow management practices according to existing legislation.
<b>Continuous improvement</b>	Our aim is to continuously improve our environmental performance and reduce the environmental footprint of our activities.
<b>Transparency</b>	We participate in open forums on environmental issues with all our partners, government or non-governmental organizations, academic institutions, local communities and society at large.
<b>Training</b>	Our Company’s personnel are continuously informed, and participate actively in environmental awareness and management issues. Our Company's goals can be achieved only with the participation of all employees.
<b>Environmental Management System (EMS)</b>	Through implementation of the EMS at our facilities we have carried out effective environmental management and pollution prevention programs. We have also created mechanisms for improving and monitoring our environmental performance.



### 7.1 Environmental Management System

Aiming at integrated environmental management and proving in practice its commitment to protect the environment, the Company implements an ISO 14001:2004 certified Environmental Management System at the plants in Thiva and Oinofyta.

#### Certification of Environmental Management System in Oinofyta

In 2011, HELLENIC CABLES had the Environmental Management System implemented at its Plastic and Rubber Compounds plant in Oinofyta and the Enamelled Wire plant in Livadia successfully certified in compliance with the requirements of ISO 14001:2004. Certification of this System reflects the Company's commitment to integrated and systematic management of its environmental issues.

HELLENIC CABLES has identified and is managing the most important environmental issues related to its operation and has allocated them to 3 main categories in relation to the reduction of its environmental footprint:

- use of natural resources such as water, energy, raw and auxiliary materials;
- management of solid and liquid waste as well as gas emissions;
- establishment of preventive measures and responsiveness to emergencies.

#### Administrative structure for environmental management

HELLENIC CABLES has established a specific organizational structure for environmental management ensuring optimum and integrated management of environmental issues.

#### HELLENIC CABLES Organizational Structure for the Environment



## 7.2 Investments and Expenditures in Environmental Protection

HELLENIC CABLES schedules and implements significant investments every year in order to reduce its impact on the natural environment and thus its environmental footprint. The total expenditures and investments made in 2011 for environmental protection amounted to euro 263,933.

Expenditures for environmental protection (euro)	
Monitoring of environmental parameters	47,361
Operation and maintenance of environmental projection equipment	1,911
Other expenditures	283
Waste management by appropriately licensed contractors	191,028
Environmental department and certification cost	23,350
<b>Total</b>	<b>263,933</b>

## 7.3 Raw Materials

HELLENIC CABLES seeks to use raw and other materials with environmentally friendly properties, whenever available technologies allow. Among others, the Company:

- Uses anti-rodent material (incorporated in cables for protection against rodents) which contains peppers as its raw material (instead of pesticide).
- Replaced DOP plasticizers (which contain potentially dangerous substances) with new generation DPHP plasticizers.
- Reduced the use of stabilizers which contain lead and replaced them with environmentally friendlier stabilizers. Specifically, use of lead in stabilizers has been reduced from 215t in 2005 to 9.3t in 2011 with a respective increase of lead-free stabilizers from 23t in 2005 to 111.8t in 2011.
- Made changes to the production process, aiming to reduce the use of dangerous materials, such as paints for cable drums and volatile organic compounds (VOC) used in the production of enamelled wires. As a result, 4t less solvent was used in 2011, compared to the previous year.

### European Regulation REACH

REACH is the European Community Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemical substances. The regulation aims to protect human health and the environment (from risks potentially generated by chemical substances), to promote alternative control methods and improve the safe handling and use of chemical substances in all industrial sectors. HELLENIC CABLES is fully compliant with all regulations related to chemical substances and preparations, as anticipated by the REACH European Regulation and cooperates exclusively with suppliers who comply fully with the REACH regulation.

### Efficient use of raw materials

Use of raw and other materials is necessary in manufacturing. However, efficient use has a positive effect on rational use of natural resources. HELLENIC CABLES is making serious efforts in that direction. The basic raw materials used by the Company in manufacturing its products are metals, insulation and plasticizers. During 2011, use of primary raw materials reached 54,338t while production stood at 46,547t.



Use of raw materials (in t\*)

Material	2009	2010	2011
Metals (Cu, Al, Fe)	31,660	36,453	35,060
Insulating materials (PVC)	7,583	9,603	12,247
Plasticizers	1,940	2,111	1,974
Aggregates	3,686	3,884	4,335
Packaging materials	4,926	6,005	5,903
Paint	352	452	2
VOCs	26	32	24
<b>Total</b>	<b>50,173</b>	<b>58,540</b>	<b>59,545</b>

\*t= 1 metric tonne =1,000 kg.

The Company constantly pursues using raw and other materials that offer maximum efficiency, since efficiency leads to less waste generated. The main raw materials purchased and used by the Company are various metals (copper, aluminium, iron, etc).

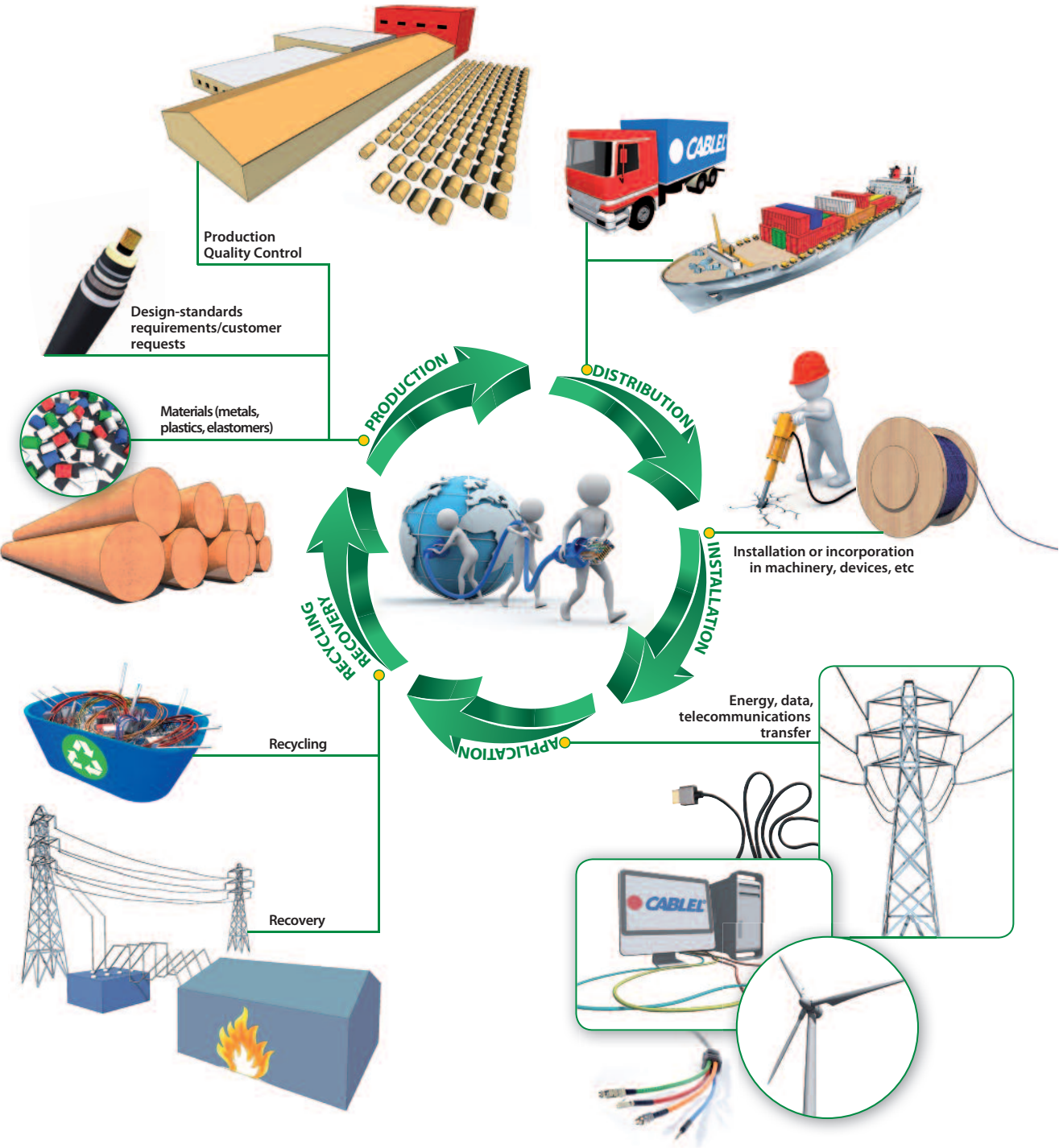
Raw materials and Product manufacturing	2009	2010	2011
Use of basic raw materials (thousand t)	45.3	52.5	54.3
Product manufacturing (thousand t)	40.7	46.7	46.5

Product Manufacturing Process (Product Life-cycle Assessment)

A product’s life-cycle describes the manufacturing stages from acquisition of raw materials to the finished product. The main stages of a product’s life-cycle include: acquisition of raw materials, pre-manufacturing phase, manufacturing, packaging and distribution, use and end of its service life. The following diagram presents the Product Life-cycle Breakdown.



# Product Life Cycle Assessment

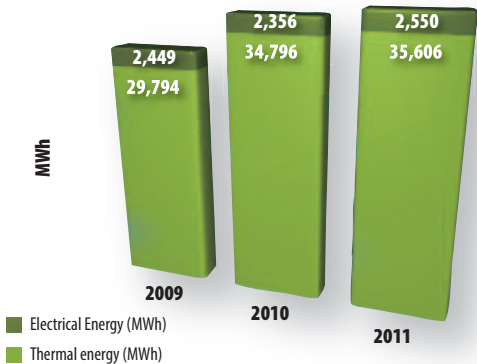




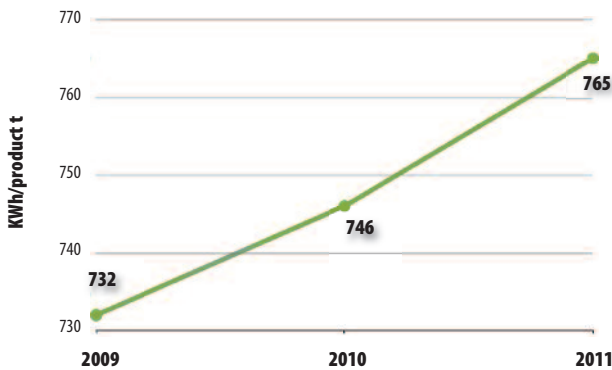
7.4 Energy

HELLENIC CABLES uses electricity as its main source of energy. It also uses fuel such as LPG and Diesel in small quantities.

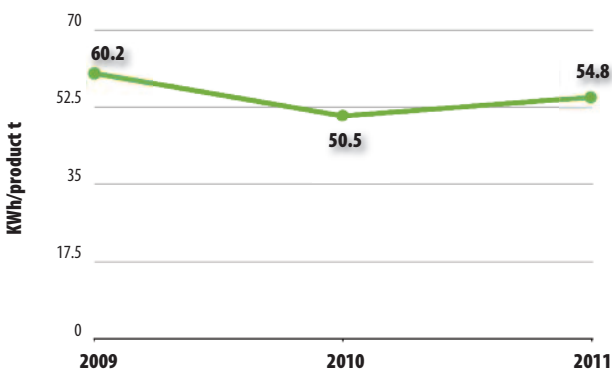
Energy Consumption by category



Specific Electric Energy Consumption



Specific Thermal Energy Consumption



The small increase in specific electrical consumption (approx.2.5%) and in specific thermal energy (approx 8.5%) is due to changes in the manufactured products.

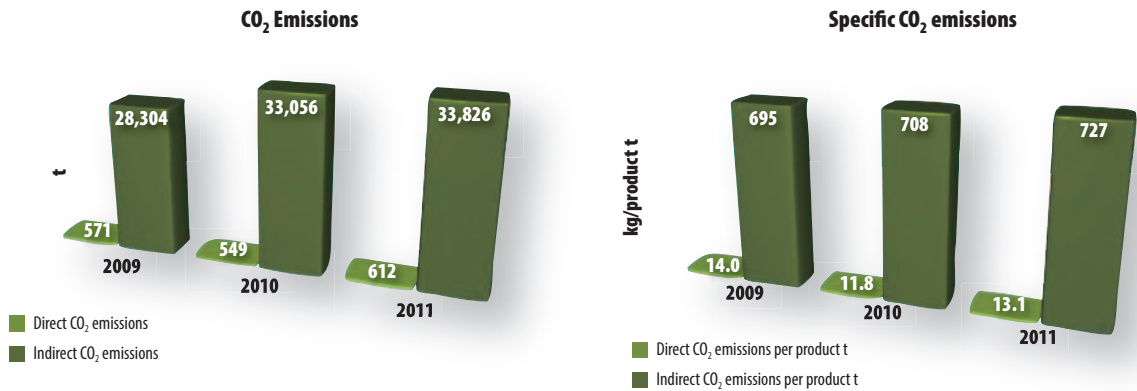
7.5 Air Emissions & Climate Change

HELLENIC CABLES is aware of how important its contribution is in combating climate change and for this reason tries to restrict gaseous emissions. The Company complies fully with legislation in effect on the carbon emission limits resulting from its operations.

Carbon Dioxide

In 2011, direct CO<sub>2</sub> emissions amounted to 612 t, an 11.5% increase from the previous year. Respectively, indirect CO<sub>2</sub> emissions amounted to 33,826 t, a 2.3% increase compared to 2010.



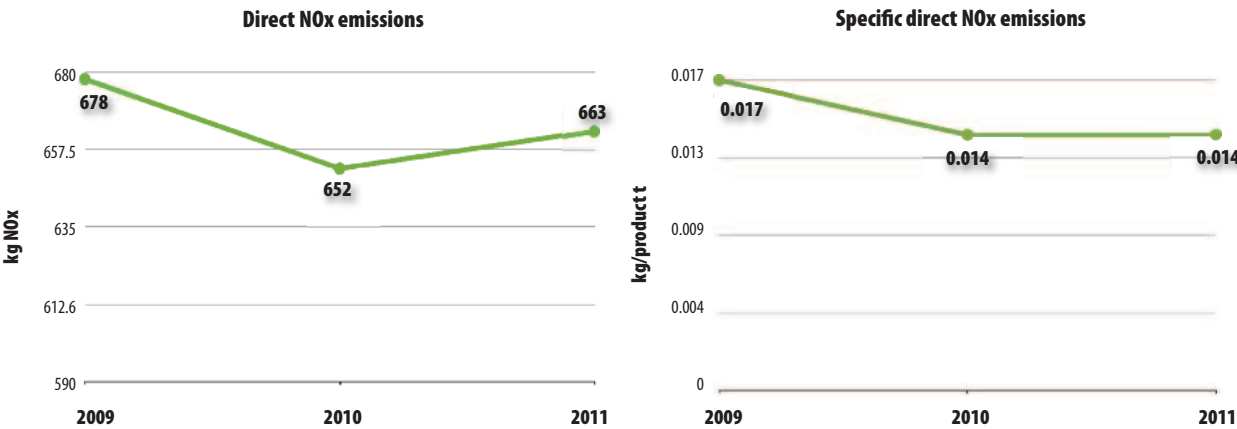


\* Factor 0.95 kg CO<sub>2</sub>/KWh is used to calculate indirect carbon emissions.

Indirect CO<sub>2</sub> emissions (due to electrical consumption) depend on the intensity of the carbon of the electricity generation sector in Greece which is considerably higher compared to other European countries.

Nitrogen oxides

Nitrogen oxide (NOx) emissions generated from the burning of mineral fuels used for the production of thermal energy (use of Diesel and LPG). Total direct NOx emissions stood at 663 kg NOx, noting a 1.7% increase. Specific NOx stood at 0.014 kg per tonne of manufactured product, remaining at the same level as last year.



Ozone layer

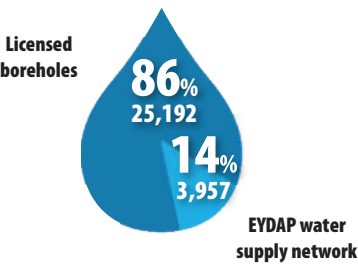
If released to the environment, some refrigerants and fire-extinguishing fluids have a negative effect on the ozone layer. Use of such materials should be avoided whenever possible. For this reason, the Company records and monitors the quantities of cooling fluids added every year to its systems while also seeking to use substances that do not cause additional harm to the ozone layer. Specifically during 2011, 1,934 kg dust with nitrogen propellant and 2,269 kg CO<sub>2</sub> with inert gas propellant were used to recharge fire extinguishers.



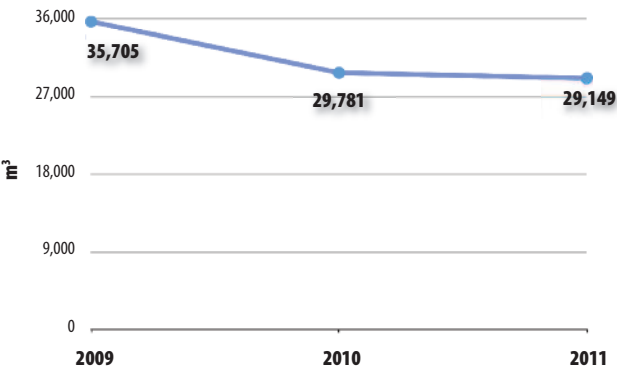
7.6 Use of Water

Water is a precious natural resource and must be used in a rational manner. HELLENIC CABLES pursues efficient use of water and tries to restrict consumption as much as possible. The water used in the Thiva and Livadeia plants comes from licensed boreholes while water supply of the Oinofyta plant is from the EYDAP network.

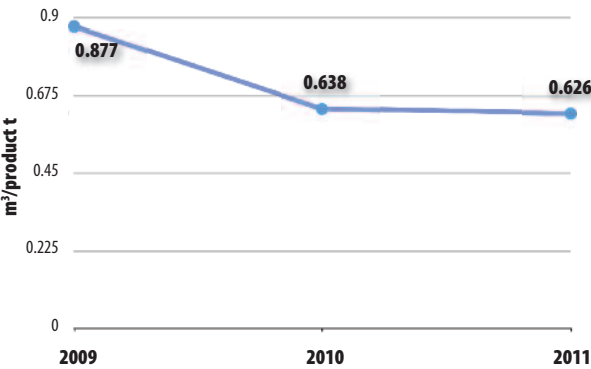
Water consumption per source (in m³)



Use of Water



Specific water use



Water consumption per source (in m³)	2010	2011
Licensed boreholes facilities	26,575	25,192
EYDAP water supply network	3,206	3,957
Total	29,781	29,149

The significant efforts of HELLENIC CABLES to reduce water consumption have led to improvement of the water use indicator and the specific water use indicator. 2011 saw a 2.1% decrease of water usage.

7.7 Waste Management

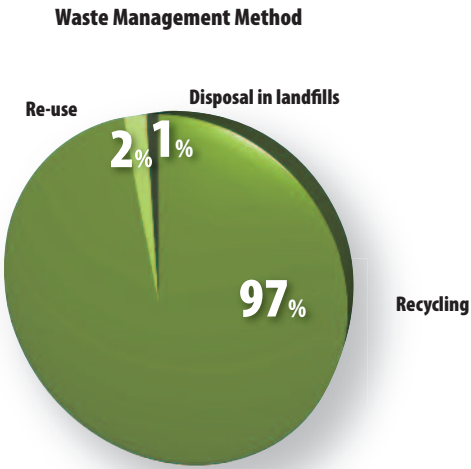
The waste generated from the Company's manufacturing process is managed responsibly and always according to legal requirements. The Company's plants in Thiva and Livadia plants use copper, aluminium, iron, PVC and PE as raw materials for the production of cables. During the production of cables:

- These are separated into their basic materials which are returned to metal recycling industries.
- PVC is re-used by the Company, producing compounds for other applications.
- HELLENIC CABLES re-uses cable drums (i.e. the wooden packaging used for the safe transportation of cables) and reels (respectively the plastic packages for enamelled wires), buying them back from its customers after the cables have been used, resulting in important savings in lumber. In 2011, 1,577t of wood drums and 147t plastic reels were recovered.

Waste	Management method	Quantity (in kg)		
		2009	2010	2011
Metals	Recycling	3,659,115	3,988,480	3,722,367
Paper, plastic, wood, rubber	Recycling	887,341	933,776	1,108,547
Emulsions - Oils	Re-use	10,240	116,410	116,930
Varnishes	Re-use	-	26,200	
Slag	Recycling	-	-	4,100
Condensates	Disposal	5,010	-	13,920
Polluted absorbent materials	Re-use	4,890	-	3,320
Waste	Disposal in landfills	609,500	484,795	49,020
Total waste		5,176,096	5,549,661	5,018,204

In 2011, 97% of all generated waste went to recycling (4,851t), 2% was used for energy generation and 1% was disposed. It should be noted that there was an 8% increase of recycled waste.

“In 2011 97% of waste was recycled”





### 7.8 Transportation

Transportation of Company products and employees to their workplace requires the consumption of liquid fuels which emit gaseous pollutants. However, this impact is particularly restricted as approximately 90% of HELLENIC CABLES employees come from local communities, which means reduced travel time. Moreover, the Company:

- provides employee transport with company vehicles (buses, etc)
- uses video-conferencing.

### 7.9 Control and compliance with legal requirements

A basic principle of HELLENIC CABLES is full compliance with National and European environmental legislation. There are quarterly environmental inspections at all plants, to check compliance with the laws and implementation of the Company's environmental procedures and measures. The results of these environmental inspections are presented to Company Management and, if necessary, additional measures are taken.

In 2011, there were no complaints were made and no fines imposed on the Company for environmental issues.

### 2012 Targets

- Install a recirculation system at the quality control water tank to reduce waste by 25%.
- Provide training on environmental issues to 25% of employees.

## 8. Corporate Responsibility Key Performance Indicators

HELLENIC CABLES key financial, environmental and social performance indicators of the last three years:

<b>FINANCIAL DEVELOPMENT</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Turnover (in million euro)	188.3	257.6	326.66
Operating Profits (in million euro)	0.015	2.3	7.9
Net profit / (loss) (in million euro) – after taxes	-1.6	-0.17	1.1
Revenue from sales and financial investments (in million euro)	0.04	0.1	0.09
Operating costs (in million euro)	188.3	255.3	318.8
Payments to capital providers (in million euro)	4.2	4.8	7.9
Tax payments (in million euro) - Indirect (VAT) (in million euro)	7.2	1.3	4
Tax payments (in million euro) - Direct (in million euro)	0.6	0.6	0.6
Total payments to government bodies (total direct and indirect paid taxes) In million euro)	7.9	1.9	4.6
Fines (euro)	0	0	0
Total investments (in million euro)	10.8	4	5.2
<b>HUMAN RESOURCES</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Total employees	398	405	402
Men	368	376	374
Women	30	29	28
Departures	33	29	29
Recruitments	29	36	26
Third-party employees (independent contractors working in Company's premises)	10	9	9
Distribution of human resources by geographical region of origin			
Attica	84	82	77
Viotia	303	311	313
Rest of Greece	11	12	12
Distribution of human resources by geographical region of employment			
Attica	84	82	44
Viotia	303	311	346
Rest of Greece	11	12	12
Number of employees with collective agreements	100%	100%	100%
Women / % of total employees	7.5%	7.2%	7%
Employee salaries and benefits (in million euro)	17.8	19.2	19.5
<b>MARKETPLACE</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Payments to domestic suppliers (incl. VAT (in million euro)	45.3	55.5	85.3
Total suppliers	-	2,289	1,445
International suppliers	-	787	869
Local suppliers	-	101	58
Other domestic suppliers	-	1,401	811
<b>ENVIRONMENT</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Total energy consumption (MWh)	32,243	37,152	38,156
Electric energy (indirect energy consumption) (total) (MWh)	29,794	34,796	35,606
Thermal energy (direct energy consumption) (total) (MWh)	2,449	2,356	2,550
LPG (m³)	77,200	74,480	47,956



Diesel (lt)	130,463	125,161	178,768
Liquefied Nitrogen (kg)	383,530	691,495	820,970
Electric energy (indirect energy consumption) per plant			
Thiva Plant (MWh)	16,264	18,884	20,600
Livadeia Plant (MWh)	10,356	12,456	11,124
Oinofyta Plant (MWh)	3,174	3,456	3,882
Thermal energy (indirect energy consumption) per plant			
Thiva Plant (MWh)	2,092	2,017	2,141
Livadeia Plant (MWh)	135,582	150,625	148,721
Oinofyta Plant (MWh)	221,983	188,108	259,844
<b>SOCIETY</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Employee locality (%)	76.1	76.8	78%
Total value of social product	73.66	77.39	122

## 9. GRI G3.1 Indicators Table

Following is the table which links the contents of the Corporate Responsibility and Sustainable Development Report 2011 with the GRI - G3.1. indicators.

Description	Notes / Section
1.1 Chairman's statement	P. 6 § Message from the Chairman of the Board of Directors
1.2 Description of key impacts, risks and opportunities	P. 6 § Message from the Chairman of the Board of Directors / 2.4 Communication with Stakeholders / Chapter 2 § Targets per Corporate Responsibility Axis / 3.4 § Risk Management / Chapter 3 – 2012 Targets / Chapter 4 – 2012 Targets / Chapter 5 – 2012 Targets / Chapter 6 – 2012 Targets / Chapter 7 – 2012 Targets / Annual Financial Report 2011 – P. 5
2.1 Name of the Company	«Hellenic Cables S.A. - Hellenic Cables Industry» / 1.1. Brief Presentation of HELLENIC CABLES Group / 1.2 Brief Presentation of HELLENIC CABLES S.A.
2.2 Primary brands, products, and/or services	1.1 Brief Presentation of HELLENIC CABLES Group / 1.2 Brief Presentation of HELLENIC CABLES S.A. / 4.1 Products and Applications
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Brief Presentation of HELLENIC CABLES Group / 1.2 Brief Presentation of HELLENIC CABLES S.A.
2.4 Location of organization's headquarters.	1.2 Brief Presentation of HELLENIC CABLES S.A.
2.5 Countries where HELLENIC CABLES operates	1.1 Brief Presentation of HELLENIC CABLES Group / 1.2 Brief Presentation of HELLENIC CABLES S.A.
2.6 Nature of ownership and legal form	1.2 Brief Presentation of HELLENIC CABLES S.A.
2.7 Markets served	1.1 Brief Presentation of HELLENIC CABLES Group / 1.2 Brief Presentation of HELLENIC CABLES S.A. / Website <a href="http://www.cablel.gr">www.cablel.gr</a> – Investor Relations / Corporate Presentations – Presentation in Institutional Investors - P. 11-12 / The Company's sales are oriented primarily to wholesale clients-distributors (specific international projects) rather than to retail end-users.
2.8 Scale of HELLENIC CABLES	1.1 Brief Presentation of HELLENIC CABLES Group / 3.1 Key Financial Results / 5.1 Human Resources Data / Total liabilities: Annual Financial Report 2011 - P. 1 / P. 19-20 Annual Financial Report 2011 (sales)
2.9 Significant changes during the reporting period	P. 4 § About the Report / 1.6 Significant Changes in 2011 / P. 2, 20, 21 Annual Financial Report 2011
2.10 Awards received in the reporting period	1.4 Awards, Assessments, Distinctions
3.1 Reporting period	1/1/2011-31/12/2011
3.2 Date of most recent previous report	Corporate Responsibility and Sustainable Development Report 2010
3.3 Reporting cycle	Annual
3.4 Contact point	P. 4 § About the Report
3.5 Process for defining report content	P. 4 § About the Report
3.6 Boundary of the report	The Report pertains to / involves all activities of HELLENIC CABLES in Greece (all total number of production units as these are referred in the Report) (subsidiaries are not included). P. 4 § About the Report

Description	Notes / Section
3.7 Specific limitations on the scope or boundary of the report	P. 4 § About the Report
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	Full comparability. As also in previous Reports, data of subsidiaries / joint ventures / third parties are not included. P. 4 § About the Report
3.9 Data measurement techniques and the bases of calculations	P. 4 § About the Report / 6.5 Monitoring Health and Safety Performance / 7.5 Atmosphere & Climate Change
3.10 Explanation of the effect of any re-statements of information provided in earlier reports	There are no re-statements / P. 4 § About the Report
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	There is no change / P. 4 § About the Report
3.12 Table identifying the location of the Standard Disclosures in the report	P. 74 GRI Indicators Table
3.13 Policy and current practice with regard to seeking external assurance for the report	P. 4 About the Report / P. 83 Application Level Check
4.1 Governance structure of the organization	3.3 Corporate Governance
4.2 Indicate whether the Chair of the highest governance body is also an executive officer	3.3 Corporate Governance
4.3 Number and gender of members of the highest governance body that are independent and/or non-executive members	3.3 Corporate Governance
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	3.3 Corporate Governance / 5.5 Internal Communication
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives	3.3 Corporate Governance
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided	3.3 § Avoiding conflict of interests
4.7 Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity	3.3 Corporate Governance
4.8 Internally developed statements of mission or values, codes of conduct, and values relevant to economic, environmental, and social performance	1.1 Brief Presentation of HELLENIC CABLES Group / Chapter Corporate Responsibility at HELLENIC CABLES – Introduction / 2.1 Organizational Structure for Corporate Responsibility Management / 2.2 EFQM Business Excellence Model / 2.3 The Global Compact / 2.4 Communication with Stakeholders
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks and opportunities	2.1 Organizational Structure for Corporate Responsibility Management
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	3.3 Corporate Governance (§ Governing Bodies)
4.11 Explanation of whether and how the precautionary approach or value is addressed by the organization	2.3 The Global Compact / 3.4 Risk Management / 6.1 Occupational Health and Safety / Introduction of the Chapter Environment - Global Compact Principles / 7.1 Environmental Management System / Annual Financial Report 2011 – P. 5
4.12 Externally developed economic, environmental, and social charters, values, or other initiatives to which the organization subscribes or endorses	P. 4 § About the Report / 1.5 Partnerships and Memberships / 2.1 CSR Organizational Structure / 2.2 Business Excellence Model EFQM / 2.3 The Global Compact

Description		Notes / Section	
4.13	Memberships in associations and/or national/international advocacy organizations	1.5 Participation in Networks and Organizations	
4.14	List of stakeholder groups engaged by the HELLENIC CABLES	2.4 Communication with Stakeholders	
4.15	Basis for identification and selection of stakeholders with whom to engage	2.4 Communication with Stakeholders / The process for defining the stakeholder groups (categorization and prioritization) is being reviewed every year by HELLENIC CABLES Corporate Responsibility Team.	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	2.4 Communication with Stakeholders	
4.17	Key topics and concerns that have been raised through stakeholder engagement	2.4 Communication with Stakeholders	
<b>Performance Indicators</b>			
<b>Economic Performance Indicators</b>			
Description		Materiality	Notes / Section
Disclosure on Management Approach (DMAs)			Introduction of Financial Development and Corporate Governance Chapter/ 3.1 Key Financial Results / 3.2 Social Product of HELLENIC CABLES / 3.4 Risk Management / 5.1 Human Resources Data
EC1	Direct economic value generated and distributed	high	3.1 Key Financial Results / 3.2 Social Product of HELLENIC CABLES / P. 72 Corporate Responsibility Key Performance Indicators Table
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	low	No significant financial implications on the business activities of the Company have been identified, or other risks and opportunities for the organization's activities due to climate change
EC3	Coverage of the organization's defined benefit plan obligations	medium	5.2 § Employee Benefits
EC4	Significant financial assistance received from government	medium	3.1 Key Financial Results
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	medium	5.1 Human Resources Data / 5.2 § Discriminations and Human Rights / The Company observes and applies the national, collective profession-related labour agreements (National General Collective Agreement). The salary offered to the vast majority of HELLENIC CABLES employees is higher than the one determined d by the National General Collective Agreement.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	medium	4.6 § Enhancing Local Entrepreneurship
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	medium	5.1 Human Resources Data
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement	medium	5.6 Employee Volunteering / 5.7 Social Actions
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	medium	3.1 Key Financial Figures / 3.2 Social Product / 4.6 § Enhancing Local Entrepreneurship / 5.1 Human Resources Data

**Environmental Performance Indicators**

Description	Materiality	Notes / Section
Disclosure on Management Approach (DMAs)		Introduction of Environment Chapter / 7.1 Environmental Management System / 7.2 Investments and Expenditures in Environmental Protection / 7.3 Raw Materials / 7.4 Energy / 7.5 Atmosphere & Climate Change / 7.6 Use of Water / 7.7 Waste Management / 7.8 Transportation / 7.9 Monitoring of and Compliance with Legal Requirements
EN1 Materials used by weight or volume	high	7.3 Raw Materials
EN2 Percentage of materials used that are recycled input materials	high	7.7 Waste Management
EN3 Direct energy consumption by primary energy source	high	7.4 Energy / 8. Corporate Responsibility Key Performance Indicators Table
EN4 Indirect energy consumption by primary source	high	7.4 Energy
EN5 Energy saved due to conservation and efficiency improvements	high	No new energy conservation measures were implemented in 2011 / 7.4 Energy
EN6 Initiatives to provide energy-efficient or renewable energy based products and services	medium	4.1 Products and Applications
EN7 Initiatives to reduce indirect energy consumptions and reductions achieved	high	No new energy conservation measures were implemented in 2011 / 7.4 Energy
EN8 Total water withdrawal by source	high	7.6 Use of Water
EN9 Water sources significantly affected by withdrawal of water	medium	The company does not operate in protected areas with wetlands and no water is pumped from surface waters (e.g. rivers, lakes).
EN10 Percentage and total volume of water recycled and reused	medium	N/A
EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	medium	There is no negative impact on biodiversity, since there are no operations in, or adjacent to, protected areas
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	medium	There is no negative impact on biodiversity, since there are no operations in, or adjacent to, protected areas
EN13 Habitats protected or restored	low	No habitat restoration plan has been developed
EN14 Strategies, current actions, and future plans for managing impacts on biodiversity	low	There has been no negative impact on biodiversity, since the Company does not operate in or adjacent to protected areas
EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	low	There has been no negative impact on IUCN Red List species and national conservation list species, since the Company does not operate in such areas
EN16 Total direct and indirect greenhouse gas emissions by weight	high	7.5 Atmosphere & Climate Change
EN17 Other relevant indirect greenhouse gas emissions by weight	medium	7.8 Transportation
EN18 Initiatives to reduce greenhouse gas emissions by weight	high	7.8 Transportation
EN19 Emissions of ozone-depleting substances by weight	low	7.5 Atmosphere & Climate Change



## 9. GRI G3.1 Indicators Table

Description	Materiality	Notes / Section
EN20 NOx, SOx, and other significant air emissions by type and weight	high	7.5 Atmosphere & Climate Change
EN21 Total water discharge by quality and destination	high	7.7 Waste Management
EN22 Total weight of waste by type and disposal method	high	7.7 Waste Management
EN23 Total number and volume of significant spills	high	There were no spills
EN24 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	high	7.7 Waste Management
EN25 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	high	There have been no water discharges in protected areas - There has been no negative impact on biodiversity, since no operations in, or adjacent to, protected areas have been performed
EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	medium	7.1 Environmental Management System / 7.2 Investments and Expenditures in Environmental Protection / 7.3 § Production Process (Product Life Cycle Assessment)
EN27 Percentage of products sold and their packaging materials that are reclaimed by category	medium	7.7 Waste Management
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non compliance with environmental laws and regulations	high	No fines / 7.9 Monitoring of and Compliance with Legal Requirements
EN29 Significant environmental impacts of transporting products and other goods and materials	medium	7.8 Transportation
EN30 Total environmental protection expenditures and investments by type	high	7.2 Investments and Expenditures in Environmental Protection
<b>Labor Practices and Descent Work Performance Indicators</b>		
Description	Materiality	Notes / Section
Disclosure on Management Approach (DMAs)		Introduction of Human Resources Chapter / 5.1 Human Resources Data / 5.2 Responsible Employment Practices / 5.3 Employee Assessment / 5.4 Training and Development / 6.5 Monitoring Health and Safety Performance
LA1 Total workforce by employment type, employment contract, and region, broken down by gender	high	5.1 Human Resources Data / 5.2. § Supporting Employment at Local Level
LA2 Total number and rate of new employee hires and employee turnover by age group, gender, and region	high	5.1 Human Resources Data
LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees by significant locations of operations	medium	5.2 § Employee benefits
LA15 Return to work and retention rates after parental leave, by gender	medium	The Company provides parental leaves to all employees who already have child or are about to have one. In 2011, 16 employees (13 men – 3 women) took the parental leave they were entitled to. Any employee who receives a parental leave shall resume his/her work in the Company 12 months after the leave's starting date. All employees which receive such a leave continue working in the Company 12 months after they take this leave.

Description	Materiality	Notes / Section
LA4 Percentage of employees covered by collective bargaining agreements	high	5.1 Human Resources Data
LA5 Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	medium	5.5 Internal Communication
LA6 Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs	medium	N/A
LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region and by gender	high	6.5 Monitoring Health and Safety Performance
LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	medium	5.2 § Employee Benefits
LA9 Health and safety topics covered in formal agreements with trade unions	medium	3.3 Corporate Governance
LA10 Average hours of training per year per employee by gender, and by employee category	high	5.4 Training and Development
LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	medium	5.4 Training and Development
LA12 Percentage of employees receiving regular performance and career development reviews, by gender	medium	5.3 Employee Assessment
LA13 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	medium	3.3 Corporate Governance / 5.1 Human Resources Data / 5.2 § Diversity and Equal opportunities
LA14 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	medium	5.2 § Discriminations and Human Rights

#### Labor Practices and Descent Work Performance Indicators

Description	Materiality	Notes / Section
Disclosure on Management Approach (DMAs)		5.2 Responsible Employment Practices
HR1 Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening	low	Not applicable to the Company's activities
HR2 Percentage of significant suppliers contractors, and other business partners that have undergone human rights screening, and actions taken	low	Necessary condition for cooperating with a contractor is that all employees that will be occupied in HELLENIC CABLES facilities will be insured in accordance with the provisions of the law. / 4.6 § Health and Safety Provisions
HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	low	No such training was organized in 2011
HR4 Total number of incidents of discrimination and corrective actions taken	medium	No incident / 5.2 Responsible Employment Practices
HR5 Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	medium	The Company respects the law and acts in accordance with the relevant legislation. / 5.5 Internal Communication

## 9. GRI G3.1 Indicators Table

Description	Materiality	Notes / Section
HR6 Child labor	high	5.1 Human Resources Data
HR7 Forced and compulsory labor	high	5.1 Human Resources Data
HR8 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	medium	No such training was organized in 2011. The Company has planned to organize a training course on human rights issues in 2012
HR9 Total number of incidents of violations involving rights of indigenous people	low	No incident of human rights violation of local people has been reported or recorded to date
HR10 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	low	No risk of human rights violations on the part of the Company has been identified. Therefore, it was not deemed necessary the elaboration of a relevant specialized study.
HR11 Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	low	There have been no complaints regarding the violation of human rights. It is considered that there is no such risk on the part of the Company. Therefore, the development of a relevant mechanism was not deemed necessary
<b>Society Performance Indicators</b>		
Description	Materiality	Notes / Section
Disclosure on Management Approach (DMAs)		5.6 Employee Volunteerism / 5.7 Social Activities / Introduction of Environment Chapter / 7.1 Environmental Management System / 7.2 Investments and Expenditures in Environmental Protection / 7.6 Use of Water / 7.7 Waste Management / 7.9 Monitoring of and Compliance with Legal Requirements
S01 Percentage of operations with implemented local community engagement, impact assessments, and development programs	low	5.6 Employee Volunteerism / 5.7 Social Activities
S02 Percentage and total number of business units analyzed for risks related to corruption	low	All business units are being systematically audited. There have been no incidents of corruption
S03 Percentage of employees trained in organization's anti-corruption policies and procedures	low	In 2010 a training seminar for corruption issues was organized for Company's executives. In 2011 no such training was organized
S04 Actions taken in response to incidents of corruption	medium	There have been no incidents of corruption
S05 Public policy positions and participation in public policy development and lobbying	medium	1.5 Participation in Networks and Organizations
S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	high	The Company does not provide any financial or in-kind support to politicians and/or political parties
S07 Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes	high	There were no legal actions in 2011
S08 Monetary value of significant fines and total number of non-monetary sanctions for non compliance with laws and regulations	medium	There were no incidents of non compliance in 2011
S09 Operations with significant potential or actual negative impacts on local communities	low	There are no significant negative results in local communities

Description	Materiality	Notes / Section
SO10 Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	low	7.1 Environmental Management System / 7.2 Investments and Expenditures in Environmental Protection / 7.7 Waste Management
<b>Product Responsibility Performance Indicators</b>		
Description	Materiality	Notes / Section
Disclosure on Management Approach (DMAs)		Introduction of Marketplace Chapter / 4.2 Product Quality and Safety / 4.4 Responsible Communication / 4.5 Managing Customer Relations
PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement	high	4.2 Product Quality and Safety
PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	high	There were no incidents of non compliance
PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	high	All products are accompanied with all necessary documents, signs and labels defined by law and/or regulations. / 4.2 § Product labeling – Certifications
PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	medium	There were no incidents of non compliance
PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	high	4.5 Managing Customer Relations
PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	medium	4.4 Responsible Communication
PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	medium	There were no such incidents of non compliance
PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	high	There were no such complaints
PR9 Monetary value of significant fines for non compliance with laws and regulations concerning the provision and use of products and services	high	There were no incidents of non-compliance

N/A: Not Applicable

GRI Application Level

This HELLENIC CABLES Report covers all necessary disclosures required for Level B of GRI-G3.1. Aiming at improving the level of disclosure and transparency, HELLENIC CABLES assigned the GRI level check to an external verification institution. The statement of the external verification institution is presented below:

✓

Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
	G3 Management Approach Disclosures OUTPUT	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Reponsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	
*Sector supplement in final version							

The photographs in the Report were taken by photographer Spyros Haraktinos.

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



# 10. TÜV AUSTRIA HELLAS

## Independent Assurance Statement

### For CABLEL's S.A. Sustainability Report 2011



#### Information on the Assurance Statement

The Assurance Provider TÜV AUSTRIA HELLAS ('the Provider') has been engaged to provide external assurance on the disclosures published in the Sustainability Report 2011 ('the Report') of CABLEL S.A. ('the Company'). The Company is exclusively responsible for the data and information within the Report. The assurance process was conducted by the Provider in terms of sample-based audits of data and information as well as audits of data collection systems and procedures.

The Provider has not offered any consulting services to the Company, apart from the audit of Management Systems.



#### Scope of Assurance

The Provider undertook the responsibility to review during June 2012 the Report against the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines G3.1 and confirm of the application level (GRI Application Level Check).

#### Conclusions

During the assurance engagement, it was confirmed that the data and information provided by the Report fulfill the requirements of the standard disclosures and specific indicators that are included in the Guidelines GRI-G3.1 based on which the Report was prepared and published.

The Provider concurs that the criteria for GRI Application Level B' have been met.

#### Opportunities for Improvement

Based on the observations and concluding remarks derived from the assurance engagement, the Provider's recommendations for the improvement of the Company's future Sustainability Reports are as follows:

- ☞ Provision of information for additional GRI G3.1 indicators in order to accomplish Level A.
- ☞ Assurance through data check of the Report's chapters in order to extend the report's validity.
- ☞ Assurance of the Report's qualitative information too.
- ☞ Documentation of the procedure concerning the identification and evaluation of key sustainability issues.
- ☞ Documentation of the procedure concerning the identification and selection of related third parties.

*Note: This Independent Assurance Report has been prepared as a translation of the original Greek version.*

On behalf of TÜV AUSTRIA HELLAS,  
Athens the 18th of June 2012

Sifakis Nikolaos  
Lead Auditor



Kallias Yiannis  
General Manager





# 11. Feedback Form

HELLENIC CABLES always pursues open, transparent, two-way communication with all stakeholders associated with its activities. You may list any issues and concerns you may have regarding your cooperation with HELLENIC CABLES; by filling out and forwarding the questionnaire below, you are helping us improve our performance and the Company's Annual Corporate Responsibility and Sustainable Development Report:

Which HELLENIC CABLES stakeholder group to you belong to?

- ☐ Employee
- ☐ Local Community
- ☐ State / Institutional Organization
- ☐ Shareholder / Investor
- ☐ Supplier
- ☐ Media
- ☐ Customer
- ☐ NGO
- ☐ Other:

What is your overall impression of the Report?

CRITERIA / CHARACTERISTICS	Excellent	Very Good	Average	Needs Improvement
Coverage of basic subjects regarding the Company's operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data comparability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Balance between sections	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate Responsibility Targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actions per Corporate Responsibility priority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reference to international standards and systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ease of finding information of interest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphic presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In which of the following sections of the Report did you find particularly useful and important information regarding HELLENIC CABLES?

SECTIONS OF THE REPORT	Very Useful	Needs Improvement
Message from the General Manager		
Company Profile	<input type="checkbox"/>	<input type="checkbox"/>
Financial Development & Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>
Marketplace	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>
GRI Indicators Table	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

In your opinion, does the HELLENIC CABLES Corporate Responsibility Report contain sufficient information in providing an overall picture of its activities?

- ☐ Yes
- ☐ No
- ☐ Needs Improvement

In your opinion, does the HELLENIC CABLES Corporate Responsibility Report contain sufficient information in providing an overall picture of its activities? Please describe:

In your opinion, does the HELLENIC CABLES Corporate Responsibility Report contain sufficient information in providing an overall picture of its activities? Please describe:

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What actions do you suggest the Company should take to respond to your concerns?

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**Personal Details (optional):**

Full name: \_\_\_\_\_

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

\_\_\_\_\_ Tel./Fax: \_\_\_\_\_ E-mail: \_\_\_\_\_

**Please return this form to:**

HELLENIC CABLES S.A.  
Georgios Georgallis, Marketing Manager  
69th km Old Athens-Thiva National Road, 32200 Thiva, Viotia  
Tel.: 22620 86676, E-mail: [csr@cablel.vionet.gr](mailto:csr@cablel.vionet.gr)

All data submitted on this form will be used exclusively for internal assessment by the HELLENIC CABLES Marketing Department (responsible for Corporate Responsibility issues). All personal data is protected as defined by law.