

# 2012

Corporate Responsibility & Sustainable  
Development Report

● **CABLEL<sup>®</sup>**  
**HELLENIC CABLES**





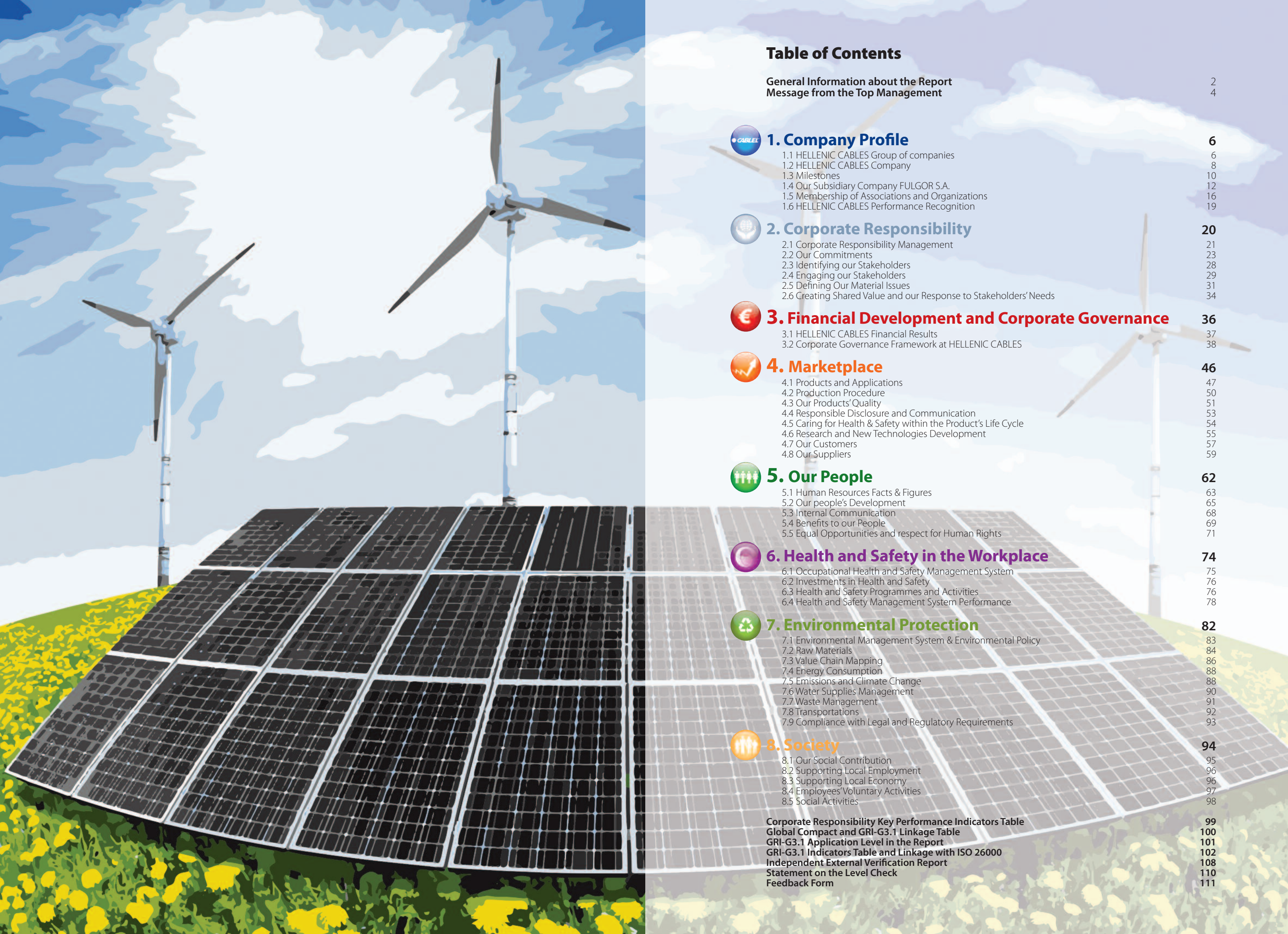


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HELLENIC CABLES Corporate Responsibility and Sustainable Development Report 2012 describes how we respond to the current economic, environmental and social challenges, while, at the same time, contribute to Sustainable Development.

### Report Boundary and Scope

"HELLENIC CABLES Corporate Responsibility and Sustainable Development Report is published on an annual basis and covers the Company's operations in Greece as a whole. The Report does not include data related to subsidiaries, potential joint ventures, partners, suppliers or other third parties. It must be noted that some information related to HELLENIC CABLES Group of Companies is provided only in the Chapter "Company Profile" in order to facilitate the reader to have a broader view of the Group's operations. Moreover, the current Report includes a brief presentation of FULGOR - the key subsidiary of the Company, based in Greece. This reference is short and limited to the relevant separate section of the Chapter "Company Profile".

- The terms "the Company", "we", "HELLENIC CABLES" refer to the Societe Anonyme HELLENIC CABLES.
- The term "the Group" refers to HELLENIC CABLES and its subsidiaries in Greece and abroad.

Corporate Responsibility and Sustainable Development Report 2012 (for the period 1/1/2012 – 31/12/2012) is the fourth consecutive annual publication of HELLENIC CABLES. All the Corporate Responsibility and Sustainable Development Reports of the Company are available on [www.cablel.com](http://www.cablel.com) (section Corporate Social Responsibility / CSR).

### Restrictions and Significant Changes

HELLENIC CABLES Corporate Responsibility and Sustainable Development Report covers a wide range of issues related to economic, environmental and social impacts of the Company, without any specific restriction on the scope or boundary of the report. The Report does not include information relating to subsidiaries of HELLENIC CABLES, potential acquisitions, disposals, joint ventures and other activities and thus the comparability of the data on year to year basis is not affected.

The Report does not contain any significant changes regarding the scope, boundaries or evaluation methods used. In cases where revisions have been made, a specific reference to individual sections, tables or diagrams is made as well as clarification of the reasoning behind revising the respective items. Furthermore, no significant changes have been made regarding size, structure or ownership of the Company, which may affect the content of the Report for the year 2012.

### Project Team

Corporate Responsibility Team, a special team of executives from the relevant Divisions and Departments, was formed in order to compile the Report. The team's primary task was to collect the required information regarding the fields of Corporate Responsibility at HELLENIC CABLES.

The members of the HELLENIC CABLES Corporate Responsibility Team, are: Team Coordinators: George Georgallis and Panagiotis Marlagoutsos.

Executives from the relevant Divisions and Departments: Argyris Alexopoulos, Charalampos Voulgaris, Panagiotis Zannias, Konstantinos Konstantinou, Anastasios Lolis, Giorgos Michos, Konstantinos Soulas, Stavros Stavropoulos, Nikos Charelas, Dimitrios Chatzakis.

### Methodology

HELLENIC CABLES Corporate Responsibility and Sustainable Development Report for the year 2012, was prepared in, through taking into account the guidelines on CSR/ Sustainability Reports, issued by the international Global Reporting Initiative Organisation (GRI – G3.1 Guidelines). The following principles were applied under the preparation of the current Report in order to determine its content:

- Principle of "Materiality"
- Principle of "Stakeholder Inclusiveness"
- Principle of "Sustainability Context"
- Principle of "Completeness"

In respect of sound determination of the Report's content, the Company's Corporate Responsibility Team, for the first time this year, systematically identified and prioritized the material issues (materiality analysis). The materiality analysis' outcomes are presented in the Chapter "Corporate Responsibility". In addition, GRI-G3.1 Indicators Coverage Table includes an assessment of the coverage for every separate indicator, as it came out after the self-assessment procedure that was carried out for the first time in the current CSR Report.

HELLENIC CABLES Corporate Responsibility and Sustainable Development Report 2012 was compiled with the support and under expert guidance (data processing, evaluation and texts writing) of Grant Thornton ([www.grant-thornton.gr](http://www.grant-thornton.gr)).



### External verification

We recognize the added value of external verification of the Report and we do believe that the Company's accountability to its stakeholders in terms of quality and reliability is increased through the external verification. Therefore, HELLENIC CABLES has opted for external verification of the information contained in the Chapters of "Health and Safety in the Workplace" and "Environmental Protection" by an independent external certification body. The conclusions and comments that arose from the process of external verification, will be used by the Company in order to improve the quality of its Corporate Responsibility Reports. The last part of the Report presents cited the application level of the GRI G3.1 Indicators as well as the report of the independent certification body.

### Sources of Information

The data and information presented were collected based on procedures applied by the Company, as well as through its databases. In cases where the data was processed or was based on assumptions, reference is made regarding the way or the method of calculations, according to the guidelines of the Global Reporting Initiative (GRI – issue G3.1).

The financial data that is included in the Report is in full compliance with the information contained in the Annual Report 2012 of the Company (which is available on the Company's website in the section Investor Relations / Annual Bulletins- Reports) and is available in printed form as a single book that includes the current Corporate Responsibility and Sustainable Development Report 2012. This data, as well as additional information on HELLENIC CABLES products and services, is analytically presented on the website [www.cablel.com](http://www.cablel.com).

### Contact

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

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

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





*HELLENIC CABLES is one of the fastest growing companies, engaged in the production of high quality cables, whose application meets the needs of innovative solutions (wind turbines, aeolic parks, submarine electrical power transmission and data transmission networks). Our objective is to manufacture high quality products in an efficient, profitable and responsible manner.*

Corporate Responsibility is recognized by every one of us as a necessity, since it is of vital importance to our course towards Sustainable Development. Our commitment to the principles of Corporate Responsibility and Sustainable Development is reflected both - in the long-term corporate strategy and in our daily activities.

### Key Challenges

2012 was a year which was globally marked by considerable uncertainty and volatility, leading to further slowdown in construction activity, as well as to significant pressures on the energy industry. The challenges we face are directly linked to climate change, which acted as a trigger for the development of innovations in the field of energy. In this context and following our strategy to continue reinforcing our presence, we acquired FULGOR, whose brief presentation is included in the current Corporate Responsibility Report.

### Our Priorities

Our key priorities are related with the application of sound principles of corporate governance and financial development, protection of natural environment, provision of a safe and healthy working environment, support of local communities and, by all means, with our responsible operations in the marketplace (high-quality products, integrated customer services and suppliers evaluation). We believe that the priorities we have set respond, to a great extent, to the demands and/or needs of our stakeholders, since they were confirmed through the systematic process of identifying and prioritizing our important issues (materiality analysis), which took place for the first time this year.

### Our Achievements

As a result of the established strategic priorities, we have recorded significant results in various fields, achieving most of the objectives, set for 2012. Some of our most significant achievements regarding our performance, the previous year, include the following:

- Maintaining high levels of customer satisfaction
- Preserving the job positions in the Company, since all employees' withdrawals, that occurred within the year, were covered by the respective recruitments
- Providing intensive training to employees for a variety of issues
- Significant improvement in several indicators of our environmental performance with an emphasis on increasing the utilization / recycling of waste generated by the operation of our production facilities.

Furthermore, in 2012, a large investment plan of over euro 40 million was launched and was related to the production of high-voltage submarine cables at FULGOR plant. Upon the completion of the investment, HELLENIC CABLES Group will constitute one of the few producers of high-voltage submarine cables worldwide.

### Looking Ahead

Taking into account that in 2013 HELLENIC CABLES will be at a transition stage, realizing major investment projects and expanding into new markets and products, we have decided to lay solid foundation for future growth and prosperity of the Company. Adverse market conditions and overall uncertainty do not hinder us from realizing our investments that will reinforce the responsible operation of the Company, focusing on environmental protection and health and safety of our employees. Our strategic priorities are to provide high quality products to our customers, to continue investing in research and development of new technologies and know-how in order to maintain and further improve Health and Safety in the workplace, to continuously strive for the reduction of our impact on the natural environment, and to improve our relations with the local community. Difficulties make us more alert while, stronger in order to fully respond to the challenges of modern times.

Ioannis Batsolas  
Chairman of the Board of Directors

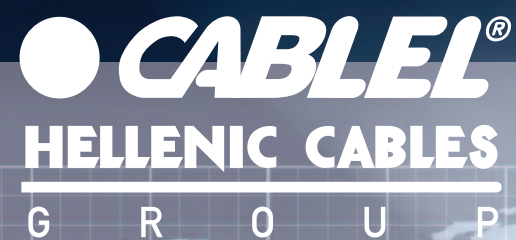
Alexios Alexiou  
General Manager







## 1.1 HELLENIC CABLES Group of Companies







## 1. Company Profile




### 1.2 HELLENIC CABLES Company



HELLENIC CABLES operates in Greece through three (3) production units: in Thiva, in Livadeia and in Oinofyta.

The production units provide high capacity annually, totaling approximately to 60,000 tons of cables, 14,000 tons of wire and 24,000 tons of plastic and rubber compounds.

All production units are certified according to EN ISO 9001:2008, EN ISO14001: 2004 and OHSAS 18001:2007. The Company's customers include network operators, construction companies and wholesalers.

All HELLENIC CABLES products bear the registered trade mark of the Company, CABLEL®.  **CABLEL®**



HELLENIC CABLES Vision, Mission and Values

HELLENIC CABLES **vision** is to contribute to the improvement of end consumer’s quality of life by manufacturing reliable and safe products with environmentally conscious and user friendly technologies.

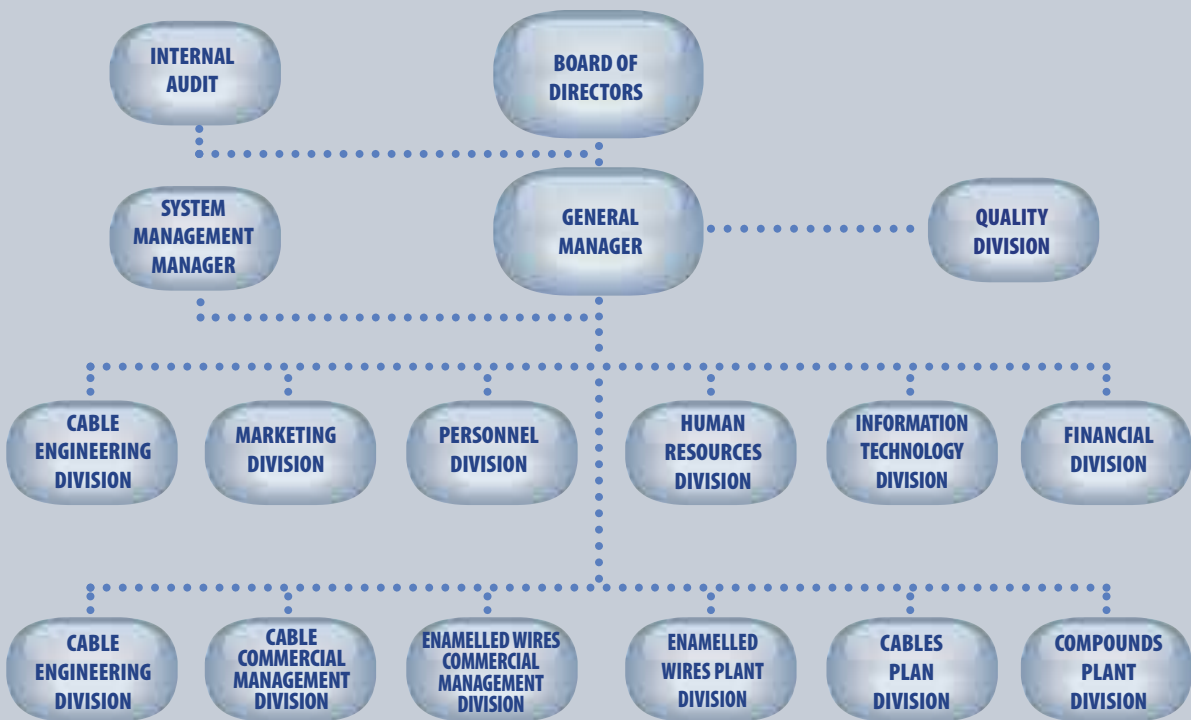
The Company's **mission** is to directly respond to the needs of its customers around the world by constantly improving its products and services, laying particular emphasis on the development of human resources, corporate and social responsibility and creating value for stakeholders and partners.

The company’s **values** are:

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

HELLENIC CABLES Organisational Structure

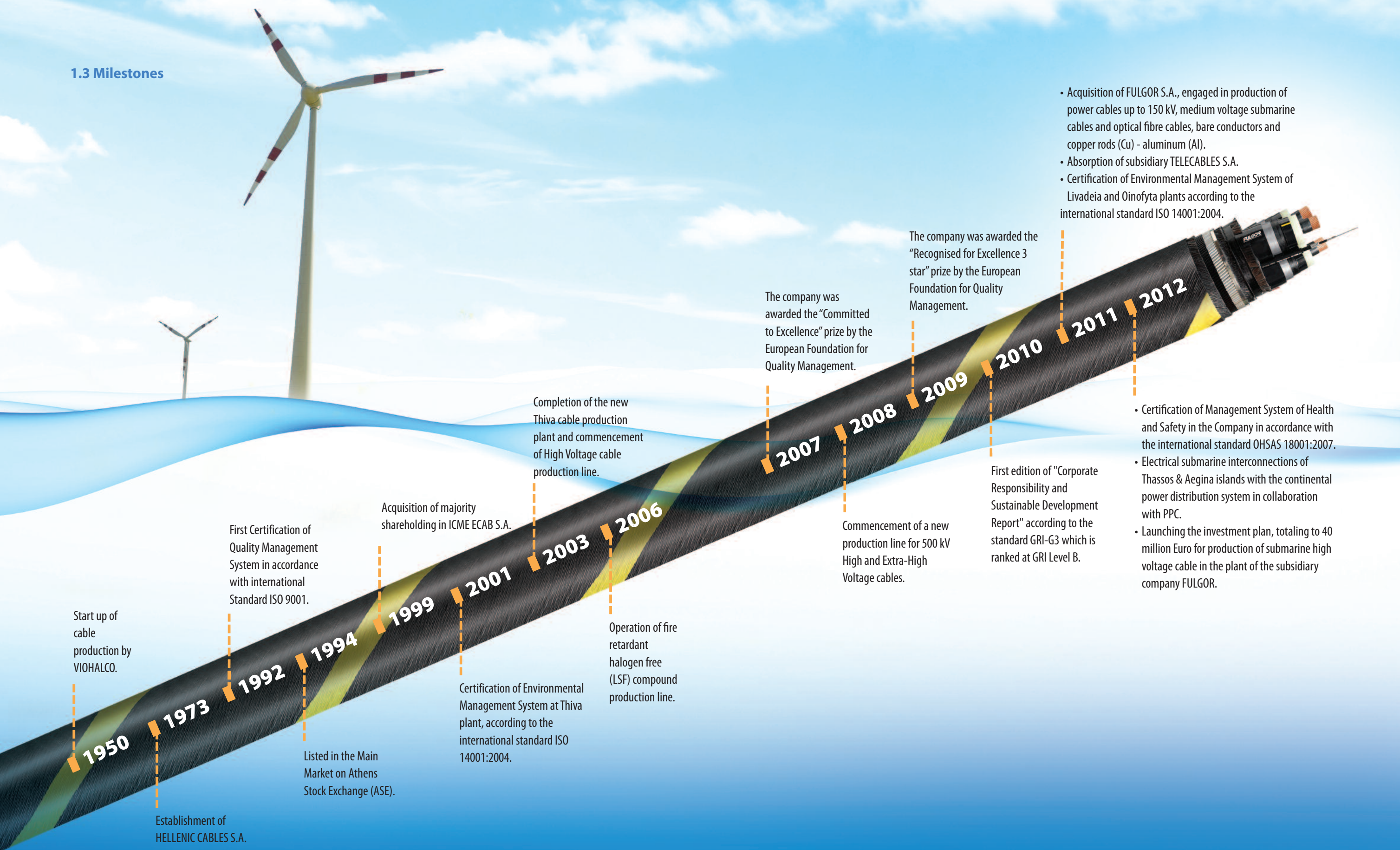
HELLENIC CABLES organisational structure is composed of Governance Bodies, Divisions, Departments and supportive Services. It is worth noting that a Health & Safety and Environment Manager is appointed at each Company’s plant. This executive reports to the respective Plant Director.



*\* The organizational structure is being presented down to directorate level. The detailed organizational chart of the Company can be found on the website [www.cablel.com](http://www.cablel.com).*



## 1.3 Milestones







## 1. Company Profile

### 1.4 Our Subsidiary Company FULGOR S.A.

In July 2011, HELLENIC CABLES acquired FULGOR, one of the most important companies in cable production and especially in manufacture of cables, bare conductors and copper and aluminum wires as well as in the production of high voltage cables and submarine cables. FULGOR specializes inter alia, in submarine cable interfaces.



**Following the acquisition of FULGOR, HELLENIC CABLES Group of Companies is evolving into one of the largest cable producers at European level.**

FULGOR is located at Soussaki, Corinth, Greece and its facilities cover an area of 82,000 sq.m. in the total area of 206,000 sq.m. Its annual production capacity is 50,000 tons of cables and 96,500 tons of copper and aluminum rods.

In 2012, a large investment programme was launched of over euro 40 million for production of submarine high voltage cables in the plant of FULGOR. In order to cope with the technical requisites of technologically advanced products, HELLENIC CABLES has signed technology transfer agreements with the VISCAS company, a leading producer of submarine cables and joint venture of Japanese corporations FUJIKURA and FURUKAWA. **Upon the completion of the investment, HELLENIC CABLES will be one of the few producers of high-voltage submarine cables worldwide.**

The actions and Corporate Responsibility programmes of FULGOR will be included in the Report of the Company, starting from next year edition, and therefore, the current edition includes a brief presentation of key performance data.





### Our Products Quality

**FULGOR was awarded certification for its Quality Management System applied in accordance with EN ISO 9001:2008 at all of its facilities.**

FULGOR was one of the first companies in Greece to implement a Quality Management System covering all the activities of the company. Since FULGOR has always been a pioneer in the field of cable manufacturing and delivery of turnkey projects, its main objective is to manufacture high quality products for its customers.



In the last 40 years, FULGOR S.A. has successfully completed many “turnkey” projects which include supply and installation of underground high voltage cables, medium voltage submarine cables and optical fiber and composite cables (power and optical fiber).

In 1972, FULGOR undertook its first “turnkey” project and since then it has manufactured more than 880 km of submarine power cables with rated voltage up to 33 kV, more than 2,200 km of submarine fiber optic cables using trained personnel and specialized contractors. The company also produces composite submarine cables, combining submarine power cables with optical fiber cables.

The company’s potential in respect of turnkey projects includes:

- Design, production, installation study and installation of cables according to the customer's requirements and needs
- Provision of special equipment needed for cable connections and termination of cable ends
- Transportation and installation of cables at the project site
- Civil works required for protection of cables
- Testing, initial operation and delivery of the system to the customer (commissioning)
- Project Management
- Customer’s staff training in system operation and maintenance
- Provision of maintenance / support to the customer

### Key Product Categories of FULGOR

The products (cables) of FULGOR cover the following categories:

- Copper Rods
- Aluminum Rods
- Conductors Cu (grounding), Al, ACSR
- Power cable (Low Middle, High and Extra High Voltage)
- Submarine Cables (Power, Telecommunications / Optical Fiber and Composite power optical fiber)
- Special Purpose Cables







## 1. Company Profile



### Our People

#### FULGOR employees

#### Percentage

Men	93%
Women	7%
Employees from the broad region of Corinth	100%
Full-time employees	100%
Employees under permanent employment contract	100%

#### Age Distribution of Human Resources

#### 20-25

#### 25-35

#### 35-45

#### 45-55

#### Over 55

Men	0	40	81	60	15
Women	1	5	5	2	1
TOTAL	1	45	86	62	16

**FULGOR was awarded a certificate for the Management System of Health & Safety in accordance with Standard OHSAS 18001:2007.**

#### Seminars in Health and Safety / hours / number of employees

Number of seminars	7
Attendees	88
Total training hours	645

#### Expenditure on Health and Safety by category (in euro)

Personal protective equipment	22,735
Fire (maintenance / upgrade of fire protective equipment)	12,149
Medical service and health monitoring	12,000
Staff training on OHS issues	7,454
Operation of Health and Safety Department	14,000
Consulting Services	5,000
Safety upgrade projects	22,050
Workplace cleaning	29,000
Total:	124,388





Our Care to the Environment

Protection of the environment is a key priority for FULGOR. FULGOR is one of the first companies in Greece to be certified for its Environmental Management System.

Expenditures on environmental protection (in euro)	2012
Environmental monitoring	9,171
Operation and maintenance of environmental protection equipment	3,500
Waste management by appropriately licensed contractors	136,146
Environmental Department and certification costs	24,500
TOTAL	173,317

FULGOR is one of the first companies in Greece to be certified for Environmental Management System applied in accordance with EN ISO 14001:2004.

Waste	Management Method	Quantity in kg
Metals	Recycling	309,738
Paper - plastic - wood - rubber	Recycling	619,600
Emulsion - oil	Utilization	625,400
Slags	Recycling	38,600
Used absorbents	Utilization	0
Waste	Disposal to landfills	223,540
Total waste		1,816,878

Through the implementation of Environmental Management System according to EN ISO 14001:2004, FULGOR cares for:

- Integration of its environmental policy and environmental programmes in the production process and its activities,
- Training and raising awareness of employees at all levels on issues of environmental protection and energy saving,
- Compliance with updated environmental legislation concerning the operations and products of the Company,
- Minimising waste generated in the course of its operations through extensive recycling programmes,
- Immediate response and addressing the requests from European and governmental bodies (EU Government, etc.), local authorities (prefectures, municipalities), as well as various environmental organizations and
- Ongoing (where effective) and periodic monitoring of all pollutant sources of the company and attempts aimed at their minimization.







## 1. Company Profile

### 1.5 Membership of Associations and Organizations

HELLENIC CABLES strengthens its presence in the Greek market and the global wire and cable market through its active participation in policy makers organizations, research organizations and networks, chambers etc. Through participating in these organizations, our Company seeks to share its knowledge and experience in order to closely monitor and contribute to the developments of its operating segment.

#### Mandatory Membership of Associations and Organizations



**Athens Chamber of Commerce and Industry (ACCI)** was established in 1914 for the purposes of protection and promotion of commercial and industrial enterprises. HELLENIC CABLES has been a member of ACCI since 1973.

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#### Volunteer Membership of Associations and Organizations



**Hellenic Federation of Enterprises (SEV)** aims to contribute to the modernization and development of Greek enterprises through the creation of a competitive national capital in the European and global financial competition. Also, SEV is a member of the Union of Industrial and Employers' Federations of Europe (Business Europe), the leading independent organization representing European enterprises. HELLENIC CABLES is an active member of SEV and has adopted its Code of Conduct for Sustainable Development.

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**Europacable** was established in 1991 and represents 85% of wires and cables producers in Europe. The organization seeks to provide reliable sources of technical information in respect of cables and wires with active participation in standards specifications processes. Until recently, the Company participated in the organization via SEV. Given the recent change in the Article of Incorporation of Europacable, HELLENIC CABLES is now a Member-Firm of the organization and the company's executives participate in its various committees.

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**Hellenic Network for Corporate Social Responsibility (EDEKE)** aims to promote the concepts of Sustainable Development, Corporate Social Responsibility and Social Cohesion in our country, as well as to develop mechanisms for communication, collaboration and coordination among the network's affiliated companies for joint implementation of programmes and exchange of best practices. HELLENIC CABLES has been a key member of EDEKE since 2009.

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**Federation of Sterea Ellada Industries (SBSE)** aims to support its members by promoting entrepreneurship, competitiveness, sustainable development and environmental protection in Central Greece. HELLENIC CABLES is a member of SBSE.



**International Cablemakers Federation (ICF)** with more than 100 members from more than 30 countries around the world, was established in 1990 in Vienna. The objectives of the ICF include promoting energy conservation and safety, as well as improvement of recovery and reuse of cables materials. HELLENIC CABLES is an active member of ICF.



**Conseil International des Grands Réseaux Electriques (CIGRE)** was established in 1921. CIGRE promotes collaboration between experts from around the world, development and knowledge sharing, communication of research results and best practices among the members of the Council. Also, the objective of CIGRE is communication of research results to policy makers on issues of electricity networks. HELLENIC CABLES is a member of CIGRE.



**Hellenic Management Association (EEDE)** aims to contribute to the development and promotion of the implementation of modern management principles, methods and techniques to any collective effort- both in the private and in public sector - in Greece and abroad, as well as to highlight the importance of the role of managers. HELLENIC CABLES participates in EEDE activities as a member.



**Hellenic Copper Development Institute (HCDI)** was established in 1996 in order to provide responsible information and promote copper and copper alloy applications, , utilization and products to experts and general public. HCDI is affiliated with the European Copper Institute and is financed by the International Copper Association, a global network of 27 Copper Centers. HELLENIC CABLES is a member of HCDI.



**Aluminium Association of Greece (AAG)** was established in 1985. The members of AAG are companies and industries, engaged in bauxite mining, aluminium production, aluminium processing, and manufacturing of products for various applications and uses as well as associations representing these companies. AAG aims to strengthen the position of aluminium in the competitive market of materials, to increase its usage and contribute to the achievement of environmental, social and financial objectives of its members, always aspiring at sustainable development. HELLENIC CABLES participates in AAG activities as a member.







## 1. Company Profile



The **Union of Athens Exchange** Listed Companies includes more than 150 companies, representing approximately 80% of Athens Exchange capitalization. HELLENIC CABLES has been its member since 1994.

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**Hellenic Romanian Chamber** was established in 1999. The objectives of the Chamber include the development and strengthening of business and economic relations between Greece and Romania, encouraging cooperation between the businessmen and organizations of both countries, and promotion of investment activities. Moreover, the objective of the Chamber is to promote a spirit of solidarity between the two countries. HELLENIC CABLES is a member of Hellenic Romanian Chamber.

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**Business Council of Greece and Latin America** aims to contribute to the development of business dialogue between Greece and Latin America. In particular, it promotes relations between the business communities of the countries in order to increase investments, exports of goods and services, transfer of expertise. HELLENIC CABLES is a member of the Council.

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**Arab-Hellenic Chamber of Commerce & Development** was established in 1979. The objective of the Chamber is the development and promotion of financial relations between Greece and the Arab countries, the encouragement of bilateral agreements and joint investment. HELLENIC CABLES is a member of the Chamber.

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**French-Hellenic Chamber of Commerce** was established in 1885. Its main mission is to support financial, industrial, commercial and tourist relations between the two countries. HELLENIC CABLES is a member of the Chamber.

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## 1.6 HELLENIC CABLES Performance Recognition

The Company continually seeks improvement regarding its financial position, its business course and the presented sound accountability. This effort was recognized in 2012.

### “TRUE LEADER” award

For the second consecutive year, HELLENIC CABLES was awarded as “True Leader” on October 24, 2012. Such awards are granted only to the companies and groups of companies, which simultaneously satisfy specific, objective and measurable criteria, noting high performance and progress in 2011. In particular, out of a total of 24,000 entities surveyed, only 23 Companies and 19 Groups - among them HELLENIC CABLES - managed to successfully meet the following required criteria:

- They are included in the 500 most profitable companies or 200 most profitable groups of companies in 2011, based on the financial data of Business Leaders in Greece edition (EBITDA criterion ranking).
- They are among 500 companies or 200 groups of companies with the highest number of employees and have experienced an employment growth from 2010 to 2011, based on the data of Leading Employers in Greece 2012 edition.
- The Companies or the Leading Group companies have high ICAP Credit Score (credit rating ranging from B2 to A1).
- They are ranked in the 10 top positions of their respective industries (based on turnover).

The award ceremony was held under the guidance of the Ministry of Development, Competitiveness, Infrastructure, Transport and Networks in the presence of 330 senior executives from the Greek market and representatives of policy makers from the Hellenic Federation of Enterprises (SEV), Athens Chamber of Commerce and Industry (ACCI), the National Confederation of Greek Commerce (ESEE), the Association of Chief Executive Officers (ACEO), etc. The institution is organized by ICAP Group.

### Award for 2011 Corporate Responsibility and Sustainable Development Report

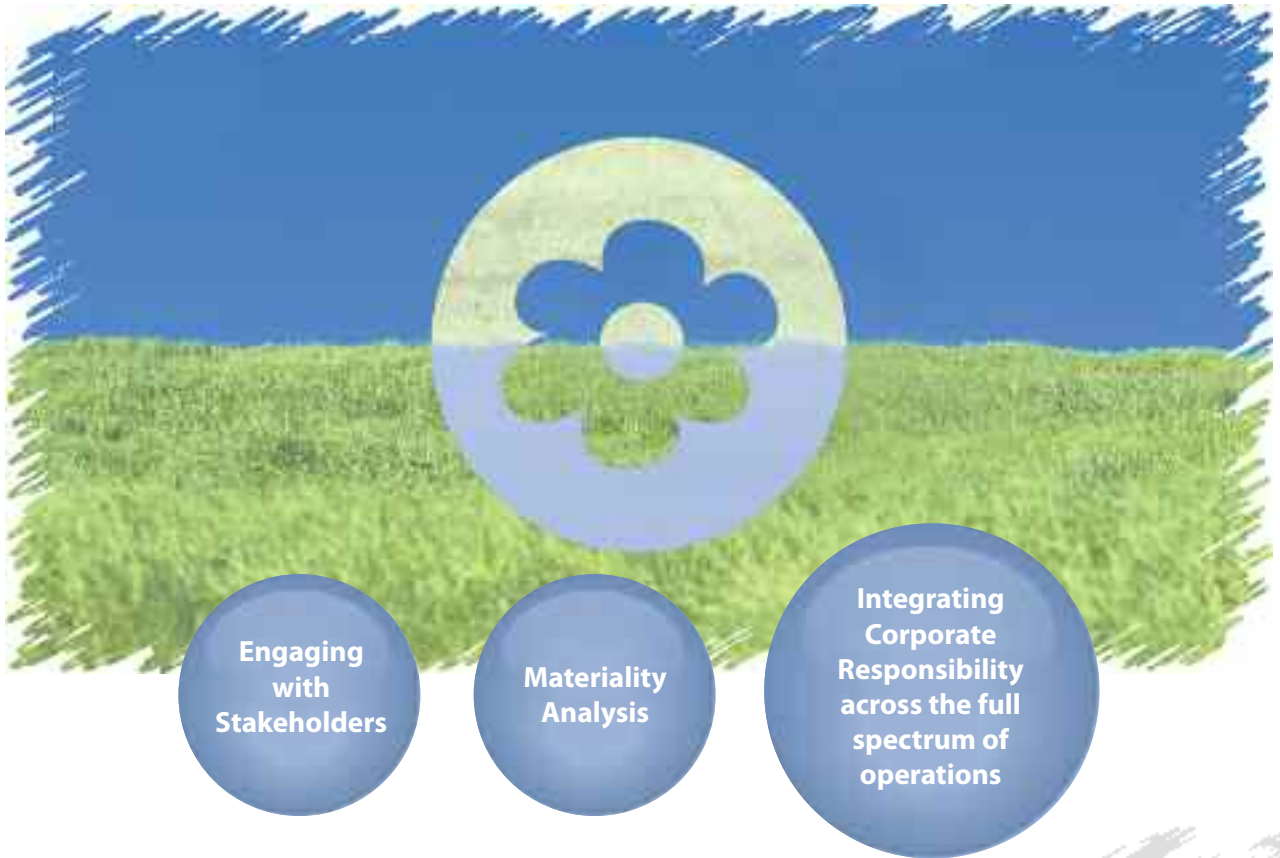
Corporate Responsibility, the attitude of HELLENIC CABLES towards Sustainable Development and the actions developed in this context are included in the Report of the Company. In 2012, Corporate Responsibility and Sustainable Development Report 2011 was awarded for yet another year by the University of the Aegean. The company was among the top 5 companies, whose Reports were assessed and distinguished at CSR Reporting Forum 2012.

The assessment is based on the specifications of GRI-G3.1 Framework on Corporate Social Responsibility (CSR). It is related to the level of compliance with the indicators of the Framework, the coverage level of CSR principles and integration of CSR strategy.





## 2. Corporate Responsibility



At HELLENIC CABLES, we believe that the balanced approach to our responsibilities to the economy, the environment and social progress is inextricably linked to the triptych of economic development, sustainability and social cohesion. Through our actions we want to satisfy our stakeholders and thus we set priorities, taking into account their needs and requirements.

The priorities we have set as well as the development of our Corporate Responsibility programmes, were updated based on the detailed assessment of the most significant issues (materiality analysis) held on the occasion of development of the annual Corporate Responsibility and Sustainable Development Report.

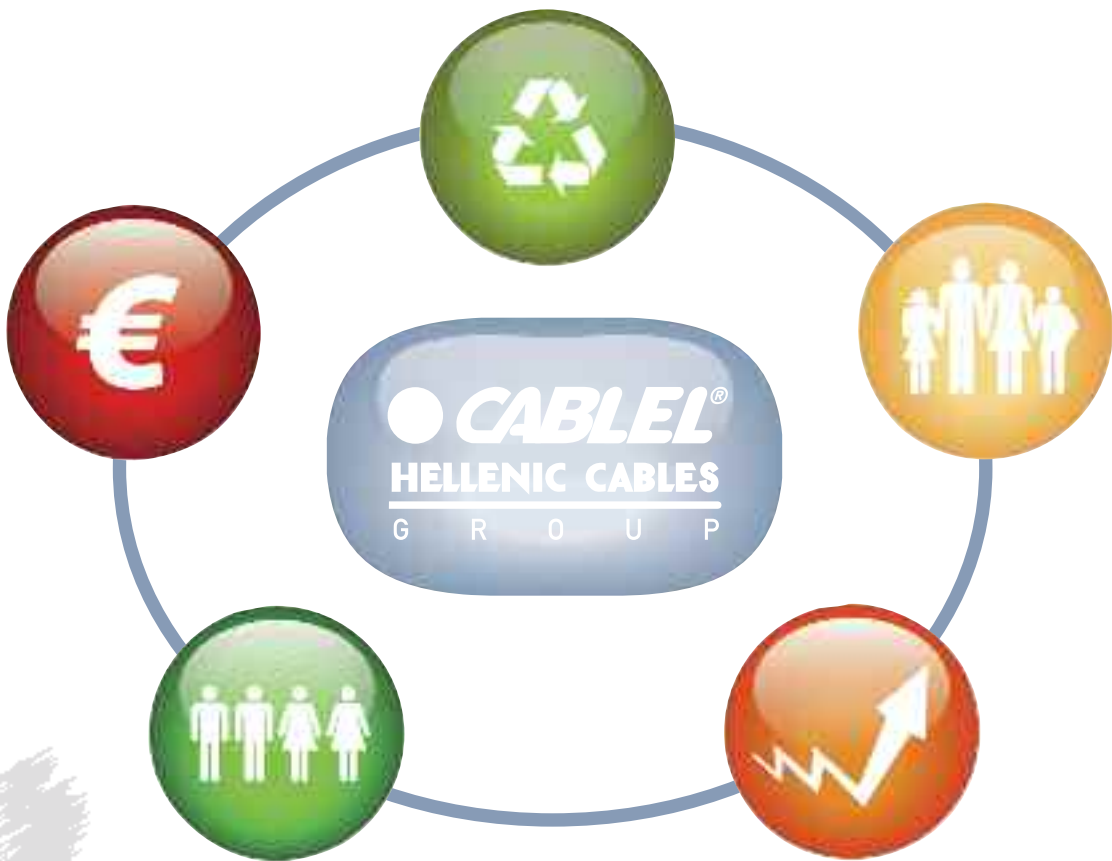


### 2.1 Corporate Responsibility Management

HELLENIC CABLES acknowledges that Corporate Responsibility is the only way towards to Sustainable Development and has disclosed the commitments it has undertaken which cover all the sectors related to ethical and responsible business conduct:

- Corporate Governance and Economic Development
- Human Resources
- Marketplace (customers, partners and suppliers)
- Environment
- Local Community

#### Corporate Responsibility Axes

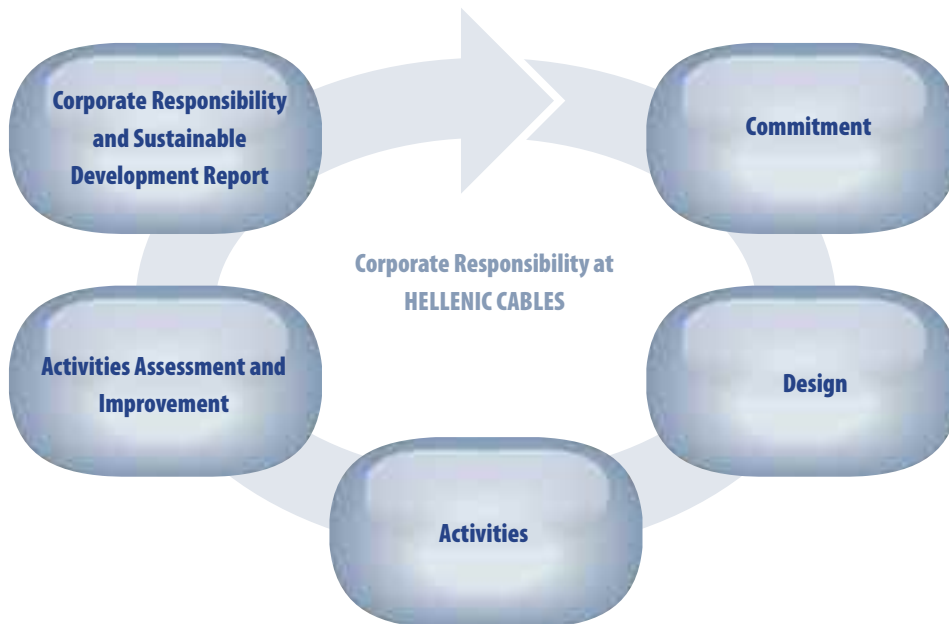


HELLENIC CABLES seeks to continuously improve its competitiveness, to assess and effectively manage potential business risks, and to maintain harmonious working relationships and trust among its stakeholders, and thus has developed a specific methodology in order to manage CSR issues in a systematic way. This methodology includes the following steps:





## 2. Corporate Responsibility



CSR management methodology of HELLENIC CABLES is based on the concept of continuous improvement, whereby all its components are monitored and continuously assessed in terms of efficiency, effectiveness and flexibility. The basic components of HELLENIC CABLES CSR management methodology constitute the management systems in respect of:

- Quality (according to ISO 9001:2008)
- Health and Safety (according to OHSAS 18001:2007)
- Environment (according to ISO 14001:2004)

HELLENIC CABLES Corporate Responsibility Team, which is comprised of representatives from all divisions, thus covering the full range of the Company operations, assures the successful implementation of the above mentioned methodology. The Corporate Responsibility Team is responsible for designing the Annual Action Plans, and for reviewing, on a regular basis, the arising Corporate Responsibility issues.





The Head of Cable Engineering and Marketing Division has undertaken the task of coordinating the management of Corporate Responsibility and Sustainable Development issues and in collaboration with other company divisions, takes care to disclose the practices and policies of responsible development to all departments and employees of the Company. The Company's objective is to ensure that the Corporate Responsibility activities cover the full range of its operations and facilities.

At administrative level, the person-in-charge of Corporate Responsibility and Sustainable Development issues is the General Manager, who shall inform the Board of Directors of the Company.

## 2.2 Our Commitments

### SEV Council for Sustainable Development

HELLENIC CABLES has adopted the Code of Conduct of SEV Council for Sustainable Development. SEV Council for Sustainable Development was established in 2008 by 31 Greek companies - members of SEV, including HELLENIC CABLES, in order to promote sustainable development to the Greek business society.

*Further information on the Code of Principles of SEV Council for Sustainable Development is available on SEV website [www.sevbcsd.org.gr/principles](http://www.sevbcsd.org.gr/principles).*







## 2. Corporate Responsibility

HELLENIC CABLES has developed CSR and Sustainable Development Policy, disclosing its commitments undertaken for each Corporate Responsibility Axis.

### CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE DEVELOPMENT POLICY

HELLENIC CABLES and its subsidiaries have incorporated the principles of Corporate Social Responsibility in their business operations, thus recognizing that their long-term growth and prosperity of society at large can only be achieved through Sustainable Development. Concern for employee Health and Safety, respect and protection of the environment, comprehensive coverage of customer needs and harmonious coexistence with the local communities in which they operate are the main issues of Corporate Social Responsibility of HELLENIC CABLES and its subsidiaries.

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

- implementation of the CSR Policy at all levels and in all the Company's operating entities.
- strict compliance to the legislation in force and full implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements, countersigned and accepted by HELLENIC CABLES
- two-way and on-going communication with all stakeholders in order to identify and record their needs and expectations. Development of mutual trust relations with the stakeholders makes a significant contribution to meeting the Sustainable Development objectives.
- providing safe and healthy working environment for our people, collaborators and any third party involved.
- protection of human rights and provision of a work environment of equal opportunities, free from any discrimination.
- open communication, based on transparency, with all the Company's stakeholders.
- continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques, in order to reduce and minimize the impact of the Company's operations on the environment.
- continual pursuit of creating added value for the stakeholders.

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

	1. Economic Growth and Corporate Governance	The Company aims to achieve positive financial results, implements a system of sound Corporate Governance, assesses and manages business risks in order to safeguard the interests of the stakeholders. It develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.
	2. Marketplace	The Company focuses on achieving best and complete customer satisfaction and invests in Research and Development in order to provide new products and services of high quality and added value, thereby improving its position in an ever-evolving business environment. Additionally, responsible business conduct is required to be practiced by the Company's suppliers and collaborators.
 	3. Human Resources – Occupational Health and Safety	The Company respects and supports internationally- recognized human rights and implements fair reward, meritocracy and equal opportunities policies in respect of all its employees, free from any discrimination. It also provides opportunities for ongoing training and development of human resources with respect to its personnel diversity. A healthy and safe working environment is a matter of primary importance to the Company. The Company continually takes measures and implements investment plans, aiming at continuous improvement of Health and Safety at work.
	4. Environment	Concerning the domain of environmental management, the company applies the principle of prevention and takes systematic steps to minimize the impact of its operations on the environment. Aiming at environmental protection, the Company implements various programs for optimal management of resources, promotes metal recycling, reduction of carbon emissions and waste management.
	5. Local Communities	The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment, social welfare and culture. It encourages volunteerism and supports initiatives, in order to develop the local communities, in which it operates.

In respect of all the above key issues concerning HELLENIC CABLES and its subsidiaries, we set targets of Corporate Social Responsibility and Sustainable Development, which are annually assessed for their effectiveness and revised when deemed necessary.

The relevant policy, the results of HELLENIC CABLES performance as regards issues of Corporate Social Responsibility, as well as the implementation of programs and achieving the objectives set, are disclosed, on an annual basis, in order to keep all stakeholders informed.

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





## 2. Corporate Responsibility

### Global Compact Principles

Furthermore, HELLENIC CABLES respects the principles of the United Nations Global Compact and through the annual Corporate Responsibility and Sustainable Development Report discloses its actions in relation to the 10 Principles. Specifically, commitments and actions taken by the Company to comply with the Principles of the Global Compact are presented in the table below:

10 Principles of Global Compact	Our commitments	Our systems and procedures
Human Rights		
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and	Corporate Responsibility and Sustainable Development Policy	The Company takes due care to ensure the observance of human rights throughout its operations. <ul style="list-style-type: none"><li>• Employees' Code of Conduct and Values</li><li>• Procedures as defined by the "Internal Regulations".</li></ul>
<b>Principle 2:</b> make sure that they are not complicit in human rights abuses.	Respect for internationally agreed human rights is an unquestioned principle for HELLENIC CABLES.	
Labour		
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Corporate Responsibility and Sustainable Development Policy	The Company ensures safeguarding and maintenance of recognized labour rights throughout its operations. <ul style="list-style-type: none"><li>• Employees' Code of Conduct and Values</li><li>• Procedures as defined by the "Internal Regulations".</li></ul>
<b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;	HELLENIC CABLES implements open door policy in order to establish direct contact between all the hierarchy levels. Being in full compliance with the relevant legislation, the Company is explicitly against all forms of child and forced and / or compulsory labour.	
<b>Principle 5:</b> the effective abolition of child labour; and	Through the adopted procedures, the Company ensures that its employees are over 18 years old. Additionally, the Company implements equal opportunities policy and avoids any form of discrimination.	
<b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.		
Environment		
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;	Corporate Responsibility and Sustainable Development Policy, Environmental Policy	The Company implements Environmental Management System certified according to the requirements of standard ISO 14001:2004 and makes efforts to reduce its environmental footprint.
<b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and	HELLENIC CABLES ensures minimal possible burden on the natural environment in full compliance with the existing legislation. The Company adopts the precautionary principle in the management of its environmental issues.	
<b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption		
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	HELLENIC CABLES is against all forms of corruption. The Company is committed to operating in an ethical and responsible manner and implements procedures, aimed at controlling and monitoring all its activities.	The Company ensures development of transparent procedures in order to combat all forms of corruption in the entire course of its operations. <ul style="list-style-type: none"><li>• Employees' Code of Conduct and Values</li><li>• Procedures as defined by the "Internal Regulations".</li><li>• Internal Audit</li><li>• Independent Auditors' Audit</li></ul>



New Standard on Corporate Responsibility ISO 26000

The International Standard ISO 26000, issued in November 2010, provides guidance on concepts, terms and definitions related to Corporate Responsibility and Sustainable Development, trends, principles, key issues, and guidelines for cooperation and commitment of an organization with its stakeholders. Having already developed ISO systems for managing core tissues, such as Quality, Health & Safety and Environment, HELLENIC CABLES, launched the process of integrating the guidelines of the new standard into its procedures. As this new standard constitutes a framework of guidelines and not a certifiable management system, the effort regarding integration of its principles is a long and continuous process. In particular, the table below presents, per standard Axis, actions and commitments made by the Company:

Community Involvement and Development

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

Customer Issues

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

Fair Operation Practices

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

7. Community Involvement and Development

6. Customer Issues

1. Organizational Governance

5. Fair Operation Practices

The Environment

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

Human Rights

HELLENIC CABLES is a company, where equal opportunities and respect for human rights are integral principles of the code of ethics and conduct. The Company promotes equal opportunities and respect for human rights. In 2012, a specialized training on Human Rights was held for the security personnel of the Company. Further details are presented in the chapter "Our People".

2. Human Rights

Labour Practices

It's the people at HELLENIC CABLES that play the major role in its development. In recognition of their contribution, the Company is committed to continuous development and strengthening of its Human Resources. In line with the aforementioned commitment, the Company has developed Human Resource Policies and implemented procedures, which lead to the development of its employees' professional skills. The total number of workers employed by the Company, regardless of age or gender, are covered by collective agreements of indefinite duration. Further details are presented in the chapter "Our People".

3. Labour Practices

4. The Environment

Organizational Governance

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

The last chapter of the current Corporate Responsibility and Sustainable Development Report includes special tables presenting the linkage both –between Global Compact principles and the indicators of international framework, GRI-G3.1 and the new standard ISO 26000 with the GRI-G3.1, since our Report was developed based on the performance indicators of the specific framework (see [www.globalreporting.org](http://www.globalreporting.org)).



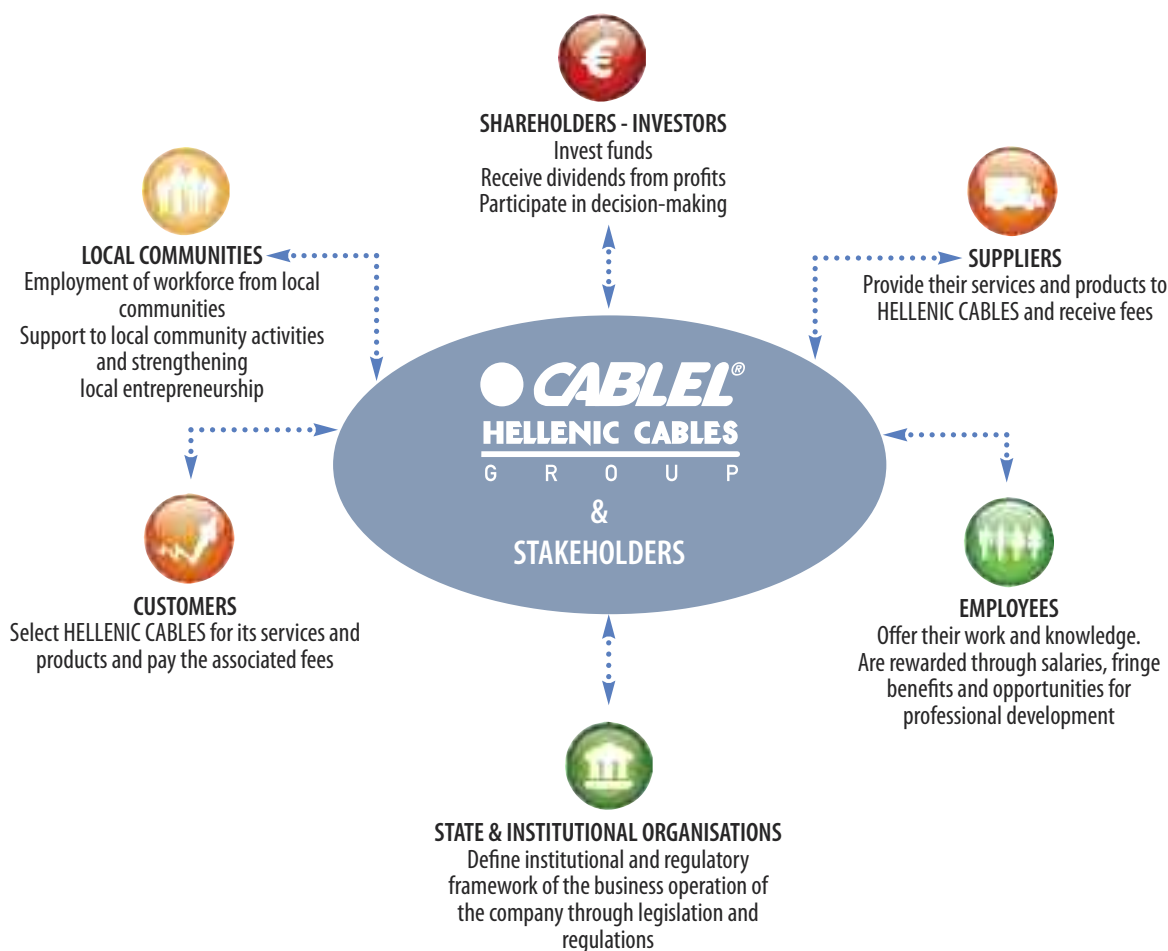


## 2. Corporate Responsibility

### 2.3 Identifying our Stakeholders

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

#### Stakeholders and HELLENIC CABLES – Interaction Framework



## 2.4 Engaging our Stakeholders

The concept of engaging the Company's stakeholders includes a broad framework of interactive communication activities. We have developed a variety of techniques and communication channels regarding all our stakeholder groups to ensure that we operate in a way that takes into account their needs and concerns. We take priceless lessons from our stakeholders, both to improve our business and in respect of Corporate Responsibility.

### General Sources of Information



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



**Annual Corporate Responsibility and Sustainable Development Report**



**Annual Report**



**Corporate presentations at conferences, fora and institutions**



**Press releases, announcements, reports, articles etc.**





## 2. Corporate Responsibility

### Stakeholders and HELLENIC CABLES:

“How we communicate and the issues – concerns recorded within 2012”

	<b>SHAREHOLDERS</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Extraordinary General Meetings</li> <li>• Analysts' communication with the Company's executives</li> <li>• Investor Relations Department</li> <li>• Reporting and presentation of results on quarter, half-year and annual basis</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• Earnings and dividends</li> <li>• Strengthening the Company's competitiveness</li> <li>• Operating cost containment</li> <li>• Ensuring the rights and interests of shareholders</li> <li>• Responsible Corporate Governance and Sustainable Development</li> </ul>
	<b>CUSTOMERS</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Customer Satisfaction Survey (every 2 years)</li> <li>• Customer Service Department</li> <li>• Ongoing personal and telephone contact</li> <li>• Complaint handling</li> <li>• Presence at segment exhibitions</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• High level of service</li> <li>• Quality and reliability of products and services</li> <li>• Delivery Time</li> <li>• After sales support</li> </ul>
	<b>EMPLOYEES</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Intranet</li> <li>• Annual employee satisfaction survey</li> <li>• Update via electronic correspondence and newsletters on bulletin boards (for labour force)</li> <li>• Corporate Events</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• Recruitment &amp; Retirements</li> <li>• Growth and development</li> <li>• Health and Safety Issues</li> <li>• Employees Appraisals</li> <li>• Additional Benefits</li> </ul>
	<b>SOCIETY</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Communication with local authorities</li> <li>• Participating in local communities events</li> <li>• Organized visits to facilities</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• Support of employment through recruiting employees from the local communities</li> <li>• Selecting suppliers from the local communities</li> <li>• Support of local communities activities</li> <li>• Environmental protection</li> </ul>
	<b>SUPPLIERS</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Communication with suppliers through Supplies Department of the Company</li> <li>• Collaboration with selected suppliers on additional product certification</li> <li>• Participation in segment associations</li> <li>• Presence at suppliers' exhibitions</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• Development of new products</li> <li>• Expansion into new markets</li> <li>• Products Certification</li> <li>• Merit-based / objective assessment</li> <li>• Support of local suppliers</li> <li>• Payment issues</li> </ul>
	<b>STATE &amp; INSTITUTIONAL ORGANISATIONS</b>	
	<b>How we communicate</b> <ul style="list-style-type: none"> <li>• Participation in conferences and events of Company's sector or general business interest</li> <li>• Support of state activities and Programs at national or/and regional level</li> </ul>	<b>Main issues</b> <ul style="list-style-type: none"> <li>• Compliance with effective legal and regulatory framework</li> <li>• Consultation with state representatives and regulatory bodies</li> <li>• Payment of taxes</li> <li>• Export activity</li> </ul>

Material issues arising from the dialogue and cooperation with stakeholders are assessed by HELLENIC CABLES while developing its action plans , in order to promote cooperation and generate added value for every group of stakeholders. The information, arising from the ongoing communication with stakeholders is incorporated into:

- business process re-engineering
- improving performance in specific areas (products, services, production processes, Health & Safety, environmental performance)
- upgrading the level of cooperation with each group and community in general.

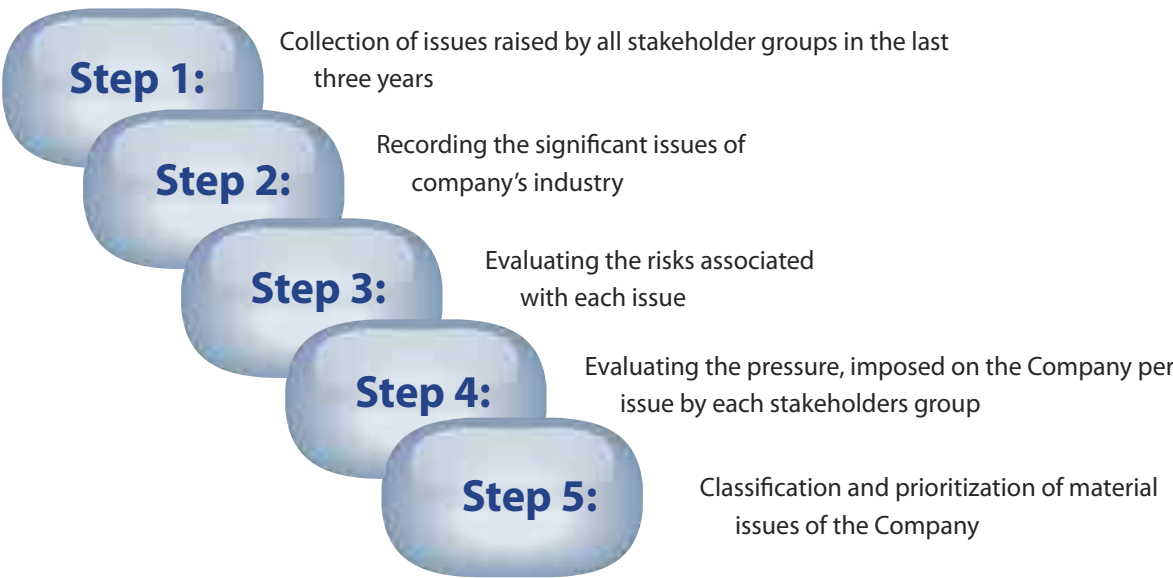
Individually designed policies, approaches and activities of HELLENIC CABLES regarding the most significant of the aforementioned issues are recorded in the respective Chapters of the Corporate Responsibility and Sustainable Development Report of the Company.

2.5 Defining Our Material Issues

Having completed a three year cycle of communication with all stakeholder groups and having essentially recorded and assessed their needs, requirements and concerns, we proceeded, for the first time, with confirming and updating the most material issues through our structured process of highlighting the material issues, that is materiality analysis.

Materiality analysis was based on the guidelines of the Global Reporting Initiative GRI-G3.1 and standard AA 1000 of Accountability. The following steps were implemented.

Materiality Analysis Procedure





## 2. Corporate Responsibility



The process of determining the material issues of the Company was developed by an expertized collaborate and was implemented in cooperation with the Corporate Responsibility Team and representatives of all the divisions, as a workshop. During the implementation of the evaluation process, we considered as significant issues / matters the ones that could cause large scale changes to the performance of HELLENIC CABLES.

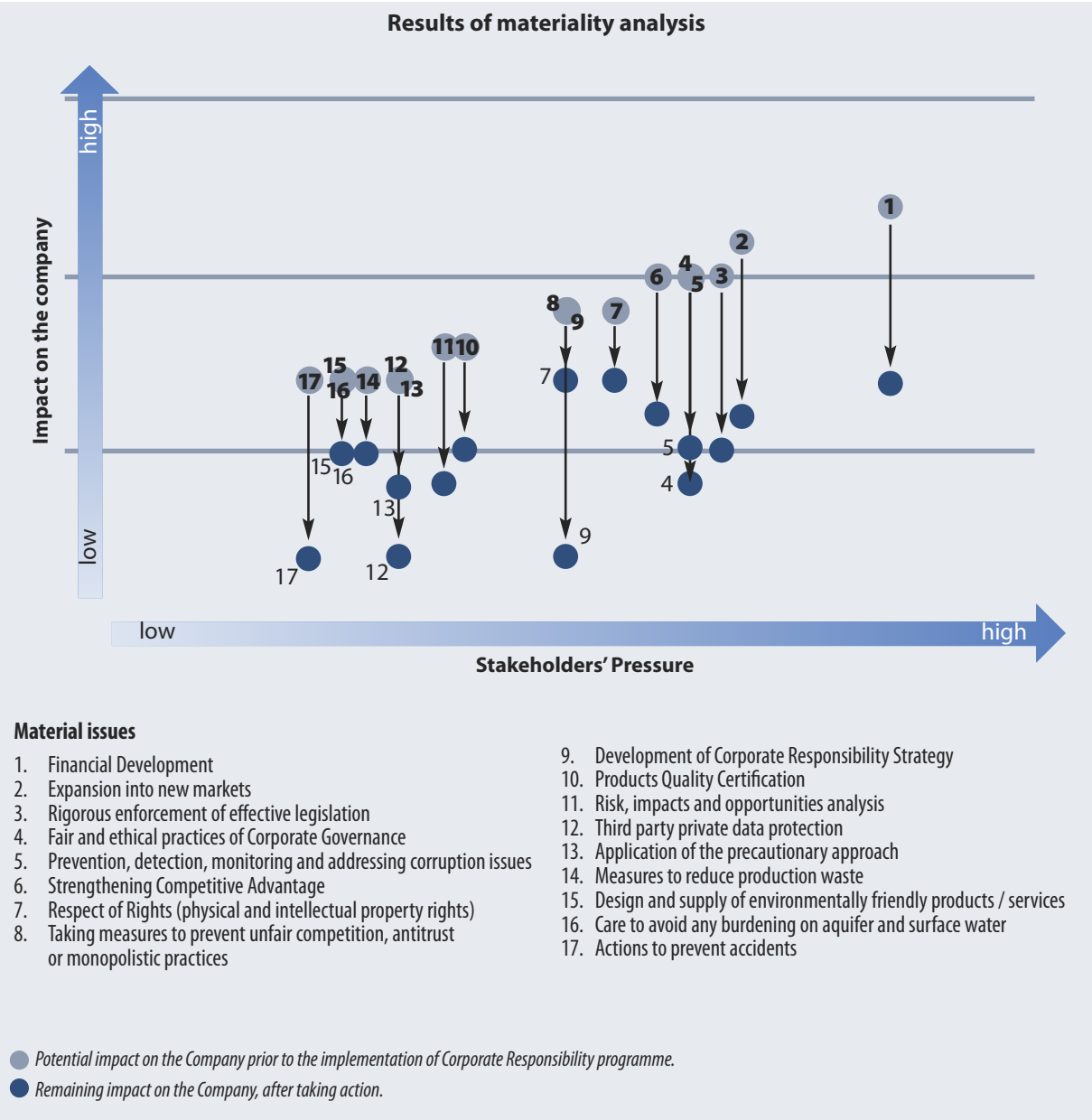
Having collected the material issues per Corporate Social Responsibility axis / pillar, as arising from their analysis within the last three years, the working group took into consideration additional issues and peculiarities of the Company's business segment.

Then the group assessed the risks related to material issues, examining the effects they cause at economic level, in terms of health and safety, society, environment, company reputation etc. The quantification of these risks (as reflected in the relevant chart) was performed taking into account: i) the potential impact of each risk on the Company in case it had not implemented the relative Corporate Responsibility programmes, and ii) the impact of each risk on the Company after implementing the relative Corporate Responsibility programmes.

Accordingly, from stakeholders' perspective, each stakeholder group recorded the pressure exerted on each issue on the Company.



The results of the determination of material issues procedure were used in order to form the "materiality map", presented as follows:



The results of the assessment and ranking of material CSR issues of the Company are the basis - both for the development of this Corporate Responsibility and Sustainable Development Report, and for the formulation of action plan in response to the needs of stakeholders.












## 2. Corporate Responsibility







Identification, recording, assessment and prioritization of material issues help us to:

- identify issues related to our long-term strategic objectives
- record and assess the risks relating to Corporate Responsibility and Sustainable Development
- recognize strengths, weaknesses and opportunities in relation to our stakeholders
- align our strategic objectives with Sustainable Development
- maintain and strengthen our Company's image and reputation
- strengthen our competitive advantage
- reassess our performance at regular intervals.

### 2.6 Creating Shared Value and our Response to Stakeholders' Needs

The Corporate Responsibility issues, as recorded above, are subject to systematic management across the whole range of our operations. In particular, in the overall "value chain", we have identified the key areas based on the results of the materiality analysis.

Key Stages in Value Chain	Priority Axis	Stakeholders
1. Supply of raw materials	<ul style="list-style-type: none"><li>▶ Responsible Procurement</li><li>▶ Suppliers Assessment</li><li>▶ Supporting local suppliers</li></ul>	Suppliers Local Communities  
2. Our Activities	<ul style="list-style-type: none"><li>▶ Environmental responsibility</li><li>▶ Employees Development and training</li><li>▶ Occupational Health &amp; Safety</li><li>▶ Expansion into new markets</li><li>▶ Sound Corporate Governance</li></ul>	Employees, Shareholders, Local Communities, State and Institutional Organisations    
3. Our products and their applications	<ul style="list-style-type: none"><li>▶ Customer Service</li><li>▶ Product Quality</li><li>▶ Products safety for end-users</li></ul>	Customers End Users / Consumers 

Stakeholders	Our Actions – Our response per stakeholder group
 Customers (buyers and users)	<ul style="list-style-type: none"> <li>• Implementation of Quality Management System according to the requirements of the international standard ISO 9001:2008, to ensure the quality of products and services (see Chapter “Marketplace”, “Our Products’ Quality”)</li> <li>• Development of products incorporating technology for the safety of end-users (fire retardant cables, fire resistant cables, low smoke emission) (see Chapter “Marketplace”, “Caring for Health &amp; Safety within the Product’s Life Cycle”)</li> <li>• Qualitative and efficient customer service (see Chapter “Marketplace”, “Our Customers”)</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Implementation of Certified Health and Safety Management System in accordance with the requirements of OHSAS 18001:2007</li> <li>• Implementation of a 360o employees’ evaluation system (see Chapter “Our People” section “Human Resources Performance Appraisal”)</li> <li>• Training programmes and lifelong learning (see Chapter “Our People” section “ Our People’s Development”)</li> <li>• Additional benefits to all the employees (see Chapter “Our People”, section “Benefits to our people”)</li> <li>• Enforcement of an “open doors” policy for all employees and arrangement of regular meetings between top and middle management in order everyone to be informed on the Company’s developments (see Chapter “ Our People”, section “Internal Communication”)</li> </ul>
 Suppliers	<ul style="list-style-type: none"> <li>• Implementation of procedures for selecting and assessing the suppliers (see Chapter “Marketplace”, section “Our Suppliers”)</li> <li>• Performing annual controls of selected suppliers</li> </ul>
 Local Communities	<ul style="list-style-type: none"> <li>• Supporting local employment by recruiting manpower from the broader area, in which the Company operates (see Chapter “Society”, section “Supporting Local Employment”)</li> <li>• Supporting suppliers from the local community (see Chapter “Society”, section “Supporting Local Economy”)</li> </ul>
 Shareholders – Investors	<ul style="list-style-type: none"> <li>• Targeted actions to improve financial outcomes at all levels (chapter “Financial Development and Corporate Governance”)</li> <li>• Publication of Corporate Responsibility and Sustainable Development Report, while constantly improving standards of accountability and in conformance with the internationally recognized guidelines GRI-G3.1, AA1000 and the new ISO 26000 for Social Responsibility</li> </ul>
 State & Institutional Bodies	<ul style="list-style-type: none"> <li>• Development and implementation of procedures to facilitate full and strict Company’s compliance with legislation</li> <li>• Collaboration with state and institutional bodies to achieve the Company’s effective contribution to country’s economic recovery</li> </ul>





### 3. Financial Development and Corporate Governance



The objectives of strengthening the financial position and further growth of HELLENIC CABLES are the driving force behind the decisions and strategic choices of the Company. The Company's values - commitment to responsible operations, respect for its stakeholders' needs and for the environment, transparency in every aspect of its activity - constitute the framework, under which any decision on the future of HELLENIC CABLES is made.

HELLENIC CABLES develops its governance structure in a manner that safeguards the interests of its stakeholders, while always respecting the principles of business ethics.

### 3.1 HELLENIC CABLES Financial Results

2012 was a very challenging year for HELLENIC CABLES, since we were confronted with the consequences of the continuing uncertainty due to the economic conditions, the protracted recession and the lack of liquidity. Despite the unfavorable circumstances, HELLENIC CABLES turnover stood at euro 363,5 million in 2012, rising by 11% compared to 2011.

HELLENIC CABLES results before tax amounted to losses of euro 8,9 million compared to profits of euro 1,6 million in 2011, while net results stood at losses of euro 6,9 million compared to profits of euro 1,1 million in 2011. EBIT presented profit of euro 32 k. versus euro 785 k. in 2011.

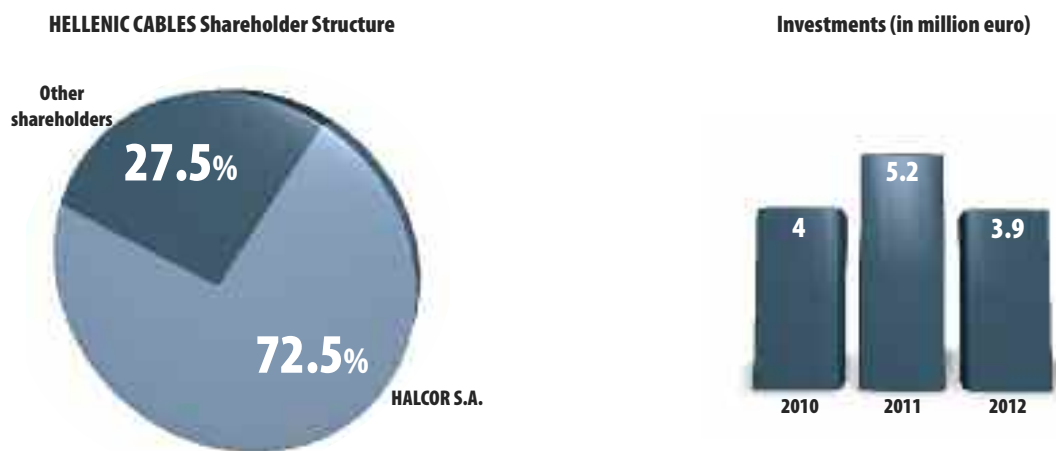
Financial Results (in million euro)	2010	2011	2012
Total revenue (turnover)	257,6	326,7	363,5
Operating profit	2,3	7,9	0,0
Operating cost	255,3	318,8	363,5
Payments to capital providers	4,8	7,9	12,9
Profit / (loss) before tax	0,039	1,6	(8,9)
Net profit / (loss) after tax	(0,17)	1,1	(6,9)
Tax payment – indirect (VAT)	1,3	4,0	1,0
Tax payments - direct	0,6	0,6	0,5
Total payments to governmental bodies (total of indirect and direct tax payments)	1,9	4,6	1,5
Grants (excluding Manpower Employment Organization (OAED))	0	0,8	3,5
Total Equity	76,2	94,5	87,6
Total investments	4	5,2	3,9
Total assets	204	238	257

*Further information on the financial results of HELLENIC CABLES is included in the Annual Financial Report 2012, Annual Report 2012 and are presented in the Company's website [www.cablel.com](http://www.cablel.com) (section Investor Relations / Financial Results).*





### 3. Financial Development and Corporate Governance



#### 3.2 Corporate Governance Framework at HELLENIC CABLES

For HELLENIC CABLES, selection of appropriate corporate governance principles and practices and, therefore, protection of all its stakeholders' interests, is a commitment. Through the decisions taken at both strategic and operational level, HELLENIC CABLES seeks to promote the concept of business ethics, to ensure transparency of its operations and facilitate alignment of Company's management with its stakeholders' interests.

With a view to protecting the rights of our stakeholders, we have developed the corporate governance framework of HELLENIC CABLES through integration of mandatory rules, included in the Greek institutional framework as well as voluntarily adopting the Corporate Governance Code developed by SEV.

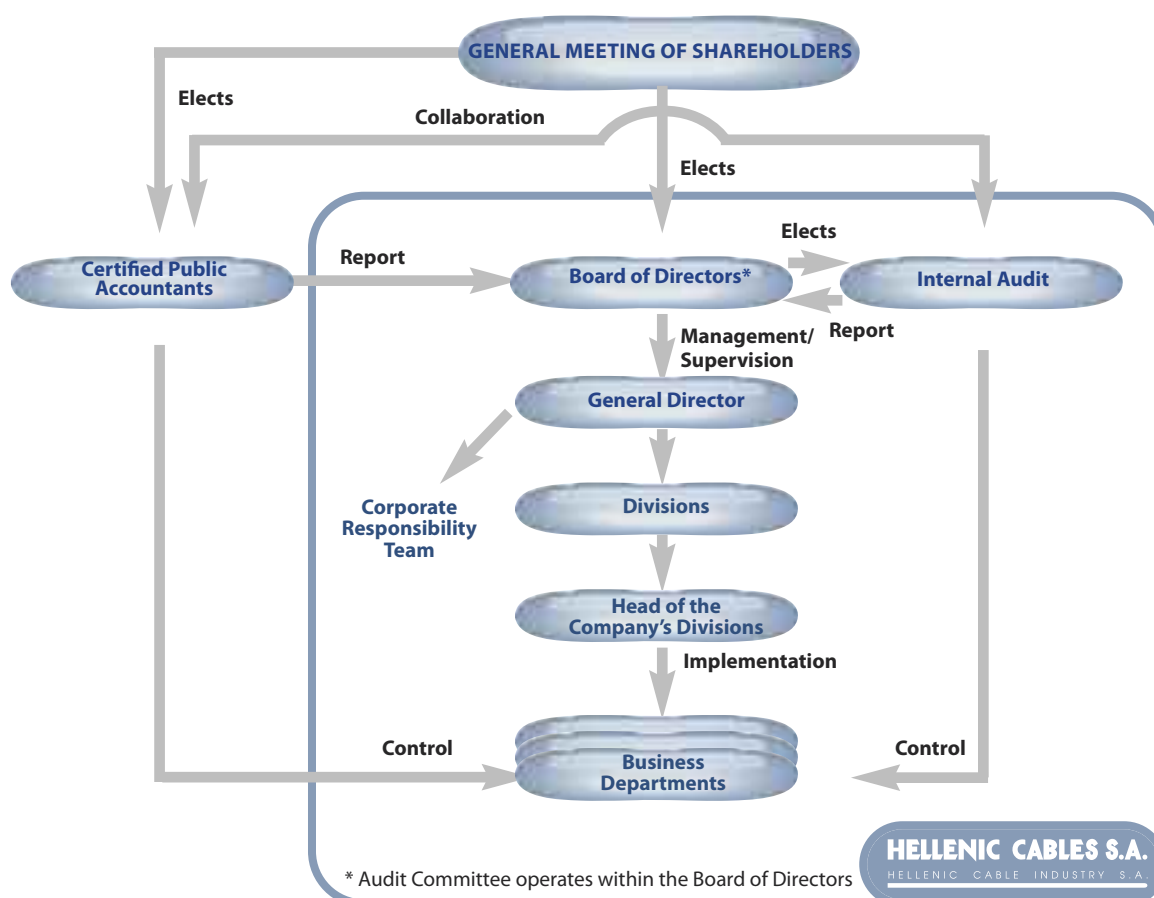
HELLENIC CABLES ensures the adequate, accurate and timely provision of information to shareholders and potential investors and all interested parties through the organized system of corporate governance of the Company, which includes:

- management bodies with clearly defined roles, responsibilities and obligations,
- appropriate organizational structure and business processes,
- effective internal control system and
- organized communication system with both the company's exterior and interior environment

*Further information on the Code of Corporate Governance is presented in the Annual Report 2012 and Corporate Governance Statement, included in the Annual Report 2012.*



## HELLENIC CABLES Corporate Governance System



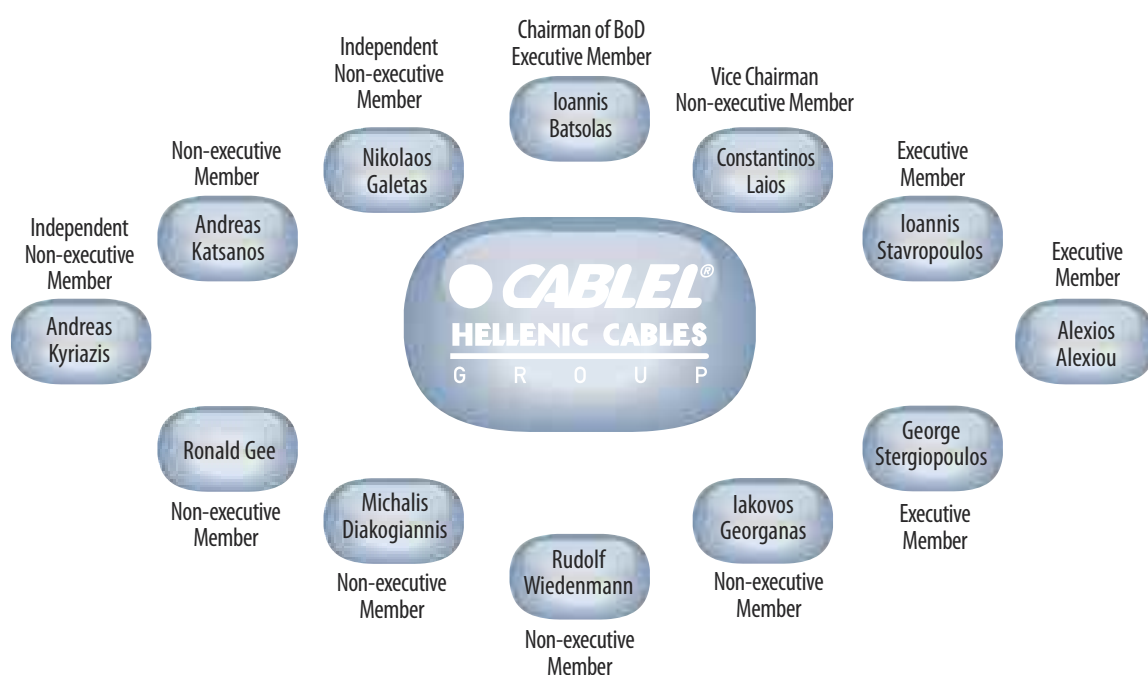
**Board of Directors:** The members of the HELLENIC CABLES Board of Directors are elected for a one-year term by the General Meeting of shareholders. The existing Board of Directors of the Company consists of 12 members and was elected by the General Meeting on 29 June 2012. The Board of Directors is formed with a view to ensuring fair and equitable treatment of all shareholders, including minority shareholders and foreign shareholders. In its majority, HELLENIC CABLES Board of Directors consist of non-executive members and includes at least two independent non-executive members, thus maintaining the required balance between executive and non-executive members and protecting the company from making any choices and taking any decisions that might serve the interests of an individual or a group of individuals rather than the company as a total. Moreover,

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



### 3. Financial Development and Corporate Governance

HELLENIC CABLES supports the selection of members of the Board of Directors on criteria such as adequate experience, knowledge of the Company, leadership skills, integrity and honesty, thus transferring to the possible extent the opinions of stakeholders, whose interests are linked to those of the Company.



#### Board of Directors per Gender and Age Distribution

Gender	Members of the BoD	<30	31-40	41-50	51-60	>60
Women	-	-	-	-	-	-
Men	12	-	-	1	-	11
TOTAL	12	-	-	1	-	11



HELLENIC CABLES Board of Directors is responsible for formulation, implementation and enforcement of long-term strategic and operational objectives of the Company and compliance with the principles of sound corporate governance and responsible development of the Company. The Board of Directors meets at regular intervals to ensure that any action-plan of the Company is carried out in accordance with its principles, policies and strategy. Particular importance is placed on the issues related to corporate responsibility practices of the Company and in particular on Occupational Health - Safety and Environment.

Although the performance of the Board of Directors members is not assessed on an officially defined basis, in fact, it is linked to the Company's overall performance, including issues of responsible operation.

Regarding the remuneration of the BoD members, although it is not determined by the Remuneration Committee, it is influenced by the overall performance of the Company in financial terms as well as in terms of responsible operation.

*Further information on the members, the roles and the responsibilities of HELLENIC CABLES Board of Directors is presented in the Annual Financial Report 2012, Annual Report 2012, page 27, and on the Company website [www.cablel.com](http://www.cablel.com) (section Investor Relations / Corporate Governance / Board of Directors).*



**Internal Audit:** HELLENIC CABLES Board of Directors is responsible for maintaining an effective internal audit system, which can control the operations of the Company to ensure compliance with the requirements of supervisory authorities, manage the risks and evaluate the adequacy and effectiveness regarding reliability and integrity of financial and operational information, provided by the Company. Internal Audit Department of HELLENIC CABLES is supported by a special independent Audit Team, which provides guidelines for its operation. It is worth noting that internal auditors involved in this special Audit Team are not accountable to any other unit of the Company so that they can perform their duties independently and impartially.

Internal Audit of the Company performs numerous audits during the year in respect of which the issues of Environment, Health and Safety are addressed. Audit results are collected and presented to the Company's Board of Directors at least on a quarterly basis.

The Board of Directors of HELLENIC CABLES annually evaluates the internal audit system in respect of the scope of its activities, the adequacy of risk management, the reports to the Audit Committee of the Board of Directors, as well as regarding its response and effectiveness of Management in respect of identified errors or weaknesses in internal control system.





### 3. Financial Development and Corporate Governance

**Audit Committee:** The Audit Committee of HELLENIC CABLES is elected and acts under the Law 3693/2008 and consists of three non-executive members of the Board of Directors, one of whom is independent. Audit Committee's main task is to support the Company's Board of Directors to fulfill its mission to safeguard the effectiveness of accounting and financial systems, audit mechanisms, business risk management systems; assure compliance with the legal and regulatory framework; and effectively implement Corporate Governance principles.

#### HELLENIC CABLES Audit Committee

Name	Surname	Non-executive member	Independent non-executive member
Andreas	Kyriazis		✓
Michael	Diakogiannis	✓	
Andreas	Katsanos	✓	

*Further information on HELLENIC CABLES Internal Audit System is presented in the Annual Financial Report 2012, the corporate governance statement, included in the Annual Report 2012.*

#### Communication with HELLENIC CABLES Shareholders and Employees

In order to support our shareholders in fulfilling the essential task of governance - election and withdrawing of Board of Directors members - HELLENIC CABLES places special importance to prompt and reliable provision of information to shareholders and employees on the company's affairs.

During the General Meeting of Shareholders, all the shareholders, including minority shareholders, are given the opportunity to participate, express their views and communicate with the members of the Company's Board of Directors. Moreover, in order to facilitate a continuous and constructive dialogue with the shareholders of the Company, HELLENIC CABLES has proceeded with the establishment of Investor Relations Department, responsible for providing information and responsibly and accurately responding to any request - question made by a shareholder. The Investor Relations Department collects the issues raised by all Company's shareholders and then forwards them to the Chief Financial Officer and General Director, who, in turn, report them to the Board of Directors.

While recognizing the importance of communication with the employees and wishing to enhance corporate transparency and control mechanisms, HELLENIC CABLES has established an Internal Regulation, the application of which is mandatory for all employees. The Internal Regulation is approved by the Board of Directors and includes a record of responsibilities, duties and obligations of each statutory body, service or department, as provided by the Company's Articles of Incorporation and effective legislation.



### Avoiding Conflict of Interests

Avoiding conflict of interest and timely and proper settlement of such cases involve the entire personnel of HELLENIC CABLES. In this context and in the light of the precautionary approach and protection of stakeholders' interests, HELLENIC CABLES has taken specific measures and implemented practices in order to identify, monitor and address all cases of conflict of interests. In particular, HELLENIC CABLES:

- Defined, in relation to services and products, all cases or circumstances which constitute or may give rise to a conflict of interests.
- Implements appropriate mechanisms and systems in order to handle and avoid conflict of interests.
- Ensures implementation of these mechanisms and strives to constantly update them to prevent any potential conflict of interests.
- Applies confidentiality policy, whereby executives, partners and employees of the Company have specific and expressed obligation of keeping confidentiality of information relating to and concerning the operations of the Company, its business and its customers.
- All the executives, employees and partners are subject to SEC provisions on personal transactions for the purposes of preventing any cases that may lead to conflict of interests arising from access to privileged information or other confidential information related to Company's transactions or its customers.
- Applies, in respect of the company's executives, the policy of prohibiting recruiting persons, whose spouse or second degree relative by blood or marriage is already employed with the Company to ensure the principle of independent decision-making by our executives in various business segments.

### Risk Management

In HELLENIC CABLES, the principle of prevention constitutes the basis on which it designs each practice and mechanism developed for the purpose of identifying, assessing and managing the risks associated with the Company's operations, its exposure to the markets where it operates and the current financial environment.

The Company's risk management policy was developed and is implemented in order to early identify and assess the risks faced by the Company, set controls and manage the risks.

HELLENIC CABLES Board of Directors has overall responsibility for establishment and oversight of the risk management framework of the Company while the Internal Audit Department performs statutory and special audits in order to evaluate the adequacy and effectiveness of controls and risk management procedures.





### 3. Financial Development and Corporate Governance

Risk Category	Description
Financial Risks	<p>The major categories of financial risks associated with the operations of HELLENIC CABLES are as follows:</p> <ul style="list-style-type: none"><li>• Market risk (foreign exchange risk, interest rate fluctuation risk, products price fluctuation risk)</li><li>• Credit risk (banks and customers)</li><li>• Liquidity Risk</li><li>• Capital Risk</li></ul> <p><i>Further information on financial risk management is presented in the Annual Financial Report 2012 of HELLENIC CABLES, available on the Company's website <a href="http://www.cablel.com">www.cablel.com</a> (section Investor Relations / Financial Results - Financial Reports).</i></p>
Environmental & Occupational Risks	<p>In addressing the potential impacts on the environment and on the Health and Safety of its personnel, the Company:</p> <ul style="list-style-type: none"><li>• has conducted all the necessary risk assessment according to legislation</li><li>• takes preventive measures and initiatives, monitoring the relevant indicators (Quality, Environment, Health and Safety) it has established. These indicators are monitored on a regular basis and are disclosed to all the Company's levels.</li></ul> <p>In addition, in respect of all its facilities, HELLENIC CABLES holds certification of Quality Management System under ISO 9001:2008, Environmental Management under ISO 14001:2004 and Occupational Health &amp; Safety under OHSAS 18001:2007.</p>
Industrial Risks	<p>To fully achieve the objectives set by the Company in the field of industrial risks, strict operational and security criteria are applied in full compliance with Greek and European Directive SEVESO II. In addition:</p> <ul style="list-style-type: none"><li>• the Company has developed a comprehensive emergency response plan, covering all possible eventualities</li><li>• the company works closely with local authorities and the Fire Protection Department to facilitate quick and effective response to potential incidents.</li></ul>

#### Transparency Management and Corruption issues



HELLENIC CABLES aims to meet the needs and expectations of its stakeholders in a transparent manner, and thus respects the codes of ethics within the organization as well as in its transactions with any part of its value chain.

The Company carries out preventive actions related to the determination of every person's responsibility and influence limits, the development of controls for prevention of corruption, the conducting of relevant audits throughout the Company as well as the provision of information to its executives on transparency and corruption issues. As a result of the Company actions, no case of corruption has been identified for another consecutive year

**Main Threats and Opportunities**

At HELLENIC CABLES, our objective is to constantly expand the scope of our operations and thereby improve the performance of the Company, while, at the same time, creating a positive effect on both - Greek economy and local community. HELLENIC CABLES operations philosophy, governed by a sense of responsibility, is the guarantee for overcoming the challenges associated with the broader environment, in which it operates. At HELLENIC CABLES, we believe that our efforts for efficient use of resources (raw materials, energy, water, etc.), which is considered before taking any decision regarding the Company, can contribute to addressing the greatest concern within the recent years, the climate change. When planning our business strategy, we take into account the risks associated with climate change and we develop appropriate action plans in order to convert them into opportunities.

At HELLENIC CABLES, we recognize that natural risks associated with climate change can have an impact on the Company's facilities, manpower and other resources. The Company takes the necessary precautions and plans actions that will contribute to addressing climate change. Moreover, it encounters the impacts of changes in the institutional framework which may arise after a political decision for climate change as an opportunity to develop innovative products and production processes. Finally, HELLENIC CABLES addresses changes occurring in consumer habits and general operating conditions of the market as a challenge and aims at responding, in the best possible way, to the expectations and needs of our concerned customers.

Targets for 2012		Outcome
Examine the feasibility of a Remuneration Committee.		The objective will be considered within the following year.
Corporate Responsibility Team's Training on effective management of CSR material issues.		Carried out as part of performing assessment and prioritization of material issues of the company, See § 2.5 "Defining Our Material Issues"



**Targets for 2013**

Conduct of analytical and structured risk assessment by an independent body in order to identify any additional risks that are not identified by the Company and / or arising from the procedures, under which the Company operates.

Executives training on transparency and corruption issues.



## 4. Marketplace

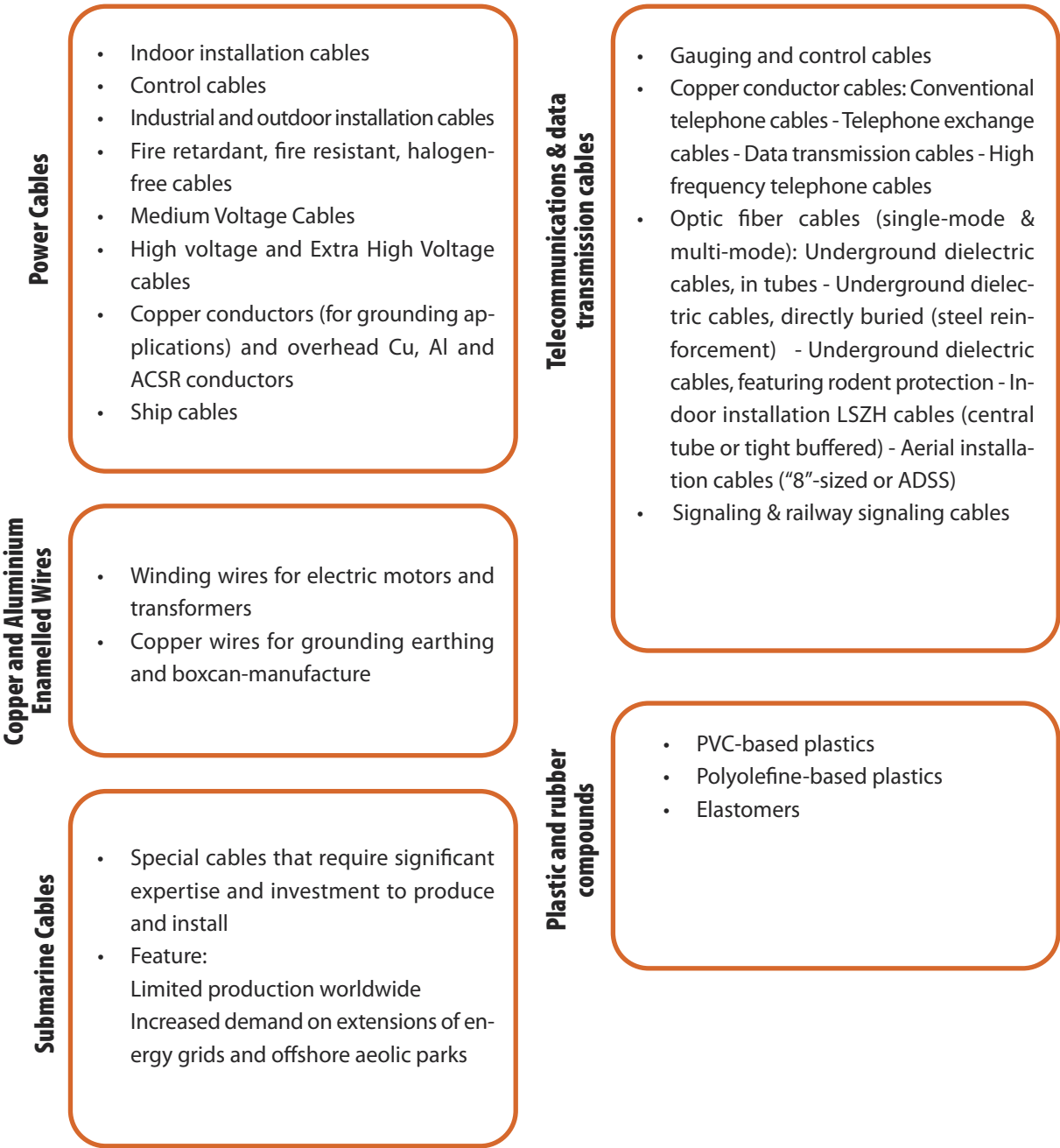


HELLENIC CABLES has been operating in domestic and international market for over fifty years. Its main objective is to manufacture high quality products that are reliable and meet the specific requirements and expectations of its customers. In order to achieve its objectives, our Company selects its suppliers in order to ensure quality raw and secondary materials.



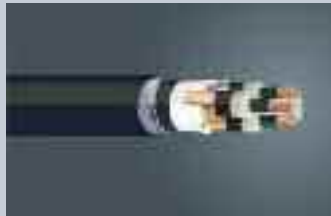
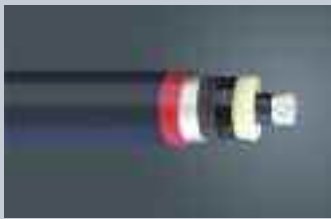
4.1 Products and Applications

HELLENIC CABLES manufactures a broad range of high technology products, which are available in the markets where it operates under the internationally registered trademark CABLEL. The range of products includes all kinds of power cables, aerial installation copper and aluminum cables, telecommunications cables (copper and optical fiber), plastics and rubber compounds, and enamelled wires. It is worth mentioning that our Company is the only producer of enamelled wires in Greece.





## 4. Marketplace



Our Company was certified in respect of the following new products:

- NA2XSY-N2XSY Power cables with extruded insulation for rated voltages from 10 kV to 30 kV
- N2XH - N2XCH Power Cables 0.6 / 1 kV with special performance for application in substations.
- (N) HXH FE 180 Cable 0.6 / 1 kV with insulation integrity in case of fire.
- CU/XLPE/CWS/HDPE (2XS(FL)2Y) 1X2000mm 127/220 kV
- AL/XLPE/CWS/MDPE 1X800 RM/35 19/33(36)kV

HELLENIC CABLES offers a wide range of applications for various installations:

The **Cables** are used in:

- Buildings
- Outdoor installations and industrial applications
- Transmission and distribution networks
- Installations with special requirements
- Ships and marine applications
- Telecommunications and data transmission networks
- Renewable energy sources

**Enamelled Wires** are used in:

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

**Compounds** are used in:

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

*Further information on HELLENIC CABLES products and their applications is presented at the Company site [www.cablel.com](http://www.cablel.com), in the sections "Products" and "Applications."*

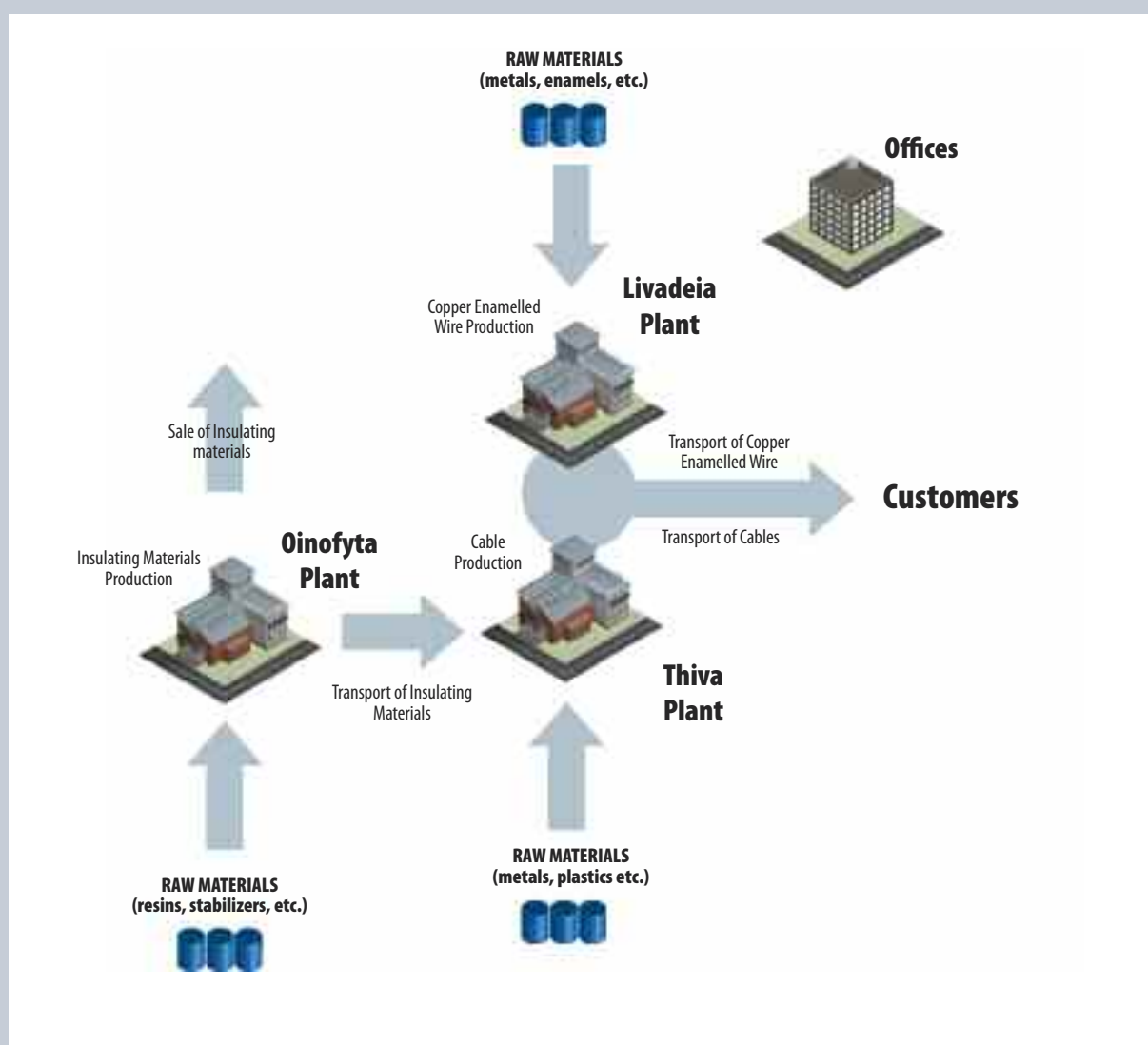




## 4. Marketplace

### 4.2 Production Procedure

The production process at HELLENIC CABLES varies considerably depending on product categories. Each Company's plant specializes in manufacturing specific products (cables, wires and compounds), therefore, different procedures and steps are applied. The production process, implemented at broader level, can be illustrated as follows:

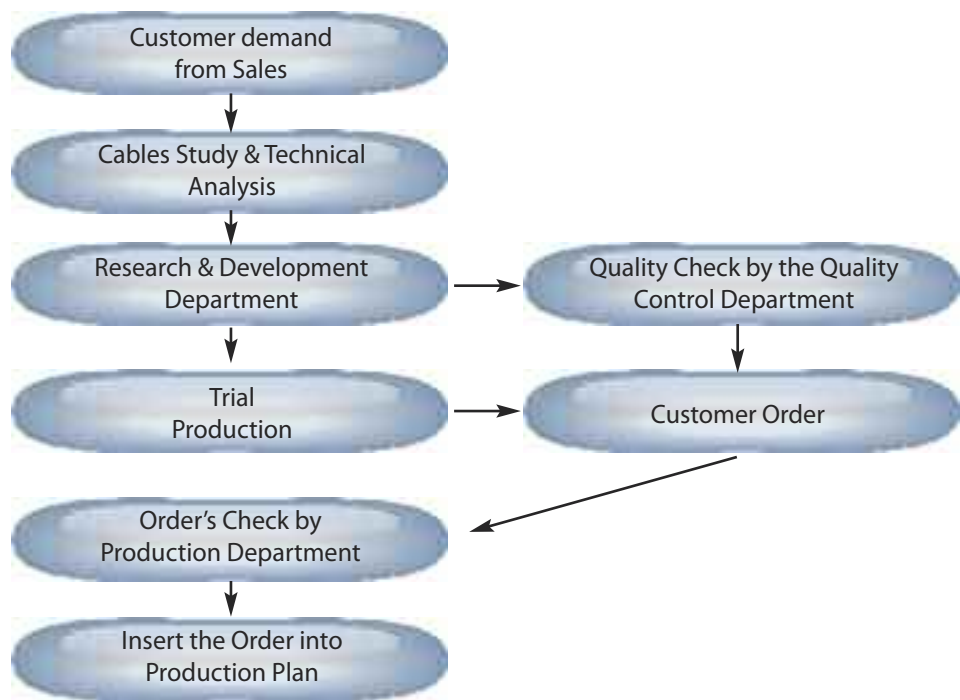




4.3 Our Products’ Quality

HELLENIC CABLES has developed since 1986, a Quality and Management System (QMS) according to the ISO 9001:2008 requirements. The Company responds successfully to customers’ requirements in terms of quality and is committed to a continuous performance improvement.

It is our nonnegotiable priority to manufacture high quality products, and thus strengthen one of our key competitive advantages. Quality checks are carried out at all stages of production, while our Quality Control Department inspects the product before shipping. Upon request, the product is accompanied by the results of our quality tests and other technical data. In addition, the tests that are conducted at various stages of the production procedure contribute to ensuring health and safety of the end user.





## 4. Marketplace

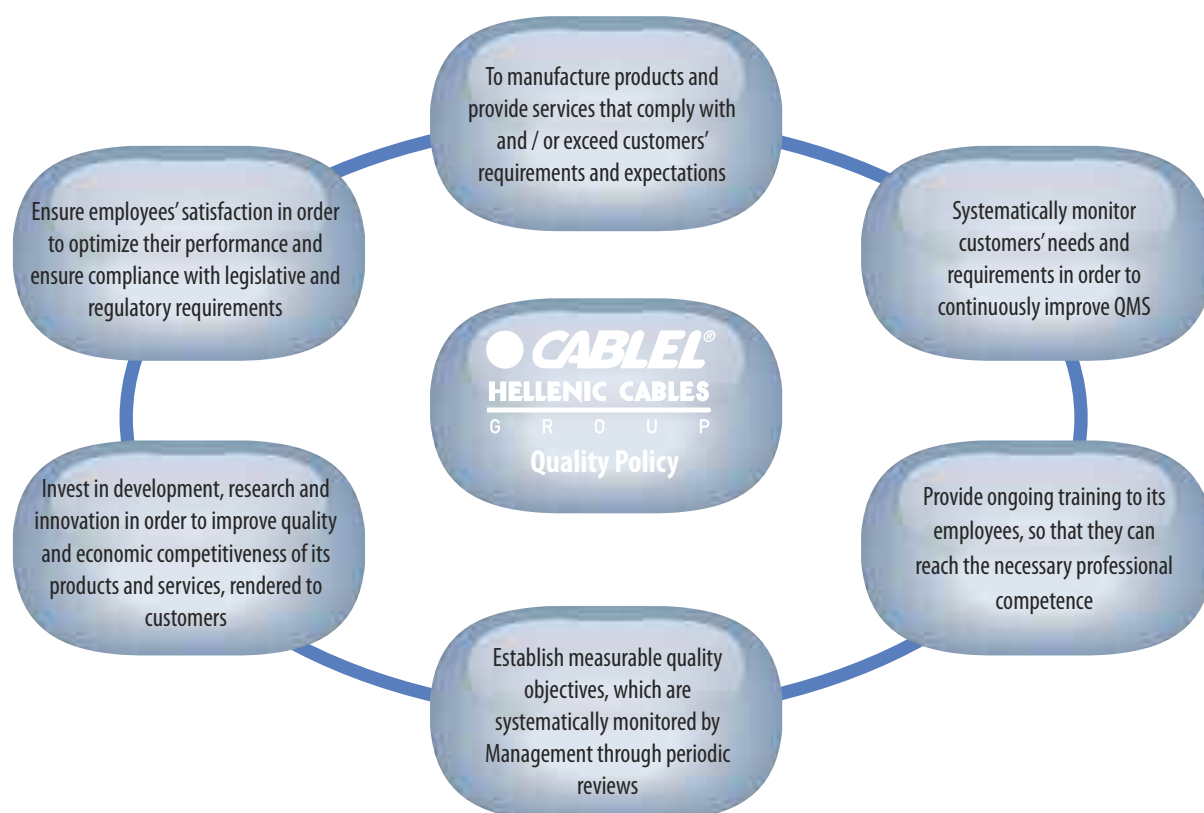
### Quality Management Systems & Product Labeling

All Company's plants comply with the specifications of ISO 9001:2008. In addition, HELLENIC CABLES products are accompanied by marks of conformity, demonstrating the strict prerequisites, in compliance with which they are manufactured.



### Our quality policy - A Potential Tool

In July 2012, the Company revised and published its Quality Policy, presented below.



4.4 Responsible Disclosure and Communication

In the context of responsible communication, HELLENIC CABLES is voluntarily committed to provision of comprehensive and clear information on its products. Furthermore, HELLENIC CABLES adopts the Hellenic Advertising and Communications Code (2007), which is based on the content and structure of the corresponding code of ethics of the International Chamber of Commerce (CONSOLIDATED ICC CODE OF ADVERTISING & MARKETING COMMUNICATION PRACTICE - ICC), which is effective globally.

*Additional information about the Code is provided on the website of the Control and Communication Council <http://www.see.gr>.*



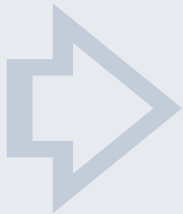
All products offered by our Company comply with legal and regulatory requirements regarding the information that shall accompany them. Moreover, depending on the customer, products are accompanied with additional information about their implementation and use, ensuring health and safety of end users.

Type of information:	Information accompanying the products:
Information about product or service	Technical Data
	Special instructions
	Labeling on products or their packaging
	Testing certificates
	Certificates of conformity
	Responses to customers' queries
Composition (particularly for substances that may have environmental or social impact)	Technical Data
	Special instructions
	Labeling on products or their packaging
	Testing certificates
	Certificates of conformity
	Responses to customers' queries
Safe use of product or service	Labeling of Products or packages that come under a Community Directive (CE marking)
	Technical Data
	Special instructions
	Responses to customers' queries
	Product Specifications
Product Disposal and environmental / social impacts	Material Safety Data Sheets (MSDS) for compounds
	There are no forms provided including the relevant information.





## 4. Marketplace



The Company is considered fully compliant with all the regulatory requirements (incl. legislation, Codes, Rohs, Reach, CE) regarding communication operations, marketing and product-related information and labeling. It should be noted that fines have never been imposed on the Company concerning non-compliance with any of the aforementioned requirements and practices.

### 4.5 Caring for Health & Safety within the Product's Life Cycle

HELLENIC CABLES, following the relevant legislations and regulations, takes due care of its products' impact on the end users'/ customers' health and safety, at various stages of the product's life cycle.

For this reason:

- The Company employs adequately trained personnel for cables' production and has laboratories that conduct quality checks during the production and design of new products, that are demanded in international markets.
- The Company conducts tests of compliance with certain specifications during production, post-production and, if necessary after installation.
- The Company applies additional tests to ensure materials' compliance with specific regulations (eg RoHS, REACH etc.).
- The Company performs all appropriate specified tests on every type of product, including aging trials to predict the product's behavior over time.

Product Lifecycle Stages * during which the products' impacts on health and safety are assessed:	YES	NO
Product Concept Development	√	
Research and development	√	
Certification	√	
Manufacturing and production	√	
Marketing and promotion	√	
Warehousing, distribution and supply	√	
Use and maintenance	√	
Disposal, reuse or recycling		√

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



Moreover, aiming to provide power cables that offer increased safety in case of fire, HELLENIC CABLES has designed a wide range of cables such as fire retardant cables, fire resistant cables, halogen free cables and low smoke cables:

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

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

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

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

Cables that contain PVC release thick smoke in large quantities when they burn, that hinders eyesight and makes exiting from a burning building difficult. **Low smoke cables** release less smoke, so as not to encumber vision.

## 4.6 Research and New Technologies Development

HELLENIC CABLES always tries to keep up with technological developments in its sector and continuously invests in research and development of new technologies in order to develop competitive, high quality and innovative products. Furthermore, in this context, HELLENIC CABLES participates in knowledge transfer programmes aiming to gain access to experts, new skills and expertise.

### Cooperation with Viscas Corporation

In order to cope with the technical specifications of technologically advanced products, HELLENIC CABLES, within the last ten (10) years has signed technology transfer agreements with VISCAS company (a joint venture of Japanese corporations FUJIKURA and FURUKAWA) that is a leading high voltage cables and submarine cables producer.

### Participation in the European Project “Tanocomp”

Our Company exploits every opportunity provided for participation in technology transfer groups. Within this context, HELLENIC CABLES participate, as an interested member, (Stakeholder) in the European Programme Tanocomp.





## 4. Marketplace



This project is funded under the EU programme “Life Long Learning” and is managed by a consortium in which the following Partners participate:

- Steinbeis - Europa - Zentrum
- Aitiip Centro Tecnologico
- Marketmentoro LTD
- Glonatech Global Nanotechnologies

HELLENIC CABLES executives, who participate in the project Activities, have the opportunity to learn more about nanotechnology and to exploit the potential of nanocomposites. Within the framework of the project, a network of participant is created, who exchange ideas and views on the use of nanotechnologies in the industry segment, in which they operate. HELLENIC CABLES expects to gain remarkable benefits from its participation in “Tanocomp” and similar programmes, related to the exploitation of state-of the art technologies and the development of innovative procedures for the design and production of its products.

### Polymer Laboratory

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

4.7 Our Customers

The Company takes due care to establish relationships of trust with its customers in order to meet their needs and ensure harmonious cooperation terms.

HELLENIC CABLES operates in domestic and international markets. The rate of turnover, arising from exports in 2012 stands at 70%. HELLENIC CABLES exports to:

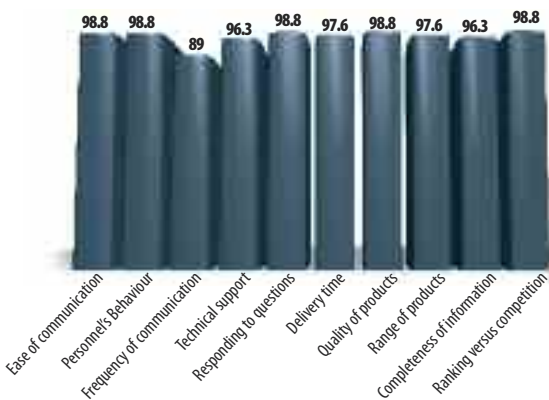
- Europe
- Asia
- America
- Africa
- The Middle East

To safeguard the interests of our customers, Commercial Managers sign a corporate form, under which they are bound not to participate in procedures, which may result in collusion with potential competitors in respect of setting prices, coordination of bids, creating restrictions on purchase or production, imposing quotas based on geographic area or customer sharing. In addition, the Company protects customers’ privacy and personal data while ensuring that any leakage of sensitive information is avoided and specialized technical production specifications are not disclosed to the general public.

Customer Satisfaction Survey

HELLENIC CABLES wishes to find out, to the greatest possible extent, the needs and expectations of its customers. Its objective is not only to render services, associated with meeting their expectations, but also to achieve customer satisfaction, which is related to exceeding their expectations through quality products and integrated services. In 2012, keeping its commitment to customer satisfaction, the Company conducted a relevant survey. Through the questionnaire developed for the survey, the Company’s customers had an opportunity to express their opinion about its performance, based on a number of criteria. Overall, 171 questionnaires were dispatched, 82 of which were completed and returned to the Company (response rate: 48%).

Customer Satisfaction Survey Results (in %)



Our customers, including E.ON AG and SSE plc (Scottish Southern Energy), often proceed with quality controls of our products on the premises of our plants.

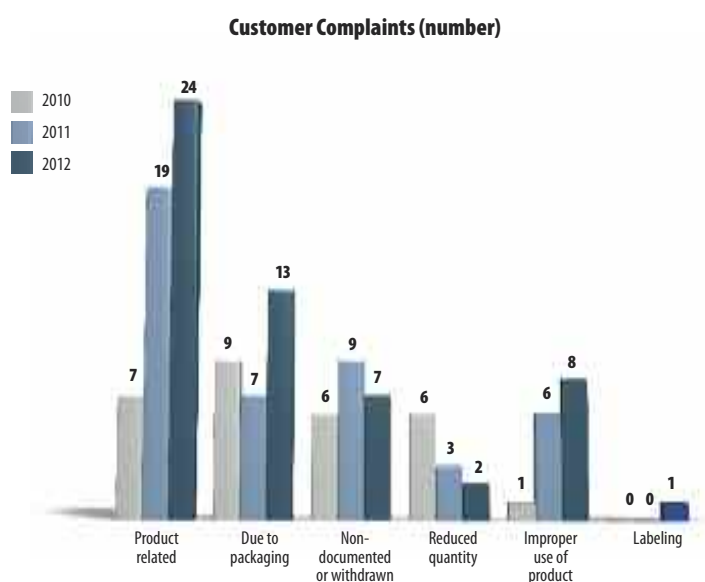




## 4. Marketplace

### Customers' Complaints

HELLENIC CABLES implements systematic complaint management procedures aimed at increasing customer satisfaction. We address receiving a complaint as a 'challenge' for improvement, since our ultimate objective is to develop long-term relationships with our customers. Resolving any disputes and assessing the results arising from the complaints management, is a tool which we use in decision making.



*\* It is to be noted that:*

- 1. The complaint regarding labeling was associated with a customer's observation that the exact quantity of the product was not quoted.*
- 2. Increased number of complaints pertaining to packaging concern the Company's drums. (see Chapter Environment). According to Company's environmental practice the drums are reused and therefore it is difficult to maintain their original packaging features.*

No complaints have ever been expressed regarding breach of customers' privacy and loss of their personal data.



## 4.8 Our Suppliers

For HELLENIC CABLES, suppliers are our key partners in our effort to manufacture competitive, high quality products. In this context, we aim to create efficient, long-term collaborations with them.

### Evaluation

The quality of the procured raw materials affects the Company's manufactured products. Endorsing this principle, HELLENIC CABLES implements a supplier evaluation system, for those suppliers who are going to join the list of approved vendors as well as for the existing ones. Suppliers' evaluation procedure emerged following the response to the questions received by our customers regarding responsible procurement practices and, in general, as part of corporate social responsibility programmes that the Company implements.

A potential supplier can be included in the list of approved suppliers, only if he conforms with ISO 9001:2008 Quality Management System. Furthermore, the existence of Environmental Management System certified according to the requirements of ISO 14001:2004 is positively evaluated. In addition, in respect of already existing suppliers, spot checks are conducted in order to ensure compliance with the prescribed procedures, agreed upon technical specifications and quality of raw materials.

### Environmental Management in the Supply Chain

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

### Health & Safety in Supply Chain





HELLENIC CABLES ensures that health and safety regulations that apply to the conduct of its operations, strictly apply to contractors who undertake a project on its premises. A prerequisite for starting cooperation with every contractor is that the contractor must fill in and sign a form whereby he commits to the following:

- Occupied personnel is insured by the relevant insurance funds
- The contractor takes all the appropriate safety measures during the project implementation
- The contractor will take care to ensure prevention of occupational accidents by his personnel.







Targets for 2012		Outcome
To attain a customer satisfaction rate of over 80% to all questions in the survey.		Further information on customer satisfaction survey is presented in the relevant section, see § 4.7, unit "Customer Satisfaction Survey."
To have no complaints lodged by customers with respect to the Company's responsible operation		In 2012,no customer complaint has been received concerning responsible operation of the Company. Further information about the customer complaints is in the relevant section, see § 4.7, unit "Customer complaints."
The rate of purchases from domestic suppliers shall be more than 25% of total supplies		Due to reduced production compared with the previous year, the acquisitions that were made were respectively reduced and outside the normal programming.
Include additional supplier evaluation criteria related to Corporate Responsibility Issues.		The review began in 2012 and will be completed in 2013.



Targets for 2013

High Voltage Laboratory in Thiva to be certified according to the requirements of ISO 17025:2005

Additional criteria regarding suppliers evaluation in respect of Corporate Responsibility. The new criteria will be related to Occupational Health & Safety management under OHSAS 18001:2007 and prevention of accidents.

Review of customer satisfaction survey questionnaire, incorporating questions regarding HELLENIC CABLES Corporate Responsibility.

Inform suppliers about HELLENIC CABLES Corporate Responsibility Policy .





## 5. Our People



At HELLENIC CABLES people play the major role in its growth. In recognition of their contribution, the Company is committed to their continuous improvement and strengthening. In line with the aforementioned commitment, the Company has developed Human Resource Policies and implemented procedures that enable its employees' professional skills and qualifications enhancement.

HELLENIC CABLES promotes the development of positive work environment, welcomes constructive cooperation and encourages its employees to adopt attitude characterized by responsibility, honesty, integrity, fairness, courtesy towards colleagues, customers, partners, suppliers and members of the local community. In order to serve this purpose, the Company has developed the "Code of Conduct and Values", which analytically describes the characteristics of acceptable and reprehensible employee behavior.

5.1 Human Resources Facts & Figures

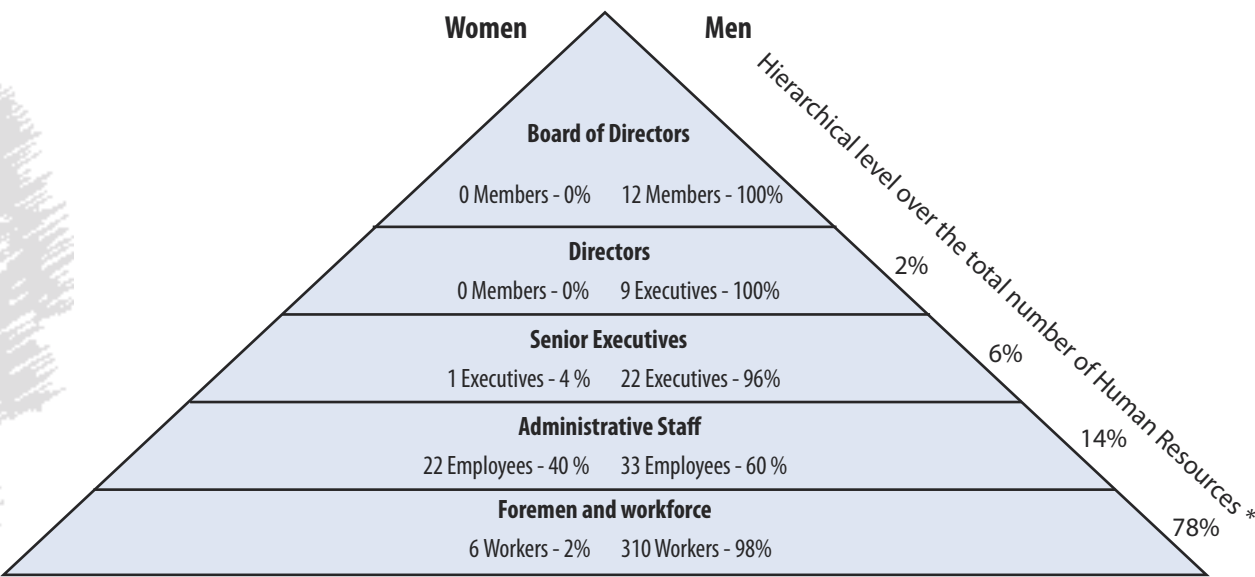
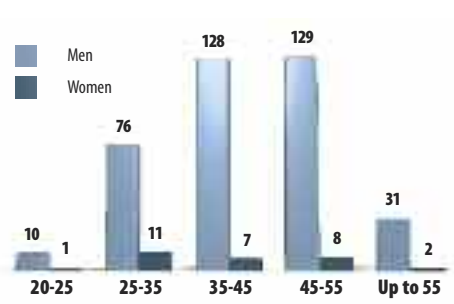
HELLENIC CABLES occupies 403 employees, 93% of whom are men and 7% are women. The average age of its employees is 42 years. The nature of HELLENIC CABLES operations (industry) and the distance between its production units and the major urban centers are in a way "responsible" for women's low participation in its workforce. The majority (75%) of women employed in the Company are primarily occupied as "Administrative Staff".

All employees in our Company, regardless of their age and gender, are covered by collective bargaining agreements of indefinite duration. At HELLENIC CABLES, only one male employee works part-time employee and two (2) employees - one man and one woman – work as interns.

Human Resources by Gender



Distribution of Human Resources by Age



\* BoD members are not included in the total number of Human Resources of HELLENIC CABLES.







## 5. Our People

At HELLENIC CABLES, the average employee tenure is 14 years, proving that we do make substantial efforts to maintain our existing workforce.

The Company is not only interested in employees' improvement, but is also concerned with their work and personal life balance and thus supports them in their decisions to create their own families. In this context, the Company continues to occupy employees beyond the period imposed by law after taking parental leave. Moreover, HELLENIC CABLES offers flexible working opportunities to its employees in order to assist them to respond to their families' needs. In particular, working parents can make use of:

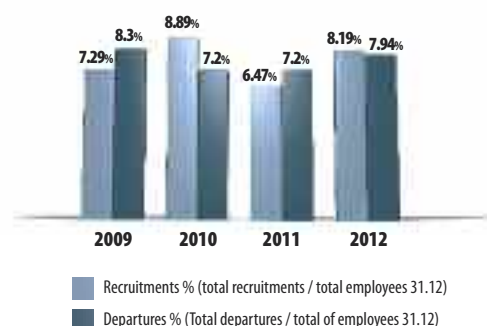
- Reduced working hours,
- Absence of one day per week.

In 2012, two (2) women returned to work after parental leave.

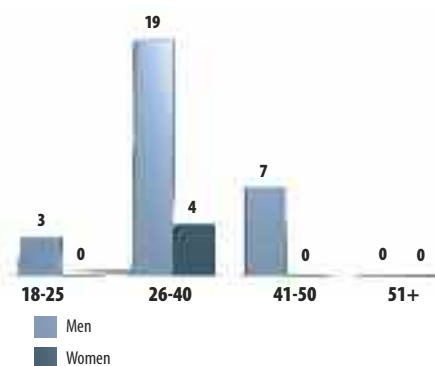
In 2012, the Company recruited 33 new employees: 29 (7.19%) men and 4 (1%) women. In the context of HELLENIC CABLES policy to support local community employment, 26 from the newly hired employees came from the region of Viotia, 6 from the region of Attica and one employee moved to the region of Viotia.

In 2012, 32 employees chose to withdraw:: 29 (7.19%) men and 3 (0.75%) women. 2 out of the 32 withdrawn employees were located in Attica (0.75%), 28 in Viotia (6.9%) and 2 in other regions (0.5%).

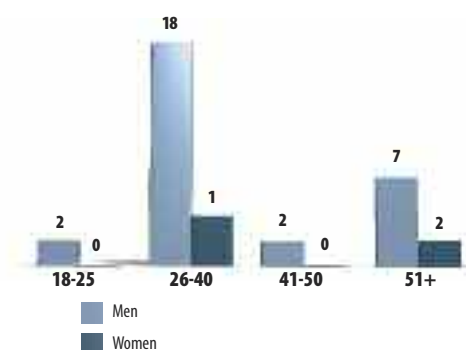
**Employee Turnover**



**Recruitments by Age and Gender**



**Departures by Age and Gender**



*Further information about the support of local communities is provided in the chapter "Society".*





### 5.2 Our People's Development

In HELLENIC CABLES, we constantly invest in the development of our employees. The objective considered while planning our employees training is twofold. First, we attempt to provide – for each profession's new trends – the best possible access to information and knowledge. Second, educational activities are planned in order to serve training needs arising from the employees' appraisal.

#### Human Resources Training

HELLENIC CABLES, on annual basis, plans and organises educational programmes and seminars for its staff. Through the employees' participation in the training activities, the Company aims to improve their skills related to their professional position as well as to expand their knowledge on key issues even if they are not strictly linked to their professional position.

In 2012, 47 training courses were conducted, from which 20 were conducted internally in cooperation with external training organisations, 10 were conducted internally by the Company's trainers and 17 were externally organised by specialized training/educational organisations. In total 3,865 hours were devoted to training in twelve (12) different topics:

- Health & Safety
- Environmental Issues
- Quality Issues
- Labour Issues
- Management Issues
- Accountancy Issues
- Corporate Social Responsibility
- Production Issues
- Procurement issues
- Foreign Languages
- Payroll Issues
- IT Issues





## 5. Our People

In 2012, 73% of employees from all the hierarchical levels of the Company attended training sessions.

It must be noticed that the training hours devoted to employees under “Foremen and workforce” category, are much more compared to other categories. However, the average number of training hours completed by “Foremen and Workforce” is lower compared to the average of other categories, since training hours are allocated to a larger group of employees.

Since our Company encourages employees’ personal and professional development, it is our policy to support their participation in postgraduate programmes. In order to facilitate the participation and attendance in Postgraduate programmes, we offer to our employees the opportunity to take sabbaticals, while in some cases, we undertake to subsidize part of the programme.

	Total Training hours per Gender and Hierarchical Level			Average Training hours per Gender and Hierarchical Level		
	Men	Women	Total	Men	Women	Total
Directors	541	0	541	60,11	-	60,11
Senior executives	554	22	576	25,18	22,00	25,04
Administrative staff	133	147	280	4,03	6,68	5,09
Foremen and workforce	2.410	58	2.468	7,77	9,67	7,81

### Human Resources Performance Appraisal

HELLENIC CABLES recognizes that human resources performance appraisal plays a key role in their future professional development. Through human resources performance appraisal, employees’ professional performance is assessed, potential areas for improvement and educational gaps are identified, actions aiming at further development are planned and implemented.

Appraisals are carried out for all employees, while appraisal’s frequency depends on the individual’s employee category. For the employee categories (a) Director / Scientific staff and (b) Other Staff (that is “Administrative staff”) either the annual appraisal procedure, or every two years “360 ° Performance Appraisal” is performed. In addition, Company’s employees who are not included in the fore mentioned employee categories are assessed on a monthly basis.

Overall, in 2012, 81% of HELLENIC CABLES employees received feedback on their performance either once - under the standard Company’s procedures, or every month when it comes to Foremen and workers. It has to be noted that 8% of Company’s did not undergo evaluation as these employees were recruited within 2012. Furthermore, the remaining percentage of employees that did not participate in the appraisal procedure, held working positions with special requirements that did not allow the implementation of existing appraisal procedures.

Totally, 50 employees (all male) were assessed within 2012 under “360° Performance Appraisal” method.

At HELLENIC CABLES we consider “360° Performance Appraisal” not only an assessment tool but also a rather



powerful developmental tool, since it incorporates feedback from all who observe and are affected by the employees' performance (supervisor, peers, colleagues, etc). 360 degree feedback is the most comprehensive appraisal where the feedback about the employees' performance comes from all the sources that come in contact with the employee on his job and enables the identification of employees' weaknesses.

The assessment criteria, on which "360 ° Performance Appraisal" is based, are the following:

- Responsibility, organizational skills and team spirit expressed by an employee
- Negotiations and persuasive skills
- Task assignment and knowledge transfer
- Effective oral communication
- Ability to analyze situations, identify problems and their causes
- Crisis and emergency situations management
- Time management (of associates as well) and ability to handle project deadlines
- Associate recognition.

Furthermore, in 2012, 277 employees (275 men and 2 women) who are included in "Foremen and workforce" category, received feedback about their performance on a monthly basis. Foremen and workers are assessed in respect of the following:

- Willingness,
- Completion of production papers,
- Tidiness in workplace,
- Conformance with Health & Safety regulations.





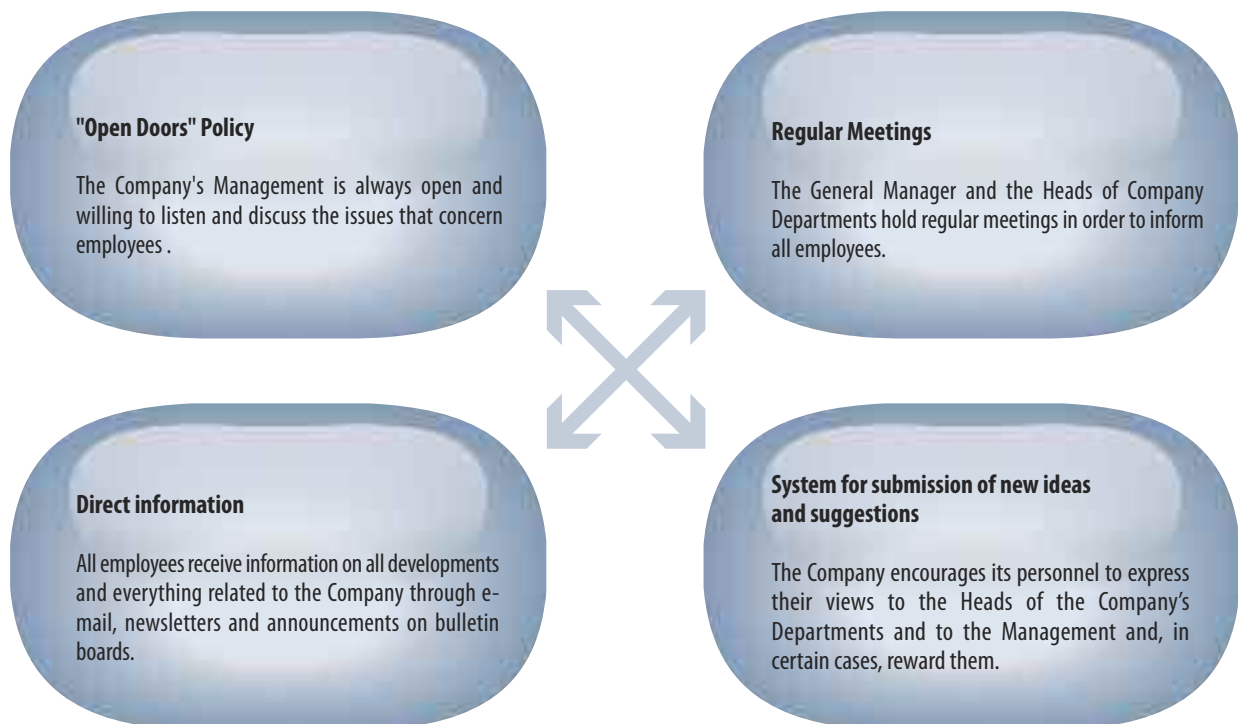
## 5. Our People

For each performance appraisal procedure (Annual Performance Appraisal, "360 ° Performance Appraisal", Monthly Performance Appraisal) the respective Appraisal form has been developed. Human Resources Department undertakes to collect all completed appraisal forms in order to be able to monitor employees' performance. The appraises receive feedback on their work performance from their supervisor with whom are discussing about the identified points of improvement, training needs and work targets for the coming year. After the completion of the performance appraisal procedure, the Management of the Company receives its outcomes in order to decide about employees' promotions and the development of the annual educational plan.

### 5.3 Internal Communication

Constant and two-way communication improves employees' relationships and contributes to building up an environment of trust. Our Company promotes direct means and ways of internal communication in order to assure that all its employees are updated on all the matters of their concern.

Thus, our employees are immediately informed about any significant change in the Company, such as organizational change, outsourcing of activities, starting up of new activities etc. Continuous and multilevel communication eliminates the need to make special reference about the minimum notification period of significant corporate changes in the collective bargaining agreements.

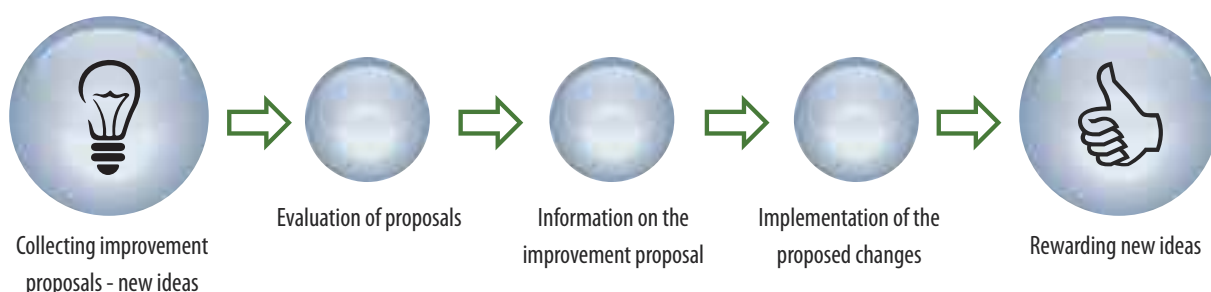


### System for submission of new ideas and suggestions

At HELLENIC CABLES the system for submission of new ideas and suggestions has become an institution that allows employees to express their ideas about the improvement of Company's procedures.

All the employees - regardless of divisions and departments - can participate in the procedure. The proposed improvements should relate to one of the following issues:

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



The proposal submitted by an employee shall summarize the benefits that will result from the implementation of the proposed change - idea. For the purposes of submitting new ideas, a special form available to the employees has been developed. The completed forms are submitted to the Head of Human Resources Department, who, at regular intervals (at least every two months), communicates them to the appropriate Assessment Group. The Group consists of the Director of the relevant Plant, Head of Cable Engineering Division and Head of Technical Division. After the evaluation of the submitted ideas, the General Management is informed and finally decides whether or not to implement the proposal and thus to reward the employee who proposed the idea.

8 new ideas were proposed during 2012, 6 of which were implemented and rewarded.

## 5.4 Benefits to our People

HELLENIC CABLES actively supports its people, offering them additional benefits (beyond those foreseen in the relative institutional framework). Those benefits aim at providing a better standard of living to the Company's employees and rewarding them for their valuable contribution to the Company's development and growth. Additional benefits can have a form of health service benefits, financial or other type of benefits.







## 5. Our People

Health Service Benefits	<ul style="list-style-type: none"><li>• Additional medical &amp; hospital coverage</li><li>• Life insurance</li></ul>	<ul style="list-style-type: none"><li>• Financial coverage in case of temporary or permanent disability to work</li></ul>
Financial Benefits	<ul style="list-style-type: none"><li>• Employee meals</li><li>• Transportation of employees from Chalkida, Avlonas and Oinofyta to the Company's facilities</li><li>• Financing post-graduate programmes</li></ul>	
Other Benefits	<ul style="list-style-type: none"><li>• Sabbatical from work to attend post-graduate programmes</li><li>• Summer camps for the children of employees</li></ul>	

These benefits are offered to all employees, while the Company also offers additional benefits to some employees. Specifically, HELLENIC CABLES provides to its directors and supervisors, company cars, depending on their place of residence (and related to the location of their work). These employees are also provided with mileage allowance, which, however, is also provided in cases that the employees use their own means of transportation, given that there is no other way of reaching company's premises. In addition, the Company provides to its Directors the possibility to participate in a retirement plan. HELLENIC CABLES, also, provides a cell phone and laptop to its executives and directors as well as to its employees who work outside the Company's premises.

Furthermore, aiming to express its interest in personnel's health, HELLENIC CABLES, tried to provide access of its employees to several health services. In 2012, the Company provided the opportunity to its employees to participate in information, counseling and prevention programmes on serious diseases. Serious diseases are defined as complications in employee's health that can seriously affect him/her or/and his/her family and close environment. For this purpose, the Company exploited its network in health care sector and ensured for its employees the possibility of integrated ophthalmic check-up at a rather low cost. In addition, in collaboration with a qualified health care organisation, the Company ensured free check-up on hereditary predisposition for breast cancer to its female employees.

In 2012, education / training support programmes regarding serious diseases carried out by the Company, included only the Company's employees, while blood banks are available not only to the employees but also to their families.

Support programmes regarding serious diseases	Education / Training		Counseling Support		Prevention /blood Risk check-up		Blood Bank	
	Yes	No	Yes	No	Yes	No	Yes	No
Beneficiaries								
Employees	*		*		*		*	
Employees'		*		*		*	*	
Community members		*		*		*		*



## 5.5 Equal Opportunities and Respect for Human Rights

HELLENIC CABLES is a company, where equal opportunities and respect for human rights are integral principles of the Code of Conduct and its corporate Values. The Company promotes equal opportunities and respect for human rights.

Regarding equal opportunities, at HELLENIC CABLES there is no discrimination based on gender or any other diversification characteristic under recruitment and employee appraisal procedure. Employee recruitment is based on the extent to which the capabilities and skills of the candidate meet the requirements of the position to be filled. Moreover, salaries are determined solely on the basis of professional qualifications, experience and marital status. The Company makes no remunerational or other discrimination (eg regarding compensation payment) between same – rank male and female (senior executives, directors, employees, workforce). Moreover, all employees are equally treated by the Company as regards the additional benefits to which they are entitled, regardless of the type of contract signed with the company (part-time contract, seasonal workers, etc.).

Respect for human rights and diversity is a principle that governs the behavior of all the people at HELLENIC CABLES. In 2012, as in the previous years, there was no record or report of any event or even a complaint on discrimination based on diversity characteristic (ethnicity, religion, etc.). It is worth mentioning that our Company



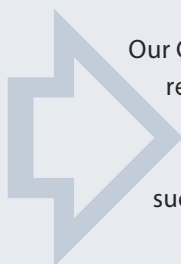
## 5. Our People







employs three people with disabilities and 13 employees of different religions and nationalities (other than Greek nationality).

In order to promote the ideas of human rights to its the personnel, specialized training sessions were held in 2012. In particular, 16 hours of education on human rights were offered to the Company's security personnel.

Up to now, no incidents of child or forced labour have been recorded in the Company.



Our Company follows strict procedures that ensure that no children are recruited Similarly, HELLENIC CABLES condemns cases of forced labour, and thus the adopted policies and procedures concerning human resources management have ensured non-existence of such cases.

Targets for 2012		Outcome
Implement the Personnel Evaluation System "Evaluation 360°".		See Section "5.2 Our people's Development"
Provide training on Human Rights issues to security personnel.		See Section "5.5 Equal opportunities and respect for Human Rights"
Implement an awareness programme on breast cancer and breast self-examination, which the families of employees can also attend.		See Section "5.4 Benefits to our people"
Implement an employee satisfaction survey in collaboration with ALBA BUSINESS SCHOOL.		The survey was not carried out as priority was given to other issues.



Targets for 2013

Train the Corporate Responsibility Team on policies and procedures relating to human rights and equal opportunities.

Inform the employees' families on serious diseases.



## 6. Health and Safety in the Workplace



Maintaining a safe work environment for its people is a challenge and constant pursuit of HELLENIC CABLES .

**“No accident or occupational disease” is Company’s ongoing target .**

From its establishment till nowadays, no occupational disease has been reported in our Company. Moreover, every year, the Company intensifies its efforts on accomplishing the objective of accidents elimination.



6.1 Occupational Health and Safety Management System

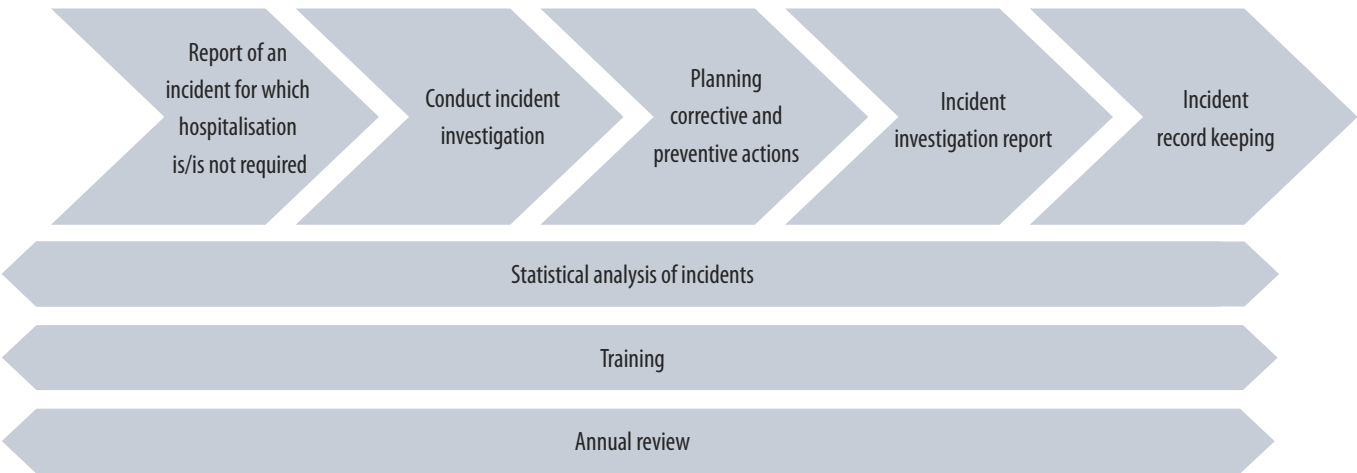
Maintaining a healthy and safe environment for our employees is a top priority for HELLENIC CABLES. To ensure comprehensive management of occupational health and safety issues, the Health and Safety Management System has been developed. As a result of its ongoing target for continuous improvement of the management of Health and Safety issues, HELLENIC CABLES Health and Safety Management System was certified according the requirements of an internationally acknowledged standard.

In 2012, the Company's Health and Safety Management System was certified under the standard OHSAS 18001:2007.

In 2010, HELLENIC CABLES designed its Health and Safety Management System in order to comply with the requirements of the Standard, while in 2011, intensified its efforts towards the System's effective implementation. Our Company's operation is fully aligned with the relative legislative framework and HELLENIC CABLES implements the procedures, established for recording and disclosure of occupational incidents and diseases. These procedures comply with the requirements imposed by the International Labour Organisation, ILO. In particular, incident management procedures, followed by the Company, include provisions and actions that contribute both - to avoiding similar incidents and reducing their numbers.

It is worth noting that all Company's employees are represented through safety engineers and persons-in-charge of Health and Safety in every Company's plant. Also, the Health and Safety Committee of the Company is currently under establishment. The Committee will be compromised of executives from all Departments, in order to assure that all Company's employees are represented. The Committee will report to the Director of each Company's plant and will hold a consulting role and handle Health and Safety issues.

Incident Management Process





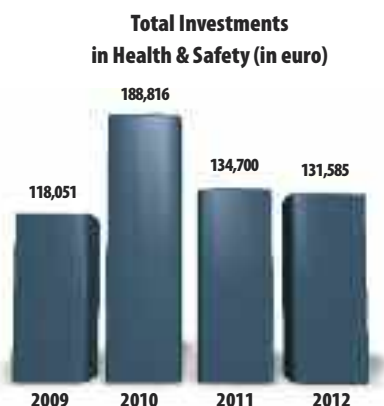
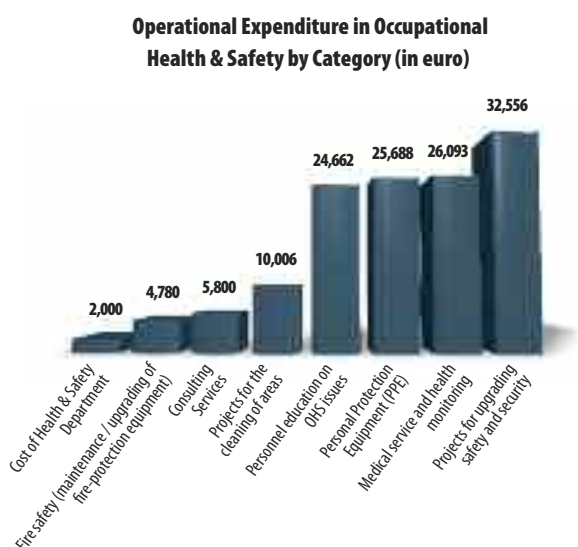
## 6. Health and Safety in the Workplace

### 6.2 Investments in Health and Safety

At HELLENIC CABLES, expenditures on maintaining a safe and healthy work environment are treated as a useful tool, not as a cost. Every year, significant funds are invested in order to upgrade Health and Safety Management System, to implement preventive and educational programmes and activities, and to make any other improvements / interventions identified as necessary by the Company.

In 2012 the total investment in Health & Safety remained at a high level. It is to be noted that the differentiation in the level of investment in relation to its equivalent in 2010 is due to the fact that within this year, activities aimed at obtaining Health and Safety Management System certification under OHSAS 18001:2007 were initiated.

Every year, investments are made in order to meet the needs that arise from the implementation of our Health and Safety Management System as well as after suggestions made by Health & Safety person-in-charge and employees.



### 6.3 Health and Safety Programmes and Activities

With the aim of continuous improvement of Health and Safety in the work environment, the Company has developed programmes that deal with three main axes:

- Employee Health Prevention Programme
- Employee Safety Prevention Programme
- Training in Health & Safety issues.

### Employee Health Prevention Activities

- Application of personal hygiene rules by all employees
- Scheduled visits of occupational doctor. The visits are conducted on weekly or monthly basis, depending on the size of the Company's facilities.
- Maintaining confidential employee medical files.
- Employee medical examination by the Occupational Doctor after any reported accident.
- Medical checkups for all employees in order to ensure their good health condition. In 2012, chest examinations (cardiology and pulmonology control) and blood tests were conducted.
- Voluntary blood donation sessions 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. In particular, in 2012, measurements of concentration of detectable respirable dust and chemical agents in the production and in the ambient air were performed.

### Employee Safety Prevention Activities

- Scheduled Health & Safety inspections for the purposes of taking immediate corrective and preventive actions in order to prevent incidents. In 2012 a total of 61 Health & Safety inspections were carried out by inspection teams, consisting of a foreman, an engineer, a security officer and a machine operator. Safety inspection visits are held at all plants' facilities, aimed at recording hazardous conditions and actions that could cause injury to employees.
- Investigation of accidents and incidents in order to identify the underlying reasons and take corrective and preventive actions to avoid reoccurrence.
- Health and Safety leaflets have been published and distributed to all personnel.
- Procurement and use of the most advanced Personal Protection Equipment, according to the requirements of each job and to the high standards set by the Company.
- Emergency drills to ensure equipment integrity and employee readiness. In 2012, three fire drills were conducted close to the Company's premises.





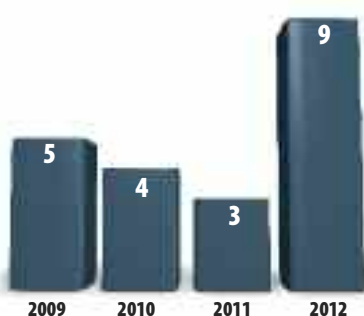
## 6. Health and Safety in the Workplace

### Training in Health & Safety issues

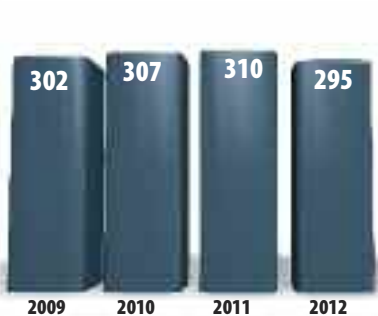
- Continuous personnel training on Health and Safety issues through in-house seminars and through seminars carried out in collaboration with qualified Health & Safety business associates.
- Reassessment of job related risks, using the review of Occupational Risk Assessment Study with active employee participation.

HELLENIC CABLES places special emphasis on employees' training on Health and Safety issues. Apart from the efforts to improve conditions of the work environment – which constitutes an obligation and commitment of the Company – HELLENIC CABLES recognizes its employees' contribution to achieving the target of maintaining a safe workplace. In 2012, the number of seminars was increased, while a slight decrease (4.8%) was recorded in employees' attendance. Also, a small decrease (8%) was recorded in training hours on Health and Safety issues. In 2012, 2,124 training hours were devoted to relative issues.

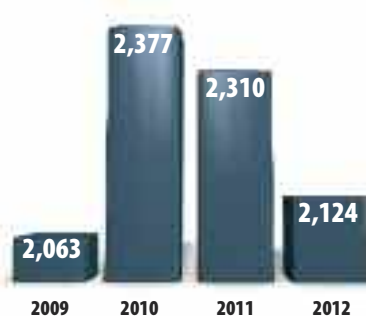
Number of Seminars



Participating Employees



Total training hours on OHS issues



### 6.4 Health and Safety Management System Performance

Monitoring the results of all Health and Safety activities is a matter of key importance to our Company. In particular, the Company has developed specific indicators in order to monitor and evaluate the performance of Health and Safety Management System. The use of the aforementioned indicators facilitates detection of deviations from the established targets and highlights the areas in need of improvement and / or interventions. The Department of Health and Safety of the production units and the Company's Management evaluate the Company's performance in regards to these indicators and take into account the relevant results.

In 2012, a decrease in the number of incidents by approximately 21% was recorded. Significant reduction was observed in numbers of incidents without employees' days of absence, while the number of near misses and incidents with employees' days of absence remained constant. Moreover, no fatal incidents were recorded in 2012.



While recording incidents, working hours missed due to injury or incidents are also monitored. HELLENIC CABLES fully complies with the current legislation, governing recording, investigation and reporting incidents practices to the competent authorities (Center for Occupational Risk Prevention, insurance agency). In 2012, an increase of one day in the total number of absences due to injuries or incidents at work was recorded, an increase that is as reflected in the total hours (an increase of 8 hours).

Type of incident	2010	2011	2012
Near misses	3	9	9
Incidents with days of absence	3	2	2
Incidents without days of absence	29	17	11
TOTAL	35	28	22







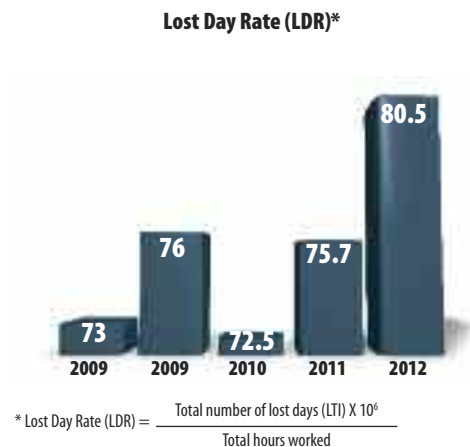
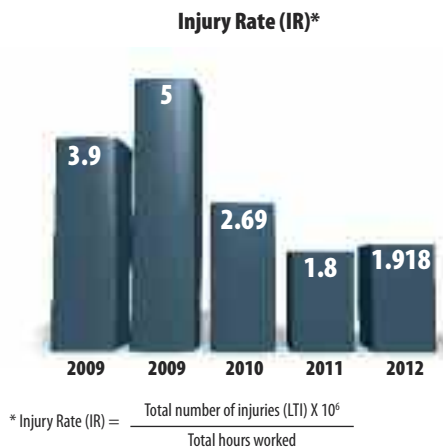
## 6. Health and Safety in the Workplace







*\* For the calculation of lost days, the counting begins from the day of the incident. "Minor accidents" are those requiring only first aid and not leading to missed workdays.*

HELLENIC CABLES systematically monitors - among other indicators - Injury Rate (IR) and Occupational Diseases Rate (ODR). Regarding the year 2012, the indicators remained at the same low level as that recorded in the previous year. Slight deviations, presented in 2012 compared to previous year, are justified by the fact that in 2012 the number of annual man-hours was lower than in 2011. Consequently, Injury Rate indicator presented a marginal increase, although the total number of incidents was lower. Similarly, the Occupational Diseases Rate presented a marginal increase, although only one more absence day, compared with 2011, was recorded.

Finally, the indicator of Injury across the entire personnel and Absences due to injuries or accidents during work time, are two more indicators that are monitored by the Company. The rates of these indicators are kept low and are presented below.



Injury & Absence across the entire personnel	2010	2011	2012
Injury / incidents across the entire personnel (in %)	0.74%	0.50%	0.50%
Absences due to injuries or accidents during work time (absence hours/total occupation hours in %)	0.06%	0.06%	0.06%

Targets for 2012		Outcome
To have the Health and Safety training index exceed 8 hours for every employee.		The Training hours indicator recorded for 2012 is 7.2 hours per employee. The training hours are related to designated seminars, as well as to training of employees, conducted by their supervisors in the workplace. See Section "6. 3 Health and Safety Programmes and Activities"
To carry out 60 safety inspections at the three Company plants.		See Section "6. 3 Health and Safety Programmes and Activities"
Certification of the Health and Safety Management System per OHSAS 18001:2007 at the end of 2012.		See Section "6.1 Occupational Health and Safety Management System"
To provide training to over 60% of employees at least once.		See Section "6.3 Health and Safety Programmes and Activities" 295 employees out of 403 employees were trained.



Targets for 2013

- Increase safety inspections at the Company's three plants by 5%.
- More than 60% employees in Thiva plant are going to receive first-aid training.
- Training of newly recruited employees on Health and Safety issues by certified organisations.



## 7. Environmental Protection



Being fully aware of the environmental consequences of its business operations, HELLENIC CABLES is committed to manufacturing high quality products, while reducing its environmental footprint. Our Company's objective is to continuously improve its environmental performance.

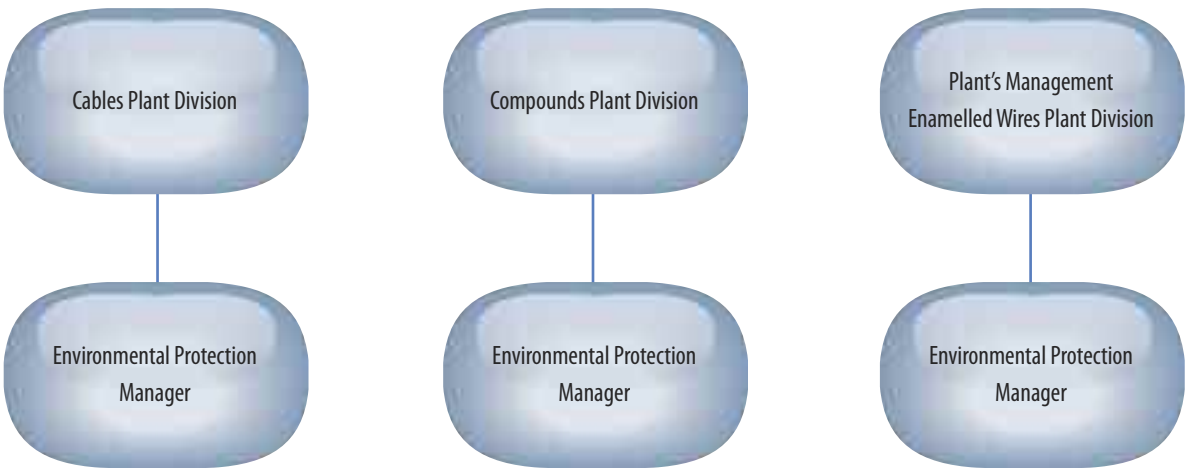
7.1 Environmental Management System & Environmental Policy

HELLENIC CABLES applies to all its plants integrated Environmental Management System, which has been certified under the international standard ISO 14001:2004.

The Quality and Environment Director along with the Environmental Protection Managers at the plants ensure optimal and integrated management of environmental issues of the Company. Their key responsibilities are to organize, operate, improve the Environmental Management System, as well as to set relevant goals and guidelines.

Our Company annually implements significant investments in order to continuously reduce its impact on the natural environment and improve its Environmental Management System.

In 2012, as part of its Environmental Policy, HELLENIC CABLES incurred expenditure of 203,204 euro for environmental protection.



Expenditure for environmental protection (in euro)	2012
Monitoring of Environmental Parameters	22,304
New environmental projects and maintenance of equipment for Environmental Protection	24,543
Waste management by appropriately licensed contractors	135,627
Environmental Department and certification cost	20,730
TOTAL	203,204





## 7. Environmental Protection

### 7.2 Raw Materials

HELLENIC CABLES seeks to use raw and secondary materials with environmentally friendly properties, whenever available technologies allow to do so. Within its common practice in operations, our Company:

- Uses anti-rodent materials (incorporated for protection against rodents) containing feedstock peppers (instead of pesticide).
- Replaces DOP plasticisers (which contain potentially hazardous substances) with new generation DPHP plasticisers.
- Reduces use of lead containing stabilizers and replaces them with environmentally friendlier stabilizers. In particular, lead containing stabilizers has been reduced from 215 tn in 2005 to 2,4 tn in 2012, with a respective increase of lead-free stabilizers from 23 tn in 2005 to 160,1 tn 2012.
- Recycles PVC, since compounds are produced for other applications.
- Makes changes to the production process in order to reduce the use of materials such as paints for cable drums and volatile organic compounds (VOCs) used in the production of enameled wires.

In particular, installation of specialized equipment in order to reduce the use of solvents, which started in 2009, resulted in avoiding the use of 4tn solvent in 2012.

#### European Regulation REACH (Registration, Evaluation and Authorization of Chemicals)

In respect of raw materials, HELLENIC CABLES fully complies with the legislative framework relating to chemical substances and preparations, specified in REACH Regulation, and exclusively collaborates with the suppliers who comply with the REACH Regulation.

REACH is the European Community Regulation on the Registration, Evaluation and Authorisation and Restriction of Chemical substances. The regulation aims to protect human health and environment (from risks potentially generated by chemical substances), to promote alternative control methods and to improve safe handling and use of chemical substances in all industrial sectors, as well as to improve competitiveness and increase innovative capacity of the European chemical industry.

#### Efficient use of Raw Materials

In order to reduce the Environmental Footprint, we attempt to make coordinated efforts in order to use natural resources, raw and secondary materials in the most efficient and effective way. Achieving maximum efficiency contributes, inter alia, to reduction of generated waste.

HELLENIC CABLES pursues Sustainable Development, and sets two key objectives in relation to natural resources and materials used in the manufacturing process:

- The exploitation of natural resources shall not exceed their regeneration capacity.
- The company shall seek minimization of the use of natural resources and attempt to replace them with renewables.



The main raw and secondary materials used by the Company for manufacturing its products are metals (copper, aluminum, iron, etc.), insulation materials and plasticizers. Packaging materials used include significant quantities of timber (pallets and drums). In 2012, the use of the main materials (including packaging materials) stood at 55.990 tn. The Company reuses pallets, drums (wood packaging for inserting cables for safe transportation) and reels (plastic packaging for enamelled wires), rebuying them from the customers (after using the cable), thus leading to significant savings of timber and reuse of plastic.

### Use of Raw and Secondary Materials

Materials (in tn)	2010	2011	2012
Metals (Cu, Al, Fe)	36,453	35,060	31,392
Insulating materials (PVC)	9,603	12,247	10,147
Plasticisers	2,111	1,974	2,493
Aggregates	3,884	4,335	5,095
Paint	5	2	1
Volatile organic compounds (VOCs)	32	24	18
Packaging materials	6,005	5,903	6,844*
TOTAL	58,093	59,545	55,990

*\*In respect of 2012, packaging materials are increased, since additional items were included, recorded for the first time this year (Livadeia and Athens and Thessaloniki facilities).*

Packaging materials (in tn)	Total use	Recycled Materials	% of Recycled Materials per type of material
Timber	6,395.9	914	14.3%
Other packaging materials (paper, plastic, etc)	447.9	139.86	31.2%
TOTAL	6,843.8	1,053.86	15.4%

Recycled packaging materials used in 2012 pertained to 15.4% of all packaging materials and constituted 2% of all raw and secondary materials.



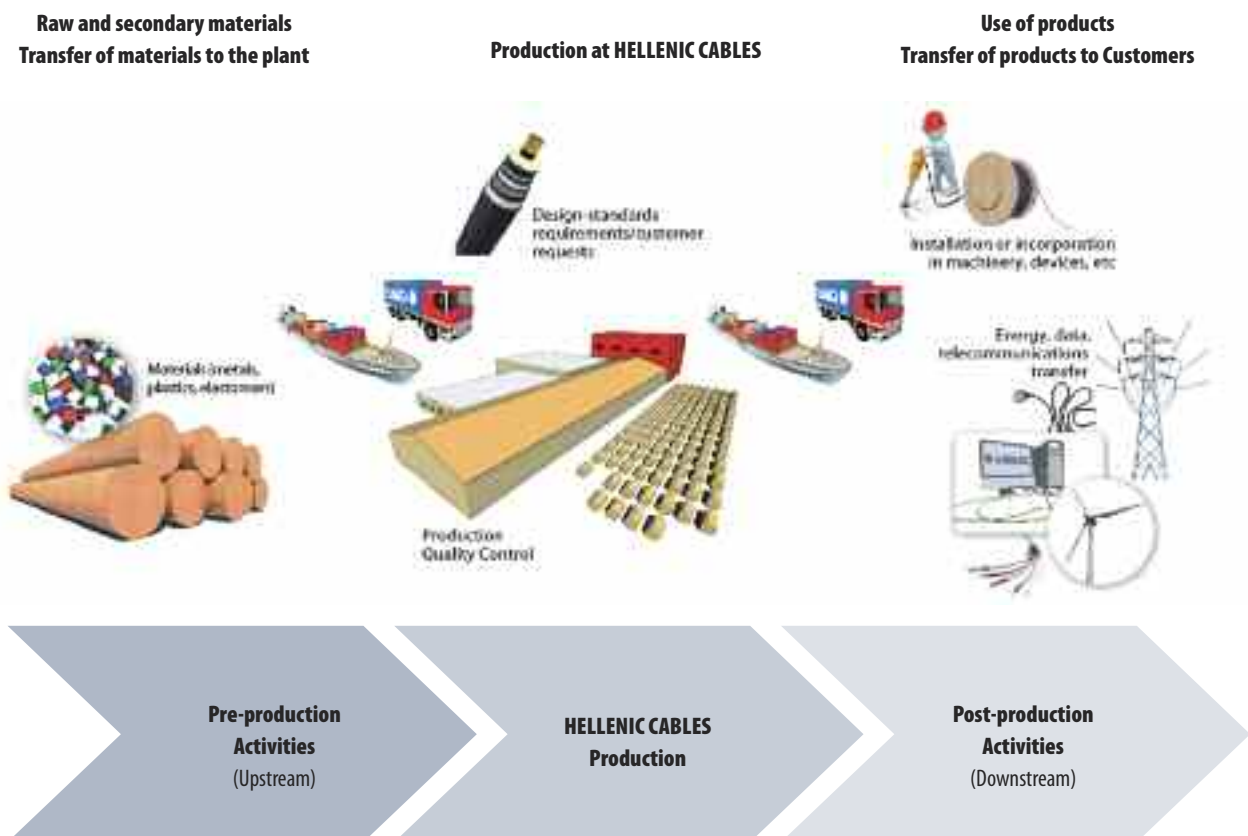


## 7. Environmental Protection

### 7.3 Value Chain Mapping

Manufacturing of HELLENIC CABLES products requires several raw materials, as well as some processed ancillary materials, otherwise known as secondary materials. Depiction of the phases involving supply of raw and secondary materials, as well as manufacture, transportation, installation and final product delivery to the customer, constitutes our value chain mapping.

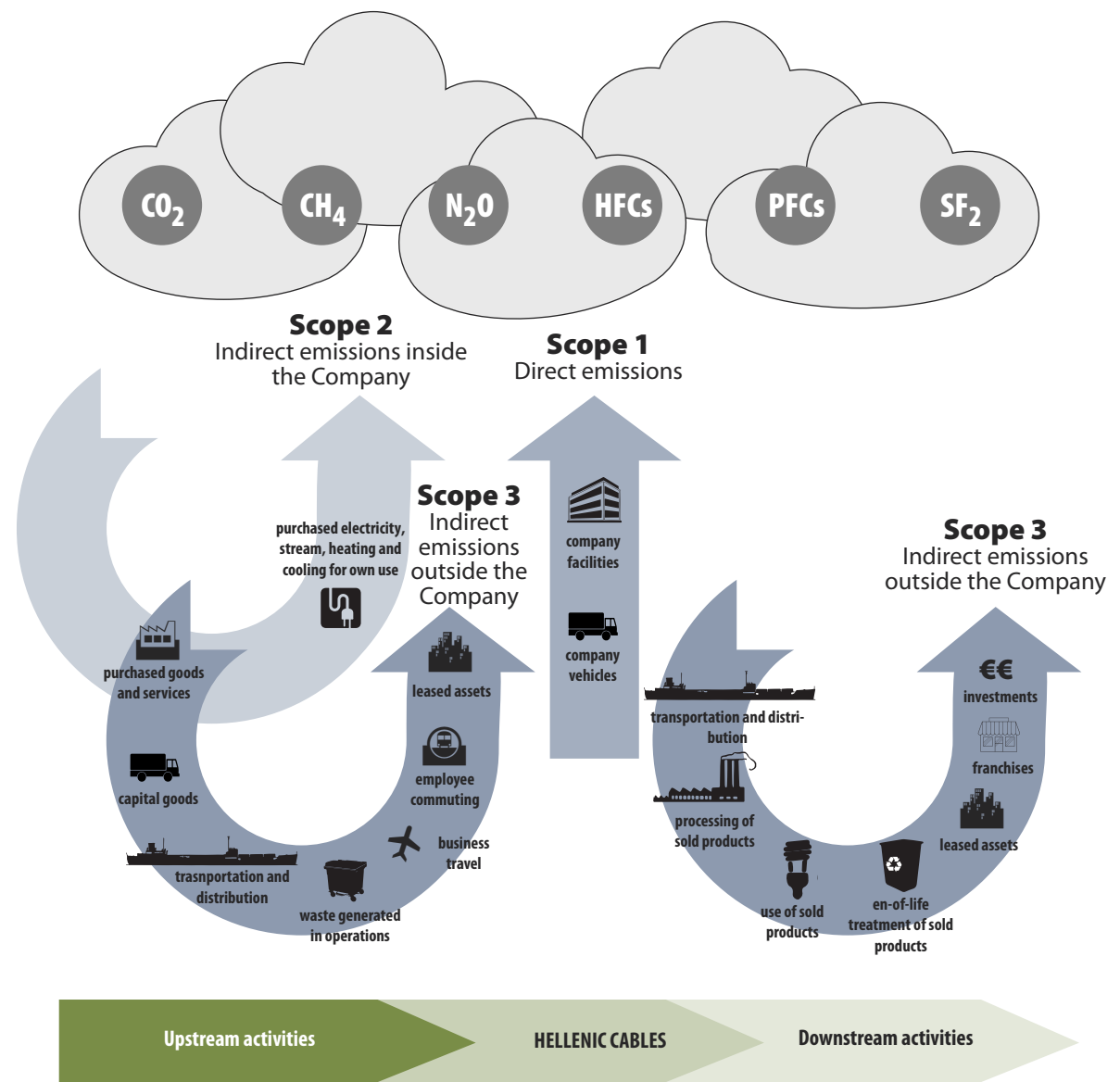
#### HELLENIC CABLES Value Chain Mapping



This mapping enables, among other things, the detailed recording of our Company's environmental impact at its various stages. Based on this depiction, we recognize areas where we have no access to detailed recording of the performance of the environmental indicators. Such points are mainly noted at the "Downstream" level where the Company's products are used by end users and are then discarded or recycled. During the cables' discarding phase, a small percentage of these materials - mainly small solid scraps of cables - are destined for recycling. Our Company aims at using recycled materials in order to support, even indirectly, reduction of the waste of its final products.

Since it has been ascertained that climate change is primarily due to gas emitted into the atmosphere from human activities, the Company intensifies its efforts on monitoring those gas emissions. Following the international initiative of Greenhouse Gas Protocol, the Company has recognized the “value chain” and, according to the initiative’s levels, records, controls and reduces the environmental impact caused by its gas emissions.

Greenhouse Gas Protocol Initiative



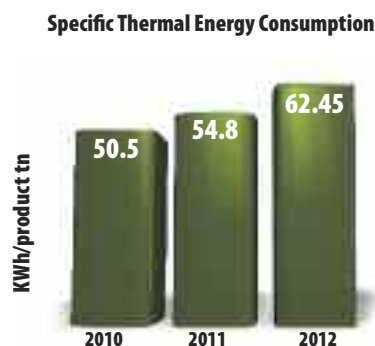
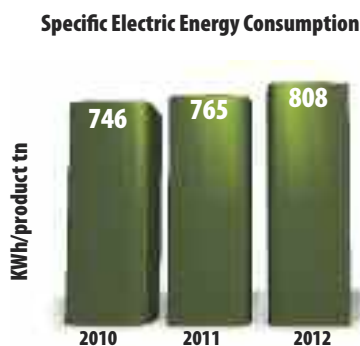
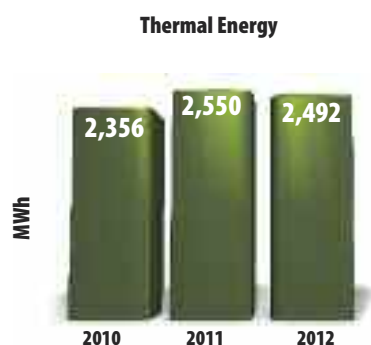
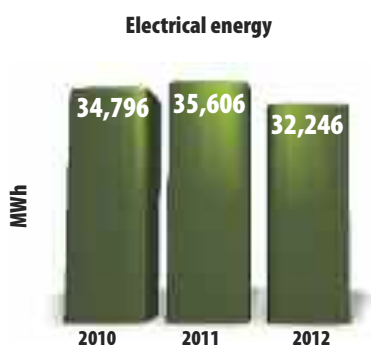


## 7. Environmental Protection

### 7.4 Energy Consumption

HELLENIC CABLES main source of energy is electricity. In addition, other fuels are used by the Company, mainly LPG and Diesel.

A slight increase in the consumption of the specific electricity as well as of the specific thermal energy is due to the changes in the manufactured products.



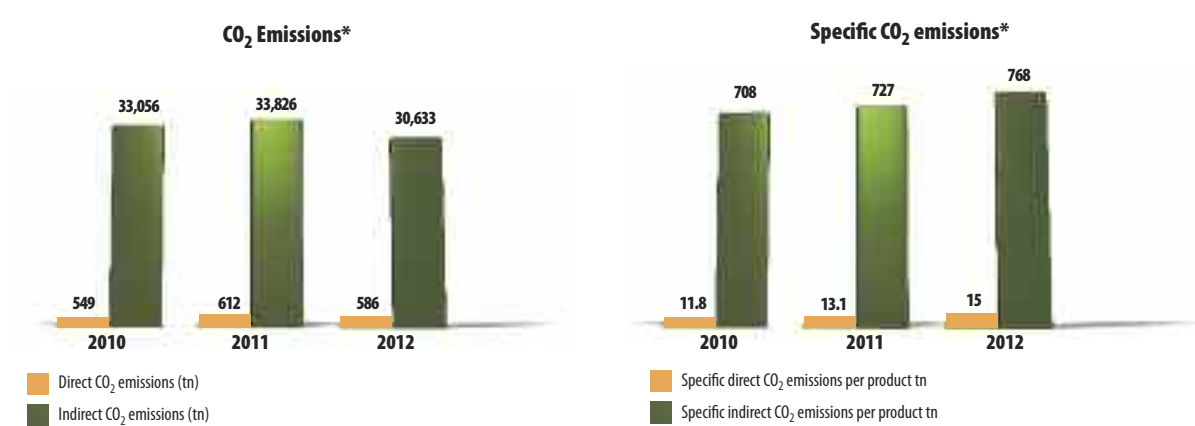
### 7.5 Emissions and Climate Change

Our Company fully complies with the current legislation regarding maximum gas emissions from its operations and makes attempts to reduce them.

#### Carbon Dioxide

In 2012, direct carbon dioxide emissions (CO<sub>2</sub>) amounted only to 586 tn, presenting a decrease of 4.25% compared to the respective 2011 emissions. Similarly, indirect carbon dioxide (CO<sub>2</sub>) emissions amounted to 28.507 tn, presenting a decrease of 8.1% compared to the three-year average (2009-2011). Furthermore, the specific CO<sub>2</sub> emissions presented a 2.7% increase against the three-year average (2009-2011).

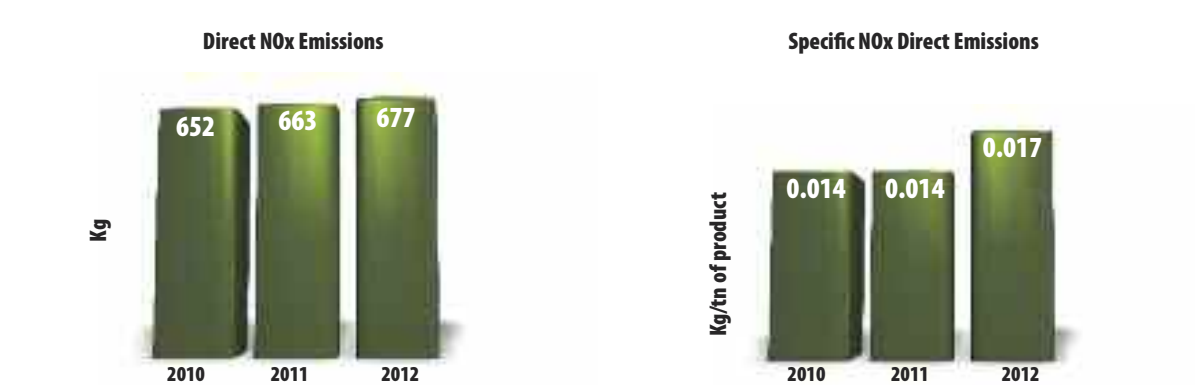
It should be noted that the amount of indirect CO<sub>2</sub> emissions (due to electricity consumption) depends on the intensity of carbon of the electricity generation sector in Greece, which is considered rather high, compared to other European countries.



\* Factor 0.88 Kg CO<sub>2</sub> / KWh is used to calculate indirect carbon emissions for year 2012.  
Factor 0.89 Kg CO<sub>2</sub> / KWh is used to calculate indirect carbon emissions for year 2011 (revised).  
Factor 0.95 Kg CO<sub>2</sub> / KWh is used to calculate indirect carbon emissions for year 2010.  
The emissions calculation was based on GHG Protocol of the World Resources Institute (WRI).

Nitrogen oxides

Nitrogen oxide emissions (NO<sub>x</sub>) generated from the burning of mineral fuels, used for production of thermal energy (use of Diesel and LPG).







## 7. Environmental Protection

### Ozone layer

HELLENIC CABLES records and monitors the quantities of refrigerants, annually added to its systems, while it also uses substances that do not harm the ozone layer. Some refrigerants and fire suppressant liquids are characterized by a particularly negative impact on the ozone layer when released into the atmosphere. To address the effect of the ozone layer depleting, the Company implements a programme, under which, all fire extinguishers in its premises use dry powder and CO<sub>2</sub>.

During 2012, 1.846 kg dust with nitrogen propellant and 1.644 kg CO<sub>2</sub> with inert gas propellant were used to recharge fire extinguishers.

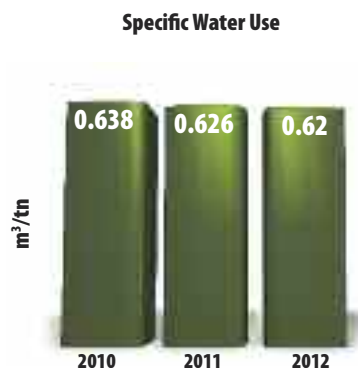
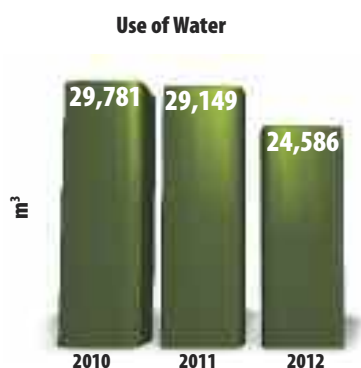
### 7.6 Water Supplies Management

Our Company ensures the efficient use of water supplies, restricting consumption to the minimum feasible level. The water used at the plants of Thiva and Livadeia, comes from licensed drilling, while the water used for the needs of the plants in Oinofyta and Thiva partly comes from Athens Water Supply and Sewerage Company (EYDAP SA) and Thiva's Water and Sewer Municipal Enterprise (DEYATH) respectively.



The significant efforts of HELLENIC CABLES to reduce water consumption have led to an improvement in the water use indicator and the specific water use indicator.

Water Consumption per Source (in m <sup>3</sup> )	2010	2011	2012
Licensed drilling	26,575	25,192	14,583
EYDAP/ DEYATH water supply networks	3,206	3,957	10,003
TOTAL	29,781	29,149	24,586



7.7 Waste Management

HELLENIC CABLES manages waste, resulting from its production process, in a responsible manner and in accordance with the requirements of Legislations and Regulations. Our Company’s plants in Thiva, Livadeia and Oinofyta use copper, aluminum, iron, PVC and PE as raw materials for production of cables. During production of cables, residues - particularly small solid fragments of cables - remain at the plants, are detached into main materials and are returned to recycling industries. In particular:

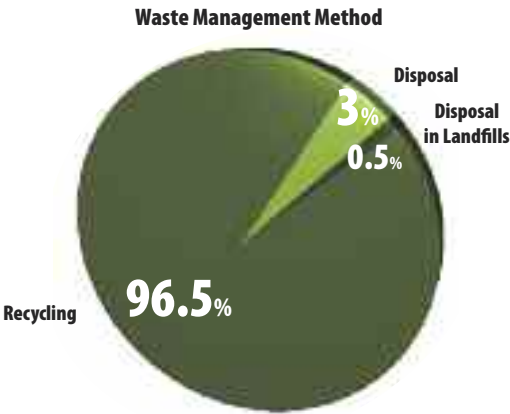
- PE is recycled, while the remaining part is made available to appropriately licensed waste managers that collaborate with the Company.
- Apart from the main materials, the Company recycles paper, plastic, timber, used tires, batteries, metal drums, and oil containing emulsions.

Waste	Way of Management	Quantity in kg		
		2010	2011	2012
Metals	Recycling	2,269,034*	2,029,168*	1,949,695
Paper - plastic - timber - tires	Recycling	933,776	1,108,547	1,753,352
Emulsions- oils	Energy generation *	116,410	116,930	110,110
Varnishes	Energy generation *	26,200	0	0
Coatings	Recycling	0	4,100	0
Slag	Disposal	0	13,920	4,740
Polluted absorbent materials	Energy generation *	0	3,320	1,920
Waste	Disposal to landfills	484,795	49,020	12,900
Total waste		3,830,215	3,325,005	3,832,717

\* Quantities of years 2010 and 2011 have been revised due to a change in the recording method.

During 2012, 96.5% of waste was recycled.

The companies for waste management (collection, transportation, recovery, disposal) that HELLENIC CABLES has chosen to cooperate with, have all the necessary licenses and follow management practices in accordance with the current legislation.





## 7. Environmental Protection



### 7.8 Transportations

For the transportation of products, raw and secondary materials of our Company, as well as the transportation of employees to the workplace, we use means of transportation that consume fossil fuels with consequent gas emissions.

HELLENIC CABLES goal, regarding the emissions arising from transportation of products and materials, is to opt for more environmentally friendly means of transportation. We see this objective as a challenge, since we operate in the areas not accessible by means that are environmentally friendlier (e.g., vessels, trains, etc.)

The impact arising from the transfer of employees is of particularly low significance, since approximately 90% of employees come from the local communities, and therefore, relatively few transportations are performed. In addition, the Company:

- provides employees with the option of corporate transportation means (buses etc.)
- uses teleconferencing facilities (video-conference) in order to minimize, where possible, travelling to customer premises. Moreover, teleconferencing is also used among the Company's executives working at different plants of the Company and administration areas.

In particular, indirect carbon dioxide emissions to the atmosphere, resulting from air travel of the Company's employees within 2012 amounted to 119,6 tn of CO<sub>2</sub>. Emissions' calculation has been performed based on the principles established by the Greenhouse Gas Protocol of the International Organisation World Resources Institute (WRI).





7.9 Compliance with Legal and Regulatory Requirements

HELLENIC CABLES fully complies with the effective national and European environmental legislation, alterations in which are continuously monitored. The Company’s main Principle is responsible operation, through adherence to the terms and conditions included in the Approval Decisions of the Environmental Conditions.

Internal environmental inspections in the plants are conducted at regular intervals, for the purposes of examining compliance with the laws and implementation of the Company’s environmental procedures and measures. The results of these environmental inspections are presented to the Company’s Management and, if deemed necessary, additional measures or actions are taken.

In 2012, no fine was imposed on the Company for environmental issues.

Targets for 2012		Outcome
Install a recirculation system at the quality control water tank to reduce waste by 25%.		Installation of recirculation system at the quality control water tank.
Provide training on environmental issues to 25% of employees.		See § 5.2 “Our people’s Development”



Targets for 2013

The recycling rate of the company waste shall remain at above 95%.

Installation of specialized equipment in production lines in order to further reduce the use of solvents in Livadeia plant.





## 8. Society



HELLENIC CABLES considers important the contribution to the society and undertakes a wide range of initiatives supported by both the Company's employees and management. Our objective is to share the success with our stakeholders and to promptly respond to their needs and expectations.



## 8.1 Our Social Contribution

HELLENIC CABLES is committed to the social contribution by making significant investments, developing human resources through education and employment programmes, contributing to reduction of deficits of insurance organizations and resulting in increased public revenue. In practice, our Social Contribution reflects the financial part of the added value generated by the Company for its stakeholders. Our efforts are aimed at equitable development of our stakeholders, which can be achieved not only through monetary interchanges but also through the created environmental and social value.

In 2012 Company's social contribution amounts to 403 million Euro, presenting an increase of 14.5% in comparison with 2011 and approximately of 53.6% in comparison with 2010.

We recognize that it is our obligation to contribute to the development of a sustainable society and to create added value for the local communities. HELLENIC CABLES supports local communities in respect of:

1. Local Employment
2. Local Economy
3. Social Actions and Volunteering

Social Contribution of HELLENIC CABLES (in million euro)	2010	2011	2012
Employee salaries (gross earnings)	14.2	14.2	13.0
Insurance Contributions ( including private insurance)	3.6	3.7	3.5
Other employee benefits	1	0.9	0.9
Compensations (dismissals / retirements)	0.39	0.67	0.3
Payments to capital providers	4.2	7.9	12.9
Taxes paid	1.9	4.6	1.5
Total investments	4	5.2	3.9
Payments to domestic suppliers (incl. VAT)	55.5	85.3	169.7
Payments to international suppliers	177.5	229.5	197.3
TOTAL	262.29	351.97	403

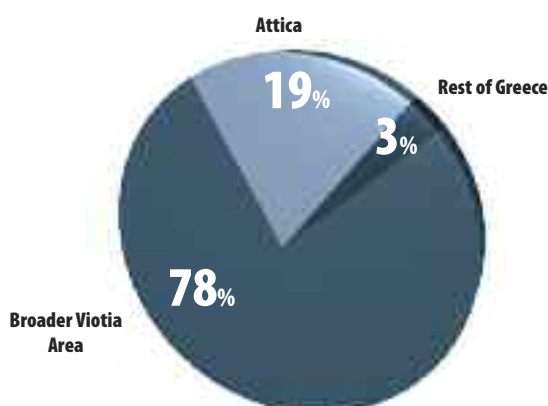




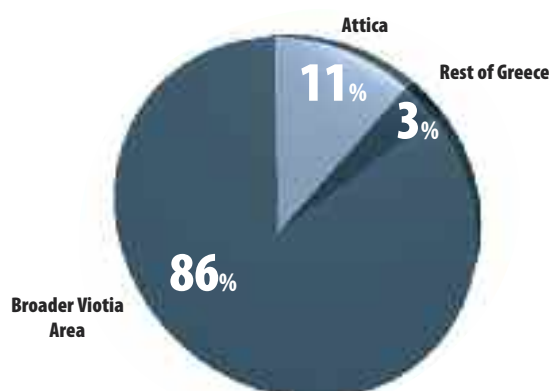
### 8.2 Supporting Local Employment

HELLENIC CABLES offers employment opportunities in order to support local communities. It should be noted that the Company employs a total of 403 individuals, where approx. 90% of the personnel originates from the local community.

**Distribution of Human Resources by Geographical Region of Origin**



**Distribution of Human Resources by Geographical Region of Employment**

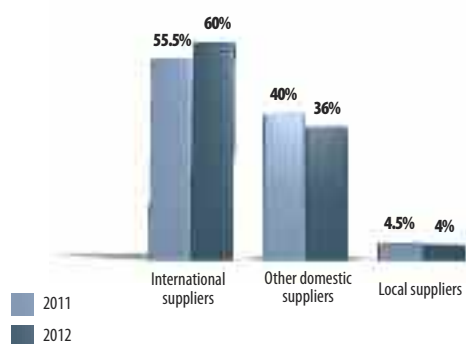


### 8.3 Supporting Local Economy

HELLENIC CABLES considers the procurement of products and services by local suppliers and contractors. However, due to the fact that the raw and secondary materials used, are mainly produced abroad, the majority of suppliers are international for 2012. It should be noticed that in 2012, the percentage of international suppliers used, decreased to 55.5% compared to 60% in 2011. Regarding domestic suppliers (suppliers operating in Greece) out of 44.5%, 4.5% includes local suppliers.

Following the decision, made in 2011, regarding the purchase of metal drums for cables packaging, HELLENIC CABLES purchased the necessary metal drums from a local supplier, who operates in Thiva (Viotia Prefecture) and managed to radically reduce its purchasing costs.

**Geographical Distribution of Suppliers**



8.4 Employees’ Voluntary Activities

Volunteering is an initiative developed by our Company’s employees in a personal, spontaneous, benefit-free manner and solely in terms of solidarity. Viewing volunteerism as a way of life, HELLENIC CABLES encourages its employees to participate in voluntary activities.

Blood Donation

Since 2009, HELLENIC CABLES maintains a Blood Bank to meet the needs of its employees and their families. In 2012, blood donation was organized in collaboration with the Hospital of Livadeia while two additional voluntary donations were carried out at the administration offices in Maroussi. We have already collected 101 units at Livadeia Hospital and 12 units at the Children's Hospital Agia Sophia in Athens.

Year	Participation of employees	Blood units collected
2010	84	84
2011	13	8
2012	42	9

Voluntary Donation Programme "Our Joint Contribution to Solidarity Society":

In December 2012, for a third consecutive year, our Company organized a voluntary donation programme under the title "Our Contribution for a Solidarity Society". We rely on the response and social awareness of our employees in order to collect the largest possible quantities of basic necessities to support families in need. In the context of this programme, our employees collected dry food, clothing, toys and books, which were delivered to the Bishopric of Thiva and Livadeia in order to be given to families in need.

ΠΡΟΓΡΑΜΜΑ  
ΕΘΕΛΟΝΤΙΚΗΣ ΠΡΟΣΦΟΡΑΣ

Συνεισφέρουμε όλοι μαζί  
για μία κοινωνία  
αλληλεγγύης

03 ΔΕΚΕΜΒΡΙΟΥ - 17 ΔΕΚΕΜΒΡΙΟΥ 2012

Χώρος συλλογισμών: Εργοστάσιο Θήβας,  
Εργοστάσιο Λιβαδειάς, Εργοστάσιο Οινόφυτων,  
Γραφεία Αμαρουσίου

Συμμετέχουμε:

• Ξηρά τροφή  
(π.χ. ρύζι, φακές, κονιάρες  
μακαρόνια, γάλα σε σκόνη)

• Είδη ένδυσης  
(υφαντά, ανδρικά, παιδικά)  
σε καλή κατάσταση  
(καμπί)

• Παιχνίδια  
σε καλή κατάσταση

• Βιβλία  
σε καλή κατάσταση

Το ελπί που θα συγκεντρωθούν θα δοθούν στην  
ΙΕΡΑ ΜΗΤΡΟΠΟΛΗ ΘΗΒΩΝ & ΛΕΒΑΔΕΙΑΣ για  
τη διασπορά και διανομή τους σε όλη την  
περιοχή και ιδιαιτέρως στις ευρύτερες περιοχές  
Βοιωτίας.

ΕΛΛΗΝΙΚΑ ΚΑΛΩΔΙΑ  
Ο.Μ.Ι.Α.Ο.Σ

Πληροφορίες: Μητρώο Παναγιώτης 607917, Ζητούμενο Ειρήνη 609637

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## 8. Society

### 8.5 Social Activities

At HELLENIC CABLES we undertake activities that arise from the discussions we have with our stakeholders in order to respond to their needs. In 2012, through sponsorships or donations, we supported the following bodies:

- Hellenic Management Association (EEDE).
- Athletic Club AO THIVAS to cover its needs.
- Livadeia BICYCLE FESTIVAL by donating wooden cable drums.
- NGO "Smile of the Child".
- LYREIO CHILDREN's FOUNDATION.
- Special Professional Education and Training Laboratory of Piraeus, by donating computers.
- Hellenic Association for Livadeia Rescue, by donating computers.
- NGO "Transparency International Greece " in organising a conference, focused on strengthening Greek institutions integrity.

#### Targets for 2012

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



#### Outcome

See § 8.4 "Blood Donation"



#### Targets for 2013

Collaboration with local bodies to provide counseling to young people on professional orientation.



## Corporate Responsibility Key Performance Indicators Table

HELLENIC CABLES key indicators regarding its financial, environmental and social performance for the last three years are presented below as follows:

<b>ECONOMIC GROWTH</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Turnover (Total Revenue) (in million euro)	257.6	326.66	363.5
Operating Profit (in million euro)	2.3	7.9	0.0
Net Profit / (Losses) (in million euro) – after taxes	(0.17)	1.1	(6.9)
Operating Cost (in million euro)	255.3	318.8	363.5
Payments to Capital Providers (in thousand euro)	4.8	7.9	12.9
Tax Payment (million euro) – Indirect (VAT) (in million euro)	1.3	4	1.0
Tax Payment (million euro) – Direct (in million euro)	0.6	0.6	0.5
Total Payments to Governmental Bodies (total of indirect and direct taxes paid) (in million euro)	1.9	4.6	1.5
Total Investments	4	5.2	3.9
<b>HUMAN RESOURCES</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Number of Employees	405	402	403
Men	376	374	374
Women	29	28	29
Withdrawals	29	29	32
Allocation of Human Resources per Geographical Area of Origin	36	26	33
Attica	82	44	44
Viotia	311	346	347
Other Regions	12	12	12
Allocation of Human Resources per Geographical Area of Employment			
Attica	82	44	44
Viotia	311	346	347
Other Regions	12	12	12
Number of Employees under Collective Labor Agreements	100%	100%	100%
Women / Total of Employees (%)	7.2%	7%	7.2%
Salaries and Employee Benefits (in million euro)	19.2	19.5	17.4
<b>MARKETPLACE</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Payments to Domestic Suppliers incl. VAT (in million euro)	55.5	85.3	169.7
Total Suppliers (number)	2,289	1,445	1,288
Foreign Suppliers	787	869	777
Local Suppliers	101	58	63
Other Domestic Suppliers	1,401	811	560
<b>ENVIRONMENT</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Total Energy Consumption (MWh)	37,152	38,156	34,738
Electric Energy (indirect energy consumption) (total) (MWh)	34,796	35,606	32,246
Thermal Energy (direct energy consumption) (total) (MWh)	2,356	2,550	2,492
LPG (m <sup>3</sup> )	74,480	47,956	68,787
Diesel (lt)	125,161	178,768	145,707
Liquid Nitrogen (kg)	691,495	820,970	876,070







## Corporate Responsibility Key Performance Indicators Table

Electric Energy (indirect energy consumption) per Plant			
Thiva Plant (MWh)	18,884	20,600	19,208
Livadeia Plant (MWh)	12,456	11,124	8,856
Oinofyta Plant (MWh)	3,456	3,882	4,182
Thermal Energy (direct energy consumption) per Plant			
Thiva Plant (MWh)	2,017	2,141	2,093
Livadeia Plant (KWh)	150,625	148,721	126,976
Oinofyta Plant (KWh)	188,108	259,844	271,563
<b>SOCIETY</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Employees' Locality (%)	76.8	78	78
Total Value of Social Product	262.29*	351.97*	403

\* The data in respect of 2010 and 2011 have been revised.

### Global Compact and GRI-G3.1 Linkage Table

The following table presents the linkage between the GRI-G3.1 indicators covered in the correspond to the Global Compact's 10 Principles.

Area	Global Compact Principles	GRI-G3.1 Indicators
<b>Human Rights</b>	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	EC5, LA4, LA6-9, LA13, LA14, HR1-11, S05, PR1, PR2, PR8
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	HR1-11, S05
<b>Labour</b>	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	LA4, LA5, HR1-3, HR5, S05
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	HR1-3, HR7, S05
	Principle 5: the effective abolition of child labour	HR1-3, HR6, S05
	Principle 6: the elimination of discrimination in respect of employment and occupation	EC7, LA2, LA13, LA14, LA15, HR1-4, S05
	Principle 7: Businesses should support a precautionary approach to environmental challenges	EC2, EN18, EN26, EN30, S05
<b>Environment</b>	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	EN1-30, S05, PR3, PR4
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	EN2, EN5-7, EN10, EN18, EN26, EN27, EN30, S05
	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	S02-6

GRI-G3.1 Indicators Application Level in the Report

In this Corporate Responsibility and Sustainable Development Report, ELVAL has met the requirements for a "B+" Application Level, according to the Global Reporting Initiative's G3.1 reporting guidelines. In order to increase the quality of accountability and transparency, HELLENIC CABLES assigned an external verification organisation to verify its Application Level. The external verification organisation's statement is presented below, after the GRI-G3.1. Indicators table.

✓

Report Application Level	C	C-	B	B+	A	A+
<b>Standard Disclosures</b>						
<b>GRI 1000: Materiality</b> Output	Report on: 1, 2 3, 5 - 3, 10 1, 3 - 3, 8, 1, 10 - 3, 12 4, 3 - 4, 4, 1, 10 - 4, 15		Report on all criteria listed here and Output 1, 2 1, 3, 3, 11 1, 2 - 4, 11, 4, 10 - 4, 12		Active as committed to Level B	
<b>GRI 1001: Management Approach &amp; Performance</b> Output	Not Required		Management Approach Disclosures for each indicator Category	Report Externally Assured	Management Approach & Disclosures for each indicator Category	Report Externally Assured
<b>GRI 1002: Performance Indicators &amp; Sector &amp; Industry Performance Indicators</b> 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, Security, Product Responsibility	Report Externally Assured	Report on each core GRI indicator for "Supplement" indicators with disclosure to the Materiality Principles where it reporting on the indicator(s) explaining the scope for its disclosure	Report Externally Assured
						<small>**Letter supplement in final section</small>

The photographs used for this Report are from shots taken by the photographer Spyros Charaktinos.



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



The linkage of the contents of the Corporate Responsibility and Sustainable Development Report 2012 of HELLENIC CABLES, regarding the indicators of GRI-G3.1 and in relation to the sections of the new standard ISO 26000 is presented below. Moreover, every indicator coverage has been highlighted according to the results of the self-assessment, carried out for the first time in this Corporate Responsibility and Sustainable Development Report 2012.

		ISO 26000	
Description	section	Notes / Section	
● 1.1 Chairman's statement	6.2	Message of the Chairman of the Board of Directors	
● 1.2 Description of key impacts, risks and opportunities	6.2	2. Corporate Responsibility / 3.2. Corporate Governance Framework at HELLENIC CABLES § Risk Management § Main Threats and Opportunities. Company's targets are presented in the end of every chapter	
● 2.1 Name of the Company	-	"HELLENIC CABLES S.A."	
● 2.2 Primary brands, products, and/or services	-	1.4 § Products 4.1 Products and Applications	
● 2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	6.2	1.1 HELLENIC CABLES Group of companies / 1.2 § Presentation of HELLENIC CABLES and subsidiaries / Regarding joint ventures – within 2012 the "Joint venture NEXANS – HELLENIC CABLES – FULGOR – PPC 2009" was terminated, due to the completion of its activities.	
● 2.4 Location of organization's headquarters	-	Mesogeion Av, 2-4, Tower Building B, Athens, 11527	
● 2.5 Countries where HELLENIC CABLES operate	-	1.1 The HELLENIC CABLES Group of companies / Greece, Romania / 4.7 Our Customers	
● 2.6 Nature of ownership and legal form	-	Societe Anonyme. 3.1. HELLENIC CABLES Financial Results	
● 2.7 Markets served	-	1.2. HELLENIC CABLES Company / 4.7 Our Customers	
● 2.8 Scale of HELLENIC CABLES	-	1.2 HELLENIC CABLES Company / 3.1. HELLENIC CABLES Financial Results / 4.1 Products and Applications / 5.1 Human Resources Facts & Figures	
● 2.9 Significant changes during the reporting period	-	General Information about the Report	
● 2.10 Awards received in the reporting period	-	1.6 HELLENIC CABLES Performance Recognition	
● 3.1 Reporting period	-	General Information about the Report	
● 3.2 Date of most recent previous report	-	General Information about the Report	
● 3.3 Reporting cycle	-	General Information about the Report	
● 3.4 Contact point	-	Feedback Form	
● 3.5 Process for defining report content	-	General Information about the Report / 2.5 Defining Our Material Issues	
● 3.6 Boundary of the report	-	General Information about the Report	
● 3.7 Specific limitations on the scope or boundary of the report	-	General Information about the Report	
● 3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	-	General Information about the Report	
● 3.9 Data measurement techniques and the bases of calculations	-	General Information about the Report / 6.4 Health and Safety Management System Performance / 7.4 Energy Consumption / 7.5 Emissions and Climate Change / 7.8 Transportations	
● 3.10 Explanation of the effect of any re-statements of information provided in earlier reports	-	General Information about the Report / 7.2 Raw Materials § Efficient use of raw materials / 7.5 Emissions and Climate Change / 7.7 Waste Management	
● 3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	-	General Information about the Report	
● 3.12 Table identifying the location of the Standard Disclosures in the report	-	GRI –G3.1 Indicators Table and Linkage with ISO 26000	
● 3.13 Policy and current practice with regard to seeking external assurance for the report	7.5.3	Independent External Verification Report	
● 4.1 Governance structure of the organization	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors, § Audit Committee	
● 4.2 Indicate whether the Chair of the highest governance body is also an executive officer	-	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors	
● 4.3 Number and gender of members of the highest governance body that are independent and/or non-executive members	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors	
● 4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors, § Communication with HELLENIC CABLES Shareholders and Employees / 5.3 Internal Communication /	

Description	ISO 26000 section	Notes / Section
● 4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives	6.2	6.1 HELLENIC CABLES Occupational Health and Safety Management System 3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors
● 4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Internal Auditing § Audit Committee § Avoiding Conflict of Interest
● 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	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors. Nomination Committee for BOD appointments has not been formed. HELLENIC CABLES provides equal opportunities to all BoD member candidates.
● 4.8 Internally developed statements of mission or values, codes of conduct, and values relevant to economic, environmental, and social performance	6.2	1.2 HELLENIC CABLES Company / 2. Corporate Responsibility / 3.2. Corporate Governance Framework at HELLENIC CABLES § Communication with Shareholders and Employees / 5. Our People / 5.1 Human Resources Facts & Figures / 5.2 Our people's Development / 5.3 Internal Communication / 5.4 Benefits to our People / 5.5 Equal Opportunities and respect for Human Rights / 6. Health and Safety in the workplace / 6.1 HELLENIC CABLES Occupational Health and Safety Management System / 7.1 Environmental Management System & Environmental Policy
● 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	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors § Internal Auditing, § Audit Committee, § Risk management, § Main Threats and Opportunities
● 4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Board of Directors
● 4.11 Explanation of whether and how the precautionary approach or value is addressed by the organization	6.2	3.2. Corporate Governance Framework at HELLENIC CABLES § Avoiding Conflict of Interest, § Risk Management, § Management of Transparency and Corruption issues / 6.3 Health and Safety Programs and Activities / 7.1 Environmental Management System & Environmental Policy
● 4.12 Externally developed economic, environmental, and social charters, values, or other initiatives to which the organization subscribes or endorses	6.2	2.2 Our Commitments / 3.2. Corporate Governance Framework at HELLENIC CABLES / 1.5 Membership of Associations and Organizations
● 4.13 Memberships in associations and/or national/international advocacy organizations	6.2	1.5 Membership of Associations and Organizations
● 4.14 List of stakeholder groups engaged by the HELLENIC CABLES	6.2	2.3 Identifying our Stakeholders
● 4.15 Basis for identification and selection of stakeholders with whom to engage	6.2	2.3 Identifying our Stakeholders
● 4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	6.2	2.4 Engaging our Stakeholders / 2.6 Creating Shared Value and our Response to Stakeholders' Needs
● 4.17 Key topics and concerns that have been raised through stakeholder engagement	6.2	2.4 Engaging our Stakeholders
<b>Performance Indicators</b>		
<b>Economic Performance Indicators</b>		
Disclosure on Management Approach	6.2, 6.8	3.1. HELLENIC CABLES Financial Results / 3.2 Corporate Governance Framework at HELLENIC CABLES / 4. Marketplace
● EC1 Direct economic value generated and distributed	6.8, 6.8.3, 6.8.7, 6.8.9	3.1. HELLENIC CABLES Financial Results
● EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change	6.5.5	3.2 Corporate Governance Framework at HELLENIC CABLES § Main Threats and Opportunities
● EC3 Coverage of the organization's defined benefit plan obligations	-	5.4 Benefits to our People
● EC4 Significant financial assistance received from government	-	3.1 HELLENIC CABLES Financial Results. Greek State has no capital and voting rights in HELLENIC CABLES.
● EC5 Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	6.3.7, 6.4.4, 6.8	The salary offered to HELLENIC CABLES employees – even for the new hires - is higher than that determined by the National General Collective Agreement.





## GRI-G3.1 Indicators Table and Linkage with ISO 26000

		ISO 26000	
Description		section	Notes / Section
● EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	6.6.6, 6.8, 6.8.5, 6.8.7	8.3 Supporting Local Economy
● EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	6.8, 6.8.5, 6.8.7	5.1 Human Resources Facts & Figures. It's the Company's common practice to hire collaborates coming from the local community than other candidates having similar qualifications but coming from other cities
● EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement	6.3.9, 6.8, 6.8.3, 6.8.4, 6.8.5, 6.8.6, 6.8.7, 6.8.9	2.3 Identifying our Stakeholders / 2.4 Engaging our Stakeholders / 2.5 Defining Our Material Issues / 2.6 Creating Shared Value and our Response to Stakeholders' Needs / 4.6 Research and New Technologies Development / 8.1 Our Social Contribution
● EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	6.3.9, 6.6.6, 6.6.7, 6.7.8, 6.8, 6.8.5, 6.8.6, 6.8.7, 6.8.9	2.3 Identifying our Stakeholders / 2.4 Engaging our Stakeholders / 2.5 Defining Our Material Issues / 2.6 Creating Shared Value and our Response to Stakeholders' Needs / 4.6 Research and New Technologies Development / 5.1 Human Resources Facts & Figures / 8.1 Our Social Contribution
<b>Environmental Performance Indicators</b>			
	Disclosure on Management Approach	6.2, 6.5	Introduction of the Chapter Environmental Protection / 7.1 Environmental Management System & Environmental Policy / 7.2 Raw Materials / 7.4 Energy Consumption / 7.5 Emissions and Climate Change / 7.6 Water Supplies Management / 7.7 Waste Management / 7.8 Transportations / 7.9 Compliance with Legal and Regulatory Requirements
● EN1	Materials used by weight or volume	6.5, 6.5.4	7.2 Raw Materials
● EN2	Percentage of materials used that are recycled input materials	6.5, 6.5.4	7.2 Raw Materials \$ Efficient use of raw materials
● EN3	Direct energy consumption by primary energy source	6.5, 6.5.4	7.4 Energy Consumption / Corporate Responsibility Key Performance Indicators Table
● EN4	Indirect energy consumption by primary source	6.5, 6.5.4	7.4 Energy Consumption
● EN5	Energy saved due to conservation and efficiency improvements	6.5, 6.5.4	No new energy conservation measures were implemented in 2012
● EN6	Initiatives to provide energy-efficient or renewable energy based products and services	6.5, 6.5.4	No initiatives were undertaken to provide energy-efficient or renewable energy based products and services
● EN7	Initiatives to reduce indirect energy consumptions and reductions achieved	6.5, 6.5.4	7.8 Transportations
● EN8	Total water withdrawal by source	6.5, 6.5.4	7.6 Water Supplies Management
● EN9	Water sources significantly affected by withdrawal of water	6.5, 6.5.4	The Company does not withdraw water bodies from a system recognized by environmental experts to be particularly sensitive due to its relative size, function, or they characterize its status as a rare, threatened, or endangered. Also, the Company does not withdraw water from a Ramsar-listed wetland or any other nationally or internationally proclaimed conservation area.
● EN10	Percentage and total volume of water recycled and reused	6.5, 6.5.4	This information cannot be provided through the current Company's environmental management system, though the Company is taking actions in order to record such data in the future.
● EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6.5, 6.5.6	The Company does not operate in or adjacent to protected areas or areas of high biodiversity value outside 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	6.5, 6.5.6	The Company does not operate in or adjacent to protected areas or areas of high biodiversity value outside protected areas.
● EN13	Habitats protected or restored	6.5, 6.5.6	No habitat restoration plan has been developed.
● EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	6.5, 6.5.6, 6.8.3	The Company does not operate in or adjacent to protected areas or areas of high biodiversity value outside 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	6.5, 6.5.6	The Company does not operate in or adjacent to protected areas or areas of high biodiversity value outside protected areas
● EN16	Total direct and indirect greenhouse gas emissions by weight	6.5, 6.5.5	7.5 Emissions and Climate Change / Corporate Responsibility Key Performance Indicators Table
● EN17	Other relevant indirect greenhouse gas emissions by weight	6.5, 6.5.5	7.8 Transportations
● EN18	Initiatives to reduce greenhouse gas emissions by weight	6.5, 6.5.5	7.8 Transportations
● EN19	Emissions of ozone-depleting substances by weight	6.5, 6.5.3	7.5 Emissions and Climate Change



ISO 26000		
Description	section	Notes / Section
● EN20 NOx, SOx, and other significant air emissions by type and weight	6.5, 6.5.3	7.5 Emissions and Climate Change
● EN21 Total water discharge by quality and destination.	6.5, 6.5.3	7.7 Waste Management
● EN22 Total weight of waste by type and disposal method	6.5, 6.5.3	7.7 Waste Management
● EN23 Total number and volume of significant spills	6.5, 6.5.3	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	6.5, 6.5.3	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	6.5, 6.5.3, 6.5.4, 6.5.6	The Company does not discharge water and has no runoff that affects water bodies and related habitats
● EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	6.5, 6.5.4, 6.6.6, 6.7.5	7.1 Environmental Management System & Environmental Policy / 7.8 Transportations
● EN27 Percentage of products sold and their packaging materials that are reclaimed by category	6.5, 6.5.3, 6.5.4, 6.7.5	7.2 Raw Materials § Use of raw and secondary materials
● EN28 Monetary value of significant fines and total number of non-monetary sanctions for non compliance with environmental laws and regulations	6.5	7.9 Compliance with Legal and Regulatory Requirements
● EN29 Significant environmental impacts of transporting products and other goods and materials	6.5, 6.5.4, 6.6.6	7.8 Transportations
● EN30 Total environmental protection expenditures and investments by type	6.5	7.1 Environmental Management System & Environmental Policy
<b>Labor Practices and Descent Work Performance Indicators</b>		
Disclosure on Management Approach	6.2, 6.4, 6.3.10	5.1 Human Resources Facts & Figures / 5.2 Our people's Development. 5.3 Internal Communication. 5.4 Benefits to our People. 5.5 Equal Opportunities and respect for Human Rights 6.1 HELLENIC CABLES Occupational Health and Safety Management System. 6.2 Investments in Health and Safety. 6.3 Health and Safety Programs and Activities. 6.4 Health and Safety Management System Performance.
● LA1 Total workforce by employment type, employment contract, and region, broken down by gender	6.4, 6.4.3	5.1 Human Resources Facts & Figures
● LA2 Total number and rate of new employee hires and employee turnover by age group, gender, and region	6.4, 6.4.3	5.1 Human Resources Facts & Figures
● LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees by significant locations of operations	6.4, 6.4.3, 6.4.4	5.5 Equal Opportunities and respect for Human Rights
● LA15 Return to work and retention rates after parental leave, by gender	6.4, 6.4.4	5.1 Human Resources Facts & Figures
● LA4 Percentage of employees covered by collective bargaining agreements	6.4, 6.4.3, 6.4.4, 6.4.5, 6.3.10	5.1 Human Resources Facts & Figures
● LA5 Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	6.4, 6.4.3, 6.4.4, 6.4.5	5.3 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	6.4, 6.4.6	6.1 HELLENIC CABLES Occupational Health and Safety Management System
● LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region and by gender	6.4, 6.4.6	6.4 Health and Safety Management System Performance
● LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	6.4, 6.4.6, 6.8, 6.8.3, 6.8.4, 6.8.8	5.4 Benefits to our People. There are no workers who are involved in occupational activities who have a high incidence or high risk of specific diseases
● LA9 Health and safety topics covered in formal agreements with trade unions	6.4, 6.4.6	5.1 Human Resources Facts & Figures. 5.2 Our people's Development. 6.1 HELLENIC CABLES Occupational Health and Safety Management System 6.3 Health and Safety Programs and Activities. The Company includes all the Health and Safety topics foreseen by the institutional framework in its employees' labour contracts.
● LA10 Average hours of training per year per employee by gender, and by employee category	6.4, 6.4.7	5.2 § Human Resources Training
● LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	6.4, 6.4.7, 6.8.5	5.2 § Human Resources Training / 5.4 Benefits to our People. The company does not provide programs for assisting employees in managing career ending.



ISO 26000		
Description	section	Notes / Section
● LA12 Percentage of employees receiving regular performance and career development reviews, by gender	6.4, 6.4.7	5.2 § Human Resources Performance Appraisal
● 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	6.3.7, 6.3.10, 6.4, 6.4.3	3.2 Corporate Governance Framework at HELLENIC CABLES § Board of Directors § Audit Committee / 5.1 Human Resources Facts & Figures
● LA14 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	6.3.7, 6.3.10, 6.4, 6.4.3, 6.4.4	5.5 Equal Opportunities and respect for Human Rights
<b>Human Rights Performance Indicators</b>		
Disclosure on Management Approach	6.2, 6.3, 6.3.3, 6.3.4, 6.3.6, 6.6.6	5.5 Equal Opportunities and respect for Human Rights
● 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	6.3, 6.3.3, 6.3.5, 6.6.6	The Company selects its collaborates based on strict criteria, which, however do not include specific provisions on human rights in concluded agreements and contracts. Respect for human rights is protected by national and international legislation, and as a consequence, Company's concluded agreements and contracts come under this legislative framework
● HR2 Percentage of significant suppliers contractors, and other business partners that have undergone human rights screening, and actions taken	6.3, 6.3.3, 6.3.5, 6.4.3, 6.6.6	4.8 Our Suppliers
● 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	6.3, 6.3.5	5.5 Equal Opportunities and respect for Human Rights
● HR4 Total number of incidents of discrimination and corrective actions taken	6.3, 6.3.6, 6.3.7, 6.3.10, 6.4.3	5.5 Equal Opportunities and respect for Human Rights
● 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	6.3, 6.3.3, 6.3.4, 6.3.5, 6.3.8, 6.3.10, 6.4.3, 6.4.5	In 2012, the Company did not identify suppliers' cases where the right to exercise freedom of association and collective bargaining may be violated or at significant risk. Therefore, no actions to support suppliers for this issue has been taken.
● HR6 Child labor	6.3, 6.3.3, 6.3.4, 6.3.5, 6.3.7, 6.3.10, 6.6.6	5.5 Equal Opportunities and respect for Human Rights / 4.8 Our suppliers
● HR7 Forced and compulsory labor	6.3, 6.3.3, 6.3.4, 6.3.5, 6.3.7, 6.3.10, 6.6.6	5.5 Equal Opportunities and respect for Human Rights / 4.8 Our Suppliers
● HR8 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	6.3, 6.3.5, 6.4.3, 6.6.6	5.5 Equal Opportunities and respect for Human Rights
● HR9 Total number of incidents of violations involving rights of indigenous people	6.3, 6.3.6, 6.3.7, 6.3.8, 6.6.7	5.5 Equal Opportunities and respect for Human Rights
● HR10 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	6.3, 6.3.3, 6.3.4, 6.3.5	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	6.3, 6.3.6	5.5 Equal Opportunities and respect for Human Rights. Moreover, the Company assessed that there is no risk of human rights abuses in its operations and therefore, it is deemed unnecessary to create a relative formal grievance mechanism.
<b>Society Performance Indicators</b>		
Disclosure on Management Approach	6.2, 6.6, 6.8	1.5 Membership of Associations and Organizations / 3.2 Corporate Governance Framework at HELLENIC CABLES / 7.1 Environmental Management System & Environmental Policy / 7.7 Waste Management / 8.2 Supporting Local Employment / 8.3 Supporting Local Economy / 8.4 Employees' Voluntary Activities / 8.5 Social Activities

ISO 26000		
Description	section	Notes / Section
● S01 Percentage of operations with implemented local community engagement, impact assessments, and development programs	6.3.9, 6.8, 6.8.3, 6.8.9	8.2 Supporting Local Employment / 8.3 Supporting Local Economy / 8.4 Employees' Voluntary Activities / 8.5 Social Activities
● S09 Operations with significant potential or actual negative impacts on local communities	6.3.9, 6.5.3, 6.5.6, 6.8	The Company assesses that there are no potential or actual negative impacts on local communities as a result of the Company's operations.
● S10 Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	6.3.9, 6.5.3, 6.5.6, 6.8	7.1 Environmental Management System & Environmental Policy / 7.7 Waste Management
● S02 Percentage and total number of business units analyzed for risks related to corruption	6.6, 6.6.3	3.2 Corporate Governance Framework at HELLENIC CABLES § Internal Auditing § Transparency and Corruption. No incident of corruption has been presented
● S03 Percentage of employees trained in organization's anti-corruption policies and procedures	6.6, 6.6.3	No relative training has been organized in 2012.
● S04 Actions taken in response to incidents of corruption	6.6, 6.6.3	No incident of corruption or relative legal case has been presented.
● S05 Public policy positions and participation in public policy development and lobbying	6.6, 6.6.4, 6.8.3	1.5 Membership of Associations and Organizations
● S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	6.6, 6.6.4, 6.8.3	The Company does not provide any financial or in-kind support to politicians and/or political parties.
● S07 Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes	6.6, 6.6.5, 6.6.7	There were no such legal actions in 2012
● S08 Monetary value of significant fines and total number of non-monetary sanctions for non compliance with laws and regulations	6.6, 6.6.3, 6.6.7, 6.8.7	There were no incidents of non-compliance with laws and regulations or any relative fines in 2012
<b>Product Responsibility Performance Indicators</b>		
Disclosure on Management Approach	6.2, 6.6, 6.7	Introduction of the Marketplace Chapter / 4.1 Products and Applications / 4.2 Production Procedure / 4.3 Our Products' Quality / 4.4 Responsible Disclosure and Communication / 4.5 Caring for Health & Safety within the Product's Life Cycle / 4.6 Research and New Technologies Development / 4.7 Our Customers
● PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement	6.3.9, 6.6.6, 6.7, 6.7.4, 6.7.5	4.5 Caring for Health & Safety within the Product's Life Cycle
● 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	6.3.9, 6.6.6, 6.7, 6.7.4, 6.7.5	There were no relative incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services
● PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	6.7, 6.7.3, 6.7.4, 6.7.5, 6.7.6, 6.7.9	4.1 Products and Applications / 4.3 Our Products' Quality / 4.6 Research and New Technologies Development
● PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	6.7, 6.7.3, 6.7.4, 6.7.5, 6.7.6, 6.7.9	There were no relative incidents of non-compliance
● PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	6.7, 6.7.4, 6.7.5, 6.7.6, 6.7.8, 6.7.9	4.7 Our Customers
● PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	6.7, 6.7.3, 6.7.6, 6.7.9	4.4 Responsible Disclosure and 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	6.7, 6.7.3, 6.7.6, 6.7.9	There were no relative incidents of non-compliance
● PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	6.7, 6.7.7	There were no relative complaints
● PR9 Monetary value of significant fines for non compliance with laws and regulations concerning the provision and use of products and services	6.7, 6.7.6	The Company fully complies with laws and regulations concerning the provision and use of products and services hence there were no administrative or judicial sanctions levied against the organization for failure to comply with these laws or regulations.

● Fully Covered

● Partially Covered

● Not Covered





To: Management of HELLENIC CABLES S.A.

## 1. Independent Verification Report

The company HELLENIC CABLES S.A. (hereafter HELLENIC CABLES) has commissioned TÜV HELLAS S.A. to ensure the Corporate Social Responsibility 2012 of HELLENIC CABLES for the year that ended on December 31, 2012.

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

Scope of the assurance project is the provision of a limited level of assurance of the accuracy of the claims mentioned in the sections "Occupational Health & Safety" and "Environmental" (corporate report section 6 "Health and Safety" and section 7 "Environment").

## 3. Conclusions of TÜV HELLAS

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

- No misstatement of assertions and statements contained in Chapters "Occupational Health & Safety" and "Environmental" (corporate report section 6 "Health and Safety" and section 7 "Environment") have come to the attention of TÜV HELLAS.
- No errors in data collection at HELLENIC CABLES nor in transferring data in the Corporate Social Responsibility Report, which may materially affect the claims as presented in the "Occupational Health & Safety" and "Environmental", have come to the attention of TÜV HELLAS.

## 4. The basic steps for the Verification

In order to arrive at the above conclusions, TÜV HELLAS followed the below mentioned procedures:

- The procedures followed by HELLENIC CABLES in order to identify and define important issues to be included in the chapters "Occupational Health & Safety" and "Environmental" (corporate report section 6 "Health and Safety" and section 7 "Environment").
- Random key structures, systems, procedures and controls related to the collection, verification and presentation of data in the chapters "Occupational Health & Safety" and "Environmental" of the Corporate Social Responsibility Report were reviewed.
- Selected executive personnel of HELLENIC CABLES who have functional responsibility in Corporate Social Responsibility matters were interviewed in order to understand the administrative structure of managing matters of Health and Safety and Environment as part of the Corporate Social Responsibility.
- The contents of the chapters "Occupational Health & Safety" and "Environmental", were reviewed in comparison to the findings of the above steps, and improvements in the Corporate Social Responsibility Report were recommended where deemed necessary.

## 5. Limitations of the Review

- The range of the review was limited to the activities of HELLENIC CABLES in Greece. More specifically, the examined data were referred to the plants of Thiva, Inofita and Livadia.
- In case of any discrepancy in the translation between Greek and English version of Corporate Social Responsibility, the Greek version shall prevail.
- The review is not aimed at ensuring the adequacy of the circumscribed policies or the effectiveness of the operation of the circumscribed measures, but is limited to the information provided in the chapter "Occupational Health & Safety" and "Environmental" (corporate report section 6 "Health and Safety" and section 7 "Environment").

## 6. Verification Standard and Evaluation Criteria

The review for the Corporate Social Responsibility Report 2012, for the year that ended on December 31, 2012 was conducted by verifiers in accordance to TÜV HELLAS's Corporate Social Responsibility Certification Protocol, based on the GRI-G3.1 guidelines.

The assessment of the claims and data of the chapters "Occupational Health & Safety" and "Environmental" (corporate report section 6 "Health and Safety" and section 7 "Environment"), was based on the following criteria:

- Completeness: with regard to the data of the Chapters "Occupational Health & Safety" and "Environmental", as defined by the limits and the period of the Corporate Social Responsibility Report.
- Accuracy: regarding the allegations with regard to the data of the Chapters "Occupational Health & Safety" and "Environmental", for the sustainability performance of HELLENIC CABLES in 2012 and the collection and transfer of data in the corresponding chapters.

## 7. Responsibilities and Functions

The Team for Corporate Social Responsibility of HELLENIC CABLES carried out the Corporate Social Responsibility and Sustainable Development Report that is addressed to the interested parties, thus, is responsible for the information and statements contained therein.

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

## 8. Impartiality and Independence of the verification team

TÜV HELLAS states its impartiality and independence in relation to the project of assuring the Corporate Social Responsibility Report of HELLENIC CABLES. TÜV HELLAS had not undertaken work with HELLENIC CABLES and did not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions or recommendations. TÜV HELLAS was not involved in the preparation of the text and data presented in the Corporate Social Responsibility Report.

For TÜV HELLAS

N. Paparoupas  
CSR Product Manager



Athens, 25/5/2013

S. Peltekis  
General Manager





The certification body TÜV HELLAS, has been assigned by the management of HELLENIC CABLES S.A., to conduct the Level Check, according to the GRI G3.1 Guidelines Sustainability Reporting, referring to the Corporate Social Responsibility Report of HELLENIC CABLES S.A. for 2012.



The Level Check was conducted based on the corresponding correlation table of GRI Indicators stated by HELLENIC CABLES S.A. in its Corporate Social Responsibility Report, in order to confirm the company's compliance to the requirements of the GRI G3.1 for B (+) Level\*.

The Level Check conducted, does not represent TÜV HELLAS opinion related to the quality of Corporate Social Responsibility Report and its contents.

The Level Check conducted by TÜV HELLAS, according to the Guidelines of the GRI's Sustainability Reporting, verifies the compliance of the HELLENIC CABLES S.A.

Corporate Social Responsibility Report for 2012 to the requirements of the GRI's G3.1 for B (+) Level.

\*The (+) on the Level Check, refers to the external assurance of the Chapters "Occupational Health & Safety" and "Environment", conducted by TÜV HELLAS.



For TÜV HELLAS

N. Paparoupas  
CSR Product Manager

Athens, 25/5/2013

S. Peltekis  
General Director

# Feedback Form

Upon completion of the Feedback Form regarding the Report, you can disclose your impressions about HELLENIC CABLES Corporate Responsibility and Sustainable Development Report 2012 and actively contribute to our efforts to improve our performance in the areas of corporate responsibility. The data to be obtained upon completion of the Form will be used solely for internal assessment purposes, performed by HELLENIC CABLES Corporate Responsibility Team.

**Which group of HELLENIC CABLES stakeholders do you belong to?**

**What is the type of your engagement/relation with HELLENIC CABLES?**

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

**What is your overall impression as well as your impression per Section of the 2012 HELLENIC CABLES Corporate Responsibility and Sustainable Development Report 2012?**

SECTIONS OF THE REPORT	Excellent	Very Good	Average	Needs Improvement
Company Profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Development and Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and Safety in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall presentation of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Regarding the issues, presented in HELLENIC CABLES Corporate Responsibility Report 2012:**

- To what extent do you believe that this Report address the most significant-material issues regarding the Company's activities?  
☐ Excellent                      ☐ Good                      ☐ Moderate                      ☐ Poor
- To what extent do you believe that the information included in 2012 Corporate Responsibility Report is comparable to the information presented in prior Corporate Responsibility Reports?  
☐ Excellent                      ☐ Good                      ☐ Moderate                      ☐ Poor
- How would you rate the balance between the Chapters in respect of their content?  
☐ Excellent                      ☐ Good                      ☐ Moderate                      ☐ Poor
- How would you characterize the Report's wording?  
☐ Excellent                      ☐ Good                      ☐ Moderate                      ☐ Poor
- How would you asses the graphical outline of the Report?  
☐ Excellent                      ☐ Good                      ☐ Moderate                      ☐ Poor
- How easily were you able to find the information you desired?  
☐ Very easily                      ☐ Quite easily                      ☐ Relatively easily                      ☐ Not at all easily

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

☐ Yes ☐ No ☐ Needs improvement

**In respect of 2011 Corporate Responsibility Report, the overall opinion you have formed on HELLENIC CABLES Corporate Responsibility and Sustainable Development Report 2012 is:**

☐ Better ☐ Same ☐ Worse ☐ Don't know

**Based on Corporate Responsibility and Sustainable Development Report 2012, how would you rate HELLENIC CABLES as a Responsible Company?**

☐ Excellent ☐ Very good ☐ Moderate ☐ Needs Improvement

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

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

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

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**Personal Information (optional):**

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

Company / Organisation: \_\_\_\_\_ Address: \_\_\_\_\_

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

**Please return this form to:**

HELLENIC CABLES S.A.

Georgios Georgallis,

SCR Responsible

Amaroussiou-Chalandriou 33, GR 15125 Greece

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

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

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

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