



Dear Colleagues, Friends and Associates,

Summer is past and we have all come back more relaxed and renewed after holidays.

Faithful to our appointment, we prepared for you the 14th edition for your autumn companionship, which is full of interesting articles like voluntary activities, participation at the Environment Festival, Recycling and also articles from colleagues.

In every issue, "DOMISI" editing team aims at offering you something special and more interesting than the last one.

Have a nice Autumn!
Communication Department

Did you know that ...

"In two years China produced more cement than the United States in the 20th century. China is the largest cement producer in the world. It produces and consumes approximately 60% of cement available in the world."

OUR VISION

"Our vision is to be a successful company with Respect and Social contribution as our key principles"

At a glance...



We became children thanks to the Environment Festival Page. 5



"Our Life is like a Bicycle" Page. 4



We support "Cans for Kids" campaign Page. 3



And the Award goes to the team ... Page 7

- ▲ Voluntary blood donation
- ▲ School supplies for all children
- ▲ Recycling
- ▲ Training seminars
- ▲ Interview of the student Federica Donega

- ▲ **In the colleague's corner we will see...**
an article by Mr. Markos Toumbas and an interview of Mr. Andreas Christofis

VOLUNTEERISM = UNSELFISH CONTRIBUTION



"Give Life ...it's in your Blood"

Discover how easily you can save a Life by becoming a volunteer blood donor.

In the aftermath of the corporate blood donation event, held on July 28, 2016, we would like to thank once again our employees for their participation, contributing significantly to supporting the medical centers on our island in order to cover big needs in blood banks.

Our target is to increase the number of volunteer blood donors year by year.



"School supplies for all children"

We contributed this year also to the campaign in support of destitute pupils on our island; this campaign was organized by the Volunteerism Commissioner's Office and Non-Governmental Organizations and the Body of Volunteers with the motto "school supplies for all children".

With our employees' assistance, we collected a non negligible quantity of school supplies (cloths and stationery), that we delivered on September 5 to the Body of Volunteers office wishing that all children will start their school year fully supplied with all necessary goods.

We would like to warmly thank the Body of Volunteers for giving us the opportunity to contribute to this effort as well as our employees for contributing to this cause.



ADVICE...

In recycling, we make sure not to place other materials other than cans such as tins, straws, papers or other kinds of waste.

We support "Cans for Kids" campaign

On September 13, in the afternoon, the Company's volunteers wearing gloves and blouses of their teams, supported once more the work of the Cyprus Humanitarian Association for Children "Cans for Kids". Through team work, they managed to bring under control a big heap of cans, sorting them into iron and aluminum cans.

After the sorting, cans were compressed into heaps and will be promoted abroad for sale. Sales revenue will be offered to Makarios Hospital to upgrade the pediatric unit's medical equipment.



"Our Life is like a Bicycle"

On Health and Wellness...



A bicycle may become the stimulus for starting daily exercise. If you happen to be one of those who promise themselves, once the summer finishes, to start going to the gym or doing another sport, then biking could turn out being your ally to the fight against putting off projects. The positive thing is that very few people have never learned how to ride a bicycle; so, it does not take any special talent or great deal of effort; moreover, it is usually associated with carefree memories from our childhood.

The advantages of riding a bicycle:

- ◆ It is good for the heart, the lungs, the vessels and muscles.
- ◆ It helps to control stress, reduce blood pressure, regulate sugar levels, lose weight and fat.
- ◆ Aerobic exercise.
- ◆ Everybody can do it (there is no limit of age or weight).
- ◆ It strengthens many muscle groups in the body, legs, arms, abdominal and waist.
- ◆ It empowers our skeleton.
- ◆ It activates low back spinal muscles which are hard to exercise otherwise.
- ◆ With one hour biking, you burn approximately 300 calories.



This is probably what our colleagues thought, being amateurs of riding a bicycle and created our Company's Bike Team. Some of them attempted even to replace the car use in the Company. If you happen to be hesitant fearing that most of our roads in Cyprus are not suitable for biking, keep in mind that you don't need to begin by going to great lengths. **We could simply make our Lives** like riding a bicycle and participate in our company's Biking tours.

10th Environment & Culture Festival

Human table football, snake game, riding a three-wheeled bike, fairy tale heroes and many others awaited visitors to the **10th Environment & Culture Festival on September 18, 2016** in the Municipal Garden. Vassiliko Cement Works was the main sponsor this year also, in the context of its Corporate Social Responsibility policy and its campaign for environmental protection.

Organized by:
ASTRA 92,8 Radio station
in cooperation with the
Commissioner for the
Environment and the
Municipality of Nicosia
Main Sponsor
VASSILIKO CEMENT WORKS



Vassiliko snake game awaited our young friends to offer entertainment



Playing the "Human table football"

Drawing the ideal environment

continued



Our presence in the all-day festival was supported by the participation of our volunteer employees who welcomed visitors giving information on the Company's environment projects, while at the same time visitors had the opportunity to plant their own pot with basil.

In the festival's premise games were placed to entertain both children and adults; such games were "human table football" made up of company's employees and the very well known "snake game" full of messages on **"Environment and Safety"**.





TEAM ACTIVITIES

VASSILIKO FOOTBALL TOURNAMENT

Corporate football games proved that the favorite sport is the king of sports offering thrill, keeping the interest of athletes and spectators unabated. This year's final competition was fixed on Friday, 17/06/2016 in Mathikoloni village at 7:00 in the afternoon.

"Fair play means to have been trained to play fair, play clear, be stable, beware of temptations, show respect for the entire athletic procedure, respect for sports fans and the environment."

Best goalkeeper:
Votsis X" Dionysiou



1st Winner: «Falcons»



3rd Winner: «Pegasus»



3rd Winner : «Lions»



The best Chefs



1st scorer: Vasos Vasou

And something you may not possibly know

« The timer teaches meritocracy, the umpire's whistle teaches trust and sports regulations teach our limits in society ».

We continue with Beach Volley....



4 teams, one prize, one net, 2 balls, sand, sea view and good mood. This is what it takes for a Vassiliko Beach Volley game.

Objective: To win the prize and have fun.

Location: Maroni Limanaki Beach

For a second year we gathered all together for the **2nd Vassiliko Beach Volley on Friday, September 09, 2016**. "Eagles" won the finals for a 2nd consecutive year receiving the prize, after a hard game with "Pegasus". "Hawks" and "Lions" ranked 3rd and 4th respectively. Everybody enjoyed a pleasant evening with colleagues, good food, drinks, anticipation, game and good company.



Recycling: The key principle of environmental policy

By our colleague
Elena Kokkinou,
Sustainable
Development
department



With pleasure I seize the opportunity given to me by the editing team of our company's magazine, to elaborate on a subject considered the basic principle of environmental policy; this is "Recycling".

What is required for rewarding recycling is the application of the term "Sorting at Source", i.e. separating the various categories of waste at their production sites. The purpose of this action is to treat and transport recycling materials more easily; savings of resources are also achieved from this treatment process compared to mixed materials being transported to sorting sites.

In a big and heavy industry, such as Vassiliko Cement Works a big bulk of variable waste is produced daily being temporarily stored in suitable sites per category until they are driven for further treatment. Some of it, whenever feasible, is recycled internally while the remaining waste is transferred to licensed facilities for the corresponding treatment. Internal recycling is used for most of waste streams (e.g. filter bags, bands, pruning) which can be sliced into pieces and mixed in order to generate the alternative fuel (RDF) being supplied in the production line. Moreover, the water resulting from plant waste water treatment, such as cooling tower evacuation waters and urban waste waters are used for green spaces irrigation.

The plant waste that cannot be internally recycled (e.g. metal-containing waste, waste oils for machinery, liquid drainers in fuel tanks) are transferred according to their category to the appropriate facility for recycling. As regards packaging waste management (e.g. ink cartridges and toners as well as household appliances), we are cooperating with a licensed company for their treatment. In the plant's internal areas, PMD materials recycling bins were installed where plastic, metallic packaging and cartons are placed; and also PAPER bins for disposal of office paper, magazines, and cartons.

Once the internal bins are full, they are transferred to external bins of larger capacity and are then collected by the managing company. Other types of waste not involving packages, such as household batteries, fluorescent lamps and electronic equipment are transferred to licensed administrators.

The Sustainable Development Departments' short term objective is to install feedback systems in the production line of all types of soil collected from materials leakage. It also aims at separate collection of the organic residue of household waste for recycling.

The uncontrolled use of waste and their disposal to the environment as well as the adverse impact on the planet drove societies to instituting Recycling, paving the way for the treatment of the already used materials and the recovery of new products.

For the waste sorting system to function effectively in the plant, it is necessary to raise awareness among the personnel, to develop and maintain a culture of continuing participation in recycling and to establish it as a way of life for every citizen.

The arising benefits can be multiple. First of all, the volume of waste ending up to landfill sites for residues disposal shrinks and therefore environmental pollution is mitigated. Moreover, due to materials sorting, carried out inside the plant in the first stage, the economic encumbrance on the company for materials management will be sensibly reduced. Saving of resources is achieved in mining-treatment of raw materials and energy consumption.



SEMINARS & TRAININGS



During the last 3 months, intra-company seminars/briefings have taken place related to the Environment, Quality Servicing, Safety and other Technical seminars **Further below there's a detailed reference based on the theme and objective of each one separately:**

«Renewable Energy Sources - WHERE ARE WE HEADING AT? » in cooperation with the Cypriot Environment Protection Foundation "Terra Cypria". The aim of the lecture was to inform and raise awareness on renewable energy sources and the way society and humans in general can benefit from them. **[35 persons participated]**

«Practical lessons on Pollution Management », in cooperation with the Environmental Protection Engineering S.A. The target was the acquisition of knowledge by the personnel so that they will be able to take the first necessary and critical measures and actions to effectively avoid, mitigate and ward off pollution, minimizing its impact. **[14 persons participated]**

«Theoretical training on Maintenance/procedure and operation of cement, raw meal and coal mills» The aim was the operation personnel to get familiarized

with the maintenance operations and the maintenance personnel with vertical cement mills operation, with main goal the optimal and more integrated cooperation between maintenance and production. This will yield positive results on the plant's vertical mills performance indicators. **[19 persons participated]**

«Reviewed Lock out/ Tag out (LOTO) procedure for machinery ». The aim was to promptly inform on the new Revised Lock out/Tag out Procedure of machinery the following departments' personnel: Mechanical maintenance, Electrical engineering, Quarry, Crusher, Bagging and Loadings and Production. The training was performed by the company's Safety Department operators, Ms. Maria Evdokimou and Mr. Stavros Panagiotou. **[69 persons participated]**

«Development of Quality Servicing Skills» in cooperation with the training organization interFRONTIERS interKNOWLEDGE. The program's objective was to help participants to learn how to effectively approach/service customers/associates, to learn to give solutions beyond customers' expectations and to obtain self-motivation skills in order to be able to maintain high servicing levels. **[50 persons participated]**

COLLEAGUE'S CORNER



MARKOS TOUMBAS

«How easy is it for someone to handle personal disputes and conflicts in his/her own working environment»

Our colleague Markos Toumbas, Training Responsible in our company, shared with us some of the knowledge he had acquired through articles and seminars on the subject of "**Management of personal disputes and conflicts at work place**", which he considers useful both for our daily work and our life at home.

We are all aware that within organizations, personal disputes and conflicts are unavoidable; the reason is that people try to cooperate but do not always reach an agreement as they are all different from each other.

It is very important to try to limit the number of disputes or conflicts, to minimize tension when raising an objection, to prevent the irrecoverable damage possibly incurred on persons or on the organization and, wherever possible, to turn our personal disputes and conflicts into a benefit.

Let's start with the ways to handle personal disputes and conflicts through simple pieces of advice:

- ◆ We promote cooperation and trust between the members of our team
- ◆ We realize the big benefit of team work
- ◆ We make decisions affecting the work of others, after consulting them first
- ◆ We avoid making criticism on the work of others and we indicate practical ways of improvement
- ◆ We do not encourage the setting up of clans and exclusive groups
- ◆ We reward those who help and support each other
- ◆ We avoid backstabbing
- ◆ We discuss with others how they feel and we do not act on the basis of assumptions
- ◆ We avoid attaching labels. Therefore, we encourage assuming share of responsibility, without disqualifying people's value.

So what shall we do when we find ourselves involved in a conflict that has just started?

- ✓ **We take a deep breath** and we decide whether it is worth to escalate the tension or not.
- ✓ **We stop and ask ourselves** whether it is more important to be the winners of this dispute or to lose a colleague's trust in us, his/her alienation and bitterness.
- ✓ **We keep cool** without yelling to each other as it does not lead anywhere. We temporarily withdraw and we come back in a more suitable moment, focusing the discussion on a more personal level.
- ✓ **We are assertive;** in other words we do not intend to follow the behavior of a colleague if we disagree, clarifying though the correct way of our in-between communication. We do not allow the conflict to escalate and we do not inform other colleagues about our dispute.

◆ Once we calm down, **we express our opinion listening at the same time to our colleague's view.** We are working on the issue to be dealt not on the person. We ask our interlocutor how he/she believes the problem should be solved.

◆ **Keep in mind that we cannot get back anything we have said or done.** We avoid short term bad communication. Minor misunderstanding may drive to long term hostilities.

◆ **We apologize.** This simple acknowledgment erases the stressful climate and proves that we have assumed our share of responsibility. We keep control.

◆ **We end up to an agreement** which should constitute a joint vision for the future. This is a pledge not only to overcome a dispute but also it is a way to approach future disputes.

The secret:

The only sure way to win a battle is to avoid it-and the only sure way to prolong it is to desire having the last word.

SHORT CV

Name:
Andreas Christofi

Date of birth
24/10/1956

Favorite hobby:
**watching football,
being occupied with
the house, the garden,
cooking**

Sign: **Scorpio**

Favorite destination
Italy and Greece



First employed in **1977** by the Hellenic Mining Company; he then went off for studies and came back in **1981** when he was employed in Vassiliko Cement Works. He has been with us ever since then offering his services showing the same enthusiasm and dedication, as GSM.net Administrator & Assistant Programmer in the Mechanical Maintenance department.

Our colleague Andreas Christofi Savvas or "Mosfilis", as he is known by most of his colleagues due to his origin, takes us back in time.

• **Mr Andreas the say is yours:**

First of all I would like to thank you for giving me the opportunity to talk about my experience in the company and to mention how important it is for young employees to get to know the senior ones through these interviews and articles.

As you mentioned in your introduction, I joined the company in 1977, after completing my military service. I found a job posting for employment in the Hellenic Mining Company for the fertilizers plant construction project and Vassiliko port while upgrading works were also taking place in Vassiliko cement plant. **Back then, my job was in Raw Meal Mill installation of the 3rd unit and I later on I was transferred at the Hellenic Mining designing room, where I was carrying out various designs.** There, I met my friends and colleagues Achilleas Konstantinou, mechanical engineer designer, and Anthimos Nestoros, a surveyor; this is how I joined the mechanical engineering team.

In the end of 1978 I go off to studies and I come back in 1981 when I was employed in Vassiliko Cement Works in a period when the 4th unit was being installed. I took over the supervision of a department of the 4th unit with 2 exceptional foremen, Mr. Kalavartinos and the master as we called him Petros Symeon. **It is important to mention that although I was the youngest in age, my colleagues had embraced me warmly feeling that they had one more supporter and assistant by their side. I am very grateful for this, because it gave me the strength to keep on in such a difficult at that time working environment. This gratitude is something I feel even today.**

On 01.07.84 I moved to the designing section substituting the outgoing colleague Alexandros and took over the electrical engineering department

supervised by Mr. Georgiades. The new colleagues were Antonis Kyriakides and Anthimos, well known to us from the Hellenic Mining Company. Later on, due to heavy work load in the design section, Achilleas Konstantinou with whom we had worked together in the Hellenic Mining Industry was hired.

Technological developments find us in 1986 with the first PCs being installed; this is the beginning of transition from the design table to computers, while our company offered all possible opportunities and all tools for continuing training in order to respond to this challenge. This proves that our company's target is ongoing progress and training for its employees.

In 2005 I get seconded to the electrical engineering department. I continue with the designing and I help in the department's organization under the guidance of Mr. A. Panagis. The skills I acquired in project design are numerous and significant enabling me still today to be effective in my daily work while helping also other colleagues.

In 2009 I am transferred to the mechanical engineering department and I actively participate in the department's main mission not being other than the plant equipment maintenance and management. My main object is to organize the programs, i.e. the annual program of periodic maintenance, the daily and weekly program under the supervision of Mr. Maratheftis.

We also manage and constantly update the computerized system of maintenance data processing (gsm), recording of equipment problems, damage and work stoppage. In this way, we create an integrated historical archive regarding maintenance.

In 2010, the new plant unit sets off and my role is maintenance data processing system computerization (gsm).

• **In conclusion, we would like you to describe the years you went through and continue so in the company with the same eagerness and devotion.**

Indeed we went through some difficult moments and faced problems; however, the years I spent at the company were full of perseverance, passion to work and to contribute. Our company supported and still supports us in good times and hard times and makes sure that our employees are always rewarded.

We feel that the company is like our second family, our second home and it is truly touching to share all these things with you.

35 years of experience; throughout these years, I have been following the plant's evolution; it is by now a state-of-the-art and upgraded industry of European standards.



Interview

Federica Donega is a student from Italy who chose to carry out her in-service training in our company. Before she left she gave a short interview which encapsulates her experience in our company:

How did you learn about Vassiliko Cement Works in order to decide to do your in-service training with us?

I heard about Vassiliko for the first time from my father who came here for professional reasons. He used to say that it was always a pleasure for him to come and work in such a welcoming and friendly business environment such as that of Vassiliko Cement

How would you describe your cooperation so far with the rest of the colleagues in Vassiliko Cement Works?

My experience with colleagues has been exceptionally positive. What I appreciated the most is the time they devoted to my training despite their heavy schedule.

I was also impressed by their passion, energy and enthusiasm put in at work. Each one is proud of being part of this big team and I felt a great honor for having been a part of it even for a while.

What was the image you had for Vassiliko Cement Works before you joined in and what is the impression you got after your experience in our facilities?

I had the opportunity to go through some editions of DOMISI magazine so I created an impression about the company. I had the impression that I was about to work in a very dynamic environment and this is something I can confirm even now, after my experience!

Would you advise other students to do their in-service training at Vassiliko Cement Works?

I would definitely advise other students to do their in-service training here.

Do you believe that your expectations to complete your in-service training have been met? Yes, my expectations have been fully fulfilled. I had never imagined that I would get so much information, apply all the things I have learned and even execute some works that were useful in the departments I worked in. This boosted my self-confidence.

Besides the professional experience I have acquired, I have also made many friendships that hopefully will last forever.

I would like to thank the company for giving me this big opportunity. I would also like to personally thank Ms. Pagona Liggou, Mr. Zinona Zinonos and Mr. Markos Toumbas who were in charge of my training and all those people who devoted time to my training.

Vassiliko Cement Works is nominated for In Business awards in the category "CORPORATE SOCIAL RESPONSIBILITY"

Nominated in the category "CORPORATE SOCIAL RESPONSIBILITY" is Vassiliko Cement Works following its election by the In Business Awards 2016 Evaluation Committee. Undoubtedly, this candidature represents for our company the pinnacle of our efforts to achieve sustainable development, always based on Respect and Social

Contribution, not only internally in the company but across society in general.

The voting process for the public is already on and will continue until December 03, 2016 when the leaders in each sector will be nominated.

VOTE FOR US IN THE CATEGORY CORPORATE SOCIAL RESPONSIBILITY IN ONE OF THE FOLLOWING WAYS:

1. With SMS or by phone.

TEL 900 317 06, SMS at 5511 keyword: IB6 (space)02

2. Through InBusiness News.com portals

(<http://www.inbawards.com/>)

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**ΒΑΣΙΛΙΚΟ
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ALREADY ON**



EDITING TEAM

Alexandra Alexandrou

Zoi Kontara

Kakia Antoniou

GIVE US YOUR OPINION:

a.alexandrou@vassiliko.com

z.kontara@vassiliko.com

k.antoniou@vassiliko.com