



VASSILIKO
C E M E N T

DOMISI

Building a better future

ISSUE 1 - MARCH 2013

The Edition

Dear Colleagues,

Let's welcome a new member in "our Great family," which was introduced to us in order to inform us and unite us all. This new communication tool shall be the outcome of collective work and contribution by all of us. Every three months you will be able to get informed about what is happening in our workplace and to give your own opinions and thoughts. The need to open up the communication channels is much stronger and more efficient and we all wish you positively embrace this initiative

"Everybody stands aside in front of the person who knows well where he is heading at."

The Editing Team

Creation of a New Department

Corporate Social Responsibility is not just a new idea. It represents a range of practices that each Company applies such as, economic and social progress, industrial development, environmental protection, job creation, development and application of cutting-edge technology, communication with communities and social bodies.

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**Your life is valuable
Act safely!**



Address by the Executive Chairman



Dear Colleagues,

With sheer pleasure I introduce the first version of the newsletter "DOMISI". This is the first step of our commitment to inform you, underpinned on one of our company's key values, i.e the forging and preserving excellent relations among all colleagues. A relationship that would be based on trust, transparency and mutual respect.

We are members of a Company that celebrates this year 50 years of life. Our aim now is to lay the foundations for the next 50 years. There are few companies that have celebrated 50 years of anniversary and even fewer are the ones able to take pride in celebrating 100 years of existence.

To achieve this, we have already made significant investments in technology aiming at a state-of-the-art production plant, more automated, more technologically advanced and more environment-friendly. Now, it is high time we built on our Company's human resources, i.e on all of You.

What we want is to have colleagues who shall feel confident with their managers; Individuals who will progress and know that good job is recognized. We want to exchange information and to listen to everyone's suggestions. We want to share our successes and our joys.

Our aim is to create a team full of self-confidence, a team able to cope with adverse circumstances.

We want a proud staff; Proud of its job, proud of its colleagues, proud of its company.

My view is that pride is shown by the way we keep our home clean. I would like to feel proud by the end of 2013.

I wish you embrace our initiative to communicate; I wish you contribute to its success by means of a material that would be interesting and with comments for improvement.

Antonios Antoniou
Executive Chairman

Creation of Corporate Governance & Sustainable Development-Communication Department

Our company set up on January 1, 2013 the Corporate Governance-Sustainable Development & Communication department. The department's activity covers communication and social initiatives (Press, crisis management, corporate image, Web



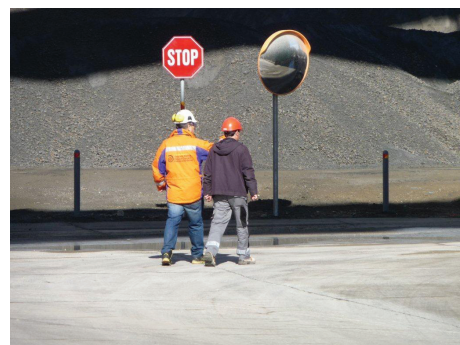
On top to the left: Alexandra Alexandrou, Maria Iosif Niopa, Pagona Liggou. Bottom left Savvas Petrou, Andreas Demetriou

page, internal-external communication, announcements, intranet), education and personnel development, health and safety, environment.

The department's aim is to give more emphasis and to consolidate initiatives such as: promotion of Vassiliko Cement Works image to the outside world, safeguarding at the same time the Company's identity and brand name; to develop internal identity, culture, values, best practices and initiatives among employees, through the development and coordination of appropriate tools (newsletters, brochures such as "Visitors' Guide", "Yellow Pages on Safety & Environment", "Entrance Brochure of Visitors, Vehicle Driver's, Contractors", Intranet, etc.) in cooperation with the Human Resources Department;

To ensure the efficient management of Sustainable Development activities in cooperation with the company's departments involved.

SAFETY INSPECTION BY ITALCEMENTI



In the context of upgrading and targeted operation of Health & Safety in our company, a visit to our premises took place by Italcementi Group specialists, messrs. Olivier Leduc and Efstratios Kolyfetis on December 5-7, 2012. The purpose of the visit was to conduct a safety inspection in order to identify weaknesses and strengths and provide guidelines so as to achieve higher results and reach Italcementi Group Health & Safety levels.

As Martin Luther King, Jr., said "the time is always right to do the right thing."

HEALTH AND SAFETY CAMPAIGN 2013

The Health & Safety campaign 2013 "safety depends on you" aims at radically changing the Health & Safety culture prevailing until now and at conveying the message to all employees that our actions, our efforts in prevention and protection go beyond the legal provisions. We should all believe that accidents can be avoided and think the impact accidents would have not only on us but on our company, our family and children. We need to create confidence and give incentives to workers to work safely; the target is to seek better outcomes and present a better image of our company to society and our customers



**Your life is valuable
Act safely!**



**Η ζωή σου είναι πολύτιμη!
Δράσε με ασφάλεια.**

Social charity

Our company for many years now has been supporting social needs and contributing to charity touching upon the human factor. Our actions, with regard to Corporate Social Responsibility, take priority aiming primarily at supporting charity and actions of great need.

During December 2012, a food collection campaign took place in our company to support the destitute families on our island.

Response and assistance by employees was obvious and we thus managed, in cooperation with the Pasta-Making Industry Thriamvos, to collect a non negligible quantity of food and offer them generously to our fellow human beings who really need us.

I would like to extend a warm 'thank you' to our colleagues for their noble gesture.

COOPERATION WITH ELEMENTARY SCHOOLS IN GREATER AREA

Our company, in the context of its social contribution, focuses on small children's needs and their intellectual development. It has, therefore, established a close cooperation with the area's elementary schools where the plant is located. Having direct contact with them, we understand their needs and try to stand by them in the best possible way.

An initiative of our company, in the context of our environmental policy, is the purchase of a quantity of seedlings which were offered to the area's three elementary schools (Zygi, Kalavassos, Tochni) on the occasion of the Tree Celebration, on February 5, 13 and 19, 2013.

Children and teachers welcomed our initiative and dedicated to us songs and greetings.

We believe that the support of schools and in general of children and young people is praise worthy bestowing upon the company more value and prestige. Through the eyes and the hearts of children, we feel we can have a better world with young people who respect themselves, the fellow human beings and the environment



COOPERATION WITH UNIVERSITIES AND TECHNOLOGICAL INSTITUTES

Another company action in the context of its corporate social responsibility policy, is the cooperation with Universities and Technological Institutes to support students' in-service training in the cement industry. In this way, students have the opportunity to apply the knowledge acquired from the Institute and at the same time develop skills in the area they will be placed and work, being monitored by an administrative executive appointed by the company.

Therefore, the company will be able to discover and verify the knowledge that students have acquired and also to discover future candidates for work in the specific object of their studies.

Vassiliko Cement Works maintains good relations with Universities in the light of future cooperation in specific programs it intends to promote; it also supports the local community by showing interest for young people and their future.



DID YOU KNOW THAT...

Secrets for a better professional life combining health and wellness

In the professional life of every human being, various factors can positively or negatively affect its physical or mental health.

The protection of employees' physical health should constitute priority, both for employers and competent authorities. Physical health protection can be more easily determined compared to mental health.

Mental health can be adversely affected in different ways by professional life. Relations with colleagues, managers and employers, along with the challenges arising at every level due to professional obligations, do not leave unaffected employees' psyche, interpersonal and family relations.

We should not forget that mental distress and stress impact on physical health. When stress and other negative emotions (anger, anxiety, depression, fear, and uncertainty) become chronic, the consequences become more serious.

The key points we need to keep in mind for a good professional life with health and well-being are the following:

1. The secret of joy in your work is to excel at what you do. And do not forget that quality is not a destination but a journey.

2. The secret to success is hard work, when combined with smart way of working. Look for better ways to do something because you will always come up with something.

3. The inability to concentrate, the fatigue, headache, the strong trend for sweets while at work do remind you that you did not have a good breakfast or that you did not sleep well.

4. A note for Managers: Research has shown that employees who feel being treated unfairly by their managers run a 30% higher risk of having a heart attack.

5. The rudeness someone experiences at work, or who witnesses another colleague experiencing it, constitutes a cause for serious mistakes. Remember that rudeness at work hurts everyone.

6. The richest people in the world build on networks of relationships. The rest are job-seekers.

7. Remember: As far as communication is concerned, 37% of the impression we create to others depends on our tone of voice. Only 7% of the message is transmitted with words.

8. Success in life results from hard work and perseverance. The true winners in life are the ones who look at every situation with an expectation to make it better.

"Source of the article: Medlook, www.medlook.net Valid health information»



SOCIAL OCCASIONS

On Friday, February 15, and on Monday February 18, 2013, a Personnel Rewarding event was held to reward 35 years of valuable and unselfish contribution to our company.

The colleagues who were awarded were:

- The company's General Manager Georgios Sideris 1976-2011
- Evaggelos Flokkas 1977-2012
- Paschalis Panayiotou 1976-2012
- Andreas Constantinou 1977-2012
- Stavros Hadjispyrou 1976-2012
- Kostas Chrysanthou 1977-2012
- Dinos Houris 1977-2012
- Gabriel Kalogirou 1977-2012
- Our colleague Kyriakos Gregoriou 1976-2011 from our headquarters in Nicosia, has also been awarded for his 35-year contribution

Organization of day conferences

16 November-1st Sustainable Development conference

This 1st one-day conference took place with the participation of Social Bodies -Ministries and neighboring communities. The meeting took place in the context of our commitment for Sustainable Development; the main objective was to optimize, to open up and strengthen dialogue with all stakeholders participating anyhow in our business activities.

At the meeting, we presented our environmental actions, investments and prospects and I believe we managed to give a comprehensive picture of our Sustainable Development policy. During the conference, views and concerns were exchanged and questions were answered. Such activities will be organized on a frequent and regular basis during the year.



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