



WELCOME

Dear Colleagues,
Friends and Associates,

Welcome to the first issue of our
2016 edition.

Reaching the 12th edition, we feel
that "DOMISI" has become a key
tool for our communication both
internally and outside the company.

Our aim is to penetrate your hearts,
to reach everyone's home and make
sure that you are interested in what
we are offering.

Our aim is to include colleagues
in each edition who wish to share
with us knowledge, experience
and views on specific issues
or on something they consider
interesting.

We wish you all the best
for a beautiful and creative year!

Alexandra Alexandrou
Communication Department

OUR VISION

Our vision is to be a model,
sustainable industry,
with respect to our people,
society, the environment
and our customers.

The key pillars of our growth
is entrepreneurship, quality,
Health and Safety
and Innovation.

At a glance.....

Exploring a heavy industry



Grilled Meat Thursday



We celebrate the International Forest Day



- ▲ Address by the colleague Pantelitsa Orphanidou, Automations Manager
- ▲ The New Year begins with the Holy Blessing of Waters and the cutting of Santa Clause cake
- ▲ Certification by ISO 50001 for Energy Management
- ▲ Participation in Exhibitions & Conferences
- ▲ Thirty five years (35) are celebrated in Vassiliko Cement Works
- ▲ Our colleague Mr. Ioannis Kapatsoulis is leaving us
- ▲ He emerged from the «2nd Talent Academy» and shares his feelings with us



Address

by our colleague Pantelitsa Orphanidou
Automations Manager

With this edition our magazine is celebrating its third birthday! I would like to congratulate the editing team for its exceptional work and wish it to continue its unflinching, praiseworthy effort for many more editions which will inform us both on our company's internal and external activities and on other interesting issues.

Working in the department that is in charge of our company's automated operation of the state-of-the-art and technologically upgraded production unit, I would like to share with you the way in which the automations programmer is contributing to this unit's operation.

The simplest way to describe automations is to liken the production unit to a human body. All its iron parts constitute the skeleton; the electrological equipment represents the body's muscles and the automations are the brain which operates as a linchpin for all its constituent parts to work together in a coordinated manner. All of its parts are equally important and no part can work on its own without the others.

Programming begins with every change, addition of new machinery or a new project. The safeguards are firstly determined both for the machinery and the personnel and production process. The mode of operation is then determined and once programming has finished, a detailed control is performed on all indications of machinery and sensors. Once control is over, all machinery and indications will be depicted on the screens of operators in the central panel to be delivered for operation. At this point I would like to stress that every change is taking place in the unit's operation time and there is no margin of the do/undo process. Any omission/error may result in an abnormality or stoppage of operation.

Production is inextricably linked to the quality assurance department. A programming of automatic transfer of analyses results has been carried out by the X-Ray and PSA devices and

software has been created to enter the strengths' results. An important factor in the test specimens' laboratory is stable temperature and moisture both in the laboratory areas and in the specimens' tanks and cooling chambers. For this purpose, we have elaborated software to monitor all temperatures/moistures and to inform with written message on the officers' mobile phone whether the values exceed the limits. The same software is used to inform the production supervisor, safety officers, the electrological department on specific problems possibly arising at any moment in production so that they can be immediately dealt with. In the context of mutual communication between departments, we have created the problem recording system of the shift whereby the shift supervisors take down the problems faced during the shift. All departments involved in problems solving are briefed every morning by e-mail. In this way, monitoring and prompt problem solving is ensured.

It would be an omission not to mention the reporting sent daily by e-mail to all departments; the latter receive specially drafted reports corresponding to their needs. The system collects production data, consumption measurements and gas emissions, results of the quality assurance department, stores and reproduces reports and diagrams daily and monthly. A future target is for everyone to have access to such data for their own processing.

In conclusion, I would like to stress that working with automations keeps you always on the alert; there is always the challenge to create and the rapid technological breakthroughs, make routine an unknown word.



WE MAKE A NEW START WITH... Blessing of Holy Waters and cutting of Santa Claus cake



On January 11, 2016 the company's established celebration of the annual Holy Blessing of Waters and cutting of Santa Claus cake took place. The entire personnel, the senior management, member of the Board of Directors and His Excellency, the Archbishop of Cyprus Chrysostomos B' attended the event.

The event was opened by the Executive Chairman Mr. Antonis Antoniou with a brief overview of 2015. In the beginning of his speech and in the conclusion, he stressed the Company's vision, talking about the successes, the various activities we developed both within and outside the company. He also mentioned some unpleasant events that we managed to overcome with prudence, strategy and correct crisis management. In conclusion, he fixed

our objectives for 2016 focusing mainly on the Environment/Orderliness and External Image.

The Holy Blessing of Waters then followed by the Archbishop of Cyprus Chrysostomos B' and the cutting of Santa Claus cake. We continued with the annual Sustainable Development and Ethos awards; the colleagues who were granted an award were the following:

- ◆ **Mr. Christoforos Papachristoforou** was awarded for Change of Behavior vis-à-vis Safety
- ◆ **Mr. Constantinos Alexandrou** was awarded because he reported the biggest number/most important technical problems with regard to Safety-Technical Safety
- ◆ **Mr. Marinos Avgousti** was awarded for the Change in organization, i.e for making it Safer
- ◆ **Mr. Panagiotis Kapatsoulis** was awarded for Environmental Awareness Raising.
- ◆ **Mmes Zoi Georgiou, Eleni Georgiou and Mr. Stavros Panagiotou** were awarded for the Ethos they displayed vis-a-vis specific situations.

A meal was offered in the end of the event.



We care for our Safety and for this reason...



On Monday, January 18th, 2016 we organized for a second consecutive year the event "ROAD SAFETY IN OUR INDUSTRIES" which is dedicated to Road Safety.

The event was organized by the Traffic Police Department of Limassol Police Directorate in cooperation with the Road Safety Foundation "Georgios Mavrikios", the Association of Motorcyclists of Limassol "EGOPHOBIA" and Limassol Road Safety Volunteers and the Foundation of Dr. Giota Dimitriou.

The event was attended by the Company's personnel, the General Manager Mr. Georgios Sideris, the Director of Cyprus Road Service, AUTO ASSISTANCE, Mr. Andreas Ioannou and the Assistant Supervisor of Limassol Traffic Police Mr. Elias Savva.

The representative of Limassol Traffic Police, responsible for Road Safety, Mr. P. Karis made an interesting presentation on safe driving, giving relevant statistical data and examples from road accidents.

Subsequently, the President of the Road Safety Foundation "Georgios Mavrikios", Mrs. Lena Katelari and the representative of the foundation Mrs. Katerina Panagiotou shared their personal experiences. The representative of the Association of Motorcyclists of Limassol "EGOPHOBIA", Mr. Kristis Merkouris gave significant information on the appropriate equipment a motorcyclist should have.



Reduce stress and increase creativity at your work

A lecture was delivered on March 30 in our company entitled "Control of Work Stress", by Dr. Christos Hatzikostas, General Medicine and Homeopathy Physician.

The benefit from the above lecture is big and regards:

- ◆ Full stress and anxiety control
- ◆ Revitalisation and stimulation of the body
- ◆ Better health with control of stress-related diseases (hypertension, high cholesterol, insomnia, raised pulse rate, asthma etc)
- ◆ Spectacular increase of powers, strengths and capacities
- ◆ Creativity development
- ◆ Big improvement of memory, concentration and self-control

The purpose of the lecture was to help attendants reduce stress at personal level and enhance their creativity at work.

As Dale Carnegie notes in his book "How to Stop Worrying and Start Living", there are 6 basic techniques under the title "How to Break the Worry Habit Before it Breaks You", that we present below:

1. Keep yourself busy
2. Do not pay too much attention to meaningless things
3. Use the Law of Averages to Outlaw Your Worries
4. Cooperate with the inevitable
5. Decide how much stress you need to put into something and deny putting more stress
6. Do not worry about the past



EXPLORING A HEAVY INDUSTRY



Visits from the Vocational Upper Secondary School of Sindos

February 19 and March 31

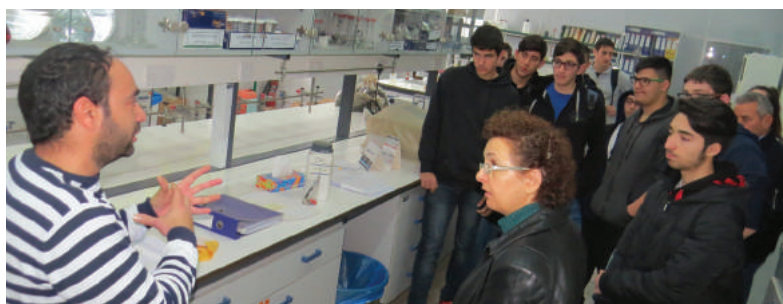
Teachers and students of the Vocational Upper Secondary School of Sindos in Thessaloniki visited our company on February 19 and March 31 respectively, in the framework of the educational program Erasmus + with the subject "The contribution of technical and vocational education to Green Sustainable Development through Searching and Applying Green Instructions in Vocational Upper Secondary School".

The program of visits included presentations by the Departments of Communication, Sustainable Development and Energy Management. An open discussion and a tour at the company followed.

It should be underlined that our company has its doors open for schools and higher educational institutes visits so that it can inform them about Vassiliko Cement Works activities.

Visit from Ethnomartiras Kyprianos Lyceum

As part of students' activities of the Technology group of Ethnomartiras Kyprianos Lyceum, an educational visit was scheduled to our company on February 22. Students and teachers had the opportunity to attend presentations by the departments of Communication regarding the company's history and profile; Production regarding the production process followed by the company. The visit was completed with a brief tour at the plant's premises and particularly to the Central Control Center, the Quality Assurance Department, where colleagues Spyros Filaretos and Dimitris Charalambous gave details on quality assurance required for cement and on the various analyses and tests carried out prior to product distribution in the market.



Postgraduate students from Cyprus University of Technology

On March 15, postgraduate students visited our company in the context of their education, the program "Energy Resources Management" from the Cyprus University of Technology. The aim of this visit was to enable students get in direct contact and on a real scale with the way of using, producing, distributing, utilizing and managing energy in a heavy industry since this was the basic object of their studies.

Students and Professor Mr. Apostolos Michopoulos had the chance to get informed about our company's history and overall profile through a brief presentation by the Communication Department and about energy management at Vassiliko Cement Works on behalf of Energy Management Department. Discussion then followed and the visit was completed with a tour at the plant.

EVOLUTION IS REWARDED! ISO 50001 certification for Vassiliko Cement Works

Our company was granted Certification for the Energy Management System ISO50001 and this illustrates once more that its actions are associated with correct and effective use of energy at the company's facilities during its activities.

The main objective is the protection of natural resources and the mitigation of gaseous emissions, having fixed as strategic objective the ongoing improvement of energy performance.

This certification was awarded during the Annual Quality Event, held on February 23, 2016. On behalf of the company, the certification was delivered to the Energy Management Director, Mr. Andreas Panayis.

The entire team that worked hard to achieve this target deserves warm congratulations.



VASSILIKO CEMENT WORKS IS TRULY THEIR SECOND HOME

They marked a course of 35 years and continue offering their unconditional and valuable contribution, each one of them in his own special way and from each one's position in the company.

The following colleagues were awarded for this reason during a simple, emotional ceremony, held on March 18 :

- ◆ **Andreas Christofi Savva** - Department of Mechanical Engineering Maintenance
- ◆ **Christakis Petallidis** - Department of Mechanical Engineering Maintenance
- ◆ **Costas Christodoulou** - Department of Mechanical Engineering Maintenance
- ◆ **Christos Christou** - Department of Electrical Engineering Maintenance
- ◆ **Christakis Mylonas** - Department of Electrical Engineering Maintenance



It was an emotionally overwhelming moment that reminded everyone that the Company is our second home, our second family.



GROUP ACTIVITIES

GRILLED MEAT THURSDAY

The celebration of Grilled Meat Thursday was impressive at Vassiliko Cement Works on March 3, 2016.

Grilled sausage... The smoked smell of Grilled Meat Thursday filled the air and the four teams in our company organized a nice event on this day, in cooperation with the Communication and Facilities Management Department; the event included lavish snacks, drinks, many games and dance!

The event also included surprises that made all attendants have fun, remembering their childhood. A great construction, the "Human Table Football" made the biggest impression. It was created by the team Eagles, made of pallet furniture.

During the day, a bazaar was organized with products made by the employees; the earnings amounting to (€820) will be given for a charitable purpose.



PUB GAMES

by PEGASUS team

The company's team "PEGASUS" organized on February 26 a carefree and relaxed evening with team games and food; during the evening, the eldest remembered their youth and the younger ones tried to reach the performance of the older ones.

The so-called Pub games were the most preferred ones, such as table football, billiard table, shuttles or Ping Pong. Playing increased the appetite; all participants were treated souvlaki and beer, as it was fit.

All those who took part in this event declared their enthusiasm, enjoyed every moment they devoted to playing and having fun with their colleagues. Such events strengthen the bonds between colleagues, boost team spirit and offer moments of relaxation.

The winners of table football and billiard table were messrs Vasilis Vasiliou, Tasos Kaiserlidis, Zinonas Zinonos and Xenios Kyriakou from Pegasus team and Mrs. Pagona Liggou from Falcons team and in Ping Pong, Mr. Andreas Dimitriou from Lions team.



PRESENTATION OF VASSILIKO CEMENT WORKS IN CONFERENCES AND CAREER EXHIBITIONS



Vassiliko Cement Works places special emphasis on its Human resources development/management; human resources constitute one of the key success factors; for this reason we were present at career exhibitions and at the Architecture conference.

Le Notre Forum

5th International Conference of Landscape Architecture European Schools

Thursday, March 17, 2016

Participation of our company as one of the gold sponsors. This conference was organized by the Neapolis University of Pafos and was held at Coral Beach Hotel and Resorts. Through communication and cooperation, this conference aims to promote deep and thorough understanding of the cultural, environmental, social and economic role of the country for the benefit and prosperity of society as a whole.



Employment Day 2016 & Career 2016 Studies - Career - Entrepreneurship

Our company made a strong presence in the exhibitions "Employment Day 2016" by Ergodotisi.com and Career 2016, Studies - Career - Entrepreneurship by the University of Technology, on Friday, March 18, 2016 and on Tuesday, March 22 respectively. During the first exhibition, a presentation was made by the Manager of Human Resources and Communication Department of our company, Mrs. Pagona Liggou entitled "Talent Academy".

During both days, visitors had the opportunity to get informed about interesting issues regarding studies, career and entrepreneurship from representatives of businesses that took part in the exhibition. They were also informed about developments in various professional sectors and how they can claim their place in these sectors.



CELEBRATING THE WORLD-INTERNATIONAL DAYS



International Rare Disease Day

February 29

On February 29 we honored the International Rare Disease Day, wearing jean trousers and taking photos with our hands up. We devoted 10 minutes from our time to support and stand by children suffering from rare diseases.

The Association "UNIQUE SMILES" attempting to join the World campaign "Wear That You Care", invited schools and various bodies to wear jean trousers, as a symbol of genes since the majority of rare diseases are due to genetic abnormalities and to be photographed with hands up as a sign of support to individuals with rare diseases.

This is what we did!

International Women's Day

March 8th

The celebration of **March 8th International Women's Day is well established in our company.**

We honored the 39 women of the Company during a brief ceremony dedicated to them, offering a small bouquet not of flowers but of chocolates, as well as a bookmark with beautiful words reminding them how important they are. The General Manager of our company, Mr. G. Sideris addressed the event wishing all the best to all women, stressing their significant role in the company and in general. A short movie was presented with the achievements of women since 1840 to date.

The event was concluded with the enjoyable and useful self-defense workshop by the trainers Sotiris Aristeidis and Stella Arkadi that lasted almost 1,5 hour, showing women the basic knowledge and movements regarding their self-defense. The workshop's main purpose was the acquisition of basic knowledge in order to protect themselves and boost their self-confidence.

This was a different celebration of this day that all women enjoyed fully.

All the best to all women across the world!




International Day of Forests

March 21 - International Day of Forests - A UN International Day dedicated to forests and trees that confirms the extent that people are struggling to develop a new and more responsible relationship with the world of nature. On that day, we celebrate and organize various activities. We offered small trees to 5 elementary schools of neighboring communities that were planted in the school yards. Both children and teachers thanked the company for this initiative stressing the significance of the issue and highlighting that we can all contribute to environmental protection in various ways.

Plant a tree, give it life and it will give back your life...oxygen!



COLLEAGUE'S PAGE

Our dear colleague Ioannis Kapatsoulis is retiring and is leaving us with a beautiful opening of his soul!



IOANNIS KAPATSOULIAS

I have been working at Vassiliko Cement Works since August 21, 1989. When I took over duties in the company, the works seemed very difficult to me; at that time, the conditions were totally different and more difficult than today. In my own way, I managed to be assimilated and fully integrated in Vassiliko family that I so much cherished since then to date.

I started my career like everybody. The baptism of fire was a position in the cleaning crew, under the guidance of the beloved Costas Iezekiil and Savvas Petrakis. I subsequently joined various other posts, such as cement mills, kiln operator assistant, reclaiming operator and port. I worked at the shift for almost 8 years and due to my involvement with automations, I ended up being the operator par excellence of newly introduced absorbent machinery, the famous DISAB. I learned to handle this machinery very well and to respond as best as possible to the various needs arising. We are inseparable with this machinery; it has become almost my trade mark since then until now that I am retiring.

Throughout all these years I was marked by very nice memories and unfortunately very tragic ones that will remain deeply sealed in my soul, even if I do not want to. I am talking about the tragic and horrible death of a dear friend, compatriote and colleague, Costas Tzagaros. He was a pure, innocent, poor boy who came from Greece to work; he had been fully assimilated with Cypriots, destined to be sent back in pieces to his grief-stricken mother, due to bad circumstances and lack of communication. Despite the years that have passed, his memory is still alive and the tragic scene has sealed my mind like a horrible nightmare. My dear Costas was lost almost slipping off my hands, not being able to do anything to save him, watching him perishing inside the deadly gear and listening to his tremulant voice

fading away. I wish not such a horrible and tragic experience not even to my most irreconcilable enemy.

For this reason, now that I am withdrawing, I would like to advise both the most experienced colleagues and the younger ones, to treat work seriously as if it is their first time. They should never feel too comfortable with machinery but they should be able to perceive the risks involved in every separate operation. They should be cool-minded while working, not careless but mostly they should place great emphasis on safety issues. There should be no compromise in this respect. They should always keep in mind that there are people back home waiting for them to return safe and sound.

The transitional stage between an old plant and a brand new one with different ways of operation was for me the biggest challenge; due to the proper information and guidance from the supervisors whom they deserve warm congratulations, the entire personnel managed to adjust fully.

In conclusion, let me also mention that I felt, I am feeling and I will be feeling PROUD for having worked at Vassiliko Cement Works. For me the company was like a great university. Besides the financial support to me and my family, I took lessons of humanism, solidarity and fellowship which I think can only be learned in our company.

I would like to WARMLY thank all of our colleagues, supervisors and managers who embraced me with so much love, warmth, humanity and solidarity for all those years.

Be sure that I will never forget you and I will be saying the best about you. With pleasure I will be learning about our company's progress and prosperity.

I thank you warmly once again!

He has been with us for a year and a half; he arose from the 2nd Talent Academy of our company and wished to share with us his feelings and his experience so far working in a large, heavy industry.

This is our colleague Charalambos Spyrou, Supervisor at Vassiliko Port



CHARALAMBOS SPYROU

• Dear Charalambos, you belong to the "new generation" of our company's employees, what we call "Talent Academy". How did this all start?

It was on November 6, 2014 when I received a phone call from the colleague, Markos Toumbas who announced that I had become accepted in the company after having sent my curriculum vitae. Besides happiness, I felt satisfaction because I believe I found what I was looking for; secondly I was satisfied because I found myself a place in a giant company for Cypriot standards wherefrom I would acquire lots of knowledge and experience.

• What do you think about the company's initiative to create "Talent Academy"?

The company deserves to be praised for putting forward such a program. It helps unemployed university graduates in our country to find employment even for a short period of time during which they obtain valuable experience, know-how and training. At the same time, these young people offer their knowledge, their zest for work; they cooperate well with the rest of the personnel and work as a team. It is also positive that some of them remain in the company afterwards. A point I wish to underscore is that during the training in various departments, it would be good to increase the time spent in each department so that trainees can acquire more knowledge and better understand departments' operation.

• How easy is it for you to travel daily almost 100 kilometers to reach the workplace?

If you are satisfied with your work and you are fulfilled as a person, being respected by your colleagues, supervisors and the Management in general, I think distance does not matter at all. I still go to work daily in good spirit and zest, giving the best of me. For me, every day is better than the previous one and the hours pass without realizing it.

• How was your start in the company and how did you evolve afterwards? How did you end up in the port position? I took over in November 11, 2014 and after a tour to get familiar with the plant's departments, I ended up in the Mechanical Engineering Department. The time I spent in this department, under the guidance of Mr. Maratheftis, helped me to acquire valuable

experiences and knowledge from people that I consider "mentors" even today.

When the position of port supervisor came up, I applied and I was selected after an interview. I became permanent in the post after 6 months probation period. Under my new duties as supervisor, I had to learn how to handle people differently since each person is a separate entity. I learned how to listen to what my colleagues have to say, put myself in their shoes and perceive each person's needs separately. I feel that I have many more things to learn still; therefore, I cooperate with my colleagues and try to do what is best for them and the department. The important thing is that my associates are very experienced because of the many years they have been working in the company, so I can get many things from them. By virtue of our excellent communication and mutual respect, we operate more effectively. My main concern is to get across a correct and positive image of my department.

• Do you feel your character has changed since you were first recruited to date?

Within one year and a half in the company, my course has been interesting and this gives me great pleasure and satisfaction. The company's management does prove that it gives many opportunities for development to its employees, capitalizing on each person separately. I feel I have changed as a person, adapting already to the new conditions. I have become stronger, I have reviewed the way I think and cooperate with my colleagues. I believe indeed that working in a heavy industry constitutes a challenge.

• How would you like to close this interview?

With a wish to all young colleagues to have courage and be eager to keep on learning because definitely whatever new thing we learn is one more asset. I wish to young colleagues to adapt to various situations and be flexible to any change that might arise. I would also like to thank older colleagues who convey their knowledge and experience to us with patience and courage and I would like to warmly thank my incumbent Manager, Mr. Marios Averkiou who supports me and gives me strength to move ahead.

• Thank you very much.



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