



WELCOME

Dear Colleagues, Friends and Associates,

Our newspaper's 13th edition is ready and in your hands.

This is a fast-track edition, with pleasurable articles to give you information on activities related to nature, sports, volunteerism and other issues.

We deliver on the promise we gave you that we will be hosting articles and interviews of colleagues; with pleasure we are presenting you the chronicle of our colleague Andreas Constantinou in Vassiliko and an interview of our colleague Achilleas Constantinou.

We hope you will find this edition interesting and we wish you a lovely summer!

Editors
Communication Department

At a glance.....



Legion Run 2016



Let's do It Cyprus 2016



Getaway to Nature



Universal Children's Day-Delivery of Apples

OUR VISION

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

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

- ▲ A Longstanding cooperation that turned into Friendship
- ▲ 10th Pancyprian Inter-school contest of Solar cars
- ▲ Architects visit
- ▲ 10th Limassol Marathon
- ▲ Participation in Conferences and Career Exhibitions
- ▲ Global & International Days
- ▲ And the Oscar Goes to

Flashback in time...

1963 | Company's establishment



1967

Production plant start-up with 150.000 tons of capacity.

1983

Construction of Vassiliko port, next to cement unit. Traffic is approximately 300 vessels per year and 1,500,000 tons of cargo.



1990

Italcementi Group acquires 20% of the Company, standing today at 25,98%.



2000

Installation of a new cement silo facility (25,000 tons) that improves export capabilities and distribution at local level.



2002

Operation of Research and Tests Laboratory based on European standards. Installation of a new cement mill, contributing to CO₂ emissions mitigation.



2008

Merger of the two cement industries of Cyprus.

2009-2011

Beginning of a Best Available Technology new line construction. The year 2011 marks the beginning of its operation.



2014

Supply line installation of alternative fuels and raw materials.

2015

Debaler operation start-up for decompression of alternative fuels batches.

A longstanding cooperation that turned into friendship...



Despite our Company's headcount totalling approximately 210 employees, we never cease to consider our associates part of this community, or if you wish, part of a chain where all links have to be strong.

In appreciation of this cooperation, we honored and thanked particularly the companies Hatzipavlis-Kayias & Sons Transport LTD and K. Koutsoftis LTD for their contribution in adopting a safety mindset at workplace.

The drivers Nicusor Manea, Dumitru Savciuc Ciprian and Elefterios Antoniou were also awarded for their exemplary adherence to safety rules.

With great pleasure, Mr. Koutsoftis was awarded the plaque.





Visit by Architects

A group of architects from the Pancyprian Association of Architects were given a full scope briefing during their visit at Vassiliko facilities on June 10th, 2016.

During the 3-hour visit, they had the chance to attend a very explicit and interesting presentation on the production process we

follow in our cement industry, starting with mining-transport and crushing of raw materials, ending up to cement production and distribution. The presentation was full of photographs and it was very detailed in key points that gave participants important information on cement they were not most probably aware of.

The visit was completed with an interesting tour to the highest point at the plant, «the Preheater», and at the Central Control Building.



Easter candles by Theotokos Foundation

We thank Theotokos Foundation for the lovely Easter candles crafted by their Artistic Workshop

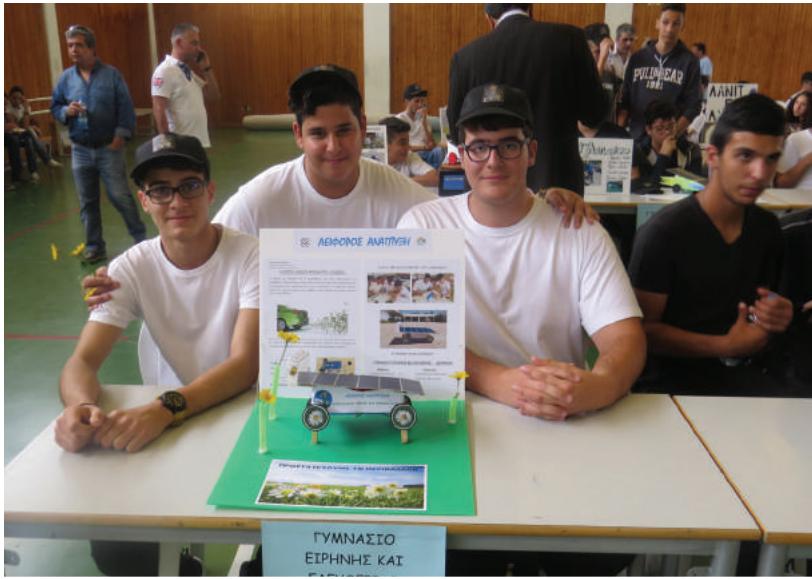
At Theotokos Foundation in Limassol: "Every person wants to make wishes come true, experience something new, meet peers, in other words feel life within the community!"

For 45 years they have been working for a cause: to create positive living conditions for people with mental disability. To open up perspectives and prove that people not belonging to typical development population may be successful.

"We should all be aware that diversity is like weaving a rich carpet and we should all understand that all knots found on a carpet are of equal value, regardless of their color."

Maya Angelou

10th Pancyprian Inter-school Contest of Solar Cars



Pupils from 26 schools across all districts of Cyprus displayed their skills and knowledge in design, technology and alternative energy sources, participating in the 10th Pancyprian Inter-school Contest of Small Model Solar Cars.

26 schools from all districts of Cyprus, participated in the 10th Pancyprian Inter-School Competition. Students with their small solar car models, were able to demonstrate their designing skills and knowledge about technology and alternative energy sources.

The competition is organized for a 10th consecutive year by the Educational Energy Center of Linopetra High School. This year too we supported this institution as Grand Sponsor in the context of the company's Corporate Social Responsibility policy.

The teams of pupils representing their schools presented their constructions before the jury, explaining the way and approach for the construction's implementation. The event included exhibition of vehicles and speed races.

Teachers, children and all parties involved in the implementation of this contest deserve a big praise.



50th Annual General Assembly

Our company's 50th Annual General Assembly was held at AMATHUS Hotel on June 16th in Limassol.

Welcoming participants, the Executive Chairman, Mr. Antonis Antoniou, presented on behalf of the Board of Directors the financial results of the closing year, making a review of 2015 and referring to the cement consumption increase in the domestic market, placing particular emphasis on our company's strategic position in the international market.

He also talked about the company's investments in green development, such as the supply line of alternative fuels, and various infrastructure projects aimed at continuing upgrading of the company's environmental performance.

In concluding, he thanked shareholders, customers and staff for their tireless efforts to support the company's progress and viability.



10th LIMASSOL MARATHON



We prepared ourselves, got trained, bought our bananas for energy and run on April 10th, 2016 at the 10th International Marathon of Limassol. Together with our families, we run for a good cause. For every kilometer we run, €3 was added to our charity money box.

Last year, we all managed to collect €1607 given to the "Unique Smiles" Foundation; this year we

added €825 more. Our reward as a team was number 31 in the general ranking of the 5 klm Corporate Run.

At the end of the Marathon, the team enjoyed a nice cup of coffee at Castle Square to regain its lost strength.

We make a pledge to meet again next year on March 19, 2017. We will be there, will you?



Legion Run 2016



Mission: Legion Run 2016
Date: April 2, 2016
Place: Latouros Quarry



One more challenge ahead of us!

More than a race, it is a life experience. It pledges a challenging, 'dirty', and at the same time amusing experience offering us a burst of adrenaline lasting for days, weeks or even years. Every obstacle on the way is a challenge for the body and your brain and requires a team spirit. You will run, crawl and help others around you overcome the obstacles. You will play in the mud like a child and you will finish the race with many others. You will get hit, scratched, get bruised but you will keep smiling. You will reach the finish line totally changed.

This is we believe what our companys participants experienced.

A team that managed to prove how many things can be gained with team spirit!



Let's do it Cyprus. Let's do it Vassiliko!

For a 2nd consecutive year, we attended the campaign "Lets' do it Cyprus", as Bronze Sponsors and as cleaning volunteering team in the context of our campaign for the Enviroment 2015-2016. We chose to clean the green area outside our Company and our port's square.

Our volunteers put on their gloves, the indentification vests and started working, after having taken instructions on what to place in each bag.

Once again, well done to all volunteers!

Keeping our environment clean, we breath life to our planet and ourselves.



CONFERENCES AND CAREER EXHIBITIONS

Employer's Day



Our company was represented at the event "Employer's Day" on April 7, as part of its actions to develop relations between businesses and Public Employment Services across Europe.

(Ms. Maria Iosif Niopa- Human Resources & Labor Relations Manager, Mr. Markos Toumbas – Training Officer and Ms Panagiota Panagiotou - Reporting & Human Resources Development Officer)

This event was organized by the Public Employment Service of Cyprus-Labor Department-Ministry of Labor, Welfare and Social security and was held at the Commercial and Industrial Chamber of Larnaka.

Career Days

The event "Career Days", which was organized by the University of Cyprus, on April 12 & 13, 2016 was very successful; our company participated with its own stand.

The purpose of the event was to link students and Cyprus University graduates with enterprises/organizations operating in Cyprus.

During the event, our company made a presentation on "Talent Academy".

In this event, visitors had the opportunity to get informed about issues regarding studies, career and entrepreneurship from representatives of businesses who took part in the exhibition.



SAMETEK'S Conference on "Strategy on energy and financial management of natural resources" – May 18th 2016

SAMETEK conference "Strategy on sound energy and financial management of natural resources of Cyprus present-future & economic benefits" on 18th of May, was organized under the auspices of Vassiliko Cement Works, since the subject of the event was directly related to the actions put forward by the Company and its Energy Policy.

The main participants in the event were entrepreneurs, Companies/organizations, such as the Hellenic Bank, Electricity Authority of Cyprus, interested in investing in Energy. During the event, Vassiliko representatives Messrs Andreas Panayi and Ioannis Yiannaki made a presentation about the company's "Energy management system". Following the end of presentations, the association's committee awarded the sponsors of the conference.

SAMETEK (Association of Secondary Technical Education Graduates of Cyprus)



GLOBAL & INTERNATIONAL DAYS

April 28th "World Day for Safety and Health", constitutes a milestone for our company, reminding us that Safety is not just a matter of one or two persons only but an issue that concerns all of us without any exception. This year the World Day for Safety and Health focused on "Work Stress Management".

We duly honored this day with lectures on Health and Safety and with our established visits to schools.



Lecture by Dr. Simos Malas, Special Radiation Oncologist on Cancer, in the context of "Coffee with Love" campaign by the Cyprus Association of Cancer Patients and Friends



School visits were carried out to five neighboring communities where a presentation was delivered on Health & Safety at school, on the street and at home distributing to children a game with instructions and advice on their Safety.

Universal Children's Day

In the context of the Universal Day on Children's Rights, we invited Mr. Andreas Dimitriou, Education-School Psychologist to our company for a lecture entitled "Sexual child abuse, a nightmare behind closed doors". The lecture's content impressed participants who subsequently discussed further with Mr. Dimitriou on very topical issues.



We also supported UNICEF's organization action to assist children in real need, buying fresh apples from the organization and delivering them to elementary schools and pre-elementary schools of neighboring communities. Income will be used for the purchase of basic staff for destitute children.

Continued

World Environment Day



June 5, World Environment Day; This year also we dedicated a little of our time taking part in various activities aimed at showcasing the significance of environmental protection in our lives; our aim was also to raise awareness that we can save our planet through the contribution by each one of us.

- ◆ Through the activity **"WE CLEAN OUR BEACHES"**, on June 3, our employees, children from the schools of Zygi and Pentakomo, together with the local parents association and the town council undertook to clean the neighboring beach.
- ◆ **"GETAWAY TO NATURE"**, by children from four primary

schools of neighboring communities on May 19 & 20. This activity was carried out in cooperation with the Cypriot Foundation for environmental protection "Terra Cypria" so that children can get familiar with the natural environment they live in. Through this educational activity, children had the chance to get to know living organisms both from the land and aqueous environment, and watch them closely on the stereoscope. The foundation's officers gave detailed explanation for each organism and then release them back to their natural environment.

After the training and exploration, children prepared drawings based on these activities.

- ◆ We cleaned our plant and we sorted recyclable and non-recyclable refuse. This is how we conveyed the message of recycling in the company.



"By exploring, I learn about the environment I live in and survive."

AND THE OSCAR GOES TO ...

TEAM 4 OSCAR 2016

Faithful to the appointment this year too, on May 13, 2016 at Atlantica Miramare Hotel, Limassol.

Entering the room, one could tell that something very good would follow. A night full of surprises, spark and stars. How else could it be? You cannot have Oscar Awards without stars! "Team 4 Oscar" is our party's theme.

The evening's opening was made by the group Fortissimo and we were swept away by the rhythms of cinema songs. After dinner, a video was shown with snapshots of our activities since May 2015 to date and a highly humorous and satirical show, with mutual teasings leading to Royal Oscars awards.

- **Best team: EAGLES (ranking base)**
- **Better team coordinator: Sotiris Nikolaou (Eagle)**
- **First in the marathon: Panagiotis Andreou (Eagle) 5klm and Costas Charilaou (Hawk) 10 klm**
- **Person with the highest performance in team activities: Kimonas Evagorou (Eagle)**



Afterwards, people danced a lot, took photos at the Photobooth and were very enthusiastic. Because just a photo is always capable of triggering a sequence of memories and become the starting point for a whole trip back in time. A single photo may remind you of a tiny detail out of so many in life and awaken even the most forgotten memory.



COLLEAGUE'S PAGE



ANDREAS CONSTANTINOU

Mr. Andreas Constantinou was recruited in our company on July 25, 1977. Initially he worked for a while in day posts and as of April 1979 he started working as a shift engineer. After 39 years, he still shows the same strenuousness and stamina in providing his services as shift maintenance officer.

He wanted to share with us his long standing experience at the company going back in time and recalling the following:

"My first contact with the plant was from a distance, while I was still a soldier. Passing by the motorway by bus, I was looking at the plant's stacks and I was wondering whether people live and work there. Life had it in store for me, so a few months later, not only did I start working there, but I ended up spending most of my half life in these unknown to me stacks, at the unknown until then factory. If you calculate the hours and years working at the plant, they definitely outnumber the time I spend at home with my family.

Being one of the senior employees at the plant, I hold in my memory countless moments reminding me daily how different our life was back then compared to these days. These moments I would like to share with you.

To make coffee today, besides many options available in the automatic coffee maker, you just need to press only one button and wait a few seconds. In the past, this process of coffee making at work was more complicated. We used to take a brick, carve it, place a resistance in it and put it in a metallic box to create a makeshift stove to boil our coffee. We then sat at the same work place and enjoyed it.

We did something similar with our food. In the past, the cafe-restaurant was situated outside the plant premise and was not as equipped as today. Because it was located outside the plant, we necessarily had our meal in the same area we worked, due to the distance. This procedure also was not simple either. We kept our food in tinfoil, then in paper bag and placed it on exhauster fans to get it warm for lunch break. Today, everything is much easier. We have our main canteen in our plant's premises but we also have the comfort of a fully equipped kitchen with microwaves, in every department separately.

I smile and get the chills when I remember the bathrooms back then. During the winter, one could actually feel like being in the refrigerator! During the summer, the heat was unbearable; it felt like being in the sauna with the sweat trickling down after taking a bath. In the current facilities though, we enjoy our bath with air conditioning system in the summer and heating during the winter without any discomfort.

Besides the changes and the upgradings regarding our personal needs, I do observe changes in the overall building facilities. Back in the early days, I remember things being always dusty with excessive quantities of exhaust gases and noise pollution in the air; such conditions were not appropriate for employees' good health. With the lapse of time, the Company carried out important changes and continues to date the efforts to improve working conditions for each one of us. Such an improvement is very obvious since we work at an ultramodern plant unit where dust and high temperatures have been minimized and earthen roads have been paved with blacktop in all plant premises.

Recalling again the operating tables that depict the plant's operation, the huge volume and the low quality of picture was their characteristics. On the contrary, today the obsolete screens have been replaced by simple computer screens where you can observe, identify and repair any problem. The state-of-the-art programs installed are a great help for employees since problems are automatically detected. This makes our work less time consuming and more effective.

Making this flashback to technological developments and the positive developments I experienced with the lapse of time, I do believe that continuous growth and the pleasant working environment increase our work performance and make our work easier.

Dear colleagues, these were some of the best memories of an entire life in Vassiliko family. My second family as I have been working here for 39 years. I came here as a young man, in the beginning of my career and I am still here, after so many years, reaching the end of my career as I head towards retirement. And yet, it seems like yesterday when I first crossed this gate.... "



ACHILLEAS CONSTANTINOU



Your career in football at Vassiliko is a long standing one. What are your memories of EAGLES team throughout these years?

After my recruitment in the Company in 1991 and after my first acquaintances with colleagues in May 1992, some of them, with Stelios Sykopetritis as leader, having learned about my football career in Apollon and my big passion for football, approached me and we organized football games, five per team, the well-known mini football. In the beginning all participants were colleagues. Later on, friends of the Company were added.

We began our meetings once per week. This became twice per week and then three times per week. This lasted until 2012. Since 2012 we reduced the meetings in twice per week, something we keep still today.

All these years of our football life, we took part in two mini football championships organized at Kofinou village. In the first one we fared relatively well, even winning the cup of "Ethos". In the second one we did great since we won the "Championship!"

Throughout our team's long history, we lived important and unforgettable moments that have remained sealed in our memory. One such moment, maybe the most important one was a game with the team of Poland. We managed to win them leaving all attendants speechless.



We all know that you and Mr. Stelios Sycopetrides make a team for many years now. How do you feel about this?

Stelios Sycopetrides, my supervisor, my colleague, my co-player, a "brother"; Excellent communication at all levels, inside and outside the Company; The unbeatable football duet for 24 years now that made history.

All those 24 years we were together on the field and we lived unforgettable moments. We celebrated victories, won the championship, gave battles, reversed results that nobody would believe. Being 7 goals behind and still winning the game in the end does not happen every day.

Stelios Sycopetrides is a footballer and a friend. I could never play against him. I believe he shares the same feelings.

Now that I am 61 years old, I have decided to withdraw from active action and believe me I will miss all this excitement we shared all of us in the field. Unfortunately, there is always an end in everything.

Do you think there was a "game change" with the lapse of time? Do people play differently now than in the past?

As regards football as a sport, according to my 54-year experience in football teams, I would like to say that I consider football the king of all sports. Which other sport does it offer more excitement every week?

I leave football exactly as I knew it. Some people try to take advantage of it using it for speculation purposes in various ways. It is up to us to safeguard it.

Do you believe that football and sports in general is important in our lives, both of children and grown-ups?

Football is one of the most demanding and painstaking sports. To serve it appropriately, you should always be careful about everything making sacrifices. You need to have a very good diet, avoid smoking and exaggerated alcohol consumption. Football releases your energy, calms you down and is beneficial for the person who practicing it.

What is your advice for the ladies of football fans, particularly now with the prequalification games of UEFA Champions League?

My message to mothers and wives of men who watch football is to see it from a positive perspective and even urge their husbands and children not to give up on this sport; trust me, they will find out it is worth it.

Football is magical; it is a sport of universal reach. It should be protected and promoted.

In conclusion....

I would like to conclude with these words: If I became 7 years old again, like when I first played football with the team of Agios Antonios Elementary school in Nicosia, I would tread the same path, serving this sport with the same love and consciousness.

On this occasion, I would like to thank Stelios Sycopetrides for all those years we fought together, side by side and the rest of my colleagues, my team-mates. I would also like to thank and congratulate the entire team working on this edition for giving people the opportunity to express themselves, talking about a life time experience, whether a sport or anything else.



« Pleasant Cooperations »

Did you know that....

[Thigh bones are stronger than cement? (!)]

EDITING TEAM

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