



VASSILIKO
CEMENT

SINCE 1963

DOMISI



Dear Colleagues, Friends and Associates

Welcome to the last issue of 2016; may you all have a Happy and Creative New Year and all your wishes come true.

Issue 15th of DOMISI is a pleasant ending of the year, offering a broad overview of our business activities, both within and outside the company, in the last three months of the year.

We believe that 2016 has been a positive year for our company, full of hopes, serving as a springboard to embark upon various activities and investments yielding positive results.

Setting the bar higher both within the corporate environment and in our relations with society in general, we managed to attend many events which bestow upon our company value highlighting its man-centered profile.

The Editing Team
Communication Department

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CHRISTMAS CAROLING

“Christmas melodies were sung by children from neighboring Elementary Schools. We thanked them offering a small gift that made them particularly happy.”



Students from Cyprus Productivity Center carried out a Health & Safety In-Service Training at Vassiliko Cement Works

On November 22 and December 1, trainees from Cyprus Productivity Center visited our company's facilities for training purposes, in the framework of the program on Health & Safety Management System and Risk Assessment.

The aim of the visit was for trainees to carry out inspections and risk assessments at the plant and get to know our own Management and risk assessment system.

“ Did you know that... cement has existed in nature for at least 12 million years? ”

OUR VISION
Our vision is to be a successful company with respect and contribution as our key principles

“Getting to know Vassiliko” 2nd Customers’ Forum

In the context of our customer communication and information development, the Customer Forum entitled “Getting to know Vassiliko” was organized for a 2nd consecutive year in our facilities on October 26, 2016.

During the Forum, presentations were delivered by the Sales and Marketing Manager, Mr. Costas Charilaou on the news of the Cypriot construction industry and market, and by the Public Relations and Crisis Communication Responsible Ms Zoi Riga, on the Basic Stages of Cement Production.

Questions were then raised, views were exchanged, presentations were made and a tour was organized at the Quarry and the plant’s premises.

The aim of the event was to continue our efforts for better customer service ensuring satisfaction of their needs both with regard to services and products.





LECTURES / SEMINARS

During the last months, the following seminars and lectures took place in our company:

PARENTS AND ADOLESCENTS: From conflict to cooperation

The lecture took place on **25th of November 2016** by Mr. Andreas G. Dimitriou, Registered Educational-School Psychologist, covering practical advice on harmonious co-existence with adolescents. The following subjects were discussed among others:

- Building a relationship of trust
- Limits and rules
- Consequences
- Sincere dialogue - sincere communication



STRESS AND HEALTH

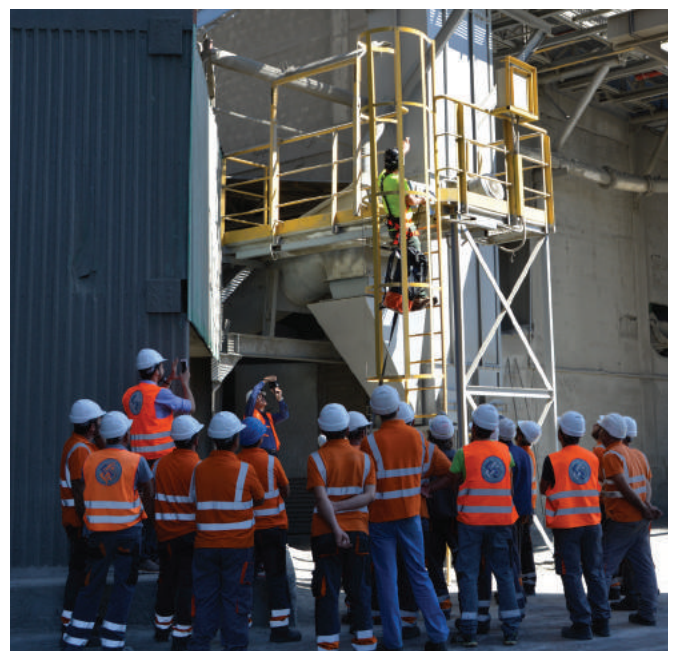
The speaker was the Psychiatrist Dr. Ioannis Pantziaras. Important topics related to our health were discussed.

What is Anxiety / Stress? How does each one of us perceive it and what are the best ways to deal with it? Is there any connection with depression? Is there any relation with physical disorders?

EDUCATIONAL CONFERENCE "SAFE WORK AT HEIGHT"

The conference was organized by the organization Conik - Antonopoulos Th. & CO General Partnership on **October 4 & 5, 2016**.

Besides the theoretical part that made reference to a safe work at height, training on the right use of equipment and information on the kind of equipment employees need to use, the conference included practical training within the plant, such as live rescue demonstration at a work place.



SEMINAR IN CARDIORESPIRATORY RESUSCITATION AND USE OF AUTOMATIC EXTERNAL DEFIBRILLATOR

The program was conducted on **November 28, 2016** by the Health with Safety School "Cheiron", with the trainer Mr. Dimitris P. Pieroudis. The following sections were covered:

- ▶ Understanding of the applicable legislation regarding the installation and safe use of an Automatic External Defibrillator.
- ▶ Understanding the role of the first aid provider.
- ▶ Understanding the basic principles of personal hygiene and protection while offering Cardiorespiratory Resuscitation and using AED.
- ▶ Description and recording of a case / Primary assessment
- ▶ Basic cardiorespiratory resuscitation
- ▶ Unconscious sufferer - position of resuscitation

The program consisted of the theoretical part in the form of a lecture/ discussion and practical exercise with the use of models (dolls), educational defibrillators and other educational first aid materials. (Cardiorespiratory Resuscitation, position of resuscitation, use of AED)



"GENETIC ORIGIN OF CYPRIOTS" - FROM KARAIKAKIO FOUNDATION

The lecture "Genetic origin of Cypriots" addressed all employees and was held on December 2, 2016, following an initiative by our employees' team "Eagles". Speaker of the lecture was Dr. Pavlos Kosteas.

The lecture aroused enthusiasm and left the audience with the best impressions, as we understood from the dialogue that followed later on.

Many participants described as a unique opportunity the possibility to listen to and perceive a different reality on our nation's DNA genetic origin, showcasing at the same time various aspects of our recent and ancient history.

After the end of the lecture, participants had the opportunity for a volunteer saliva sampling in order to be registered in the list of volunteer bone marrow donors.

Participants requested bigger effort in better informing citizens on the simple registration procedure of bone marrow volunteer donors and on compatible donors. It became evident that lack of knowledge constitutes an inhibiting factor.

Once again we express our warmest gratitude to Karaiskakio Foundation for this interesting lecture and to the **22 colleagues who volunteered to give their saliva.**



We fulfilled a Wish by making a Dream come true

In the context of our contribution and our company's employees' volunteering actions, we fulfilled a Wish that came true on October 17, 2016 of a child from the association "One Dream one Wish" who faced a serious health problem.

The action was implemented as part of the activities of the four teams of our employees aiming at charity support of vulnerable groups. The aim of "EAGLES" team was to collect and sell empty aluminum cans and the revenue together with an additional amount from its treasury to be used to fulfill a child's wish.

Therefore, on October 17, in the context of the Association's monthly meeting "One Dream one Wish" with parents, the wish came true by donating a personal computer to the child.



We were also there... at the Ideal Home Exhibition

Our company participated for a second consecutive year in the exhibition "IDEAL HOME", in the context of its strategy to upgrade and promote its corporate image.

Our presence at this exhibition aimed at promoting in the most appropriate way our activities and our corporate image.



We Support and Reward Excellence

Our company, in the context of its Corporate Social Responsibility, invests in education and promotion of excellence through our youth being the future of our country.

For this reason, we awarded 2 students from Cyprus Productivity Center who stood apart for their academic performance, wishing them every personal and professional success.





YEARS DEDICATED TO THE ENVIRONMENT (2015-2016)

The years 2015-2016 were dedicated to the Environment and in parallel to various actions and trainings held at the company; significant environmental projects were scheduled or/and were completed helping to the correct plant operation while contributing at the same time to environmental protection.

Our colleague Elena Kokkinou from the company's environmental department elaborates below on the projects that have been scheduled or completed:

Debaler shed- RDF packaging storage areas

In 2015, the construction of a "debaler" shed was completed where part of RDF packaging was stored and the debaling system of RDF packaging is housed. The unbaled RDF is transferred through a pipe conveyor to the supply scales of alternative fuels and raw materials. In the same shed, the mix of alternative fuels is being prepared which is transferred on trucks to alternative fuels supply scales. In 2016, the construction of a covered shed and an open air square were completed to store RDF packaging.



Creation of a Solid Waste Area

In the beginning of 2015, a storage area for solid waste was completed; this area consists of a shed, water-tight floor, separators and perimetric walls, suitable signs in order to ensure temporary storage of produced solid waste and to avoid leakage. This is the place where different categories of solid waste are stored (wood, filter bags, demolition rubble, metals etc).

Biological treatment plants

In October 2015, the installation of two prefabricated plants of biological treatment of waste was completed. The first plant covers the area of CCR while the second one the area of central offices. To date, only urban waste from the central offices end up to the biological treatment plant while it is gradually planned to integrate also the technical departments, the procurement department and the canteen. The treatment gives secondarily treated waste water which is used for irrigation of the plant's green areas and waste sludge which is taken (upon agreement) by a licensed administrator for further treatment.



Rain Water Management System

For rain water treatment, the installation of rain water treatment systems is being planned in various plant departments. In 2015, an open air area was designed for petcoke storage where rain water is collected in a sedimentation basin. By 2017, the placement of treatment stations at various points before the discharge of rain water channels from the plant is anticipated.

Upgrading Petcoke Storage Area

At the end of 2015, the area north of the open air petcoke storage area was fully covered with concrete. Moreover, retaining walls, areas partition walls and a tank for collecting polluted waters with petcoke were also constructed. An elevated wall with a net is scheduled to be installed wherever needed together with a spraying system of stored petcoke.

Internal Recycling

In 2015, RDF supply began in Vassiliko Cement Works production line; it derived from various waste streams (e.g.filter bags, bands, pruning) coming from various maintenance and cleaning works at the facility. Waste is shredded in a special shredder of Enerco company to create RDF.

Moreover, the installation of suitable systems was completed so that the waste water deriving from the evacuation of the cooling tower and steam boiler and from the processing of urban waste is used for green areas irrigation.

In 2016, the clinker and cement feedback system was installed in Cement Mill 6. The disab machine will discharge water into the closed system to be subsequently fed into cement mill 6. The system is expected to operate within 2017.



Upgrading Dedusting Systems

In both years, upgradings took place (maintenance, support) of the plant's dedusting network; corrective actions were taken in the weak points of production line where dust is more likely to occur.

Upgrading Clinker and Coal Line

In 2015, the clinker transfer system was upgraded from the point of production line where clinker comes out of the fridge, its storage in the storage silo up to its supply in cement grinding mills. Dedusting systems and chimneys were



replaced by new ones, when deemed necessary; new dedusting filters were added and the filter bags of many filters were replaced. In addition, the clinker transfer systems (e.g. bucket trucks) were either covered with covers or / and lateral support structures were placed. The sealing in storage areas was optimized and the maintenance of so many machinery used in clinker transfer line was completed. It was considered necessary to install a higher capacity filter (16000m³/h) and new dedusting chimneys on clinker transfer bucket truck towards the storage silo.

At the beginning of 2016, the upgrading of the coal line began from the coal supply point until the ground coal storage. The installation of filters began; wherever deemed necessary, the coal transfer machines were maintained and the leakage mitigation projects are expected to be completed in 2017.

Coverage of Earthen Surfaces

Several of the earthy surfaces at the plant have already been covered by concrete or have been converted into green areas. The projects were launched in 2015 and by 2017 earthy surfaces of approximately 30000m² are expected to be covered by concrete or green areas.

Mobile Clinker Loading System on Vessels

In 2015, the purchase and installation of a special mobile clinker loading system on vessels was approved. The system will be equipped with appropriate dedusting filters and it is expected to be set in operation in the first quarter of 2017.





Multi annual cooperation between Vassiliko Cement Works and the multinational company Magotteaux

The cooperation between our company and Magotteaux is not limited only to the supply of metallic and other accessories for our production plant but it also involves training offered by us

In October 2016, a proposal was made to our company to train executives of Magotteaux company in clinker production process, at their headquarters in Liege, Belgium. The training was performed by our company's production manager, Mr. Iacovos Skouridis and lasted three days.

Engineers and company managers coming from 14 different countries attended the training.

Magotteaux company started its operation in 1918 and is one of the top suppliers of specialized solutions (products, services and systems) to industries involved in pulverization (material's size decrease) such as: mines, cement industries, coal-fired power generation plants, quarries, recycling companies etc. Vassiliko Cement Works is supplied with metallic accessories by Magotteaux which are resistant to high temperatures, good corrosion from chemical substances etc and are used within the kiln.

Presentation of Vassiliko Cement Works at the Annual Technical Conference of Loesche - Dusseldorf

On behalf of our company, Mr. Iacovos Skouridis, Production Manager, participated in the conference with a presentation entitled "Optimizing Cement Grinding".

It should be underlined that we were the only company to have been requested to deliver a presentation at Loesche conference because all the other presentations were made by persons working at Loesche.

The invitation followed after a visit by commissioning engineers to our company, who ascertained important improvements and innovations in cement mills operation based on their international experience.



When was the beginning

The German company Loesche is the supplier of four of our company's mills (raw meal, cement, coal). The new cement mill of 180-200 tons/hour capacity was installed and operated in 2010. During the first year of mill operation, the necessary Factory Acceptance Tests were carried out to confirm the mill's functionality, based on the guarantees given by the suppliers on mill performance.

Since 2010 to date, continuing efforts have been made to cut production cost. An important part of production cost involves the use of liquid petroleum gas for evaporation of water being used in the mills to control vibrations during operation.

The use of water in the mills since 2011 to date was decreased by approximately 60% (from 4 tons to 1,5 tons) achieving gas consumption reduction by 80%, representing a saving of approximately €0.8/ton of cement. A significant saving has been achieved through electricity consumption decrease by 10% compared to the first 2 years of mill operation.

The mill we installed at the company, is used in many other plants worldwide and the use of water in such plants stands on average at 3 tons/hour, while consumption of electricity is on average 15-20% higher.

This success of our company is the result of team effort and work by all the technical departments at the plant and in particular of production, quality and automations departments.

COLLEAGUE'S CORNER

ENERGY OR ENERGIZING? ...and Europe in the horizon!

A different international perspective from the heart of European Industry against a backdrop of energy

AN INTERVIEW WITH OUR COLLEAGUE IOANNIS YIANNAKIS FROM THE ENERGY MANAGEMENT DEPARTMENT

Dear Ioannis, welcome to our company's magazine; before we start, tell us please why "Energy or Energizing"?

I.Y. Dear Alexandra, it is a real pleasure to be with you! Many things have been said about the era that went by. Some people called it the era of technology; others called it the era of electronics and others the era of ultra-development. All opinions do converge in one thing for sure. Our Era cannot be other than the Era of Energy!

Everything starts with energy, evolves through energy and stagnates of even ends because of it. Everyone and everything is longing for Energy. This is how all kinds of interests, geopolitical, economical, technical, commercial and industrial have centered around Energy; therefore, Energizing ends up being indispensable.

This is quite an interesting approach; this having been said, we look forward to your briefing on energy news from the EUREM Conference. Let's start first with the time when the Association of Energy Operators was established.

I.Y. It was almost 10 years ago, with the support by the European Union and on the initiative of German Technological Institutes and the Association of German Chambers of Commerce and Industry DIHK, EUREM (European Energy Managers) was incorporated. The Association's purpose is for its members to put in place projects for Energy Upgrading, Saving and Optimization. Indicative of the Association's potential is that in its 13 years of action, its members managed savings in the order of 2250 GWh/a (Note: in our plant we consume approximately 130 GWh/a). The technical expertise of EUREM Energy Operators is endorsed by each member states through the respective legislation.

From our company, who has attended the program?

I.Y. From our company, our colleague Vassos Savva, from the Production Department and myself from the Energy Management Department attended EUREM program.

Could you briefly talk to us about the International Conference of EUREM? How was our Company represented in this conference?

I.Y. Every year, the International Conference of EUREM is held and important energy projects are presented carried out by EUREM Association members as part of their training program. At the 7th International Conference of EUREM, organized in October 2016, in Berlin, our company was represented by Mr. A. Panagi and myself. We were invited in order to present the project Energy Optimization which I studied during my training and which we performed in our company in the context of our energy management. This was a project purely connected with energy management and in particular the management of our power grid's high needs in reactive power flows, resulting from the extended operation of inductive elements, mainly electric motors.



Do you think that the conference was successful ?

I.Y. I think that it was. This year's appeal has been particularly high, both as regards attendance levels and as regards the technical subjects that were presented.

More than 500 persons from 36 countries attended the conference, EU representatives, executives of the Intelligent Energy Europe Office, Amnesty International, ministers and government officials. Nine technical workshops were organized and in total 27 technical presentations of energy projects, including our company's presentation.

How did you feel the moment when you had to present this significant project of our company to so many people ?

I.Y. It was an honor indeed. Even a simple attendance in such a Conference is enough on its own. It is even more honorable to make a presentation in front of all those people and receive a positive response. It was more than a personal or even company-level honor. It went beyond a simple company promotion. It was our Cyprus that was promoted. This was highlighted during our company's address, introducing our presentation, by the co-organizers of the Conference, the Energy Institute Energieinstitut der Wirtschaft GmbH.

We understand that we are ahead of many other companies abroad, in energy management issues. What do you think about this?

I.Y. This is true and gives us a great pleasure. When international companies, colossal ones, are now starting to become aware of energy management issues, when gigantic colossal companies are trying to apply certified energy management systems, such as ISO 50001, that we already apply in our company and when you observe that you go hand in hand with international trends, certainly not lagging behind, all these give us one more reason to be happy! One important piece of information is that, during the official works of the Conference and during our discussions, it became obvious that the way we apply energy management in our company does not fall short of the practices applied abroad.

Dear Ioannis, all the things you said sound impressive making us feel proud of our company. In conclusion, I would like to have your opinion on the role of energy management and whether we could indeed live on less energy.

I.Y. Energy management becomes increasingly more important. We experience it also. Energy management is not carried out automatically and definitely it cannot be done on fragmentary basis. To be successful, all stakeholders need to contribute.

Each one of us needs to change the way of life and working. Energy management aims primarily at one thing: the rational boost of our performance! This is unavoidable because our era is undoubtedly the era of energy.

We should learn and we should manage to live consuming less energy. The positive thing is that we can do it! It is up to us! I wish happy new year to all of us!

INTERNSHIP FEDERICO CHIATTI



How did you learn about “Vassiliko Cement Works” in order to decide to carry out your in-service training with us?

Since last year, my target was to find a similar in-service training abroad that would match my studies; this is why I applied through IAESTE (International Association for the Exchange of Students for Technical Experience). So, I chose to apply through IAESTE for a placement in Cyprus since the opportunity of training within Vassiliko Cement Works was very much promising for a Chemical Engineer graduate like myself having also some knowledge about gypsum and its application in cement.

How would you describe your cooperation so far with the rest of the colleagues in the company?

Before I came to Cyprus, I made a research and asked for information from members of my family engaged in business transactions and business relations with Cyprus. Everyone said positive things for Cyprus and this is also my feeling since the first day and now during the last week of my in-service training, both as regards warm reception and exchange of information. I am proud to say that I have experienced a very good working and productivity environment. Therefore, being here in Vassiliko and working with these people is a very instructive, inspiring and unique experience for me and I really hope to keep in touch in the future.

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

The image I had of Vassiliko before I came to do my training was based on the general knowledge about cement industries, the information I took at my University and through your company's webpage as well as from facts and news on LinkedIn. I believe I had enough information to make the right choice.

During the five weeks having been fully integrated with Vassiliko team, I now have the full picture having went through various departments, such as central offices, quarries, production line, quality assurance department and the central control building. I can say that everyone at Vassiliko Cement Works is committed to constantly improving the company.

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

I would certainly advise other students to do their in-service training at Vassiliko Cement Works. They will not be disappointed; on the contrary, their skills and knowledge will be expanded since Vassiliko Cement Works is a very big paradigm of a developed industry that has many things to offer.

Do you believe that your expectations to complete your in-service training have been met?

This experience was beyond my expectations and I am grateful that I was given the chance to grow as a professional in this sector or other relevant ones.

It was an honor to have met Vassiliko people, to have cooperated with them and to have contributed myself to the company's successful operation even for a short period of time. I wish all the best to the company and I look forward to keeping in touch and being one of your ambassadors in Spain.

WE ALSO RUN AT «MTN RUN IN COLOUR»

On October 8, 2016, the event “MTN Run in Colour” was held with the ultimate purpose to raise money for the support of the Foundation “ELPIDA” for children with cancer.

Vassiliko Cement Works contributed to this aim through the participation of its volunteer employees who experienced something extreme and at the same time multicolored since along the course they were throwing colored powder. They enjoyed it indeed because they knew that it was meant for a good cause. Revenues from

the participation of volunteers were deposited to the foundation “ELPIDA” for the support of children suffering from cancer and being hospitalized in the Makareio Hospital Pediatric Oncology Department.





Have you been naughty or nice this year? **SECRET SANTA**

Our company's Secret Santa together with his elf spread this year too lot's of joy and laughter! On December 16, those who were nice through - out the year were rewarded with a gift, from another secret santa.

Santa Claus and his elf made an entry under the sound of Christmas melodies in the room where traditionally gifts are exchanged and a light celebration meal was offered to all employees. After the meal, all employees were given a Christmas present by the company.

Some are still looking to find their own Secret Santa. Who, knows.... will they ever find him?





Bingo and the line ended at 88! Bingo and the box ended at 35!

A relaxed evening was organized by our employee teams.

Pencils at hand, tombola is about to begin and.. the night passed nicely, away from the concerns of work. The only concern was the number to end a line, as the jargon has it, or to close the box.

Food, drinks, laughter followed.

What else should someone need to spend a nice evening with colleagues?





“WE GREEN CYPRUS” INITIATIVE



“WE GREEN CYPRUS”: an initiative supported by our company through sponsoring. Actions began in September 2016, after the disastrous forest fires in Argaka and Solea; these actions aim at environmental management and rehabilitation of burnt areas and other nature preservation actions.

The forerunners of this initiative are the Environment Commissioner’s office, the Volunteerism Commissioner’s Office, Non-Governmental Organisations, the Forests Department, the Association of Communities and Cyprus Forestry Association.

A press conference was held on October 18, 2016, where the founders and administrators of the initiative “GREENING CYPRUS” presented it to the public.

Our Company participated in this conference since its one of the initiative’s main sponsors. In the context of this event, the representatives from our company had the opportunity to present our CSR actions, with emphasis on environmental initiatives, along with the rest sponsors such as CYTA, EAC, Hellenic Bank, OPAP (Lottery Association) and Reforest Cyprus.



1st Award for Vassiliko Cement Works!

The 1st Best Practices Award on Health & Safety at the Work Place was awarded to our company. The topic: “Elaboration of an integrated management system for ageing employees, taking organizational, educational and technical measures”.

In a special event, a presentation was delivered on the system elaborated by the company for the management of elderly employees, which was based on three pillars: Organization, Training, Technical Improvements and contributed to safety mindset improvement through ongoing training and development of all employees. Under the same topic, with the same practices, our company will represent Cyprus to the European Safety Awards.



ΒΑΣΙΛΙΚΟ
C E M E N T

SINCE 1963

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