



**VASSILIKO**  
C E M E N T

**DOMISI**

Building a better future

ISSUE 4 OCTOBER - DECEMBER 2013



## Welcoming introduction by the Operations Manager

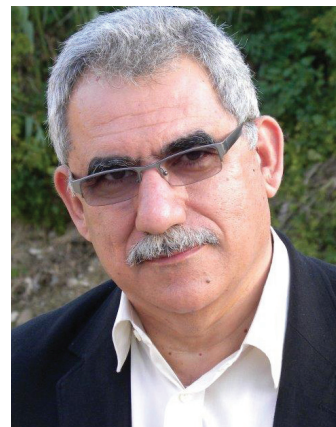
Going back to the original versions of the magazine "DOMISI", we realize that it has already been a year since this communication tool which reflects our activities both internally and externally has been created, carrying out awareness messages and information.

It is proved that during the past year, many things have been made in our company and this can be clearly seen through the magazine articles, which reveal the commitment and the will of the Board and Management. This constant process of publishing the magazine and the continuous enrichment every time, is due to the fact that fertile ground has been found, and more importantly that the people who took the issue of this magazine believe in the correct/proper and structured work since the magazine covers a huge communication gap which was existed, and now through it several articles, updates and interesting news for all of us are presented.

Beyond the stock-taking of achievements and events, such publications constitute a powerful instrument of communication and transmission of information and messages. It is a way to promote the work done both collectively and individually. This promotion is very important as it constitutes a documentation of achievements.

It is obvious that on going modernization is required in organizations like our company, particularly in an era when technological changes are galloping.

We would like to warmly thank the editing team, whose members are the true unsung heroes behind the entire effort. May the second year of its publication be truly productive with many more articles.



**Andreas Andreou**  
Operations Manager



## CORPORATE SOCIAL RESPONSIBILITY

### PLEASANT VISIT AT VASSILIKO CEMENT WORKS

Pupils from the primary schools of Asgata and Monagroulli paid a pleasant and fruitful visit to Vassiliko Cement Works on November 4, 2013. Assisted by their teachers and under the guidance of our colleagues Stavros Panagiotou from Health & Safety department and Despina Knekna from Human Resources & Communication department spent some of their time wandering around the plant and port facilities. With this short tour they got a glimpse of the possibilities of a huge cement production industry. They also saw the vessels at the port, ready to be loaded with cement for exports.

Notwithstanding their young age, they became enthusiastic with the industry's size, buildings, employees and vessels at the port for loadings.



## A few words by the editing team

Dear Colleagues,

The year 2013 drew to its end along with the completion of "DOMISI" newspaper edition. Farewell to 2013 and a welcome to 2014 with this 4th edition which collects interesting articles related to our activities.

With your assistance and contribution, we have managed to remain unswerving in our commitment to further enhancing and enriching our edition.

Skimming through the pages of this issue, you will be able to read an introduction from the Operations Manager Mr Andreas Andreou, articles by our colleague Nikolaos Arabatzis with reference to Quality Assurance in Vassiliko, by the New Projects Manager with reference to our Company's Energy Management, by the Degree holder Chryso Daniil who describes her experience to date in our company; you will also read articles on the Honorary Distinction our company was awarded for Quality and articles on our activities pertaining to Corporate Social Responsibility, school visits etc.

We hope you will enjoy your journey through the pages of this publication. We wish you all Happy New Year with Health and Joy.

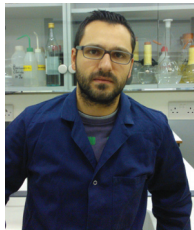
## VASSILIKO REWARDS STUDENTS FOR THEIR EXCELLENT PERFORMANCE AT SCHOOL



Our company in its framework of Corporate Social Responsibility policy, has awarded during the month of September the students of Gymnasium and Lyceum of the nearby communities for their excellent performance in school.

This unofficial ceremony has been realised in the offices of Vassiliko Cement Works in the presence of members of the Management Team, while they have given to the children a symbolic amount as a reward for their excellent school performance.





# QUALITY ASSURANCE IN VASSILIKO - VASSILIKO CEMENT WORKS LABORATORY

Authored by colleague Nikolaos Arabatzis

## Quality Control-Quality Assurance

The quality control on cement, carried out in all stages of production process, the ISO 9000 procedures application in cooperation with the production departments aim at ensuring the quality of cement distributed in the market.

- Quarries - XRF Analysis
- Crusher - PGNAА Analysis Preblending feeder (LSF control)
- Raw Mills - PGNAА analysis in the raw mill feeder (corrective control) & XRF Analysis to confirm the accuracy of PGNAА analyses
- Clinker - XRF Analysis & XRD
- Cement Mills - XRF (SO<sub>3</sub>), LOI, Blaine, Physical and Mechanical testing
- Cement storage & market distribution - Physical and Mechanical testing (EN 197-1)

The methods to perform chemical analyses and the determination of cement's physical and chemical properties adhere to the standards EN 196.

*Our Company's Quality Policy lies in the continuing compliance with our customers' expectations and requirements.*

*For this purpose, the Company faithfully applies a Quality Management System, in accordance with the requirements of standard ISO 9001:2008 that it constantly improves for better and more effective operation.*

## Analytical Laboratory

Regular controls are carried out on the chemical composition of raw materials, clinker and cement, on a minimum frequency as described below:

- Loss on ignition (2/month) ,
- Chlorides (2/month) ,
- Insoluble residue (2/month) ,
- SO<sub>3</sub> (2/week)

## Self-control (EN 197) Cement Physical Testing Laboratory

Preparation of lime mortar test specimens (40mmx40mm x160mm), 2 times/week for each type of cement. Determination of compressive and flexural strength (standard EN 196-1) of test specimens in 2, 7, 28 & 56 days (the European standards foresee compressive strength measurement only in 2 & 28 days). In addition, the following are performed:

- Initial setting time (2/week)
- Volume stability (1/week)



## Concrete Physical Testing Laboratory

Preparation of concrete test specimens (15cmx15cmx15cm) of ordinary portland cement 42,5R, of composite cement 42,5R and of SR on a twice per week frequency. Determination of compressive and flexural strength in 2, 7 & 28 days.

The results deriving for each type of cement are verified by a Private Cypriot Certification Company twice per month on prefixed dates. Measurements are carried out in an accredited laboratory abroad, pursuant to the required European Standards (EN 197). Moreover, sampling is performed twice annually, in accordance with market surveillance process by the competent department of the Ministry of Interior.

# IMPORTANT DISTINCTION OF VASSILIKO CEMENT WORKS

## Award for Quality upgrading through Standardization and Certification

An honorary quality distinction CYS-CCC was awarded to the General Manager of our company, by the Board of Directors of the Cyprus Organization for Standardization (CYS) and the Cyprus Certification Company (CCC) for his dedication on the principles of quality and for the many years proven course in the company.

The awarding ceremony was held during the annual Quality Conference on November 12, 2013 at Filoxenia Conference Center in Nicosia.

**Dedication and consistency in adhering to and applying international quality management standards combined with their certification through different actions constitutes the foundation for the company's sustainable development in its field of operations.**



# VASSILIKO CEMENT WORKS ENERGY MANAGEMENT SYSTEM

1st Part

By our company's New Projects Manager, Mr. Christoforos Nikolaidis



## INTRODUCTION

Mr. Nikolaidis describes the significance of the Energy Management System for Vassiliko; He mentions in particular that a strong commitment by our top Management and all stakeholders is important and necessary in order to improve energy management, given the high energy cost encumbering our industry. An energy policy was therefore established and a cross-functional energy team was set up to examine energy issues.

**"The cost of energy as part of total cement production expenses is significant. This drove our Management in implementing an energy management program in order to cut the cost, preserving its competitiveness at the same time and increasing profits."**

The Energy Management objective is to achieve optimum management of energy supply and use throughout the company and:

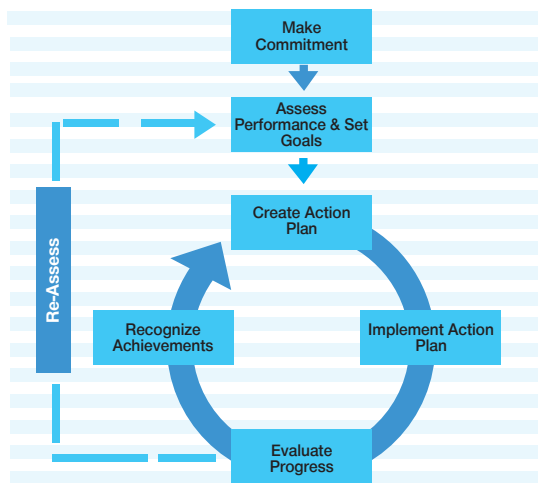
- Minimization of energy cost / waste without affecting production & quality
- Mitigation of environmental impact.

A shift in energy management through an extended energy management program constitutes one of the most successful and cost-effective ways to improve energy efficiency.

**"The energy management program shall lay the foundations for positive changes and guidance in energy management at Vassiliko Cement Works. Opportunities for improvement may be known but they may not be possibly promoted or implemented due to organizational barriers, unless a clear program is in place".**

Mr. Nikolaidis continues making reference to the Key Aspects of our company's Energy Management program:

The basic aspects of an effective energy management program are the following:



Steps and procedures are now in the process to be put in place in order to assess performance through the regular reviews of energy data which have already been taken, and proceed with technical assessments and benchmarking.

From this assessment, we will then be able to develop a baseline of energy use and set goals for improvement. These Performance goals will help us shape the development and implementation of an action plan.

An important aspect for ensuring the success of the action plan is to engage the personnel throughout our organization. Personnel at all levels should be aware of energy use and goals for efficiency. Staff shall be trained in both skills and general approaches to energy efficiency in day-to-day practices.

"Performance results shall be regularly evaluated and communicated to all personnel, acknowledging the important successes. Evaluating performance involves regular review of both energy use data and activities carried out as part of the action plan. Information gathered during the formal review process helps in setting new performance goals and action plans and in revealing best practices."

**(to be continued in the next issue)**



## THE YOUNG GENERATION HIGHLY INTERESTED IN CEMENT INDUSTRY

An educational visit to Vassiliko Cement Industry was paid by a group of pupils of the 3rd grade of Ap. Varnavas Upper Secondary school in Nicosia on December 10th 2013.

The children and teaching staff were offered a guided tour at the quarries and plant premises by the Cement Production and Environment Managers, the Head of Quarries and the Safety Officer. They were updated on Production Process, the state-of-the-art technology used at the plant, the measures taken for Environmental protection and the Raw Materials used for cement production.

In the framework of its Corporate Social Responsibility policy, Vassiliko Cement Works aims at correctly approaching the public and updating it on its operations, the cutting-edge technology in production, quality and environmental protection issues as well as on the processes and policies applied in Health & Safety issues at workplace.

### EDITORIAL TEAM

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# Children's paintings for the environment day were a surprise

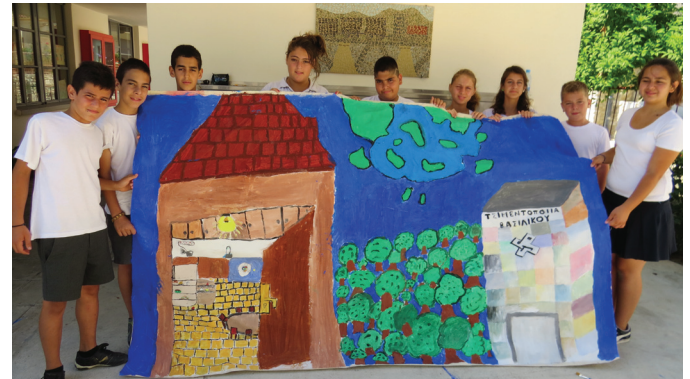
Inspired by the World Environment Day, primary school children from our neighbouring communities drew pictures depicting with great joy and love the ideal environment seen through their eyes. (MAIN POINT)

Within the context of its activities for the support of neighbouring communities, our company worked together with primary schools children on the occasion of the World Environment Day. Children were given a large banner to draw therein how they view the Environment and its protection.

Children put all of their talent and eagerness and made truly wonderful paintings which we have awarded with one colour printer for each school.

Headmasters, the teaching staff and children welcomed us with joy thanking us for the useful gift we offered them as a reward for their paintings. In our turn

we thanked the children and the teaching staff who worked hard and consistently within a short period of time to give us the best they could. We assured them that we shall always stand by them welcoming nice forms of cooperation like this one whereby the true feelings of these young personalities are reflected



## SUPPORT TO DESTITUTE PUPILS



### Unconditional acts by Vassiliko Cement Works personnel

The personnel and Vassiliko Cement Works Management, responding to an appeal by the "Red Cross-Youth Department of Limassol", collected cloths destined for the poverty-stricken pupils of Limassol province. Cloths collection started on November 18th until December 4th 2013.

The cloth boxes and a financial aid have been delivered by Mrs Pagona Liggou, Human Resources & Communication Manager to the Vice-President of the Red Cross-Youth Department of Limassol, Mrs Katrina Nikolaidou, on December 5, 2013. The latter thanked our company on behalf of the Red Cross for its unflinching help and support, highlighting that such actions are very important and they should always be acknowledged.

**The company states that it shall keep on supporting to the extent possible vulnerable groups that really need help, despite the adverse conditions prevailing in Cyprus.**

## INTERNAL EVENTS

### Farewell to employees who have completed 35 years of service in Vassiliko Cement Works

On December 6, 2013 during an unofficial ceremony, our company's General Manager Mr George Sideris, took leave of Mr. Georgios Agamemnonos-Chemist Engineer, who have retired after having worked for the company for 35 years (1978 -2013).

He also thanked our colleague Mr. Andreas Laoutaris, for his 35 years of contribution to the company, (1978-2013) wishing him to keep on doing his best at work.

To both a gift to remember Vassiliko has been offered.



# AN INNOVATIVE IDEA – A CHRISTMAS TREE MADE OF CEMENT BAGS

Something different happened this year at Christmas at Vassiliko Cement Works offices. Our colleague Panagiota Panagiotou from the "Human Resources & Communication Dept" had the amazing and original idea this year to decorate in our offices a totally different Christmas tree. A tree made of empty cement bags.

We set out to put in practice her proposal and within almost 4 days the tree was ready with the help of other colleagues as well.

The tree attracted all the attention.

Congratulations to Panagiota for her original and wonderful idea.



## CHRISTMAS MELODIES

Christmas is here, Big celebration... sung by children of the Zygi-Mari primary school.

The children of Zygi-Mari primary school embellished our offices in Vassiliko with their presence on December 18. Pupils and teachers offered us a joyful tune with Christmas carols and melodies.

Our company rewarded those children offering sweets and an amount of money to be made available to the school's treasury to cover the various needs of children.

## The colleague's page

The chronicles of a young graduate in Vassiliko Cement Works



Narrated by Chrysso Daniil Electrical Engineer & Computers Engineer

136 days have already elapsed since the morning of September 2 when I first started working at Vassiliko Cement Works together with 21 new colleagues. One could tell the sense of awkwardness in the atmosphere combined with anxiety as to what will follow. What did follow was indeed fascinating.

### Path

The following 45 days, as member of the Company's Talent Academy, I was given the opportunity to visit successively 10 different departments of the Company and get an overview of the activities and objectives in each department. This was a truly valuable experience that helped me formulate a broad picture of the way it works a huge and multi-faceted industry like that of cement.

Since the middle of October, I have been working in the department of New Electrological Projects and Planning and I have dealt with projects, such as the operation of conveyor belt for Additives to Cement Mills and the operation of fuel transfer system to the Coal Mill through Reclaimer. The daily contact with the most state-of-the-art industrial equipment and the management of large and integrated electrological systems was my great expectation coming true which I had since I graduated as an Engineer.

Assessing the labor potential of Cyprus, I do acknowledge that experiences similar to the ones I acquired in my working life at Vassiliko could have been acquired only in big companies abroad.

### The future

I look forward to the next 165 days of my training in the cement industry and I believe they will be as full and intense as the ones that have already passed. My objective is to have acquired as many more and complex experiences and practical knowledge as possible that would help me evolve in my career.

In conclusion, belonging to the generation of 20s' and early 30s', running the risk at present of being labelled as unutilized or 'wasted', I do believe that endeavours such as the Vassiliko Talent Academy should serve as an example to be followed by other companies in Cyprus. At the end of the day, this generation has many things to offer to all.

*Chrysso Daniil Electrical Engineer & Computers Engineer  
MSc in Energy Conversion & Management*

## Education



Our company's investment in employees' training has been immense and significant. Seminars for newcomers or for the already existing personnel result in each person's evolution or appropriate placement in the sector deemed most suitable for him/her to perform better.

During the period October-December 2013 seminars/trainings have been realized in Administration, Finance and Technical sectors. People from the following departments participated: Management & Senior Personnel, Engineers, Procurement Department, Accounting office, Human Resources & Communication Department.



# SOCIAL ISSUES Education and training constitute the key pillar to growth in Europe

by the MP Marios Mavridis

**The European Union strategy for growth and creation of jobs (Europe 2020) aims at creating a more competitive Europe by 2020. To achieve the objectives of this strategy, citizens should be well qualified and skilled, based on what the labor market needs today and in the years to come.**

In the context of this effort, the European Commission publishes a report every year on education and training, the so-called "Education and Training Monitor", which outlines the evolution of education and training systems in Europe, across all European Union member states. The report employs the objectives of the "Europe 2020" strategy on education as reference points. According to the report's results, higher tertiary education in Europe does not produce the expected outcomes, does not face the challenges not does it adequately utilize the opportunities available today. Notwithstanding the progress registered regarding education and training in Europe, the achievements recorded still fall far short of the objectives fixed in the Europe 2020 strategy. The Europe 2020 strategy objectives in education and training are specific and refer to the following: percentage of pupils not completing lower secondary school; percentage of citizens having completed their studies in tertiary education; rate of children attending pre-primary schools; performance of 15-year old pupils in reading, mathematics and sciences; rate of employees aged between 20 and 34 years old, who have completed

their studies; percentage of the population aged between 25 and 64 years old, with some kind of education and training very recently. The research unveils that for Europe of 28 member states, the rate of pupils who do not complete lower secondary school stands at 12.7%, while the target for 2020 is to bring this rate down to 10%. The percentage of citizens having completed their studies stood at 35.7%, while the target for 2020 is to climb to 40%. A 93.2% of 4-year old children attend a pre-primary school, while the target by 2020 is to raise the rate to 95%. As regards the performance of pupils in reading, mathematics and sciences, the achievers rates in exams stand at 19.6%, 22.2% and 17.7% respectively. These rates are already higher than the 15% objective fixed by the Europe 2020 strategy. The 75.7% of employees aged 20-34 have completed tertiary education studies while the target for 2020 is 82%. This index is very important because it shows the extent to which degree holders are able to find a job. The last index, referring to life-long learning, shows that 9% of the population aged 25-64 has had some kind of education or training while the target for 2020 is for the percentage to reach 15%. Europe acknowledges the importance of education and training as a key pillar to growth and creation of new jobs and does keep abreast with developments in this field. Despite the significant progress registered, Europe has still a long way to go in order to meet the targets fixed by 2020.

## IT IS EVERYONE'S BUSINESS

The path to your growth and success: How to learn from your fellow citizens  
It is necessary to work hard for your personal and professional development and in order to get what you want in life. At the same time though, some methods and techniques you will apply can offer you many things and drive you faster towards the attainment of your objectives.

Self-knowledge, the ongoing expansion of your knowledge, learning from your experiences and applying the teachings offered by various experiences will allow you each day to become better than the previous day.

To achieve the target of continuous improvement, take a good care of the people you meet, talk to and cooperate every day. Every person you come in contact with can offer you different lessons if you give him time and if you decide to listen to him and observe him carefully.

### Diversity in the way of thinking

It is true that we usually prefer meeting and getting together with people who think in the same way as we do. However, is this always the best to broaden our horizons?

Probably not, because dwelling on our perspective as regards the world's perception and interpretation, we simply reinforce what we believe and the ways we act.

However, watching and listening carefully to other people we meet in our professional and broader environment, we learn about new ways of thinking, interpreting and acting. Careful analysis and comparison probably offer us a new way to perceive things, capable to further improve our perception, beyond the boundaries of our current capabilities.

### The value of careful observation

Develop your skill to observe people. Careful observation of behaviors and modes of action could give you valuable information.

Take a look at how your colleagues are working; how they handle their relations with others and try to understand which methods they use to yield results. In this way you could learn from them applying at the same time the successful working methods they have developed.

Similarly, you should also observe those who fail or who are not effective. This will allow you to better understand what you should not do or mistakes you will avoid, saving thus precious time and energy.

### Seek constantly for new contacts, new acquaintances

Each time you get the chance to meet new people through a work or a project you participate in, go for it.

Your aim should be to get to know as many people as possible and for as many as possible people to get to know you and to develop networks of relations. Do not forget that the most important thing is not whom you know but who know you.

### Support, control and perception of others

You should be particularly interested in how other people from your family, personal or professional background perceive you. Those people constitute the basic source of self-knowledge for you. Without self-knowledge, you cannot move ahead.

Try to find out what they think of you in a constructive and objective way; do not get defensive. Your aim should be to adjust your behavior, the way you work, to improve your effectiveness and develop new ways of action.

### Relations with colleagues and supervisors

We all learn from our colleagues and supervisors in our work. It is a normal practice and it is therefore necessary to focus or work on personal relations that would allow us to draw the maximum from knowledge, experiences and wisdom of the people with whom we are called upon to work and meet daily.

In conclusion, we would like to stress the immense significance of learning as much as possible from the people we meet in life for our personal development and successful career. We should learn to learn from people.

**Seeking new ways of thinking, understanding new perceptions, carefully observing behaviors, self-knowledge via the way people think of us constitute a wealth offered unconditionally by the people we meet daily. It is up to us to recognize this wealth, use it and make the most of it.**