



VASSILIKO
C E M E N T

DOMISI
Building a better future
ISSUE 5 JANUARY - JUNE 2014



Opening address by the Chief Financial Officer

This is already the second year the information bulletin "DOMISI" is published, having successfully boosted communication between the colleagues and the company.

Taking a look back in 2013, this year has indeed been a tough one—maybe one of the most difficult years the Company has gone through in its 50-year of history. Strenuous efforts were required by all of us to cope with the impact of the unprecedented financial crisis our country has faced and none of us has been spared.

The ongoing decline in the local construction industry activity became a totally novel challenge. In an undeniably strongly competitive environment, we set ourselves an ambitious objective to export more than one million tons annually and we succeeded!

As a result, our exports now absorb the largest share of production and the company's revenues are significantly rising. We succeeded in making cement exports one of the main sources of foreign exchange for the country's economy. Echoing our motto **"...we are building a better future!"**

Therefore, the year 2014 has been a year of redefinition aimed at the company's recovery and progress in order to highlight its true value. A value underpinned on its perfectly trained personnel, its state-of-the-art facilities and equipment and on Vassiliko Cement Works good reputation. Our work has already born fruit and we are now able to plan ahead for a better future with caution and optimism!



Georgios Savvas
Chief Financial Officer



VASILOPITA CUTTING CEREMONY-JANUARY 31 2014 (continue)



On January 31st, 2014, the cutting ceremony of Vasilopita, took place to celebrate the New Year.

During the event, reference was made to the reward program put in place by our company and to the Safety and Innovative Suggestions awards.



Mrs. Pagona Liggou mentioned the importance of cooperation and team spirit in the company; she also made reference to the fact that any suggestions and proposals geared towards the improvement of the working environment are more than welcome highlighting the capability of some people to identify and to provide evidence - based arguments for further improvement.



VASILOPITA CUTTING CEREMONY-JANUARY 31 2014

The awarded categories were the following;

Health & Safety Awards

Agisilaos: The award was given to Mr. Stavros Karagiorgis, presenting the highest contribution to changing people's mentality vis-à-vis safety.

Aristovoulos: The award was given to Messrs. Christos Christou and Kyriakos Knekna, who reported the highest number and the most important technical problems brought about by non-safe situations.

Epameinondas: The award was given to Mr. Herakles Pikas, who offered the biggest contribution to changing work organization in order to become safer.

Innovative Ideas Awards

Christmas Tree: The award was given to the colleague Panagiota Panagiotou, from Human Resources & Communication Department.

Secret Santa Clause: The award was given to our colleague Zinona Zinonos, Head of the Exports Department.

Our colleague Stellios Achilleos was the lucky one who was selected by lot to receive the gifts of the king's cake cutting ceremony; these gifts were an icon on behalf of the Archdiocese, a golden sovereign and 2 plane tickets on behalf of the company.



CORPORATE SOCIAL RESPONSIBILITY

Side by side with schools-Cooperation with the “Sofia Foundation for the Children” to support the All-day Primary and Pre-primary school of Choirokoitia

The support by our company to the kitchen's renovation and the financial aid offered to cover the meals of the All-day Primary School of Choirokoitia became a milestone in our progress on Corporate Social Responsibility policy. In cooperation with the “Sofia Foundation for the children” we succeeded in offering to all pre-primary and primary school children a place at the school's dining table and a healthy meal to all without any exception.

On February 11, 2014 the school kitchen inaugural event took place in presence of our company's representatives.

The Human Resources and Communication Manager, Mrs. Pagona Liggou underlined that support activities to schools and vulnerable social groups are particularly important, especially now in these challenging times. Such activities promote and consolidate the company's human face and bridge the gap that could be created between the company and the public.



The Edition

Dear Colleagues,

You have in your hands the 5th edition of our newspaper for the months January-June 2014. Remaining steadfast to the course we have plotted involving information and communication with all of you, we have collected interesting material on our company's activities in the context of corporate social responsibility.

We have also collected material on the activities carried out on the occasion of New Year's Day, Woman's Day, World Safety and Environment Day. We continue with the B' part of the article by the New Projects' Manager Mr. Christophoros Nikolaides regarding the Cement Works Energy Management System, articles by the colleague Chryso Daniil, our colleague Yiannis Kyriakides and other interesting information.

We wish you a pleasant and relaxing summer.

EDITING TEAM

Human Resources
and Communication
Department
Tel. +357 24 845 308

GIVE US YOUR VIEW:
a.alexandrou@vassiliko.com



VASSILIKO CEMENT WORKS ENERGY MANAGEMENT SYSTEM

Part B'

By our company's New Projects' Manager, Mr. Christophoros Nikolaides

Mr. Christophoros Nikolaides continues with the explanation of the company's Energy Management System, referring specifically to the implementation of the international standard ISO 50001.

ISO 50001

VCW Energy team is committed to implement the international standard ISO 50001 for Energy Management. ISO 50001 is based on the ISO management system model familiar to the already implemented standards such as ISO 9001 (quality management), ISO 14001 (environmental management). In particular, ISO 50001 follows the Plan-Do-Check-Act process for continual improvement of the energy management system.

ISO 50001 will provide our organization with management strategies to increase energy efficiency, reduce costs and improve energy performance. This standard is intended to provide our organization with a recognized framework to Integrate energy performance into our management practices.

The purpose of this International Standard is to enable our organization to establish the systems and processes necessary to improve energy performance, including energy efficiency, use, and consumption. Implementation of this standard is intended to lead to reductions in greenhouse gas emissions, energy cost, and other related environmental impacts, through systematic management of energy.

This standard is intended to accomplish the following:

- Assist organizations in making better use of their existing energy consuming assets
- Create transparency and facilitate communication on the management of energy resources
- Promote energy management best practices and reinforce good energy management behaviours
- Assist facilities in evaluating and prioritizing the implementation of new energy-efficient technologies
- Provide a framework for promoting energy efficiency throughout the supply chain
- Facilitate energy management improvements for greenhouse gas emission reduction projects
- Allow integration with other organizational management systems such as environmental, and health and safety.

This International Standard is based on the Plan-Do-Check-Act continual improvement framework and incorporates energy management into everyday organizational practices

This approach can be briefly described as follows.

Plan: conduct the energy review and establish the baseline, energy performance indicators (EnPIs), objectives, targets and action plans necessary to deliver results in accordance with opportunities to improve energy performance and the organization's energy policy.

Do: implement the energy management action plans.

Check: monitor and measure processes and the key characteristics of its operations that determine energy performance against the energy policy and objectives and report the results.

Act: take actions to continually improve energy performance and the EnMS.

The basis of this approach is shown below:

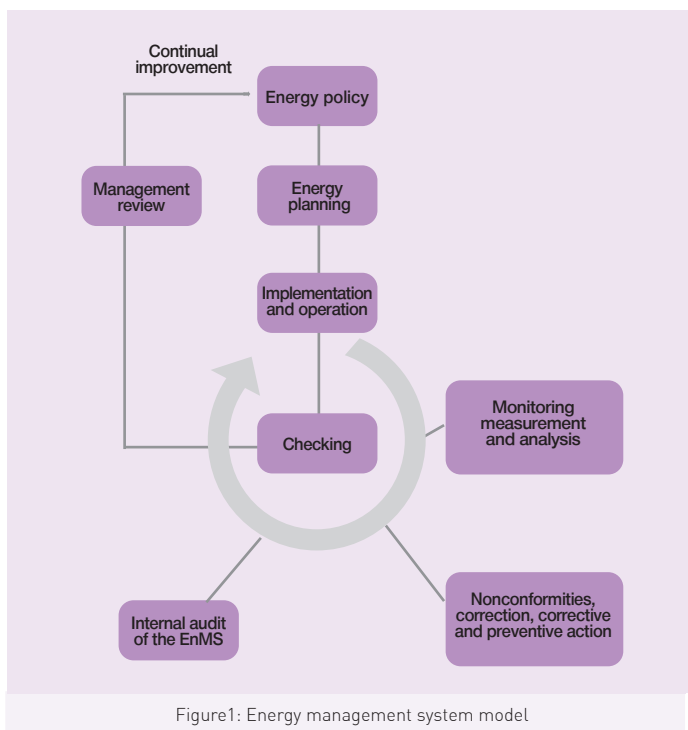


Figure1: Energy management system model

EMPLOYEES' HEALTH & SAFETY

In the context of its employees' Health & Safety policy, our company has concluded a deal with a private chemical laboratory for the completion of general blood tests to the entire personnel.

The tests took place at Vassiliko Medical Center on June 10, 11 & 23, 2014.



We supported the 8th Pancyprian Inter-school Contest of Small Model Solar Cars

Vassiliko Cement Works supported as Grand Sponsor the organization of the 8th Pancyprian Inter-school Contest of Small Model Solar Cars, organized by the Educational Energy Center of Linopetra Secondary School.

In addition to a broad educational communication and cooperation with other schools, this educational center seeks to establish a substantial interaction between the school itself and extra-school organizations and enterprises. The aim of creating the center is to raise awareness and to directly involve students in energy-related issues, aiming ultimately at deeper knowledge and energy awareness raising.

By organizing the Pancyprian Inter-school Contest of Small Model Solar Cars, the Center helps children to realize the vital importance of energy, the kinds of energy sources man is currently using and mainly how to save energy in everyday use. The Center probes into the renewable energy sources with special reference to solar energy being a spring of life for our planet.

Children presented their creations entitled 'Solar Cars' during an event on May 8th. Their creations were evaluated and the best six ones were awarded.



Celebration of the World Environment Day June 5

The Environment is an essential Sustainable Development pillar for Vassiliko. The protection of the environment, either within or outside the factory premises, is an integral part of the company's activities; the company and its personnel are responding to it directly and actively.

Once again, this year, the company celebrated the World Environment Day on June 5, in a well-conscious way, putting in place actions inside and outside our facilities.

Besides sending an announcement to the entire personnel, and placing special posters all around the factory premises, the company also fulfilled two very important actions, the first within its premises and the other outside its premises. The first action regarded the internal inspections carried out by colleagues at the plant with regard to cleaning, tidiness at the work place and recording of suggestions for problems resolution.

After documenting their observations in special forms, they handed them out to the Department of Environment for further analysis in order for all necessary actions to be taken. Through this action, the entire personnel become aware of the situation at the work place regarding environmental issues and can provide possible solutions for prevention and protection.

The second action regarded the cleaning of the beach of a nearby community by employees, demonstrating thus our environmental consciousness towards the local communities where we operate.



April 28: World Day for Safety and Health at Work

April 28: **"World Day for Safety and Health at Work"** and this year also Vassiliko Cement Works is honoring this day, with different actions inside and outside the company, such as seminars on the issue of 'Stress Management at Work', Health & Safety discussions on the main risks we face daily at work and with school visits to neighboring communities.

All the above actions aim at promoting a safe, healthy and decent work highlighting at the same time the diachronic value of our company which is underpinned on Safety-oriented growth.

The day started with a business seminar on **"Stress Management at Work"** which was repeated in different groups of employees for the following 2 days and with school visits to the neighboring communities where we talked about the significance of Safety at school, on the street and at home handing out to children a fairy tale specially prepared for them. This fairy tale stresses the importance of Safety through a nice dialogue between friends. Children paid great attention bearing in mind the competition at the end to win a protective cycling helmet prize award.

Safety discussions continued throughout the month of May on three important sectors that should be taken care of, such as: Working at Height, cleaning of the working place and machinery Log-Out-Tag-Out.

Safety for all constitutes one of the company's biggest responsibilities. Our obligation is to guarantee safety at work for all employees; for this reason, the implementation of the objective "Zero Accidents" has been fixed as a goal and constitutes a big challenge for all.



THEY RESISTED AND KEPT ON One year after the Eurogroup

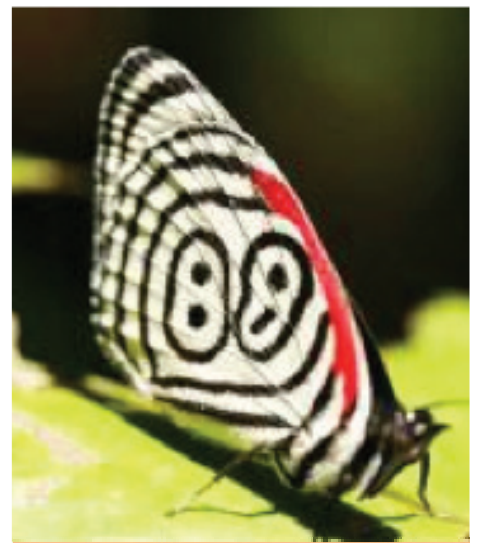
One year after the Eurogroup a special hospitality awaited our company in a special edition of the newspaper "Fileleftheros", which included interviews of executives from various Cypriot companies. The interview about our company was given by Mrs. Pagona Liggou and covers the sectors of the company's operation and its strategy. To put it simply, the above can be summarized in ongoing strengthening of competitiveness and sustainable development program implementation, continuous quality improvement of our product, man-oriented growth, respect for the environment, technological modernization and respect for local communities through social initiatives and emphasis on Safety.

Training-oriented Growth

Our company remains devoted to its duty for employees' training, investing significant time and an important part of the budget.

During the months of January-April 2014, in-service and multi-service seminars took place on the following sectors:

- Effective management processes to increase productivity in times of economic crisis.
- CRM on line training - a special program for the company's customers.
- The evaluation system as a tool for continuous growth.
- Energy saving at the electrical-mechanical facilities.
- Gaining the lost ground in sales during a period of crisis
- Recent modifications in the VAT legislation.
- Financing programs in the sectors of Chemical Engineering and Environmental Engineering
- Health and Safety: Management of work related stress.



A GLANCE AT THE WORLD

It is known under the name Butterfly 88, while the figure 88 is clearly shown on its wings. However, its scientific name is Diaethria. Butterfly 88 is one of the most exotic butterflies in Amazon forests and the rarest species in the family of Callicorini. Its wings bear typical black stripes, while a red 'touch' creates an impressive contrast. They can be found in forest areas, at river borders and on tree trunks, while it is not rare to be found close to residential areas.

Vassiliko Cement Works opens its doors to schools

VISIT BY THE UPPER SECONDARY SCHOOL GIANNAKIS TALIOTIS OF PAPHOS



On January 24, 2014 a group of students from the Upper Secondary School "Giannakis Taliotis" of Paphos visited our facilities.

The Head of Quarries and the Safety Officer gave students and the teaching personnel a tour at the quarry and plant premises.

They informed them about the Production Process, the Quality Control being performed, as well as the actions the company is taking for environmental protection.

Vassiliko Cement Works, in the context of its policy for Corporate Social Responsibility, aims at correctly approaching the public and at providing information on its operations.



March 8: Women's Day



On the occasion of the International Women's Day, celebrated on March 8, the Executive President and the company's General Manager offered a symbolic gift and a wishes card to all women, wishing the best for their personal and professional life.

The gift was bought by the Organization "Europa Donna of Cyprus" in order to support the organization and convey the message to all women on the importance of prevention in their life.

The company's General Manager, Mr. George Sideris stressed the important increase in the number of women working in the company, placing emphasis on the view that women constitute an important key to an enterprise's success.



HEALTH AND SAFETY

Best practices

We keep our course and remain steadfast in the implementation and adherence to best practices as regards Health & Safety in our company.

Some cases in point are the following:

Recommendations Book for Safe Work Procedure for Safe Cement Loading

This manual is addressed to silo truck drivers and in general truck drivers coming to load cement in our company. Important messages can be drawn from this manual regarding their personal safety and the safety of people surrounding them.

- You should ALWAYS wear the necessary Personal Protective Equipment: Helmet, Safety glasses, Vest, Safety footwear, protective gloves.
- Do not exceed the speed limit of 15km/hour while circulating within the plant premises.
- The protective railings should be 1.10m high.

"Nobody cares for my personal safety more than I do. I am responsible for my safety."



WE MUST ALWAYS WEAR THE PERSONAL PROTECTIVE EQUIPMENT



We take lessons from various daily serious or non serious events and we should make it a habit to always wear the Personal Protective Equipment. For example, we wear the protective gloves while performing operations such as: emery wheel cutting, welding, oxy-welding and cutting using any sharp object to avoid more serious incidents.

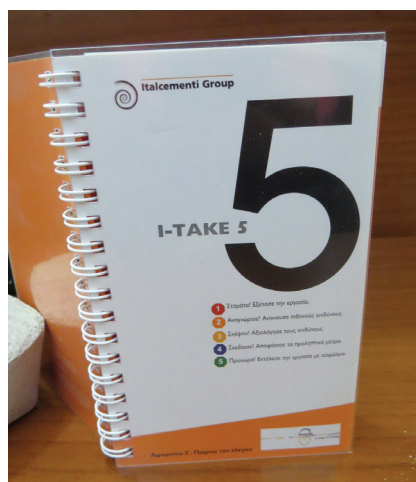
Remember: "I am the first capable to protect myself".

The Personal Protective Equipment (PPE) is not optional and should be always used as safety control measures.

Reminder-COMPULSORY PPE safety footwear, helmet, safety glasses, vest.

I - TAKE 5 I dedicate 5 minutes of my time

The new communication tool on Health and Safety called "I TAKE 5" was launched on June 1st. This new tool comes to complete what we had started with the 10 Golden Rules, i.e discussions on Health and Safety in our work place. In detail, I TAKE 5 focuses on the various risks surrounding us at the work place; it talks about these risks using real examples, taking down suggestions and possible solutions. The participants in these discussions are the Heads of Departments and their subordinates.



Recording of Near Misses and communication of notifications of various actual safety-related incidents

With the above actions, the company's personnel becomes aware of actual incidents of accidents having taken place or near misses in order to raise awareness on how to protect themselves from future risks lurking.

HEALTH AND SAFETY

Development of an Integrated Program to incorporate a Health & Safety mindset into the industry Creation of Suitable Processes, Forms and Practical Solutions for Mobilization, Sensitization, Awareness raising and Direct Solutions with the participation of Managers and Employees

A hazardous behavior constitutes the biggest risk for any work.

The most insidious sources of risk resulting from non-safe behavior are haste and familiarization of employees with their work. Unfortunately, these are the most common risks observed at the plant. In addition, the absent-mindedness, the showiness, the aggressiveness and even joking constitute basic sources of risk that should be eliminated from the work place. Particularly in an industry like ours, indifference and carelessness could often lead to a fatality. Beyond the risks arising from non-safe behavior, technical risks are also present and the combination thereof could turn out being even more hazardous. Technical risks such as slipperiness, working at height, hot works, bad odor, infectious agents, noise, voltage, high temperatures (up to 1400o C), insufficient lighting, vibrations constitute risks we daily face at the company.

All the above could lead to injuries or even deaths, inflicted not only on the person itself but also on a colleague.

Vassiliko Cement Works is aware of the seriousness and riskiness of the problems and takes measures to avoid any adverse and non irreversible conditions.

To avoid and prevent risks deriving from non-safe behaviors, Vassiliko Cement Works has created both channels of communication and practical applications in order to properly inform the personnel, such as:

- '10 Golden Safety Rules'
- 'Risk Identification Form'
- 'Suggestions Form'
- 'Information Safety Form'
- L.O.T.O (Log Out Tag Out) Procedure. (By applying this procedure, the risk of machinery being activated in ignorance of the employee is eliminated.

All the above serves as ongoing sensitization tools for the employees in order to make clear that the nature of their work may involve risks they should overcome. Beyond the risks caused by non-safe behaviors, as previously mentioned, there are also technical risks. For their resolution, the Health & Safety Department makes sure it inspects the plant premises daily and prepares weekly presentations whereby mentioning both the safety projects taking place every week (at technical level) as well as the

hazardous part to be remedied-providing also photographic material-. In this way, each Department takes over to correct the respective technical parts. In addition, the Departments' Managers inspect each month a part of the plant-with the participation of an employee-and fill out the "Health & Safety Inspections Form" where they record and take photos of non-safe conditions. Finally, the Health & Safety Department takes stock of the above and appoints a person in charge to carry them out. The results we drew are particularly significant for our company for the following reasons:

1. Our employees are aware of the great emphasis placed by the company on their safety; they feel confident about the company's commitment and feel comfortable to discuss with the Health & Safety Department any issue possibly arising.
2. Through discussions and real cases, the personnel is constantly informed about the risks lurking at work and about the importance of acquiring a safety culture in every work.
3. The Senior Management and the Managers are closer to employees.
4. The feeling of safety and security is gaining ground when working in a context of policies and statutory procedures in every work; any modicum of stress and uncertainty for possible false moves is eliminated.





COLLEAGUE'S PAGE

Our colleague Chryso Daniil is informing us on the football competition between Vassiliko Cement Work teams.

On Tuesday, December 17th and on Monday, January 13th, two football encounters were organized in Limassol, at Campus Sportivo fields between Vassiliko Cement Works employees.

The rival teams included colleagues from the Talent Academy, the industry's youth and senior employees.

These football encounters present an opportunity to strengthen the ties among employees who come from different departments in the company, developing thus the team spirit and "fair play". The team of youth won both games, with a score of 8-5 and 11-5 respectively. We are looking forward to a 'come back' of the 'seniors' team.



JOURNEY FROM VASSILIKO CEMENT WORKS PLANT TO NICOSIA OR LARNAKA

Anyone leaving Vassiliko Cement Works with destination to Nicosia, Larnaka and the in-between communities, is usually head towards Zygi, eastwards. With the first impression that Nicosia is situated in this direction, they cross the Community of Zygi, head towards Octagono and therefrom to the motorway (or inversely).

Is this itinerary however towards Zygi, the shortest or the most advantageous one?

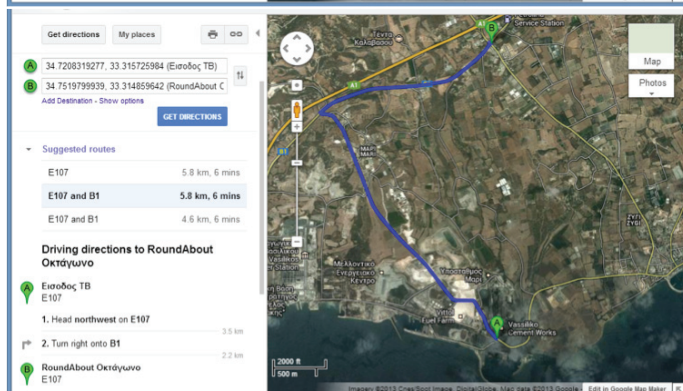
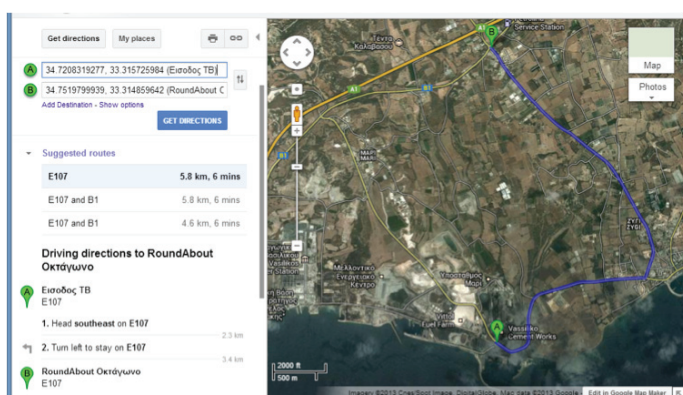
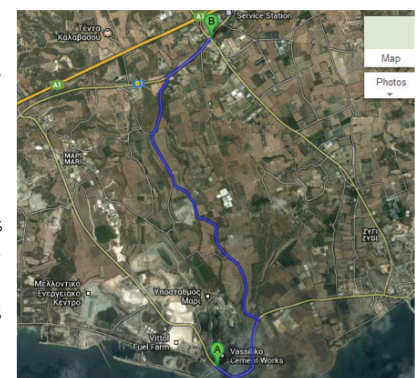
A short investigation in Google Earth shows that the distance from Vassiliko Cement Works entrance until the Octagono is precisely (!) the same (5,8 klm), regardless of whether you choose to travel from Zygi or from Mari:

If we observe the map, we see a rhombus, its edges being Vassiliko Cement Works, Octagono and Zygi and thanks to Google Earth measurements, the route seems "symmetrical", like a perfect rhombus. In addition, the coordinates (33.315 and 31.314) show that the two edges are exactly on the axis north-south (reaching Nicosia if you extend it, the center of which being at 33.350c on the East, i.e. to the north of Vassiliko and not at all to the east).

Personally I prefer the second itinerary because
 a.it does not cross a residential area, camps, etc
 b.and b. not many curvatures are involved (or humps so to speak) being placed for speed reduction, for pedestrians' safety and unfortunately for putting stress on cars' suspensions. I prefer the second one despite the increased truck traffic, even after the addition of the curvature close to VITOL (J & P). Of course all this apply until the area starts being developed as an Energy Center; such a growth will certainly involve construction of new roads and new traffic arrangements.

NOTE 1 A short cut, a by-pass road exists on the diagonal of the rhombus following the eastern bank of Vassilopotamos: It is a narrow rural road, with several windings and silo trucks, so it is a little bit dangerous and slow. Based on Google Earth calculations, it is approximately 4,6 klm (straight line of 3,5 klm)

NOTE
 Whatever course we choose, we should always bear safety in mind and respect the following:
 -avoid speed
 -do not drive dangerously
 -do not forget traffic rules
 -do not forget the people waiting for you at the end of the trip, be they colleagues or family.



by our colleague Yiannis Kyriakides