



VASSILIKO  
CEMENT

SINCE 1963

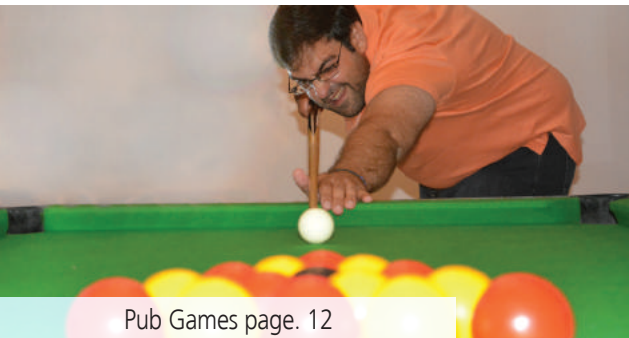
# DOMISI



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“  
Our vision  
is to excel  
as a Successful company,  
based on principles  
which at their core  
encompass Respect  
and Contribution.  
”

Dear Colleagues, Friends and Partners,

The summer may typically be over, but the heat sustains. So, keep on going swimming and of course reading of course our corporate newspaper "Domisi". Allow us to dedicate particularly this edition through an interesting interview, to our General Manager Mr George Sideris who retired on 31 of July, after offering his services and dedication to the company for almost 42 years. Finally, we wish all our little friends a great beginning for the new school year that is almost here!

Editorial team  
Communication Department

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# Time Machine

At our 3rd annual party, everyone who attended enjoyed a beautiful trip in time, with an experience with the 1964 super Red Retro car.

On May 5th 2017, the calendar was marked, as we were submerged into the 70's and 80's; Vinyl's, Record Cassettes, Michael Jackson and Arcade Cabinets were just a few of the many things we enjoyed.

The menu boasted an energetic mood with conversation and drinks in the outer yard, followed by a dinner accompanied by ambient music, various games that entertained the attendees and the ultimate prize that offered air tickets for two to Athens.

As the song goes, "At the old disco new lights were brought, they put new carpets and opened the door," and then the lights were lowered, the DJ raised the volume and the dance floor was lit.

After this party, some people may have thought "Have I been born in the wrong era?"



# ΑΚΑΔΗΜΙΑ ΤΑΛΕΝΤΩΝ 4

## As tous γνωρίσουμε!

### NEOPHYTOS CHRISTOFI

**Department:** Production

**Favourite destination:** Brazil

**Why did you choose the Vassiliko Cement Works?**  
*Because as a mechanical engineer, it is a great experience for my future work career.*

### PAMBOS HADJICHRISTODOULOU

**Department:** Quarries & Quality Assurance

**Favourite destination:** America

**Why did you choose the Vassiliko Cement Works?**  
*The reason is that I am able to be involved with my expertise.*

### ANDREAS YIORKAS

**Department:** Shipping & Vessels Loading

**Favourite destination:** Greek Islands

**Why did you choose the Vassiliko Cement Works?**  
*For the reason that it is a healthy, evolving and growing company.*

### VASILIOS MAKKAS

**Department:** Production

**Favourite destination:** Limassol

**Why did you choose the Vassiliko Cement Works?**  
*For the prestige of the company.*

### CHRISTINA KERAUNOU

**Department:** Maintenance Engineering

**Favourite destination:** Cuba

**Why did you choose the Vassiliko Cement Works?**  
*From what I can see the expertise that I choose to study, this is the best place for work experience.*



### MARIANNA YIASEMI

**Department:** Production

**Favourite destination:** Las Vegas

**Why did you choose the Vassiliko Cement Works?**

*Because it is the biggest industrial company that I have had the chance to pursue an experience.*

### ANNA KARAGIORGI

**Department:** Procurement & Contracts

**Favourite destination:** Mexico

**Why did you choose the Vassiliko Cement Works?**

*The reason is that it is diverse.*



**ANDREAS PROTOPAPAS**

**Department:** Maintenance Engineer  
**Favourite destination:** Pyrgos Tillirias  
**Why did you choose the Vassiliko Cement Works?**  
*It was a life target of mine.*

**THEOFANIS THEOFANOUS**

**Department:** Shipping and Vessels loading  
**Favourite destination:** Santorini  
**Why did you choose the Vassiliko Cement Works?**  
*Because it is one of the biggest company's in Cyprus and as a Mechanical Engineer I have a lot to learn.*

**CHRISTOS PAPAGEORGIU**

**Department:** Production  
**Favourite destination:** Greek Islands  
**Why did you choose the Vassiliko Cement Works?**  
*Because it is the biggest heavily industrial company with many expectations.*

**ΠΟΛΥΜΝΙΑ ΓΛΥΚΕΡΙΟΥ**

**Τμήμα:** Διασφάλισης Ποιότητας  
**Αγαπημένος προορισμός:** Παρίσι  
**Γιατί επιλέξατε την Τοιμεντοποιία Βασιλικού;**  
*Επειδή είναι μια σύγχρονη βιομηχανία που σέβεται το περιβάλλον και τον άνθρωπο.*

**MONIKA AFXENTIΟΥ**

**Department:** Shipping and vessels loading  
**Favourite destination:** Bali  
**Why did you choose the Vassiliko Cement Works?**  
*Because it is a pioneering company in the industry and its principle goals are a good fit with my own work goals.*

**CONSTANTINOS PONTIKAS**

**Department:** Maintenance Engineer  
**Favourite destination:** Larissa  
**Why did you choose the Vassiliko Cement Works?**  
*Because it is a progressive company with a great future.*



**CHRISTODOULOS CHRISTODOULOU**

**Department:** Maintenance Engineer  
**Favourite destination:** Italy  
**Why did you choose the Vassiliko Cement Works?**  
*For its stability.*

**CONSTANTINOS KALLISTRATOU**

**Department:** Production  
**Favourite destination:** Bahamas  
**Why did you choose the Vassiliko Cement Works?**  
*For its prestige, the stability and the professionalism.*



## Blood donation... "A Life Bridge"



We honor and thank our voluntary colleagues for their valuable contribution during our blood donation day. They symbolize and express the universal values of love, solidarity, friendship and of charity towards fellow human beings.

**"Only 5 minutes of our time are enough to save a life"**, it was our slogan for this Blood Donation.

A big THANKS to all our blood donors!



## «Strength in unity»

Cyprus Engineering Stores Ltd (Spanias) and A & S Christos (Dealers) Ltd, are two of our several decade cooperating, corporations.

During a simple ceremony, we honoured and thanked these two partners in recognition of their longstanding collaboration, dedicated service and excellent offers.

"Strength in unity" therefore brings the best results.





## 51<sup>st</sup> Annual General Meeting

On May 30, 2017, our 51<sup>st</sup> General Meeting was held at AMATHUS Hotel in Limassol.

The company's Executive Chairman, Mr Antonios Antoniou welcomed the attendees and presented on behalf of the Board of Directors, where the financial results for the end of the year 2016, with development projections given for both the domestic and external cement markets.

Thereafter, reference was made to the payment of dividend, after the audit on the results and the company's cash flows.

In conclusion, he thanked Shareholders, Customers and the Personnel for their unfailing efforts for the company's progress and sustainability.



## 11<sup>th</sup> Pan Cyprian Inter-School Contest Of Small Model Solar Cars - 3 May 2017

Within the context of our company's' Corporate Social Responsibility policy, for a fourth consecutive year we were the main sponsor of the Pan Cyprian

Inter-School Contest of Small Model Solar Cars. The competition was organized by the Educational Energy Centre of Linopetra High School, under the name "SUN SOURCE OF ENERGY". Twenty-five (25) schools participated from across Cyprus, including Primary, Secondary, Lyceums and Technical Schools.

Through this competition, children explore and recognize renewable energy sources such as solar energy, which constitutes as a source of life for our planet.

## CONFERENCE ON "CORPORATE RESPONSIBILITY AND SUSTAINABILITY REPORT"

The conference was organized by the Directorate General for European Programmes, Coordination and Development (DG EPCD), in cooperation with the Cyprus CSR Network, and was held on 12 June 2017.

During the Conference a presentation was made by our Chief of Human Resources, Health & Safety & Communication Officer Mrs Pagona Liggou, based upon the practical guidelines regarding the adoption and implementation of CSR principles and the preparation of the sustainability report.



Mrs Liggou particularly mentioned that the publication of the sustainability report states the commitment to corporate responsibility and strengthens the credibility of the company as well as its image and reputation. She also added that it is the Management's commitment to integrate sustainable development into the company's operational strategy.

## Did you know that trees ... sleep at night?

Researchers from Austria, Finland and Hungary carried out a study, showing that even trees "sleep" during dark hours.

With the help of laser scanners, scientists studied the movements of large trees more than 15 meters tall during the night and saw that as soon as the darkness approached, they relax their branches by up to 10 cm and restore them to their original position as soon as the sun rises.

Experts believe that the relaxation of these branches may be due to the fall of the internal pressure on the plant cells of the trees, associated with the photosynthesis process.

During the night, photosynthesis stops, reducing the production of sugars in the cells together with the pressure.

Source: [http://www.ant1iwo.com/ant1life/tech-science/article/239470/ixeres-oti-ta-dedra-koimoudai-to-vradu/-/](http://www.ant1iwo.com/ant1life/tech-science/article/239470/ixeres-oti-ta-dedra-koimoudai-to-vradu/)





## “I protect the environment where I live and breathe so that I can be well”

On June 14th, a group of our employees volunteered along with children and teachers from the elementary schools of Kalavasos and Pentakomo, celebrated World Environment Day. All bountiful of energy and enthusiasm aided in the cleaning of a neighbouring beach.

The main purpose of this exercise was to raise the environmental

awareness within the conscience of both children and adults, using the motto “I protect the environment where I live and breathe so that I can be well.”

The successful organization of this activity led to only positive impressions of the people due to the success and organization of the activity.





## World's Health & Safety Day "5,10,15.... I'm coming out! Risk I'll get you"

Our participation in World Health and Safety Day constituted an institution for our company. This year, we too celebrated this day with the schools of the nearby communities, through an activity named: "5,10,15.... I'm coming out! Risk I'll get you..". this directly related to the dangers that children are confronted with within their school premises.

For this activity, children were asked to work with their teachers to discover any dangerous situations that exist both within and around the school premises that could possibly Cause them harm. After writing down the risks, they then suggested possible solutions that could be applied to reduce or eliminate these risks.

By joining in with this process children felt responsible for both their own safety and their classmates, therefore making enormous efforts to allow for a comprehensive picture of the dangers discovered within the school and the solutions proposed. The next step was to discuss these dangers in order to realise how they can influence their lives and how Health & Safety may be implemented.

The children were finally awarded for their whole effort with a shoulder bag and a certificate of participation.



## INTERVIEW

### Mr. George Sideris



Mr. George Sideris, General Manager in our Company, after 41 years of service and contribution, bids farewell to us through an all-encompassing interview.

● **Vassiliko Cement Works. What does it mean to you?**

As expected, you must experience it in order to actually and fully understand it, after almost 42 years of service, an organization becomes your alter ego a major part of your life and identity.

Besides this, people of the Vassiliko, both young and older even those who unfortunately left us prematurely, become members of your family. This notably happens when you experience intense situations with these people, go through crises in the technical or economic sector and witness operational improvements together.

In a nutshell, this happens together with people you experience pleasant and unpleasant situations. Throughout the last 40-year period and specifically the last 20 years, the factory area has improved to incredible levels, in particular with the installation of the new production line operation. In the last 15 years changes have been big, in regard to both the equipment but also the working conditions and the service facilities, boiling all the way down to our brand-new restaurant that we should be proud of as a company and as employees.

● **1.10.1976. What does this date bring to your mind?**

It brings me back to the day of my recruitment; I recall a very young Chemical Engineer who used to learn about cement from the encyclopedia because back then we were not taught the subject at the University. I was offered a job in England and I accepted. I learnt a lot about the job- role, after wanting to return to Cyprus I did not know neither where I was going nor the journey I was about to embark upon. Compared to the present day, the facilities were at a very downgraded level; I mostly mention this for young employees.

The Engineers' offices were under the kiln and the refrigerator's gases, had no filter, resulting in 40°C temperatures within the offices and build-up of

clinker dust. Luckily, we did not have computers because I do not think they would have worked under these conditions; they would have exploded. At that time, there was no motorway from Nicosia to Limassol and so me and my family thought it would be best to live in the residential area for employees during the period 1978 -1990. Despite the difficult conditions, with the much lower performance of the electrostatic, the noise and the vibration of ball-mills which were very apparent, my family says they lived the happiest time in this settlement.

● **After 42 years in the same organization. Which was the strongest moment for you?**

It is very difficult to single one moment out. There were many strong moments; some of them were very unpleasant, where we lost some colleagues in accidents with some very unfortunate incidents. There was a period, between 1980-1990 when the Company took a brave and strategically critical decision to construct a port. Practically, the Company has been fighting daily for its survival; its finances were fraught with difficulties and this impacted negatively on employees' morale.

Since 1990, the participation of "Italcementi" started to gradually bring a technological upgrade; the Company's finances have improved and this caused for the upgrade of the new production line.

I consider that the Company is now at it's pinnacle. Moreover, it is very crucial that the company manages to renew and enrich its human resources with very talented young scientists, so that when an employee withdraws, there is no gap; on the contrary, there are many prospects for even better results.

● **What is your advice to Vassiliko young people?**

I would suggest to our young people to work consistently, systematically, with devotion and to be patient with their evolution. To love OUR Company because it is unique in Cyprus in regard to the care it shows to its employees. First and foremost, young employees should constantly learn from their colleagues, their supervisors and the visitors we occasionally have with us. They should show love to each other, show cohesion and solidarity.

● **How did Mr. George Sideris change through his service at Vassiliko Cement Works?**

I am not the one to give this answer; others will have to give it. How did I change...I grew old... (laugh). I learned many things in the technical sector and in human relations while working for the Company from the various posts I held and through the experiences I acquired. Therefore, I am grateful. I believe that I became slightly wiser.

● **What will you carry with you once you leave our Company?**

I will try to keep many pleasant memories and moments I lived through and the opportunity I was given to cooperate with remarkable people.

● **What is the next day for Mr. Sideris?**

The next step...There is plenty of time I should have dedicated to my family and although one cannot bring the time back, I will do my best to return all this understanding I was given for so many years. I am grateful to the Company for the 41 years of service. The Company has been very good to me giving me the opportunity to help my family and in the last 20 years it honoured me with the General Manager's position. It gave me the chance to learn a lot and I hope I have responded to the needs.

*We thank you for your time and for everything you shared with us*

## PUB GAMES

Leaving back the stress and the anxiety of everyday life, our company's employees with their families, let themselves enjoy the magic of the Pub Games where a pleasant and fun atmosphere was created, at the "PLATIA" tavern in Zygi on May 26<sup>th</sup>.

Games such as billiards, table-football, flipper and ping pong, along with tasty food and good mood were the ingredients for the evening's success.

The evening wound up with the awarding of our champions: Stelios Sykopetrides of "Gerakia" team for his victory at the billiard, Christakis Koutsoullides of "Pegasus" team for his victory at table- football and of course Andreas Panayi from "Leontes" team for his victory in ping-pong.





## Tips and Good Practices for Information Security

From the IT Manager  
**Mrs Niki Theofanous**

### Do's and Don'ts

- ✓ Use strong and complex passwords
- ✓ Do not share or disclose your credentials to colleagues
- ✓ Never reuse passwords
- ✓ Always check and confirm the validity of an email source
- ✓ Confirm the identity of callers before sharing any information
- ✓ Think twice before you click on a suspicious link contained in emails or websites
- ✓ Keep a "clear" working environment
- ✓ Remove sensitive information from public areas
- ✓ Dispose media or any confidential data in a secure manner
- ✓ Always lock your computer and mobile phone when not in use
- ✓ Challenge the presence of any suspicious or unknown individuals

### WHAT SHALL I DO IF MY COMPUTER IS BEEN AFFECTED BY RANSOMWARE

1. Disconnect your workstation from the network
2. Shut down your workstation
3. Disconnect any removable media
4. Report the incident to your IT Department and your Line Manager
5. Alert your colleagues as to minimize occurrences of the event

## Honorary Distinction for Vassiliko Cement Works by the European Agency for Safety and Health at Work (EU-OSHA)

After receiving 1st place in the Health and Safety Best Practice Awards across Cyprus entitled "Management system of ageing employees", last November during Safety week, our company represented Cyprus in Malta, receiving a distinction from the European Agency for Health and Safety.

The award ceremony took place on 26 April 2017 in Malta, and our company was represented by Mrs. Pagona Liggou and Mrs. Maria Evdokimou, who received the award of distinction.



## HEALTH COLUMN

### An article by our company's' Nurse George Vasiliou



#### 10 Nutritional pieces of advice for the lowering of cholesterol levels.

- ◆ Choose lean meats and cheeses and remove visible fats before cooking.
- ◆ Remove the skin from poultry and choose fish instead of red meat, this should be consumed at least once a week.
- ◆ Pick low-fat dairy products, such as non-fat milk, low fat cheese - Avoid butter, margarine, whole milk, and oily cheeses.
- ◆ Increase the consumption of fruits, vegetables and whole grains that are rich in fibers.
- ◆ Increase physical activity to aid in reaching your ideal weight.
- ◆ Limit alcohol consumption.
- ◆ Preference for fresh fish and avoid canned and fried foods.
- ◆ Choose egg whites over egg yolks which are rich in cholesterol.
- ◆ Avoid All-butter croissants, brioches, breads containing eggs, chocolates, biscuits, mayonnaise, cakes, whole cream milk, fried foods and ice creams.
- ◆ Steam, grilling or baking of food is desirable. Many foods can be cooked without oils in a microwave oven or in a non-stick pan.



Our company's new website, [www.vasiliko.com](http://www.vasiliko.com) is online, running and more user-friendly than ever before.

With modern design, rich material and a compatible format for all devices, our new page is available for you to explore.

You can easily and quickly browse through the different sections of our website and stay tuned with updates relating to Vassiliko Cement Works!



**ΒΑΣΙΛΙΚΟ**  
C E M E N T

SINCE 1963

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