



**COMMUNICATION ON PROGRESS  
2012**

**STATEMENT OF SUPPORT**

Within a constant global environment of crisis and uncertainty, our company continuous to support all ten Principles of the United Nations Global Compact. This happens by following the defensive and conservative policy and having decided to allocate the same amount of funds as the previous year. AKRITAS commits itself as a Company for continual improvement by assessing high standards, goals and targets to the UN Global Compact. Besides our key initiative for the protection of the environment, our specialized workforce is our greatest asset and our priority is to ensure the health and safety of our employees by setting and obligatory participation of staff in our seminars.

Our strong commitment and continuous support to the principles of the UN Global Compact Initiative is communicated across our Company from the top management to our staff and business partners as well as to our stakeholders and public.

**AKRITAS S.A.**

**Loukia Saranti**

**B.O.D PRESIDENT**

## **HUMAN RIGHTS**

### **Principle 1**

**Business should respect the protection of international proclaimed human rights.**

### **Commitment**

The company fully considers and respects the protection of international proclaimed human rights as well as its commitment to operate to the highest level of integrity and ethics in all business activities.

### **Systems**

The company implements a code of Business Ethics which applies to all activities and services for securing and protecting human rights and also to promote proper and safe working conditions and high ethical standards.

### **Activities**

The company also cares to offer proper working conditions, pleasant environment by offering sincere, judicial and safe working environment and invests systematically to the education ,as a means of employee evolution by respecting their rights.

AKRITAS doesn't involve in violation of any of the ILO core conventions as defined in the ILO Declaration on fundamental principles and rights at work ,1998.

Employees are motivated to report the upper management any behaviour within the company that they believe it is a violation of laws of the Code of Business Ethics.

The company gives the necessary attention to the issue and a satisfactory solution is given, which meets the requirements of the Code as well as the relevant legislation. The company develops and supports CSR activities, providing contributions to non-charitable organizations like KETHEA therapy center for dependent individuals who are drugs addicted . By printing our works at KETHEA SCHEMA + CHROMA , we help it in its efforts to provide apprenticeships to members of therapeutic programs, and support the KETHEA budget at the same time.The company also maintains a blood bank for its staff at the General Hospital of Alexandroupolis.

### **Performance**

There are no cases of violation of human rights or improper behaviour that have been recorded within the company. All the employees are well treated , fairly appraised in a frame of no employee discrimination. The company defines realistic criteria concerning the selection of people to evolve professionally, as it gives the opportunity systematically to make their practise in the company.

## **HUMAN RIGHTS**

**Principle 2: Business should make sure that they are not complicit in human rights abuse.**

### **Commitment**

AKRITAS is committed to ensure that its operations, either directly or indirectly are not complicit in human rights . For this purpose, compliance with the code of Business Ethics is an obligation for our clients and suppliers also.

### **Systems**

At the beginning of the collaboration with them, AKRITAS monitors where possible to confirm that they respect human rights . The company abides consistently by the provisions of labour and social security laws. This can be accomplished by applying policies of evaluation from the relevant Department.

### **Activities**

AKRITAS abides consistently by the provisions of labour and social security laws. In the case of an event of violation of human rights or refusal of compliance with the Code of Business Ethics by the suppliers and collaborators, then the contract is terminated.

### **Performance**

No such a case has been recorded during the year.

## **LABOUR RIGHTS**

### **Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**

#### **Commitment**

AKRITAS recognises the freedom of association, and the right of employees to be involved in collective bargaining. The employees union was established in 1985. AKRITAS encourages its employees to participate if they wish to unions and associations.

#### **Systems**

The employees are represented by the Union on issues related to several topics on health and safety at work.

#### **Activities**

Many times a year, regular meetings have been scheduled between the staff and the member of the Union:

These meetings are held for the following reasons:

- For participation in the development and review of company's policy.
- To express their opinions on several matters like health safety and technical issues.

#### **Performance**

The employees Union consults with the Plant Manager and the Safety Engineer, in order to discuss several issues like health and safety at work. The meetings are taking place whenever it is necessary.

## **LABOUR RIGHTS**

**Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.**

### **Commitment**

The company gives equal opportunities to everyone and the code of work assures a harmonious working environment. Also, it complies with national laws relevant to labor rights to all its activities and operations. AKRITAS is committed to prevent forced and compulsory labor by giving the possibility to employees to exercise legal rights like voluntary resignation from work. The company abides consistently by the provisions of labor and social security laws.

### **Systems**

All recruitments and resignations are conducted in a transparent way and in accordance with employee's contracts.

### **Activities**

The salary payment is deposited to the bank and all the employees receive a payroll analysis including tax etc.

### **Performance**

The accounting department controls and maintains all the relevant procedures in accordance with national law.

## **LABOUR**

### **Principle 5 The businesses should support the effective abolition of childhood**

#### **Commitment**

AKRITAS doesn't support any form of child labour.

#### **Systems**

The AKRITAS employees are over 18 years old. The average age of our employees is about 40 years old. To any recruitment, all necessary procedures are done so as to verify the age of each employee in order to ensure that they are within the age required from the legislation.

#### **Activities**

The support to the effective abolition of child labour is reflected to our suppliers within our sphere of influence.

#### **Performance**

In our cooperation with suppliers and clients, no cases of child labour have been observed. We keep supporting the effective abolition of child labour.

## **LABOUR**

### **Principle 6: The businesses should support the elimination of discrimination in respect of employment and occupation.**

#### **Commitment**

AKRITAS policy is that no employees shall be discriminated in respect of employment and occupation.

The company invests in human capital as it is a significant factor for its competitiveness. There is a respect in non-discrimination principle like race, age, gender, race, sexual orientation, marital status, religious belief, national extraction or disability.

#### **Systems**

Hiring and promotion of employees are based on meritocracy and criteria like qualifications, competitiveness, responsibility, creativity. Equal opportunities are given to all of them concerning continuous training and education in order to motivate and attract the human resources. Health and Safety are always of primary importance to the company. This applies to any form of their working environment such as fire protection, first aid, proper ventilation, temperature, hygiene and sanitation.

#### **Activities**

Training programs were implemented that have covered topics like safety, and managerial skills. Training programs are held for new staff to familiarize with their new duties. Additionally, all employees can attend seminars at any time relating to their positions from accredited institutions so as to ameliorate their career and knowledge.

#### **Performance**

In 2012, training programs and seminars have been taken place including managerial skills (Business Administration from Hellenic Management Association), safety issues of first aid, fire prevention seminar, use and types of firefighting equipment (categories of fire extinguishers-fire nests).

## **ENVIRONMENT**

### **PRINCIPLE 7: Business should support a precautionary approach to environmental challenge.**

#### **Commitment**

AKRITAS is committed to develop its activities in relation to the protection of the environment and human health.

This commitment is depicted by the company certified in accordance with standards like FSC policy.

#### **Systems**

With FSC certification, the company supports the responsible forest management worldwide.

#### **Activities**

AKRITAS has committed that is not involved in :

- Illegal logging or the trade in illegal wood or forest products
- Destructions of high conservation values in forestry operations
- Significant conversion of forests to plantations or non forest use.
- Introduction of genetically modified organisms in forestry operations

#### **Performance**

AKRITAS was certified by the implementation on the FSC Chain of Custody standard that describes a management system that aims to effectively monitor the raw materials used to manufacture the products in a company. The monitoring covers all stages of processing of raw materials from delivery to consumers, ensuring that raw materials used and subsequent procedures comply with the requirements of the standard and responsible forestry management.



## **ENVIRONMENT**

**Principle 8: Business should undertake initiatives to promote greater environmental responsibility.**

### **Commitment**

The company abides consistently with National and European Regulation and provisions regarding environmental protection.

### **Systems**

All environmental projects conducted by the company adhere to ISO standard (EN ISO 9001:2008) , Health and Safety procedures.

### **Activities**

In 2012, our company had several in-house training activities including health and safety seminars.

### **Performance**

During the last year, the relevant employees attended several training programs and seminars concerning health and safety issues in the workplace.

## **ENVIRONMENT**

**Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.**

### **Commitment**

The company is committed to use environmentally friendly technologies as maintaining the nature balance which is one of the fundamental principles of the company. In addition, it makes significant investments in energy saving as well as in research and technology. The company takes preventive action for saving energy.

### **Systems**

AKRITAS uses innovative and alternative forms of production energy in order not to harm the environment.

### **Activities**

AKRITAS has done the following movements:

- Investment in use of alternative forms of production energy that are environmentally friendly.
- Contribution and support to projects of reputable environmental organization like WWF and ARCTUROS.
- The company takes preventive action for saving energy
- Pollution monitoring and management

### **Performance**

AKRITAS monitors pollution on a constant basis.

The company's examples of activities are the following:

- Production energy by burning biomass, a procedure that avoids pollution as replaces the burning of hydrocarbons.
- Constant improvement in technology associated with pollution monitoring and management.

## **ANTI-CORRUPTION**

**Principle 10: Business should work against all forms of corruption, including extortion and bribery.**

### **Commitment**

AKRITAS approaches sustainable Development based on a policy of responsibility that is compatible with the corporate business policy.

The company has a total commitment to comply with anti-corruption in the form of extortion and bribery.

Our philosophy is to be transparent to all its business and transactions.

### **Systems**

AKRITAS conforms the principles of Corporate Governance (we are listed in Athens Stock Exchange).

### **Activities**

Audit committees check that all activities are carried out in accordance with the corporate policy and strategy.

The honest -open business and work relationships are based on mutual trust.

### **Performance**

Cases of corruption and bribery are investigated by the company. Up to now, no such cases of bribery and corruption have been reported.