

## A message from the president

2010 was a really tough year for the social and economical environment of Greece and the European Union.

During this year, all social layers were proved by adversity, but most of all the local business. These businesses were called upon to bear the burden of an unexampled economical crisis with unpredictable results in both social and economical level.

Our company has withstood into this storm thanks to its people and their commitment to the non- negotiable values that rule this company from the very first day of its operation.

We fully support the principles and values of the UN Global Compact and we deeply believe that they reflect not only our core business values but also the personal values of each one of us.

Because we believe in a bright and green future, we will continue by all means and costs to promote these values not only within the microcosm of COSMOS ALUMINIUM but also within the broader social environment in which we operate.

## The principles and our Actions

### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights

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

For COSMOS ALUMINIUM human rights is the fundamental principle of an organized society. Our main policy is to choose companies to cooperate which are not violating in any manner the internationally proclaimed human rights.

### Labour

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

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour;

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

We treat our people as the core and most valuable asset of our organization. COSMOS ALUMINIUM will **never** use tactics that incorporate any kind of discrimination. All of our procedures are in full compliance with Greek labor law and more on this, all of our operating procedures are certified according to ISO 9001:2008 European standard.

Nobody in COSMOS ALUMINIUM is paid less than the minimum legal standard and everybody is insured accidents on a 24hour basis in a private body, moreover during 2010 we created a blood bank not only for our employees but also for their families.

We hire our people with clear procedures eliminating any form of discrimination and we are totally against child labor.

O opposition to child labor is an inviolable rule for our suppliers as well, we never do business with a company or an individual that employ children.

We empower the free distribution of ideas and complaints with only scope to create and maintain a better working environment and we operate strictly under the guidance of the OHSAS 18001:2007 standard as far the health and safety in the plant concerns.

COSMOS ALUMINIUM invests on its people with regular seminars not only on their actual job activities but also in medical and environmental aspects. Moreover our annual teambuilding event is a tradition of the company.

## Environment

**Principle 7:** Business should support a precautionary approach to environmental challenges;

**Principle 8:** Undertake initiatives to promote greater environmental responsibility, and;

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

We operate under the ISO 14001:2004 standard with one and only concern, the total environmental protection.

We recycle everything; row and secondary materials and any possible wastes that are produced from our daily operations, also we are currently running a paper free program in our offices. Furthermore through regular seminars and on the spot training we train our employees how to be more environmentally sensitive.

Last but not least, we created key environmental indexes which are reviewed twice per month in a dedicated meeting.

## Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

We have created procedures which safeguard the transparency in every single transaction that might have with all of our internal or external customers or suppliers.

All of our activities conform in total with the law and this is one of our major criteria in order to choose a new partner or employee.