

# INTERGEO

**Environmental Technology Ltd.**

## COMMUNICATION ON PROGRESS

**OCTOBER 2012**

**COMPANY NAME:** INTERGEO ENVIRONMENTAL TECHNOLOGY LTD.

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This is our **Communication on Progress**  
in implementing the principles of the  
**United Nations Global Compact.**

We welcome feedback on its contents.

## **STATEMENT OF SUPPORT**

INTERGEO's environmental sense and keen awareness of environmental issues led our Company to join such an organization where one the four issue areas is the environment and associated principles. Our Company continuous to supports and acknowledges all ten Principles of the United Nations Global Compact Initiative. All ten Principles are implemented to our Company's operations and philosophy and assist us to improve our Company's goals and targets.

Our philosophy is to provide exceptional technical services according to the actual demands of each customer, in lower possible cost. INTERGEO commits itself as a Company for continual improvement by assessing high standards, goals and targets to the UN Global Compact. INTERGEO is currently working on hundreds of environmental projects worldwide. Besides our key initiative for the protection of the environment, our specialized and enthusiastic workforce is our greatest company assets. 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 General Manager down to our support staff and subcontractors as well as to our stakeholders and the general public. As an active member of the UN Global Compact Initiative, it is also our obligation to communicate annually our corporate responsibility efforts through the publication of our Communication On Progress (COP) report.

Dr. Stelios Papadopoulos  
General Manager

## **BRIEF DESCRIPTION OF OUR COMPANY**

INTERGEO Environmental technology Ltd is an independent firm of specialized and dedicated consultants. The company was established in 1983 having an aim to provide all technical services necessary for the performance of specialized underground constructions, water supply in general and mining operations, water wells and works of high environmental importance.

Key personnel in our firm consist of engineering geologists, civil engineers, geotechnical engineers, hydrogeologists, mining engineers, mechanical engineers, environmental scientists, chemists, biologists, physicists, specialists for drilling and geophysics. Our permanent staff is highly specialized and uniquely qualified to guarantees efficient execution of each project the company undertakes. INTERGEO is engaged in several European and overseas projects.

Activities within the company range but are not limited to:

- Environmental Site Assessment: Water-Soil-Air,
- Due Diligence investigations
- Soil and groundwater remediation
- Environmental Risk Assessment in industrial installations and procedures – accidents.
- Environmental impact studies.
- Environmental Monitoring in the frame of Eco-Audit: EMAS / ISO 14000 certifications
- Landfills: Design, Assessment and Decontamination
- Health& safety inspections
- Hazardous Waste management
- Asbestos removal and disposal

INTERGEO is certified according to EN ISO 9001:2008, EN ISO 14001:2004 and OSHAS 18001:2007 / ELOT 1801:2008 accreditation standards. In addition, INTERGEO has an analytical laboratory that has been certified according to EN ISO / IEC 17025, since July 2010.

## ***HUMAN RIGHTS***

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

### ***COMMITMENT***

INTERGEO pays special attention to its commitment to respect and support the protection of internationally proclaimed human rights as well as its commitment to operate to the highest level of integrity and ethics in all business activities.

### ***SYSTEMS***

INTERGEO has implemented a Code of Business Ethics which applies to all activities and services for securing and protecting human rights as well as to promote proper and safe working conditions, effective environmental management and high ethical standards. This Code is based on the company's principles and policy and is in accordance with the relevant legislative framework. It is the duty of both the upper management of the company as well as each employee to comply with this code as well as with the relevant national and international laws.

### ***ACTIVITIES***

Employees are encouraged to report to the upper management any behavior within the company that they believe may be a violation of the laws or the Code of Business Ethics. The upper management is expected to give the necessary attention to the issue and also to seek a satisfactory solution which will comply with the Code as well as the relevant legislation.

### ***PERFORMANCE***

No cases of violations of human rights or improper behaviour regarding this issue have been recorded within our company since the first year of its operation.

## ***HUMAN RIGHTS***

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

### ***COMMITMENT***

INTERGEO is committed to ensure that its operations, either directly or indirectly to the extent possible, are not complicit in human right abuses. For this purpose, compliance with the Code of Business Ethics is an obligation of our contractors and suppliers as well.

### ***SYSTEMS***

At the beginning of any collaboration with our suppliers and contractors, our company monitors them where possible to ensure that they are respect human rights. This is achieved through rigid evaluation from our Procurement Department.

### ***ACTIVITIES***

In the case of an incident of violation of human rights or refusal of compliance with our Code of Business Ethics by our suppliers and contractors, then immediately the relevant contract is terminated.

### ***PERFORMANCE***

No such cases have been recorded during the past years.

## ***LABOUR***

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

### ***COMMITMENT***

INTERGEO upholds the freedom of association and the right of employees to be involved in collective bargaining. INTERGEO recommends and encourages all its employees to feel free to participate if they wish to associations or unions of their choice.

### ***SYSTEMS***

INTERGEO's employees appointed by a unanimous vote a Representative of Employees. The role of the Representative is to consult with the upper management on issues relating to health and safety at work and other issues.

### ***ACTIVITIES***

At least 2 times a year, designated regular meetings have been scheduled between the Representative of Employees and the staff. These meetings ensure that employees:

- Participate in the development and review of company's policy and procedures relating to risk management.
- Express their opinions on health and safety and technical issues.
- Are informed of accidents or near accidents.

### ***PERFORMANCE***

The employee representative consults with the General Director, the person responsible for management systems as well as the Safety Engineer and expresses his opinion on issues relating to health and safety at work. These meetings are taking place whenever the need arises. In 2011, two meetings were realized.

## ***LABOUR***

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

### ***COMMITMENT***

INTERGEO complies with national and international law relevant to labor rights to all its activities and operations. Our company is committed to prevent forced and compulsory labor by enabling its employees to exercise all their legal rights such as to resign voluntarily from their work or to reward them for extra hours of work.

### ***SYSTEMS***

All recruitments, dismissals and resignations to the company are conducted in a transparent way and in accordance with employee's contracts/ collective bargaining agreements etc. All relevant procedures laid down in relevant legislation are followed.

### ***ACTIVITIES***

The payment of wages is deposited to the bank and at the date of payment all employees receive an analytical breakdown for their payroll including tax and social security deductions. Following the recruitment, each employee has given a job description which clearly states all the responsibilities, terms and conditions of its contract.

### ***PERFORMANCE***

The account department of the company controls and maintains all the relevant procedures in accordance with national and international law.

## ***LABOUR***

### **Principle 5: Businesses should support the effective abolition of child labour.**

#### ***COMMITMENT***

INTERGEO does not accept, support or encourage any form of child labour.

#### ***SYSTEMS***

All INTERGEO employees are over 18 years old. The average age of our employees is about 35 years old. Prior to any recruitment all essential documents are requested in order to verify the exact age of each employee in order to make sure that they are within the age limits required from the relevant legislation.

#### ***ACTIVITIES***

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

#### ***PERFORMANCE***

In all our cooperation with suppliers and contractors, no cases regarding any form of child labour have been observed. We continue to support and encourage the effective abolition of child labour.



## ***LABOUR***

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

### ***COMMITMENT***

INTERGEO's policy is that no employees shall be discriminated in respect of employment and occupation. Specifically, all employees shall not be discriminated against such as race, color, sex, sexual orientation, marital status, pregnancy, parental status, religion, political beliefs ethnicity, national/ social origin, social status, disability, age. All employees shall be aware of their working conditions.

### ***SYSTEMS***

INTERGEO recommends that all employees with the same working experience, performance and qualifications to receive equal pay for equal work under similar working conditions. The health and safety at work for all employees is always a priority for the company. This applies to all aspects of their working environment such as proper ventilation, temperature, noise level, labeling and handling of chemicals, lighting, quality and easy access to sanitation (male/ female toilets).

### ***ACTIVITIES***

By recruiting a new employee, a training program relating to the requirements of its position is taking place (five days seminar, 40 hours). This training program is an important tool for new staff to be familiarized with his new duties. In addition, all employees at any time can attend seminars relating to their jobs from accredited institutions in order to advance their career and knowledge.

### ***PERFORMANCE***

In 2011, all employees participated in a number of training and seminar programs including health and safety at the workplace, first aid, legislation, proper use of personal protective equipment and others.

## ***ENVIRONMENT***

**Principle 7: Businesses should support a precautionary approach to environmental challenges.**

### ***COMMITMENT***

INTERGEO is committed to develop its activities in relation to the protection of the environment and human health. This commitment is depicted by the Company having and conforming to ISO Standards (EN ISO 9001:2008, EN ISO 14001:2004 and OHSAS 18001:2007 / ELOT 1801:2008).

### ***SYSTEMS***

INTERGEO implements a Quality Management System since 2005 in accordance with the International Standard ISO 9001:2008. In 2006, INTERGEO implemented an Environmental Management System in line with the ISO 14001:2004 as well as an Occupational Health and Safety Management System in accordance with the Hellenic Standard of ELOT 1801:2008/OHSAS 18001:2007. These three management systems were applied simultaneously completing one another and created the company's Integrated Management System.

INTERGEO applies the above ISO standards for the following scope:

- Soil and groundwater remediation
- Design and implementation geoenvironmental, geological, and geotechnical investigations and studies
- Management, treatment, storage of hazardous waste
- Management (collection and transportation) of non hazardous solid waste
- Asbestos removal, studies and implementation – Environmental measurements in working environments, air emissions, ambient air, wastewater and solid waste
- Solid waste sampling.

Within the ISO process, INTERGEO has identified several environmental goals and targets for its main business activities.

### **ACTIVITIES**

Set targets for recycling and regeneration of materials.

Set targets for reduction of energy consumption for all offices operating in Greece.

Set targets for reduction of consumption of potable water and water recycling.

Monitoring of soil and air emissions.

Waste management monitoring programs.

Constant improvement in technology associated with hazardous waste management and remediation.

### **PERFORMANCE**

INTERGEO monitors water and energy consumption on an annual basis. The target set for 2011 regarding the reduction of energy consumption was not achieved due to increased use (as company's operations have increased) and hard weather. However, the target for reduction of water consumption was achieved. For 2012, the company has set new targets i.e. the consumption of the above media to remain the same (consumption levels of 2011).

For 2011, Company's targets regarding recycling and regeneration of materials were achieved in a large percentage. For 2012, INTERGEO set new targets for recycling of all types of recyclables materials such as paper, toners, household batteries and others by a total of 100%. In addition, the Company strongly encourages its employees to consider the environment before printing in order to prevent any unnecessary consumption of toner and paper.

## ***ENVIRONMENT***

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

### ***COMMITMENT***

INTERGEO operates its core business with emphasis on environmental protection ensuring full compliance to National and European legislation.

### ***SYSTEMS***

All environmental projects conducted by the company adhere to ISO Standards and Health and Safety protocols and procedures.

Our Company conducts on a regular basis internal ISO audits. Furthermore, our company operational activities are audited annually by a certified ISO Auditor for compliance.

### ***ACTIVITIES***

In 2011, our company had several in-house training activities including health and safety seminars, hazardous waste management and remediation technology seminars.

In addition, the Company continually improves its Integrated Management System by having an external certified auditing body conduct on an annual basis, ISO inspection audit of its environmental activities and operations.

### ***PERFORMANCE***

During 2011, the company set specific number of training hours for each employee in relation to their speciality area and the proper implementation of the Integrated Management System procedures.

Specifically, our company's personnel attended several training programs and seminars regarding health and safety issues in the workplace, hazardous waste management issues and others.

Our company supports and participates in several conferences, exhibitions and events. In 2011, upper management was encouraged to present the Company's environmental innovative technology at a minimum of 2 conferences. The upper management of the company realised at least 5 presentations at this period. This is a target that continuous for the next year.

## ***ENVIRONMENT***

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

### ***COMMITMENT***

INTERGEO is a worldwide leader in the use of environmental friendly technologies, especially in Hazardous Waste Management. Instead of final disposal to landfills/treatment facilities, INTERGEO uses exclusive techniques to render hazardous materials into non-hazardous by remediation and encapsulation.

### ***SYSTEMS***

INTERGEO uses in its projects specialised liquids to bioremediate impacted soils in order to render them from impacted to conforming materials. Furthermore, it uses innovative techniques such as soil vapour extraction, pump and treat, air sparging and bioventing to clean-up the soil and water and prevent off-site disposal of these media.

### ***ACTIVITIES***

INTERGEO is constantly challenged to improve its technological remedial activities at its project sites. The technology it currently uses minimal excavation and offsite removal of contaminated material. These techniques are most welcome from its industrial clients that ensure that its technology is quick, efficient and undisruptive to the facility operations.

### ***PERFORMANCE***

INTERGEO uses its remedial technologies and diverts its contaminated material from being disposed offsite to conforming to acceptable standards. For example, at a project site a total of 50 tonnes of soil were bioremediated in-situ instead of being hauled offsite to a final disposal facility.

Another example of INTERGEO's activities is that hydrocarbon contaminated water was treated onsite via a granulated carbon filters and in turn the treated water was re-used for irrigation.

## ***ANTI-CORRUPTION***

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

### ***COMMITMENT***

INTERGEO has a total commitment to comply with anti-corruption, especially in the form of extortion and bribery. Our Company's philosophy is to be transparent to all its business activities and transactions. In addition, since the Company deals in Waste Management, it is our Company's policy to not accept any non-conformance environmental activities/transactions under any circumstances.

### ***SYSTEMS***

Our Company follows and applies to its system all the national and European regulation and legislation and it strictly rejects any illegal transactions.

All our employees follow strict company procurement procedures regarding the purchasing of goods.

INTERGEO for tender purposes, always requests a minimum of 3 proposals in order to prevent unlawful bidding. The company conducts periodic assessment to suppliers as determined by company's procedures. This assessment was realized at the end of 2011.

### ***ACTIVITIES***

In 2011, a seminar was realized regarding business ethics and rules in environmental management.

### ***PERFORMANCE***

Cases of corruption and bribery are routinely investigated by the upper management. To date no such cases of bribery and corruption have been reported.