

## 1. Statement of continued support

03/03/2020

To our stakeholders:

I am pleased to confirm that GENKA reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



**GEN-KA**  
FACILITY MANAGEMENT A.E.  
GEN-KA ΕΤΑΙΡΕΙΑ ΠΡΟΚΑΤΗΡΜΕΝΗΣ  
ΔΙΑΧΕΙΡΙΣΗΣ ΚΟΙΝΩΝΙΚΩΝ ΕΓΚΑΤΑΣΤΑΣΕΩΝ  
ΑΝΟΧΤΙΜΟ ΕΤΑΙΡΕΙΑ  
Μ. ΜΠΟΤΣΑΡΗ 17, 164 52, ΑΡΓΥΡΟΥΠΟΛΗ  
ΤΗΛ.: 210 69 41 42, Φ.Μ.: 094510036  
Α.Β.Β. ΟΑΒ ΠΕΡΙΣΤΕΡΙΑ - ΑΡ. Π.Ε.ΜΗ.: 122385301000

Konstantinos Mavroukakis  
President

## Social Performance Report

### 2. Work-related injuries

This report covers **work-related injuries**. Data on **work-related injuries** are a measure of the extent of harm suffered by workers; they are not a measure of safety.

An increase in the number or rate of reported incidents does not necessarily mean that there have been a greater number of incidents than before; it can indicate an improvement in the recording and reporting of incidents.

Types of **work-related injury** can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.

As per the definition of **recordable work-related injury**, this report includes all work-related injuries as part of the '**number and rate of recordable work-related injuries**'. In addition, this report includes **high-consequence work-related injuries**, with a breakdown by:

- Fatalities
- Other injuries from which the worker cannot recover (e.g., amputation of a limb), or does not or is not expected to recover fully to pre-injury health status within 6 months (e.g., fracture with complications)

#### Performance data for 2019

Number and rate of fatalities as a result of work-related injury		0
Rate of fatalities as a result of work – related injury	$= \frac{\text{Number of fatalities as a result of work-related injury}}{\text{Number of hours worked}} \times [200,000] =$	0
Number of high-consequence work-related injuries (excluding fatalities)		0
Rate of high – consequence work – related injuries (excluding fatalities)	$= \frac{\text{Number of high-consequence work-related injuries (excluding fatalities)}}{\text{Number of hours worked}} \times [200,000] =$	0
Number of recordable work-related injuries		6
Rate of recordable work – related injuries	$= \frac{\text{Number of recordable work – related injuries}}{\text{Number of hours worked}} \times [200,000] =$	1.11
Lost time injury (LTI) frequency rate for direct workforce	$(\text{total number of lost time injury events}) \times 1,000,000 / \text{total hours worked company wide}$	5.5
Lost time injury (LTI) severity rate for direct workforce	$(\text{number of days lost due to injuries}) \times 1,000 / \text{total hours worked}$	0.01
Main types of work-related injury		slips, trips, and falls
Number of hours worked		1,080,000

## Social Performance Report

### 3. Work-related ill health

Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g., noise-induced hearing loss, vibration-caused diseases), and mental illnesses (e.g., anxiety, post-traumatic stress disorder).

This report covers, but is not limited to, the diseases included in the ILO List of Occupational Diseases. In the context of this Standard, work-related musculoskeletal disorders are covered under ill health (and not injuries).

This report covers all cases of work-related ill health notified to the reporting organization or identified by the organization through medical surveillance, during the reporting period. The organization might be notified of cases of work-related ill health through reports by affected workers, compensation agencies, or healthcare professionals.

This report covers both short-latency and long-latency work-related ill health. Latency refers to the time between exposure and the onset of ill health.

Many cases of long-latency work-related ill health go undetected; if detected, they might not necessarily be due to exposures with one employer. For example, a worker might be exposed to asbestos while working for different employers over time or might suffer from a long-latency disease that turns fatal many years after the worker has left the organization. For this reason, data on work-related ill health are to be complemented with information on work-related hazards.

#### Performance data for 2019

Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	4
Main types of work-related ill health	Low Back Pain
Work-related hazards that pose a risk of ill health	manual handling of loads
how these hazards have been determined	By conducting a health and safety risk assessment
actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	<ul style="list-style-type: none"> <li>○ use of manual pallet trucks,</li> <li>○ issue health &amp; safety guidelines for manual handling,</li> <li>○ provide respective training,</li> <li>○ conduct respective health and safety inspections to verify compliance with the health &amp; safety requirements</li> </ul>

## Social Performance Report

### 4. Benefits provided to employees

Data reported provide measure of the company's investment in human resources and the minimum benefits it offers its employees.

The benefits which are standard for employees of the company include as a minimum:

- i. Life insurance
- ii. Health care
- iii. Disability and invalidity coverage
- iv. Parental leave
- v. Retirement provision

### 5. Social Dialogue

**Number of employees covered by employee representatives:** 450 employees are represented by 3 health and safety representatives

### 6. Training

Performance data for 2019

Subject	Number of training seminars	Total number of trainees	Training hours per employee
Manual handling of loads	12	253	8
Electrical Hazards	12	201	
Chemical Hazards	12	267	
Waste Management	12	159	
Anti-bribery procedures	12	192	

### 7. Child Labor

Child labor is prohibited

### 8. Discrimination

According to ILO instruments, discrimination can occur on the grounds of race, color, sex, religion, political opinion, national extraction, and social origin. Discrimination can also occur based on factors such as age, disability, migrant status, HIV and AIDS, gender, sexual orientation, genetic predisposition, and lifestyles, among others.

The presence and effective implementation of policies to avoid discrimination are a basic expectation of socially responsible conduct.

#### Performance data for 2019

Total number of incidents of discrimination	0
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### 9. Whistle Blowing Procedure

GEN-KA takes malpractice very seriously. We encourage open communication from our employees. We want them to feel secure about raising their concerns. All staff have statutory protection if they raise concerns regarding bribery in the right way.

#### Performance data for 2019

Related violations whistle blowing procedure	0
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