



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

# 2021 Communication on Progress Report

# A message from our President



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Despite the significant challenges and uncertainties of a continued European and health crisis, which nobody knows when it would end, I am proud to announce Cosmos Aluminium continued to support the Nation Global Compact initiative and the Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

Our strong commitment and continuous support to the principles of the UN Global Compact Initiative is communicated across our company from the president down to our support staff and subcontractors as well as to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress report that describes our company's efforts to promote the ten principles. We support public accountability and transparency and, therefore, are submitting our CoP for 2021 activities and accomplishments.



Kind Regards,  
  
Xenofon Kantonias  
President



# The Company



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We are one of the most modern, efficient aluminium extrusions in the world. We were founded in 2008 and since then, we have achieved remarkable rates. We started with 40 people and today we are more than 200 people composing **COSMOS** Aluminium.



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The Company

# Location



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Based on state-of-the-art machinery and equipment, **COSMOS Aluminium** produces aluminium profiles for industrial use in standard and custom shapes.

The construction of the factory was completed in **2008**, in a privately-owned area of **100.000 m<sup>2</sup>**, at the 8th km of the New National Road Larissa-Athens. The factory location was chosen for its strategic location, since it provides easy access to main highways and roads and connects Larissa with other urban centers of the area. The plant covers a total area of **28.000 m<sup>2</sup>**, including production and office spaces.



 From Athens:

From the national highway take Exit 1 to Larisa. After 500 meters turn right for Nikea and follow the national highway service road.

From Thessaloniki:

From the national highway take Exit 4 to Larisa. After 500 meters turn right for Nikea and follow the national highway service road.



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**The Company**

# Plant facts and figures

as at 31.12.2021

**Overall capacity:**

43.000 Tons/Year

**Total sales:**

43.000 Tons

**Turnover:**

155 million Euros (approximately)

**Employees:**

200 in total

**Press 1:**

SMS - 1750 Tons (operating since September 2008)

**Press 2:**

SMS - 2700 Tons (operating since June 2009)

**Press 3:**

SMS HYBREX - 2500 Tons (operating since March 2018)

**Alloys:**

6060, 6063, 6005A and 6082 in all commercial Tempers

**Maximum length:**

7050mm

**Delivery Program:**

- Standard Profiles
- Drawing Profiles



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Ranked by equipment quality, our company is among the most technologically advanced companies in the sector anywhere in Europe, while occupying the leading rank in Greece.

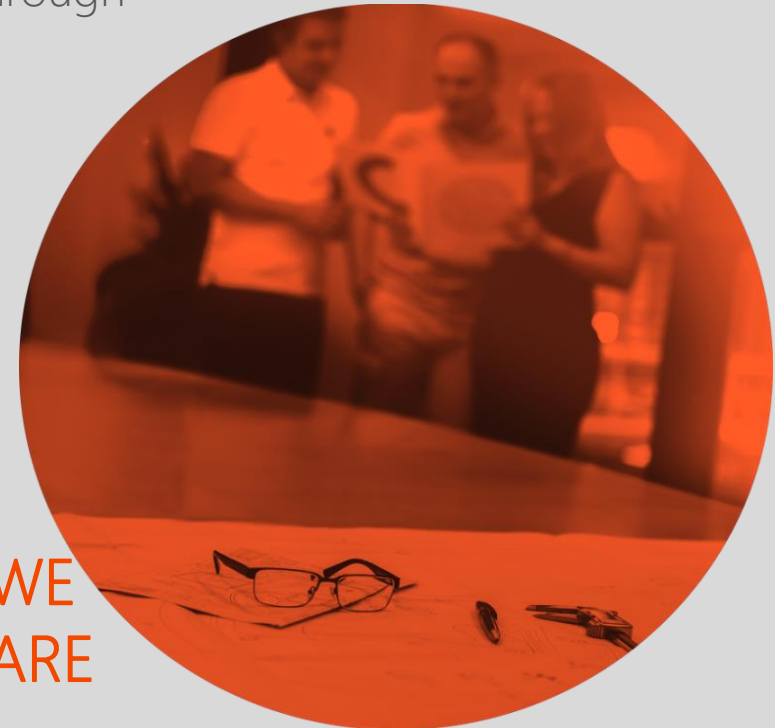
## VISION

To achieve universal appreciation in the aluminium sector through our products' supremacy and loyal associates.

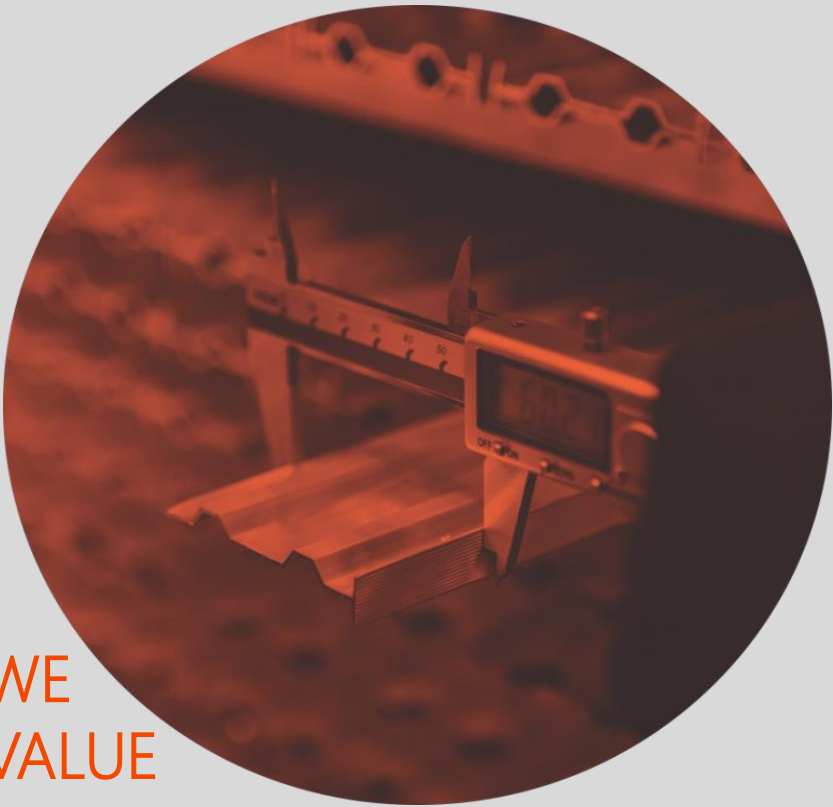
## VALUES

- Top quality,
- Continuous improvement,
- Team spirit,
- Respect to individual,
- Responsible conduct

WE  
ARE



# Our Values



WE  
VALUE



**Top Quality**  
Our product's top quality is a nonnegotiable term



**Continuous Improvement**  
We manage to ensure the constant innovation in our aluminium production



**Team Spirit**  
We visualize our future through team spirit and humanistic environment



**Respect to Individual**  
Health and safety are the foremost objectives in our operations



**Responsible Conduct**  
The environment is a valuable asset which must be passed on to the next generations

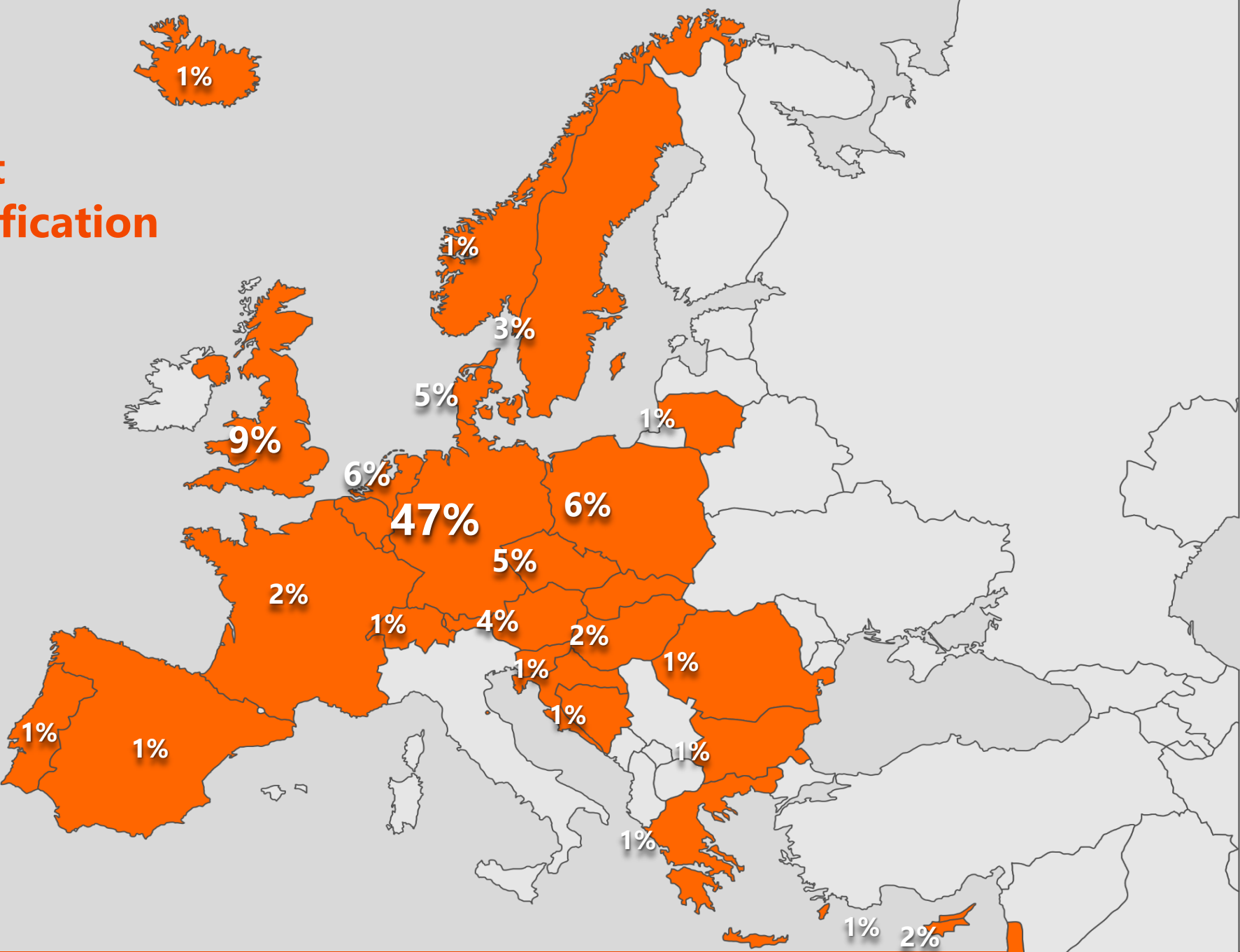


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# Market Diversification



# Action against Covid-19



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Cosmos Aluminium takes seriously the health and safety of every employee. We care and follow every rule and regulation regarding the pandemic of the new corona virus (Covid-19). Every employee have been informed and trained about the measurements and the instructions against Covid-19.

The first and basic goal of the management is to protect all employees. Cosmos provides the necessary personal means of protection and protect the employees who are in danger due to their health condition (they work from home, or they changed position inside the company so they can be safe and productive).

In this rough year for everyone, top management decided to share a "Covid-19 vaccination bonus" to every employee who got vaccinated, as a reward for their responsibility to society.



#STAYSAFE



# Corporate Social Responsibility Activities



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Cosmos Aluminium contributes to the development of the local society by creating new occupations while at the same time, by its exporting activities, advertises the presence and productivity of Greece in a universal level. The combination of high skilled personnel and state of the art machinery, allows Cosmos Aluminium to offer top quality aluminium products at exceptionally competitive prices.

With its emphasis on sustainability and responsible business practices, the United Nations Global Compact reflects our company.



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The Company

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

*Principle 2: Make sure that they are not complicit in human rights abuses.*



Education



Culture



Community  
& Charity



Health



Sports

**Commitment:** Cosmos Aluminium supports the Universal Declaration of Human Rights. Cosmos Aluminium within its sphere of influence and operates all its businesses in a transparent and trustworthy way. We see no significant risks that we or our suppliers violate UN Global Compact Principles 1-2.

**Activities:** When selecting employees and determining their assignment, Cosmos Aluminium attaches great importance to qualifications appropriate to the task description.

According to an annual survey of Cosmos Aluminium, applicable local minimum wages are well met. Our commitments are not only reflected on our internal employment policies and partnership standards, but additionally our company, as a corporate citizen, provides active financial support to organizations dedicated to human rights protection and supporting the non-privileged. Only in 2021 the company donated over 34.000€ to support sports clubs, charities, universities and etc. We promote specific measures to favor the protection of our employees facing family situation, particularly in the cases of serious illness among them or the members of their families.

At our annually employee performance evaluation, top management shares financial bonuses to those who excelled at their work. 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. For the 2021 top management the top management distributed an additional bonus to each employee, to show their appreciation.

**Performance:** In the past year Cosmos Aluminium has not been subject to any investigations, legal proceeding or incidents involving Human Rights violation.

# Labour Standards

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining protection of internationally proclaimed human rights*

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

*Principle 5: The effective abolition of child labour; and*

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

**Commitment:** Cosmos Aluminium respects the right of its employees and operates its business with safe and attractive working conditions. Cosmos Aluminium respects the freedom of association and collective bargaining and has zero tolerance for forced labour, child labour or discrimination. We have identified the typical risks within the branch concerning labour and subcontracting and monitors the issue on regular basis.

**Activities:** Cosmos Aluminium ensures that every employee is trained and developed according to their customized needs and ambitions. Every new employee attends a training program, especially designed to cover all subjects that affect their daily job and a training program, where they are learning to adhere the principles established by the company, regarding the environment, the health and safety and the energy consumption.

During 2021 Cosmos Aluminium carried in house training seminars, placing particular emphasis on the quality of the product and increasing the effectiveness of employees.

The employees in our company are treated fairly, with respect and humanity, compensated financially and morally according to their achievements and developed in a safe environment of motivation and no discrimination. Representatives of employees arrange meetings every 3 months with the presence of the staff, safety engineer and the occupational doctor in order to express their opinions on health, safety and environmental issues.

Cosmos Aluminium offers to every employee an additional 24hr personal insurance for any accident.

We choose to support local community, by hiring personnel from the surrounding area.

Finally, all operations are certified according to ISO 9001 (Quality management systems) and to the ISO 45001 standards (Occupational health and safety management systems). The ISO 9001 and 45001 are important tools in our efforts to continuously enhance quality and working environment standards throughout the company.

**Performance:** No incidents on violations of labour rights principals have been reported during 2021



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Labour Standards: Commitment, activities and performance

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

*Principle 8: Undertake initiatives to promote greater environmental responsibility*

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

**Commitment:** Cosmos Aluminium operates its core business with emphasis on environmental protection ensuring full compliance to National and European legislation.

**Activities:** Cosmos Aluminium complies strictly under ISO 14001 (Environmental management systems) and ISO 50001 (Energy Management System). We operate under environmentally friendly resources, such as natural gas and compressed air with limited use of electricity. We recycle raw and secondary materials and any possible waste. We promote an environmental conscious lifestyle to employees for both the office and home through regular seminars and we follow methods to reduce our energy consumption. We monitor and measure the energy consumption and we were able to reduce the consumption 0,2%.

**Performance:** No incidents on violations of the environmental principles have been reported.



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

**Commitment:** Cosmos Aluminium fundamentally opposed to any kind of corruption and bribery, our activities conform in total with the applicable law, and this is one of our major criteria in our selection process of a new supplier, customer or employee.

We actively follow and observe the changing laws and regulations in the branch. We comply with all legislation and regulations concerning our activities in all respect, such as competition legislation, regulations on corporate governance and employment, environmental and occupational health and safety legislation.

Cosmos Aluminium and its employees and others acting on behalf of the corporation may not offer, give or accept bribes or other illegal payments. Business partners and representatives of the authorities may not be offered any inappropriate financial benefits in order to promote Cosmos Aluminium's business activity.



**Exporting to more  
than 30 countries**



**Export ratio  
99,7 %**



**Response time in  
less than 8 hours**

**Activities:** Cosmos Aluminium works systematically to strengthen business ethics, including Global Compact's Principle 10. Our ethical guidelines support correct behavior if an employee should face an ethical dilemma.

We acknowledge the important role of chain markets for its growth and wish its suppliers to act with responsibility, integrity, honesty and transparency. We evaluate suppliers based on the following standards:

- The overall business activity should be guided by respect for and compliance with the applicable local and European laws and regulations.
- Fair competition and refraining from unfair trade practices. Suppliers must also take care to safeguard the integrity, prestige and dignity of the profession to which they belong, with respect for the interests of consumers

Our purchase department follows strict procurement procedures regarding all purchases of goods.

**Performance:** No incidents on violations of Anti-corruption principal have been reported.



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