



# INTERGEO

## SOLID AS A ROCK

### COMMUNICATION ON PROGRESS (COP REPORT)

MARCH 2022

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

<b>CONTACT PERSON:</b>	<b>Dr. S. PAPADOPOULOS</b>
<b>EMAIL:</b>	<b>stelios.papadopoulos@intergeo.com</b>
<b>PHONE:</b>	<b>+30 2310 478147</b>
<b>FAX:</b>	<b>+30 2310 478149</b>

## 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.

INTERGEO is complied with the New Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).

Finally, the high awareness of INTERGEO Ltd on environmental and social issues, led the Company to further develop its Corporate Social Responsibility.

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 founded in Thessaloniki in 1991 having an aim to provide services in the fields of environmental and geotechnical sector and transfer know-how as well as the international experience of the parent company in Greece.

The scientific personnel of our Company consist of engineering geologists, hydrogeologists, environmental engineers, chemical engineers, chemists, process and civil engineers. 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:

- Soil, groundwater, surface water and soil gas sampling.
- Soil and groundwater remediation
- Soil and groundwater remediation.
- Environmental and air emissions measurements and sampling, air quality control in industrial and non-industrial areas.
- Health and Safety measurements and sampling (related to personnel exposure to chemical or other hazardous agents).
- Measurements and sampling of liquid, sludgy and solid waste and ACM materials waste.
- Hazardous material surveys (including ACM surveys).
- Hazardous Waste management (collection, transportation, storage and disposal / recovery in Greece or abroad).
- Non-Hazardous Waste management (collection, transportation and disposal / recovery in Greece or abroad).
- Asbestos and Asbestos Containing Materials (ACM) removal works
- Design and implementation of geo-environmental, geological and geotechnical investigations and studies
- Storage and placement of HALON on market.

Intergeo Ltd. has been certified according to **EN ISO 9001:2015 Quality Management System** (No: 0101159), to **EN ISO 14001:2015 Environmental Management System** (No: 04014122), to **ISO 45001:2018 Occupational Health and Safety Management System** (No: 20152200003580), and to **ISO 39001:2012 Road Traffic Safety Management System** (No: 20002210004301). Furthermore, it applies the international guidance **ISO 26000:2010** as the framework to integrate **Corporate Social Responsibility** into the values and practises for its activities since November 2021.

Furthermore, INTERGEO has a fully equipped chemical laboratory in Thessaloniki, that has been certified according to **ELOT EN ISO/IEC 17025** (General Requirements for Laboratory Testing & Calibration), since July 2010 (No 714-3).



## 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. In Greece, a new legislative framework entered into force in June 2021 regarding the Protection of Labor and the elimination of violence and harassment in the workplace (Law 4808/2021).

### 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 to seek a satisfactory solution which will comply with the Code as well as the relevant legislation. Furthermore, all Employees were attended a training course concerning the major reforms of Law 4808/2021 and were informed among others regarding the harassment and violence in the workplace and handling of internal complaints.

### 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.

## 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 a relevant Procedure within the Integrated Management System (IMS) named of “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. In addition, a periodically evaluation takes place in several suppliers and contractors in order to ensure that their policy in this aspect has not been changed.

### **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 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 a Representative of Employees by a unanimous vote. 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

Every four months approximately or whenever there is need, 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 with Safety Engineer and expresses its opinion on issues relating to health and safety at work. These meetings are taking place whenever the need arises. In 2021, three meetings took place in the following's months: February, June, and October.

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

**COMMITMENT**

INTERGEO complies with national and international law (i.e., Law 4808/2021) 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.



## 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 37 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 supplies 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.

**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 its 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 2021, all employees participated in several training and seminar programs including the following:

- health and safety at the workplace,
- exercise emergency preparedness in collaboration with the Fire Fighting Department,
- Integrated Management System,
- Risk Management,



- ✚ legislation,
- ✚ proper use of Personal Protective Equipment,
- ✚ hazardous waste management,
- ✚ asbestos removal and treatment,
- ✚ ERP software,
- ✚ Prevention measures against Coronavirus (COVID-19),
- ✚ Corporate Social Responsibility,
- ✚ Road Traffic Safety,
- ✚ Protection of Labor and elimination of violence and harassment in workplace.

and several informative sessions relating to GDPR Legislation [Regulation EU 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation)].

During the reporting period, in 2021 a total number of 1148 training hours were provided by the company to its employees. Each year, the company pays special attention to the quality of the employees training to be in a satisfactory level.

## 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, Occupational Health & Safety and Traffic Road Safety. Respect for the environment is an integral part of INTERGEO's business policy. The main axe of INTERGEO's commitment is the continual improvement of its environmental performance in all aspects of its operational activities.

The Company's commitment is reinforced with the implementation and conformity of International Standards i.e., EN ISO 9001:2015, EN ISO 14001:2015, ISO 45001:2018, ISO 39001:2012 and ISO 26000:2010.

### SYSTEMS

INTERGEO implements a Quality Management System since 2005 in accordance with the International Standard ISO 9001. In 2006, INTERGEO implemented an Environmental Management System in line with the ISO 14001 as well as an Occupational Health and Safety Management System in accordance with International Standard ISO 45001. In November 2020, INTERGEO has been certified according to ISO 39001:2012 (Road Traffic Safety Management System) and since November 2021 applies the international guidance ISO 26000:2010 as the framework to Integrate Corporate Social Responsibility into the values and practices for its activities. These management systems are applied simultaneously completing one another by creating the company's ***Integrated Management System (IMS)***.

INTERGEO applies the above ISO standards for the following scope of services:

- Soil, groundwater, surface water and soil gas sampling.
- Soil and groundwater remediation.
- Hazardous waste management (collection, transportation, storage and disposal/recovery).



- Non-hazardous waste management (collection, transportation and disposal/recovery).
- Asbestos and Asbestos Containing Materials (ACM) removal works.
- Environmental and air emissions measurements and sampling, air quality control in industrial and non-industrial area.
- Health and Safety measurements and sampling (related to personnel exposure to chemical or other hazardous agents).
- Measurements and sampling of liquid, sludgy and solid waste and ACM materials waste.
- Hazardous material surveys (including ACM surveys).
- Design and implementation of geo-environmental, geological and geotechnical investigations and studies.
- Storage and placement of HALON on market.

In addition, the Road Traffic Safety Management System applies to the transfer of materials goods and employees for all the above-mentioned activities.

Within the ISO process, INTERGEO has identified several environmental goals and targets for its main business activities. During 2021, fifteen (15) environmental programs regarding the Quality, Environment, Occupational Health and Safety in Workplace, Road Traffic Safety and Corporate Social Responsibility were realised.

#### ACTIVITIES

- Set targets for recycling and regeneration of materials.
- Set targets for good practises in the use of electricity and water consumption and organised its itineraries in such a manner that can save fuels and in order to emit less air pollutants.
- Set targets for renewable energies, water resource management and energy water nexus.
- Set targets for training in environmental issues.
- Set targets for training in emergency response training.
- Set targets for monitoring of sound.
- Set targets for zero accidents.

- ✚ Set targets for monitoring of soil and air emissions.
- ✚ Set targets for Customer Satisfaction Assessment.
- ✚ Set targets for the European Program 'Cr (VI) Impacted water bodies in the Mediterranean'.
- ✚ Set target for the certification process of ISO 37001:2016 Anti-bribery Management System.

### **PERFORMANCE**

INTERGEO monitors water and electricity consumption on an annual basis. The targets set for 2021 regarding the consumption of electricity as well as water consumption were determined within the acceptable limits, due to the best available techniques that are used by all personnel. For 2022, new targets have been set. In addition, our Company has set an upper limit of 1000 m<sup>3</sup> for water consumption.

For 2021, Company's targets regarding recycling and regeneration of materials were achieved in a large percentage. For 2022, INTERGEO set new targets for recycling of all types of recyclables materials such as toners, household batteries, electrical lamps and appliances and others by a total of 100% and for paper <300kg. 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.

All targets that had been set for 2021 were successfully achieved and some of them are continued for next year with the addition of new ones (2022).



**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 (twice per year, and more often if it's necessary). Furthermore, our company operational activities are audited annually by a certified ISO Auditor for compliance.

**ACTIVITIES**

In 2021, our company had several in-house training activities including Occupational health and safety seminars, Road Traffic Safety, Corporate Social Responsibility, hazardous waste management, remediation technology seminars, etc.

In addition, the Company continually improves its Integrated Management System by having an external certified auditing body that conducts on an annual basis the ISO inspection audit (July & November 2021). Also, in November 2020, INTERGEO has been certified according to ISO 39001:2012 (Road Traffic Safety Management System) and since November 2021 it applies the international guidance ISO 26000:2010 as the framework to Integrate Corporate Social Responsibility into its values and business activities.

### **PERFORMANCE**

During 2021, 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 Occupational Health and Safety issues, hazardous waste management and others. Due to the COVID-19 pandemic situation, our employees were participated in several online seminars.



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

**COMMITMENT**

INTERGEO encourages the use of environmentally friendly technologies. 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, bioventing and other biomeremediation in-situ techniques in order to clean-up soil and groundwater as well as to prevent off-site disposal of these media

**ACTIVITIES**

INTERGEO is constantly challenged to improve its technological remedial activities at its project sites. INTERGEO promotes the minimal excavation and offsite removal of contaminated material.

**PERFORMANCE**

INTERGEO has completed successfully more than 500 remediation projects of soil and groundwater in Greece and Cyprus and more than 1500 environmental soil and groundwater investigations. INTERGEO has managed more than 60.000 tonnes of hazardous waste in Greece and has removed over 7.500 tonnes of asbestos containing materials in private and public buildings.

## 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. INTERGEO's philosophy is to be transparent to all its business activities and transactions. INTERGEO L.t.d. has recognized that corruption poses a significant threat both to the Company and its human resources as well as to the wider society and other interested parties. The Company has obligation to operate with integrity throughout its range of activities and to communicate its expectations for reducing the risk of bribery.

### SYSTEMS

The Company develops its business activity with respect to people, environment and other interested parties and throughout its Policy is **committed to**:

- Refrain from any kind of bribery, active or passive.
- Conduct its activities legally and transparently.
- Comply with Anti-bribery Legislation that is applicable to its work.
- Forbid to offer or accept any kind of bribery directly or indirectly, in order to obtain direct and / or indirect business benefit, and / or advantage.
- Prohibit bribery and express the Company's zero tolerance for bribery of any kind and in any form.
- Allow gifts and hospitality only if they do not replace a (potential) service or provision, are not in conflict with the Law, do not include cash or equivalent, are appropriate for the situation (eg seasonal and occasional gifts) and are not given secretly.
- Not participate in financial and non-financial donations to political parties, and / or politically committed individuals.



- Allow charitable donations in the context of corporate social responsibility, but exclusively to organizations, not to individuals, if they are not considered a bribe in order to gain business advantages.
- Sponsor an event, but only to support the purpose of the event.
- Ensure that in no case the Leadership, Managers but also non-managers and those who have a project contract with the Company, serve personal interests and / or known before the general interest of the companies as this can lead to activities that are not honest and transparent.
- Meet Management System's requirements.
- Define the competence and independence of the Head of Management System.
- Encourage the reporting of any incidents by interested parties based on a reasonable trust, without fear of retaliation and sanctions.
- Provide appropriate and adequate training to its staff to prevent corruption.
- Continuous improvement of the Management System.
- Explain the consequences of non-compliance with the POLICY for fighting against corruption.
- Encourage customers, partners and other interested parties to adopt similar Management Systems.
- Review and regularly assess the applied Management Systems to achieve these commitments in order to continually improve their effectiveness.

#### **ACTIVITIES**

In 2021, one training seminar was realized regarding business ethics and rules in environmental management. INTERGEO Ltd aims to be certified according to International Standard ISO 37001:2016 regarding Anti-bribery System.

#### **PERFORMANCE**

Cases of corruption and bribery are routinely investigated by the upper management. Until today, no such cases of bribery and corruption have been reported.