

SUSTAINABILITY REPORT

Alumil

2020

SUSTAINABILITY REPORT

2020





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ABOUT THE REPORT

The 2020 Sustainability Report is ALUMIL's second attempt to draw up our performance regarding our strategy and annual Corporate Responsibility commitments, with a reporting period of 1.1.2020 to 31.12.2020.

The Sustainability Report is based on the guidelines of the Global Reporting Initiative (GRI) and, more specifically, on the Standards publication (In Accordance - Core), which constitute the most internationally recognized and demanding guidelines of their kind. The aim of the Report is to capture our annual actions and measures on Corporate Responsibility, as well as to fully and comprehensively inform all our stakeholders about them. In addition, there will be a report on the Material Topics of ALUMIL, compared to the previous report of 2019, and the goals we had set for the year 2020.

The key changes compared to the previous Report of 2019 concern the introduction of 4 new material topics highlighted by Alumil's stakeholders and more specifically:

- a. Indirect economical and social impact
- b. Water consumption
- c. Greenhouse gas emissions
- d. Contribution to prevent the spread of COVID-19

New Department of Corporate Social Responsibility and Communication with the Stakeholders

In 2020, a Department of Corporate Social Responsibility was established, under the company's Direction of Innovation. In this way, we seek to coordinate more directly all actions and activities related to our social responsibility. Despite the restrictions due to the pandemic, we managed to implement some actions, adapted to the existing conditions.

As we aim for a direct communication with the stakeholders, we will update our web page on the company's site regarding issues related to our social responsibility. More specifically, there will be content concerning the company's actions for the society, the environment and its people, its goals and priorities, as well as their evolution. The aim is to obtain the information they are interested in easily and quickly and to be aware of the company's course regarding its social responsibility.



For any clarification regarding the present Sustainability Report, you may contact the company at 8th Gogousi str, Efkarpia, Thessaloniki 56429 or alternatively call at 2313011000 and send an email at csr@alumil.com.

You can also find the electronic version of the report on our website (<https://www.alumil.com/>).

Note: Images within the Report cover the entire year of 2020 and include the period before the pandemic outbreak and the restrictive measures for the protection of public health. Recyclable, biodegradable as well as certified paper, according to the standards of the Forest Stewardship Council-FSC®, was used for the printed version of the present Report.



MESSAGE FROM THE CHAIRMAN

*We managed to adapt quickly to the new conditions
and reduce the impact of the pandemic
on the company's financial results.*

Since the beginning of 2020, the planet is experiencing an extremely difficult period, due to the pandemic of the new coronavirus (COVID-19). Our everyday life has changed and unfortunately, millions of people have lost their lives. From the very beginning of the pandemic, our main concern is the protection of our employees, but also our contribution to the collective effort to prevent its spread, always with respect and gratitude for the country's healthcare workforce, which during this whole period is at the forefront of the fight against coronavirus. In addition, we have supported vulnerable groups as well as local communities and we stand by them until they overcome the difficulties they are facing. We hope that normality will return to our lives soon and that gives us courage and optimism.

In terms of our business activity, we worked hard not to be affected by this unprecedented health crisis. We managed to adapt quickly to the new conditions and reduce the impact of the pandemic on the company's financial results. The presence of ALUMIL in over 60 countries and the wide spread of its activities allows us to a great extent to overcome the challenges appearing in the local markets. I owe a big "thank you" to all the employees of the company, who despite the special conditions we live in, remained committed to the company's mission and adapted to the new

state of affairs. At the same time, it is worth mentioning that in 2020 the company's staff increased by approximately 25% compared to last year, which proves that, despite the adversities, we proceeded steadily with our work.

This year, we publish the company's second Sustainability Report, reviewing the goals we had set last year. We are proud of what we have achieved under unprecedented conditions, and we are ready to try even harder to achieve our goals. We are developing the strategy of corporate social responsibility, believing that companies can and must actively participate in the important challenges humanity faces, having as an ultimate goal a better future for us and especially for the next generations to come. By creating a Corporate Social Responsibility department, we coordinate our efforts in order to contribute effectively to the society as an active member, while at the same time we respond directly to the expectations and needs of our social partners, as a reliable ally.

We also continue to invest in the protection of the environment through the circular economy. With the completion of the new aluminium scrap sorting and processing unit in 2020, we aim to increase the recycled 'green' aluminium by 50% in three years. As

Georgios Mylonas
Chairman and Managing
Director of ALUMIL



a result, we will further reduce our energy footprint, which is the focus of our activities and commitments regarding sustainable development.

For over 30 years, we have been improving people's quality of life thanks to the high-

quality products we produce. Our aim is to continue doing this, while prioritizing social welfare and adopting the principles of green growth in all our operations. I invite you to read the present report to learn more about our actions and efforts.





The background image shows a city street lined with trees that have vibrant red autumn leaves. A large, white, semi-transparent geometric shape, resembling a large 'X' or a stylized arrow, is superimposed over the scene. The text 'The Company' is centered within the white area. In the lower part of the image, a person is riding a bicycle on the left, and several pedestrians are walking on the sidewalk on the right. The overall atmosphere is calm and scenic, typical of a city in fall.

The Company

THE COMPANY

*33 years of innovation and strong presence of ALUMIL
for the provision of safe and quality products*

An investment of
4.6 million €
for the creation of a new
aluminium scrap sorting
and processing unit

Operating profits before
interest, taxes, depreciation,
and amortization (EBITDA)
increased by
8.2%
compared to 2019

**Smart
Gate**
New product aiming
to limit the spread of
the pandemic

ALUMIL Group is today one of the leading Groups for the production of aluminium architectural systems, employing 2347 people worldwide. With a strong production base, international orientation, and a wide range of

certified products, ALUMIL Group has established itself as a leading force in the industry in Greece and South-east Europe. ALUMIL SA constitutes the Parent company of the Group, which was established in 1988. Today, after



more than 30 years since its founding, ALUMIL constitutes one of the largest and most technologically advanced aluminium extrusion industries in Europe. During these three decades, the company has grown, expanded worldwide and dynamically faced the great challenges of the world markets.

Through modern production facilities and strict quality controls, along the entire production line, we ensure the creation of superior high value-added products. Continuous research and development are the key elements of our business culture while providing unique solutions with many innovative features. Construction excellence, through sustainable production processes and with emphasis on our customers, constitutes our permanent goal.

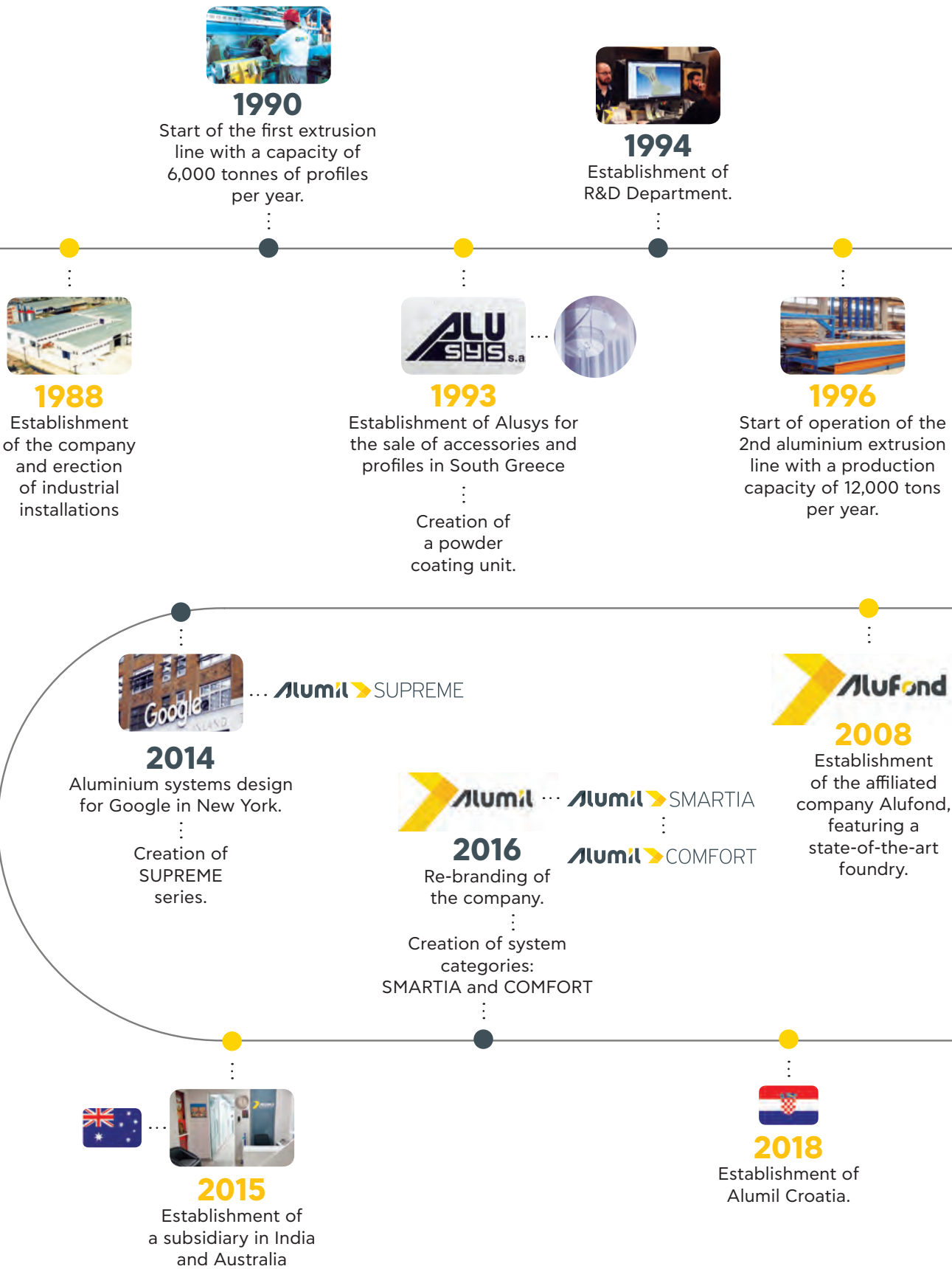
A journey of innovation, beginning in the year 1988

It may be a little over 30 years since its inception, yet ALUMIL has managed to stand out internationally by making great leaps in the field of aluminium architectural systems. ALUMIL is the pioneer and leading Greek company in the design, development, and production of aluminium architectural systems, whether it is frames such as doors-windows, or various other architectural applications, such as pergolas, railings, fences, glazed curtain walls, complex aluminium foil and much more. Our products «attire» houses, workplaces, hotels and in general, a wide variety of construction projects, ensuring their protection from any external factor, while offering high aesthetics and countless design options for all needs.

The company's headquarters and factory are located in the Industrial Area of Kilkis and the head offices of the Administration at 8 Gogousi str., in Efkarpia, Thessaloniki.



Timeline with the main events in the course of the company:





1997

Installation of vertical electrostatic paint.

Establishment of a subsidiary in Romania.

Listing on the Athens Stock Exchange.



2000

Start of the third extrusion line.

Alumil MISR, Alumil Deutschland, Alumil Skopje & Alumil Milonas Cyprus.



1998

Establishment of a subsidiary in Albania and Bulgaria.



2001

Completion of Logistics centre of 28,000 sq.m

Installation of a new horizontal paint house.

Establishment of Subsidiaries in Serbia.



2007

Green Alumi environmental planning implementation.

New anodizing line, an investment of 15 million euros.

Establishment of Alumil Gulf.



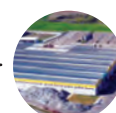
2003

Establishment of G.A. Plastics S.A. and ALUFIL for j-bond.



2019

Establishment of Alumil East Africa in Kenya.



2020

Investment of 4.6 million euros for a sorting and processing unit of aluminium scrap.

Completion of Alufond absorption.

Innovative High-Quality Products

The world is changing rapidly, and new demands rise every day. Modern buildings require the design and construction of architectural systems with high sustainability and energy efficiency standards. Taking into consideration the growing needs of the market, we created a product portfolio, which incorporates innovative high-performance products. In 2020, we enriched our portfolio with new innovative solutions, aiming to substantially contribute to the effort to respond against the COVID-19 pandemic.

Our products are divided into three categories (sub-brands):

- **SUPREME**
- **SMARTIA**
- **COMFORT**

All products have been designed with only one thing in mind: How to offer the best possible solution as well as maximize the value for our customers. Our products include systems for:

1. **Hinged windows and doors**
2. **Sliding windows and doors**
3. **Shutters and blinds**
4. **Folding doors**
5. **Fire resistant doors and heavy-duty doors**
6. **Curtain walls and facades**
7. **Interior partitions**
8. **Shading**
9. **Wall cladding**
10. **Atriums and conservatories**
11. **Polycarbonate sheets**
12. **Railings**
13. **Pergolas**
14. **Fences**
15. **Decking**
16. **Building integrated photovoltaic (BIPV)**
17. **Photovoltaic panel mounts**
18. **Noise barriers**



1



5



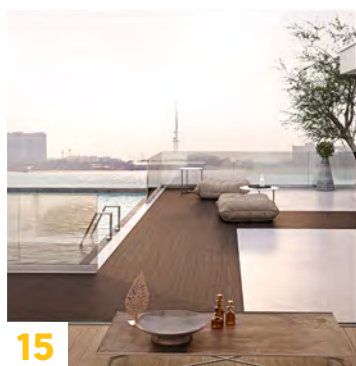
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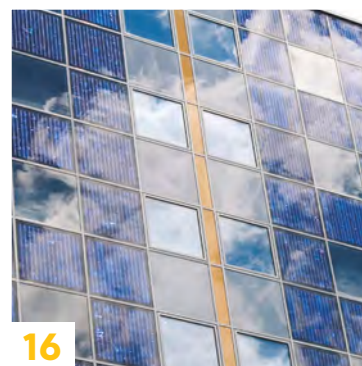
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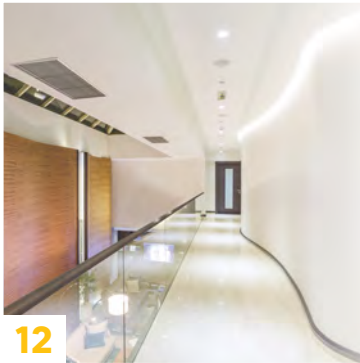
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15



16





SMART GATE – Innovation and Responsibility to Confront COVID-19

In 2020, during our efforts to reduce the pandemic outbreak, a new product was created, the Smart Gate. The Smart Gate quickly, safely, and accurately measures the temperature of people entering the room, without any radiation emission, and ensures the full security of their personal data. Thanks to its measuring speed, Smart Gate prevents the creation of long queues at the entrance and for this reason, it is recommended for workplaces (shops, companies, offices, organizations, etc.), places of entertainment (shopping malls, cafés, restaurants, stadiums, etc.), means of transportation (metro stations, trains, ships, airports, etc.), and any other crowded space in need of health protection.

The measuring accuracy achieved, with a deviation of mere 0.2° C, is caused by the hundreds

of simultaneous measurements that come from the 18 system's sensors. The innovation of the Smart Gate lies in its ability to receive in real-time the infrared radiation emitted by the human body and through an algorithmic shows the maximum temperature, without being affected by the ambient temperature. In addition, it has the ability to count the people entering or leaving the room, in order to maintain the provided limit.

EPD VERIFICATION - Environmental Product Declarations

ALUMIL is the first Greek company to receive an EPD for integrated aluminium architectural systems and specifically for:

- **Hinged Systems**
- **Sliding Systems**
- **Curtain walls**



Aluminium is a highly environmentally friendly material. In addition to being abundant on

earth and being the third most common element in our planet's crust, it is also a material that can be recycled forever, while maintaining its primary value in full. Aiming at a sustainable future and the development of environmentally friendly products, Environmental Product Declarations (EDP) have been created for our products. EDP certificates are official declarations of a product's environmental impact. The EDP generation process ensures objective measurement of important environmental indicators through the Life Cycle Assessment of a product.

ALUMIL products are the ideal choice for the project's implementation in accordance with the principles of Sustainable Building and Bioclimatic Architecture, for buildings made of environmentally friendly materials and characterized by their high energy efficiency. Numerous projects around the world, in which our company's products have been selected, have received internationally recognized certifications as «green» buildings, such as LEED, BREEAM, etc.

International Operations

The strong international sales network in more than 60 countries worldwide, with 32 subsidiaries around the world, in all continents, proves that ALUMIL is one of the leading suppliers of aluminium architectural systems, with products that meet the highest standards and cover an impressively wide range of architectural needs.

Our accumulated experience through our activity in international markets leads to solutions that incorporate state-of-the-art products, which are unique in their kind. In recent years, our exports have consistently accounted for approximately 80% of the total turnover, consolidating us as a purely Greek export manufacturing industry, oriented to international markets.

Our extensive network of subsidiaries around the world, the large number of privately owned factories and our multiple distribution centers, ensure direct contact with each local market as well as efficient service internationally.



Presence



in **60** countries
worldwide worldwide

THINK GLOBALLY, ACT LOCALLY



>20,000
partners
worldwide



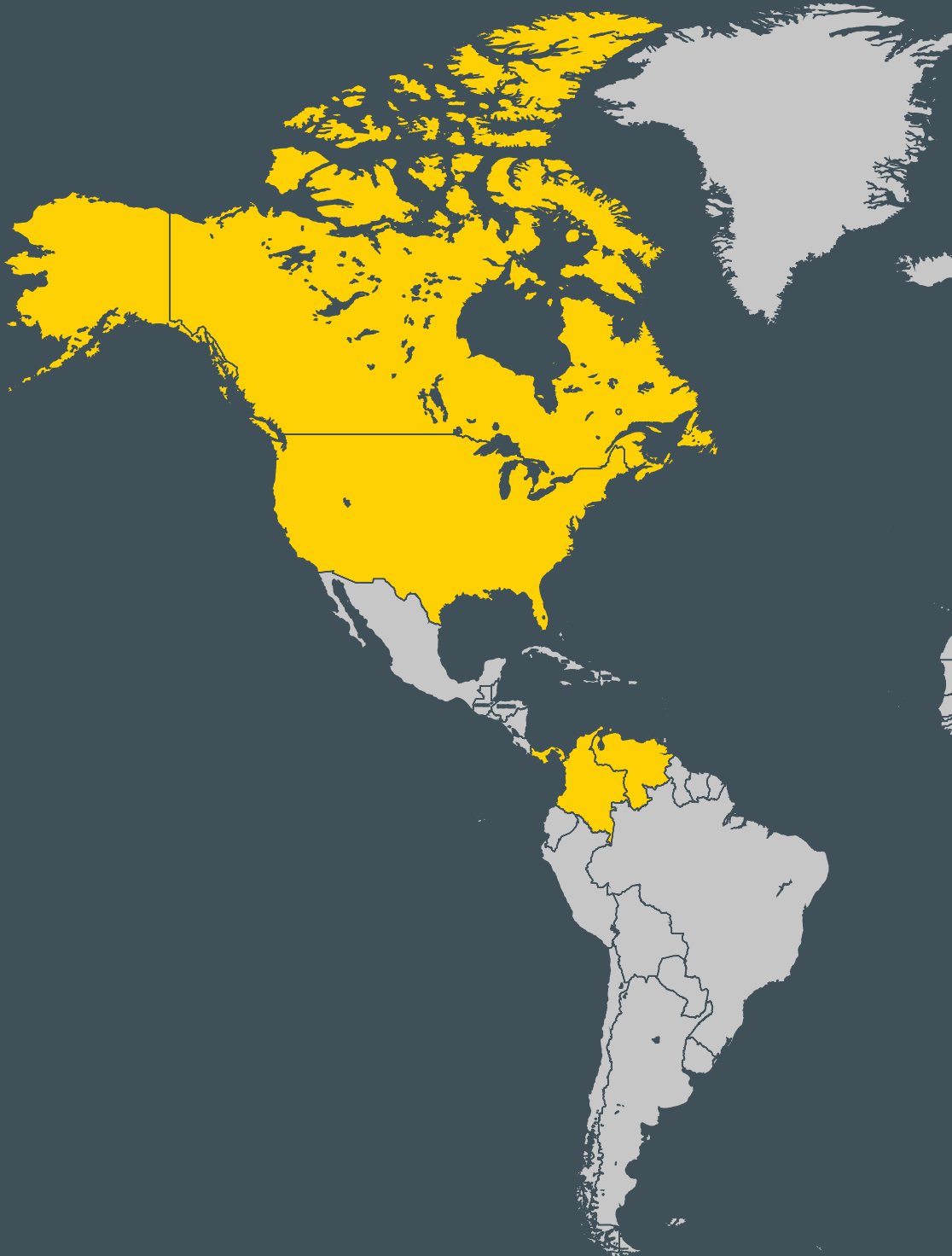
32 subsidiaries
worldwide



9 showrooms in
eight countries



12 factories in
six countries*



* Factories: Greece, Romania, Albania, Serbia, Bosnia and Herzegovina and Egypt.

** Engineering Departments to support projects: Greece, USA, Romania, Serbia, Dubai, India



Privately owned sales and distribution stores: Greece, Romania, Serbia, Albania, Bosnia and Herzegovina, Montenegro, Northern Macedonia, Albania, Croatia, Bulgaria, Kosovo, Cyprus, Turkey, Egypt, Kenya, Australia.

VISION, MISSION AND VALUES

Aiming to industrial excellence and envisaging our leadership in the field of aluminium architectural systems internationally, we stay faithful to our mission to fully satisfy our customers, and we shape our philosophy according to the values we have set.



high aesthetics



energy
efficiency



safety

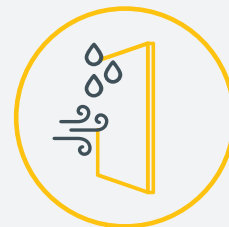
Mission



renewable
energy



disabled persons



weather
conditions

Values



Integrity



Team Spirit



Initiative



Loyalty



Meraki

Vision

Our vision is to be a leader in the development and production of aluminium systems for architectural applications.

Mission

Our mission is to improve the quality of people's lives by enhancing the performance of their buildings, with high quality products, technology, and aesthetics. We offer to our customers products that provide:

- **High aesthetics according to the latest architectural trends.**
- **Energy efficiency through advanced thermal insulation aluminium systems and shading systems.**
- **High security level against burglaries, vandalism, fire, smoke, and earthquakes.**
- **Protection even in extreme weather conditions.**
- **Various solutions for people with disabilities.**
- **Solutions for renewable energy sources, such as through integration of photovoltaic systems into structural elements.**

Values

Our values constitute the essence of our overall business philosophy and reflect the way we approach our customers and partners.

- **Integrity:** Our actions are characterized by open-mindedness, honesty, and consistency. We respect our commitments and keep our promises. We conduct our business activities honestly and impartially, without being influenced by external factors or personal sympathies and views.
- **Team Spirit:** We establish open and positive relationships to promote cooperation and achieve better results. We believe that the results of a team are always greater than the individual results of the people who compose the team. We encourage and focus on interactive communication and constructive dialogue.
- **Initiative:** We use every resource, human or other, aiming for continuous personal and corporate growth that stems from everyone's ideas.
- **Loyalty:** The Company and its employees demonstrate their loyalty both to each other, as well as to the customers with whom they work.
- **Meraki:** Meraki is a word that describes the way we carry out our daily tasks, always with eagerness, creativity and passion, for the best possible result.

MATERIAL TOPIC: ECONOMIC PERFORMANCE

Financial Information

For the year 2020, the Group's turnover, affected by the impact of the pandemic, recorded a marginal decrease of 0.2%, and amounted to € 241.1 million against €241.5 million compared to 2019.

The operating profits before interest, taxes, depreciation, and amortization (EBITDA) amounted to €24.9 million against €23.0 million compared to 2019, increased by 8.2%.

The gross profit amounted to €60.2 million against €58.1 million in the corresponding period last year, increased by 3.6%. During the same period, the Group has recorded profits before taxes from continuing operations which amounted to €11.0 million against €4.6 million in the corresponding period last year, improved by 128.6%. Respectively, there are also profits in the results after taxes from continuing operations, which amounted to €9.2 million against €3.3 million in the corresponding period last year, improved by 182.3%.

Financial Information 2020	% Change from 2019
Turnover €241.51 million	-0.2%
Operating profits ("EBITDA") €24.9 million	+8.2%
Gross profit before taxes €60.2 million	+3.6%
Net results after taxes	Increase %
Profit €9.2 million	182.3%

For further information on the financial information of ALUMIL, there are data in the Annual Financial Report 2020 of the company, which is posted on the company's website.

MATERIAL TOPIC: INDIRECT ECONOMIC EFFECTS

We recognize that we are an integral part of the society in which we operate and seek to support the economy through the various responsible initiatives we undertake.

Support to the Economy through Social Security

ALUMIL employers' contributions for 2020 totally amounted to €4,385,834.19.

Investment in a new sorting unit to reduce the Energy Footprint

In 2020, during our efforts to enhance our activities through production processes that contribute to the reduction of the energy footprint, we invested 4.6 million euros to create a new sorting and processing unit of aluminium scrap at the company's facilities, in the Industrial Area of Kilkis.

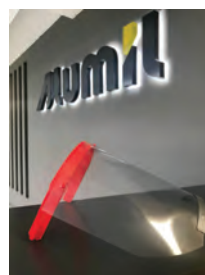
Our Distinctions

We are very proud of the awards and distinctions we received in 2020 which recognize our reputation, credibility, and innovative character, and of the fact that they occurred during a particularly difficult year, due to the pandemic.

This makes us strong and motivates us to further improve and develop our business processes.



1) The chairman's award in a ceremony that was held in Helexpo facilities with the title "Heroes of COVID-19". The event was organized by the newspaper "Macedonia" under the aegis of the 85th TIF and the Ministry of the Interior. The event aimed to give prominence to the people who through their position and work gave their own battle against the pandemic.



2) The company was awarded under the 5th Annual Conference on Sustainable Development. The event, co-organized by the Centre for Sustainability and Excellence and the MBA International of the Athens University of Economics and Business, was held electronically. ALUMIL received a Special Award for its social contribution during the pandemic, through the program "Production of protective masks through 3D printers and their delivery to public hospitals of the country".



3) The company received the honorary distinction as one of the "The Most Sustainable Companies in Greece for 2020" and entered the list of the 25 leading Greek companies which follow the principles of Sustainable Development and Circular Economy.



4) The company won 3rd prize in the category BEST COMPANY OF INTERNATIONAL ACTIVITY-2020 in the "HRIMA Business Awards", organized for the 18th consecutive year by the magazine HRIMA, which give prominence to companies that support the Greek economy and contribute to the development of the stock exchange institution.



W Hotel The Palm Jumeirah, Dubai, U.A.E.

Participation in Networks and Associations

Given that we see our company as an integral part of society, we fully embrace the concept of “corporate citizenship” and support or co-operate with national and international or-

ganizations, networks and associations, while contributing to the development of the industry and aiming at the continuous improvement of our products and services. ALUMIL is a member of the following bodies:



European Aluminium Association



Greek Exporters Association (SEVE)



Aluminium Association of Greece



Hellenic Passive House Institute (EIPAK)



Alexander Innovation Zone



CSR HELLAS



Federation of Industries of Greece (SBE)



UN GLOBAL COMPACT



الغرفة العربية اليونانية للتجارة والتنمية
ΑΡΑΒΟ-ΕΛΛΗΝΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ ΕΜΠΟΡΙΟΥ & ΑΝΑΠΤΥΞΕΩΣ
ARAB-HELLENIC CHAMBER OF COMMERCE & DEVELOPMENT

Arab-Hellenic Chamber of Commerce and Development



AMERICAN-HELLENIC
CHAMBER OF COMMERCE

American-Hellenic Chamber of Commerce



CAMERA DI COMMERCIO ITALO-ELLENICA DI SALONICCO
ΕΛΛΗΝΟ - ΙΤΑΛΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ ΘΕΣΣΑΛΟΝΙΚΗΣ

Hellenic-Italic Chamber of Commerce



The Institute of Internal Auditors Greece (EIPAK)



Ελληνογερμανικό Εμπορικό και Βιομηχανικό Επιμελητήριο
Deutsch-Griechische Industrie- und Handelskammer

Hellenic-German Chamber of Commerce and Industry



Alumil SMARTIA PG120F



Corporate Governance

MARTIA PG120P

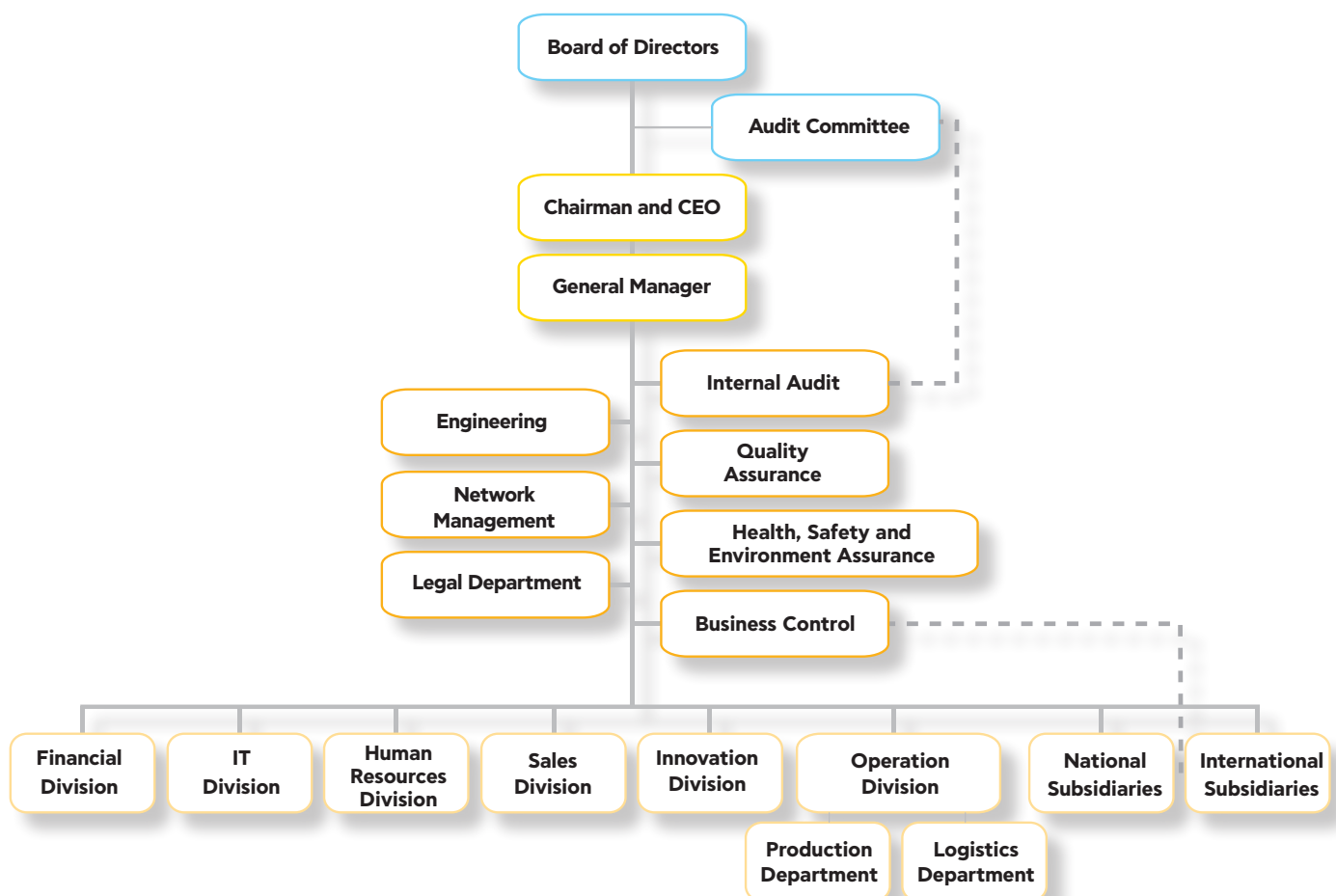
CORPORATE GOVERNANCE

Effective Corporate Governance is a critical success factor and therefore lies at the forefront of all the strategic decisions we make.

ALUMIL applies modern methods of corporate governance, aiming to serve the corporate interests, as well as the interests of all persons associated with it. Our governance strategy focuses on promoting flexibility, quality, innovation, and high customer service.

Organization Chart

The company's organization chart offers a simplified representation of its structure and the business operations, as shown below:





Crown Sydney, Sydney, Australia



Statement of Principles and Intentions

Our Company, through the clear direction defined by the Senior Management, follows an integrated policy regarding Quality Management, Environmental Protection, and the protection of employees' Health and Safety. Our main goal is the continuous development, the implementation, and the improvement of these three management systems which constitute the cornerstone of our success.

To ensure effective implementation of the above, our company takes the necessary measures, so that this policy:

- Is suitable for the purpose of the organization, the nature, the scope, the environmental impact, and the risk of the company's activities, products and services.
- Includes a commitment to comply with

customer requirements and to ensure that business operations are in line with the relevant environmental legislation, regulatory/legal provisions, and the Greek occupational health and safety legislation, as well as a commitment to continuously improve the effectiveness of the three management systems

- Includes a commitment to continuously improve the environmental performance and plant performance in preventing environmental pollution.
- Provides the means to effectively address health and safety issues at workplace related to the factory's activities, as well as the prevention of occupational accidents and diseases.
- Provides the framework for establishing and reviewing objectives and goals regarding quality, environmental management

and occupational health and safety.

- Is documented, communicated, and understood within the organization and to all employees of the company.
- Is available to the public, services, interested stakeholders, etc.
- Is under constant review to ensure continuous suitability.

Process Optimization and ERM

In 2020, a new Management Systems Engineer position was created in order to improve the company's governance processes, and more specifically:

- a) To improve the processes of all the company's departments and to create new ones, where necessary.
- b) To fully implement the procedures of the Quality, Environment and Occupational Health and Safety Management Systems.
- c) to properly manage ISO issues.

ALUMIL's Enterprise Risk Management (ERM) system examines at group level the company's risk/ opportunity analysis at three levels:

- **First level** Identification of potential major risks
- **Second level:** Justification, quantification and assessment of risks
- **Third level:** Local Management actions and group management support

Commitment to Transparency

Sustainable development requires business ethics. At ALUMIL, we work hard to prevent incidents and practices that are aligned with the company's culture. A culture in which honesty, transparency and integrity play a leading role in all intra-company processes but also in the company's transactions with its external environment. We show zero tolerance towards any form of corruption, as we acknowledge this ensures the company's reputation and the trust of our partners.

- Through policies and processes we take a clear anti-corruption stand.
- Compliance with the local and European laws in force.
- Employee handbook
- Discipline regulation
- Contractor management process
- The main purpose of the company's Internal Audit Department is the in-depth monitoring of the compliance of all rules, measures, and processes of the applied Internal Audit System, as well as the implementation of the decisions and instructions of the General Management and the suggestion of any corrections or improvements of the system.



The background image shows a modern exhibition hall with a wooden floor and track lighting. Several people are visible, including a man in a dark coat and maroon trousers in the foreground, and another man in a black leather jacket. In the background, a sign for 'um Handles' is visible on a wall. A large white diagonal overlay covers the left and center of the image.

Our Stakeholders


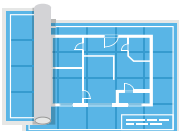
OUR STAKEHOLDERS

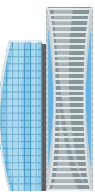


At ALUMIL we recognize that communication with our stakeholders lies at the heart of our strategy for our sustainable development and success.




In 2020 we continue to have active dialogue and communication with all our stakeholders. We recognize the influence of our stakeholders, both in the business strategy and in the overall development of the company, and

aim to an open dialogue with them, beyond discrimination and exclusion. The aim of the communication is to identify and solve daily challenges and needs of our stakeholders, while strengthening their trust in us.



MEMBER CONCERNED	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 Customers – Manufactures and Traders	Product safety Innovation Information. Constant communication and response. Provision of certificates for systems. Training on system fabrication	Daily communication through the Sales department and the website www.ALUMIL.com that enables contact with the Company on any matter using the contact form. Strong presence in the construction industry printed and online press (construction magazines and websites), in which the company news (new products, services, etc.) are published regularly. Monthly Newsletter with our key news. Participation in exhibitions and conferences regarding the industry. Roadshows throughout Greece and information regarding new products and services. Visits to the company's showrooms.	Fabricators, as the direct customers of our company, constitute a key source of information for improving our products and creating new solutions. Continuous technical support, training, provision of promotional material. Provision of certificates of our systems so that our partner fabricators can issue the CE certificate for the products they deliver to the final consumers.
 Customers – Architects	Product safety. Innovation. Information. Constant communication and response. Training in technical issues.	Daily communication through the team of Architectural and Engineering Consultants (visits to architectural offices, telephone calls, email) and the website www.ALUMIL.com . Strong presence in the architectural printed and the online press (architecture magazines and websites), in which the company news (new products, services, etc.) are published regularly. Monthly newsletter with our key news. Training on technical issues through "ALUMIL Academy". Participation in the most important architectural events in the country along with key sponsorships. Presence in exhibitions that attract the architectural audience both in Greece and abroad. Awareness-raising campaigns for our innovative products. Organization of the international architectural competition "Arxellence". Visits to the company's showrooms.	The architects' needs are always a priority for our company. In terms of design, the information we receive is translated into products that meet their design needs. Consulting and support in technical matters, especially in projects with special requirements.

MEMBER CONCERNED	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 End Consumers	Product safety. Innovation. Information. Constant communication and response.	Intensive communication campaigns with a nationwide reach throughout the year. Communication through the website www.ALUMIL.com . Daily communication via social media (Facebook, Instagram, LinkedIn) and answers to consumer queries. Visits to the company's showrooms, where our consultants are at the consumers' disposal Participation as sponsors in major social events-happenings.	We aim to design products that provide end consumers with safety, thermal insulation, sound insulation, protection from extreme weather conditions, shading and aesthetics upgrade. Our goal is to ensure that consumers by choosing ALUMIL aluminium systems, receive multiple benefits with a noticeable improvement in their living standard.
 Employees	Health and safety at the workplace. Training and development. Meritocracy. Stability Benefits.	Daily communication (email, telephone). Newsletters. Events. Intranet.	In matters related to the Health and Safety of our employees, the Company's Management always listens carefully to concerns and suggestions for improvement, constantly optimizing the working environment. The environmental sensitivity of our employees and the local community contributed to the rapid adoption of environmental protection measures and the development of production processes with the smallest possible environmental footprint.
 Local communities	Job positions. Local suppliers. Monitoring of environmental performance.	Events. Social Media. Website.	The environmental sensitivity of our employees and the local community contributed to the rapid adoption of environmental protection measures and the development of production processes with the smallest possible environmental footprint.

MEMBER CONCERNED	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 <p>Suppliers</p>	<p>Consistency in payments. Compliance with agreements. Smooth cooperation. Support of local suppliers.</p>	<p>Email. Telephone. Exhibitions.</p>	<p>We see our suppliers as strategic partners and cultivate long-term relationships with them to maximize the added value that stirs from our good cooperation.</p>
 <p>Shareholders/ Investors</p>	<p>Return on investment. Attracting new investors. Development in new products and markets. Competitiveness. Transparency. Risk management.</p>	<p>Stakeholder's meeting. Email. Company Website.</p>	<p>As a listed company on the Athens Stock Exchange, our shareholders are the people who believe in our company and its development. We ensure to always provide them timely with important information concerning investment decisions, financial performance, and everything else related to the company's progress.</p>
 <p>Banks/ Financial Institutions</p>	<p>Valid information regarding financial results. Ensuring sustainability.</p>	<p>Telephone. Email. Meetings.</p>	<p>We maintain stable partnerships with the banks that constitute our strategic partners, responding to the financial needs of our company.</p>

**Material Topics For
ALUMIL In 2020**

To identify and analyse the material topics which not only concern ALUMIL in 2020 but also have the greatest impact on our stakeholders, we applied a specific methodology based on the guidelines of the GRI Standards. Via a specially designed questionnaire, we contacted our stakeholders to clarify their views on the importance of the material topics and to identify changes from 2019.

Materiality assessment:

Step 1: Identify and prioritise the key stakeholders to be included in the process of identifying material topics

Step 2: Identify and prioritise key sustainable development indicators using the guidelines of the Global Reporting Initiative (GRI)

Step 3: Conduct a survey, using a quality questionnaire, to identify the material topics as seen by the Stakeholders and by Management

Step 4: Creating a matrix to represent material topics

With the completion of the process of collecting opinions from the company’s stakeholders, as well as from the Management, the following 16 material topics emerged:

The material topics of ALUMIL for 2020:

- 1) Waste management
- 2) Health and safety of employees
- 3) Health and safety of consumers
- 4) Environmental legislation
- 5) Local Economy
- 6) Energy Consumption
- 7) Anti-corruption
- 8) Water consumption
- 9) Profitability
- 10) Sustainable raw materials
- 11) Greenhouse gas emissions
- 12) Education and training of employees
- 13) Competitive behaviour
- 14) Indirect economic effects
- 15) Non-discrimination
- 16) Contribution to confront COVID-19

In relation to 2019, the 4 material topics that emerged are the following:

- 1) Indirect economic effects
- 2) Greenhouse gas emissions
- 3) Water consumption
- 4) Contribution to confront COVID-19

The material topics that did not continue onto 2020 in relation to 2019 are below:

- 1) Social benefits
- 2) Local communities
- 3) Diversity
- 4) Communication between employees and management

The table below presents the material topics that are of great importance for both our company and our stakeholders.



- | | |
|---|---|
| 1 Local economy | 15 Communication between employees/ management |
| 2 Indirect economic effects | 16 Health and safety of employees |
| 3 Procurements practices | 17 Education and training of employees |
| 4 Anti-corruption | 18 Diversity and equal opportunities |
| 5 Competitive behaviour | 19 Freedom of association |
| 6 Profitability | 20 Non-discrimination |
| 7 Raw materials | 21 Supporting local communities |
| 8 Energy consumption | 22 Evaluation of suppliers/ environmental practices |
| 9 Greenhouse gas emissions | 23 Health and safety of customers |
| 10 Waste management | 24 Sanctions and fines |
| 11 Water consumption | 25 Contribution to prevent the spread of COVID-19 |
| 12 Environmental legislation | |
| 13 Evaluation of suppliers/ Environmental practices | |
| 14 Social benefits | |



The background is a blurred photograph of a server rack. The rack contains several horizontal server units with various ports and cables visible. A large, white, semi-transparent diagonal shape cuts across the image from the top-left towards the bottom-right. The text is centered within this white shape.

Responsibly
for our People

RESPONSIBLY FOR OUR PEOPLE

Our people are our driving force



+25%

increase
of employees



+33%

more
women at the company
since 2019



+73%

increase of the average
training hours for the
average employee

Our people play a primary role in the achievement of our goals and in the company's sustainable development. We invest in their development and the strengthening of their capabilities, while creating the proper conditions to continuously improve their performance.

We strive to be an employer of choice for existing employees, but also for talents who want to start or continue their career in a company which provides equal opportunities for development and rewards high performance.













We build a work culture which accepts diverse views, ideas and beliefs, and contributes to the competitiveness of the company. We give our employees the opportunity to grow and evolve within the company, inside and outside the borders.

MATERIAL TOPIC: LOCAL ECONOMY

In 2020, a total of 1044 employees from the areas of Kilkis, Thessaloniki, Athens, Xanthi and Komotini were employed in ALUMIL SA. In 2020, ALUMIL employees increased by 25% compared to 2019. This increase proves that, despite the special conditions caused by the pandemic and its socio-economic impact, the company has managed to create new jobs, thus contributing to the development of the local areas where it operates.

The employees of the company also participate in the search for new talents. They can recommend candidates to fill jobs in the company and in case of selection of their recommendations, they are rewarded with a sum of money.

Employees of ALUMIL SA by Area and Gender 2019-2020

<div>             </div>									
Area	2019	2020	% change	2019	2020	% change	2019	2020	% change
Kilkis	593	738		80	105		673	843	
Thessaloniki	104	127		39	54		143	181	
Athens	12	12		5	6		17	18	
Xanthi	0	0		1	1		1	1	
Komotini	1	1		0	0		1	1	
Total	710	878	24%	125	166	33%	835	1044	25%

All the employees in the company work with full-time permanent contracts, while there are no collective agreements.

ALUMIL SA staff per hierarchical level 2019-2020

Levels	Men	Women	>30 years old	30-50 years old	<50 years old	Minority group*
Senior Management						
2019	94%	6%	0%	76%	24%	0%
2020	94%	6%	0%	74%	26%	0%
Middle Management						
2019	81%	19%	0%	81%	19%	1,6%
2020	73%	27%	3%	81%	16%	1,4%
Lower Management						
2019	85%	15%	18%	62%	20%	7%
2020	85%	15%	20%	61%	19%	7,5%
Operational Functions						
2019	91%	9%	17%	60%	23%	8,4%
2020	91%	9%	20%	59%	21%	9%
Administrative Functions						
2019	71%	29%	14%	75%	11%	0,9%
2020	68%	32%	15%	73%	12%	1,3%

* The minority group refers to the percentage of employees who have a different nationality from the Greek.



Women Empowerment at the Workplace

During 2020, ALUMIL increased the number of women in the company by 33% compared to 2019, while more specifically at the level of Middle Management, the percentage of women increased by 27% in total (compared to 19% in 2019).

Recruitments 2020

In 2020, despite the difficulties in conducting business activities overall in the country, ALUMIL significantly increased the number of recruitments compared to the previous year, showing in practice not only its dynamic growth, but also its support towards society.

	2019	2020
Number of recruitments	142	293
New hire retention rate*	81%	85%
Men	89%	85%
Women	11%	15%
<30	43%	39%
30-50	53%	53%
>50	4%	8%
Kilkis	68%	82%
Thessaloniki	28%	17%
Athens	4%	1%

* The new hire retention rate was calculated by dividing the number of recruitments that remained active at the end of the year by the total number of recruitments for the year 2020.

Employee Turnover 2020

	2019	2020
Number of employee departures	125	119
Percentage of employee turnover turnover*	15%	11%
Men	93%	97%
Women	7%	3%
<30	26%	32%
30-50	64%	57%
>50	10%	11%
Kilkis	87%	86%
Thessaloniki	11%	11%
Athens	2%	3%

* The annual employee turnover rate was calculated by dividing the total number of exits for 2019 by the number resulting from the addition of active employees at the beginning of the year until the end of the year, and dividing this number by 2.

Our company respectfully abides the country's labour legislation and therefore, none of our employees receives a salary below the statutory minimum wage, which, depending on the year of commencement of work, is adjusted accordingly. In 2020, the salaries of 69.5% of our total staff exceeded the minimum wage (while in 2019 the salaries of 73% of our total staff exceeded the minimum wage). 30.5% of our employees received the minimum wage, of which 11% were women and 89% men with positions in the productive operations of the company. (In 2019, 27% of our employees re-

ceived the basic salary, of which 9% were women and 91% men with positions in the productive operations of the company).

Salary ratio* of Women to Men in each category

	2019	2020
Senior Management	0,87 : 1	0,80 : 1
Middle Management	0,87 : 1	0,87 : 1
Lower Management	1,03 : 1	1,05 : 1
Operational Functions	0,97 : 1	0,97 : 1
Administrative Functions	0,69 : 1	0,70 : 1

* The ratio was calculated by dividing the average salary of women with the average wages of men, in each category.

Development and Management of Human Resources

The people of ALUMIL are its most important capital. Thanks to their own perseverance and zeal, the company has reached the top. At ALUMIL, we invest steadily in our people, as reflected in the following additional benefits:

- Group Private Life and Health Insurance for all our employees.
- Pension plan for all middle and senior management executives. At ALUMIL we provide a cost-free retirement plan, in the form of a systematic savings plan.
- Innovative distance learning platform "ALUMIL e-learning" with online courses, training programs for all our functions and interactive games.
- Company's lending library with various book categories for our employees.
- Dynamic Health and Safety department with many actions and responsibilities (volunteer team, blood donation team, training seminars on protection and safety at the workplace, first-aid seminars).
- Reviewing and strengthening the Performance Management System for all our employees.
- Emphasis on optimizing working relationships, supported by an Employee

Relations Consultant specializing in work psychology.

- Increased investments in the employees' training and development through specialized training seminars for all departments.

Annual Employee Satisfaction Survey

The annual employee survey was carried out in 2020, aiming to determine the job satisfaction in the company, to identify both the strengths and, above all, the points of improvement concerning the management and development of its Human Resources.

The process was the same as last year. The participation rate was 74% (compared to 84% in 2019) with a total satisfaction score of 3.64 out of 5 (4.1 out of 5 in 2019). For another year, employees are showing a keen interest in issues concerning their working environment.

Actions for our People

In 2020, despite the difficulties of the pandemic, we continued to express our social sensitivity, by organizing actions for ALUMIL employees and their families as well as by supporting not only their professional needs but also the protection of their health and safety.

1) ALUMIL one day conference on "Parents and children during the COVID-19 era"

The COVID-19 pandemic turned everyone's daily life into a very difficult process and changed our way of life. People raising children must cope with the demanding task of taking care and protecting them, against a problem that continues to threaten the health and well-being of the world. ALUMIL, realizing the parents' concerns, organized a one-day conference in collaboration with a psychologist under the title "Parents and children in the era of COVID-19". The one-day conference was addressed to company's employees and partners who have children between the age of 4 to 10 years old. Parents had the opportunity to pose their questions and concerns to the psychologist, regarding the ways they can help



their children to better understand the new reality caused by the pandemic.

2) Career orientation day

The career orientation day was held for the 3rd consecutive year. Due to the pandemic, the conference was held online, in which participated children of employees aged 14 to 17 and, for the first time, children of our partners.

Those parents who wished, could attend the conference as well. The aim was to guide the students regarding critical points of the Orientation as well as to inform the parents about this big and demanding -for the subsequent course of the children - issue.

In the first part of the seminar, topics such as the students' time management, the changes applied in the New High School, the today's job market and the career opportunities offered by each educational institution, were discussed. The second part focused on questions and queries of students and parents on the above issues, which were answered in detail by the speakers.

3) Company Events

Several events that constitute an institution in the company, such as excursions and family day as well as the annual Christmas celebration did not take place due to COVID-19. For this reason, the company distributed food vouchers to all employees, shortly before the Christmas period. In addition, the annual prize draw- including laptops, tablets, and TVs- took place for the company's employees. Finally, the company's annual conference, in which the executives of the subsidiaries also participate, that has the aim to inform the employees about the company's course and strategy but also to strengthen their relations on Group level, was not held.

4) Fitness classes

The gym at our headquarters in Efkarpiia, where classes are held with an outdoor gymnast, operated normally until the moment it was deemed necessary to cease its operation due to the pandemic.

5) Health Benefits for Working Women

A free mammography was performed for all women employees of the Group in Greece, on

the occasion of the International Day against Breast Cancer, in collaboration with diagnostic centers in the cities where the company operates. The action started in October 2019 and continued until April 2020.

Investing in Digitization in the Workplace

We proceeded to a significant digitization of the company's processes, with the aim of improving the internal communication and strengthening of the company culture. Significant benefits were also the saving of processing time, the automatic awareness of the parties concerned, the cessation of printing of documents, and the optimization of the proceedings.

Specifically, the following procedures were digitized:

1) Upgrading the company's Intranet, so that the employees of the company can be directly informed about the news and the activities, as well as the projects of the company's departments. Access to various human resources documents, as well as to information concerning them, such as policies and procedures, has become even easier. At the same time, by providing specific analytics, we can determine employee interaction, as well as user trends, based on content.

2) Human resources procedures and applications such as:

- A. The end-to-end recruitment procedure: From the application for a position to the six-month evaluation of the new employee
- B. Laptop application procedure
- C. Application procedure for long-term and short-term use of a car
- D. Business mobile application procedure
- E. Business travel application procedure

Maternity/Paternity Leave 2020

All our employees are entitled to the statutory maternity/paternity leave. In 2020, 35 of them received the leave and then returned to the workplace as normal.

	2019	2020
Total number of employees who received maternity/paternity leave	27	35
Women	0	2
Men	27	33
Total number of employees who returned to the workplace after the end of maternity/paternity leave*	27	33
Women	0	0
Men	27	33
Total number of employees who returned to the workplace after the end of maternity/paternity leave and remained for 12 months	24	33
Women	0	0
Men	24	33
Employee labour return rate	100%	100%
Employee retention rate*	89%	100%

* Maternity leave starting in 2020 will expire in 2021



MATERIAL TOPIC: AVOIDANCE AND RESPONSE TO DISCRIMINATION

From the first day of its operation, ALUMIL continues to develop a relationship of trust and respect with its people, as well as ensures that decisions regarding issues such as recruitment, remuneration and professional development are not linked to any form of discrimination. That is why informing employees about discrimination issues is of paramount importance to the company, so that behaviours that do not align with equality and meritocracy are unacceptable.

In addition, our commitment to a non-discriminatory work environment is reflected in the employee handbook, which all employees receive on their first day of work at the company and can download it at any time from the company intranet. The Human Resources Department is responsible in case of incidents of discrimination, taking all necessary measures to ensure confidentiality, discretion, and promptness.

In 2020, as in 2019, no incidents of discrimination have been recorded in the company.

Employee Evaluation and Information

Every year the total number of employees is evaluated. The purpose of the annual evaluation is to link the company's vision with the goals and the daily work -in order the job of each employee to make sense- to evaluate everyone with specific and clear criteria, meritocracy and fairness, and to improve the performance of ALUMIL by making the best of its human resources' capabilities.

Employees are also evaluated when they complete the first six months in the company. The purpose of the evaluation is essentially to examine whether the job meets the description given during the recruiting process and whether there are any suggestions for improvement (for procedures, or anything else).

A key issue of our company is the prompt information of employees about issues that concern them directly. The notice varies depending on the information topic. Staff can be notified about summer leave issues up to 20 weeks in advance. For other issues related to shorter-term changes, that may affect the work, a reasonable notice period of one to three weeks is usually given.

MATERIAL TOPIC: HEALTH AND SAFETY AT THE WORKPLACE

At ALUMIL, the primary goal is the existence of a working environment, where our people perform their work every day, without endangering their health and safety. At the same time, we recognize that the continuous improvement of safety conditions in the workplace affects the efficiency of the company, thus enhancing its competitiveness. We understand that this requires the active participation of employees, through compliance with relevant regulations as well as responsible behaviour in matters concerning their safety.

Health and Safety Principles

By setting the Health and Safety of our employees as our strategic priority, at ALUMIL, we implement specific policies concerning these issues, not only by meeting the requirements of international standards, but also by carrying out regular on-the-job training. At the same time, we record Key Performance Indicators (KPIs) related to injuries and accidents on an annual basis, so that there is reliable data collection and appropriate corrective actions are launched, if necessary.

Health and Safety Management System

The Company practically addresses the issues of Health and Safety at workplace with the implementation of a Management System that aims at the awareness, as well as the active participation of all its employees. The Company's Health and Safety Management System complies with the requirements of the international standard BSOHSAS 18001: 2007 for Occupational Safety and Health.

Risk Identification and Management System

Our priority is the proper information and the continuous training on issues related to the safe execution of tasks as well as the assessment of occupational risks.

Risks at the workplace are identified and assessed in order to take appropriate measures to address them. Great emphasis is placed on near-miss accidents which can stress unrecognised risks and/or cause the re-evaluation of the already identified ones.

The practical issues covered by the system are:

- Evaluating and addressing work-related risks.
- Activating appropriate mechanisms in case of deviations from the specifications set by the standard.

Appropriate software, installed on all company's tablets and phone devices, is used to properly manage these issues.

The system is dynamic, being constantly reviewed and improved, in order to adapt to new demands that may arise, mainly due to changes in the production process.



Occupational Health Services

For the maximum protection and safety of the company's employees, we also provide the following additional services:

- Presence of an insurance consultant once a week, who offers information services based on the group insurance program offered by the company.
- Presence of an Occupational Physician in Kilis once a week and at the headquarters once a month. In addition, every day there is a physician in the Industrial Area of Kilis.
- Pharmacy and defibrillator in each department in the production facilities.
- Employees can contact the Employee Relations Consultant for work-related issues, as well as for any other issue that concern them and may affect their performance.

Training of Employees in Security Issues

At ALUMIL, we consider the training of our employees in matters of Health and Safety of outmost importance. In 2020, trainings were implemented for all our employees with the following topics:

"Basic Safety Rules" with the participation of new employees for the period until February 2020, as later on, the training under the protection measures against the spread of the pandemic was ceased.

"Actions in case of symptoms of heatstroke during work" with the participation of the Shift Managers of Extrusion and Paint house.

"Actions in case of symptoms of COVID-19 during work" with the participation of all Shift Managers.

"Protection measures against COVID-19" with the participation of all employees.

Training after an accident in the Special Packaging Department with the participation of all the employees of the Special Packaging. Regarding trainings which occur after an accident, a file is used entitled "Knowledge acquired". In this way, we aim at full transparency concerning the causes of the accident, as well as at the disclosure of the measures that we will take to prevent its recurrence and their implementation schedule. Finally, the specific file is posted each time at the scene of the accident. A similar training was conducted at the Extrusion Department.

Regarding the program “Tasks of the fire protection team - Evacuation of workplaces”, which was also a goal for 2020, - was not carried out, as renovations were taking place in many of the company’s premises.

Accident Prevention and Management Policy

The company’s goal is to have a zero number of accidents and we take all the necessary measures to achieve this goal.

In addition to the number of fatal accidents, which was zero in 2020, the company also counts two important indicators related to the Health and Safety of our employees, in order to ensure a data-driven approach. The former concerns the Lost Time Case Rate (LTC) and the latter the Severity Rate.

In 2020, the LTC rate concerning the number of accidents, unfortunately increased by 68% (compared to 2019) instead of decreasing by 30%, as estimated. The severity rate (SR) of accidents decreased by 31%.

	2019	2020
Number of fatal accidents for the year	0	0
LTC Rate	1.61	2.7
Severity Rate (SR)	11.23	7.71

The low values of the above Key Performance Indicators reveal that our safety training programs are adequate, that our machineries are updated and function properly, and that the company has designated an adequate number of safety employees.

Use of Personal Protective Equipment (PPE) - Well-organised Spaces

We use all the necessary Personal Protective Equipment during the execution of the works:





MATERIAL TOPIC: EDUCATION AND TRAINING OF EMPLOYEES

We remain faithful to our commitment to the continuing education of our employees. We continue to provide training programs aimed at strengthening their skills, which will help them optimize their potential. We are fully aware that the development of our people plays a crucial role in the success of the company.

To ensure the effectiveness of the training programs, we have adopted their mandatory evaluation after implementation, as we consider this to be a reliable tool for designing and improving existing and future training programs and methods.

Training for New Employees

Great importance is given to induction training, namely the initial training that each new employee receives, in order to fully comprehend the company's way of operation and culture. Hence, the training includes guided tours to the company's production facilities, lasting from one day to several months, depending on the requirements of each position.

In more detail, the new entrants are trained in the following:

- **Presentation of historical and financial data of the Group**
- **Group Organisation Chart**
- **Distribution channels and sales networks**
- **Group's Values and Vision**
- **Presentation of major projects, in which ALUMIL participated**
- **Employee handbook**
- **Discipline regulation**
- **Philosophy of the Remuneration System**
- **Performance Management System**
- **Educational potential and opportunities**
- **Group Policies (leave, travel and travel expenses, earnings, etc.)**
- **Health and safety issues**
- **Familiarity with production areas and logistics**

As in any form of training, at the end of the induction training, the trainee evaluates the training program, in order to improve this process. From the beginning of the pandemic, induction training is carried out online and tours to the production facilities are virtual. The goal is that, even after the end of the pandemic, the guided tours will be held online. For this reason, from 2020, the recording, through video, of all productive functions was launched in order to be included in the educational modules.

Training Courses for all Employees

During 2020, despite the global health crisis, we invested in the training of our employees through a combination of learning that included on-the-job training, distance learning and training through the e-Learning platform.

The average training hours for the average employee increased from 9.8 hours in 2019 to 17 hours in 2020 (73% increase). Indicatively, some of the trainings that took place in 2020 concerned the following topics:

- Learning French, English and Serbian
- Project Management
- BI training
- Consulting Sales Method
- Product training
- Performance Management System
- Security awareness
- Microsoft Office Excel etc.


The training hours concern all the trainings that took place during the year 2020, including the induction trainings and the online trainings as presented in the table below.


Average training hours	2019	2020
Men	8.5	17
Women	9.4	17
Administrative Functions	10.5	18
Operational Functions	8.5	12
Senior Management	20	16
Middle Management	7.9	16
Lower Management	9.1	18
Overall Average	9.8	17

Technical Support Training

The company provides technical support Service to manufacturers of our network, and colleagues from various departments in Greece and abroad, either as part of induction or as part of their training in new or older systems.

2019 / 2020

TRAINING HOURS:
 **808 / 622**

TRAINEES
 (colleagues, manufacturers, subsidiaries):
 **436 / 193**

TRAINED MANUFACTURERS:
 **30 / 32**

Workshops


4
free workshops
 took place in 2020 and


91 people,
manufacturers and engineers
 participated.





Responsibly
for the Society

RESPONSIBLY FOR THE SOCIETY

ALUMIL takes great care of its People and the Society



ALUMIL has taken a series of measures
to prevent the spread of

COVID -19



In 2020, new courses at
ALUMIL Academy

launched addressing to students who wish for
a career in the field of aluminium construction

We recognize that we are an integral part of the society in which we operate, and we seek to support social groups through various initiatives we take. Therefore, in 2020, through a series of actions, we actively supported our employees and various social groups in order for them to face the difficulties of the pandemic and stay safe.

MATERIAL TOPIC: CONTRIBUTION TO PREVENT THE SPREAD OF COVID-19

Employee Protection Measures against COVID-19

ALUMIL took immediate action to ensure the maximum safety of its people.

- a. Remote work from the very beginning of the pandemic.
- b. Creation of a section on the company's intranet in order to inform the employees about issues concerning the pandemic (instructions-useful links).
- c. Placement of the company's innovative product "Smart Gate" at various areas in the production and the offices, which performs fast, contactless, and accurate temperature measurement of people entering a room, without any radiation emission, while ensuring full security of their personal data.
- d. We placed containers with antiseptic liquid in various parts of our buildings, so that employees can disinfect their hands periodically.
- e. We marked the floors of our offices, in order to indicate the proper distance between the employees.
- f. We modified the doors of common areas, so that they can be opened by foot, for safer use and for lower probability of the virus spreading.
- g. We provided our staff with masks to protect themselves during working hours on site.

Our Contribution to the Society during the Pandemic

By supporting the society in which we operate, we have taken a series of measures to protect against COVID-19, while ensuring the continuation of actions that tend to turn into institutions, as well as the support of collective efforts, which have a social imprint.

1) ALUMIL in the battle against COVID-19 through high-tech 3D printers

ALUMIL, taking into account the importance but also the danger of the work of the people working in the health units of the country from the beginning of the pandemic, decided to proceed to the production of face shields through the 3D printers it has on site.

The first goal was to deliver 500 face shields to public hospitals in the country and then, depending on the needs arising, supply more face shields. The first ones were delivered to the General Hospital of Alexandroupolis in collaboration with the Department of Physics of the International Hellenic University in Kavala.

At the same time, ALUMIL from the very beginning, wanting to support the local community, was in direct contact with "Ippokratio" General Hospital of Thessaloniki, "Georgios Papanikolaou" General Hospital of Thessaloniki and the "General Hospital of Kilikis", in order to, depending on their needs, send face shields directly from the company's facilities in Thessaloniki.

2) ALUMIL as sponsor of the "e-ThesSummerSchool" action

ALUMIL supported the youth entrepreneurship training program "e-ThesSummerSchool" organized by the University of Macedonia. The aim of this program was for students (14 to 18 years old) from all over Greece to attend for 18 hours on their computer a variety of thematic lectures, take personality tests, exchange ideas and to play educational games concerning entrepreneurship.

3) ALUMIL on the students' side

ALUMIL, responding to the call of the Directorate of Social Welfare of the Region of Central Macedonia regarding its contribution to the action "Welcoming the First-Grade Students", donated school backpacks to first grade students, for schools of the Regional Units.

This action aimed at meeting the needs of school equipment for students belonging to families facing financial problems. In this way, these families are relieved of a part of the cost for school supplies and the students have at their disposal all the necessary items for their daily school life.

4)ALUMIL on the joyful journey of "Hope Runners"

Our company, acknowledging the impressive social work performed by the "Hope Runners" team, decided to actively support the association's efforts to further expand its activities. "Hope Runners" is an association composed by amateurs - lovers of physical exercise, who participate supportively in running races and accompany children with special needs who take part in them.

Therefore, we donated for the purchase of the necessary equipment (protective helmets, banners) that will meet the needs of the children and their accompanying runners and will contribute to their greatest and safest presence in all respects.

5) Financial contribution to the "Paidiko Chorio" at Filiro, in Thessaloniki

6)Support Agios Dimitrios Church in Kilikis regarding its free meal program

8)Sponsor in Open House Thessaloniki

9)ArXellence 2 - A call to the international architectural world

ALUMIL, responding to the existing urban plan that envisages the development of the new



business centre of the city at the western entrance and within the area adjacent to the port facilities along str. 26th October, addressed the international architectural world, asking for ideas regarding the future and the design of the specific region, following the standards of cities that play a leading role globally. This is a historic area, where in the past important industrial and leisure facilities were held, but which over time underwent a general degradation. ALUMIL, recognizing that the location and the relationship of the area with the city provide significant growth potential, chose this area as the topic of the competition, while pointing out that now, more than ever, there is a need to exploit it.

Under the global character of the event, the international jury was set up, which in addition to ensuring the smooth and sound evaluation process, also constituted the global look for the future urban development of the city. It is also worth noting the educational character of "ArXellence 2", as it essentially presents to the citizens the way in which the professionals of the architectural field from all over the world envision the evolution of Thessaloniki.

We have communicated our vision to all the competent authorities, stating our intention to organize a competition of high standards. Thus, we assured the auspices of the Hellenic Ministry of the Environment and Energy, the

Region of Central Macedonia, the Municipality of Thessaloniki, the Thessaloniki Association of Architects, as well as the Technical Chamber of Central Macedonia. In addition to the support of local authorities, the event was approved by the International Association of Architects (UIA) and was constantly monitored by the International Competition Council of the UIA (ICC Council) to comply with UNESCO standards.

The participations in "ArXellence 2" exceeded all expectations. The numbers speak for themselves: 1464 entries from 90 countries and 173 architectural proposals submitted for evaluation. Due to the COVID-19 pandemic, the evaluation of entries was held online. The international jury thoroughly examined all the submitted proposals and came up with 6 awards, accompanied by a cash prize for their distinction, as well as 4 equal praises, thus choosing the ten case studies deemed to best meet the criteria set by UIA regarding the topic of the competition.

The competition, after having underwent all the phases of its implementation - from the preparation and announcement of the topic to the submission of case studies from all around the world and their final evaluation - was solemnly completed through a high-quality online award ceremony.

ALUMIL Academy: supports vocational excellence while offering substantial business assistance

ALUMIL ACADEMY started its operation in 2020 for students who wish for a career in the field of aluminium construction. The vocational training program offers an annual training course and combines theoretical teaching with practical application, which requires the installation of windows frames under real conditions.

In order to support organizations that may face difficulties and need changes of window frames, we decided to provide the raw material (aluminium profiles and accessories) free of charge with the installation being done by the students of the academy as part of their internship. We contacted organizations to inform them about the above action and, in order to have transparency, we asked the parties concerned to send photos along with a detailed description of their needs. The above program of free change of windows frames is to run in 2021, as the studentship started in the 2nd semester of 2020 and the completion of the theoretical training is the first requirement. However, due to the pandemic, it may not take place '21. A project may arise that requires stu-

dents to stay in other cities, and for health and safety reasons we avoid travelling.

ALUMIL ACADEMY consists of 3 pillars:

1. 600-hour training

It is a 600-hour program for the people that want to enter aluminium field and follow the Aluminium Fabricator profession. 20% of the courses is theory and 80% is practice in the Academy's facilities. Participants learn complete procedures around the construction and installation of all aluminium structures. At the end of the training, the trainees will be able to take certification exams under TÜV HELLAS (TÜV NORD) organization. The training program can be attended by either people who are engaged in the profession or people who do not know the industry, since the training starts from scratch.

2. Technical Support and Workshops

3. Consulting

ALUMIL's constant pursuit and main priority is to coexist with its partners, while growing together and envisaging the conquest of construction excellence.







Responsibly for
the Environment

RESPONSIBLY FOR THE ENVIRONMENT

*We combine our dynamic activity with
the necessary respect, while protecting
the environment*



ALUMIL activities in 2020
were in full compliance
with the

**environmental
legislation**
of the country.

A new

**aluminium
scrap unit**
was created

Certified based on the
ISO50001:2011 standard for
the Energy Management
System (EMS) in January 2020
by the certification body

TÜV Hellas

At ALUMIL, we recognize that economic growth can and must go hand in hand with a healthy and safe environment. For this reason, we have been implementing a certified environmental management system since 2002, in accordance with the EN ISO 14001 standard.

In this context, we fully comply with the country's environmental legislation, while applying some additional principles for environmental improvement.

Principles of Continuous Environmental Improvement

To achieve its above-mentioned aim, ALUMIL's Management commits to provide the necessary resources, financial and human, in order to achieve:

- The integration of environmental thinking in its everyday decisions.
- The more rational use of natural resources and energy.

- The minimization of the negative effects on the environment.
- The prevention and management of emergencies that could have negative impacts on the environment.
- The monitoring of the evolution of new cleaner technologies, in order to adopt them.
- The compliance with and, when possible, the exceedance of the requirements of environmental legislation.
- The continuous improvement of its environmental performance.
- The environmental awareness of the staff, the customers, and the suppliers.
- The disclosure of the present policy to the staff and its availability to all the parties concerned.
- Actions for rational management of energy resources during the production and distribution stage of products.

In order to protect the environment in practice and not only in theory, we take the following measures:

- We set clear and measurable goals, where possible, to assess our performance in protecting the environment.
- We conduct environmental inspections on a regular basis and introduce energy saving measures.
- We offer appropriate environmental training to our employees and specially to staff who have significant environmental responsibilities.
- We implement strategies to minimize and recycle our water.
- We take into account the environmental performance of our suppliers.
- New expansion or development activities are based on environmental criteria.
- We establish procedures for the neutralization and proper disposal of waste.
- We finance all the above measures in order to achieve our environmental goals

Important Actions for the Environment

In 2020, ALUMIL took important actions to protect the environment as well as the environmental imprint.

SEA PROTECTION

The company financed the surface cleaning of the coastal axis of Thessaloniki, through the removal of floating waste. More specifically, following a proposal by the Ministry of Internal Affairs – Macedonia-Thrace Sector in Thessaloniki, it financed the anti-pollution vessel “Alkipi” which non only collects plastics but also cleans the sea from phytoplankton. Thus, ALUMIL ensured for 4 months the necessary cleaning of Thermaikos gulf and its maintenance in the appropriate condition, based on both environmental data and aesthetic criteria for residents and visitors who walk daily from the port to the Concert Hall.

IMPROVING OUR ENVIRONMENTAL FOOTPRINT

1) A new aluminium scrap unit was created

In order to strengthen our activities through productive processes which contribute to the reduction of the energy footprint, we invested 4.6 million euros to create a new aluminium scrap separation unit in the company’s facilities, at the Industrial Area of Kilkis. The separation of the scrap is now done mechanically, magnetically, and with the use of X-rays. This investment, which was completed in just three months, gives us the chance to increase, in three years, the green alumin-



ium we produce by 50%, in order for it to constitute 70% of the total raw materials entering the production.

- 2) The photovoltaic installation was launched at the company's headquarters in Efkarpia, which was a goal for 2020, but due to COVID-19, it will be completed in 2021.

MATERIAL TOPIC: ENVIRONMENTAL LEGISLATION AND COMPLIANCE

It is undeniable that the protection of the environment lies at the center of our business activities and decisions. We fully comply with the environmental legislation of the country, as we are aware of the fact that the company's economic well-being aligns with the proper management of the natural resources of our planet. We are developing procedures that will lead us not only to the reduction of our energy footprint, but also to a sustainable future.

ALUMIL activities in 2020 were in full compliance with the country's environmental legislation.

Environmental Management System

The Environmental Management System (EMS) we apply is designed, as mentioned above, according to the international standard ISO 14001, which can be evaluated and certified by internationally recognized certification bodies. This certificate ensures the harmonious coexistence of ALUMIL activities with the natural environment. The company has established and implements since 2002 the specific Environmental Management System in aluminium extrusion, powder-coating, wood imitating surface treatment, and the production of thermal insulation profiles, i.e. in the most important production processes.

The Environmental Management System of our company includes a procedure for the identification of the environmental issues of the factory operation and for their evaluation in order to determine the most important environmental impacts. The objective goals set by the company in order to achieve the continuous improvement of its environmental performance, are based on measurable data directly linked to the environmental impact of our production processes, as well as the environmental legislation and regulations.





The applied procedure is then checked in order to implement it successfully and, if necessary, the appropriate corrective actions are taken. At the same time, the responsibilities and authorities of the staff which performs this procedure and is properly trained, are recorded. In addition, it is noted that this procedure is activated at least every time there are changes in the factory operation (e.g. adding processes/parts, changes in processes or in materials used, etc.).

MATERIAL TOPIC: SUSTAINABLE RAW MATERIALS

Raw materials

In order to control our impact on the environment, we systematically record the materials we use, since this is the only way we can have a complete picture of the current situation at all times and of the further corrective actions we can implement for the optimal strategy.

The following tables list in detail all the quantities of materials used for the company operation and they are separated according to whether they are recyclable or non-recyclable materials.

RECYCLABLE/ NON- RECYCLABLE	MATERIAL	QUANTITY 2019	QUANTITY 2020	UNITS MEASURE- MENT
EXTRUSION				
X	NON-RECYCLABLE LUBRICANTS	1,768	1,000	Kg
	RECYCLABLE LUBRICANTS	30,368	37,856	L
	ALUMINIUM RAW MATERIAL	26,505,272	30,784,848	Kg
PACKAGING				
X	NON-RECYCLABLE LUBRICANTS	540	900	L
	PACKAGING PAPER VARIOUS TYPES	604,741	680,138.5	Kg
	3-PLY CARDBOARD 3.400 X 1.000	68,903	70,121	PIECE
	IMPORTED CARDBOARD 30 X 810	1.73	0.3	PACKAGING
	IMPORTED CARDBOARD 30 X 540	15.59	3.08	PACKAGING
	45mm X 45mm X 4mm brown PAPER ANGLE BOARD 6m long	91,824	181,428	m
	CARDBOARD BC 24002 FANFOLD GERILLT 160 X 160 X 6100 NEW LOGO	8,541	6,975	PIECE
	PROTECTION FILM	725,749	700,732.5	m²
	POLYETHYLENE SHEET	55,220	50,373	Kg
	TIMBER	1,080	1,165.5	m³
	EUROPALLET 1,20 m X 0,80 m white	1,176	1,974	PIECE
THERMALINSULATION MATERIALS				
	POLYAMIDES	7,976,730	9,092,123	m
PAINTHOUSE				
X	POWDER	410,664	424,079	Kg
	BATH CHEMICALS	240,783	282,387	Kg
ANODIZING				
	BATH CHEMICALS	677,666	523,858	Kg
X	POLISHING PASTE	1,200	1500	Kg
	STEEL BLASTING PELLETS	3,000	3,500	Kg
	LIME POWDER (FOR BIOLOGICAL TREATMENT)	9,280	5,500	Kg
Foundry*				
	Lubricants		420	L
	Aluminium Raw Material		13,077,519	kg
X	Chemicals for production DD		21,030	kg
	Hydrated lime powder		48,500	kg

* In 2019, there are no measurements for the foundry, as the absorption of Alufond was completed in 2020.

Percentage of recycled input materials

We aim for the effective use of materials entering our company at all stages of the produc-

tion process, applying as much as possible the principles of the circular economy.

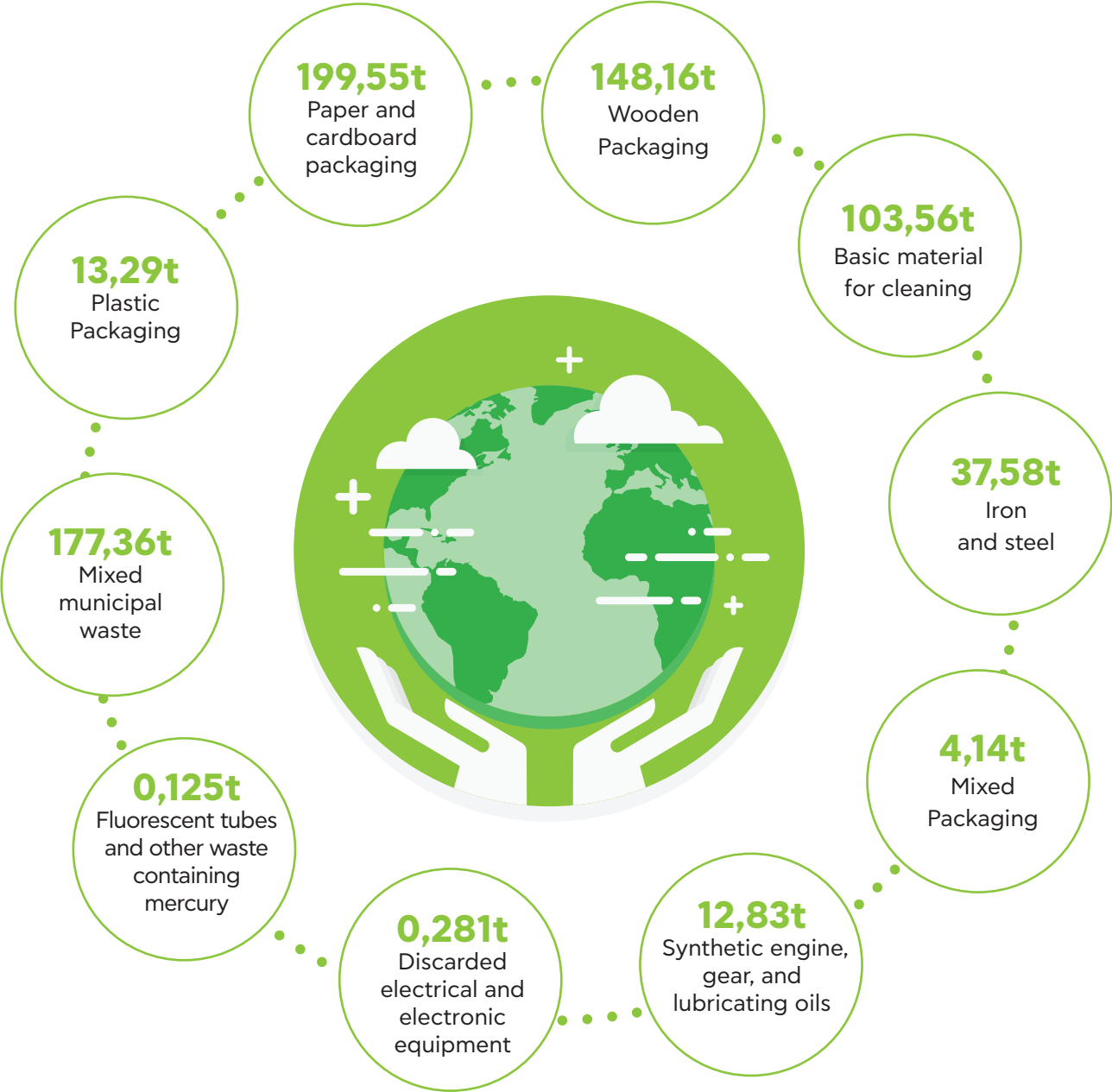


MATERIAL	QUANTITY 2019	QUANTITY 2020	PERCENTAGE 2019	PERCENTAGE 2020
Primary Aluminium	11,878,033 kg	10,136,552 Kg	44.81%	32.92%
Recycled Aluminium	14,627,239 kg	20,648,296 Kg	55.19%	67.02%
Total	26,505,272 kg	30,784,848 Kg		



RECYCLABLE MATERIAL	MATERIAL	2019	2020	MEASUREMENT UNITS
EXTRUSION				
✓	EXTRUSION RETURN SCRAP	3,309,704	3,835,523	Kg
PACKAGING				
✓	ALUMINIUM SCRAP	248,275	700,159	Kg
THERMAL INSULATION MATERIALS				
✓	ALUMINIUM SCRAP	284,786	303,937	Kg
POWDER- COATING UNIT				
✓	ALUMINIUM SCRAP	142,107	229,669	Kg
ANODIZING				
✓	ALUMINIUM SCRAP	4,276	79,254	Kg
OTHER PRODUCTION DEPARTMENTS CNC-DRILLING-SPECIAL PACKAGING-SAWS				
✓	ALUMINIUM SCRAP	158,078	252,936	Kg
TOTAL		4,147,226	5,401,478	Kg

Waste



MATERIAL TOPIC: WASTE MANAGEMENT

Recycling, Waste Reduction and Energy Saving

The year 2007 marked the commencement of the continuous environmental optimization program, "Green ALUMIL". In the same year, through the transition from LPG to natural gas, carbon dioxide (CO₂) emissions dropped by 65%. We are committed to support environmentally friendly production processes, while aiming to prevent and reduce environmental pollution, as well as to make rational use of energy resources and raw materials. We focus on the research and development of alternative and renewable energy sources, and we aim to have the least possible negative impact on the environment. Thus, since 2007 and until today, we have undertaken a series of upgrading, recycling, and saving actions:

- **2007:** We launched water recycling in all production process stages. Through specific actions, we managed to reduce water consumption, by more than 80% in the extrusion and anodizing lines, and by 40% in the powder-coating lines.
- **2007:** We implemented an electricity saving program, leading to reduced electricity consumption by 12%.
- **2008:** We now use entirely, "TGIC free" chrome-free surface treatments. In addition, through the environmental upgrade of the powder-coating lines, we reduced the use of chemicals in the liquid waste disposal process and improved the overall quality of our liquid waste.
- **2009:** We installed special collection and recycling/reuse equipment for excess powder paint that does not stick to the aluminium surface.
- **2010:** We enhanced aluminium recycling through the advanced aluminium foundry. Using high quality recycled aluminium, the

required electrical energy is by 95% less than the energy required to the alumina electrolysis process.

- **2014:** We have applied a holistic recycling approach throughout the entire production process, and we are trying to recycle all types of waste. In particular, in 2014 we recycled about 1,000 tons of non-metal waste (such as paper, plastic, wood).
- **2017:** We replaced all HPS bulbs in our production facilities with new, environmentally friendly LED bulbs, achieving an 80% reduction in electricity consumption for lighting



ALUMIL Green Ambassadors Team

The aim of this team of employees is to promote green practices, raise our colleagues' and fellow human beings' awareness of environmental issues and encourage them to adopt ecological habits, thus contributing significantly to the creation of a sustainable environment and a green company culture. The group numbers about 30 members.

One of the first projects of ALUMIL Green Ambassadors concerned the consumption of coffee and how it would be possible to reduce the use of plastic and paper, as whether due to the vending machines in our facilities or due to "delivery" from the surrounding areas, their use is the only option. To this end, we created a questionnaire to help us see the preferences and needs of employees regarding this is-

sue. The aim is to increase the participation in the team and to create even more projects, as well as informative webinars. In this context, an informative webinar was held in collaboration with the Eco Project team, in which team members developed 5 topics regarding the environment and sustainability and discussed with the participants the potential of ecological issues.

MATERIAL TOPIC: WATER CONSUMPTION

Responsible Water Use

Water is a key source of life that we seek to preserve. We are a company in which the use of water is essential for the operation of our production facilities and that is why its rational management is our commitment and priority.

Our goal is to keep recycling rates high and to install water meters at the entrances and exits of our basic consumption.

In 2020, in Alumil's facility in the industrial area of Kilkis 219,034 cubic meters of water were consumed (in 2019, 176,961 m³ of water were consumed).

A 38% of those are recycled in the cooling and processing systems of the extrusion, powder coating, and the anodizing (47.8% in 2019). The percentage appears less as not only did we include the foundry in the Group but also no recycling is held in the unit. The inclusion of the Foundry increased respectively the water discharge rates as municipal waste to 22.9%.

The wastewater treatment method used at the facility is the neutralisation method by mixing acidic and basic flows, since the powder-coating unit's wastewater does not contain any hazardous substance requiring special treatment. The water consumption and recycling in the factory are recorded only in the powder coating and in the anodizing.

Waste treatments occur only in paint powder and anodizing.

For all the other departments, there are water consumption flow meters without separating which water amount is used for production and which one for general use. No recycling is held in another department.

MATERIAL TOPIC: ENERGY CONSUMPTION

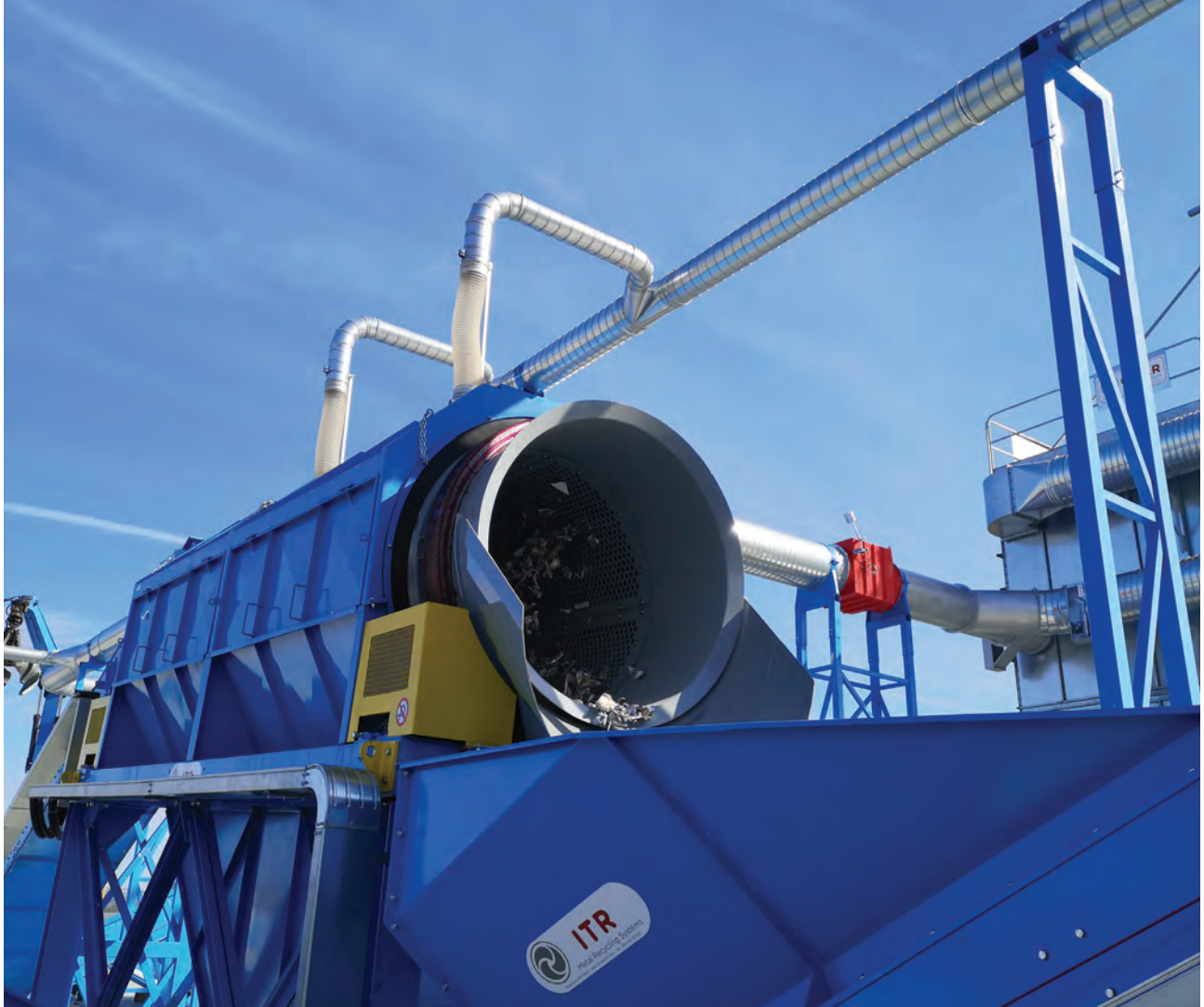
To achieve our goals and realise our business activities, we use energy in the offices and industrial units of the company. That is why continuous measurements and the rational energy use, in order to reduce our energy footprint, are our main priority.

ISO 50001 Certification to Optimize Energy Management

ALUMIL was certified according to the ISO50001:2011 standard for the Energy Management System (EMS) in January 2020, by the certification body TÜV Hellas. The next obligation of ALUMIL regarding the EMS is the annual system supervision, which includes according to regulations, the transition of the standard in the version ISO50001:2018 and which will be carried out during the 1st quarter of the year 2021.

The company's benefits thanks to the implementation of the Energy Management System (EMS) are the following:

- Meeting the legal obligations arising from article 10 of law 4342/2015
- Creation of Energy Baselines and Energy Performance Indicators to evaluate the energy performance on an annual and monthly basis
- Promotion of the implementation of the energy data recording system for the detailed energy data recording at the level of individual processes



- Company response to international standards
- Internal organization for monitoring and managing energy flows
- Formation of the base for continuous energy efficiency upgrading





The annual surveillance includes the foundry installation (Alufond), which was legally absorbed by ALUMIL in July 2020.

According to the standard, the energy data analysis within the limits of EMS concerns the energy-intensive group of facilities that covers 96% of the total energy consumption, which are:

- the Extrusion unit
- the Anodizing unit
- the Foundry unit

Responsible Energy Consumption

In order to limit our environmental footprint, it is necessary to make continuous measurements and tests. For this reason, we record the fuel consumption of our industrial units, the consumed electricity, as well as the total energy consumption of our company. The results are presented in the table below:

ENERGY CONSUMPTION		QUANTITIES 2019	QUANTITIES 2020	MEASUREMENT UNITS
DIESEL		236,500	199,639	L
PETROL		4,400	53,268	L
ELECTRICITY		19,194,260	28,642,000	kWh
NATURAL GAS		30,819,851	81,793,000	kWh
TOTAL ENERGY CONSUMPTION		50,014,111	110,687,907**	kWh

* The above information has been obtained by measurements of the Company provider.

**The difference of this year total energy consumption compared to 2020 is due to the fact that last year the foundry was not included in the calculations. Together with other units that are not included, it reaches a total of 111GWh

By having accurate measurements, we can carry out targeted actions to reduce our environmental footprint, by making more efficient use of the above energy resources through mechanical equipment upgrades or through the optimization of our production processes. At company level, the total energy consumption, from all sources, of the facilities/buildings of ALUMIL for the year 2020 exceeded 111 GWh.

In particular, as for the extrusion, anodizing and foundry units, the total energy consumption from all sources exceeded 107 GWh.

At the foundry, the energy efficiency in both electricity and gas deteriorated. The negative effects on the foundry unit are due to the mandatory equipment installation to reduce the environmental impact, which resulted in an energy consumption increase, which, nevertheless, does not translate into a production increase in relation to the energy baseline.

In terms of diesel consumption, there was

a decrease compared to last year and this is probably due to the fact that the number of forklifts changed since many of those were replaced by electric ones.

Actions to Reduce Energy Consumption

EXTRUSION

A) Replacement of HPS bulbs with more energy efficient ones (LED)

It is estimated that the investment cost amounts to approximately €63,000. The project has been completed by 50%, estimating an annual cost reduction of approximately €13,400 and savings of 130tn CO₂ per year.

B) Installation of an online energy recording and analysis system, which is almost complete.

ANODIZING

A) Replacement of HPS bulbs with more energy efficient ones (LED) in Anodising per year.



The cost of the investment is €70,800. The annual cost reduction is estimated at approximately 8800 € and the savings per year 11tn CO₂. The project implementation is at 6%.

MATERIAL TOPIC: GREENHOUSE GAS EMISSIONS

Climate change is one of the greatest challenges the humanity faces today. Most of the CO₂ emissions are generated during the production process and that is why at ALUMIL, reducing the impact that our operation has on the climate and the environment is our priority. We are fully aware that the greenhouse effect treatment is vital for many of our members concerned and therefore, we seek to align our business activities with environmental initiatives. The new aluminium scrap separation unit will contribute to this aim since aluminium recycling leads to energy savings of up to 95%.

Total CO₂ Emissions at primary energy level are calculated on the basis of emission factors from total consumption from all sources.

Greenhouse gas emissions for the ALUMIL Facilities in 2020: 81.481tn CO₂

Specifically, the above value in tons of carbon dioxide results from our measurements which as for released pollutants for extrusion, anodizing and foundry amounts to 81,481tn CO₂ (electricity - natural gas - gas oil) and 64,599 tn CO₂ only for electricity.

To achieve our emission reduction mission:

- We have installed a photovoltaic unit in the foundry, which has been operating since 2014, 1,067MWHh have been produced and we have saved 747 tons in CO₂ emissions
- In early 2021, we will install 218 photovoltaic panels with a total power of 50kw in our offices in Efkarpia, which will reduce our carbon footprint (CO₂) by approximately 35 tons per year.



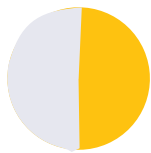


A photograph of a modern, multi-story building at night. The building has a glass facade and balconies, with interior lights glowing. In the foreground, there is a swimming pool reflecting the building and the sky. Several palm trees are visible, some in the pool area and others in the background. The sky is a deep blue. A large, white, semi-transparent geometric shape, resembling a stylized 'A' or a large triangle, is overlaid on the image, framing the text.

Responsibly
for the Market

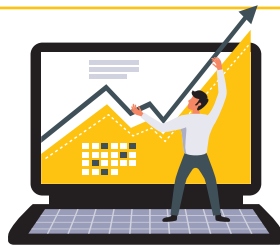
RESPONSIBLY FOR THE MARKET

*Innovation, quality, and transparency
for our customers and partners*



50%

of our suppliers
belong to the local
market



Digitization
of quality procedures



**Digital
Sales Officer**
to upgrade customer and
final consumer service

Aiming at our best performance and excellence in industrial production, we have adopted a strategic design for our complex supply chain, while at the same time, we are very meticulous regarding the audit and certification procedures according to international standards. By producing premium quality and high value-added products, we are pioneers in our industry and always by the side of our partners and customers in order to fully satisfy them.

In 2020, thanks to proper planning and the actions taken by the company's Procurement Department, we were able to prevent any problems in the supply chain that may have occurred due to the pandemic.

MATERIAL TOPIC: ANTI-CORRUPTION

We recognize that our suppliers play an important role in achieving our mission. We seek stability in our relationship, which is based on mutual trust.

Our Supplier Anti-Corruption Policy includes:

Customer assessment form:

We ask the supplier to evaluate us as customers, in order to make sure that our cooperation is of mutual quality.

Procurement Regulations, which includes:

- 1) Ethical principles of employees in the Procurement Department (bribery)
 - 2) Procurement procedure (from the purchase application to the purchase implementation)
- In 2020, no incidents of corruption occurred.

MATERIAL TOPIC: COMPETITIVE BEHAVIOUR

At ALUMIL we work hard to ensure that no anti-competitive practices occur during our business activities. We fully comply with the requirements of the competition law in force, both in Greece and in other markets, recognizing that any delinquent behaviour in relation to the above issue can have a negative impact on the reputation and operation of the company. We encourage our employees to make the right decisions, fully respect the principles of the company, and to report any behaviour that is contrary to the company ethics of ALUMIL.

In 2020, there were no incidents of anti-competitive behaviour.

Partnerships with Local Suppliers

In 2020, our suppliers amounted to 1000. About 50% were from Greece. Our goal is to form more partnerships with local suppliers, in areas where ALUMIL operates in order to boost the local economy and for this reason, in case of equal -to the interests of the company-suppliers, priority is given to local suppliers.

There is a supplier evaluation procedure and some of them are evaluated annually.

The ALUMIL Complex Supply Chain

Our warehouses are managed through a contemporary warehouse management system, which is connected to the company's central IT system and coordinates all the Group warehouses worldwide.

The advanced International Logistics Centre and our various international warehouses around the world can serve global markets, anywhere and anytime.

The strategic location of our production facilities at the heart of the Mediterranean Sea and at the crossroads of western and eastern countries, constitutes an important strategic advantage that increases the efficiency of all our distribution procedures. Our quick access to international ports ensures fast shipments and impeccable maritime transports. In addition, we carefully select distribution partners, and we look for the best possible logistics solutions for our customers, in order to ensure timely deliveries.

Our advanced information system manages the systematic monitoring of all procedures, from the import of raw materials to the pricing of the final product. The company supplies more than 6,500 different codes (raw materials, auxiliary materials, and tradeable goods) annually from more than 1000 different sup-





pliers. By processing them, the company delivers over 34,000 different product codes annually through its network of subsidiaries. The products from the subsidiaries are distributed through the 40 warehouses they preserve, to thousands of customers and in more than 60 countries. As it can be seen, managing such a complex supply chain is a daily challenge. The following are some of the most important projects that have been implemented to maximize the efficiency of the Supply Chain:

- **In-house development of MRP/TMS/BAR-CODE scanners/MES applications that meet the ALUMIL's needs and improve supply chain management.**
- **Supply chain integration with common stock building/management and order fulfilment rules.**
- **Shared Inventories with subsidiaries for optimal inventory management and node to node shipments.**
- **Order Management Automation with B2B circuit ("My ALUMIL")**
- **Autobook (Automated policies/pricing/credit checks)**
- **Automated order confirmation**
- **Automated sharing of inventories/production proposals/purchases.**
- **Automated allocation of orders on shipping routes**
- **All of the above are performed with no human intervention up to 80%.**

- **Completion of the Group's IT systems (B2B online ordering My ALUMIL, ERP, APS, MRP, WMS, APF etc.) to coordinate more effectively the Group's subsidiaries and the production plants (of the parent company and the foreign subsidiaries).**

In addition, the ordering procedure has been rendered as quick and easy as possible, since users have the ability to check the stock of the products they choose, as well as to supervise their entire order. The contact form and the notifications provide a very effective two-way communication channel, enabling our company to stay in constant contact with its partners and customers.

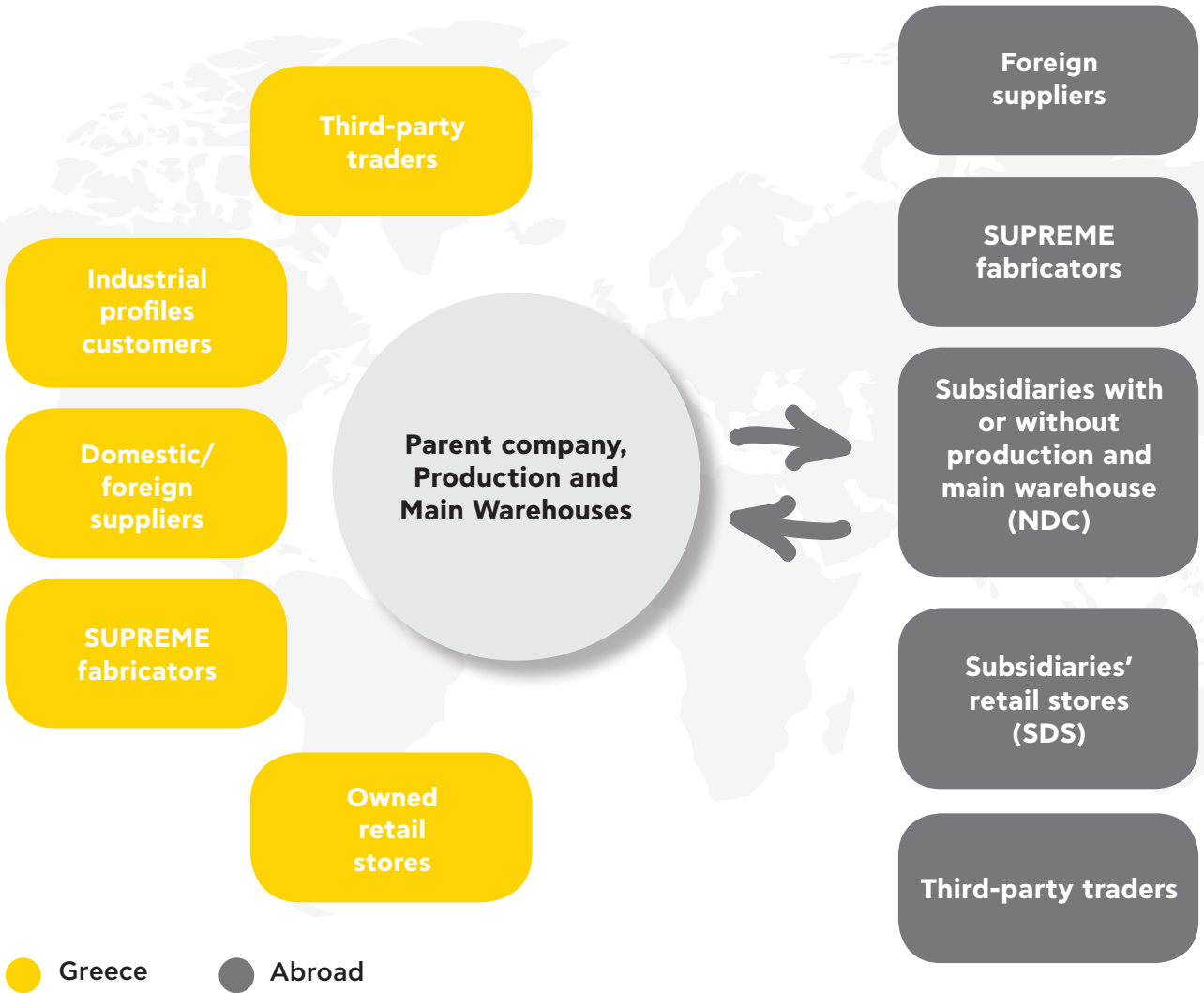
Responsible Supply Chain

The process of ALUMIL's supply chain integration is based on information shared with all supply chain nodes, but also among the company's internal departments/processes.

All orders and future requirements are collected by the parent company, where the proposed purchase applications are forwarded to the Procurement, while the proposed production orders are broken down into different Raw Materials needs. Raw Materials play a very important role in the production of aluminium profiles and of various aluminium system components. For the Raw Materials' needs, a cycle of checks for existing purchase orders is repeated and possible new requirements are proposed, which are subsequently forwarded back to Procurement.

Due to the multiple and complex purchase and sale cycles, it is easy to see the complexity of ALUMIL's supply chain and the difficulty of the correct forecast production, the ordering needs and the right Inventory, both for the

optimization of procedures and for the proper and prompt customer service. The following diagram shows how many parts of the Supply Chain the company must coordinate to ensure its efficient and effective operation:



Both the subsidiaries and the extensive network of suppliers and customers are directly interdependent with the parent company. Firstly, in the procurement cycle, we find hundreds of ALUMIL's suppliers that supply the company with approximately 8,000 product codes (raw materials, semi-finished, finished products). Following, in the production cycle, there is a direct connection with the subsidiar-

ies, which essentially have the role of the main distributor in each country, channelling the products to the various retail stores, privately owned or not. In addition, in the case of the special category of certified fabricators (SUPREME fabricators), the parent company and its subsidiaries sell directly to aluminium fabricators, without the mediation of a distributor or retailer.



Alumilia Reward Program for our Supply Chain

The reward program started in 2020, for the entire network of our dealers and fabricators in Greece.

This unique program was created in order to further develop and improve our partnership, while providing dealers with an important tool for expanding their relationships with their own fabricators-customers. The program runs through the B2B platform My ALUMIL and has a rewarding logic, according to which through the purchases, the suppliers gain points which they can redeem directly in gifts or by taking part in lotteries.



Traceability: Quality Assurance

The main reason ALUMIL has made such a huge effort to develop a fully autonomous production plant, which is able to produce almost everything in terms of aluminium architectural systems, is traceability. Thanks to the advanced material management system and the innovative ERP system that we own, we know every aspect of our production process and we are able to make continuous improvements. In addition, we can timely prevent potential problems and adopt an accurate monitoring system of any item, from the starting point of material production or supply to the final delivery of the product. In this way we ensure daily guaranteed quality to our customers.

Perfection through Constant Controls

The exceptional value of our products, both of those we produce and those admitted to the Company, is due to the constant testing that we carry out in the laboratory based on recognized criteria.

Quality Control Laboratories

To ensure top quality, we test our products across the entire production process through multiple in-house Quality Control Laboratories:



- 1) Fully equipped extrusion laboratory
- 2) Fully equipped powder-coating laboratory
- 3) Fully equipped anodizing laboratory
- 4) Polyamide assembly laboratory: Q-Test, T test, programmable furnace (20-200°C), laser machine for traceability
- 5) Material analysis spectrometer in aluminium foundry
- 6) New product testing laboratory

Incoming Products

Products not produced by the Company, are strictly tested before entering our warehouses. They are available for sale, if only they meet AQL 2.5 criteria.

Digitization of Quality Control Procedures

In 2020, the digitization of the following processes was implemented, offering many advantages and improvements to address quality issues:

- **Request for Corrective Action of Supplier:** The procedure is activated in case a product or service poses a quality issue or does not meet the conditions set out in the purchase order, so that appropriate corrective action can be taken to prevent a recurrence.
- **Critical response to service provider:** The procedure is activated in case of a problem with the quality or termination of the contract or a claim for compensation.

Innovation, design, performance

As innovation is at the core of our procedures, we pay particular attention to Research and Development, by implementing rigorous testing procedures. Special attention is paid to issues of design, technical support, and project management, while we constantly strive to provide personalized solutions and integrated technical services with the help of our team of engineers.

At ALUMIL, Research and Development is part of our DNA

ALUMIL produces high quality aluminium systems designed and developed by the Group's Research and Development Department and subsequently tested and certified by internationally recognized certification institutes and laboratories, such as ift Rosenheim (Germany), A.A.M.A. (USA), Istituto Giordano (Italy), CSTB (France), ATG (Belgium), EXOVA (United Kingdom) and many more.

Our experienced and specially trained engineers are consistently designing new systems and inventing new technical solutions.

Research in cutting-edge technologies

The Company's advanced laboratories carry out continuous research concerning systems that incorporate unique design, top performance, and excellent energy efficiency. Using state-of-the-art equipment (e.g. 3D printers, CNC machines) and thanks to our advanced Testing Centre, we are always in the forefront of technological developments, always one step ahead. In addition, we maintain partnerships with leading European Universities and Research Centres, and we are in direct contact with the Research and Development departments of internationally recognized aluminium components producers. Therefore, it is no coincidence that our products are certified by the most recognized institutes worldwide.

Customer service at every step of the way

ALUMIL has an international team comprising of more than 100 engineers from 20 different countries. We work efficiently with contractors, from the stage of the projects' initial design, offering solutions that minimize costs and fully meet the respective building requirements and specifications. Our team of engineers offers integrated technical services in major construction projects around the world, always in close

collaboration with architects, design offices, construction companies and aluminium fabricators.

The support includes:

1. **Providing integrated solutions and detailed technical drawings to architects, construction companies and fabricators, through state-of-the-art software (e.g. ALUMIL-CAL).**
2. **Preparation of complete project files with detailed technical solutions and proposed system specifications and typologies, certifications, costs, project design, etc.**
3. **Proposals for new aluminium systems, in collaboration with Alumil's advanced Research and Development department, in order to enrich the range of the company's products and to fully meet the needs of our customers.**
4. **Monitoring the development of major construction projects and supporting project management to ensure that aluminium fabricators follow ALUMIL's specifications and guidelines.**

In terms of the customer support process, there have been significant improvements in 2020:

1) Call Centre Department: An extra Customer Care feature has been integrated, which focuses more on the service per customer, project, and facilitates communication with individual production-supply departments to expedite orders, while providing a complete picture of possible delays.

2) The process of customer notifications in myALUMIL was developed to update customers regarding the progress of their orders (email, notifications within the application).

3) Changes have been made to the Warehouse Management System to improve the management of the storage facilities and SKUs we manage. A form has been set up within

bpm to manage customer uploads in which everyone involved has access to monitor the actions they need to take.

4) We installed new storage shelves in order to improve the stock for faster service: the possibility of storing profiles increased by approximately 15%, we took advantage of "empty spaces" to install new shelves which increase the stock, which in turn can support the expected increased sales.

5) The company fleet was strengthened based on loading requirements and long-term reduction of operating costs due to damage caused by vehicle oldness. At the same time, the overall reliability of the fleet and the safety of products' transport improved.

6) Two new man-up lifting appliances were purchased for use on Cantilever shelves. As a result, the time of packages transport and storage on the shelves of the central warehouse was reduced, while at the same time, the time of the collection lists execution was also reduced, improving the overall productivity of the warehouse.

7) An old component storage system has been partially replaced, which has led to significant storage space savings and reduced risk to employee safety.

MATERIAL TOPIC: HEALTH AND SAFETY OF CONSUMERS

If the installation of the architectural systems we produce and develop is not done properly and the necessary specifications are not met by our customer-fabricator who is responsible for the assembly of the final product, then there may be a risk to the safety of the final consumer. To reduce the above risk and to ensure the provision of high-quality products to the final buyer, we provide ongoing training

to partners, which is coordinated by ALUMIL Academy.

Anyone interested in buying the company's products can visit our showrooms (Thessaloniki and Athens) and go for a tour with showroom consultants to find out about their features and properties. Due to the conditions caused by the pandemic, we modified the process of visits to protect both visitors and employees and at the same time, in order to limit the spread of the pandemic, we gave the opportunity to those interested to tour virtually the 2 showrooms of the company in our website.

New security measures during a visit to the showrooms throughout the pandemic:

- Schedule an appointment before the visit
- Accept up to 3 people at each visit
- Mandatory use of a mask throughout the visit
- Mandatory use of antiseptic before entry
- Thermometer intake with electronic remote thermometer

- Fill in a tracking form before starting the tour

The aim is to create an evaluation form, which will be given at the end of the showroom tour and will aim to improve the service of the final consumer.

In this context, a new job was created in the Sales Department, the Digital Sales Officer, aiming to upgrade customer service and final consumers, as well as to manage questions and any complaints we receive through the company's website, as an immediate response.

Product Safety to Consumers

To ensure the quality and safety of its products, ALUMIL has introduced an integrated quality management system in accordance with the international standard ISO 9001, which is applied in the design, production, and distribution of architectural aluminium profiles, as well as in the purchase, the production and distribution of aluminium accessories.

Operations production Certifications



Systems Certifications





For 2020, 21 certifications were carried out at the company's testing centre in Kilkis. The certification concerned:

- **air permeability**
- **watertightness**
- **wind load resistance**
- **impact**
- **resistance to heat**

There have been no incidents of non-compliance with health and safety services.

Advanced Testing Centre

To ensure top results, we intensively implement strict testing procedures.

ALUMIL monitors and certifies the performance of its products in state-of-the-art test facilities, in close collaboration with the internationally recognized German ift Rosenheim certification institute. Thanks to the use of advanced equipment, certified by ift Rosenheim, we can measure and certify the performance of various features:

- **Water tightness - EN 1027**
- **Air permeability - EN 1026**
- **Wind load resistance - EN 12211**
- **Burglar resistance- EN 1627:2011**
- **Soft and heavy body impact – EN 13049**
- **Operating forces - EN 12046-1:2003 and - EN 12046-2:2003**

- Determination of the resistance to racking - EN 14608:2004-06
- Determination of resistance to static torsion - EN 14609:2004-06
- Building hardware- Requirements and test methods for windows and doors - EN 13126-8: 2006-02

Reverse Supply Chain - Circular Economy

The Reverse Supply Chain is a process of recovering the residual value of products and materials whose life cycle has come to an end. It usually involves the repair, redistribution, or recovery of value through recycling and is essentially the operational implementation of the principles of the circular economy.

It is noteworthy that during the aluminium recycling, the value recovered reaches 100%. In addition, aluminium retains its original value no matter how many times it is recycled, which makes it a highly environmentally friendly material.

Recycling at the centre of our Activities

The intensive aluminium recycling that we carry out is done through ALUFOND, which was absorbed by ALUMIL in 2020. ALUFOND's activity focuses on the production of the raw materials for ALUMIL, through the aluminium recycling, having an advanced foundry for the homogenization of aluminium scrap. Specifically, the recycling is carried out through the use of aluminium scrap that is created during the production process of our company or is collected in our industrial facilities in Kilis from various other sources (e.g. old aluminium frames, aluminium cables, etc.).

The stages of the process are as follows:

1. Collection and transport of aluminium scrap
2. Receipt and quality control
3. Sorting and processing
4. Casting and promotion of new aluminium billets in the production process

Benefits of Reverse Supply Chain Development

- It is estimated that the energy spent on aluminium re-casting accounts for only 5% of the total energy required to produce primary aluminium by electrolysis of alumina.
- High traceability through highly vertically integrated production that leads up to raw material generation.
- The collection and reuse of scrap contributes to the overall reduction of the Group's waste, but also to the wider community in which it operates.
- Aluminium scrap reuse in the production process through value recovery is fully in line with the principles of circular economy and sustainability, contributing significantly to environmental protection.



The background features a dark blue textured surface with several large, light gray geometric shapes. A prominent shape on the left is a large, irregular polygon that resembles a stylized 'L' or a series of nested steps. Another large, light gray triangle points towards the right side of the frame. The text is centered within the white space of the right-pointing triangle.

Goals for 2021

GOALS FOR 2021

ALUMIL, in the context of Corporate Responsibility, commits to the following goals based on our strategy design on issues concerning our employees, the society, the environment, and our products

Goals 2020	Results 2020	Goals 2021
ENVIRONMENT		
Reverse Supply Chain Development- Increase of the percentage of recycled aluminium: 1. Increase of the use of recycled aluminium by 5%.	The new aluminium scrap separation unit was completed in 2020 in December, when there was no significant increase in the use of recycled aluminium.	1) To save energy: Continuation of the replacement of the bulbs in extrusion and anodizing, but also in the foundry. Complete input of production data in the Recording & Analysis platform.
2. Launch of the new aluminium scrap sorting line to further increase aluminium recycling.	The new unit was completed in 2020.	2) Upgrading the procedures of SED.
3. In 3 years, we want the recycled aluminium to be 70% of the aluminium that enters the production process.		3) The goal is to start in 2021 a recycling project with suppliers in iron, plastic, aluminium, and paper.
Maintaining a high percentage of water recycling.	It was maintained but the percentage was lower. This is due to the fact that the foundry, in which no recycling is carried out, was included in the measurements.	
Implementation of the ISO 50001 standard to optimize the energy management.	ALUMIL was certified based on the ISO50001: 2011 standard for the Energy Management System (EMS) in January 2020 by TÜV Hellas.	
Reduction of energy consumption in production facilities.	In extrusion and anodizing we had an improvement in energy efficiency as far as electricity is concerned.	

Goals 2020	Results 2020	Goals 2021
Development of energy efficiency indices in relation to the energy footprint, the emission reduction, and the resource savings.	Implementation of new KPIs.	
Installation of photovoltaic panels in the company's offices in Thessaloniki to power the premises with "green" electricity.	Due to the pandemic, the installation delayed and will be completed in early 2021. We will proceed to the installation of 218 photovoltaic panels of total power 50kw in our building infrastructure in Efkarpia, Thessaloniki. This will reduce our carbon footprint (CO2) by approximately 35 tonnes per year.	
EMPLOYEES		
Increase in recycling at the company's offices (increase in recycling of paper, plastic, electrical/ electronic devices, batteries). Assigning "green ambassadors" so as to promote good practices and increase staff's commitment to recycling.	Due to the pandemic, we have proceeded to a large extent to remote work. We created the ALUMIL Green Ambassadors team. The team purpose is to promote green practices, to raise the awareness of our colleagues and fellow human beings on environmental issues and to encourage them to adopt ecological habits, thus contributing significantly to the creation of a sustainable environment and a green company culture.	1) Carrying out social actions of the employees, such as beach cleaning (it was a goal in 2020 but it was not carried out, given the protection measures against the pandemic outbreak). 2) Carrying out actions by the Alumil Green Ambassadors team and increase of the members by at least 20%. 3) Training of employees: - Corporate governance and regulatory compliance - Finance for lawyers - basic principles of the comprehensive management system ISO 9001:2015/ISO 14001:2015/ISO45001:2018 - Grounds and lightning protection
Employee social actions on sustainability, such as tree planting or beach cleaning.	The actions did not take place due to the pandemic. The goal is to carry out these actions out when the situation becomes normal, and they will have the support of the ALUMIL Green Ambassadors team.	
Upgrading and promoting lifelong learning through an e-learning platform with access to 3,500 courses, providing flexible forms of lifelong learning and development.	We created our own interface on the Udemu for business platform with our own URL https:// ALUMIL.udemy.com . We bought in 2020 20 licenses, since the beginning of the year, and another three in the middle of the year, of which 2 were for the Albanian subsidiary, which were distributed to all departments (each department has at least one license, some have 3-4). Each license has access to 3,500+ courses, which are updated periodically. Total of training hours: approximately 565 hours and 224 active courses.	4) We will extend the 23 licenses of the Udemu platform for another year, as we saw that it resonated with our people and was used sufficiently, given that due to the pandemic we excluded the implementation of face-to-face programs. 5) Regarding our company library, we will move to a more modern online environment in our new intranet, and we will enrich the range of books

Goals 2020	Results 2020	Goals 2021
Creating a well-being program in order to upgrade the staff's health and well-being.	<p>Since the beginning of the pandemic, our main concern is to ensure the health of our employees. Actions concerning employee well-being were not carried out due to the pandemic, as many actions require physical presence. However, a section was created on the company's intranet called "We stay home". This section includes various activities that can be done from home, at no cost. More specifically:</p> <ul style="list-style-type: none"> -Links for broadcasts of plays -Links for music and opera <p>Some online activities were held.</p> <ol style="list-style-type: none"> 1. One-day conference with a psychologist regarding everyday life during COVID-19. 2. Orientation one-day conference for the children of the employees. 	
Ongoing employee safety training: <ol style="list-style-type: none"> 1. Safe use of saw. 2. Manual handling of loads. 3. Tasks of the fire safety team. 4. Evacuation of workplaces. 	<p>The trainings conducted in 2020 were adapted to the needs caused by the pandemic. The planned trainings were not held. More specific fire safety tasks - evacuation of workplaces: since the physical presence of workers is required, we chose not to carry them out, according to the measures we took to limit the pandemic. In addition, the external instructor who would undertake the training requested the designs of the building facilities and since in our headquarters in Efkarpiia, the premises - even today - are under renovation, it was considered best that the training take place after the completion of the renovation.</p> <p>Safe use of the saw and manual handling of loads: due to the pandemic, we decided not to proceed with the implementation of these and other similar educational programs, as they are based mainly on practice and require physical presence.</p>	
Reduction of the LTC index by 30% compared to 2019, with a parallel decrease of the SR index.	<p>Unfortunately, the LTC index increased by 68% instead of 30% we aimed at. We estimate that the pandemic played a role since it did not allow us to have the same contact and approach with the staff, in order to maintain their vigilance regarding Safety and Health issues. In addition, it is worth noting that we had over 260 new employees. However, the SR index decreased by 31%.</p>	

Goals 2020	Results 2020	Goals 2021
SOCIETY		
Establishment of a Corporate Social Responsibility department in order to develop actions for the protection of the environment, the support of society as a whole and the assurance of good corporate governance (ESG criteria).	The department is under the company's Innovation Department. In this way, all the actions and activities of the company related to its social responsibility will be coordinated more directly.	<ol style="list-style-type: none"> 1. Actions for the empowerment of social groups. 2. Support for public service entities and institutions that need change of windows. 3. Financial support for actions of social groups.
Upgrade of "ALUMIL Academy" with a complete learning program of three pillars, which will enable the partner manufacturers of the company to evolve, through the acquisition of new knowledge and skills.	Two more positions were added to the academy: The Director of the academy who has the overall supervision, and Sales and Marketing Consultant.	<ol style="list-style-type: none"> 4. ALUMIL Academy upgrade: For the department development, in 2021 there is a provision regarding the inclusion in the group of the following positions: <ul style="list-style-type: none"> 2 Aluminium technician in Thessaloniki 3 Aluminium technician in Athens 1 consultant in Thessaloniki 1 consultant in Athens 1 engineer in Thessaloniki

Goals 2020	Results 2020	Goals 2021
M A R K E T		
Consolidation of cooperation with innovative and local suppliers and boost of the local economy.	Increase of suppliers to 100 and 50% from Greece	1) Digitization of the purchase requirement to the procurement department Result: <ul style="list-style-type: none"> • Electronic archiving, thus less physical storage space and printouts minimization. • Complete tracking of documents and harmonization with the control rules, without spending hours-days on archiving and retrieving the wanted documents. • Harmonization with the new code of corporate governance - in collaboration with an external contractor, the implementation and composition of a code of ethics, as well as the sustainability policy.
Increase of trainees in "ALUMIL Academy".	Start of a group in Thessaloniki with 20 students.	2) Increase of trainees in "ALUMIL Academy". Start of a group of 20 people in Athens (the first quarter of 2021). Creation of a group of 20 people in Thessaloniki (the last four months of 2021). Creation of the second group of 20 people in Athens (the last quarter of 2021). Technical Support 2021 Training hours goal: 696. The fabricators' trainings from 32 held in 2020 to reach 45. Workshops 2021 The goal is to carry out 24 workshops, which will be addressed to fabricators and engineers, with the participation of up to 2000 people. In case the lockdown is lifted, there are plans to carry out workshops in large cities outside Thessaloniki and Athens.








UN Sustainable Development Goals

UN SUSTAINABLE DEVELOPMENT GOALS




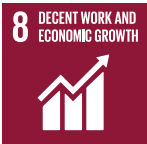

In ALUMIL, we have adopted the United Nations 2030 Agenda, as expressed by the Sustainable Development Goals (SDGs).




The decision of the Management is to actively contribute to their achievement, through the promotion of the prosperity and safety of the population, the protection of the environment, but also the good health and the progress of our employees.

Our priority is to achieve the goals that are directly related to the activities and challenges of our industry, as well as to the essential issues that arise from this report. Below is a detailed link between our programs and actions and the Sustainable Development Goals (SDGs).

Sustainable Development Goal	Relevant Essential Issues with the Sustainable Development Goals	Relevant GRI Indicators STANDARDS	Our Response - Reference to the Report
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Health and Safety at the Workplace	GRI 403 GRI 416	<p>At ALUMIL, by prioritizing the Health and Safety of our employees, we implement designed policies for this issue, while meeting the requirements of international standards, but also conducting regular training at the workplace.</p> <p>The Company's Management is committed towards the employees and the society for the responsible and safe operation of its facilities, according to the rules of law and ethics.</p> <p>The Company practically addresses the issues of Health and Safety at workplace by implementing a Management System that aims at to raise awareness, as well as to actively involve all of its employees. The Company's Health and Safety Management System complies with the requirements of the international standard BS OHSAS 18001: 2007 for Safety and Health at the workplace.</p>

UN Sustainable Development Goals

Sustainable Development Goal	Relevant Essential Issues with the Sustainable Development Goals	Relevant GRI Indicators STANDARDS	Our Response - Reference to the Report
 <p>4 QUALITY EDUCATION</p>	<p>Employee Training</p> <p>Health and Safety at the Workplace</p>	<p>GRI 404</p> <p>GRI 403</p>	<p>In order to help our employees to develop, but also to support our general philosophy of placing each employee in a position of responsibility for effective quality control of our products and services, we aim to continuously provide training on issues that we identify as crucial.</p> <p>At ALUMIL, we consider the training of our employees on Health and Safety issues, of utmost importance.</p>
 <p>5 GENDER EQUALITY</p>	<p>Diversity</p>	<p>GRI 416</p>	<p>At ALUMIL, we create a work environment where our people contribute to achieving the company's vision, through their professional and personal development.</p> <p>The selection of our employees is uniquely based on their skills and the value they can offer to the company.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Water usage</p>	<p>GRI 303</p>	<p>Water is a key natural resource we want to preserve and not affect it through our operation. In 2020 at the ALUMIL's facility in the industrial area of Kilis, 38% of the water we used was recycled in the cooling and processing systems of extrusion, paint house, and anodizing.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Employment</p>		<p>People are ALUMIL's most important asset. They are the ones who with perseverance and zeal have led the company to the top. At ALUMIL we invest steadily in our people, as reflected in the offered benefits.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Quality at the forefront</p>		<p>ALUMIL is committed to produce products of exceptional quality and high added value, while constantly developing and improving quality control management, always aiming at the absolute satisfaction of its customers. We implement international production management and quality control systems, and we certify all our architectural systems in world-renowned institutes.</p>

Sustainable Development Goal	Relevant Essential Issues with the Sustainable Development Goals	Relevant GRI Indicators STANDARDS	Our Response - Reference to the Report
	Diversity	GRI 405	At ALUMIL, we have created a working environment, where our people contribute to achieving the company's vision, through their professional and personal development.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Reverse Supply Chain	GRI 306	<p>The Reverse Supply Chain is a process of recovering the residual value of products and materials whose life cycle has come to an end. It is noteworthy that when aluminium is recycled, it retains its primary value no matter how many times it is recycled, which makes it a highly environmentally friendly material. At ALUMIL, recycling involves aluminium scrap from production process or scrap collected from other sources, in our industrial facilities in Kilis.</p>
 13 CLIMATE ACTION	Energy Consumption	GRI 302 GRI 305	To reduce our environmental footprint, it is firstly necessary to take measurements so as to control it. Thus, we record our fuel consumption in the company, as well as the total energy consumption.
 17 PARTNERSHIPS FOR THE GOALS	Member of UN Global Compact		ALUMIL is a member of the UN Global Compact since 2011



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



UN GLOBAL COMPACT

At ALUMIL we support the 10 principles of the “Global Compact” regarding human rights, working conditions, environmental protection, and anti-corruption.

Our intention is to actively support and develop the principles and we commit to imple-

ment the “Global Compact” and its principles in our strategy and our daily operation.

Principle	GRI Indicators	Reference
Human Rights		
Principle 1 Businesses must respect and advocate the protection of internationally proclaimed human rights	205-1	During the period of the 2020 Report, there have been no recorded complaints regarding violations of employees’ human rights.
Principle 2 Businesses must ensure that they do not engage in human rights violations	205-1	At ALUMIL, our main priorities are transparency, responsible business behaviour of the company and its suppliers, as well as the safety of its employees and the society.
Employment		
Principle 3 Businesses must defend their freedom of association and the effective recognition of the right to bargain collectively	102-41	ALUMIL ensures freedom in trade union and collective bargaining.
Principle 4 Businesses must advocate for the elimination of all forms of forced and compulsory labour		At ALUMIL, our main priorities are transparency, responsible business behaviour of the company and its suppliers, as well as the safety of its employees and the society.
Principle 5 Businesses must advocate for the essential elimination of child labour		At ALUMIL, our key priorities are transparency, responsible business behaviour of the company and its suppliers, as well as the safety of its employees and the society.

Principle	GRI Indicators	Reference
Principle 6 Businesses should advocate for the elimination of discrimination both in employment and recruitment	406-1	<p>From the first day of its operation, ALUMIL continues to develop a relationship of trust and respect with its people as well as ensures that decisions regarding issues such as recruitment, remuneration and professional development are not linked to any form of discrimination. This is why informing employees about discrimination issues is of paramount importance for the company, so that it is clear that behaviours that do not align with equality and meritocracy are unacceptable.</p> <p>In addition, our commitment to a non-discriminatory work environment is reflected in the employee handbook, which all employees receive on their first day of work at the company and can download it at any time from the company intranet. Responsible in case of discrimination incidents is the Human Resources Department, which takes all necessary measures to ensure confidentiality, discretion, and immediacy.</p> <p>In 2020, as in 2019, no incidents of discrimination have been recorded in the company.</p>
Environment		
Principle 7 Businesses need to take a proactive approach to environmental challenges	301-2, 303-3, 305-1, 305-2, 306-1, 306-2, 306-3	In order to be able to effectively implement the company's policies, ALUMIL takes the necessary measures so that this policy is appropriate for the purpose of the organization, the nature, the scope, the environmental impact, and the risk of the activities, the products, and the services of the company.
Principle 8 Businesses need to take initiatives in order to strengthen the environmental responsibility	301-2, 303-3, 305-1, 305-2, 306-1, 306-2, 306-3	Our policy includes a commitment to continually improve environmental performance and plant performance regarding preventing environmental pollution issues.
Principle 9 Businesses need to encourage growth and dissemination of environmentally friendly technologies	301-2 301 4	In 2020, ALUMIL created a new aluminium scrap unit and launched the installation of photovoltaics at the company's headquarters in Kilis.
Principle 10 Businesses must oppose all forms of corruption, including blackmail and bribery	205-1	<p>We recognize that our suppliers play an important role in achieving our mission. We seek stability in our relationship, which is based on mutual trust.</p> <p>In 2020, no incidents of corruption occurred.</p>





ESG Data Scorecard

Limits and Restrictions
of Essential Issues.

GRI Indicator Table

ESG DATA SCORECARD

ISSUE	2019	2020	REFERENCE
Corporate Governance			
Positions of responsibility	Men: 94% Women: 6%	Men: 94% Women: 6%	P. 43
Administrative Bodies of the Company	<ul style="list-style-type: none"> • Board of Directors • Audit Committee 	<ul style="list-style-type: none"> • Διοικητικό Συμβούλιο • Επιτροπή Ελέγχου 	P. 28
Internal management systems	<ul style="list-style-type: none"> • Internal Audit • ISO assurance • Business Control • Engineering • Network Management • Legal Department • Corporate and Social Responsibility 	<ul style="list-style-type: none"> • Internal Audit • Quality Assurance • Health, Safety and Environment Assurance • Business Control • Engineering • Network Operator • Legal Department 	P. 28
Employee Details			
Total number of employees by region and gender			
Kilkis	Men: 593 Women: 80	Men: 738 Women: 105	P. 43
Thessaloniki	Men: 104 Women: 39	Men: 127 Women: 54	P. 43
Athens	Men: 12 Women: 5	Men: 12 Women: 6	P. 43
Xanthi	Men: 0 Women: 1	Men: 0 Women: 1	P. 43
Komotini	Men: 1 Women: 0	Men: 1 Women: 0	P. 43
Recruitments			
Number of recruitments	142	293	P. 44
New hire retention rate	81%	85%	P. 44
Men	89%	85%	P. 44
Women	11%	15%	P. 44
<30	43%	39%	P. 44
30-50	53%	53%	P. 44
>50	4%	8%	P. 44
Kilkis	68%	82%	P. 44

ISSUE	2019	2020	REFERENCE
Thessaloniki	28%	17%	P. 44
Athens	4%	1%	P. 44
Employee Turnover			
Number of employee departures	125	119	P. 44
Percentage of employee turnover	15%	11%	P. 44
Men	93%	97%	P. 44
Women	7%	3%	P. 44
<30	26%	32%	P. 44
30-50	64%	57%	P. 44
>50	10%	11%	P. 44
Kilkis	87%	86%	P. 44
Thessaloniki	11%	11%	P. 44
Athens	2%	3%	P. 44
Salary ratio of Women to Men in each category			
Senior Management	0.87 : 1	0.80 : 1	P. 45
Middle Management	0.87 : 1	0.87 : 1	P. 45
Lower Management	1.03 : 1	1.05 : 1	P. 45
Operational Functions	0.97 : 1	0.97 : 1	P. 45
Administrative Functions	0.69 : 1	0.70 : 1	P. 45
ALUMIL staff by hierarchical level and age distribution			
Senior Management	>30% years old: 0% 30-50 years old: 76% <50 years old: 24% Minority group: 0%	>30% years old: 0% 30-50 years old: 74% <50 years old: 26% Minority group: 0%	P. 43
Middle Management	>30% years old: 0% 30-50 years old: 81% <50 years old: 19% Minority group: 1.6%	>30% years old: 3% 30-50 years old: 81% <50 years old: 16% Minority group: 1.4%	P. 43
Lower Management	>30% years old: 18% 30-50 years old: 62% <50 years old: 20% Minority group: 7%	>30% years old: 20% 30-50 years old: 61% <50 years old: 19% Minority group: 7.5%	P. 43

ISSUE	2019	2020	REFERENCE
Operational Functions	>30 years old: 17% 30-50 years old: 60% <50 years old: 23% Minority group: 8.4%	>30 years old: 20% 30-50 years old: 59% <50 years old: 21% Minority group: 9%	P. 43
Administrative Functions	>30 years old: 14% 30-50 years old: 75% <50 years old: 11% Minority group: 0.9%	>30 years old: 15% 30-50 years old: 73% <50 years old: 12% Minority group: 1.3%	P. 43
ALUMIL staff by hierarchical level and gender			
Senior Management	Men: 94% Women: 6%	Men: 94% Women: 6%	P. 43
Middle Management	Men: 81% Women: 19%	Men: 73% Women: 27%	P. 43
Lower Management	Men: 85% Women: 15%	Men: 85% Women: 15%	P. 43
Operational Functions	Men: 91% Women: 9%	Men: 91% Women: 9%	P. 43
Administrative Functions	Men: 71% Women: 29%	Men: 68% Women: 32%	P. 43
Maternity/Paternity Leave			
Total number of employees who received maternity / paternity leave	Men: 27 Women:0	Men:35 Women:2	P. 47
Total number of employees who returned to the workplace after the end of maternity / paternity leave* <i>* Maternity leaves starting in 2020 will expire in 2021</i>	Men:27 Women:0	Men:33 Women:0	P. 47
Total number of employees who returned to the workplace after the end of maternity/ paternity leave and remained for 12 months	Men:24 Women:0	Men:33 Women:0	P. 47
Employee labour return rate	100%	100%	P. 47
Employee retention rate	100%	100%	P. 47

ISSUE	2019	2020	REFERENCE
Average training hours			
Men	8.5	17	P. 53
Women	9.4	17	P. 53
Administrative Function	10.5	18	P. 53
Operational Function	8.5	12	P. 53
Senior Management	20	16	P. 53
Middle Management	7.9	16	P. 53
Lower Management	9.1	18	P. 53
Overall Average	9.8	17	P. 53
Technical Support Training			
Training Hours	808	622	P. 53
Trainees	436	193	P. 53
Trainees Manufacturers	30	32	P. 53
Accidents			
Number of fatal accidents for the year	0	0	P. 51
LTC Rate	1.61	2.7	P. 51
Severity Rate (SR)	11.23	7.71	P. 51
Social Data			
Εργοδοτικές εισφορές		4,385,834.19€	P 24
Environmental Data			
Energy Consumption			
Gas Oil (L)	236,500	199,639	P. 71
Petrol (L)	4,400	53,268	P. 71
Electricity (KWh)	19,194,260	28,642,000	P. 71
Natural Gas (KWh)	30,819,851	81,793,000	P. 71

ISSUE	2019	2020	REFERENCE
Total Energy Consumption (KWh)** <i>* Compared to 2019, the total energy consumption is due to the fact that last year the foundry was not included in the calculations.</i>	50,014,111	110,687,90	P. 71
Greenhouse gas (CO2) emissions			
Facilities		81.481 tn	P. 72
Raw Materials			
Extrusion			
Non-recyclable	Lubricants: 1,768 Kg	Lubricants: 1,000 kg	P. 65
Recyclable	Recyclable Lubricants: 30,368 L Aluminium Raw Material 26,505,272 kg	Recyclable Lubricants: 37,856 L Aluminium Raw Material: 30,784,848 kg	P. 65
Packaging			
Lubricants Recyclable	540 L	900 L	P. 65
Paper/ cardboard	Wrapping Paper of various types 604,741 kg Corrugated cardboard 3.400x1.000: 68.903 PIECES Imported Cardboard 30x810: 1,73 Packaging	Wrapping Paper of various types 604,741 kg Corrugated cardboard 3.400x1.000: 68.903 PIECES Imported Cardboard 30x810: 1,73 Packaging	P. 65
Thermal insulation Materials			
Recyclable	POLYAMIDES: 7.976.730 m	POLYAMIDES: 9.092.123 m	P. 65
Βαφείο			
Non-recyclable	POWDER: 410.664 Kg BATH CHEMICALS: 240,783 Kg	POWDER: 424.079 Kg BATH CHEMICALS: 282,387 Kg	P. 65

ISSUE	2019	2020	REFERENCE
Anodizing			
Non-recyclable	BATH CHEMICALS: 677,666 Kg POLISHING PASTE: 1.200 Kg STEEL BLASTING PELLETS: 3.000 Kg LIME POWDER (FOR THE BIOLOGICAL CLEAN-UP): 9,280 Kg	BATH CHEMICALS: 523,858 Kg POLISHING PASTE: 1.500 Kg STEEL BLASTING PELLETS: 3.500 Kg LIME POWDER (FOR THE BIOLOGICAL CLEAN-UP): 5,500 Kg	P. 65
Foundry*			
<i>* In 2019, there are no measurements for the foundry, as the absorption of Alufond was completed in 2020.</i>			
Recyclable		Lubricants: 420 L Aluminium Raw Materials 13,077,519 Kg	P. 65
Non-recyclable		Chemicals for production DD 21.030 Kg K Lime powder: 48,500 Kg	P. 65
Waste management			
Wood Packaging		148,16 t	P. 67
Basic cleaning material		103,56 t	P. 67
Iron and steel		37,58 t	P. 67
Mixed Packaging		4,14 t	P. 67
Synthetic engine, gear, and lubricating oils		12,83 t	P. 67
Discarded electrical and electronic equipment		0,281 t	P. 67
Fluorescent tubes and other mercury- containing waste		0,125 t	P. 67
Mixed municipal waste		177,36 t	P. 67
Plastic packaging		13,29 t	P. 67
Paper and cardboard packaging		199,55 t	P. 67
Water consumption			
Facilities	176.961 m ³	219.034 m ³	P. 69

ISSUE	2019	2020	REFERENCE
Discharge of water			
Urban waste		22.9%	P. 69
Organic		38%	P. 69
Market Data			
Product Codes		>34.000	P. 78
Suppliers		>1.000	P. 77
Raw Material Codes		>6.500	P. 78
Product Certifications		21	P. 84
Subsidiaries (worldwide)		32	P. 19
Countries of operation		>60	P. 19
Factories		12 (in 6 countries)	P. 20
Showrooms		9 (in 8 countries)	P. 20
Partners (worldwide)		>20.000	P. 20
Investments			
Investment for a sorting and processing unit of aluminium scrap		€4,6 million	P. 12
Replacement of HPS bulbs with more energy efficient ones (LED) (Extrusion)		€63,000	P. 71
Replacement of HPS bulbs with more energy efficient ones (LED) (Anodising)		€70,800	P. 72

LIMITS AND RESTRICTIONS OF ESSENTIAL ISSUES

ESSENTIAL ISSUE	LIMIT WITHIN THE COMPANY	LIMIT OUTSIDE THE COMPANY	RESTRICTIONS
1) Waste management	ALUMIL Employees	Local Communities Suppliers	The present Report and the data describing our performance on the essential issues, covers all activities of the ALUMIL Company.
2) Health and safety of employees	ALUMIL Employees	Local Communities	
3) Health and safety of consumers	ALUMIL	Costumers – Fabricators Customers – Architects Final Consumers	
4) Environmental legislation	ALUMIL	Costumers – Fabricators Customers – Architects Final Consumers	
5) Local economy	ALUMIL Employees	Local Communities	
6) Energy consumption	ALUMIL	Local Communities	
7) Anti-corruption	ALUMIL	Suppliers	
8) Water consumption	ALUMIL Employees	Local Communities Costumers – Fabricators Customers – Architects Final Consumers Suppliers	
9) Profitability	ALUMIL	Shareholders/Investors Banks/ Financial Institutions	
10) Sustainable raw materials	ALUMIL Employees	Local Communities Costumers – Fabricators Customers – Architects Final Consumers	
11) Greenhouse gas emissions	ALUMIL Employees	Local Communities	
12) Education and training of employees	ALUMIL Employees	Local Communities	
13) Competitive behaviour	ALUMIL	Costumers – Fabricators Customers – Architects Final Consumers	
14) Indirect economic effects	ALUMIL Employees	Local Communities	
15) Non-discrimination	ALUMIL Employees	Local Communities	
16) Contribution to the treatment of COVID	ALUMIL Employees	Local Communities	

GRI INDICATOR TABLE

The present Sustainability Report concerns the second edition of ALUMIL which includes actions implemented during the year 2020. After its evaluation by the Centre for Sustainability and Excellence (CSE), based on the most valid international guidelines GRI STANDARDS, it is confirmed that it is at the level of compliance "In accordance - Core".

GRI Indicator STANDARDS	Description	Reference
General Information		
General Information		
GRI 102-1	Name of the organization	ALUMIL SA
GRI 102-2	Main brands, products, and services	P. 16
GRI 102-3	Location of the headquarters	P. 13
GRI 102-4	Location of operations	P. 20-21
GRI 102-5	Ownership and legal form	Société Anonyme (SA), listed on the Athens Stock Exchange
GRI 102-6	Markets served	P. 19-21
GRI 102-7	Scale of the organization	P. 19 -21, 24, 43-44
GRI 102-8	Information on employees and other workers	P. 43
GRI 102-9	Supply chain	P. 77-79
GRI 102-10	Significant changes in the Company and its supply chain	Investment of 4.6 million euros for a sorting and processing unit of aluminium scrap.
GRI 102-11	Precautionary principles or approach	Σελ. 30-31
GRI 102-12	External initiatives	P. 57-59
GRI 102-13	Membership of associations	P. 26-27
Strategy		
GRI 102-14	Statement from senior decision-maker	P. 8-9
Ethics and Integrity		
GRI 102-16	Values, principles, standards and norms of behaviour	P. 22-23
Governance		
GRI 102-18	Governance structure	P. 28

GRI Indicator STANDARDS	Description	Reference
Governance with the Members Concerned		
GRI 102-40	List of stakeholder groups	P. 35-37
GRI 102-41	Collective bargaining agreement	P. 43
GRI 102-42	Identify and selecting stakeholders	P. 35-37
GRI 102-43	Approach to stakeholder engagement	P. 35-37
GRI 102-44	Key topics and concerns raised by stakeholders	P. 35-37
Report Practices		
GRI 102-45	Entities included in the consolidated financial statement	P. 24
GRI 102-46	Defining report content and topic Boundaries	P. 38-39
GRI 102-47	List of material topics	P. 38
GRI 102-48	Restatement of information	There is no revised information
GRI 102-49	Changes in reporting	There are no significant changes
GRI 102-50	Reporting Period	01.01.2020-31.12.2020
GRI 102-51	Date of most recent report	2019
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	P. 7
GRI 102-54	Claims of reporting in accordance with the GRI Standards	P. 112 This report has been prepared in accordance with the GRI Standards: Core option.
GRI 102-55	GRI content index	P. 112
GRI 102-56	External assurance	We have not sought external assurance for this sustainability report

GRI Indicator STANDARDS	Description	Reference
Specific Disclosures		
Economy		
GRI 201	Economic performance	
GRI 103	Management Approach	P. 24
GRI 201-1	Direct Economic Value produced and distributed	P. 24
GRI 202	Local economy	
GRI 103	Management Approach	P. 42
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	P. 45
GRI 202-2	Proportion of senior management hired from local community	P. 42
GRI 203	Indirect economic effects	
GRI 103	Management Approach	P. 24
GRI 203-1	Investments in services and infrastructure	P. 24
GRI 205	Anti-corruption	
GRI 103	Management Approach	P. 76
GRI 205-2	Communication and education concerning the anti-corruption procedures and policies	P. 76
GRI 206	Competitive behaviour	
GRI 103	Management Approach	P. 77
GRI 206-1	Legal actions for anti-competitive practices	P. 77
Environment		
GRI 301	Sustainable Raw Materials	
GRI 103	Management Approach	P. 64
GRI 301-1	Raw Materials used	P. 65
GRI 301-2	Percentage of recycled raw materials used	P. 66
GRI 302	Energy Consumption	
GRI 103	Management Approach	P. 69
GRI 302-1	Energy consumption within the organisation	P. 71
GRI 302-4	Reduction of energy consumption	P. 71-72
GRI 303	Water consumption	
GRI 103	Management Approach	P. 69
GRI 303-1	Use of water as a shared resource	P. 69

GRI Indicator STANDARDS	Description	Reference
GRI 303-2	Impact management related to water discharge	P. 69
GRI 303-5	Water consumption	P. 69
GRI 305	Greenhouse gas emissions	
GRI 103	Management Approach	P. 72
GRI 305-1	Direct (scope 1) greenhouse gas emissions	P. 72
GRI 305-2	Direct (scope 2) greenhouse gas emissions	P. 72
GRI 305-5	Reduction of greenhouse gas emissions	P. 72
GRI 306	Waste management	
GRI 103	Management Approach	P. 68
GRI 306-2	Waste by type and disposal method	P. 67
GRI 307	Environmental legislation	
GRI 103	Management Approach	P. 64
GRI 307-1	Non-compliances instances	P. 64
Employees- Society		
GRI 404	Education and training of Employees	
GRI 103	Management Approach	P. 52
GRI 404-1	Average training hours per year and per employee	P. 53
GRI 404-2	Training Programs	P. 53
GRI 403	Occupational Health and Safety	
GRI 103	Management Approach	P. 49
GRI 403-1	Occupational health and safety management system	P. 49
GRI 403-2	Risk identification, risk assessment, incident investigation	P. 49
GRI 403-3	Occupational health services	P. 50
GRI 403-4	Employee involvement, consultation and communication regarding health and safety at workplace	P. 49
GRI 403-5	Employee training on health and safety at the workplace	P. 50-51
GRI 403-6	Promoting employee health	P. 50-51
GRI 403-7	Prevention and reduction of impacts related to health and safety at workplace, and directly linked to the business relations	P. 51

GRI Indicator STANDARDS	Description	Reference
GRI 403-9	Type and number of accidents at workplace, illnesses, absences, lost days, deaths	P. 51
GRI 406	Non-discrimination	
GRI 103	Management Approach	P. 48
GRI 406-1	Discrimination incidents	P. 48
GRI 416	Health and Safety of consumers	
GRI 103	Management Approach	P. 83
GRI 413-1	Recorded cases of non-compliance	P. 84
Non-GRI	Contribution to confront COVID-19	
GRI 103	Management Approach	P. 56-58

The present Corporate Responsibility and Sustainability Report was implemented in collaboration with the Center for Sustainability and Excellence.



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Alumil

Building excellence every day

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