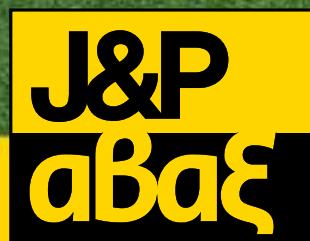


# Corporate Responsibility Report

2016





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# Management's message

## Message from the Managing Director

Our Company's Corporate Responsibility Report is a result of our effort to capture and communicate our strategy for corporate responsibility to our stakeholders. Our goal is to offer a transparent and comprehensive depiction of our strategy and results in the main corporate social responsibility axes, in our business activities, headquarters and installations, as well as in the most of our important projects. Our commitment to corporate responsibility is accomplished through actions and policies in three pillars; human resources, environment and society. Our human resources are our strongest asset, thus we consider of outmost importance the issues of health, safety and training aiming at continual improvement of the work environment.

Given the fact that our construction projects have major national and local impact, we apply the most advanced and modern measures for the protection of the local environment, while contributing, through initiatives, to the development of the local communities.

Our strategy is a long-term commitment to the continuous improvement of our performance, as expressed in the goals set for 2017 in the areas of employees health and safety, savings in energy consumption and waste management, the development of long lasting actions in the areas where we operate, and the introduction of corporate responsibility criteria in the supplier evaluation and selection process.

**Konstantinos Mitzalis**

Managing Director & Vice President

## Message from the CSR Manager

The principles of sustainable development and corporate responsibility are integral parts of our Company's operation and the performance in these principles is described in our first corporate responsibility report.

The Corporate Responsibility Report was prepared according to the G4 version of Global Reporting Initiative, the most widespread standard in the world, which ensures that our performance is presented in the most transparent and objective manner.

Our corporate responsibility strategy is based on responsible action towards the natural environment and society. Our goal is for the Corporate Responsibility Report to become a valuable communication and information tool between the Company and the internal and external stakeholders, aiming at the creation of added value.

### **Roe Konstantarou**

Head of Quality - Safety - Environmental and Sustainable Development Department







# About the company

**J&P-AVAX S.A. Group is one of the largest construction Groups in Greece, with considerable presence in the largest projects in the country, and a very strong portfolio in the wider construction industry, both in private and in public sectors in Greece and abroad. Currently, the following companies form part of the J&P-AVAX S.A. Group: ETETH S.A., ATHENA S.A., PROET S.A., J&P Development S.A., ELVIEX S.A., E-Construction S.A., AUTECO (J&P AVAX IKTEO S.A.), TASK J&P AVAX S.A., ILIOFANEIA S.A., VOLTERRA S.A., TERRA FIRMA, ANEMA, C-PRO, ENERGIAKI KYKLADON and AKINITA EVIAS.**

**Specifically, the Group** comprises companies that hold 7th, 6th, 4th and 3rd grade Contractor's Registry certificates for Public Works, along with companies operating in supplementary activities such as Real Estate, Vehicles Technical Inspection Centres, Construction-Management and Operation of Parking Areas, Facilities Management, Project and Contract Management, Operation of Renewable Energy Sources, etc.

Operating in all construction areas, importing know-how from abroad and making exports to other countries, the Group has achieved international recognition and is a reliable partner in all its partnerships with international firms and the largest developers in the world. Concession projects and projects abroad account for a considerable part of the Group's portfolio. The Group recruits highly specialised professionals who contribute to the successful completion of the projects while laying the groundwork for the Group's further growth through expansion to new activities, such as the management of co-financed projects, but also environmental actions and strategic holdings in other companies.

All Group operations pivot around the basic principles focusing on man and serving aesthetics combined with functionality. Quality,

Safety and Environmental Management Systems are applied in all the Group's activities, certified according to ISO 9001, OHSAS 18001 and ISO 14001, accordingly.

At J&P-AVAX S.A., we have managed to expand our business operations in all aspects of construction activity. Notably, we operate in the following disciplines:

- **General Constructors for Civil Engineering projects, Buildings, Hydraulic Installations, Ports, Transportation and Traffic Works, Roads and Motorways**
- **Engineering, Procurement and Construction of Power Plants from Conventional and Renewable Energy Sources**
- **Installation and assembly of electromechanical equipment, technical management and maintenance of electromechanical equipment, energy and industrial projects**
- **Installation of gas, water, sewage and oil pipeline networks**
- **Construction of low, medium and high pressure natural gas networks, using polyethylene and steel pipes, as well as interventions to active natural gas networks**



- Environmental projects (Water and Waste Water Treatment Plants, sanitary landfills, Collection and management of municipal and industrial solid and special waste, etc.)
- Design, Procurement and Build Contracts, Concession/BOT

#### **Schemes and Public-Private Partnership (PPP) Projects**

At the same time, we take part in new major self-financed projects, which create new prospects and from which we expect greater returns over longer periods of time.

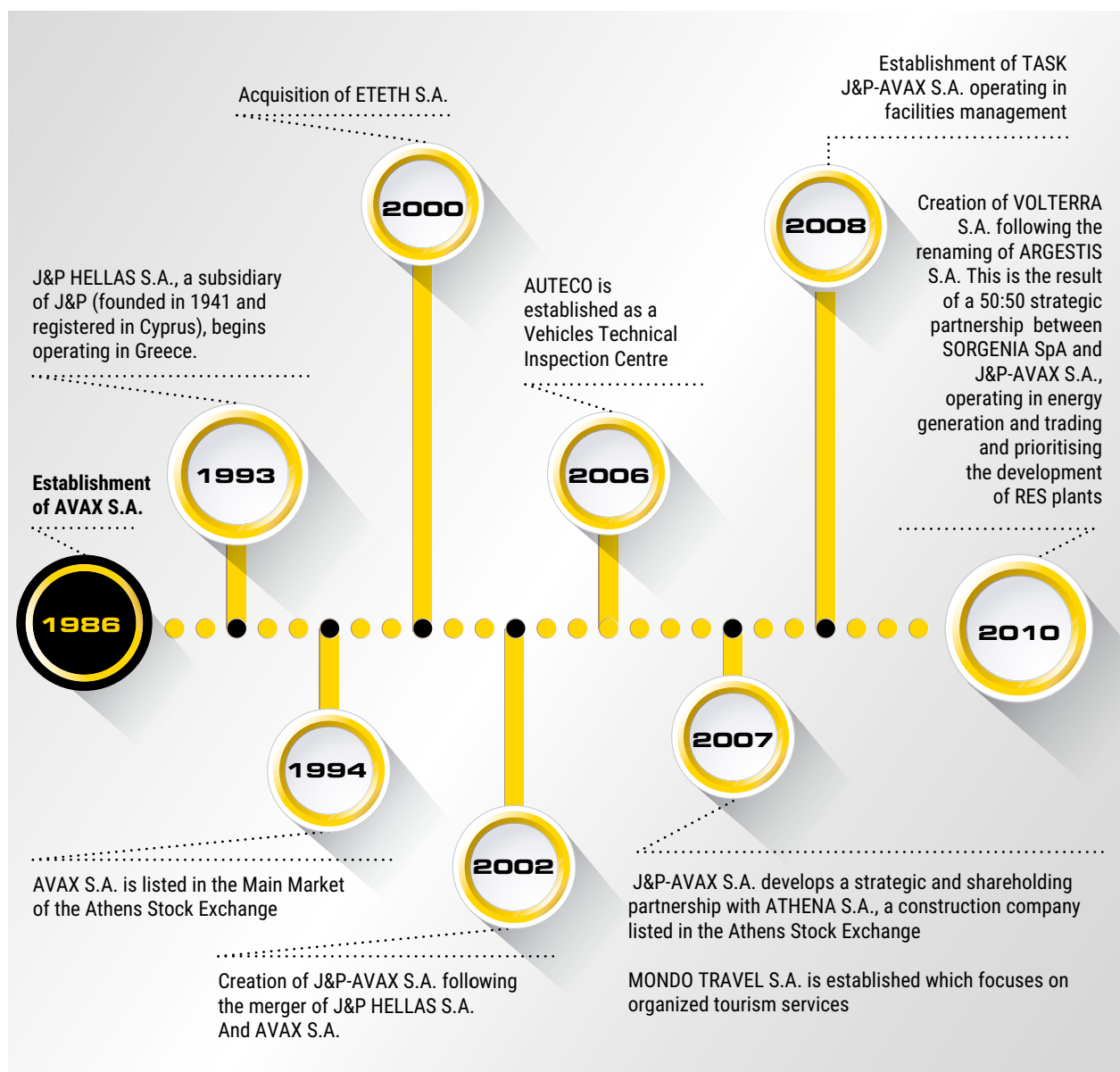


## Brief History

**The 2002 merger** and foundation of J&P-AVAX S.A., signalled the creation of one of the most powerful construction ventures in Greece, with sustained and impressive growth recorded in the financial figures.

The Group's business structure has a highly diversified construction base and is marked

by increased competitiveness, enabling the company to tender for and complete a large number of projects ranging considerably in terms of budget and technical characteristics. Meanwhile, we are recruiting highly specialised staff to man our autonomous units which will pave the way for the expansion of our activities.



## Our Vision

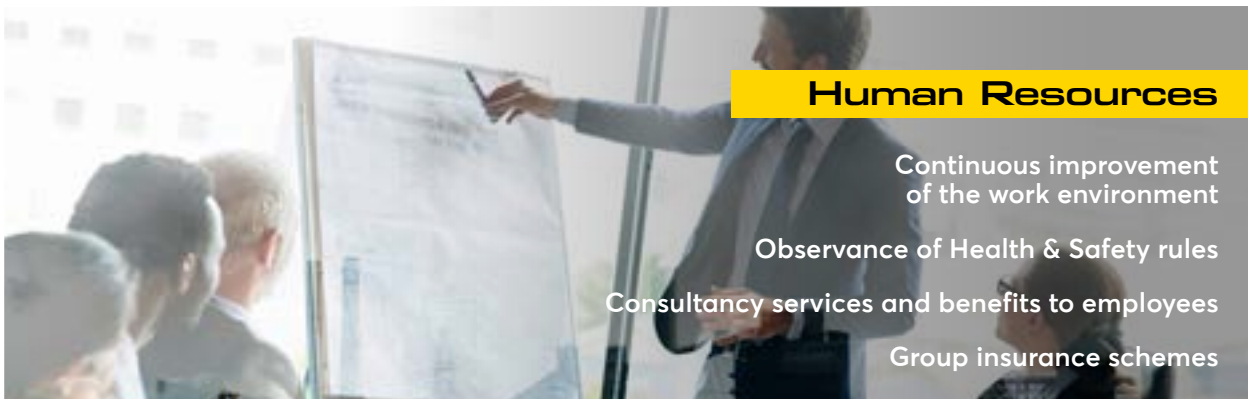
**Our vision** is to consolidate our position as a leading contractor and concession operator in the

domestic market, and ensure that a considerable part of our revenue comes from operations abroad.

## Our Mission

**Our mission** is to secure continuous growth of our financial figures,

capitalising on our well-diversified portfolio of activities and the excellent



### Human Resources

- Continuous improvement of the work environment
- Observance of Health & Safety rules
- Consultancy services and benefits to employees
- Group insurance schemes



### Environment

- Waste management and recycling plan
- Environmentally sensitive construction activity
- Actions for the environment



### Society

- Volunteering
- Supporting cultural and sporting activities
- Local community sponsoring



business reputation we enjoy and reliability we have earned through our work both in Greece and abroad, with a view to securing new projects and enjoying a long-term and stable stream

## Growth Strategy

**Our growth strategy** has been structured around four key pillars and we remain committed to putting this strategy forward so as to maximise our share value:

### Concessions

- Strong presence in concession project tenders, so as to secure construction work and long-term regular revenue inflows
- Strengthening the special internal unit for self-financed projects and the existing specialised associates' network (designers, bancassurance system, law firms), to ensure effective bidding for concession projects
- Establishing an autonomous financial management body for concessions, so as to maximise revenues and reduce associated financial risks

### Business Strategy

- To develop and grow the company following the model of large international construction Groups, with revenue diversification through expansion of activities in related sectors [environmental projects, facility management (i.e. maintenance, operation

of revenue from concession contracts. Our commitment to corporate responsibility is manifested through actions and policies in three pillars; human resources, environment and society.

& management of large buildings), solid, special & biologic waste management and treatment, maintenance of large infrastructure projects, cleaning, maintenance and signalling of road networks on behalf of local government, operation of Olympic sporting venues and accommodation areas following the necessary overlays

- Promote, at Group level, of synergies and development of new competitive advantages through the use of technologies and skills which are relevant to the construction sector

### Real Estate

- Selective investments in and development of prestigious projects of high quality and exquisite aesthetics, with emphasis on urban and holiday homes, and select commercial properties, along with the provision of related consultancy services
- Development of new markets & products, like retirement villages

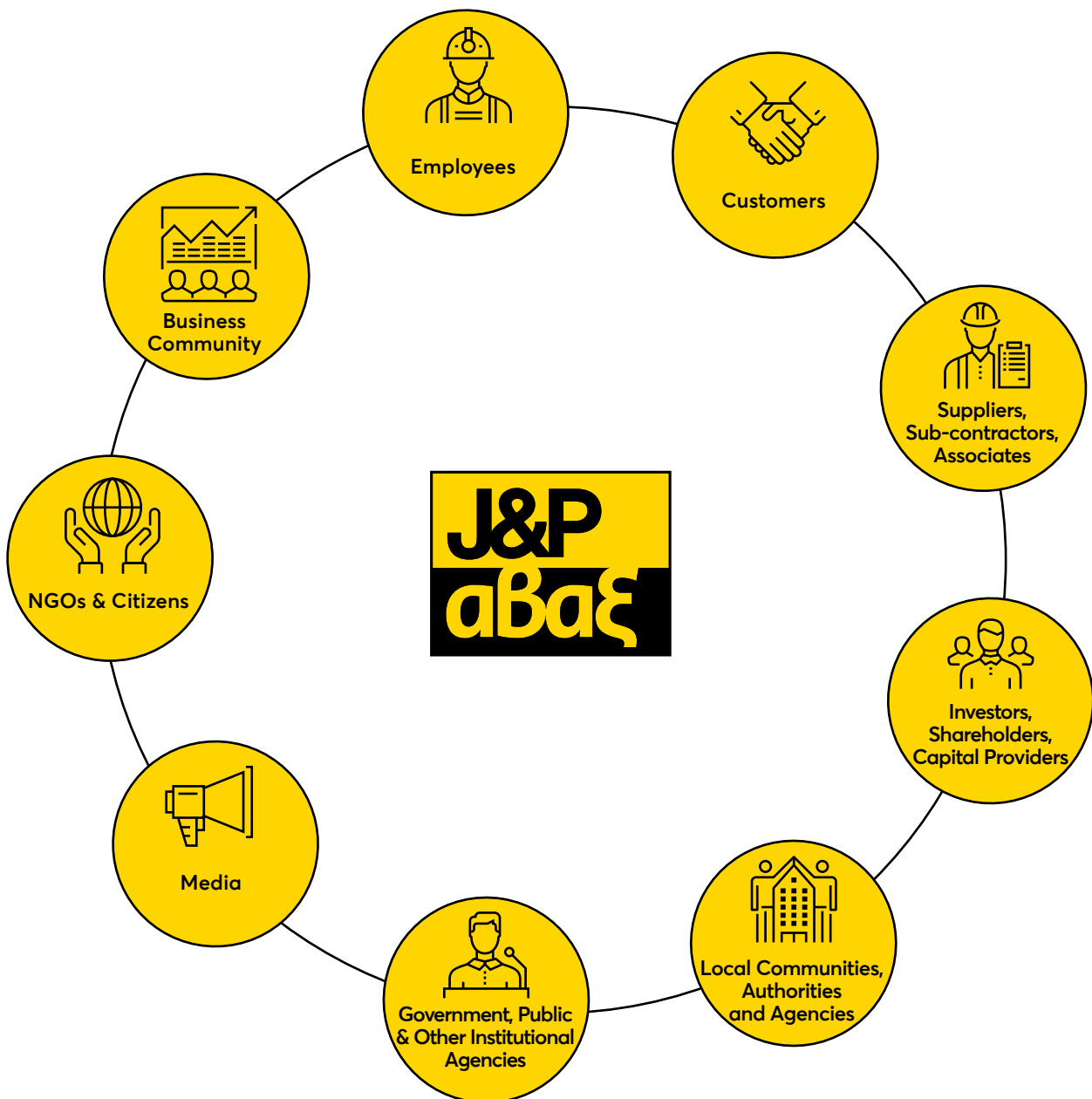
### Other Actions

- Projects in regions of Europe, N. Africa and the Middle East

# Stakeholders

**We at J&P-AVAX S.A.** recognise the diversity and specific needs of each stakeholder group, and aim at creating and

encouraging open dialogue with everyone, and at finding common solutions to daily challenges.





## Engagement with our Stakeholders

STAKEHOLDERS	KEY DEMANDS	COMMUNICATION	FREQUENCY
Employees	<ul style="list-style-type: none"> <li>Health and safety at work</li> <li>Training and advancement</li> <li>Meritocracy</li> <li>Stability</li> <li>Benefits</li> </ul>	<ul style="list-style-type: none"> <li>Posts on announcement tables in all work-sites</li> <li>Information through the company's website</li> <li>Intranet</li> <li>Consultation with employee representatives on health and safety issues</li> <li>Group emails from the HR Division on internal operation matters</li> <li>'On Paper' quarterly publication containing information on project progress, Company actions and the activity of the Group's executives</li> <li>Induction training of all new employees on the company's systems and policies</li> </ul>	<p>Constant</p> <p>Whenever deemed necessary</p>
Customers	<ul style="list-style-type: none"> <li>Project safety</li> <li>Information</li> <li>Constant communication and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Designate specific executives for in-person communication</li> <li>Set up a Communication Department for marketing and advertising</li> <li>Installation of a Web Document Management System in selected projects</li> <li>Participation in fairs, conferences, presentations and other events</li> <li>Company website</li> </ul>	<p>Whenever necessary due to volume of data</p>
Suppliers, Sub-contractors and Associates	<ul style="list-style-type: none"> <li>Payments consistency</li> <li>Observance of agreed terms</li> <li>Trouble-free cooperation</li> <li>Supporting local suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Market research by the Purchasing Division</li> <li>Communication through the Purchasing Division</li> <li>Communication through purchasing managers at work-sites</li> <li>Visits and inspections of supplier facilities</li> </ul>	<p>Regularly</p> <p>Depending on the needs and requirements of projects</p>
Investors, Shareholders and other Capital Providers	<ul style="list-style-type: none"> <li>Return on investment</li> <li>Attracting new investors</li> <li>Developing new projects and markets</li> <li>Competitiveness</li> <li>Transparency</li> <li>Risk management</li> </ul>	<ul style="list-style-type: none"> <li>Press releases, announcements, reports</li> <li>Presentations of financial results</li> <li>Investor Relations department</li> <li>General Shareholders Meeting</li> <li>ATHEX &amp; Shareholders Department</li> <li>BoD briefings</li> <li>Communication of financial analysts and investors with the competent executives</li> <li>Financial Report</li> <li>Company website</li> </ul>	<p>Regularly</p> <p>Half-yearly and yearly</p> <p>Yearly</p> <p>Whenever the need arises</p> <p>Yearly</p>

STAKEHOLDERS	KEY DEMANDS	COMMUNICATION	FREQUENCY
Local Communities, Authorities and Agencies	<ul style="list-style-type: none"> <li>Access-related issues</li> <li>Reduction of disturbance</li> <li>Observing terms</li> <li>Jobs</li> <li>Choosing local suppliers</li> <li>Environmental performance monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Communication of HR with local government agencies, local institutional bodies, associations and unions.</li> <li>Participation in activities organised by local agencies and associations</li> <li>Participation in conferences and consultation events</li> </ul>	Constant
Government, Public & Other Institutional Agencies	<ul style="list-style-type: none"> <li>Observance of contractual &amp; environmental terms</li> <li>Project progress monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Consultation with representatives of the state and of institutional authorities at national and/or regional level</li> <li>Participation in industry-specific or general business conferences and events</li> <li>Publications and articles</li> <li>Financial Report</li> </ul>	Constant, regular and whenever the need arises  Annual
Media	<ul style="list-style-type: none"> <li>Systematic provision of information</li> <li>Cooperation</li> <li>Information on actions/project progress/new activities</li> </ul>	<ul style="list-style-type: none"> <li>Designating Media liaison officers</li> <li>Communication Department</li> <li>Company website</li> </ul>	Constant, regular and whenever the need arises
NGOs & Citizens	<ul style="list-style-type: none"> <li>Developing partnerships and supporting actions</li> <li>Contribution to society</li> <li>Protection of the environment</li> </ul>	<ul style="list-style-type: none"> <li>Designating NGO liaison officers</li> <li>Communication Department</li> <li>Company website</li> </ul>	Constant, regular and whenever the need arises
Business Community	<ul style="list-style-type: none"> <li>Communication and cooperation</li> <li>Promotion of construction sector issues</li> <li>Boosting competitiveness</li> <li>Managing the economic circumstances</li> </ul>	<ul style="list-style-type: none"> <li>Designating officers for communication with and attraction of companies to form J/V</li> <li>Company website</li> <li>Participation in industry-specific or general business conferences, meetings and events</li> </ul>	Constant, regular and whenever the need arises



# Corporate Governance

**J&P – AVAX S.A.** is a Contracting - Tourist - Commercial - Industrial - Building Materials & Machinery Societe Anonyme (GEMI no 913601000 (former Companies'

Register no. 14303/06/B/86/26)). The company's registered office is at 16 Amarousiou-Halandriou str., 151 25, Maroussi, Attica.

## 2016 Indicative Financial Figures

2016 FINANCIAL FIGURES	AMOUNT (IN € THOUSAND)
Turnover	472,199
Profit/(Loss) before Tax	(53,004)
Net Profit/(Loss) after Tax	(46,790)
Operating Expenses	(16,278)
Total Assets	1,325,870
Tax	6,214
Depreciation	5,074

Financial figures are available in the Balance Sheet and Annual Report posted on the company's website (<http://www.jp-avax.gr/jp/default.aspx?pid=323&CTID=225>).

## Board of Directors and Organisation Structure

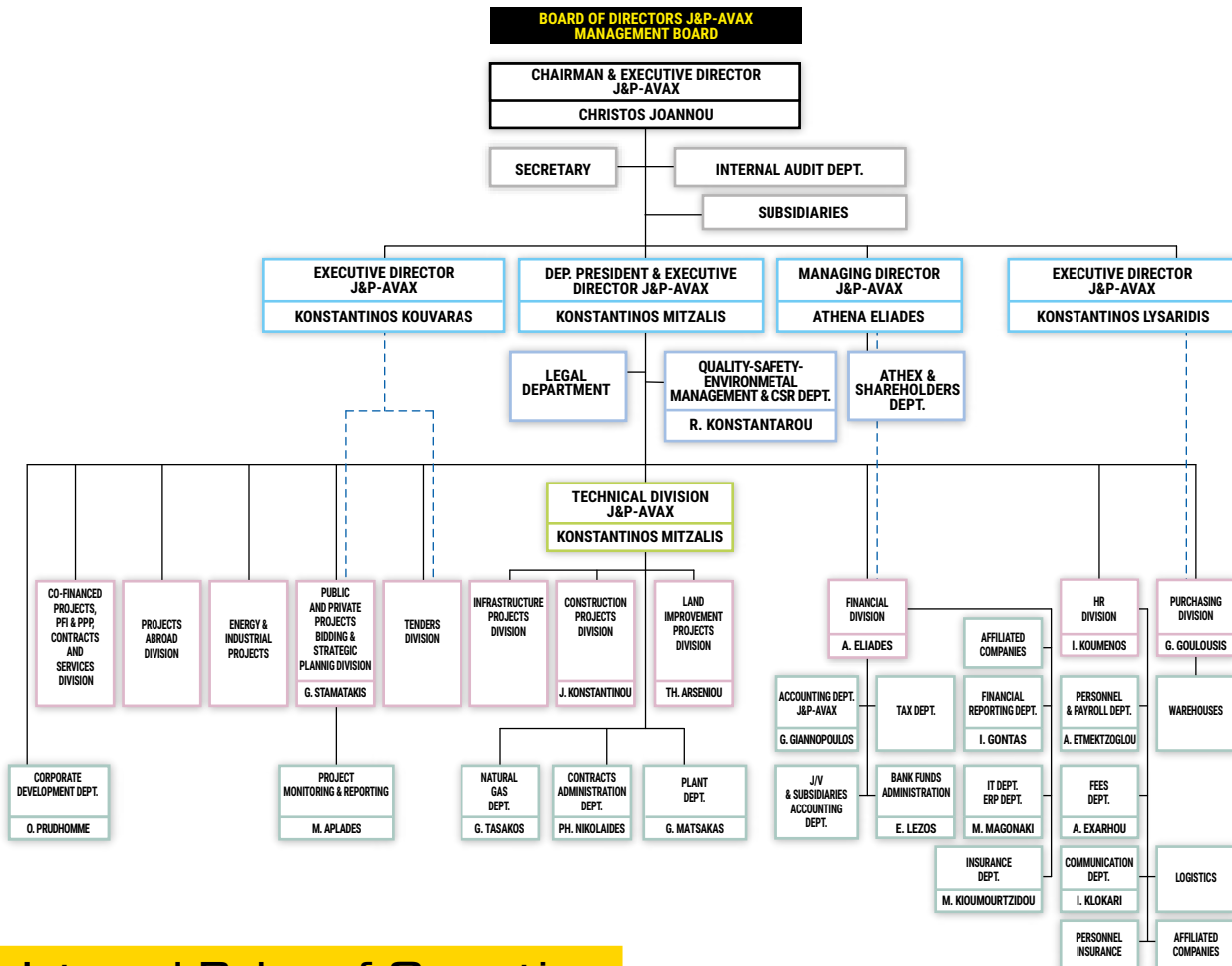
**The board of directors** is responsible for developing the corporate strategy and the company's growth policy. It is made up of ten (10) executive and non-executive members. 60%

of the Board members come from the local community (Greece), which strengthens human capital and enhances our ability to comprehend local needs and particularities.

## Board of Directors Composition

NAME	POSITION
Christos Joannou	Chairman & Executive Director
Konstantinos Kouvaras	Deputy President & Executive Director
Konstantinos Mitzalis	Managing Director & Vice President
Konstantinos Lysaridis	Executive Director
Athena Eliades	Executive Director
Efthimios Paraskevaides	Non-Executive Director
Leoni Paraskevaides Mavronikola	Non-Executive Director
John Pistiolis	Non-Executive Director
Alexios Sotirakopoulos	Independent, Non-Executive Director
David Watson	Independent, Non-Executive Director

## Organisation Structure



## Internal Rules of Operation

**We have developed** and apply **Internal Rules of Operation** which are an expression of our corporate culture and apply to all employees. The Internal Rules of Operation are in place to regulate relations with employees, depending on

the operating, financial, technical or other needs, and the respective legislation, regulations and codes.

Application of the **Internal Rules of Operation** contributes to avoiding responsibility overlaps or deficits in employee accountability.

## Governance Rules & Codes

**Corporate Governance** is a nexus of rules that govern the relations between the J&P-AVAX S.A. Board of Directors, the management executives that are responsible for the day-to-day management of the company, and its shareholders, i.e. the company's owners.

Some of the rules of Corporate Governance are laid out in the relevant legislation, such as the Hellenic Capital Market Commission's **Code of Conduct for Listed Companies**, Law 3016/2002, Law 3693/2008, Law 3884/2010 and Law 2190/1920, but, to a great extent, also

stem from customary law and the rationale of "sound management". The purpose of corporate governance is to ensure performance of the company's assets and capital, so as to maximise its long-term value in favour of its shareholders. Meanwhile, we have also developed our own

**Corporate Governance Code** which aims at ensuring compliance with the applicable legislation, but also at developing a corporate culture founded on the principles of business ethics, and of defending the interests of shareholders and other stakeholders. Corporate Governance practices are included in six individual regulations and documents: Articles of Association, Code of Ethics and Conduct, Internal Rules of Operation, Approval Levels Regulation, Internal Audit Charter, Company Operating Procedures. Given that the purpose of the Code is prudent Governance to ensure long-term sustainability, all involved parties consider application of the Code as a value adding compliance.

At J&P-AVAX S.A. we apply strict control and audit procedures to all operating and

management practices, so as to promote transparency on all levels and improve efficiency.

The company, through its Human Resources Division, implements the following corporate governance principles:

- **Provision of equal opportunities to all employees, avoiding any discrimination related to sex, age, ethnicity, beliefs and physical abilities**
- **Selection of employees based on meritocratic and reliable methods**
- **Provision Lifelong learning and training of employees**
- **Ensuring health, safety and wellbeing of all employees**

**The Internal Audit Department** is an independent operation which aims at ensuring that the company operates according to its business objectives, policies and procedures. The department has established specific Corporate Governance Principles, and audits their implementation, offering observations for improved operation and avoidance of undesired risks.

## Associations and Memberships

**We are members of Greek** and international associations, organisations and bodies, with a view to contributing to the development of our industry, constantly improving the services we provide to customers, as well as managing, in the best possible way, the impact from our construction activity.

- **CSR HELLAS**
- **GEMI (General Commercial Registry)**
- **ACCI (Athens Chamber of Commerce and Industry)**
- **RCC (Registry of Contracting Companies)**
- **Panhellenic Association of Engineers Contractors of Public Works**
- **Association of Technical Companies of the Highest Classes**
- **Welfare Fund of Contractors of Public Works**
- **Technical Chamber of Greece**
- **Hellenic American Chamber of Commerce**
- **British Hellenic Chamber of Commerce**
- **Arab Hellenic Chamber of Commerce & Development**
- **Union of Listed Companies**
- **Hellenic Federation of Enterprises (SEV)**
- **Hellenic Foundation for European & Foreign Policy (ELIAMEP)**



## Company Policies and Procedures

### We apply an Information Classification

and Security Policy aimed at protecting the security of information and relevant systems, to ensure:

- integrity of information, so that it is always accurate, up-to-date and appropriate
- availability of information to anyone needing it, without disturbing the company's operations
- confidentiality, with access to information restricted only to those properly authorised
- the company's legal requirements, including personal data protection
- the company's reputation

The J&P-AVAX S.A. **Safety Policy** for providing and maintaining safe working conditions in all activities and sites, aims at preventing incidents which could occur as a result of the company's operations and have negative effects on:

- Our employees
- Employees of other companies involved in projects
- Third parties
- Equipment, facilities, materials, structures, production and property
- Environment

The **Environment Policy**, through which the company undertakes:

- To identify and fully comply with the Environmental Legislation governing its operations
- To identify and assess sources of pollution, with a view to preventing pollution

- To identify and assess the Environmental Aspects of its operations
- To identify the Environmental Impacts stemming from the Environmental Aspects, and take the necessary measures to minimise them
- To monitor and measure Significant Environmental Impacts
- To constantly improve its environmental performance
- To set clear, measurable, achievable, realistic and time bound Objectives and Targets, and take any action necessary to achieve them
- To train and raise the awareness of all employees on Environmental Management and Environmental Protection
- To provide the resources necessary for implementations of the Environmental Management System and for achieving the Environmental Objectives and Targets
- To apply and continually improve its Environmental Management System

Meanwhile, the company has put a Quality Policy in place, to maintain and implement an effective and efficient Quality Management System, designed to cover all the company's management functions and aiming at:

- Preserving and improving the company's reputation for quality management of operations
- Preserving a Quality Management System in accordance with ISO 9001
- Performing all the projects it is awarded according to the

customers' requirements and fulfilling their expectations on the basis of applicable regulations, standards, legislation, etc.

- Maximising on the know-how acquired and spreading knowledge through systematic employee training

- Constantly promoting quality management as part of each employee's responsibility
- Ensuring the health and safety of employees, and the constant effort to perform works in a manner that respects the environment and people



## MANAGEMENT SYSTEMS Certificates

The successful implementation of our Policies and of the Company's Management System, has had numerous short and long-term benefits, such as:

- Ensuring transparency in all operations
- Systematic monitoring of legislation and documentation of our compliance
- Improvement of safe working conditions within a healthy environment in all project sites
- Reduction of our employees', and of third parties' exposure to dangerous situations, and simultaneous reduction of the number of accidents
- Protection of the environment and natural resources savings
- Raising our employees' environmental awareness
- Creating a competitive advantage and accountability for our employees, and also improving communication on all levels of the company
- Clarifying the roles and responsibilities among our employees, and improving communication on all levels
- Further fostering good relations between the employees and the company, with increased levels of trust and improved cooperation
- Gradual improvement of our operation, with indirect improvement and standardisation of functions and activities
- Improvement of our company's fame and image in the market
- Improvement of our productivity and sustainability, and reduction of lost profit and/or operating expenses
- Improvement of our ability to identify and assess possibly dangerous situations and working conditions
- Improvement of our crisis management procedures



# Materiality Assessment

**One of the most important** and fundamental guiding principles in the GRI is the concept of Materiality. In identifying material aspects, our company chose to

actively involve all its stakeholders and reviewed all aspects and issues falling within the scope of the report, during the reporting period.

## Methodology

**Step 1:** Identify and prioritise stakeholders included in the process of identifying material aspects. This includes stakeholder groups like the employees, customers and suppliers.

**Step 2:** Identify and prioritise key Corporate Responsibility indicators (financial, environmental, labour practices, human rights, social, responsible services, etc.) with the use of the GRI guidelines.

**Step 3:** Conduct a questionnaire-based survey with key internal and external stakeholders on the classification of sustainability indicators on two levels:

- Importance
- Impacts

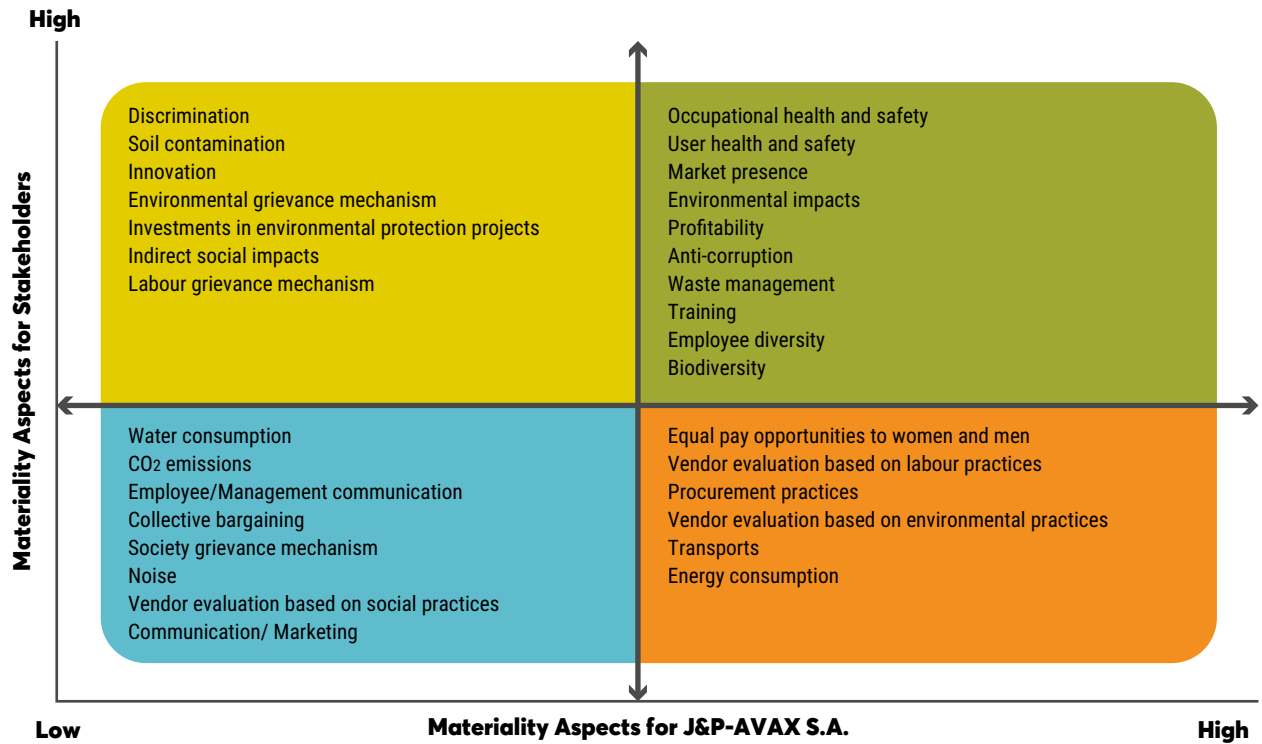
**Step 4:** Create a matrix to represent material aspects.

## Material Aspects

**GRI recommends** that materiality aspects are presented in a materiality matrix, where the X-axis represents aspects causing significant impacts according to Management, and the Y-axis represents aspects that are of importance among stakeholders. Aspects that Management

and/or the Stakeholders found to be very significant are included in this report. Once the process of collecting views from the company's stakeholders (employees, customers and suppliers) was completed, the following emerged as extremely significant (material) aspects:





- Occupational health and safety
- Users health and safety
- Market presence
- Environmental impacts
- Profitability
- Anti-corruption

- Waste management
- Training
- Employee diversity
- Biodiversity

# About the Report

## Purpose

**The purpose** of this first Corporate Responsibility Report is to offer full and comprehensive information to customers,

the society and all J&P-AVAX S.A. stakeholders in general, on the responsible operation practices that we apply.

## Scope and reporting period

**This report includes** the activities of J&P-AVAX S.A. in its main facilities (Headquarters and main workshop in Koropi) and in the following projects

in Greece, on the basis of their contribution to the company's turnover during the reporting period (1/1/2016 – 31/12/2016).

### Trans Adriatic Pipeline (TAP) Project Characteristics

DESCRIPTION	PROJECT OWNER	LOCATION	JOINT VENTURE MEMBERS	J&P-AVAX S.A. J/V %
Engineering, procurement, construction (EPC) of LOT1 and LOT2 including approximately 360 km of ø 48" natural gas pipeline and valve stations, extending from Kavala to Ierapigi (at the Greek-Albanian border)	Trans Adriatic Pipeline (TAP)	Northern Greece	J&P-AVAX S.A. – Bonatti SpA	45%

Engineering, procurement, construction of two lots in Northern Greece (referred to as "TAP" in this report)

### Characteristics of the Athens Metro Line 3 Extension project

DESCRIPTION	PROJECT OWNER	LOCATION	JOINT VENTURE MEMBERS	J&P-AVAX S.A. J/V %
Preparation of implementation design, construction of all civil engineering works, procurement, installation, testing and commissioning of E/M and rail equipment, maintenance, staff training for the extension of the Athens Metro Line 3, Haidari - Piraeus section.	ATTIKO METRO S.A.	Piraeus	J&P-AVAX S.A. – Ghella SpA – Alstom Transport S.A.	65% 100% *

Extension of the Athens Metro Line 3, Haidari-Piraeus section (referred to as "Athens Metro Line 3 Extension" in this report).

\*J&P-AVAX S.A. participates 100% in "Sub-project B: Electrical-mechanical works performed by J&P-AVAX S.A."

### Characteristics of the Revythousa project

DESCRIPTION	PROJECT OWNER	LOCATION	JOINT VENTURE MEMBERS	J&P-AVAX S.A. J/V %
Design, procurement of materials and equipment, construction and commissioning of a "full containment" type tank with a capacity of 95,000 m3, for the storage of liquefied natural gas. The project will be implemented at the Liquefied Natural Gas terminal on Revythousa island.	Hellenic Gas Transmission System Operator (DESFA)	Revythousa Attica	-	100%

Detailed planning, procurement of materials and construction of the third liquefied natural gas tank at Revythousa (referred to as "Revythousa" in this report)



### Characteristics of the Olympia Odos project

DESCRIPTION	PROJECT OWNER	LOCATION	JOINT VENTURE MEMBERS	J&P-AVAX S.A. J/V %
Design and construction of "Olympia Odos" (Elefsina - Patras) consisting of  A) Existing PATHE (main North-South highway) sections  i) Elefsina - Corinth, Thiva: 63.9 km  ii) Patras ring road: 18.3 km  B) New Corinth - Patras national road: 120 km	Ministry of Infrastructure, Transports and Networks	Peloponnisos	Vinci Concessions SAS – Hochtief PPP Solutions GmbH - J&P-AVAX S.A. – Aktor Concessions S.A. – GEK Terna S.A. – Athena S.A.	17%

Design and construction of the Elefsina - Corinth - Patras - Pyrgos - Tsakona motorway (referred to as "Olympia Odos" in this report)



### Characteristics of the Tithorea - Domokos project

DESCRIPTION	PROJECT OWNER	LOCATION	JOINT VENTURE MEMBERS	J&P-AVAX S.A. J/V %
The project is part of the New High Speed Railway Line of the Patras-Athens-Thessaloniki-Promahonas axis (PATHEP), and is implemented between the Tithorea and Domokos railway stations in the Prefecture of Fthiotida.	ERGA OSE S.A.	Central Greece	J&P-AVAX S.A. – Aktor S.A. – Terna S.A.	33,33%

Tasks remaining for the completion of infrastructure and building facilities, and construction of the superstructure, E/M installations, signalling system, telecommunications and electrification of the new double high speed railway line Tithorea-Domokos (AD635) (referred to as "Tithorea-Domokos" in this report)

The activities of the Group's other companies, as well as all other projects that the company

operates, are not included in the scope of this Corporate Responsibility Report (for year 2016).

### Implementation of the Global Reporting Initiative (GRI)

**This first Corporate** Social Responsibility Report of J&P AVAX S.A. is based on the guidelines of the Global Reporting Initiative (GRI) and, more specifically on the G4

version (In Accordance – Core), the most acknowledged and demanding guidelines of their kind, globally.

### Communication about the report

**Should you require** any clarifications about the 2016 Corporate Responsibility Report, you may contact the Quality-Safety-

Environmental and Sustainable Development Department of J&P-AVAX S.A. Group, at [info.csr@jp-avax.gr](mailto:info.csr@jp-avax.gr)







# Our People

At J&P-AVAX S.A. we believe that the successful course of our business is mostly attributed to our employees. The company's main priority is to create a safe and dynamic work environment. We have incorporated the United Nations' Sustainable Development Goals into our corporate values, and place special emphasis on the goals regarding the protection of human rights and rights to work, good health and well-being in all ages, gender equality and reduced inequalities. The above values are included in the company's Internal Rules of Operation and its Code of Ethics and Conduct, which contain suitable instructions for all employees, fostering the respect of human rights and labour rights.



Health & Safety



Training



Human & Labour Rights

**At the end of 2016,** J&P-AVAX S.A. employed 1080 people and all our employees (100% of salaried employees) are covered by the National General Collective Bargaining Agreement for 2016.

Employee satisfaction being a key concern, at J&P-AVAX S.A. our employees are remunerated with salaries higher than stipulated in the National Collective Bargaining Agreement without any discrimination/distinction (e.g. based on gender). Specifically, 89% of our manpower that come under the rules for minimum wage, receive wages that are 45% higher than the minimum stipulated in the Collective Bargaining Agreement, while 11% of our

manpower that come under the rules for minimum wage, receive the minimum wage. Meanwhile, our employees enjoy a range of benefits covering their medical and financial needs, and thus the company contributes to the health and well-being of all its employees and their families. These benefits are a sample of the investment we are making in our employees, and our commitment for providing a high quality work environment. The benefits are:

- Private medical and hospitalisation insurance, for employees and their families
- Blood bank, through the regular voluntary blood donation



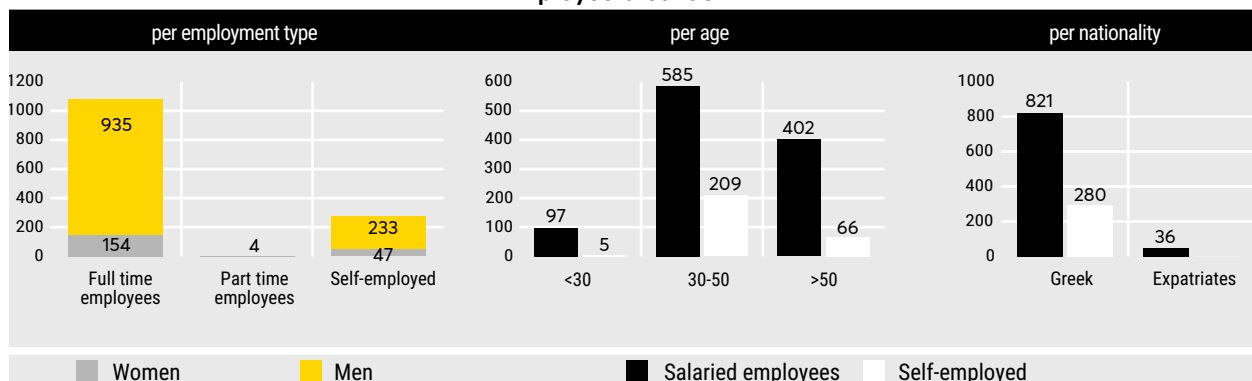
programme, for employees and their families

- Contracted services of a Medical Consultant to cater for employee's specific needs
- Interest-free loans and payroll advances to cover emergency needs
- Policy for covering transportation expenses for our executives and Travel Expenses Policy (e.g. owned and leased car fleet, contract with SHELL for providing diesel and petrol cards, e-pass)
- Policy for covering the communication expenses (mobile phones)

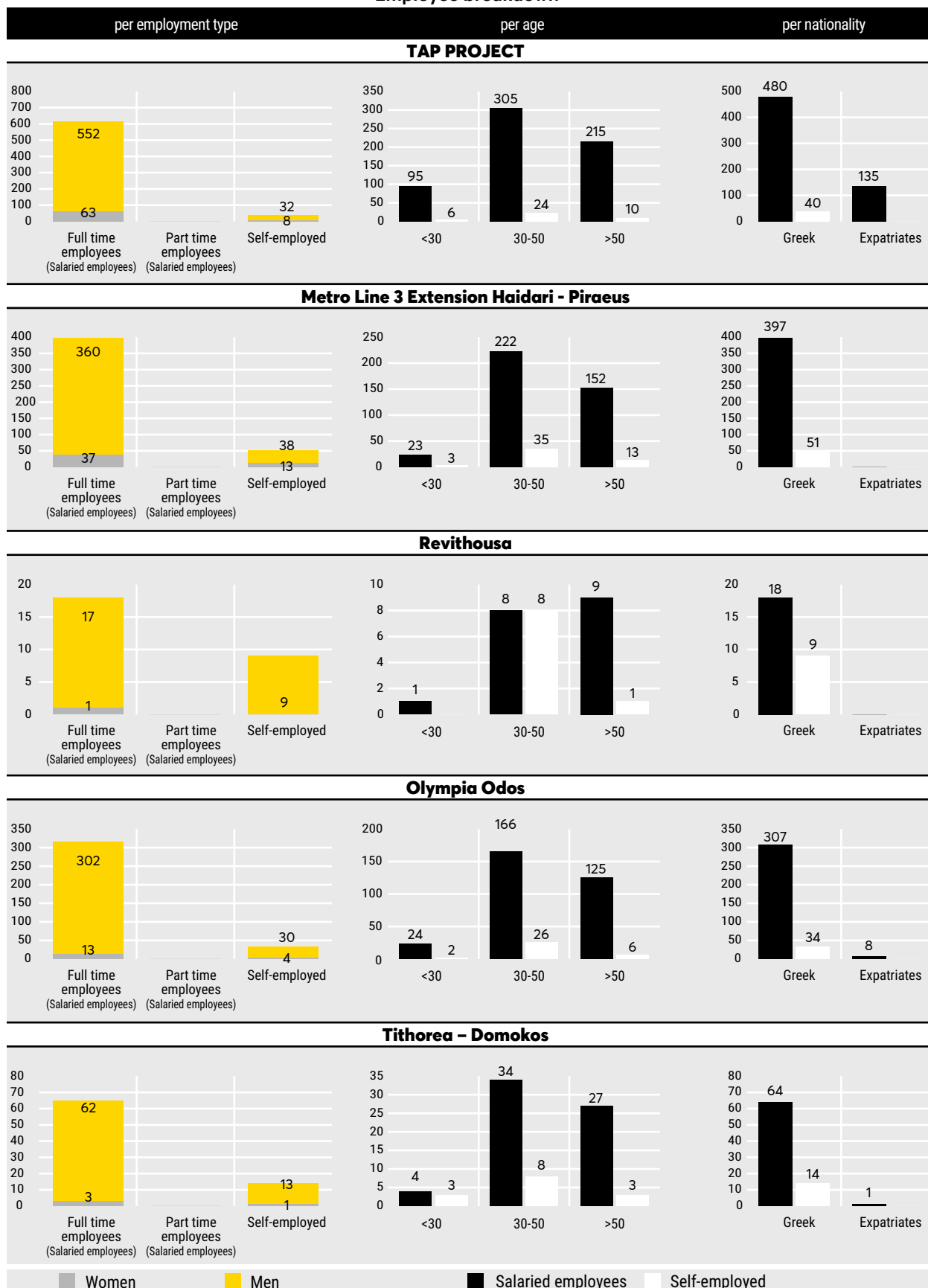
- Internal market program which aims at developing our employees (Internal Labor Market – Job Rotation)
- Internship program for students
- Participation in programs for reducing unemployment (deminimis, voucher, etc.)

In every project and facility, we keep record of our employees based on the type of employment (full-time, part-time, seasonal and freelancers), their age, as well as based on specific diversity indicators (gender, nationality, disabled).

#### Employee breakdown



## Employee breakdown



## Occupational health and safety

**The company's target** is to provide and maintain safe working conditions throughout our operations, aiming primarily at preventing and avoiding accidents that could occur as a result of our activities and do harm to:

- Our employees
- The employees of other parties involved in the projects
- Third parties
- The equipment, facilities, materials, structures, production, property
- The environment

The Quality - Safety - Environmental department is responsible for achieving the company's main target of "Zero Accidents" by promoting the implementation of quality, health and safety, and environmental impacts management systems, both at the headquarters and at the Company's project work-sites.

The company has implemented an integrated Health and Safety Management System certified according to OHSAS 18001 and the company's Safety Policy, aimed at:

- Identifying, assessing and controlling all operations-related risk
- Identifying, codifying, assessing and meeting all safety requirements
- Developing a safety structure with specific responsibilities and obligations, in all levels of the company
- Creating work-site safety teams staffed with the necessary specialised personnel
- Setting out safety obligations that must be met by all subcontractors, with follow-up and evaluation
- Training our employees
- Constantly monitoring the level of safety and assessing with through effective procedures
- Recording, standardising and

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**Our main target: "Zero Accidents".**

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**transferring safety know-how  
from one project to the next, for  
continual improvement**

Furthermore, in the context of their commitment for continual improvement of Safety, the J&P-AVAX Management avails the necessary resources thus ensuring that each employee responsibly and effectively shoulders their share of the responsibility in the joint effort for accident prevention. Meanwhile, Management also ensures that subcontractors and associates, consultants, etc., also operate within the above limits. Accident prevention and avoidance is achieved through:

- Compliance with applicable legal provisions
- Constant monitoring, recording and statistical processing of labour accidents
- Investigating and analysing the causes that led to an accident, so as to take the necessary action to prevent re-occurrence
- Having the right organisation based on specialised studies (Risk Assessments), offering full view of and full control over each degree of risk
- Establishing annual indicators, enabling the evaluation of our systems

## Our performance in accident prevention

**Our performance** in employee health & safety, both in project sites and in headquarters, is regularly recorded using specific performance indicators presented in the table below. As

stipulated in Greek legislation, the statistics concern only salaried employees. Meanwhile, the company is working with specialised Occupational Physicians in

### Indicators monitoring the employee health & safety performance in our facilities (HQ and main facilities) and project work-sites, for year 2016

	TAP	OLYMPIA ODOS	TITHOREA - DOMOKOS	REVITHOUSA	METRO LINE 3 EXTENSION	HEADQUARTERS	KOROPI MAIN WORKSHOP
Number of employees	615	315	65	18	536	443	29
Near Misses	4	0	0	4	0	0	0
Number of Lost Time Accidents	1	4	0	0	3	0	0
Number of Accidents that Caused Material Damage	0	0	0	0	0	0	0
Wages lost - Days lost in a Year	32	244	0	0	20	0	0
Number of Persons Hospitalised	0	2	0	0	0	0	0
Number of Persons that received First-Aid	3	2	0	5	0	0	0
Number of Accidents where the Employee Returned to Work but in another Post	0	0	0	0	0	0	0
Deaths	0	0	0	0	0	0	0

all project sites and in the headquarters and main facilities. Observing the legal requirements, as we do regarding all issues, Health Files are kept for each employee. In

the headquarters, there is a special room with basic medical equipment, where an external Medical Consultant sees employees once a week.

## Employee training and education

**At J&P-AVAX S.A.** we invest in our people and apply a training procedure on all levels of the company. The purpose of this procedure is to determine the processes that will ensure the most constructive training of staff, with an ultimate view to increasing staff performance and satisfaction in carrying out their tasks. Training programmes include in-house trainings, but also training delivered by outside educational organisations. The procedure is applied to all company employees, when a training need arises. Training needs may result from any of the following, among others:

- The need for specialised knowledge after the recruitment of new staff
- When there is a need to improve the performance of an employee in a specific post
- Upon assumption of new duties (promotion) or transfer
- Legislation changes / introduction of new technologies / procedures
- Where there is a need to complete a specialised task

We record all trainings taking place, both in project sites and in the headquarters.



**Total number of training hours (per gender) in our facilities  
(headquarters and main workshop) and project sites**

TAP					
Number of employees		Total Training hours		Training Hours per Employee	
<b>655</b>		<b>4386,27</b>		<b>6,70</b>	
Men	Women	Men	Women	Men	Women
<b>584</b>	<b>71</b>	<b>4122,6</b>	<b>263,67</b>	<b>0,62</b>	<b>3,71</b>
REVYTHOUSA					
Number of employees		Total Training hours		Training Hours per Employee	
<b>27</b>		<b>16</b>		<b>0,59</b>	
Men	Women	Men	Women	Men	Women
<b>26</b>	<b>1</b>	<b>16</b>	<b>0</b>	<b>0,62</b>	<b>0</b>
TITHOREA - DOMOKOS					
Number of employees		Total Training hours		Training Hours per Employee	
<b>79</b>		<b>13</b>		<b>1,18</b>	
Men	Women	Men	Women	Men	Women
<b>72</b>	<b>-</b>	<b>85</b>	<b>-</b>	<b>1,18</b>	<b>-</b>
OLYMPIA ODOS					
Number of employees		Total Training hours		Training Hours per Employee	
<b>349</b>		<b>336</b>		<b>0,96</b>	
Men	Women	Men	Women	Men	Women
<b>332</b>	<b>17</b>	<b>330</b>	<b>6</b>	<b>0,99</b>	<b>0,35</b>
ATHENS METRO 3 LINE EXTENSION					
Number of employees		Total Training hours		Training Hours per Employee	
<b>448</b>		<b>386,25</b>		<b>0,86</b>	
Men	Women	Men	Women	Men	Women
<b>398</b>	<b>50</b>	<b>375,75</b>	<b>10,5</b>	<b>0,94</b>	<b>0,21</b>
HEADQUARTERS					
Number of employees		Total Training hours		Training Hours per Employee	
<b>443</b>		<b>476</b>		<b>1,08</b>	
Men	Women	Men	Women	Men	Women
<b>264</b>	<b>179</b>	<b>162</b>	<b>314</b>	<b>0,62</b>	<b>1,75</b>
KOROPI MAIN WORKSHOP					
Number of employees		Total Training hours		Training Hours per Employee	
<b>31</b>		<b>43,5</b>		<b>1,40</b>	
Men	Women	Men	Women	Men	Women
<b>29</b>	<b>2</b>	<b>43,5</b>	<b>0</b>	<b>1,50</b>	<b>0</b>



Below is a list of some of the training programmes organised in 2016 for employee development:

- Environmental Project Management
- Quality Programme Implementation
- Work in Contained Areas
- Escape Chamber
- Metal IDs
- Safety Measures
- Environmental Management
- Defensive Driving
- Off-road Driving
- First-Aid
- TAP Induction
- Health & Safety Induction
- Environmental & Social Induction
- Risk Management



## CARE PLUS – First-Aid Seminar

With strong commitment demonstrated by all executives, in recent years J&P-AVAX has been fostering and incorporating Corporate Responsibility principles into its business operations.

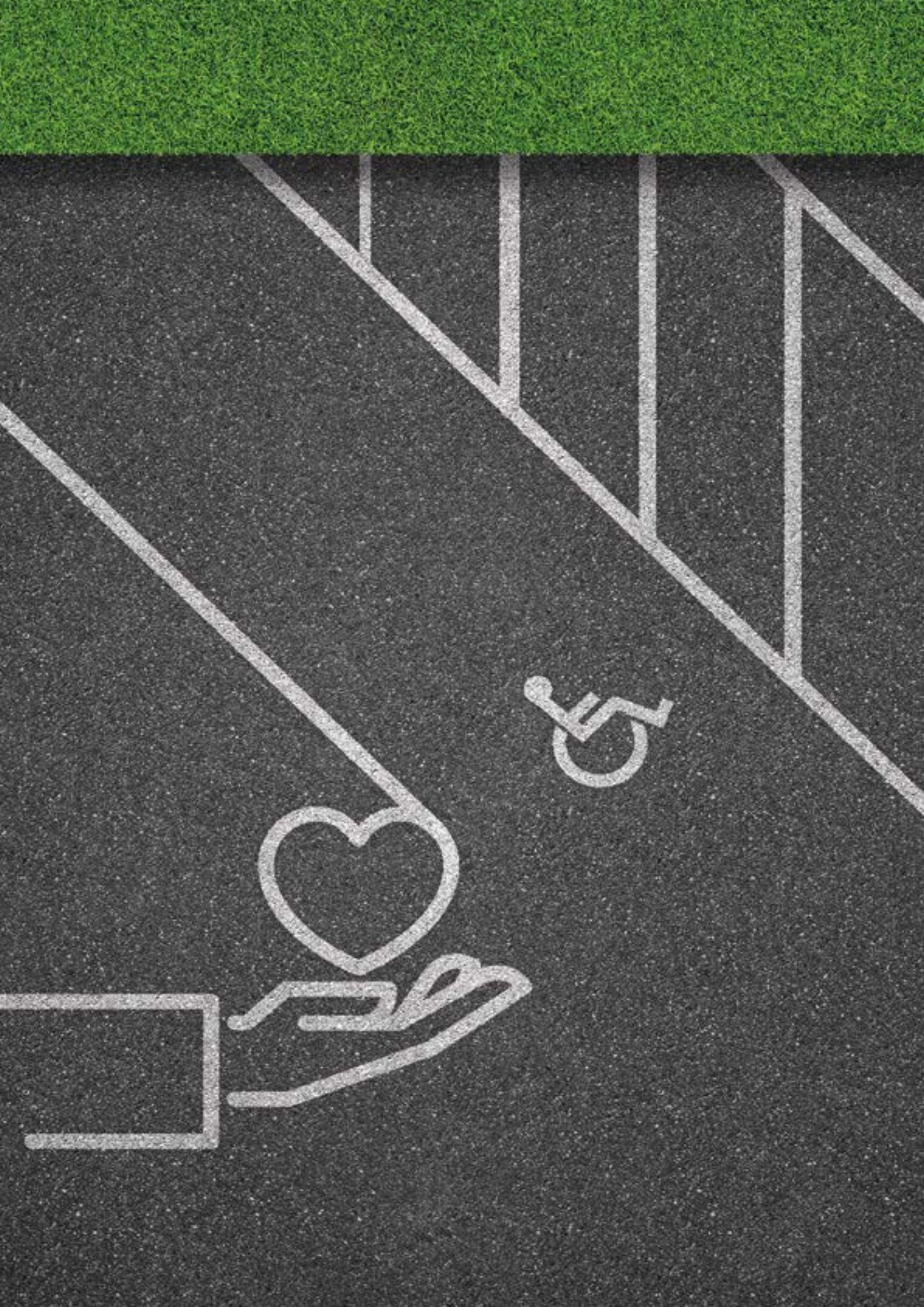
In the context of an integrated Corporate Responsibility management, J&P-AVAX organises training programmes aimed at developing the employees' knowledge and skills that will help them operate within their work place, taking into consideration broader parameters and not strictly corporate.

So, having set the target of better quality in the work place and ensuring employee safety, the company organised a seminar on 31/03/2016, on: CARE PLUS – First-Aid, where many colleagues from various departments and Divisions of the company showed great interest.

The seminar was conducted in cooperation with EKYZ (Life Support Training Centre). The purpose of the programme was for everyone to become aware of the importance of being familiar with First-Aid, and also to offer knowledge on how to deal with an emergency. Through these training courses, group employees and participants were trained on what to do in order to keep someone alive until the paramedics arrive.







# Social Contribution

Our social contribution is presented in three distinct axes. Our social actions used to actively support the social and cultural development of local communities, the relationship of trust and responsibility that we develop with our suppliers thus creating a responsible supply chain, as well as combating corruption.



**Social  
Actions**



**Responsible  
Procurements**



**Combating  
Corruption**

The Social Responsibilities initiatives we have implemented are divided into the following categories:



**CHARITY**  
by sponsoring philanthropic  
foundations, Non Profit Making  
Organisations and Associations



**BLOOD DONATION**  
Support of the Blood Bank



**ENVIRONMENTAL**  
through participation in recycling  
programmes, taking all measures  
necessary to minimise the environmental  
impacts, training and raising  
the awareness of employees on  
environmental protection issues.



**EDUCATION**  
by offering financial support to  
educational institutions, in the form of  
technological equipment and grants



**SCIENTIFIC**  
research and development  
in the form of grants



**SPORTS**  
in the form of grants



## Social Actions

**At J&P-AVAX S.A.** we work daily within the framework of Corporate Responsibility, by adopting best practices linked to man and society.

Our commitment to Corporate Responsibility affects all our operations and enhances the way we operate by improving our growth and enhancing our position both domestically and in the International arena.

Specifically, and as mentioned in our Code of Conduct and Ethics, we actively support the cultural and social development of local communities where we operate, through actions that promote education, the environment and

culture. Moreover, it is our intention to avoid and mitigate and/or offset every unfavourable impact of the projects we undertake.

In 2016, we took part in dozens of social actions aimed at actively supporting the local communities where we operate:

- **Donation to the Attica Region Social Welfare Centre, specifically the Recovery & Rehabilitation Centre for Disabled Children in Voula (January 2016)**
- **We organised a blood drive to support the Blood Bank in cooperation with the Amalia Fleming Hospital (February 2016)**



### Donation of Personal Computers

In the framework of the project "Engineering, procurement, construction of the Trans Adriatic Pipeline (TAP) Sections 2 & 3 Greece, BONATTI J&P AVAX S.r.l., contractor for the Halkero, Kavala to Krystallopigi, Florina section, donated 45 personal computers to Primary schools, Junior High Schools and High Schools in the prefectures of Kavala, Drama, Seres, Kilikis and Thessaloniki. The schools selected are situated near the areas where the 2nd section of the natural gas pipeline passes through (from Halkero, Kavala Prefecture to Nea Messimvria, Thessaloniki Prefecture. This initiative is fully in line with the company's constant effort to support and strengthen local communities in the areas where the pipeline passes through, and to work with local communities on a number of issues, including the crucially important issue of education. Familiarisation with computers is a very important vehicle for pupils to access information society and the labour market. School headmasters who accepted the donation, expressed their thanks and stressed the importance and necessity of there being similar initiatives in the future.





## Christmas Bazaar

On 20 December 2016, we organised a Christmas Bazaar in cooperation with the organisation "Smile of the Child", and managed to raise a considerable amount of money for the organisation. We also bought our Christmas cards from the same organisation.



- We donated desktop computers to Primary and Secondary education schools in the municipalities in the path of the Trans Adriatic Pipeline (TAP) Sections 2 & 3 (December 2016).

It is our strong belief that J&P-AVAX must actively participate in the communities where it operates, and below, we offer some examples of our contribution to local communities where we implement projects.

### Project: Tithorea - Domokos

- Landscaping of the main square in Kainourgio
- Construction of local roads using 3A in Regini, Komnina, Kainourgio, Kamena

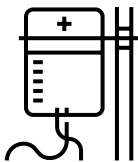
Vourla, Skarfia and Agios Konstantinos

### Project: Metro Line 3 extension - Haidari - Piraeus Section

- We supported the Theatre School of the Agia Varvara Municipality, which is located next to our offices, by offering materials (membranes, empty lubricant barrels) to be used as sets and playgrounds
- We received a large number of student visits from schools in Greece and abroad, and make a detailed description of the project.

### Project: "Olympia Odos" Design & Construction (Elefsina - Patras)

- We offered concrete to repair the



## Blood Donation

The outcome of the blood drive we organised at our offices in cooperation with the Amalia Fleming Hospital in 26 February 2016, was 48 units of blood.





retaining wall of the Akrata coastal road.

- We provided the material and the work to pave rural roads

- We offered pipes to repair water supply and irrigation networks

- We provided building materials to the Municipality

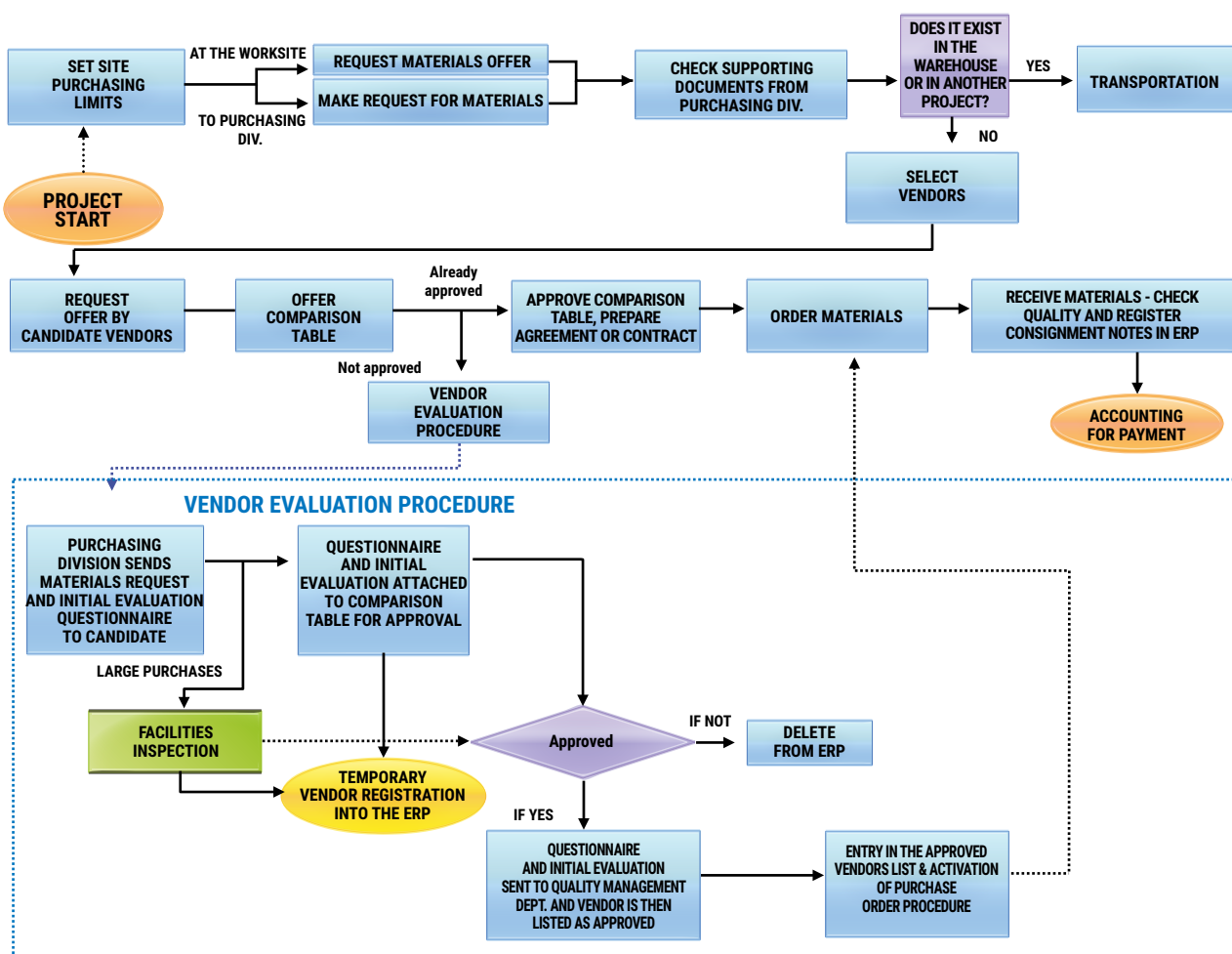
## Supply Chain & Supplier Selection

**Protecting our relationships** with our customers and constantly improving our services are top priorities for J&P AVAX S.A. Therefore, the company places special emphasis on the relationships with its suppliers, and great care in their selection and in the procurement of materials from local suppliers.

The following diagram presents the supplier selection and materials procurement procedure:

**Mechanical Equipment procurement** is regulated by the machinery management procedure which sets out the actions put forward to ensure that, on the one hand, the company's mechanical equipment is being properly managed and maintained, with the best possible environmental performance, and on the other hand, is put to optimum use in projects undertaken.

### Supply chain for raw and secondary materials



## Anti-Corruption Policies

**At J&P-AVAX S.A.** we prohibit any form of bribery or corruption and are committed to conducting our business activity ethically and legally. It is our intention to ensure that all the company's departments and all our employees, and individuals or legal entities working for us or operating on our behalf, take all appropriate measures to identify and/or prevent any such behaviour or attempt. The Code of Conduct and Ethics describes in detail the actions that must be avoided by anyone associated with J&P-AVAX S.A., as well as the strict rules that govern all transactions with governments or state officials, for the protection of public interest.

The Code of Conduct and Ethics applies to all employees irrespective of their position, including Board members, salaried staff, subcontractors, associated companies, consultants, mediators, lobbyists, suppliers, contractors and anyone operating on our behalf. The Code is communicated to everyone, and any questions or clarifications should be addressed to Department Heads, the HR Director, the Compliance Manager and the Managing Director.

The Company is taking part in the ex officio investigation of the Hellenic Competition Commission into possible breach of the provisions on the protection of competition, regarding tenders for public infrastructure projects. The investigation looks into the period from 1995 until the Recommendation was issued (2015) for projects tendered between 1996-2012.

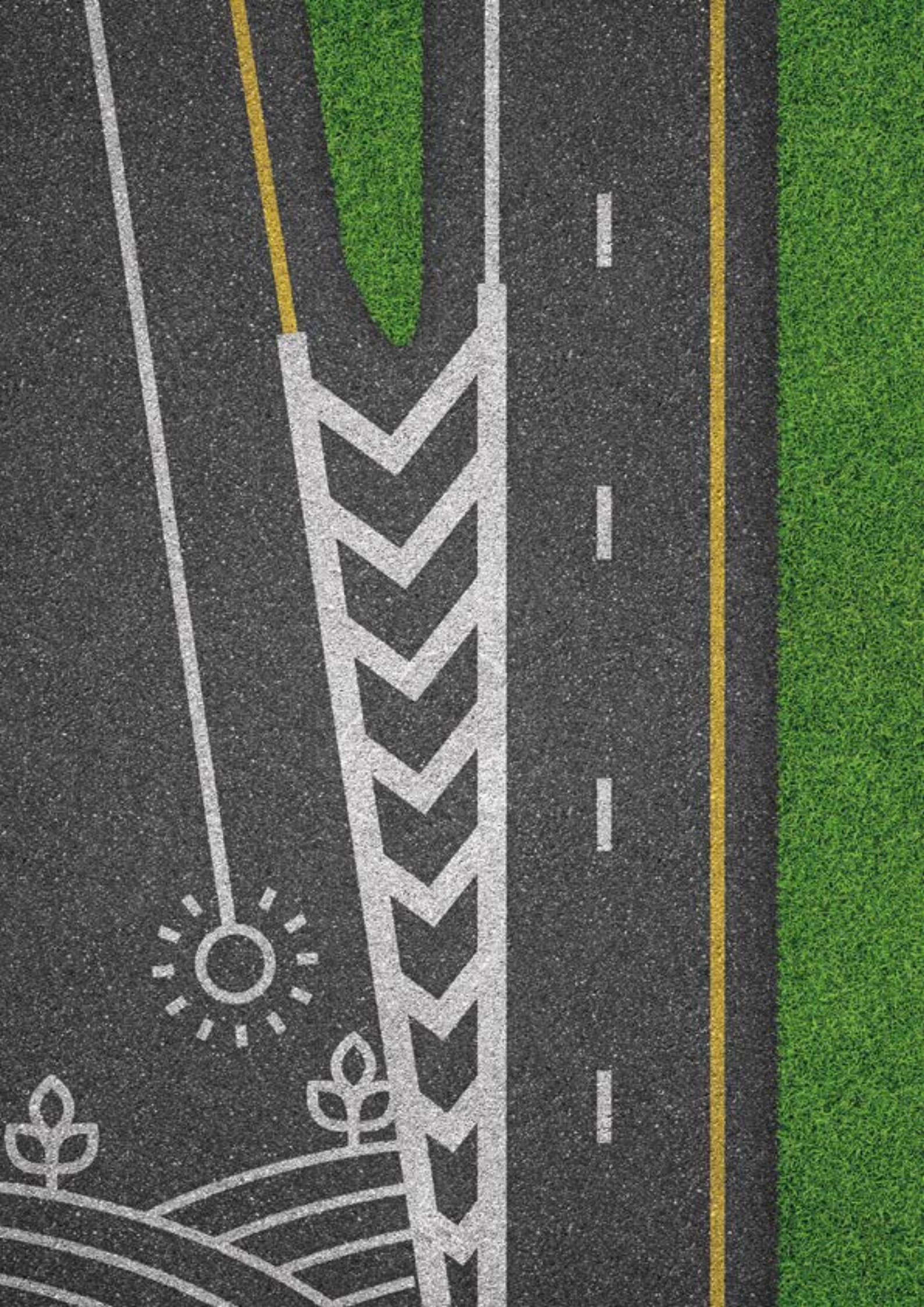
For the time being, the Company participates in the dispute Settlement process, which is regulated by decision

no. 628/2016 of the Competition Commission's Plenary ("**E.A. 628/2016**").

The full text of the decision can be found on the Competition Commission's website, at (<https://www.epant.gr/Pages/DecisionDetail?ID=1432>)

In the framework of corporate responsibility and regulatory compliance, and respecting fully the European and national rules on the protection of competition, the Company intends to conduct compliance training in 2017, so as to inform its staff on free competition law, placing special emphasis on its application to public tendering procedures. The purpose of this training is to familiarise the Company's staff with the competition protection legislation and to demonstrate that compliance with it is an important tool for sound and effective growth in the Greek and international markets.







# Environment

At J&P-AVAX S.A. we believe that we have the obligation to protect the environment and make every possible effort to minimise negative environmental impacts resulting from our construction activity, by applying the proper measures, processes and systems.



**Natural Resources Savings  
& Management**



**Waste Management**



**Biodiversity**

**Our Environmental Management System** has been developed in accordance with ISO 14001 and our Environmental Policy. The Environmental Management System is applied to all stages of our activity, from preparation for participation in an Auction / Tender for projects and inspection of contracts, to setting up and implementing the procedure in all the construction areas we operate. This procedure allows us to identify, prevent and manage potential environmental impacts of our operations.

Based on the above policy, we have developed and apply a process of setting Environmental Targets which are clear, measurable, achievable, realistic and time bound and in accordance with the company's environmental policy. Targets are set to improve the company's environmental parameters and cover the main environmental

aspects, both at Group level and broken down in divisions and projects.

For every environmental objective, we develop and implement programmes to achieve it.

Programmes developed to achieve each environmental objective include the following:

- **Targets related to the Environmental Objectives**
- **How each Environmental Target is measured**
- **Actions needed to achieve it**
- **The time limit to complete each action (scheduled and actual)**
- **Possible cost for achieving each target**
- **The person responsible for each action**





**Sample list of significant environmental aspects  
(Metro Line 3 Extension, Haidari - Piraeus Section project)**

ACTIVITY	ENVIRONMENTAL ASPECT	ENVIRONMENTAL IMPACTS	REMARKS / WAYS OF IMPROVEMENT
Use of Equipment / Transportation	Transporting vehicles and materials to and from work-sites	Burdening the road network	Subcontractor evaluation and selection & monitoring procedure
		Dust generation from transportation of aggregates	Subcontractor evaluation and selection & monitoring procedure  Using canvas to cover truck beds
Preliminary actions - operation of offices	Electrical power consumption (Main grid)	Consumption of energy resource	Informing staff on how to save energy
	Electrical power consumption (Generator)	Noise generation	Install generators far from inhabited areas  Sound measurements, keeping a log file



## TAP: Environmental Impact Management and Mitigation

Issues concerning the environment and its protection, both in the construction stage and during rehabilitation and restoration, are always a top priority. Our employees' understanding of developments surrounding environmental matters and new practices, is constantly improved through training seminars. The individual processes applied in reviewing environmental issues in order to mitigate environmental impacts, include:



- Monitoring and control of noise levels in all work areas from the very start and even before commencement of construction works, and almost on a daily basis thereafter, throughout the scope of the project
- Monitoring of power, water and fuel consumption on a monthly and annual basis for all project facilities
- Regular inspection of project vehicles
- Monitoring of water quality in all work areas from the very start and even before commencement of construction works, and regularly thereafter. Parameters monitored include temperature, pH, turbidity, conductivity and the most important ions
- Monitoring consumption of aggregates both during preparation and construction of facilities and throughout the pipeline construction
- Waste collection, management, recycling and reuse
- Hazardous waste collection and management
- Regular monitoring of flora and fauna, both before and during construction. Daily recording of areas critical to big mammals, using cameras. Daily checks and recording of environmental incidents by members of the environmental team
- Prevention and control of emergency machinery leakages, and training of employees, directly involved or not, on how to deal with such situations
- Controlling and daily recording of soil erosion prevention measures throughout the length of the pipeline, as temporary measures of addressing issues that arise
- Restoration of the work zone (ROW) in the previous condition (temporary / permanent)
- Designing and planning new reforestation areas as offsetting measures

## Natural Resources Savings & Management

**In the framework** of implementing the Environmental Management System, we have designed and implemented Programmes and Procedures to reduce energy consumption in our projects and facilities. Furthermore we work towards rational use of water resources. We have taken a series of actions aimed at water resources savings and management:

- **Gradual replacement of all light bulbs in office buildings with low energy light bulbs**
- **Replacement of light bulbs in work-sites with low energy light bulbs**
- **Better management of the maintenance system in the Group's office facilities, with rational use of lighting and air conditioning outside working hours**
- **Setting and monitoring the watering system correctly to reduce water consumption**
- **In work-sites, water recycling and reuse in various site operations (e.g. washing**

**vehicle wheels, watering down dust, etc.)**

- **Monitoring the Group's electrical consumption and energy footprint**
- **Monitoring water consumption**
- **Using excavation material in backfilling and proper disposal of excavation material**

Meanwhile, we recognise the importance of measuring and, by extension, reducing our energy footprint. We record energy consumption from our operations in KWh and our carbon footprint from the operation of our offices. During 2016, and based on our energy consumption, greenhouse gas emissions in the headquarters were estimated to 1284t/CO<sub>2</sub> eq., or 6.11 CO<sub>2</sub> tons per employee (in the calculation, we used the energy mix index of the Greek Public Power Corporation for 2016). Meanwhile, our immediate plans include the preparation of a special study to measure our carbon footprint in major projects.

## Waste Management - Recycling

**In all our project work-sites,** we comply with local, national, European and international legislation. Within the framework of implementing the company's Environmental Management System, we have designed and applied waste Management programmes and procedures. These are applied in cooperation with waste management certified companies and management bodies. Our operations in project sites and in our headquarters, generate a great deal of waste, such as paper, aluminium, batteries, printer toners and ink cartridges, electrical & electronic appliances, mobile telephony handsets,

iron, plastic, vehicle tyres, vehicle batteries, recyclable packaging, pallets, lubrication oils, work-site waste water. In each facility and project site, waste generation is recorded in detail. This is done either directly or through the companies and agencies we work with. This calculation also includes the quantities of purchased materials, especially in cases where precise calculation is not feasible.



### Waste generation by waste category

#### TITHOREA - DOMOKOS

Waste description	Quantity (tn)
Synthetic engine, gearbox & lubrication oils	1.86
Lead batteries	0.84
Mixed municipal waste	13.50

#### ATHENS METRO 3 LINE EXTENSION

Waste description	Quantity (tn)
Non chlorinated mineral-based hydraulic oils	5.10
Mixed municipal waste	49.68
Septic tank sludge	3836.00
Oil filters	0.27
Paper and carton packaging	0.85
Wooden packaging	12.60
Plastic	0.02
Mixed metals	47.87
WEEE - Electrical and Electronic Equipment	0.07
WEEE - Light bulbs	0.02
Batteries	0.03
Grease waste	15.02





## REVYTHOUSA

Waste description	Quantity (tn)
Paper and carton	0.2 (estimate)
Mixed packaging	1.6 (estimate)
Mixed municipal waste	0.4 (estimate)
Iron (scrap)	49.52

## KOROPI MAIN WORKSHOP

Waste description	Quantity (tn)
Non chlorinated mineral-based engine, gearbox & lubrication oils	11.85
Lead batteries	1.63
Ferrous metals	8.95
End life cycle vehicles, that do not contain liquids or other hazardous waste	16.78
Mixed municipal waste	20.00
Septic tank sludge	240.00



## OLYMPIA ODOS

Waste description	Quantity (tn)
Synthetic engine, gearbox & lubrication oils	6.70
Lead batteries	1.12
Mixed municipal waste	0.50
Paper and carton packaging	0.20
Plastic	0.54

Meanwhile, we are deploying actions in cooperation with specialised companies such as AFIS, Vodafone, EcoElastika, CYTOP (former ELTEPE), AMEKON, etc. for the recycling and disposal of generated recyclable materials through the proper management channels.

Thanks to special bins and skips installed in our facilities and offices, we have managed to collect waste by category. Recycling percentages are measured annually, in each project separately and in the group's headquarters, and are presented in the table below:



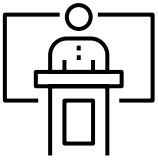
Waste management at the TAP project and our Headquarters  
by waste category and management method

TAP PROJECT		
Waste Category	Quantity (tn)	Waste Management
Packaging material (mixed)	72.45	52.30tn (72.18%) collection and disposal by the Municipality of Serres 12.15tn (16.77%) recovery by Ecotrans & Nordeco 8tn (11.04%) disposal in the Mavrorahi landfill
Metals	25.40	25.40tn (100%) recycling by Sidenor
Timber	2.94	2.94tn (100%) stored for future deposition/ recycling/recovery by Ecotrans
Paper	24.73	23.39tn (94.58%) collected by the Municipality of Serres 1.34tn (5.42%) recycled by MEL. S.A.
Plastic	23.39	23.39tn (100%) collected by the Municipality of Serres
Wooden packaging	12.60	
HEADQUARTERS		
Waste Category	Quantity (kg)	Waste Management
WEEE - Electrical and Electronic Equipment	209.00	Recycling/recovery by Appliances Recycling S.A.

Waste Management and Training

Our company is actively supporting training local government on recycling and waste management in general, deploying a series of actions, as described below:





## **Sponsorship and participation in a scientific research and development conference on managing municipal solid waste, organised by KEDE and ITA. (January 2016)**

On 15-16 January 2016, the Central Union of Municipalities in Greece (KEDE) and the Local Government Institute (ITA) organised in Alexandroupoli a conference with the support of the Municipality of Alexandroupoli and under the aegis of the Democritus University of Thrace, on: Solid Municipal Waste Management Models and the role of Local Government - Assessment of Spatial, Population and Economic Parameters". During the conference, discussions were held on the maturity of the ongoing PPP project "Construction of a Waste Processing Plant for the Municipality of Alexandroupoli in the Eastern Macedonia - Thrace Region" and the need to accelerate the relevant processes. We participated in this conference as sponsor. KEDE has undertaken a series of initiatives aimed at making the integrated management of municipal solid waste a reality in Greece, through sustainable and socially acceptable solutions.

The Conference showcased the positive and negative experiences from the efforts to



create integrated systems in Greece, the failure to shut down uncontrolled landfills (dumps), leading to hundreds of millions of euros in fines, delays in the NSRF and the political turmoil which have led to divestments and the abandonment of existing systems and infrastructures.

An exhibition was organised on the margins of the conference, with paintings on recycling created by children in nearby schools. There were also informative student activities related to recycling, including interactive games, which were held in a specifically configured area at the children's amusement park, organised by Hellenic Recovery of Packaging Materials S.A.



## Biodiversity

**One of our key** priorities in every project and location we operate in, is the safeguarding of protected areas and their biodiversity. As regards the scope and operations covered in this report, only the TAP pipeline passes near protected areas or even goes through some of them. This project has no permanent facilities or work-sites in

protected areas of national or international significance.

The following table presents the protected areas that the TAP pipeline passes near or goes through. These are either Wildlife Reserves or areas of the Natura 2000 Network (Natura SCI - Sites of Community Importance, Natura SPA - Special Protection Areas).



### Protected areas within or near the pipeline route (TAP)

PROTECTION STATUS	LOCATION	PROTECTED SPECIES	AREA
Wildlife Reserve	PETROTO - FARAGGI - ALMYRA - 1759/25-7-1996	(Partridge and hare)	Serres
Wildlife Reserve	AGIOS TIMOTHEOS - KIOUPIA 733/2-6-76	(Blackbird, fox, hare)	Kavala
Wildlife Reserve	DIMITRITSIOU - TRIANTAFYLLIAS 1434/13-7-1999	(Partridge)	Serres
Natura SCI	GR122002 LOUDIAS, ALOAK-MONAS, AXIOS, GALIKOS DELTAS		Thessaloniki
Wildlife Reserve	LIVADITSI - TOVARITSI, 592/21-5-01	(Hare, wild boar)	Pella
Natura SCI	GR1210001 Mount Vermio		Pella
Natura SCI	GR1340004 Lake Vegoritida		Florina
Wildlife Reserve	KOURI PTOLEMAIDA 42255/2358/28-5-76	(Hare, wolf, fox)	Kozani
Natura SCI	GR1340005 Lake Himaditida and Lake Zazari		Florina
Wildlife Reserve	Lake Himaditida 3572/14-8-2002		Florina
Natura SPA /SCI	GR1320003 - GR1320001 Kastoria Lake		Kastoria

Apart from the areas of national and/or international importance mentioned above, the Environmental department of J&P-AVAX S.A. has also identified some areas with significant ecological characteristics and, based on the Environmental Impacts Assessment Report and supplementary studies prepared in the context of our environmental responsibility, we take specific measures to mitigate our impact, including the monitoring the condition of species and the natural environment, checking water quality, monitoring noise levels, checking soil erosion and turbidity of surface water. To precisely record the behaviour of the fauna, specifically the big mammals (wolf, bear,

jackal), we will install cameras to monitor them and assess their condition before, during and after full restoration. Meanwhile, we are installing special signs in the area and inform all the project's employees on the local fauna and natural environment. During the surveys conducted in preparation of the Environmental Impact Assessment report and the special Ecological Assessments, we identified species that enjoy protection under European Directives (92/42/EEC) During the Pre-Construction Survey (PCS), we pinpointed their exact location and prepared protection measures to preserve their populations.

### Species protected under European Directives and identified during preparation of the Environmental Impact Assessment Report

SPECIES (COMMON NAME)	SPECIES (SCIENTIFIC NAME)	AREA
Thyme	Thymus comptus	Kavala
Lizard orchid	Himantoglossum jankae (H. caprinum)	Kavala, Pella
Verbascum	Verbascum phoeniceum subsp. Flavidum	Serres, Thessaloniki
Centaurea	Centaurea napulifera subsp. Napulifera	Pella
Fraxinus angustifolia	Fraxinus angustifolia	Kavala
Galium	Galium oreophilum	Kozani
Ophrys epitotica (orchid)	Ophrys sphegodes subsp. Epirotica	Kozani
Anacamptis morio (orchid)	Anacamptis morio subsp. Caucasica	Serres

Meanwhile, we also identified species living in aquatic ecosystems, streams and rivers that are protected under European law (as threatened or endangered according to the IUCN Red

List), and a method is developed to ensure proper routing of the pipeline while protecting such species (Specific Watercourse Method Statement).

### Species protected under European Legislation for which a special method is in place for the proper routing of the pipeline.

SPECIES	AREA
Otter-Lutra lutra	Serres, Thessaloniki, Pella
E. hellenicus and C. punctilineata	Kavala

During construction, there have been 7 cases where specially trained staff, in collaboration with

the Environmental Department, rescued fauna or plant species, as explained in the table below.

### Fauna and plant species rescued in streams during construction.

SPECIES	AREA
Tortoise/ /Testudo grecca	Serres
Egg masses of Pelophylax ridibundus	Serres
Platanus Orientalis	Serres
Salix sp, Populus sp	Kavala, Serres





## TAP Environmental Restoration

To protect sensitive areas and cultivable lands, plans have been elaborated (METHOD STATEMENT FOR ROW RESTORATION ACTIVITIES) and instructions are provided on controlling erosion, the re-planting of specific species where needed, waste management, runoff, etc. Moreover, there are detailed plans in place regarding major crossings of roads, rivers and streams to be observed in the right of way and pipeline routing, as well as during full restoration after completion of works.

The Environmental Department is responsible for adhering to the procedures stipulated in the designs and the restoration plans, and for selecting plant species that are compatible with each area's ecological requirements and will not cause antagonism problems with other plant species. Soil erosion control and soil protection measures will be taken in all areas being restored.





# Future Targets

SECTION	FUTURE TARGETS AND COMMITMENTS FOR 2017
Employees	<ul style="list-style-type: none"> <li>■ Increased training hours per employee</li> <li>■ Zero tolerance in health and safety issues</li> <li>■ Increased employee participation in social actions</li> <li>■ Conduct a training seminar on corruption issues</li> <li>■ Raising the employees' awareness on energy saving and recycling</li> <li>■ Develop Description for each job position</li> <li>■ Develop remuneration system</li> <li>■ Permanent Placement &amp; career transition program</li> <li>■ Social benefits to employees (discounts in organizations, care for the children of employees, etc.)</li> </ul>
Society	<ul style="list-style-type: none"> <li>■ Development of new long-term social actions with great impact on local communities where we operate</li> <li>■ Introduction of CSR criteria in the selection and evaluation process in place for major suppliers and subcontractors.</li> </ul>
Environment	<ul style="list-style-type: none"> <li>■ Reduction in energy consumption per employee at the company's headquarters</li> <li>■ Conduct a study recording our carbon footprint in major projects</li> <li>■ Increase our recycling percentage</li> <li>■ Zero tolerance in environmental incidents</li> <li>■ Optimisation of waste management systems in major project sites</li> </ul>

# Material Aspects

## Boundaries and Limitations

MATERIAL ASPECTS	BOUNDARIES WITHIN THE ORGANISATION	BOUNDARIES OUTSIDE THE ORGANISATION	MATERIAL ASPECTS LIMITATIONS
Occupational health and safety	J&P-AVAX S.A. Employees	-	<p>This report and all the information describing our performance in material aspects, covers the activities of J&amp;P-AVAX S.A. At the Headquarters, the Main Workshop and the following projects: TAP, Revythousa, Athens Metro 3 Line Extension, Olympia Odos, Tithorea – Domokos</p>
User health and safety	J&P-AVAX S.A.	Customers  Local Communities – Authorities - Agencies  Media	
Market presence	J&P-AVAX S.A.	Business Community  Suppliers - Sub-contractors – Associates  Investors - Shareholders - Capital Providers	
Environmental Impacts	J&P-AVAX S.A.	Local Communities – Authorities - Agencies  NGOs & Citizens  Government - Public Agencies  Media	
Profitability	J&P-AVAX S.A.	Investors - Shareholders - Capital Providers	
Anti-corruption	J&P-AVAX S.A.	Government - Public Agencies  Investors - Shareholders - Capital Providers  Business Community	
Waste Management	J&P-AVAX S.A.	Local Communities – Authorities - Agencies  NGOs & Citizens	
Training	J&P-AVAX S.A. Employees	Suppliers - Sub-contractors – Associates	
Employee diversity	J&P-AVAX S.A. Employees	-	
Biodiversity	J&P-AVAX S.A.	Local Communities – Authorities - Agencies  NGOs & Citizens	

# GRI Index

This Corporate Responsibility Report of J&P-AVAX S.A. is the first report of the company and covers our activities for 2016. It was evaluated by the Centre for Sustainability and Excellence (CSE) and according to the G4 guidelines of the GRI and it was assured that it is at the "in-accordance core" level.

INDICATOR	DESCRIPTION	REPORT
<b>STRATEGY</b>		
G4-1	Statement from a senior executive of the company	Message from the Chairman & the Head of the QSE Department
<b>COMPANY PROFILE</b>		
G4-3	Company name	J&P-AVAX S.A.
G4-4	Primary brands, products and/or services.	About the company
G4-5	Location of headquarters	J&P-AVAX S.A. 16, Amaroussiou - Halandriou str, 15125, Paradissos Amaroussiou Switchboard: 210-6375000, Fax: 210-6104380 Email: info@jp-avax.gr Site: www.jp-avax.gr
G4-6	Number of countries where the organization operates	About the company
G4-7	Nature of ownership and legal form	About the company
G4-8	Markets served	About the company
G4-9	Scale of the reporting organization	About the company
G4-10	Total number of employees by category, gender, age group, mobility and other differentiation indicators	Our People
G4-11	Report the percentage of employees covered by collective bargaining agreements	Our People
G4-12	Describe the organization's supply chain	Supply Chain & Supplier Selection
G4-13	Report any significant changes during the reporting period	There have been no major changes during the reporting period
G4-14	Report whether and how the precautionary principle is addressed by the organization	About the company
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Social Contribution

INDICATOR	DESCRIPTION	REPORT
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization participates	Associations and Memberships
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents	About the company
G4-18	Explain the process for defining the report content	Materiality Assessment
G4-19	List all the material Aspects identified in the process for defining report content	Materiality Assessment
G4-20	For each material Aspect, report whether the Aspect is material within the organization	Material Aspects Boundaries and Limitations
G4-21	For each material Aspect, report whether the Aspect is material outside of the organization	Material Aspects Boundaries and Limitations
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	This is the first Report
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	This is the first Report
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	List of stakeholders	Stakeholders
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Stakeholders
G4-26	Report stakeholder engagement and concerns	Stakeholders
G4-27	Report key topics and concerns that have been raised through stakeholder engagement	Stakeholders



REPORT PROFILE		
G4-28	Reporting period for information provided	1.1.2016-31.12.2016
G4-29	Date of most recent previous report	This is the first Report
G4-30	Reporting cycle (such as annual, biennial, etc.)	Annual
G4-31	Provide the contact point for questions regarding the report or its contents	Communication about the report
G4-32	Report the 'in accordance' option the organization has chosen	GRI Table
	Report the GRI Content Index for the chosen option	
	Report the reference to the External Assurance Report, if the report has been externally assured	
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report	For our first report, we have not sought external assurance
CORPORATE GOVERNANCE		
G4-34	Report the governance structure	Corporate Governance
ETHICS AND INTEGRITY		
G4-56	Statements on the mission or values, the codes of conduct and principles developed internally and related to the economic, environmental or social performance, as well as their stage of implementation	<p>About the company</p> <p>Internal Rules of Operation</p> <p>Company Policies and Procedures</p>

## IN ACCORDANCE - CORE

## SPECIFIC STANDARD DISCLOSURES

MATERIAL ASPECTS	INDICATOR	DESCRIPTION	REPORT
CATEGORY: ECONOMIC			
Economic Performance (Profitability)	G4-EC1	Direct economic value generated and distributed	Corporate Governance
Market presence	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage	Our People
	G4-EC6	Proportion of senior management hired from the local community	Board of Directors and Organisation Structure
CATEGORY: ENVIRONMENT			
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
	G4-EN13	Habitats protected or restored	Biodiversity
Waste Management	G4-EN23	Total weight of waste by type and disposal method	Waste Management - Recycling
Environmental Impacts	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Environment
CATEGORY: SOCIETY			
Occupational health and safety	G4-LA6	Rates of injury, occupational diseases, lost days and absenteeism.	Employee training and education
Employee Training	G4-LA9	Average hours of training per year per employee by gender and by employee category	Board of Directors and Organisation Structure
Employee diversity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Board of Directors and Organisation Structure
Combating Corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	Anti-Corruption Policies
	G4-SO5	Confirmed incidents of corruption and actions taken	Anti-Corruption Policies

**This Corporate Responsibility Report  
was prepared in partnership with CSE**



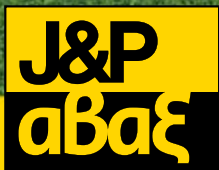
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