

**CORPORATE
RESPONSIBILITY
REPORT**

2017



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About the Report

Scope and boundary

The 2017 Corporate Social Responsibility Report (reporting period 1/1/2017-31/12/2017) is a clear outline of J&P-AVAX's targeted efforts to responsibly current meet economic, environmental and social challenges. This annual publication of the Company incorporates policies, actions and programmes it develops, as well as the targets it sets, based on the principles of Sustainable Development.

**The terms "Company" and
"J&P-AVAX" refer to J&P-AVAX S.A.**

This report was prepared in accordance with the GRI Standards 2016 for Corporate Social

Responsibility/Sustainability reports of the international Global Reporting Initiative (GRI) at CORE level. The principles of GRI were applied in determining the content and relate to the data completeness, topic materiality, and response to the needs of stakeholders and the Company's overall approach to Sustainable Development.

When deciding on the final content of the report based on the principle of materiality, the Company's Corporate Responsibility team conducted a materiality analysis in the form of a workshop. The results of that process are presented in the section "Approach to Sustainable Development" in this report. It is noted that the material topics decided upon after the materiality analysis relate to the Company's facilities (headquarters and main workshop) and to the projects the Company has undertaken in Greece, which are detailed below:

Trans Adriatic Pipeline (TAP)*

Project location and description	Project owner	Joint venture members
Northern Greece Engineering, procurement and construction (EPC) of LOT1 and LOT2, including approximately 360 km of ø 48» natural gas pipeline and valve stations, extending from Kavala to Ieropigi (at the Greek-Albanian border)	Trans Adriatic Pipeline (TAP)	J&P-AVAX S.A. – Bonatti SpA Participation percentage J&P-AVAX S.A.: 45%

* Contract for engineering, procurement and construction of two lots in Northern Greece (referred to as "TAP" in this report)

Athens Metro Line 3 Extension Project*

Project location and description	Project owner	Joint venture members
Piraeus Preparation of implementation design, construction of all civil engineering works, procurement, installation, testing and commissioning of E/M and rail equipment, maintenance and staff training for the extension of the Athens Metro Line 3 - Piraeus - Haidari section	ATTIKO METRO S.A.	J&P-AVAX S.A. – Ghella SpA – Alstom Transport S.A. Participation percentage J&P-AVAX 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. is a 100% participant in "Sub-project B: Electrical-mechanical works performed by J&P-AVAX S.A."

Revythousa*

Project location and description	Project owner	Joint venture members
Revythousa, Prefecture of Attica Planning, procurement of materials and equipment, construction and commissioning of a "full containment" tank with a capacity of 95,000 m ³ for storing liquefied natural gas (LNG). The project will be implemented at the Liquefied Natural Gas Terminal on Revythousa island.	Hellenic Gas Transmission System Operator (DESFA)	J&P-AVAX S.A.: 100%

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

Olympia Odos*

Project location and description	Project owner	Joint venture members
Peloponnisos Design and construction of "Olympia Odos" (Elefsina - Patras) consisting of: A) Existing Patras – Athens – Thessaloniki – Evzoni (main north-south motorway) sections i) Elefsina - Korinthos, Thiva: 63.9 km ii) Patras ring road: 18.3 km B) New Korinthos- Patras National Road: 120 km	Ministry of Infrastructure, Transport and Networks	Vinci Concessions SAS – Hochtief PPP Solutions GmbH – J&P-AVAX S.A. – Aktor Concessions S.A. – GEK Terna S.A. – Athena S.A. Participation percentage J&P-AVAX S.A.: 17%

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

Tithorea- Domokos Project*

Project location and description	Project owner	Joint venture members
Central Greece The project is part of the new high-speed railway line of the Patras – Athens – Thessaloniki – Promahonas axis (PATHEP), and involves a section between the Tithorea and Domokos railway stations in the Prefecture of Phthiotis	ERGA OSE S.A.	J&P-AVAX S.A. – Aktor S.A. – Terna S.A. Participation percentage J&P-AVAX S.A.: 33.33%

* Completion works of infrastructure and building facilities and construction of superstructure of electromechanical facilities, signalling, telecommunications and electrification of the new double railway line high speed Tithorea-Domokos (DD635) (referred to as "Tithorea-Domokos" in this report)

The report was prepared with the support and expert guidance (data collection, evaluation and authoring) of Grant Thornton (www.grant-thornton.gr).



Restrictions and significant changes

In preparing this report, there were no significant changes in scope, boundary, or assessment method applied. Where revisions have been made, a specific reference is mentioned in the relevant sections, tables or charts, and the reasons of the revision are stated in the corresponding points.

The project team

To prepare the Report, a Company Corporate Social Responsibility team has been set up, consists of staff from divisions and departments involved. A key task of the team is to monitor and document the annual action plan on issues of sustainability, and to submit proposals aimed at generating value for all stakeholders. Additionally, the team gathers all the required information relating to the Company's sustainability sectors.

Sources of information

The data and information presented in this Report have been collected on the basis of the Company's existing record-keeping procedures, as well as from databases maintained as part of applicable management systems. The data collection and presentation methodology is based on the GRI Indicator Protocols. Where data are provided, which have been obtained after processing or based on certain

assumptions, the way and the method of the calculation are presented, according to the Global Reporting Initiative guidelines (GRI Standards).

Updates and additional information regarding J&P-AVAX are available on the Company's website, www.jp-avax.gr.

Contact

We invite you to send us any questions or requests for clarification, as your opinion about the report is very important to the Company. Please send your observations and comments, or the completed questionnaire attached at the end of this report, to the following address:

J&P-AVAX

**Attn: Quality-Safety-
Environmental and CSR
Management Dept.
16, Amarousiou-Halandriou Str.
15125, Maroussi, Greece
Call Centre: (+30) 210-6375000
E-mail: info.csr@jp-avax.gr**

Message from the Managing Director

Corporate Social Responsibility has been incorporated in our Company's strategic planning and the development of our corporate strategy is based not only on the requirements and needs of the Company but of its stakeholders as well.

Our non-negotiable goals are the continuous improvement of the quality of our services, the growth of our know-how and specialisation in all construction sectors, the development and advancement of our employees, the reduction of our environmental footprint, and, of course, the quest for initiatives aimed at managing and conserving energy while staunchly supporting actions centred on society.

As we move into the future, we endeavour to take advantage of all opportunities presented to us in order to generate added value for all of our Company's stakeholders. Our strategic

planning, good practices and goals are formed based on the respect for People, for Society and for the Environment.

We aim to be counted amongst the most significant and trustworthy construction companies worldwide and we will continue to do everything in our power to maintain the high quality of our services, and to invest in know-how and specialisation in all construction sectors with a deep sense of responsibility for our people, for the environment and for society.

Konstantinos Mitzalis

*Managing Director and Vice-Chairman
of the Board of Directors*

Message from the CSR Manager

Socially responsible operation is a strategic priority for J&P-AVAX. In this frame, the Company implements programmes that ensure the continuous improvement and which are regularly monitored and certified by independent international bodies.

Last year, we issued our Company's first Corporate Social Responsibility Report, which included the evaluation of material topics based on the views of the Company's stakeholders and an overview of all of our actions by Corporate Responsibility action area.

In this - our second - Corporate Social Responsibility Report, we present the overall framework of actions per CSR pillar, in accordance with the requirements of the Global Reporting Initiative (GRI) Standards, and for the first time, in relation to our contribution to achiev-

ing the UN's 17 Global Goals for Sustainable Development.

Through the systematic mapping of our Company's Corporate Social Responsibility, we hope to establish a framework for what is most worth pursuing and what we, the people at J&P-AVAX, can all together achieve based on the three key pillars People-Society-Environment.

Roe Konstantarou
*QSHE & Sustainability
Corporate Director*





company's profile

“

Building a powerful
future

”

1.

Company's Profile

1.1 The J&P-AVAX Group

With a strong portfolio in the general construction industry, the Group undertakes projects for both the private and public sector, in Greece and abroad. Having developed activities in all areas of construction, it has gained global recognition and become a reliable partner in projects with international firms and some of the largest construction companies in the world.

Specifically, the Group includes companies that hold 7th, 6th, 4th and 3rd grade Contractor's Registry certificates for Public Works, as well as companies engaged in off-shoot activities, such as Real Estate, Vehicles Technical Inspection Centres (KTEO), Parking Areas construction-management-operation, Facilities Management, project and contract management, operation of Renewable Energy Sources and others.

1.2 The Company

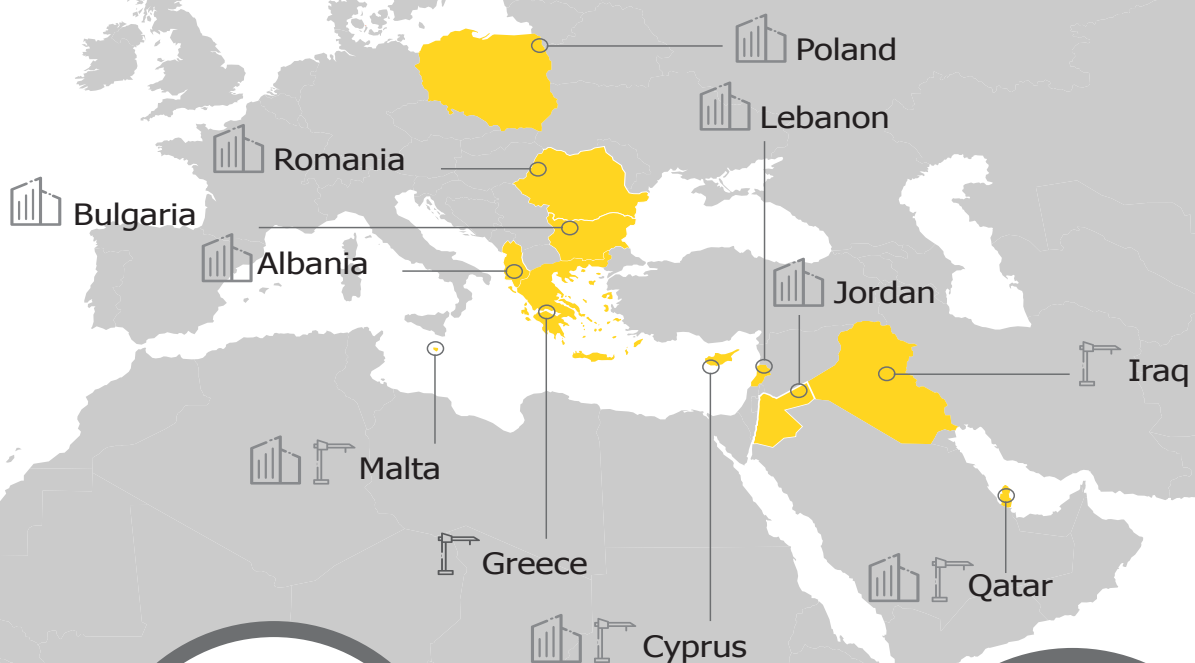
J&P-AVAX S.A. was established in 2002 and has since become a robust construction services undertaking, with dynamic business and financial growth. It is the parent company

of the J&P-AVAX Group, which is one of the most powerful construction contracting groups in Greece, with a prominent presence in many of the country's major projects.

In 2017, the J&P-AVAX Group included ETETH S.A., ATHENA S.A., J&P Development S.A., ELVIX S.A., AUTECO (J&P-AVAX IKTEO S.A.), TASK J&P-AVAX S.A., VOLTERRA S.A., ANEMA, ENERGEIAKI KYKLADON, MONDO TRAVEL S.A., ERGONET S.A., and AKINITA EVIAS.

Parent company J&P-AVAX is licensed to the highest contractor's level (7th grade) for public works projects and is eligible to act as an independent bidder for public works with no budget cap, as well as pursuing private projects. Group companies often work in joint ventures on many projects, each bringing their specialised know-how to the venture. J&P-AVAX is also certified to the EN ISO 3834-2 standard as a contractor for natural gas and industrial pipe works.

Participation in
85
joint ventures



1,675
employees

24.4%
revenue
increase
in 2017



Projects



Branches

J&P-AVAX Group data

Quality, Safety and Environmental Management Systems, certified to international standards ISO 9001, OHSAS 18001 and ISO 14001 respectively, are applied to all of the Group's activities.



Applying Management Standards

Throughout the scope of its activities, J&P-AVAX S.A. implements certified management systems for Quality (ISO 9001), Health and Safety (OHSAS 18001) and Environment (ISO 14001). The Company's successful implementation of management systems has multiple short- and long-term benefits, such as:

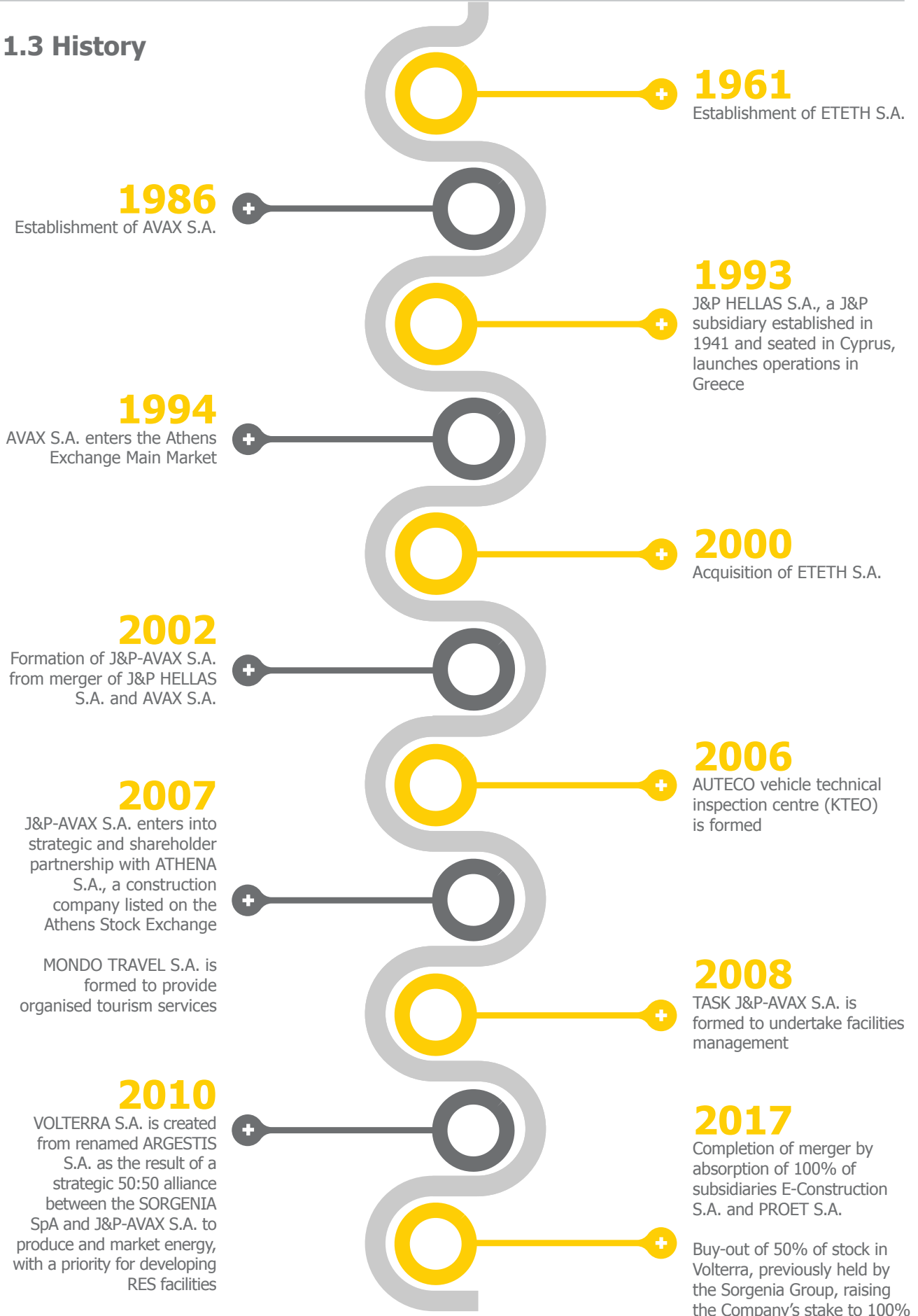
- **Gradual improvement** of the Company's organisation, with indirect improvement and standardisation of operations and activities.

- **The systematic monitoring** of legislation and documented compliance with it.
- **Improved safe working** conditions on all projects and at all facilities.
- **Environmental protection**, natural resource conservation and greater employee environmental awareness.
- **Improved ability to identify** and assess high-risk situations and working conditions.
- **Improved crisis** management procedures.

Management System Certificates



1.3 History



1.4 Vision and corporate values

The Company is a responsible organisation focused on delivering safe, functional projects, on people and on environmental protection. Building a successful business while operating responsibly is a strategic priority for J&P-AVAX. To achieve it, the Company incorporates responsible practices in its procedures and corporate culture that are in line with its vision, its mission and the priorities it has established.

J&P-AVAX endeavours to be amongst the leading and most reliable construction companies worldwide. For this reason, the Company continually develops and expands its services as it aims to make a strong contribution to changing developments in its sector. Corporate values and examples of the way in which the Company operates and grows are:



J&P-AVAX S.A. resulted from the merger of J&P HELLAS S.A. and AVAX S.A. The companies, both holders of the maximum 8th grade certificate at that time, merged in 2002 and received the highest possible 7th grade certificate for public sector projects.

The merger of the two companies created one of the most powerful construction scheme in Greece, engaged in all construction sectors.

1.5 Strategic growth

J&P-AVAX's growth is strategically oriented to penetrating foreign markets as a way of bolstering its activity. The most significant foreign markets in which the Company is already active or expanding to, include Eastern Europe and several geographical areas in the Middle East and North Africa. Ongoing changes that result from the socio-political nature of these countries create increased needs for infrastructure projects requiring intensive construction activity over a period of years. The Company enjoys the significant advantage of the cumulative know-how of its highly trained and experienced professional staff. The Company builds its strategic growth on the basis of these four axes:

Strengthening its competitive advantage

- Growth modelled on the standards of major international construction groups, by diversifying revenue through expansion of activities in related sectors, environmental projects, facilities management (maintenance, operation and management of large buildings), managing and processing of solid, special and biological waste, maintenance of major infrastructure works, assuming responsibilities from local authorities for cleaning, maintenance and signage of road networks, redevelopment of Olympic sports venues and accommodation following appropriate modification.
- Promoting synergies at Group level and developing new competitive advantages by using construction methods, technologies and skills associated with the sector.

Concessions

- Strong presence in project tenders with concession agreements to secure construction objectives and regular revenue over the longer term.
- Strengthening special internal division for self-financing projects and existing network of specialised external associates (engineering firms, bancassurance system, and law firms) to effectively pursue and take on concession projects.
- Instituting autonomous concession financial body to maximise revenues and limit associated financial risks.

Strengthened presence on international markets

- Undertaking projects in regions of Europe, North Africa and the Middle East.

Real Estate

- Selective investment and development of quality, high-end projects with aesthetic appeal, with an emphasis on urban and holiday homes and selected office and retail properties, as well as providing property-related consulting services.
- Developing new markets and products, such as retirement villages.

1.6 Participation in professional bodies and organisations

The Company takes part in national and international associations, organisations and professional bodies to facilitate the exchange of know-how, stay informed of market trends and to continually improve its services to customers and associates.

- General Commercial Registry (GEMI)
- Athens Chamber of Commerce and Industry (ACCI)
- Register of Contracting Companies (MEEP)
- Panhellenic Association of Engineer Public Works Contractors (PEDMEDE)
- Association of Technical Companies of the Highest Classes (STEAT)
- Public Works Contractors Welfare Sector (TPEDE)
- Technical Chamber of Greece (TEE)
- American-Hellenic Chamber of Commerce
- British-Hellenic Chamber of Commerce
- Arab-Hellenic Chamber of Commerce and Development
- Union of Listed Companies
- Hellenic Federation of Enterprises (SEV)

- Hellenic Foundation for European and Foreign Policy (ELIAMEP)

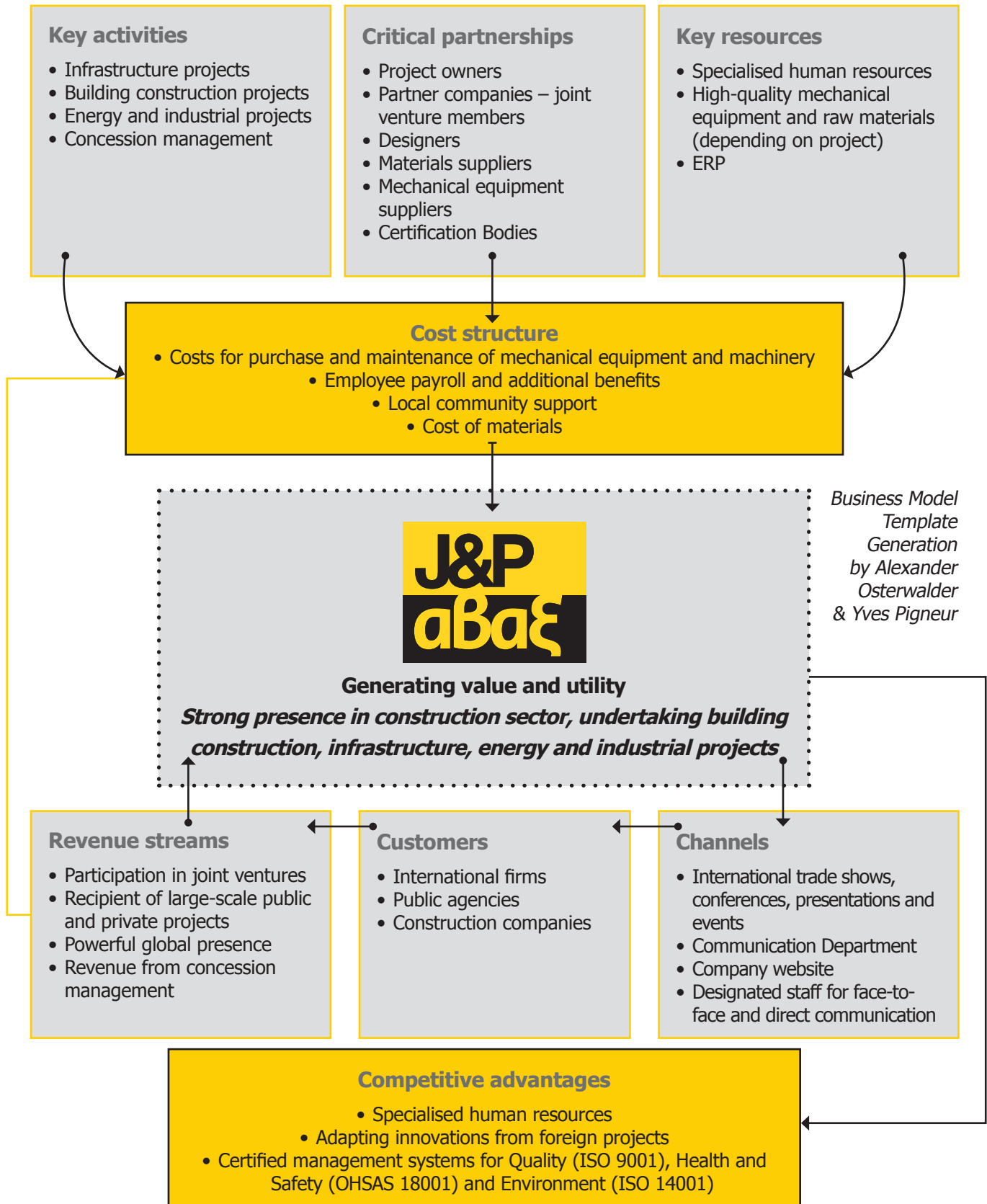
J&P-AVAX is a member of the Hellenic Network for Corporate Social Responsibility (CSR Hellas) to ensure it receives up-to-date information on the principles and practical applications of corporate responsibility at a national and local level, so that it can best incorporate these within the organisation.

1.7 Business model

Through its business model, the Company endeavours to improve its business performance while ensuring its responsible corporate operation. In order to achieve its company goals and generate value for all of its stakeholders, J&P-AVAX has incorporated into its business model key factors such as response to market trends and customer needs, mode of communication with them and maintaining excellent relations with associates. The business model applied by J&P-AVAX comprises the following:



J&P-AVAX business model







markets

“

J&P-AVAX
is engaged
in carrying out
demanding,
high-specification
construction projects
in world markets

”

2. Markets

2.1 Main activities and major projects

The Company endeavours to expand its business activities throughout the entire spectrum

of construction, undertaking major technical works and applying the expert knowledge it acquires from one project to the next.

The projects the Company takes on fall into one of three main categories:



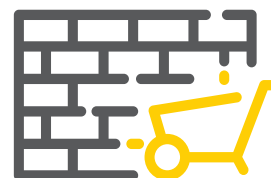
Infrastructure projects

- Bridges
- Railways
- Road works
- Ports
- Environmental projects
- Metro Rail Projects
- Other



Energy and Industrial projects

- Electrical power plants
- Liquefied gas terminals, refineries and petrochemicals
- Environmental projects
- Pipeline projects



Building projects

- Hospitals
- Sports complexes
- Hotels
- Banks
- Education facilities
- Car parks
- Airports
- Buildings
- Other civil engineering projects
- Olympic sports facilities
- Special projects

Examples of projects under each of the above categories include:



Olympia Odos Motorway Project (Korinthos-Patra)

The large-scale technical works (tunnels, bridges, overpasses and underpasses) that are in progress in the Korinthos-Patra section of the Olympia Odos Motorway contribute to fast and safe transport. This section includes construction of 12 tunnels totalling 16 km in length. **Four of these, totalling 8.2 km, form a complex of tunnels in the Panagopoula area, between Aigio and Rio. That is where the motorway's longest tunnel (4 km) - the third-longest in Greece - is being constructed.** The Panagopoula system of tunnels in particular is a technical achievement, given that due to the unique geomorphology of the region, special designs were needed for their construction.



Revythousa Project

This is one of the most important energy-related projects in Greece, under an agreement between J&P-AVAX and the Hellenic Gas Transmission System Operator (DESFA). It involves the construction of a third liquefied natural gas (LNG) storage tank on Revythousa islet with a capacity of 95,000 m³, added to the existing two tanks with a total capacity of 130,000 m³, which will be connected to the LNG terminal facilities and existing gasification installations.

This particular project not only significantly augments the storage capacity and energy autonomy of Greece, but also allows greater flexibility in selecting suppliers to secure the best prices on the natural gas market.

It is noted that the J&P-AVAX Group and its subsidiaries has successfully participated in the design, materials procurement, construction and operation of the existing technical equipment and storage and port facilities of the LNG terminal at Revythousa.



Ultra-modern schools guided by sustainability

The year 2017 saw the completion of an ambitious new project, implemented through a public-private partnership (PPP), to build and maintain 10 schools in the Attica Region. These projects offer great social benefits, as they serve more than 2,000 students. The object of the project was to build a total of 10 school buildings in the municipalities of Athens, Iraklio, Oropos and Megara in Attica, after which the Company will provide maintenance and technical management.

Photovoltaic panels, green roofs, water reclamation and rain water reuse, special noise-absorbing and thermal-insulated flooring, floating stairways and soundproof doors were just a few of the features of the schools.

Though unfamiliar to the general public, these techniques are the essence of bioclimatic architecture and have been applied to 10 school buildings in Attica as part of a public-private partnership project. "We love our new school - the arts room, the covered gym, the 3-D printer," said the students at the 2nd Primary School Kallithea-Penteli, which has been in operation since September and adheres to the above sustainability criteria. In this PPP, which was awarded as the Agreement of the Year by the World Finance magazine, the Municipality of Penteli, the European Commission and the European Investment Bank, ATESE S.A., J&P-AVAX S.A., Building Infrastructure S.A. and the Ministry of Economy and Development participated.



At J&P-AVAX, responsible entrepreneurship is based on sustainable development, ongoing improvements and generating value for employees, customers and partners. The Company has years of experience, having implemented a large number of demanding projects around the world.

More specifically, the Company is engaged in:

- **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,** waste 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.

The Company also takes part in major self-financing projects which broaden its prospects and enhance experience.

2.2 Quality assurance

For J&P-AVAX, effective quality management is a critical prerequisite for providing its services, as the markets in which it operates are characterised by high quality standards and intense competition. To that end, the Company has recognised that the implementation of a certified Quality Assurance System meeting the requirements of international standards helps to sustain its competitiveness.

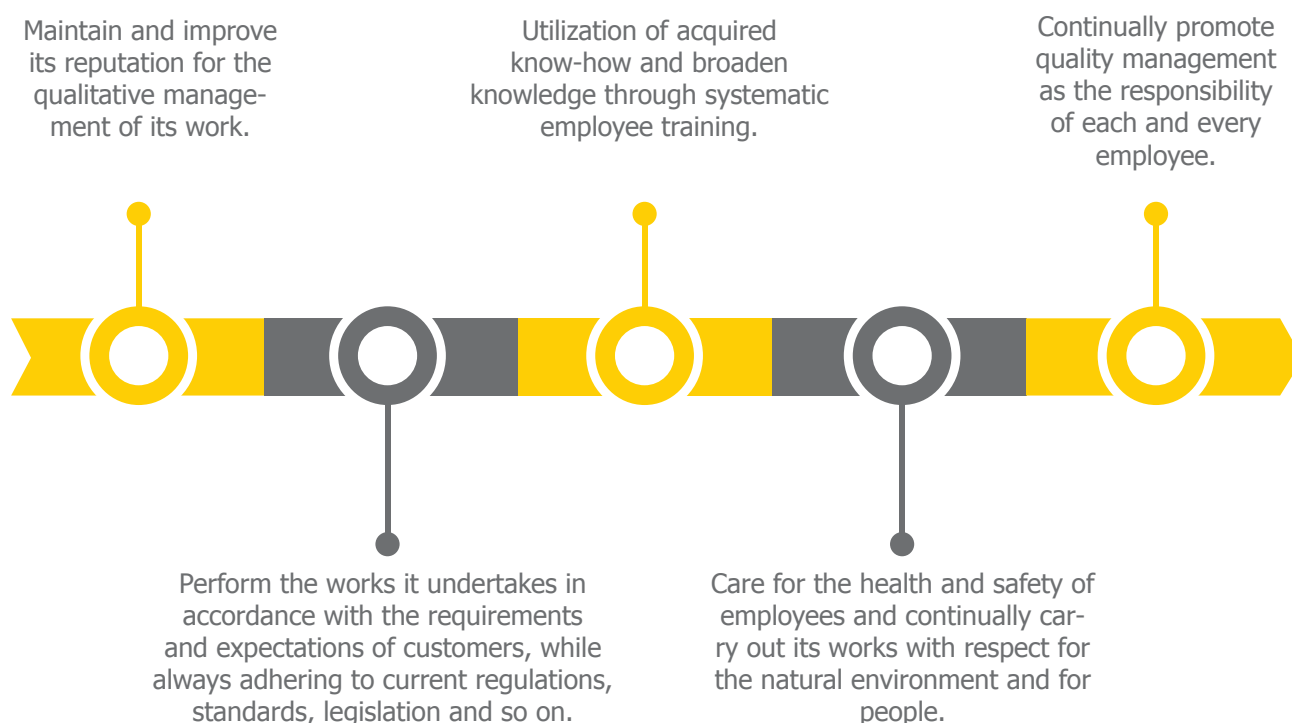
Specifically, J&P-AVAX develops policies and



procedures for all its activities, monitors their effective implementation and makes improvements wherever deemed necessary.

The Company applies a Quality Policy which helps to maintain and implement an efficient

and effective Quality Management System, in compliance with the requirements of the ISO 9001 standard. The Management System has been designed to cover all of the Company's management functions, and aims to:



In order to achieve the above goals:

- **The construction of technical projects** undertaken by the Company is planned in great detail to ensure their timely and safe completion.
- **The requirements of each customer** are reviewed in depth so they are fully understood.
- **The Company and its work sites operate** on the basis of the Quality Management

System developed in accordance with the ISO 9001 standard, as driven by market demands and experience gained from previous projects.

- **Company associates** are carefully selected and systematically evaluated.
- **Company personnel** are trained in response to needs as they arise.
- **Know-how** is documented, systematised and applied from project to project.



2.3 Customer relations

Key elements of J&P-AVAX's successful history are the long-term relationships of trust it has cultivated with its customers, and the high level of customer satisfaction noted upon project delivery. J&P-AVAX customers include the following:

- **Public or other legal entities** from the public sector (contracting authorities)
- **Project owners** (project developers of private projects)
- **Public-Private** Partnerships (PPP)

The projects are implemented according to the precise specifications and requirements that the customers-project owners themselves define.

The Company meets all the prerequisites for their successful execution and has proven time and again that it can complete and deliver even the most demanding construction projects.

It should be noted that J&P-AVAX expects all of its associates and members of joint ventures to share its values and to comply with current legislation.

In projects where the customers are public agencies, a certificate of completion is sent upon delivery, as part of the Company's effort to register customer satisfaction. In the event of any complaints, these are communicated directly to the project managers for further actions.

As its goal is to maximise customer satisfaction, the Company endeavours to continually improve both the level of employee training and the quality of services it offers. An important element for the successful outcome and delivery of projects is also the careful selection of suitable associates (designers, architectural firms, civil engineers and other specialists).

2.4 Working with external providers

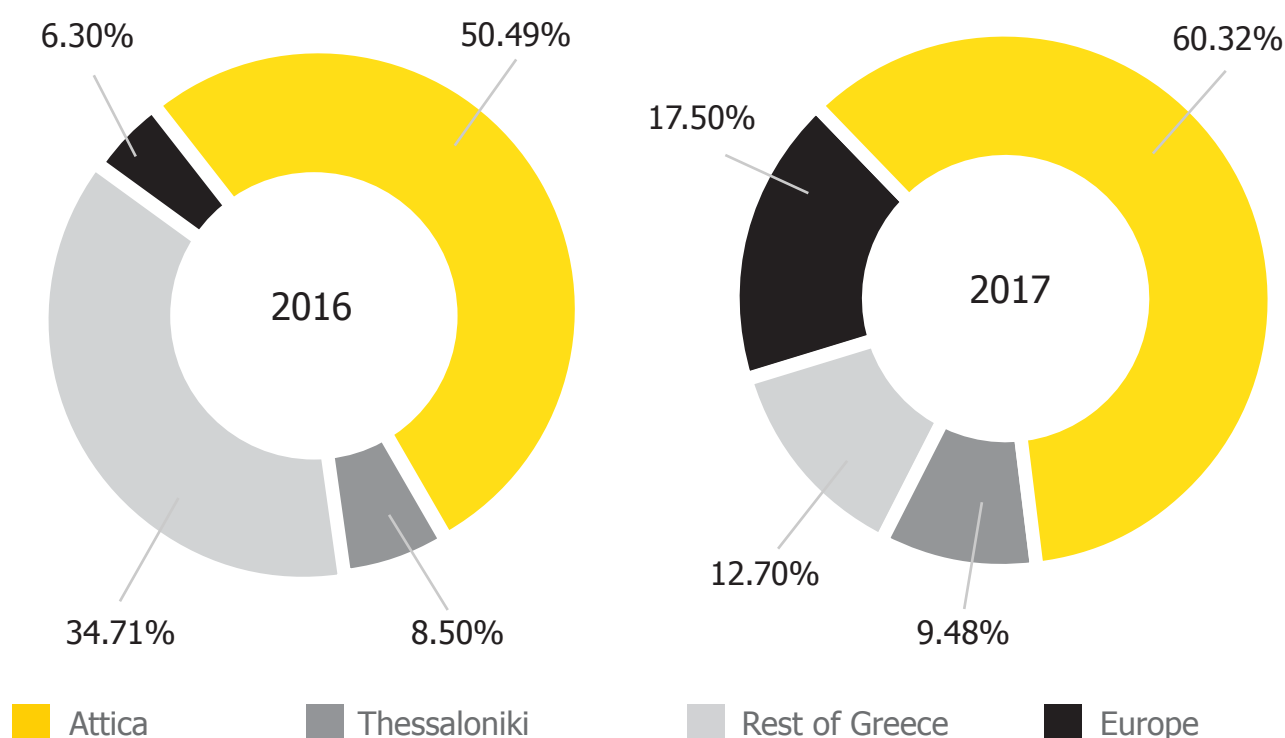
Relations between J&P-AVAX and its suppliers and contractors throughout the entire range of Company activities and operations are fully aligned with the principles of fairness, transparency, trust, honesty and integrity.

Since safeguarding relations with customers and the ongoing improvement of Company services are priorities for J&P-AVAX, it places particular emphasis on the associations it develops with its suppliers and attaches great importance to their selections. The Company also procures materials from local suppliers whenever feasible. To this end, the Company has adopted and applies a procurement procedure.

Aside from primary and secondary raw materials, the Company procures mechanical equipment to perform its works. The procurement of mechanical equipment is determined by the equipment handling procedure which specifies how the mechanical equipment used in projects is handled and maintained properly to ensure the best possible environmental performance and that it is used efficiently in the projects undertaken by the Company.

For every project the Company undertakes, the precise specifications for both primary and secondary raw materials and for mechanical equipment are clearly defined by the customer-project owner. Through its procurement procedure, the Company ensures that the materials incorporated in the projects always meet these specifications.

Distribution of primary and secondary raw material suppliers by geographical area



Suppliers evaluation: Suppliers of primary and secondary raw materials and of mechanical equipment who have never worked with the Company before are first evaluated through a questionnaire and according to specific criteria. Provided that the outcome of their evaluation is positive, they are being registered as approved suppliers on the Company's ERP system.

During 2017, 231 suppliers were evaluated on the basis of labour and social criteria (percentage of total: 53.47%).

A subcontractor management procedure is

used to select and monitor subcontractors' performance. The procedure includes their evaluation and registry on the Company's ERP system. Depending on the demands of the project and the criticality of the works, quality engineers may conduct second party on-site audits at projects.

It is noteworthy that 60-70% of the Company's major suppliers (suppliers of concrete, metal elements and parts, asphalt) have adopted sustainable development practices throughout their activities.

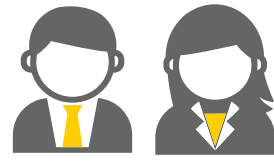
Our goals for 2018-2019

1. Include sustainability criteria to suppliers' evaluation questionnaire









our employees

“

Our priority
is to maintain
a modern,
creative and safe
workplace

”

3. Caring for our employees

The people at J&P-AVAX are the ones who put the Company's philosophy and vision into practice on a daily basis. They are also its most important capital. As a responsible employer, the Company endeavours to maintain and develop a modern, creative and safe working environment, ensuring it is free of prejudice and promoting values such as teamwork, mutual respect, trust and cooperation.

Company policies and initiatives pertinent to human resources aim at effectively recruiting, developing and retaining employees. As part of these efforts and by applying the latest methods for selection, training, evaluating and rewarding, the Company places particular emphasis on:

- Making staffing decisions through merit-based selection and assessment systems, as appropriate to the needs and requirements of each job area,
- Providing equal opportunities for training and career development to every employee, and
- Building a system of recognition, in accordance with the values of the Company.



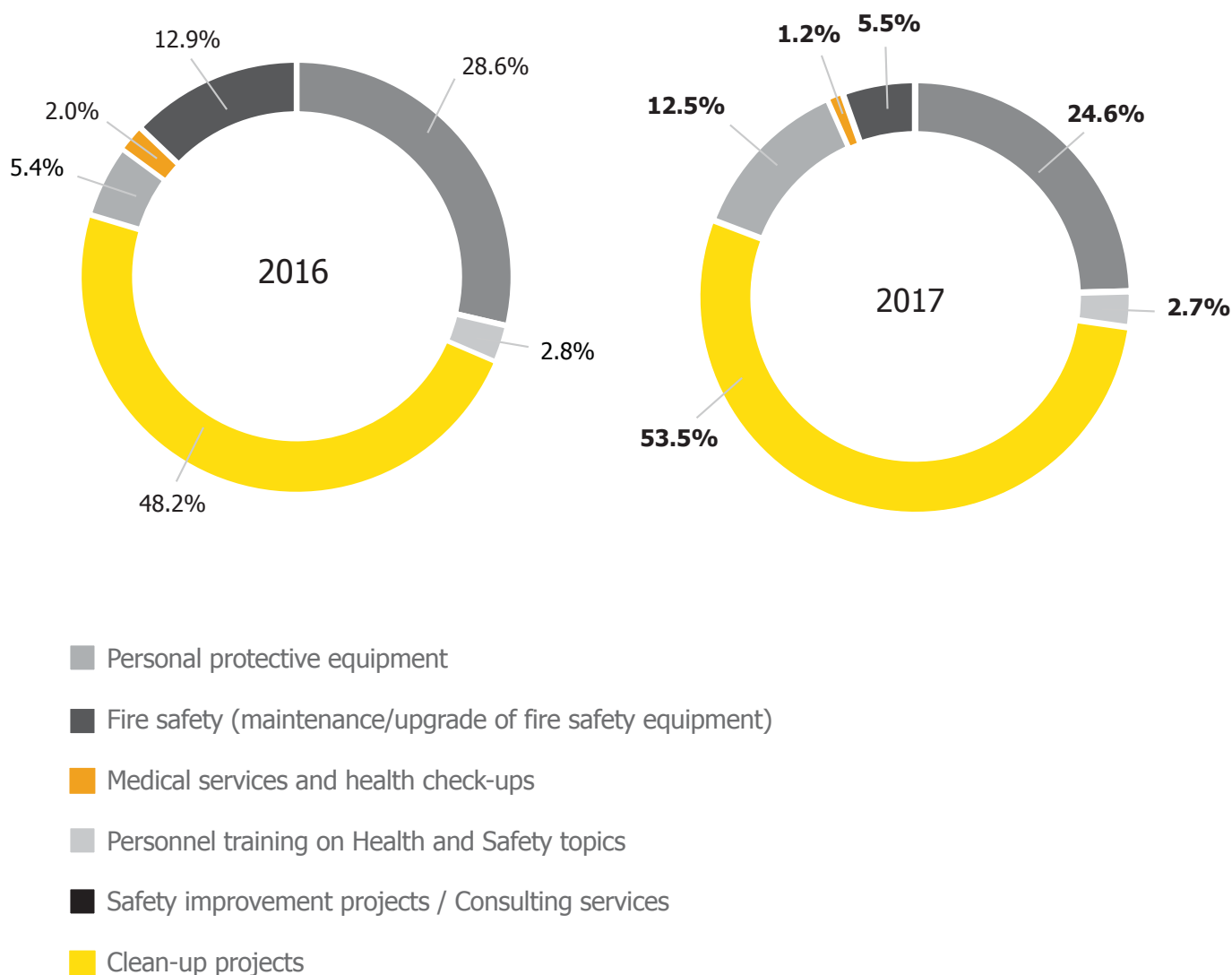
**We believe in our people and invest in them with the aim
of continually strengthening and developing the human resources
that staff our Company.**

3.1. Occupational health and safety

Ensuring the health and safety of all employees is the highest priority for J&P-AVAX and a decisive factor in its effective daily operation. As part of this objective, the Company implements a certified Occupational Health and Safety Management System (according to OHSAS 18001 standard).

Our overriding goal and a commitment we are all bound by, is to create a safe and healthy work setting where a culture of safety is actively cultivated and the effort to minimise work accidents is daily and ongoing at all work sites and in all areas of activity. To this end, the Company regularly invests in training, in projects to improve safety, in medical services, etc. More specifically:

Investing in health and safety (%)



Health and Safety Management

As part of the Health and Safety Management System, the Company has put in place an incident management procedure which sets down an effective mechanism to manage all accidents that may occur at job sites or other Company facilities, with the aim of achieving its "ZERO" accidents target.

The Company monitors and records incident frequency and severity rates by project so that it can act promptly to make improvements where it is deemed necessary.

Training on occupational health and safety

Number of seminars



86



109

Employee participations



3,406



7,518

Training hours



4,611



12,251

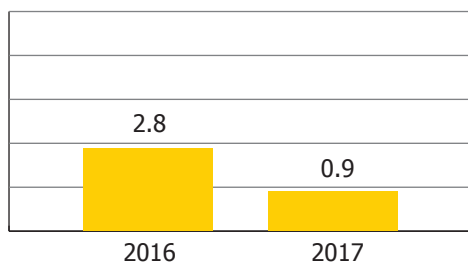
2016

2017

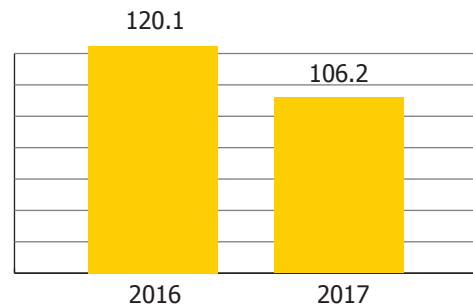
Health and safety Indicators

TAP Project

Lost-time Injury Frequency Rate (LTIFR)

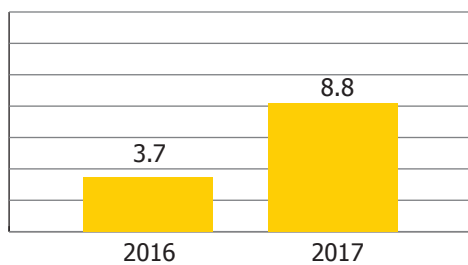


Severity Rate (SR)

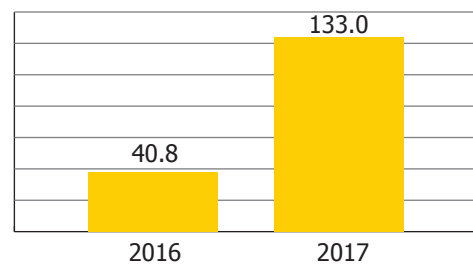


Athens Metro Line 3 Extension Project

Lost-time Injury Frequency Rate (LTIFR)

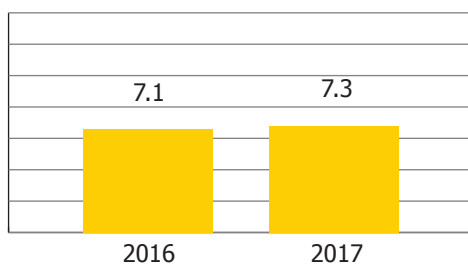


Severity Rate (SR)

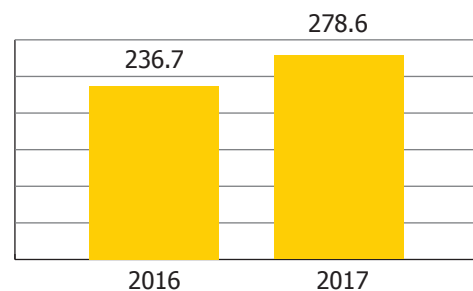


Olympia Odos Motorway Project

Lost-time Injury Frequency Rate (LTIFR)



Severity Rate (SR)



LTIFR Rate: (no. of incidents / manhours)*10⁶

SR Rate: (no. of days absent from work / manhours)*10⁶

It is worth noting that, for the period 2016-2017, no incident involving occupational health and safety was recorded at either the Company's main offices or on the Revythousa or Tithorea-Domokos projects. As regards the Company's Main Workshop in Koropi, although there were no incidents in 2016, the accident frequency (LTIFR) and severity (SR) rates in 2017 came to 22.9 and 710.8 respectively.

Safety Engineer, Occupational Physician and Medical Consultant

The Company not only makes sure that all health and safety rules are observed, but also that all employees are sufficiently trained to effectively respond to any incident. At every work site, the safety engineer is responsible for health and safety issues and conducts site safety inspections, arranges for employee

training and works to resolve any issues that may arise, in conjunction with the work site foreman.

Additionally, the safety engineer is charged with preparing the monthly health and safety report. This involves filling out a special form in detail with the number of employees, any incidents that occurred, near-miss accidents, number of training sessions held, and the number of internal and external audits conducted.

The occupational physician issues fit-for-work notes for employees and keeps their medical records up to date, as required by law.

Medical consultant: Since 2013, J&P-AVAX has employed the services of a medical consultant, as an additional benefit for its employees. The medical consultant visits the Company's main offices once a week, giving all employees an opportunity to call in, to be examined and to seek medical advice. It is noted that the Company maintains a fully equipped doctor's office at its headquarters, where the medical consultant meets the employees.



3.2. Professional development and training

The Company supports the ongoing and systematic improvement of employee skills through training programmes and additional

initiatives. Continuous education is available to our people through intra-company seminars, participation in educational and post-graduate programmes aimed at furthering both personal and professional growth and through tailor-made skills development.

**Total hours of training by gender,
at Company facilities and projects**
TAP Project

Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

1,448	12,849.2	8.87
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Men	Women	Men	Women	Men	Women
1,229	219	12,493.5	355.7	10.16	1.62

Revythousa Project

Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

36	29.4	0.81
----	------	------

Men	Women	Men	Women	Men	Women
35	1	29.4	0	0.84	0.0

Tithorea-Domokos Project

Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

71	41	0.57
----	----	------

Men	Women	Men	Women	Men	Women
66	5	41	0	0.62	0.0

Olympia Odos Project

Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

167	76	0.45
-----	----	------

Men	Women	Men	Women	Men	Women
158	9	74	2	0.46	0.22

Athens Metro Line 3 Extension Project

Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

523	530	1.01
-----	-----	------

Men	Women	Men	Women	Men	Women
471	52	496.75	33.25	1.05	0.63

Koropi Main Workshop

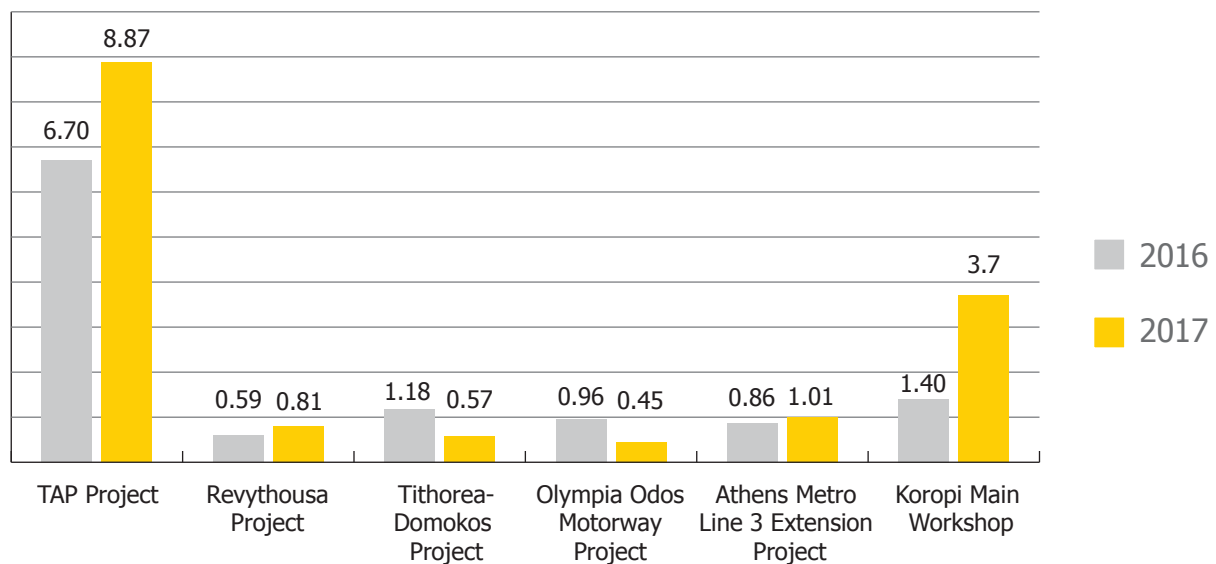
Number of employees	Total training hours	Average training per employee
---------------------	----------------------	-------------------------------

29	107.5	3.7
----	-------	-----

Men	Women	Men	Women	Men	Women
28	1	107.5	0	3.8	0.0



Average training hours per employee 2016-2017



Aiming to provide appropriately targeted training, programmes are evaluated regularly and training needs are assessed in order to adapt and redesign programmes so they best respond to ever-changing needs and provide effective and substantive employee training.

The topics developed for training programmes mainly focus on project environmental

management, implementing quality programmes, safety measures, first aid, risk management and providing information on personal data protection (General Data Protection Regulation).

The Company also offers young people the opportunity to do their internships at J&P-AVAX and become familiar with the work environment, receive training and acquire work experience.

In 2017, J&P-AVAX welcomed 12 young people who completed their internships at its facilities.

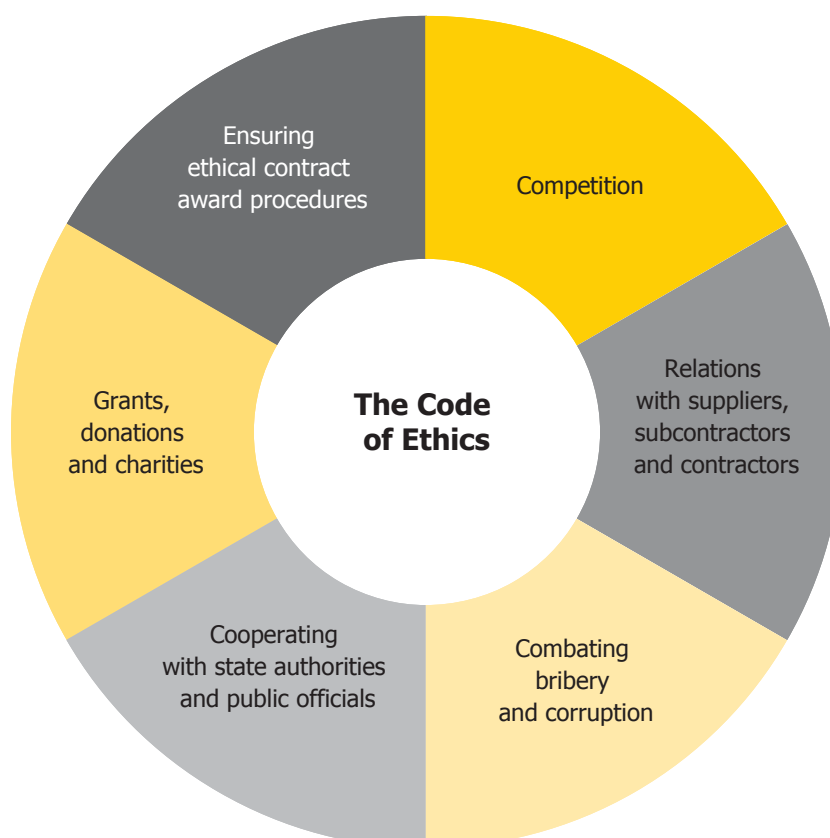
3.3. The Code of Ethics

The Company places particular emphasis on protecting human rights and labour rights, on safeguarding and promoting the well-being of all employees regardless of position or rank, on gender equality and on eliminating inequalities. These values are included in the Company's Internal Regulations and its Code of Ethics, which contain appropriate guidelines for all employees on cultivating respect for human and labour rights.

Specifically, the Code applies to and must be enforced by all employees, regardless of position or rank in the organisation, the members

of the Board of Directors, salaried personnel, subcontractors, affiliated companies, consultants, mediators, representatives of third-party interests, suppliers, contractors and anyone operating on the Company's behalf.

The Code is notified to all of the above, while supervisors, the director of Human Resources, the Compliance Officer and the CEO are all available for clarifications and answering queries about the Code. Particularly with regard to responsibilities for external relations, the Code of Ethics stipulates certain actions that must be taken by employees and other associates pertaining to:



3.4 Equal opportunities and respect for human rights

The Company abides by a human resources management policy guided by providing equal opportunities without discrimination on the basis of gender, nationality, religion, age or educational level. By fostering a climate of dignity and mutual respect, J&P-AVAX strives to provide equal growth opportunities for all employees.

The Company is committed to promoting respect for human rights and ensuring compliance with people's fundamental freedoms and rights, as outlined in its principles and in the Code of Ethics. Moreover, the Company prohibits any type of harassment or violence, and there are procedures, guidelines and mechanisms in place to ensure deterrence of such phenomena in the workplace.

The Company is in full compliance with current laws prohibiting child labour and verifies that all employees are over the age of 18. No incidence of discrimination on the basis of gender or nationality involving any personnel at J&P-AVAX has been identified or reported to date.



3.5 . Additional benefits

The practice of providing additional benefits has been introduced with the aim of recruiting, hiring and retaining experienced staff with the necessary skills and behaviours that lead to

optimising individual and, by extension, overall performance. A comprehensive package of additional benefits has been developed at J&P-AVAX, in addition to benefits stipulated by law, and includes:

Private medical and hospital care for employees and members of their families



Interest-free loans and salary advances to cover emergent needs



Blood bank, maintained through a voluntary blood drive programme, available to employees and members of their families



Partial funding of post-graduate degrees



Depending on position and rank, the Company also has a policy for covering communication needs (mobile phone), a policy for covering expenses related to executive transfers, and a

travel expense policy (e.g. fleet of company-owned and leased cars, petrol and diesel fuel cards, e-passes).

3.6 General human resources data

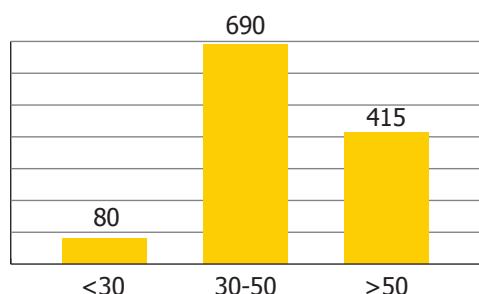
At the end of 2017, J&P-AVAX employed a total of

1,185 people, all on a full-time basis. Of the total, 1,124 are Greek employees. It is worth noting that the number of jobs grew by 9% over the previous year.

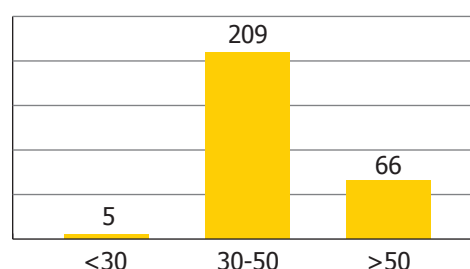
Human resources data		
Personnel data (31/12)	2016	2017
Total personnel	1,084	1,185
Men	935	1,031
Women	149	154
Full-time employees	1,080	1,185
Men	935	1,031
Women	145	154
Part-time employees	4	0
Men	0	0
Women	4	0

During 2017, there were 280 external associates - 233 men and 47 women - providing services to the Company.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Employee turnover		
	2016	2017
New hires	219	145
Departures (e.g. retirement, contract end)	194	269

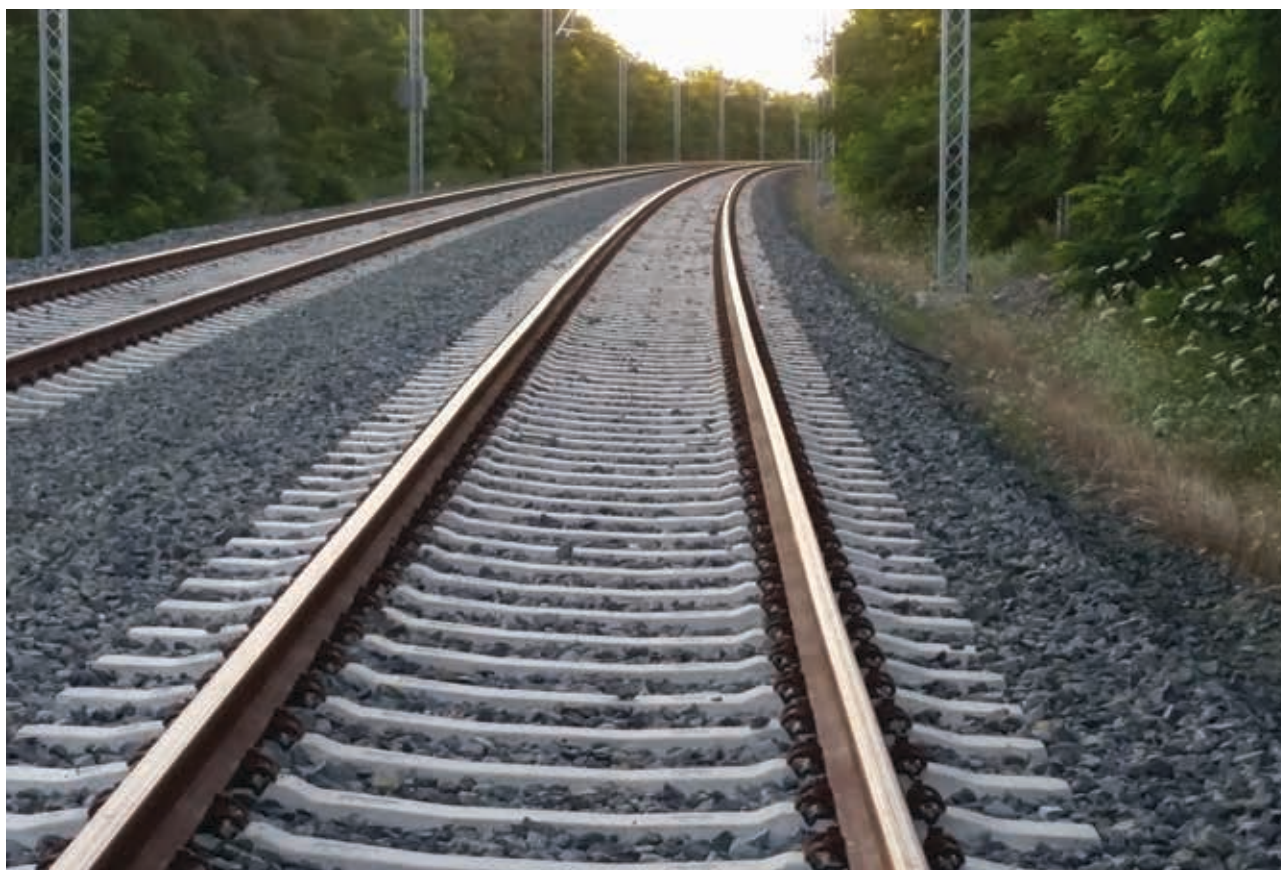
Total hires by gender and age 2017

	<30	30-50	51+
Men	27	69	36
Women	1	9	3
TOTAL	28	78	39

Total departures by gender and age 2017

	<30	30-50	51+
Men	32	126	105
Women	0	6	0
TOTAL	32	132	105

It is J&P-AVAX's goal to do business responsibly and maintain close ties with the local communities in which it operates. To that end, the Company seeks to hire staff from the local communities whenever feasible.



Human resources data per project

TAP Project

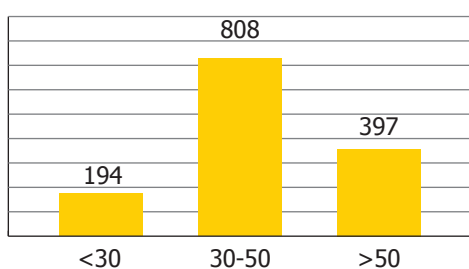
During 2017, 1,399 employees worked on the TAP project, all on a full-time basis. Of the total, 1,369 are Greek employees and 30 are expatriates.

Personnel data	2016	2017
Total personnel	615	1,399
Men	552	1,187
Women	63	212

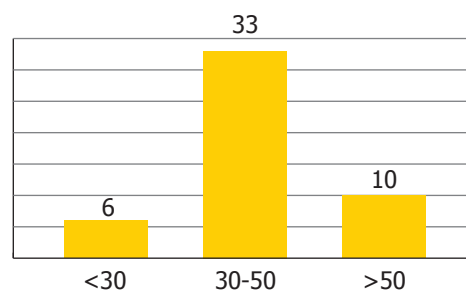
External associate data		
Total	40	49
Men	32	42
Women	8	7

All of the external associates are Greeks.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Revythousa Project

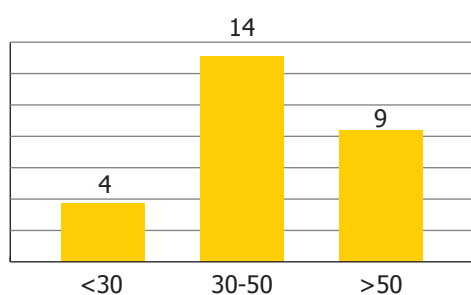
During 2017, 27 Greek employees worked on the Revythousa project, all on a full-time basis.

Personnel data (31/12)	2016	2017
Total personnel	18	27
Men	17	26
Women	1	1

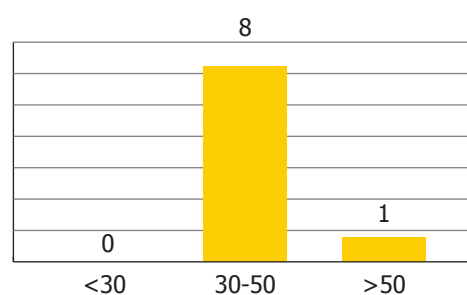
External associate data		
Total	9	9
Men	9	9
WOMen	0	0

All of the external associates are Greeks.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Tithorea-Domokos Project

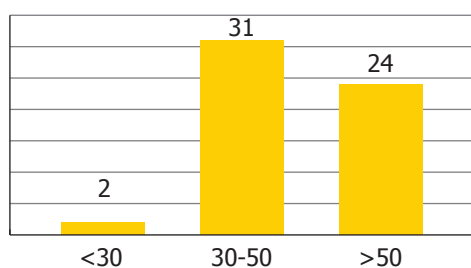
During 2017, 57 employees worked on the Tithorea-Domokos projects, all on a full-time basis. Of the total, 54 are Greek employees and 3 are expatriates.

Personnel data (31/12)	2016	2017
Total personnel	65	57
Men	62	53
Women	3	4

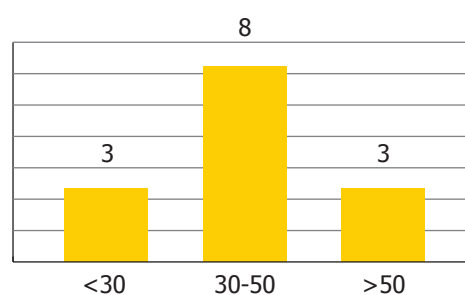
External associate data		
Total	14	14
Men	13	13
Women	1	1

All of the external associates are Greeks.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Olympia Odos Project

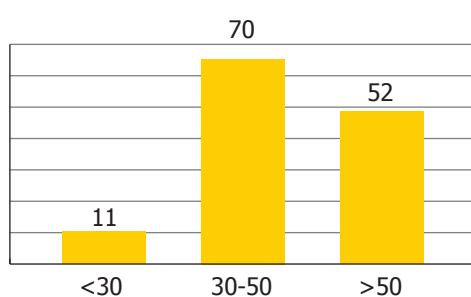
During 2017, 133 employees worked on the Olympia Odos project, all on a full-time basis. Of the total, 127 are Greek employees and 6 are expatriates.

Personnel data (31/12)	2016	2017
Total personnel	315	133
Men	302	128
Women	13	5

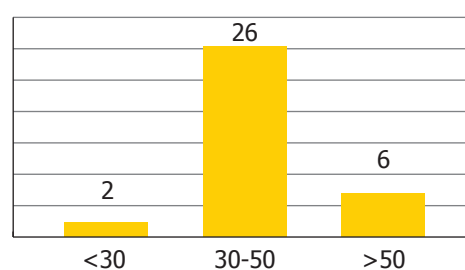
External associate data		
Total	34	34
Men	30	30
Women	4	4

All of the external associates are Greeks.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Athens Metro Line 3 Extension Project

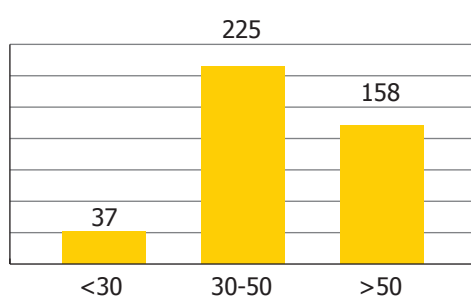
During 2017, 472 employees worked on the Athens Metro Line 3 extension project, all on a full-time basis. Of the total, 372 are Greeks and 48 are expatriates.

Personnel data (31/12)	2016	2017
Total personnel	397	472
Men	360	433
Women	37	39

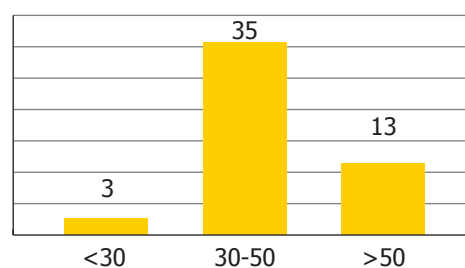
External associate data		
Total	51	51
Men	38	38
Women	13	13

All of the external associates are Greeks.

Age distribution of in-house employees 2017



Age distribution of external associates 2017



Our goals for 2018-2019

1. Holding training sessions on issues related to corporate responsibility and sustainable development to involve 30% of employees
2. Conducting an employee satisfaction survey
3. Reducing incident frequency and severity rates by 5%







environment

“

Building the future
with respect for the
environment

”

4. Environmental responsibility

At J&P-AVAX, we are committed to reducing our environmental footprint. In implementing our Environmental Policy, we place special emphasis on actions we can take to minimise the environmental impacts caused by our activities. Specifically, the Company is committed to the following:

Based on the Company's Environmental Policy, we have developed and apply procedures to set environmental targets which are specific, measurable, attainable, realistic and time-bound.



"Excerpt from our Environmental Policy"

- To acknowledge and fully comply with environmental laws (Greek, European, international) that govern the Company's activities.
- To identify and assess sources of pollutants with the aim of preventing pollution.
- To identify and evaluate the environmental aspects of its activities.
- To identify the environmental impacts of its environmental aspects and to adopt measures required to minimise them.
- To monitor and measure significant environmental impacts.
- To continually improve its environmental performance.
- To set specific, measurable, attainable, realistic, and time-bound goals and objectives, taking every action necessary to achieve them.
- To raise awareness amongst all Company employees and train them on issues of environmental management and protection.
- To provide the requisite resources to implement the Environmental Management System and achieve environmental goals and objectives.
- To apply and make ongoing improvements to its Environmental Management System.

4.1. Environmental Management System

We implement an Environmental Management System, certified according to EN ISO 14001 standard, which covers all stages and construction sectors of the Company's activities. Operating in this manner allows us to promptly identify environmental impacts that may occur as a result of our activities and to address them effectively. Specific guidelines have been formulated as part of the Environmental Management System and are observed on every construction project. These guidelines cover the following:

- Set-up and proper operation of work site.
- Handling of excavation equipment and related items.
- Proper management of waste and lubricant

containers, batteries and tyres.

- Management of non-hazardous solid waste, iron, aluminium, wood, plastic, paper, etc.
- Proper management of hazardous waste.
- Information and orientation of new hires on projects and facilities.

4.2 Limiting environmental impacts on all projects

On all projects - from the construction stage to the stage of remediation and restoration - all matters related to the environment and its protection are of the highest priority for the Company. To that end, we make sure to provide training and ongoing updates for employees in relation to environmental issues, while also implementing specific actions to ensure the effective management of environmental impacts. Among others, these actions include:



Regular inspections of all vehicles used for project tasks.

Prevention and control of sudden machinery leaks, while informing all employees, regardless of whether they are directly involved or not, of response actions.

Monitoring water quality in all work areas, from the start of construction and subsequently at regular intervals, through the entire scope of the projects.

Waste collection, handling, sorting, recycling and reusing, where feasible.

Proper collection and handling of hazardous waste.

General rules for cleanliness at work sites and facilities

The Company has also established specific cleanliness rules which apply to all work sites and facilities and which help minimise environmental pollution at all phases of a project. The following actions, amongst others, are taken for this purpose:

- Placement of waste bins at appropriate locations at the work site or facility for municipal solid waste.
- Designation of strictly-observed routes for the required movement of machinery and equipment during project construction and for transport of materials, supplies, etc.
- Appropriate training and awareness-raising of those working at work sites in relation to compliance with essential rules of cleanliness.
- Application of procedures for proper handling and use of materials to achieve waste reduction.
- Systematic and careful waste collection: liquid waste produced by machines or other construction tasks is collected in lead-proof tanks or containers and its disposal adheres to laws in effect; solid waste is collected at designated, appropriate and properly signed areas of the work site.

Cleaning procedures are systematically enforced on projects or at facilities throughout the duration of operation to ensure proper waste disposal and minimal emission of dust and gases.

Additionally, any contractual guidelines and instructions given by the project owner/customer of the Company related to cleanliness

or waste management are observed and applied without fail, throughout the duration of the project.

4.3 Environmental incident management and response

On every project and in every area where J&P-AVAX operates, high priority is placed on minimising the environmental burden. In the event of an environmental incident, the Company immediately activates a response plan and mobilises the Emergency Response team. The ER teams usually include four or five people working on each project, including a team leader. The number of ER teams on each project depends on the scope, distribution and nature of the project construction.

The environmental engineer and project engineer play critical roles in managing incidents. As soon as the project is halted, both the environmental engineer and project engineer are notified immediately so they can contact the environmental department of the project owner to take appropriate response measures. The environmental engineer or project engineer guides and coordinates the ER team and takes all necessary measures to ensure the suspension or halt of the incident or to limit its scale.

Those responding to incidents always use appropriate personal protection equipment. After the incident has been dealt with, and based on the Company's response plan, the environmental engineer documents the event and how it was addressed on a designated form in the J&P-AVAX system. The environmental en-



gineer also checks the appropriateness of the response to the incident and, where deemed necessary, reviews the steps followed by the ER team.

4.4 Sound use and management of natural resources

As part of implementing the Environmental Management System, J&P-AVAX relies on plans

and procedures to reduce energy consumption and ensure the judicious use of water, both on the projects in progress and in the daily operation of its facilities. The actions we take to conserve and manage natural resources include, among others:

Phased-in replacement of lamps in office buildings and at work sites with new-technology, energy-saving alternatives

Improvement of the maintenance system at J&P-AVAX office buildings to ensure rational use of lighting and climate control during off hours

Recycling of water at work sites and reuse in work orkording Environment_ENsite tasks (e.g. washing vehicle wheels, wetting down, etc.)

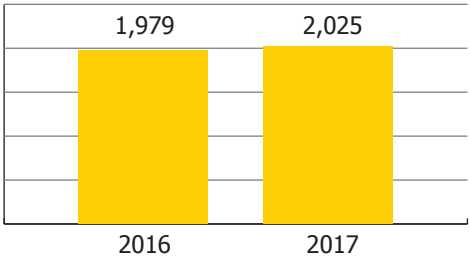
Using excavated material for backfill and proper disposal of excavation products

Fully aware of the importance of systematic monitoring, we document energy consumed by our activities and the operation of our offices.

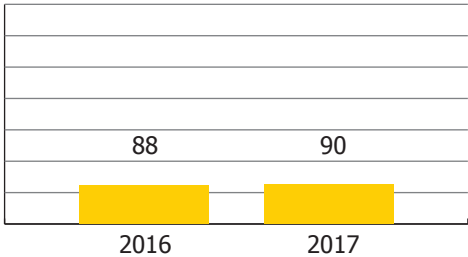
At the same time, the Company is developing the Energy Management System and

preparing it for certification to the ISO 5001 international standard. The amounts of CO₂ emissions for 2016 and 2017 listed below have been calculated based on the electrical power mix in Greece for 2016 (0.58415 tn CO₂ per MWh) and for 2017 (0.62497 tn CO₂ per MWh), respectively.

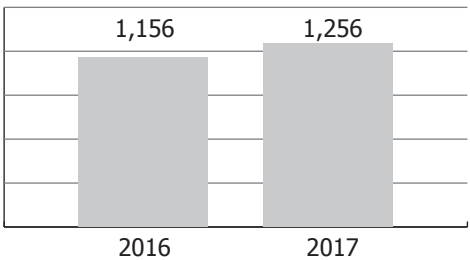
**Electricity consumption
at main offices
(in MWh)**



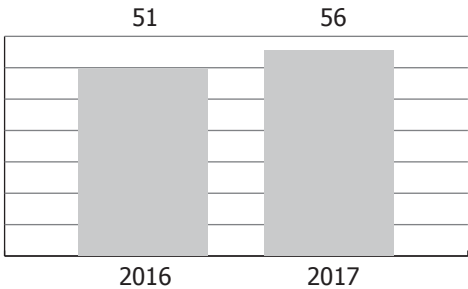
**Electricity consumption
at main workshop
(in MWh)**



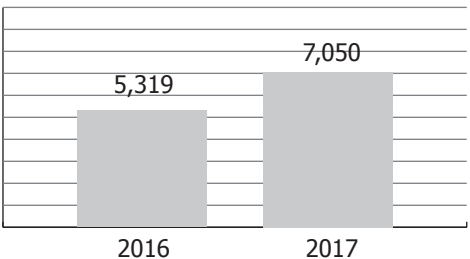
**Indirect CO₂ emissions (tn)
at main offices**



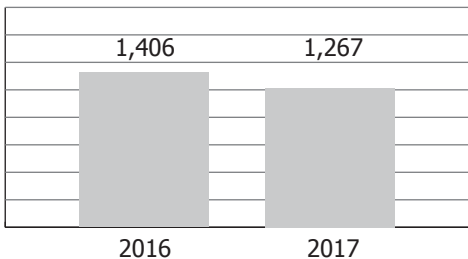
**Indirect CO₂ emissions (tn)
at main workshop**



**Water consumption
at main offices (m³)**



**Water consumption
at main workshop (m³)**





As regards responsible waste management, the Company cooperates with licensed disposal and recycling companies, such as AFIS, Vodafone, EcoElastika, CYTOP (formerly ELTEPE), Polyeco and Appliance Recycling, on actions to recycle and dispose of waste (hazardous or not) through the proper disposal channels. Special bins and containers have been placed at appropriate sites at all Company facilities and offices to facilitate waste sorting at the source and aid in more effective disposal. At the Company's main offices and its main workshop in Koropi, 100% of non-hazardous waste was sent for recycling, and 100% of hazardous waste (electric and electronic equipment) was turned over for recycling or recovery.

4.5 Environmental awareness during project execution

J&P-AVAX puts its commitment to protecting the environment into practice in its main area of activity: project construction. Both as it takes on projects and signs the related contracts and throughout its daily operation, the Company makes every possible effort to reduce its impact on the natural environment.

The following measures are taken with regard to each project:

TAP Project

The most important issues in relation to the environment and its protection are addressed in the very early stages and throughout the entire project, until it is completed and delivered. With regard to managing and limiting the environmental impacts of this particular project, the Company takes the following actions:

- Monitoring and controlling noise levels in all work areas.
- Monitoring energy, water and fuel consumption on a monthly and annual basis at all project-related facilities.
- Regular inspections of vehicles.
- Monitoring water quality in all work areas, from the start of construction and subsequently at regular intervals.
- Proper disposal of inert materials.
- Collection, proper disposal, recycling and - where feasible - reuse of waste.
- Collection and proper handling of hazardous waste.

- Regular monitoring of flora and fauna, both before project commencement and during work in progress.
- Precautionary checks for sudden machinery leaks and employee training on proper handling.
- Review and daily documentation of measures to address soil erosion.
- Holding special events on education and information on issues of major importance for the environment, society and culture.
- Restoration of working strip to pre-existing condition (temporary/permanent).
- Preparing and implementing special bioremediation plans for the working strips in each regional unit through which the pipeline passes.

TAP- Biodiversity

One of the Company's key principles is the protection of biodiversity and Natura areas, and it endeavours to apply it to every project and at every project site. Within the scope of works and activities that this report covers, only the routing of the TAP passes near protected areas and intersects some of these for short distances.

There are no permanent facilities (block valve stations, compressor stations), nor have work sites or pipe storage spaces been set up in protected areas of national or international importance. The table below presents the protected areas which the TAP project either passes through or near. These areas are either wildlife refuges, or part of the Natura 2000



network (Natura SCI - Sites of Community Importance; Natura SPA - Special Protection Areas).

While preparing the environmental impact assessment and during the survey before construction, populations of ichthyofauna and avifauna and of brown bear (*Ursus arctos*) were located, rescued and relocated.

Ichthyofauna: While preparing the environmental impact assessment, two significant endemic species were identified in the Tenagi-Filippi area. Project ecologists visited the site and sought to determine the best method for collecting and translocating them to a similar habitat in order to protect their population. Electrofishing was determined to be the most effective method, during which an electrical field is used to capture the fish. With this method, fish are anaesthetised allowing for recording and measurement of their biological characteristics. They are subsequently released. As a result, 389 fish of 13 different species were relocated. The total number of fish to be captured and relocated included the following species:

- Prussian carp (*Cyprinus gibelio*), σε ποσοστό 40.62%
- Eastern mosquito fish (*Gambusia holbrooki*), 22.62%

Protected areas within or near TAP route

Protection status	Location	Protected species	Area
Wildlife Reserve	Petroto - Faragi - Almyra	Gray partridge and hare 1759/25-7-1996	Prefecture of Serres
Wildlife Reserve	Agios Timotheos - Kioupia 733/2-6-76	Common blackbird, fox, hare	Prefecture of Kavala
Wildlife Reserve	Dimitritsi - Triantafyllia 1434/13-7-1999	Gray partridge	Prefecture of Serres
Natura SCI	GR122002 - Loudias - Aliakmonas - Axios - Gallikos Delta		Thessaloniki
Wildlife Reserve	Leivaditsi - Tovaritsi, 592/21-5-01	Hare, wild boar	Prefecture of Pella
Natura SCI	GR1210001 Vermio Mountains		Prefecture of Pella
Natura SCI	GR1340004 Lake Vegoritida		Prefecture of Florina
Wildlife Reserve	Kouri, Ptolemaida 42255/2358/28-5-76	Hare, wolf, fox	Prefecture of Kozani
Natura SCI	GR1340005 Heimaditida and Zazari lakes		Prefecture of Florina
Wildlife Reserve	Heimaditida 3572/14-8-2002		Prefecture of Florina
Natura SPA /SCI	GR1320003 - GR1320001 Lake Kastoria		Prefecture of Kastoria

Avifauna: Concerning the avifauna, surveys and ecological assessments were conducted in the area near the village of Gefyra in the Regional Unit of Thessaloniki before commencing construction which showed that, among other birds, three species of special interest had nested: the European roller (*Coracias garrulus*), the European bee-eater (*Merops apiaster*) and the little owl (*Athene noctua*). Following this discovery, the TAP authorities and the joint venture responsible for implementing the project decided to temporarily suspend work in the area until the end of the nesting period. In addition, weekly visits were made to monitor them until early August to ensure the fledglings had flown their nests.

Mammals – bear: Pre-construction surveys carried out by the project's environmental team confirmed the presence of critical habitats for the brown bear in regional units through which the pipeline is routed: in Vermio, Kleisoura and the Aliakmonas River on the border with Albania. Cameras were installed to monitor and verify the animals' presence and to study their behaviour. At the same time, weekly field surveys were conducted with help from bear experts and in cooperation with a local NGO to confirm the bears' critical habitat. In these areas, the width of the working strip was reduced, works were specially timed and a plan was prepared and implemented to mitigate

impacts on bear populations, particularly during the winter hibernation period. Part of the plan involved building wooden and dirt escape ramps to facilitate the animals' unimpeded movement. Informational signs were also installed, and meetings were held with construction crew personnel on bear protection and on worker safety.

Finally, the rescue of fauna and plant species, and any corrective actions are undertaken by the Environmental Department, as well as by trained personnel during construction. By December 2017, a total of 20 rescues of fauna and plant species (riparian vegetation, forest species and others) had taken place, as seen in the following table.

Species	Area
Common tortoise (<i>Testudo grecca</i>)	Serres, Pella, Thessaloniki
Balkan pond turtle (<i>Mauremys rivulata</i>)	Drama
Common buzzard (<i>Buteo buteo</i>)	Thessaloniki
White stork (<i>Ciconia ciconia</i>)	Serres
European herring gull (<i>Larus argentatus</i>)	Serres
Egg masses of the marsh frog (<i>Pelophylax ridibundus</i>)	Serres
Fish	Drama, Serres
Grass snake (<i>Natrix natrix</i>)	Kastoria
Oriental plane tree (<i>Platanus orientalis</i>)	Serres
Willow (<i>Salix</i> sp.), Cottonwood (<i>Populus</i> sp.)	Kavala, Serres
Goat	Kastoria
Pine (<i>Pinus</i> sp.)	Kastoria
Oak (<i>Quercus</i> sp.)	Kastoria
Orchids (<i>Orchidaceae</i>)	Kastoria

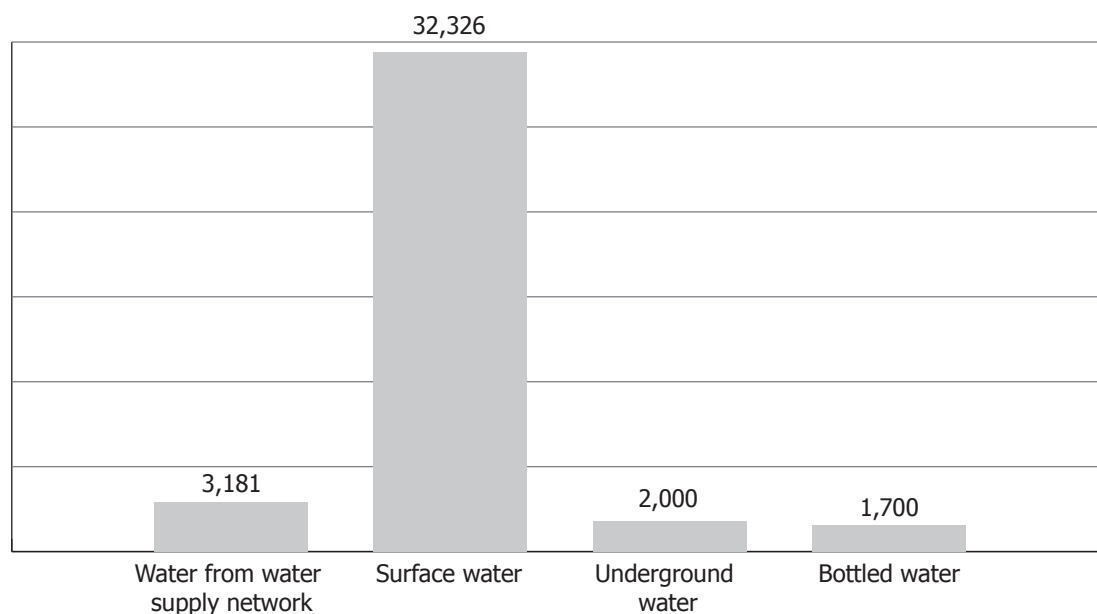
TAP - Sound use and management of natural resources

In 2017, while performing work on the TAP project, electricity consumption came to 489

MWh, and water consumption to 39,207 m³. Regarding indirect and direct CO₂ emissions for 2017, those amounted to 306 tn and 19,311 tn, respectively.

All of the water drawn from surface and underground sources was returned 100% to the drainage basin from which it was drawn. That means that the quantities of 32,326 m³ and 2,000 m³, respectively, were amounts that were recycled and reused.

Water consumption by source (m³)



The high quantity of water consumption from surface water was due to pipeline testing, and did not compromise the water table nor alter water quality.

TAP - Waste management

In demonstrating the importance of sound waste management, J&P-AVAX has developed a network for disposal and management of waste generated by its activities during work on the TAP project. Special bins have been placed at all project work sites for collection and temporary storage of non-hazardous waste, while hazardous waste is collected and temporarily stored at the work sites inside specially designed containers. "Cradle-to-grave"^{*} tracking is used for all waste, thus ensuring the proper disposal of waste and protection of the environment.

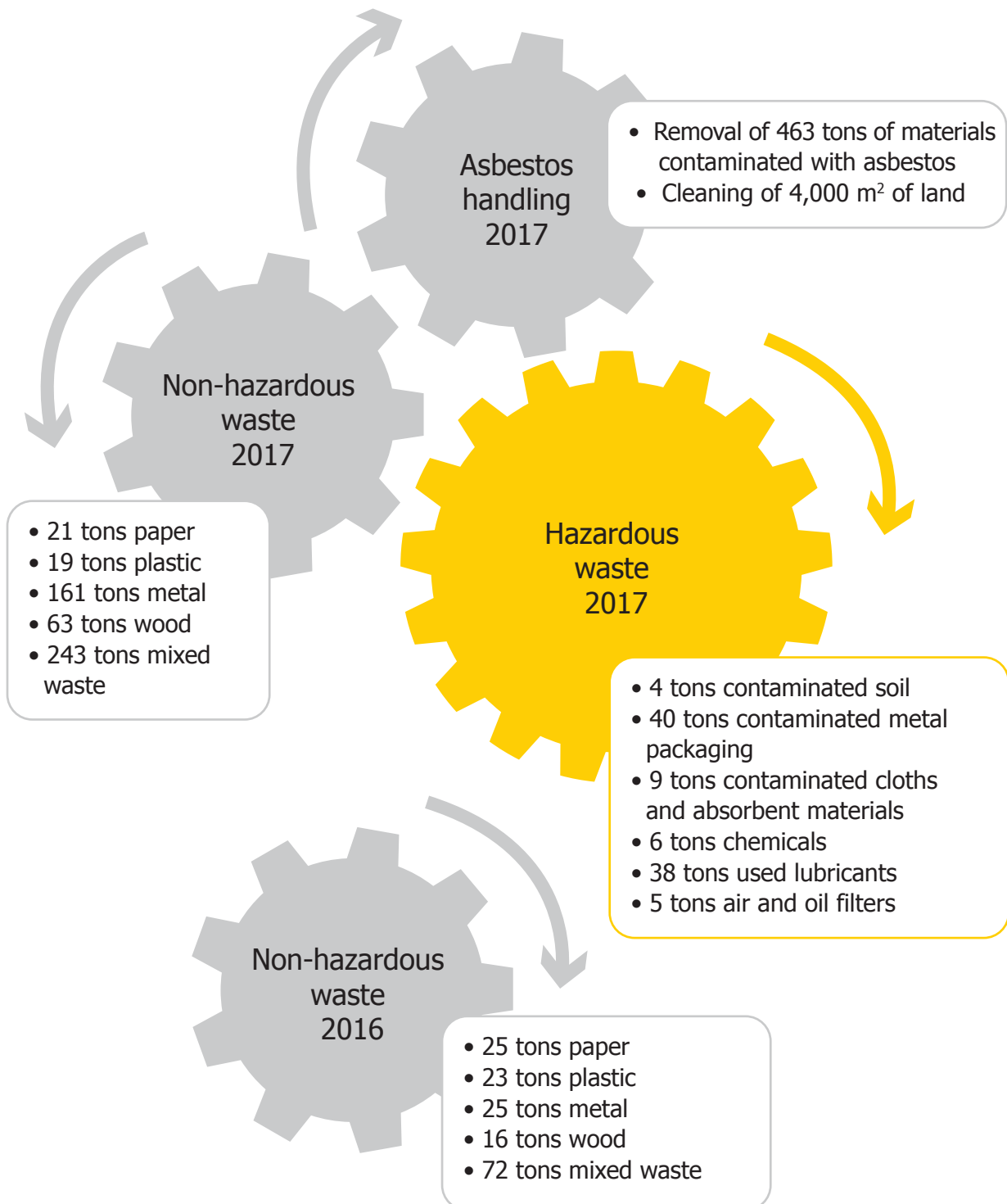
*Cradle to grave - Life-cycle assessment

Life-cycle assessment (LCA) includes all the research tools available to assess environmental impacts associated with all the stages of a product's life. The objective intent of life-cycle analysis is to research and quantify the environmental degradation that results from the production of a product or a production process. This is made possible by monitoring a product from cradle to grave - from raw material extraction through to manufacture, use and final disposal. The process helps to identify those activities which have the most serious environmental impacts.

Source: <http://www1.aegean.gr/environment/eda/envirohelp/greece/bestpractices/LCAgr.html>

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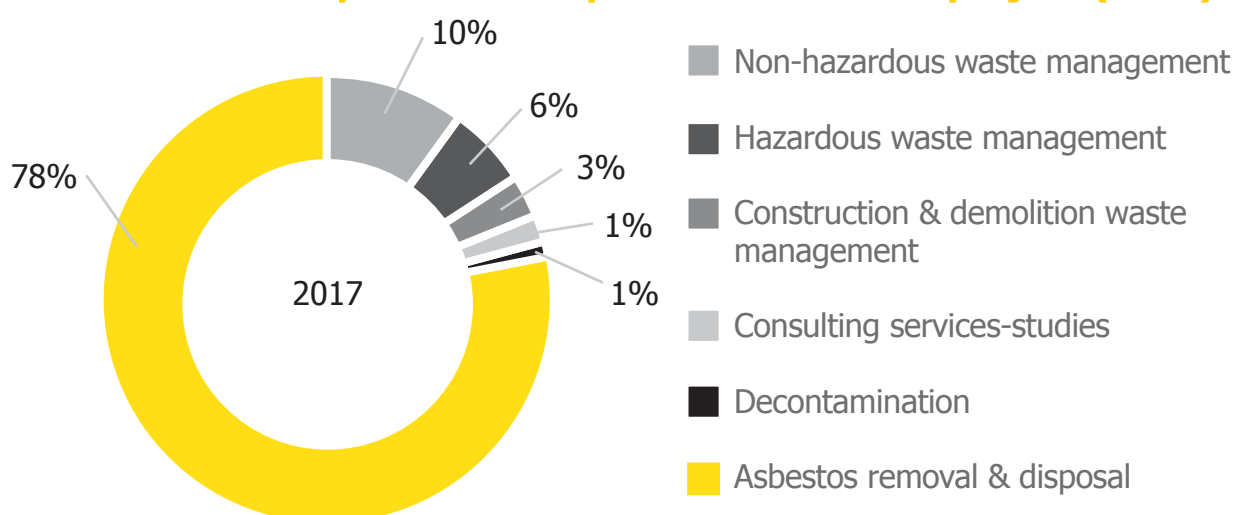
The rate of recycling/recovery for the TAP project in 2017 came to 68%. The Company is committed to increasing the rate by the end of 2018.



Asbestos handling: One of the major challenges the Company was called upon to address during the routing of the pipeline involved the handling of asbestos-contaminated materials. True to its policies and environmental commitments, J&P-AVAX successfully removed 463 tons of asbestos-contaminated materials and cleaned more than 4,000 m² of land, helping to improve the surrounding areas and ensuring a safe working environment.



Environmental protection expenditures for TAP project (in %)



It is worth noting that the removal and disposal of asbestos took up 78% of the Company's environmental expenditures for the TAP project in 2017.

TAP - Environmental remediation

General studies and guidelines for mechanical soil rehabilitation have been prepared for all TAP project areas, along with plans for bioremediation for each regional unit individually. These areas include arable land, protected areas, areas under special protection status and others.

Plans for the Kavala-Thessaloniki areas were completed and approved in 2017, along with the first two phases of planting and bioremediation in the prefectures of Kavala, Drama, Serres, Kilkis and Thessaloniki. The plans for the prefectures of Pella, Imathia, Florina, Kozani and Kastoria are at the research and drafting stage with delivery to



regions and departments of forestry slated for some time in 2018. All studies include, among other things, permanent erosion control measures, replanting of vegetation where needed, areas designated for hydroseeding, waste management, drainage, and others.

At the same time, the Company's Environmental Department prepared 25 special environmental studies after thorough research in order to enhance the protection of streams, roads and forested areas that intersect the pipeline's working strip. J&P-AVAX's Environmental Department is responsible for the proper compliance with procedures outlined in the studies and remediation plans, as well as for selecting vegetation that is compatible with the ecology of the areas in which replanting is called for. Erosion control and ground protection measures are also taken in all remediated areas.

TAP - Additional actions

As part of the TAP project, the company has also implemented additional actions, such as:

- Staging the first Environmental, Stakeholder, Social and CSR Stand Down for the Axios-Loudias-Aliakmonas Management Authority.
- Rescue and reintegration of the common buzzard, which is a protected species in the Kalochoi lagoon, in cooperation with the NGO Action for Wildlife.
- Voluntary cleaning of the Alyki Kitrous beach at the Axios Delta as part of the 7th Voluntary Cleaning Campaign in the protected Axios Delta area, with participation by joint venture employees.
- Monthly in-house environmental awards to raise employee awareness on environmental protection issues.

On all other Company projects, energy consumption, direct and indirect emissions and water use are recorded and systematically monitored. Water used during the production process at project facilities comes from the water supply network in each area, from wells and other sources. It is also worth noting that waste disposal (hazardous and non-hazardous) is undertaken only in cooperation with licensed waste management companies.

Revythousa Project

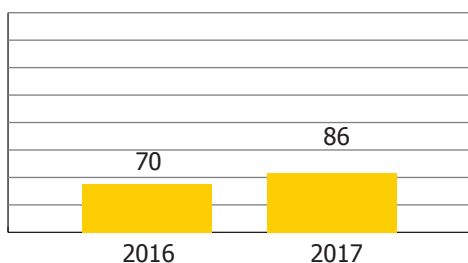
Revythousa - Waste management

As regards waste management on the Revythousa project, in 2016, 49.52 tons of

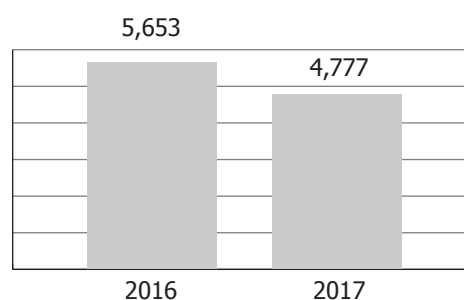
scrap was turned over for recycling, and during 2017, 2.92 tons of non-hazardous waste was reused.

Revythousa - Sound use and management of natural resources

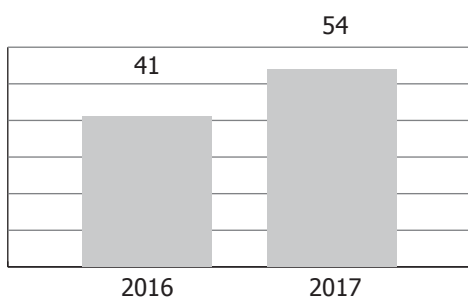
Electricity consumption (MWh)



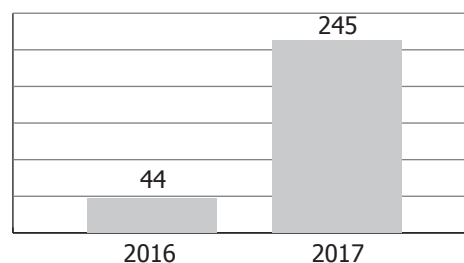
Water consumption (m³)



Indirect CO₂ emissions (tn)



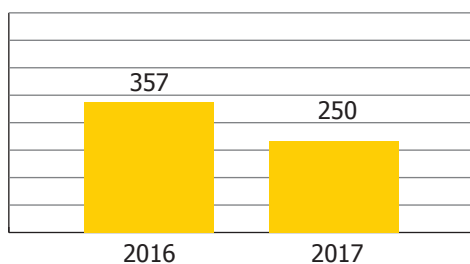
Direct CO₂ emissions (tn)



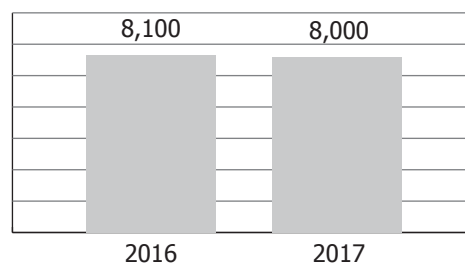
Tithorea-Domokos Project

Tithorea - Sound use and management of natural resources

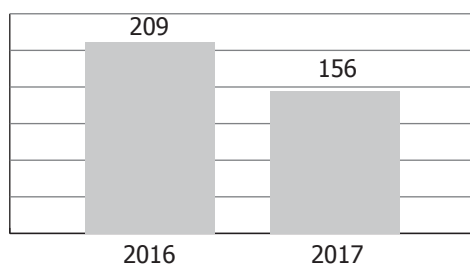
Electricity consumption (MWh)



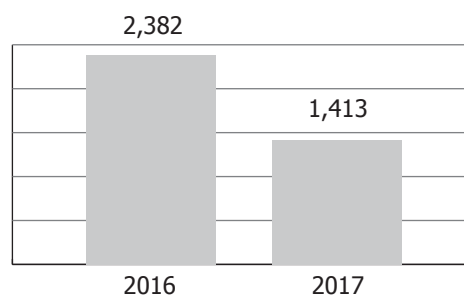
Water consumption (m³)



Indirect CO₂ emissions (tn)



Direct CO₂ emissions (tn)



Tithorea-Domokos Project

Tithorea - Waste management

As regards waste management on this project in 2017, 8.9 tons of non-hazardous waste was

taken for recycling; as for hazardous waste, 2.7 tons was turned over for recovery/recycling in 2016, and about 1.9 tons in 2017.



Athens Metro Line 3 Extension Project

Due to the nature of the works on this project, air ventilation, noise and lighting are continually measured for the dual purpose of monitoring the venture's environmental

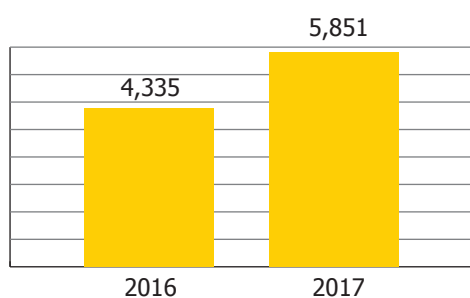
footprint and safeguarding the health and safety of employees.

Additionally, the joint venture Environmental Management Department conducted 24-hour measurements of airborne particulates at all stations on the Line 3 extension project to record air pollution levels.

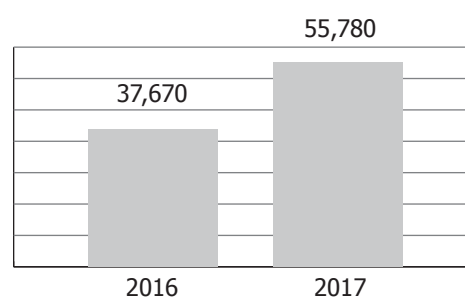


Athens Metro - Sound use and management of natural resources

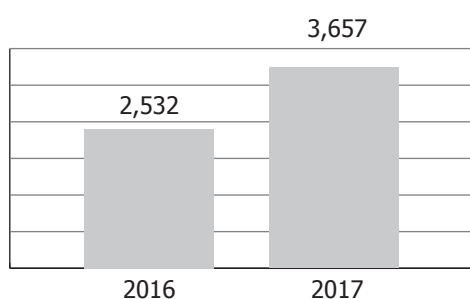
Electricity consumption (MWh)



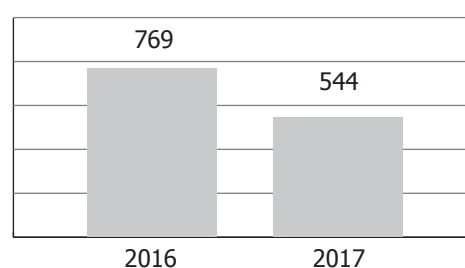
Water consumption (m³)



Indirect CO₂ emissions (tn)



Direct CO₂ emissions (tn)

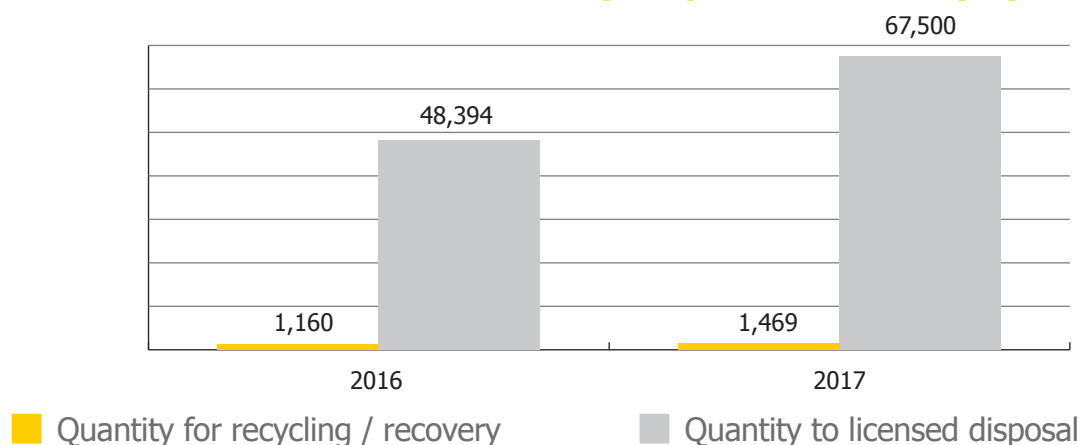


Athens Metro - Waste management

As regards waste management: in 2016, 19.8 tons of hazardous waste was turned over for recycling/recovery, whereas in 2017, 3.3 tons

went for recycling/recovery and 1.28 tons for disposal. The disposal of non-hazardous waste is shown in detail in the chart below.

Non-hazardous waste by disposal method (tn)

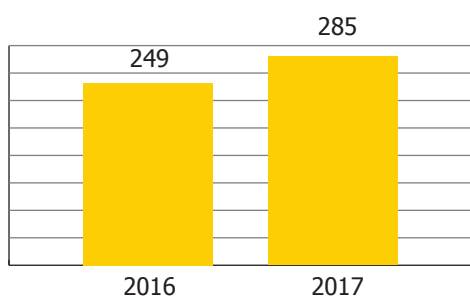


Most of the non-hazardous waste taken for disposal involves construction and demolition waste (making the quantity being recycled seem relatively small).

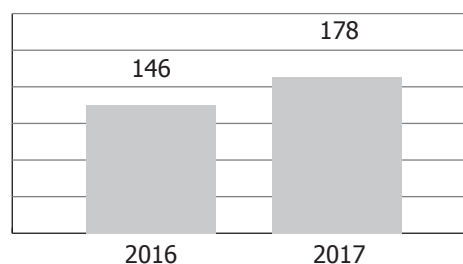
Olympia Odos Motorway Project

Olympia Odos - Sound use and management of natural resources

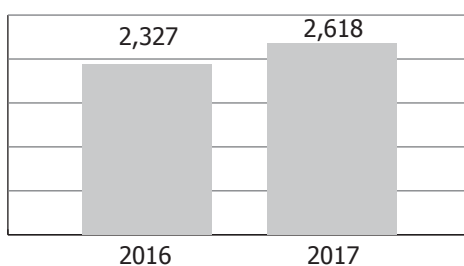
Electricity consumption (MWh)



Indirect CO₂ emissions (tn)



Direct CO₂ emissions (tn)



Olympia Odos - Waste management

For the Olympia Odos project, the quantities of hazardous and non-hazardous waste are recorded by disposal method. Specifically, the quantity of hazardous waste recycled or

recovered was 7.8 tons in 2016 and 24.3 tons in 2017, representing 100% of that waste. The quantity of non-hazardous waste recycled or recovered was 0.7 tons in 2016 and 5.5 tons in 2017, which was also 100% of that waste.



Our goals for 2018-2019

- Achieving 100% recycling of paper and batteries used at the Athens Metro project work sites
- Achieving 95% recycling of printer toner and empty barrels at Athens Metro project work sites
- Placement of meters for better monitoring of electricity consumption at the main office building (16 Amarousiou-Halandriou Str.)
- Implementing an energy programme to reduce lighting at the main office building (16 Amarousiou-Halandriou Str.), aimed at achieving 5% energy conservation







social contribution

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We support the
development of local
communities and
contribute to their
social well-being

”

5. Social contribution

As J&P-AVAX undertakes construction projects in many areas of Greece, it endeavours to give special consideration to the communities in which it operates, with particular emphasis on building relations of trust, solidarity and mutual respect.

J&P-AVAX's social commitment guides all of its actions and bolsters the responsible manner in

which it performs its work, enhancing both its potential for economic growth and its capacity to generate value for all its stakeholders. Specifically, as stated in its Code of Ethics, the Company actively supports the cultural and social development of the local communities in which it operates, implementing actions and programmes that promote education and culture, protect the environment and raise employee awareness of critical issues.



5.1 Supporting local communities

In 2017, the Company was an active social

participant, implementing significant actions aimed at making a practical contribution to the local communities near its ongoing projects. Among other things:



The Company donated computers to schools in the prefectures of Kavala, Serres, Kilkis, Thessaloniki and Drama (October 2017).



The Company was a gold sponsor of the 5th Cyprus Energy Symposium (November 2017). In addition, the Company was one of the sponsors of the 1st Conference for Infrastructure and Transport in Greece: Prospects for Development (May 2017).



The Company provided Christmas meals for 12,294 of citizens in need in Drama, Thessaloniki, Pella, Imathia, Kozani, Florina, Kastoria and Serres (December 2017).



The Company held a blood drive in support of the blood bank in cooperation with Amalia Fleming Hospital. This effort collected 152 units of blood (June 2017).



The Company held a Christmas bazaar at its main offices in support of the "Smile of the Child" children's welfare organisation (December 2017).

The Company engages in regular dialogue with its stakeholder groups through which it is made aware of and registers key needs and

expectations. In response, it can undertake more actions to achieve measurable positive outcomes for the broader local community.

5.2 Social actions by project

J&P-AVAX is an active member of the local communities in which it operates. The actions that the Company implements are set apart by their sensitivity, as social responsibility is an integral part of its philosophy and corporate culture. As it remains true to its goal, J&P-

AVAX supports vulnerable social groups, organisations performing important work, and municipalities and local agencies, forming partnerships to protect the environment.

Some of the actions undertaken by the Company in 2017 are presented below, by project.

Trans Adriatic Pipeline (TAP)

Protecting cultural heritage

The Cultural Heritage Department was formed in August 2016 for the main purpose of protecting and managing cultural heritage within the framework of the TAP project. The department functions with a sense of responsibility towards the significant issues it handles, with respect for the historical and archaeological richness of Greece and with sensitivity towards the local communities.

As part of the Cultural Heritage Department's activity, the following have been completed:

- 83 test cross-sections and preliminary research,
- 153 small-scale excavations, and
- 21 rescue excavations from Kavala to Kastoria.

The scientifically integrated management of the findings includes transferring artefacts to the storage facilities of the competent Ephorate of Antiquities for each area, and subsequent artefact restoration, documentation, study and presentation. A total 370 sites with archaeological findings have been identified and documented.

As part of the overall construction of the Trans Adriatic Pipeline, the Company has made it a priority to provide ongoing education and training related to archaeological matters for all those involved in the project.





Staging the 1st Environmental, Stakeholder, Social and CSR Stand Down

The joint venture held a one-day, stand down event for which work was suspended so that workers could attend training along three work strands (environmental work strand, a work strand for the team addressing ownership issues, and a social work strand). The event also provided information for local authorities and agencies. Representatives from a number of organisations took part in this event, including the deputy regional administrator for the environment, the mayor of Delta, the president of the Axios-Loudias-Aliakmonas Management Authority, the assistant director on the TAP project and many others.



Participation in the 12th "Alexander the Great" International Marathon

J&P-AVAX responded to a request by the "MEAS TRITON" education and athletic club and became one of the sponsors of the 12th International Marathon, held on 2 April 2017 in Thessaloniki with 30,000 runners. The Corporate Social Responsibility Department organised a team to represent the Company, with more than 150 volunteer runners taking part to help raise funds for the children's chapter of the League Against Rheumatism: the Friends Association of Children with Chronic Rheumatic Diseases.

Participation in the 16th Apollodoros Foot Race - Feats of Aiani

The Kozani Ephorate of Antiquities staged an event in honour of the ancient Olympian Apollodoros, and the Company agreed to sponsor the event. J&P-AVAX employees also took part in the marathon race.



Participation in Sail for Pink for the Alma Zois organisation

The Alma Zois Association of Women with Breast Cancer held the 5th Sail for Pink event in May 2017 which included a 2 km march for hope and a sailing race. The Company was an event sponsor and was also represented by a volunteer sailing team.



Support for Municipality of Delta's Community Grocery with Easter meals

The Company responded to the call from the Municipality of Delta and sponsored Easter meals for citizens in need.

Hosting events on "Safe Navigation of the Internet"

The Company held an event at the Municipal Regional Theatre in Serres titled "Safe Navigation of the Internet". The event was under the auspices of the Region of Central Macedonia and the Municipality of Serres.

"KIDS Olympics" educational event

The Company held an event at the Olympic Museum in Thessaloniki in April 2017 for the children of TAP employees and the children of the League Against Rheumatism: the Friends Association of Children with Chronic Rheumatic Diseases.



Mobile Planetarium

The school children in the areas through which the pipeline passes had an opportunity to take a journey of knowledge and new experiences. The magical world of space, sponsored by the Company, made stops in Thessaloniki, Lagadas, Strymoniko, Nea Zihni, Doxato and Serres.

Voluntary cleaning of the Alyki Kitrous beach at the Axios Delta

The third and last voluntary cleaning for the year was held Sunday 7 May 2017 as part of the 7th Voluntary Cleaning Campaign in the protected area of the Axios Delta. Following volunteer cleaning around the Loudias estuary and the forest along the River Axios. The next volunteer action targeted the Alyki Kitrous beach, with the support of the iSea environmental organisation. A number of groups, associations and local schools took part in the action, alongside Company employees.



Also in 2017, the Company donated computers to schools located in areas through which the Trans Adriatic natural gas pipeline is routed.

The Company was also a sponsor of the Union of Hellenic Chambers General Meeting.

Athens Metro Line 3 extension, Haidari-Piraeus section

In 2017, the Company and the joint venture implemented the following infrastructure and beautification social actions in relation to this project:

- A decorative fence was provided for the beautification of Piraeus municipal buildings.
- A truck-mounted crane was used to transport scenery from the Municipal Theatre to the Municipality of Piraeus Art Gallery, and construction materials were donated for use in building scenery for theatre performances.
- Paint was provided to beautify fencing around the job site on national holidays.
- The tile roof of the 21st Primary School of Piraeus was inspected and minor repairs were made, using the truck-mounted crane where necessary.
- Graffiti was cleaned off a monument in the Drapetsona area, at the request of the Municipality of Piraeus.
- The truck-mounted crane was used to trim the high branches of plane trees in the Tinaneios Garden in Piraeus.
- Suitable personnel and necessary materials (concrete, paving slabs) were provided to pave roads and pavements in the Municipality of Agia Varvara, as well as to build scenery for the theatre performances of the Agia Varvara Municipal Drama School.
- Plastic traffic cones were procured and placed along various roads, and bus stops were relocated (bus stop shelters).
- Paving slabs were replaced on pavements around the playing field in Kaminia, Piraeus.
- A pavement was rebuilt on Ag. Eleftheriou Street in Kaminia, Piraeus.
- Pavements were restored in places where defunct kiosks were dismantled in the Municipality of Piraeus.
- The crane at the Municipal Theatre job site was decorated for Christmas, on the order of the Municipality of Piraeus.
- The area adjacent to the suburban railway line, where it intersects Retsina Road, was cleaned of excavation materials and refuse.
- The area around Dilaveri Park was cleaned before the park's grand opening.
- On the joint venture's initiative, the surface water drains and related drain holes were cleaned along the roads around the "Piraeus" station job site.
- Personnel and materials were provided to construct shelters at bus stops along Kallimasioti Road, near the "Piraeus" station job site.
- The beaches at Freatida and Votsalaki in the Municipality of Piraeus were cleaned.
- The Veakeio Theatre grounds were cleared of refuse.
- Minor repairs were performed on building insulation and tile roofs on University of Piraeus buildings were checked and repaired.

Olympia Odos Motorway

J&P-AVAX undertook the following actions in 2017:

- Upgrading of the grounds of the Ag. Anargyroi Monastery in Derveni, Korinthia Prefecture, was completed, with concrete paths, paved access roads and retaining walls.
- Ten concrete Jersey barriers were donated for the construction of a ramp at the Rio beach.
- A grader was provided for maintenance work on the fire protection road network in the Municipal Unit of Rio before the start of the 2017 fire season.



Our goals for 2018-2019

1. Staging of athletic activity with employee participation
2. Organising tree planting
3. Supporting a cultural event in the local community







sustainable development

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We work responsibly
to achieve our aim of
generating value for
all of our stakeholders

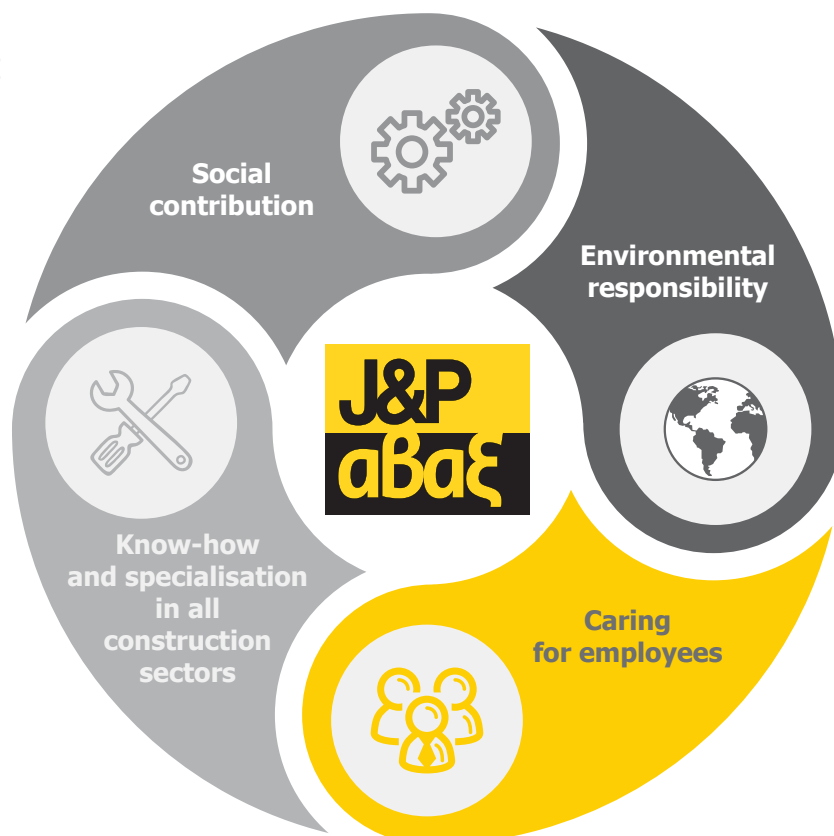
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6. Approach to Sustainable Development

Sustainable Development is the ultimate goal of the entire construction sector. For J&P-AVAX, it serves as a guide in decision-making and in charting its business strategy. As the Company endeavours

to ensure responsible practices and generate value for its stakeholders, it takes a number of initiatives and implements actions under the following pillars:

Sustainable
Development
Pillars



6.1 Corporate responsibility pillars and management

Specifically, the integration of corporate responsibility principles is reflected within each Sustainable Development pillar:



Know-how and specialisation in all construction sectors: J&P-AVAX aims for total customer satisfaction and offers high -quality construction services. The Company takes on demanding, large-scale projects and invests in innovative equipment and expertise to improve its position in the continually evolving and highly competitive business environment.



Environmental responsibility: The Company applies the precautionary principle and takes systematic actions to minimise the environmental impacts on all of its activities and projects it undertakes. With its primary aim being environmental protection, it implements plans to ensure optimal resource management and proper waste management, as well as raising employee awareness of environmental issues.



Caring for employees: J&P-AVAX provides its employees with opportunities for continuous training and development, implementing policies for fair remuneration without discrimination. The Company complies with all measures related to employee health and safety in all of its activities, while also fostering a culture of safety.



Social contribution: The Company plans and implements actions to respond to the basic needs of vulnerable social groups and local communities, particularly near the areas in which it operates. It also encourages volunteerism and supports activities related to training, culture, environmental protection and social welfare.

The continuous improvement of J&P-AVAX's operations and procedures is assured by the Management Systems it applies:

- Quality Management System, according to ISO 9001
- Environmental Management System, according to ISO 14001
- Occupational Health and Safety System, according to OHSAS 18001

Through these systems, the Company monitors and evaluates effectively its performance for each Sustainable Development pillar, aiming to a comprehensive approach to responsible operation and entrepreneurship issues.

Additionally, the Company has a Corporate Social Responsibility team that monitors and prepares an annual plan of actions related to issues of sustainability and submits proposals aimed at generating value for all stakeholders.

6.2 J&P-AVAX's contribution to Sustainable Development Goals (SDGs)


Through its activities and the major construction projects it undertakes, the Company makes a substantial contribution to achieving some of the Sustainable Development Goals (SDGs) seeking to address current challenges.


The United Nations 17 Sustainable Development Goals are linked to 169 more specific targets, which J&P-AVAX seeks to meet by undertaking infrastructure projects.



Specifically, the Global Goals to which the Company can make a positive contribution through its actions in each Sustainable Development pillar include:

Sustainable Development Goals	Company's contribution by goal
 <p>Goal 8: We promote continuing, sustainable and inclusive economic growth and full and productive employment and decent work for all</p> <p>United Nations information and data on Goal 8</p> <ul style="list-style-type: none"> • Global unemployment rose from 170 million in 2007 to 202 million in 2012; 75 million of the unemployed are young men and women. • An estimated 470 million new jobs are needed globally to meet the needs of newcomers to the labour market for the period 2016-2030. 	<p>J&P-AVAX offers productive and safe employment and dignified work places, with respect for diversity. As it takes on projects in many regions of Greece, it effectively contributes to create jobs and to increase the employment rate.</p> <p>The Company's standing goal and commitment is to create a safe and healthy work environment where a culture of safety is actively fostered and the effort to minimise work accidents is daily and continuous at all work sites and in all areas of activity.</p> <p><i>For more information, see section: "Caring for our employees".</i></p>
 <p>Goal 9: Build resilient infrastructure, promote sustainable industrialisation and foster innovation</p> <p>United Nations information and data on Goal 9</p> <ul style="list-style-type: none"> • Quality infrastructure positively impacts the achievement of economic, social and political goals. • Inadequate infrastructure leads to exclusion from markets, employment, information and education, and constitutes a critical obstacle to entrepreneurial activity. • The construction sector is an important source of employment, providing 470 million jobs worldwide in 2009; this number represents 16% of the global workforce, which totals 2.9 billion workers. 	<p>Through the construction projects it undertakes, J&P-AVAX endeavours to create quality, sustainable and resilient infrastructure in order to make a dynamic contribution to economic growth and well-being in both the areas near the project sites and to the country's economy overall.</p> <p>The Company and the joint ventures, in which it participates, focus on providing affordable and equitable access for all, to all infrastructure projects.</p> <p><i>For more information, see section: "Markets".</i></p>

Sustainable Development Goals	Company's contribution by goal
<div data-bbox="165 412 367 609">  </div> <p data-bbox="379 412 691 551">Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p data-bbox="165 672 521 739">United Nations information and data on Goal 11</p> <ul data-bbox="165 745 798 1070" style="list-style-type: none"> • By 2030, at least 60% of the global population will be living in urban areas. • Rapid urbanisation adds pressure on potable water reserves, solid waste management, on the environment in which we live and on public health. • The world's cities occupy just 3% of the Earth's surface, but they are responsible for 60-80% of energy consumption and 75% of carbon gas emissions. 	<p data-bbox="836 412 1426 775">Through its projects, J&P-AVAX plays a role in creating safe, affordable, accessible and sustainable transportation systems for all. Additionally, it contributes to improve road safety, particularly through the expansion of public transport. The Olympia Odos (Elefsina to Patra) motorway project, the expansion of Line 3 of the Athens Metro and the new high-speed railway line project between Tithorea and Domokos in Central Greece are a few such examples.</p> <p data-bbox="836 819 1398 958">The Company's participation in such projects also helps to promote economic, social and environmental ties between urban, suburban and rural areas.</p> <p data-bbox="836 1003 1350 1037"><i>For more information, see section: "Markets".</i></p> <p data-bbox="836 1081 1426 1373">As to the Company's role in meeting the same goal, particular attention is paid to intensifying efforts to protect and preserve the heritage of the areas in which it operates through a variety of actions throughout the duration of the project. To that end, the Cultural Heritage department was set up as part of the TAP project to protect and manage the cultural history of areas near the project site.</p> <p data-bbox="836 1417 1313 1485"><i>For more information, see section: "Social contribution".</i></p>

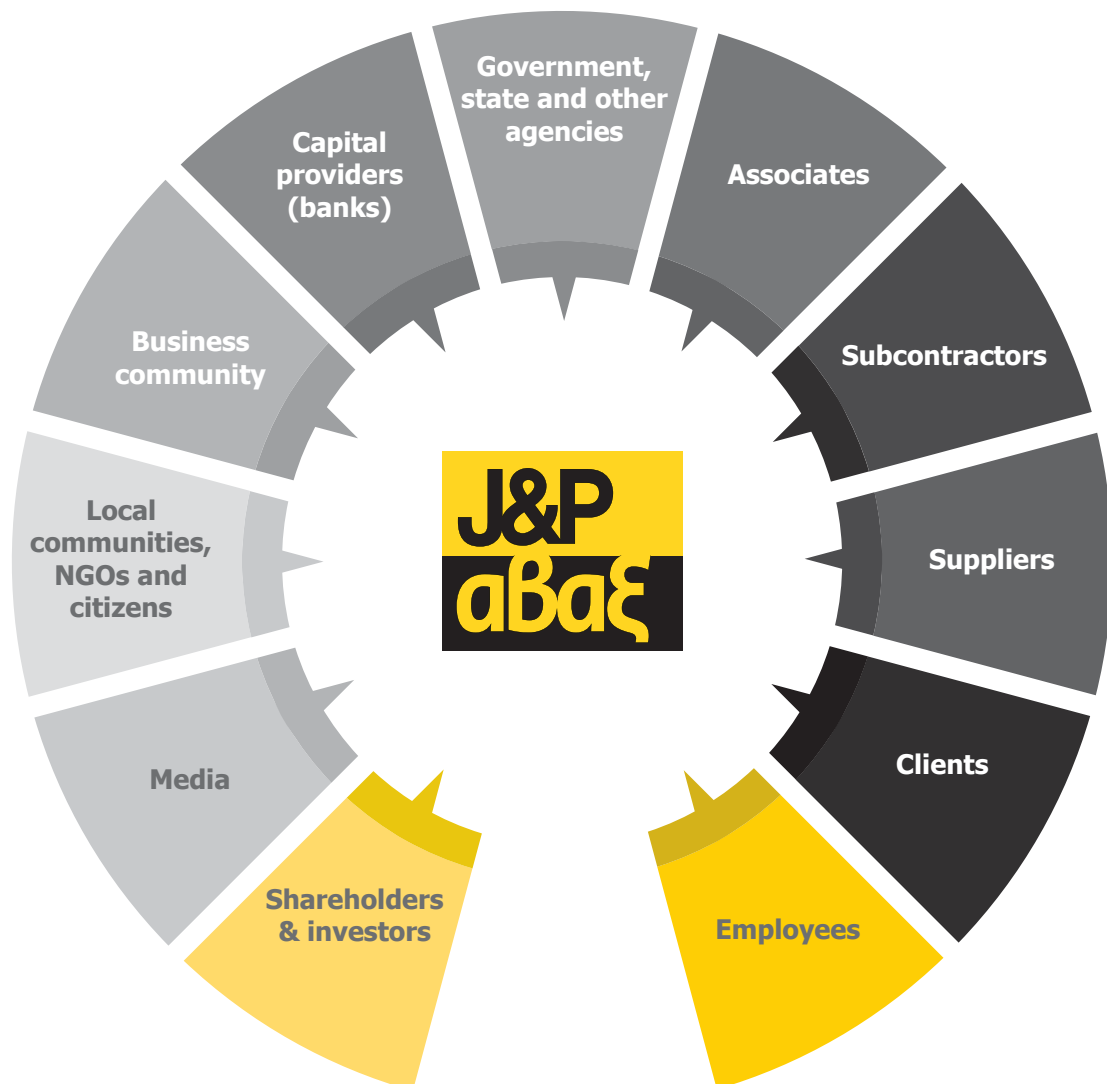
Sustainable Development Goals		Company's contribution by goal
<div></div> <p>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p> <p>United Nations information and data on Goal 15</p> <p><i>Biodiversity</i></p> <ul style="list-style-type: none">• Of the 8,300 species of animals on Earth, 8% have already become extinct while 22% are endangered.• Of the more than 80,000 species of trees, only 1% have been studied for their development potential.• Fish constitute 20% of the animal protein source for about 3 billion people. Only 10 species provide 30% of fish catches, while another 10 species are involved in 50% of fish farming.		<p>For the Company, on all projects - from the construction stage to the stage of remediation and restoration- all matters related to the environment and its protection are of highest priority.</p> <p>The Company undertakes every essential action to reduce the degradation of natural ecosystems, to prevent the loss of biodiversity and to protect endangered or threatened wildlife.</p> <p>Particularly with regard to the TAP project, the Company is committed to protecting biodiversity and Natura areas. Through the joint venture, Environmental Impact Studies are prepared continually along with surveys to identify, capture and relocate populations of fish fauna, avifauna and mammals.</p> <p>The Company made a concerted effort to protect the brown bear, as the TAP project intersects a significant habitat for that species.</p> <p><i>For more information, see section: "Environment".</i></p>



6.3 Stakeholder engagement

For J&P-AVAX, its interaction with stakeholders forms the basis for evaluating its actions and practices. The Company has identified as stakeholders those groups which affect and/or are affected by its activities, either directly or indirectly, positively or negatively.

As part of the process of identifying and prioritising stakeholder groups, emphasis is placed on the diversity of expectations and needs of each group. Since there are factors such as the range and nature of Company's activities that determine the character of these groups, different weight is attached to each one. The Company's stakeholder groups are:



Framework for stakeholder interaction

The Company creates a transparent framework of communication and promotes open dialogue, in order to successfully respond to stakeholder

needs and to promptly identify solutions for everyday challenges. The Company has outlined the interaction framework as follows:

Stakeholders	Channels of communication	Key issues	Company's response
Shareholders & investors Frequency of communication: Monthly	<ul style="list-style-type: none"> • Press releases, announcements, reports • Presentations of financial results • Investor Relations Department • General Meeting of Shareholders • Athens Stock Exchange & Shareholders Department • Updates by Board of Directors • Communication between financial analysts and investors with designated staff • Financial Report • Company website 	<ul style="list-style-type: none"> • Investment performance • Attracting new investors • Expanding into new projects and markets • Competitiveness • Transparency • Risk management 	<p>Publication of results, announcements and financial reports to ensure shareholders are adequately informed.</p> <p>Details are included in the section: "Corporate Governance".</p>
Employees Frequency of communication: Daily	<ul style="list-style-type: none"> • Postings on bulletin boards (work sites and headquarters) • Use of intranet • Consultations with employee representatives on health and safety issues • E-mail • Company magazine "On Paper" • Induction training for new hires 	<ul style="list-style-type: none"> • Occupational health and safety • Training • Professional development opportunities • Meritocracy and equal job opportunities • Salaries and additional benefits 	<ul style="list-style-type: none"> • Application of certified Occupational Health and Safety Management System, in accordance with the OHSAS 18001 standard • Application of Code of Business Ethics • Additional benefits packages • Open-door policy <p>Details are included in the section: "Caring for our employees".</p>

Stakeholders	Channels of communication	Key issues	Company's response
Clients Frequency of communication: Daily	<ul style="list-style-type: none"> • Designated staff for face-to-face communication (Project managers) • Communication Department (for marketing and advertising) • Use of web-based document management system on selected projects • Participation in trade shows, conferences, presentations and events • Company website • Company magazine "On Paper" 	<ul style="list-style-type: none"> • Project security • Providing updates • Immediate response and actions • Complaint resolution • Ongoing communication and response • Payment methods 	<ul style="list-style-type: none"> • Application of Quality Management System, certified according to ISO 9001 • Project handover record <p>Details are included in the sections: "Who we are" and "Markets".</p>
Suppliers Frequency of communication: Daily	<ul style="list-style-type: none"> • Procurement Division • Market survey • Communication through buyers at work sites • Visits to supplier premises and inspections 	<ul style="list-style-type: none"> • Retention and expansion of partnerships • Timely payment • Adherence to agreement terms • Compliance with standards • Development and expansion of Company • Terms of cooperation • Merit-based and objective supplier evaluation • Payment methods • Pricing and credit policy • Supporting local suppliers 	<ul style="list-style-type: none"> • Procurement procedure • Supplier evaluation <p>Details are included in the section: "Markets".</p>
Subcontractors Frequency of communication: Daily	<ul style="list-style-type: none"> • Contracts Department • Market survey • Communication with subcontracts administrators at work sites • Agreements with full transparency of Company requirements, scope of subcontractor responsibility and competencies 	<ul style="list-style-type: none"> • Reliable payment • Payment methods • Adherence to agreement terms • Smooth working relationship • Supporting local suppliers 	<ul style="list-style-type: none"> • Subcontractor management procedure <p>Details are included in the section: "Markets".</p>

Stakeholders	Channels of communication	Key issues	Company's response
Associates Frequency of communication: Daily	<ul style="list-style-type: none"> • Designated staff for face-to-face communication • Company website • Cooperation agreements 	<ul style="list-style-type: none"> • Reliable payment • Development and expansion of Company • Terms of cooperation • Adherence to agreement terms • Smooth cooperation and long-term business relationship • Supporting local associates 	<p>Details are included in the section: "Markets".</p>
Government, state and other agencies Frequency of communication: Weekly	<ul style="list-style-type: none"> • Consultation with representatives of state and institutional authorities at national and/or regional level • Participation in conferences and events related to sector or of general business interest • Publications and articles • Financial Report 	<ul style="list-style-type: none"> • Compliance with contractual and environmental terms • Monitoring project progress 	<ul style="list-style-type: none"> • Full compliance with legislation <p>Details are included in the sections: "Who we are", "Markets" and "Environment".</p>
Capital providers (banks) Frequency of communication: Monthly	<ul style="list-style-type: none"> • Press releases, announcements, reports • Presentations of financial results • Investor Relations Department • Meetings with Group representatives • Correspondence • Communication between economic analysts and investors with designated staff • Financial Report • Company website 	<ul style="list-style-type: none"> • Sustainability • Liquidity • Strategic planning • Transparency • Risk management 	<p>Details are included in the section: "Corporate Governance".</p>

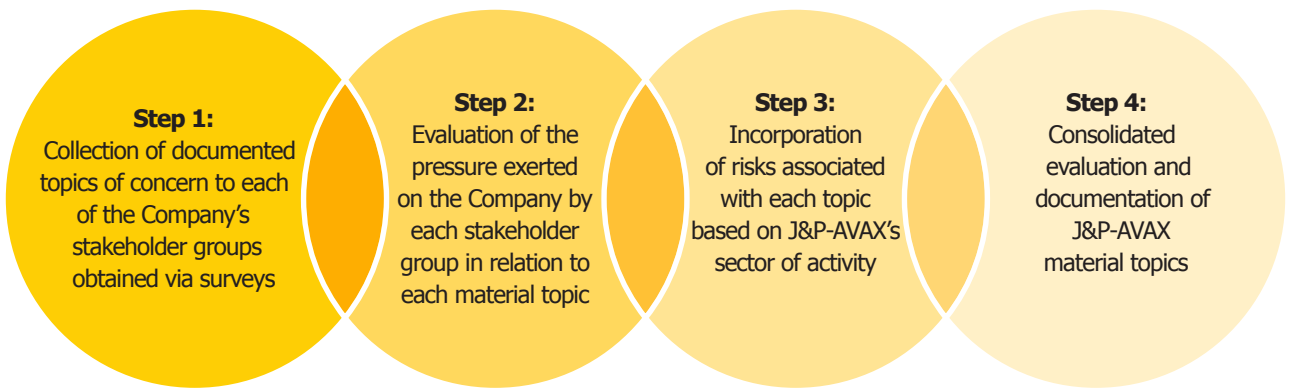
Stakeholders	Channels of communication	Key issues	Company's response
Business community Frequency of communication: As needed	<ul style="list-style-type: none"> • Designation of staff to communicate and recruit companies to form joint ventures • Company website • Participation in conferences, workshops and events related to sector or of general business interest • Company magazine "On Paper" 	<ul style="list-style-type: none"> • Communication and cooperation • Advocating for issues concerning construction sector • Bolstering competitiveness 	<p>Details are included in the sections: "Who we are", "Markets" and "Corporate Governance".</p>
Local communities, NGOs and citizens Frequency of communication: Daily	<ul style="list-style-type: none"> • Communication between • Human Resources Division with local administration bodies, local institutions, societies and unions • Participation in events held by local organisations and groups • Participation in conferences and staging consultations • Company magazine "On Paper" 	<ul style="list-style-type: none"> • Matters of access • Reducing nuisance levels • Complying with terms • Job opportunities • Selection of local suppliers & subcontractors • Monitoring environmental performance 	<ul style="list-style-type: none"> • Creating job positions • Supporting vulnerable social groups <p>Details are included in the sections: "Environment" and "Social contribution".</p>
Media Frequency of communication: Weekly	<ul style="list-style-type: none"> • News conferences • Press releases • Published articles and announcements in the press • Regular meetings with press representatives • Company website • Company magazine "On Paper" 	<ul style="list-style-type: none"> • Ensuring accurate and timely information • Updates on Company construction projects • Prompt access to important information 	<ul style="list-style-type: none"> • Company website • Press releases <p>Details are included in the section: "Who we are", "Markets", "Environment", "Social contribution" and "Corporate Governance".</p>

6.4 Identifying and prioritising material topics

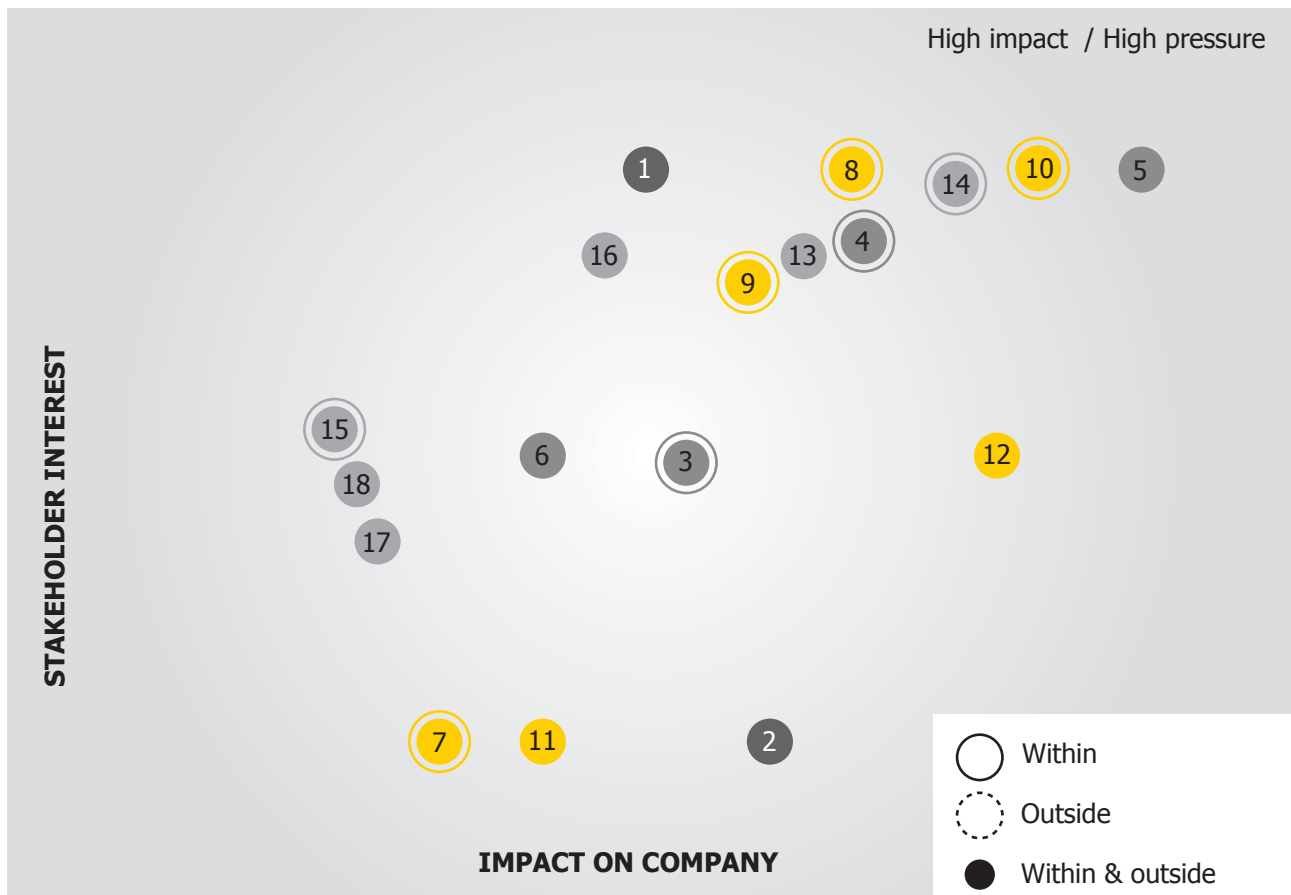
In 2017, J&P-AVAX analysed its material topics in terms of developments in its sector and based on the feedback received from stakeholders. For the preparation of this edition of the report, a workshop was held to document, evaluate and update the Company’s material topics.

The materiality analysis that followed was based on the GRI Standards. It is worth noting that during the evaluation process, as “material topics” were assumed the topics that can cause wide-ranging changes to the Company’s performance.

The procedure that was applied to evaluate material topics is shown in the following steps:



The analysis carried out prior to drafting this report resulted in the materiality map below:



Action area: Corporate Governance

1. Direct economic value generated and distributed
2. Practices to enhance transparency and combat corruption

Action area: Marketplace

3. Quality of services and innovation
4. Certification of procedures, products and services
5. Project user health & safety
6. Procurement practices

Action area: Human resources & society

7. Employee education and training
8. Employment and working conditions
9. Occupational health & safety
10. Equal opportunities and diversity
11. Corporate volunteerism
12. Supporting local communities

Action area: Environment

13. Biodiversity
14. Compliance with environmental laws
15. Water consumption
16. Solid & liquid waste management
17. Energy management
18. Monitoring and limiting greenhouse gas emissions

The horizontal axis depicts the impact of material topics on the Company's operation, while the vertical axis depicts the pressure exerted by stakeholders in relation to each individual topic.

Material topics	Stakeholders involved
Action area: Corporate Governance	
1	Shareholders & investors, clients, employees, government, state and other agencies, suppliers, subcontractors, associates, capital providers, local communities, NGOs and citizens, news media
2	Shareholders & investors, clients, employees, government, state and other agencies, suppliers, subcontractors, associates, capital providers, local communities, NGOs and citizens, news media
Action area: Marketplace	
3	Clients, employees, suppliers, associates, subcontractors
4	Clients, employees, suppliers, associates, subcontractors
5	Clients, employees, suppliers, associates, subcontractors
6	Clients, employees, suppliers, associates, subcontractors
Action area: Human resources & society	
7	Shareholders & investors, employees, government, state and other agencies
8	Shareholders & investors, employees, government, state and other agencies, local communities, NGOs and citizens
9	Employees, clients, suppliers, associates, subcontractors, government, state and other agencies
10	Shareholders & investors, employees, government, state and other agencies
11	Employees, local communities, NGOs and citizens, news media
12	Employees, suppliers, associates, subcontractors, local communities, NGOs and citizens, news media
Action area: Environment	
13	Clients, employees, government, state and other agencies, suppliers, subcontractors, associates, local communities, NGOs and citizens, news media
14	Investors, shareholders, clients, employees, government, state and other agencies, suppliers, subcontractors, associates, capital providers, local communities, NGOs and citizens
15	Clients, employees, government, state and other agencies, suppliers, subcontractors, associates, local communities, NGOs and citizens
16	Clients, employees, government, state and other agencies, suppliers, subcontractors, associates, local communities, NGOs and citizens
17	Clients, employees, government, state and other agencies, suppliers, subcontractors, associates, local communities, NGOs and citizens
18	Clients, employees, government, state and other agencies, suppliers, subcontractors, associates, local communities, NGOs and citizens





corporate governance

“

Corporate governance
at J&P-AVAX
is guided
by the principles
of responsible
entrepreneurship

”

7.

Corporate governance and financial performance

At J&P-AVAX, corporate governance is articulated as a system of relationships amongst management, the Board of Directors, Company shareholders and other stakeholders. Through sound corporate governance, the Company establishes its strategic goals and the means to achieve them, identifies and manages the main risks that arise during its operation, while enhancing its integrity and trustworthiness.

7.1 Sound corporate governance model

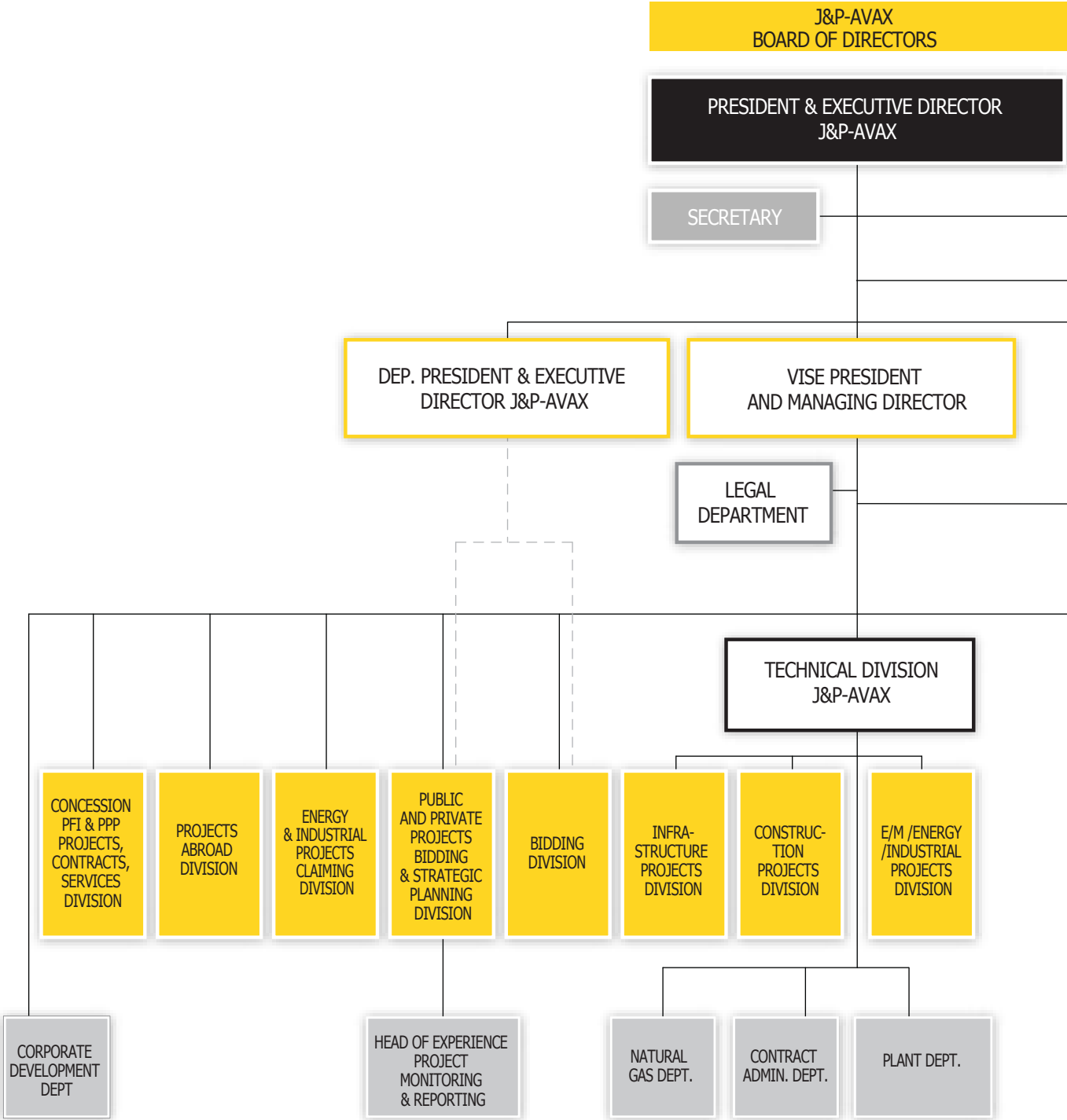
Corporate transparency and control mechanisms at J&P-AVAX are strengthened by applying provisions contained in its Articles of Association, Code of Conduct and Ethics, Internal Rules and Regulations, Code of Corporate Governance, Approval Level Regulation, Internal Audit Charter, Audit Committee Regulation and the Company's corporate procedures and policies.

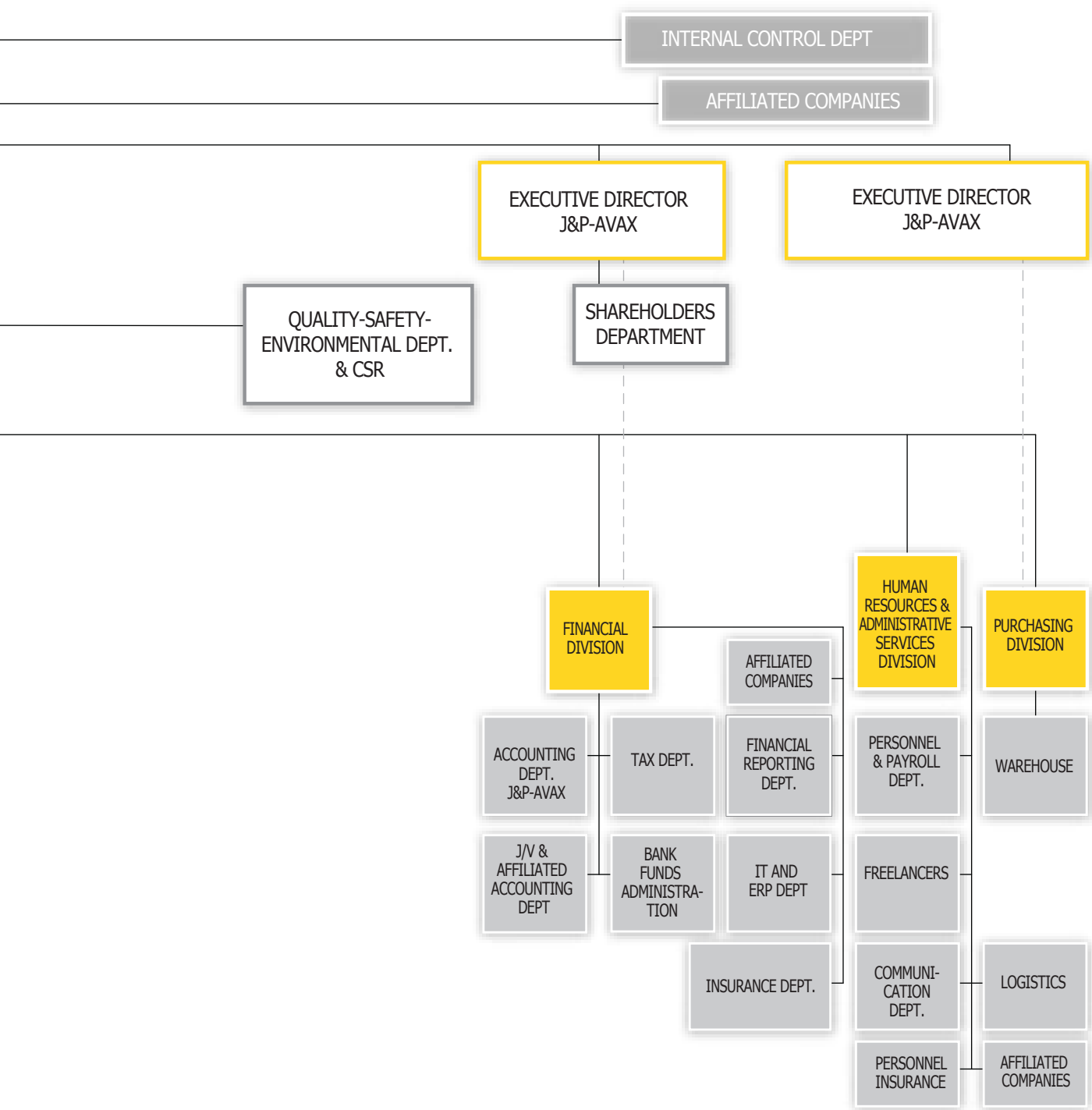
The corporate governance model clearly defines the roles of the administrative bodies, as shown in the Company's organisational chart.





Organisational Chart





Board of Directors

The Board of Directors is responsible for drawing up J&P-AVAX's corporate strategy and growth policy, and bears overall responsibility for the Company's risk management. Contributing to the Board of Directors' operation and activities, by reviewing corporate procedures

are the Strategic Planning and Risk Management Committee, as well as the Company's Internal Audit Committee and Internal Audit Department.

As of 31.12.2017, the Board of Directors is composed of the following members, in their respective capacities:

Line-up of the Board of Directors

Name	Position
Christos Ioannou	Chairman, Executive Director
Konstantinos Kouvaras	Deputy Chairman & Executive Director
Konstantinos Mitzalis	Vice-Chairman & Managing Director
Konstantinos Lysaridis	Executive Director
Athinoulla Dimitriou-Iliadi	Executive Director
Efthymoulos Paraskevaidis	Non-Executive Director
Leoni Paraskevaidou Mavronikola	Non-Executive Director
Ioannis Pistiolis	Non-Executive Director
Alexios Sotirakopoulos	Independent, Non-Executive Director
David Watson	Independent, Non-Executive Director

Strategic Planning and Risk Management Committee

The line-up, role and competencies of the Strategic Planning and Risk Management Committee are mentioned below:

Strategic Planning & Risk Management Committee

Name	Position
Konstantinos Kouvaras	Chairman
Konstantinos Mitzalis	Member
Konstantinos Lysaridis	Member
Christos Ioannou	Member

Competencies

The committee assists in developing new business sectors or expanding to new countries

where the Company is not yet active, while also participating in decision-making regarding mergers and acquisitions. Its competencies

include, among other things, determining dividend policy, shaping and modifying the Company's organisational chart and Internal Rules and Regulations and submitting these to the Board of Directors for approval. Additionally, the committee participates in making changes at senior executive level (namely executives

reporting to the Managing Director), on the Managing Director's recommendation. It also periodically reviews the course of J&P-AVAX's operations and the implementation of goals and objectives set by departmental and investment programmes, and recommends improvements where needed.

Audit Committee and Internal Audit Department

The line-up, role and competencies of the Internal Audit Committee, which complies with provisions in Law 4449/2017, are as follows:

Audit Committee	
Name	Position
Christos Siatis	Committee Chairman, Non-member of the BoD
David Watson	Independent non-executive member of the BoD
Alexios Sotirakopoulos	Independent non-executive member of the BoD

Competencies

The Audit Committee oversees all competencies of the Internal Audit Department, as outlined in the Internal Audit Charter and in accordance with the International Internal Audit Standards.

The Audit Committee must meet obligations imposed by current legislation, and its main duties and competencies are defined by its operating regulation. Monitoring the effective operation of the internal audit system is also part of its auditing purview.

The Internal Audit Department audits internal procedures, regulations and policies throughout the Company's operation, recommending relevant improvements to the Audit Committee

which oversees the department's operation. The primary role of Internal Audit Department is to evaluate the risk management systems in place throughout the scope of Company operations as to their adequacy, efficiency and effectiveness in relation to achieving strategic goals. The Internal Audit Department employs a certified internal auditor and adheres to the International Standards for the Professional Practice of Internal Audit.

More information on corporate governance at J&P-AVAX is available on the website www.jp-avax.gr, under the "Corporate Governance" section.



7.2 Financial performance

The construction sector in Greece showed increased activity in 2017, in comparison to 2016. In the first half of the year, growth was

mostly due to the completion of works and the official delivery of the country's main road concessions, while in the latter half growth was the result of the good pace of works towards the large-scale projects, such as the TAP gas

J&P-AVAX S.A. Financial Data	2016	2017
Total revenue (turnover)	472.199.455	566.824.615
Earnings before tax	-53.003.976	-14.298.966
Net earnings after tax	-46.790.356	-17.136.197
Equity capital	253.034.636	251.284.857
Total investments	611.015.351	644.394.707
Total assets	1.325.869.885	1.250.790.468

pipeline and the extension of the Athens metro network.

Revenue for J&P-AVAX S.A. in 2017 rose to €566.8 million, from €472.2 million in 2016; however, gross profit fell to €23.2 million in 2017, from €38.3 million the previous year, as cost of sales rose at a faster pace reaching €543.6 million in 2017, versus €433.9 million in 2016. The drop in the Company's gross profits as compared to its higher revenues is largely due to the negative impact of completing certain major profitable projects by mid-2017,

which limited the Company's gross profit margin to 4.1% for the year, from 8.1% in 2016.

The line item indicating profits from J&P-AVAX's affiliated companies rose in 2017, amounting to €32.8 million as compared to €22.8 million in 2016, and was due to increased profits from concessions. Earnings before interest, tax and amortization for the parent Company amounted to a €49.6 million profit, versus €50.7 million a year earlier.

Our goals for 2018-2019

1. Fully implementing Enterprise Risk Management (ERM) System and relevant personnel training.
2. Conducting training programme on corruption-related topics.



Feedback form

How would you describe your communication / contact with J&P AVAX?

- | | |
|--|--|
| <input type="checkbox"/> Employee | <input type="checkbox"/> Supplier |
| <input type="checkbox"/> Shareholder / investor | <input type="checkbox"/> Subcontractor |
| <input type="checkbox"/> Customer | <input type="checkbox"/> Associate |
| <input type="checkbox"/> Capital provider representative | <input type="checkbox"/> Business community member |
| <input type="checkbox"/> Local community member, NGO member, citizen | <input type="checkbox"/> Government, state and other agencies representative |
| <input type="checkbox"/> Media representative | |

Other: _____ (please describe)

What is your opinion regarding the sections included in the Corporate Responsibility Report 2017?

Report sections	Excellent	Good	Needs improvement
Company's Profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Markets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate governance and financial performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Approach to Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring for our employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social contribution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overview of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

✓ How easy was to find information on topics of your interest?

Very easy ☐ Quite easy ☐ Relatively easy ☐ Not easy at all ☐

✓ How would you rate **the balance between** sections in terms of length?

Excellent ☐ Good ☐ Moderate ☐ Poor ☐

✓ How would you rate **the design** of the Report?

Excellent ☐ Good ☐ Moderate ☐ Poor ☐

✓ Does the information included in the Report, as well as the way it is presented help you form a better overall picture about Company's operations?

Yes ☐ No ☐ Needs improvement ☐

As we aim to continuously improving our Corporate Responsibility Report please share with us any suggestion/proposal you may have.

What actions do you suggest the Company should take to better respond to your needs and concerns?

Please send this form to:

J&P-AVAX

Attn: Department for Management of Quality-Safety-Environment and CSR

16 Amarousiou-Halandriou Str, 15125 Paradeisos Amarousiou, Greece

Call Centre: (+30) 210-6375000 • E-mail: info.csr@jp-avax.gr

GRI Content Index

GRI Standard	Disclosure	Page number and/or URL
GRI 101: Foundation 2016		
Organizational profile		
102-1	Name of the organization	J&P-AVAX S.A. p.4, p.12
102-2	Activities, brands, products, and services	pp.12-13, p.19, pp.22-23
102-3	Location of headquarters	pp.12-13 http://www.jp-avax.gr/default.aspx?pid=338&CTID=209
102-4	Location of operations	p.12-13
102-5	Ownership and legal form	Parent company of J&P-ABAX Group Société anonyme
102-6	Markets served	pp.12-13, p.19, pp.22-23, p.26
102-7	Scale of the organization	pp.12-13, p.15, p.42, p.104
102-8	Information on employees and other workers	p.42
102-9	Supply chain	pp.24-25, p.27
102-10	Significant changes to the organization and its supply chain	During 2018, there were no significant changes to the organization's size, structure, ownership, or supply chain.
102-11	Precautionary principle or approach	p.24, p.34, pp.53-57, pp.84-87
102-12	External initiatives	Global Reporting Initiative, UN Sustainable Development Goals (SDGs), p.18
102-13	Membership of associations	p.18
Strategy		
102-14	Statement from senior decision-maker	p.8-9
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	p.39, σ.52
Governance		
102-18	Governance structure	P.100-101

GRI Standard	Disclosure	Page number and/or URL
GRI 102: General Disclosures 2016 (Core)		
Stakeholder engagement		
102-40	List of stakeholder groups	P.88
102-41	Collective bargaining agreements	P.42-48
102-42	Identifying and selecting stakeholders	P.88-92
102-43	Approach to stakeholder engagement	P.88-89
102-44	Key topics and concerns raised	P.88-89
Reporting practice		
102-45	Entities included in the consolidated financial statements	pp.4-7 The Report includes data relating to parent company J&P-AVAX S.A.
102-46	Defining report content and topic Boundaries	pp.4-7
102-47	List of material topics	pp.94-95
102-48	Restatements of information	pp.4-7
102-49	Changes in reporting	pp.4-7
102-50	Reporting period	01/01/2017 - 31/12/2017
102-51	Date of most recent report	01/01/2016 - 31/12/2016
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	p.7
102-54	Claims of reporting in accordance with the GRI Standards	p.4 This Report has been prepared in accordance with the GRI Standards (2016 edition), Core option.
102-55	GRI content index	P.108
102-56	External assurance	2017 CSR Report's data have not been externally assured, but J&P-AVAX will assess the potential of seeking external assurance for the next publication.

GRI Standard	Disclosure	Page number and/or URL
Material issues		
Direct economic value generated and distributed		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.17, p.19, p.22-23, pp.82-83, p.98
	103-2 The management approach and its components	p.17, p.19, pp.22-23, pp.82-83, pp.84-87, pp.89-92, p.98
	103-3 Evaluation of the management approach	p.17, p.19, pp.22-23, pp.82-83, pp.84-87, pp.89-92, p.98
GRI 201: Οικονομική	201-1 Direct economic value generated and distributed	p.104
Practices to enhance transparency and combat corruption		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.17, p.19, pp.22-23, p.39 p.98
	103-2 The management approach and its components	p.39 pp.98-105
	103-3 Evaluation of the management approach	p.39, pp.89-92, pp.98-105
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	During the reporting period, no incident of corruption has occurred. Moreover, during 2017, the Company held a compliance training for employees, especially in regards to competition law and its application in public tender procedures (p.39).
Quality of services and innovation		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.22-23, pp.82-83
	103-2 The management approach and its components	p.17, p.19, pp.22-23, pp.82-83
	103-3 Evaluation of the management approach	p.14, p.16, p.17, p.19, pp.22-23, pp.24-25, p.26, pp.27-28, pp.89-92
	J&P-ABAX performance indicator: Quality assurance	p.14, pp.24-25
Certification of procedures, products and services		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.22-23
	103-2 The management approach and its components	p.17, p.19, pp.22-23
	103-3 Evaluation of the management approach	p.14, p.16, p.17, p.19, pp.22-23, pp.24-25, p.26, pp.27-28, pp.89-92
	J&P-ABAX performance indicator: Management systems application	p.14

GRI Standard	Disclosure	Page number and/or URL
Material issues		
Project user health & safety		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.22-23
	103-2 The management approach and its components	p.16, p.17, p.19, pp.22-23
	103-3 Evaluation of the management approach	p.16, p.17, p.19, p.22-23, pp.89-92
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	The projects are implemented according to the precise specifications and requirements that the customers-project owners themselves define. The Company meets all the prerequisites for their successful execution and has proven time and again that it can complete and deliver even the most demanding construction projects. (p.26)
Procurement practices		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.19, pp.22-23
	103-2 The management approach and its components	p.16, p.19, pp.22-23, p.27
	103-3 Evaluation of the management approach	p.27, pp.89-92
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	p.27
Employee education and training		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.19, pp.22-23, p.32
	103-2 The management approach and its components	p.32
	103-3 Evaluation of the management approach	pp.24-25, p.26, pp.33-34, pp.37-38, pp.89-92
GRI 404: Training and education	404-1 Average hours of training per year per employee	pp.33-34, pp.37-38
Employment and working conditions		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.32
	103-2 The management approach and its components	p.32, p.33, p.39
	103-3 Evaluation of the management approach	p.13, p.32, pp.89-92
GRI 401: Employment	401-1 New employee hires and employee turnover	p.13, pp.42-48
Occupational health and safety		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.22-23, pp.32-33, pp.82-83
	103-2 The management approach and its components	p.14, p.24-25, pp.34-36 pp.84-87
	103-3 Evaluation of the management approach	p.14, pp.24-25, pp.34-36, pp.84-87, pp.89-92
GRI 403: Occupational Health and Safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	pp.35-36

GRI Standard	Disclosure	Page number and/or URL
Material issues		
Equal opportunities and diversity		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, pp.32-33
	103-2 The management approach and its components	pp.84-87, pp.89-92
	103-3 Evaluation of the management approach	pp.42-47, pp.84-87, pp.89-92, pp.100-101
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	pp. 42-47, pp.100-101
Corporate voluntarism		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.32-33, p.72, p.82-83
	103-2 The management approach and its components	p.16, p.17, p.19, p.32-33, p.72, pp.82-83
	103-3 Evaluation of the management approach	p.16, p.17, p.19, pp.32-33, p.72, pp.82-83, pp.89-92, pp.73-79
	J&P-ABAX performance indicator: Voluntarism	pp.73-79
Supporting local communities		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.8-9, p.16, p.17, p.19, pp.32-33, p.72, pp.82-83
	103-2 The management approach and its components	p.16, p.17, p.19, pp.32-33, p.72, pp.82-83
	103-3 Evaluation of the management approach	p.16, p.17, p.19, pp.32-33, p.72, pp.82-83, pp.89-92, pp.73-79
	J&P-ABAX performance indicator: Social contribution	p.73-79
Biodiversity		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.52-54
	103-2 The management approach and its components	pp.52-54
	103-3 Evaluation of the management approach	pp.52-54, pp.84-87, pp.89-92
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	pp.57-60
	304-3 Habitats protected or restored	pp.57-60
Compliance with environmental laws		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	p.52
	103-2 The management approach and its components	p.52
	103-3 Evaluation of the management approach	p.14, p.24, p.52, pp.84-87, p.89-92
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	During 2017, no incident of non-compliance with environmental laws and/or regulations has occurred.

GRI Standard	Disclosure	Page number and/or URL
Material issues		
Water consumption		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	p.52-53
	103-2 The management approach and its components	pp.52-53, p. 54, p.55
	103-3 Evaluation of the management approach	pp.52-53, p. 54, p.55, pp.84-87, pp. 89-92
GRI 303: Water	303-1 Water withdrawal by source	p.56, p.61, p.65, p.66, p.67
Solid & liquid waste management		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.52-53
	103-2 The management approach and its components	pp.52-53, p.54, p.56, p.57
	103-3 Evaluation of the management approach	p.52-53, p.54, p.56, p.57, p.84-87, pp. 89-92
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	p.62-63, p.65, p.66, pp.68-69
Energy management		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.52-53
	103-2 The management approach and its components	pp.52-53, p.55
	103-3 Evaluation of the management approach	p.55, pp.84-87, pp. 89-92
GRI 302: Energy	302-1 Energy consumption within the organization	p.56, p.65, p.66, p.67, p.68
Monitoring and limiting greenhouse gas emissions		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	pp.52-53
	103-2 The management approach and its components	pp.52-53
	103-3 Evaluation of the management approach	p.55, pp.84-87, pp. 89-92
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	p.56, p.65, p.66, p.67, p.68
	305-2 Energy indirect (Scope 2) GHG emissions	p.56, p.65, p.66, p.67, p.68



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