

G3.1 Content Index

Application Level				Assured by		
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
1.1	Statement from the most senior decision-maker of the organization.	Fully	Message from Lafarge Greece Leadership, see p.4 See Financial Annual Report pages 10-12 in http://www.lafarge.gr/Heracles_Financial_Report_2012_Gr.pdf . Also see p. 6-7 "Understanding our business", p.5 "Making a net positive contribution to society" and p.40-41 "Sustainability Management". For our targets see Sustainability Report the Sustainability Ambitions in pages 5, 8-9 and 48-49.			
1.2	Description of key impacts, risks, and opportunities.	Fully				
2. Organizational Profile						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
2.1	Name of the organization.	Fully	Heracles General Cement Company (also see the Report cover page and p. 42)			
2.2	Primary brands, products, and/or services.	Fully	See Sustainability Report pages 2, 22 and 23 and p. 6-7 "Understanding our business. Also on the company's internet site: http://www.lafarge.gr/wps/portal/gr/2_3_B-Products (for cement products) and http://www.lafarge.gr/wps/portal/gr/3_A_3_B-Products (for A&C products) and http://www.lafarge.gr/wps/portal/gr/1_2_2-Sector_overview (regarding the nature of the organization's role in providing these products and services).			
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	See Sustainability Report page 42-43 "Reporting Methodology" and also see Heracles Financial Report 2012 pages 21-23. On the company's web-site http://www.lafarge.gr/wps/portal/gr/1_3_Our_Management_teams (main divisions).			
2.4	Location of organization's headquarters.	Fully	19.3 km Markopoulou Avenue,19002 Paiania Attica, Greece (as of 26.07.2011). Also see Sustainability Report back cover page.			
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	One. The company operates in Greece only. See Sustainability Report p. 2 "Our presence".			
2.6	Nature of ownership and legal form.	Fully	Societe Anonyme registered under Greek law. See Sustainability Report page 42 "Reporting Methodology"			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our cement sales serve the domestic and the export markets. In 2012 more than 50% of our cement and clinker volumes were exported, primarily to the Mediterranean region countries. Our aggregates and concrete sales are serving the domestic market, in areas in the vicinity of the production sites. See Sustainability Report pages 2, 24-25 and market presence in website: http://www.lafarge.gr/wps/portal/gr/1_1-Lafarge_in_Greece and in http://www.lafarge.gr/wps/portal/gr/1_2-Strategy .			
2.8	Scale of the reporting organization.	Fully	See Sustainability Report page 2 "Our presence", pages 44-46 "Key Performance Indicators Table" and page 51 "Lafarge world presence".			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	See p. 42-43 "Reporting Methodology"			
2.10	Awards received in the reporting period.	Fully	Two environmental practices of Heracles : 1. Award for the use of biomass as an alternative fuel and 2. Environmental award (Environmental Awards 2013 organized by Bousias Communications) for the use of treated water of a soft drinks factory by the Volos plant			
3. Report Parameters						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	1st January 2012 - 31st December 2012 also see p. 42 "Reporting Methodology".			
3.2	Date of most recent previous report (if any).	Fully	2011 Sustainability Report published in July 2012			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual, also see p. 42 "Reporting Methodology"			
3.4	Contact point for questions regarding the report or its contents.	Fully	Costas Giannaros. giannarosc@lafarge.gr			

			See pages 18-19 "Our communities and Stakeholders" and 42-43 "Reporting Methodology". Over the years we have consistently taken into account GRI's "Guidance on Defining Report Content". For the current report, in deciding on report content and material issues, we examined feedback from our stakeholders (see p. 18-19 and TOPICS DISCUSSED IN 2012 CONSULTATION MEETINGS) as well as the most important issues of our industry. As a member of Lafarge Group, the content structure and priorities explained in our report reflect input from our parent company, which is a member and former chair of Sustainable Buildings and Construction Initiative (SBCCI) of UNEP. In defining material topics, we have taken into account the following: - The main topics and future challenges for our sector reported (as defined by Lafarge Group) - Relevant laws, regulations, international agreements and our voluntary agreements (i.e. Global Compact) - Main sustainability interests/topics and Indicators raised by stakeholders during the consultation meetings we organize - Significant risks and critical factors for enabling organizational success.			
3.5	Process for defining report content.	Fully				
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	The report covers the business of Heracles General Cement Company and its affiliate companies in Greece. Also see p. 42 "Reporting Methodology".			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	See Sustainability Report p. 40-41 "Sustainability Management" & p. 42-43 "Reporting Methodology".			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	Same coverage of the business of Heracles General Cement Company as in previous years.			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	See p. 43 "Reporting Methodology" and p.46 in Lafarge Group Sustainability Report 2012.			
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	No such re-statements have been necessary.			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	See p. 42-43 "Reporting Methodology".			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI –G3.1 Indicators Table (see in website www.lafarge.gr section Sustainable Development)			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Heracles is part of the Lafarge Group. Much of the data used in the Heracles Sustainability Report is subject to Lafarge Group internal and external (Bureau Veritas) verification and assurance (see p. 46-47 of the Lafarge Group Sustainability Report 2012 and p. 42-43 of the Lafarge Greece Sustainability Report). Therefore we do not consider that additional assurance at company level is necessary.			
4. Governance, Commitments, and Engagement						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	See p. 37-39 and see in website http://www.lafarge.gr/wps/portal/gr/1_4_2-Board_of_Directors and http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance . Board of Directors: 100% male. Age 31-50= 16% 50+=84%			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	See Sustainability Report p. 39. The Chairman of the Board is a non-executive member.			
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	See Sustainability Report, page 39 and http://www.lafarge.gr/wps/portal/gr/1_4_2-Board_of_Directors			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	See Heracles Financial Report 2012 p.14-15. We uphold the rights of shareholders, including minority shareholders, as specified in Greek law. Internal mechanisms are in place for employees to make suggestions to the Management via unions and the Management meets periodically with trade union representatives.			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Personal targets for both safety and sustainability are included in key managers' performance targets. See Sustainability Report pages 15-17.			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	The Charter for the Board of Directors includes a paragraph on conflict of interest. It states that a Board member should notify the Board in a timely manner if a conflict of interest arises. Board members, Executive Committee and operational management state their compliance with our conflict of interest policies in an annual certification letter. See also our Code of Corporate Governance in: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf			

4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	The General Assembly of shareholders assesses the performance of the Board. They take into account the balance of the Board's composition. They ensure that each Director possesses the necessary qualities, experience and competence (including on strategy, economic, environmental and social topics) thereby enabling the Board to perform its duties effectively. They implement corporate governance requirements according to Greek legislation and take into account the balance of the Board's composition.				
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	See Sustainability Report pages 37-39 "Values and Governance". See also in website http://www.lafarge.gr/wps/portal/gr/6_2_A-Vision and the Code of Business Conduct in: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance .				
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	The performance of the Board of Directors members is assessed by the General Assembly of Shareholders and, it is linked to the Company's overall performance, including issues of responsible operation in all three areas economic, environmental, and social.				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	See Lafarge Group Sustainability Report 2012 page 44-45 on Lafarge approach to sustainability. Heracles is part of the Group and shares this commitment. See also Heracles Sustainability Report p. 5, 40-41 "Sustainability Management". See also Heracles Environmental Policy in the website: (http://www.lafarge.gr/Environment_Policy_eng.pdf).				
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	See Sustainability Report p. 40-41 "Sustainability Management".				
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	See Sustainability Report p. 41 "Sustainability Management".				
4.14	List of stakeholder groups engaged by the organization.	Fully	See Sustainability Report p. 18-19 "Our communities and Stakeholders".				
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	See Sustainability Report p. 18-19 "Our communities and Stakeholders"				
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	See Sustainability Report p. 18-19 "Our communities and Stakeholders"				
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	See Sustainability Report p. 18-19 "Our communities and Stakeholders" and in p. 42-43 "Reporting Methodology".				
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)							
G3.1 DMAs	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
DMA EC	Disclosure on Management Approach EC						
Aspects	Economic performance	Fully	See Sustainability Report p. 45 "Key Performance Indicators Table" and Heracles Financial Report 2012 p. 29-32.				
	Market presence	Fully	See Sustainability Report pages 2, 24-25 and market presence in website: http://www.lafarge.gr/wps/portal/gr/1_1-Lafarge_in_Greece				
	Indirect economic impacts	Fully	See Sustainability Report p.18-19 "Our communities and stakeholders" and p. 45 "Key Performance Indicators Table" and p. 6-7 "Understanding our business".				
DMA EN	Disclosure on Management Approach EN						
Aspects	Materials	Fully	See Sustainability Report p. 21-23 "Building Sustainably"				
	Energy	Fully	See Sustainability Report p. 31-32 "Energy Consumption and Resource Management"				
	Water	Fully	See Sustainability Report p. 32-33 "Water"				
	Biodiversity	Fully	See Lafarge Group Sustainability Report 2012 p. 32-33 and Sustainability Report p. 34-35 "Biodiversity".				
	Emissions, effluents and waste	Fully	See Sustainability Report p. 27-32 "Building the circular Economy"				
	Products and services	Fully	See Sustainability Report p. 22-23 "Sustainable construction and cities"				
	Compliance	Fully	See our Environmental Policy in our website http://www.lafarge.gr/Environment_Policy_eng.pdf And our Code of Business Conduct in http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
	Transport	Fully	See Sustainability Report p. 25 and p.28-29				
	Overall	Fully	See Sustainability Report p. 21-23 "Building Sustainably" and p. 27-32 "Building the circular Economy".				
DMA LA	Disclosure on Management Approach LA						
Aspects	Employment	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Labor/management relations	Fully	See Sustainability Report p. 15-17 "Employee Development"				

	Occupational health and safety	Fully	See Sustainability Report p. 12-14 "Health & Safety" and p. 44-45 "Key Performance Indicators"				
	Training and education	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Diversity and equal opportunity	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Equal remuneration for women and men	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
DMA HR	Disclosure on Management Approach HR						
Aspects	Investment and procurement practices	Fully	See Sustainability Report p. 24-25 "Sustainable Supply Chain".				
	Non-discrimination	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators". Also see our Code of Business Conduct website: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
	Freedom of association and collective bargaining	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Child labor	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators". Also see our Code of Business Conduct website: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
	Prevention of forced and compulsory labor	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators". Also see our Code of Business Conduct website: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
	Security practices	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Indigenous rights	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators". Also see our Code of Business Conduct website: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf				
	Assessment	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
	Remediation	Fully	See Sustainability Report p. 15-17 "Employee Development" and p. 44-45 "Key Performance Indicators"				
DMA SO	Disclosure on Management Approach SO						
Aspects	Local communities	Fully	See Sustainability Report p. 18-19 "Our communities and Stakeholders" and p. 5 "Making a net positive contribution to society". Also see p. 6-7 "Understanding our business".				
	Corruption	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
	Public policy	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
	Anti-competitive behavior	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
	Compliance	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
DMA PR	Disclosure on Management Approach PR						
Aspects	Customer health and safety	Fully	See Sustainability Report p. 22 "Bringing to market more sustainable products"				
	Product and service labelling	Fully	See Sustainability Report p. 22 "Bringing to market more sustainable products"				
	Marketing communications	Fully	See Sustainability Report p. 22 "Bringing to market more sustainable products"				
	Customer privacy	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
	Compliance	Fully	See Sustainability Report pages 37-39 "Values and Governance" and Corporate Governance data in website: http://www.lafarge.gr/wps/portal/gr/1_4_4-Corporate_governance				
STANDARD DISCLOSURES PART III: Performance Indicators							
Economic							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Economic performance							
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	See Sustainability Report p. 45 "Key Performance Indicators Table" and Heracles Financial Report 2012 p. 29-32.				
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	See Sustainability Report p. 6, 22, 27, 28, 31 and Lafarge Group Sustainability Report 2011 p.10				

			Heracles relies on the public pension system for its employees, not on private pension companies. However, the Company compensates retiring staff with the equivalent of 100% of the compensation in case of dismissal, and recognizes the cost of these expected payments in its financial reporting. No other significant benefit plan is run by the Company. See also Heracles Financial Report 2012 for estimated retirement cost.				
EC3	Coverage of the organization's defined benefit plan obligations.	Fully					
EC4	Significant financial assistance received from government.	Fully	No significant financial assistance received in 2012.				
Market presence							
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	CEMENT: minimum wage 143,47% of standard entry level A&C: minimum wage 132,93% of standard entry level Note: gender is not a variable for wage calculation				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	See Sustainability Report p. 24-25 "Sustainable Supply Chain".				
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	The majority of our staff is local hires. 15% of senior and executive management are expatriates. We recruit employees with the skills that best meet the needs of our business.				
Indirect economic impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	See Sustainability Report p. 18-19 "Our communities and stakeholders".				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	See Sustainability Report p. 18-19 "Our communities and stakeholders" and p. 6-7 "Understanding our business".				
Environmental							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Materials							
EN1	Materials used by weight or volume.	Fully	See Sustainability Report p.46 "Key Performance Indicators".				
EN2	Percentage of materials used that are recycled input materials.	Fully	See Sustainability Report p.46 "Key Performance Indicators".				
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	See Sustainability Report p.45-46 "Key Performance Indicators".				
EN4	Indirect energy consumption by primary source.	Fully	See Sustainability Report p.45-46 "Key Performance Indicators".				
EN5	Energy saved due to conservation and efficiency improvements.	Fully	See Sustainability Report p. 28-30 "CO ₂ & Air Emissions".				
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	See Sustainability Report p. 22 "Bringing to market more sustainable products" and p. 32 "alternative fuels".				
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	See Sustainability Report p. 28-30 "CO ₂ & Air Emissions".				
Water							
EN8	Total water withdrawal by source.	Fully	See Sustainability Report p. 32-33 "Water".				
EN9	Water sources significantly affected by withdrawal of water.	Fully	The Company does not withdraw water bodies from a system recognized by environmental experts to be particularly sensitive due to its relative size, function, or they characterize its status as a rare, threatened, or endangered. Also, the Company does not withdraw water from a Ramsar-listed wetland or any other nationally or internationally proclaimed conservation area.				
EN10	Percentage and total volume of water recycled and reused.	Fully	See Sustainability Report p. 32-33 "Water". 19.330m ³ is from rainwater harvesting (2,2% of consumed water) and 634.881 m ³ from desalination (34,8% of withdrawn water).				
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	1. Milos island Pozolane quarry which consists of: 227,000 m ² land owned 439,000 m ² land leased The quarry area is in a protected area of the "red viper" as well as adjacent to Natura 2000 protected zone 2. Hornstone quarries (two) in Anavra Volos. Both quarries are leased i) The first is 135,000 m ² and ii) the other 230,000 m ² both are inside the Natura 2000 protected zone 3. Araxos limestone Aggregates Quarry 176,000 m ² land owned The total quarry area is Natura 2000 protected both are inside the Natura 2000 protected zone 4. Polycastro limestone Aggregate Quarry 27,668 m ² land leased The quarry area is wholly within the boundaries of the Natura 2000 protected zone				
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	Our main impact on biodiversity is that caused by quarrying (in quarries that supply cement plants and the quarries of LAVA). This causes alteration in the				
EN13	Habitats protected or restored.	Fully	See Sustainability Report p. 34-35 "Biodiversity"				

EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	See Lafarge Group Sustainability Report 2012 p. 32-33 and Sustainability Report p. 34-35 "Biodiversity".				
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	Vipera scwheizeri and the Mediterranean seal (monachus-monachus) at the pozzolan quarry on Milos island. The remarkable endemic species 'Centaurea Niederi', included in Annex II of the Habitats Directive and the Bern Convention, which lives at the cliffs of the place 'MAVRA VOUNA' where is situated the quarry of Araxos.				
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	See Sustainability Report p.45-46 "Key Performance Indicators" This is estimated to be 40,000 tn CO2 (2012). (Note : CO2 emissions results from land transportation -Kilometers X lt fuel per KM X CO2 per lt - and fuel consumption from vessels).				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	See Sustainability Report p. 28-30 "CO ₂ & Air Emissions"				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	See Sustainability Report p.45-46 "Key Performance Indicators"				
EN19	Emissions of ozone-depleting substances by weight.	Fully	See Sustainability Report p. 28-30 "CO ₂ & Air Emissions" and p.45-46 "Key Performance Indicators"				
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	See Sustainability Report p. 32-33 "Water" and p.46 "Key Performance Indicators"				
EN21	Total water discharge by quality and destination.	Fully	See Sustainability Report p. 32-33 "Water" and p.46 "Key Performance Indicators"				
EN22	Total weight of waste by type and disposal method.	Fully	See Sustainability Report p. 32-33 "Water" and p.46 "Key Performance Indicators"				
EN23	Total number and volume of significant spills.	Fully	There were no spills.				
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	No hazardous waste is transported, imported, exported or treated by us. Also see Sustainability Report p. 31 "Waste management in aggregates and concrete".				
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	No wetland or water body is significantly affected by water discharges. Also see Sustainability Report p. 31-32.				
Products and services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	See Sustainability Report p. 28-35 (the section "building the circular economy" describes all our initiatives to mitigate our environmental impacts).				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	100% of packaging materials used for bagged cement are reclaimed. Packaging materials are not an issue for bulk cement sales.				
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	2012 : 1 monetary fine of 7.680 € for Lafarge Beton and 1 monetary fine of 21.384 € for Lafarge Beton				
Transport							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully					
Overall							
EN30	Total environmental protection expenditures and investments by type.	Fully	See p. 46 "Key Performance Indicators Table" (materiality).				
Social: Labor Practices and Decent Work							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Employment							
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	See Sustainability Report p.44-45 "Key Performance Indicators".				
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	See Sustainability Report p.44-45 "Key Performance Indicators".				
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not	This is not applicable as all our employees are full time.		Not applicable	All employees are full time	
LA15	Return to work and retention rates after parental leave, by gender.	Fully	Parental leave according to Greek legislation: a) 6 months unpaid leave – optional & granted only to women - Entitled: 4 - Took: 0 b) another 4 months at least, unpaid – optional & granted to both parents until child reaches the age of 6 - Entitled : 38 (women 4, men 34) - Took: 0 We had no employees with parental leave in 2012.				
Labor/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	All employees are covered by collective bargaining agreements (100%).				

LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	As per applicable law. The obligation to inform employees and their representatives regarding significant operational changes that may affect them are governed by the provisions of Presidential Decree 240 of 2006 "On establishing a general framework for informing and consulting with employees," harmonized with the Directive 2002/14/11.03.2002 EC of the European Parliament and of the Council (EEL 80/23.03.2002). According to the provisions of Article 4 of Decree 240/2006, there is no minimum period of advance notice for a significant event affecting the operation of the company, but the general obligation to inform at the appropriate time, which may be subsequent to the event. Exceptions are the decisions affecting labor relations and in particular the imposition of suspension, job rotation, and collective dismissals in which the Legislator provides for a consultation process (at the appropriate time during which the employee representatives can analyze the data and submit their own suggestions) prior to application. Notice period is not specified in Collective Agreements.				
Occupational health and safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	All employees are covered by Health and Safety Committees, with elected representatives in the plants. This is a requirement by the Greek legislation.				
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	See Sustainability Report p. 12-17 and p.44-45 "Key Performance Indicators" Also for 2012: No occupational diseases. No fatal, 3 Lost Time Incidents (LTIs) involving male employees. Lost days due to accidents: 205 involving a male Absenteeism rate--> 1,88 %.				
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	See Sustainability Report p. 18-19. There aren't any workers involved in occupational activities who have a high incidence or high risk of specific diseases.				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	The Company includes all the Health and Safety topics foreseen by the institutional framework in its employees' labor contracts. Also see: European Social Dialogue agreement NePSi on the protection of workers of Respiratory Crystalline Silica.				
Training and education							
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	See Sustainability Report p.16-17 and p.44-45 "Key Performance Indicators".				
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	See Sustainability Report p. 16-17				
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	See Sustainability Report p. 16-17 220 persons of our total population receives annual appraisal and career development reviews, 45 of which are women.				
Diversity and equal opportunity							
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	See Sustainability Report p. 16-17 and p.44-45 "Key Performance Indicators." 2012: On the Executive Committee 22.3% are female and 77.7% male. Age 31-50= 77.7%, 50+=22.2%, Nationality: Expatriates: 22.2%				
Equal remuneration for women and men							
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	Heracles has a gender-neutral pay system which is compliant with Greek and EU pay equality legislation.				
Social: Human Rights							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Investment and procurement practices							
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Fully	See Sustainability Report p. 24-25 "Sustainable Supply Chain". Since 2012, all our contracts with suppliers include a standard clause on UN Global Compact compliance.				
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	See Sustainability Report p. 24-25 "Sustainable Supply Chain".				
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	Our code of business conduct states our policies related to respect human rights (see in website: http://www.lafarge.gr/Corporate_Governance_Code_eng.pdf) About employees training on business conduct see Sustainability Report p. 38-39.				
Non-discrimination							
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	No incidents related to breach of the Code of Business Conduct principles concerning discrimination were reported through the business in Greece.				

Freedom of association and collective bargaining							
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	Since 2012, all our contracts with suppliers include a standard clause on UN Global Compact compliance (which includes the freedom of association). About suppliers screening, see Sustainability Report p. 24 "Sustainable Supply Chain".				
Child labor							
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	Since 2012, all our contracts with suppliers include a standard clause on UN Global Compact compliance (which includes child labor). About suppliers screening, see Sustainability Report p. 24 "Sustainable Supply Chain".				
Prevention of forced and compulsory labor							
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	Since 2012, all our contracts with suppliers include a standard clause on UN Global Compact compliance (which includes forced or compulsory labor). About suppliers screening, see Sustainability Report p. 24 "Sustainable Supply Chain".				
Security practices							
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	Our personnel employed in security duties (gate control of facilities) are among the employee population trained in the application of our Code of Business Conduct.				
Indigenous rights							
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	There were no such incidents				
Assessment							
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	No risk of human rights violations on the part of the Company has been identified.				
Remediation							
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	None				
Social: Society							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Local communities							
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	Each of our sites, as part of their local integration plans, assesses the primary and secondary value created by our operations. See Sustainability Report p. 18-19 "Our communities and Stakeholders" and p. 5 "Making a net positive contribution to society".				
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	Our cement plants and quarries have this potential; our distribution centers have limited potential. Measures for minimizing negative impacts and maximizing positive ones are described in the Sustainability Report pages 18 and 19. Also all sites are subject to strict environmental terms attached to their operational licenses.				
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	See Sustainability Report pages 18-19 and p. 5 "Making a net positive contribution to society". Actually our report presents all prevention and mitigation				
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	100% of Heracles Cement Company and Lafarge Beton. No incident of corruption has been presented				
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	See Sustainability Report p. 38-39 "Values and Governance".				
SO4	Actions taken in response to incidents of corruption.	Fully	There has been no such incident in 2012.				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	See Lafarge Group Sustainability Report 2011, pages 9-11, and Lafarge Lobbying Charter. These public policy positions are adopted on behalf of the Lafarge Group of which Heracles is part.				
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	The Company does not provide any financial or in-kind support to politicians and/or political parties.				
Anti-competitive behavior							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	There were no such legal actions in 2012.				
Compliance							
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	There were no incidents of non-compliance with laws and regulations or any relative fines in 2012.				
Social: Product Responsibility							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Customer health and safety							

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	The company assesses the impact of products and services on health and safety during their development of product concept, R&D, certification, marketing, promotion, and reuse or recycling. Products are labeled accordingly and safe instructions are provided to users. The bagged cement products are subject to the European Directive for hexavalent chromium limitation and have controlled expiration date. All packed products are labeled accordingly and safe instructions are provided to users.			
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	There were no relative incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services.			
Product and service labelling						
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	Material Safety Data Sheets (MSDS) are available for all types of our products. These are provided to our clients and users and are also posted on our website.			
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	There were no relative incidents of non-compliance in 2012.			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	We conduct customer satisfaction surveys both for our cement and ready mix customers. See more on Sustainability Report p. 24-25.			
Marketing communications						
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Members of the Communication Control Council.			
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	Our products are not subject to ethical or other concerns. We market our products responsibly.			
Customer privacy						
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	There were no relative complaints in 2012.			
Compliance						
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	There were no relative fines in 2012.			