



## 7.1 Engagement process 2015 G4-26

The practices of thematic dialogue and e-dialogue, applied by ALUMINIUM OF GREECE and METKA, respectively, as part of the Group's Stakeholder Engagement Process 2015, are the evolution of its established local one-day events which have been held regularly during the last six years. This new approach seeks to transform the Engagement process, from a briefing and consultative event, to a process with enhanced qualitative attributes that fosters effective synergies with selected Stakeholder groups. The main target is the dialogue with Stakeholders which, drawing on their experience, are in a position to contribute to the development of knowledge and to offer new ideas and best practices, which the Group's subsidiaries can adopt to address their material sustainability aspects.

In more detail:



### Thematic consultation on "Health & Safety at the Workplace"

Participations in this initiative of ALUMINIUM OF GREECE, which is a key implementation practice of the Company's Social Corporate Responsibility policy, included representatives from: eminent companies, contractors, suppliers, business consultants, the Prolepsis Institute of Preventive Medicine Environmental and Occupational Health, the Greek Mining Enterprises Association, the National Technical University of Athens, the Regional Administration for Central Greece, the Ministry of Labour and neighbouring Municipalities. G4-24 G4-27

The Consultation event started with a briefing of the participants by the company's executives on the policy, objectives and the OHSAS 18001 occupational health and safety management system in place in ALUMINIUM OF GREECE, stressing the company's commitment to the systematic measurement, assessment and mitigation of Health & Safety risks in all work areas.

Emphasis was also placed on the active participation of Stakeholders, which were allocated to three working groups. In order to achieve the Consultation's initial objective, ALUMINIUM OF GREECE put to the working groups two specific issues for discussion:

- a) Improving the adherence to the Health & Safety instructions and
- b) Improving the use of the foreseen Personal Protective Equipment (PPE) both by the company's employees, as well as by the employees of the contractors it works with.

The Consultation concluded with the presentation of the results by the rapporteurs of the three working groups, who also responded to clarifications asked by the company's representatives. The main proposals submitted by the Stakeholders were the following: G4-27

- To place emphasis on developing a spirit of collective responsibility with regard to Safety measures, so that each working team shows solidarity with the other working teams and every employee cares for the safety of his or her colleagues.
- To place emphasis on the approach adopted by foremen (and the middle-management hierarchy in general), and to help them understand their responsibility towards their colleagues and assume their role of leaders with regard to Health & Safety issues, giving priority to Hygiene.
- The introduction of the role of the "observer employee". This employee will be entrusted with overseeing the correct implementation of the Health & Safety regulations at the workplace. Where possible, assignment of this role should include the rotation of roles and jobs.
- The value of educational programs for children was acknowledged. Particular mention was made of the "Safety at Home" program, carried out by volunteer 20 employees of TITAN S.A. in primary and secondary schools across Greece, whose aim is to prevent child accidents. ALUMINIUM OF GREECE made a commitment to investigate the possibility of working together with TITAN S.A. In for that particular program.
- To take action with transport companies for raw materials and goods, with regard to driving behaviour and to securing/insuring the transported cargo.
- The importance of changing the employee culture and the great difficulties that this entails (especially in the contracting business) was acknowledged. A proposal was made to place greater emphasis on providing the employees of contractors

with training in Safety measures and in the consequences of non-compliance with these.

- To carry out a questionnaire-based survey, drawing on the OHSAS 18001 standard, in order to assess the Health & Safety culture, strategy and results achieved by the company's employees across all levels of its hierarchy.
- To introduce a procedure for employees to commit themselves in writing to using the Personal Protective Equipment (PPE), at the time when they take delivery of this Equipment.
- Finally, it was mentioned that the effects of stress are a highly critical factor that affects the performance of employees in Health & Safety issues, and must be taken into account.

### Evaluation of the thematic Consultation

ALUMINIUM OF GREECE went on to evaluate this new consultation process, by posting a custom satisfaction questionnaire to all participants in the consultation and inviting them to indicate their satisfaction using a rating scale from of 1 (low) to 5 (high). Three separate aspects of the Consultation were evaluated: (a) Overall Image, (b) Planning and (c) Organisation. Various individual variables were used in each category and respondents were also able to make comments and suggest improvements. The percentage of Stakeholders who responded positively to this evaluation stood at 75%, with a total of 20 comments / suggestions for improvement submitted. Overall, the participants rated the new consultation process as very positive.

