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|   | SOCIAL ACCOUNTABILITY POLICY | Code: SAP/1 |
| | | Valid from: 01.01.2016 |
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Our Values

SHARRCEM, as a part of the Greek owned TITAN Group, is involved in the cement manufacturing and it is aspired to effectively manage and promote the TITAN Group corporate values including integrity, know-how, value to its customers, delivery results, continuous self improvement, as well as the corporate responsibility for the impacts of the decisions and activities on society and the environment, through transparent and ethical behaviour that:

- contributes to sustainable development, including health and the welfare of society;
- takes into account the expectations of stakeholders;
- is in compliance with applicable law and consistent with international norms of behaviour; and
- is integrated throughout the organization and practiced in its relationships, through the application of the TITAN Group Code of Conduct and the CSR metrics.

Our Commitment

SHARRCEM is committed to managing its operations in a way that complies with all relevant employment legislation. In order to support implementation to its values, SHARRCEM applies the TITAN Group Code of Conduct and adopts the SA 8000 international standard for managing social accountability throughout its operations.

Our Principles

SHARRCEM continuously identifies, assesses, manages and improves the elements of its operation that impact on social accountability. In line with sound business practice, SHARRCEM hereby commits to:

- Apply this policy that is effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form to all personnel whether directly employed by, contracted with, or otherwise representing the Company;
- Conduct its business with fairness, honesty, integrity and respect for the interests of its stakeholders;
- Comply with the all requirements prescribed by the relevant national legislation and regulations regarding Social Accountability at the workplace, as well as relevant International conventions, like International Labour Organization (ILO) conventions;
- Provide awareness training on social accountability and where required job specific training for employees;
- Prevent the use of child labour as well as of forced and compulsory labour, improve health and safety, support freedom of association and collective bargaining, prevent discrimination, implement performance management and manage compensation and working hours;
- Encourage suppliers and contractors to support its principles and commitment on social accountability and introduce programmes aimed at supporting these principles;
- Implement a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of its performance.



Policy Control and Review

Copies of this policy are displayed at all SHARRCEM locations, communicated to every employee and are available to all other interested parties. Policy will be reviewed on an annual basis by management and any changes will be approved by the Managing Director and communicated by the person who is responsible for Social Accountability Management System.

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