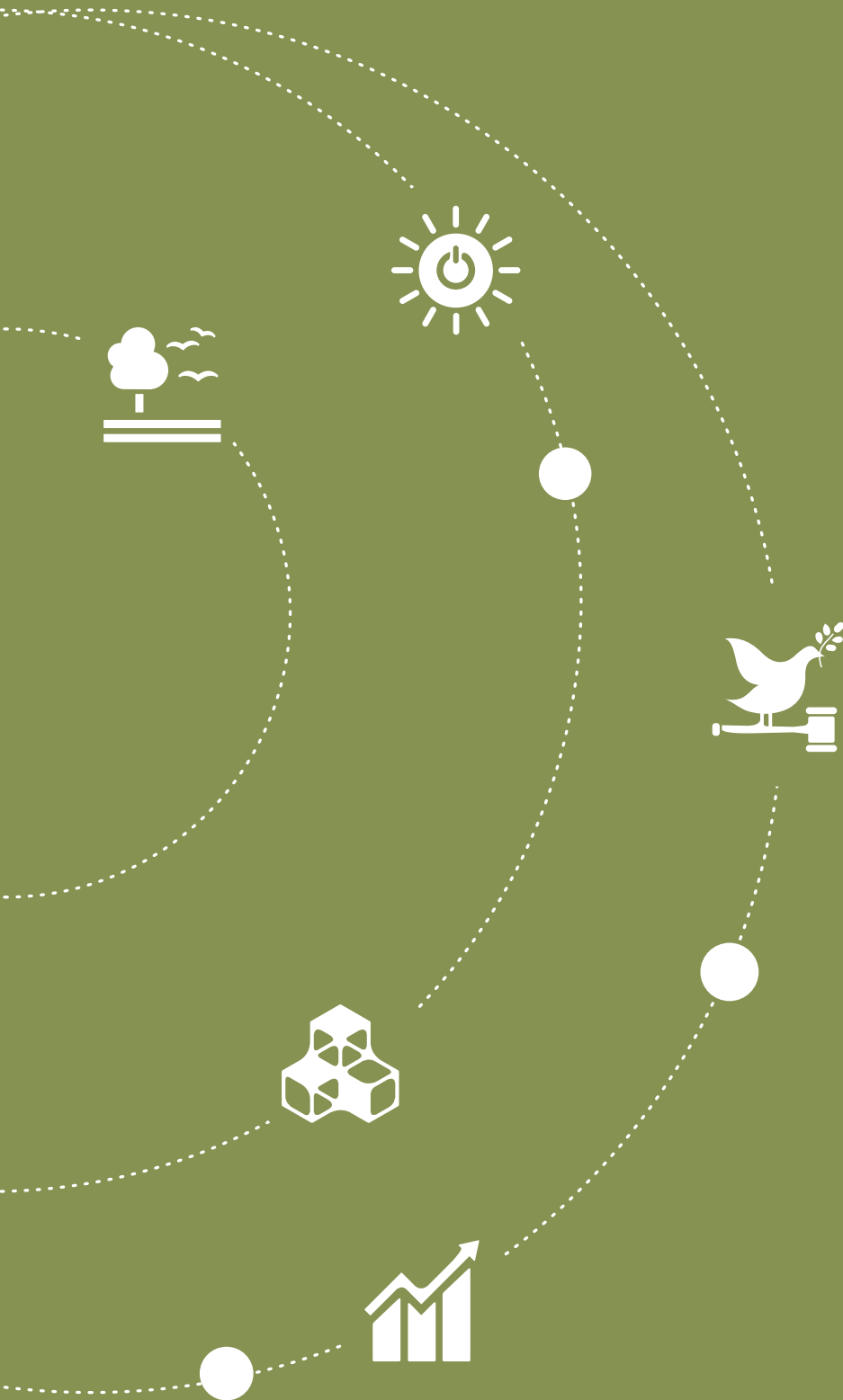


GEKTERNA

GROUP OF COMPANIES



CORPORATE RESPONSIBILITY REPORT 2017

WWW.GEKTERNA.COM

2017

**CORPORATE RESPONSIBILITY
REPORT**

GEK TERNA
GROUP OF COMPANIES

CONTENTS

Message by the Management **6**

01. About GEK TERNA Group **10**

02. Corporate Governance **20**

03. Strategy and Corporate Responsibility **26**

04. Stakeholder Engagement **36**

05. Material Corporate Responsibility Issues **40**

06. Motorways **44**

07. Caring for the Environment **52**

08. Marketplace and value creation **64**

09. Caring for our People **72**

10. Health and Safety in the Group **88**

11. Local Communities **98**

12. Goals for 2018 **102**

13. About this Report **104**

14. GRI Content Index **106**



WIND FARM , MOUNTAIN AIR, USA

MESSAGE BY THE MANAGEMENT

Dear friends, dear partners,

We are delighted to share with you our 2017 Corporate Responsibility Report. For the 5th consecutive year, we present to you a comprehensive view of how the principles of Sustainable Development are integrated in GEK TERNA Group, and how we transform our vision into specific and measurable outcomes. Focusing on the creation of positive social and environmental impact, the decisions taken and implemented, systematically promote responsible entrepreneurship and Sustainable Development at both national and international level.

In 2017, the Group further strengthened its presence in Greece and continued expanding its activities in South-East Europe, the USA and the Middle East, continuing its growth plan with emphasis on people and the environment.

More specifically,

2017 marked the completion of Ionia Odos, the Xyniada - Trikala part of Central Greece Motorway, and Olympia Odos, as well as the acquisition of the concession companies “NEA Odos” and “Central Greece Motorway”.

In the field of Renewable Energy Sources (RES), the Group approached the milestone of 1,000 MW of installed capacity, placed the USA based Fluvanna wind farm, with a capacity of 155 MW, into operation, and commenced the operation of a 48.6MW wind farm complex in Central Greece.

In addition, in 2017, the construction of the waste management plant in the Region of Epirus began.

Our strategy for environmental protection and management, our continuous investments in RES and cutting-edge technology as well as our dedication to advancing national growth, have led to our establishment as one of the leading Greek Business Groups, and as a pioneer. Investment projects such as the Amari hybrid plant in Crete and the pumped storage project in Amfilochia, are supported by integrated environmental management systems with the aim of reducing environmental impact, halting climate change and improving quality of life.

In 2017, the Group invested over €15 million in quality, environment and Health & Safety, through numerous actions aimed at awareness raising, risk prevention and management. All the projects being planned and implemented by the Group, are characterised by their contribution to social prosperity and growth, whether directly or indirectly. In combination with its social policy, the Group is expanding its social footprint and increasing its contribution to social growth. In 2017, our “Social Product” amounted to approximately €1.5 billion.

The Group has not remained unaffected by global challenges. However, the changes taking place, serve as a stepping stone for developing more flexible procedures, improving organisational structures, investing in strategic alliances and implementing sustainable projects. Our commitments remain unchanged and include further expansion in the field of green energy, investments in regional development infrastructure projects with national importance, as well as projects that can improve the quality of life of people at global level. Sustainable Development remains a commitment and, primarily, a promise based on moral values and responsible decisions.

Thank you.

2017 AT A GLANCE



≈5,000
Employees



Presence in **4 continents**
and **16 countries**



110
Business units



TERNA S.A.
GMR Airports Limited
Provisional contractor for the construction
and operation of the new airport in Kasteli,
Crete



Construction
commencement for the Public-Private
Partnership waste management plant
in Epirus



€1,185 million
Turnover



€280 million
Adjusted EBITDA



€95 million
Net profit



6,933 Suppliers
4,685 local and national
suppliers (Greece)



Development
of Code of Ethics and
Conduct



€1.5 billion
Social product



Ionia Odos
Olympia Odos
Completion of motorways' construction



Central Greece Motorway
Completion of the Xyniada - Trikala road section



66.6% Central Greece Motorway
78.5% Nea Odos
Increase of participation in concession companies



155 MW
Fluvanna wind farm
in Texas is fully operational



48.6 MW
Construction and operation
of wind farms at Tanagra



≈ **1GW**
Total installed capacity from
RES in Greece and abroad



1,568 MW
Total installed capacity
worldwide



561 MW
Total installed capacity
from RES in Greece



2,088,255 MWh
Clean energy production



1,533,119 tonnes of CO2
emissions avoided

01

ABOUT GEK TERNA GROUP

GEK TERNA Group is one of the largest business Groups in Greece, with operations also in Central and South-East Europe, the USA, North Africa and the Middle East.

The Group is active in the fields of infrastructure, electricity production, supply and trade (Renewable Energy Sources & Conventional Fuels), concessions, waste management, mining activities and real estate development and management.

1.1 Vision and Principles

GEK TERNA Group has been a pioneer in responsible entrepreneurship for almost half a century, with investments that contribute decisively to its business excellence and are based on three key pillars: ethics, corporate values and responsible practices.

The Group’s willingness to take risks and further expand in the fields of infrastructure, clean energy and concessions is integrally linked to its strategic choice and commitment to creating opportunities for all stakeholders, thus leading to sustainable development in practice.

By adhering to a long-term strategic plan that incorporates all modern Corporate Responsibility practices, GEK TERNA Group is creating value for Greece within and beyond its borders. Its performance not only in the market but also with respect to employees, the environment, Health and Safety and society are key components of its business success, as the Group’s plan is continuously being enriched and upgraded in order to systematically serve its Corporate Governance principles, ethics, quality and effectiveness.

Robust and responsible entrepreneurship, as reflected in the actions presented below, is the key driving force of growth for GEK TERNA Group.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK AND ECONOMIC GROWTH



12. RESPONSIBLE PRODUCTION & CONSUMPTION



9. INDUSTRY, INNOVATION & INFRASTRUCTURE



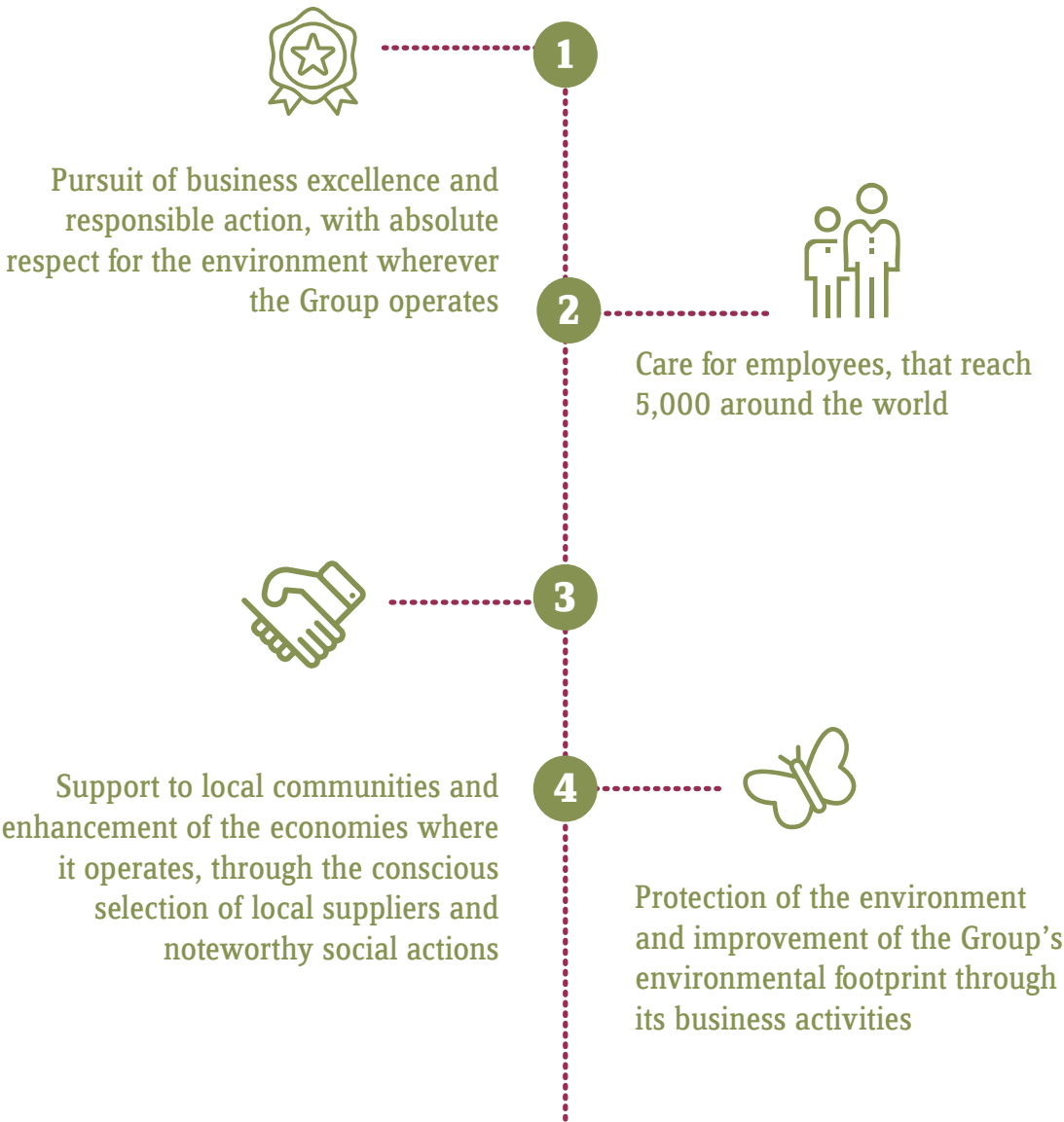
16. PEACE, JUSTICE & STRONG INSTITUTIONS



11. SUSTAINABLE CITIES & COMMUNITIES



17. PARTNERSHIPS FOR THE GOALS



1.2 Areas of Business Activity

CONSTRUCTION SECTOR

TERNA S.A., the main construction branch of GEK TERNA Group, is one of the largest construction companies in Greece, with a significant presence in the Balkans and the Middle East. Its experience in the execution of large-scale road construction, port and energy projects and its established presence in the market are indicative of the further improvement of the finances and progress of the construction sector.

CONSTRUCTION SECTOR	2017	2016	2015
Turnover	899.5	955	779
Turnover among Group sectors	58	46.2	48
EBIT	106.4	128.1	30.3
Adjusted EBITDA	126.2	153.4	59.2
EBITDA	124.1	149.8	56.49
Loans	100.4	74	94
Net Debt of the construction sector (cash available minus borrowing liabilities)	234.6	380	108
Signing of new contracts and project extensions	-	660	270
Backlog of signed contracts on 31.12.2017	1,600	2,485	2,770
*Amounts are in EUR millions			

REAL ESTATE DEVELOPMENT SECTOR

REAL ESTATE DEVELOPMENT SECTOR	2017	2016	2015
Turnover	2.7	5.8	6.1
Adjusted EBITDA	15.6	(5)	(0.7)
Profit after tax	2.9	(6.2)	(15.3)
Sector Dept to Total Assets ratio	73%	72%	65%
*Amounts are in EUR millions			

ENERGY PRODUCTION SECTOR

GEK TERNA Group, active in the Energy market since the mid-1990s, is a leader in both the field of renewable energy sources (RES) through its subsidiary “TERNA ENERGY S.A.” and in thermal energy through “HERON Thermoelectric S.A.” and “HERON II”.

During the last five years, the Group has been annually investing approximately €120 million on average in the field of energy production from Renewable Energy Sources, and still continues to develop carefully selected projects in Greece. Capitalising on its experience, the Group is increasing its efforts to expand its presence in the USA. The Group’s total installed capacity from RES is close to 1GW in Greece and abroad.

The Group is now aiming to further grow its portfolio to 2 GW in all countries where it has selected to extend its activities.

TERNA ENERGY Group investments reached €232 million in 2017. The company’s ongoing investments are creating the conditions necessary to stabilise its increased revenue and profitability over the long-term.



561MW in Greece
293MW in the USA
132MW in S.E. Europe

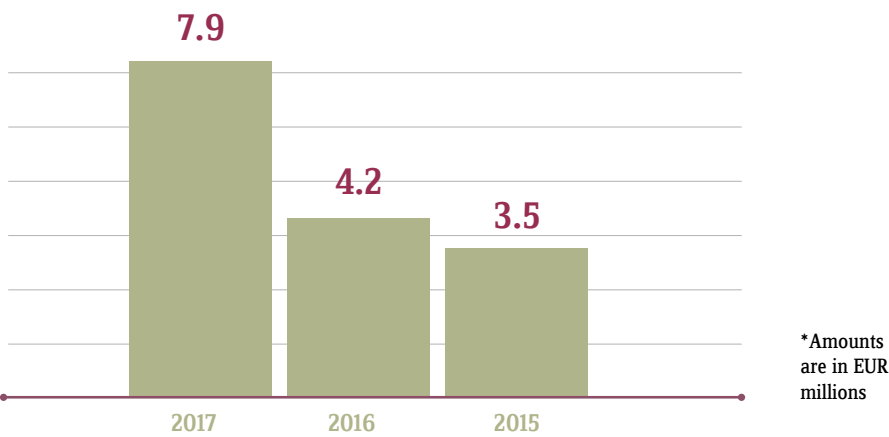
SECTOR OF ELECTRICITY PRODUCTION FROM RENEWABLE ENERGY SOURCES	2017	2016	2015
Sales from RES	173	151.1	140.3
Adjusted EBITDA	128.9	109.2	97.8
EBIT (RES units)	90.7	67	60
EBITDA (RES units)	128.9	109.1	97.8
*Amounts are in EUR millions			


SECTOR OF ELECTRICITY PRODUCTION FROM THERMAL ENERGY SOURCES - ELECTRICITY TRADING	2017	2016	2015
Earnings from joint ventures	1.07	1.8	(13.7)
EBITDA	0.9	0.4	0.3
Sector turnover	13.6	31.8	26.7
*Amounts are in EUR millions			

INDUSTRIAL SECTOR

Through its subsidiary TERNA MAG S.A., the Group is active in the mining and processing of magnesite (magnesia) through the mining permits and concessions it holds. Expecting high demand for magnesia products in the coming years, Management has already implemented the majority of an ambitious investment programme with a total estimated budget of €100 million at its privately owned facilities in Mantoudi, Euboea.

TURNOVER





Investments
of €2 billion
during the
economic crisis

CONCESSIONS - SELF-FINANCING/CO-FINANCED PROJECTS

The Group manages an exceptional portfolio of three major road concessions, “Nea Odos”, “Central Greece Motorway” and “Olympia Odos”.

In 2017, the Group increased its participation in “Nea Odos” and “Central Greece Motorway” and now holds a 78.5% stake in “Nea Odos” and a 66.6% stake in “Central Greece Motorway”. Under the applicable IFRS provisions, through this acquisition, the Group acquired control over these companies, which were fully consolidated as subsidiaries as of October 1st, 2017. The Group continues to hold a 17% stake in “Olympia Odos”.

The Group’s activity extends to the sector of parking stations management and operation, owning 2,278 parking spaces. Furthermore, the Group holds a 70% stake in “HELLAS SMARTICKET S.A. - Provision of Electronic Ticket Services Société Anonyme”, with a post-construction concession duration of 10 years.

CONCESSIONS SECTOR	2017	2016	2015
Turnover	88.7	15.5	14.7
EBITDA, excluding non-cash income	12.1	(0.4)	(0.1)
EBIT	4.8	(0.8)	(0.5)

Amounts are in EUR millions. Turnover in 2017 includes the 4th quarter turnover of the concession companies ‘NEA ODOS’ and ‘CENTRAL GREECE MOTORWAY’, which became subsidiaries of the Group on 01.10.2017.

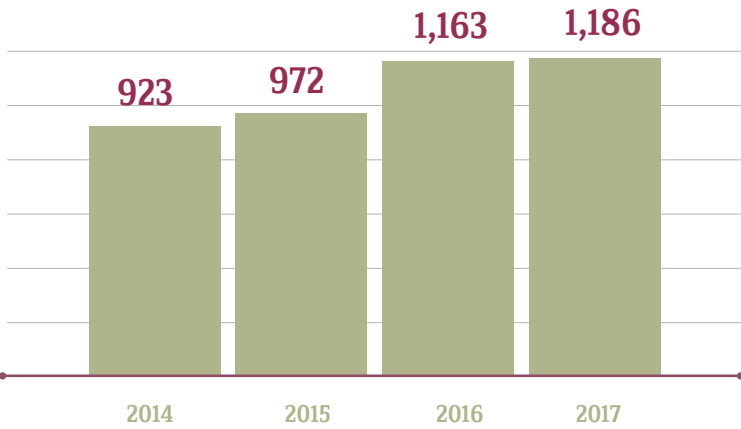
1.3 Financial Performance

Direct economic value generated and distributed (EUR in thousands)	2017			2016		
	GEK TERNA GROUP	TERNA	TERNA ENERGY GROUP	GEK TERNA GROUP	TERNA	TERNA ENERGY GROUP
Total Revenue	1,185,531	791,019	276,535	1,163,480	825,960	225,560
Total Operating Cost	998,055	697,527	177,795	989,134	716,655	164,779
Total Salaries and Employee Benefits*	130,987	83,566	17,637	134,789	92,507	8,423
Total Dividends Paid and Capital Returns	9,664	-	-	6,177	-	-
Total Interest Paid to Capital Providers	74,909	9,018	47,091	55,697	10,319	34,479
Total Taxes Paid	168,277	103,382	51,400	135,962	85,830	36,540
Total Grants / Donations / Charity	280	199	81	351	230	97

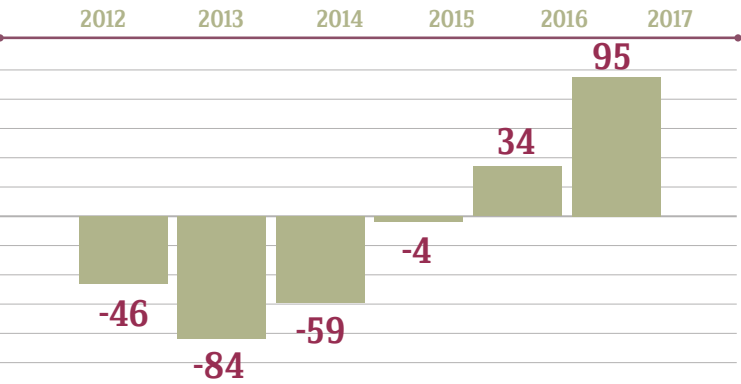
* Salary employees and freelancers with an employment relationship equated to salary employment (e.g. lawyers, accountants, economists or engineers, when working full-time)

Financial Information (EUR in thousands)	2017			2016		
	GEK TERNA GROUP	TERNA	TERNA ENERGY GROUP	GEK TERNA GROUP	TERNA	TERNA ENERGY GROUP
Total Group Equity	768,155	194,917	378,749	598,505	156,861	355,230
Parent Company Capitalisation	429,334	N/A	460,488	223,923	N/A	289,795
Total Assets	4,093,755	1,172,724	1,603,311	3,084,493	1,265,970	1,437,611
Total Liabilities	3,325,600	977,807	1,224,562	2,485,998	1,109,109	1,082,381
Number of Group Business Units	110	24	59	112	37	52

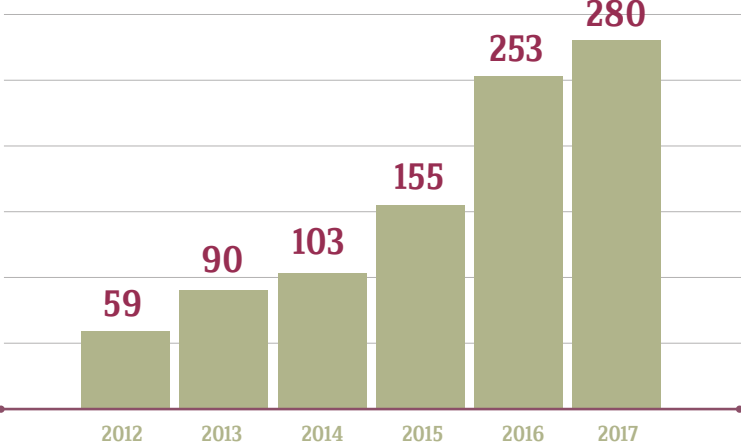
GEK TERNA GROUP - Turnover (million eur.)



GEK TERNA GROUP - Net profit (million eur.)



GEK TERNA GROUP - Adjusted EBITDA (million eur.)



Since 2005, the Group's annual financial reports are prepared in accordance with the International Financial Reporting Standards and are available at: <http://www.gekterna.com>
GEK TERNA and its subsidiary TERNA ENERGY are listed on the Athens Stock Exchange (FTSE / Athex Large Cap).



€232 million
Investments of TERNA ENERGY GROUP in 2017

1.4 Milestones in 2017

1

In 2017, the Group increased its participation in the “Nea Odos” and “Central Greece Motorway” concession companies. On 31/12/2016, the Group’s stake in “Nea Odos”, “Central Greece Motorway” and “Olympia Odos” stood at 57.19%, 33.33% and 17%, respectively. As of October 1st, 2017 its stake had increased to 78.5% in “Nea Odos” and 66.6% in “Central Greece Motorway”. Through this acquisition, under the applicable provisions of the International Financial Reporting Standards (IFRS), the Group acquired control over the two concession companies.

2

In 2017, construction works on the “Ionia Odos”, “Central Greece Motorway” (E65, Xyniada - Trikala Section) and “Olympia Odos” motorways were completed and the work completion certificates for the Design - Construction periods of these projects were issued.

3

The operation of a wind farm complex, with a total installed capacity of 48.6 MW, was launched in the Municipality of Tanagra, in the Region of Central Greece.

4

The company “TERNA ENERGY FINANCE S.P.S.A.”, a 100% subsidiary of the Group that was incorporated in 2016 for the purpose of issuing a corporate bond amounting to €60 million to support the investment programme in Greece and the USA, was activated. The public offer was completed on July 19, 2017 and the total valid demand from investors amounted to €154.4 million.

5

In May 2017, the consortium “TERNA S.A. - GMR Airports Limited” was declared provisional contractor of the project “Study, Construction, Financing, Operation, Maintenance and Exploitation of the New International Airport of Heraklion, Crete as well as the “Study, Construction and Financing of its Road Connections”.

6

The company “AEFORIKI EPIRUS S.A.” was founded, a 100% subsidiary of the Group, which undertook the implementation and operation of the waste management plant in the Region of Epirus. Construction works began in July 2017 and are expected to be completed by the end of 2018, for the plant to commence operations in January 2019. This is a Public-Private Partnership (PPP) of the Region of Epirus, with a service duration of 27 years and an investment of €52.6 million.

7

In December 2017, the Fluvanna wind farm, the second investment of TERNA ENERGY, began operating in Dallas, Texas in the USA. The installed capacity of Fluvanna is 155.4 MW, generated by 74 GAMESA G116 2.1 MW turbines. The investment budget stands at USD 252.5 million with financing supported by Goldman Sachs (SSIG), Copenhagen Infrastructure Partners and Terna Energy USA Holdings Corp.



02

CORPORATE GOVERNANCE

The rapidly changing environment in which GEK TERNA Group operates, requires adaptability in the business decision process and utmost responsibility during implementation. The Group’s ability to recognise and benefit from opportunities requires a Corporate Governance framework that continuously evolves and adapts to the ever-changing economic, social and business conditions.

The Group has established a framework of stability, transparency and responsible operation that plays a crucial role in the materialisation of its business and strategic goals. Its Corporate Governance principles ensure unity within the Group while enhancing its competitiveness by establishing flexible structures, pioneering approaches and a stable framework of operation.

2.1 Governing Bodies

2.1.1 Board of Directors

As the supreme governing body of the Group, the Board of Directors (BoD) develops guidelines and ensures the effective application of its strategy, while aiming at safeguarding and promoting the interests of all stakeholders. Terms and methods are applied to establish the Group’s reliability among the financial and business community as well as society at large, while also ensuring respect by and towards any individuals associating or entering into transactions with the Group.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK & ECONOMIC GROWTH



9. INDUSTRY, INNOVATION & INFRASTRUCTURE



12. RESPONSIBLE PRODUCTION & CONSUMPTION



16. PEACE, JUSTICE & STRONG INSTITUTIONS



12 members

The composition of the BoD of GEK TERNA Group at the time this Report was drafted (April 2018) was:

1. **Nikolaos Kampas** - Chairman, non-Executive Member
2. **Konstantinos Vavaletskos** - Vice Chairman, Executive Member
3. **Michael Gourzis** - Vice Chairman, Executive Member
4. **Angelos Benopoulos** - Vice Chairman, Executive Member
5. **Apostolos Tamvakakis** - Vice Chairman, Independent non-Executive Member
6. **Georgios Peristeris** - Managing Director, Executive Member
7. **Dimitrios Antonakos** - Executive Member
8. **Emmanuel Vrailas** - Executive Member
9. **Emmanuel Moustakas** - Executive Member
10. **Georgios Perdikaris** - Non-Executive Member
11. **Spyridon Kapralos** - Independent non-Executive Member
12. **Gagik Apkarian** - Independent non-Executive Member

All members of the BoD are of Hellenic Citizenship, except for Mr. Gagik Apkarian, who is an Australian citizen. All members are men, 11 are over 50 years old and 1 between 30-50 years old.

The BoD manages the Group and handles its affairs by making the necessary decisions on all matters within its remit on the basis of the Articles of Association, the decisions of the General Meeting and the applicable legislation. The Board is responsible towards the General Meeting of the Shareholders for safeguarding their interests and the overall effectiveness and operation of the Group.

THE REMIT OF THE BoD INCLUDES:

- issues of strategic and business planning
- decisions of strategic importance, such as acquisitions, mergers, disposals and high-budget investments
- formulation of key policies, establishment and application of key values and principles of operation of the Group
- approval, oversight and evaluation of annual action plans and budgets
- assurance of the reliability and comprehensiveness of accounting - financial systems, data and financial statements

- assurance of the operation of internal audit systems and mechanisms, compliance with the institutional - regulatory framework of operation and management of business risks
- adoption of transparency rules to avoid conflict between the interests of the BoD or Directors or key shareholders and those of the Group
- appointment and evaluation of the CEO and other Directors
- issues concerning the remuneration of Directors and senior executives
- decisions on the structure and systems of management, in accordance with the internal and external conditions of operation of the Group
- establishment and assurance of the proper operation of Board committees
- establishment of collective bodies to improve the effectiveness and operation of the Group

2.1.2 Board Committees

The BoD is supported by 3 committees:

1: Nomination and Remuneration Committee:

A three-member committee responsible for the nomination of BoD members and for the recommendation of policies and systems for determining remuneration at all levels.

Its duties include:

- determination and re-evaluation of requirements concerning the size and composition of the BoD
- determination of the role, competencies and skills of each BoD position
- determination of the criteria for the appointment of BoD members
- issues concerning the nomination and election of candidate BoD members

2: Investment Committee:

A five-member committee responsible for strategic and developmental issues.

Its remit mainly includes:

- drafting the investment policy and the investment programme
- evaluating and approving the investment programme, as well as new investment proposals using criteria relating to:
 - 1. capital adequacy for the implementation of specific investments
 - 2. business risks
 - 3. compatibility with the approved business strategy

3: Audit Committee:

A three-member committee responsible for ensuring compliance with the applicable legislative framework and the Corporate Governance principles



- Nomination & Remuneration Committee
- Investment Committee
- Audit Committee

Committees supporting the Board

The Audit Committee supports the BoD in:

- compliance with the legal, institutional and regulatory framework and the Corporate Governance principles
- integrity and reliability of the Group’s accounting, information and management systems and, by extension, the financial statements and other reports
- effective functioning of the Group’s audit mechanisms in order to identify and address business risks in a timely and appropriate manner

2.1.3 General Meeting of the Shareholders

The Investor Relations Department, the General Meeting of the Shareholders and the special section on the company website ensure the communication with shareholders and retail investors. The BoD focuses on protecting the rights of all shareholders and enhancing their participation in the General Meeting. Additionally, the BoD guarantees the high quality and validity of the information received by the General Meeting in the context of the unhindered exercise of its rights.

2.2 Corporate Governance Code

The Corporate Governance Code is the cornerstone of the Corporate Governance system at GEK TERNA Group. The Code is binding on Management in its entirety and all employees at every level of organisational structure, and sets the framework for smooth operation and acceptable conduct. In this context, the Group guarantees its continued and effective operation to the benefit of all stakeholders in order to ensure compliance with the principles of transparency, business ethics and proper management of all Group resources.

2.3 Code of Ethics & Conduct

In 2017, the Group drafted and published its Code of Ethics & Conduct, which reflects the fundamental principles, beliefs, corporate culture, business ethics and voluntary ethical commitments that characterise it. Issues relating to corruption and bribery, their combating and inappropriate behaviour form the backbone of the Code. The Code of Ethics & Conduct is the key framework of principles and values that must characterise the professional behaviour of both employees and Management, while also extending to associates, sub-contractors and suppliers. The application of the Code extends to the companies of the Group, concerns all subsidiaries and all areas of activity in all the countries where the Group is active, and is taken into consideration in the Group’s partnerships and joint ventures.



Corporate Governance Code

Developed and published by the Group

2.4 Risk Identification and Management

The identification and management of risks is at the heart of the Group's strategy. The comprehensive, systematic and structured approach to the management of risks related to the Group's activities requires actions summarised into the following pillars:

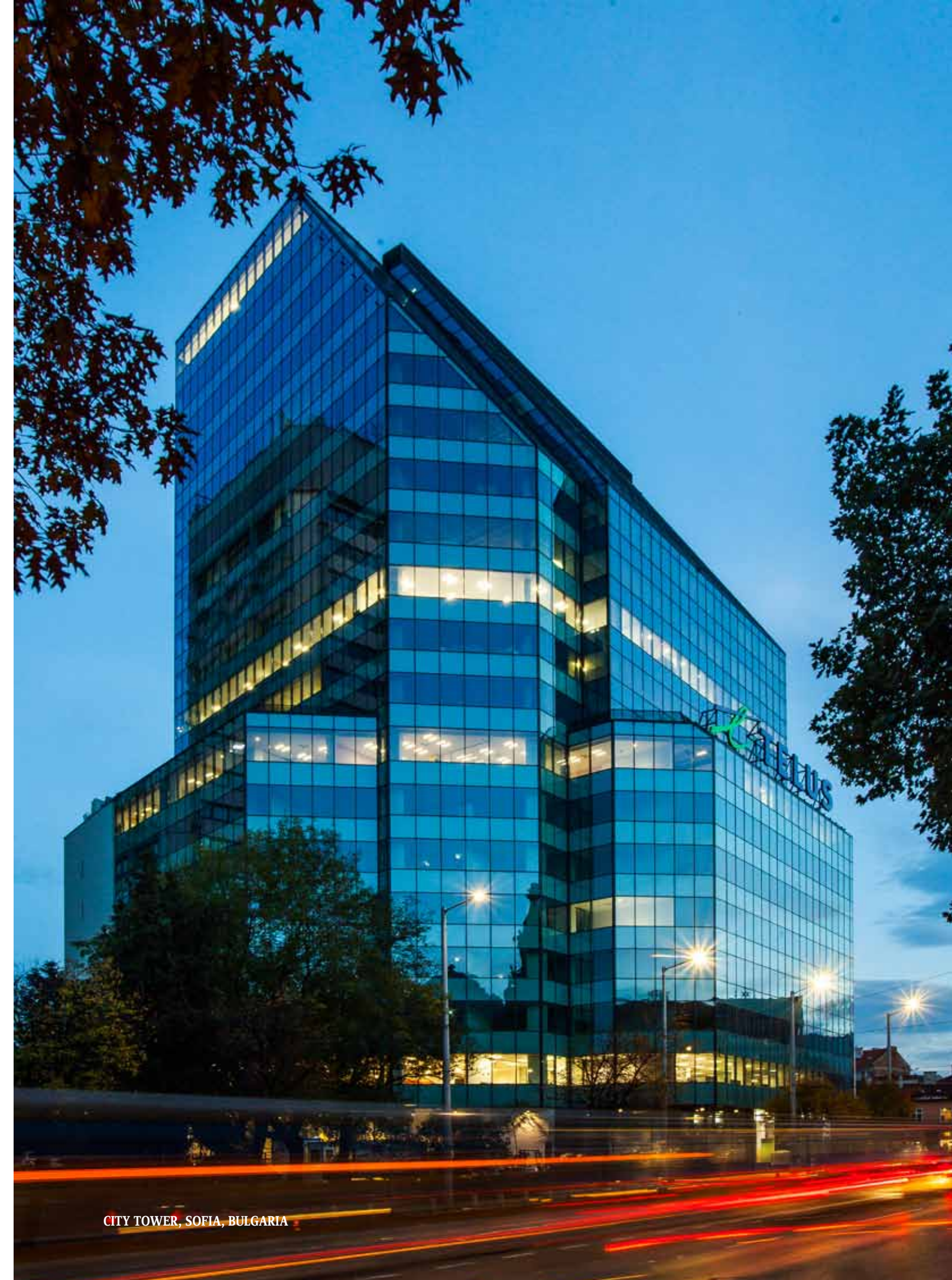
- Identification of the relationship with business goals and strategy
- Analysis, assessment and evaluation of risks
- Identification of opportunities and threats
- Selection of suitable tools and methodologies to reduce risks and improve opportunities
- Application and monitoring of suitable risk management measures

The main risks include strategic, financial, operational risks, as well as accidents to the natural and man-made environment, both internal and external.

The BoD utilises the internal audit system in order to protect the company's assets, assesses impending risks relating to all its activities, and provides precise, comprehensive information to shareholders on the actual state of affairs and prospects of the Group, as well as the ways to address the risks identified.



Corporate Governance
principles ensure Group
unity and enhance its
competitiveness



CITY TOWER, SOFIA, BULGARIA

03

STRATEGY AND CORPORATE RESPONSIBILITY

3.1 Corporate Responsibility: Strategy and Development

The strategy of GEK TERNA Group for Sustainable Development is being continuously expanded and improved in order to benefit shareholders, investors, employees and society at large. Aiming at long-term development, the Group supports local communities in practice wherever it is active. At the same time, the Group minimises potential risks through synergies between different business units that ensure lower costs and effective risk management. The Group’s strategy for Sustainable Development is based on enhancing effectiveness through best practices, sustainable initiatives and reliable partnerships.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK & ECONOMIC GROWTH



9. INDUSTRY, INNOVATION & INFRASTRUCTURE



11. SUSTAINABLE CITIES & COMMUNITIES



12. RESPONSIBLE PRODUCTION & CONSUMPTION



13. CLIMATE ACTION



16. PEACE, JUSTICE & STRONG INSTITUTIONS



17. PARTNERSHIPS FOR THE GOALS



Corporate Governance

- to ensure optimal benefits for shareholders, investors, employees and clients
- to ensure business excellence based on ethics, integrity and transparency
- building trusted relationships with employees and all stakeholders
- continuous development based on the principles of sustainability



Environment

- environmental protection and natural resources saving through the re-use and recycling of materials, the sourcing of recycled materials and the use of recyclable packaging and other materials
- adoption of environmentally friendly technologies



Market & Business Operation

- continuous expansion both in new business areas (waste management, mining activities, etc.) and in new markets abroad
- maintaining high quality in business activities
- strengthening its strong position in its traditional operating sectors (constructions, energy)
- maintaining selected suppliers and supporting Greek suppliers



Employees

- to develop and strengthen human resources
- to enhance the skills of employees
- to ensure equality and a fair work environment
- to strengthen know-how and innovation



Health & Safety

- to ensure health and safety for the group’s employees, subcontractors and users



Society & Local Communities

- to strengthen local communities
- to implement support and restoration actions that meet the needs of local communities



Alignment with the Sustainable Development Goals

1 NO POVERTY



Local communities where the Group operates
National suppliers the Group works with
Social product creation
Areas of activity of the Group

The Group is creating important developmental prospects and job opportunities at local, national and international level. Through the operation of the motorways, RES projects and its construction activities, the Group is providing a workplace framework based on equality and equity, as well as access to sustainable jobs and dignified living conditions. At the same time, the Group acknowledges that access to education and the protection of children's rights are important factors for eradicating poverty, and is supporting relevant initiatives through its social programs.

3 GOOD HEALTH AND WELL-BEING



Working environment fostered by the Group
Local communities where the Group is active
Clean energy production

The Group's role in improving the natural and social environment through its activities mainly consists of providing jobs, upgrading local communities, ensuring safe driving conditions and producing clean energy. The concepts of positive health and prosperity are closely linked to factors such as: pollution and contamination of the air, water and soil, reduction of deaths and injuries from motor accidents and access to health services.

4 QUALITY EDUCATION



Social actions supported by the Group

The actions that the Group chooses to implement at local level are clearly oriented towards education, ensuring equal access to all in terms of educational structures and upgraded educational facilities. The Group provides practical support to create better conditions for vulnerable social groups, with special emphasis on children.

6 CLEAN WATER AND SANITATION



Business activity of the Group

The efficient use of water resources is an important part of the Group's sustainable practices. In every area of activity, established best practices lead to water management, minimisation of water collection, re-use of water and more efficient use of water resources. The Group's waste management activities, in particular, are directly linked to preventing the contamination of groundwater.

7 AFFORDABLE AND CLEAN ENERGY



Business activity of the Group

The importance placed by the Group on ensuring the production of energy from renewable sources is proven in practice by continuously investing in new RES projects. The Group's productive capacity using RES (with installed capacity in Greece and abroad close to 1 GW in 2017) is having a positive effect on the protection of the natural environment and quality of life. Through its projects, the Group safeguards access to affordable and sustainable energy utilising all modern technologies.

5 GENDER EQUALITY



Working environment fostered by the Group

The values and beliefs of the Group acknowledge the importance of a merit-based, fair and equitable working environment where skills and talent can stand out. Assuring equitable participation, providing access to opportunities and ensuring equal pay for equal work are important components of the working environment being fostered by the Group.

8 DECENT WORK AND ECONOMIC GROWTH



Working environment ensured by the Group
Financial impacts of the Group's operation

The Group's approach to sustainable development creates opportunities and developing conditions that improve quality of work, access to work and invigoration of economic activity. The motorways put in operation are of tremendous national importance, with social, economic and developmental consequences. Activities in the clean energy sector allow for the achievement of higher economic productivity levels without destroying the natural resources.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Business activity of the Group

The creation of high-quality, reliable, sustainable and resilient infrastructure supports economic growth and human prosperity by focusing on affordable and equitable access by everyone. Modern infrastructure projects are creating or, as in the case of “TERNA MAG S.A.” with the revival of mining activity in north Euboea, improving the conditions for growth, employment and education, thus help improve business activity.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Management of resources and raw materials during the construction and operation of the Group’s projects

In all its activities, the Group prioritises sustainable management and responsible use of natural resources. The substantial reduction in waste production through prevention, re-use and recycling is part of the extensive actions undertaken for the protection of natural resources and the optimal management of raw materials.

13 CLIMATE ACTION



Business activity of the Group
Environmental impact of the Group’s operation

Through its activities, the Group is taking considerable action to combat climate change and its effects. Its activity in the production of clean energy is directly related to the reduction of greenhouse gas emissions and climate change. At the same time, the Group’s procedures, policies and comprehensive strategy for managing its environmental footprint constitute a conscious, responsible and ethical business approach aiming at mitigating climate change and reducing its impact.

15 LIFE ON LAND



Biodiversity and the environmental impact of the Group’s operation

The sustainable operation of the Group, in both urban centres and the rural regions of Greece, requires the protection of the country’s natural wealth and ecosystems. As a necessary and irreplaceable resource for the survival of human society, terrestrial life has been acknowledged by the Group and its safeguarding is a moral imperative. The Group takes the preservation, restoration and sustainable use of terrestrial and aquatic ecosystems, including their biodiversity, into account in all its projects.

17 PARTNERSHIPS FOR THE GOALS



Business activity of the Group
Social actions supported by the Group
Synergies to achieve the Group’s vision for Sustainable Development

It is clear that the achievement of the Sustainable Development Goals requires synergies between governments, the private sector and civil society. Through its activities, the Group participates in innovative public-private partnerships with measurable results. Through its activities in local communities, the Group encourages and promotes substantial solutions to social problems with the active participation of civil society. Participation in partnerships that mobilise and share knowledge, experience, technology and financial resources are an integral part of the Group’s approach to investments and society.

11 SUSTAINABLE CITIES AND COMMUNITIES



Business activity of the Group

The Group’s business activity is providing solutions to major modern challenges. Contributing to the creation of and enhancing resilient, sustainable and safe cities are closely linked to upgrading opportunities for the urban populace, improving the urban environment and ensuring access to high-quality infrastructure and transit networks. Improving road safety, reducing the adverse environmental impact of cities per capita while paying particular attention to air quality and the management of urban and other waste help the long-term national and regional developmental planning and are directly linked to the Group’s business activity.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Business activity of the Group

The international business activity of the Group raises organisational and decision-making issues that are directly linked to corruption and bribery risks. Its modern structures, effective set-up and mechanisms allow for the development and application of responsible and transparent business institutions at all levels. In its relations with domestic and international stakeholders, the Group promotes and applies non-discriminatory policies and makes decisions that are fair, legitimate, merit-based and promote Sustainable Development.

3.4 Certifications and Standards

The incorporation of international standards and management systems in the activities of GEK TERNA Group is a crucial factor for its effective operations. At the same time, the standards and systems in place are contributing to the continuous improvement and reliability of the Group, as they are subject to internal and mainly external audits by independent bodies. In 2017, the Group held the following certifications:

- **ISO 9001:** Quality Management System
- **ISO 14001:** Environmental Management System
- **OHSAS 18001:** Occupational Health and Safety Management System
- **ISO 39001:** Road Traffic Safety (RTS) Management System
- **ELOT EN ISO 17025 by the Hellenic Accreditation System:** Accreditation Certificate for the Wind Measurement Laboratory of TERNA ENERGY
- **GMP/+B3 Good Manufacturing Practices** - GMP certification for caustic magnesia intended for animal feed
- **European Regulation 305/2011/EU:** POLYCASTRO QUARRY: Certificate of Conformity of Natural Aggregates Production Control at the Plant, in compliance with European Regulation 305/2011/EU
- **European Directive 97/23/EC:** Quality System of Pressure Equipment Manufacturers - Annex III - Module H. Scope: designing, manufacturing and testing of pipelines under pressure in accordance with the European Directive 97/23/EC

TERNA
OHSAS 18001
ISO 14001
ISO 9001
EUROPEAN REGULATION 305/2011/EE
EUROPEAN DIRECTIVE 97/23/EC

**TERNA S.A.
ABU DHABI BRANCH**
OHSAS 18001
ISO 14001
ISO 9001

TERNA ENERGY
OHSAS 18001
ISO 14001
ISO 9001
ELOT EN ISO 17025

TERNA MAG
OHSAS 18001
ISO 14001
ISO 9001
CERTIFICATION GMP/+B3

NEA ODOS
ISO 39001
OHSAS 18001
ISO 9001
ISO 14001

**CENTRAL GREECE
MOTORWAY**
ISO 39001
OHSAS 18001
ISO 9001
ISO 14001

HERON
OHSAS 18001
ISO 14001
ISO 9001

GEK Services
OHSAS 18001
ISO 14001
ISO 9001

ILIOCHORA
OHSAS 18001
ISO 14001
ISO 9001

STROTIRES
ISO 9001

TAP: 21 Equipment certifications

3.5 Corporate Responsibility Management

The duties and responsibilities assigned to the Corporate Responsibility Team are complex and require specialised knowledge, skills and extensive experience. To meet these requirements, the team is made up of executives from all the Group’s main Departments, and coordinated by the Department of Communications and Corporate Social Responsibility.

The Corporate Responsibility Team:

- is responsible for Corporate Responsibility issues
- is responsible for collecting the necessary data required for issuing the annual Corporate Responsibility Report
- is responsible for the accuracy of the Corporate Responsibility Report
- systematically communicates, collaborates and guides employees on the implementation of initiatives that fall under the management of Corporate Responsibility
- regularly provides detailed and substantial information to the Group’s senior management
- establishes the necessary procedures for the management of Corporate Responsibility actions
- defines the necessary policies and procedures and the coordination of environmental, social, employment and supply chain programs

3.6 Participation in Professional Bodies

GEK TERNA Group is an active member in recognised international and Greek bodies and organisations and, through its partnerships, contributes to Sustainable Development and to changing the business and investment climate. The Group aims to contribute to the adoption of healthy developmental standard that enhance innovation, and is investing in best practices for communication with stakeholders.

GEK TERNA Group participates directly or through it’s subsidiaries in acclaimed associations, organisations and professional bodies:

- SEV: Hellenic Federation of Enterprises
- Hellenic-American Chamber of Commerce
- Hellenic-Romanian Bilateral Chamber of Commerce
- Arab-Hellenic Chamber of Commerce and Development
- UAE - Green Building Council
- HELLASRES: Greek Association of Renewable Energy Producers
- EREF (European Renewable Energy Federation)
- ELETACEN: Hellenic Wind Energy Association
- HAIPP: Hellenic Association of Independent Power Producers
- IENE: Institute of Energy of South East Europe
- HELLASTRON: Hellenic Association of Toll Road Network

04

STAKEHOLDER ENGAGEMENT

As a responsible and mindful corporate citizen, GEK TERNA Group has placed stakeholder engagement at the core of its business strategy. The Group invests in productive dialogue and two-way systematic communication in order to build high-quality partnerships that generate value. Thus, the Group enhances and expands its stakeholder engagement on an annual basis. Stakeholders are distinguished into main and secondary stakeholders, depending on the extent to which they affect or are affected by the activities, decisions and projects of the Group.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK & ECONOMIC GROWTH



12. RESPONSIBLE PRODUCTION & CONSUMPTION



16. PEACE, JUSTICE & STRONG INSTITUTIONS

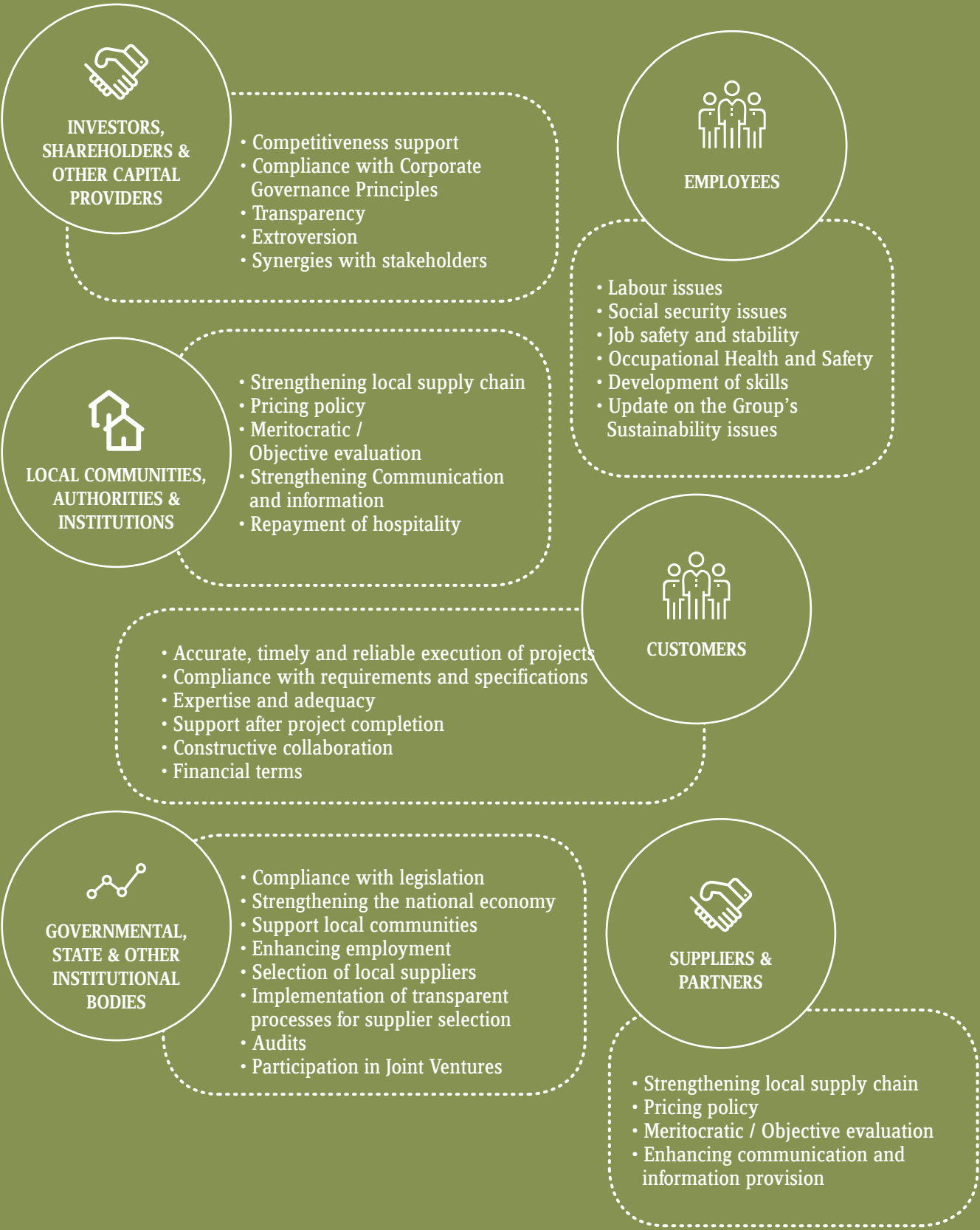


17. PARTNERSHIPS FOR THE GOALS



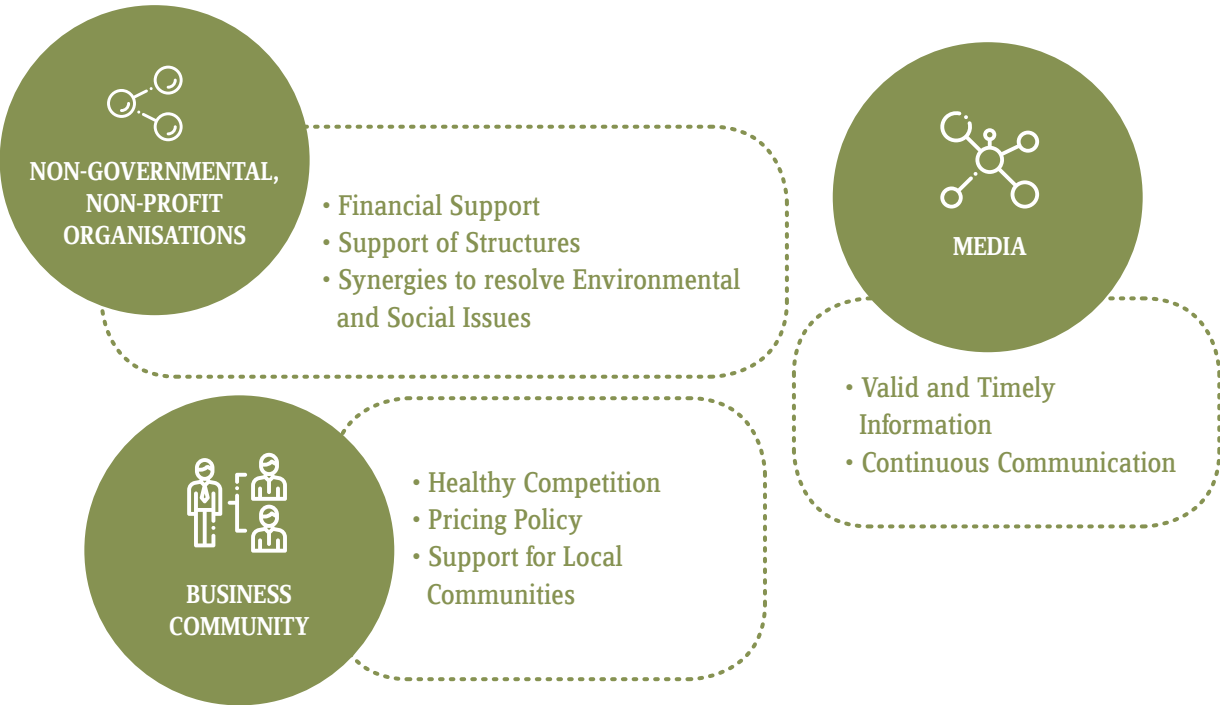
€1,230,000
Total grants and donations in the last 5 years

Primary Stakeholders - Main Issues



PRIMARY STAKEHOLDERS	COMMUNICATION CHANNELS	GEK TERNA GROUP'S RESPONSE
Investors, Shareholders and Other Capital Providers	<ul style="list-style-type: none">• Regular reports on results• Annual general meeting of shareholders• Shareholder department• Ongoing communication with competent executives of the Group• Investor Relations manager• Annual presentation to analysts• Financial Report• Corporate Responsibility Report• Corporate website	<ul style="list-style-type: none">• Implementation of Corporate Governance framework• Improving financial results• Strengthening communication with stakeholders• Expansion of activities• Strengthening Group's extroversion• Corporate Responsibility Report
Customers	<ul style="list-style-type: none">• Project department• Personal contact with competent executives• Conferences, bodies and business associations• Group website• Corporate Responsibility Report	<ul style="list-style-type: none">• Improvement of expertise and adequacy of skills and knowledge• Full compliance with contractual obligations and requirements of the projects• Innovation• International standards certification• Participation in Joint Ventures
Employees	<ul style="list-style-type: none">• Continuous communication between management and employees• Regular meetings and updates• Bulletin boards• Group website• Corporate Responsibility Report	<ul style="list-style-type: none">• Certified system of Occupational Health and Safety• Ongoing education and training• Competitive remuneration packages• Additional benefits and recognition• Work-Life balance
Suppliers and Partners	<ul style="list-style-type: none">• Procurement department• Personal visits to suppliers• Audits	<ul style="list-style-type: none">• Support of local suppliers• Transparent procedures for supplier selection• Supplier audits• Participation in Joint Ventures
Local Communities, Authorities and Institutions	<ul style="list-style-type: none">• Personal contact with local authorities, local institutional bodies, associations and unions• Participation in activities• "Open Dialogue" events• Participation in conferences and consultations via designated organisations• Studies, research and reports• Corporate Responsibility Report	<ul style="list-style-type: none">• Cooperation with local suppliers• Employee recruitment from the local community• Strengthening of local institutions, associations and organisations• Management of financial, environmental and social impacts of the projects• Immediate response to emergencies
Governmental, State & Other Institutional Bodies	<ul style="list-style-type: none">* Consultation with representatives of the state and of institutional authorities at a national and/or regional level* Participation in conferences and events* Publications and articles* Financial Report* Corporate Responsibility Report	<ul style="list-style-type: none">* Full compliance with the legal framework in force* Cooperation with local and national suppliers* Providing employment at a national and local level* Extensive consultations and cooperation with local communities* Strengthening entrepreneurship* Supporting national economy and openness

Secondary Stakeholders - Main Issues



SECONDARY STAKEHOLDERS	COMMUNICATION CHANNELS	GEK TERNA GROUP'S RESPONSE
Non-governmental, Non-profit organisations	<ul style="list-style-type: none">• Interpersonal communication• Partnerships• Group Website• Corporate Responsibility Report	<ul style="list-style-type: none">• In-kind support• Financial support• Collaboration on environmental and social Initiatives
Media	<ul style="list-style-type: none">• Press Releases• Interviews• Presentations• Group Website• Individual Updates	<ul style="list-style-type: none">• Information on the actions and issues relating to the Group and its subsidiaries, in a timely and accurate manner• Safeguarding of business relations and open communication channels
Business Community	<ul style="list-style-type: none">• Press Releases• Regular Presentations• Participation in Exhibitions, Conferences, Presentations, Organisations, and Business Associations• Group Website• Corporate Responsibility Report	<ul style="list-style-type: none">• Enhancement of Healthy Competition• Synergies

05

MATERIAL CORPORATE RESPONSIBILITY ISSUES

The process of identifying material issues is particularly important for the Group, mainly due to its investment strategy, as the expansion of its activities to new markets beyond the Greek borders engenders major risks.

Issues that could significantly affect the implementation of its strategic goals and individual business actions and impact the natural environment, social prosperity and stakeholders are considered as material issues by the Group. Whether positive or negative, the impact of such issues remains multifaceted.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK & ECONOMIC GROWTH



12. RESPONSIBLE PRODUCTION & CONSUMPTION



16. PEACE, JUSTICE & STRONG INSTITUTIONS

Sustainability Pillars and Material Issues

Corporate Governance

STRATEGY AND INVESTMENTS
TRANSPARENCY AND COMBATING CORRUPTION
CORPORATE GOVERNANCE AND ETHICS
ENVIRONMENTAL, FINANCIAL AND SOCIAL COMPLIANCE
PARTNERSHIPS AND ANTI-COMPETITIVE BEHAVIOUR

ENVIRONMENT

- Liquid Effluents and Waste
- Biodiversity
- Used Materials
- Energy
- Water
- Emissions

MARKET & BUSINESS OPERATION

- Financial Performance
- Procurement Practices
- Supplier Environmental Assessment
- Supplier Social Assessment
- Project and Service Quality

EMPLOYEES

- Training and Education
- Fair Working Environment
- Employment
- Diversity, Equal Opportunities and Non-Discrimination

HEALTH & SAFETY

- Occupational Health & Safety
- User Health & Safety

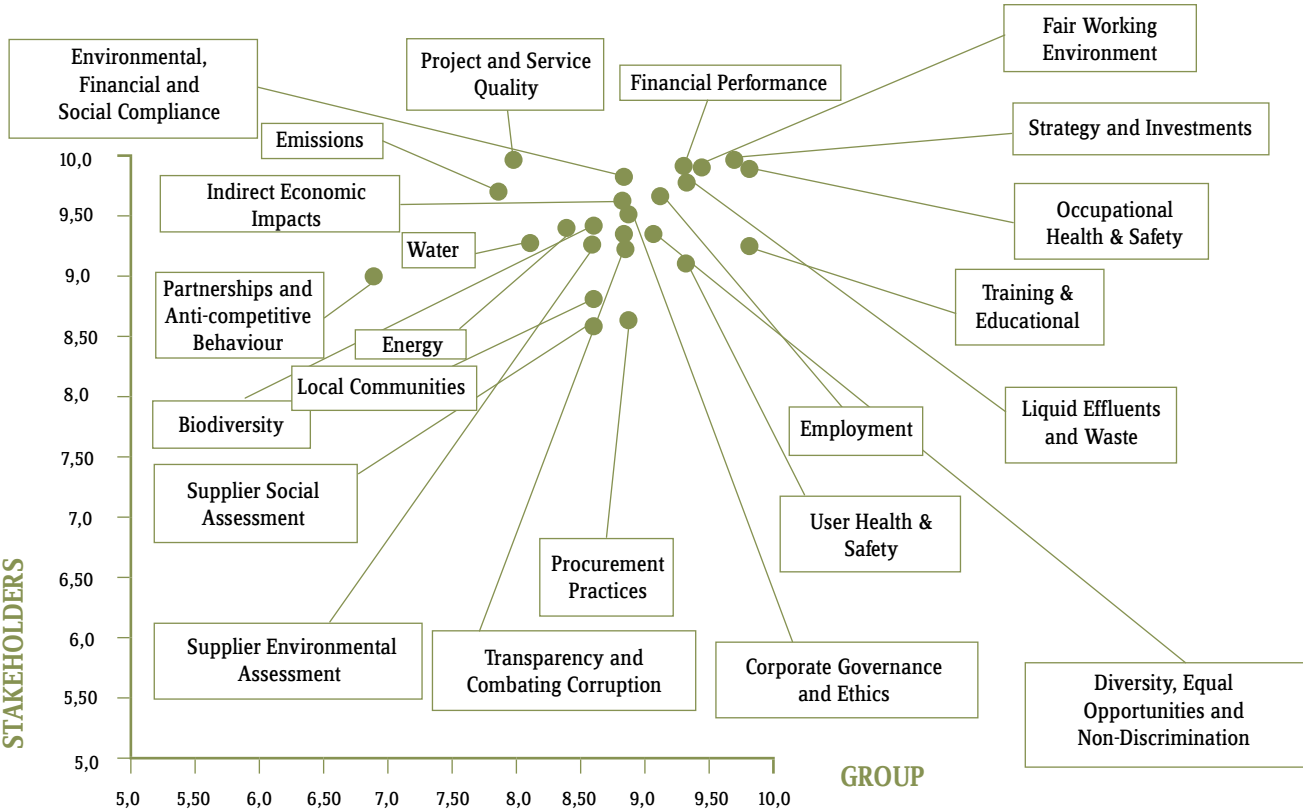
SOCIETY & LOCAL COMMUNITY

- Indirect Economic Impacts
- Local Communities

The issues included in the Report were selected through a four-stage process:



Materiality Matrix



MATERIAL TOPICS	INVESTORS, SHAREHOLDERS, CAPITAL PROVIDERS	CUSTOMERS	EMPLOYEES	SUPPLIERS AND PARTNERS	LOCAL COMMUNITIES, AUTHORITIES, INSTITUTIONS	GOVERNMENTAL, STATE & INSTITUTIONAL BODIES	NGOS/NON-PROFIT ORGANISATIONS	MEDIA	BUSINESS COMMUNITY
Financial Performance	■	■	■	■	■	■	■	■	■
Indirect Economic Impacts	■	■		■	■	■		■	■
Procurement Practices	■	■	■	■	■	■	■		
Materials	■	■	■	■	■	■	■		
Energy	■	■	■	■	■	■	■		
Water	■	■	■	■	■	■	■		
Biodiversity	■	■	■	■	■	■	■		
Emissions	■	■	■	■	■	■	■	■	■
Liquid effluents & waste	■	■	■	■	■	■	■	■	■
Project Quality	■	■	■	■	■	■	■		
Environmental, Financial and Social Compliance	■	■	■	■	■	■		■	■
Employment	■	■	■	■	■	■			
Fair Working Environment	■	■	■	■	■	■	■		
Occupational Health and Safety	■	■	■	■	■	■	■	■	
Training and Development	■	■	■	■	■	■	■		
Local Communities	■	■	■	■	■	■	■		
Combating Corruption	■	■	■	■	■	■	■	■	■
Public Policy	■	■	■	■	■	■	■	■	■
User Health and Safety	■	■	■	■	■	■	■	■	■



IONIA ODOS MOTORWAY - TSAGKAROPOULOS BRIDGE, GREECE

06

MOTORWAYS: AN IMPORTANT PART OF THE TRANS-EUROPEAN TRANSPORT NETWORK

The new motorway of Ionia Odos was put in operation in December 2017, advancing Epirus and rural centres in Ioannina, Arta and Agrinio. Ionia Odos motorway project is linking 2 Regions, 4 Prefectures and 10 Municipalities, breathing life not only into Western Greece but into the entire country. This nationally important project has tremendous social, economic and developmental significance. Its completion resulted in the duration of a journey from Antirrio to Ioannina dropping from 3.5 hours to just 1 hour and 40 minutes.

Ionia Odos, with a length of 196km from Antirrio to Ioannina (Interchange with Egnatia Odos):

- Connects the entirety of Western Greece by upgrading important urban and rural centres, such as Ioannina, Arta and Agrinio
- Provides better connections to the ports of Patra, Astakos and Igoumenitsa
- Contributes to the broader development of the region by improving accessibility to areas of high tourist and archaeological interest.

ALIGNMENT WITH THE SDGS:



**8. DECENT WORK &
ECONOMIC GROWTH**



**9. INDUSTRY,
INNOVATION &
INFRASTRUCTURES**

Major technical features: **Ionia Odos**



24 Bridges
of a total length of 7km



4 Twin tunnels
of a total length of 11.2km



24 Overpasses



77 Underpasses

Central Greece Motorway

The Xyniada - Trikala single section of the “Central Greece Motorway”, with a total length of 79km, was put in operation in the end of 2017. It is a state-of-the-art motorway section with 2 lanes of traffic and an emergency lane over its entire length. Once the section was put in operation, the duration of a journey from Lamia to Trikala dropped from 2 hours to 1 hour and 30 minutes. Over its entire course, the new motorway reduces the duration of a journey from Athens to Trikala by approximately 30 minutes.





8 Interchanges



2 Motorist Service Stations



2 Twin tunnels



13 Bridges

Certifications

The key activities and works of “Nea Odos” and “Central Greece Motorway” are regulated through certified procedures and systems that contribute decisively to providing high-quality services to users, caring for worker health and protecting the environment.

- 1. 1. Quality Management System ISO 9001:2008
- 2. Environmental Management System ISO 14001:2004
- 3. Occupational Health and Safety Management System OHSAS 18001:2007
- 4. Road Traffic Safety (RTS) Management System ISO 39001:2012: Certified by TUV HELLAS this standard covers all aspects of Road Safety, some of which include: corporate vehicle speed, company fleet status, training of company drivers, risk assessment and management as well as investigating approaches for road incidents



Total number of passages
37,424,696 in 2017
31,437,592 in 2016

Environmental footprint

FUEL AND ELECTRICITY CONSUMPTION		
Fuels (diesel, petroleum, gas etc.) (litres)		639,082.6
Electricity consumption (KWh)		33,225,883.5

WASTE		
Hazardous Waste		
1	Light bulbs (Kg)	167
2	Mixed batteries (Kg)	7
3	Batteries (Lead - Acid) (Kg)	1,510
4	Engine, gear box and lubrication oils (Litres)	2,441
Non-Hazardous Waste		
1	Spare parts (cables) (Kg)	242
2	Computers / Electrical Appliances / Equipment (Kg)	843
3	Tires (Kg)	9,315

ENVIRONMENT PROTECTION AND HEALTH AND SAFETY INVESTMENTS	INVESTMENT (€)
Protection and maintenance of green spaces	928,000
Supply of equipment for Air Pollution and Gas Pollution monitoring	235,323
Environmental consultants and staff for monitoring the application of Environmental Terms	63,000
Environmental Studies	50,590
Operation of Air Pollution Plants and Meteorological data stations	43,275
Traffic Noise Monitoring Program	18,500
Safety Technician and Occupational Physician	14,031
Health and Safety tracking program on the Motorway	8,158
Annual Report on Gas Pollution Monitoring	4,650
Maintenance of fire safety system (building at N. Erythraia)	2,510
Certifications ISO 39001, OHSAS 18001, ISO 9001, ISO 14001	2,450
TOTAL	1,370,487

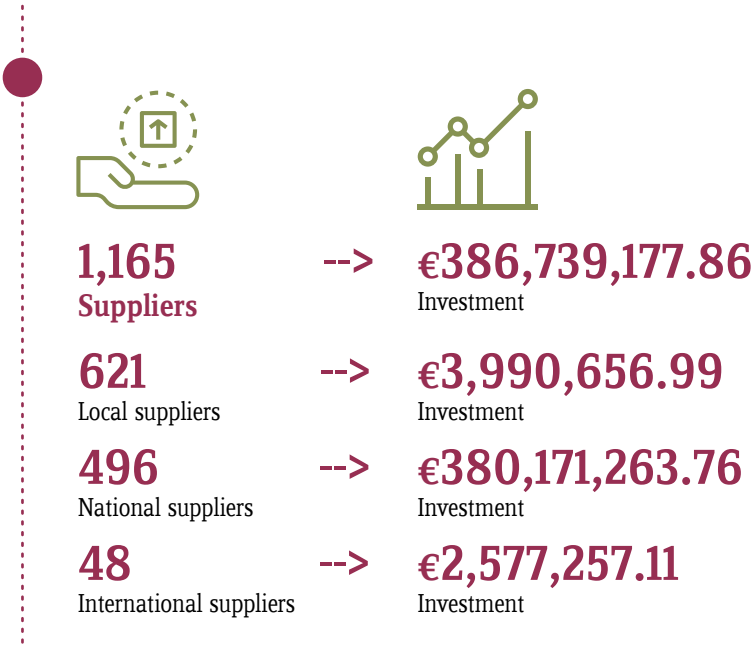


669 Employees
371 Men
298 Women



253 Number of employees trained
5,404 Training hours

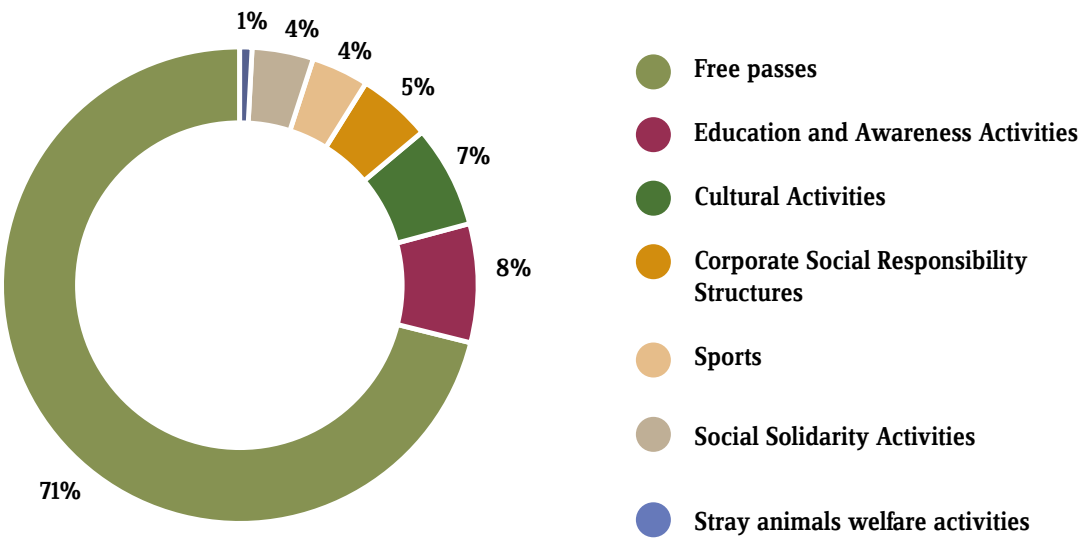
Social footprint



EMPLOYEE BREAKDOWN BY GEOGRAPHICAL AREA AND GENDER		
GEOGRAPHICAL AREA	MEN	WOMEN
Attica	91	96
Viotia	26	38
Fthiotida	106	78
Aetolia-Acarmania	61	45
Epirus	61	38
Thessaly	26	3
Employees	371	298

HEALTH AND SAFETY INDICATORS	NUMBER
Lost work days due to accidents	177
Incidents without absence days	6
Total work accidents	16
Work accidents with absence days	10

In-kind Support, Financial Support and Donations



Partnerships, Collaborations and Memberships in Associations

- HELLASTRON: HELLENIC ASSOCIATION of TOLL ROAD NETWORK
- Hellenic Institute of Customer Service
- Global Reporting Initiative (GRI)
- Road Safety Institute “Panos Mylonas”
- Diazoma
- Interamerican

Awards

Hellenic Responsible Business Awards 2017 (Boussias communications)

For third consecutive year, “Nea Odos” won a Hellenic Responsible Business Award for the “HERMES” programme that has been implementing during the last years in association with the “Panos Mylonas” Road Safety Institute - IOAS, at juvenile detention facilities across the country. “Nea Odos” won an award in the “Short-term Investment of Local / Regional Importance” category in confirmation of the social impact of the project, its strategic importance, its acceptance and its innovative nature.



€577,000
In-kind Support, Financial Support and Donations

All data listed in this section relate to aggregated data for 2017 reporting year for both “NEA ODOS” and “Central Greece Motorway”, and not only for the period during which GEK TERNA Group has acquired control over those entities.



IONIA ODOS MOTORWAY - MENIDI BRIDGE, GREECE

07

CARING FOR THE ENVIRONMENT

One of the greatest threats and challenges of our times is climate change, which has a significant impact on the natural and socio-economic environment. Environmental protection is an integral part of the Group's strategy and is highlighted through its policies, strategies, business decisions and actions.

7.1 Environment and Climate Change

The Group has made a strategic choice to invest in the Clean Energy revolution taking place at a global level. Increased energy needs, particularly by the development of urban centres, are accompanied by a number of actions promoted by governments throughout the world aiming at energy saving, emissions control and water management.

Adapting to climate change is not a luxury, but a priority - and the Group is focusing on the shift to an economy that is less dependent on fossil fuel and ensures sustainable cities and societies. Through its business activities and as the largest producer of energy from RES in Greece, with 986 MW in installed capacity, the Group produced 2,088,255 MW in 2017, preventing the emission of 1,553,119 tonnes of carbon dioxide.

GEK TERNA Group is technologically able and willing to utilise the challenges arising from climate change for the benefit of Sustainable Development and the Green Economy. Although, it is clear that climate change affects almost all areas of Group's operations, the business opportunities that emerge could contribute to economic growth and towards halting climate change and its adverse effects. Through the construction of pumped storage projects to safeguard the country's energy system by allowing the storage of clean energy, the creation of waste treatment plants utilising cutting-edge technologies and innovative construction projects such as the newly constructed motorways, the Group is responding to the challenges of climate change and is achieving increased value through its operations.

ALIGNMENT WITH THE SDGS:



6. CLEAN WATER & SANITATION



7. AFFORDABLE & CLEAN ENERGY



9. INDUSTRY, INNOVATION & INFRASTRUCTURE



11. SUSTAINABLE CITIES & COMMUNITIES



13. CLIMATE ACTION



15. LIFE ON LAND

The implementation of the Group's environmental strategy provides for:

- compliance with legal and other requirements
- application and upgrading of the Environmental Management System
- prevention of environmental impact and utilisation of new technologies
- training of employees and briefing of stakeholders
- integrated management of environmental footprint (natural resources, energy, use of materials, waste)
- synergies to manage climate change and foster environmental culture
- protection and promotion of the cultural and social environment.

7.1.1 Environmental Management System

The ever-clearer adverse effects of climate change require measures to reduce greenhouse gas emissions. By implementing a modern, integrated Environmental Management System, the Group is recording the environmental effects of its activities and is therefore able to take the necessary measures in time so as to limit its environmental footprint and improve its performance.

The Group has been implementing a certified Environmental Management System in accordance with the ISO 14001 international standard for the majority of its subsidiaries: TERNA, TERNA S.A., ABU DHABI BRANCH, TERNA ENERGY, TERNA MAG, Nea Odos, Central Greece Motorway, HERON, GEK Services, ILIOCHORA.

AUDITS	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Internal environmental audits	18	5	2
Audits by external certification body	8	1	1
Total	26	6	3

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

7.1.2 Environmental Protection Audits

GEK TERNA Group conducts annual audits of all its operating activities in order to ensure compliance with the terms of external certifications, internal systems, as well as legal and other regulations.

Internal audits of Management Systems aim at:

- evaluating the extent of response to the requirements of the applicable legislation
- evaluating the extent of response to the requirements of the Group’s customers
- evaluating the level of systems’ implementation by the Group’s companies
- evaluating the degree to which the requirements of the standards are met
- identifying issues that require improvement and enhancement
- improving the application of Management Systems and Risk Management

7.1.3 Environmental Training of Employees

Prevention and mitigation of environmental impacts require comprehensive, in-depth consultations and systematic training of employees. In order to develop a corporate culture on environmental protection issues and to improve the environmental footprint in its entire business, the Group implements a series of planned annual environmental training programs.

ENVIRONMENTAL TRAINING

	GEK TERNA GROUP*	TERNA	TERNA ENERGY	HERON
Participants:	1,801	1,682	49	41
Training hours:	957	525	123	82



* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

The specialised training courses are in line with the needs and requirements of the projects undertaken by the Group and effectively respond to the roles and duties of employees. For safety reasons, visitors to worksites are also briefed in full.

Training is conducted by both the Environmental Department and external bodies, while a comprehensive training file is kept at all worksites and at the headquarters.

7.2 Environmental Impact

The strategy of GEK TERNA Group focuses on preventing and mitigating the impact of its activities. As a result, the Group engages in targeted actions, taking measures proven to lead to reduction in its overall environmental footprint.

7.2.1 Materials, Raw Materials and Waste

As early as the project planning stage, the Group takes account of the need to reduce its environmental footprint, which entails the selection of materials with a low environmental footprint, a long lifetime and a low carbon footprint during their life cycle, at every stage of the supply chain. As a policy, the Group prioritises the efficient use of raw and other materials and their potential re-use, where possible, in order to save natural resources and achieve a financial benefit. Through responsible selection of materials, the Group executes projects that help reverse climate change, improve human health, protect and restore water resources and ecosystem biodiversity.

Waste

The waste management policy of GEK TERNA Group primarily prioritises the reduction of waste produced and, subsequently, the reduction of their hazardousness and their suitable disposal. The management of both hazardous and non-hazardous waste has been assigned to suitably licensed companies.

Waste Management and Recycling

Lubricant oils, which have a high concentration of toxic and carcinogenic substances, are hazardous for public health and the environment. UN-type drums certified for the transport of hazardous waste are used to collect and store such oils, while Spill Kits ensure rapid absorption, containment and cleaning of polluted areas in the event of minor leaks.



Environmental audits

18 internal audits
8 external audits



HERON

2 Environmental Protection Audits

1 Internal environmental audit
1 Audit by Certification Body

HAZARDOUS WASTE				
WASTE CATEGORY	TYPE OF WASTE	GEK TERNA GROUP	TERNA	TERNA ENERGY
Used Mineral Oils (Litres)	Liquid	11,820	1,400	-
Lubricants (Litres)	Liquid	82,544	62,490	19,644
Used tires (Pieces)	Solid	117	113	4
Light bulbs (Kg)	Solid	36	16	16
Asbestos Cement (Kg)	Solid	910	-	-
Filters (Kg)	Solid	2,429	-	-
Oil Filters (Kg)	Solid	10,092	7,475	2,617
Plastic Contaminated Packaging (Kg)	Solid	4,355	-	4,355
Contaminated Absorbent Materials (Kg)	Solid	12,097	284	11,812
Batteries (Kg)	Solid	5,924	2,650	3,274
Machinery Batteries (Kg)	Solid	163	-	-
Laboratory waste (Kg)	Liquid	3,926	3,926	-
Toners (Pieces)	Solid	442	202	240
Construction waste/ Debris (Kg)	Solid	385,100	-	-
* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain				

HAZARDOUS WASTE		
WASTE CATEGORY	TYPE OF WASTE	HERON
Lubricants waste (Kg)	Liquid	1,713
Oils (Litres)	Liquid	600
Empty contaminated packaging (kg)	Solid	286
Mixtures of Lubricating Oil Wastes (Litres)	Liquid	2,800
Tank bottom sludges (kg)	Solid	2,000
Waste from paints and varnishes containing dangerous substances (Kg)	Liquid	227
Insulation materials containing asbestos (Kg)	Solid	1,463
Detergents containing dangerous substances (Litres)	Liquid	38
Aqueous liquids (Litres)	Liquid	8,510
Discarded organic chemicals consisting of/or containing dangerous substances (Litres)	Solid	17
Discarded inorganic chemicals consisting of/or containing dangerous substances (Litres)	Solid	1,889
Soil and stones containing dangerous substances (Kg)	Solid	197
Antifreeze fluids containing dangerous substances (Litres)	Liquid	1,056

NON-HAZARDOUS WASTE				
WASTE CATEGORY	TYPE OF WASTE	GEK TERNA GROUP	TERNA	TERNA ENERGY
Household waste (m3)	Solid	81	81	-
Construction, excavation and demolition waste (Kg)	Solid	9,683,450	9,633,920	-
Construction waste/ Debris (Kg)	Solid	742,370	742,370	-
Natural stone waste (Kg)	Solid	92,171,000	-	-
Paper (Kg)	Solid	15,970	12,220	1,721
Aluminum scrap (Kg)	Solid	730	730	
Electrical scrap (Kg)	Solid	5,120	360	4,760
Iron scrap (Kg)	Solid	1,277,485	1,268,220	9,265
Metal scrap (Kg)	Solid	86,710		-
Wood (Kg)	Solid	130,470	130,470	-
Timber (Kg)	Solid	4,000		-
Urban waste (Kg)	Solid	103,564	86,111	17,453
Sewage waste (Litres)	Liquid	173,853,531	166,207,000	-
Plastic scrap (Kg)	Solid	60,985	60,760	225
Copper waste (Kg)	Solid	370	-	370
Cables (Kg)	Solid	700	-	700
Electronic waste Pieces	Solid	138	138	-
Wastewaters to be treated in biological treatment (m3)	Liquid	335	335	-
Food waste (m3)	Solid	245	-	-
Other solid waste (m3)	Solid	7,380	-	-
* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain				

NON-HAZARDOUS WASTE	
WASTE CATEGORY (SOLID WASTE)	HERON
Construction, excavation and demolition waste (Kg)	16,580
Paper (Kg)	1,301
Iron scrap (Kg)	2,870
Wood (Kg)	3,930
Plastic scrap (Kg)	1,560
Electronic waste (pieces)	257
Filters containing iron (Kg)	9,590
Biodegradable (Kg)	2,820

The Group’s office buildings and worksites, implement an integrated system for the recycling of paper, electronic and electrical equipment, lamps and batteries. Special emphasis is placed on waste originating from electrical and electronic equipment, and they are recycled at certified plants where valuable metals and materials are recovered and the hazardous leakage of heavy metals is prevented.

7.2.2 Mechanical Equipment

GEK TERNA Group acknowledges that the mechanical equipment it uses has a major impact on the environment. Thus the Group invests in the renewal and maintenance of its fleet of project machinery, in order to increase their useful life. Furthermore, the Group ensures that temporary crews organised at worksites hold environmental operating permits.

MECHANICAL EQUIPMENT			
NEW EQUIPMENT		WITHDRAWAL / RECYCLING / DESTRUCTION	
SKID STEER LOADER	1	WELDING MACHINE	3
MOBILE CRANE (Rough terrain)	1	PICKUP TRUCK (GAS-LPG)	1
WATER TANKER CAR	1	VAN TRUCK (GAS)	3
TRUCK	1	VAN TRUCK (DIESEL)	3
GENERATOR 7,9 KVA (MOBILE TOWER LIGHT)	1	TIPPER TRUCK	1
TOWER LIGHT	2	CONSTRUCTION CRANE	1
PASSENGER CAR	1	EXCAVATOR	1
CONSTRUCTION LIFT	3	MOTORCYCLE	4
FORKLIFT	3	DUMPER MINI TRUCK	3
TELESCOPIC FORKLIFT	1	PASSENGER CAR	6
WEIGHBRIDGE 80TON/18X3	1	ROAD ROLLERS	2
TOTAL	16	TOTAL	28

7.2.3 Energy

The Group’s goal for 2017 was to include additional plants and companies in the data collection process, and to expand and deepen the methodology it uses. In terms of its operation, the Group is aware that only the systematic recording and monitoring of consumption at offices and worksites will allow the assessment of its energy needs in order to reduce consumption.

The Group’s activities, with emphasis placed on the production of energy from RES and the creation of a decentralised system of power plants, ensure access to clean energy, improve the safety of energy supply and energy efficiency, thus limiting the adverse environmental effects of burning fossil fuels. In 2017, with about 1 GW of installed capacity globally, the Group produced 2,088,255 MWh of clean energy.

ENERGY CONSUMPTION	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Fuel (diesel, petroleum, gas etc.) (litres)	10,045,117	7,848,952	243,687
LPG (Kg)	4,172,760	-	-
Electricity consumption (KWh)	25,998,699	6,196,479	3,781,920
* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain			

ENERGY CONSUMPTION	HERON
Fuel (diesel, petroleum, gas etc.) (litres)	1,209.8
Natural Gas (Nm3)	214,039,095.9
Electricity consumption (KWh)	7,311,893

ENERGY PRODUCTION (MWH)	TERNA ENERGY
Wind Power	2,016,629
Hydropower	51,631
Solar energy	13,428
Energy from Biomass	6,567
TOTAL	2,088,255

7.2.4 Gas Emissions

The Group is active in the production of energy from RES, which considerably limits carbon dioxide emissions. Through its subsidiary TERNA ENERGY, the Group contributes towards reducing gas emissions into the environment. As an integral part of its environmental policy, the Group systematically monitors gas emissions resulting from its operation.

At the same time, the Group records and communicates the positive impact of its activities. In 2017, the Group prevented the production of approximately 1,533,119 tonnes of CO2.

7.2.5 Water

Being aware of the environmental impact of the operation of its individual companies and complying with the principles of Sustainable Development, the Group considers the proper management of water resources an obligation. Recognizing its responsibility, the Group is gradually upgrading its infrastructure in order to maximise the efficiency of water resources, often exceeding the requirements set in the relevant Environmental Impact Studies.

The national water supply network greatly covers the water consumption needs of the Group’s various activities and worksites.

In 2017, the water consumption of HERON Group amounted to 74,687,000 litres.

WATER CONSUMPTION (LITRES)			
WATER SOURCES	GEK TERNA GROUP*	TERNA	TERNA ENERGY
National Water supply Network	5,764,398	262,412	3,279
Drillings			
Bottles / Drinking water			
* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain			



HERON
2016 - 500,122 tonnes CO2 eq
2017 - 593,218 tonnes CO2 eq

GREENHOUSE GAS EMISSIONS
SCOPE1 (DIRECT EMISSIONS)
HERON Group greenhouse gas annual assessment is externally assured by an external verification body.

TERNA MAG
39,404 tonnes CO2 eq

EMISSIONS (E.g. greenhouse gases, toxic pollutants, emissions of ozone depleting substances)

The Group takes measures to limit water use to the absolute minimum levels, applies efficient use and re-use practices and in rare cases and where access to the national network is not possible, the Group carries out drillings within its worksites after obtaining the relevant permits.

7.2.6 Biodiversity

Through its business activities, the Group has an impact on biodiversity, which is also why the actions it undertakes are directly linked to its protection. Part of its activities (motorways, wind farms and hydroelectric projects) takes place at locations in the vicinity of protected areas with rich biodiversity. The protection of biodiversity requires planning and management, utilisation of the best scientific knowledge and technological know-how available, and is included in every plan, with the criteria used often exceeding those required by legislation.



The Group:

- Is aware that climate change is the most serious threat to biodiversity
- Fully complies with the approved environmental terms of each project
- Applies restoration practices where necessary
- Thoroughly studies protected areas and the biological wealth of ecosystems that traverse or are adjacent to its projects
- Trains employees and visitors in safeguarding and managing biodiversity
- Raises public awareness concerning the value of safeguarding biodiversity and protected areas
- Acknowledges that its activities have an environmental impact and manages their effects

7.3 Environmental Investments

ENVIRONMENTAL INVESTMENTS (IN €)				
TYPE	ENVIRONMENTAL INVESTMENT CATEGORIES	GEK TERNA GROUP	TERNA	TERNA ENERGY
Waste disposal, emission treatment and restoration	Waste management and disposal	1,997,276	1,894,106	44,605
	Expenditure on equipment, material maintenance and other services	28,300	20,000	-
	Insurance for environmental responsibility	1,383,314	1,009,366**	373,948
Prevention and environmental management	Environmental education and training	850	-	-
	External environmental management services and certification of management systems	37,723	31,860	1,116
	Additional investments for installing cleaner technology (e.g. extra costs beyond standard technology)	5,992	-	5,992
	Technical environmental studies, special and supplementary studies	50,950	-	-
	Employees expenditure for environmental management and compliance with the EMS	118,319	81,250	-
	Environmental measurement expenditures	9,016	1,860	2,356
	Planting & area restoration	1,285,991	1,275,377	3,150
	Environmental monitoring activities (laboratories, instruments, measurements, etc.)	9,709	900	1,800
	Construction of special watertight spaces for temporary storage of waste	11,842	6,842	-
	Supply of leak management material	2,000	2,000	-
	Wetting of heaps, worksites and roads	323,990	311,490	-
	Temporary storage of plant earth depot (Lease of premises)	6,600	6,600	-
	Area restoration	5,063,602	5,063,602	-
	Removal of temporary deposits	3,524,000	3,524,000	-
TOTAL		13,859,474	13,229,253	432,967

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain
**Represents the environmental liability insurance at 100% of the cost of insurance of the projects and activities and not the participation percentage of TERNA S.A. joint ventures.

ENVIRONMENTAL INVESTMENTS (IN €)		
TYPE	ENVIRONMENTAL INVESTMENT CATEGORIES	HERON
Waste disposal, emission treatment and restoration	Waste management and disposal	8,287
	Expenditure on equipment, material maintenance and other services	3,976
Prevention and environmental management	External certification of management systems	2,400
	Technical environmental studies, special and supplementary studies	4,600
	Planting & area restoration	5,192
	Environmental monitoring activities (laboratories, instruments, measurements etc.)	11,570
	Construction of special watertight spaces for temporary storage of waste	11,300
	Supply of leak management material	8,469
TOTAL		55,794

08

MARKETPLACE AND VALUE CREATION

The creation of positive results for all stakeholders lies at the heart of the business activity of GEK TERNA Group. Through its projects, the Group aims at creating measurable value for society at large and responding to the needs of the market in a transparent, responsible manner. In the context of its Corporate Responsibility strategy, the market pillar greatly determines its business decisions at the local, national and international level.

8.1 Quality as a Criterion

The Group ensures that it always leaves a positive social and economic footprint, and contributes to the creation of value for the market through its partnerships, the quality of its services and the enhancement of local communities. Novel ideas and initiatives that function positively are a key priority and prerequisite for the Group.

Complying with specifications, minimising the number and impact of potential non-compliance incidents and closing such incidents in a timely manner are a major concern of the Group. The Group fully applies national legislation, international protocols and the corresponding standards that concern its projects. The Group ensures that its projects progress from each production stage to the next after first ensuring compliance with and follow-up of their qualitative characteristics. Acceptance, completion, temporary and final handover procedures are faithfully applied in public and private projects in order to ensure proper project execution.

Quality Management System

Compliance with the technical specifications of projects is the minimum quality criterion for GEK TERNA Group. The Group invests in high-quality materials and services for all its projects, so as to ensure Health and Safety, reduce risk and achieve a complete result that boasts high-quality characteristics.

ALIGNMENT WITH THE SDGS:



8. DECENT WORK & ECONOMIC GROWTH



12. RESPONSIBLE PRODUCTION & CONSUMPTION



16. PEACE, JUSTICE & STRONG INSTITUTIONS



17. PARTNERSHIPS FOR THE GOALS

The strict framework applied, is shaped by the technical specifications and standards set by the Project Owner, the legislative framework and, most importantly, the qualitative characteristics set by the Group itself that make it stand out from its competitors.

INVESTMENTS IN QUALITY (IN €)	GEK TERNA GROUP*	TERNA	TERNA ENERGY
ISO 9001 standard certification	7,484	1,612	1,116
Certification audits of other quality standards and third party technical audits	125,894	115,923	1,808
External consulting and purchasing of resources for standards	17,926	10,548	7,378
TOTAL	151,304	128,083	10,302

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

QUALITY AUDITS	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Internal audits	58	28	14
Audits by external certification bodies	11	2	2
Audits by the Quality Department of the Construction Joint Venture and by the Independent Engineer	185	185	-
Third party technical inspections	28	28	-
TOTAL	282	243	16

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

INVESTMENTS IN QUALITY (IN €)	HERON
ISO 9001 standard certification costs	700

8.2 Responsibility in the Value Chain: Social Prosperity and Local Development

By expanding its ever-increasing activities in the USA, the Middle East and Europe, the Group acknowledges that its projects contribute both to direct economic growth and to the creation of opportunities at a broad level that are related to our value chain.

Construction

Large-scale building projects and the completion of complex infrastructure projects improve the quality of life for the overall populace, boost entrepreneurship and improve the international ranking of Greece in terms of key financial figures. At the same time, they create value that is immediately noticeable by partners, sub-contractors and local communities, where small-scale suppliers are actively supported.

Concessions

Cooperation with local suppliers invigorates the national economy and local economies in particular. Upon completion of construction, transportation becomes safer, access to sites of cultural interest easier, internal tourism is facilitated, the quality of life of citizens and opportunities in remote areas increase, while the transport cost of goods decreases. The regions traversed become overall more competitive and more attractive to investors. At European level, modern motorways are essential for the inter-connection of European regions and the smooth operation of the European market.

Energy production

Electricity production and trading projects and, more importantly, the development and operation of wind farms and hydroelectric projects generating clean energy render clean energy more affordable, reduce carbon dioxide emissions, improve air quality, by extension the quality of life, and, at national level, contribute towards achieving global goals and transitioning to a low-carbon economy.

8.3 Value Chain

The Group respects all stakeholder groups and keeps open channels of communication at all stages of implementation of its projects. The Group carries out large, complex projects of national importance, the majority of which serve not only local communities but Greece as a whole.

Even though the Group’s business activity is not limited within the Greek borders, GEK TERNA Group always aims at consistently supporting the Greek market and domestic suppliers. In service to the purposes of Sustainable Development and economic stability, the Group supports local communities, being aware that the social value it creates, benefits Greek society and local producers at multiple levels.

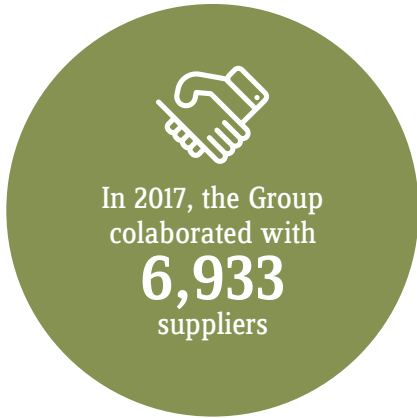
Strict compliance with key specifications is a prerequisite for cooperation with any associate and/or supplier (sub-contractor, supplier of raw materials, supplier and repairer of machinery and vehicles). In turn, the Group fully complies with:

- the applicable insurance and labour legislation
- the regulatory framework governing occupational Health and Safety
- principles concerning the protection of human rights
- internal policies, procedures, standards and Management Systems

Local Suppliers

A comprehensive study of statistics concerning the Group’s supply chain verifies the Group’s contribution to local suppliers and small communities. GEK TERNA Group chooses to support the areas where it operates and to boost local economies by contributing decisively towards enhancing their social cohesion and their further development. The overwhelming majority (91.8%) of the procurement of GEK TERNA Group for its projects in Greece takes place in cooperation with domestic (local and national) suppliers.

In 2017, the value of procurement from Greek suppliers (4,685) for all the activities of the Group in Greece, was estimated at approximately €571 million, accounting for 72.4% of the total value (€789 million) of procurements investments.



CATEGORIZATION OF SUPPLIERS BY GEOGRAPHIC AREA	GEK TERNA GROUP		TERNA		TERNA ENERGY	
	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers
Local suppliers	590,336	5,375	297,723	3,595	228,736	1,240
National suppliers	230,280	698	133,347	520	80,118	308
International suppliers	267,264	835	191,605	507	54,805	133
Affiliated companies	7,620	25	12,560	32	3,147	16
TOTAL	1,095,500	6,933	635,235	4,654	366,806	1,697

*Affiliated companies of GEK TERNA Group are its joint ventures and associated companies, consolidated using the equity method.

CATEGORIZATION OF GREECE-BASED SUPPLIERS BY GEOGRAPHIC AREA	GEK TERNA GROUP		TERNA		TERNA ENERGY	
	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers
Local suppliers	341,060	3,987	260,264	2,823	50,689	930
National suppliers	230,280	698	133,347	520	80,118	308
International suppliers	210,967	392	8,575	72	7,395	35
Affiliated companies	6,824	25	9,397	29	3,130	15
TOTAL	789,131	5,102	411,583	3,444	141,332	1,288

SUPPLIER DISTRIBUTION BY COUNTRY OF ORIGIN	GEK TERNA GROUP*		TERNA		TERNA ENERGY	
	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers
Greece (including affiliated companies)	597,826	4,809	411,583	3,444	141,330	1,288
USA	172,207	178	1,939	7	170,080	169
Germany	114,960	55	109,691	36	1,695	17
Spain	34,607	16	587	5	33,590	5
United Arab Emirates	25,532	268	25,330	259	-	-
Bulgaria (including affiliated companies)	20,884	282	10,359	196	10,167	41
Italy	19,501	98	17,760	92	712	6
Cyprus (including affiliated companies)	18,657	42	3495	11	321	8
Bahrain	17,889	265	-	-	-	-
Finland	16,803	4	16,801	3	-	-
Qatar	16,044	369	9,421	212	-	-
Russia	6,214	180	4,097	170	2,117	11
Albania	5,882	83	5,882	116	-	-

continuing ->

SUPPLIER DISTRIBUTION BY COUNTRY OF ORIGIN	GEK TERNA GROUP*		TERNA		TERNA ENERGY	
	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers	Value of Supplies (EUR in thousands)	Number of Suppliers
Jordan	5,757	2	5,757	2	-	-
Iraq	2,958	4	2,958	4	-	-
Poland	2,577	100	80	4	2,497	97
Japan	2,457	3	2,457	3	-	-
Virgin Islands	2,277	1	-	-	-	-
FYROM	2,247	19	60	13	2,187	6
Belgium	1,726	9	1,657	4	67	4
Great Britain	1,523	44	992	17	404	17
India	1,165	3	1,165	3	-	-
France	978	16	912	10	38	3
Romania	884	22	861	20	-	-
Netherlands	760	12	633	7	1	1
Austria	602	11	189	5	239	3
Ireland	486	3	262	1	224	2
Liberia	390	1	-	-	-	-
Czech Republic	303	3	2	1	301	2
Turkey	279	1	-	-	279	1
Slovakia	265	2	75	1	190	1
Denmark	223	9	-	-	219	8
Saudi Arabia	215	6	89	4	-	-
Azerbaijan	109	1	109	1	-	-
Switzerland	95	3	25	2	70	1
Ethiopia	71	1	-	-	-	-
Slovenia	54	-	-	-	-	-
South Korea	41	1	-	-	41	1
Norway	18	1	-	-	18	1
Israel	17	1	-	-	9	1
Portugal	13	2	7	1	6	1
Sweden	2	1	-	-	2	1
Australia	1	1	-	-	-	-
Bosnia and Herzegovina	1	1	-	-	1	1
TOTAL	1,095,500	6,933	635,235	4,654	366,805	1,697

8.4 Responsible Communication

The Group keeps an open communication with all its stakeholders in order to provide information on its operation and activities. In the context of its communication and marketing strategy, GEK TERNA Group applies strict rules and specifications that lay down a framework of legitimacy, ethics, reliability and compliance with the principles of responsible entrepreneurship. Through its communication channels, the Group aims at engaging with stakeholders in order to jointly respond to modern challenges and create value for society, the environment and the business community. Information on the official policies and codes of the Group and its individual companies is directly available to the public on the websites of Group companies.



HERON II, POWER PLANT, GREECE



09

CARING FOR OUR PEOPLE

Our people contribute decisively towards achieving the Group’s objectives. Their professionalism, knowledge and loyalty create surplus value in the services the Group offers. GEK TERNA Group invests in its people and, through the working environment it has created, cares for their Health and Safety, the development of their skills, their rights, equal opportunities and supporting diversity. The Group takes conscious measures to achieve a balanced and safe workplace that rewards innovation, participates in the materialisation of its vision, expands its international prospects and contributes towards business success.

The Group has created an employee-centric working environment, follows clear procedures for our people’s growth and has stood out for its corporate culture and ethical values.

9.1 Employment

The geographical distribution of our employees depends on the projects being implemented. However, given that the Group’s presence has become established in strategically important regions, the majority of employees work in Greece and the Middle East (Bahrain and Qatar).

ALIGNMENT WITH THE SDGS:



3. GOOD HEALTH & WELL-BEING



5. GENDER EQUALITY



8. DECENT WORK & ECONOMIC GROWTH

TOTAL NUMBER OF EMPLOYEES PER COUNTRY	2017			2016			2015	2014
	GEK TERNA GROUP	TERNA	TERNA ENERGY	GEK TERNA GROUP	TERNA	TERNA ENERGY		
Greece	2,013	1,429	269	2,430	1,791	215	2,598	2,806
Cyprus	3	3	-	-	-	-	-	-
Albania	1	1	-	1	1	-	2	2
Serbia	24	24	-	155	155	-	245	390
Bulgaria	66	66	-	101	93	8	229	259
Romania	3	3	-	-	-	-	2	-
FYROM	2	2	-	3	3	-	1	4
Bahrain	1,164	1,164	-	1,992	1,992	-	1,594	1,320
Saudi Arabia	2	2	-	3	3	-	4	3
Qatar	442	442	-	505	505	-	668	931
United Arab Emirates	301	301	-	390	390	-	473	561
Poland	2	-	2	3	-	3	-	8
USA	11	-	11	10	-	10	8	6
TOTAL	4,034	3,437	282	5,593	4,933	236	5,824	6,290



GREECE: TOTAL NUMBER OF EMPLOYEES

GEK TERNA GROUP

Employees **1,438**
Freelancers **575**
Total **2,013**

TERNA

Employees **988**
Freelancers **441**
Total **1,429**

TERNA ENERGY

Employees **165**
Freelancers **104**
Total **269**

GREECE: HUMAN RESOURCES BY TYPE OF EMPLOYMENT AND EMPLOYMENT CONTRACT									
TYPE OF EM- PLOYMENT AND EMPLOYMENT CONTRACT	GEK TERNA GROUP			TERNA			TERNA ENERGY		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees	1,647	366	2,013	1,205	224	1,429	207	62	269
With collective labour agreement	1,647	366	2,013	1,205	224	1,429	207	62	269
Indefinite term employment contract	1,642	363	2,005	1,203	221	1,424	205	62	267
Definite term employment contract	5	3	8	2	3	5	2	-	2
Full time	1,647	363	2,010	1,205	223	1,428	207	60	267
Part time	-	3	3	-	1	1	-	2	2

HUMAN RESOURCES BY TYPE OF EMPLOYMENT AND EMPLOYMENT CONTRACT	HERON		
	MEN	WOMEN	TOTAL
Total employees	79	61	140
With collective labour agreement	79	61	140
Indefinite term employment contract	79	60	139
Definite term employment contract	-	1	1
Full time	72	50	122
Part time	7	11	18

HERON - EMPLOYEE HIRES BY AGE



53 employee hires in Greece

<30

12 Total

30-50

40 Total

>50

1 Total

EMPLOYEE HIRES BY COUNTRY AND AGE										
COUNTRY AND AGE	GEK TERNA GROUP				TERNA			TERNA ENERGY		
	<30	30-50	>50	Total	<30	30-50	>50	<30	30-50	>50
Greece	96	226	60	382	38	120	42	18	26	10
Cyprus	-	-	1	1	-	-	1	-	-	-
Serbia	7	20	10	37	7	20	10	-	-	-
Bulgaria	-	5	-	5	-	5	-	-	-	-
Romania	-	2	-	2	-	2	-	-	-	-
Bahrain	16	53	4	73	16	53	4	-	-	-
Qatar	3	7	6	16	3	7	6	-	-	-
UAE	2	-	-	2	2	-	-	-	-	-
USA	1	1	-	2	-	-	-	1	1	-
TOTAL	125	314	81	520	66	207	63	19	27	10

Greece: Employee Hires by Gender and Age

GEK TERNA GROUP



382 Employee Hires
324 Men - 58 Women

<30	30-50	>50
76 Men 20 Women 96 Total	192 Men 34 Women 226 Total	56 Men 4 Women 60 Total

TERNA



200 Employee Hires
171 Men - 29 Women

<30	30-50	>50
32 Men 6 Women 38 Total	100 Men 20 Women 120 Total	39 Men 3 Women 42 Total

TERNA ENERGY



54 Employee Hires
43 Men - 11 Women

<30	30-50	>50
14 Men 4 Women 18 Total	19 Men 7 Women 26 Total	10 Men 0 Women 10 Total

HERON

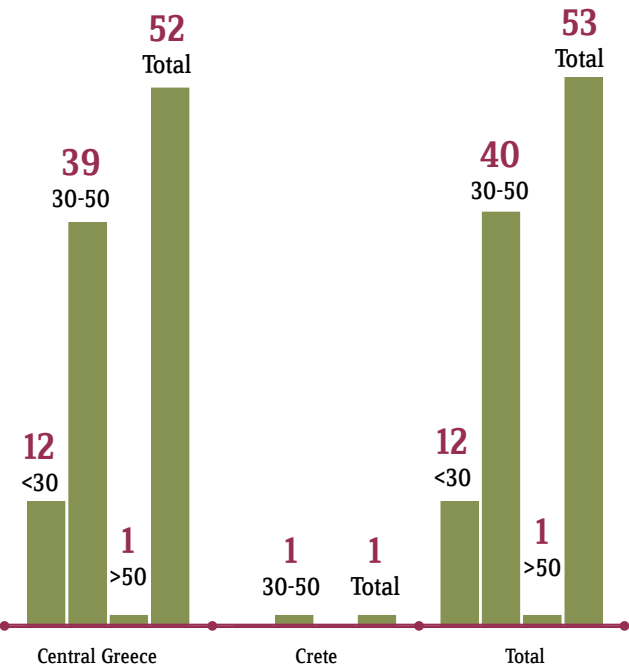


53 Employee Hires
23 Men - 30 Women

<30	30-50	>50
6 Men 6 Women 12 Total	16 Men 24 Women 40 Total	1 Men 0 Women 1 Total

EMPLOYEE TURNOVER BY COUNTRY AND AGE												
COUNTRY AND AGE	GEK TERNA GROUP				TERNA				TERNA ENERGY			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Greece	88	425	273	786	66	357	248	671	11	18	9	38
Serbia	8	38	14	60	8	38	14	60	-	-	-	-
Bulgaria	15	84	15	114	15	84	15	114	-	-	-	-
Romania	-	3	-	3	-	3	-	3	-	-	-	-
Bahrain	294	572	27	893	294	572	27	893	-	-	-	-
Saudi Arabia	-	1	-	1	-	1	-	1	-	-	-	-
Qatar	3	67	9	79	3	67	9	79	-	-	-	-
UAE	19	58	11	88	19	58	11	88	-	-	-	-
Total	427	1,248	349	2,024	405	1,180	324	1,909	11	18	9	38

HERON - Employee Hires by Region and Age



GREECE: EMPLOYEE HIRES BY REGION AND AGE												
REGION	GEK TERNA GROUP				TERNA				TERNA ENERGY			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Central Greece	76	155	36	267	23	68	26	117	14	14	3	31
Epirus	2	11	9	22	1	6	2	9	1	5	7	13
Peloponnese	2	9	3	14	2	7	3	12	-	1	-	1
Macedonia	10	34	6	50	7	26	6	39	3	6	-	9
Thessaly	1	3	3	7	1	3	2	6	-	-	-	-
Aegean Islands	1	2	3	6	1	2	1	4	-	-	-	-
Thrace	3	12	-	15	2	8	2	12	-	-	-	-
Ionian Islands	1	-	-	1	1	-	-	1	-	-	-	-
TOTAL	96	226	60	382	38	120	42	200	18	26	10	54

GREECE: TURNOVER BY GENDER AND AGE												
GENDER AND AGE	GEK TERNA GROUP				TERNA				TERNA ENERGY			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	72	385	269	726	58	326	245	629	7	14	9	30
Women	16	40	4	60	8	31	3	42	4	4	-	8
TOTAL	88	425	273	786	66	357	248	671	11	18	9	38

GREECE: TURNOVER BY REGION AND AGE												
REGION AND AGE	GEK TERNA GROUP				TERNA				TERNA ENERGY			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Central Greece	56	258	166	480	39	203	146	388	5	10	8	23
Epirus	8	59	44	111	7	58	40	105	1	1	1	3
Peloponnese	10	42	19	71	8	39	19	66	2	2	-	4
Macedonia	5	21	11	37	3	15	11	29	2	4	-	6
Thessaly	7	34	30	71	7	34	29	70	1	-	-	1
Aegean Islands	2	6	2	10	2	6	2	10	-	-	-	-
Thrace	-	5	-	5	-	2	-	2	-	1	-	1
Ionian Islands	-	-	1	1	-	-	1	1	-	-	-	-
TOTAL	88	425	273	786	66	357	248	671	11	18	9	38

HERON

TURNOVER BY REGION AND AGE



13 Turnover in Greece
9 Men - 4 Women

<30

1 Men
3 Women

30-50

7 Men
1 Women

>50

1 Men
0 Women

9.2 Human Resources Management

The Group rigorously complies with international human rights principles and respects national and local frameworks of operation in the countries where it operates. On the one hand, the Universal Declaration of Human Rights (ILO) and the UN Global Compact and, on the other, the high corporate values of the Group lay down a strict framework for respecting human rights throughout the entire range of its activities.

Equal Opportunities and Human Rights

The Group handles all human resources issues at every stage of the employment relationship, impartially, and ensures that all employees are treated in a fair and meritocratic manner on the basis of their skills and performance. More specifically, equal pay between men and women for the same job is Group policy, with no margin for discrimination or preferential treatment at the level of pay or benefits on the basis of an employee’s gender or other characteristics. The decisions made by the Group are never related to or affected by any type of discrimination in terms of gender, ethnicity, language, faith, political beliefs, disability, sexual orientation or other differences.

GEK TERNA Group places particular importance on issues that concern child and forced labour. The Group uses control mechanisms to ensure legality in terms of the age limits of employees at all its activities throughout the value chain it manages, and ensures that no violations of fundamental human rights occur.

Due to the nature of the Group’s activities, the majority of its workforce consists of men. However, increasing the percentage of representation of women at its companies is Group policy. One step taken in this direction is recording the distribution of women in the geographical areas of the Group’s activity per age and position. This way, a targeted attempt is made to increase the number of women among the total number of employees.

The increase in female representation among the workforce is proven by the fact that women hold approximately 60% of all administration posts.

Remuneration and Benefits

GEK TERNA Group strictly complies with the applicable legislation of every location where it carries out activities. All Group employees are covered by the applicable regulatory framework on social insurance.

The remuneration and benefits of employees are determined by a specific internal policy that guarantees transparency and meritocracy. In this context, the Group operates using evaluation criteria and indices with respect to the importance of the position, the responsibilities and competencies of each position, educational level, experience, skills, the ability to implement objectives, as well as at the level of employee performance and results. Having examined the cost of living in the countries where it operates, the Group offers higher salaries than the minimum wage set by each legislative framework. The overwhelming majority of Group employees receive salaries that exceed the minimum legal wage. More specifically, the salaries received by employees falling under the “workers” category is 25% higher on average, than the pay set out in the collective labour agreement (amounting to €586.08).

Additional benefits such as a company vehicle, laptop, mobile telephone, etc., are envisaged and provided in accordance with the needs and requirements of each position.

GEK TERNA Group supports maternity and paternity, and strictly complies with all applicable regulations and legislation on parental leave. In 2017, parental leave was granted to a total of 37 individuals, 4 men and 33 women. Of these employees, 2 men and 15 women work at TERNA and 7 women at TERNA ENERGY. At HERON Group, 11 individuals were granted parental leave (2 men and 9 women). All employees who were granted parental leave returned to work and remain part of the Group workforce 12 months after the date of their return.



GROUP EMPLOYEE BREAKDOWN BY COUNTRY AND GENDER						
GEK TERNA GROUP	GEK TERNA GROUP		TERNA		TERNA ENERGY	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Greece (employees)	1,185	253	856	132	122	43
Greece (freelancers)	462	113	349	92	85	19
Greece	1,647	366	1,205	224	207	62
Cyprus	3	-	3	-	-	-
Albania	-	1	-	1	-	-
Serbia	15	9	15	9	-	-
Bulgaria	51	15	51	15	-	-
Romania	2	1	2	1	-	-
FYROM	-	2	-	2	-	-
Bahrain	1,077	87	1,077	87	-	-
Saudi Arabia	2	-	2	-	-	-
Qatar	432	10	432	10	-	-
UAE	293	8	293	8	-	-
Poland	1	1	-	-	1	1
USA	8	3	-	-	8	3
TOTAL	3,531	503	3,080	357	216	66

TOTAL EMPLOYEES BREAKDOWN BY COUNTRY AND GENDER				
GENDER	COUNTRY	GEK TERNA GROUP	TERNA	TERNA ENERGY
Men	Greece	1,647	1,205	207
	Cyprus	3	3	-
	Albania	-	-	-
	Serbia	15	15	-
	Bulgaria	51	51	-
	Romania	2	2	-
	FYROM	-	-	-
	Bahrain	1,077	1,077	-
	Saudi Arabia	2	2	-
	Qatar	432	432	-
	UAE	293	293	-
	Poland	1	-	1
	USA	8	-	8
	Total Men	3,531	3,080	216
Women	Greece	366	224	62
	Cyprus	-	-	-
	Albania	1	1	-
	Serbia	9	9	-
	Bulgaria	15	15	-
	Romania	1	1	-
	FYROM	2	2	-
	Bahrain	87	87	-
	Saudi Arabia	-	-	-
	Qatar	10	10	-
	UAE	8	8	-
	Poland	1	-	1
	USA	3	-	3
	Total Women	503	357	66
	TOTAL	4,034	3,437	282

HERON: TOTAL EMPLOYEES IN GREECE BY GENDER



GREECE: BREAKDOWN OF EMPLOYEES BY LEVEL AND GENDER									
Level	GEK TERNA GROUP			TERNA			TERNA ENERGY		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Administrative staff	141	188	329	64	110	174	33	38	71
Technicians	181	26	207	118	18	136	53	5	58
Workers - other	863	39	902	674	4	678	36	-	36
TOTAL	1,185	253	1,438	856	132	988	122	43	165

* Members of the Board of Directors are not accounted on the total human resources

GREECE: BREAKDOWN OF EMPLOYEES BY LEVEL AND GENDER			
Level	HERON		
	Men	Women	Total
Administrative staff	33	57	90
Technicians	26	4	30
Craftsmen - other	20	-	20
TOTAL	79	61	140

* Members of the Board of Directors are not accounted on the total human resources

9.3 Education Opportunities

For GEK TERNA Group, achieving company goals and strategies requires excellent education on the part of its human resources. The efforts of maintaining the Group’s prestige in Greece and consolidating its position abroad are based on the inter-personal skills and high technical know-how of its employees.

By offering education opportunities, the Group strengthens its corporate culture and teamwork and promotes innovation. The Group implements specialised education and training programmes related to the field of each post, its strategic planning and the needs of its human resources. Internal training sessions by directors and specialised colleagues and training sessions by specialised external bodies are held on an annual basis.



68,613
training hours
during 2017 at Group level

GREECE: AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY						
GEK TERNA GROUP						
CATEGORIES	Total training hours			Average training hours by category		
	Men	Women	Total	Men	Women	Total
Administrative staff	290	327	617	2.06	1.74	1.88
Technicians	140	-	140	0.77	-	0.68
Workers - other	-	16	16	-	0.41	0.02
TOTAL	430	343	773	0.36	1.36	0.54
TERNA						
Administrative staff	110	184	294	1.72	1.67	1.69
Technicians	12	-	12	0.10	-	0.09
Craftsmen - other	-	-	-	-	-	-
TOTAL	122	184	306	0.14	1.39	0.31
TERNA ENERGY						
Administrative staff	112	45	157	3.39	1.18	2.21
Technicians	-	-	-	-	-	-
Workers - other	-	-	-	-	-	-
TOTAL	112	45	157	0.92	1.05	0.95



TOTAL TRAINING HOURS

GEK TERNA GROUP*	TERNA	TERNA ENERGY	HERON
68,613	23,720	808	281

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

HERON TRAINING HOURS BY SUBJECT	
Environment	82
Finance	16
Management	88
Health and Safety	55
Engineering	40
TOTAL	281

TRAINING HOURS BY SUBJECT			
SUBJECT	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Quality	1,119	101	51
Environment	957	525	123
Accounting	28	8	-
Health and Safety	65,907	22,785	477
Foreign Languages	60	30	-
Finance, Legislation, Taxation	541	268	157
TOTAL	68,613	23,720	808

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

Variations in employee numbers are due to internal movement of employees, in order to meet staffing needs of the Group, its subsidiaries and the joint ventures in which the Group participates.



ROTANA HOTEL, ABU DHABI, UAE

10

HEALTH AND SAFETY IN THE GROUP

Safeguarding Health and Safety is a priority for the Group, which is continuously improving the strategic framework in which issues relating to the protection of the Health and Safety of all stakeholders are managed.

10.1 Health and Safety Goals

Safeguarding Health and Safety is a top priority for the Group which continually improves the strategic framework within which health and safety issues regarding all stakeholders are managed. GEK TERNA Group fully complies with the provisions of the applicable national, European and international legislation and aims, through this strict Health and Safety Management System, at the timely identification and minimisation of risks that concern all its activities. The Health and Safety policy concerns the Group in its entirety, as well as anyone directly or indirectly related to its operations.

Enhancing the Health and Safety policy and achieving zero accidents are combined goals that are related to:

- the application of an internationally certified Health and Safety Management System
- full compliance with legal and other national, EU and international treaties, directives and provisions that concern Health and Safety
- implementation, monitoring, evaluation and improvement of Health and Safety actions
- identification of professional risks and development of a cohesive, integrated prevention methodology
- prevention of injuries, illnesses and adverse Health and Safety incidents

ALIGNMENT WITH THE SDGS:



3. GOOD HEALTH
& WELL-BEING



5. GENDER EQUALITY



8. DECENT WORK &
ECONOMIC GROWTH

- provision of appropriate and sufficient training on Health and Safety issues
- immediate examination of every accident/incident in order to assess the factors that led to its materialisation, and taking of preventive measures
- incorporation of technologies, good practices and operating procedures that guarantee safe conditions for employees, sub-contractors and third parties

The Group’s active commitment to Health and Safety issues is proven by the application of a certified Health and Safety Management System in accordance with the requirements of the OHSAS 18001:2007 international standard.

10.2 Occupational Health and Safety Framework

As Health and Safety are a chief concern for GEK TERNA Group, education and corporate culture serve to accomplish this goal. The Group systematically provides trainings to its employees, sub-contractors and visitors on the general principles regarding occupational risks and their prevention, protection of health and safety, information and equitable participation. The prevention of occupational accidents and diseases is achieved through education and the incorporation of basic Health and Safety principles in the corporate culture.

GEK TERNA Group approach in 5 pillars:



1st Pillar - Active Role of Management

The management teams play a crucial role in guaranteeing safety at the work place with respect to the management of Health and Safety issues and, by extension, the achievement of the Group’s goals.

The management teams at GEK TERNA Group:

- brief employees, sub-contractors and other stakeholders
- work towards establishing a Health and Safety culture
- focus on prevention and protection and introduce protective measures for employees
- guide employees and all stakeholders in the application of Health and Safety principles upon all occasions
- encourage the involvement of employees in Health and Safety initiatives
- immediately intervene in cases of non-compliance
- continuously assess the impact, the systems and the measures that concern Health and Safety
- identify risk factors that concern operation through Occupational Risk Assessment Studies
- take immediate improvement and/or enhancement actions
- set appropriate preventive procedures on the basis of risks.

A Health and Safety Plan (SAY) and Health and Safety File (FAY) are prepared for each project. These studies concern procedures and protocols that ensure a high level of prevention and protection from risks and are addressed to all stakeholders.

2nd Pillar - Employee Involvement

The participation of employees in occupational Health and Safety issues is a major prerequisite for achieving the goal of zero accidents. Achieving this goal requires continuous briefing and substantial employee training, as well as their constant vigilance in order to be able to protect themselves, their colleagues and associates by recognising, recording and limiting potential causes of accidents.

The Group provides systematic training on Health and Safety issues, and prepares special training plans adapted to the particularities and needs of each project. Each programme prepares employees effectively, further develops their skills and enhances their technical adequacy. Health and Safety training sessions are held not only for employees working on each project but also for visitors. They are implemented by the Health and Safety division and safety technicians, as well as specialised external bodies.

3rd Pillar - Partnerships Based on Health and Safety

The achievement of an accident-free workplace requires compliance with the policies and Management Systems on the part of every stakeholder. Contractors and associates, suppliers and all stakeholders are obligated to fully comply with the regulatory framework on Health and Safety.

4th Pillar - Actions Promoting Health and Safety

GEK TERNA Group implements targeted Health and Safety initiatives that concern every stakeholder. The Group invests in actions addressing employees, suppliers, sub-contractors, customers, public services and bodies, aiming at informing them, mobilising them and raising their awareness. The Group also makes dynamic investments in innovative technologies, good practices and reliable methods depending on the needs of each project and geographical area.



TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

	GEK TERNA GROUP*	TERNA	TERNA ENERGY	HERON
Participation	14,014	4,934	193	95
(in multiple training courses):	65,907	22,785	477	55

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

Measurements of natural factors: The Group regularly carries out measurements of natural factors at all installations and projects where relevant risks have been identified. These measurements are based on Occupational Risk Assessment Studies.

Occupational health medical practitioners: In order to prevent risks and protect the health of employees, the Occupational Health Medical Practitioners who work with GEK TERNA Group, monitor the health of employees, provide advice and update their personal medical files.

Medical examinations required by law: In order to protect the health of its employees, GEK TERNA Group carries out medical examinations on its employees. The particularity-hazardousness of the project and the position of each employee are off course taken into consideration. The examinations consist of musculoskeletal, ophthalmological and blood tests, vaccinations, spirometry and audiograms.

Occupational Health and Safety Manual: An Occupational Health and Safety Manual was written in 2016, published in 3 languages (Greek, English and Albanian) and distributed to all employees. The manual presents common Health and Safety issues and safe ways to address them. The key themes covered in the manual include the use of personal means of protection, individual behaviour, fire safety, road safety, signage, safe use of machinery and tools, work at a height, general safety rules and handling of emergencies.

5th Pillar - Compliance Audits

The Group implements an annual plan of audits of its operational activities and facilities. This plan is prepared in accordance with the findings of past audits, as recorded during relevant inspections and previous evaluations.

The Environmental Division carries out internal inspections, while additional inspections are carried out by an external controller (Independent Engineer), the external certification bodies and, in the case of concessions, by special consultants appointed by the Concession Joint Venture.



179 audits
for Health and Safety issues
were conducted during the
reporting year

10.3 Occupational Health and Safety



HEALTH AND SAFETY AUDITS

Internal H&S audits and audits carried out by external certification body

GEK TERNA GROUP*	TERNA	TERNA ENERGY	HERON
179	107	10	3

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

HEALTH AND SAFETY	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Near misses	15	9	6
First Aids	13	12	1
Small scale accidents (absence from work of up to 3 days)	2	2	-
Serious accidents (absence from work for more than 3 days)	17	14	-
Total accidents with absence days	19	16	-
Lost Workdays due to accident	219	171	-
Number of occupational diseases	19	-	-
HEALTH AND SAFETY (SUBCONTRACTORS)	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Near misses	1	1	-
First Aids	12	11	1
Total accidents with absence days	29	26	1
Lost Workdays due to accident	675	622	10
Total training hours on HSE issues	87	-	-

HEALTH AND SAFETY	HERON	HERON (SUBCONTRACTORS)
Near misses	-	-
First Aids	-	-
Small scale accidents (absence from work of up to 3 days)	-	1
Serious accidents (absence from work for more than 3 days)	-	-
Total accidents with absence days	-	1
Lost Workdays due to accident	-	3
Number of occupational diseases	-	-
Total training hours on HSE issues	55	510

TERNA: WORKSITES ABROAD LOST WORKDAYS AND HEALTH AND SAFETY INDICATORS	QATAR	UNITED ARAB EMIRATES	BAHRAIN
Total employees	442	301	1,164
Total employees Man-hours	455,757	2,144,200	5,749,920
Total subcontractors	11,877	310	294
Total subcontractors Man-hours	121,834	1,445,004	1,164,240
Employees lost workdays	25	-	-
Subcontractors lost workdays	-	-	-
Subcontractors training hours on HSE issues	6,620	10,000	-
Near misses	123	-	23

INVESTMENTS IN HEALTH AND SAFETY (IN €)	GEK TERNA GROUP*	TERNA	TERNA ENERGY
Personal Protective Equipment (purchasing and certification)	196,265	119,154	23,974
Upgrade of Mechanical Equipment and Vehicle Purchase	1,998	388	-
Equipment certification	26,267	2,585	23,682
Certification for Lifting and Other Machinery	42,210	33,351	1,274
Traffic regulations	232,360	7,360	225,000
Safety Signage	1,332,613	1,300,052	19,845
Reorganisation/ Maintenance of the Fire Prevention System	20,496	8,835	9,136
Expenses of OHS Management (education, OHS system certification, etc.)	377,224	364,588	2,436
Guarding services	173,785	-	173,785
Upgrading of Working Area	53,143	49,652	3,491
Project Insurance	221,893	-	-
Employee Medical Coverage Program (from project insurance)	512,742	-	-
External Certification of Management Systems	29,762	1,860	1,116
Occupational Physician/Safety Technician (EXYPP)	302,290	278,753	16,121
Costs of Staff Medical Test	33,405	12,764	1,020
Medical Equipment	93,070	88,394	930
Health, Safety and Environment (HSE) trainings	7,411	1,140	1,924
Security works and safety systems	69,283	69,283	-
Total	3,726,217	2,338,159	503,734

* Includes: Activities in Greece, Qatar, United Arab Emirates, Bahrain

INVESTMENTS IN HEALTH AND SAFETY (IN €)	HERON
Personal Protective Equipment (purchasing and certification)	24,913
Upgrade of Mechanical Equipment and Vehicle Purchase	1,512
Certification for Lifting and Other Machinery	25,973
Reorganisation/ Maintenance of the Fire Prevention System	46,508
Expenses of OHS Management (education, OHS system certification, etc.)	969
Upgrading of Working Area	78,965
Employee Medical Coverage Program (from project insurance)	3,296
Legislative requirements	7,035
Security works and safety systems	41,341
General expenses	39,306
TOTAL	269,818



KENTRIKI ODOS MOTORWAY - E65, GREECE

11

LOCAL COMMUNITIES

11.1 Social Product

The Group’s modern infrastructure and energy projects serve the goal of Sustainable Development by contributing to social prosperity and the positive promotion of Greece internationally.

The multiple benefits of the Group’s business activity translate into thousands of jobs, benefits and insurance contributions, in cooperation with thousands of suppliers for the purchase of products and services, as well as taxes and investments. The indirect positive effects concern transport safety, upgraded urban structures, access to art and cultural sites, improved air quality and preservation of the natural environment.

In 2017, the Group contributed greatly to social development, with its “Social Product” amounting to almost €1.5 billion.

ALIGNMENT WITH THE SDGS:



1. NO POVERTY



4. QUALITY EDUCATION



9. INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11. SUSTAINABLE CITIES
AND COMMUNITIES



17. PARTNERSHIPS
FOR THE GOALS



ANNUAL CONTRIBUTION TO SOCIAL GROWTH - “SOCIAL PRODUCT” (IN EUR THOUSANDS)	2017	2016	2015	2014
Payments to suppliers (consolidated amounts after elimination of intra-group transactions with no withholding taxes (VAT, sales tax etc.) with cost of materials)	1,048,658	999,777	810,075	865,391
Salaries and employee benefits (including social security contributions)	130,987	135,155	129,757	124,090
Total taxes paid	168,277	173,962	126,042	73,010
Payments to capital providers	74,909	55,697	67,172	53,051
Donations / Grants to local communities (Amounts with no withholding taxes (VAT, sales tax etc.)	281	350	190	241
TOTAL	1,423,112	1,364,941	1,133,236	1,115,783

11.2 Social Contribution

In 2017, the Group maintained its partnerships and multiplied the considerable value created through a broad network of partnerships and participation in synergies.

Remaining true to its vision for boosting the Greek economy, the Group continues to invigorate local communities by mainly focusing on the following areas of social support:

Infrastructure

GEK TERNA Group and its subsidiaries provide substantial support to Greek rural regions and, and support local communities, by implementing a number of actions with direct, visible and substantial results.

In 2017, the Group undertook the implementation of construction projects and the completion of interventions to improve the everyday lives of those residing in areas where infrastructure projects are taking place valued at €511,000.

Employment

The Group places great importance on supporting the youth. Thus it systematically sponsors post-graduate honours students and provides the possibility of completing their practical training at the company.

During the reference year, 14 students completed their practical training at the Group, of whom 3 joined its workforce.

Local Suppliers

Supporting local producers and SMEs active near the areas where the Group operates, breathes life into local communities and boosts the local market.

The Group’s contribution to the economy and its effect on local economies, in particular, is visible through an analysis of investments in domestic local suppliers. In 2017, of the total number of 5,102 suppliers of the Group, 3,987 were local Greek suppliers. The value of these transactions amounts to €341,060, accounting for 43% of the total transactions (€789,131).

In-kind Support, Financial Aid and Donations

The Group’s sponsorships and donations mainly take place through programmes on education, art and sports. Its sponsorship activities mainly target youth living in Greek rural regions. Improving the quality of life and creating new opportunities are the main incentives of the Group for supporting solidarity actions.

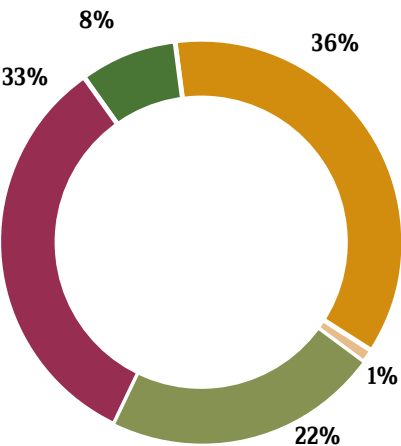
In 2017, GEK TERNA Group implemented an ambitious programme for social support and distribution of financial value that exceeded €280,000.

The basic pillars of the Group’s programme were:

- 1. Sports and culture
- 2. The environment
- 3. Schools, youth clubs and associations
- 4. Municipalities, social structures and bodies

GEK TERNA GROUP:
In-kind support, financial support
and donations

- Sports and culture
- Environment
- Schools, youth clubs & associations
- Municipalities, social structures & institutions
- Other



The Group’s social contributions in 2017 included, among other things:

- Targeted actions at schools and sponsorship programmes of athletic clubs and cultural associations in areas where the Group is active in Greece and abroad.
- Programmes supporting youth entrepreneurship and scholarships for young men and women, support for scientific research programmes, conferences, etc.
- Financial support of NGOs and State Bodies focusing on improving the quality of life of vulnerable social groups (act4Greece school meal programme, “Ark of the World”, a local NGOs) and targeted donations to the Hellenic Police and the Fire Service.
- Support of cultural initiatives (e.g. Athens & Epidaurus Festival, “Prespeia” Festival, etc.).



Social support
program exceeded
€280 thousands

IN-KIND SUPPORT, FINANCIAL SUPPORT AND DONATIONS (IN €)	GEK TERNA GROUP	TERNA	TERNA ENERGY
Sports and culture	101,470	55,150	46,320
Environment	3,000	-	3,000
Schools, youth clubs and associations	60,900	42,400	18,500
Municipalities, social structures & institutions	92,550	78,950	13,600
Other	22,800	22,800	-
TOTAL	280,720	199,300	81,420

12

GOALS FOR 2018

PILLARS	GOALS 2017	PROGRESS 2017	GOALS 2018	SUSTAINABLE DEVELOPMENT GOALS
Local Communities	Financial support and donations	✓	Maintain the Group's focus areas:	<div>1 NO POVERTY</div> <div>4 QUALITY EDUCATION</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>
	Support local communities through implementation of infrastructure projects, financial support and donations	✓	1. Sports and culture 2. Environment 3. Schools, youth clubs & associations 4. Municipalities, social structures & institutions Implementation of infrastructure projects	
Employees Health and Safety	Information sessions on Health and Safety	✓	Maintain OHSAS 18001 certificate and transition to ISO 45001	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div>
	No fatal accident	✓	No fatal accidents	
	Strict compliance with legislation	✓	Group insurance program No incidents of non-compliance with health and safety legislation based on third body audits	
Environment	Upgrade to the new version of ISO 14001:2015 - Environmental Management Systems for TERNA S.A. and TERNA ENERGY	✓	Maintain certifications Upgrade to the new version of ISO 14001:2015 - Environmental Management Systems for ILIOCHORA	<div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div>
	Strict compliance with legislation	✓	No incidents of non compliance with health and safety legislation based on third body audits	

PILLARS	GOALS 2017	PROGRESS 2017	GOALS 2018	SUSTAINABLE DEVELOPMENT GOALS
Business	Maintaining and expanding synergies and strategic alliances	✓	Emphasis on maintaining and developing strategic partnerships	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>
	Development and expansion of activities	✓	Strengthening Group's contribution to the economic development of Greece	
	Investing in innovative projects	✓	Synergies at local level for social welfare.	
Operation and suppliers	Upgrade to the new version of ISO 9001:2015 - Quality Management Systems for TERNA S.A., TERNA ENERGY and ILIOCHORA	✓	Maintain certificates	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>
	Investing in domestic suppliers	✓	Utilise collaboration opportunities with local suppliers	
			Reduce the environmental impact of supply chain	
Corporate Governance	Code of Conduct	✓	Certify TERNA S.A. according to ISO 27001: Information Security Management	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
	Strict compliance with legislation		No incidents of non-compliance with health and safety legislation based on third body audits	

13

ABOUT THIS REPORT

This Corporate Responsibility Report is the 5th Annual report of GEK TERNA Group. The Report refers to 2017, from 1.1.2017 - 31.12.2017 and has been prepared in accordance with the GRI Standards, Core option.

The purpose of the Report is to present the Group's approach to Sustainability, according to the 5 pillars that the Group has recognized: Environment, Marketplace and Business Operation, Employees, Health and Safety, Society and local community. The report focuses on the policies, practices and outcomes achieved during 2017, and covers the risks, opportunities and impacts of these pillars, always in line with the Group's strategy and Corporate Governance framework.

As we become more systematic in the way we collect information, we broaden the scope and provide a more complete picture to our stakeholders. In the 2017 Report, we continued presenting separate data for the Group, TERNA S.A. and TERNA ENERGY (TERNA ENERGY refers to TERNA ENERGY GROUP). At the same time, we collected more comprehensive data especially for the companies GEK Services, Iliochora, TERNA MAG, STROTIREs, as well as the business units of the group based abroad, which are presented aggregated in the field "GEK TERNA Group". More specifically, the section referring to the operations abroad, includes the activities of the Group in Qatar, UAE and Bahrain. A separate section refers to Nea Odos and Central Greece Motorway, with data referring to the entire 2017 and not just to the period during which they were under the control of GEK TERNA Group.

Clarifications

In accordance with the International Financial Reporting Standards, the Group includes the parent company with its subsidiaries as well as their joint operations, including the construction consortia in Greece and abroad. More data is available in the group's financial report: <http://www.gekterna.com/en/Investor-Relations/Financial-Statements>. Companies which are included in the consolidated financial statements but are not covered/included in the financial data of the account:



The material issues that have been identified, concern GEK TERNA Group as well as its stakeholders, the boundaries of the issues extend within and outside the Group.

"Nea Odos S.A." (former consortium, control was acquired on 1.10.2017), "Central Greece Motorway S.A." (Former consortium, control was acquired on 1.10.2017), "AEFORIKI EPIRUS S.A.", and "OPTIMUS ENERGY S.A."

On October 1st, 2017, the participation of the group in the structure of "Nea Odos" increased to 78% and in the "Central Greece Motorway" to 66.6%. In the period from 01.01.2017 to 30.09.2017, the after-tax results of the aforementioned companies were incorporated with the equity method, which amounted to €4.6 million against €4.5 million euros in 2016. Given that with the abovementioned acquisition, the company acquired control of the aforementioned companies, the results from 01.10.2017 to 31.12.2017 and the Financial position of these companies were incorporated using the Full Method. No other significant changes have taken place regarding the Group's structure, supply chain, business relations or relations with its employees.

Through the application of the new IFRS 11 standard, the companies "HERON THERMOELECTRIC S.A." and "HERON II S.A." have been acknowledged as being under common control and, as such, financial data is incorporated using the equity method.

The data referring to human resources is accurate on: 31.12.2017. The human resources data does not include data relating to the concession companies "Nea Odos" and "Central Greece Motorway".

For the 2017 Report, the Group has not proceeded to external verification of the Report content.

Support

The development of the Corporate Responsibility Report was supported by Sustainability Knowledge Group (www.sustainabilityknowledgegroup.com)

Project Team

A group with representatives from all key Divisions / Departments of the Group has been formed to support the development of the Report

Coordination:

Corporate Communication,
Marketing & CSR Department

Divisions/Departments:

Health, Safety & Environment
Quality
Supply chain
Finance

Contact

Danae Kalantidi
Corporate Communication,
Marketing & CSR,
GEK TERNA Group,
85, Mesogeion Avenue, Athens,
11526, Greece
Tel.: +30 2106968000,
Fax: +30 2106968098-99
E-mail:
sustainability@gekterna.com
www.gekterna.com

14

GRI CONTENT INDEX

GRI CONTENT INDEX			
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION
GRI 101: FOUNDATION 2016			
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 Name of the organization	11	
	102-2 Activities, brands, products, and services	12-15	
	102-3 Location of headquarters	105	
	102-4 Location of operations	8, 9, 12-15	
	102-5 Ownership and legal form	17 http://www.gekterna.com/en/investor-relations/financialstatements/	
	102-6 Markets served	12-15, 19	
	102-7 Scale of the organization	12-17, 73	
	102-8 Information on employees and other workers	72-86	
	102-9 Supply chain	67-69	
	102-10 Significant changes to the organization and its supply chain	105	
	102-11 Precautionary Principle or approach	20-24, 27, 35, 36-39	
	102-12 External initiatives	30-33	
	102-13 Membership of associations	35	
	Strategy		
	102-14 Statement from senior decision-maker	6, 7	
	102-15 Key impacts, risks, and opportunities	6, 7, 24	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	23	
	Governance		
	102-18 Governance structure	20-24	
	Stakeholder engagement		
	102-40 List of stakeholder groups	37-39	
	102-41 Collective bargaining agreements	74	
	102-42 Identifying and selecting stakeholders	36-39	
	102-43 Approach to stakeholder engagement	36-39	
	102-44 Key topics and concerns raised	36-42	

GRI 102: General Disclosures 2016	Reporting practice		
	102-45 Entities included in the consolidated financial statements	http://www.gekterna.com/en/investor-relations/	
	102-46 Defining report content and topic Boundaries	35, 37-42	
	102-47 List of material topics	40, 41	
	102-48 Restatements of information	-	
	102-49 Changes in reporting	104	
	102-50 Reporting period	104	
	102-51 Date of most recent report	104	
	102-52 Reporting cycle	104	
	102-53 Contact point for questions regarding the report	105	
	102-54 Claims of reporting in accordance with the GRI Standards	104	
	102-55 GRI content index	106-110	
	102-56 External assurance	105	
MATERIAL TOPICS			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 12-17, 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	16	
	201-2 Financial implications and other risks and opportunities due to climate change	24, 30-33, 52-53, 66	
	201-3 Defined benefit plan obligations and other retirement plans	80, 81	
	201-4 Financial assistance received from government	No financial aid received from government	
INDIRECT ECONOMIC IMPACTS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 98, 104	
	103-2 The management approach and its components	26-29, 35, 98, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	98-101	
	203-2 Significant indirect economic impacts	98-101	
PROCUREMENT PRACTICES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 67, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39, 67	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	67-69	

ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 205: Anti corruption 2016	205-1 Operations assessed for risks related to corruption	23	
	205-2 Communication and training about anti-corruption policies and procedures	23	
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption	
MATERIALS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 55, 104	
	103-2 The management approach and its components	26-29, 35, 55-58, 61, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	55-58	
	301-2 Recycled input materials used	55-58	
	301-3 Reclaimed products and their packaging materials	55-58	
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 61, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	59	
	302-4 Reduction of energy consumption	59	
	302-5 Reductions in energy requirements of products and services	13, 59	
WATER			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 61, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 303: Water 2016	303-1 Water withdrawal by source	60,61	
	303-2 Water sources significantly affected by withdrawal of water	60,61	
	303-3 Water recycled and reused	60,61	
BIODIVERSITY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 55, 61, 104	
	103-2 The management approach and its components	26-29, 31, 33, 35, 61, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	

GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	61	
	304-2 Significant impacts of activities, products, and services on biodiversity	61 www.terna-energy.com	
	304-3 Habitats protected or restored	61	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 61, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	60	
EFFLUENTS AND WASTE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 55, 61, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	60-61	
	306-2 Waste by type and disposal method	55-58	
	306-3 Significant spills	No significant spills	
	306-4 Transport of hazardous waste	Not relevant due to the nature of the Group's activities	
	306-5 Water bodies affected by water discharges and/or runoff		
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 61, 62, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39, 62	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	No incidents of non-compliance	
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 72, 80, 104	
	103-2 The management approach and its components	26-29, 35, 72, 80, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	74-79	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81	
	401-3 Parental leave	81	

OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 80, 88-92, 104	
	103-2 The management approach and its components	26-29, 35, 88-92, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management-worker health and safety committees	88-91	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	93-94	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	93-94	
	403-4 Health and safety topics covered in formal agreements with trade unions	88-94	
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 80, 85, 104	
	103-2 The management approach and its components	26-29, 35, 80, 85, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	48, 54, 85-86, 91	
	404-2 Programs for upgrading employee skills and transition assistance programs	85-86	
NON-DISCRIMINATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 80, 104	
	103-2 The management approach and its components	26-29, 35, 80, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 406: Non -discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of non-compliance	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 98-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	98-101	
	413-2 Operations with significant actual and potential negative impacts on local communities	98-101	

PUBLIC POLICY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 415: Public Policy 2016	415-1 Political contributions	GEK TERNA Group does not make any political contributions	
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 34, 37, 39, 64-65, 104	
	103-2 The management approach and its components	26-29, 34, 35, 47, 64-66, 102, 103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 34-39	
GRI 416: Customer Health and Safety2016	416-1 Assessment of the health and safety impacts of product and service categories	34, 65	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance	
SOCIOECONOMIC COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Inside and Outside the Group 26-27, 37, 39, 104	
	103-2 The management approach and its components	26-29, 35, 102-103, 105	
	103-3 Evaluation of the management approach	20-24, 29, 35-39	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	No incidents of non-compliance	

2017

CORPORATE RESPONSIBILITY
REPORT

GEK TERNA
GROUP OF COMPANIES

GEK TERNA

GROUP OF COMPANIES

85, Mesogeion Ave
Athens 115 26, Greece

T: +30 210 6968000
F: +30 210 6968098-99

info@gekterna.com

