

Engagement Process 2017 GRI 102-43

MYTILINEOS has always followed –and will continue to do so– an Open Social Dialogue policy, creating the conditions for establishing new attitudes and practices, as well as new forms of partnership with its key Stakeholders. In line with this approach, the company's Metallurgy & Mining Sector held its 3rd consecutive (and 8th overall) thematic consultation with its Stakeholders, entitled **"Translating Entrepreneurship to value for society"**.

Held in October 2017 in Aspra Spitia, Viotia, the event was attended by 60 Stakeholders, invited by the General Management of the Metallurgy & Mining Sector and comprising representatives from Local Government, local authorities, the company's key suppliers, local associations and organisations, local Media and the local school community, as well as representatives of the company's employees.

The main objective of this initiative was the emergence and the consultation of the social footprint, in financial terms, and the value creation over the short, medium and long term by the Metallurgy & Mining Sector as well as by the overall business activity of MYTILINEOS at the local and national level respectively.

The first part of the Social Dialogue focused on the contribution of MYTILINEOS' business activity to the Greek economy. As demonstrated by the detailed analysis presented, the company's total social product for 2016 stood at **€602 million**, while **100 new jobs** were also created.

In the second part, the analysis focused on the key pillars of the Metallurgy & Mining Sector social footprint, whose total value amounted to **€230 million** including the following:

- 1) initiatives to boost local employment,
- 2) educational programmes to accelerate integration into the labour market,
- 3) payment of taxes to the public authorities,
- 4) support of local suppliers,
- 5) the company's annual Social Contribution programme,
- 6) environmental investments.

The long discussion and exchange of views that ensued highlighted the Company's positive relations with the local community, as well as the significant issues and challenges that represent the consensus view of the participants. It was agreed that today, more than ever before, there is a requirement for more effective action and cooperation at the local level, and that this can only be achieved with the agreement of the social groups that share the same view.

The conclusions from the discussion will be used by MYTILINEOS to guide the development of the company's new strategy and of its relevant practices, in alignment with the **Sustainable Development Goals**.

The key issues on which participants focused their interest were the following: GRI 102-44

- The skills development topic, in the context of company's further cooperation with the Technological Educational Institute of Central Greece, for providing occupational guidance to graduates and for contributing to the apprenticeship activities in Vocational Lyceums, especially concerning the technician's disciplines of the departments of electrical systems and vehicles respectively.
- The future investment plan of MYTILINEOS.
- The provision of information about the planned activities for the renewal of the Aspra Spitia model settlement.
- The broader collaboration with the Municipality of Livadia, especially regarding the Municipality's social work programme, which the company supports.
- The proposal for establishing, jointly with the Municipalities neighbouring the plant, a programme for the promotion of tourism, to be funded by the company's Corporate Social Responsibility programme.
- The establishment by MYTILINEOS of a scholarship programme for Tertiary education studies, based on socio-economic criteria, as well as the need for higher investments, under the company's Social Contribution programme, in the development of local infrastructures and other public benefit projects.

Finally, MYTILINEOS proceeded to evaluate the Consultation by posting a custom satisfaction questionnaire to all participants and inviting them to indicate their satisfaction using a rating scale of 1 (low) to 5 (high).

Three separate aspects of the Consultation were evaluated: (a) Overall Image, (b) Planning and (c) Organisation. A number of individual variables were used in each category and respondents were also able to make comments and suggest improvements. The percentage of Stakeholders who responded to the evaluation reached 50%, with a total of 10 comments/suggestions for future improvement submitted. Overall, the participants rated the new consultation process as extremely useful and positive.

