Environmental Statement
For the Year 2023

In Accordance with the Common System of Ecological Management and Ecological Control

EMAS III (EC 1221/2009)

as amended by Regulations EU 2017/1505 and EU 2018/2026.

PAPAPANAGIOTOU S.A. «DROMEAS»

The purpose of the Environmental Statement is to provide environmental information to the public and other stakeholders regarding the environmental impacts and performance, as well as the continuous improvement of the environmental performance of the company PAPAPANAGIOTOU S.A. "DROMEAS".
For this edition of the environmental statement, the Environmental Management Officer collaborated with the other staff members in the relevant departments of the company PAPAPANAGIOTOU S.A. "DROMEAS".

DRAFTING

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Environmental Management Officer
Date: 26-07-2024

APPROVAL

A. PAPAPANAGIOTOU
Chairman of the Board
Date: 26-07-2024

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1. BRIEF PRESENTATION OF THE ORGANIZATION AND ITS ACTIVITIES

1.1 Preface

The company "Papapanagiotou Anonymous Industrial Company of Trade and Representations" with the trade name "DROMEAS S.A." was founded in 1979 and is headquartered in the Industrial Area of Serres, which administratively belongs to the Municipality of Serres.

Regarding the types of products and activities, the company is classified according to the National Statistical Classification of Economic Activities (ESYE STAKOD 9) in the following sectors:
361.1 "Manufacture of Chairs and Seats"
361.2 "Manufacture of Office Furniture"
361.3 "Manufacture of Kitchen Furniture"
361.4 "Manufacture of Other Furniture"
275.3 "Casting of Light Metals"
281.1 "Manufacture of Metal Frames and Parts"
631.2 "Storage"

According to the classification of works and activities as specified in Decision No. 15393/2332 (Government Gazette 1022/B/5-9-02 "Classification of Public and Private Works and Activities into Categories"), the specific activity is classified not by the product capacity but by the installed power. It falls under the 2nd subcategory of the 9th group (Industrial Installations with power over 500 kW), while based on aluminum casting (<10 tn/day aluminum alloy production), the factory is classified in the 3rd subcategory.

According to Joint Ministerial Decision 13727/724/2003 (Government Gazette 1087 B/5-8-2003), the activity is classified as a medium-impact activity.
The production facilities are located in the Industrial Area of Serres, covering an area of 39,795 m² within a total land area of 118,036 m².

All production processes, as well as commercial activities, are carried out under the framework of a Quality Management System according to the international standard ISO 9001, since 1997. The company holds a Quality Management Certificate under EN ISO 9001:2015 with Certificate Registration Number: 20001190002620, granted by TÜV AUSTRIA.

The company also implements an Environmental Management System, in compliance with the international standard EN ISO 14001:2015, certified by TÜV AUSTRIA HELLAS, under Registration No.: 20051210004691. The company is registered (A.P. H.P. 5372/293/E113) in the Community Eco-Management and Audit Scheme (EMAS) and is listed in the Greek EMAS Registry (No. EL-000035). Additionally, the company follows the FSC – Chain of Custody system (FSC-STD-40-004 (VER.3-1)), certified by TÜV AUSTRIA HELLAS under Registration No. TAH-COC-010036.

Regarding Occupational Health and Safety, DROMEAS S.A. follows a system in accordance with the standard ISO 45001:2018, certified by TÜV AUSTRIA HELLAS, under Registration No.: 20152210005919.

In 2023, the company has installed and is actively implementing an Energy Management System according to the standard ISO 50001:2018, certified by TÜV AUSTRIA HELLAS, under Registration No. 20000240010388. Furthermore, during the same year, the company began the process of submitting a Carbon Footprint Report in accordance with the requirements of Article 20 of Law 4936 (Government Gazette 105A/27-5-2022), and it is being verified by TÜV AUSTRIA HELLAS (Verification Statement No.: 20071240010387).

The company maintains a Research and Development department for new products. It designs and develops new products and technologies, some of which are pioneering on an international level (e.g., Patent No. 1003018 with International Classification EO4B/19 from the Industrial Property Organization – a list of all patents is available on the website).

Responsible for monitoring the quality assurance, environmental management, and occupational health and safety management systems is one person as scientific staff, assisted by an independent/non-executive member of the Board of Directors of DROMEAS.

The total number of employees in 2023 amounted to 300 persons, distributed as follows:

STAFF COMPOSITION	**2020**	**2021**	**2022**	**2023**
Administrative Staff				
Scientific Staff	24	24	24	24
Administrative Employees	26	26	37	39
Total Administrative Staff	50	50	61	63
Skilled Workers	212	208	225	237
TOTAL STAFF	**262**	**258**	**286**	**300**

1.2 Presentation of the Organization and Activities

The company’s main business activity is the production, marketing, and distribution of furniture. The company’s product sales extend throughout Greece, while its export activities are experiencing particularly dynamic growth.

The "**scope of application**" registered in **EMAS** is defined as the **design, production,** and **marketing** of office furniture, partition walls, filing systems, and auditorium seating at the company’s production facilities in the Industrial Area of Serres.
The company’s production activities consist of wood shaping and surface treatment, shaping and surface treatment of ferrous metals, thermal shaping of non-ferrous metals (aluminum), shaping of leather and fabrics of various compositions, and the assembly of various plastic parts and mechanisms.

The company's products are components that are transported to the customer's premises, where they are assembled into furniture by the company's staff. Assembly is part of the company's commercial activity and does not incur any additional cost for the customer. At the same time, the company offers customers the alternative to pick up the products themselves and assemble them by following the provided assembly/disassembly instructions.
Specifically, the company's products are:

- Desks for various tasks, in different types, sizes, and shapes
- Office chairs and seating for common areas, of all categories
- Filing cabinets, cupboards, and bookshelves
- Mobile and fixed partition walls
- Kitchen furniture
- Beds
- Bedside tables and drawers
- Wardrobes
- Custom equipment for large-scale projects

The annual wood consumption in 2023 showed an increase of +39.2%, due to the overall increase in the company's turnover by +10.73%. It should be noted that the estimated maximum wood consumption, as stated in the Environmental Impact Study of the factory after the expansion and modernization, amounts to 20,800 m^3.

The production process (Flowcharts) of the factory is developed across the following production lines (see Appendix II), with the individual processes as outlined below:

Wood Department: The raw materials (wood, melamine, particle boards, MDF, etc.) are directed to the wood cutting machines. They are then transferred to the shaping machines where they are cut, bent, perforated, glued with other wood products, and finished by attaching edges and protective surfaces. A portion of the wood (particle board), which requires painting and varnishing, is sent to the varnishing section. Once the above processes are completed, the resulting components are transferred to the assembly section, where they are shaped into desks, bookshelves, tables, etc.

Varnishing Department: The components to be varnished (usually particle boards) are cleaned with air, painted, patinated, varnished, and once dried, they are transferred to the packaging department.

Upholstery Department: In the upholstery department, fabrics, leathers, and fiberglass are cut (with the help of cutting machines) and sewn (with sewing machines) to take the appropriate shapes and upholster seating components such as seat bases and backs. The semi-finished components are then transferred to the assembly department.

Metal Shaping Department: The metal raw materials, in the form of sheet metal and pipes, are transferred with the help of a crane bridge to the processing areas, where the following operations are carried out: cutting, perforating, stamping, bending, press processing, lathe processing, and electro-welding.

Specifically, the sheet metals are directed to a laser cutting machine, then to a stamping press, followed by drilling, grinding, or press processing. Some of the components are sent for electro-welding and then to the painting line. Alternatively, the sheet metals are directed to the shearing machine, where they are cut into specific sizes and then sent to a multi-perforating cutter and an automatic multi-forming sheet metal machine. At the output, the metal drawers are produced, which are either sent to the bending station or directly to the painting line, assembly, and packaging. The pipes, after being cut to the appropriate dimensions—either by laser or cutting machines—are sent to the pipe bender for the necessary shaping. Some of these are then sent for welding or further processing such as grinding, hole drilling, and milling, and subsequently to the painting line.

Metal Painting Section: The painting of metals is exclusively carried out using powder coatings and includes the processes of degreasing and then painting. In the degreasing process, the metal components are hung on a conveyor belt with hooks and are introduced into three consecutive spray chambers filled with a solution of hexafluorotitanic acid. They are then directed to a rinse chamber with clean water. Following this, the components are dried by placing them into a chamber at a temperature of 90°C. The two degreasing solution tanks are emptied three times a year.

In the painting process, the metal components are introduced into the painting chamber, where they are sprayed with epoxy-polyester powder coatings. They are then directed back into the same temperature chamber, where the coatings are baked at temperatures ranging from 198°C to 205°C, depending on the type of coating. The degreasing and painting processes are carried out automatically on the conveyor belt, with the staff only intervening to adjust the machine settings and change the colors. At the end of the process, the finished components are sent to the assembly department.

Partition Section: In this section, aluminum panels, plexiglass surfaces, and glass are used for the assembly of partitions. The main processes include the cutting of the aforementioned materials, their perforation, the welding of plastics and glass panels, and their final assembly.

Aluminum Section: In this section, furniture components made of aluminum are produced. The pure aluminum is fed into a furnace where it is melted. Afterward, in its liquid form, it is transferred to the casting machine feeder after proper agitation, where the casting dose is adjusted. The special aluminum alloy THIXO, in the form of cylinders, is fed into the furnace and then transferred to the casting machine. The finished parts are sent to the assembly section.

Assembly Sections: These sections receive semi-finished components from the Metal, Wood, Aluminum, and Upholstery lines. These parts are assembled to form the final products (e.g. finished seats, drawer units, tabletops, etc.), which are then forwarded to the packaging section for the creation of shipment-ready packages. The packaging of finished products is carried out using transparent plastic via a COMIL heat-sealing packaging machine, and with cardboard.

Aluminum Casting Section: Suitable aluminum alloys undergo thermal treatment in either liquid or semi-liquid form, depending on the specific case. Following the casting process, various additional processes for shaping and finishing the external surfaces are carried out.

Transportation – Logistics: The company DROMEAS supplies its independent representatives throughout Greece and its own stores in Athens. For the distribution of products to these points, it uses both its own fleet of trucks and the services of transportation companies. Additionally, DROMEAS is responsible for transporting products to the final user who has ordered items either from the Serres headquarters or the Athens stores, using its own smaller trucks. Finally, for the transportation of exported products, the company collaborates with appropriate transportation companies.

1.3 Affiliate Companies and Investments

The company DROMEAS S.A.I.C. participates in the share capital of the following companies:
a) "Metal - Plastic Moulds & Components", under the trade name KEM S.A., with a participation rate of 92.54%, which was established on January 25, 2002 (Government Gazette 711/30.1.2002); and
b) DROMEAS BGP Ltd. in Bulgaria, with a 100% participation rate, established on July 18, 2003.

KEM S.A. is headquartered in the Municipality of Serres, and its purpose is the manufacture and trade of metal and plastic injection moulds of all types, as well as the production and marketing of all types of metal and plastic devices, components, or parts.

DROMEAS BGP Ltd. is based in a central location in Sofia, the capital of Bulgaria, and is engaged in the retail sale of DROMEAS products in the region.

2. TOTAL QUALITY MANAGEMENT POLICY

The company is engaged in the manufacture and marketing of furniture, partition wall systems, filing systems, and cast aluminum components.
A core principle and commitment of PAPAPANAGIOTOU S.A. DROMEAS, as well as a guiding philosophy shared by all its personnel, is to provide its customers with products and services that fully meet their contractual requirements, comply at a minimum with applicable legislative and regulatory requirements, and achieve the quality objectives set by the company.
At the same time, the company is committed to the continuous improvement of its environmental performance across all its operations, as well as to the achievement of high levels of occupational health and safety, recognizing the nature, scope, and accurate identification of risk sources associated with its activities.

In order to achieve the above, the management of PAPAPANAGIOTOU S.A. DROMEAS:

General Provisions

- The company adopts a Total Quality Management System (TQMS), which incorporates: Quality Management System according to the International Standard EN ISO 9001:2015, Environmental Management System according to the International Standard EN ISO 14001:2015, Registration and Participation in the EU Eco-Management and Audit Scheme (EMAS III - Regulation 1221/2009), Occupational Health and Safety Management System according to the Standard ISO 45001:2018, and FSC Chain of Custody System according to the standard FSC-STD-40-004 (Vers. 3-1). The TQMS is applied throughout the entire company and covers all activities that have a direct or indirect impact on: the health and safety of employees, environmental aspects, the quality of products and services, as well as customer satisfaction. Additionally, the part of the Quality Management System related to the production and marketing of aluminum castings also complies with the supplementary requirements of the international standard ISO/TS 16949:2009.
- Continuously reviews and improves the characteristics of its products and services, where feasible, as well as the effectiveness of its processes, with the aim of focusing on Enhancing Customer Satisfaction.
- Inspects and reviews the entire TQM system at least once a year and is committed to its continuous improvement.
- Monitors, measures, and evaluates the critical parameters and processes to ensure the improvement of quality, environmental performance, and employee health and safety, not only by identifying but also by preventing potential issues.
- Sets measurable objectives for quality, environmental aspects, and health and safety at the corporate level, at the functional level of departments / divisions, and/or processes, as well as for specific products and services. These objectives are established and evaluated in terms of their achievement during the Management Review of the QMS by the company’s Senior Management.

- Provides the necessary resources for the smooth, efficient, and effective operation of each department within the company, in accordance with the provisions of the QMS.
- Invests in the continuous training, updating, and education of its staff, enabling them to promote Quality in every activity, contribute to the ongoing establishment and improvement of the Environmental Management System, and ensure Health and Safety in the workplace by adhering to the prescribed procedures.

Special Provisions Regarding Environmental Management

- Complies with the applicable Greek and EU environmental legislation and adheres to the approved environmental terms of the company.
- The company recognizes all the environmental aspects arising from the execution of its activities and continuously works towards reducing its environmental impacts and the ongoing improvement of its Environmental Management System.
- When designing new products, the company takes into account their environmental friendliness, and strives to reduce environmental impacts when adopting new production methods, based on the analysis and study of all stages of the product life cycle (from raw materials to end-of-life processing and final disposal).
- The company manages its waste (solid and liquid) and air emissions in accordance with environmental permits and applicable legislation, and makes continuous improvements in pollution prevention and management.
- The company prepares an Environmental Statement, which must address the specific environmental characteristics of the project site and be submitted to the competent authorities on an annual basis. Aiming to establish and maintain a relationship of trust with the local community and to provide environmental information to the general public, the company publishes a clear summary of the environmental statement.
- The company participates in the preparation of Waste Management Plans in accordance with the Ministerial Circular No. oik. 172509 / 4266 of the Ministry of Environment, Physical Planning, and Public Works (YPEHODE).
- The company informs its customers, in an appropriate manner, about the handling, collection, and final disposal.

Special provisions regarding sustainable development (CHAIN OF CUSTODY certification)

- The company processes timber from certified sustainable forest management, in accordance with the FSC-CHAIN OF CUSTODY system (FSC-STD-40-004 (VERS.3-1)) and fully complies with the applicable regulations for the production control of wood and wood products.,
- The organization implements and maintains an FSC-CHAIN OF CUSTODY management system (FSC-STD-40-004 V3-1) that is adequate in size and complexity to ensure its continuous compliance with all applicable certification requirements, including the following:

  a) Appointing a management representative who has overall responsibility for the organization's compliance with all applicable certification requirements.

b) Implementing and maintaining updated and documented procedures that cover the certification requirements applicable to the scope of the certificate.

c) Designating key personnel responsible for the implementation of each procedure.

d) Training staff on the updated version of the organization's procedures to ensure their ability to implement the management system.

e) Maintaining complete and updated records of documents related to proving the organization's compliance with all applicable requirements for certification, which will be kept for a minimum of five (5) years.

f) The organization must adopt, implement, and communicate a policy statement that covers the core requirements of the FSC-CHAIN OF CUSTODY standard (FSC-STD-40-004 V3-1). The policy statement should be made available to interested parties as well as the certification body of the organization.

- The organization must maintain records and documents relevant to the scope of the certificate, such as procedures, product group lists, training records, purchase and sales documents, material accounting records, trademark approvals, supplier records, complaints, non-compliant product control, and timber management balance sheets.
- The organization must set the minimum requirements of the FSC-STD-50-001 V2-1 standard for the use of the FSC trademark, for labeling and promoting FSC-certified products, as well as for promoting the company's position as an FSC certificate holder. This standard should serve as the basis for evaluation and approval by accredited certification bodies for the correct and effective use of the FSC trademark.

Special Provisions regarding Occupational Health and Safety

- The organization complies with the relevant applicable Greek and EU legislation on Occupational Health and Safety and aims to achieve high levels of safety for its personnel during the implementation of its activities.
- The organization ensures transparency in the identification and assessment of occupational risk sources.
- The organization is committed to the continuous improvement of the health and safety conditions of its personnel and its individual operational processes.

Special Provisions regarding Energy Management

- The organization complies with national legislation and European directives related to energy usage.
- The organization continuously improves its energy performance by increasing its energy efficiency and saving energy.
- The organization ensures the availability of information and provides the

necessary infrastructure and resources to achieve its energy goals.

Special Provisions regarding the Carbon Footprint

The organization prepares a Carbon Footprint Report in accordance with the requirements of Article 20 of Law 4936 (Government Gazette 105A/27-5-2022), using the categorization specified in ISO 14064-1:2018 and verified according to the emission categories of standard EN ISO 14064-3:2019.

Adopting the principle of continuous improvement, the company PAPAPANAGIOTOU ABEEA DROMEAS recognizes and rewards teamwork as well as individual effort, invests in its people, and respects the customer.

Serres, 26/07/2024

Athanasios Papapanagiotou
Chairman of the Board

3. ORGANIZATIONAL STRUCTURE OF THE COMPANY

3.1 General Characteristics

The organizational structure of the company DROMEAS is characterized by a primarily horizontal arrangement into departments and independent sections, whose scope and field of action are defined by the parallel different functions of the company: production, financial management, research and development, commercial operations, procurement, total quality management, marketing, etc. A vertical structure, meaning the arrangement of the individual departments based on their sequential and chronological order, is developed only within the production department. Finally, within the commercial department, a product and geographical division of its sections is applied.

With this organizational structure, the company DROMEAS aims to achieve management unity, that is, the clear allocation of responsibilities and duties. On the other hand, the synergy of activities across various departments is not necessarily facilitated, especially as the company's size increases. In this direction, the instruments and processes outlined in the Total Quality Management System contribute.

Furthermore, the company DROMEAS recognizes that active employee participation is a driving force and an essential condition for continuous and effective environmental improvements, while also being a critical prerequisite for improving the company's environmental performance. Therefore, the company implements a process of employee involvement at all levels through the Environmental Management Team. This team covers the term 'employee participation' both in terms of their involvement in effective environmental improvements (as each member ensures that environmental proposals and concerns from their department's employees are submitted and evaluated) and in terms of their information and awareness, reporting directly to the Total Quality Management Department.

3.2 Organizational Structure within the Environmental Management System

The Environmental Program Council is the highest governing and supervisory body of the Environmental Management System, which is part of the Total Quality Management System. The Chairman of the company's Board of Directors presides over the Council. It is convened by the Environmental Management Officer during the annual review of the Total Quality Management System and whenever the Environmental Management Officer deems necessary to make decisions at a higher management level.

Permanent members of the Environmental Program Council are the company's Chairman, the Quality and Environmental Management Officer, the Occupational Health and Safety Officer, the Director of New Models and Technologies Development, the Financial Director, and the Production Director.

The responsibilities of the Environmental Program Council are:

- The annual review, effectiveness, and compliance of the Environmental Management System, as well as the planning of all necessary actions for its continuous improvement..
- The review of the individual previous environmental purposes and environmental objectives that require adjustment.
- The approval of environmental purposes as well as the individual environmental objectives.
- The approval of environmental programs and their implementation timelines.
- Decisions on any other matters deemed necessary by the Environmental Management Officer.

The Environmental Program Council is expanded on a case-by-case basis and depending on the subject matter under consideration, with some or all of the other company executives, specifically including:

- The Head of Procurement for matters related to environmental criteria for material selection.
- The Department Heads for specialized issues of Production.
- The Safety Officer
- The Occupational Doctor.
- Any other relevant executive on a case-by-case basis

The **Team Environmental Management** is responsible for the management and proper functioning of the environmental management system. Additionally, it is in charge of identifying environmental aspects, assessing environmental impacts, submitting proposals for environmental improvements, and recommending environmental goals and objectives. The team meets at least once before the annual Environmental Review and in cases where system management issues arise and decisions need to be made at an interdepartmental level. The convening of the Environmental Management Team is done by the Environmental Management Officer. The team also deals with problem-solving for issues that do not require management intervention.

Permanent members of the Environmental Management Team include: the Quality and Environmental Management Officer, the Heads of the various Production Departments, the Procurement Manager, and the Safety Officer. As needed, the Marketing and Advertising Officer or other department heads are invited to participate when topics related to their responsibilities are to be discussed.

The specific responsibilities of the Environmental Management Team are as follows:

- monitoring and controlling the operation of the system,
- identification and evaluation of the environmental aspects and impacts of the company's activities/products and services,
- recommendation of the company’s environmental objectives and targets to the Environmental Program Council during the annual system review,
- development of contingency plans for emergency situations and hazardous raw material management,

- monitoring of environmental legislation and evaluation of compliance,
- coordination of actions aimed at improving environmental performance,

The Environmental Management Representative of the company DROMEAS monitors the strict implementation of the EN ISO 14001:2015 standard and ensures compliance with its requirements. Additionally, they oversee adherence to the EMAS III Regulation (Reg. 1221/2009) and report directly to the Chairman of the company's Board of Directors. The Environmental Management Representative has been appointed as the Management Representative with primary responsibility for the smooth operation of the Environmental Management System (EMS), with duties including:

- carrying out certain central functions,
- coordinating EMS-related activities where necessary,
- supervising its effective operation,
- providing guidance for the resolution of arising issues,
- identifying opportunities for system improvement,
- monitoring the progress of environmental programs and environmental performance,
- preparing and documenting the annual Environmental Statement and the annual EMS Management Review.

4. BRIEF DESCRIPTION OF THE ENVIRONMENTAL MANAGEMENT SYSTEM OF DROMEAS S.A.

4.1 Environmental System Philosophy

The structure of the Environmental Management System (EMS) of DROMEAS S.A. is based on the **Plan-Do-Check-Act (PDCA)** approach. Its documentation is organized on three levels:

a) The Total Quality Management Manual
b) General and specific procedures related to the Environmental Management System (in accordance with EN ISO 14001:2015), and
c) Work instructions, operational guidelines, EMS forms, as well as all relevant legal texts or regulations, environmental permits, safety data sheets, etc.

4.2 Brief Description of the Environmental Management System

4.2.1 Planning within the Environmental Management System

Within the EMS framework, the company identifies the direct and indirect environmental aspects of its activities and determines their significance by evaluating their environmental impacts, in order to establish specific environmental objectives and measurable, time-bound targets.

The Environmental Management Team assesses each identified environmental impact based on the following criteria:

1st: **Compliance with legislation (L)** – whether specific legal requirements necessitate actions (monitoring or other activities) for each environmental impact.

2nd: **Severity (S)** – the degree to which the impact contributes to pollution of soil, water bodies, and air; noise disturbance; or consumption of energy/natural resources.

3rd: **Frequency (F)** – how often pollution of soil, water bodies, or air occurs.

The total score for each activity or environmental aspect (based on severity and frequency—with legislative compliance being mandatory where applicable) constitutes the impact evaluation score. Each parameter is scored approximately on a scale from 0 to 5, based on the estimates of the Environmental Management Team, assuming that no preventive measures or pollution control systems are in place. Specifically, the 0–5 scoring scale is applied as follows: [1]

Score	Severity	Frequency
0	No adverse environmental impact	Negligible occurrence
1	Very short product decomposition time and/or negligible environmental impact	Rare occurrence (once per year)

[1] Η παράμετρος «Νομοθεσία» αξιολογείται 5 ή 0, ανάλογα αν υπάρχει συγκεκριμένη νομοθετική πρόβλεψη ή όχι.

2	Short product decomposition time and/or minor environmental impact	Low frequency (2–6 times per year)
3	Moderate product decomposition time and/or moderate environmental impact	Moderate frequency (monthly)
4	Significant product decomposition time and/or significant environmental impact	High frequency (weekly)
5	Long-term (multi-year) product decomposition and/or very significant environmental impact	Daily occurrence

The three scores, along with the overall significance rating, are recorded in a specially formatted table (Form C.15.2 of the Integrated Management System), a sample of which is presented below:

Activity / Environmental Aspect	Environmental Impact	Notes	Legislation (L)	Severity (S)	Frequency (F)	Total Score (L+S+F)
…	…	…	YES or NO	0-5	0-5	0-10
…	…	…	YES or NO	0-5	0-5	0-10

Copies of the currently valid C.15.2 forms are included in the annex.

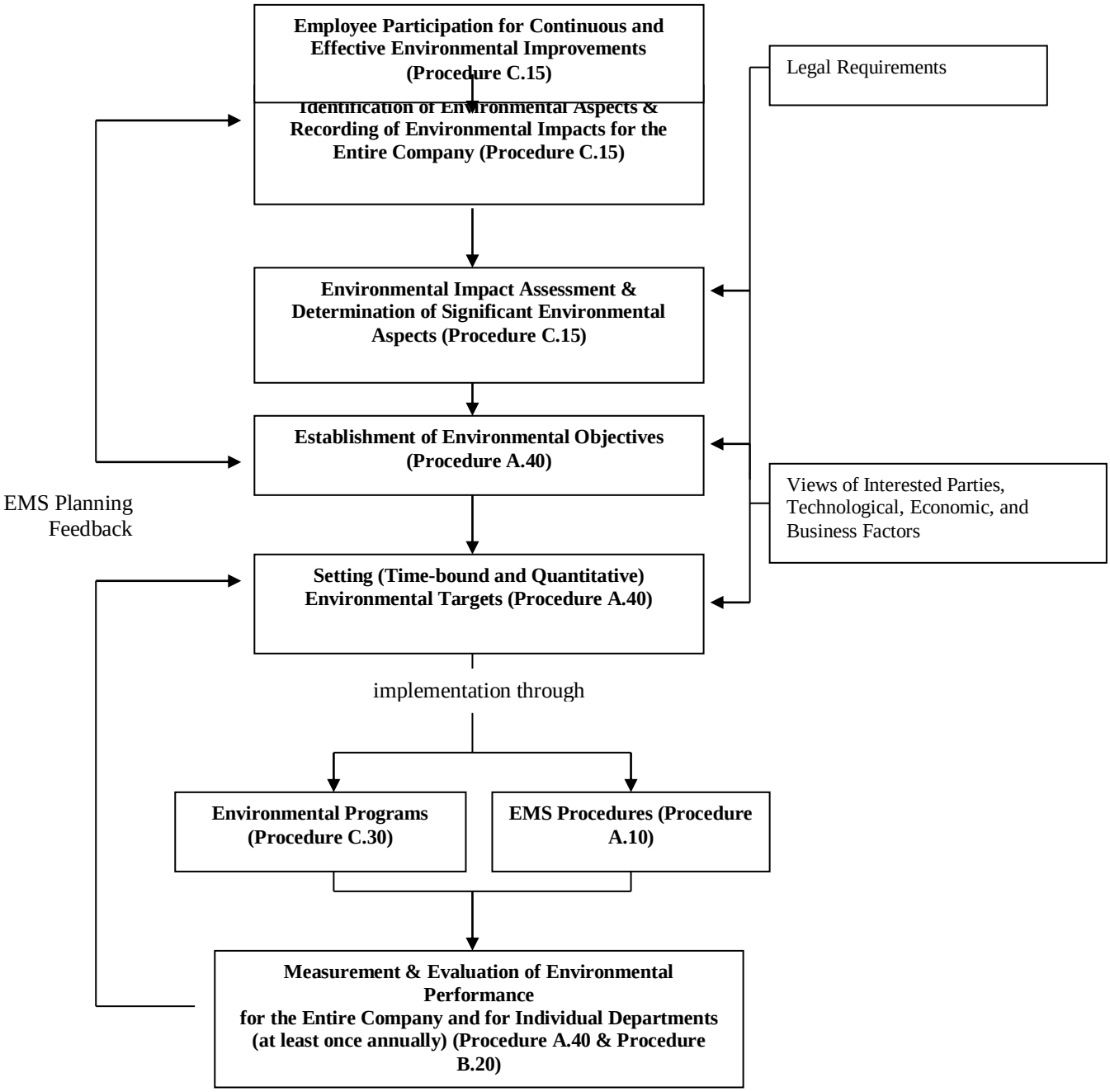
Based on these criteria, the identified environmental impacts are evaluated. The Environmental Management Representative (EMR) then proposes relevant targets to the Environmental Management Team (EMT), which defines the environmental objectives and targets, taking into account:

- at minimum, the significant environmental aspects,
- the company's environmental policy,
- technological, financial, and business-related factors,
- the views of interested parties.

The environmental objectives and targets set by the EMT are approved by the Chairman of the Board of Directors and the Environmental Management Council.

Subsequently, in order to ensure the achievement of the environmental objectives and the time-bound and measurable targets, either Environmental Programs are developed and implemented, or the planned activities are simply adjusted within the framework of the EMS procedures (Procedure DOP A.15).

The following diagram illustrates the overall structure of EMS planning and the sequence of the individual processes that comprise it.


Employee Participation for Continuous and Effective Environmental Improvements (Procedure C.15)
Identification of Environmental Aspects & Recording of Environmental Impacts for the Entire Company (Procedure C.15)
Legal Requirements
Environmental Impact Assessment & Determination of Significant Environmental Aspects (Procedure C.15)
Establishment of Environmental Objectives (Procedure A.40)
EMS Planning Feedback
Views of Interested Parties, Technological, Economic, and Business Factors
Setting (Time-bound and Quantitative) Environmental Targets (Procedure A.40)
implementation through
Environmental Programs (Procedure C.30)
EMS Procedures (Procedure A.10)
Measurement & Evaluation of Environmental Performance for the Entire Company and for Individual Departments (at least once annually) (Procedure A.40 & Procedure B.20)

4.2.2 Implementation of the Environmental Management System

For the efficient operation of the Environmental Management System, continuous care is taken to ensure that the equipment and means used for monitoring are appropriate, while the personnel are trained in the tasks they are required to perform.

The company has documented Procedures / Instructions for significant activities, such as:

- Management of solid waste (Procedure ST.61)
- Management of liquid waste (Procedure ST.62)
- Control of atmospheric pollution (Procedure ST.63)
- Management of hazardous materials (Procedure E.25)

The above procedures are reviewed and revised whenever changes occur, due to factors such as increased production, new production methods or machinery, creation of new production departments, or changes in legislative requirements.

The company has identified potential accidents or incidents that could have significant environmental impacts if they occur and has documented the procedures to be followed in such cases, aiming to minimize environmental impacts. Procedure EM H.10 describes the emergency response measures aimed at minimizing the effects on the environment and complements Procedure E.25.

4.2.3 Internal Communication and Staff Training

The company’s policy, environmental objectives, and efforts are communicated internally within the organization. Employee updates are provided in the form of announcements, which are either posted on a specially designated notice board or personally distributed to specific employees. The members of the Environmental Management Team and the Environmental Program Council are responsible for conveying all information related to environmental matters to all hierarchical levels within their respective departments (Procedure A.50). This process ensures timely, accurate, and meaningful communication on environmental issues within the company, while also collecting and processing requests and adopting the appropriate forms of communication with the public.

Recognizing that the human factor is the most important element in environmental protection, the company ensures the planning of staff training programs (Procedure D.30). Specifically, personnel working in departments whose activities may have significant environmental impacts are trained at regular intervals and informed about environmental impacts, responsibilities, environmental policy, and the company’s environmental objectives and targets. Incentives are also established to encourage improvements in environmental performance.

The Environmental Management Officer is responsible for maintaining the training records of each employee.

4.2.4 Communication with External Interested Parties

Public communication and the engagement of external stakeholders aim to demonstrate the Company's firm commitment to its Environmental Policy and to transparently disclose its environmental performance. This is accomplished through publications in the press, online dissemination, reports, and participation in events, as well as through correspondence with selected recipients and suppliers. The responsibility for these communications lies with the Chairman of the Board of Directors or an authorized representative from the Environmental Management Team.

The Company acknowledges its obligation to inform customers regarding the presence of hazardous chemical substances and other pertinent product characteristics. In this context, the Marketing, Communications, and Promotion Department gathers all relevant information from external sources and forwards any feedback or requests to the Environmental Management Team. Furthermore, customers are encouraged to recycle, reuse, or dispose of products in the most environmentally responsible manner, facilitated by detailed disassembly instructions provided to them.

4.2.5 Control of the Environmental Management System

All documents related to the Company’s Environmental Management System are controlled in accordance with the provisions outlined in Procedure DOP A.10. Documents concerning legislation, environmental permits, and regulations are controlled according to Procedure DOP A.15. Measurements, monitoring, recordings, and maintenance activities that demonstrate the Company’s compliance with legislation and its environmental performance are conducted following Procedure DOP A.40 (Monitoring and Measurements).

The Internal Audit Procedure (DOP A.20 of the Total Quality Management System) describes the method by which Internal Audits of the Company’s Quality Management and Environmental Management Systems are performed. Internal Audits serve as a fundamental tool for overseeing both Systems and for initiating necessary corrective actions aimed at their continuous improvement.

The company “DROMEAS” A.V.E.E.A. has documented procedures related to the management of non-conformities (Procedure DOP A.30), which may be identified during Internal Audits of the System, through third-party complaints, as a result of environmental aspects measurements, or from incidents with environmental impact. Upon identification of non-conformities or potential non-conformities, Procedure DOP A.30 for Corrective and Preventive Actions is followed.

At least annually, the Environmental Program Council reviews the results of the Environmental Management System (Procedure DOP B.20).

5. ENVIRONMENTAL ASPECTS AND ENVIROMENTAL PERFORMANCE

This fifth section of the present Environmental Statement provides detailed information regarding the environmental impacts of the company DROMEAS, as derived from the prescribed monitoring and measurement procedures, highlighting and commenting on their evolution over time. The data concerning the consumption of raw materials, auxiliary materials, and natural resources are retrieved from the company's ERP system.

The environmental aspects of the company are identified and recorded in Form C.15.1, in accordance with the provisions of Procedure G.15, and are available to any interested party.

5.1 Use of Raw and Auxiliary Materials

In order to produce its products, the company DROMEAS uses a variety of raw and auxiliary materials, which include wood, plastic, metal (aluminum, iron), edge bands, tubes, lathe materials, chrome-plated parts, fabric, leather, glass panes, powder coatings, adhesives, solvents, and packaging materials.

Regarding the use of raw and auxiliary materials, the company strives to use more environmentally friendly options. In this context, the company has replaced the powder coatings used for metal surfaces with non-hazardous alternatives. This has resulted in a reduction of pollution in the surrounding area caused by the generation of hazardous waste, as well as a broader positive environmental impact during the final disposal of products by the end user.

The quantities of raw and major auxiliary materials consumed during the years 2021, 2022, and 2023 are presented in the following table. Wood consumption, expressed in cubic meters, was 5,534.05 m³ in 2022, while in 2023 annual wood consumption increased to 7,701.726 m³, marking an increase of approximately +39.2%. This rise is attributed to an overall +10.73% increase in the company's turnover, along with a 21.33% increase in the weight of produced products.

Table 5.1: Consumption of Raw and Main Auxiliary Materials (2021, 2022, 2023)

Material	unit	2021		2022		2023		Change in Absolute Quantity (2022–2023)
		Absolute quantity	consumption per ton of product	Absolute quantity	consumption per ton of product	Absolute quantity	consumption per ton of produc	
Wood/ melamine	m^3	5.113,81	**0,501**	5.534,05	**0,471**	7701,726	**0,54**	+39,17%
Tubes	TN	571,45	**0,057**	340	**0,029**	442,66	**0,031**	+30,2%
Sheet metal / bars	TN	1.474,061	**0,147**	500	**0,042**	658	**0,046**	+31,6%
Aluminium	TN	121,314	**0,012**	101,76	**0,009**	75,15	**0,005**	-26,15%
Chrome plated parts	TEM	11.942	**1,188**	10.855	**0,923**	10.711	**0,75**	-1,33%
Powder coatings	TN	26,56	**0,0026**	11,9	**0,001**	28,66	**0,002**	+140,84%
Edge band PVC (for 2016) / ABS (ETH: 2017 - 2022)	meter	1.128.915,35	**112,352**	1.059.090	**90,083**	1.384.117	**1,374**	+30,69%

As shown in Table 5.1, in 2023 the consumption of melamine and wood increased by approximately +39.2%. This increase is justified by the overall growth in the company's turnover by 10.73%, as well as by the 21.33% increase in the weight of DROMEAS's wooden products produced.

Table 5.2 presents the quantities of packaging materials used for the final products.

Table 5.2: Consumption of Packaging Materials in 2021, 2022, and 2023

Packaging Material	Quantities 2021	Quantities 2022	Quantities 2023
Packaging Paper	152.439 kg	39.756,55 kg	207.296
Shrink Film Plastic Packaging	7.758,20 kg	6.467,90 kg	8.881,50
Plastic Packaging Bags	4.796 kg	5.324,95 kg	4.653,80
Total Quantity	**164.993,2 kg**	**51.549,41 kg**	**220.831,3 Kg**
Packaging Material per Ton of Product	**16,42 Kg/tn per product**	**4,38 Kg/tn per product**	**15,48 Kg/tn per product**

The recorded increase (+253.42%) in packaging material usage per ton of product in 2023 is attributed to the increased production of products that occupy a large volume.

Table 5.3 presents the quantities of hazardous substances by department for the year 2023.

Table 5.3: Quantities of Hazardous Substances by Department in 2023

Department	Hazardous Substance	Quantity Used
		2023
Upholstery (Kg)	Single-sided Contact Adhesive	1.360
	Double-sided Contact Adhesive	1.820
Varnishing (Kg)	Pre-treatment	1.759
	Finishing	267
	Catalyst	649
	Solvent	1.695
	Lacquer	675
Painting (Kg)	Metal Degreaser	2.760

We must point out that the hazardous substances used in the factory are auxiliary materials used as adhesives, solvents, varnishes, etc.

5.2 Consumption of Natural Resources

The consumption of natural resources in the form of electricity supplied by the HEDNO grid, natural gas, diesel fuel, and water is a significant environmental aspect of the company's activities. This consumption contributes to the depletion of natural resources, while indirectly, energy and fuel consumption is associated with air pollution and the greenhouse effect. The consumption of various types of energy is presented in Table 5.4.

Table 5.4: Energy Consumption for the years 2021, 2022, and 2023

	Electricity (kWh)			Natural Gas (in kWh)			Diesel Fuel (in Liters)		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
JAN	261.524,40	264.979,72	258.945,24	309.960	272.757	217.703	2.983,54	2.990,71	2.379,09
FEB	266.068,60	281.423,48	246.969,24	288.646	232.636	258.615	3.478,18	3.217,18	2.726,87
MAR	268.385,40	295.234,24	297.246,4	253.206	202.967	223.683	2.269,59	4.181,86	3.329,4
APR	243.926,56	244.564,44	233.865,32	204.064	114.173	116.090	2.803,99	2.282,91	3.243,42
MAY	231.182,48	276.706,40	259.060,72	173.688	96.136	96.399	2.202,17	3.035,99	2.555,21
JUN	270.202,52	262.405,72	283.432,92	193.027	92.501	95.838	2.616,79	3.592,6	2.631,37
JUL	293.685,80	294.061,48	306.571,72	191.326	87.154	96.079	2.822,40	2.614,91	2.477,35
AUG	155.663,08	196.902,92	187.842,17	19.663	37.535	58.164	1.521,55	1.563,55	1.338,72
SEPT	250.694,96	283.648,12	299.174,46	115.150	96.013	122.960	3.461,19	3.802,82	2.638,39
OCT	244.865,52	274.442,92	290.377	115.790	101.606	117.735	2.710,78	2.937,46	2.110,82
NOV	293.546,52	304.590,12	308.173,14	185.781	143.807	202.074	3.528,19	3.160,17	2.843,63
DEC	256.205,12	261.845,80	310.958,2	250.784	209.010	320.980	3.443,35	3.730,05	2.519,41
ANNUAL CONSUMPTION	**3.035.950,96**	**3.240.805,36**	**3.282.616,53**	**2.301.085**	**1.686.295**	**1.926.320**	**33.841,72**	**37.110,21**	**30.793,68**
DAILY CONSUMPTION (300 DAYS/YEAR)	**10.119,87**	**10.802,68**	**10.942,0551**	**7.670,28**	**5.620,98**	**6.421,067**	**112,80**	**123,70**	**102,65**
CONSUMPTION / tn OF PRODUCT	**302,15**	**275,65**	**230,120**	**229,01**	**143,43**	**135,040**	**3,37**	**3,15**	**2,15**

The average electricity consumption per ton of produced products decreased by approximately -16.52%. Additionally, diesel fuel consumption per ton of product decreased by about -31.74%. Both figures highlight a particularly successful energy-saving trend.

Natural gas is used for the production process needs, both in the wood and metal departments, as well as for heating the facilities, as part of using more environmentally friendly fuels. The consumption of natural gas per ton of produced product decreased by approximately -5.85%.

Table 5.5: Operating Power Factor (COSφ) by Departments for the Years 2022 to 2023

Departments	**2021**	**2022**	**2023**
Wood	0,98	0,98	0,99
Metal and aluminium	0,99	0,99	0,97
Administration premises	0,96	0,96	0,99
Total	**0,976**	**0,976**	**0,983**

The average operating power factor (cosΦ) of the entire factory (Table 5.5) for the year 2023 remained at the same level compared to 2022.

In relation to energy consumption, as analyzed by the above quantitative data, it should be noted that DROMEAS generates electricity from renewable energy sources (RES), specifically from a photovoltaic (PV) park located on an uncovered area of its premises in the Industrial Area of Serres.

Specifically, the photovoltaic park produced 1,682,979 kWh in 2023, 1,420,180 kWh in 2022, and 1,294,952 kWh in 2021.

Finally, according to the factory's meter readings (Water Meter No. 2346000783) shown in Table 5.6, the annual water consumption in 2023 was 8,307 m³.

Table 5.6: Water Consumption for the Years 2020, 2021, and 2022 (in m³)

Month	**2021**	**2022**	**2023**	**ΜΗΝΑΣ**	**2021**	**2022**	**2023**
January				July			
February				August			
March				September			
April				October			
May				November			
June				December			
				Annual	**150***	**150***	**8.307***

The total annual quantity is estimated based on the twelve-month consumption according to the DEYAS invoices No. AKN04294006 / 10.07.2023, AKN04305328 / 10.07.2023, AKN04379991 / 06.11.2023, and AKN04466357 / 08.03.2024.

The data from the above table show that water consumption increased by +5,438% during the years 2021, 2022, and 2023. This large increase is due to incorrect measurements from the old water meter (Meter No. 5501M) and its replacement with a new water meter (Meter No. 2346000783) by DEYAS. Since 2019, the factory's water supply has been provided by the MUNICIPAL WATER AND SEWERAGE COMPANY OF SERRES.

The water usage balance is presented in the following table:

Table 5.7: Water Usage Balance for 2020, 2021, and 2022

WATER USAGE BALANCE	**2021**	**2022**	**2023**
Total Consumption (in m³)	**150**	**150**	**8.307**
Water Volume (m³ per ton of product)	0,015	0,012	0,58

5.3 Solid Waste

The main volume of solid waste generated from the production process primarily comes from the Wood and Metal departments and consists mainly of cutting residues and sawdust, as well as ferrous metal scraps. Other solid wastes from the production process

include fabric, plastic, glass, aluminum, paper, mineral oils, and fluorescent tubes. Since all production processes are automated, optimal utilization of raw materials (wood, sheet metal, metals, etc.) is achieved.

Regarding waste management, the zero burden on landfills and sanitary landfills (XYTA) has been maintained concerning solid waste from DROMEOS's production process. Recycled waste mainly originates from metal processing. Their management continues to be related to the ongoing restructuring of DROMEOS's production (i.e., the substitution of wood with recyclable materials, specifically metal, to avoid worsening the environmental footprint), as mentioned earlier.[2]

Table 5.8: Solid Waste from the Production Process and Management Methods

	WOOD (Kg)			**ALUMINIUM (Kg)**			**METTAL (Kg)**		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
LANDFILL	-	-	-	-	-	-	-	-	-
ENERGY RECOVERY	337.511	455.640	1.022.042	-	-	-	-	-	-
RECYCLING	23.650	842.590	56.200	6.610	1.650	1.300	350.460	190.820	246.120
REUSE	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-
TOTAL	361.161	1.298.230	1.078.242	6.610	1.650	1.300	350.460	190.820	246.120
	FABRIC (Kg)			**PLASTIC SCRAP (Kg)**			**CARDBOARD (Kg)**		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
LANDFILL	-	-	-	-	-	-	-	-	-
ENERGY RECOVERY	-	-	-	-	-	-	-	-	-
RECYCLING	3.460	-	-	41.200	39.270	40.680	57.550	57.320	64.800
REUSE	-	-	-	-	-	-	-	-	-
STORAGE	5.800	300	-	-	-	-	-	-	-
TOTAL	9.260	300	-	41.200	39.270	40.680	57.550	57.320	64.800
	MINERAL OILS (Kg)			**GLASS (Kg)**			**FLUORESCENT TUBES (Kg)**		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
LANDFILL	-	-	-	-	-	-	-	-	-
ENERGY RECOVERY	-	-	-	-	-	-	-	-	-
RECYCLING	1.323	-	-	16.220	1.000	-	230	-	-
REUSE	-	-	-	-	-	-	-	-	-
STORAGE	400	1.980	-	-	-	-	-	-	-
TOTAL	1.723	1.980	-	16.220	1.000	-	230	-	-

5.4 Air Emissions

[2] Σημειώνεται ότι, το σύνολο των απορριπτέων ποσοτήτων σε ύφασμα είτε επαναχρησιμοποιείται, είτε αποθηκεύεται σε χώρους του εργοστασίου προκειμένου να ανακυκλωθεί. Η εταιρεία ΔΡΟΜΕΑΣ έχει υπογράψει σύμβαση αποκομιδής των αποθηκευμένων αυτών ποσοτήτων με εταιρία σχετικής δραστηριότητας. Ως προς τις απορριπτέες ποσότητες ξύλου, έχει, επίσης, υπογραφεί σύμβαση με αδειοδοτημένο διαχειριστή αποβλήτων ξύλου για την αποκομιδή των ποσοτήτων που δεν επαναχρησιμοποιούνται, προς παρασκευή πριονιδιού. Σε ότι αφορά τη διαχείριση των υπολειμμάτων της πούδρας βαφής αυτά επαναχρησιμοποιούνται για δεύτερη φορά στην παραγωγική διαδικασία σε ανάμιξη με νέα ποσότητα πούδρας σε αναλογία 1:10. Τα υλικά συσκευασίας πρώτων υλών από χαρτόνι επαναχρησιμοποιούνται, εφόσον είναι σε καλή κατάσταση, ενώ οι μεταλλικοί και πλαστικοί περιέκτες χημικών ουσιών συγκεντρώνονται προσωρινά και στη συνέχεια διατίθενται σε αδειοδοτημένο διαχειριστή αποβλήτων. Τέλος, η εταιρεία έχει ενταχθεί σε συλλογικό σύστημα εναλλακτικής διαχείρισης υλικών συσκευασίας.

Air emissions are categorized as follows: a) Combustion gases from natural gas burners, from the wood residue combustion chamber installation, and from vehicle operation, b) Volatile substances and compounds from the varnishing and upholstery departments, c) Dust from the wood cutting department, d) Pollutants from the aluminum casting department, specifically from the steel processing center.

Regarding the combustion gases from the burners, these are controlled according to the requirements of current legislation and the environmental permit approval, while all company trucks have updated exhaust emission control cards.

The quantities of organic solvents used are very small; therefore, the company is not subject to facilities that require special measures (e.g., coating wooden surfaces with solvent usage above 15 tons, multiple wood coating above 5 tons, wood impregnation above 25 tons), according to Decision No. 11641/1942 (Government Gazette 832/B/2-7-2002) on measures and conditions for limiting emissions of volatile organic compounds. Nevertheless, in 2004 the company installed activated carbon filters at the exhaust ventilation systems to achieve lower diffusion of volatile substances into the environment.

Finally, regarding dust produced during wood cutting, it is extracted at cutting points and directed to cyclone separators and bag filters. At the steel processing center, there is a water filter that retains pollutants, and the air exiting is completely free of contaminants.

Indicatively, the following table presents the latest measurements of the “stationary determination of suspended particulate pollution” conducted by ELINYAE (Hellenic Institute for Occupational Health and Safety) in July 2023. The organization concludes: “the concentrations of the inhalable fraction of airborne particulate matter in the air were found to be particularly low to negligible and do not exceed the limit values for eight-hour occupational exposure established by Presidential Decree 77/93.”

No.	Sampling Type (Inhalable)	Sampling Point	Flow Rate (l/min)	Time (min)	Concentration (mg/m^3)	Exposure Limit Value (mg/m^3)
1	Stable (Inhalable)	Paint booth exhaust (spray booth)	2.8	283	**1.79**	10
2	Stable (Inhalable)	Small HOMAG machine	2.8	243	0.60	10
3	Stable (Inhalable)	Large HOMAG machine	2.8	244	0.26	10
4	Stable (Inhalable)	TOMASSINI cutter	2.8	242	0.41	10
5	Stable (Inhalable)	JET 6000 polisher	2.8	238	0.30	10

5.5 Liquid Waste

The liquid waste from the production process includes the metal degreasing solution used in the painting department, soap-oils used for cooling the cutting machines, residues from glue solutions, aqueous acetone solutions, paint residues, solvents, and varnishes. Industrial liquid waste also includes wastewater from vehicle washing.

This waste is directed to the new liquid waste treatment unit, the construction of which was completed in 2004 and began operation in December 2004. The treated liquid waste is then discharged into the sewage network of the Serres Industrial Area (Final liquid waste disposal permit: Ref. No.: 06/4802, File No.: 81 & Operating license of industrial facility 1: Ref. No.: ΔΑΣ/Φ14.340/572, File No.: Φ14.340 Α/442, and Inclusion in Standard Environmental Commitments (SEC): Block 9, Ref. No.: 250227(1583), File No.: Φ14.340)

The company's new liquid waste treatment unit was designed to treat both industrial and domestic sewage. It provides full physicochemical treatment, consisting of screening, collection–homogenization, pH adjustment, flocculation, coagulation, and clarification.

The treatment facility is enclosed, and during its operation, no unsightly, nuisance, or otherwise undesirable conditions are created. Before final disposal, the treated liquid waste passes through a sampling chamber, where a sample is collected for monthly analysis.

The domestic sewage for personnel hygiene from one section of the factory (wood department) is discharged into a sealed cesspit, from which it is transported for disposal to the designated sewage reception area of the region. From the other complex (main building, metal building), the sewage ends up in the company's liquid waste treatment unit.

It is noted that the Serres Industrial Area does not currently have a central wastewater treatment system—as it should—which results in each company being required to independently manage its waste treatment

Finally, waste lubricating oils resulting from various maintenance activities are collected in a designated area in barrels, so that once a sufficient quantity is accumulated, they can be delivered to a licensed collector.

5.6 Key Environmental Performance Indicators

For the efficient operation of the Environmental Management System, DROMEAS S.A. has established, implemented, and maintains procedures for the regular monitoring and measurement of the key characteristics of its operations that may have a significant environmental impact.

As part of this effort, the company has introduced key environmental performance indicators (see the following table), which relate to the organization’s direct environmental aspects. These indicators: a) provide an accurate assessment of the organization’s environmental performance, b) are easy to understand, and c) allow for

comparisons between consecutive years to evaluate the progression of the company's environmental performance.

Table 5.9: Key Environmental Indicators

Environmental Sectors	Environmental Aspects	ΕΤΟΣ 2022			ΕΤΟΣ 2023			Change in the R number between the years 2022 and 2023.
		Total Annual Inputs / Outputs (A)	Total Annual Production (B) (in tonnes of product)	R Value (indicates the ratio A/B)	Total Annual Inputs / Outputs (A)	Total Annual Production (B) (in tonnes of product)	R Value (indicates the ratio A/B)	
Energy Efficiency	Electricity (in KWh)	3.092.178,52	11.756,748	263,01	3.282.616,53	14.264,795	230,120	-12,5%
	Natural Gas (in MWh)	1.686.295	11.756,748	143,43	1.926.320	14.264,795	135,04	-5,80%
	Diesel Fuel (in Liters)	37.110,21	11.756,748	3,16	30.793,68	14.264,795	2,15	-31,96%
Efficient Use of Materials	Wood and Wood Product Consumption (in m^3)	5.534,05	11.756,748	0,47	7.701,73	14.264,795	0.54	+14,89%
	Metal Consumption (in tn)	840	11.756,748	0,07	1100,66	14.264,795	0,077	+1%
Water	Water (in m3)	150	11.756,748	0,01	8.307	14.264,795	0,58	+5.700%

Regarding the environmental sector of Biodiversity, whose environmental aspect is expressed as "land use" measured in m^2 of built-up area, no change occurred in 2023, and the production facilities of the company DROMEAS continue to cover 41,634 m^2 (A) within a total area of 118,036 m^2 (B). Therefore, the basic Biodiversity indicator remains 0.353 (= A/B) as it was in 2022.

Key indicators related to the environmental sector of emissions are not required to be monitored by DROMEAS, because the emitted pollutants are regularly monitored by an external laboratory and controlled according to the requirements of the current legislation (Protocol No. 14124 / 13.12.2010, Renewal – Amendment of Environmental Terms Approval Decision, by the Region of Central Macedonia / Directorate of Environment & Spatial Planning / Department of Environmental and Spatial Planning).

Regarding the evaluation of the above indicators in Table 5.9, it should be noted that in 2023 there was a significant increase in water consumption, which is due to incorrect measurements by the old water meter (Water Meter No. 5501M) and its replacement with a new water meter (Water Meter No. 2346000783) by the MUNICIPAL WATER SUPPLY AND SEWERAGE COMPANY OF SERRES, which supplies water to the factory. Additionally, monitoring all the above environmental indicators highlights the company's effort to fulfill its commitment to continuously improve its environmental performance in all its activities.

5.7 Environmental performance and practices of contractors, subcontractors, and suppliers.

The company recognizes its role in the "dissemination" of environmental awareness. Thus, within the framework of a related procedure of the Quality Management System of DROMEAS, candidate suppliers—who since 2019 have changed not so much in number but in their environmental culture—are additionally evaluated based on their documented responses to specific environmental questions as well as the specifications of the material/service they provide, such as the possibility of recycling or reusing it.

The available (documentary) evidence includes:

- Product Compliance Certificate
- Product Accompanying Test Report
- Product Quality Mark
- Ecological Product Label

Documents certifying the possibility of reuse or recycling of solid waste by the supplier

From the data collected so far, only 30% of the total domestic suppliers are ISO 14001 certified. In contrast, 80% of foreign suppliers are ISO 14001 certified. It is worth further investigating whether the implementation frequency of international standards by domestic and foreign suppliers of DROMEAS is higher or lower than the general frequency of such system implementations domestically and internationally.

The implementation of environmental management systems is more common among medium-sized suppliers (> 50 employees) and less common among small suppliers (< 50 employees). Medium-sized suppliers implement environmental management systems at a rate of 60%, whereas small suppliers do so at a rate of 20%. It should be noted that "small" suppliers represent only 30% of the total suppliers of DROMEAS.

Within the framework of the Total Quality Management System applied by DROMEAS, suppliers are evaluated at regular intervals, and data and information on their emissions, raw material consumption, and other environmental impacts of their activities are recorded. Specifically, for wood product suppliers, their control complies with the PEFC-COC and FSC-COC systems. A related file is maintained as required by the company's Procurement Department.

5.8 Specific pollutant emission

The specific pollutant emissions for the consumptions of the year 2023 are presented in the following tables:

FROM ELECTRICITY GENERATION			
Annual purchased electrical energy (AEE) =		**3.132,07**	**MWh**
Pollutant	**Emission factor λE,n**	**AHE*$\lambda_{H,v}$**	
CO_2	850,00	2.662,2595	tn
SO_2	15,50	48,55	tn
CO	0,18	0,56	tn
NO_x	1,20	3,76	tn
HC	0,05	0,16	tn
Particulates	0,80	2,51	tn
FROM DIESEL FUEL CONSUMPTION			
Annual diesel fuel consumption (DFC) =		**26,17**	**tn**
Pollutant	**Emission factor λD,n**	**[DFC] * λκ,v**	
CO_2	3142,00	82,241	tn
SO_2	0,70	0,018	tn
CO	0,572	0,015	tn
NO_x	2,384	0,062	tn
HC	0,191	0,005	tn
Particulates	0,286	0,007	tn
FROM NATURAL GAS FUEL CONSUMPTION			
Annual natural gas fuel consumption (NGFC) =		**139,28**	**tn**
Pollutant	**Emission factor λNG,n**	**[NGFC] * λκ,v**	
CO_2	2715,00	378,160	tn
SO_2	0,00	0,000	tn
CO	0,332	0,046	tn
NO_x	2,102	0,293	tn
HC	0,080	0,011	tn
Particulates	0,100	0,014	tn
TOTAL ANNUAL AIR POLLUTANT EMISSIONS			
CO_2		3.122,66	tn
SO_2		48,57	tn
CO		0,62	tn
NO_x		4,11	tn
HC		0,17	tn
Particulates		2,53	tn

Note: The above conversion factors are sourced from the Ministry of Development (Measure 6.5 Promotion of RES systems, Cogeneration in the country's energy system – Energy Saving, pp. 73-75, and the related Technical Guidance TEE T.O.T.E.E.-1).

6. DESCRIPTION OF ENVIRONMENTAL GOALS AND OBJECTIVES – EVALUATION OF THEIR IMPLEMENTATION PROGRESS IN 2023

6.1 Evaluation of the Implementation of Environmental Goals in 2023

The following table presents the environmental objectives set in the company's previous environmental statement, along with an evaluation of the degree to which these objectives have been achieved within the relevant

Table 6.1: Degree of Achievement of the Environmental Objectives of DROMEAS S.A. up to 31/12/2023

Previous Environmental Objective for 2023		Timeline	Current Status as of 31/12/2023	Commentary and Recommended Actions
1.1	Maintain or slightly reduce (-3%) the Core Environmental Energy Efficiency Indicators.	31.12.2023	**Achieved**	ISO 50001 system was installed on 12.12.2023, contributing to the reduction of Energy Efficiency Indicators, minimizing the company's environmental footprint, lowering costs, and promoting sustainable energy use.

6.2 Definition/Adjustment of the Environmental Goals and Objectives of DROMEAS S.A.

Table 6.2: Environmental Aims and Objectives of DROMEAS S.A. for 2024

Previous Environmental Objective for 2023		Timeline		Current Status(until)	Related acitivities
1	Energy Efficiency Indicators	1.1	Reduction (-3%) of the Natural Gas Performance Environmental Indicator	31.12.2024	Achievement of this objective through targeted implementation and monitoring of the Energy Management System (ISO 50001), which the company has installed since the end of 2023.
2	Indicators for Efficient Use of Materials	2.1	Reduction (-3%) in the Efficient Use / Consumption of Wood Materials	31.12.2024	Achievement of this objective through targeted implementation and monitoring of the Energy Management System (ISO 50001), which the company has installed since the end of 2023.
3	Water Indicators	3.1	Reduction (-5%) of the Water Indicator	31.12.2024	Reduction of water consumption through more efficient water management. In 2024, the comparison will be based on the operation of the new water meter (Meter No. 2346000783).

7. CONTACT DETAILS

Company's delivery adress : **Industrial Area of Serres**
Contact person's details : **Dimitrios Kipouros,** Environmental Management Officer

Phone number : **2321099220**
fax : **2321099270**
e-mail : **dromeas@dromeas.gr**

8. CERTIFICATION FROM THE ENVIRONMENTAL VERIFIER REGARDING VERIFICATION AND APPROVAL ACTIVITIES

9. REQUIRED INFORMATION FOR REGISTRATION

1. Organization

Name	PAPAPANAGIOTOU S.A. DROMEAS Industrial Area of Serres, (Blocks: 9 & 12)
Address	62121 Lefkonas, Serres
City	Lefkonas Serres
Ταχυδρομικός κώδικας	62121
Country/Region/Municipality	Greece / Region of Central Macedonia / Municipality of Serres
Contact person	Dimitrios Kipouros
Phone number.	23210 99220
FAX	23210 99270
E-mail	dromeas@dromeas.gr
Web page	www.dromeas.gr
Public access to the environmental statement or the validated environmental statement	Yes
α) printed form	No
β) electronic form	www.dromeas.gr
Registration number	EL-000035
Registration date	07/02/2006
Date of suspension of registration	-
Date of deletion of the registration	-
Date of the next environmental statement	July 2024
Date of the next validated environmental statement	July 2024
Request for derogation under Article 7 YES – NO	No
NACE activity code YES – NO	31.01, 31.02, 31.09, 24.53, 25.11
Number of employees	300
Revenue or annual balance sheet	28.454.000 €

2. ACTIVITY AREA

Name	PAPAPANAGIOTOU S.A. DROMEAS
Address	Industrial Area of Serres, (Blocks: 9 & 12) 62121 Lefkonas, Serres

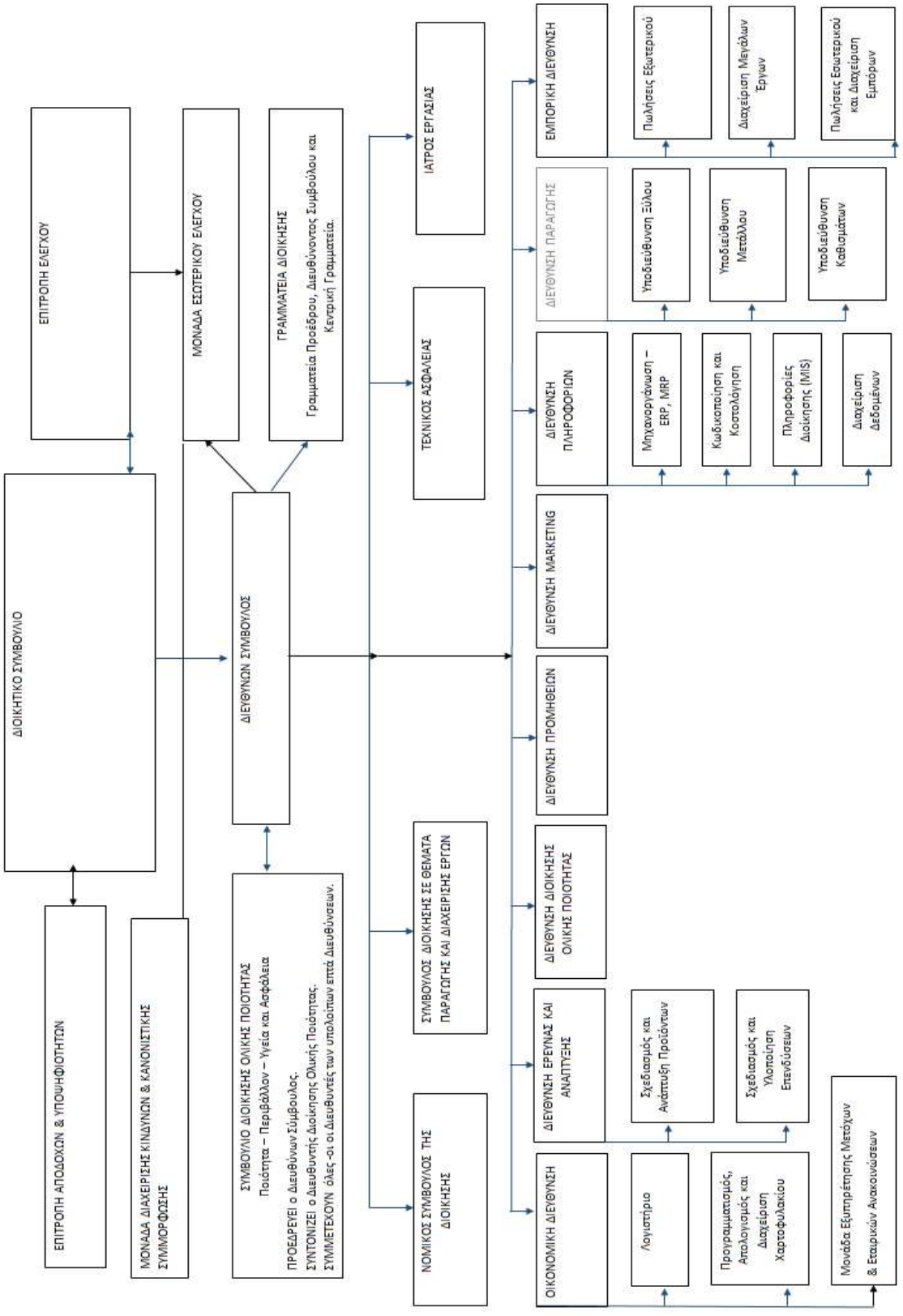
City	Lefkonas Serres
Postal code	62121
Country/Region/Municipality	Greece / Region of Central Macedonia / Municipality of Serres
Contact person	Dimitrios Kipouros
Phone number.	23210 99220
FAX	23210 99270
E-mail	dromeas@dromeas.gr
Web page	www.dromeas.gr
Public access to the environmental statement or the validated environmental statement	Ναι
α) printed form	Όχι
β) electronic form	www.dromeas.gr
Registration number	EL-000035
Registration date	07/02/2006
Date of suspension of registration	-
Date of deletion of the registration	-
Date of the next environmental statement	Ιούλιος 2024
Date of the next validated environmental statement	Ιούλιος 2024
Request for derogation under Article 7 YES – NO	Όχι
NACE activity code YES – NO	31.01, 31.02, 31.09, 24.53, 25.11
Number of employees	300
Revenue or annual balance sheet	28.454.000 €

3. ENVIRONMENTAL VERIFIER

Environmental verifier name	TUV AUSTRIA HELLAS
Address	429 Mesogeion Ave.
City	ATHENS
Zip code	153 43
Country/Federated State/Region/Autonomous Community	Greece / Region of Central Macedonia / Municipality of Serres
Phone.	210 5220920
Fax	210 5223990
Email Address	www.tuvaustriahellas.gr
Accreditation or Licensing	EL-V-0006 (No. 207-9)
Registration Number Scope of accreditation or authorization (NACE codes)	As shown in the Certificate of Accreditation
Accreditation or Licensing Body	E.SY.D.

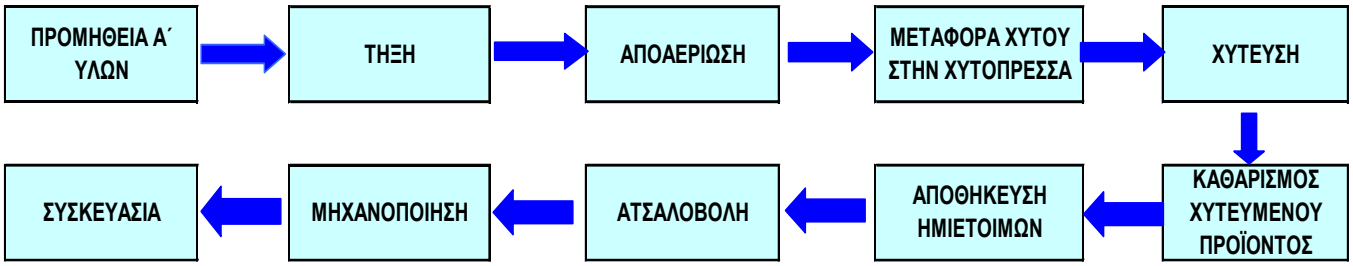
Location:

ANNEX I: ORGANIZATIONAL CHART



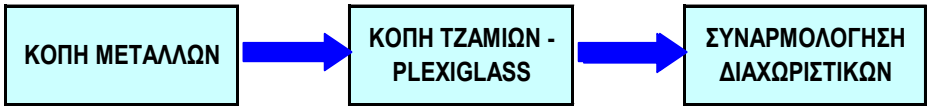
ANNEX II: FLOW CHARTS

ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΑΛΟΥΜΙΝΙΟΥ

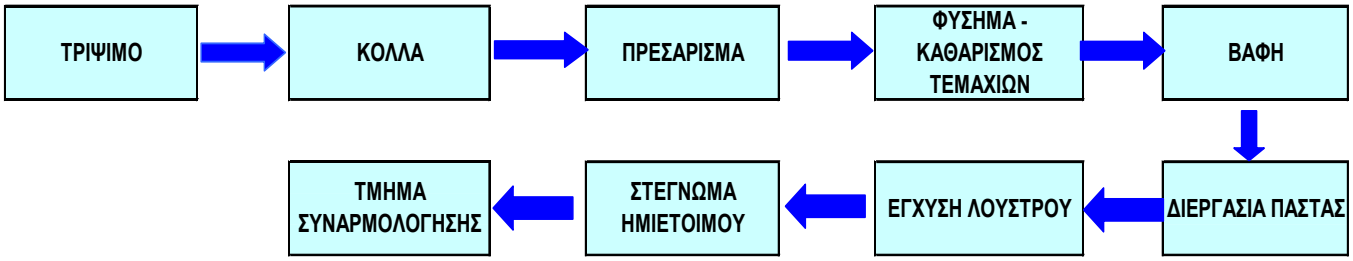


ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΒΑΦΗΣ ΜΕΤΑΛΛΩΝ

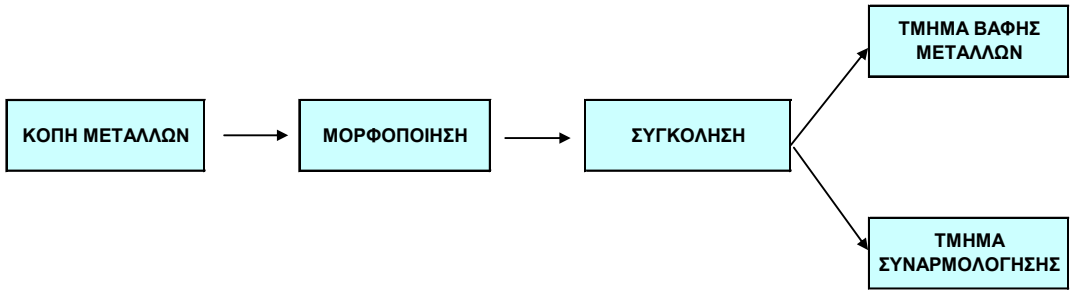
ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΔΙΑΧΩΡΙΣΤΙΚΩΝ



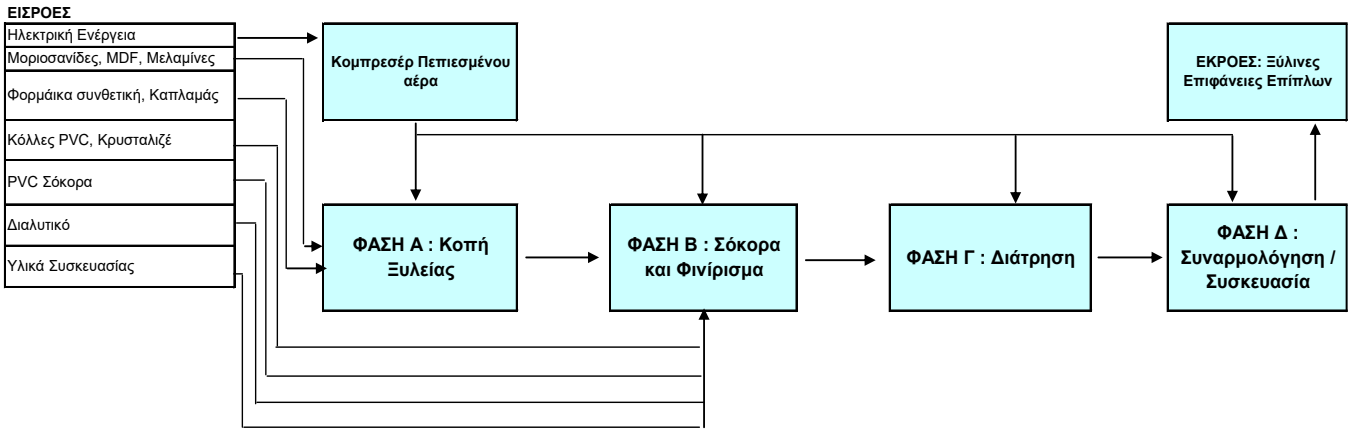
ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΛΟΥΣΤΡΩΝ



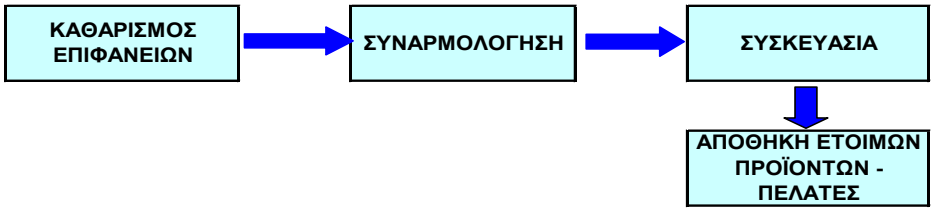
ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΜΕΤΑΛΛΟΥ



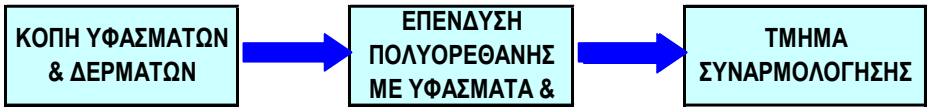
ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΞΥΛΟΥ



ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΣΥΝΑΡΜΟΛΟΓΗΣΗΣ ΚΑΙ ΣΥΣΚΕΥΑΣΙΑΣ



ΔΙΑΓΡΑΜΜΑ ΡΟΗΣ ΤΜΗΜΑΤΟΣ ΤΑΠΕΤΣΑΡΙΑΣ



ANNEX III: Forms C.15.2

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΦΟΡΤΩΣΕΩΝ / ΠΑΡΑΔΟΣΗΣ ΠΡΟΪΟΝΤΩΝ **ΥΠ. ΤΜΗΜΑΤΟΣ**: ΠΑΠΑΠΑΝΑΓΙΩΤΟΥ ΕΛΕΥΘΕΡΙΟΣ

Δραστηριότητα / Περιβαλλοντικό Θέμα	Περιβαλλοντική Επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Αέριες Εκπομπές – Καπναέρια	Ρύπανση Ατμόσφαιρας		ΝΑΙ	5	5	10
Υγρά Απόβλητα	Ρύπανση Εδάφους	Δ.Α.				
Στερεά Απόβλητα	Ρύπανση Υδάτων	Δ.Α.				
Χρήση Φυσικών Πόρων	Υποβάθμιση Χρήσης Γης	Δ.Α.				
Οχληση θορύβου	Εξάντληση Φυσικών Πόρων	Σ.Ε.				
Πρόκληση Οδικών Ατυχημάτων	Ηχορύπανση (εκτός ορίων της μονάδας)		ΝΑΙ	1	3	4
	Κινδυνος Ανθρώπινων Απωλειών		ΝΑΙ	5	1	6
	Ρύπανση Ατμόσφαιρας από Αναθυμιάσεις		ΝΑΙ	5	1	6
	Ρύπανση Υδάτων από Μάζα Πυρόσβεσης		ΝΑΙ	5	1	6

Βαθμολογία: Από 0 έως 5
Δ.Α.: Δεν αφορά
Σ.Ε.: Συνολική εκτίμηση για όλο το εργοστάσιο

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΔΙΑΧΩΡΙΣΤΗΚΩΝ **ΥΠ. ΤΜΗΜΑΤΟΣ**: Σ. ΚΩΝΣΤΑΝΤΙΝΟΥ

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Παραγωγή	Ρύπανση ατμόσφαιρας		ΝΑΙ	2	1	3
Διαχείριση χημικών	Ρύπανση εδάφους	Δ.Α.				
Αποθήκευση χημικών	Ρύπανση εδάφους	Δ.Α.				
Υγρά απόβλητα	Ρύπανση υδάτινων φορέων		ΝΑΙ	1	1	2
Στερεά απόβλητα	Ρύπανση εδάφους		ΝΑΙ	1	1	2
Αέριες εκπομπές	Ρύπανση ατμόσφαιρας	Δ.Α.	ΝΑΙ	1	1	2
Χρήση μηχανημάτων	Οχληση λόγω θορύβου					
Χρήση ηλεκτρικής ενέργειας	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση χαρτιού	Κατανάλωση φυσικών πόρων	Δ.Α.				
Χρήση νερού	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση φυσικών πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ
1. Ανακύκλωση των υπολοίπων αλουμινίου σε έμπορο αλουμινίου.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ
Το τμήμα δεν παράγει απόβλητα. Τα υπόλοιπα του αλουμινίου ανακυκλώνονται σε εμπόρους αλουμινίου που τα οδηγούν σε χυτήριο. Οι μικρές ποσότητες σαπουνελαίων που χρησιμοποιούνται για την ψύξη των μηχανών κοπής συλλέγονται και οδηγούνται στην μονάδα φυσικοχημικής επεξεργασίας των υγρών βιομηχανικών αποβλήτων του εργοστασίου.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΑΛΟΥΜΙΝΙΟΥ **ΥΠ. ΤΜΗΜΑΤΟΣ**: Γ. ΚΟΥΝΕΛΑΚΗΣ

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση Ατμόσφαιρας		ΝΑΙ	2	1	3
Διαχείριση Χημικών (Λάδια, Γράσα, Αποκολλητικό, Λιπαντικά)	Ρύπανση Εδάφους		ΝΑΙ	2	1	3
Αποθήκευση Χημικών (Λάδια, Γράσα, Αποκολλητικό, Λιπαντικά)	Ρύπανση Εδάφους		ΝΑΙ	2	1	3
Υγρά Απόβλητα (Λάδι Μεταφοράς Θερμότητας, Νερό)	Ρύπανση Υδάτινων Φορέων		ΝΑΙ	2	1	3
Στερεά Απόβλητα (Σκραπ Αλουμινίου, Ρινίσματα Αλουμινίου, Υλικό Απομαλβολής)	Ρύπανση Εδάφους		ΝΑΙ	1	1	2
Λάθος Εκπομπές (Υδρατμοί Υλικού Αποκόλλησης)	Ρύπανση Ατμόσφαιρας		ΝΑΙ	1	1	2
Χρήση Μηχανημάτων	Όχληση λόγω Θορύβου		ΝΑΙ	1	1	2
Χρήση Ηλεκτρικής Ενέργειας	Κατανάλωση Φυσικών Πόρων		ΝΑΙ	4	5	14
Χρήση Χαρτιού	Κατανάλωση Φυσικών Πόρων	Δ.Α.				
Χρήση Νερού	Κατανάλωση Φυσικών Πόρων		ΝΑΙ	3	3	11
Χρήση Φυσικού Αερίου	Κατανάλωση Φυσικών Πόρων	Δ.Α.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

1.Τα υπόλοιπα (ρινίσματα) και το σκραπ του αλουμινίου να οδηγούνται στο Χυτήριο (Χυτόπρεσσα) για την ανακύκλωσή τους.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΒΑΦΗΣ ΜΕΤΑΛΛΩΝ **ΥΠ. ΤΜΗΜΑΤΟΣ**: Α. ΤΥΡΑΛΗΣ

Δραστηριότητα / Περιβαλλοντικό θέμα	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση Ατμόσφαιρας		ΝΑΙ	2	1	3
Διαχείριση Χημικών	Ρύπανση Εδάφους		ΝΑΙ	1	1	2
Αποθήκευση Χημικών	Ρύπανση Εδάφους		ΝΑΙ	1	1	2
Υγρά Απόβλητα	Ρύπανση Υδάτινων Φορέων		ΝΑΙ	1	2	3
Στερεά Απόβλητα	Ρύπανση Εδάφους		ΝΑΙ	1	5	6
Λάθος Εκπομπές	Ρύπανση Ατμόσφαιρας		ΝΑΙ	1	1	2
Χρήση Μηχανημάτων	Όχληση λόγω Θορύβου		ΝΑΙ	1	5	6
Χρήση Ηλεκτρικής Ενέργειας	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				
Χρήση Χαρτιού	Κατανάλωση Φυσικών Πόρων	Δ.Α.				
Χρήση Νερού	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5
Δ.Α.: Δεν αφορά
Σ.Ε.: Συνολική εκτίμηση για όλο το εργοστάσιο

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

1. Ένα μέρος των υπολοίπων από τις βαφές πούδρας ανακυκλώνεται και χρησιμοποιείται ως προβαφή. Το υπόλοιπο μέρος που δεν μπορεί να ανακυκλωθεί μεταπωλείται σε βιοτεχνίες βαφής μετάλλων δευτέρας διαλογής.
2. Τα νερά από τα μπάνια απολίπανσης των μετάλλων συλλέγονται και οδηγούνται στην μονάδα φυσικοχημικής επεξεργασίας των υγρών βιομηχανικών αποβλήτων της μονάδας.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ

Εκτός των Μ.Α.Π. των εργαζομένων δεν απαιτούνται άλλες ανταρυπαντικές διατάξεις. Οι απαγωγοί καταλήγουν σε σακκόφιλτρα και οι εκεί συλλεγόμενες πούδρες βαφής ανακυκλώνονται. Το ίδιο ισχύει και για τις πούδρες βαφής που συλλέγονται από τα φίλτρα της μηχανής βαφής.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΛΟΥΣΤΡΩΝ **ΥΠ. ΤΜΗΜΑΤΟΣ:** ΚΑΡΑΜΠΑΣΗΣ Ι.

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση ατμόσφαιρας		ΝΑΙ	4	1	5
Διαχείριση χημικών (Λούστρα, βερνίκια, Μονωτικό, Κόλλα, Τελικό Κοντής Χρήσης, Γέμισμα, Καταλύτης, Διαλυτικό)	Ρύπανση αδάφους		ΝΑΙ	3	1	4
Αποθήκευση Χημικών (Λούστρα, Βερνίκια, Μονωτικό, Κόλλα, Τελικό Κοντής Χρήσης, Γέμισμα, Καταλύτης, Διαλυτικό)	Ρύπανση αδάφους		ΝΑΙ	3	1	4
Υγρά Απόβλητα: Νερό με υπόλοιπα βερνικιών, λούστρων και λοιπών παραπάνω χημικών	Ρύπανση υδάτινων φορέων		ΝΑΙ	2	3	5
Στερεά Απόβλητα (σάκορα PVC)	Ρύπανση αδάφους		ΝΑΙ	1	1	2
Αέριες Εκπομπές (ανασυμπιάσεις, σκόνες)	Ρύπανση ατμόσφαιρας		ΝΑΙ	2	3	3
Χρήση Μηχανημάτων	Οχληση λόγω θορύβου		ΝΑΙ	1	2	3
Χρήση Ηλεκτρικής Ενέργειας	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Χαρτιού	Κατανάλωση φυσικών πόρων	Δ.Α.				
Χρήση Νερού	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση φυσικών πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

1. Τοποθέτηση φίλτρων ενεργού άνθρακα στις εξόδους των απαγωγών αερίων.
2. Το νερό του καταρράκτη κατακράτησης των αερολυμάτων λούστρων μετά την ανανέωσή του να οδηγείται στην μονάδα φυσικοχημικής επεξεργασίας των υγρών βιομηχανικών αποβλήτων του εργοστασίου.
3. Τα σάκορα PVC να δίνονται για ανακύκλωση.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ

Το προσωπικό είναι εξοπλισμένο με Μ.Α.Π. και τηρεί όλα τα μέτρα προστασίας κατά την εργασία του.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΕΠΕΞΕΡΓΑΣΙΑΣ ΜΕΤΑΛΛΟΥ **ΥΠ. ΤΜΗΜΑΤΟΣ:** Μ. ΑΝΑΣΤΑΣΙΑΔΗΣ

Δραστηριότητα / Περιβαλλοντικό θέμα	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση Ατμόσφαιρας		ΝΑΙ	2	1	3
Υγρά Απόβλητα	Ρύπανση Υδάτινων Φορέων		ΝΑΙ	1	1	2
Στερεά Απόβλητα	Ρύπανση Εδάφους		ΝΑΙ	5	1	6
Αέριες Εκπομπές	Ρύπανση Ατμόσφαιρας		ΝΑΙ	1	1	2
Χρήση Μηχανημάτων	Οχληση λόγω Θορύβου		ΝΑΙ	1	5	6
Χρήση Ηλεκτρικής Ενέργειας	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				
Χρήση Χαρτιού	Κατανάλωση Φυσικών Πόρων	Δ.Α.				
Χρήση Νερού	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση Φυσικών Πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5
Δ.Α.: Δεν αφορά
Σ.Ε.: Συνολική εκτίμηση για όλο το εργοστάσιο

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

1. Τα υπόλοιπα των σαπουνελαίων που χρησιμοποιούνται για την νύξη των μηχανών κατά την κοπή, συλλέγονται και οδηγούνται στην μονάδα φυσικοχημικής επεξεργασίας των υγρών βιομηχανικών αποβλήτων του εργοστασίου.
2. Αναβάθμιση του συστήματος απαγωγής των αερίων ηλεκτροσυγκόλλησης και κοπής με ενσωμάτωση όλων των εξόδων αερίων και εγκατάσταση φίλτρου στην έξοδο του για την κατακράτηση των ρινισμάτων μετάλλου.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ

Τα υπόλοιπα και το scrap μετάλλου πωλούνται σε εμπόρους που τα οδηγούν σε χυτήριο για την ανακύκλωσή τους.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΞΥΛΟΥ **ΥΠ. ΤΜΗΜΑΤΟΣ**: ΠΠΑΣΧΟΣ

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση ατμόσφαιρας		ΝΑΙ	4	1	5
Διαχείριση χημικών	Ρύπανση αέρος		ΝΑΙ	1	4	5
Αποθήκευση χημικών	Ρύπανση αέρος		ΝΑΙ	1	4	5
Υγρά απόβλητα	Ρύπανση υδάτινων φορέων		ΝΑΙ	1	4	5
Στερεά απόβλητα	Ρύπανση αέρος		ΝΑΙ	3	5	8
Αέριες εκπομπές	Ρύπανση ατμόσφαιρας		ΝΑΙ	2	5	7
Χρήση μηχανημάτων	Οχληση λόγω θορύβου		ΝΑΙ	3	5	8
Χρήση ηλεκτρικής ενέργειας	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση χαρτιού	Κατανάλωση φυσικών πόρων		ΝΑΙ	1	5	6
Χρήση νερού	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση φυσικών πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΣΥΝΑΡΜΟΛΟΓΗΣΗΣ ΚΑΙ ΣΥΣΚΕΥΑΣΙΑΣ **ΥΠ. ΤΜΗΜΑΤΟΣ**: ΧΟΤΖΙΔΗΣ ΒΑΪΟΣ

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β+Σ)
Πυρκαγιά	Ρύπανση ατμόσφαιρας		ΝΑΙ	4	1	5
Υγρά απόβλητα	Ρύπανση υδάτινων φορέων	ΔΑ.	ΝΑΙ	1	1	2
Στερεά απόβλητα	Ρύπανση αέρος		ΝΑΙ	0	0	
Αέριες εκπομπές	Ρύπανση ατμόσφαιρας	ΔΑ.				
Χρήση μηχανημάτων	Οχληση λόγω θορύβου			1	1	2
Χρήση ηλεκτρικής ενέργειας	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση χαρτονιού συσκευασίας	Κατανάλωση φυσικών πόρων					
Χρήση νερού	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση φυσικών πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

Ανακύκλωση / Επαναχρησιμοποίηση των Υλικών Συσκευασίας.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ

Το τμήμα δεν είναι ρυπογόνο, αφού εκτός των υλικών συσκευασίας από χαρτόνι και πλαστικό φιλμ δεν παράγονται άλλα απόβλητα.

Γ.15.2 ΑΞΙΟΛΟΓΗΣΗ ΤΩΝ ΠΕΡΙΒΑΛΛΟΝΤΙΚΩΝ ΕΠΙΠΤΩΣΕΩΝ ΤΗΣ ΕΤΑΙΡΕΙΑΣ

ΤΜΗΜΑ: ΤΑΠΕΤΣΑΡΙΑΣ ΥΠ. ΤΜΗΜΑΤΟΣ: Α. ΑΝΔΡΕΟΥ

Δραστηριότητα / Περιβαλλοντική Πλευρά	Περιβαλλοντική επίπτωση	Σημειώσεις	Νομοθεσία (Ν)	Βαρύτητα επίπτωσης (Β)	Συχνότητα ρύπανσης (Σ)	Βαθμολογία (Β*Σ)
Πυρκαγιά	Ρύπανση ατμόσφαιρας		ΝΑΙ	4	1	5
Διαχείριση χημικών (κόλλες)	Ρύπανση εδάφους		ΝΑΙ	2	1	3
Αποθήκευση χημικών (κόλλες)	Ρύπανση εδάφους		ΝΑΙ	2	1	3
Υγρά απόβλητα	Ρύπανση υδάτινων φορέων		ΝΑΙ	1	1	2
Στερεά απόβλητα	Ρύπανση εδάφους		ΝΑΙ	1	1	2
Αέριες εκπομπές	Ρύπανση ατμόσφαιρας		ΝΑΙ	1	1	2
Χρήση μηχανημάτων	Όχληση λόγω θορύβου	Δ.Α.				
Χρήση ηλεκτρικής ενέργειας	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση χαρτιού	Κατανάλωση φυσικών πόρων	Δ.Α.				
Χρήση νερού	Κατανάλωση φυσικών πόρων	Σ.Ε.				
Χρήση Φυσικού Αερίου	Κατανάλωση φυσικών πόρων	Σ.Ε.				

Βαθμολογία: Από 0 έως 5

ΠΡΟΤΕΙΝΟΜΕΝΑ ΜΕΤΡΑ ΕΛΕΓΧΟΥ ΚΑΙ ΠΕΡΙΟΡΙΣΜΟΥ

Τοποθέτηση συστήματος απαγωγής των αναθυμιάσεων και αερολυμάτων κόλλας και εγκατάσταση φίλτρου ενεργού άνθρακα στην έξοδο του.

ΓΕΝΙΚΑ ΣΧΟΛΙΑ

Εκτός των αερολυμάτων κόλλας το τμήμα δεν είναι ρυπογόνο. Τα υπόλοιπα των υφασμάτων και των δερμάτων επαναχρησιμοποιούνται. Εξετάζεται η δυνατότητα ανακύκλωσής τους.

ANNEX IV: Regulatory and Legislative Requirements – Form A.15.2

FORM A - 15.2 IN ACCORDANCE
EN ISO 9001:2015 & TS 16949:2009, EN ISO 14001:2015, ISO 45001:2018

A.15.2 " Regulatory and Legislative Requirements List""

A/A	TITLE OF REGULATION / LEGISLATION	ΤΕΚΜΗΡΙΩΣΗ	ΤΜΗΜΑ ΑΝΑΦΟΡΑΣ
114	REGULATION (EU) 2023/956 OF THE EUROPEAN PARLIAMENT AND COUNCIL of May 10, 2023, establishing a carbon border adjustment mechanism	Official Journal of the European Union (16.05.2023)	Management & Total Quality Department
113	Subjection to Standard Environmental Commitments (SEC) in Plot 9	Protocol No: 250227 (1583)	Management & Total Quality Department
112	National Climate Law - Transition to climate neutrality and adaptation to climate change, urgent provisions to address the energy crisis and protect the environment.	Official Gazette 105 A / 27.05.2022 Law 4936/2022 (Climate Law)	Management & Total Quality Department
111	Incorporation of Directive (EU) 2018/2002 of the European Parliament and Council of December 11, 2018, "Amending Directive 2012/27/EU on energy efficiency", adaptation to Regulation 2018/1999/EU of the European Parliament and Council of December 11, 2018, regarding the governance of the Energy Union and the Climate Action, and Commission Delegated Regulation 2019/826/EU of March 4, 2019, "amending Annexes VIII and IX of Directive 2012/27/EU on the content of comprehensive assessments of the potential for efficient heating and cooling", as well as other related provisions for energy efficiency in the building sector, reinforcement of Renewable Energy Sources, and market competition in electricity.	Official Gazette 193 A / 20.10.2021 Law 4843/2021 (Energy Audit)	Management & Total Quality Department
110	Official Gazette 92A / 07-05-2020 Law 4685/2020	ENVIRONMENTAL legislation	Management & Total Quality Department
109	Fire Protection Certificate	Protocol No: 860 F701.4, Issued: 20-02-2020 and Protocol No: 486 F701.4, Issued: 20-02-2020	Management & Total Quality Department
108	Sectoral Reference Document on Best Environmental Management Practices for the Metal Product Manufacturing Sector	"EMAS Sectoral Reference Document on Best Environmental Management Practice in the Fabricated Metal Products Manufacturing Sector" November 2017	Management & Total Quality Department, Metal Department, Aluminum Department
107	Sectoral Reference Document on Best Environmental Management Practices for the Metal Product Manufacturing Sector	"Background report on best environmental management practices in the fabricated metal product manufacturing sector"/ December 2015	Management & Total Quality Department, Metal Department, Aluminum Department
106	Joint Ministerial Decision 1/1 (Official Gazette B' 1/04.01.2017). Amendment of Joint Ministerial Decision 43942/4026/2016 - Organization and operation of the Electronic Waste Register (EWR)	Official Gazette B' 1/04.01.2017	Management & Total Quality Department, All Production Departments
105	Extension of Environmental Impact Assessment (EIA) Protocol No. 418/2016-02-24 until 13-12-2020	Extended, EIA 142124/13-12-2010	Senior and Executive Management of DROMEAS, Management & Total Quality Department
104	Joint Ministerial Decision 135279 159 12-01-2016 Official Gazette B 83	Determination of competent authorities, measures, and procedures for the implementation of Council Regulation EC No. 2173/2005 of December 20, 2005, "concerning the establishment of a voluntary FLEGT licensing scheme for the import of timber into the European Community", Commission Regulation EC No. 1024/2008 of October 17, 2008.	Wood Department, Procurement Department.

103	REGULATION (EU) 2016/425 OF THE EUROPEAN PARLIAMENT AND COUNCIL of March 9, 2016, concerning personal protective equipment and repealing Directive 89/686/EEC of the Council.		
102	Circular 15147/20-8-2015 (Extension of EIA)	Circular 15141/20-8-2015	Management & Total Quality Department, All Production Departments
101	Law 4342/2015 - Official Gazette A143/09-11-2015. Energy Audits	Official Gazette A 143/09-11-2015	Management & Total Quality Department, All Production Departments
100	Official Gazette 2434 B / 12-09-2014. Organization, training, and awareness of company staff on fire protection matters	Official Gazette 2434 B / 12-09-2014	Health and Safety at Work Department
99	Law 2062 / 23-08-2013. Sanctions for the inspection of lifting machinery	Law 2062 / 23-08-2013	Management & Total Quality Department, All Production Departments
98	Law 3850 / 02-06-2010. Ratification of the Code of Laws for the health and safety of workers	Law 3850 / 02-06-2010	Health and Safety at Work Department
97	Law 4014 / 21-09-2011. Environmental licensing of projects and activities, regulation of illegal constructions in conjunction with the creation of an environmental balance and other provisions of the Ministry of Environment.	Law 4014 / 21-09-2011	Environmental Management Department
96	Joint Ministerial Decision 1811 / 30-12-2011 (Official Gazette 3322B). Definition of upper acceptable concentrations for certain pollutants, pollutant groups, or pollution indicators in groundwater, in accordance with paragraph 2 of article 3 of decision No. 39626/2208/e130/2009 (Official Gazette B' 2075).	Creation of a Table of Upper Acceptable Pollutant Concentrations (based on JMD 1811 / 30-12-2011 (Official Gazette 3322B)) in the measurement record book of the wastewater treatment system at the "DROMEAS A.B.E.E." Industry.	Environmental Management Department
95	Official Gazette 143 / 17-06-2011. Simplification of licensing technical professional and manufacturing activities and business parks and other provisions.	Official Gazette 143 / 17-06-2011	Environmental Management Department
94	Official Gazette 230 / 09-02-2012. Definition, scaling, and procedure for imposing fines according to Article 29, paragraph 8 of Law 3982/2011 (Official Gazette A'143).	Official Gazette 230 / 09-02-2012	Environmental Management Department
93	Guide for the implementation of directives formulated based on the provisions of the new approach and the global approach		
92	Decision 11037/703/2006. Establishment of a maintenance and proper functioning inspection book for active fire protection systems in businesses	Existence, certification, and completion of the Active Fire Protection Systems Book.	All Company Buildings, Safety Technician
91	Decision 1481/11. Training of employers and employees on the duties of a safety technician. 2009 Programmes	Health and Safety at Work System.	All Companies
90	Decision Z3-5430. Upper limit of formaldehyde for furniture, decorative items, and raw materials of laminated composite wood – Migration of certain substances from children's furniture – Furniture Committee.	Suppliers, Certificates, Invoices.	Wood Department, Procurement Department

89	Decision 3433 Special Maternity Allowance	Accounting Records, ERP Data	Entire Company
88	Decision No. 37411/1829/E103. Determination of competent authorities, measures, and procedures for the implementation of Regulation (EC) No. 2037/2000 of the European Parliament and Council of 29 June 2000 “on substances that deplete the ozone layer”, as amended.	The company has a closed-loop air conditioning system, so refrigerant replacement is not necessary unless a leak is detected by the electrician, in which case a licensed refrigerant technician is called.	Administration Building
87	Decision 1506. 30-07-2008. Determination of the process for issuing fire protection certificates for businesses housed in buildings.	-	Safety Technician
86	Capital Market Authority Decision 5/204. 14-11-2000. Rules of conduct for companies that have listed their shares on the Athens Stock Exchange and the related persons.	Issuance of Annual Financial Bulletin, publication of announcements in the Capital Market, preparation of Internal Operating Regulations.	Internal Auditor, Financial Department
85	Circular 172509/4266/02-10-2007. Preparation of Waste Management Plans.	Sending completed file with consumption and manager details annually and notification to relevant authorities.	Total Quality Management Department
84	P.D. 176/2005 (Official Gazette 227/A). “Minimum health and safety requirements regarding employees’ exposure to risks from physical factors (vibrations), in compliance with Directive 2002/44/EC.”	The occupational risk assessment does not categorize the company as a vibration source, so no measurements were performed.	Total Quality Management Department - All Departments
83	REGULATION 2150/25-11-2002 (EC). Waste Statistics. And its amendment by Regulation 574/2004.	Submission of completed questionnaire for 2008.	Total Quality Management Department
82	P.D. 148/2009 - Environmental liability for the prevention and restoration of environmental damage – Alignment with Directive 2004/35/EC of the European Parliament and Council of 21 April 2004, as amended.	-	Entire Company
81	Official Gazette 4155/26-11-1982.	Official Gazette 4155/26-11-1982.	Entire company
80	Official Gazette 52/09-01-1980.	Official Gazette 52/09-01-1980.	Entire company
79	Official Gazette 1474/15-05-1979.	Official Gazette 1474/15-05-1979.	Entire company
78	Law 3446/2006 Official Gazette 49/A/10.03.2006. Organization and operation of vehicle traffic control authorities - Regulations for passenger transport and other provisions.	Truck Folder	Loading Supervisor
77	Decision 1316 Official Gazette 272/B/16.02.2009. Provision of portable fire extinguishers in vehicles	Truck Folder	Safety Technician - Total Quality Management Department
76	P.D. 167/2006 Official Gazette 179/A/22.08.2006. Adaptation of Greek legislation to the provisions of Directive No. 2002/15/EC of the European Parliament and Council “on the organization of working time for mobile road transport activities” (L80/23.3.2002).	Truck Folder	Loading Supervisor, Accounting Department

75	P.D. 41 Official Gazette 44/A/2003. Amendment of P.D. 176/97 "Measures for improving the safety and health of pregnant, postnatal, and breastfeeding employees in compliance with Directive 92/85/EEC" (150/A).	Employment Contract. Work Regulation.	Human Resources Department, Accounting Department.
74	REGULATION (EC) No. 1907/2006 on the registration, evaluation, authorization, and restriction of chemicals (REACH) and the establishment of the European Chemicals Agency, as well as amending Directive 1999/45/EC and repealing Council Regulation (EEC) No. 793/93 and Commission Regulation (EC) No. 1488/94.	List of Suppliers for chemicals and other chemical substances (delivery to the Industrial Department).	Procurement Department
73	Decision No. 37411/1829/E103. Determination of competent authorities, measures, and procedures for the implementation of Regulation (EC) No. 2037/2000 of the European Parliament and Council of 29 June 2000 "on substances that deplete the ozone layer," as amended.	Delivery Notes, Invoices, and Responsibility Statement of Refilling Supervisor. Declaration of Fluid Change Responsibility – Fluid Recycling.	Safety Technician, Total Quality Management Department, Company Electrician
72	P.D. 212 Official Gazette 78/A/06-04-76. Measures for the health and safety of workers in conveyor belts and other related systems.	PPE. Internal inspection. Safety Technician.	Safety Technician - Total Quality Management Department, All Production Departments
71	Y.A. 50910/2727 Official Gazette 1909/22-12-2003. Measures and conditions for solid waste management. National and Regional Waste Management Planning.	Solid Waste Management Plan. Protocol No. 756/2009. Contract with the Hellenic Recycling Company S.A.	Total Quality Management Department - Entire Company
70	Y.A. 12044/613 Official Gazette 376/B/19-03-2007. Determination of measures and conditions for addressing large-scale accident risks in facilities or units due to hazardous substances, in compliance with the provisions of Directive 2003/105/EC "Amendment of Directive 96/82/EC on the control of major accident hazards involving dangerous substances" of the European Parliament and Council.	Occupational Risk Assessment Study.	Safety Technician - Total Quality Management Department.
69	P.D. 1180 Official Gazette 293/A/06-10-1981. Regulation of issues related to the establishment and operation of industries, workshops, mechanical installations, and warehouses, ensuring overall environmental protection.	Environmental Terms Approval Decision. Protocol No. 6135/05.	Safety Technician - Total Quality Management Department.
68	Y.A. 69269/5387 Official Gazette 678/B/90. Classification of projects and activities into categories, contents of Environmental Impact Studies (EIS), determination of contents for special environmental studies, and related provisions according to Law 1650/1986.	Environmental Terms Approval Decision. Protocol No. 6135/05.	Safety Technician - Total Quality Management Department.
67	Law 1650 Official Gazette 160/A/86. Classification of public and private projects and activities into categories according to Article 3 of Law 1650/1986 as replaced by Article 1 of Law 3010/2002 "Alignment of Law 1650/86 with Directives 97/11/EC and 96/61/EC, etc. (A'91)."	Environmental Terms Approval Decision. Protocol No. 6135/05.	Safety Technician - Total Quality Management Department, All Production Departments
66	A.P.S. 7600/700 F.51/1/6-7-1960. Provision and implementation of preventive and remedial fire protection measures and means.	Fire Protection Certificate. Protocol No. 3129 F701.4. Firefighting drills.	Safety Technician - Total Quality Management Department, All Production Departments
65	Decision 58474 F.700.1 Amendment of Fire Brigade Decision No. 12/2008 (Official Gazette B' 545) "Establishment of a maintenance and proper operation checkbook for active fire protection means in businesses."	Occupational Health and Safety System.	Safety Technician - Total Quality Management Department, All Production Departments
64	P.D. 12/2007 Official Gazette 545/B/18-04-2007. Establishment of a maintenance and proper operation checkbook for active fire protection means in businesses.	Fire Protection Certificate. Protocol No. 3129 F701.4. Firefighting drills.	Safety Technician - Total Quality Management Department, All Production Departments
63	Decision No. 58474.F700.1 – Government Gazette (GG) 2266/B/05-11-2008 Amendment of Fire Department Regulation No. 12/2008 (GG B 545) "Establishment of a maintenance and proper operation inspection	Fire Protection Certificate – Ref. No. 3129 F701.4 Logbook for the Inspection and Maintenance of Active Fire Protection Systems	Safety Technician – Total Quality Management Department, All Production

	logbook for active fire protection systems in businesses.”		Departments
62	Ministerial Decision οικ.7077/444/Φ.15 (Government Gazette B 977/22-05-2009). Supplement to Decision Φ15/οικ.1589/104/27.1.2006 "Fire protection measures in industrial – artisanal installations, professional workshops..."	Fire Protection Certificate. Ref. No. 3129 Φ701.4 Fire drill.	Safety Technician – Total Quality Management Department, All Production Departments
61	Ministerial Decision Φ.15.οικ.1589 (Government Gazette B 90/2006).Implementation of fire protection measures in industrial – artisanal installations, professional workshops, warehouses, and mechanical service installations, subject to the provisions of Law 3325/2005 (Government Gazette A 68) and other activities.	Fire Protection Certificate. Ref. No. 3129 Φ701.4 Logbook for Inspection and Maintenance of Active Fire Protection Equipment.	Safety Technician – Total Quality Management Department, All Production Departments
60	Ministerial Decision 8668, Gov. Gazette 187/B/02-03-2007. Approval of the National Hazardous Waste Management Plan (ESDEA), according to Article 5(A) of Joint Ministerial Decision 13588/725 and in compliance with Article 7(1) of Directive 91/156/EEC. Amendment of Decisions 13588/725/2006 (B 383) and 24944/1159/2006 (B 791).	Ministerial Decision 8668, Gov. Gazette 187/B/02-03-2007. Approval of the National Hazardous Waste Management Plan (ESDEA), according to Article 5(A) of Joint Ministerial Decision 13588/725 and in compliance with Article 7(1) of Directive 91/156/EEC. Amendment of Decisions 13588/725/2006 (B 383) and 24944/1159/2006 (B 791).	Total Quality Management Department – All Production Departments
59	Presidential Decree 95/78, Gov. Gazette 20/A/17-02-1978. On health and safety measures for welding operations.	Use of PPE. Fire protection system..	Safety Technician, Total Quality Management Department, Metal Department
58	Presidential Decree 176, Gov. Gazette 150/A/15-07-1997. Measures to improve safety and health of pregnant, postpartum and breastfeeding workers in compliance with Directive 92/85/EEC.	Employment contract. Work regulations.	Safety Technician, Human Resources Directorate
57	Presidential Decree 162, Gov. Gazette 202/A/23-08-2007. Protection of workers exposed to certain chemical agents, amending P.D. 307/1986 in compliance with Directive 2006/15/EC.	Measurements by ELINYAE and chemical labs. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
56	Presidential Decree 90, Gov. Gazette 94/A/13-05-1999. Minimum requirements for work time organization; amendment of P.D. 395/94; exposure limits for certain chemicals, in line with Directives 93/104/EC, 91/322/EEC, 96/94/EC.	Measurements by ELINYAE and chemical labs. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
55	Amendment of P.D. 307/86, "Protection of the health of workers exposed to certain chemical agents."	Measurements by ELINYAE and chemical labs. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
54	Presidential Decree 307, Gov. Gazette 135/A/29-08-1986. Protection of workers’ health exposed to certain chemical agents during work.	Measurements by ELINYAE and chemical labs. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
53	Presidential Decree 42, Gov. Gazette 44/A/21-02-2003. Amendment of P.D. 176/97 regarding safety of pregnant, postpartum and breastfeeding workers in line with Directive 92/85/EEC.	Measurements by ELINYAE and chemical labs. Use of filters.	Safety Technician, Human Resources Directorate

52	P.D. 399, Gov. Gazette 221/A/19-12-1994. Minimum safety and health requirements for manual handling of loads involving risks, especially to the back and lumbar region, in compliance with Directive 90/269/EEC. Also includes safety and health provisions for visual display units (Directive 90/270/EEC) and protection from exposure to carcinogens (Directive 90/394/EEC).	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety. Measurements by ELINYAE and chemical laboratories. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
51	P.D. 338, Gov. Gazette 227/A/09-10-2001. Protection of workers' health and safety from risks due to chemical agents – Amendment of P.D. 307/86 “Protection of workers exposed to specific chemical agents during work.”	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety. Measurements by ELINYAE and chemical laboratories. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
50	P.D. 77, Gov. Gazette 34/A/18-03-1993. Protection of workers from physical, chemical, and biological agents – Amendment and supplement to P.D. 307/86 (135/A), in compliance with Directive 88/642/EEC.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety. Measurements by ELINYAE and chemical laboratories. Use of filters.	Safety Technician – Total Quality Management Department, All Production Departments
49	P.D. 22-12-1933, Gov. Gazette 406/A/29-12-1993. On safety of workers using portable ladders.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
48	P.D. 396, Gov. Gazette 220/A/19-12-1994. Minimum safety and health requirements for the use of personal protective equipment by workers, in compliance with Directive 89/656/EEC.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
47	P.D. 304, Gov. Gazette 241/A/2000. Amendment of P.D. 395/94 “Minimum safety and health requirements for the use of work equipment by workers during their work in compliance with Directive 89/655/EEC” (Gov. Gazette 220/A/19-12-1994), as amended by P.D. 89/99 “Amendment of P.D. 395/94 in compliance with Directive 95/63/EC of the Council” (Gov. Gazette 94/A/13-05-1999).	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
46	P.D. 155, Gov. Gazette 121/A/05-07-2004. Amendment of P.D. 395/1994 "Minimum safety and health requirements for the use of work equipment by employees during work in compliance with Directive 89/655/EEC" (A' 220), as amended and in force, in compliance with Directive 2001/45/EC of the European Parliament and of the Council of 27 June 2001.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
45	P.D. 89, Gov. Gazette 94/A/13-05-1999. Amendment of P.D. 395 on minimum safety and health requirements for the use of work equipment by employees during work, in compliance with Directive 89/655/EEK and Council Directive 95/63/EK.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
44	P.D. 395, Gov. Gazette 220/A/19-12-1994. Minimum safety and health requirements for the use of work equipment by employees during work, in compliance with Directive 89/655/EEC.	Use of PPE. Internal inspections and inspections by accredited bodies for workplace safety.	Safety Technician – Total Quality Management Department, All Production Departments
43	P.D. 105, Gov. Gazette 67/A/10-04-1995. Minimum requirements for safety and/or health signage in the workplace, in compliance with Directive 92/58/EEC.	Placement of signage in the factory and office areas.	Safety Tecnhnician
42	P.D. 16, Gov. Gazette 10/A/18-01-1996. Minimum safety and health requirements in workplaces, in compliance with Directive 89/654/EEC.	Medical examination by Occupational Physician. Internal inspections and inspections by accredited bodies for workplace safety. Use of PPE. Machine maintenance. Machine calibration. Operating regulations.	Occupational Physician, Safety Technician, Total Quality Management Department.

41	Law 2084/1992, Government Gazette 165/A/07-10-1992. Reform of Social Security and other provisions.	Collective Labor Agreements. Operation of the Human Resources Department. Operating Regulations.	Human Resources Directorate, Accounting Department.
40	Law 1767/1988, Government Gazette 63/A/06-04-1988. Workers' Councils and other labor provisions – Ratification of the 135th International Labour Convention.	Collective Labor Agreements. Operation of the Human Resources Department. Operating Regulations.	Overall Company – Staff
39	P.D. 149, Gov. Gazette 159/28-07-2006. Minimum health and safety requirements concerning workers' exposure to risks arising from physical agents (noise), in alignment with Directive 2003/10/EK.	Environmental Terms Approval Decision, Ref. No. 6135/05. Measurements by ELINYAE..	Occupational Physician, Safety Technician, Total Quality Management Department
38	P.D. 17, Gov. Gazette 11/A/18-01-1996. Measures to improve health and safety at work in accordance with Directives 89/391/EEC and 91/383/EEC.	Examination by Occupational Physician. Internal Inspections and Inspections by Accredited Bodies. Use of PPE. Machine maintenance and calibration.	Occupational Physician, Safety Technician, Total Quality Management Department
37	Law 2874/2000, Gov. Gazette 286/A/29-12-2000. Promotion of employment and other provisions.	Collective Labor Agreements. Operation of the Human Resources Department. Operating Regulations.	Human Resources Directorate, Accounting Department.
36	Law 3144, Gov. Gazette 111/A/08-05-2003. Social dialogue for employment promotion and social protection.	Collective Labor Agreements. Operation of the Human Resources Department. Operating Regulations.	Total Quality Management Department, Human Resources Directorate, Accounting Department.
35	Ministerial Decision οικ.15085/593, Gov. Gazette 1186/B/2003. Inspection Regulation for Lifting Machinery.	Machine maintenance. Equipment calibration.	Total Quality Management Department, Human Resources Directorate, Accounting Department.
34	Law 1568/1985, Gov. Gazette 177/A/18-10-1985. Workers' health and safety.	Examination by Occupational Physician. Internal Inspections and Inspections by Accredited Bodies. Use of PPE. Machine maintenance and calibration	Occupational Physician, Safety Technician, Total Quality Management Department
33	P.D. 294, Gov. Gazette 138/A/21-06-1988. Minimum employment time and qualifications of Safety Technicians & Occupational Physicians per Law 1568/85.	Employment of Occupational Physician and Safety Technician. Completion of the Safety Technician Logbook.	Occupational Physician, Safety Technician,
32	Ministerial Decision οικ.104826, Gov. Gazette B/849/09-06-2004. Fees for packaging/product management systems per Law 2939/2001.	Environmental Declaration (certified on 10-02-2009, Ref. No. 183). Contract with Hellenic Recovery Recycling Corporation S.A.	Total Quality Management Department, Accounting Department.
31	Directive 2004/12/EC (amending Directive 94/62/EC on packaging and packaging waste).	Environmental Declaration (certified on 10-02-2009, Ref. No. 183). Contract with Hellenic Recovery Recycling Corporation S.A.	Total Quality Management Department, Total Quality Management Department
30	P.D. 15, Gov. Gazette A/12/03-02-2006. Amendment of Presidential Decree 117/2004 (A' 82), in compliance with the provisions of Directive 2003/108/EC, amending Directive 2002/96/EC on waste electrical and electronic equipment (WEEE), issued by the Council on 8 December 2003.	Environmental Management System	Environmental Management Department
29	P.D. 117, Gov. Gazette 85/A/05-03-2004. Measures, conditions, and program for the alternative management of waste electrical and electronic equipment (WEEE), in compliance with the provisions of Directives 2002/95/EC "on the restriction of the use of certain hazardous substances in electrical and electronic equipment" and 2002/96/EC "on waste electrical and electronic equipment" of the Council dated 27 January 2003.	Solid Waste Management Plan. Ref. No. 756/2009	Logistics Department, Total Quality Management Department

28	P.D. 109, Gov. Gazette 75/A/05-03-2004. Measures and conditions for the alternative management of used vehicle tires. Program for their alternative management.	Solid Waste Management Plan. Ref. No. 756/2009 .	Logistics Department, Total Quality Management Department
27	P.D. 82, Gov. Gazette 64/A/02-03-2004. Replacement of 98012/2001/1996 JMD on the management of used mineral oils. Measures, conditions and program for the alternative management of Waste Lubricant Oils.	Environmental Terms Approval Decision No. 6135/05. Industrial Wastewater Disposal Permit No. 06/4802. Processed liquid waste record book update.	Total Quality Management Department for final disposal, All production departments
26	JMD 20769/6285, Gov. Gazette 977/B/1994. Amendment of 12479/F17/414/31-05-91 JMD for simple pressure vessels to align with EC Directive 93/68/EEC on CE marking.	Consumption and use of CE-marked vessels. Internal inspection.	Total Quality Management Department for inspection, All production departments
25	JMD 12479/F17/414, Gov. Gazette 431/B/24-06-1991. Compliance of Greek legislation with EC Directives 87/404/EEC and 90/488/EEC on simple pressure vessels.	Inspection and certification by accredited body.	Metal Department, Wood Department, Total Quality Management Department
24	Joint Ministerial Decision H.P. 13588/725, Gov. Gazette 383/B/28-03-2006. Measures, conditions, and restrictions for the management of hazardous waste, in compliance with the provisions of Council Directive 91/689/EEC “on hazardous waste” of 12 December 1991. This decision replaces Joint Ministerial Decision No. 19396/1546/1997 “Measures and conditions for the management of hazardous waste” (Gov. Gazette B’ 604).	List of Suppliers for chemicals and other chemical substances (Industrial Directorate delivery). Solid Waste Management Plan. No. 756/2009. Environmental Declaration (approved 10-02-2009, No. 183)	Total Quality Management Department- Entiry company
23	No. 6/1/oik.19500 GG/B/11-10-2004. Amendment and supplement to Joint Ministerial Decision No. 13727/724/2003 regarding the correspondence of electricity production activities to the disturbance levels referred to in urban planning legislation.	Απόφαση Έγκρισης Περιβαλλοντικών Όρων Αρ.Πρωτ. 6135/05.	Entiry company
22	Decision of the Prefect of Serres No. 1413, Government Gazette 327/B/16-02-1981: "Determination of water usage from the Strymon River, Ag. Ioannis stream, Belitsa canal, and other receptors, and specific terms for the disposal of wastewater and industrial effluents into them.	Environmental Terms Approval Decision Ref. No. 6135/05. Liquid industrial waste disposal permit. Protocol No. 06/4802. Logbook of treated liquid waste.	Biological Treatment Station
21	Presidential Decree 51, Government Gazette 54/A/08-03-2007: "Establishment of measures and procedures for the integrated protection and management of water, in accordance with Directive 2000/60/EC of the European Parliament and Council of 23 October 2000."	Environmental Statement (validated 10-02-2009, Ref. No. 183). Liquid industrial waste disposal permit. Protocol No. 06/4802. Wastewater treatment plant operation. Logbook of treated wastewater.	Biological Treatment Station
20	Joint Ministerial Decision 4859/726 Official Journal 253/B/2001. Measures and restrictions for the protection of the aquatic environment from discharges and specifically the determination of limit values for certain hazardous substances covered by List II of Council Directive 76/464/EEC of 4 May 1976.	Environmental Terms Approval Decision Ref. No. 6135/05. Liquid industrial waste disposal permit. Protocol No. 06/4802. Operation of Wastewater Treatment Plant.	Biological Treatment Station
19	Ministerial Decision οικ.11294/93, Government Gazette 264/B/15-04-1993: "Operating conditions and permissible emission limits for gaseous waste from industrial steam boilers, thermal oil heaters and air heaters using fuel oil, diesel, or gas.	Environmental Terms Approval Decision Ref. No. 6135/05. Burner inspection logbook (wood, machine shop, paint shop, offices).	Total Quality Management Department - Paint Shop Department, Burners Set
18	Joint Ministerial Decision E1β/221, Government Gazette 138/B: On the disposal of wastewater and industrial effluents.	Environmental Terms Approval Decision No. 6135/05. Permit for the disposal of liquid industrial waste. Protocol No. 06/4802. Operation of the Biological Treatment Plant. Maintenance of the logbook for treated liquid waste.	Entiry company - Biological Treatment Station
17	Ministerial Decision οικ.10315, Government Gazette 369/B/24-05-1993: "Regulation of issues regarding the operation of stationary combustion sources for the heating of buildings and water."	Environmental Terms Approval Decision Ref. No. 6135/05. Burner inspection logbook (wood, machine shop, paint shop, offices).	Entiry company - Total Quality Management Department

16	Joint Ministerial Decision 437, Government Gazette 1641/A/08-11-2006: "Harmonization of Greek legislation with Directive 2004/42/EC of the European Parliament and Council of 21 April 2004 concerning the limitation of emissions of volatile organic compounds due to the use of organic solvents in decorative paints and varnishes and in vehicle refinishing products, and amending Directive 1999/13/EC.	Supplier list for chemicals and other substances (submitted to Industry Directorate). Solid Waste Management Plan Ref. No. 756/2009. Environmental Statement (validated 10-02-2009, Ref. No. 183).	Total Quality Management Department – Polished Department
15	Ministerial Decision 11641/1942, Government Gazette 832/B/02-07-2002: "Measures and terms for the limitation of emissions of volatile organic compounds (VOCs) due to the use of organic solvents in specific activities and installations.	Supplier list for chemicals and other substances. Solid Waste Management Plan Ref. No. 756/2009. Environmental Statement (validated 10-02-2009, Ref. No. 183).	Total Quality Management Department, All production departments
14	Presidential Decree 34, Government Gazette 125/A/05-06-2002: "Limit and guideline values for air quality in relation to sulfur dioxide, nitrogen dioxide and oxides of nitrogen, particulate matter, and lead.	Environmental Terms Approval Decision Ref. No. 6135/05. Accredited entity inspects nitrogen tank thickness.	Total Quality Management Department, All production departments
13	Presidential Decree 5, Government Gazette 58/B/05-03-2003: "Approval of the National Program for the reduction of greenhouse gas emissions (2000–2010) pursuant to Article 3(3) of Law 3017/2002 (Gov. Gazette A 117)	Environmental Terms Approval Decision Ref. No. 6135/05..	Total Quality Management Department, All production departments
12	Joint Ministerial Decision 50910/2727/2003, Government Gazette 1909/B: "Measures and conditions for the management of solid waste.	Supplier list for chemicals and other hazardous substances (submitted to Industry Directorate). Solid Waste Management Plan Ref. No. 756/2009.	Total Quality Management Department, All production departments
11	Law 2939/2001, Government Gazette 179/A/06-08-2001: "Packaging and alternative management of packaging and other products. Establishment of the Hellenic Recycling Organization and other provisions.	Environmental Statement (validated 10-02-2009, Ref. No. 183). Contract with the Hellenic Recovery Recycling Corporation S.A..	Total Quality Management Department, All production departments
10	Joint Ministerial Decision Η.Π. 13588/725, Government Gazette 383/B/28-03-2006: "Measures, terms, and restrictions for the management of hazardous waste, in compliance with Council Directive 91/689/EEC of 12 December 1991 on hazardous waste. Replacement of Joint Ministerial Decision No. 19396/1546/1997."	Environmental Statement (validated 10-02-2009, Ref. No. 183). Contract with the Hellenic Recovery Recycling Corporation S.A.	Total Quality Management Department, All production departments
9	Joint Ministerial Decision 69269/5387/1990, Government Gazette 678/B/25-10-1990. Classification of projects and activities into categories, content of Environmental Impact Study (EIS), determination of content for special environmental studies (SES) and other related provisions, according to Law 1650/1986.	-	Entire company
8	Law 3010/2002, Government Gazette 91/A/25-04-2002. Harmonization of Law 1650/1986 with EU Directives 97/11 and 96/11, procedures for the delimitation and regulation of issues concerning watercourses, and other related provisions.	Permit for the disposal of liquid industrial waste. Protocol No. 06/4802. Operation of the Biological Treatment Plant. Maintenance of the logbook for treated liquid waste.	Entiry company - Biological Treatment Station
7	H.P. 11014/703/F104 (Official Gazette 332 B, 20-03-2003) Preliminary Environmental Assessment and Evaluation (PEAE) and Approval of Environmental Terms (EOT) according to Article 4 of Law 1650/86 (Official Gazette 160/A/86), as amended by Article 2 of Law 3010/02 "Harmonization of Law 1650/86 with EEC Directives 11/97 EU and 61/96 EU and other provisions" (Official Gazette 91/A/02) (Roadworks, Hydraulic Works, Port Works, Infrastructure Systems, Mining and related activities, Tourism facilities, Urban Planning Works, Livestock and Poultry Facilities, Aquaculture, Industrial Facilities, and Works for Restructuring Industrial Zones, Special Works).	-	Entire company
6	Joint Ministerial Decision 15393/2332 Official Gazette 1022/B/05-09-2002 Classification of public and private works and activities into categories according to Law 3010/2002.	-	-
5	Joint Ministerial Decision 13727/724/2003 Official Gazette 1087/B/05-08-2003. Correspondence of industrial activity categories with the degrees of nuisance as specified in urban planning regulations.	-	Entire company

4	Fire Safety Approval Decision	Protocol No. 3129 F.701.4 (Issue Date: 02.06.2006, valid until 02.06.2014 / eight years)	Management & Total Quality Department
3	Health Directorate Decision, Serres	Protocol No. 06/4802	Biological Treatment Station
2	Approval of Environmental Terms Decision, Serres Environmental Directorate	Protocol No. 14124/13.12.10	Entire company
1	Industry Directorate Decision, Serres	Protocol No. DVS/F14.340/212 (Manufacturing Plant 1), Protocol No. DVS/F14.749/2153 (Manufacturing Plant 2)	Entire company