

German Sustainable Code (GSC)

Strategic Analysis, Strategy and aims	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>1. The company discloses whether, for its main activities, it analyses the opportunities and risks related to sustainable development and for its core business. The company outlines what measures it is taking in order to operate in line with the main and recognised sector-specific, national and international standards.</p>	<p>CEO Message (σελ.8-9) / Financial and non-financial risks - Building resilience to protect our business (σελ.28-31) / Ensuring success in the future (σελ.6-7)</p>
<p>2. The company discloses whether the strategy devised for its core business and the systematic implementation of the strategy takes into account all aspects of sustainability which have a substantial impact on the company, for example strategic competition-based positioning, innovation management, business activities that conserve the climate, environment and resources, demographic developments, corporate social responsibility in the value-added chain, for the product life cycle, for the product portfolio, etc.</p>	<p>Report development and methodology (σελ.89-90) και TITAN Climate Change Mitigation Strategy (on the internet site) / Our governing objective and values - A clear strategy supported by core values (σελ.11) / TITAN Group strategy (σελ.18), Collaborating for sustainability (σελ.19)</p>
<p>3. The company discloses what qualitative and/or quantitative as well as temporal sustainability goals are set and operationalized, and how their level of achievement is monitored. They should relate to core and management processes. The main suppliers, employees, capital markets, customers and main stakeholder groups are included on a regular basis.</p>	<p>Group non-financial performance - Continuing improvement (σελ.44-45) Group non-financial performance: Environment (σελ.60)</p>
<p>4. The company states how deep into the value-added chain the sustainability criteria are verified and what impact sustainability has on the added value.</p>	<p>Material issues (σελ.24) TITAN commitments: a. TITAN Group CSR Policy, b. TITAN Group Code of Conduct c. TITAN Group Code of Conduct for Procurement / Βλ.σελ: 11, 16–17, 18, 30–31, 35, 44, 48–53, 56</p>

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Rules and processes	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>5. Within the company, accountability for the sustainability of the company should be specified in corporate management.</p>	<p>Our governing objective and values - A clear strategy supported by core values (σελ.11) / TITAN Group strategy (σελ.18) / TITAN Group CSR Policy, TITAN Group Code of Conduct, TITAN Group Code of Conduct for Procurement, TITAN Corporate Values, TITAN People Management Framework, TITAN Occupational Health and Safety Vision and Policy, Charter of the TITAN Occupational Health and Safety Council, TITAN Group Environmental Strategy, TITAN Climate Change Mitigation Strategy</p>
<p>6. The company discloses whether the sustainability strategy is implemented using rules and processes. The company should draw on specific circumstances from purchasing, production, services, human resources, investment, research and development as well as logistics/transport and marketing and take into account suppliers, customers as well as other stakeholder groups (e.g. employees).</p>	<p>Corporate governance overview - Committed to high standards of governance and control (σελ. 32–34) / Governance report σελ: 7–18, 24–25, 31</p>
<p>7. The company discloses whether, along the lines of financial parameters, key indicators on sustainability are integrated into periodical internal planning and control and whether the reliability, comparability and consistency of data applied to internal controls and external communication are safeguarded through appropriate processes.</p>	<p>Group non-financial performance - Continuing improvement (σελ.44-45) / Corporate governance overview - Committed to high standards of governance and control (σελ. 32–34) / Governance report σελ: 7–18, 24–25, 31</p>

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Incentive Schemes	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>8. The company discloses whether and how target agreements and remuneration schemes for executives are also geared to achieving the sustainability goals. It discloses whether sustainability performance forms part of the evaluation of the top management (board/managing directors) which is conducted by the monitoring body (supervisory board/advisory board).</p>	<p>Corporate governance overview - Committed to high standards of governance and control (σελ. 32–34) / Governance report σελ: 7–18, 24–25, 31 / Material issues (σελ.24) / Governance report page/s: 7, 20.</p> <p>Performance appraisals for all managers (including Executives) include the enforcement of the Corporate Values and the Code of Conduct in decision-making and daily life. CSR is one of TITAN’s Corporate Values and each individual’s advocacy for CSR is measured accordingly through qualitative results for each individual, as well as through the dissemination of relative behavioral standards</p>
Stakeholder Engagement	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>9. The company discloses whether the relevant stakeholders are identified, whether dialogue takes place with them on a regular basis and whether they are systematically integrated into the sustainability process (e.g. AA 1000).</p>	<p>Engaging with stakeholders (σελ.22-24) / Key topics & concerns are in pages: 11-15, 22–25, 26-27, 42–43, 46–47, 48–53, 66–69, 71</p>
Innovation and Product Management	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>10. The company discloses whether innovations in products and services are enhanced through processes which improve sustainability with respect to the company’s utilisation of resources and to the user. A further statement is made as to whether the economic, social and ecological effects of the company’s main products and services are assessed and improved through its value-added chain and product life cycle.</p>	<p>What we do (σελ. 12–13), Creating Value (16–17), Group non-financial performance: Environment στιςσελίδες 60 και 65. Επίσης βλ. TITAN Group Climate Mitigation Strategy</p>

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Usage of natural resources	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>11. The company states, evaluates and discloses the usage of natural resources for the company's business activities (input and output of e.g. materials, water, soil, waste, energy, emissions, land). The sustainability management system should incorporate the entire product life cycle into the analysis.</p>	<p>Group non-financial performance: Environment - Improving environmental performance is a business imperative (σελ.60-65)</p>
<p>12. The company discloses what qualitative and quantitative goals it has set itself with respect to the efficient use of resources, the use of renewable energy sources, the increase in raw material productivity and the reduction in the usage of natural resources and how these goals have been met.</p>	<p>Group non-financial performance: Environment § Outlook for 2014 (σελ. 65) / Non-financial risks (σελ. 31) / Group performance: a summary § environment (σελ. 35)</p>
<p>13. The company discloses the GHG emissions along with the goals the company has set itself in accordance with the Greenhouse Gas Protocol or standards based on the Protocol.</p>	<p>Group non-financial performance: Environment (σελ. 60-61) Summary non-financials (σελ.85-86) Case study - Enduring commitment in action: Kosovo (σελ.46)</p>

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Employment Rights and Diversity	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>14. The company reports on whether it has taken steps to observe employee rights both at home and abroad and also to promote employee involvement. Compliance with such rights should be geared to internationally recognised standards. The company should establish processes which create awareness of the sustainability and strategy process among employees and incentives for employee involvement.</p>	<p>Εισαγωγικό τμήμα σελ.2-7 / How we engage with our stakeholders (σελ.23 § employees) / Group non-financial performance: Our people - A people-driven organization (σελ.48-53) / και σελ.58-59 / Additional charts and tables (σελ. 105-109)</p>
<p>15. The company discloses whether the impact of demographic developments – most notably with respect to the initial and further training of employees, equal opportunities, health and safety, integration of migrants and people with disabilities, fair pay as well as a work-life balance – is systematically recorded, evaluated, incorporated in the strategy, and initiatives derived which ensue from this process.</p>	<p>Group non-financial performance: Our people - A people-driven organization (σελ.48-53)</p>
<p>16. The company discloses what steps it has taken to promote the general employability of all employees and to adapt it to demographic change.</p>	<p>Group non-financial performance: Our people - A people-driven organization (σελ.48-53) / και σελ.58-59</p>
Human Rights	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
<p>17. The company discloses whether measures are taken for the value-added chain with the aim of human rights being respected and forced and child labour as well as all forms of exploitation being prevented (Ruggie Report: “Protect, Respect and Remedy: a Framework for Business and Human Rights”, ILO Core Labour Standards, UN Labour and Social Standards).</p>	<p>Group non-financial performance: Our people (σελ.52, 53) / Additional charts and tables (σελ. 96, 105, 106) Looking after our suppliers (σελ. 56) Επίσης βλ. δηλώσεις στους δείκτες στον πίνακα GRI σελ.122.</p>

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Corporate Citizenship	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
18. The company should disclose what contribution it makes to corporate citizenship in the regions in which it is represented. This includes providing details about how profit is taxed and reinvested locally.	A commitment to serving society’s most fundamental needs (σελ.12–13), Creating value (σελ. 16–17), Group financial performance(σελ. 35–39), 40–45, 65, Enabling local development through community outreach (66 -68), Regional performance (σελ.70– 77)
Political Influence	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
19. All significant input relating to political consultations, all significant payments of membership fees, all payments to governments as well as all donations to political parties and politicians should also be disclosed and identified by country.	βλ. δήλωση στον δείκτη SO6 στον πίνακα GRI σελ.123.
Corruption	TITAN ΕΝΟΤΗΤΕΣ στον Απολογισμό 2013
20. The company should, by applying an accepted standard (e.g. the Business Principles of Transparency International, International Corporate Governance Network’s Guidelines Bribery and Corruption), disclose how corruption is uncovered, prevented and certified (e.g. IDW PS 980) and sanctions are applied.	Material issues (σελ.24 -25) Financial and non-financial risks (σελ.30) Additional charts and tables (σελ. 112)