







# **Nexans Hellas**

Report on Corporate Social Responsibility & Sustainable Development **2009** 



The wood used to make the pulp for the paper of this publication emanates from Sustainable Management forests and plantations.



Global expert in cables and cabling systems

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### 1. ABOUT THE REPORT

The Report of Corporate Social Responsibility & Sustainable Development 2009 is an independent publication of Nexans Hellas SA concerning how to deal with and manage the issues of Corporate Social Responsibility (CSR) and covers its activity for 2009.

Our aim is to record the effect of our business activity on Economy, Environment and Society and to provide information on the activities of our Company to all stakeholders such as shareholders, customers, employees, suppliers, our business associates, institutional investors, economic analysts and local communities.

The report presents all the activities of our company. It contains references to financial issues (which are analyzed in detail in the Annual Financial Report 2009 of the Company) while also examining closely the CSR issues with a detailed description of the environmental and social achievements and initiatives during last year.

The financial figures of the report concern the performance of Nexans HEL-LAS SA. The environmental data are certified, checked and verified by competent bodies. Social data concern the initiatives of both the Company and Nexans Group.

As regards the structure of the Report on Corporate Social Responsibility & Sustainable Development 2009, we aim at gradual adoption and compliance

with the international Global Reporting Initiative Guidelines within the next two vears.

The main purpose of our Company is to develop an integrated management system based on the principles of Corporate Social Responsibility. We take steps to have our effect on Economy, Environment and Society recorded in a fully transparent and valid manner. We promptly inform all third stakeholders about our efforts and commitments regarding Corporate Social Responsibility.

We are at your disposal for your comments and remarks regarding our sectors of activity and this report.

### Please send us your views:

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# 2. MESSAGE OF THE CHAIRMAN OF NEXANS GROUP

Sustainable development drives economic growth and is a powerful vehicle for progress.

Access to energy is necessary worldwide for development and quality of life. The rise in population, urbanization, industrialization and economic growth experienced by many countries will cause global energy consumption to double by the year 2030.

Meeting this very high demand whilst at the same time avoiding waste and controlling the impact it has on the environment is a major challenge.

It means accessing increasingly deeper deposits, promoting access to energy and making energy supplies more reliable, securing electricity supply, optimizing energy infrastructure and telecommunications networks and developing sources of renewable energy.

Nexans sees this as an opportunity to help our customers face these challenges by providing them with safer products and solutions with improved performance and which are more respectful of the environment.

Sustainable development drives economic growth and is also a powerful vehicle for progress. Our responsibility to the planet and generations to come through the development of cleaner and more economical production procedures, the improvement of quality control to reduce the amount of scrap material produced and the recycling end-of-life cables stimulates innovation, continuous improvement and competitiveness.

More than ever, we are convinced that strong ethical principles are the key to lasting success.

Workplace safety, training, sharing best practices and solidarity are just some examples of how we make corporate social responsibility a central element to our strategy. Nexans encourages its employees to adhere to these principles, knowing that this is the best guarantee of long term success.

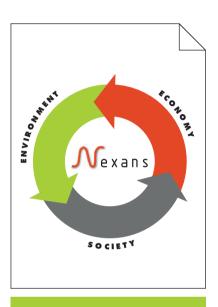
Frédéric Vincent Chairman of Nexans Group





# 3. CORPORATE SOCIAL RESPONSIBILITY FOR NEXANS HELLAS SA

## 3.1 CORPORATE SOCIAL RESPONSIBILITY



Corporate Social Responsibility is at the heart of the strategy of Nexans Hellas SA. Both Nexans Group and we personally believe that it is a strong means of progress and a factor of continuous improvement. We acknowledge that the operation of our company affects the Economy, Environment and Society in which we are operating.

We strengthen and safeguard the principles of Corporate Governance by protecting the interests of shareholders and all stakeholders, ensuring transparency and promoting the company's competitiveness through the Industrial Excellence Program (Nexans Excellence Way).

We believe it is our obligation and responsibility to develop our business model so as to provide safer products and solutions to our customers, apply environment-friendly production processes by choosing investments based mainly on the elimination of risks against the environment, energy saving and the use of environment-friendly materials, to improve quality control while also reducing scrap and recycling cables at the end of their lifecycle (**Program+**, **REACH Program**).

We demonstrate that in the context of Corporate Social Responsibility of Nexans Hellas SA, we set Health & Safety, Environment and Quality as our top priority.

From the onset of our business operation, we are steadily focused on the continuous improvement of our products quality and safety. We invest in production equipment, we improve the planning of cable delivery and we save natural resources while also participating and implementing corresponding programs of Nexans Group.

The invariable commitment of our Company is to secure a safe and healthy workplace. We implement modern training and information methods aiming directly to change the attitude in safety issues, we invest in the employees safety equipment and we adopt the best relevant practices offered by Nexans Group.

The growth of our enterprise is based on environmental protection and the safeguard of the living standards of the area where it is operating. Nexans Hellas SA takes initiatives in both production process and its other operations so as to adopt environment-friendly practices. We implement accurately the environmental legislation through meticulous inspections based on ISO 14001 and aim to obtain the relevant certificates. We train our employees in environmental management and prudent management issues.

# CODE OF PRINCIPLES ON SUSTAINABLE DEVELOPMENT

Nexans Hellas SA adopts the Code of Principles of the Hellenic Federation of Enterprises' Council on Sustainable Development and:

- **1.** Respects the principles of Sustainable Development and incorporates them in its decision-making.
- Promotes the adoption of environmentally proper and scientifically well-founded business planning methods.
- Is oriented to the manufacture of products and the provision of services with positive environmental effects.
- **4.** Promotes the application of production processes laying emphasis on















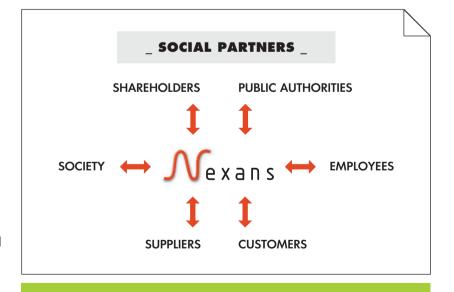
- 5. Trains adequately its human resources and invests in natural, technological and financial resources aiming at sustainable development.
- 6. Promotes the continuous improvement of its performance in the fields of health, safety and protection of the environment.
- 7. Provides correct information to the authorities and society about its activities and pursues an honest dialogue with those affected by such activities.
- 8. Contributes to the social, cultural and overall economic growth of the communities in which it is operating.
- 9. Adopts the application of modern corporate governance systems.
- 10. Consistently meets its statutory obligations in a spirit of transparency and business ethics.

### **UNITED NATIONS GLOBAL COMPACT**

Nexans Group signed the United Nations Global Compact in December 2008. By joining this initiative, our Group has made the commitment to support and implement ten fundamental principles in the areas of human rights, labour standards, and protection of the environment and anti-corruption measures. Further, the Group issued and putted in force the Nexans Code of Ethics and Business Conduct which fully adopts the principles of the UN Global Compact. Nexans Hellas translated the code in Greek, distributed it to all its employees and established its compulsory implementation.

### 3.2 OUR PARTNERSHIPS

In Nexans Hellas SA we believe that a strong relation of trust with all social partners, namely shareholders, customers, employees, suppliers, society and public authorities is a necessary condition for business growth. We invest in continuous cooperation; we inform about the application of sustainable management and commit to continuous improvement. We aim at dialogue and cooperation with all social groups.



















### 4. FINANCIAL IMPACT

We are invariably focused on the continuous improvement of both quality and safety of our products. We invest in modern production equipment and save natural resources through the participation and the implementation of Nexans Group programs aiming directly at innovation, economic growth and pioneering elements.

4.1 COMPANY PROFILE

Nexans Hellas SA is involved in the production of all kinds of cables and in particular it produces energy cables of low, medium and high voltage, telecommunications cables as well as bare ducts made of copper, aluminium and aluminium alloys. In addition, the Company produces land and submarine optical fibber cables.

Nexans Hellas is part of the international Nexans Group which has its registered offices in Paris. The French Nexans Participations SA with a share of 71.7% is the majority shareholder.

The registered offices of the Company are located at 15, Messoghion Avenue, 11526, Athens while its principal establishment and production plant are situated in Aghia Marina, Fthiotida department. In addition, the Company has distribution centres which coincide with its four branches in Attica (21, Bihaki Str., Agios Ioannis Rentis), Thessaloniki (25, Kyprion Agoniston Str.), Crete (Iraklio Industrial Zone) and Rhodes (Rhodes-Lindos Avenue).

The shares of the Company are registered and are traded on the Athens Stock Exchange as of March 1990.

### BACKGROUND

**1973:** Incorporation of the Company under the name of "MANULI HELLAS CABLES S.A" through the import of funds.

**1974:** Completion of the Company's production facilities at the area of Aghia Marina, Pref. of Fthiotida and commencement of its production activity.

**1990:** Listing of the company's shares on the Main Market of Athens Stock Exchange.

**1991:** Change of the Company's name from MANULI HELLAS CABLES SA into ALCATEL CABLES HELLAS SA.

**1996:** Merger by absorption of VOLOS CABLES SA (former HANDRIS CABLES SA).

**2000:** Spin-off of the greatest part of the Cables and Accessories Sector of Alcatel from Alcatel Group and creation of a new Group under the name of Nexans.

**2000:** Change of the Company's name from ALCATEL CABLES HELLAS SA into NEXANS HELLAS SA.





















(The amounts are in thousand Euros)

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Turnover	68,037
Net loss before taxes	(1,999)
Employees	193
Investments	2,204
Taxes, contributions to social security funds	6,445
Fees and benefits to employees	6,453
Expenses to local suppliers (Fthiotis)	1,593
	1

### 4.2 COMPANY ORGANIZATION CHART

The organizational structure of Nexans Hellas SA supports decision-making and their implementation in the context of our strategy. In addition, the relations and roles of employees are determined through the organizational structure so as to ensure coordination of projects and a central audit system.

Nexans Hellas SA is run by a fivemember Board of Directors with a two-

**DEPARTMENT** 

**BOARD OF DIRECTORS INTERNAL AUDIT** MANAGING DIRECTOR & GENERAL MANAGER SALES DEPARTMENT PLANT MANAGEMENT FINANCIAL DEPARTMENT PRODUCTION DEPARTMENT PURCHASING DEPARTMENT **TECHNICAL DEPARTMENT MAINTENANCE &** IT DEPARTMENT **FACILITIES DEPARTMENT LEGAL SERVICES** LOGISTICS **HEALTH & SAFETY** 

year term of office. The Board of Directors consists of two executive members, one non-executive member and two independent, non-executive members. The composition of the Board of Directors is determined by the Shareholders General Meeting

The Company has Internal Regulation, which defines duties and obligations of the bodies.

### COMPOSITION OF THE BOARD OF DIRECTORS AS ELECTED AND FORMALLY ESTABLISHED ON 22.10.2009

- Francis Krähenbühl
  Chairman (executive member)
- Demetrios Kalogeras
   Vice-chairman, Managing Director &
   General Manager
   (executive member)
- Giuseppe Borrelli

  Non-executive member
- George Chryssomalis
   Independent non-executive member
- **Demetrios Politis**Independent non-executive member

Executive members deal with everyday management affairs of the Company whereas non-executive members promote all corporate issues.

The independent members of the Board of Directors may submit, either separately or jointly, statements and other reports than those of the Board of Directors to the ordinary or extraordinary general meeting of the Company, if they so deem necessary.

The 3 non-executive members make up

the Company's Audit Committee.



### 5. ENVIRONMENTAL IMPACT

#### **KEY PRINCIPLES OF OUR COMPANY'S ENVIRONMENTAL POLICY:**

### 1. Compliance with environmental laws.

We implement applicable environmental laws to our company's operation.

### 2. Responsible operation.

We are aware of the effects of our activity on the environment and we take steps to eliminate such effects.

### 3. Cooperation with certified companies.

We see to it that the companies with which we cooperate have the relevant licences for waste management and comply with applicable laws.

### 4. Continuous improvement.

We constantly improve our environmental performance and minimize any environmental problems.

#### 5. Transparency.

We provide all data to interested groups and we are open to a dialogue with them.

#### 6. Training.

We constantly train our employees in the protection of the environment aiming at raising awareness and their active participation in environmental management issues.

### 7. Environmental management system.

We apply an environmental management system which aims directly at ensuring that the applied production processes do not entail any pollution risk against the environment.

We are committed that the growth of our company is environment-friendly, we apply the principles of Sustainable Development and we operate in a fully transparent manner when implementing the applicable environmental laws.

We intensify our efforts aiming to protect the environment, control the consumption of energy, water and raw materials and to facilitate product recycling.

In the context of Nexans Group, we adopt a series of actions so as to im-

plement the objectives of Sustainable Development:

### 5.1 ECOLOGICAL PLANNING AND PRODUCTION

Nexans develops products meeting the needs of customers while also causing minimum nuisance to the environment throughout their lifecycle. This is attained by eliminating lead stabilizers from PVC-based plastic materials for the insulation and external protection of cables, by the lack of halogens and solvents and mainly by choosing non-















polluting and recyclable materials. In addition, systems are designed in such a manner as to enable the easy disassembly of cable accessories, thus facilitating the processing of the products approaching the end of their lifecycle. In order to ensure that our products are resistant to adverse conditions of environment such as sea depths, high pressure, extreme weather conditions, corrosion, fire and strong mechanical strains, the Group's research centres conduct extensive and thorough controls.

Nexans also takes steps to develop cleaner manufacturing procedures that require less consumption of energy and raw materials. The quality control applies optimum methods and practices so as to reduce the scrap and limit the reduced lengths.

Packaging options and methods are under continuous improvement aiming to use environment-friendly materials. In addition, the Group's logistics services ensure at all times that the supply chain is optimized and that extensive services utilizing the new technologies are provided.

# 5.2 RIGOROUS ENVIRONMENTAL MANAGEMENT

The policy of Nexans about the protection of the environment includes a Risk Management Charter which makes a thorough analysis of the risks linked with the products and production processes, a continuous improvement program and training programs for all the employees with respect to optimum environmental practices.

The Group's Industrial Management Department is responsible for steering the environmental policy.

The Group's Environment Committee includes experts from the Strategic Planning Department, Industrial Management Department, Technical Department, Purchasing Department, Risk Management Department, Human Resources Department, Communications Department and Legal Department.

A Group Environmental Manual outlines all the objectives, procedures and tools available to each site while also being the base of the respective Manual at a local level. The Group also has a dedicated Intranet site gathering all available information and allowing plants to share best practices, which are organized by subject matter and activity.

# 5.3 ORDINARY AUDITS AND CERTIFICATION OF ENVIRONMENTAL PROTECTION THROUGH THE AWARD OF EHP LABEL

It has been many years now that the Group's voluntary internal environmental management system has been functional. Twelve environmental issues are audited through an in-depth survey sent to all Group plants. Following the audit, the plants may be awarded the Nexans EHP label (Environnement Hautement Protégé or Highly Protected Environment).

Already from the beginning of 2009, the plant of Nexans Hellas at Aghia Marina, Fthiotida has been certified by the Group and has been awarded the EHP label on the protection of the environment. In addition, during 2010 the Company intends to be awarded the certification of the plant pursuant to ISO 14001.









### 5.4 INTEGRATED **SOLUTIONS OF MATERIAL** RECYCLING

The Group, based on the experience gained over the years, sees to the collection and dispatch of all cable cutouts and all materials rejected as scrap during the production process at the Group's specialized recycling plant in France and also to their subsequent processing so that they are fully used. Thus, metals such as copper and aluminium are granulated and re-melted in continuous casting lines where they are shaped as rods in order to feed again the plants with raw materials.

By way of example, it is indicated that pursuant to 2008 data, some 22,000 tons of scrap were recycled and 12,000 tons of copper were recovered.

In addition, the different plastic materials are recycled and used in other applications such as outer covers, pavement gutters and road cones. Finally, the materials remaining after the cutting and grinding process are used in the production of packaging materials.

### MATERIAL RECYCLING IN **NEXANS HELLAS**

Given that one of the company's environmental goals is to recycle all manner of materials (raw materials, packaging materials, auxiliary materials, etc), the competent services and the employees of the plant and branches of Nexans Hellas undertake in a systematic and coordinated manner to collect and segregate at source the materials to be recycled.

Accordingly, an action plan has been developed for packaging materials such as wooden rotors and wooden palettes which leads to their re-use as much as possible, thus restricting the

needs for raw materials and generating direct benefits since wood-cutting is limited and forests are saved.

### **COOPERATION OF NEXANS** HELLAS WITH THE HELLENIC **RECOVERY RECYCLING** CORPORATION (HE.R.R.CO)

Our Company has entered into an agreement with the Hellenic Recovery Recycling Corporation having as main goal to recycle the packages rejected by the **product's** end users, thus contributing to the minimization of the nuisance to the environment and to the attainment of the collective objective of recycling on a national scale.





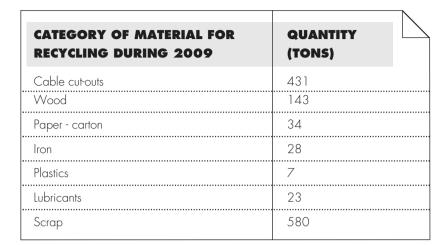












PACKAGING MATERIALS FOR 2009	QUANTITY (TONS)	
Wooden drums and palettes	2,492	
Plastic packaging film	20	

### 5.5 WATER AND ENERGY USE

### WATER

Water is used in production to cool cables at the plastics extrusion lines (where there is a water recirculation closed circuit, thus saving large quantities of water) and to generate steam. In addition, it is used in irrigation so as to preserve green areas (gardens, grass, etc) and for health and cleaning purposes.

During 2009, water consumption came to **4,400 m3.** 

It is worthwhile noting that within the Group, our plant is among the top ten plants in terms of water saving.

### **ENERGY**

Energy saving is of primordial importance for Nexans. For 2009, electricity consumption for motion, lighting, heating and cooling came to **13,300 MWh** and the necessary thermal energy from fossil fuels for steam and motion generation to **696 MWh**.

### 5.6 LUBRICANT AND OIL MANAGEMENT

Aluminium and copper drawing and rolling lubricants as well as machinery lubricating oils, after being used, are temporarily collected in sealed containers in a special fenced and roofed area of the plant. They are further taken by specialized licensed bodies with

whom our Company cooperates to final processing and distribution in compliance with legal provisions.

### 5.7 ENVIRONMENTAL COMPLIANCE

The Company fully complies with the requirements of both Greek and Community Laws and strictly abides by the approved environmental terms, this being confirmed by the relevant inspections conducted by the competent State Services.

# 5.8 INVESTMENTS IN ENVIRONMENTAL PROTECTION

In the context of environmental protection and prevention measures, the Company, assisted by the Group's central services and specialized external consultants, has drawn up an action plan to eliminate the risks from any pollution of the environment.

To this effect, our Company took the following actions:

- Construction of ground tanks for liquid storage.
- Extension of special areas for warehousing lubricants and machine oils.
- Construction of rainwater network cut-off systems.
- Total waste management via licensed bodies (lubricants, machine oils).







### 5.9 APPLICATION OF EU **REACH REGULATION**

In order to implement **REACH**, a European Union Regulation, which concerns protection from chemical toxic substances, the Group has put into effect a series of actions:

- It has set up a complete organization consisting of REACH Team at Group level which is supported by Senior Managers of the Group, Legal Advisors and Information Services.
- A REACH contact has been appoin-

ted in each country who is assisted by a group of technicians in each plant who are in charge of gathering all data on the raw materials used in our finished cables.

• In addition, our sales administrators are ensuring proper communication with customers.

Throughout the supply chain from the purchase of raw materials to production, sales and final promotion to customers, compliance with the regulation is controlled having as ultimate goal the distribution of safe products

(100% REACH compliant).



Our Company implements RoHS directive of the European Union which refers to the content of the company's products in heavy metals.



















### 5.11 PARTICIPATION OF **NEXANS HELLAS IN THE COUNCIL OF THE HELLENIC** FEDERATION OF ENTERPRISES (SEV) FOR SUSTAINABLE **DEVELOPMENT**

Our Company has been participating in the SEV Council for Sustainable Development since November 2008 as one of the 31 founding members of the relevant initiative of SEV Board of Directors. Its objective is to promote the Sustainable Development in the Greek business reality through communication, information, training, cooperation and promotion actions to the members and generally the society. **SEV Council for Sustainable** 

**Development** is the Greek department of the regional network of the World Business Council for Sustainable Development (WBCSD).

### 6. SOCIAL IMPACT

We commit to improve at all times the safe and healthy working conditions by applying modern working methods and minimizing any risks. We are interested in the prosperity of the local and wider society by strengthening actions that benefit citizens.

#### 6.1 OUR PEOPLE

NEXANS Hellas SA has 193 full-time employees to whom we provide safe and healthy working conditions. At the same time, through our participation in the Group's University called **Nexans** University we offer to our employees lifelong learning and training options while also reinforcing the dialogue with the Company's trade union.

We disapprove any form of forced or child labour and we require the same behaviour from the suppliers and subcontractors with whom we cooperate.

### **6.2 ORGANIZATION FOR HEALTH AND SAFETY**

In order to secure a healthy and safe working environment for the employees, visitors and third collaborators (the contractors' personnel), the Company has established a series of procedures in addition to those provided for by laws, which provide for responsibility posts and has designated powers

for the compliance with the health and safety measures in working areas.

Thus, constant supervision is ensured in each working area for the employees' compliance with safety procedures, the use of personal protective equipment and the performance of work in line with the approved working instructions.

As a result, any eventual risks are timely identified and all steps are taken either to eliminate them or diminish them at acceptable levels. In addition, efforts are made at all times to apply safer working methods.

As a factual proof of the strong commi-





tment to safety issues, the Company declared 2009 as the "Year of safety at the plant" and was happy to minimize the accident rate during this period. The Company has a Safety Technician and an Occupational Physician while the Occupational Health and Safety Committee consisting of employee representatives properly performs its duties.

# 6.3 RISK MANAGEMENT AT THE WORKPLACE

Based on the principle of prevention, risk management at the workplace is a continuous procedure in which the employees and the head of the specific working area participate substantially in addition to the institutional bodies (Safety Technician, Occupational Physician, and Occupational Health and Safety Committee). The procedure is





based on the methodology developed by the Group and is related to the processes carried out in cable plants and risk analysis per post. Thus, risks are evaluated for each post, the necessary measures are taken, proper working practices are adopted and the Personal Protective Equipment is accurately defined.

The Company makes its best efforts to create the adequate working conditions so that employees feel they are safe when working and that they run no risk provided they work in full compliance with the instructions in which they have been trained and of which they are aware.

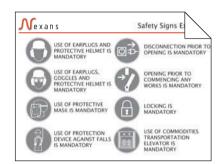
# 6.4 TRAINING IN HEALTH & SAFETY

The continuous training of all parties involved in the working area (employees and third parties) is a main strand for maintaining a safe and healthy working environment. To this effect, the Company implements a training program for everyone which includes:

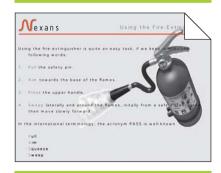
- General health and safety issues (first aid, fire safety and fire protection, electricity-related risks, safe circulation).
- Theoretical and practical training and methodology for safe execution of work in each Production post.
- Proper use of Personal Protective Equipment (PPE).
- Rules of safe behaviour.
- Special training in the performance of electrical tests.
- Safe loading-unloading.
- Safe use of hoisting machinery.

 Safe circulation plan (signage, marking).















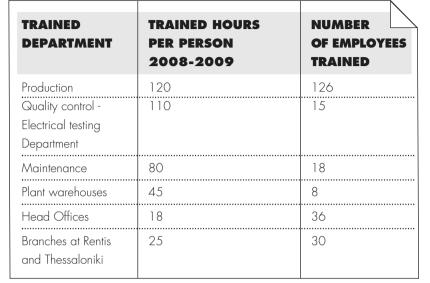














The substantial participation of the employees in the training program is a necessity. Fostering team spirit with the employees' actual contribution through proposals and ideas for improvement promotes the feeling of safety for everybody.

• Special measurements (noise, lighting, temperature, humidity, electromagnetic radiation, asbestos fibres).

### 6.5 2009 YEAR OF SAFETY



Nexans Hellas SA declared 2009 as "Year of Health and Safety".

In this context, a series of actions took place:

- Publication of a brochure on Health and Safety.
- Entrance signpost on safety issues according to the Group's standards.
- Elaboration and distribution of a brochure setting out safety instructions for visitors.
- Distribution of Personal Protective Equipment to visitors.
- Participation in Group meetings on Safety.











#### **6.6 SAFETY RATES**

In order to determine the safety level, the cases that entailed accidents are recorded and further analysed.

The relevant rates for 2009 are as follows:

Accident frequency rate (\*):

**2008:** 16.8 **2009:** 3.5

(\*) number of accidents reduced to 1,000,000 hours of work



Our Company actively contributes to the local communities where it operates by making donations to charitable children's foundations (like the CHILD'S SMILE) and contributing willingly to cultural events while also receiving and guiding in its premises school classes of all education levels.

The Company for years contributes to the organisation of the Maritime Week of the Municipality of Stylida, whereas in the past it has contributed to the Band of the Municipality of Lamia.

















