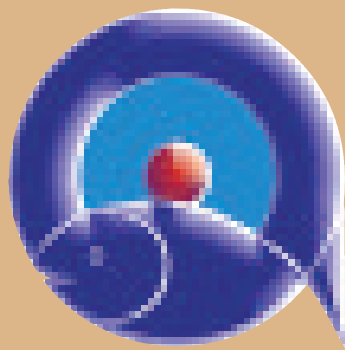


Corporate Social Responsibility REPORT



NIREUS

2012



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2012 

president's message



The past 25 years have provided many challenges for NIREUS, but also many opportunities, that we have weathered with dedication, hard work, innovation, and special responsibility towards all our partners and the society.

During 2012, we not just weathered the extreme challenges of the economy, but we also managed to strengthen the long-term sustainability of our Group through the increase of our sales and our presence in new markets.

We exported 77% of our products and 90% of our fish supporting the Greek economy with foreign exchange inflows and job preservation.

We supported our clients and the consumers with quality products that contribute to the sustainability of our planet.

We took care of the environment with actions and initiatives in all our facilities and with full transparency in disclosure of the data and results.

Moreover, we continued to support our employees and the society responsibly and consistently through a series of actions we present in the following Report.

Finally, I would like to thank our partners, shareholders and employees for supporting our vision during the past 25 years. At the same time, I would like to assure you that we will continue our journey under the same guiding principles: consistency, teamwork, collectiveness, encouraging innovation, and commitment to quality, which are today, more ever, crucial for the social progress and the economic reconstruction of our country.

Aristides Belles
President and CEO

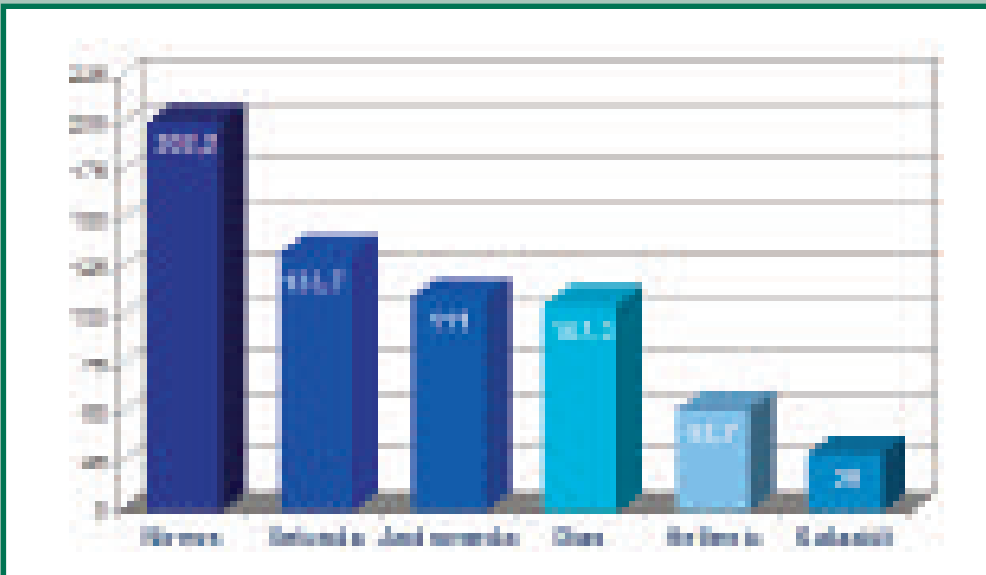
Years
1988-2013



COMPREHENSIVE BUSINESS DATA

NIREUS was established in 1988. In the 25 years of its operation it has become the largest company in both the production and the distribution of Mediterranean fish. Moreover, our group is among the 10 largest fish farming companies in the world.

The largest Greek companies in bass - bream farming - 2012 FY sales (mi €)



Sales of Andromeda are estimates

NIREUS group owns production facilities in 3 countries (Greece, Turkey and Spain) and maintains a top ranking position in all of its business: market-size fish, juveniles, fish feed. The Group is vertically integrated for the full value chain, producing fish feed, broodstock, juveniles, market-size fish, processed fish products and aquaculture equipment. **It owns two fish feed factories, 5 hatcheries, 42 on-growing farms, three pre-growing inland units for 10 gr. juveniles, 8 modern packaging units, a fish processing plant, an R&D center, and a company producing fish farming equipment, such as cages and nets.** Moreover, through its 100% owned subsidiary KEGOagri, the Group sells genetic material, equipment, nutrition and health products to aviculture and animal culture **in Greece and abroad.**

our group

FINANCIAL DATA

NIREUS group is active in 5 main sectors: • Fish farming (broodstock, juveniles and market-size fish) operating approximately 2.500 cages geographically dispersed. • Fish processing in a modern processing plant. • Fish feed with 2 factories each having an annual production of over 40.000 tons.

- Aquaculture equipment with the production and supply of specialized equipment to be used by the Group or sold to other companies.
- Industrial animal production, supplying integrated solutions and products of genetic material, nutritional supplements, farm equipment and veterinary medicine to aviculture and animal culture.

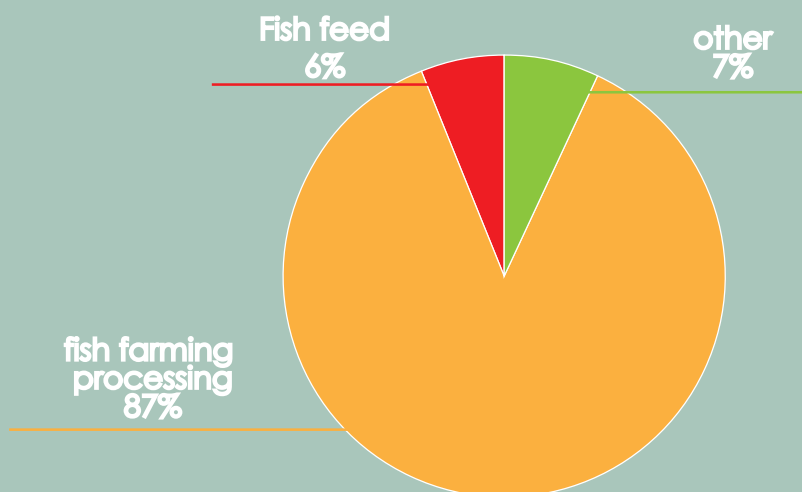
Fish Farming	Processing	Fish feed	Fish Farming Equipment	Aviculture Animal Culture
Broodstock Juveniles 2 gr. & 10 gr.	Filets	Bream	Cages	Genetic Material
Fresh Fish Bream Bass Meagre Pagrus Common Pandora Sharpsnout Bream	Gutted	Bass	Nets	Nutritional Supplements
	Frozen	Trout	Other	Medicine
		Other		Equipment

The most important sectors for the Group are fish farming and fish processing and they contribute most of the sales. Next comes the fish feed sector and the others follow.



2012 Sales distribution

Sales per sector 2012



The Group is export-oriented and ranks 1st in total export within the Greek food industry, contributing to the Greek national product, the primary sector, as well as the country's production and social welfare. In 2012, exports amounted to € 155.6 mi. The following table shows the contribution of the exports' share in total sales (77% for 2012).

exports share development

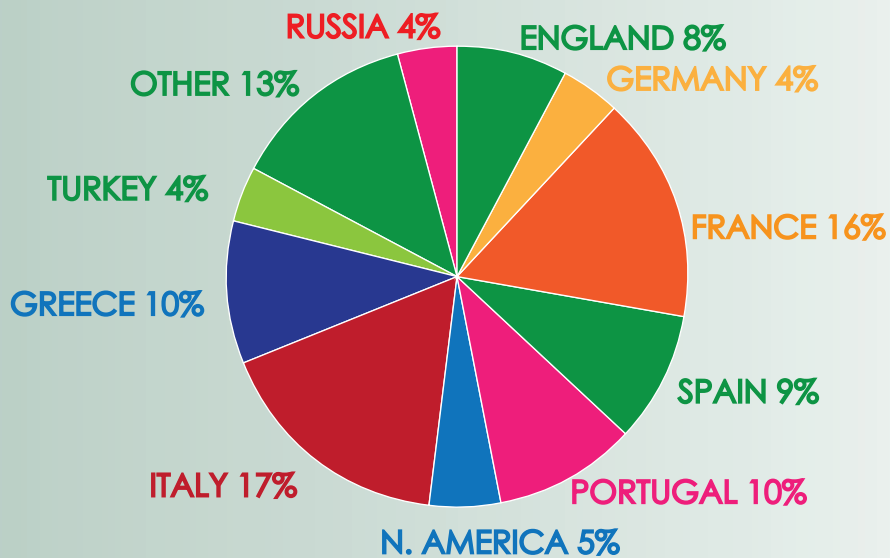


8

NIREUS is committed to its international expansion, focusing not only on exports, but also on international production. Apart from Greece, the company has production facilities in **Spain and Turkey**. It exports **90% of its fish to over 40 countries**, mainly in Europe, but also in North America, Africa and Asia.



2012 fish sales per country (% value)



NIREUS follows principles of social responsibility and sustainability and has received the Management Award for Sustainable Development. The company is certified according to ISO 9001: 2000, ISO 14001: 2004, ISO 22000: 2005, the BRC standards and the Global GAP standards.

NIREUS shares capital consists of 63.683.276 shares that are listed in the Main Market of the Athens Stock Exchange.

The company's shares participate in the composition of seven indices, from which the main are the General Index, the FTSE/Athex Mid Cap FTSEM and the FTSE/Athex Global Traders Index Plus, FTSEGTI.



Growth Path

The growth of the Group is based on the development and launching of new products and its geographic expansion into new markets. **The Group aims to gain international recognition for its Mediterranean fish farming products by placing emphasis on the high standards and the wide range of its products. The main products of NIREUS are sea bream and sea bass, which are available whole, filleted or gutted, fresh or frozen. Meagre and pagrus were introduced to the Greek and foreign market in 2010 and 2011, respectively.**

NIREUS has been a pioneer in opening up new markets since its establishment, It is now the leader in food exports in Greece and its fish are exported to more than 40 countries around the globe.

Its sales outside Greece amount to €156 million.





NIREUS' strategy focuses on further expansion, particularly into new markets such as North America, Eastern Europe and Asia. Through well-established partnerships, it aims to develop distinct segments of the seafood market in the above countries.

In an effort to strengthen its market position, it recently obtained certification for a new line of products on the Greek and European markets, according to the international GLOBALG.A.P. Aquaculture Standard for best aquaculture practices. This certification confirms the company's continuing effort to offer aquaculture products that are based on sustainability principles. The company aims to establish long-term partnerships with select customers and to jointly develop product specifications in accordance with particularly strict food safety and operational sustainability standards for end consumers.

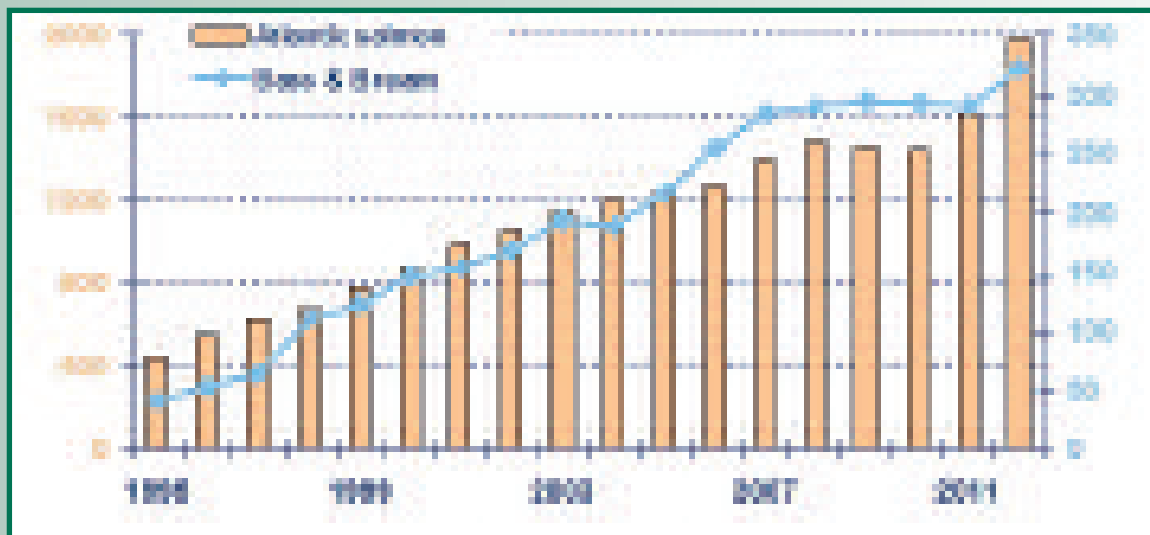


the Mediterranean first farming sector



Today, the sector produces over 300.000 tons of fish (sea bream, sea bass, sharp-snout bream, meagre, common pandora, etc.) with sea bream and seabass still being the main species produced. It is the second largest sector in marine fish farming globally after the sector of Atlantic salmon.

Global production of farmed marine fish (thou. tons)

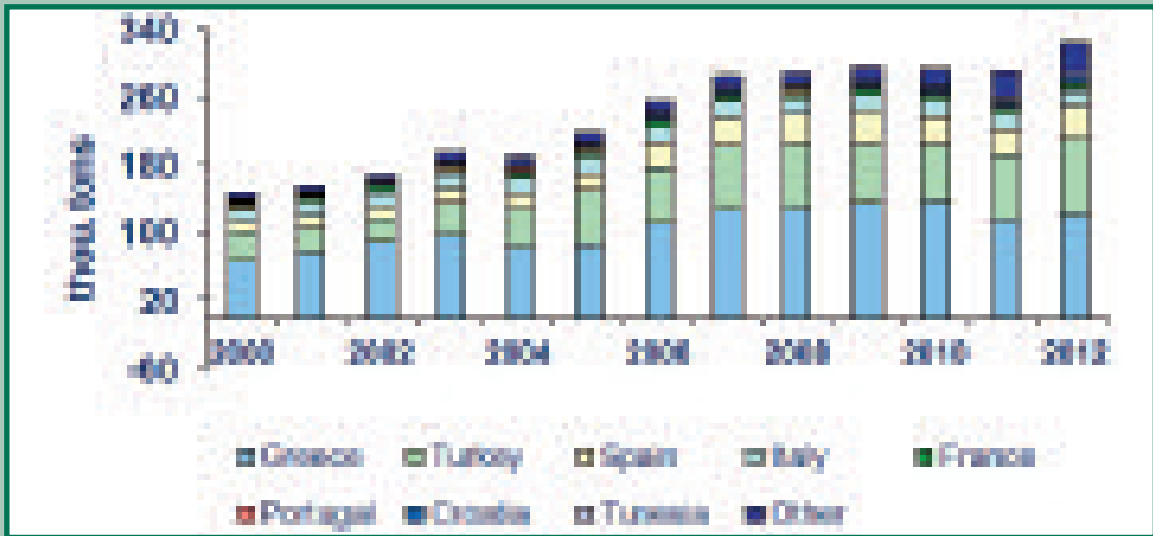


Greece is the main country producer of Mediterranean fish with a share approaching 40% of the world production. Approximately 30% of the world production takes place in Turkey, while the remaining 30% + is produced in other Mediterranean countries: Spain, Italy, France, Portugal, Malta, Cyprus, Israel, Croatia, Tunisia, a.o.



Global Production Development of Mediterranean Fish Farming

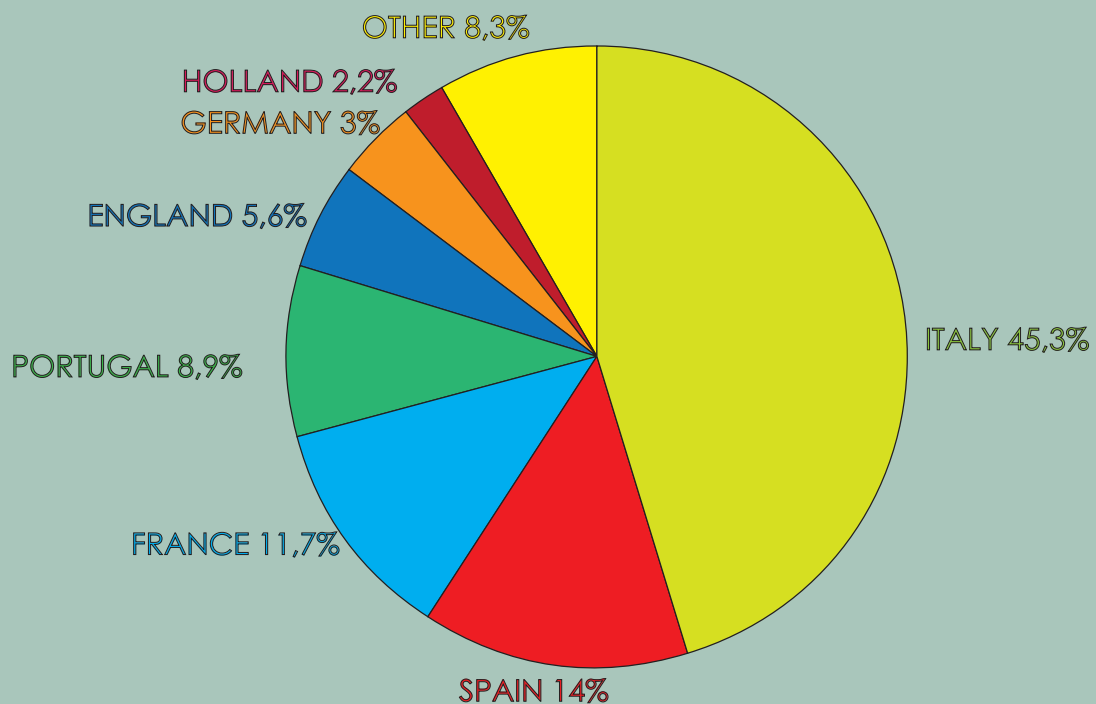
(source: Kontali Analyse)



Greek fish farming is export-oriented and one of the major export sectors of the Greek economy. Exports amount to 2/3 of overall production. The main destination of Greek farmed fish is Europe.

2012 Exports of Greek bass and bream

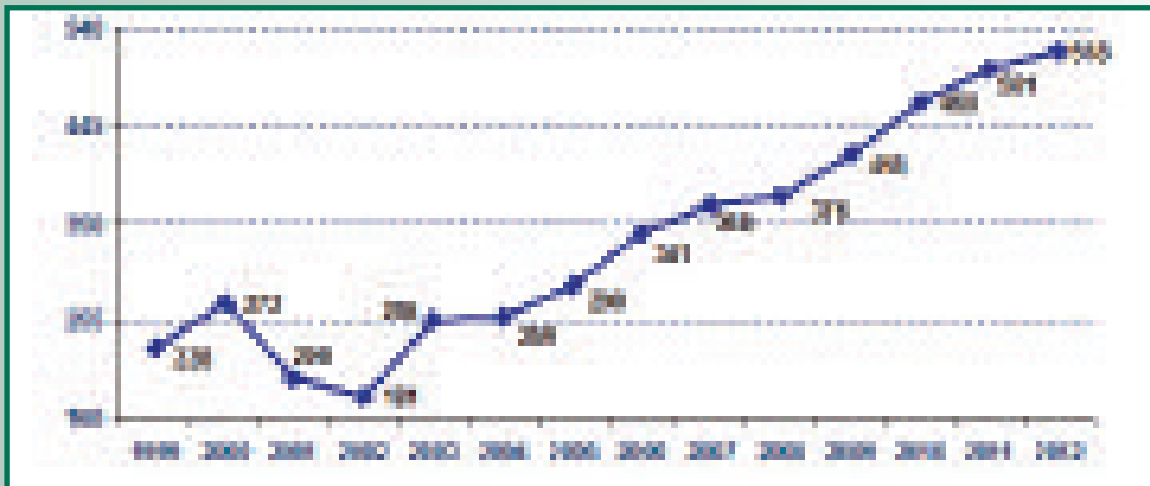
(source: Kontali Analyse)



Approximately 100 companies are active in the Greek fish farming sector. Their annual sales surpass 800 million euro and they provide employment to 10 thousand people in remote areas, away from urban centers. The largest 5 companies account for 2/3 of the sales, while the total sea area used for their facilities is 7.8 square km (in comparison, the airport at Spata occupies an area of 16.5 square km).

The Greek fish farming industry accounts for just 0.2% of the of the Greek gross domestic product, but fish exports account for 3% the country's exports and 12% of primary exports (National Bank of Greece study, 2010).

Greek fish exports 1999-2012 (mi. €) source: HEPO



According to data from the Hellenic Foreign Trade Organization, in 2012 fish exports captured the second place among exports of agricultural products, surpassing even the exports of cotton, olive oil and vegetables.

INDUSTRY	2012 EXPORTS VALUE (€)
FRUITS - NUTS	718.155.607
FISH (FRESH & FROZEN)	518.759.252
COTTON	443.277.198



subsidiaries



KEGOagri

KEGOagri is a 100% subsidiary of the Group and a leading provider of integrated solutions and products to the Greek animal production industry with a focus on poultry, pig and ruminant farming and the animal feed industry.

KEGOagri has established exclusive partnerships with global leading producers of genetic material, feeds, pharmaceutical products, biosecurity products and farm equipment.

The portfolio of products offered by KEGOagri meets the entire range of the producers needs for all animal species, enabling the production of top quality food for consumers at the lowest possible cost.

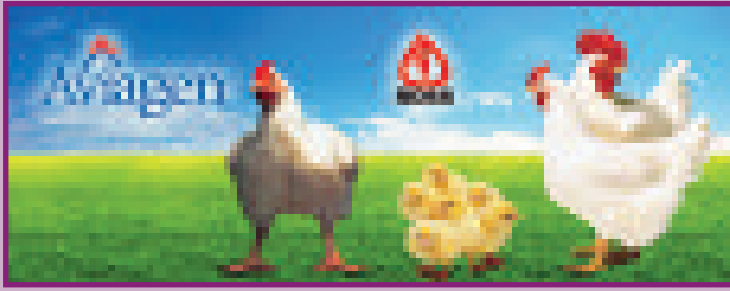
KEGOagri's main products and services are:

SELECTED BREEDING STOCK OF HIGH GENETIC MERIT

for pig, poultry and cattle farming through selective breeding programs.

- ▶ **KEGOagri has partnered with the world-renowned company HERMITAGE** and produces breeding pigs and semen at the company's owned nucleus farm in Viotia, meeting the needs of the Greek, Cypriot and Balkan countries markets.
- ▶ It provides **Ross chicks** from **AVIAGEN**, a global leader in poultry farming.
- ▶ It provides cattle semen from **Alta Genetics**, a world-renowned company.





KNOW-HOW AND TECHNICAL SOLUTIONS to producers, through specialized products and services, for nutrition, reproduction, management, veterinary and hygiene management.

FEED PRODUCTS FOR FOOD-PRODUCING ANIMALS

- ▶ It manufactures feed products for all animal species at Nireus' privately owned state-of-the-art plant, which has been certified according to the international EN ISO 9001:2008 and EN ISO 22000:2005 (HACCP) standards for planning, procurement, production, sales and quality control operations.
- ▶ It provides imported feed products manufactured by Lactalis, Lallemand, Suomen Rehu, Aveve and APC.

TECHNOLOGICAL EQUIPMENT

- ▶ **KEGOagri designs, builds and equips animal feed manufacturing plants in cooperation with Amandus Kahl.**
- ▶ It provides comprehensive stabling and feeding systems for poultry and pig farms in cooperation with the European companies Roxell, Fancom, Munters and Nedap.

BIOSECURITY PRODUCTS

- ▶ It is the exclusive distributor of **DUPONT** biosecurity products for the Greek market, including **VIRKON-S**, an innovative multipurpose virucidal disinfectant.

MEDICINES AND VACCINES

- ▶ It works together with producers and provides them with veterinary medicines and vaccines from all pharmaceutical companies.

FOCUS ON EXPORT ACTIVITY

Following the successful path of NIREUS and based on its successful exporting activity to Cyprus, KEGOagri aims to enter the markets of Turkey and the Balkan countries, as well as those of North Africa, including Tunisia.



Hera
Genetics

- Maximum Growth Rate
- Excellent Feed Intake
- Excellent Feed Conversion Efficiency
- Maximum ADG
- High Kill out % & Carcass Yields
- Maximum Hybrid Vigour and Disease Resistance
- Superior Piglet Viability
- Excellent Meat Quality
- High Health Status

Subsidiaries

PARTICIPATION IN TRADE FAIRS

The company successfully participated in the following fairs:

NOVISAD AGRICULTURAL FAIR, held in Serbia in May 2012, and **INTAGRA 2012**, held in Romania in October 2012, where the company was able to present its full range of products and contact leading producers of the Balkan countries.

The company took part, together with NIREUS, in the most important fair of the industry held in Saudi Arabia: **SAUDI AGROFOOD-SAUDI AGRICULTURE**, that took place in Riyadh in September 2012.

SEMINARS AND WORKSHOPS for PRODUCERS in the industry

APRIL 2012

Workshops to inform cattle farmers, in cooperation with ALTA GENETICS

Cattle farmers were trained by specialized ALTA GENETICS scientists on cattle reproduction and on how to deal with heat stress in order to optimize reproduction.

OCTOBER 2012

A workshop to inform poultry farmers and producers of ROSS 308 parent stock by PINDOS COOPERATIVE in Ioannina.

A workshop, conducted by scientists from AVIAGEN and KEGOagri, that focused on the latest developments on the effective management of ROSS 308 flocks, with an emphasis on biosecurity and appropriate farming procedures.



PROTEUS

PROTEUS is a subsidiary of the NIREUS Group specializing in the production of technological equipment and integrated top-quality technical solutions to meet the entire range of needs of the Group, as well as those of Mediterranean fish farming producers worldwide. It is regarded as one of the strongest aquaculture equipment producers in the Mediterranean, and is highly trusted by both the local and foreign markets.

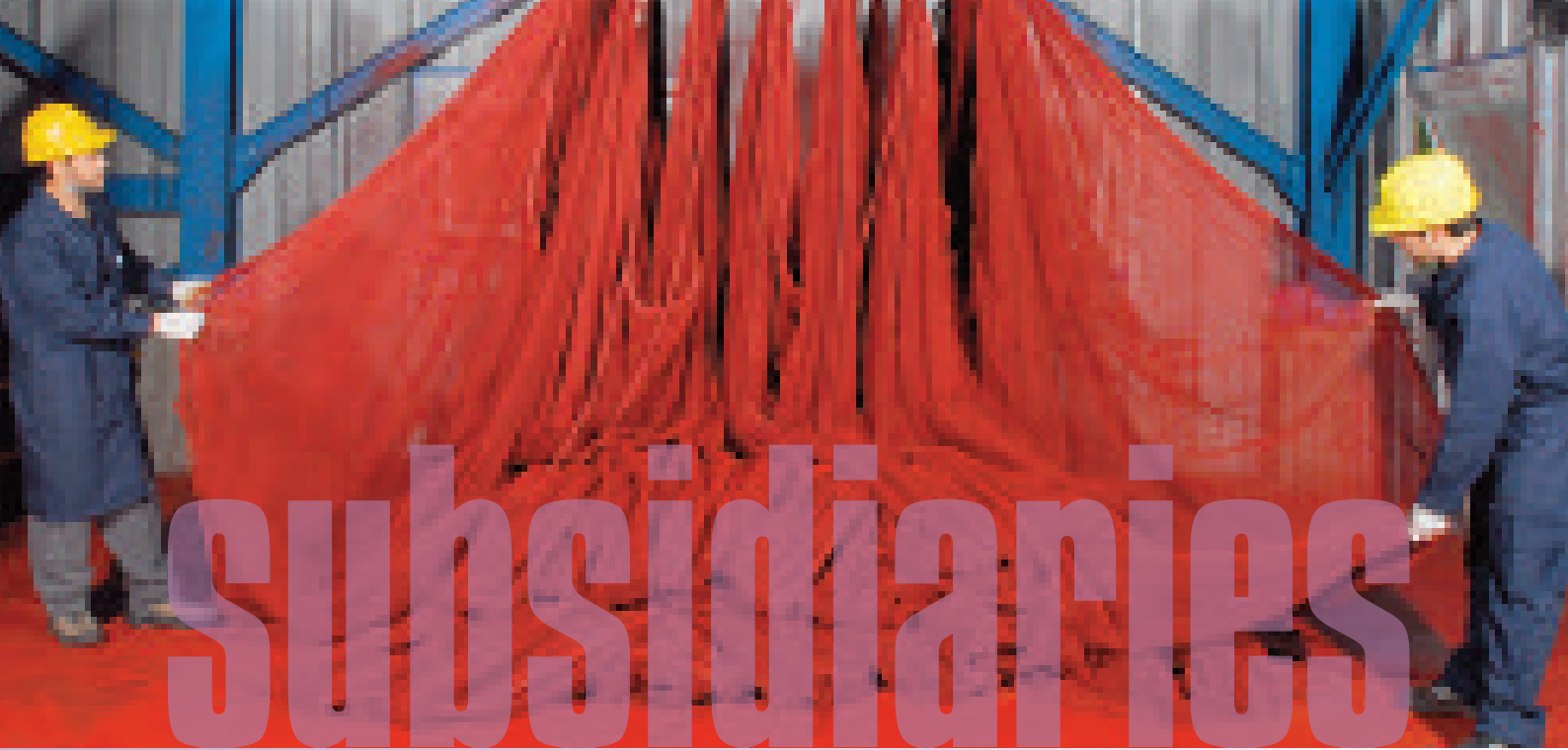
PROTEUS offers integrated technical solutions for Mediterranean fish farming and is able to complete and deliver turnkey projects, from the conceptual design and feasibility study to the construction and equipment of hatcheries and fish processing, packaging and farming plants.

At its modern plant on the island of Chios, the company combines strictly chosen quality procedures and carefully selected materials to manufacture and repair nets for fish farming cages. It also manufactures heavy-duty cages in all types and sizes for open-sea fish farming operations.

PROTEUS has innovative pioneering systems and offers nets with a longer service life that help the industry businesses to reduce costs substantially.

PRODUCTS & SERVICES

- ▶ Conventional nets, reinforced nets and nets made of Dyneema
- ▶ Nets for tuna farming
- ▶ Cages of all types and sizes for Mediterranean fish and tuna
- ▶ Mooring systems and accessories
- ▶ Boats and barges
- ▶ Equipment, submerged cameras, control systems, feeding cannons for fish farms
- ▶ Water treatment equipment and systems for hatcheries
- ▶ Integrated solutions for the design and construction of aquaculture facilities
- ▶ Innovative net cleaning systems (RONC)
- ▶ Grading equipment (Flexipanel)
- ▶ Vaccinators for juveniles
- ▶ Vaccination needles for juveniles and vaccinator spare parts
- ▶ Repairs of net cages
- ▶ Repairs and alterations of fish farming cages



subsidiaries



Export Activity

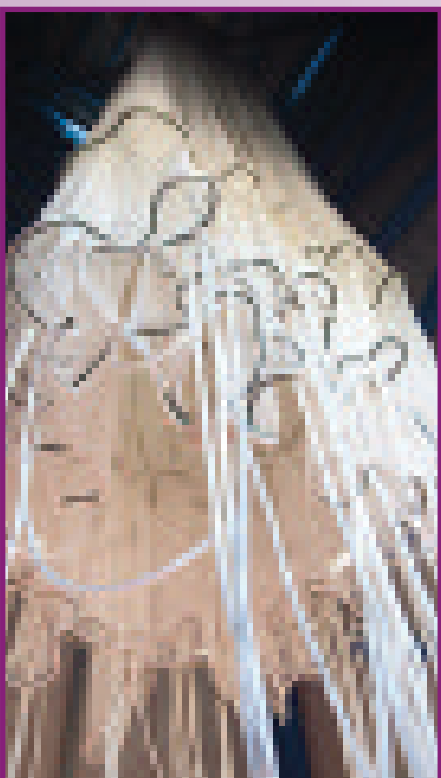
The company aims to further expand its export activity both in markets where it holds a high market share and in other markets with strong growth prospects, such as those of North African and Arab countries.

Research and Development

As part of an EU program, the company has established partnerships with universities and research institutes, as well as other European companies to manufacture innovative sensor-equipped fish farming cages.

PROTEUS, in cooperation with the Greek Institute of Copper Development, conducts research on innovative products based on copper, such as the production of copper nets that contribute significantly to reducing the cost of maintenance and cleaning.

Its collaboration with the Dutch company MLCANTI focuses on replacing conventional anti-fouling with a special THORN-D treatment in order to provide modern producers with low-cost maintenance and cleaning products. The test results will be presented in the second half of 2013.





ILKNAK

Ilknak was established in 1996 and has been a subsidiary of the NIREUS Group since 2005. **The company is among the very few vertically integrated producers of Mediterranean fish in Turkey.** Its production facilities are located in Dikili, 100 km north of Izmir, and its headquarters are in Izmir.

Ilknak owns a modern hatchery, 2 fish farms and a packaging plant certified for exports to the European Union. It produces sea bream and sea bass juveniles and a variety of farmed fish, such as sea bream, sea bass, shi drum, sharpnout bream and meagre.

The company holds a leading position in the Turkish juveniles market and its juveniles are renowned for their high quality, health and growth rate.

Ilknak products are marketed in the local and European markets through Miramar, a subsidiary of NIREUS group established in 2006.

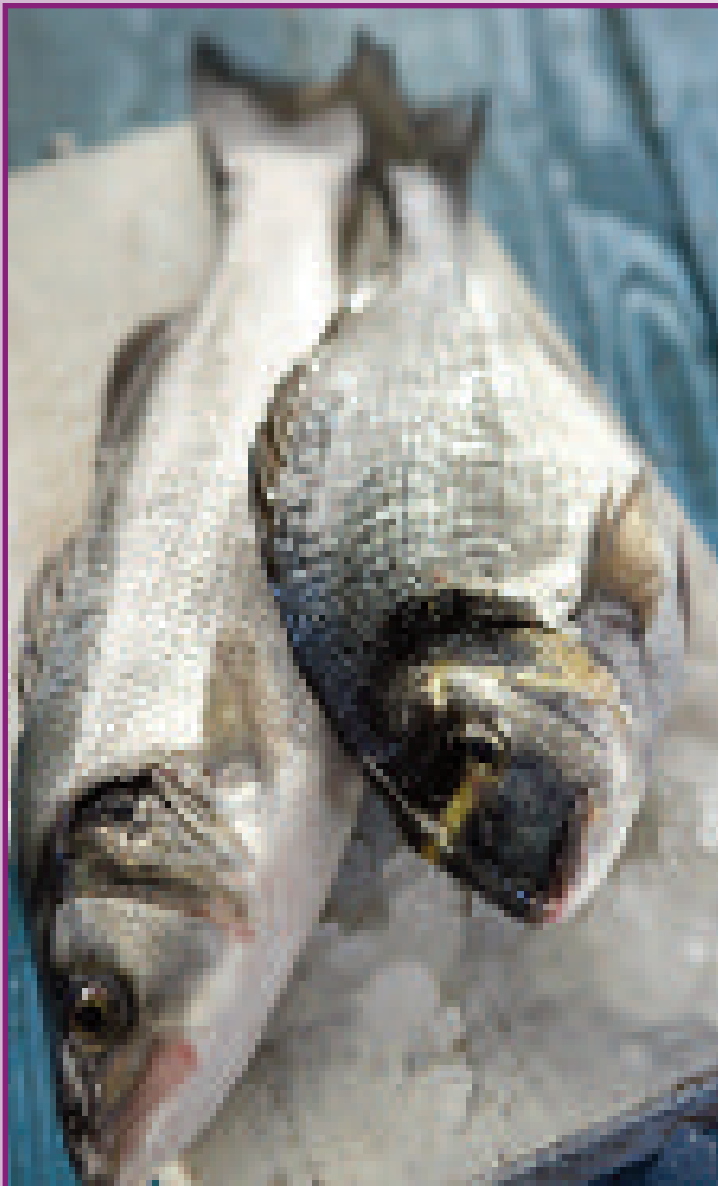
Both Ilknak and Miramar have received numerous awards for their export activity and foreign currency inflows from trade, their profitability and payment of corporate taxes.





subsidiaries

PREDOMAR

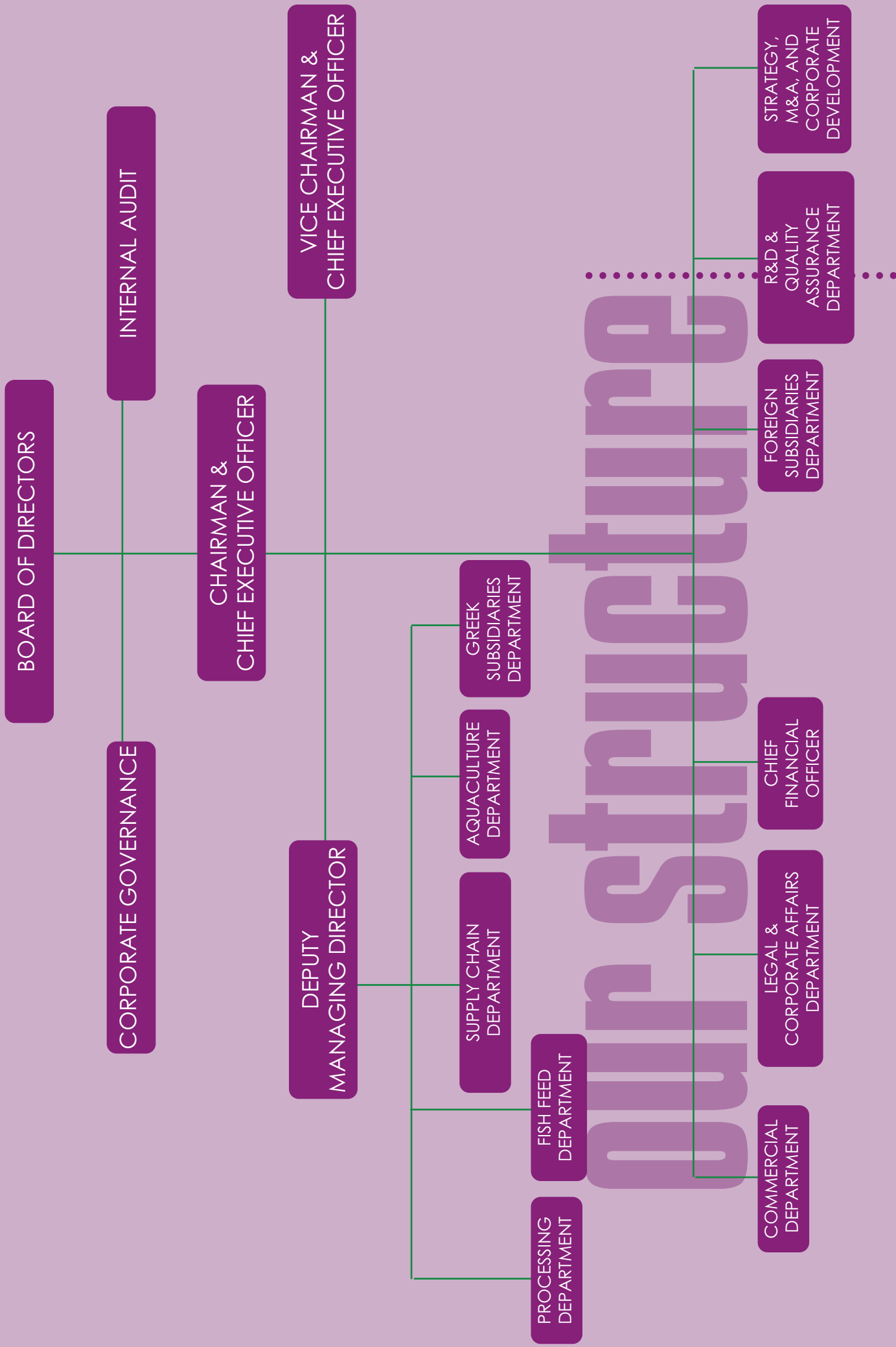


Predomar was established in 1999 and has been a subsidiary of the **NIREUS Group** since January 2007.

The company owns a pre-growing farm for sea bream and sea bass juveniles with an annual capacity of 20 million pieces in Carboneras, near the town of Almeria, Spain. Predomar also operates an open-sea on-growing farm for sea bream and sea bass.

Predomar's production in juveniles and fresh fish meets the needs of the local Spanish market.





Our structure



The company's Board of Directors serves a five-year term and consists of the following members:

Aristides Belles, CHAIRMAN
Nikolaos Chaviaras, VICE CHAIRMAN
Antonios Chachlakis
Epaminondas Lambadarios
Constantinos Lambrinopoulos
Lito Ioannidou
Markos Komondouros

The following committees support its operation:

- Audit Committee
- Strategic Planning Committee
- Committee on Corporate Governance

The other governing bodies of the Group are:

- Board of Company Management
- Board of Group Management
- Group Executive Committee
- Documentation, Organization & Planning Unit

The Board of Directors meets once a month to define the company's strategy and to examine current issues.

The Group Executive Committee meets at least once a month or more frequently if urgent administrative issues arise in the interim. It addresses and resolves company administrative matters and makes relevant recommendations to the Board.



1988

Establishment of the company -
operation as an on-growing farm until 1990

1991

Construction and operation of the first hatchery

1994

Merger with PROTEUS Aquaculture

1995

Listed on the Athens Stock Exchange (parallel market)

1995-1996

Acquisitions/Mergers aimed at increasing production capacity

1996

Establishment of PROTEUS EQUIPMENT

1996-1997

Purchase of a factory in Koropi and relocation of the offices;
commencement of operation of the processing,
packaging-storage and shipping units for seafood.

1998

Establishment of FEEDUS and commencement
of fish feed production

■ Transfer of shares from the parallel market to the main market
of the Athens Stock Exchange

■ Expansion of company activities to the United Arab Emirates,
through a holding in INTL FISH FARMING COMPANY

1999

Acquisitions/holdings in companies (SARANTIS - EUROCATERERS)
aimed at further strengthening the company in the food and
aquaculture (FOKIDA FISH FARMS) sectors

2000-2001

Restructuring of the Group through mergers
(AEGEAS S.A. - OINOUSSES AQUACULTURE), acquisitions
(ICHTYOFARMA Ltd) and participations (INTERPESCA S.A.)



2003

Establishment and operation of the company “BLUE FIN TUNA” with the participation of NIREUS S.A., SELONTA A.E.G.E. and AUSTRALIAN FISHING ENTERPRISES

2005

NIREUS S.A. entered into contract, as strategic investor, in the settlement between SEAFARM IONIAN S.A. and its creditors

2005-2006

Entry of the company into the Turkish market through its participation in the Turkish aquaculture company ILKNAK

2006

Further restructuring of the NIREUS Group through mergers (FEEDUS-FOKIDA FISH FARMS, MYLOKOPI FISH FARMS, etc.)

- Establishment of NIREUS INTERNATIONAL LTD and acquisition of MIRAMAR (Turkey)
- Agreement with AB Vassilopoulos for the sale of branded farmed fish through its stores (AB CHOICE - NIREUS)

2007

- Acquisition of the listed company KEGO S.A.
- Acquisition of the Spanish company PREDOMAR
- Acquisition of the Turkish company CARBON A.S.
- Construction and operation of a modern pre-growing farm in Thesprotia

2008

Merger with KEGO S.A., spin-off of KEGO's agri sector that formed the subsidiary KEGOagri S.A.

2009

Establishment of NIREUS branch in Milan, Italy, at TRADIMAR's premises

2010

Award in the “Environmental Management” category from the GREEK ASSOCIATION OF ENVIRONMENTAL PROTECTION COMPANIES (PASEPPE)



our values





Since its foundation, our company has been working with a **vision to establish itself as a leader in Mediterranean fish farming** among the top five producers of seafood in Europe, producing **healthy products with high nutritional value and affordability** for consumers and catering to its shareholders, its employees, the environment and the social needs of the regions where it operates.

Following are the values that govern our operation:

- Business ethics
- Teamwork, speed, collaboration and commitment to results
- Leadership by example
- Employee job satisfaction and work –life balance
- Customer satisfaction and cooperation with customers and suppliers having the same values and business standards as we do
- Systematic support of innovation
- Production, processing and distribution of our products in the most environmentally friendly manner
- Communication with shareholders and investors
- Leadership and professional excellence

Furthermore, Chapter VII of the company's Internal labor Law, titled "**Protection of interests and resources**", refers, among other things, to the principles of business ethics and company employee conduct towards customers, suppliers and other partners.



Because we want to ensure consistently high quality products for our customers, we seek to obtain certification according to international standards.

Nireus is certified by recognized certification organisms for the following:

EN ISO 9001:2008

For the Quality Management System



EN ISO 14001:2004

For the Environmental Management System



EN ISO 22000:2005

For the Hygiene and Food Safety System



BRC

(British Retail Consortium)
Global Standard
για την Ασφάλεια
Τροφίμων.



Certifications



GLOBALG.A.P.

GLOBAL G.A.P

In 2012, NIREUS obtained certification according to version 4.0 of the GLOBALG.A.P standard for aquaculture

GLOBALG.A.P



human resources

human resources indexes

Staff turnover	2,4%
Percentage of work accidents of which fatal	1,45% 0

DISTRIBUTION BY GENDER

	GROUP
MEN	76,00%
WOMEN	24,00%

DISTRIBUTION BY AGE

	GROUP
20 to 30	14,00%
31 to 40	38,00%
41 to 50	32,00%
>50	16,00%



In December 2012, the NIREUS Group employed 1,075 people in Greece. Apart from the labor workforce that represents the majority of its personnel, there are also employees with various specialties appropriate to the needs of the business:

- **ICHTHYOOGISTS**
- **BIOLOGISTS**
- **AGRICULTURISTS**
- **VETERINARIANS**
- **CHEMICAL ENGINEERS**
- **MECHANICAL ENGINEERS**
- **ICHTHYOPATHOLOGISTS**
- **FOOD TECHNOLOGISTS**
- **LAWYERS**
- **ECONOMISTS**
- **ACCOUNTANTS**
- **ELECTRICIANS**
- **DIVERS**
- **CAPTAINS**
- **SALES PERSONNEL**

Given the wide dispersion of our branches, the Group is the largest and most preferred employer in most areas. The selection of personnel is based on merit, without gender or age discriminations, and on formal qualifications and aptitudes, experience and, where appropriate, on personal interviews. In the rural areas, preference is given to workers from local communities. There is a management-approved recruitment procedure in place, which is strictly followed by all branches of the company.



health and safety at work

Our company is particularly sensitive to health and safety issues because most of our work takes place at sea.

All facilities are regularly visited by occupational physicians, and employee medical records are maintained.

Moreover, inspections are carried out at regular intervals by safety engineers who verify compliance with safety rules and train employees in the use of personal protective equipment. All employees working around fish cages are required to wear special lifejackets suitable for work in fish farms.

In 2012, we had 15 minor work accidents (in a total of 1,075 employees), which is a very low rate given the nature of the company's business and the dispersion of its sites all over Greece. Work accidents are one of the evaluation indexes for our production supervisors' performance appraisal system.

evaluation, salary and benefit systems

Job descriptions have been prepared for all work positions within the company and, apart from the central organizational chart, each individual department has its own detailed organizational chart. Furthermore, the operating procedures of each department are documented under the ISO system.

Since 2009, the group has applied the Performance Appraisal System based on quantitative and qualitative targets, which are set each year according to the company's strategic goals and communicated to the employees.

The performance appraisal system is linked to the salary and benefits system of the company, with a career plan and an annual training and development program for each employee (for a period of two or three years).

communication

At the **NIREUS Group**, we believe that the basis for **strong and healthy working relations is two-way communication**, which is compatible with our human-centered culture.

Management communicates with employees in person by visiting the local branch offices and through internal memos that are distributed through our internal mail system and posted on all bulletin boards.

All employees have access to senior management levels, either in person or in writing. With regard to the company code of conduct, all employees are encouraged to report any infringement that they become aware of so it may be addressed immediately to the benefit of all and so that justice is done. That is why the **codeofconduct@nireus.com** e-mail address was set up, which is absolutely confidential and is addressed exclusively to the **Legal and Corporate Affairs Department**.

From the children's painting contest titled "There was a little ship"

1ST PRIZE

human resources

other voluntary company benefits for employees

In addition to the above, our company also provides its employees with:

- Interest-free loans to help with serious economic problems (especially health-related issues).
- Wedding and childbirth gifts (money).
- A painting contest for the children (aged 8-12) of employees with a €500 cash prize for the winner and €100 for the others. One of the paintings becomes our company's Christmas card and every child that participates receives drawing materials as a gift.
- A café-restaurant with special prices for the staff of the headquarters in Athens.
- Discount on company products.
- Extra days of sick leave per year without justifying documents.

Children's painting contest

The company sponsors a children's painting contest every year. This year's contest was titled "There a little ship", and the prizes were awarded as follows:

1st Prize - Lambrini Giopanou

from Astakos, Aitolookarnania

2nd Prize - Evangelia Avagianni

from Koropi, Attica

3rd Prize - Leonidas Mendrinos

from Koropi, Attica

4th Prize - Alexandra Gavera

from Ormos Xydias

5th Prize - Paraskevi Gavera

from Ormos Xydias

6th Prize - Paula Kenzal Ruiz

from subsidiary Predomar



Since its establishment, **NIREUS Group** has been distinguished by its business ethics and the long-lasting values that mark each aspect of its activity, regardless of where it is conducted.

These values were incorporated in the Code of Ethics, which defines the company's orientation toward each shareholder, associate, customer and employee. They reflect our commitment to exemplary behavior and an ongoing effort for improvement in all areas.

Compliance with the laws and observance of all relevant obligations those laws entail are the Group's key principle for all its operational units, be they in Greece or abroad.

Compliance with legislation is a factor in preventing business risks and an important token of good management.

The **NIREUS Group** places particular emphasis on implementing all Corporate Governance guidelines, as established at an international level, **focusing mainly on providing investors and competent authorities** with thorough and timely information about any important matter relating to significant developments or financial data, as well as the protection of shareholder interests and rights.

Communication with and information to all stakeholders about our activities are a primary concern for us as they, in addition to contributing towards complying with **mandatory provisions**, ensure the required level of transparency and establish a trusting relation with the company.

Continuous enhancement of computer systems and effective performance of internal audit processes, in conjunction with the certified comprehensive quality control systems used by the Group for a number of years, ensure smooth and good internal operation of the Group companies, to the benefit of shareholders, as well as our suppliers and customers.

Business Ethics



The Group holds a leading position in the Mediterranean fish farming industry, always applying fair competition practices.

The key weapons we use in the international free market “battle” include our constant endeavor to **satisfy our customers and our reliable transactions.**

NIREUS looks for and rewards any scientific or technical innovation capable of bringing about cost reductions and growth in the industry in general, where its application is always based on its positive effect on the ecosystems affected by company activities.

The fact that aquaculture is highly compatible with the environment does not mean the Group can relax in its vigilance. On the contrary, it is an incentive for further improvement.

The working environment at the Group is human-centered. It is marked by meritocracy, respect for the individual, teamwork and non-negotiable moral values.

NIREUS employees are given equal opportunities for training, skill development and salary increase within the Group, irrespective of gender, nationality, political or religious convictions, and they are entitled to work under excellent health and safety conditions.

Our people, however, also have a duty and responsibility to always act in accordance with the law and moral principles, to perform their duties without influence or reward from third parties, to abide by professional obligation to maintain confidentiality and to abstain from any illegal commercial or other practice or any use of insider information.

By complying with the above obligations, as well as those detailed in writing in the company’s by-laws and labor regulation, all employees contribute towards the prevention and/or proper handling of any incident of abuse, corruption or incorrect practice, and thus help protect the company’s reputation.

Finally, Group employees are encouraged to participate in volunteer CSR actions and to generally be sensitive to issues relating to the local communities where the Group is active.



Environmental and health & safety training programs

As part of providing Group staff with training, food health and safety (HACCP) **information seminars, training programs** on the international **GLOBALG.A.P.** standard, as well as workshops on carbon dioxide footprint calculation, analysis and reporting techniques in product distribution were held at our headquarters, at branches in various parts of Greece, as well as at external training facilities.

Twenty-one persons from different disciplines, mainly ichthyologists, fish farm workers and food technologists, attended the HACCP seminars held at the hatchery in Chiliadou, Nafpaktos, Fokida, and twelve persons attended the seminars held in Aliveri, Evia.

The training seminars discussed such issues as worker personal health and hygiene, food contamination risks, factors affecting bacterial growth and food preparation health considerations.

An intra-company seminar on the GLOBALG.A.P. standard, which is an internationally accepted and recognized standard for primary production and is applied in more than 80 countries all over the world, was held at the headquarters in Koropi.

The standard is used to ensure that foods are produced responsibly under environmentally friendly conditions. It fully covers the entire production chain, from brood stock, to raising, fishing and processing, and includes 200 requirements relating to the quality and safety of food, the well-being of the animals raised, the safety of employees, and the protection of the environment and the ecosystem. **The seminar was attended by 10 persons from different disciplines, such as ichthyologists, chemists, heads of production and food technologists from throughout Greece.**

Moreover, a **workshop on the carbon dioxide footprint and product distribution issues** held in October was attended by three persons from the Logistics Department.

Among other things, the discussions focused on methods and techniques used to calculate the carbon dioxide footprint and best practices and technological solutions aiming to reduce the footprint and cut down on energy and fuel consumption.



training programs

Training and development

Emphasis was placed in 2012 on long-term staff training programs, providing employees with an opportunity to expand their knowledge and know-how relating to their respective posts.

We collaborated with the following training organizations:

- The **Athens University of Economics** on the 100-hour long postgraduate program “**Accounting and Finance**”.
- The **Hellenic Management Association (HMA)** on the programs “**MBA in Management**” and “**Chartered postgraduate Diploma in Marketing**”, of a duration of 100 and 70 hours, respectively.
- The **training company Humantec** on the 120-hour long program “**Certificate of competence in purchasing and supply management**”.

In April, the changes brought about by the new laws adopted under Memorandum II and the modifications that resulted from the legislation on labor and social security made it necessary to conduct a seminar on these changes. The 8-hour long seminar was held at our headquarters in Koropi and was attended by a total of 8 persons from the Payroll Department working throughout Greece.

Moreover, training through a tax-focused seminar titled “**Changes to the income tax charged on natural and legal persons pursuant to Law 4002/2001**”, as well as training relating to the Transaction Tax-Reporting Code were also provided and attended by a total of 15 persons from the Accounting Department.



As regards to employee training on food health and safety, HACCP-related seminars were conducted in June at the hatchery in Chiliadou, Nafpaktos, which were attended by 21 persons from different disciplines, and at our branch in Aliveri, Evoia, which were attended by 12 persons; the total duration of the seminars was 21 hours.

As part of the effort to contribute to the **development and training of NIREUS' employees**, foreign language (English, Italian and Spanish) courses were conducted at our headquarters and in various parts of Greece. Participants were mainly from our branches in various parts of Greece — Astakos, Aitolokarnania; Chiliadou, Nafpaktos; the on-growing farm in Igoumenitsa; the shipment unit and fish feed plant in Patras, among others. The total duration of the courses was 658 hours.

There was also increased participation in conventions focusing on different topics, such as:

- the **genetic selection program dealing with fish reproduction and brood stock management techniques**, held in April;
- the **5th Credit Risk Management Convention** and the 11th Convention of FCOs, in cooperation with ICAP Group and KPMG;
- the **8th People Management Executive Seminar and the HR Forum 2012** in October and June, respectively, in cooperation with Boussias Communications and the Greek People Management Association.

A total of 57 training courses on various topics were conducted during the year at the headquarters and the individual branches of the Group, of a duration of 1,507 hours and a cost of € 77,266.



participation

in the

UN

Global Compact

Our company has been participating in the United Nations Global Compact since 2008, supporting its 10 principles. For this reason, in the years 2009, 2010, 2011 and 2012 it issued a letter of compliance with the principles of the Compact regarding human rights, labor, the environment and anti-corruption. In particular:

HUMAN RIGHTS:

PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights.

PRINCIPLE 2: : Businesses should make sure that they are not complicit in human rights abuses.

Our company is committed to supporting the UN Universal Declaration of Human Rights and complies with relevant legislation (both in Greece and in the countries where it operates).

Every year, we provide support to various social groups with donations of our products and through sponsorships. We also offer our facilities to universities for the training of their students.

LABOR:

PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

PRINCIPLE 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

PRINCIPLE 5: Businesses should uphold the effective abolition of child labor.

PRINCIPLE 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Our company acknowledges that its most valuable asset is its people and therefore ensures that it offers them opportunities for professional advance-



ment through training and other activities, and helps balance work and personal life through a variety of corporate benefits. In addition, there is full compliance with Greek Labor Law.

There is also a labor union at the company, with which the management maintains open and frequent communication.

Our company does not endorse or encourage child labor.

ENVIRONMENT

PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges.

PRINCIPLE 8: Businesses should undertake initiatives to promote greater environmental responsibility.

PRINCIPLE 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

As for its environmental policy, our company is committed to:

1. complying with environmental legislation;
2. preventing contamination of marine and coastal facilities;
3. maintaining the quality of the marine environment that surrounds its facilities;
4. promoting recycling;
5. monitoring the environmental performance of all its plants;
6. providing appropriate environmental training to its employees;
7. cooperating with third parties to promote common environmental objectives.

ANTI-CORRUPTION

PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our company is against any form of corruption (e.g. bribery, money laundering, disobedience to the laws, extortion, etc.).

We have established purchasing procedures that govern the operation of the Procurement Department and require that at least 3 bids be obtained from different suppliers. The bids are evaluated and signed by all members of management before a supply contract is awarded. There is also a list of approved company suppliers.

Moreover, the financial statements are audited by an international auditing firm on an annual basis, whereas ordinary and extraordinary audits are performed on all departments by the Internal Audit Department.



Now that the society is facing the greatest challenges ever due to this unprecedented economic crisis, sustainable development has become particularly important to ensuring a more viable present and a promising future.

Our company, as an entity inseparable from the society in which it operates, both affects and is affected by the circumstances of our time and its place of action.

It acknowledges its responsibility to the society and the environment.

It respects the principles and values that characterize our culture and responds to social challenges and sensitivities.

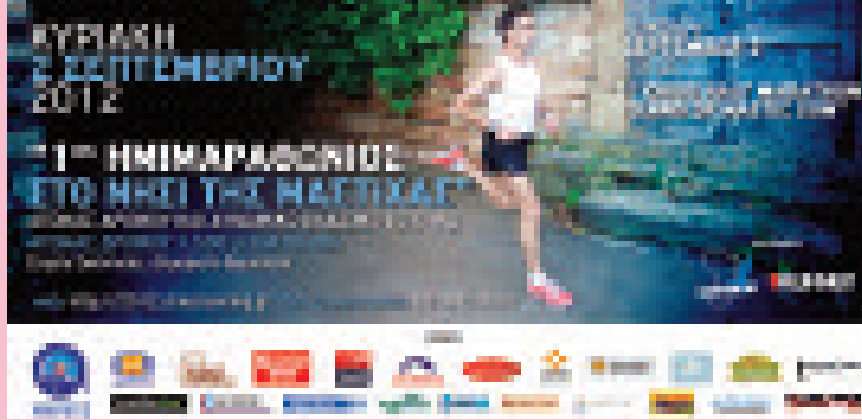
The actions that we undertake cover basic needs and offer relief to local communities, which we recognize as being our key stakeholders.

The main social contributions made by our Group in 2012 relating to the four key Corporate Social Responsibility (CSR) aspects are:

society

- "ANADYSI", AIGINA
- GENERAL HOSPITAL OF CHIOS
- "SENIOR CITIZENS OF KOROPHI – AGIA MARINA" LIFELINE
- CARITAS ORGANIZATION
- MUNICIPALITY OF ARISTOTELIS, ARNAIA, CHALKIDIKI
- MUNICIPALITY OF KYMI - ALIVERI
- MUNICIPALITY OF PAGONIA, AITOLOAKARNANIA
- MUNICIPAL NURSERY OF ATHENS
- PAMMAKARISTOS INSTITUTION
- GALILEE PALLIATIVE CARE UNIT, SPATA
- HOLY DIOCESE OF KIFISIA
- HOLY DIOCESE OF NIKAIKA - KORYDALLOS
- HOLY TRINITY CHURCH, NIKAIKA
- ST. DIMITRIOS CHURCH, KOUVARAS
- "IRIS", SOCIETY FOR THE PROMOTION OF PSYCHOSOCIAL HEALTH
- SOCIAL GROCERY STORE OF AMAROUSION
- SOCIAL GROCERY STORE OF AMFISSA



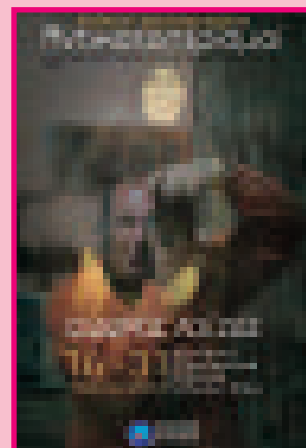


- SOCIAL GROCERY STORE OF MESSOLONGHI
- LYREIO CHILDREN'S INSTITUTION
- MEROPEION PHILANTHROPIC FOUNDATION
- FIRE DEPARTMENT OF KOROPI
- FIRE DEPARTMENT OF MESSOLONGHI
- ST. ALEXANDER GIRLS' HOME OF PALAIO FALIRO
- ASSOCIATION FOR THE PROTECTION AND DEVELOPMENT OF THE GULF OF CORINTH
- "ONISIMOS" ASSOCIATION FOR AID TO PRISONERS
- GREEK GUIDING ASSOCIATION
- FORKLIFT OPERATORS ASSOCIATION, PATRAS
- PORT AUTHORITY OF MESSOLONGHI
- "FLOGA" - ASSOCIATION OF PARENTS WITH CHILDREN SUFFERING FROM NEOPLASTIC DISEASE

In most of the above cases, in response to the demands of the times, we offered our products to provide meals for the poor and for people with special needs.

culture

- EVENT DEVOTED TO THE CUISINE OF CHIOS, IONIAN CENTER OF PLAKA
- FISH FESTIVAL, AITOLIKO
- EVENT FOR THE GENOCIDE OF THE PEOPLE OF PONTUS, AIDIPSOS
- LOCAL PRODUCTS EXHIBITION, HOLY CITY OF MESSOLONGHI
- PHOTOGRAPHY EXHIBITION BY ISIDOROS LOIZOS
- EUROPEAN BOTANICAL GARDENS CONVENTION, CHIOS
- LOCAL FESTIVAL OF ALYKI, PAROS
- PRODUCTION OF A DOCUMENTARY ON CHIOS - LOCAL TV CHANNEL "ALITHEIA"
- MUNICIPALITY OF DORIDA – CULTURAL EVENTS



education

- 1st MIDDLE SCHOOL OF VARI
- 2nd PRIMARY SCHOOL OF VRONTADO, CHIOS – COMENIUS PROGRAM
- ALBA – GLOBAL STUDENTS NEGOTIATION COMPETITION - "THE NEGOTIATION CHALLENGE"
- NATIONAL TECHNICAL UNIVERSITY OF ATHENS
- EUROCLASSICA, MUNICIPAL COMMITTEE FOR EDUCATION, MUNICIPALITY OF CHIOS
- LIVANION HIGH SCHOOL OF KARDAMYLA, CHIOS
- GRADUATION CEREMONY FOR STUDENTS OF THE UNIVERSITY OF THE AEGEAN, CHIOS
- SCHOOL OF FOOD AND NUTRITION SCIENCES, UNIVERSITY OF THE AEGEAN, LIMNOS



social footprint

sports

- 1st HALF-MARATHON OF CHIOS, "CHIOS RUNNING"
- 2nd JUNIOR TOURNAMENT, PERISTERI
- RACE ORGANIZED BY THE "ALMA ZOIS" ASSOCIATION OF WOMEN WITH BREAST CANCER
- SPORTS CLUB OF ARTAKI, EVIA
- SPORTS CLUB OF KOROP
- GYMNASTICS CLUB OF KOROPI – HANDBALL
- EQUESTRIAN CLUB OF XIROMERO, AITOLOAKARNANIA

Partnerships

As part of its business networking, our company is a member of a number of national and international networks, chambers and associations, such as:

- ▶ ALBA Graduate Business School
- ▶ Arab-Hellenic Chamber of Commerce & Development
- ▶ Hellenic Management Association
- ▶ Greek Network for Corporate Social Responsibility
- ▶ Greek-Russian Chamber of Commerce
- ▶ Greek-Turkish Chamber of Commerce
- ▶ Athens Chamber of Commerce & Industry
- ▶ Union of Listed Companies
- ▶ Italian Chamber of Commerce
- ▶ Entrepreneurship Club
- ▶ Panhellenic Exporters Association
- ▶ Hellenic Federation of Enterprises
- ▶ Federation of Greek Maricultures



Christmas Bazaar

On 20 December 2012, we held a Christmas bazaar at the company headquarters in Koropi to raise funds for the “**Children’s Villages SOS**”.

Our Christmas bazaar was organized for charity purposes, i.e. we brought and donated some of our things (which we had made or purchased, some of them being slightly used) and also bought things brought by our colleagues at a symbolic price.

We brought books and toys which were in good condition, various accessories or Christmas ornaments, homemade sweets and drinks.

There was a **contribution box at the bazaar**, where everybody who wished to contribute some money could do so. Contribution boxes were also placed at all our facilities in Greece.

The atmosphere at the bazaar was festive, with Christmas songs and treats, and all employees enjoyed taking part.

We collected €1,203, which was donated to the “Children’s Villages SOS” in Vari.





social footprint

Blood donation

As part of our Group's volunteer actions, a **voluntary blood** drive was organized by our employees at our headquarters in Koropi. **The mobile blood drive unit from AMALIA FLEMING hospital collected 18 units of blood.** Blood banks are also maintained at our branches in Patras and Chios and have provided help repeatedly when blood was needed for our employees' relatives.

Blood donation has become an institution at NIREUS in recent years. Thanks to the blood supplied by volunteer donors, patients who are in need of blood transfusion are saved daily.

Blood donation to the unknown neighbor is an act of love and proof of humanity and social solidarity.



Participation in conferences

The Group was represented by President **Aristides Belles**, who took part as a speaker in numerous events held in 2012.

“The Decision Maker’s Checklist” - KPMG

The first of a series of two events of the **“The Decision Maker’s Checklist”** section, titled **“Competitive Advantage through Change of the Operating Model”**, **organized by KPMG**, was held at the **King George Hotel on 25 April 2012**. A discussion among participants, i.e. distinguished executives from the Greek business community, was held during the event. Participants stressed the need to keep adapting to the ever-changing market conditions and adopt a culture that favors changes in companies.

Entrepreneurship and Career Panorama Athens University of Economics

AUE Professor Iordanis Ladopoulos and the **Research Center for Strategic Business Management and Entrepreneurship** staged the **“Entrepreneurship and Career Panorama”** for the second time on 18-20 May 2012 **under the auspices of the Ministry of Development, Competitiveness and Shipping and the Ministry of Infrastructure, Transport and Networks**. The three-day conference held at the Megaron Athens International Conference Center was attended by **2,500 visitors**. At the conference, **134 respected speakers presented their views on the trends and opportunities in 20 economic sectors during 23 sessions** held in parallel in 3 different rooms. They included a large number of young entrepreneurs, who shared their experiences with the audience and explained how they had started out, how they had dealt with the challenges they had encountered and how they had managed to remain optimistic despite the hardships. It should be noted that 45% of the visitors were university students.



Marketing Success Stories - Hellenic Institute of Marketing, HMA

The new initiative organized by the **Hellenic Management Association (HMA)**, “**Marketing Success Stories**”, was held for the second time on 4 July 2012. These events are aimed at highlighting Greek entrepreneurship, excellence and particularly successful marketing practices, as well as sharing valuable know-how with the business community.

The day after for employees - IVOC-HMA

On Thursday, 22 November 2012, the Institute of Vocational Orientation & Career (IVOC), in cooperation with the Hellenic Management Association (HMA), staged a conference titled “**The day after for employees and businesses**” at the **HMA Conference Center** as part of Global Entrepreneurship Week, with the participation of distinguished Greek speakers. The conference sought to **redefine values and practices, as shaped by the economic crisis in Greece and at a global scale**, as well as to explain how we can deal with the crisis and turn it into an opportunity for effectiveness and progress.

CEO SUMMIT - HMA

An important conference titled “**Building the New Greece**” was held at the Hilton Hotel on 11 December 2012. It was staged by the **Leadership Sector of the Hellenic Management Association**, as part of the events held by the company in observance of its 50 years of operation, in cooperation with the **Hellenic Federation of Enterprises (SEV)**, the **Foundation for Economic & Industrial Research (IOBE)**, the **Entrepreneurship Club** and the **Association of Greek Tourism Enterprises (SETE)**.

The conference aimed to highlight, through talks and discussions, the future forms of Greek society and the economy, as they emerge through the crisis and are impacted by the significant changes brought about at European and global levels.



Supply-Chain Management





The redesign of the entire NIREUS supply chain, which was completed in early 2011, brought about the anticipated benefits in 2012.

Following are the key axes on which the redesign was based:

- ▶ Application of the near shoring philosophy.
- ▶ Developing synergies between transport companies with a view to optimizing delivery times, reducing no-cargo travel, and reducing the number of trucks used for common locations of delivery and shipping.
 - ▶ Training employees, both truck drivers and vehicle maintenance and repair contractors.
 - ▶ Strictly applying “green transport” and road safety rules.
 - ▶ Applying strict rules in choosing transport contractors and verifying that they comply at all times both with road safety rules and the green and safe driving principles used by the Group since early 2011.

As part of the effort made to support and verify application of the “**green supply chain**” principles adopted by the Group, a GPS system was set up and installed in September 2012 with a view to monitoring and controlling truck traffic and the key transport contractors used.

Having adopted the above principles, in **2012 we managed to transport 6.200 tons, 500 tones more than 2011 of fresh fisheries directly from the Group’s packaging plants to different export destinations in Europe**, thus achieving an 8.7% increase as compared to 2011. The increase in direct exports from packaging plants, without the use of the Group’s Distribution Centers, helped reduce no-cargo distances. Generally, it allowed for reducing the distances travelled by 3,800 km (a reduction rate of 100 km per 13 tons of products collected and transported), thus improving the total amount of CO² pollutants generated, as compared to 2011, i.e. almost 45 tons less CO² than in 2010.





Moreover, by strictly applying “**green transport**” principles, in the cold supply chain in particular, as well as by using a control system, we were able **to reduce the “engine-on” hours of stopped vehicles**. The average monthly improvement represented a drop in the amount of diesel consumed by 45%.

The development of combined synergies between multiple collaborating transporters, under simultaneous supervision and guidance from trained **NIREUS employees**, allowed for an ongoing reduction in the dry cargo distances covered, and thus the “with cargo” distances represented 88% of the total distances covered by our collaborating transporters.

The parallel use of alternative transport modes, as sea freight transport mode, in the dry cargo supply chain, was increased, as there was a 12.6% increase in the amount of cargo transport by sea (from 6,000 tons in 2011 to 6,800 tons in 2012), which represented a reduction in the road distances covered by 5,000 km in relation to 2011 and by more than 45,000 km in relation to 2010.

Educating People

Ongoing education is the very foundation of the “**green supply chain**”. In order to continue educating people on sustainability, green growth and pollutant management, “Green Agents” were appointed at each Distribution Center to support the entire system used to educate and train colleagues and partners in the supply chain.

Strict compliance with road safety rules helped us achieve one more zero-accident year.





Supplies policy

The Group's supplies policy requires an evaluation of NIREUS suppliers in Greece and abroad. Apart from examining the traditional aspects of cost, quality and consistency, they must be in line with the Group's code of conduct and the principles of corporate governance.

The group acknowledges the important role of the supply chain in its growth and wishes that its suppliers act with responsibility, integrity, honesty and transparency.

We evaluate suppliers based on the following standards:

- The overall business activity should be guided by respect for and compliance with applicable laws and regulations.
- Fair competition and refraining from unfair trade practices. Suppliers must also see to it that they safeguard the integrity, prestige and dignity of the profession they engage in, with respect for the interests of consumers.
- Products and services that are consistent with applicable quality and safety standards.
- Conduct of business with respect for the environment and compliance with applicable environmental laws and regulations.

Part of the Group's strategy is to support local suppliers, in accordance with the company's needs and with a view to making a contribution towards the modernization and economic growth of the local community.

The group has established long-standing relations of healthy and profitable collaboration, which require trust, honesty and constant communication between the parties. For this reason, key suppliers are visited at least once a year.



Environmental Management System





Continued implementation of the Environmental Management System was ensured in the Group's facilities, according to the ISO 14001:2004 standard, for the seventh year in a row.

In December 2012, NIREUS became the first sea bream and sea bass producer to obtain certification according to the GLOBALG.A.P. standard, a product certificate granted by an independent third party organization. **This has helped NIREUS strengthen** its commitment towards sustainability, as regards the welfare of fish in particular, minimize any impact on the environment and biodiversity and improve its waste management performance.

GLOBALG.A.P. Certification

The GLOBALG.A.P. standard is designed specifically for agricultural products, ensuring that foods are produced responsibly under environmentally friendly conditions. It fully covers the entire production chain, from broodstock, to farming, harvesting and processing and includes 200 requirements relating to the quality and safety of food, the welfare of the animals raised, the safety of employees, and the protection of the environment and the ecosystem.

The GLOBALG.A.P. standard is internationally recognized and is implemented in more than 20 countries. The NIREUS Group obtained certification under new version 4.0 for aquaculture, which was developed on the basis of a four-year long research effort and expanded the certification granted under the GLOBALG.A.P. standard to include the farming of sea bass and sea bream for the first time.

The NIREUS Group applies an ever-developing Integrated Management System relating to the entire scope of its activities, the environment, occupational health and safety of operations. In addition to **GLOBALG.A.P.**, the Group is also **certified according to the international standards ISO 9001:2008, ISO 22000:2005 (HACCP), ISO 14001:2004 and BRC Global Standards (by the British Retail Consortium).**





Seawater Quality Monitoring

In 2012, 300 physicochemical and 650 microbiological analysis were performed on farming water.

The physicochemical analysis is pertained to heavy metals, mercury, pesticide residues and nutrients, and the microbiological analysis included TVC (Total Viable Count), Total Coliforms, E. coli, Staphylococcus aureus, Salmonella, Listeria, Fecal streptococci, Clostridium perfringens, Pseudomonas and Fecal coliforms. The intensification of the analysis and the systematic monitoring of the breeding parameters have helped preserve the quality of the marine environment.

Waste water Parameter Monitoring

Waste water quality is monitored for biochemical oxygen demand (BOD), chemical oxygen demand (COD), total suspended solids (TSS), total nitrogen and total phosphorus through laboratory testing which is carried out by in-house and external accredited laboratories. The purpose of the testing is to ensure that waste water will not alter the physicochemical properties of the end recipient (sea, underground, sewage networks). In 2011, 800 waste water tests were conducted.

Benthos and Sediment

Systematic monitoring of the seabed is performed underneath and around the farms, where biological and chemical parameters are measured.

In 2012 in particular, 70 zoobenthos tests at class level and 50 sediment tests for nutrients and chemicals were carried out.

Recycling Programs

The company actively participates in collective recycling programs that have been developed at a national level, but also in smaller programs developed by the company itself.

- In 2012, 8.54 tons of paper was collected for recycling. It was disposed of by a contractor approved by the Ministry of the Environment which is duly authorized to manage used paper.

- Ink cartridges and toners from all facilities were collected at the headquarters and given for recycling and/or reuse to approved subcontractors.

- Portable batteries delivered to the approved collective recycling systems AFIS and SYDESYS totaled 1,730 Kg.





Environmental Management System

- Old electrical and electronic equipment and fluorescent lamps were collected and delivered to Electrocycle and Fotokyklosi, respectively. In 2012, 50 appliances and 750 bulbs were collected.
- Special emphasis is also placed on the management of packaging materials. For this reason, programs are developed to reduce the use of fish boxes made of expanded polystyrene for intra-company transport purposes, along with programs to recycle the remaining packages. In 2012, 65 tons of plastic fish feed bags and 55 tons of polystyrene were recycled.
- Used lubricating oils are collected in custom-designed containers and collected by ELTEPE. A total of 7,500 liters of oil was collected from the company's production plants in 2012.
- Used reagents from the physicochemical laboratory are delivered to the supplier, which has developed a network for the collection and management of the reagents produced.
- Significant quantities of metal scrap from the upgrading of the production facilities is delivered to approved subcontractors for recycling. In 2012, 10.5 tons of plastic from floating cages and 40 tons of metal scrap were given for recycling and/or reutilization.

Management of by-products from production

All by-products from processing are utilized in accordance with European regulations on the management of seafood by-products. The guts and heads are delivered to a fur-bearing animals breeder who uses them as raw material for feed. The by-products of fish farms are incinerated in the company's veterinary incinerator or in affiliated licensed facilities.



Stakeholders Communication

The company places great emphasis on communication with stakeholders, such as the Federation of Greek Maricultures, authorities, local communities and universities.

The results of farm water quality monitoring programs are submitted to competent authorities in the form of a detailed report at least annually.

Group executives actively participate in conferences held by distinguished academics, focusing on the interaction of aquaculture and the environment. These executives are also members of the Advisory Scientific Committee of the Federation of Greek Maricultures.

Partnerships with academic institutions and research bodies

A significant research partnership was launched with the Laboratory of Nutrition and Clinical Dietetics of the Harokopio University. The project constitutes the third phase of an important research effort started by the company with a view to developing fish farming products with specific dietary characteristics. **The total budget for this research activity amounts to €80,000**; it began in 2012 and will be completed in September 2013.

A €21,000 program is in progress for the control of residues and the performance of self-monitoring checks on the company's products. The program examines the possible effects of other activities in the marine environment (e.g.

oil spills) on the products. The program is being implemented in cooperation with the **Laboratory of Analytical Chemistry of the University of Athens**.

With a view to looking into the possibility of enhancing the external color of red porgy (*Pagrus pagrus*) produced in fish farms, a research program was implemented in cooperation with the Laboratory of Fish Physiology of the University of Crete. **The total cost of the program amounted to €15,000.**

The cooperation with the Norwegian research center AKVAFORSK Genetics Centre A.S. for the genetic selection of sea bass and sea bream broodstock, of an **annual budget of €100,000**, was continued in 2012. The extremely encouraging results of the genetic selection program are already reflected on the company's production results.

A research project was funded by the company and carried out by the National Technical University of Athens and the Hellenic Center for Marine Research (HCMR) with a view to understanding the mechanisms that compromise the performance of sea bass gills. **The costs incurred in connection with this research project amounted to €12,000 in 2012.**

Finally, within the context of looking into the use of new raw materials used for fish feed, a **nutritional experiment was carried out very successfully at the HCMR facilities**, in Agios Kosmas, Attica. **The total cost of the research experiment amounted to €45,000.**

Bravo!

ΔΙΑΛΟΓΟΣ ΓΙΑ ΤΗ ΒΙΩΣΙΜΗ ΑΝΑΠΤΥΞΗ

SUSTAINABILITY DIALOGUE

2012

The «BRAVO» initiative (www.sustainabilitydialogue.gr), sponsored by the QualityNet Foundation (www.qualitynet.gr) for the fourth consecutive year, was established with a view to becoming a link for developing dialogue and consultation between businesses and stakeholders based on the published sustainability reports, as these reports are important tools for capturing and presenting the initiatives implemented by an organization or an undertaking with a view to making a contribution towards sustainable development.

The initiative is implemented on the basis of two pillars:

The Perception Index is a dialogue tool for responsible entrepreneurship and sustainable development, as it presents the views of stakeholders on the primary and secondary issues presented in sustainability reports, as published by organizations. Renowned and distinguished representatives from different sectors serve as members of stakeholder groups and use the sustainability reports as a key tool for participating in the dialogue voluntarily, presenting their opinions based on documented observation and evaluation, thus contributing towards increasing awareness and information and developing trends in the field of sustainability reporting in Greece.

On the other hand, the **Sustainability Index is aimed at systematically assessing the sustainability policies used by organizations/undertakings.** It is a technical evaluation of responsible entrepreneurship and sustainability information and reporting, based on internationally accepted standards and best practices.

The ultimate objective is to compare the **Perception Index and a Technical Index** in order to validate the assessment and to ensure its results become an actual tool for self-improvement used by undertakings applying sustainable development and responsible entrepreneurship policies.



Information



This Social Report concerns all facilities of the **NIREUS Group** based in Greece (**NIREUS AQUACULTURE S.A., SEAFARM IONIAN S.A., KEGOAGRI S.A., PROTEUS EQUIPMENT S.A.**)

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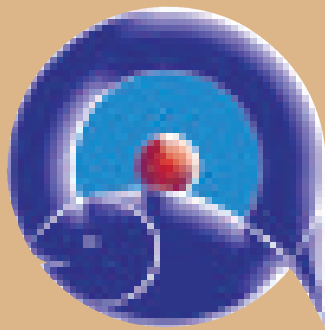
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In consideration for our environmental footprint for 2012, our Social Report has been published only in electronic format.

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