

Social Report 2001



SILVER & BARYTE ORES MINING CO. S.A.

Social Report 2001



SILVER & BARYTE ORES MINING CO. S.A.

Contents



Social Sensibility and Business Sense	4
Company Profile	6
Human Resources	8
Health and Safety	14
Environment	16
Social Contribution	22
CSR Network	26

Social Sensibility and Business Sense



An integral part of Silver & Baryte Ores Mining Co. S.A. strategy and practice is its concern for the Company's human resources, the working conditions and the work climate, as well as the protection of the natural environment and the cultural and social advancement of the areas where it operates.

S&B's attitude as an active, conscientious and responsible corporate citizen is consistent with currently accepted business principles for sustainable development, and is reflected in the "Mission Statement" of the Company, predicated on the premises that:

- Social prosperity is inextricably linked to economic development.
- Sustainable economic development is not viable without social cohesion and rational management of natural resources.
- The interdependence between a company and society requires a productive social dialogue, in a climate of mutual trust and respect, wherein potentially conflicting interests and contradicting expectations can be

balanced and mutually acceptable solutions can be found.

- Care for the employees and for the social, as well as the natural environment, must go together and in concert with the long-term sustainable economic performance of the company.

This attitude of S&B is also a reflection of the collective efforts of its hundreds of employees, for the realisation of a common vision, based on the principles and values summarised in the "Mission Statement" of the Company and on their will to participate, in the social process, through the Company's operations.

S&B's decision to issue this year a separate "Social Report", reflects the importance attached by the Company to this area. The purpose of the Social Report is to present, in a fully integrated and cohesive manner, the various efforts, activities and commitments of the Company and its people, across the broad spectrum of corporate social responsibility.

The first Social Report relates to the social dimension of the Company's activities, particularly in Greece, where this work is multi-faceted and clearly visible, with continuity deeply rooted in a long, historic tradition.

The S&B group consisting of many affiliated companies, some of them recently acquired, spread over several countries in three continents, is still in an integration phase and in an on-going process of formulating homogeneous policies and procedures. The principles are common for the whole group, but the differing administrative structures and the relatively smaller size of the companies abroad, have not yet made possible, the full integration in the S&B multinational family, of all mechanisms and procedures required for transforming corporate social values into concrete actions.

We trust that future S&B Social Reports will provide a broader and more complete picture of the work being done in this field, not only in Greece but worldwide.

Company Profile



It is undisputed, that economic development is a prerequisite for social prosperity in any country. Equally true, at the enterprise level, is the fact that a company's social contribution can only be effective, in both quantitative and qualitative terms, if the company is financially healthy, has the necessary business sense, modern organisational structures and effective management.

Though S&B has traditionally met these conditions, it has managed to further reinforce them during the last decade, along with its dynamic growth and development. The Company's continuous progress, from 1934 right up to the present time, is based on a stable but flexible business strategy, the basic features of which are:

- Effective utilisation of mineral resources.
- Vertical integration and internationalisation of activities.
- Use of state-of-the-art technology for the continuous improvement of products, increase of value-added and expansion of markets and applications.

- Continuous adjustment process in all areas - organisation, operations, production, technology and trading - aimed at effectively responding to market changes and intensified international competition, and at seizing opportunities that such changes generate.

As a result, S&B has emerged as a major player in the world market of specialised industrial minerals (mainly bentonite, perlite and bauxite); a vigorous and financially robust, multinational enterprise with Greek roots but with activities spreading out all over the globe.

Presently, S&B owns and operates an extensive network of mining, industrial processing, commercial and distribution facilities in Greece and in several other countries in Europe, America and China. Its products are being used in a wide range of applications. The consolidated turnover of the S&B group of companies, was € 297,3 million in 2001, with € 14,4 million in net profits. During the last 5 years (1997-2001), the average annual rate of increase in turnover was 23,7% and in profits per share 20,8%.

S&B's dynamic development and economic vigor have been combined with a comparable direct or indirect social contribution to various stakeholder groups: employees, local communities, public authorities etc. Indicatively, during the last 5-year period, S&B has contributed to the state budget in excess of € 25 million in taxes and other contributions; approximately € 100 million to its employees in the form of salaries, wages and other benefits; and more than € 22 million for the protection of the environment and the support of cultural and civic projects, at both the national and local community levels.

The close relationship linking the business function of the Company and the social benefits resulting from it, is clearly reflected in the active role played by S&B, with its very presence, in the two principal areas where its mining and industrial activities are located, namely Milos island and the Fokis region. This role consists of contribution to the economic development of the local communities, the generation of employment opportunities and income for the local people, the improvement of the quality of their lives and the containment of the population outflow from the provinces to urban centers.

Human Resources



"... We encourage a working atmosphere in which all employees share our commitments fostering self-esteem, mutual trust and respect. We will establish a fair system of evaluation and rewards that encourages ownership and responsibility..."

From the "Mission Statement" of S&B

The proper management and development of human resources is at the very heart of S&B's business philosophy and practice. This is not only, because of the fundamental social significance the Company attaches to its concern for the employees, but also because of its firmly established conviction that, its overall operations as well as the quality of its products and services depend on the performance of its people, the employment conditions and the work environment.

Number of Personnel - Greece



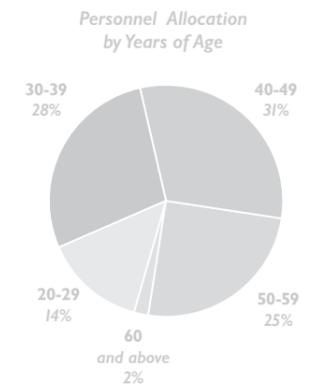
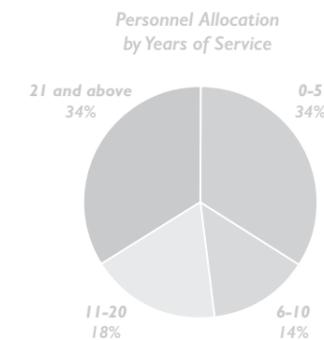
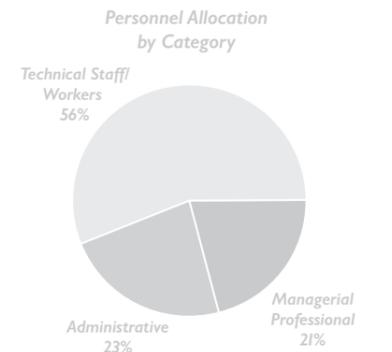
Employment

The mining and processing activities of S&B are by nature labour-intensive and are situated in areas (Milos and Fokis) with relatively sparse population and limited other industrial activity. Consequently, the Company is one of the major employers in both areas.

At year end 2001, the total S&B personnel was 754 persons (303 in Milos, 187 in Fokis and 264 in the central and other services), while the total number of employees in Greece, including local affiliates, stood at 919. On a consolidated basis, the total manpower of the S&B group of companies, in Greece and abroad, amounted to nearly 1.500 persons.

It should be noted that, over and above the people directly employed by S&B, approximately 250 persons, employed by contractors, are indirectly engaged on a regular basis in S&B's activities.

Despite the fact that the nature of S&B's mining activity does not favor the employment of women, 17% of the total number of employees are female, while in its headquarters women represent more than 36% of the staff. Two women are members of the executive team and four women are members of the Board of Directors.



Human Resources



Compensation

During 2001, the total payroll cost of S&B (including statutory and other employer contributions) exceeded € 22,7 million.

It is the Company's policy, to implement systems for determining, managing and developing employee compensation, which are transparent, objective and consistent, aimed at ensuring internal consistency and meritocracy, as well as external competitiveness of pay relative to prevailing levels in the labor market.

S&B's compensation system for its managerial and professional staff in particular, is based on the internationally used and acclaimed Hay methodology, which classifies all positions - and thereby the incumbents of these positions- in salary grades in accordance with the comparative weight of each position.

Over and above the basic part of compensation, additional variable cash rewards are granted in the form of annual bonuses, productivity premiums or other incentives. The determination of the level of such variable compensation is inextricably connected to the

system of goal setting. This system is based on S&B's philosophy, which links company performance and development to the pursuit and achievement of challenging but attainable and mutually agreed quantitative and qualitative individual, as well as, collective goals.

Part of the Company's variable compensation system is also its profit-sharing scheme. S&B is a pioneer in this area, having adopted profit sharing since 1989. Furthermore, as of 2001, a 3-year stock option program for senior management staff of the Company is being implemented, representing in total value 1,5% of its share capital.

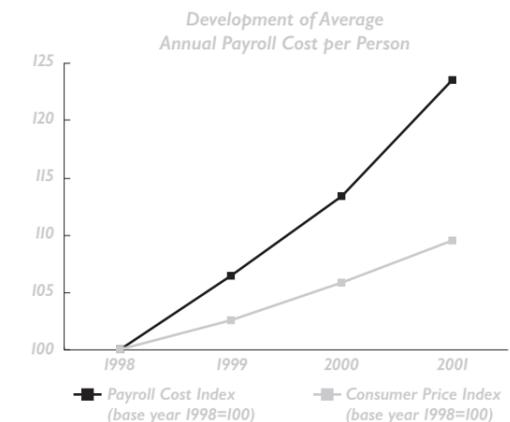
Other Benefits

Over and above all cash compensation, S&B has established and fully covers the cost of a number of additional social benefits for all its employees, which include:

- Accident insurance
- Loss of income insurance
- Additional hospital, out-of-hospital, medical and pharmaceutical insurance.
- Private pension plan

The role of the Social Worker is part of S&B's employee relations program. The Social Worker's role includes, among other duties, psychological support and assistance to employees, or members of their families, facing serious problems (health etc.); assistance to employees (or family members) working in the provinces who are in need of hospitalisation in Athens; and the organisation of various functions and events for employees and their families, as well as for Company pensioners.

The promotion of a spirit of volunteerism is also among the Company's social care priorities. This is implemented through such actions as the creation of a "blood bank", maintained through regular employee blood donations, carried out in collaboration with state hospitals in Athens and Milos, while employees in Fokis wishing to donate blood, do so through a local organisation. During 2001 more than 150 S&B volunteers donated blood.



Human Resources

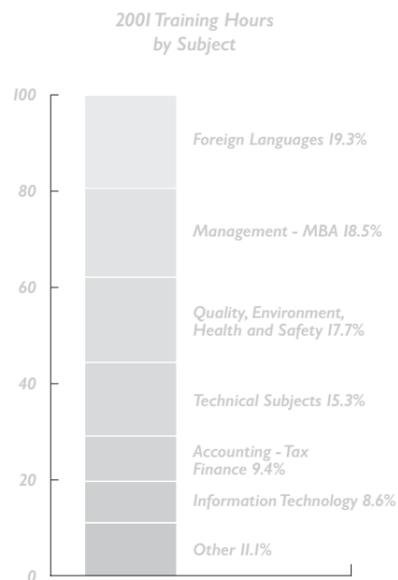


Training

Training is a basic factor in the process of continual updating, upgrading, career development and optimisation of S&B's human resources. During 2001, 75% of the total employees (94% of managerial/professional and 69% of non-managerial personnel) participated in training programs. More than 16,000 hours of training were logged, representing 21 hours per employee for that year.

The total cost of training (including indirect cost) exceeded 3% of the total payroll cost. The training programs (seminars, workshops and conferences) covered a wide spectrum of subjects: environmental protection, health and safety in the workplace, foreign languages, technical, financial, administrative and other specialised business subjects, as well as a special skills-development program for managers.

Since 1994, the Company has applied, a policy of fully covering the cost for participation of selected employees in post-graduate MBA programs, at leading educational institutions in Greece and abroad. During this period, it has financed such programs for 9 persons: 3 in Greece, 4 in Britain, 1 in the USA and 1 in Turkey. In 2001, 2 additional persons from Greece and 1 from the Chinese affiliate SHIMCO participated in this program.



Participative management

Last year, the development and application of methods and procedures of participative management was carried on, in collaboration with the Adizes Institute. The Adizes methodology, adopted by the Company since 1990, aiming at its continual organisational renewal and improvement, provides for the application of participative procedures for diagnosing and solving problems, definition of strategic goals, change of organisational structures, reinforcement of transparency and communication at all levels, and fostering a climate of mutual trust and respect.

In 2001, 29 such sessions with 128 participants took place representing 175 hours. Also, for the first time, these meetings involved the participation of management staff from the German affiliates as well, a development which contributed to the reinforcement of cross-country team-spirit, cooperation and integration.

It should be noted that S&B was the recipient, last year, of "The Adizes Pursuit of Prime Award 2001". The prize was given "in recognition of the completion of the Adizes Program with steadfast determination, disciplined

dedication and undaunting courage, to create and inspire an enduring culture of mutual trust and respect".

Communication

S&B places great emphasis on two-way internal communication, horizontal as well as vertical. Various means are systematically used to that end: A house newspaper (printed in Greek, English and German), special publications, circulars, meetings, conferences etc.



Personnel of the S&B Group

Company	December 2000	December 2001
S&B	728	754
Motodynamics S.A.	83	86
Ergotrak S.A.	54	61
Other	32	18
TOTAL GREECE	897	919
Askana	95	100
IKO Minerals GmbH	250	242
IKO Minerals S.A.R.L.	29	34
Otavi Minerals	126	119
Otavi Iberica	16	17
Saba & Pabalk	7	6
Sarda Perlite	15	15
SHIMCO	38	38
S&B North America	9	8
GROUP TOTAL	1482	1498

Health and Safety



“... We endeavor to... meet or exceed health & safety regulations in each jurisdiction where we conduct operations...”

From the "Mission Statement" of S&B

A safe work environment and the protection of the employees' health, are matters of first priority for S&B in all its activities. A cornerstone of this philosophy, is the quest and application of methods and processes, which can lead the Company to the goal of "zero accidents". To this end, a multi-faceted program is implemented featuring the following basic elements:

- Strict observance of relevant legislation and, in many instances, adoption of even stricter rules and regulations.
- Application of a Health and Safety Management System, in accordance with the requirements of BSI OHSAS 18001, for the systematic identification and control of any potential health and safety hazards in the work areas.
- Operation of Health and Safety Departments in all the major production units of the Company, as well as in its central offices, for the purpose of planning, coordinating, monitoring and supervising all related activities.

- Employment, at all work-sites, of safety engineers, occupational disease medical doctors and nurses, assisted by a specially trained body of employees, called "Samaritans". This body covers all shifts and can provide first-aid services, wherever and whenever needed.

- Use of state-of-the-art personal protective equipment (e.g. helmets, earplugs, special protection gear etc.).

- Implementation of special employee training programs, mainly to raise awareness of the need to conform to health and safety regulations. Furthermore, continuous follow-up training is given to all staff involved in the Health and Safety fields, so as to ensure that their knowledge of related technological advances is up-to-date and that new opportunities for improvements are utilised effectively.

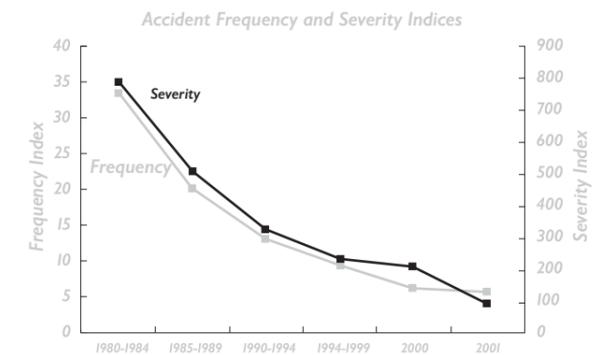
- Continuous surveillance of the work-sites; evaluation of potential hazards and risks; and internal audits and reviews of safety issues.

- Existence at all Company installations of the necessary instruments and other control-and-protection means and, implementation of proper procedures for the safe operation of the plants and the minimisation of hardship factors for the employees (dust, noise etc.).

- Identification of major natural or man-made hazards, and the formulation of respective Emergency Plans, followed-up systematically to test their effectiveness, and periodically reviewed to ensure their operational readiness.



As a result of these efforts, both the number and the severity of accidents in the Company's worksites show a continuous downward trend through the years. Last year, the Accident Severity Index dropped significantly, while the Accident Frequency Index continued its downward trend.



Frequency Index: $\text{Number of Accidents} \times 10^6 / \text{Total number of work hours}$
 Severity Index: $\text{Number of lost workdays} \times 10^6 / \text{Total number of work hours}$

“... We endeavor to minimise the impact of our operations on the environment. We progressively rehabilitate all our mining properties and meet or exceed environmental...regulations in each jurisdiction where we conduct operations...”

From the "Mission Statement" of S&B

The philosophy and strategy of Silver & Baryte Ores Mining Co. S.A. regarding environmental protection, are implemented through an environmental policy, based on care and respect for the environment and adapted to the nature of the Company's activities. The key elements of this environmental policy are:

- Observance and follow-up of current legislation provisions for the protection of the environment.
- Planning and carrying out mining activities, by using the best possible techniques, so as to minimise the impact on the natural environment, and reclaiming the disturbed land according to comprehensive environmental impact assessment studies.
- Emphasis on prevention, as a basic means of protecting the environment, through systematic review and adaptation of production processes to state-of-the art technologies.
- Monitoring, measuring and analysing the Company's environmental performance, aiming at continuous improvement.

- Providing the necessary resources for effectively handling all aspects of environmental issues.
- Training and motivating the Company's employees, as well as contractors' employees, so as to sensitise them on environmental issues.
- Informing suppliers and all social partners on Company policy regarding environmental protection.

A recognition of the Company's efforts for environmental protection has been the certification, by the independent certification body TUV Hellas, of the Company's bauxite mines in Fokis as well as its installations in Milos, as per ISO 14001 standard for their respective Environmental Management Systems.

Land protection and reclamation

S&B's extractive activities do not pollute the environment, but do have an impact on the morphology and the vegetation of the area. To minimise such impact, the Company is committed to the implementation of an integrated program for the protection of the environment. This program has three phases:

Prior to the commencement of an exploitation

The main elements of this phase are:

- The rational design and organisation of the exploitation following thorough studies to minimise the impact on the environment. Parameters to be considered are: the positioning of the ore deposit, the morphology of the area, the possibility of backfilling the excavation, the flora and fauna, and the particular characteristics of the local habitat.
- The emphasis, in recent years, for underground mining of bauxite, which causes little disturbance to the natural environment. Presently, 65% of bauxite produced by the Company comes from underground



mines, compared to only 15% during the seventies, despite the fact that, due to its higher cost, underground mining constitutes a serious competitive disadvantage for the Company, since its competitors mostly operate low-cast open-pit mines.



In the context of natural resources conservation and rational waste management, a relatively new activity of S&B is the processing of organic wastes to produce a fertile "compost" which can be used for land reclamation purposes. Such pilot programs are applied in Fokis and Milos in collaboration with the GAIA Centre of the Goulandris Natural History Museum.

This initiative has two advantages: First, conservation of natural resources is achieved (the transport of fertile soil to the areas is limited, since the compost is produced locally on Company premises) and second, the volume of organic waste, discarded in the areas where the Company operates, is minimised.

During the exploitation

During this phase, a rational exploitation is pursued, taking into account the needs of land reclamation which will follow. To that end, emphasis is placed on:

- Collecting and storing the fertile topsoil, which will be used later for land reclamation.
- Using the inert overburden extracted for filling older excavations, as a first step in the process of land reclamation.
- Avoiding high vertical extraction heads.
- Limiting the opening of access roads to the absolute minimum necessary.

Upon completion of the exploitation

The third phase, after the termination of the extraction activity, aims at providing the most suitable conditions for the restoration of the flora and fauna of the surrounding area in its original state. Land reclamation is a versatile and complicated process involving a number of activities:

- Reshaping and landscaping of the areas to be reclaimed, wherever this is supplementary needed, or in the case of very old mines
- Covering with fertile topsoil, particularly in areas with coarse material.
- Sowing of seeds either manually or by special equipment. On sloping surfaces, where it is difficult to cover seeds with additional soil, organic materials such as straw, cellulose and wood fibres are used instead.

Landscaping - Covering with topsoil

	up to 2000	2001
m ³	3,390,000	40,000

Sowing by water jets

	up to 2000	2001
m ²	4,720,000	358,000

- Planting of trees and shrubs.
- Fencing the reclaimed area, to protect the plants from grazing herds.
- Watering and maintaining the plants.
- Monitoring and management of land reclamation activities in coordination with related mining activities.
- Reproduce and cultivate rare, endangered or protected local species of flora.

During the last 25 years, S&B has reclaimed approximately 500 hectares (5 million square meters) at a cost of € 23,6 million (in current prices).



In the Company's Milos nursery, the following rare species are cultivated, which are included in the "1997 International Union for Conservation of Nature: Red List of Threatened Plants" of the World Conservation Monitoring Centre/ United Nations Environment Programme:

Cedar: Protected species of particular importance for the flora of Milos

Cypress: Unique subspecies grown solely on the island of Milos.

Sea lily: Species near extinction. Since 1966, re-cultivation efforts have begun with seeds collected from the area of Plathiena Beach- the only area where the sea lily grows naturally nowadays. The young plants are grown for two years in the nursery to reach adequate size for replanting in mines located near the sea. (Achivadolimni, Trachilas, Voudia).

Aegea: Rare species native to and grown solely on the Cycladic Islands. It is sea salt resistant and can therefore be safely planted in mines located near the sea.

The selection of plants is linked to the climatic conditions prevailing in the area. To ensure the success of its reclamation programs, S&B has created its own nurseries in Fokis and in Milos, with an annual production of about 50,000 and 35,000 plants, respectively. The nurseries' objectives are:

- Develop plants suitable for the altitude, morphology and climate of the surrounding area.
- Collect and prepare local seeds.

Planting

	up to 2000	2001
plants	897,000	51,000

Fencing

	up to 2000	2001
m	166,000	15,000



Minimising dust emissions

One of the main issues with which the Company has to cope, during both the extraction and the transport-processing phases, is the need to minimise dust emissions produced by the very nature of its products. To this end, a series of measures have been adopted:

- Systematic measurements of the dust emission are carried out, in the areas surrounding the mines, at the processing/loading installations, as well as inside the work areas. State-of-the-art measuring instruments monitor meteorological data (temperature, wind direction and velocity, relative humidity etc.) related to dust emissions.
- Modern dust-control equipment is used (filters, cyclones, scrubbers etc.).
- Dust-roads used for the transportation of products are water-sprayed, while roads used by heavy trucks are – wherever possible – surfaced with asphalt.

Minimising noise

Efforts to minimise noise caused by S&B's activities, focus on both:

- The protection of employees from undue exposure to noise
- The prevention of disturbance to the neighbours.

Specific steps are taken for the protection of employees, such as: covering components which produce noise during operation; limitation of employee presence in areas where noise levels are high; display of warning signs in prominent places; use of appropriate personal protective gear (earplugs), in work areas where noise levels can not be further reduced.

As the mines are mostly located in sparsely populated and relatively isolated areas, noise disturbance to neighbors does not represent a major problem. Nonetheless, in the few areas where there is likelihood for such type of disturbance, preventive measures are taken, such as the use of mobile equipment with high noise emission standards; setting up protective sound-insulating walls etc.

Reduction of air pollution/ Conservation of energy

To reduce pollution of the atmosphere and to conserve energy, S&B conducts systematic measurements aiming at the continuous monitoring and control of energy consumption and pollutant emissions. Over and above conformity to existing laws which set maximum limits for pollutant emissions, the Company has established and applies additional procedures to further upgrade its performance in this area:

- Reduction of heavy oil used in various processes. For example, natural drying of bentonite is practised in lieu of drying it exclusively in kilns, which entails consumption of heavy oil and emission of air pollutants.
- A program of systematic maintenance of both stationary and mobile equipment and, when appropriate, replacement of old equipment with new, which is more efficient in terms of energy consumption and emission of air pollutants.

Recycling of waste material

Used oils and petroleum-derived waste matter, originating from the maintenance of vehicle and other equipment and from the water drainage of oil tanks, are recovered and safely collected. Furthermore, S&B strives to control the quality of liquid wastes produced from product processing, using oil-water separation and precipitation tanks, to treat liquid wastes and eliminate the presence of substances, which may cause environmental pollution.

In addition, S&B applies a large-scale program for the collection and recycling of used material such as batteries, scrap, paper etc.



Oil spill prevention

In order to prevent pollution from oil spills that might occur at sea or on land during refuelling, "Contingency Plans" have been drawn up and all necessary protective equipment (oil spill kits) is available for use by personnel, specially trained for this purpose through participation in seminars and oil spill fighting exercises.

Social Contribution



"...We understand our responsibility to the society in which we operate; thus as a good corporate citizen we act from a world-wide perspective, continuing to work locally to better the social environment..."

From the "Mission Statement" of S&B

S&B as a responsible and active "corporate citizen" attaches special importance to living up to its social role. An expression of this role is the consistent contribution to the cultural and social life in the areas where the Company is engaged in mining and industrial activities; the broader support of public welfare institutions, philanthropic initiatives, non-governmental organisations and other actions and events for the public benefit; cultural sponsorships; assistance to worthy educational and scientific projects.

S&B has been honored for its contribution to these areas with the prize of the Organisation for the Support of Cultural Activities (OMEPO) in 1990, 1994 and 1998. Furthermore, Mr. Ulysses Kyriacopoulos was presented with the "Kouros Entrepreneurial Excellence Award" in 1996, in recognition of the Company's overall record of social welfare contributions.

In 2001, S&B's social contribution was substantial and diversified, both at local (Milos and Fokis), as well as national level.

Contribution to the local communities

I. Milos

The Mining Museum of Milos was established by S&B, in 1998, to pay homage to and publicise the mining history and tradition of the island. In 2001, more than 15,000 people visited the museum, with hundreds of school pupils among them. Every summer a special exhibition is organised at the Museum. Last year's exhibit (July 6 - November 12), which drew wide public interest, was on the subject "About Stones" and included a representative sample of minerals from Greece and other countries. It was realised with the assistance of the Institute of Geology and Mineral Exploration (IGME) and Dr. Eleutheria Dimou-Chonianaki, mineralogist and collector.

The Museum engaged in other activities as well, such as: Educational programs in collaboration with the Hellenic Museum of Children's Art. A climactic event of this program was the participation of the elementary schools of Milos in the 14th (in 2000) and the 15th (in 2001) Panhellenic Children's Painting Contest, in which 12 Milos pupils

received distinctions. In the summer of 2001, the honored works were exhibited in a special room of the Museum.

Lessons to access the Internet, a program attended by nearly 300 young people last year.

In 2001, the presence and contribution of the "Milos Conference Center - Georgios Eliopoulos" was firmly established. The Center was founded in 2000 by Mrs. Kitty Kyriacopoulos in memory of her father, co-founder of S&B. The Company supports the operation of the Conference Center and is a sponsor of many events taking place in it.

Also, last year the "Milos Conferences" initiative was launched, with an international meeting, in September, on the subject of "New Frontiers in Reclamation: Facts and Procedures in Extractive Industry". The objective of "Milos Conferences", sponsored mainly by S&B, is to bring to Milos distinguished scientists and technical people from all over the world to discuss 21st century issues.



Furthermore, other important conferences were held at the Conference Center, with S&B as sponsor:

- "Milos Intercultural Language Actions" (September 21-27), in the context of the Year of European Languages.
- "The Milos Catacombs" (September 22-23), a conference held under the chairmanship of his Eminence, Archbishop Christodoulos, dedicated to this early Christian monument of unique religious and cultural value.

Social Contribution



The Milos Festival, already on its 8th year, was initiated and is sponsored by S&B. The 2001 Festival, under the auspices of the Municipality of Milos, included a 10-day series of artistic happenings at various locations of the island, with the active participation of several local cultural groups.

It featured a recital by Angelos Koutsoudakis, a pianist of Milian origin, a number of traditional folk dance and song evenings, a photography exhibition, the production of the medieval fairy-tale "Eugena" by the theater company headed by Emilia Ypsilanti, etc.

Moreover, in 2001, S&B's Milos social activities covered the support of several local civic interest initiatives, church-initiated projects and educational programs; the sponsorship of worthy projects, such as the publication of the book "History of Milos" by Mr. Gr. Belivanakis; and the financial and technical contribution to important infrastructure works on the island, such as the resurfacing of the Provatas-Korfou road etc.

II. Fokis

S&B provided financial assistance to cultural and social initiatives by local authorities, as well as to other activities of public interest in the area.

During 2001, in support of basic infrastructure, operational and other needs of the local communities, S&B made numerous contributions. Notable among them were :

Donation of a Cat-scan Tomograph to the General Prefecture Hospital of Amphissa (in memory of Paris Kyriacopoulos).

Financial assistance to the village of Viniani for the construction of the town square and to the village of Oinochori for the completion of a visitors lodging house.

A series of other actions in the public interest, such as: organising and implementing a volunteer program for fire protection; providing necessary equipment and manning of fire watch-towers; making available Company-owned machinery and personnel for snow-removal and road-clearance during the winter months; and, generally,

providing financial and technical assistance in dealing with various problems faced by local communities such as, for example, water-supply shortages.

Construction of the Mining Park of Fokis continued during the past year. This major project, undertaken by S&B, is an effort to depict the story of development and exploitation of Greek bauxite - a story closely linked to the Company's own history. This original and in many ways very interesting Park, includes an open-air exhibition of machinery used for mining bauxite through the years; an underground tunnel, where visitors can see how the mining of bauxite was conducted in the past and is carried out today, and the mining exhibit with many important articles relating to bauxite and the related activities of the Company. It is expected that the Mining Park of Fokis will be completed and open to visitors during the second half of 2002.

General social contribution

Sponsorships and other social activities by S&B at a broader scale - beyond the local level - covered a number of sectors. Among them:

Education, with Company initiatives such as: Financial assistance to the Fulbright Foundation scholarship program, to schools for children with special needs etc.

Arts and Culture. Notable examples of Company initiatives in this sector are:

- Sponsorship of the first appearance in Greece of the Berlin Symphony Orchestra performing Gustav Mahler's "The Song of the Earth", at the Herod Atticus ancient theater in Athens. The proceeds from this concert were donated for the support of Action Aid's international programs, aimed at the improvement of children living conditions throughout the world.
- Sponsorship of the first retrospective exhibition of works by the famous Greek painter Costas Tsoklis at the National Museum of Contemporary Art.



- Support of non-governmental, non-profit organisations such as: The Greek Council for Refugees (donation in memory of Paris Kyriacopoulos); the Greek Girl-Scouts Organisation; the Spastics Protection Society (for the completion of its Center for Education and Rehabilitation of Children); WWF Hellas, and several other organisations.



The Greek network for Corporate Social Responsibility was established in 2000, and was integrated in the corresponding European network, which has been active since 1996 with headquarters in Brussels.

The goal of the European CSR network, as well as of the national networks, is to raise awareness in the business community for developing a CSR philosophy and to promote the concept of CSR, through the transfer and use of Best Practices developed at national and European level.

Within this context, the main areas for company initiatives relate to:

- Human resources management and development
- Health and safety
- Management of environmental impacts and of natural resources
- Cooperation with local communities
- Contribution to sustainable development

S&B is a founding member of the Greek network. It is represented in its Board of Directors, and actively supports the network's efforts and the pursuit of its goals.

The Company was a sponsor of the first European Conference for Corporate Social Responsibility, which took place in Athens in November 2001. It participated in the Conference with three members of its management team as speakers, and with its own booth, presenting the Company's significant activity in the areas of human resources, environment and culture.

The Conference was part of the European "CSR Business Marathon", a campaign launched at this Conference in Greece and which will be carried on through 2004 in various European countries. The Marathon's goal is the linkage of the member countries of the European Union, in their common pursuit of wider application of corporate social responsibility programs; the development of a dynamic movement for corporate social responsibility; and the encouragement and support of enterprises for achieving prof-

itability, sustainable growth and human progress, by placing Corporate Social Responsibility in the mainstream of their business practice.

Our vision

We want to become one
of the top industrial minerals companies
in the world by the year 2010
and create exceptional value
for our stakeholders,
through expansion,
customer integration and innovation,
sustaining our commitment towards
the social and natural environment
in a working atmosphere
of mutual trust & respect.



SILVER & BARYTE ORES MINING CO. S.A.

21A, Amerikis st. • 106 72 Athens • Greece • Tel.: (+30 10) 369 0111 • Fax: (+30 10) 360 1169 • www.S.andB.gr