

Company **profile**





www.sidenor.gr

With more than 55 years

of industry know-how and expertise in steel, Sidenor, Stomana Industry and their subsidiaries constitute the steel production and trading segment of Viohalco offering high quality and innovative solutions to their customers.

Sidenor is a leading producer of steel products in South East Europe.

Its extensive product portfolio, which includes long, flat and downstream steel products, is manufactured across nine facilities in Greece, Bulgaria, Romania, FYROM and Australia.

Project locations span Germany, the Balkans, Algeria, Israel and the USA. Sidenor Group is a global supplier providing a full range of solutions in the steel sector, to cater to the complex needs of its clients worldwide.

The key features of the products of Sidenor, Stomana Industry and their subsidiaries are:

- **outstanding quality**, strict adherence to applicable standards and regulations
- **excellent customer service** due to extensive sales and logistics network
- **innovative characteristics**, which provide customers and end users with added value

All products are mainly used in major - construction projects, in various industrial applications, in ship-building, in the automotive industry, in the energy sector, etc.

- Mini mills / Rolling mills
- Downstream production units
- Services and distribution
- Ports



Group structure

To establish and maintain a strong competitive advantage, **Sidenor, Stomana Industry** and their subsidiaries have focused on and invested significantly in the reinforcement of their production base over the past two decades. Through long-term efforts to modernise and upgrade their manufacturing sites, **they have become a vertically integrated group, capable of delivering high value-added solutions.**



- 9 Main production units
- 7 Sales / logistics centres
- 3 Ports

In order to achieve the optimum balance between operational and commercial flexibility, and production effectiveness, the steel segment companies have adopted an operational structure focusing on the following three areas:



- 1 Mini mills / Rolling mills



- 2 Downstream production units



- 3 Services and distribution



Sidenor's products meet the most demanding of the customers needs and stand out for their excellent quality, high reliability and particularly innovative features.

The production facilities are continually being upgraded through an **extensive long-term investment plan exceeding EUR 860 million, for the last 15 years.**

Stages of development 1962 - 2017

investments for the last 15 years
€ 860
million

1962

In 1962 Sidenor was established as Viohalco - Sanitas. Today Sidenor is a vertically integrated Group of companies with production plants in Greece, Bulgaria, Romania, FYROM and Australia.

1999

In 1999, Sovel started production at its rolling mill and in the second half of 2001 the steel melting plant.

2001

The establishment in Southeast Europe started in 2001 with the acquisition of the Bulgarian plant **Stomana Industry**, in which Sidenor Group makes continual investments aiming to increase its production capacity, improve quality, decrease production costs and also manufacture high added value products.

2006

In 2006, Sidenor Group strengthened even further its presence in the Balkan market by setting up **Dojran Steel** in FYROM, which runs a long steel products and mesh plant, mainly for the markets of FYROM and Kosovo.

2007 - 2011

From 2007 to 2011 a wide commercial network is developed in **Serbia (Sidebalk Steel), Albania (Sideral Steel) and Romania (Siderom Steel)** in order to fully meet the needs of the local markets and the wider area.

2013 - 2017

As part of Sidenor's ongoing investment plan to achieve enhanced quality and product innovations, the installation of the new **Vacuum Degasser - VD** was successfully completed at the Stomana Industry plant in Bulgaria and also the construction and the operation of an **induction furnace** for the reheating of billets at the **Sidenor and Sovel** production plants. Major rolling mill revamping in **Dojran Steel** plant for the production of a wide range of merchant bars.

The state-of-the-art production plants and an extended sales and warehousing network, developed over the years, allow prompt response to international customer needs.

Annual production capacity

3,600,000 tons
Meltshops

3,200,000 tons
Long steel products

400,000 tons
Plate products

560,000 tons
Downstream operations

Billets, slabs, blooms

SIDENOR
SOVEL
STOMANA INDUSTRY S.A.

Concrete reinforcing steel, merchant bars, wire rod, special profiles, special steels (hot rolled)

SIDENOR
SOVEL
STOMANA INDUSTRY S.A.
DOJRAN STEEL

Steel plates (quarto)

STOMANA INDUSTRY S.A.

Mesh, stirrup cages, concrete reinforcing steel fibers, special steels (peeled), lattice girders, by-products recycling, galvanized wire and welding products

SIDENOR
SOVEL
STOMANA INDUSTRY S.A.
DOJRAN STEEL
ERLIKON
SIDEROM STEEL
PROSAL
SMARTREO
DOMOFLEX

Industrial plants

In the context of its production activities, the Group operates industrial plants in Greece (Thessaloniki and Almyros), in Bulgaria (Pernik), in Romania (Bucharest), in FYROM (Nikolic) and in Australia (Brisbane). It also operates sale offices and distribution units. The Group's plants cover all stages of production, processing and distribution for an extensive range of steel products. The combination of high technology equipment and highly trained plant staff enables the production of high-quality products at competitive costs so Sidenor is a leading player in local and international markets.

SIDENOR	SOVEL	STOMANA INDUSTRY S.A.	DOJRAN STEEL
<ul style="list-style-type: none"> SD Concrete reinforcing steel (in bars and coils) Wire rod Merchant bars 	<ul style="list-style-type: none"> SD Concrete reinforcing steel SD Rebars cut-to-length SD Spooled coil SD Stirrup reinforcing mesh SD Wire mesh SIDEFIT Special mesh SIDEFOR Prefabricated stirrup cages 	<ul style="list-style-type: none"> SD Concrete reinforcing steel Special bar quality (SBQ) Quarto plates Merchant bars Grinding balls THN mining profiles Boron flats 	<ul style="list-style-type: none"> Merchant bars SD Concrete reinforcing steel SD Wire mesh Double twist hexagonal mesh (serasnetti) Lattice girders Galvanized mesh
ERLIKON	SIDEROM STEEL	SMARTREO	PROSAL
<ul style="list-style-type: none"> Welding products (covered welding electrodes and flux) Wire products (galvanized wire and black wire) Steel fibers INOMIX 	<ul style="list-style-type: none"> Special mesh SIDEFIT Special mesh SIDERBENT SIDEFOR Prefabricated stirrup cages 	<ul style="list-style-type: none"> Special mesh SIDEFIT Special mesh SIDERBENT SIDEFOR Prefabricated stirrup cages 	<ul style="list-style-type: none"> Thin wall tubes

Major projects

We develop and produce pioneering products, with high specifications of quality that meet completely the needs of modern architecture and the stringest requirements of infrastructure works internationally.

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Greece

- ▶ Stavros Niarchos Foundation Cultural Centre
- ▶ Tempi By-Pass
- ▶ Falirio Border Redevelopment
- ▶ Ptolemaida new Public Power Corporation Plant
- ▶ Megalopoli Steam Power Plant
- ▶ Expansion of the Athens Metro
- ▶ New Railway line Lianokladi-Domokos
- ▶ The Thessaloniki Metro
- ▶ Railway Line Kiato-Rododafni-Psathopyrgos
- ▶ Eschatia Stream
- ▶ Kallidromo Tunnel
- ▶ Tripoli-Kalamata-Sparti-Lefktro Motorway
- ▶ Expansion of Chania Airport
- ▶ Expansion of Evangelismos Hospital
- ▶ Athens-Corinth-Patra Artery
- ▶ Thessaloniki Interchange
- ▶ PPP School Buildings
- ▶ Ionian Motorway
- ▶ Arteries vertical to the Egnatia Motorway

Cyprus

- ▶ Nicosia University
- ▶ Pafos Airport

Bulgaria

- ▶ Waste Management Plant
- ▶ Water Treatment Plant
- ▶ Sofia Metro
- ▶ Sofia-Greece Motorway
- ▶ Paradise Mall
- ▶ Sofia Ring Mall
- ▶ The Mall
- ▶ Bulgaria Mall

Romania

- ▶ Green Court Business Centre
- ▶ Mega Mall Shopping Mall
- ▶ Parklake Plaza Shopping Mall
- ▶ ELI-NP Buildings

Serbia

- ▶ X10 Motorway
- ▶ E75 Motorway

Albania

- ▶ Tirana - Elbasan Motorway and Tunnels
- ▶ Limpraz Hydroelectric Dam

FYROM

- ▶ Evzonoi / Skopje Motorway
- ▶ Building complex - Skopje Towers

Kosovo

- ▶ Elkos Trading Center (ETC) Building Complex

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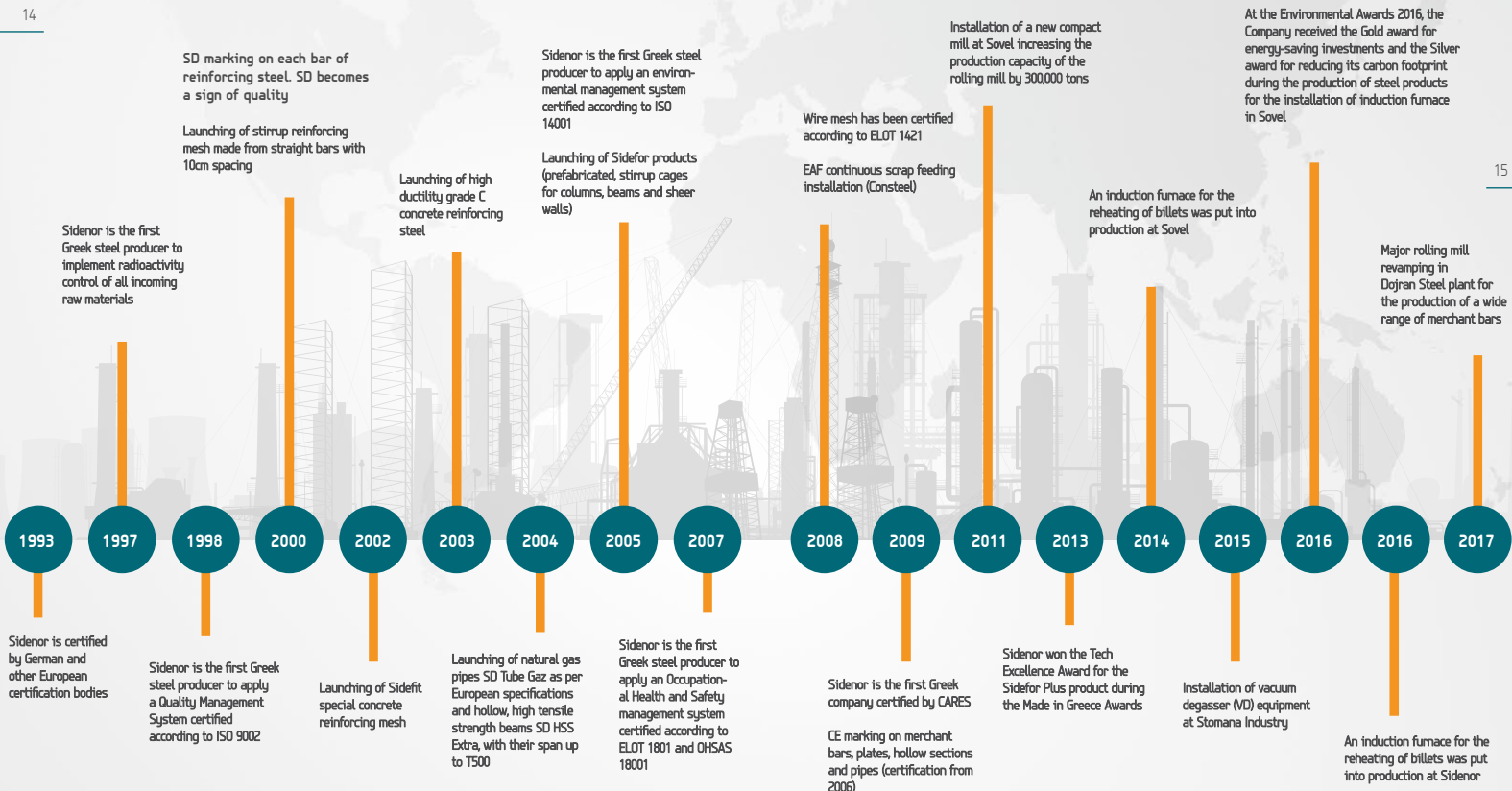
Innovations in all sectors

different steel products
3.800

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We pursue continuous innovation with direct benefits for our partners and the community.

Innovation has been an integral value for us for many years, the results of which are evident in many of our innovative products that have modernized the construction industry. It is also evident in the application of international developments in environmental protection issues which have improved our environmental footprint, in employee health and safety measures and policies, and the continuous quality improvement of our production units through cutting-edge technologies.





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Vision

To be the leading producer of steel products through our **people** and our **technological excellence**

Investing in the future

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integrated solutions



innovative steel products



customer-oriented culture



Sidenor's customer-oriented culture, delivers integrated solutions and innovative steel products to its market, **being the safe choice for its customers and partners.**

our products

Integrated concrete reinforcing system SD



SD Concrete reinforcing steel (bars and coils)

Sidenor produces the wide range of SD reinforcing steel. High availability and fast servicing of the required cut-to-length rebars lead to faster delivery and fitting that thanks to laser construction cost.



Cut-to-length SD rebars

Sidenor produces a wide range of cut-to-length straight bars of SD reinforcing steel. High availability and fast servicing of the required cut-to-length rebars lead to faster delivery and fitting that thanks to laser construction cost.



Prefabricated stirrup cages

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Special mesh SIDE/PLT

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SIDE/INT

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Rounds

Hot-rolled bars of circular cross - section (round) manufactured at a length of 6 meters and with diameters ranging from 10mm to 32mm. They are produced in the range of SD reinforcing steel.



Flats

Hot-rolled bars of rectangular cross - section (flat) manufactured at a length of 6 meters and with widths ranging from 10mm to 20mm. They are produced in the range of SD reinforcing steel.



Square

Hot-rolled square bars manufactured at a length of 6 meters and with side lengths ranging from 10mm to 20mm. They are produced in the range of SD reinforcing steel.



Wire rod

Sidenor offers a wide range of wire rod products. High availability and fast servicing of the required cut-to-length wire rods lead to faster delivery and fitting that thanks to laser construction cost.



Galvanized mesh

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Double twist hexagonal mesh

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Galvanized wire

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Welding electrodes and wires

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Construction pipes

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Water pipes

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Thin wall tubes

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SD Stirrup reinforcement mesh

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Wire mesh

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Steel fibers INCOMIX

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Lattice girders

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SD Spooled coils

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Equal angles

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UPN channels

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Beams IPE

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Steel plates (quarto)

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Special quality bar SBQ

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Steel balls for grinding

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Semi-finished products (billets, slabs and blooms)

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Ploughshare blades

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TIN Mining profiles

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Boron flats

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Railway connections

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Sustainable development and corporate responsibility

are integrated into the Company's decision making processes that involve strategy, research and development, the production process, and all of Sidenor's business practices in general.

Responsibility runs through the whole spectrum of the Company's activities, from the manufacturing to the distribution of products in the domestic and international markets. The environment, economy and society are the pillars upon which the Company develops and grows having sustainable development as its objective.

The adoption of corporate responsibility by Sidenor Group also entails supporting local communities wherever Group Companies operate, as well as fostering dialogue with stakeholders.

Sidenor voluntarily and responsibly has been planning and implementing appropriate programmes, at the same time setting strategic priorities, which focus on the following sustainability axes:



1

Sidenor Group aims to achieve positive financial results, implements a sound Corporate Governance system, and assesses and manages business risks in order to safeguard the interests of shareholders. It develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.

2

Sidenor Group focuses on achieving best and complete customer satisfaction and invests in Research and Development in order to provide new high quality and value-added products and services, thereby improving its position in an ever-evolving business environment. Moreover, responsible business conduct is also required from the Group's suppliers and partners.

3

In the domain of environmental management, the company applies the principle of prevention and takes systematic steps to minimise the impact of its operations on the environment. To protect the environment, the Group implements various programmes for the optimal management of resources, promotes metal recycling, reduction of carbon emissions and waste management.

4

The Company respects and supports internationally recognised human rights and implements fair reward, meritocracy and equal opportunities policies, free from discrimination, for all its employees. It also provides opportunities for ongoing training and development of human resources with respect to its personnel diversity.

5

A healthy and safe working environment is a matter of primary importance to the Company. The Company continually takes measures and implements investment plans, aiming at the ongoing improvement of health and safety at work.

6

The Company designs and implements actions to meet the basic needs of the community in terms of employment, development, education, health, environment, social welfare and culture. It encourages volunteer actions and supports initiatives that help in the development of the local communities, in which it operates.



How we ensure quality



Production facilities boast modern, state-of-the-art quality control laboratories that carry out extensive chemical analyses, metallographic tests, geometric measurements and mechanical tests in order to guarantee that final products fully comply with the requirements of relevant standards and the strictest regulations.

- ▶ Sidenor has been working systematically and consistently to ensure the highest possible quality of products and services, always aiming at creating added value for its customers and shareholders. Within this framework, the Company has applied a certified Quality Management System according to ISO 9001. In the production process, the Company focuses on the manufacture of quality products and carries out strict quality controls at all production stages.
- ▶ In addition, as regards special steels, online non-destructive testing is carried out in the production lines to ensure 100% the top quality of the products manufactured.
- ▶ Sidenor has also installed and operates an integrated radioactivity monitoring and detection system for its raw materials and finished products.





Environmental management



Sidenor has been investing in pollution prevention measures and environmental impact investigation and assessment measures, while at the same time the Group is trying to optimise manufacturing processes through the use of **Best Available Techniques (BAT) established by the EU.**

Sidenor and Stomana Industry are the market leaders in the Balkans in scrap metal recycling. Furthermore, at the facilities of its subsidiaries Aelforos and Aelforos Bulgaria in Thessaloniki, Almyros and Pernik (Bulgaria) respectively, Sidenor recycles by-products produced by its plants, thus making a further contribution towards reducing its total environmental footprint. Another initiative undertaken by the Company was the installation of a facility used for direct scrap loading into Sovel's electric arc furnace (Consteel), which has made a critical contribution towards reducing the particles and noise produced and the energy required, thus saving valuable natural resources.

In this context, Sidenor has developed and manages a Sustainability Management System in the aspects of economy, environment, quality, occupational health and safety, society and respect for human rights at the work place.

Sustainability Management System



Economy



Environment



Society



Respect for
human rights at
the work place

The Sustainability Management System is a self-assessment and continuous improvement tool to be used by the Company in all the aforementioned sustainability aspects.



Sidenor has recognized that environmental protection is a key parameter for its operations and a cornerstone of its sustainable development.

Consequently, the Company is constantly demonstrating its dedication to environmental protection via its Environmental Management System, certified according to ISO 14001 which is applied to the industrial plants of Sidenor, Sovel and Stomana Industry, as well as via its daily practices implemented in this direction.

Sidenor operates in a way that ensures environmental protection and the proper use of natural resources by complying with established environmental regulations, cooperating with competent State authorities and fully abiding by applicable EU and National Legislation.

Sidenor with two modern steel plants in Greece and Stomana Industry in Bulgaria, have a recycling capacity of over **4,000,000 tons of steel scrap per year**, turning them into finished, ready-to-use steel products.

Sidenor and Stomana Industry are the largest steel scrap recyclers in the Balkans.

Sidenor's main actions and initiatives for environmental protection and minimalisation of its environmental footprint are the following:



Full radioactivity control of raw materials and final products



Extensive use of natural gas as fuel, due to its superior environmental performance (fewer emissions of particles and CO₂/ sulphur dioxide emissions) compared to other fossil fuels



Analysis and evaluation of the production process in energy and carbon footprints in order to decrease them



Operation of filters in order to minimize emissions at the steel mills



Operation of cooling water processing and recycling unit



Precautionary measures taken to counter pollution



Evaluation of solid wastes to produce useful products



Installation and operation of instruments for continuous monitoring of exhaust gases



Systematic control of qualitative parameters of solid and liquid waste and atmospheric emissions, based on analyses conducted both inside the Company and by external bodies



Participation in research programs in cooperation with universities and research foundations



Extensive tree planting in the production facilities



Occupational health and safety

- ▶ Sidenor considers its people the foundation on which its visions and goals are built. It was the first steel producer in Greece to adopt and implement an Occupational Health and Safety Management System in all its activities, which is certified according to EL0T 1801 and OHSAS 18001. Furthermore, all of the Group's subsidiaries apply high safety standards to all people they employ in their production units and to their external associates.
- ▶ The Company's policy on Occupational Health and Safety (H&S) is defined by Management and its successful implementation is based on the essential cooperation and participation of all stakeholders.
- ▶ Sidenor is committed to provide the necessary human, technological and financial resources to inspect and continuously improve the H&S Management System, having as its primary goal the constant identification of types of risks, the evaluation of these risks and the implementation of the necessary control measures, protection and prevention for a safe work environment, in order to achieve the goal of eliminating accidents and work-related illnesses. No occupational disease has ever been registered in Sidenor.
- ▶ At the same time, Sidenor provides the necessary education and training concerning H&S to all employees, so that they may effectively participate in protection and prevention.





Our basic principle concerning Performance Appraisal is that it is a process to secure fairness, clarity and meritocracy, but also our alignment towards the strategic goals of our Company.

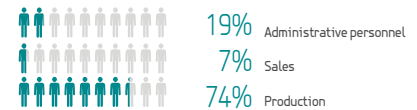
Our Performance Appraisal system offers incentives and possibilities for development as it is directly linked with the training, compensation and the progress for each employee individually. The reward of our people is based on their exceptional performance, their professionalism and their behavior that should be aligned to our corporate values.

Human resources

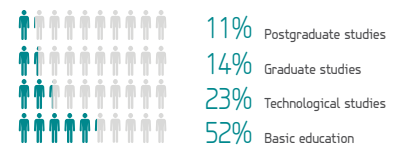
Following our goal for continuous growth, people are our Company's most valuable asset.

Our success is linked to our employees' performance. We are looking towards the development of a positive, safe and dynamic working environment that promotes efficiency, cooperation and technological advancement. Our aim is to create a culture built on integrity, collaboration, mutual respect, meritocracy, personal growth and fair treatment.

Personnel analysis per category



Personnel analysis per studies



Personnel analysis per year in the company





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