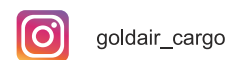
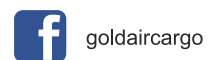


June 2022

Goldair cargo group

magazine_____

***Goldair cargo
group***



**Women in Logistics:
Resilience in a Changed World**

MESSAGE FROM THE CEO



Ongoing Changes, Ongoing Challenges..

We are unquestionably at a watershed moment in world history.

Climate change, Covid-19, the energy crisis, and, eventually, the Ukrainian war are propelling the writing of new pages in world history.

Our country and Greek enterprises are being challenged to enter a new age, embracing obstacles as new possibilities.

The issue is immediate adaptability to new situations, and the speed with which we adjust to them determines our success or failure.

With the foregoing in mind, the judgments we must make must be founded on the values and goals we established in earlier years.

One of our goals has been and continues to be the acknowledgement of human rights, such as gender equality, freedom of opinion, and advancement.

We put this into action by encouraging women's work and recognizing and elevating women to positions of leadership within the firm.

At the same time, in light of the region's migratory patterns, we provide refugees and migrants with the chance to work and establish a healthy future in our country.

Whatever changes occur, morals and humanism will remain an important component of the new chapters of world history.

Kallinikos Kallinikos

Executive Vice President



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GOLDAIR CARGO
GROUP

Goldair cargo s.a

Freight Forwarding & Logistics Services

 **HELLASLogistics**
WORLD-CLASS TRANSPORTS & LOGISTICS

Freight Forwarding Services

MEDLOG s.a.

MEDITERRANEAN LOGISTICS

Logistics Services

Rail **Cargo** *Logistics* *Goldair*
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Logistics Services

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CENTRE ®

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DELPHI ECONOMIC FORUM

*"Logistics is an old job
dressed up
in a new outfit"...*

Delphi Economic Forum is a nonprofit, member driven organization, committed to deliver and promote innovative ideas for sustainable and competitive growth for Europe and the wider Eastern Mediterranean region.

The world is undergoing tremendous change at an unparalleled rate and intensity. Countries, institutions, and policymakers all around the world are continuously confronted with the repercussions of these developments. Understanding and responding to this continuing and dynamic process necessitates deliberate reform pace and policy consistency.

The Delphi Economic Forum brings together political, economic, commercial, academic, and

other thought leaders to confront emerging problems, shape national and regional agendas, and support sustainable and socially responsible growth strategies for Europe, the wider Eastern Mediterranean, and Greece.

The Vice President & Managing Director of Goldair cargo Mr. K. Kallinikos participated in conducting the forum.

He mentioned the following throughout his speech: *"Logistics is an old job dressed up in a new outfit. They have been related with infrastructure in our country. The better our infrastructure, the better our goods transportation. It is critical to organize the supply chain"..*



Logistics is an old task dressed up in a new garb...

They have existed from the dawn of time. They have always required transportation, product upkeep, and management.

Nowadays, the logistics business is intertwined with the infrastructure sector. The better our infrastructure, the easier it is to service the supply chain.

The three key areas for which each country should provide infrastructure assistance are: our entrance points-ports, Logistics Parks, and lastly forwarding networks (Railways Motorway, City Logistics).

It is now clear in Greece how critical it is to organize all of this, despite the fact that everything is moving very slowly, such as the privatization of ports, which could take decades, the motorways, which have not yet completed all of the main arteries throughout the country, and finally the railways, which are still in their infancy. The Logistics Park of Thriasio, which was planned before 1980 and expropriation has begun to become the first Logistics Park with combined rail transit, we are in 2022 and it is only

getting started...

Because the supply chain accounts for 10% of GDP, it MUST be competitive in order to be free of product expenses to the ultimate customer. As a result, we must prioritize the completion of the essential supply chain infrastructure.

Thriasio is one of the most essential projects for integrated transport and logistics, according to Mr. Karamanlis, Minister of Infrastructure and Transport, in his speech today.

Arta's modern bridge, for which we have competed in three contests and eleven bids since 2003, was just signed. Significant obstacles existed since it had to be demonstrated that the Project had no state funding, with governments in recent years confirming this, and so the much-desired project would be implemented in a short period.

The loan studies will be presented following the adoption and ratification of the bill in Parliament, and building work will commence immediately. The first phase of project building is planned to begin in mid-2024, assuming financing and shareholder



contributions.

The most difficult aspect to handle is time. There is a danger in starting an investment in 2016 and having completed a business strategy 6 years ago. Warehouse building costs have more than doubled, and they must be updated since they are conditional. The epidemic arrived and changed certain things; now the war has arrived and changed others, always irritating. I believe that, like any initiatives, they should accelerate their maturity rate, which is the greatest risk. This is an issue for logistics and its infrastructure, and if we can solve it, the outcomes will undoubtedly be extremely positive.

Thriasio is taking a major risk by luring freight that is currently traveling through the Greek network without being processed, or not coming at all and moving to neighboring regions that have established logistics. The bet is that these modern infrastructures, this organized reception point that will be built, will attract companies that will use it to assemble their goods, for example, so that they can add value to their goods and keep that value in our country, regardless of whether these goods are forwarded throughout Europe or the Mediterranean. So that is the major aim, and we will succeed if we

have the necessary tools, people, and training.

The railway is a fantastic asset. According to a recent research by Mr Zeibeki, President of the Hellenic Logistics Companies, freight rail accounts for 0.25 % of all freight moved in Greece. When we look at the reasons, we notice that we lack infrastructure, corporations that support rail transportation, and skilled personnel, resulting in an ongoing vicious spiral. The major reason is the state aspect; as long as things operated according to state logic rather than European Union rules, our railways could not be liberalized.

There are now four enterprises working in the rail transport sector, up from one previously. This is a sign that things are changing. So there must be a combination for this transformation, with the rail business being the primary change. Although it is cheaper in principle than other modes of transportation, it is exceedingly expensive to run, with expensive infrastructure, expensive rolling stock, and expensive training. We must answer this equation since the solution lies not only in funding the action, but also in increasing the load. The competitiveness of the transportation product will only improve as it grows.

And what can we do to make that happen? It should be made simpler for private enterprises to avoid unfair competition from governmental subsidies, not just on the passenger side, but also on the freight side. So freight transport should be adequately supported, not only financially, but also in terms of network access, which should be proper, inexpensive, and open, as well as training, of course, and ultimately, we should be able to service rolling stock all over the world.



E-COMMERCE

At Goldair Cargo SA we always try to understand the upcoming developments and market needs and create innovative services for our customers.

Under this perspective we have created a new point of sale, this time web-based where we operate 24 hours a day and all days of the year.

The idea and necessity to construct this platform have been around for at least 5 years, with the advent of the pandemic and the disconnection of everyone from physical points of sale of products and services serving as the catalyst.

Observing market trends, we discovered that throughout the crisis, products movement during import and export were more frequent and smaller in size.

Customers, under the stress of the situation and in response to market conditions, adjusted the way they placed their orders and tailored them to smaller quantities based on the demands of the time, thus abandoning the creation of enormous stockpiles.

The expansion of the transportation sector, with the organisation of new routes and a reduction in travel time, aided this.

Under these conditions, everyday demand for transportation services in precise amounts and for a certain length of time surged, while broad offers of long-term transportation services fell.

Simultaneously, the internet's use for searching information and promoting products and services at all levels became commonplace. The similar thing happened in the communication of people who today use social media extensively.

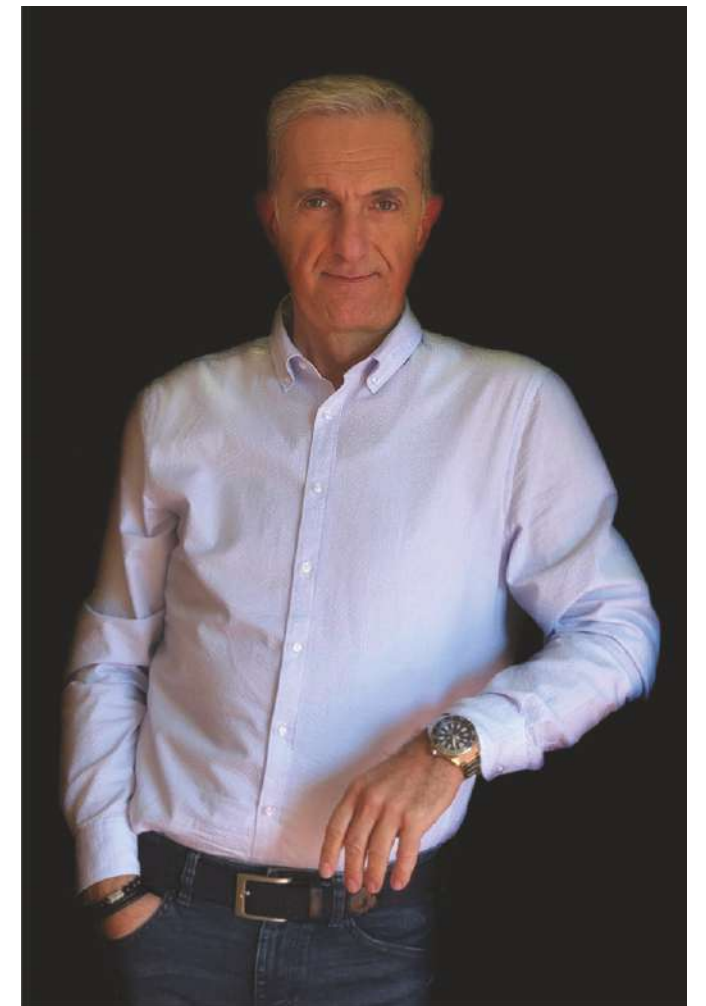
When all of these elements were combined, it was clear that a new inventive means of communicating and selling services to our clients was required, which was accomplished through the development of the online platform.

Customers can acquire road group transport services from countries in the European Community in its first iteration, which is for B2B (business to business) transactions rather than private or B2C.

More countries, as well as additional modes of transportation such as sea and air travel, are expected to be included in the near future.

A prospective customer can enter the shipment's departure and arrival points, as well as the dimensions and weight of the items, into a user-friendly menu and receive an offer.

He can receive a copy of the offer in his mailbox if he registers or is already a user of the service, and he can



Roadfreight Network Manager and Product Manager of E-commerce Project **Mr. George Stannos**

also keep track of the offers he has received.

Then he can proceed to pay for the service with a credit card or a bank deposit and schedule delivery.

Moreover, he'll be able to track the progress of his order and the products' transportation till they arrive at their destination, as well as organise delivery, using the track + trace system.

He can contact the customer support department of this service throughout working days and hours if an issue arises.

We are all pleased at Goldair Cargo SA that we have been able to organize a new way of communicating with our customers based on the needs of the time, and we are confident that the market will appreciate the immediate information about the cost of transporting the products, the quick completion of the loading order and the monitoring of the order and shipment progress, all of which can be done through their computer screen.

Thriasio

The project on rail!

The Ministers of Infrastructure and Transport, Kostas Karamanlis, and Finance, Christos Staikouras, signed a modification to the concession agreement for the construction of the Freight and Transit Centre in Thriasio, Greece's first Logistics Park.

The project entails the building of a Freight and Transit Centre in Thriasio, as well as the design, construction, finance, management, operation, and maintenance of Greece's first Logistics Park.

Within a 588-acre tract of land held by GAIAOSE, it will feature warehouses and support facilities with a total surface area of 235,000 square meters.

The budget for investment reaches 200 million euros.

The concessionaire will build the Freight and Transit Centre's buildings and amenities. It will also build internal infrastructure such as rail and road networks, storm water and sewage networks, electrical lighting and communication networks, as well as beautify the surrounding region.

A railway line will be built along the park's southern edge to link the center to the national rail network, and an internal road network will be created to connect to the

national road network. In this way, the possibility of supplying the warehouses with a unique mix of modes of transportation is secured.

The concessionaire will also be in charge of establishing a car and motorist service station, a gas station, spaces for the development of telematics and IT systems, parking lots, customs facilities, and health services. According to the Ministry of Infrastructure and Transport, 12 aspects of the concession contract have to be amended in order to get the project off the ground.

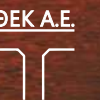
The extremely challenging negotiation with the contractor lasted more than three years (ETVA VIPE SA - GOLDAIR CARGO SA).

It should be noted that the shareholder composition of Thriasio Commercial Freight Centre SA (THEK SA) is changing, with ETVA-part VIPE's decreasing from 80 percent to 60 percent and Goldair's portion growing from 20% to 40%.

With TLC SA, GAIAOSE, and the enterprises GOLDAIR CARGO SA and ETVA VIPE SA as concessionaires, Thriasio improves the country's freight services while also moving it closer to its goal of being a key logistics hub in SE Europe.

Minister of Infrastructure Kostas Karamanlis -
Finance Minister Christos Staikouras

THRIASSIO
LOGISTICS
CENTRE®





THE ROLE OF LOGISTICS IN SHORTAGES OF GOODS DUE TO WAR

As the situation between Russia and Ukraine worsens, the operational outlook for logistical activities with both nations has shifted dramatically.

Several nations, including the EU, have placed fresh trade restrictions and export curbs on Russia, Belarus, and Ukraine's Crimea, Donetsk, and Luhansk regions. More limitations are likely. Even if your transactions are still legal, the additional sanctions may make future activities more challenging.

Please keep in mind that reservations for the impacted regions have been temporarily halted. Some carriers have also implemented a War Surcharge beginning this week and lasting till further notice.

AIRFREIGHT

All flights to and from Ukraine, as well as most flights to and from Russia, remain halted, and the European Union has barred all Russian-owned and Russian-controlled aircraft from entering EU airspace.

Many airlines will also avoid Russian airspace by adopting a more southern route, resulting in longer travel durations. As a result, this scenario is affecting services, and airlines are charging surcharges.

OCEAN FREIGHT

All floating goods bound to Ukraine will now be moved to neighboring ports such as Constanza (Romania), Tripoli (Lebanon), and Piraeus (Greece), among others. Please be assured that our personnel will continue to be ready to handle each scenario as needed.

Please keep in mind that, as of now, several of the major carriers, like CMA CGM, Maersk, Hapag Lloyd, and MSC, have ceased all operations to and from the impacted countries.

Aside from that, the rise in oil prices is projected to result in a significant increase in BAF surcharges.

ROAD TRANSPORTATION

All borders to and from Ukraine remain blocked, with the exception of aid and relief and government and defense movements.

While Russian borders remain open, passage is difficult, and many carriers have decided to halt operations to/from the impacted areas.

RAIL FREIGHT

All existing and new rail freight services between China and Europe are being allocated to Ocean Freight.

Despite this, the Russia-Ukraine issue is projected to have a significant impact on global commerce in the near future, particularly in light of the aforementioned sanctions. Transportation and logistics costs will rise, supply chain disruptions will occur, gas and energy prices will rise, and so on.

As several nations declare Russia's and, more recently, Belarus' exclusion from the SWIFT payments system, transactions with both countries are becoming increasingly difficult to accomplish. Apart from the United States, the European Union, the United Kingdom, Canada, Switzerland, Japan, Australia, and New Zealand have all imposed penalties on Russia, with more to follow.

Logistics will be particularly crucial during the crisis, not only as delivery locations, but also as possible extended storage sites in an attempt to cope with a food shortage by hoarding.

Those that have invested in expanding their warehouses may become dominant and will be able to endure the repercussions of conflict.

This is a broad condition that is preventing the system from functioning properly. After all, "the chain is only as strong as its weakest link," and there are far too many weak links in the current situation.



.....here's always room for a story
that can transport goods,
ideas, culture, hopes
and dreams to another place...

War in Ukraine: Strong blow to transport

Before they can recover from the pandemic's impacts, transportation will confront new limits and hurdles. Huge fuel price hikes are a ticking time bomb on the foundations of transportation corporations, air transport is venturing into new territory, and supply chains are being struck severely.

Flight prohibitions over Russia, Ukraine, and, to a lesser extent, Belarus have effectively closed off 10 million miles of international freight airspace. Prior to the Russian invasion, 20% of commodities were delivered by air; this significantly limits capacity..

The railway that "manned" Europe for a century and a half of intense struggle before contributing to the continent's union during peacetime is again at the frontline of the new humanitarian catastrophe. Over 2 million migrants and 20,000 tonnes of humanitarian goods have been conveyed by European railway firms.

At the same time, international analysts predict that the containers that have been following the

new Silk Road in recent years will return to ships, boosting a market that is already crowded by 5% - 8%.

Small enterprises with less than ten cars are the most vulnerable, accounting for more than 80% of the total.

A setback for the supply chain.

"The EU and its foreign allies' sanctions have caused a major damage to the Russian economy."

They are also having an impact on the European economy, and this will continue in the coming months."

In 2019, road freight transit accounted for 76.3 % of overall freight travel in Europe, with rail and inland canal transport accounting for 17.6 % and 6.1 %, respectively.

In turn, Greek motorists warn that the great majority of road transport enterprises in our country are tiny, with average truck ownership reaching 1.2 vehicles per owner, with everything that involves.



Individuals That Led Us To The Top



*"Goldair was a part of my life,
and I identified with it.
I've evolved alongside it,
and it's important to me that
it continues to rise".*

Iordanis Serpetzoglou

Former General Manager
of Road Freight Department

Mr. Megariotis, then as a shareholder and executive of Goldair Cargo S.A., approached me with a proposition for collaboration in the summer of 1996. I was asked to take over the organization of the road department of the firm, which at the time had limited transport activity to Italy and France with 6 workers and a distant warehouse with an earthen floor in Spata, during our discussion at the company's headquarters on Vouliagmenis Avenue.

The task was a major and daring step for me, who was now an executive at a global transport firm, to test my ability and put my 25 years of experience working in the entire range of international transport into effect (rail – road and customs).

The good response of the shareholders, particularly the trust given to me by the chairman of this firm, Mr. Stelios Golemis, in providing space and time to achieve joint goals, was a significant element in the approval of this intriguing idea.

Despite fierce competition from dozens of comparable transportation firms and huge multinationals (with strong connections, vast personnel, financial potential and central warehouses covering many square meters), and despite the inherent obstacles of adaptability, we progressed by taking little steps.

The use of existing staff, the judicious recruitment of experienced staff in special areas combined with the use of interpersonal relationships with customers and correspondents, as well as personal contact and service, enabled us to increase the department's turnover with the major section from and to former Eastern European countries.

The Company's foothold in the Greek market was enhanced from the first year, and we are on a steady rising trajectory over the next three years.

The management's rearrangement of the Thessaloniki office as a result of the emergence of the Athens road division proved incredibly helpful, as the perfect person for the proper role was identified in the person of the superb as it turned out partner Kostas Anagnostopoulos. The Thessaloniki office is currently a market leader in Northern Greece's financial industry.

The road department of the firm is on a development path with extremely positive prospects for the next three years, having gained the trust of local partners and international correspondents, in addition to big clients, owing to honest and fair behavior and management to everyone.

The Board of Directors of the shareholders played an essential role in the company's development, accepting suggestions for restructuring and extension of departments, as well as the company's investment plans, and taking the appropriate financial risk. It proved to be incredibly useful to the business.

The company's consolidation in the Greek market and internationally is now a reality.

During this time, Mr. Kallinikos Kallinikos took over as General Manager in 2003. His thoroughness, value assessment, and understanding allowed him swiftly adapt to the company's facts and grasp the effort that had previously been put in. The company's boundaries and potential expanded. They were put in place with steady and well-thought-out actions, consistency of words and acts, and the contribution and collaboration of executives and the Board of Directors, and goal attainment became a reality. A logistics department was established, which was first located in the road department's 1000sqm storage area but is now mostly housed in private facilities totaling 120,000sqm. Mr. Zak Kiseoglou and Katerina



Potiraki, both worthy executives, contributed to the company's quick expansion and investment success.

The pre-existing Aviation Department was reorganized, its offices were relocated to the Spata Airport, and it now has worldwide recognition.

The road was divided into portions as follows:

Northern Europe, which is the sole representative of Dachser SE in Greece, is overseen by Mr. George Stamnos.

Southern Europe has finally found its path.

Eastern Europe (former) is still the division's leader and has developed a vibrant sales department.

Competent partners were hired for each division, increasing capacity and turnover, and they are managing them with consistency and inventiveness.

The company's quick development and profitability are already visible, as seen by the huge investment in privately held offices and warehouses in Aspropyrgos, which served as a springboard for further expansions that continue even during the economic downturn and capital constraints.

The Management is handling this challenging era with forethought, collaborative responsi-

bility, and a lot of work from everyone. As a consequence, the crisis not only did not affect the firm, but it also preserved current positions without layoffs or salary cuts. On the contrary, after a time of waiting for developments and prudence, the company's investment program resumed and personnel recruiting began.

⇒ **The Ocean Freight Department was established, which today holds a dominant international position, especially in the Cyprus and Far East line.**

⇒ **The railway division was created in cooperation with Austrian Railways and based in Thessaloniki.**

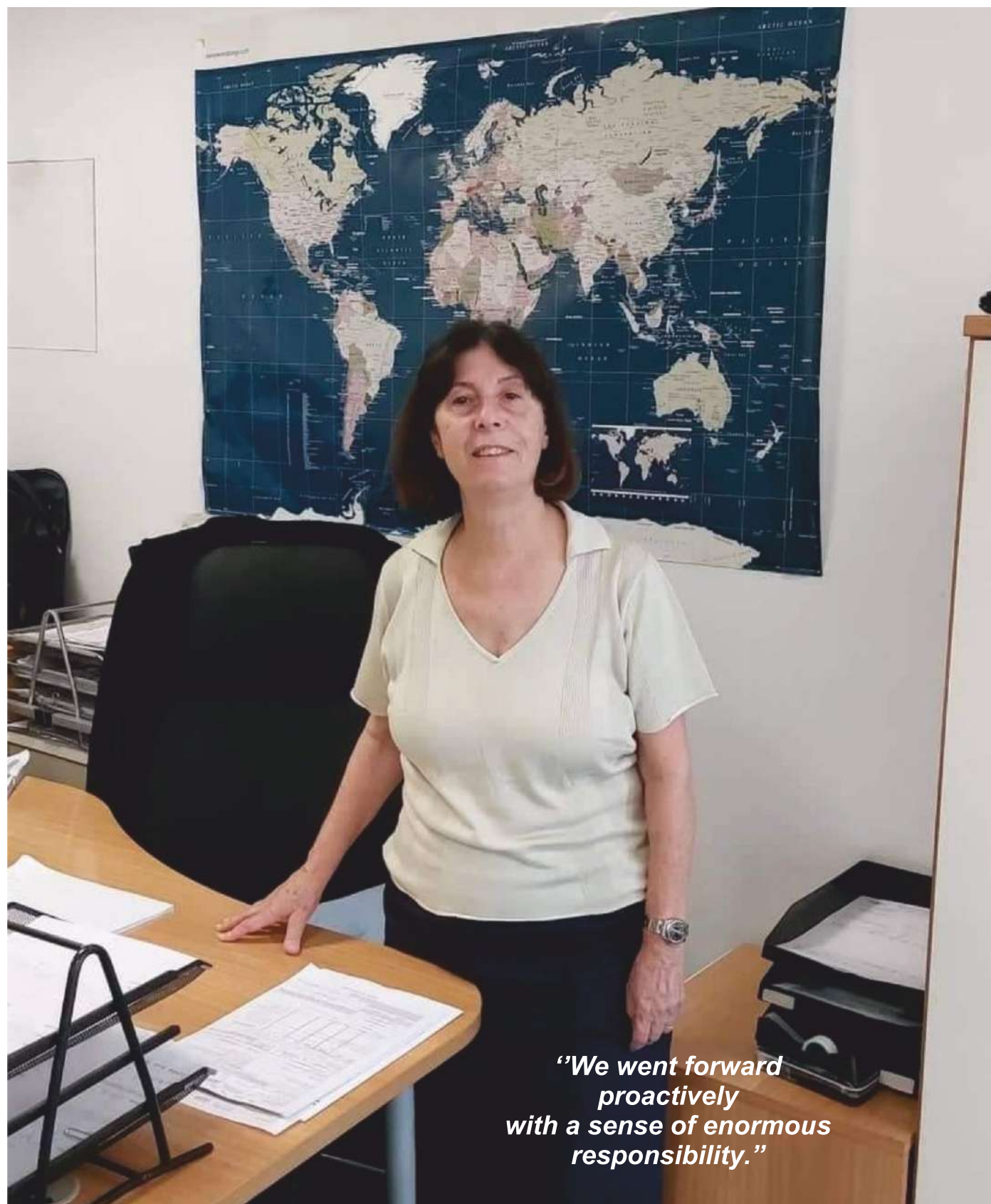
⇒ **The major investment of the OSE freight centre in Thriasio has recently been approved and is progressing.**

The reference to the firm's successes, rather than only the road portion, is made since Mr. Kallinikos Kallinikos regarded me like a member of the company from the beginning and surrounded me with his trust. My involvement was never restricted to the administration of the road division, but I was involved in all of the company's decisions and operations.

True, Goldair was a part of my life, and I identified with it. I've evolved alongside it, and it's important to me that it continues to rise.

However, I would like to emphasize that none of this would have been possible without the company's valuable human resources, which have expertise and management efficiency, as well as the promotion of mutual understanding, mutual assistance, and mutual respect among management, departments, executives, and staff, which now numbers around 300 people.

These are the same ideals advocated by the present General Manager, whose goals and aims, together with his trustworthy behavior, have propelled not only the firm, but also the Goldair Group, to the top of the Greek market. It is all of our job to keep him there.



"We went forward proactively with a sense of enormous responsibility."

Individuals That Led Us To The Top

Thalia Petraki

Former Air Freight Manager

Goldair cargo was founded in 1987 with a lot of passion and readiness to work, and with 13 years of experience in business, I joined the then-limited personnel of the firm in 1989, which was based at Vouliagmenis avenue near the ex airport.

I must acknowledge that it took some time for the firm to establish its position in the market, which is understandable given the severe competition and the country's modest but steady economic progress since then. Of course, the route to the top was not simple. It takes commitment, discipline, and trust in the vision and strategy, even when all of this work did not appear to provide the greatest potential outcomes. After 2000, when the younger generation took over management, the firm invested and rose to the top ten in the industry and in its category. This was the watershed moment for the firm, which is today one of the most known and successful in the industry.

Over the years, significant events occurred, such as the European Union's enlargement, which resulted in the elimination of customs procedures in many European countries, and our transfer to the new Eleftherios Venizelos airport, which surprised me and I did not expect to enjoy it before the end of my professional career.

One of the most significant events in my lengthy affiliation with the group occurred in 2004, when the CEO, Mr. Kallinikos Kallinikos, invited me to lead



the firm's newly formed subsidiary, Hellas Logistics.

We went forward proactively with a sense of enormous responsibility, and as a consequence, we are now talking about an integrated multimodal corporation engaged in road, sea, and logistics, as well as the first-ever airline division to be yearly in the top 10 of IATA's statistics for Greece.

Hellas Logistics was, is, and will always be my professional child, of which I am extremely proud.

Despite the difficulties of recent years, I expect that the group's trajectory will be upward and that it will always be staffed by individuals with vision, principles, and a willingness to work.



"An exciting trip, with a lot of labor, huge aspirations and the aid and commitment of my colleagues."

Individuals That Led Us To The Top

Konstantinos Anagnostopoulos

General Manager of North Greece

I first saw Goldair in the middle of a snowy landscape in January 1999, during a traffic congestion in Thessaloniki, with the previous general manager Mrs. Mary Stefanou, who had traveled from Athens to see me at the company's offices in Kalochori.

It was a modest warehouse in the town square, with offices in a loft above the warehouse area and conditions that bore little resemblance to the company's expansion over time. That is when I was asked to lead the renovation and long-term planning of the Thessaloniki branch.

The proposition - invitation - challenge, as well as my involvement in the creation of the firm in Greece and abroad to the maximum of my ability, was incredibly attractive and could not leave me unmoved.

With professional interest and excitement about how all of the above could be accomplished, I offered my favorable response, and the trip began a few weeks later.

An exciting trip, with a lot of labor, huge aspirations, and the aid and commitment of my colleagues, notably Mrs. Maria Abrazi, whose consistent help and dedication to the effort was crucial.

We created the groundwork for future growth by developing processes for a certain method of working, teaching employees in proper and effective time management, and taking on extra work, all while utilizing our professional contacts and talents. At the same time, the company's collaboration with its headquarters in Athens was evolving, with the sharing of information, ideas, and best practices in the Greek market, as well as in Europe and throughout the world.

The company's stockholders, who were open-minded individuals with a creative vision, supported the endeavor. Mr. Iordanis Serpetzoglou, head of the Athens road department, was instrumental in this as well, given his knowledge and significant effort. By the end of 1999, the company's favorable prospects were beginning to appear.

Repeated discussions, endless hours of work, great anxieties, and a huge and daily struggle to strengthen our position in Greece and abroad began to pay off, resulting in a change in the climate within the company between executives and employees, as well as the development of the appropriate

professional mentality. After laying a new basis for the firm, we were now prepared to confront the difficulties of the age, including the tremendous economic boom that would accompany Greece's entry into the Eurozone.

The nomination of Mr. Kallinikos Kallinikos as general manager has begun to direct the company's historic trajectory, which is a pleasant occurrence. The firm has now found a leader with honest behavior, fair treatment, and a strong devotion to the objective, who provided perspective to the vision and began to drive the company to the top by enriching the team with fresh faces and goods.

Profits and huge investments with profit refinancing elevated the firm in the Greek and European markets and positioned it as one of the main brands in the Greek market.

The company's first big infrastructure investment began at the end of 2003 in Thessaloniki, where the company's first privately held property was constructed. The decisive contribution to the company's future course and a massive tool provided by the shareholders and management, so that the company's people seize the opportunity and lead the company to a continuous upward, qualitative, and effective course that brings us constantly higher and higher in image and appreciation in the market.

Today, the corporation and its group of leading enterprises hold the top spot in the Greek market. With comprehensive know-how and excellent solutions in the whole range of transport and logistics difficulties, the company has become the most powerful player and constant partner of significant clients and correspondents, and it has remained firmly at the top to this day.



8
March

INTERNATIONAL WOMEN'S DAY



International Women's Day (IWD) is a global holiday celebrated every year on 8 March to commemorate the cultural, political and socio-economic achievements of women. It is also a focal point in the women's rights movement, drawing attention to issues such as gender equality, reproductive rights and violence and abuse against women.



President Mrs. Regina Golemi

8th March INTERNATIONAL WOMEN'S DAY

International Women's Day is celebrated in various ways around the world; it is an official holiday in many countries and observed socially or locally in others to celebrate and promote women's achievements

Women's Day is one of the most beautiful days to commemorate spring

Goldair freight group, a primarily female-owned firm run by its president, Mrs. Regina Golemi, surprised all of the company's female employees with a surprise event.

The President addressed and conveyed her appreciation for women's efforts and contributions to the growth of Goldair's businesses.

She underlined the company's aim to safeguard women's labor rights, which are being infringed globally.

Family and maternity leave.

Women make up 85% of the Goldair group's customer service and secretarial roles.



Employees' expressions were filled with delight and passion as they were recognized for their contributions.

The employees' emotions were quite strong, and the president's address underlined the significance of the day, which was incredibly encouraging for the employees' work and wished strength and long-term growth.

GOLDAIR GROUP takes great pride in assisting these women who are called upon to be working moms, wives, and endeavor to balance their duties in the best way possible.

The Group exhibits its faith in women by cultivating a culture that values.

The event was attended by the group's employees, who received flower bouquets in appreciation and enjoyed a breakfast with musical accompaniment.



Goldair cargo s.a.
INTERNATIONAL FORWARDING & LOGISTICS

232.000.000
κιλά ετήσιο μεταφερόμενο

240.000
αποστολές από και προς όλο τον κόσμο

75.000
τ.μ. αποθηκευτικοί χώροι σε όλη την Ελλάδα

18.000
συνεργάτες σε όλη την Ελλάδα

1.250
φορτηγά

260
εργαζόμενοι

3
εταιρίες





Nansy Kalaitzi

Ocean Freight Manager

In the spring of 2011, I joined Goldair Cargo as Head of the Sea Transport Department.

My function in the department has changed over time as the department has grown. I now hold the department's General Ocean Freight Management and team coordination. I communicate with foreign agents and actively seek new international collaborations. I am also in charge of working with shipping businesses all around the world.

My objective is to ensure the seamless running of my department, which is now frequently challenged with crisis management owing to global upheavals.

I am in the third decade of my career in the transit sector. Many times I have believed that something I am living is the most important moment of my career. But today, without hesitation, I can say that the most important moment of my career was my employment with Goldair Cargo.

Joining the huge Goldair Cargo family provided me with all of the tools I lacked as a professional to reach my objectives. In the company, I feel like a high performance athlete that was lucky enough to find the right coach who uses those qualities and allows him to prove himself constantly. So, despite the adversities and substantial

challenges of recent years, my department, my team, and I have managed to produce extremely positive outcomes for many years in this fantastic environment, with the full backing of the Group.

I started my journey in the industry many years ago and especially then I felt like an alien that has travelled all over the world attending conferences and in search of partners in the global market.

The percentage of men, in managerial positions in particular, is overwhelming and this has always been a challenge for me because I had to prove, with a lot of effort, my value to them. Many times, my gender was appraised axiomatically, but my determination in achieving my goals always changed their opinion of me. What benefited me, and this is advise I give to young ladies, was that the cautious attitude I had toward males because of my gender did not prohibit me from talking with them, negotiating with them, or clashing with them at any moment.

So, as a person and a personality, I progressed and became established. Therefore I used a weakness to my advantage and stood out as a woman in a male-dominated field.

I think Goldair Cargo's support towards female professionals is outstanding.

Goldair Cargo recognizes and caters to the demands of female professionals, as well as their personal and professional lives. In our company, equal treatment of men and women is visible in every case, which is why we will see many women in middle and upper management positions, equal pay for both genders, special care for women who

"My objective is to ensure the seamless running of my department, which is now frequently challenged with crisis management owing to global upheavals."

WOMEN in CHARGE



become mothers, support for the family, and female employees who are thinking of starting a family while working for us. We all feel safe working for a company that values our rights and treats us as professionals.

To be honest, I have many, many nice memories, particularly of meetings with colleagues in Greece or gatherings

overseas, when we had a lot of fun numerous times.

However, the best memory of the previous decade is closely tied to the worst scenario our business has experienced in recent decades. The epidemic and the issues it produced are known to have caused massive disruption to marine travel, with



unprecedented problems relating to lockdowns in Greece and elsewhere, as well as a chaotic situation in ship schedules.

In this very awful period, which I honestly hope we never have to experience again, my team moved quickly and organized our work so that, despite the enormous challenges, we were able to go through this Calvary healthily and with great responsiveness to our obligations.

I owe this to my colleagues in the shipping department and the company's leadership, who have supported us admirably, as a family would.

My department's excellent reaction to the Pandemic is without a doubt my favorite memory from the last 10-15

years of my work.

Having completed a significant portion of my career, I believe that my major objectives have already been met.

My biggest ambition for the future is to never stand still, to follow current trends, and, if I achieve, to be ahead of my colleagues as a professional in my sector, passing on my expertise to the young people who work in our organization.

Finally, my major aim is to help Goldair Cargo's shipping department become the premier shipping department in the Greek market in terms of efficiency and customer service.



“We must tackle gender prejudice, because both men and women have a lot to offer.”

WOMEN in CHARGE

Katerina Potiraki

Logistics Director &
Warehouse Manager

My relationship with Goldair began 22 years ago, on May 15, 2000. A trip that, with time, I recognized is an essential aspect of my existence.

I dare to claim that, in addition to having formed a lovely family in my personal life, I also belong to a vast "professional" family to which I have given a significant amount of time and effort.

My will, together with my talents and the faith they have shown me, foretold my progress in the logistics sector from the beginning of my work with Goldair Cargo, and I am now the Logistic Director of the business as well as in charge of customs concerns.

Every moment at the firm was and continues to be a challenge, a stimulant, and a drive for me to grow as a person and as a personality. The most significant achievement has been the formation of a cohesive, integrated, powerful, and productive team. The sense of power that we derive from this team, which is now perfectly balanced and has overcome the first internal challenges, is the key to our success.

And when I say success, I mean the amazing collaboration we have built with the clients who have chosen and



supported us for so many years, new collaborations that are continually developing, and all the planned Projects. Apart from our highly busy activities in Greece, we have successfully expanded our collaborations in a number of other countries. This move positions us among the leading corporations working in the logistics sector, raising the bar significantly.

With unrivaled passion, continual effort, development, and knowledge, my team and I resolve challenges, providing a sense of pleasure and establishing the groundwork for the next objective. Each goal achieved is a moment of personal delight and achievement until the next one arrives.

I am incredibly proud of myself and my

team every time I look back in time and compare where we started vs where we are now as a Logistics department. Starting with a few square meters, Goldair Cargo's Logistics department has expanded to cover 135.000 warehouses, with plans to expand even more in 2022. Despite the difficult circumstances our economy is experiencing, my department employs over 150 people and hopes to hire even more.

In the past, a woman's position in the workplace was viewed in lesser regard than that of a male, anything that never bothered me. My bravery and persistence landed me in this career at a young age.

Unfortunately, the dominant perception is that the professional advancement of many extraordinary and bright women, even if they

are more outstanding than their male colleagues, is hampered by external factors such as stereotyped male ideas and biases.

As a result, even now, the percentage of women in senior management in corporations is relatively low, and this percentage continues to fall as the hierarchy level rises. As is usually said in so-called "male-dominated professions," women must earn more, work harder, and improve their talents in order to gain a position held by a man.

The difficulties that a woman faces are greater than those that a male will face. My motto, on the other hand, is different.

Treating our job as a "war of the sexes" pushes us away from attaining our

collective and individual goals. It does not help the productivity of a team, an ensemble, or, ultimately, the business itself because significant time is squandered.

A person's competence and talent are rated not by gender, but by the dynamics of the individual as an entity and how effective and productive they are within a team.

As I previously stated, there is no gender discrimination at the firm where I provide my skills, but there is also no racist bias. Regardless of gender, everyone has been evaluated to work in the area that produces the greatest outcomes and objectives. We all work hard to achieve our goals, and I consider myself very lucky to be a part of a firm that stands by and supports all of its employees without exception.

We must gradually begin to eliminate these stereotypes and gender biases, as men and women have much to offer in the area when they work together effectively.

In my everyday life, I share my most wonderful recollections with my colleagues. Perhaps during pauses in long meetings, we might talk about our rough beginnings, our first privately held warehouse, our first customer, and our first



distinction in the logistics sector. Difficult situations, the recall of which now leaves us with a satisfied grin.

My long-term objectives may be described as straight forward but complicated.

My objective is to be an inspiration to my team, to lead them properly, and to efficiently manage their abilities and talents.

Furthermore, we all collaborate to create and find answers that the competition does not provide, allowing us to effectively accomplish our times' new technical and digital problems.





"It was a time of acknowledgment, trust, and, of course, huge incentive for my development and progression as a professional."

WOMEN in CHARGE

Lena Petraki

Airfreight Operation
Manager

With 14 years of experience, I joined Hellas Logistics in the air import department in January 2007.

With a lot of excitement for work, a creative approach, and personal ambition, I took up the responsibility for quality control, office organization, and a substantial part of the responsibility for the outcomes in the coming years.

The most crucial point of my career thus far, and the fondest recollection of it, was when the company's management integrated me into its management team.

It was a time of acknowledgment, trust, and, of course, huge incentive for future development for me.

Of course, due to my gender and young age, not everything was always simple during my upward career and up to the current day.

Gender stereotypes about women in positions of authority have profound origins in modern Greece's patriarchal society.

Efforts made in recent years on behalf of the European Union have helped to normalize situations.

On the other side, Greek entrepreneurs are increasingly understanding that denying women's abilities due to gender prejudices would make their company uncompetitive.

Hellas Logistics' management, on the other



hand, openly trusts - in addition to hard work, knowledge, and experience - the instinct, aesthetics, and, especially, leadership skills of women, and is increasingly breaking down the male-dominated mentality of previous years and promoting the presence of women in managerial positions.

Also, and most crucially, the corporation is embracing parenting, so relieving women in any position of worry.

Prior to joining the Hellas Logistics family, I was subjected to skepticism and mistrust, which I dealt with humor or apathy.

Furthermore, the route to the top is not simple; it requires serenity, patience, and, especially for women, hard effort.

My aim for the aviation department is to deliver high-quality services, stay current with contemporary transportation (through ISO systems), and, most significantly, produce excellent annual financial outcomes.



“In the temperature control area, +15/+25°C”



TEMPERATURE CONTROL SHIPMENTS

Hellas Logistics specializes in the air transport of temperature controlled shipments

Our organization is ISO 22000:2018 (Food Safety Management System) certified, GDP (Guidelines on Good Distribution Practice of Medicinal Products for Human Use - 2013/C 343/01) accredited, and ISO 9001:2015 certified (Quality Management System).

Continuous export activity with top pharmaceutical firms over the years, as well as the primary export volume of fresh figs, have given us unique knowledge in handling the shipment of pharmaceuticals and heat sensitive items.

We design the air transport plan based on the client's loading order, selecting only IATA PHARMA CEIV certified airlines, taking into account the ambient temperature at each stopover (avoiding stopovers with extreme temperatures), and, of course, the shortest transit time combined with the best possible fare.

Temperature-controlled commodities need complete uniformity and continual monitoring from the time they are picked up from the consignor's headquarters or delivered to the airline handler until they are picked up by the consignee at the destination airport.

Hellas Logistics also conducts annual audits of its supplies and has educated its employees in quality and temperature-controlled freight handling.





War in Ukraine is a crisis for women and girls

War in Ukraine is a crisis for women and girls.

The war has severely impacted social cohesion, community security and the resilience of local communities, especially women and girls. Lack of access to social services including schools and strained community resources have increased the care burden of local women who responsible for the care for children, disabled and elderly family members.

Recent estimates indicate that 54 per cent of people in need of assistance from the ongoing crisis are women. More than 2.3 million refugees from Ukraine – the vast majority women and children – having fled to neighbouring countries, and others displaced within the country. These numbers are expected to increase significantly as the offensive continues.

As women continue to bear different and additional burdens of war, they must be represented in all decision-making platforms on de-escalation, conflict prevention, mitigation and other processes in pursuit of peace and security for the people of Ukraine and beyond.

FROM GLOBALIZATION TO LOCALIZATION

The Russian invasion of Ukraine and the penalties placed on it, as well as fresh pandemic-related shutdowns in China, are the latest developments to shake global supply chains. When combined with the China-US trade war and other pandemic- and climate-related disruptions, it is certain to accelerate Western companies' efforts to reduce their reliance on China for components and finished goods and Russia for transportation and raw materials, leading to more localized, or regional, sourcing strategies. If China decides to support Russia in the Ukraine war, it will only exacerbate the movement.

Things began to alter with the 2008 financial crisis. With the 2008 oil price increase and a variety of natural disasters, ranging from the SARS epidemic in 2003 to the 2011 tsunami in Japan and flooding in Thailand, industry leaders recognized that the 1990s strategies could increase their exposure to operational problems and compromise their ability to respond effectively to natural disasters.



The Ukraine crisis and China's tighter alignment with Russia would dramatically alter the interchange of energy, raw resources, industrial components, and commodities between the West, China, and Russia, promising to accelerate the reshoring trend.

Transportation expenses will rise when oil and gas prices rise owing to the war. What is less evident, but as essential, is that the conflict has limited the capacity to use Russian transit infrastructure to support Asian industry. Indeed, numerous businesses have been manufacturing components and finished goods in China and shipping them to Eastern and Western Europe through the Russian railway. Of course, some of these products may be shipped by air, but this is substantially more expensive, especially since that aircraft must avoid Russia.

Moreover, Ukraine contributes over half of the world's neon gas, which is utilized in the production of semiconductor chips. Governments and huge businesses are rushing to find alternate suppliers, but supply is tightening and costs are skyrocketing. Russia and Ukraine are also significant exporters of cereals such corn, barley, and wheat, as well as fertilizer. While the entire impact of the battle on global food supplies is unknown, prices are

already increasing.

These elements are increasing interest in local supply chain solutions. The transition from globalization to localization.

Finally, the unexpectedly huge impact of the Ukraine war on European industry has underlined the danger associated with the present global supply chain. There is little question that European firms will evaluate the risks connected with overseas suppliers and consider purchasing more domestically, even if this necessitates extra price hikes. This might provide Europe a chance to build its local manufacturing industry.

The localization strategy is not a panacea.

Companies should stress test their supply chains and develop measures to make them more robust to hazards until infrastructure improvements in local regions are made. The only certainty right now is that global supply chain difficulties will worsen in the foreseeable future.



No matter how the catastrophe in Ukraine ends, the costs of helping the millions of Ukrainians fleeing Russian bombs will be staggering. Some early estimates put the bill for housing, transporting, feeding and processing the flood of humanity at \$30 billion in the first year alone.

“This is a humanitarian and medical emergency”.

Whether such quick turnabouts are possible is one of the many uncertainties hanging over Europe’s fastest-growing refugee crisis since World War II.

European economies are still recovering from the pandemic and coping with stubborn supply chain shortages and high inflation. As costly as it will be to provide short-term relief to families temporarily displaced by the war, over the long term the expense of integrating millions of people would be much greater and put immense strain on housing, education and health care systems. While a giant influx of workers, particularly skilled ones, is likely to increase a nation’s output over time, it could intensify competition in the job market. Roughly 13 million people were unemployed in the European Union in January.

Officials, migration experts and economists say it is too early to say whether most displaced Ukrainians will end up staying.

That is a stark contrast to 2015, when 1.3 million migrants from the Middle East and North Africa

escaped to Europe after years of war and terror, seeking asylum because they feared persecution. Return was not an option.

The urgent humanitarian and moral case is compelling on its face; the economic argument can be harder to make. Most research, though, over the long term shows that working refugees can help economies grow, expanding a nation’s productive capacity, paying taxes and generating more business for grocery stores, hair salons, and clothing and electronics stores. That was what happened in Germany after 2015 when it took in more than a million refugees, most of them from Syria.

But countries face significant initial costs.

The European Union last week pledged 500 million euros, or \$550 million, in humanitarian support, but it will have to put up more. “European governments are going to blow the budget,” said Claus Vistesen, chief eurozone economist for Pantheon Macroeconomics. This latest drain comes on top of an extraordinary amount of public spending over the last two years to battle the coronavirus pandemic.

The sudden need for more housing, fuel, food, health care services and more is going to further exacerbate supply shortages.

For those living and working in Europe, it will mean less spending power in the short run. If wages don’t rise, they will be poorer.

Humanitarian aid to **Ukraine** by **GOLDAIR CARGO** Group



GOLDAIR has always been known for its desire to help people in need since its inception.

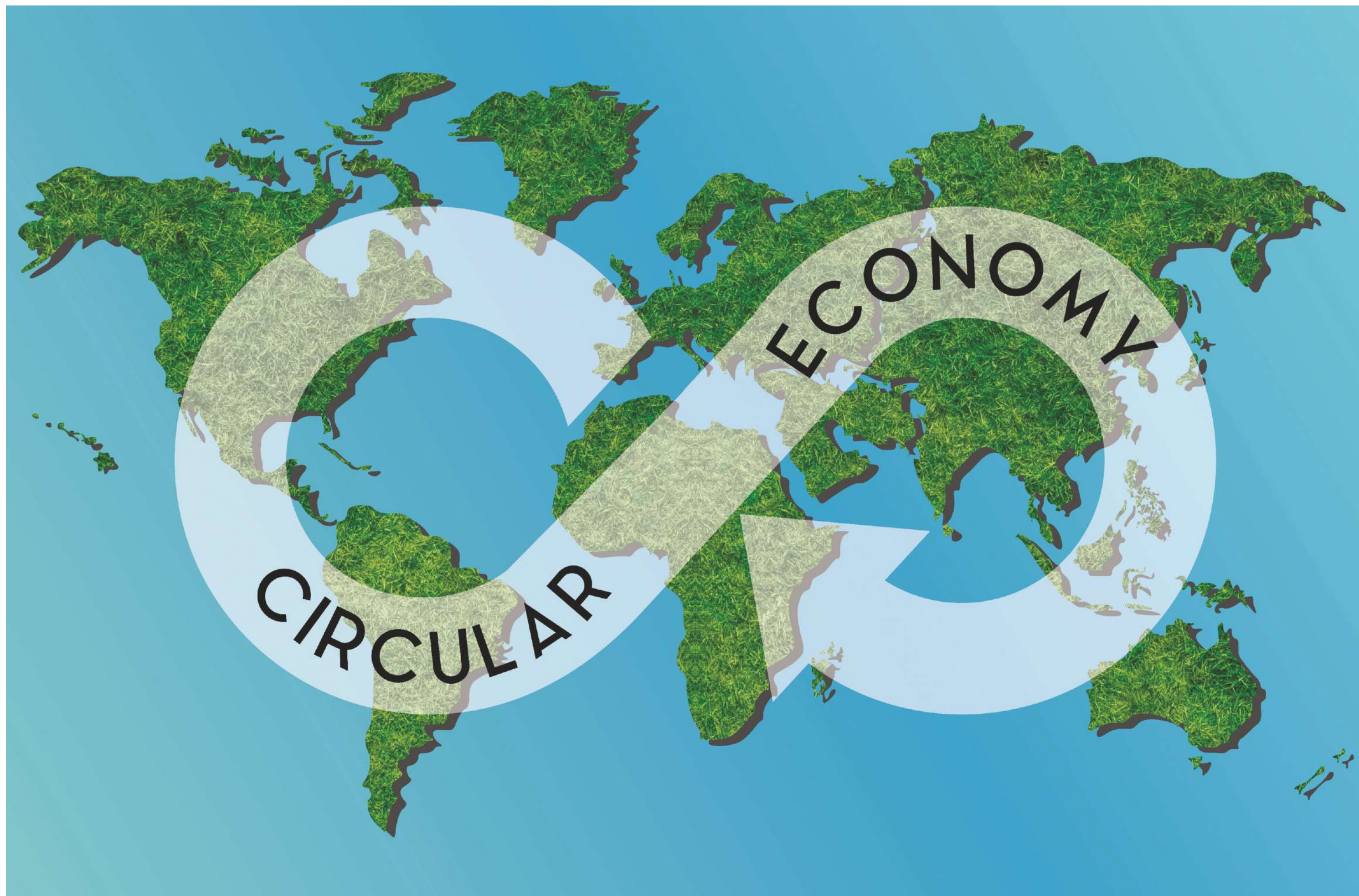
Its staff were once again motivated by a plea for assistance to the Ukrainian people, this time by collecting necessities.

All staff participated to the collection of commodities with enthusiasm for the endeavor.



The items were delivered by SEV to the “Pharmacists of the World” and the Municipality of Thessaloniki, in collaboration with the Ukrainian Consulate.







CIRCULAR ECONOMY

A circular economy or as circularity is an economic system that "represents a paradigm shift in the way human society relates to nature and aims to prevent the depletion of resources, energy and materials, and to facilitate sustainable development.

"Aims at waste disposal and continuous use of resources. Circular systems use maintenance, reuse / redistribution, renovation / remodeling and recycling to create a closed loop system, minimizing resource inflows and generating waste, pollution and carbon emissions.

The circular economy aims to maintain products, equipment and infrastructure⁽⁵⁾ for a longer period of time, thus improving the productivity of these resources.

Waste materials and energy must be input to other processes through waste utilization. This regenerative approach contrasts with the traditional linear economy, which has a linear flow of goods also known as "take-make-waste".

This new form of society is based on the principle of the circular economy. The aim is to enable economies and societies in general to become more autonomous, sustainable and coordinated with the issue of environmental resources.

The circular economy is a productive and consumer model that aims to increase the efficiency of raw materials, through the use of materials for a longer period of time, while minimizing the use of natural resources.

The European Parliament defines the circular economy as "a model of production and consumption, which includes the exchange, rental, reuse, repair, renovation and recycling of existing materials and products as much as possible in order to extend their life cycle. "Circular economy means reducing waste to a minimum. When a product reaches the end of its life, its building materials are retained in the economy in any way possible to be used over and over again, creating added value to the product."

The circular economy is an economic concept linked to sustainable development and the green economy, but it goes beyond them. Indeed,

Other definitions and boundaries that separate the linear from the circular economy have also been described in the economic literature by defining metrics derived from maximizing the value to society of the materials used in production.

In December 2018, the Ministry of Environment and Energy published the National Strategy for the Circular Economy, which is in line with the European strategy and which supports the promotion of this economic model.

The National Strategy is a framework of tools and incentives for the sustainable management of resources (waste, buildings and natural resources), the development of cyclical entrepreneurship (ecodesign, longer product life, repairs and renovations, as well as industrial coexistence parks) and the promotion of cyclical consumption.

CIRCULAR ECONOMY



LINEAR ECONOMY



CIRCULAR BUSINESS EXAMPLES

Three examples of circular economy show the way ...

With their bicycles, the employees of a small unit in Belgium visit ten shops of a local restaurant chain every week to collect about 400 kilos of coffee grounds. The process of mixing coffee with straw in specific proportions follows, and in this way a special compost is produced, suitable for the production of mushrooms. In England, another unit collects stale bread discarded by a local bakery network to replace the raw material for beer production, barley. The old jeans are used by a company in the Netherlands, in order to use the new quantities of cotton to create new pants for the market.

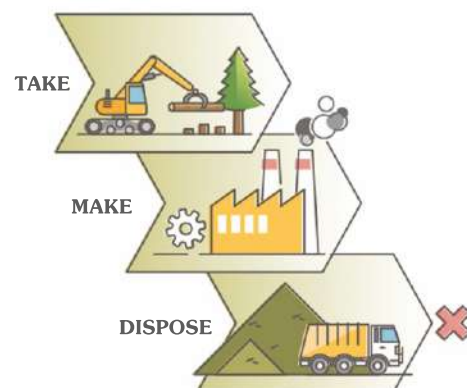
Examples of circular economics, all three show the way in which Europe is already heading, giving way to social economy initiatives to take action, providing a livelihood for many of their workers and the recovery of waste that would otherwise end up in the trash. The above is reported to the Athenian-Macedonian News Agency by the general manager of the Local Government Development Company, "Eastern SA", Iakovos Sarigiannis, on the occasion of the day of the Municipality of Thessaloniki "Special recycling streams".

For the circular economy that advocates the reuse and utilization of products aimed at reducing waste, he emphasizes that it comes to replace the hitherto linear economy based on the search for natural resources, their collection, use and treatment and their final disposal in the environment as waste. "The circular economy has been set by the European Union as one of its priorities in the relevant action plan approved at the end of 2015 and its main areas of action are the durability of the products produced to be repairable and the forecast to consist of parts that to be recyclable, in order to limit the production of disposable products" points out Mr. Sarigiannis. At the stage of consumption, the logic of reuse and repair is encouraged,

The next stage, according to the general manager of the Local Government Development Company, "Eastern SA", is to ensure the institutional framework for the use of secondary raw materials, such as biological treatment water and fuel produced from frying oils.

"The circular economy in Greece is already applied, but it can be extended to construction materials, recyclable packaging materials, food waste, clothes, but also to tourism, where there can be utilization and management of water and creation of new products from utilization recycling in tourist units" he adds.

LINEAR ECONOMY



CIRCULAR ECONOMY



THE RIGHT TO REPAIR

Why the products we buy are programmed to spoil?

Why are the items we buy becoming less and less durable? Is that how everything is? How are European consumers protected, and what is the European Parliament doing about it?

The European Parliament illustrates one of the most significant challenges confronting the common customer in a 5-minute video: the manufactured uselessness that exists in too many things, with the inability of fixing them, forcing consumers to buy the same products again and over again.

At the same time, Europeans have declared that they do not have a consumer craze since, according to studies, the great majority of them would prefer to maintain the things they own.

77% of EU residents would rather fix a device than buy a new one.

Consumers must be allowed to select repair items that are more durable.

Obsolescence is defined as an unfair commercial activity.

A legislative proposal on the right to repair, an important EU project for 2022.

The ability to mend.

MEPs believe that a new "repair right" should encompass the design of longer-lasting repairable devices, as well as better labeling and extended warranty rights.

With 509 votes in favor, 3 against, and 13 abstentions, the European Parliament endorsed its requests for the upcoming European Commission proposal on the right to repair, which is slated for later in 2022.





HOW OUR GRANDMOTHER'S HOME ECONOMY SHOWS US THE ECONOMY OF THE FUTURE

'Make the most of what you have,' as the adage goes. That is, you get the most benefit or usage out of it. Something along the lines of what our grandparents did. A cloth had millions of uses, everything was reused, food was never wasted, and everything was utilized repeatedly.

What grandmothers used to do was not only forgotten with time, but also became an example to shun. Prosperity and years of easy enrichment resulted in a consumer boom in which grandmother's behaviors did not match. The reuse was linked to the terrible financial condition and was blamed.

But, in the end, there is a cost to everything... And the burden of overconsumption has been borne by our own "home," our planet, which has been "swallowed" by rubbish and climate change for decades.

Some governments have not only recognized these threats but are attempting to address them in every manner possible.

Some governments have not only recognized these threats but are also attempting to address them in every manner possible.

Learn from the past

Think of the future

Sources:
[https://www-unwomen-org.](https://www-unwomen-org)
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