



**Lamans s.a.**  
Management Services



**EXPERIENCE IN INFORMATION  
TECHNOLOGY & QUALITY  
MANAGEMENT**

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## 1. BRIEF COMPANY PROFILE

**Lamans**, since 1980, provides a wide range of services involving issues regarding Agriculture & Rural Development, Fisheries & Aquaculture, Environment & Sustainable Development, Business Development, Information Technology and Quality Management Systems.

The personnel of Lamans, in collaboration with a wide network of companies and external associates, offers consulting services to private companies, European and international organizations, academic and research institutes, as well as to public bodies and self-administration organizations having as principle its clients' satisfaction with the provision of high quality services.

Lamans, established in modern, fully equipped offices of 700 sqm, has developed a significant team consisting of 24 permanent highly skilled and proficient experts, able to coordinate and support the company's work. The majority of these experts speaks fluently at least two foreign languages and is holder of an M.Sc. and/or a Ph.D. Lamans' personnel includes: Economists, Biologists, Agronomists, Ichthyologists, IT Analysts, Engineers and Regional Development experts. Apart from its permanent personnel, Lamans has developed a wide cooperation network with selected individuals and consultancy companies from Greece and abroad, recognized for the quality of their services.

The company is founding member of SESMA, the Association of Greek Consulting & Management Services Companies, and has been certified for its services according to the EN ISO 9001:2000 standard.

## 2. SERVICES PROVIDED

Lamans having recognised the necessity for the provision of quality management in Greek companies has been actively involved, since 1990, with relevant projects. Lamans provides its services to private and public entities. Also Lamans has been involved in programmes and projects of the public sector providing Information Technology services.

Lamans provides the following services in the IT and Quality Management:

- ◆ Strategic Development
- ◆ Technical Assistance
- ◆ Elaboration of business plans, pre-feasibility and feasibility studies
- ◆ Project Management, Evaluation & Monitoring (projects, programmes, policies)
- ◆ Hazard Analysis and Critical Control Points (HACCP) and ISO studies
- ◆ Training

## 4. PROJECTS IN IT & QUALITY MANAGEMENT

In this chapter are presented some of the projects that Lamans has implemented during the last twenty years in the areas of Information Technology and Quality Management.

### 4.1 INFORMATION TECHNOLOGY PROJECTS

The following studies have been implemented for various customers during the last decade.

1. Research and informatics provision for the support of European Commission JRC Emerging Aquaculture Study for Striling University , (2006).
2. Technical assistance to the project “Maturity study and Specialization of the Integrated Information System of the National Municipal Roll (Δημοτολόγιο - Dimotologio-) for the Information Society SA, (2003).
3. Technical assistance to the implementation of the maturity study of the project: Regional System of Health and Welfare (PESYP-ΠΕΣΥΠ) of the Ionian Islands Region – Actions of the Operational Programme “Information Society 2002 – 2004”, (2003).
4. Operational and Technical Support Unit for the implementation of Information Technology actions of the Ministry of Health and Welfare in the framework of the Operational Programme “Information Society” and “Health and Welfare” of the Community Support Framework 2000-2006, (2002).
5. Integrated Information System for the actions of the 2nd Axis of the Operational Programme “Agricultural Development - Restructuring of the Countryside 2000-2006” for the Ministry of Agriculture, (2002).
6. Consultancy services regarding the needs analysis assessment of Public Sector, Hellenic Post’s infrastructure and technical support regarding the implementation of the Integrated Information System of Hellenic Post, (2004).
7. Computerisation of the Insurance Fund of the Ionian and Popular Bank Personnel (1999).
8. Planning and Specifications Study for the "Multi purpose Information Centre" in collaboration with the companies Technognosis and Forthnet SA for the Technological Education Institution of Piraeus (1997).

9. Organisation of deposits and logistics systems for Teledistribution Ltd (1997).
10. Business Organization and Development of an Integrated Information System for Teletrans Group (1996).
11. Study of a Management Information System for the Econ Industries Group, (1996).
12. Organisation of deposits and logistics systems for Epirus Foundry, (1996).
13. Management Information System Study for EABIEMEK A.E. (1995).
14. Study of Cost Accounting Information System for Thrace Plastic Company SA, (1995).
15. Cost Accounting Study for Kalamarakis-Kallas Company (1995).
16. Organisation of the deposits and logistics systems for Hellenic Cargo Center (Lufthansa Ground Services), (1994).
17. Development of fixed assets for Synergy SA (1994).
18. Organisation of deposits and logistics systems for Schenker Hellas SA
19. Management of Supplies and Stocks for Giotis SA, (1993).
20. Diagnostic Study for Hermes Foods, Joint Venture of the Cooperative of Thiva viticulturists (1992).
21. Study of Economic and Technical Elements for the ON-LINE Connection of the Information Systems of the Hellenic Railway Organization with those of the European Railway Networks via the Telematic Network Hermes for the Hellenic Railway Organization (1991).
22. Business organization / Development of an Integrated Information System for Rhenus Hellas SA, (1991).
23. IT needs analysis for the Hellenic Public Real Estate Corporation (KEΔ) with the collaboration of Infogroup, (1989).

## 4.2 QUALITY MANAGEMENT PROJECTS

Lamans provided studies for the installation of quality management systems in companies in the private sector and some projects are presented below:

1. Study and Installation of HACCP System for the packing plant of DEEP AEBE aquaculture company, (2008).
2. Study and Installation of HACCP System for the packing plant of Merantzis Ltd fish farming company, (2008).
3. Technical support and services for the installation and development of the System BRC for the hatchery station of Kefalonia SA, (2008).
4. Installation of Hazard Analysis and Critical Control Points (HACCP) System in the hatchery station of the company Grammos SA, (2008).
5. Modernization and installation of Hazard Analysis and Critical Control Points (HACCP) System in the Potami area, Municipality of Desfina, Region of Fokida for the company Fish farming Antikira Ltd, (2007).
6. Provision of services and technical support for the company Fish Fillet Hellas ABEE with :
  - Installation of a Management System (ISO 9001),
  - Management System of Foods Security (ISO 22000),
  - Environmental System of Administration (ISO 14001),
  - Security and Sanitation System for the labour (ISO 18001),
  - Training of the staff involved in the implementation of the systems in the company, (2007).
7. Installation of Hazard Analysis and Critical Control Points (HACCP) System in the hatchery station in the company Echinades SA, (2007).
8. Study and Installation of HACCP System in the packing plant of the company A. Boursinos & Sia SA, (2007).
9. Technical support and installation of Hazard Analysis and Critical Control Points (HACCP) System and quality system management (ISO 9001:2000) in the packing plant of the company Vas. Leontitsis SA, (2006).
10. Provision of technical assistance and services for installation of quality system management (ISO 9001:2000) and HACCP system in the fishfarm of the Model Piscatorial Enterprise Preveza SA, (2006).

11. Provision of technical assistance and services for the study, development and installation of the food safety management system (ISO 22000) in the company Interfish Fish Farming SA, (2006).
12. Provision of technical assistance and services for the upgrade of food safety system in the packing plant of the Galaxidi Acquacultures SA company, (2006).
13. Provision of services and technical support for the company Selonda Fishfarms AEGE:
  - Update of the existing Quality Management System
  - Development of an intergraded System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR
  - Implementation of an intergraded System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR
  - Consulting and technical support
  - Training of personnel
  - Internal Audits, (2006).
14. Provision of Technical Assistance and Services for the installation of HACCP System in the company Laskara SA, (2004).
15. Upgrade and extension of ISO 9001:2000 system in the meat unit (trading and production) in the Th. Montsenigos SA company, (2005).
16. Development of a HACCP System for the food safety according to ELOT 1416 Standard for the hatchery station in the Vonitsa SA company, (2004).
17. Installation of system for quality management according to ISO 9001:2000 (Phase B), in the facilities of production, livestock fish farming and packaging of fresh fisheries for the Kefalonia Aquaculture SA, (2003).
18. Installation of HACCP / ISO Quality Management Systems in the company Sons Montsenigos SA, (2003).
19. Provision of services regarding the installation of a HACCP / ISO Quality Management Systems in the company Euvean Oinopoiitiki SA, (2003).
20. Provision of services regarding the installation of a HACCP / ISO Quality Management Systems in the company Oinopraxia Viotia SA, (2003).
21. Installation of HACCP Quality Management System according to ELOT Regulation 1416 in the company X&A Kyriazis Porto Heli Ltd, (2003).
22. Installation of HACCP Quality Management System according to ELOT Regulation 1416 in the company P. Trifonidis SA, (2003).

23. Installation of HACCP Quality Management System according to ELOT Regulation 1416 and Quality Administration System according to EN ISO 9000 in the company Interfish SA, (2002).
24. Diagnostic report for the installation of ISO Quality Management System for the Management Unit of the European Community Initiative Leader+ for the company Thema Ltd, (2003).
25. Provision of services regarding the installation of a HACCP Quality Management System in the company Aik. Manta & Sia OE, (2003).
26. Provision of services regarding the installation of a HACCP Quality Management System in the company Pogonitsa SA, (2002).
27. Provision of services regarding the installation of a HACCP Quality Management System in the company Koronis SA, (2001-2006).
28. Organizational Study according ISO 9001-2000 Standard for the Management Unit of the Regional Programme for Western Greece, (2001).
29. Provision of services regarding the installation of a HACCP Quality Management System in the company Galaxidi Aquaculture SA, (2001).
30. Installation and Certification according to ISO 9000 Quality Management System in the company Kefalonia Aquaculture, (2000).
31. Installation and Certification according to ISO 9000 Quality Management System in the company Fish Farming of Fokida SA, (2000).
32. Installation and Certification according to ISO 9000 Quality Management System in the company Galaxidi Aquaculture SA, (2000).
33. Installation and Certification according to ISO 9002 Quality Management System in the company Frans Maas Hellas SA, (2000).
34. Provision of services regarding the installation of a HACCP Quality Management System in the company G. Tripiotis SA, (2000).
35. Logistics system development for the company Nireus Fish Farming SA, (2000).
36. Installation and Certification according to ISO 9000 Quality Management System in the company M. Papasavas AEBE, (1999).
37. Installation and Certification according to ISO 9002 Quality Management System in the textile factory Brilliant AEBEE, (1999).
38. Installation and Certification according to ISO 9002 Quality Management System in the company Teletrans SA, (1998).
39. Installation and Certification according to ISO 9002 Quality Management System in the factory Plastic of Thrace, (1997).

40. Installation and Certification according to ISO 9002 Quality Management System in the industry Leukosidirourgia Kavalas SA, (1997).
41. Installation and Certification according to ISO 9002 Quality Management System in the marble factory Leuka Marmara Stenopou SA, (1997).
42. Installation and Certification according to ISO 9002 Quality Management System in the company K.E. Kalamarakis – Kalas, (1994).
43. Installation and Certification according to ISO 9002 Quality Management System in the company Polybag Hellas SA, (1994).
44. Installation and Certification according to ISO 9002 Quality Management System in the company Mafel SA, (1994).

## 5. HUMAN RESOURCES INFORMATION

The company is organized and operates in accordance with the European standards for Business Organization and Management Consultancy Companies. Thus, it has created a “critical mass” of Consultants who are employed on a permanent basis. At the same time, the company is staffed with the necessary personnel required in order to coordinate and support its consultancy work. In the field of cooperation, Lamans works only with selected Consultancy Companies from Greece and abroad, which are distinguished for the high level of services they provide.

The number of employees per category and specialization is shown in the following table:

### A. SCIENTIFIC PERSONNEL

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
1.	<b>Dr. CHRISTOS LAMBRIDIS</b>	Economist – Business Administration	<ul style="list-style-type: none"> <li>➤ Degree in Economics Sciences, University of Athens</li> <li>➤ MSc in “Advanced Studies in Management”, Salford University</li> <li>➤ MSc in Business Administration (MBA), Bradford University</li> <li>➤ Ph.D. in Management and Administration, Bradford University</li> </ul>	31 years
2.	<b>NIKOS ANAGNOPOULOS</b>	Biologist – Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Biology, University of Athens</li> <li>➤ MSc and research in aquaculture, Institute for the Biological Exploitation of Lagoons of the National Council for Research, Lesina (FG) Italy</li> </ul>	27 years
3.	<b>VALERY – MARY LAMBRIDI</b>	Economist	<ul style="list-style-type: none"> <li>➤ B.A. in Economics, Law School – Economic Department, University of Athens</li> <li>➤ MSc in Economics, University of London, Birbeck College</li> </ul>	28 years
4.	<b>CHRISTOS MALLIAROS</b>	Economist with specialization on internal control issues and cost accounting	<ul style="list-style-type: none"> <li>➤ Degree of the Higher Industrial Faculty of Piraeus</li> <li>➤ Degree of Legal Faculty of Athens University</li> </ul>	35 years
5.	<b>Dr. GEORGE TRIANTAPHYLLIDIS</b>	Biologist specialized in Hydrobiology	<ul style="list-style-type: none"> <li>➤ Degree in Biology, Aristotle University of Thessaloniki</li> </ul>	10 years

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
			<ul style="list-style-type: none"> <li>➤ Ph.D. in Applied Biological Sciences, University of Ghent (Belgium)</li> <li>➤ Post-doctoral studies at the Hellenic Center of Marine Research (Greece), Institute of Marine Biological Resources</li> </ul>	
6.	<b>EIRINI PAPANASTASIOU</b>	Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Ichthyology, Department of Aquaculture and Fisheries, Technological Institute of Messologi</li> </ul>	8 years
7.	<b>THEOLOGOS PAPAGEORGIU</b>	Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Ichthyology, Department of Aquaculture and Fisheries, Technological Institute of Messologi</li> <li>➤ Msc. In Total Quality Management, University of Paisley</li> </ul>	7 years
8.	<b>NIKOLAOS BOURDANIOTIS</b>	Environmentalist	<ul style="list-style-type: none"> <li>➤ Degree in Environmental Science Department of Environmental Studies. University of the Aegean</li> <li>➤ MSc. In Oceanography Environmental Management, Coastal zone management, Applied Ichthyology, Aquatic toxicology. National and Kapodistrian University of Athens –Faculty of Science</li> </ul>	3 years
9.	<b>VASSILIKI PAPAGEORGIU</b>	Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Ichthyology, Technological Institute of Epeirous, Department of Igoumenitsa, School of Aquaculture and Fisheries</li> <li>➤ MSc in Sustainable Management of Aquatic Environment, University of Thessaly, Department of Agricultural Sciences, School of Agriculture Ichthyology and Aquatic Environment”</li> </ul>	3 years
10.	<b>GEORGIOS MANOUDIS</b>	Biologist Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Biology, Aristotle University of Thessaloniki, Faculty of Sciences, School of Biology</li> <li>➤ MSc in Hydrobiology and Aquaculture Aristotle University of Thessaloniki, Faculty of Sciences, School of Biology</li> </ul>	3 years
11.	<b>EVANGELOS CHRISTOPOULOS</b>	Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Ichthyology Technological Educational Institution of Fisheries and Aquaculture, Mesollongi, Department of Aquaculture and Fisheries in Greece</li> </ul>	3 years

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
12.	FILARETOS KAMINARIS	Ichthyologist	<ul style="list-style-type: none"> <li>➤ Degree in Ichthyology Technological Educational Institution of Fisheries and Aquaculture, Mesolongi, Department of Aquaculture and Fisheries in Greece</li> <li>➤ Intermediate Certificate in Applied HACCP Principles Advanced Diploma in Applied HACCP Principles, Royal Institute of Public Health and Hygiene</li> </ul>	14 years
13.	PENNY ANASTASSAKI	Marketing	<ul style="list-style-type: none"> <li>➤ BA in Marketing</li> <li>➤ MBA Marketing City University</li> </ul>	17 years
14.	ALEXIOS BOTSKOV	IT Support	<ul style="list-style-type: none"> <li>➤ BSc in Computer Science</li> </ul>	2 years
15.	ANDREAS BOUROS	Lawyer	<ul style="list-style-type: none"> <li>➤ School of Law, University of Athens</li> </ul>	17 years
16.	MELINA KOSTAKOPOULOU	Lawyer	<ul style="list-style-type: none"> <li>➤ School of Law, University of Athens</li> </ul>	11 years
17.	THOMAS FOTSIS	Chemical Engineer	<ul style="list-style-type: none"> <li>➤ National Technical University, Athens</li> </ul>	18 years
18.	DIMITRIOS PAPACONSTANTINO	Architect	<ul style="list-style-type: none"> <li>➤ National Technical University, Athens</li> <li>➤ MSc in Advanced Architectural Studies, Bartlett School of Architecture and Planning</li> <li>➤ PhD in Architecture, Bartlett School of Architecture and Planning</li> </ul>	25 years

## B. ADMINISTRATIVE PERSONNEL

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
1.	MARIA-PENELOPE KAKOULIDI	Assistant Accountant	<ul style="list-style-type: none"> <li>➤ Department of Computer Accountant IEK AKMI</li> </ul>	4 years
2.	THEONI SARANTOGLOU	Assistant Accountant	<ul style="list-style-type: none"> <li>➤ Department of Accountancy, Technological Institute of Pireas</li> </ul>	1 year
3.	MARIA VENEDIKI	Executive Secretary	<ul style="list-style-type: none"> <li>➤ “Company &amp; Industrial Accountancy – Computerization Accountancy” Greek College KEAS XINI</li> </ul>	15 years
4.	INA ROZANOVIC	Auxiliary Personnel	<ul style="list-style-type: none"> <li>➤ Graduate of Secondary Education</li> </ul>	5 years

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
5.	<b>GEORGE GOLFINOPOULOS</b>	Chemical Engineers, Security Technician	<ul style="list-style-type: none"> <li>➤ M.A.Sc in Applied Sciences, Polytechnical School of Romania</li> <li>➤ PhD of the Polytechnical University of Romania</li> <li>➤ DIPLOMA IN MARKETING (C.I.M.) : Strategic Marketing Management &amp; International Marketing Strategy, E.E.Δ.E</li> </ul>	10 years

## C. EXTERNAL COLLABORATORS

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
1.	<b>DIMITRIOS KOSTAKOPOULOS</b>	Aquaculture & Fisheries expert	Ichthyologist. He is the former General Manager of the Fisheries and Agriculture of the Ministry of Agriculture of Greece. He worked for the Ministry for more than 30 years as in Ichthyologist. He handled various issues of Fisheries and aquaculture and he prepared Greece's projects when the Country joined the EU. He has a long standing experience as Technical advisor for the Ministry of Rural Development and Food.	40 years
2.	<b>Dr. KATIA FRANGOUES</b>	Political and Juridical Scientist	Since 1993, Katia Frangoudes has participated in numerous research programmes funded by the EU (Framework Programme of DG Research, DG Fish, DG Environment) or French authorities. Among others she has participated in the coordinated actions ESSFIN and FISHGOV and she has been the coordinator of the following programmes: COASTMAN-ELSA-PECHE: and FEMMES	17 years
3.	<b>GEORGIOS STAMATOUKOS</b>	Expert in Agriculture	Since 1966 is involved in the agricultural and rural development sector as Director in the Agricultural Bank of Greece.	40 years
4.	<b>EVRIS PASSARIS</b>	Fisheries & aquaculture marketing specialist	Fish marketing expert with important experience in the countries of the Middle East (Iraq, Jordan, Saudi Arabia, United Arab Emirates, Kuwait, Lebanon) and Africa (Libya, Nigeria, Sudan, Guyana). He has a significant presence in these regions for the export of aquaculture products and construction materials.	30

No	FULL NAME	SPECIALITY	TITLES OF STUDIES	EXPERIENCE
			He was responsible as consultant for the development of the company "BUBIYAN FISHERIES" in Kuwait as the only sea bream aquaculture plant in the Middle East with an annual capacity of 600 tonnes.	
5.	<b>Dr. JOHN KLADAS</b>	Aquaculture & Fisheries expert	An expert in marine aquaculture and management of lagoons. 25 years of proven experience in the field of marine fish aquaculture, hatchery operations, the design and planning of marine aquaculture activities, design and planning of infrastructure (e.g cages), impact of introduction of new species, fish diseases, ecological and environmental impacts, fish feed formulation and development.	25
6.	<b>Dr. CONSTANTINOS STAMATOPOULOS</b>	Biostatistician	He is a former FAO expert (Senior Fishery Data Officer). Responsible for fishery statistical development and technical advice to member countries. Preparation of scientific papers on fishery statistics and stock assessment. Preparation of computer software for fishery surveys and stock assessment. Organizing of seminars and training courses on fishery statistics. Project identification, formulation, implementation and evaluation in the sector of fisheries statistical monitoring and management. He has experience in ASIA: Vietnam, Cambodia, Myanmar, Sri Lanka, Thailand, Iran, Oman, Cyprus, Lebanon EUROPE: Georgia, Greece AFRICA: Egypt, Tunisia, Mauritania, Ivory Coast, Ghana, Togo, Benin, Cameroon, Nigeria, Congo DR, Congo RP, Angola, Gabon, Sao Tomé & Príncipe, Malawi, Tanzania, Burundi, Madagascar LATIN AMERICA and CARIBBEAN: Venezuela, Colombia, Panama, Suriname, Antigua, Br. Virgin Islands, Monserrat, Barbados, Bahamas	35

## 6. BRIEF PROFILES OF KEY PERSONNEL

**Dr. Christos Lambridis** (born in 1951) holds B.A. in Economics (Athens University, 1969-1974). He has a Diploma for Advanced Studies in Management from Salford University (UK, 1974-1976), and M.B.A. from Bradford University (UK, 1975-1976) with specialty in Finance and Corporate Planning. He also holds a Ph.D. in Management and Administration from Bradford University (1976-1979). He is the President and Managing Director of Lamans SA as well as member of the Board of Directors of the Saving Bank of the Hellenic Post-office Organization. He implemented more than 400 studies dealing with market research, costing and financial consulting services during his 25 years career.  
Languages: Greek, English, French and a little Arabic.

**Nikos Anagnopoulos** (born in 1955) studied Biology in the University of Athens. He performed postgraduate studies in the Institute for the Biological Exploitation of Lagoons of the National Council of Research in Lesina, Italy. He has more than 23 years of experience in the field of Consulting for fisheries and aquaculture related projects as he worked in the Fisheries Directory of the Greek Ministry of Agriculture (1982-1988), as a head officer of the Department of Aquaculture Planning and Development of the Hellenic Agency of Local Development and self-government (1985-1990), and the private consulting companies ZANTE FISH LTD (1988-today) and Anagnopoulos Planning Consultancy LTD (APC; 1993-2001). From 2001 he is a shareholder and the General Manager of LAMANS SA. He participated in more than 300 studies dealing with aquaculture, fisheries, market research, costing and financial consulting services.  
Languages: Greek, English, Italian, French.

**Valery-Mary Voulgari** (born in 1954) holds a B.A. in Economics from the University of Athens (1972-1976). She performed postgraduate studies in the University of London (1978-1979) Birkbeck College from where she obtained a Master of Science in Economics. Her business experience initiated in 1979 at Doxiadis Associates (1979-1980) and from 1980-1986) she moved to the Industrial Development Bank (ETBA) at the Financial Analysis Department performing Studies and Financial Analysis. In Lamans she works since 1987. She has an extensive experience in Business plans, Project Management, and Costing studies.  
Languages: Greek, English, Italian.

**Christos Malliaros** (born in 1947) holds a B.A. in Economics (Athens University, 1966-1970). He implemented more than 100 studies dealing with Market Research, costing and financial consulting services (feasibilities studies, financial plans, re-engineering etc). Since 1996 he works for Lamans Management Services sa as Manager in the accounting department.

Languages: Greek.

**Dr. George Triantaphyllidis** (born in 1967) studied Biology in the Aristotle University of Thessaloniki (Greece). He holds a Ph.D. in Applied Biological Sciences from the University of Ghent (Belgium) and he contacted post-doctoral Research at the Hellenic Centre for Marine Research in Greece (HUFA metabolism in Artemia) and at the University of Athens. Since June 1999 he is working in the private sector in the field of R&D and consulting for fisheries & aquaculture related projects. He participated in applied projects of live food production & manipulation for aquaculture applications (microalgae, rotifers and Artemia) and new species development (Solea solea and Octopus vulgaris) and has been involved on various national, European and international projects. Since 2001 he works for Lamans Management Services sa, as Manager for the International Projects.

Languages: Greek, English, French.

**Eirini Papanastasiou** (born in 1977) graduated of Technology Agronomics Department, from Fishery Ichthyologic Polytechnic College of Mesologgi. She has experience in production and management of live food for the experimental stock farming of aquatic organisms (Mugilidae /Chelon labrosus) as well as the growth of these, in different conditions of salinity. Also, she has attended meetings and seminars, regarding to the sector of aquacultures. Since 2001 she works for Lamans Management Services sa, as Manager for the submission of preliminary studies of environmental estimation and evaluation, environmental studies of repercussions and Technical-Economic Reports on integration in Regulation (EU) 2792/99.

Languages: Greek, English.

**Theologos Papageorgiou** (born in 1976) studied Aquaculture and Fisheries in the Technological Institute of Messolonghi. During his studies he was engaged in an R&D project concerning the capability of vaccination seabass juveniles against Vibrio anguillarum infection). He holds an M.Sc. in Total Quality Management from the

*University of Paisley. He has been involved on various national and international projects on fisheries and aquaculture, having expanded the areas of services provided to project management, business planning, re-engineering, and research and development planning. Since 2002 he works for Lamans Management Services sa, as Consultant.*

*Languages: Greek, English.*

**Nikolaos Bourdaniotis** (born in 1979) studied Environmental Science in the University of the Aegean (Greece 1997-2002). He holds an M.Sc in Oceanography from the National and Kapodistrian University of Athens (Greece 2002-2005). He began his professional career in Greece in 1998 as laboratory pesticide residues analyst in Benakeio Phytopathological Institute. For the following two years, he worked as environmental inspector for the air pollution caused by stable and mobile sources in the Hellenic Ministry for the Environment, Physical Planning and Public Works and as a field researcher for sea turtles and African Chamaeleon in the Hellenic Ornithological Society. During his postgraduate studies, he participated in researching projects in the field of fisheries, as a collaborator of the University of Athens (2003) and employee in the private company Marac Electronics S.A. (2004). Since 2007 he is working as a consultant for Lamans S.A. for the development, preparation and management of national and international environmental projects.

*Languages: Greek, English.*

**Vassiliki Papageorgiou** (born in 1980) studied Ichthyology in the Technological Institute of Epeirous, Department of Igoumenitsa, School of Aquaculture and Fisheries (Greece, 1998-2003). She holds a Master in Sustainable Management of Aquatic Environment from the University of Thessaly, Department of Agricultural Sciences, School of Agriculture Ichthyology and Aquatic Environment (2004 - 2007). She participated in projects dealing with the conservation of fish stock and has experience in the composition of environmental studies. Also, she has attended meetings and seminars, regarding to the sector of aquacultures and fishery. Since 2007 she is working as a consultant for Lamans S.A. as a consultant in the sector of private investments in aquaculture.

*Languages: Greek, English.*

**Georgios Manoudis** (born in 1978) studied Biology in the Aristotle University of Thessaloniki, Faculty of Sciences, School of Biology (Greece, 1997-2002). He holds a Master in Hydrobiology and Aquaculture from the same department (2002 - 2004). During his studies, he participated in a project dealing with the evaluation of the environmental impacts in Thermaikos Gulf due to the construction of air corridor. Also, he has attended meetings and seminars, regarding to the sector of aquacultures and fishery. Additionally, he is certified as auditor of HACCP systems (ISO 22000: 2005). Since 2006 he is working as a consultant for LAMANS Management Services s.a. in the sector of private investments in aquaculture.

Languages: Greek, English.

**Evangelos Christopoulos** (born in 1979) graduated in Aquaculture and Fisheries of Technological Educational Institution of Mesolongi, Faculty of Agricultural Technology, Department of Aquaculture-Fisheries. Via dissertation, he has gained experience in collection and assessment of data in fields related to population and individual parameters of bivalves (length and weight measurements, evaluating of gametogenesis and reproduction period), water (physicochemical data) and sediment (determine the organic carbon – Walkley-Black method - and sediment screen analysis – Wentworth scale). He has worked in Aquaculture Department of IMB of Crete (summer period) and in the hatchery of company “Ichtiotrofiki Hellas”(on-the-job training). He held the position of head assistant (5/2005-9/2005) and supervisor of fish farm (9/2005-9/2006) in “Selonda Aquaculture SA”. Since 2008 he is working as a consultant for LAMANS Management Services in the sector of private investments in aquaculture.

Languages: Greek, English.

**Filaretos Kaminaris** (born in 1968) studied Fisheries and Aquaculture in Technological Institute of Messolonghi, and Food Safety in Royal Institute of Public Health. Has significant experience in design and management of European and National Programs, as he was Consultant in Operational Programs in the Second and Third Community Support Framework. He has also experience in development and implementation of Quality and Food Safety Systems, in employee training, in auditing and he is project evaluator of the Ministry of Development in Food Safety Sector.

Languages: Greek.

**Penny Anastassaki** (born in 1960) holds an MBA (with specialization in Marketing) from the City University Business School, London. She has an extensive experience in consulting and has participated in a range of projects funded from E.U. and also in projects carried out within the Second and Third Community Support Framework in Greece. Since 2007 she works for Lamans Management Services sa, as Manager.

Languages: Greek, English.

**Alexios Botskov** (born in 1981) is currently a part time student of “Bachelor in Computer Science” course in SBS college in Athens. His working experience includes IT support and consulting, web design, database design and optimization, programming and creative graphics design. He has worked as Station Manager and company representative in Scotland for Skywings Airlines SA for one season and as Assistant Manager in Transport Aviation Services Int’l Systems SA for three (3) years. Currently he is working as Computer hardware and software technician at Lamans Management Services sa.

Languages: Greek, Russian, English

**Andreas Bouros** (born in 1969) holds a Law Degree from the Law School, University of Athens and he is practicing since 1994.

Languages: Greek, English.

**Melina Kostakopoulou** (born in 1971) holds a Law Degree from the Law School, University of Athens and she is practicing since 1997.

Languages: Greek, English, French.

**Thomas Fotsis** (born in 1954) holds a Chemical Engineer degree from the National Technical University and has a wide experience in project management in the industry.

Languages: Greek, English.

**Dimitrios Papakonstantinou** (born in 1956) holds a degree in Architecture from the National Technical University and an MSc and PhD from the Bartlett School of Architecture and Planning, University College London. He is wide experience in the following areas: restoration of Byzantine and post-Byzantine monuments, rehabilitation and restoration design of 19<sup>th</sup> and early 20<sup>th</sup> century monuments and listed buildings, additions to monuments, design of churches, survey of ancient monuments and archaeological sites.

Languages: Greek, English, French.

## **7. CONSULTING SERVICES THAT CAN BE PROVIDED BY LAMANS MANAGEMENT SERVICES S.A.**

Lamans S.A. can provide consulting services to organizations of both public and private sectors:

### **A. Public sector**

- ✓ Consulting Services to the various Ministries.
- ✓ Legal expertise and harmonization of legislation according to the EU acquis.
- ✓ Technical Assistance for the development of agriculture (site selection, land planning, environmental impact assessment, hygiene and quality standards application)
- ✓ Marketing analysis and studies
- ✓ Business plans and technical analyses
- ✓ Elaboration of pre-feasibility and feasibility studies
- ✓ HACCP and ISO studies
- ✓ Training and capacity building

### **B. Private Sector**

Lamans S.A. can provide experienced managerial consultation in private sector.

- ✓ Technical Assistance for the development of agriculture (site selection, land planning, environmental impact assessment, hygiene and quality standards application)
- ✓ Marketing analysis and studies
- ✓ Business plans and technical analyses
- ✓ Elaboration of pre-feasibility and feasibility studies
- ✓ HACCP and ISO studies
- ✓ Training

**ANNEX**

**PRESENTATION OF SELECTED PROJECTS ON INFORMATION  
TECHNOLOGY & QUALITY ASSURANCE IMPLEMENTED BY  
LAMANS Management Services SA**

A brief presentation of projects implemented by Lamans S.A. is given below:

1.	<b>Technical assistance to the project “ Maturity and Specialization of the Integrated Information System of the National Municipal Roll”.</b>
2.	<b>Technical assistance to the implementation of the maturity study of the project Regional System of Health and Welfare (PESYP) of the Ionian Islands Region – Actions for the Operational Programme Information Society 2002-2004.</b>
3.	<b>Operational and Technical Support Unit for the implementation of Information Technology actions of the Ministry of Health and Welfare in the framework of the Operational Programmes “Information Society” and “Health – Welfare”.</b>
4.	<b>Integrated Information System for the actions of the 2<sup>nd</sup> Axis of the Operational Program “Agricultural Development and Restructuring of the Countryside 2000-2006”.</b>
5.	<b>Consultancy services regarding the needs analysis assessment of Public Sector, Hellenic Post’s infrastructure and technical support regarding the implementation of the Integrated Information System of Hellenic Post.</b>
6.	<b>Technical Consultant for the development and implementation of an Intergraded Management System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR (Corporate Social Responsibility) in all sites of SELONDA AEGE.</b>
7.	<b>Technical assistance for development of a HACCP System in a processing unit of frozen fish products for X&amp;A Kyriazis Ltd Porto Heli</b>
8.	<b>Technical assistance for development of a HACCP System in a processing unit of fish products for Trifonidis SA</b>
9.	<b>Technical assistance for development of a HACCP System in the growing farm and fresh fish packaging unit for Interfish SA</b>
10.	<b>Technical assistance for development of a HACCP System in a processing unit of frozen fish products for Aik. Manta &amp; Sia OE</b>
11.	<b>Technical assistance for development of a HACCP System in an on growing farm and fresh fish packaging unit for Pogonotsa Fishfarming Ltd</b>
12.	<b>Technical assistance for development of a HACCP System in an on growing farm and fresh fish packaging unit for Koronis SA</b>

Ref. 1	Project title		Technical assistance to the project “Maturity and Specialization of the Integrated Information System of the National Municipal Roll”.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	84.000	100	2	Information Society S.A.	EU	2003 (4 months)	
Detailed description of project						Type of services provided		
<p>The aim of the project was to point out and specify the administrative, operational, and technological parameters necessary for the successful implementation of the Integrated Information System of the National Municipal Roll.</p> <p>The specific objectives of the project were:</p> <ul style="list-style-type: none"> <li>• The presentation of the overall operational and public registry of data in the Municipalities and Local Authorities in Greece.</li> <li>• The definition of the range and type of the selected interventions for the support – strengthening – modification of the above mentioned project.</li> <li>• The clarification of the possible synergies with other actions and Information Systems within the framework of e-governance.</li> <li>• The strategy for the implementation of the project.</li> <li>• The distinct operational and technical specifications.</li> </ul>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• Investigation of the current operational status of the Local Authorities.</li> <li>• Collection of data from the Local Authorities.</li> <li>• Analytical description of the operational and technical specifications of the Information System.</li> </ul>		

Ref. 2	Project title		Technical assistance to the implementation of the maturity study of the project Regional System of Health and Welfare (PESYP) of the Ionian Islands Region – Actions for the Operational Programme Information Society 2002-2004.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	28.198	100		Information Society S.A.	EU	2003 (3 months)	
Detailed description of project						Type of services provided		
<p>The regional System of Health and Welfare (PESYP) of the Ionian Islands Region is a regional health authority responsible for the coordination and implementation of health care policies and services in the entire Greek region of the Ionian Sea.</p> <p>The functions of PESYP directly contribute to the desensitization of the operation of the healthcare system, enabling the relevant actors to address in real time the citizens' needs. The organizational and functional PESYP scheme has been built in order to address the necessity to improve health services and in particular those of the region of the Ionian Islands. It also aims to facilitate the equal access of the citizens to the health system and the equal dissemination of resources across regions, emphasizing in the human factor and biomedical technologies. In order to control and manage the delivery of healthcare services, PESYP has a dynamic organizational structure, enhanced with novel management tools. PESYP introduces a holistic, citizen-centered approach to the healthcare concept.</p> <p>The role of the consultant was to support the PESYP of the Ionian Islands' Region to implement actions in the framework of the Operational Program "Information Society" (Information and Communication Technology applications in Health and Welfare)</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• Drafting, reviewing and finalization of the Technical Document of the Project.</li> <li>• Mapping and analysis of the current situation of equipment, software, operational structure of the Regional System of Health and Welfare of the Ionian Islands.</li> </ul>		

Ref. 3	Project title		Operational and Technical Support Unit for the implementation of Information Technology actions of the Ministry of Health and Welfare in the framework of the Operational Programmes “Information Society” and “Health – Welfare”.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	1.202.754	25	3	Ministry of Health and Welfare	EU	2002 – 2005 (30 months)	Planet Ernst & Young
Detailed description of project						Type of services provided		
<p>Lamans provided operational and technical support to the Greek Ministry of Health and Welfare for the incorporations of actions of the Operational Programme “Information Society” and “Health – Welfare”.</p> <p>The specific actions concern the implementation of Information and Communication Technology applications to the Health and Welfare sector.</p> <p>The consultant provided services for the planning of Strategic and Operational parameters of the project.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• Strategic and Operational Planning</li> <li>• Project management</li> <li>• Planning of actions</li> </ul>		

Ref. 4	Project title		Integrated Information System for the actions of the 2 <sup>nd</sup> Axis of the Operational Program "Agricultural Development and Restructuring of the Countryside 2000-2006".					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	39.600	100	3	Ministry of Agriculture	EC	2002 (2 months)	
Detailed description of project						Type of services provided		
<p>The project refers to the development of an Information System which will support the reinforcement procedures of investment schemes for processing and trading of agricultural and forestry products, within the context of the 2<sup>nd</sup> Axis of the Operational Program "Agricultural Development and Restructuring of the Countryside 2000-2006" of the Ministry of Agriculture.</p> <p>The information system covers the related activities for reinforcement of the investments, i.e. collection of petitions, evaluation, incorporation and surveillance, in a way which allows the computerization of the procedures and the collected data of the existing manual system. The development of the system is based on the Operational Standards as they were elaborated within the context of the project.</p> <p>The Information System was composed by four separate modules, as follows:</p> <ul style="list-style-type: none"> <li>• Proposal Management Module</li> <li>• Evaluation Support Module</li> <li>• Incorporation Support Module</li> <li>• Investment Surveillance Module</li> </ul>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• Assessment of the needs of the Competent Authority.</li> <li>• Development of the Information System according to the standards determined by the Competent Authority.</li> </ul>		

Ref. 5	Project title		Consultancy services regarding the needs analysis assessment of Public Sector, Hellenic Post's infrastructure and technical support regarding the implementation of the Integrated Information System of Hellenic Post.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	707.641,06	100	5	Hellenic Post (ELTA S.A)	Hellenic Post (ELTA S.A)	2003 – 2004 (20 months)	
Detailed description of project						Type of services provided		
<p>The objective of the project was the supply of consulting and support services related to the Study of the Civil Administration needs assessment, the Hellenic Post (ELTA) infrastructure and the support of the implementation of ELTA Integrated Information System projects.</p> <p>The project covered a wide range of actions of technical support, including:</p> <ul style="list-style-type: none"> <li>• Elaboration of Studies and</li> <li>• Support of the Project Management Unit, monitoring and implementation of the Integrated Information System of ELTA.</li> </ul> <p>The Consultant collaborated and supported all involved official agents of ELTA. The Consultant provided written reports, presenting his estimation for the successful completion of the project.</p> <p>Furthermore the Consultant assisted the Strategic Committee, the Management Unit and all Units - Committees that participated in the organizational scheme for the implementation of the project.</p> <p>Lamans S.A., being the contractor of the project, organized meetings with the users, in order to ensure their satisfaction regarding the quality, the functionality, the validity of the products deriving from the implemented projects.</p> <p>The Consultant also:</p> <ul style="list-style-type: none"> <li>• Submitted monthly reports on the work progress.</li> <li>• Informed and trained the members of the staff of the Working Groups of ELTA on the methodologies and the recommended tools.</li> </ul>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• Project Management.</li> <li>• Technical Assistance.</li> <li>• Monitoring of the implementation of the Integrated Information System.</li> <li>• Support of official agents.</li> </ul>		

Ref. 6	Project title		Technical Consultant for the development and implementation of an Intergraded Management System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR (Corporate Social Responsibility) in all sites of Selonda AEGE.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services	Greece	300.000	100	10	Selonda AEGE	Private	2006 (36 months)	---
Detailed description of project						Type of services provided		
<p>The services of Lamans as Technical Consultant were mainly the development and implementation of an Intergraded Management System in all sites of SELONDA AEGE. The Intergraded System consisted of consisting of a Quality Management System according to standard ISO 9001, Food Safety Management System according to standard ISO 22000, Environmental Management Systems ISO 14001 and European Regulation 761/2001 (EMAS II), Occupational Health and Safety Management System according to standard OHSAS 18001, and Corporate Social Responsibility.</p> <p>The first phase of the project was to update the existing Quality Management System and Food Safety System. The second phase was the development of the new system. The phase followed was the implementation of the new system and personnel training. The last phase was the certification of the Intergraded Management System by an Independent Certification Body.</p> <p>The Intergraded Management System implemented in six (6) different areas of Greece covering 2 packaging plants, 3 hatcheries, 10 fish farm units and the main offices in Athens.</p>						<ul style="list-style-type: none"> <li>➤ Update of he existing Quality Management System</li> <li>➤ Development of an intergraded System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR</li> <li>➤ Implementation of an intergraded System consisting of ISO 9001, ISO 22000, ISO 14001, OHSAS 18001, EMAS and CSR</li> <li>➤ Consulting and technical support</li> <li>➤ Training of personnel</li> <li>➤ Internal Audits</li> </ul>		

Ref. 7	Project title		Technical assistance for development of a HACCP System in a processing unit of frozen fish products.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	6.000	100	2	X&A Kyriazis Porto Heli	Private	2003 (5 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard EAOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's).</p> <p>The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>HACCP installation</li> </ul>		

Ref. 8	Project title		Technical assistance for development of a HACCP System in a processing unit of fish products.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	12.000	100	3	P. Trifonidis SA	Private	2003 (4 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard ELOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's).</p> <p>The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>HACCP installation</li> </ul>		

Ref. 9	Project title		Technical assistance for development of a HACCP System in the growing farm and fresh fish packaging unit.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	20.500	100	3	Interfish SA	Private	2002 (7 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard ELOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's). The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>HACCP installation</li> </ul>		

Ref. 10	Project title		Technical assistance for development of a HACCP System in a processing unit of frozen fish products.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	10.000	100	2	Aik. Manta & Sia OE	Private	2003 (4 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard ELOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's).</p> <p>The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>HACCP installation</li> </ul>		

Ref. 11	Project title		Technical assistance for development of a HACCP System in an on growing farm and fresh fish packaging unit.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	5.300	100	2	Pogonitsa Ltd	Private	2002 (6 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard ELOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's).</p> <p>The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>• HACCP installation</li> </ul>		

Ref. 12	Project title		Technical assistance for development of a HACCP System in an on growing farm and fresh fish packaging unit.					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
LAMANS Management Services S.A.	Greece	6.300	100	2	Koronis SA	Private	2001 (60 months)	
Detailed description of project						Type of services provided		
<p>Lamans implemented a documented HACCP study, in which all the potential hazards and preventative measures as well as the Critical Control Points (CCP's) and the Critical Limits were identified and listed. Lamans provided assistance for adoption and certification of Food Safety Management System (HACCP) according to the Standard ELOT 1416:2000 concerning the fish farming, packaging and distribution of fresh fish. According to the plan, special training of the HACCP team was carried out special training of the HACCP team in the HACCP principles and the requirements of the Standard ELOT 1416:2000. Infrastructures and all technical equipment were reviewed in order to be in compliance with the relevant legislation. Unit's staff has been trained in Good Manufacturing Practices (GMP's) and the Good Hygienic Practices (GHP's).</p> <p>The project was completed with the auditing of the segments of the enterprise and the examination of all the documents involved to the HACCP system.</p>						<p>Lamans provided the following services:</p> <ul style="list-style-type: none"> <li>HACCP installation</li> </ul>		