

**SBE'S STATEMENT OF SUPPORT FOR THE
10 PRINCIPLES OF UNITED NATIONS GLOBAL COMPACT**

From May 2008 the Federation became a founding member of the Global Compact Network Hellas and is committed to integrating and promoting the 10 principles supported by that specific UN initiative which relate to human rights, workers' rights, environmental protection and methods for combating corruption.

The 10 principles we support are:-

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

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

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

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

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

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

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

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

Yanis Stavrou

Executive Vice President

SBE QUALITY AND SOCIAL RESPONSIBILITY POLICY

The Federation of Industries of Greece's Quality and Social Responsibility Policy is to provide top quality services to its members in order to maximise the benefits for industry and to satisfy the stated and expected requirements of its members. In addition, the SBE implements co-financed programs.

The Federation's quality objectives are as follows:-

- To effectively inform members by providing valid information in good time
- To support members
- To promote development policy in Northern Greece
- To develop and maintain partnerships with similar organisations, representatives of the State and the media
- To attract new members
- To implement transparent, predetermined operating procedures for the Federation
- To effectively manage revenues.
- To manage co-financed programs according to the regulatory framework of the contracting authority.

Our aim and goal is to constantly improve the level of services provided, to fully satisfy members, and to comply with the codes of conduct and procedures which have been put in place in order to implement our Quality Management and Social Responsibility System.

The Quality Management System is one of the control mechanisms we have put in place that allows us to improve our productivity, effectiveness, and increase our range of activities while maintaining a modern work environment.

In order for the Quality Management System to operate properly, the involvement of all staff and associates is necessary. More effective participation requires proper knowledge of the system and a commitment to achieve the stated objectives. Consequently, our staff are fully briefed about our documented system and about the requirements of the ISO 9001:2015 and SMETA 2014 standards and contribute to its smooth functioning and improvement.

Providing information about quality is an important factor in the personal development of employees and associates and of vital importance for the Federation's advancement. Consequently, we believe that by training and motivating employees and associates the Federation will be able to achieve even higher standards.

GENERAL

With the firm conviction that the adoption of the corporate social responsibility principles was essential, the Federation of Industries of Greece (SBE) was one of the founding members of the Hellenic Network for Corporate Social Responsibility (Hellenic Network for CSR).

From 2000 onwards the Federation has constantly been improving its role as a socially-responsible organisation by taking actions and initiatives aimed at promoting and disseminating the Corporate Social Responsibility principles to the business community and has also included it among the objectives contained in its Statutes.

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Corporate social responsibility is developing into a strategic sector for businesses and the Federation aims to establish and highlight trust-based relationships between businesses and society. It is in that context that it has taken a leading role in organising specific, targeted actions to transfer theory into practice.

Below is an overview of the actions taken by the Federation related to 10 principles of Global Compact over the period 2017 - 2019.

HUMAN RIGHTS

- Network of Social Solidarity and Assistance

<http://www.solidaritynet.gr/>

The Network of Social Solidarity and Assistance, known as “The Network” was founded in 2015 as a civil non-profit company. The Network was established in order to undertake actions supporting the needs of the society, and activities of Corporate Social Responsibility of its companies’ members, with the mission of connecting the business community with organizations that provide social services, particularly to children and young people. Now, the Network supports more than 100 institutions and organizations.

The most important business organizations and federations in Thessaloniki joined forces and founded the Network. Those are: The Federation of Industries of Greece (SBE), the Thessaloniki Chamber of Commerce and Industry (EBETH), the Thessaloniki Chamber of Small and Medium Sized Industries (BETH), the Professional Chamber of Thessaloniki (EETH), the Greek Exporters Association (SEVE) and the Thessaloniki Traders’ Association (ESTh).

The aims of the “Network”...

- To support individuals, groups, charities, organizations and other relevant bodies, by connecting them with the business community of Northern Greece.
- Promoting the connection between companies and socially-vulnerable groups.
- Promoting the concept of social awareness and responsibility, and social cohesion in our country.
- The Network mobilizes companies. It assesses, develops and promotes the tools for the implementation of the principles, both at national level and abroad.

The “Network” the period 2018-2019, amongst many other provided...

- The Network of Social Solidarity and Assistance and the participatory funding program Act4Greece are joining forces to meet the needs of soup kitchens in Thessaloniki and Northern Greece. The program will cover the needs of needy families in the greater Thessaloniki area and other cities in northern Greece.
- The Hellenic National Commission for UNESCO has announced that for 2018 the Network of Social Solidarity and Assistance as "best practice" for our country at the annual meeting of the UNESCO National Committees at the Organization's Headquarters in Paris.
- The Network cooperated with LIDL during Easter period, and through this action collected amount for the contribution to building small houses for the NGO "The Lighthouse of the World".
- For Christmas and Easter holidays, food supplies were sent to various institutions.
- Repairing and improving the buildings and facilities of several institutions.
- Were distributed among others items, computers, air conditioners, TV sets, DVDs, tablets, photocopiers, printers, washing machines, clothes dryers, dishwashers, ovens, fridges,

vacuum cleaners, ironing systems, physiotherapy layers, dollhouse and puppet theater, interactive paintings etc.

- The Network offer to General Hospital G.Papapnikolaou for the Department of Hematology Clinic «STORGI» with isothermal boxes, trolley with silicone handles to ensure the proper of food transport conditions for people suffering from benign hematological diseases
- The Network and TIF HELEXPO SA the National Exhibition Agency, had a great collaboration. They gave the opportunity to the children of the institutions of Northern Greece to participate to the theme park "Dinosaurs"
- The Network and the Trans Adriatic Pipeline, still have a great collaboration. They distributed among others items: 2 vehicles - washing machines in the Municipalities of N. Zichni and N. Heraklion, special equipment for Sismanoglio Hospital of Komotini, a permanent access ramp SEATRAC, an ambulance to Kilkis Hospital etc.

Events

Wednesday, March 14, 2018: charity concert with Tenor Mr. Marios Frangoulis, organized by the Network of Social Solidarity and Assistance, under the auspices of the Central Region. The concert was conducted by Maestro Loukas Karytinis with the musicians of the Thessaloniki Symphony Orchestra.

- On 23.11.2017, the Federation of Industries of Greece, in co-operation with the company "Ernst & Young Services AE", organized a workshop on "General Data Protection Regulation (GDPR)", attended by more than 150 business representatives.
- On 22.02.2018, the Thessaloniki Chamber of Commerce and Industry, in co-operation with the Federation of Industries of Greece, the Alexander Innovation Zone SA, and the Centre of International and European Economic Law, organized a workshop on "General Data Protection Regulation (GDPR)", attended by more than 200 business representatives.
- On 01.10.2018, the Federation of Industries of Greece organized a dinner in honour of the Ecumenical Patriarch, attended by more than 200 business representatives. The aim of the event was the presentation of the principles of supporting social solidarity.



LABOUR STANDARDS

- "GREEK VALUE Awards" is an ongoing initiative, which was created in 2011 by the Federation of Industries of Northern Greece in order to award manufacturing companies in Greece. Among others, this scheme includes the Award for "EMPLOYMENT".
- The Federation operates a working group for the enhancement and promotion of initiatives to improve the working and educational environment.
- On 26.03.2018, the Leading Business Programme of Mandoulides Educators organized a workshop for improving the benefits of entrepreneurship and career guidance. Mrs A. Nendou, member of the Board of Directors of SBE, contributed to the event with a speech.
- On 27.04.2018 and 22.02.2019, Junior Achievement Greece, under the "Virtual Enterprise" programs, organized the Students Trade Exhibition, attended by more than 50 High Schools and Lyceums. The President of the Federation of Industries of Greece, Mr. Athanasios Savvakis, is a member of the Board of Directors of Junior Achievement Greece.



ENVIRONMENT

- "GREEK VALUE Awards" is an ongoing initiative, which was created in 2011 by the Federation of Industries of Greece in order to award manufacturing companies in Greece. Among others, this scheme includes the Award for "Environment".
- The Federation operates a working group for the enhancement and promotion of initiatives to improve the environment, and the promotion of green business.
- On 19.02.2019, the representatives of SBE, Mr. A. Savvakis, President and Mr. I. Stavrou, Executive Vice President, met with the European Commissioner for Energy and Climate Action, Mr. M. A. Canete. During the meeting, the European Commissioner focused on Europe's vision of a modern, competitive and climate-neutral economy.



- On 10.07.2019, the Federation of Industries organized an open workshop entitled "Environmental Entrepreneurship", attended by more than 150 business representatives. The workshop was held as part of the project "A knowledge Alliance in Eco-Innovation Entrepreneurship to Boost SMEs Competitiveness – SMecoMP".



- Events for Circular Economy
 - On 05.03.2018, the Region of Central Macedonia, in co-operation with SBE, and other local organizations, organized a specific workshop about the Circular Economy, attended by more than 100 business representatives. During his presentation, the President of SBE, Mr. A. Savvakis, focused on the challenge of green growth for businesses.

- On 08-09.04.2019, the Ministry of Environment, in co-operation with the European Commission, organized the 1st Forum for the Circular Economy, attended by more than 250 business representatives. During his speech, the President of SBE, Mr. A. Savvakis, pointed out the necessity of creating the right business environment for the transition to the Circular Economy.



- On 07.06.2019, GrTimes, in co-operation with the Ministry of Environment, organized a workshop for the Circular Economy, attended by more than 100 business representatives. During his presentation, the President of SBE Mr. A. Savvakis, emphasized that creating the right business environment for the circular economy is a challenge for growth and jobs.
- On 22.07.2019, the Federation of Industries of Greece participated in the workshop for boosting the circular economy in the agricultural sector, attended by more than 50 business representatives. The workshop was held within the framework of the actions of the European Project EMBRACE.

ANTI-CORRUPTION

- On 10.09.2018, the European Economic and Social Commission organized a workshop related to European Company Law, attended by more than 100 business representatives. The representative of SBE, Mr. Ch. Georgiou, focused on promoting the principles of corporate governance in order to establish transparency between shareholders, creditors, employees and the public sector.