

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

From May 2008 the Federation is committed to integrating and promoting the 10 principles supported by that specific United Nations Global Compact 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

A' Vice President – Executive

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 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 (CSR Hellas).

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 2021 - 2023.

SOCIAL RESPONSIBILITY

<https://dkaa.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.

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 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 2021-2023, amongst many other provided...

- In the context of the Network's initiative "Offering to Health", its member KLEEMANN donated through the Network an automatic defibrillator to the 17th Primary School of Thessaloniki. That was the first donation of a series of targeted deliveries of automatic external defibrillators that will be made by KLEEMANN and the Network.
- In the context of the initiative "Offering to Education" the Network donated an outdoor playground set to the kindergarten of the village Roussas in Evros.
- In the context of the initiative "Offering to Health" and after direct consultation with company TAP (Trans Adriatic Pipeline Natural Gas Transmission System) which co-financed the supply, the Network proceeded with the donation of a special wheelchair, which was delivered by KIALLI (Social Solidarity Clinic of Thermi) and its volunteers to a family in need.
- The Network provided 20 free fertility exams to couples or women up to 37 years old, belonging to vulnerable groups, on International Fertility Day and as part of its participation in the "2023 Year of Prevention - Get & Win Life" programme.

- The Network along with company KLEEMANN and the Papageorgiou Foundation proceeded to the assistance of those affected by the earthquake in Turkey and Syria.
- On October 5 2022 the association "ANTIRIDA" and the "Social Solidarity & Relief Network" in collaboration with the communication company Marcom Tzelepoglou, organized a big charity music event starring Takis Zaharatos at the Thessaloniki Concert Hall.



15 ΙΟΥΝΙΟΥ ΠΑΓΚΟΣΜΙΑ
ΗΜΕΡΑ ΓΟΝΙΜΟΤΗΤΑΣ

20 Δωρεάν πακέτα εξετάσεων
γονιμότητας σε ευπαθείς ομάδες

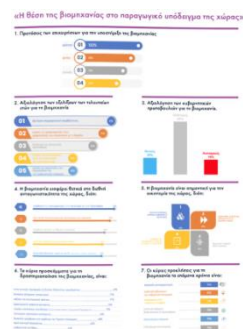


INDUSTRY, INNOVATION, TECHNOLOGY AND INFRASTRUCTURE

- "GREEK VALUE Awards" is an ongoing initiative, which began in 2011 by the Federation of Industries of Greece in order to award the manufacturing companies in Greece. Among others, this scheme includes the Award for "Technological Excellence and Innovation."



- During the week May 4 – May 10 2023, the Federation of Industries of Greece, conducted research regarding the position of the industry in the new production model. The research concluded that the re-industrialization of the country should become a national priority and that Greece's industries demand that the Ministry of Industry is re-established. President Mrs. Loukia Saranti commented that "Only with a strong Industry, Greece will be able to strengthen the resilience of the economy, create new jobs and increase exports."
- On October 5 2022, SBE hosted an event titled "Digital Transformation in Industry and New Technologies". Members of SBE, active in the field of new technologies, shared their know-how and experience, commenting on the changes that businesses are facing and presented ways, tools and practices that support their digitization process.



ENVIRONMENT

- On 8 and 9 June 2023, during the Circular Economy Fair in Thessaloniki, the Enterprise Europe Network in co-operation with the Federation of Industries of Greece and TIF Helexpo carried out more than 270 business meetings between 54 Greek and 43 foreign businesses from countries like Bulgaria, Romania, Germany, Cyprus and Poland.

70 % of the meetings regarded business partnerships and 30% technological partnerships on matters of applied research and innovation. The companies that participated in the meetings and the "B2B" event, operate in fields like, recycling, the processing and energy utilization of waste, the installation of renewable and alternative energy sources systems, electric mobility, the development and application of modern thermal and sound insulating building materials.



- On May 18, the Federation of Industries of Greece in cooperation with the company Envirometrics, held a seminar on the preparation of businesses for the requirements of the New Climate Law, attended by 25 business representatives. During the seminar, the international, European and national legislative framework were presented, along with the obligations defined by the Draft Law on the disclosure of information by businesses related to greenhouse gas emissions and linked to their activities. In addition, with a focus on the National Climate Law and taking into account the ever-evolving regulatory framework that creates uncertainties, the workshop presented the steps businesses should take to effectively address the upcoming challenges in a zero-emissions future.
 
- On May 22 2023, the Federation of Industries of Greece held an informative event on ESG and Greenwashing with guest speakers from EPLO, Deloitte and Helleniq Energy Holdings S.A, attended by more than 50 business representatives. The director of international relations of SBE, Mrs. Katerina Tzitzinou, presented two tools that were developed by Enterprise Europe Network, the EU Network, for the support of sustainable business development. The tool "Sustainability Assessment Tool" is used by the business if it wishes to self-assess according to the criteria of the Sustainable Development Goals (SDGs) of the United Nations. The second tool "Evaluation of Resilience of SMEs" is based on foresight methodology and examines the adaptability of the business using megatrends (eg climate change) and business uncertainties, in order to identify the business characteristics that need monitoring.
 
- On September 8 2023, SBE's President Mrs. Loukia Saranti, co-signed the "City Climate Pact", at a special event which took place in the Municipal Council chamber at the Thessaloniki City Hall, in the presence of the Minister of Environment and Energy, Theodoros Skylakakis. The "City Climate Pact", is implemented within the framework of the participation of Thessaloniki in the European Mission for the "100 Climate Neutral and Smart Cities by 2030". With the implementation of the Plan Climate Neutrality Action, the Municipality of Thessaloniki will succeed in reducing emissions by 80% by 2030.
 

- On April 7 2022, the inaugural meeting of the project "Creating "Circular Business" by young ENGINEers at the cross-border area of Greece-Bulgaria", acronymed ENGINE-HUBs, which is implemented in the framework of the European Territorial Cooperation Programme INTERREGV-A Greece - Bulgaria 2014-2020, took place at the International Centre for Digital Transformation and Digital Skills, in Thessaloniki. The Engine - Hubs project aims to promote the "circular" business model to young engineers and scientists in the cross-border project area. In particular, it will support the development of innovative business projects through the creation of new structures, the ENGINE-HUBs, which will act as training and information centers for young and potential entrepreneurs in the direction of the circular economy.

LABOR AND EDUCATION ISSUES

- On January 1 2023, SBE announced the project "Integrated Intervention for the Support of Youth aged 18-29 in the Regions of Central Macedonia, Western Macedonia, Eastern Macedonia - Thrace and Epirus". The project concerns the provision of a package of coherent actions of vocational counseling and guidance, specialized vocational training with certification, support entering the job market, support in the acquisition of work experience ("on the job training") as well as help in self-employment, of 4.000 beneficiary young people aged 18-29 years old from the Group of Regions of Eastern Macedonia - Thrace, Central Macedonia, Western Macedonia and Epirus, who are out of work, education or training and are economically inactive or unemployed (including the long-term unemployed).
- On 13 April 2022 SBE held a seminar titled "Contracts & Labour Regulation: Protection of Businesses", with speaker Mr. St. Koumentakis, Managing Partner at Koumentakis and Associates Law Firm, attended by 25 HR Managers. The A' Vice-President, Mr. Y. Stavrou mentioned in his speech: "The Federation of Industries of Greece has always had as an important component of its mission, the provision of accurate information to its members, on the important issue of the proper management of work relationships. SBE informs and offers consultation to the executives of small and medium-sized manufacturing enterprises based in the Greek region, on every new development."
- On February 22 2023, SBE sent a letter to the Deputy Minister of Finance, Mr Apostolos Vesyropoulos and copied to the Governor of AADE, Mr. Pitsilis, suggesting the amendment of case (b) of paragraph 1 of article 14 (v.4172/2013) of the Income Tax Code, in order to cover the exemption and deduction of employees' travel expenses to and from work. The proposed amendment, helps businesses attract and retain staff, enhances the income of employees, which has been reduced due to increased costs and is an additional social policy measure.



- On June 29 2023, SBE hosted a seminar titled “Sustainable Development and ESG criteria: What are they? Why get involved? How do they affect SMEs?”, with speaker Mrs. Lena Mamidaki, Head of Strategic Development at the Center for Sustainability and Excellence. The seminar was addressed to members of Boards of Directors, senior management (CEO - General Manager - CFO), but also to executives of Sustainable Development and ESG criteria departments. It was attended by 22 people.



PARTNERSHIP FOR THE GOALS

- On the 15th of March 2022, the Federation of Industries of Greece, the Scientific and Technological Park of Extremadura (FUNDECYT-PCTEX), members of the Enterprise Europe Network (EEN), in cooperation with the Region of Central Macedonia, co-organised an event titled: "Spotlights on European Expertise in Agriculture, Food and Forestry" in the context of the Annual Conference of the Network “European Regions for Innovation in Agriculture, Food and Forestry” (ERIAFF). The event was held using the methodology "pitching session" where participants had the opportunity to present and promote their products, technology and services and share their experiences and best practices with the aim of exploring potential partners. 4 innovative Greek companies participated in this event and 5 foreign companies and research institutes from the following sectors: Cultivation of High-tech, Forestry, Plants and plant proteins, Agroecology, Food Systems, and, Bioeconomy.



- On May 31 2023, SBE co-organized with the Office of Technology Transfer ELKE AUTH and the Interdisciplinary Centre for Agri-Food of the Aristotle University of Thessaloniki (KEAGRO AUTH), a workshop titled “Agri-Food and Business: Opportunities for cooperation with the research community”. It was attended by more than 70 business representatives and university students. According to the organizers, the integration of innovative methods in the production process is of paramount importance and therefore, linking production with the university community is crucial. It is a common belief that the opportunities created between the scientific/research communities of KEAGRO AUTH and the members of SBE can interact creatively through the adoption of new approaches for citizens and society.
- On September 11 2023 the launch of Confluence Challenge took place. Confluence Challenge is a new open innovation action supported by SBE, the National Research and Technological Centre of the Aristotle University of Thessaloniki, the University of Macedonia and the Alexandria Innovation Zone. Confluence Challenge, comes to strengthen the collaboration



between companies, start-ups and researchers, with the aim of addressing the multifaceted challenges of our time. Through this action, the Architectural Aluminium Academy (AAA) and I4byDesign, seek innovative teams capable of responding to specific challenges that will be posed by multinational companies ALUMIL, ISOMAT and KLEEMANN. The teams that will be selected will have the opportunity to cooperate with the aforementioned companies and specialized consultants, in an integrated programme that lasts three months.

- On March 15 2023, the Federation of Industries in Greece, member of the Enterprise Europe Network – Hellas, in cooperation with Innovation Norway and the Croatian Chamber of Commerce, cohosted an Online Seminar and Virtual Business Meeting Event in the context of the new call "Funding opportunities in Greece and Croatia - Call for Proposals on Soft Measures" of the "Business Innovation" programme. The objective of the call was to increase the competitiveness of Greek enterprises by improving their capacity for business development, especially in areas such as innovation, circular economy, internationalization, Corporate Social Responsibility, with funding from €10,000 to €200,000 per project.

CORPORATE GOVERNANCE

- On March 6 2023, The Federation of Industries of Greece in collaboration with the European Public Law Organization (EPLO), organized an event with the theme: “Business Tax Compliance: Practical Issues – Problems – Suggestions”. During the first part of the event, the issues of taxation compliance of businesses were discussed, along with the ways they affect the attraction of investments. During the second part of the event the main topic was the simplification of the tax compliance of Businesses.



- On February 14 2023, SBE sent a letter to the President of the Hellenic Capital Market Commission, Mrs. Vasiliki Lazarakou, requesting that measures are taken for the limitation of indiscriminate outsourcing of audits to external auditors, or alternatively the determination by the contracting authority (in this case the Hellenic Capital Market Commission) to determine precisely the fees of external auditors for the services they provide or even the assumption of part of the costs by the latter.