



2010 Communication on Progress



STATEMENT OF CONTINUED SUPPORT

In 2011 we decided to join the United Nations Global Compact, an important step in our efforts to evolve and meet this challenge. A year before we also subscribed the “International NGOs Commitment to Accountability”, which underline our commitment to Transparency and Excellence. With those two commitments, we want to ensure that our NGO respects and promotes the Global Compact Principals in the areas of human rights, labour standards, environment and transparency. Our focus is on environment, although the Global Compact Principals have already been implemented in our policy and culture, and we intend to make them more visible in our day-to-day operations. As a local environmental NGO our objective is to protect the wildlife but also to inform and transfer our expertise to our stakeholders, who are mainly people living in rural areas in mountainous Greece and working in agriculture and tourism. That’s why we are committed to strengthen professionalism and skills within our personnel. Furthermore, our effort is to provide equal opportunities at all levels and prevent discrimination in all its forms. Of course we aim to minimize the environmental impact at a local level to control and reduce our waste in our offices, the Environmental Centre and the Bear and Wolf Sanctuaries, to protect the ecosystems in Greece and the Balkans by controlling permanently our actions and by using new technologies to ensure stability and safety for our personnel and the local communities. All above confirm our commitment to nature and society and we promise to continue our work and to achieve the highest standards in the forthcoming years.

Yannis Boutaris
President

FURTHER INFORMATION ON ARCTUROS

ARCTUROS was founded in 1992 and is a non-profit, non-governmental Organisation (NGO) based in Thessaloniki, Greece. The aim of the society is to promote the study, management and conservation of the natural environment and wildlife. The society's activities initially focused on the brown bear (*Ursus arctos*), since conservation of this species allowed for the global management of the mountainous ecosystems of Greece, especially in the northern part of the country. Since 1997 however, the activities of ARCTUROS have been expanded to include the conservation of large carnivores and large mammals in general, as well as the conservation of mountain and forest ecosystems in Greece and the Balkans. After 19 years of continuous operation ARCTUROS can boast of important achievements in the conservation of the natural environment in Greece and the Balkans. Since 1992 ARCTUROS has:

1. Coordinated the design of the National Action Plan for the brown bear in Greece and continues the preparatory actions for its implementation.
2. Contributed to the enforcement of Habitat Directive (93/43/EU). The President of ARCTUROS, Mr Yiannis Boutaris was the first President of the Natura 2000 Commission in Greece.
3. Created the ARCTUROS' Environmental Centre that gave a permanent solution to the problem of captive large carnivores in the country.
4. ARCTUROS has been carrying out a unique, environmental awareness campaign for the protection of the endangered wildlife and their ecosystems in Greece.
5. Implemented special research activities and projects to monitor wildlife in Greece and the Balkans. Species targeted include mainly mammals as the bear, wolf, lynx, otter, deer, chamois and numerous birds. Projects have been carried out with local partners in Albania, FYR Macedonia, Bulgaria and Serbia.
6. Since its establishment ARCTUROS has been exerting political pressure to solve serious environmental issues, such as:
 - the case of the construction of the Egnatia highway – a highway that dissects the core range of brown bears in Greece
 - the improvement of the compensation system of the Hellenic Agriculture Insurance Organisation
 - the promotion and adoption of special solutions for the more effective management of bears and wolfs in the country
7. Established an emergency team to deal with serious conflict cases of bears and wolfs with humans.
8. Established the BALKAN NET, a network aiming at the development and promotion of cooperation for the protection and conservation of large carnivores and their habitats in the Balkans and supporting transboundary activities.

ARCTUROS AND THE GLOBAL COMPACT PRINCIPALS

PRINCIPLE 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

We support and respect human rights in conducting our activities where we operate.

PRINCIPLE 2:

Business should ensure that they are not complicit in human rights abuses

We are not complicit in any kind of human rights violations.

PRINCIPLE 3:

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

We assure to be in compliance with national standards and regulations and with the European Union regulations.

PRINCIPLE 4:

Business should support the elimination of all forms of forced and compulsory labour.

We do not use or employ forced or compulsory labour.

PRINCIPLE 5:

Business should support the effective abolition of child labour.

Our labour policy complies with the national and European Union laws regarding the minimum age for employment.

PRINCIPLE 6:

Business should support the elimination of discrimination in respect of employment and occupation.

We ensure equal treatment and opportunities for all our employees.

PRINCIPLE 7:

Business should support a precautionary approach to environmental challenges.

We are committed to protect and improve the Environment and to face any kind of environmental challenges.

PRINCIPLE 8:

Business should undertake initiatives to promote greater environmental responsibility.

We are planning to achieve ISO 14001 for our entire infrastructure.

PRINCIPLE 9:

Business should encourage the development and diffusion of environmentally friendly technologies.

We are working together with Universities and we try to apply new technologies where is possible

PRINCIPLE 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to compliance with anti-corruption standards and to maximum transparency.

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PRINCIPLE 1:

BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.



COMMITMENT

is sensitive on human rights issues. We apply the current legislation referring to the protection and respect of human rights of all employees and volunteers within its sphere of influence.

BRIEF DESCRIPTION OF OUR SYSTEMS

Human rights, occupational policies and safety standards have already been incorporated into our Employment and Volunteering Rules. These rules reflect our commitment to complying with all relative national and international laws. We ensure our employees and volunteers are aware of their own rights. We strive for equal treatment and equal opportunities in all aspects of the Human Resources activities.

ACTIVITIES IMPLEMENTED IN 2010

Clear standards and procedures are applied on a daily basis, reflecting the willingness to guarantee and promote employee and volunteer's awareness and well being.

OUTCOMES AND VALUE ADDED

No violations of the human rights have not been observed or reported in the past years.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

LA1, NGO09, LA8

PRINCIPLE 2:

BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHT ABUSES

COMMITMENT

is committed to control the financial source of donations and sponsoring

BRIEF DESCRIPTION OF OUR SYSTEMS

Donations and sponsoring in the NGO sector is a very delicate issue. We accept donations and sponsoring only from companies which accept transparency and control to their finances and we collaborate with the European Union accepting funds directly from the programs we are working in. We are giving public our fund of sponsoring within our annual report.

ACTIVITIES IMPLEMENTED IN 2010

Clear standards and procedures are applied in our fundraising, reflecting the willingness promote transparency and direct communication with our stakeholders.

OUTCOMES AND VALUE ADDED

We don't have funds from companies involved in any financial or/and Human Rights scandals.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

HR1, HR2, PR6

PRINCIPLE 3:

BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING



COMMITMENT

is committed to assure the freedom of unionism for the total workforce including volunteers.

BRIEF DESCRIPTION OF OUR SYSTEMS

All employees and volunteers are entitled to choose to be union members. The NGO Management prides its self on maintaining direct and personal communications at all levels thus creating a very personal and familiar environment.

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

All employees are secured with a pension scheme and health insurance. Moreover all volunteers have a health insurance during their work within the NGO.

OUTCOMES AND VALUE ADDED

Most of the employees enjoy open ended contracts and our volunteers have exclusive health and safety benefits

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

HR5, LA1, LA2, LA3, LA4, NGO09.

PRINCIPLE 4:

BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR



COMMITMENT

supports and implements national labour standards excluding all forms of forced and compulsory labour.

BRIEF DESCRIPTION OF OUR SYSTEMS

Employment contracts stating the terms and conditions of services, including the wage, are available to each employee. Overtime is on voluntary basis, infrequent and remunerated according to the applicable laws. All applicable labour regulations are strictly applied and adhered to.

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

We don't use any kind of recording of the working hours. We trust our employees and volunteers that they are working as agreed to their contracts.

OUTCOMES AND VALUE ADDED

Records from the past years confirm that all employees are covered with regular contracts.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

HR7

PRINCIPLE 5:

BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR.

COMMITMENT

complies with national and European laws and refuses any kind of child labour

BRIEF DESCRIPTION OF OUR SYSTEMS

Specific on this issue we control also our supply chain for the fabrication of our commemorative objects, and we never employ personnel or volunteers under the age of 18.

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

Control policy regarding the volunteer applications.

OUTCOMES AND VALUE ADDED

Employee records from the past years confirm that the company does not employ children or even young workers.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

HR6, LA1

PRINCIPLE 6:

BUSINESS SHOULD REPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION



COMMITMENT

is ensuring equal treatment and opportunities and for all employees and volunteers

BRIEF DESCRIPTION OF OUR SYSTEMS

The NGO applies a non discrimination policy for all employees and volunteers. We value diversity and promote equal opportunities based on objective factors of hiring, employment, development and training. We apply the same rules of employment to our volunteers.

BRIEF DESCRIPTION OF OUR SYSTEMS

We had volunteers from all over Europe.

OUTCOMES AND VALUE ADDED

Non discrimination was made on the basis of accepting personal characteristic and diversity.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

LA1, LA2, LA3, LA4, LA5, LA8, LA10, LA13, NGO09

PRINCIPLE 7:

BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES.



COMMITMENT

is committed to protect and improve the Environment and to face any kind of environmental challenges.

BRIEF DESCRIPTION OF OUR SYSTEMS

We are protecting the wildlife and establishing environmental programs aiming to:

- inform the society, coordinate and implement environmental projects
- carrying out a unique, environmental awareness campaign for the protection of the endangered wildlife and their ecosystems in Greece.
- Implementing research activities and projects to monitor wildlife in Greece and the Balkans.
- exerting political pressure to solve serious environmental issues, such as:
 1. the case of the construction of the Egnatia highway – a highway that dissects the core range of brown bears in Greece
 2. the improvement of the compensation system of the Hellenic Agriculture Insurance Organisation
 3. the promotion and adoption of special solutions for the more effective management of bears and wolves in the country
 4. the improvement of the quality of life of captive wild animals based on their welfare and natural conservation needs
- establishing an emergency team to deal with serious conflict cases of bears and wolves with humans.
- establishing the BALKAN NET, a network aiming at the development and promotion of cooperation for the protection and conservation of large carnivores and their habitats in the Balkans and supporting transboundary activities.
- Reduce our waist on Water and recycled materials

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

We are working continently on those activities and we are monitoring results.

OUTCOMES AND VALUE ADDED

We are keeping records of our activities and we improve our work based on the monitoring.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

EN1, EN2, EN3, EN4, EN5, EN11, EN12, EN13, EN14, EN15, EN24, EN25, EN26

PRINCIPLE 8:

BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY



COMMITMENT

is committed to achieve ISO 14001 for our entire infrastructure.

BRIEF DESCRIPTION OF OUR SYSTEMS

Our NGO aims to reduce to the minimum all waste and especially greenhouse emissions.

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

We have started to implement recycling our waste material (paper, plastic, aluminium) since 2007

OUTCOMES AND VALUE ADDED

We are working in the direction to reduce waste and greenhouse emissions and to implement the standard ISO 14000 to the entire infrastructure.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

EN1, EN16, EN22

PRINCIPLE 9:

BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTAL FRIENDLY TECHNOLOGIES.

COMMITMENT

is committed to work together with Universities and technical schools in order to improve knowledge and apply new technologies.

BRIEF DESCRIPTION OF OUR SYSTEMS

We are working together with the technical schools and the Universities and we apply new and innovative technologies in our research programs. Our research programs aim to protect biodiversity and wildlife from the large scale technical works in Greece, like highways, dams, quarries, hydroelectric work and wind generators. It attempts to reduce the impact of such developments as well as to include the needs of wildlife in the planning phase.

ACTIVITIES IMPLEMENTED IN THE LAST YEARS

We appealed to the State Council and achieved the cancellation of the Ministerial Decision on the mapping of Egnatia Highway, so that important habitats was not destroyed. Political pressure for the adoption of the appropriate mitigation measures in the framework of minimizing the environmental impact of the construction of large scale infrastructure as highways is still continuous.

OUTCOMES AND VALUE ADDED

The abortive decision of the Council led to the establishment of collaboration between ARCTUROS and Egnatia Highway HM and the implementation of an 6 year programme titled, "Evaluation of the impact of the construction and function of Egnatia Highway on the large mammal and avifaunal population at the Panagia-Grevena section» as well as the adoption of a series of mitigation measures,

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

EN13N, EN14

PRINCIPLE 10:

Businesses should work against corruption in all its forms, including extortion and bribery.



COMMITMENT

is committed to Transparency and Excellence.

BRIEF DESCRIPTION OF OUR SYSTEMS

2010 we subscribed the “International NGOs Commitment to Accountability”.

ACTIVITIES IMPLEMENTED IN THE LAST YEARS

We set the first KPIs for the accountability reporting and we control our sources of funding by category excluding non social responsible and accountable donors and/or sponsors.

OUTCOMES AND VALUE ADDED

We believe that NGO’s should be accountable and present their results with a maximum of transparency.

GRI –G3 NGO Sector Supplement MOST RELATED INDICATORS

PR6, NGO07, NGO08

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