

Principle		Mellon Application (in brief)	Mellon Application (extensively)	2011 Annual CSR Report Page
1	Businesses should support and respect the protection of internationally proclaimed human rights	1. NewComer's Guide 2. CSR Charter 3. Code of Conduct	Mellon respects the Universal Declaration of Human Rights and holds the protection of human rights of its employees as a high priority in the context of its CSR and HR written company policies, which are summed up in the Newcomers's Guide, the CSR Charter & the Code of Conduct, and diffused in the company's everyday practices and interactions. The company also makes sure all its' suppliers and manufacturers represented support and respect the protection of internationally proclaimed human rights with the completion of an evaluation questionnaire administered by the Procurement department (applicable to all principles)	2, 10
2	Businesses should make sure that they are not complicit in human rights abuses.	1. NewComer's Guide 2. CSR Charter 3. Code of Conduct	Mellon makes a point to ensure the company is not complicit with human rights abuse, through written company policies such as the Newcomers's Guide, the CSR Charter & the Code of Conduct.	
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	1. Mellon syndicate 2. Collective Agreements 3. Local Labour Law	Mellon respects the ILO Declaration of Fundamental Principles and Rights at Work and upholds the freedom of association. This respect is also exemplified by the presence of an employees' syndicate within the company. Mellon also recognizes the right to collective bargaining by adopting the collective agreements and local labour law in the countries of its presence.	
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	1. Local Labour Law 2. CSR Charter	Mellon upholds the elimination of all forms of forced and compulsory labour by denouncing such practices and complying to local labour law in the countries of its presence.	
5	Businesses should uphold the effective abolition of child labour	1. Local Labour Law 2. CSR Charter	Mellon upholds the effective abolition of child of all forms of forced and compulsory labour by denouncing such practices and complying to local labour law in the countries of its presence.	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	1. Selection Policy 2. CSR Charter 3. Newcomer's Guide 4. ISO Procedures (ISO 9001) 5. Equal Opportunities EU program	Mellon upholds the elimination of discrimination regarding employment and occupation with written company policies (e.g. Selection Policy) at all levels by applying an equal opportunities policy in its day-to-day practices, at all phases of personnel management (recruitment and selection, payments and promotions). In addition, the company follows ISO procedures that ensure an objective recruitment process and has also participated in an EU program for the improvement of work-life balance of its employees.	
7	Businesses should support a precautionary approach to environmental challenges	1. RoHS Directive 2. WEEE Directive 3. CSR Charter 4. Green CSR initiatives (Recycling, Park cleaning, Tree planting, etc.)	Mellon as a VAR (value added reseller) it not in the manufacturing industry, however the company makes sure all suppliers adhere to environmentally friendly guidelines. More specifically, Mellon ensures its suppliers are in full compliance with RoHS and WEEE directives. Moreover, the majority of our partners have received the international certification for the environmental management system ISO 140001. Finally, our suppliers have explicit to their activity certifications from the corresponding local and international carriers.	7, 10
8	Businesses should support initiatives to promote greater environmental responsibility	1. WEEE Directive 2. CSR Charter 3. Company energy consumption monitoring policy	Mellon believes businesses should support initiative to promote greater environmental responsibility as demonstrated in the relevant policies the company adopts and adheres to, its CSR Charter and the WEEE directive. Moreover, the company monitors its environmental footprint and undertakes initiatives to counterbalance it.	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	Green CSR initiatives (Recycling, Park cleaning, Tree planting, etc.)	Mellon has undertaken a number of green initiatives, such as recycling, park cleaning, tree planting etc. In addition, an effort is made to create environmental awareness among personnel through training and participation in such initiatives.	
10	Businesses should work against corruption in all its forms, including extortion and bribery	1. Code of Conduct 2. ISO Procedures 3. Chart of Authority	Mellon believes in working against corruption in all its forms, as stated in the Code of Conduct and demonstrated in its ISO policies, such as vendor management and evaluation process, official and registered contract approval process and by the company's annual customer satisfaction survey. Finally, a chart of authority has been recently compiled to simplify the authorization process, while ensuring transparent processes.	

Glossary:

RoHS: The RoHS (Restriction of Hazardous Substances) EU Directive bans the placing on the EU market of new electrical and electronic equipment (containing more than agreed levels of lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyl). The aim is to increase the amount of e-waste that is appropriately treated and reduce the number that go to the final disposal.

WEEE Directive: The WEEE (Waste Electrical and Electronic Equipment) directive imposes the responsibility for the disposal of waste electrical and electronic equipment on the manufacturers of such equipment.

ISO 14001 is a standard for environmental management systems to be implemented in any business, regardless of size, location or income. The aim of the standard is to reduce the environmental footprint of a business and to decrease the pollution and waste a business produces. The ISO 14001 environmental management standards exist to help organizations minimize how their operations negatively affect the environment.

ISO 9001 specifies requirements for a quality management system where an organization needs to demonstrate its ability to consistently provide product that meets customer and applicable statutory and regulatory requirements, and aims to enhance customer satisfaction through the effective application of the system, including processes for continual improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.