



20/02/2023

H.E. Antonio Guterres  
Secretary-General  
United Nations  
New York, NY 10017 USA

Dear Mr. Secretary General,

I am pleased to confirm that “XENIOS ZEUS” supports the ten principles of the UN Global Compact with respect to human rights, labor, environment, and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles and will make a clear statement of this commitment to the general public.

We also pledge to participate in and engage with the UN Global Compact in the following ways:

- **Human rights issues** have become increasingly important as the nature and scope of business has changed. Our company has established a monitoring and tracking system to ensure that its human rights policies are being implemented. We have an explicit policy to ensure that our company’s security arrangements do not contribute to human rights violations. We constantly support and respect human rights through our daily activities by providing safe and healthy working conditions, by guaranteeing freedom of association and by ensuring non-discrimination in personnel practices.
- We are taking steps to promote **environmental responsibility**. We define company vision, policies and strategies to include sustainable development and environmental quality. We are establishing a policy based on the use of environmentally sound technologies.
- Having obtained the 37001 ISO Certification for anti-bribery management systems, we introduce **anti-corruption policies** and programs within our organization.
- “Xenios Zeus” is an **EFQM Global Award winner**, for demonstrating an indisputable track record of success in turning strategy into action as well as for continuous improvement of our performance. The EFQM Global Award is supported by one of the most challenging assessment processes.
- We actively work on **poverty alleviation** by promoting human rights. Our vision is to improve the standard of living of all people by recognizing them as resources and not as victims.

XENIOS ZEYΣ

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- Our **Mental Health Community Support Services** are distinct from clinical mental health services, and play a vital role in supporting people with a severe mental illness and psychiatric disability throughout the recovery process. In this way, we are working on removing the stigma associated with mental health issues.
- As we believe in the effective measurement of both the quality and quantity of job performance of our staff, we conduct **internal assessments** so that we determine the training and development needs of the employees, set goals and standards that employees should meet but also boost employees' morale and performance by recognizing their effort.
- In the context of a holistic approach as far as the support of our employees is concerned, we are pioneers in providing **workplace counselling**. Our counsellors have a specialist viewpoint and skillset and are mindful of the context in which the employees work.
- Early **detection and prevention of mental health problems** is more than important. This is why we have created a system that not only contributes to the prompt identification of symptoms connected to mental issues, but it is accompanied by a **follow-up strategy**, which helps forming a complete depiction of the patient's situation.
- Given that people with mental health conditions around the world are exposed to a wide range of human rights violations, we provide all embracing **legal protection to the beneficiaries** of the mental health support we offer to them. One of our main targets is to promote, protect and ensure the full and equal enjoyment of all human rights of people with mental health issues.

I really want to express my sincerest apology since events outside of my realm of control resulted in my inability to meet the deadline for the biennial communication deadline on 17 January 2022. Due to this negligence and failure from my end, I feel sorry for the inconveniences it has caused you and your entire institution. The actual reason for this failure of missing the deadline is the workload and confusion due to the rearrangements in our organization, as we are currently expanding.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organization's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within *two years* of joining the Global Compact and *every two years* thereafter according to the Global Compact COE policy.

Sincerely yours,

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ΕΞΕΝΙΟΣ ΖΕΥΣ

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