

**FING'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

FINING QUALITY AND SOCIAL RESPONSIBILITY POLICY

The Federation of Industries of Northern 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.

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.

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 Northern Greece (FING) 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 2015 - 2017.

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 75 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 Northern Greece (SBBE), 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 International Business 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 2015-2017, amongst many other provided...

- 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.
- Two humanitarian aid missions to refugees carried out by the Network. Food, canned food, milk, cakes, bread and personal hygiene items were delivered to refugees.
- The Network has financially enhanced the institution of chronic diseases "Agios Panteleimon" for the purchase of an ambulance. Were sent books and computers to the journalist's team of the “Journalists Acting” network. Also, were sent chairs and desks to the Special High School and Lyceum of the EAE Deaf & Hard of Hearing of Thessaloniki.
- 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 "Secret Worlds" by Eugenios Trivizas.
- The network had another great collaboration with the Porto Palace Hotel. The Hotel helped with bedding items, like bed sheets, blankets, pillows etc.
- After the signing of the Memorandum of Understanding between the Network and the Trans Adriatic Pipeline, a new dynamic collaboration was created. They were implemented series of support programs to sensitive social groups in the range of Northern Greece Arc and along the gas conduit. They distributed among others items, computers, professional washing machines, dishwashers, ovens, fridges etc to more than 15 institutions of the specific area. Also, they completed housing area insulation work and replacing frames of a nursing home for elder people, a device for independent disabled access to the sea, a shore cleaning machine and two ambulances.

- On 19.06.2015, the Network organized a charity dinner with the presence of the H.E. the President of the Hellenic Republic, Mr. Prokopios Pavlopoulos, Revenue was allocated to institutions in Northern Greece, which the "Network" supports.
- The Hellenic Management Association, with the support of the Federation of Industries of Northern Greece, organized the 9th Forum on Social Responsibility, which was held on 16.02.2016, and the 10th Forum on Social Responsibility, on 22.02.2017. Revenue was allocated to institutions in Northern Greece, which the "Network" supports.
- On 27.10.15, the H.E. the President of the Hellenic Republic, Mr. Prokopios Pavlopoulos, was invited by the President of the Federation of Industries of Northern Greece Mr. Athanassios Savvakis, to visit the premises of the Greek Children's Village in Filiro.
- On 01.11.2016, the Industrial Property Organization organized a workshop on "Protection of inventions: From the Idea to commercialization", attended by more than 100 business representatives. The Federation of Industries of Northern Greece was involved with speech.



LABOUR STANDARDS

- "GREEK VALUE Awards of Northern Greece" is an ongoing initiative, which began in 2011 by the Federation of Industries of Northern Greece in order to award the manufacturing companies in Northern Greece. Among others, this scheme includes the Award for "Corporate Social Responsibility."
- The Federation operates a working group for the enhancement and promotion of initiatives to improve the working and educational environment.
- On 15.10.2015, the Structure Employment and Career of the University of Macedonia organized a workshop on "Bridging two worlds: the connection between education and the labor market", attended by more than 200 university students. The Federation of Industries of Northern Greece was involved with speech.
- On 23.10.2015, the Federation of Industries of Northern Greece and the Enterprise Europe Network – Hellas, in cooperation with the Greek Ministry of Labor, organized a conference on "Managing stress and psychosocial risks at work", attended by more than 150 business representatives. The aim of the conference was the presentation of the legislative framework and the principles relating to the safety and health at work, and the presentation of the electronic tool "OiRA", which is developed by the Greek Ministry of Finance in order to support SMEs to develop an assessment study on occupational risk.
- On 21.03.2016, a Memorandum of Understanding was signed between the Federation of Industries of Northern Greece and the City of Thessaloniki, in order to establish the "OK! Thess". The new entity was established to combat unemployment by creating new jobs by hosting start-ups companies.
- On 08.04.2016 and 17.02.2017, Junior Achievement Greece, under the "Virtual Enterprise" program, organized Students Trade Exhibitions, attended by more than 50 High Schools and Lyceums. The President of the Federation of Industries of Northern Greece Mr. Athanassios Savvakis is a member of the Board of Directors of the Junior Achievement Greece.



- On 03.11.2016, the Greek Ministry of Labor organized a special workshop on “Intermediate apprenticeship support mechanisms – Partnerships”, and the Federation participated.

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- On 27.01.2017, the Aristotle University of Thessaloniki in the framework of the Learning Business action, organized a workshop, attended by more than 80 students. Mrs Ekaterini Nendou, member of the Executive Committee of the Federation of Industries of Northern Greece, gave a speech on “The benefits of entrepreneurship and the correct professional orientation”.



ENVIRONMENT

- "GREEK VALUE Awards of Northern Greece" is an ongoing initiative, which began in 2011 by the Federation of Industries of Northern Greece in order to award the manufacturing companies in Northern 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.
- The Federation participates on the “Energy Saving” working group, in the framework of the Industry Forum, of the General Secretariat for Industry of the Greek Ministry of Economy and Development.

ANTI-CORRUPTION

- On 05.12.2016, the Federation of Industries of Northern Greece organized a closed workshop for the member of the Board, presenting the Business Integrity Forum of the Transparency International.
- On 31.03.2017, the Organisation for Economic Co-operation and Development (OECD) organized a consultation workshop on “Promoting compliance, effective internal controls and ethics in Greek companies to tackle corruption”, attended by more than 50 business representatives.