



HELLENIC REPUBLIC



CHAMBER OF KILKIS



Kilkis Chamber

## COMMUNICATION ON ENGAGEMENT (COE)

Period covered by our COMMUNICATION ON ENGAGEMENT (COE)

FROM: AUGUST 2016 TO: AUGUST 2018

### 1. STATEMENT OF CONTINUED SUPPORT

Kilkis, 6-8-2018

To our stakeholders:

In my capacity as President of Kilkis Chamber, I am pleased to confirm that Kilkis Chamber reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Pavlos Tonikidis  
President

### 2. DESCRIPTION OF ACTIONS

#### Human Rights

During the period in question we strengthen our efforts in order to :

- Ensure employees are provided safe, suitable and sanitary work facilities
- Protect employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Encourage the Kilkis Chamber registered members to comply with the United Nations Global Compact principles in the area of Human Rights.

#### Labour

During the period in question we strengthen our efforts in order to :

- Ensure that our organization did not participate in any form of forced or bonded labour
- Comply with minimum wage standards and social security requirements
- Ensure that employment-related decisions are based on relevant and objective criteria
- Encourage the Kilkis Chamber registered members to comply with the United Nations Global Compact principles in the area of Labour and Labour relations.



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## Environment

During the period in question we strengthen our efforts to:

- Promote waste material recycling within our organization and our community
- Promote to our community the notion of clean energy as a reliable, sustainable and modern alternative as opposed to the traditional coal related fuels.
- Encourage the Kilkis Chamber registered members to comply with the United Nations Global Compact principles in the area of Environment.

## Anti-Corruption

During the period in question we strengthen our efforts to:

- Minimize the risk of corruption when doing business by adopting the “four eye principle” and by actively promoting e-transactions vs cash transactions between our organization and its members.
- Create employee awareness on issues regarding corruption via the The Fight Against Corruption E-Learning Tool which is an online learning platform providing practical guidance on how to recognize and fight corruption in all its forms.
- Encourage the Kilkis Chamber registered members to comply with the United Nations Global Compact principles in the area of Anti-Corruption.

## 3. MEASUREMENT OF OUTCOMES

During the period in question Kilkis Chamber of Commerce took various initiatives (see the following indicative list of actions) in order to promote the Global Compact’ principles framework among its members and the local community:

1. Developed an online auction market for agri-food products aiming to create a new sustainable ring of the local agricultural products food supply chain. The idea is already gathering momentum and there is already a growing number (now 3) of fellow Chambers wishing to join our initiative.
2. 70% of all Kilkis Chamber of Commerce employees (including the President) successfully attended The Fight Against Corruption E-Learning program.
3. Administered, hosted and participated in a number of workshops and events directly related with the United Nations Global Compact context:
  - “The Future of Jobs” workshop which highlighted the interaction of the Fourth Industrial Revolution with various socio-economic and demographic factors.
  - “Digital era, traditional professions and the need for new skills” which highlighted the need for new skills development via e-learning, certification and workplace digitalization.
  - “New Business Opportunities” at local and cross-border level.
  - “Ethics, Business and goals of sustainable development”
  - “Business waste recycling and environmental protection”



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It is estimated that over 500 people were directly involved in the events and at least 2.500 got indirectly involved or exposed through e-mail, web and social media campaigns, press releases and digital recordings web uploads.

4. Embraced , advocated and promoted the goals of microstarsproject ([www.microstarsproject.eu](http://www.microstarsproject.eu)) which aimed at:
  - Training counselling and capacity building for micro entrepreneurs and unemployed, Business Development Services, coaching, mentoring, entrepreneur skills development, business design, business plan & balance sheet optimization.
  - Providing guidance and giving access to finance to micro businesses and start-ups (microfinance).
  - Promoting women entrepreneurship.
  - Communicating industry best practices and proven entrepreneurial techniques to local businesses.

It is estimated that over 1.500 existing entrepreneurs and/or potential new entrepreneurs were both directly and indirectly involved in or exposed to the project.

5. Supported, facilitated and provided knowhow, logistical support, infrastructure facilities, networking etc. for a number of government organizations and NGO working on refugee/immigrant relief and support projects in Kilkis area. Although no actual records were kept the cumulative number of potential beneficiaries could vary between 3.000-5.000 souls. Currently through the UN Refugee Agency funding, 106 apartments are rented in Kilkis and Paionia where 481 refugees live, mainly from Syria, Iraq, Afghanistan, Palestine and Kuwait.
6. Embraced , advocated and promoted the goals of the ongoing entrywayproject (<http://www.entrywayproject.eu/>) in Kilkis prefecture. The Projects foresees 3 main phases, each one preliminary to the other:
  - a) Identification, selection and orientation of the migrant would-be entrepreneurs
  - b) Delivery of entrepreneurship training and technical assistance. Development of the business plan
  - c) On-the-job mentoring schemes provided by experienced entrepreneurs or business consultants
7. Active partner of the ongoing Co-Create project (<https://co-create.interreg-med.eu>) in Kilkis prefecture. Co-Create objective is to support cross-fertilization processes between creative industries and traditional clusters contributing to test co-design and creative methods applied to entrepreneurs and clusters managers with the support of IPR instruments for their management.