



CENTER for
SUSTAINABILITY and
EXCELLENCE

Communication on Progress Report (2020)



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The Nature of the Business

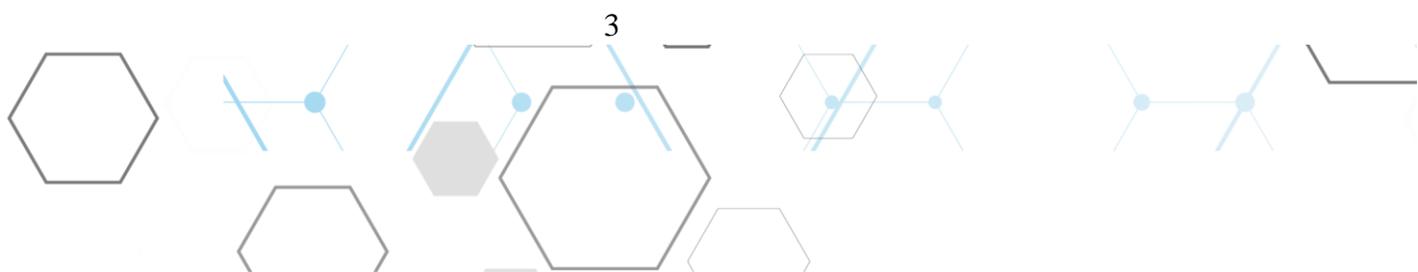
Center for Sustainability and Excellence (CSE) is a leading boutique firm operating globally that specializes in maximizing your social, economic and environmental impact. For more than a decade, we have been helping professionals advance their careers through our certified on-site, digital, online and group training services globally and supporting FORTUNE 500 companies and other organizations to grow and excel through our specialized consulting services.

CSE is accredited by the Chartered Management Institute (CMI), Green America and AA1000 to provide global trainings to Sustainability and Corporate Responsibility professionals, while it is also a GRI Certified training provider and stakeholder. We have trained and coached over 6,000 professionals from 5 continents through on-site, online, digital and group training services in areas such as certified corporate social responsibility, carbon footprint analysis, life cycle analysis and climate change leadership.

Our services and web tools are designed to assist businesses and organizational leaders to understand and meet the evolving international standards and frameworks, such as the UN Sustainable Development Goals, the Global Reporting Initiative (GRI), SASB, the Carbon Disclosure Project (CDP), TCFD, Green House Gas Protocol, the Dow Jones Sustainability Index (DJSI), ISO 26000 guidelines and other local and international guidelines.

Our clients represent companies such as Walmart, United, Walgreens, Lloyds Banking Group, Mercedes Benz, EFG, Oracle, Shell, Baker Hughes, ZAIN, Whole Foods, North Face, Vanity Fair, World Bank, which are actively customizing their business ethics, organizational culture and priorities in alignment with Sustainable Development.

Our international specialists and consultants provide clients unique and advanced services to achieve stakeholder value across operational and organizational frameworks. Contributing to the formation of Sustainability trends worldwide, CSE assists organizations and institutions to produce positive impacts and value through a vast array of services.



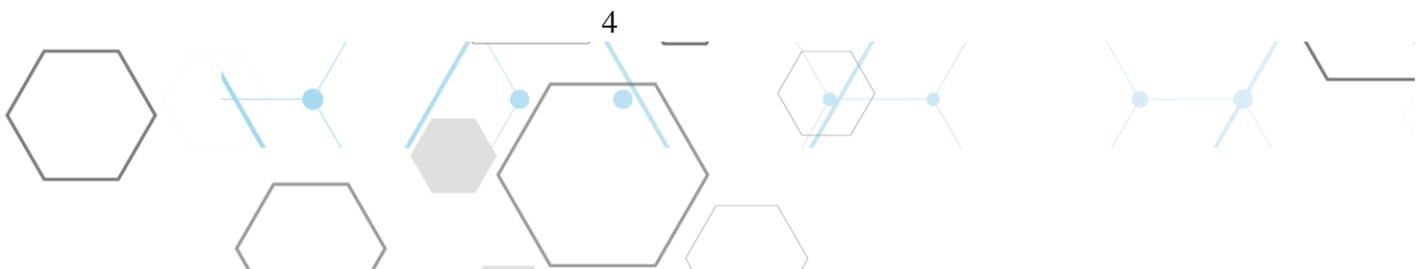
CSE Consulting Services

Our services are designed to assist our clients to improve their business performance while having an impact, build brand loyalty and innovate through the continuous integration of sustainability principles into their culture, operations and products and/or services.

ESG Consulting Services

Integration of environmental, social and corporate governance (ESG) criteria into the corporate sustainability strategy is becoming important for all types of companies and can also lead to better returns. It becomes more and more evident that taking ESG factors into account produces higher returns and lower risks for corporate investors.

- **ESG Ratings Selection & ESG Performance Improvement**
 - CSE assists clients to select appropriate ESG Ratings and metrics most suitable to their business and industry that will maximize their potential to investors.
 - CSE supports the preparation of specific ESG Ratings submissions criteria supporting the maximization of ESG ratings performance.(e.g.CDP, Sustainalytics, SASB, MSCI).
- **ESG Benchmarking**
 - ESG benchmarking and scores analysis on leading ESG Ratings.
 - Comparisons with industry and peer performance.
- **ESG Standards and Reporting**
 - CSE supports companies for compliance of their sustainability reporting and disclosures with latest international standards and recommendations including:
 - GRI and SASB Standards
 - Task Force on Finance related Financial Disclosures (TCFD) Framework & Climate Scenario Analysis
 - PRI Reporting Guidelines
- **Advanced ESG Training (Global Group Training and On-Line)**
 - Certified Sustainability Practitioner Program with emphasis on ESG ratings – offered by CSE through its global training programs or in- house Company group training. Now also offered through a new Digital program.
 - Online Certificate on ESG Performance for Investors & Sustainability Professionals – New Edition



Strategies with an impact

Organizations now implement Sustainability as a form of corporate strategy so as to ensure they achieve engagement with all stakeholder groups, while at the same time being able to monitor the strategy, measure and assess the results and renovate areas for improvement.

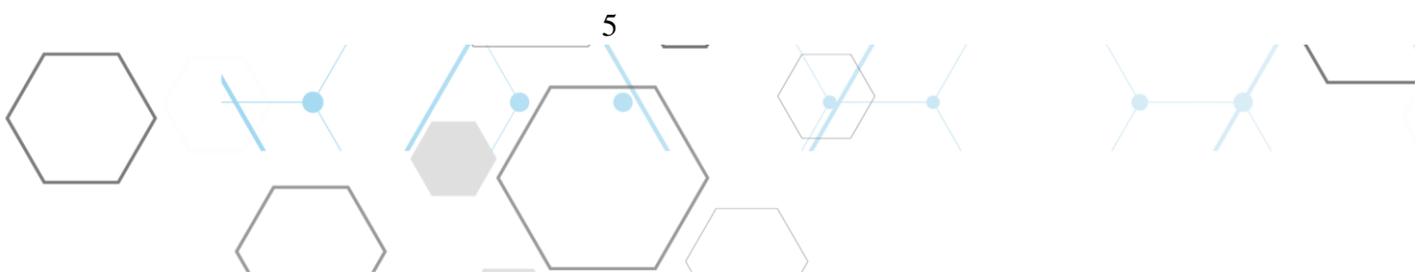
- Return on Sustainability Scorecard and Key performance indicators and goals for each Sustainability pillar.
- Sectoral Benchmarking with assessment and ranking of a company's Sustainability performance in comparison with competitive organizations in their sector locally and globally.
- Supply Chain Sustainability. Establishing sustainable principles for an organization's suppliers.
- Community Volunteering Framework for higher employee motivation through design and support for volunteering activities to engage employees.
- SROI and Stakeholder Engagement Programs with calculation of social value and impact for Sustainability programs and improvement of stakeholder dialogue.

Carbon Reduction and Product LCA

In a world that is rapidly warming up, and as a response to legal and social pressures, businesses need to develop innovative and cost-effective ways to limit their adverse effects on climate change.

As organizations need to increase their level of engagement with their stakeholders, they have to implement innovative sustainability programs that provide added-value, while at the same time support the corporate sustainability strategy.

- Carbon Reduction programs : Design and support for programs to reduce carbon emissions by a company.
- Product Life Cycle Assessment: Identification of the most energy consuming sources of the lifecycle of products.



External Verification and Assurance

With rising pressure from stakeholders and increasingly more strict global regulations around Sustainability reporting validity, accuracy and transparency issues, CSE has been offering premium services to provide external verification and assurance. Its services range from identification of material topics to meet stakeholders' expectations and Report Assurance based on GRI and AA1000AS. External Verification is critical when publishing sustainability information or making claims.

In order to increase the credibility of Sustainability Reporting and value of an organization's initiatives, whether these involve Global Reporting Initiative (GRI), CDP, Greenhouse Gas (GHG) Protocol or ISO26000, CSE provides external verification based on international best practices and in depth expertise.

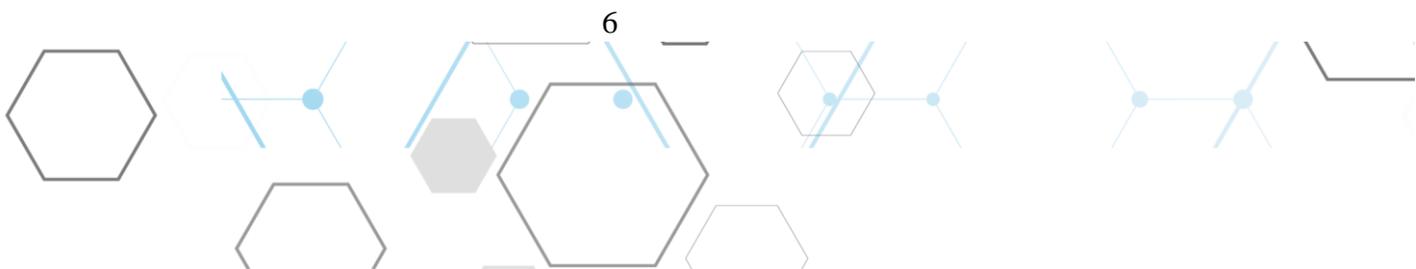
- Sustainability Report External Assurance based on AA1000AS : Assurance of the Report based on GRI and AA1000AS to increase validity, transparency and accuracy of information.
- Carbon Reduction Verification. Calculation and verification of carbon footprint for your company's activities and reduction strategy.

Sector Specific Sustainability

To achieve an effective and comprehensive Sustainability strategy, companies and organizations need to be aware of the unique characteristics that apply to their specific sector.

Indicative Sectors that CSE provides guidance and in depth know how:

- Energy
- Finance
- Food and Beverages
- Pharmaceutical and Healthcare
- Retail
- Logistics and Shipping
- Mining
- Telecoms
- Technology
- Manufacturing
- Chemicals
- Education
- Governments and NGOs



CSE Training Services

Certified Professional Development programs

Advanced certified education on Sustainability and Corporate Responsibility, ESG Performance, Sustainable Development and Circular Economy for professionals who want to maximize their company's impact and become qualified with the latest knowledge in the field.

More than 90% of FORTUNE 500 senior managers and VPs have attended our programs and joined over 5000 Certified Sustainability Practitioners from over 50 countries all over the world.

During 2020 despite the restrictions created by COVID 19 CSE continued to successfully educate hundreds of sustainability professionals by quickly migrating all its onsite-programs to live digital training sessions with interactive group exercises.

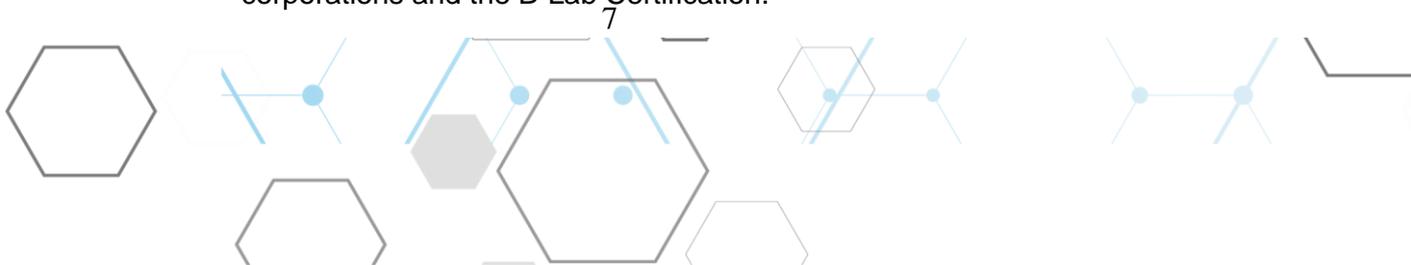
Certified on-line courses

The Sustainability Academy is CSE's new global initiative to offer affordable specialized online education and coaching in the field of Sustainability and Corporate Responsibility. The Sustainability Academy is set to make a difference on this planet and we invite you to take on the journey with us!

The Sustainability Academy aims to help Sustainability and Corporate Responsibility professionals, entrepreneurs and graduates update their knowledge, keep up to date with current legislation, global trends and best cases.

Online Courses:

- **Diploma on Corporate Sustainability: Foundation Course.** The philosophy of this online diploma is to provide you with a step-by-step introduction to corporate sustainability, sustainable development and circular economy and offer unique knowledge in a simple and practical way.
- **Certified ISO50001 Lead Auditor (PECB).** The training course is designed to help the participants acquire or enhance their competency to audit an energy management system. It is focused on the acquisition of knowledge of audit techniques applied to an energy management system.
- **Online Certificate on SASB & TCFD Reporting.** The training course is designed to help the participants acquire or enhance their competency to understand the requirements of the SASB Standards and the TCFD recommendations.
- **Online Certificate on ESG Performance for Professionals and Investors.** A certified online course for Sustainability professionals who want to acquire the necessary practical skills to report to Investors.
- **Online Certificate on Sustainability (CSR) Reporting.** A certified online course for Sustainability professionals who want to acquire the necessary practical skills for Sustainability Reporting
- **Online Diploma on Social Entrepreneurship.** A certified online course for professionals who want to acquire the necessary theoretical and practical knowledge regarding social entrepreneurship, benefit corporations and the B-Lab Certification.



- **Online Certificate on Carbon Reduction Strategy.** The course provides information on International standards relating to Carbon Reduction Strategies and Reporting including WRI GHG Protocol, CDP, ISO 50001, GRI.
- **Introduction to Social Impact Assessment and SROI.** A certified online course for Sustainability professionals who want to acquire the necessary practical skills for Social Impact Assessment and Social Return on Investment.

In 2018 CSE's President was honored as the Corporate Responsibility Impact Practitioner of the Year for 2018 by the Silicon Valley Community Foundation for his work with the Sustainability Academy and for the positive social impact it creates through educating around sustainability.

CSE Team: Board Members & Executives

Board Members

Board: Nikos Avlonas, Founder and President

Board: Monty Edson

Board: Takeshi Simotaya

Board: Hazel Henderson

Executive Team

Marina Alonistioti, Consulting Services Director

Thomas Weber: Consulting Services Coordinator

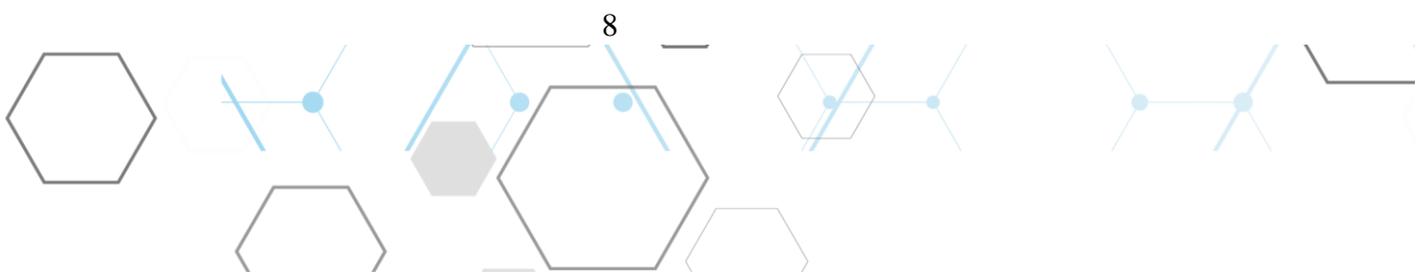
George Markezinis Sustainability Consultant & Trainer

Helen Christoyannis: Consulting Services

Marovita Nikolaidou: Marketing Manager - Coordinator

Lena Mamidaki: Business Development

Zeta Chatziantoniou: Corporate Communication



CSE Worldwide Activities

CSE operates globally, and its activities include projects, conferences, workshops, digital events, webinars, and other initiatives in the areas of ESG and Sustainability.

With main offices in North America and Europe, CSE has worldwide activities in countries such as Canada, USA, Mexico, Chile, Great Britain, Luxemburg, Austria, Greece, Cyprus, Romania, Latvia, Turkey, Jordan, Saudi Arabia, Qatar, UAE, Malaysia, Singapore, Japan, Dominican Republic.

Since 2007, CSE has been raising sustainability awareness among business communities by hosting roundtables. CSE is proud to bring together thought leaders in the field, distinguished speakers from Public and Private Sectors as well as Academia in order to discuss fundamental and key Sustainability topics, acting as a melting pot for innovation. So far, CSE has hosted its round tables in New York, Atlanta, Washington, Brussels, Athens, Dubai, London, Istanbul, Kuala Lumpur and Singapore.



CSE Statement of Continued Support for the UN Global Compact

Looking back over the past year, we are really proud to have met our commitment to globalize sustainability, by including new services to our portfolio and expanding into new areas. Despite the restrictions of the pandemic, our flexible and adaptable working structure has enabled us to meet our targets, expand and exceed customer expectations. Our long-lasting partnerships are becoming stronger while new collaborations are providing valuable insight for further expansion.

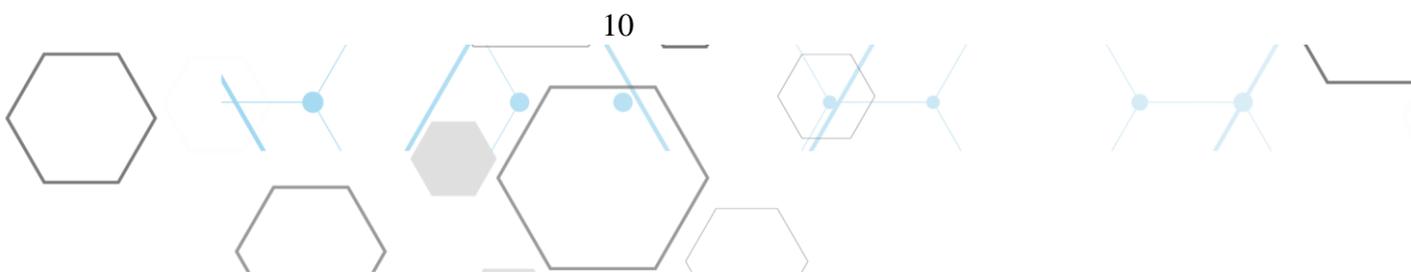
CSE has embraced the UN Global Compact and endorsed its 10 Principles since 2008, referring to Human Rights, Labour standards, Environment and Anti-corruption and is committed to behaving in a corporate responsible manner.

We have incorporated the UN Global Compact and its Principles in our policy, and operations, while at the same time these principles are promoted through all our services to all the markets we have active presence, proving they are a vital component of our strategic direction.

This Communication on Progress (CoP) forms an integral part of our commitment and is a statement of our progress, our achievements and our goals for the future. Transparency is a fundamental part of our activities and we ensure that information pertaining to the economic, social and environmental impact of our operations is accessible and available to all our stakeholders. This report covers the period from January 2020 to December 2020.

The following pages provide a detailed presentation of our commitment to each of the 10 Principles of the UN Global Compact. Our policies, processes and management systems in place as well as our actions and targets for continuous improvement are outlined here. We hope you will find this report motivating and informative and as we strive to become better, we look forward to any comments and suggestions you might have.

Nikos Avlonas – Founder and President of CSE



Policy Review

In order to ensure the quality of company services and products, CSE has adopted a Stakeholder Code of Conduct. Through the code, all stakeholders, internal and external, are committed and engaged to ensure the policies reflect both company and individuals by signing the code.

The Stakeholder Code of Conduct includes the commitment of our organization and our employees in reference to human rights, working conditions and labour standards, the environment and to anti-corruption. Since 2006, CSE has implemented a Green Office Policy that aims to reduce waste generation, through the implementation of office recycling initiatives, to reduce levels of direct and indirect CO₂ emissions, through energy saving reduction practices, and to offset those emissions.

Vision

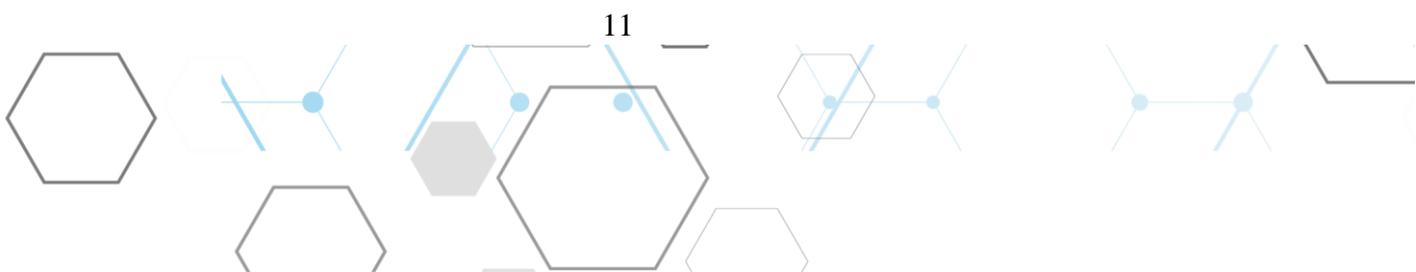
An advisory network comprised of specialists with international experience, CSE provides a meeting platform and an advisory panel, acting as a key Promoter and Coach with the objective of increasing Sustainability and Excellence within Organizations, Society and Governments. The overall objective of CSE is to create positive impact and added value for all stakeholders across the Triple Bottom Line.

Mission

CSE is committed to globalizing sustainability by advising and educating organizations, institutions and governments to reconsider business models and adopt sustainability strategies that produce positive impact and high stakeholder value.

Supply chain

Due to the nature of our business, we only use external suppliers as far as office material, IT support, Conference Venue and Marketing is concerned preferring mainly local ones. Additionally, we use external partners for our global activities and we expect from them to commit in our stakeholder code of conduct.



CSE Stakeholders

Due to the fact that our organization operates in countries worldwide, our network of stakeholders works in the same extension.

The Primary Stakeholders of CSE (shown on the Figure 1 below) are:

- Employees
- Affiliates
- Clients
- Suppliers
- Partner organizations
- Media: They affect the company’s sustainability via the promotion of our mission and brand image. Most importantly, they are the primary tool of showcasing CSE competencies and best practices,
- Other organizations with similar Activities Community:
 - Local Community (Location of CSE Premises)
 - International Community: Countries in which CSE carry on activities

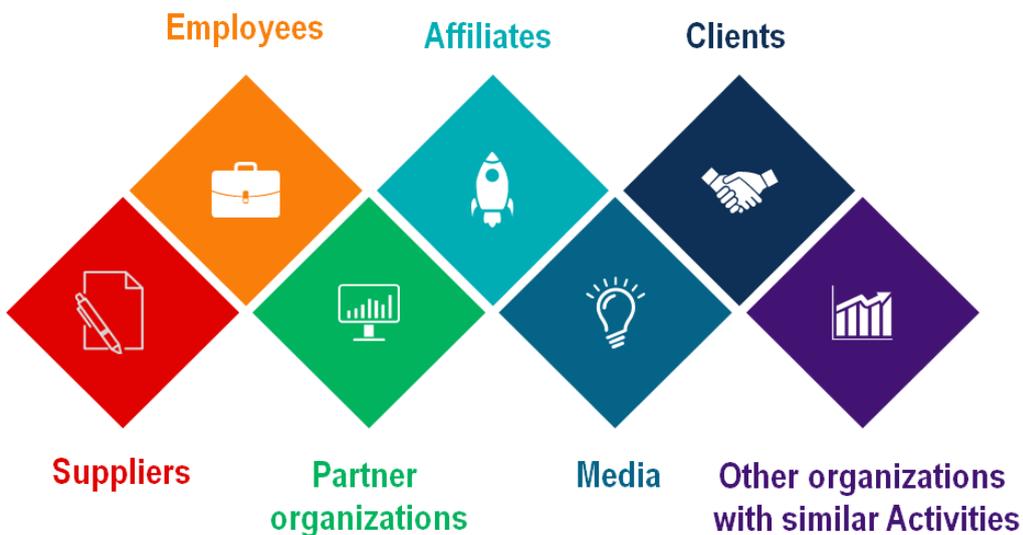
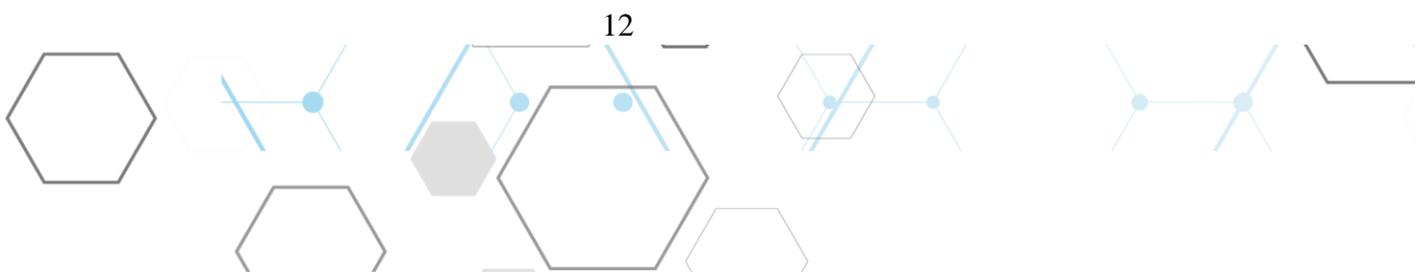


Figure 1: Stakeholder Mapping



Strategic memberships and partnerships

We are proud of our global network of memberships and event partners.



Human Rights

UN Global Compact Principles

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 abuse

Our commitment or policy

We place tremendous value on supporting and respecting human rights, deriving from our established Code of Conduct, according to which we operate and collaborate with our stakeholders.

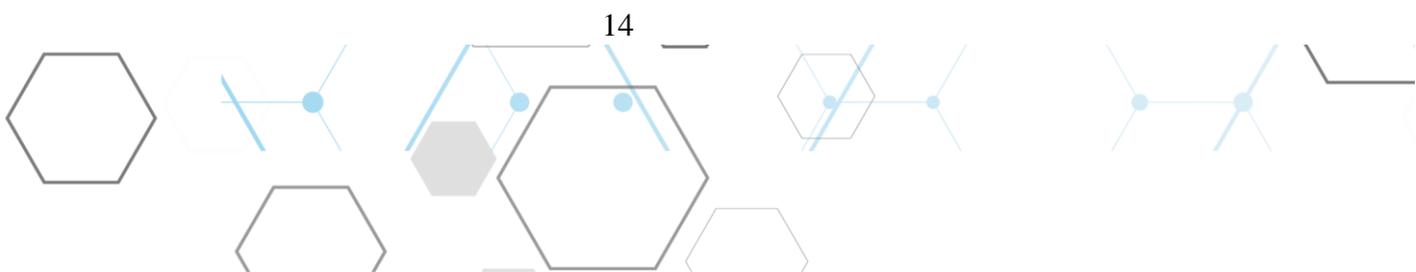
- We are committed to supporting and respecting the protection of internationally proclaimed human rights.
- We have a strong stand on ensuring that our organization, including its employees, suppliers and customers as well as all our stakeholders are not complicit in human rights abuses.
- We are committed to treating people with respect, courtesy, honesty and fairness and respecting different values, beliefs, cultures and religions.
- It is of great importance to us that employees and affiliates work in a safe and healthy environment.
- We apply these commitments to our own operations, within our field of influence and through our work with our customers in all the countries we operate.
- We adhere to strict compliance, and will continue to do so, with all relevant Greek laws and the laws of all the countries in which we operate, including those relating to human rights.

Description of our processes or systems

To practice our commitments, we established and follow processes and systems which derive from the context of the CSE Stakeholder Code of Conduct.

First of all, we ensure that our employees are aware of their own human rights and are not complicit in human rights abuses, while at the same time promoting their role to help the protection of other people's human rights. As an advisory organization, CSE additionally advises and assists its clients to manage their own responsibilities in this area.

CSE is an international organization, operating in countries of different cultures and different laws. Therefore, we are committed to respect and operate according to the laws of each country, while at the same time ensuring that the operations of our clients are respectful of global ethical standards.

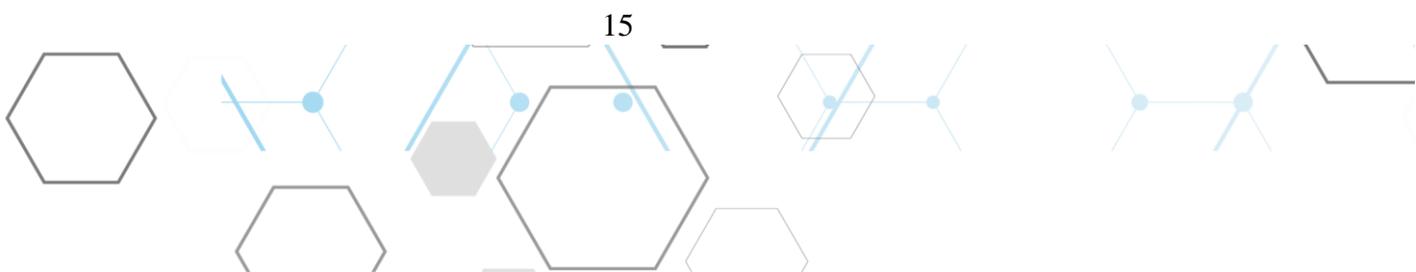


Our Actions to implement these Principles

Since CSE is an international organization with offices in Europe and USA, we comply with the European Union and US laws, in reference to human rights. We further ensure that our stakeholders and suppliers based in countries of the European Union and the US comply with the same laws.

In reference to our engagement with suppliers and partners, who originate and operate in countries outside the European Union, we assure that all relevant (legal, operational and financial) documentation is provided, which proves the ethical viability of the organization with respect to human rights.

We conduct regular (annual) assessments, analyzing various focus areas relevant to our suppliers and partners policy vis-à-vis their employees, their community and the environment in which they operate. More specifically, we request of our suppliers to meet standards for Sustainability (CSR) or international guidelines (e.g. UN Global Compact, GRI, and AA1000).



Labour

UN Global Compact Principles

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

Our commitment or policy

CSE strives to be an equal opportunity employer. More specific, we are committed to:

- Not discriminating in respect of gender, age, color, religion, culture, education, social status, ethnic belonging or national origin, or any other status.
- Providing employee support mechanisms.
- Respecting privacy clauses per employee.
- Ensuring fair remuneration.
- Fair, objective, impartial and transparent recruitment, promotion and procurement procedures.

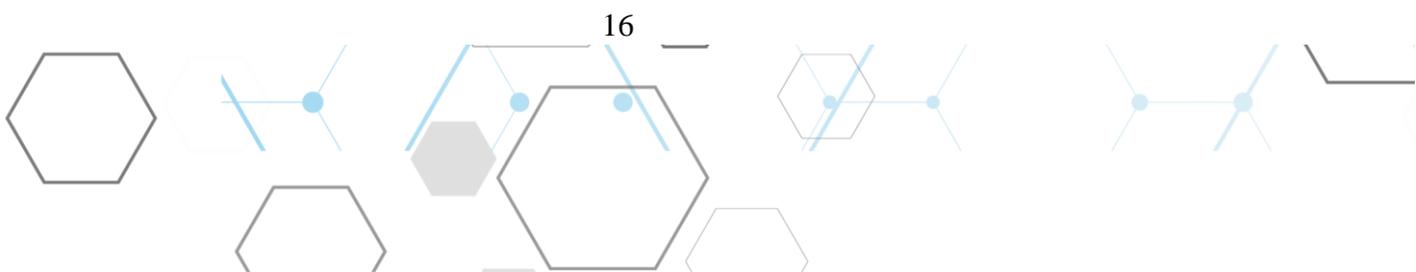
We apply this commitment to our own operations, within our field of influence and through our work with our customers and all our stakeholders. Furthermore, we seek to make partnerships with like-minded organizations.

Description of our processes or systems

In order to turn our commitment into practice, we operate processes or systems to inform, guide and enact this commitment by ensuring that CSE supports the elimination of discrimination and investing in its employees through training and workshops.

Our processes include:

- Commitment of CSE towards its employees and affiliates (Stakeholder Code of Conduct)
- Commitment of CSE towards assuring the optimum performance of employees by clearly communicating all relevant company information and procedures (Induction Manual)
- CSE Sustainability Policy



Our Actions to implement these Principles

In CSE, we support a multicultural environment and make no discrimination in terms of gender, religion, age and nationality. CSE operates also with the assistance of affiliates, who originate from diverse educational, racial and religious backgrounds. Depending upon CSE needs for advisory services, for the projects we handle, we collaborate with an international network of experts, based in different regions across the world.

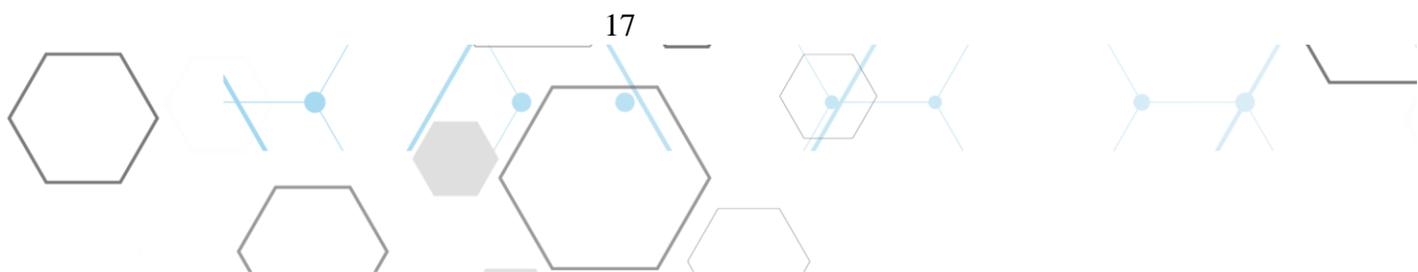
CSE welcomes interns in its workplace. Our interns come from different educational, racial and religious backgrounds. A guide has been developed that outlines the key information interns need (induction manual). Furthermore, on-going weekly coaching-mentoring sessions are being run by their line manager.

We recognize the importance of employee development and understand that the knowledge and skills of our employees are the company's most important assets. According to CSE HR policy, we offer partial funding for Certified Trainings (part-time mode) to our employees after at least 18 months of co-operation, giving them the opportunity to extend their knowledge level, encouraging employee development. Moreover, CSE takes an active role in enriching employees' knowledge and understanding of CR and sustainable development. The implementation of in-house training workshops provides a concrete part of CSE innovative and practical application of Sustainability (CSR) practices and methodologies.

During 2020 CSE invested further in the personal development of its executive team by offering the opportunity for one of its employees to undertake an year long MBA program. It is planning to offer one Masters Course to one employee each year. Additionally it gives the opportunity to all its employees and associate to become certified Sustainability Experts with offering ongoing education.

During 2020. CSE introduced a new CSE organizational chart which mapped distinctive job titles, department functions and reporting flows. The primary aim of this organizational change was to create a stronger sense of ownership for each employee with clearer understanding of their responsibilities and goals within the company's two lines of business within training and consulting services. It also reflects the growing need for specialization within the Sustainability area including new environmental services, multiple reporting standards and new communication channels in social media and digital platforms.

New roles were created including the position of HR and Office Manager highlighting the importance the company is giving to employee matters. The HR and Office Manager is responsible for the smooth running of day to day office matters and has taken on the role of the recruitment process and the induction and coaching of new staff, particularly needed in the remote working model.



Environment

UN Global Compact Principles

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Business should undertake initiatives to promote greater environmental responsibility

Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies

Our commitment or policy

CSE is a member of the UN Global Compact, a fact that underlines our precautionary approach, the undertaking of environmental initiatives and the use of environmentally friendly technologies. We are extremely committed to continually improving our environmental performance, preventing pollution and acting beyond the compliance of all applicable laws and regulations.

According to our Green Office Policy, which is in effect since 2006, CSE priority is to reduce its waste and direct and indirect CO₂ emissions. This is achieved through the implementation of office recycling initiatives and complemented by the offsetting of emissions that cannot be avoided.

More specifically, we:

- Initiate efforts towards reporting environmental standards of our organization and encourage all our stakeholders to do the same.
- Consult with stakeholders regarding the development of common environmental activities.
- Are educators in matters regarding conservation and recycling, and communicate the aim of our efforts to stakeholders, clients and suppliers.
- Manage our remaining CO₂ emissions through involvement in carbon reduction and neutralizing activities.
- Exercise more environmental consciousness when making purchases. Work to minimize our use of energy.
- Ensure all employees are aware of this policy so that it is implemented effectively Promote environmentally friendly technologies to our clients, aiming to minimize their energy use.
- Develop our products and services in a more environmentally friendly manner. Promote the environmental conscious lifestyle to employees both at office and at home.



Description of our processes or systems

CSE operates processes or systems to inform, guide and enact this commitment in order to turn them into practice.

Our processes include:

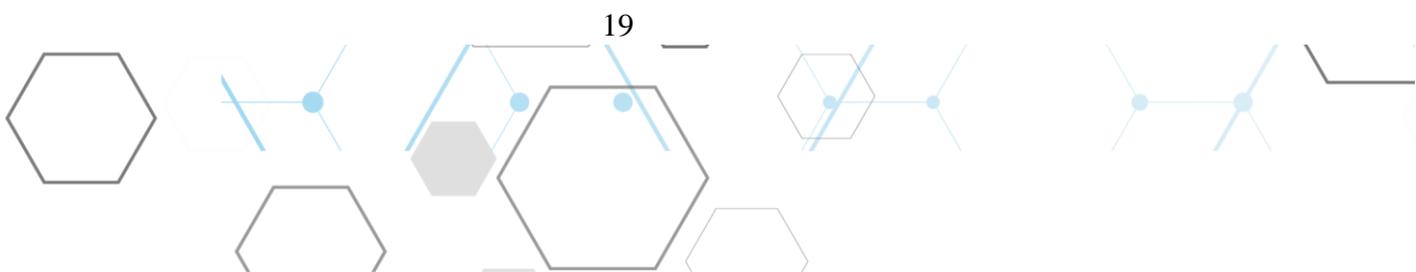
- Stakeholder Code of Conduct
- Sustainability Policy
- Keeping records of energy, water and paper consumption
- Following methods to reduce our energy consumption and CO₂ outputs
- Offsetting our CO₂ emissions
- CSE Sustainability Report

Our Actions to implement these Principles

CSE keeps records of its energy, water and paper consumption, business travels and ways of transport in order to measure our CO₂ emissions. In parallel to our offsetting activities, we are dedicated to an environmental management strategy with the goal of minimizing our environmental footprint and continuing to offset our emissions in order to maintain our status as a climate neutral organization.

According to our Sustainability Policy and our Stakeholder code of conduct, CSE takes actions such as:

- CSE has implemented an office recycling scheme in which signatories of CSE Stakeholder Code of Conduct dispense waste material accordingly. Bins for paper, plastic, glassware, batteries and metals have been placed in our office premises enabling easy access to recycling. Furthermore, all recycled material is disposed in recycling bins placed by the Municipality in the neighborhood where our offices are located.
- CSE proceeds with environmentally friendly printing that uses sustainable paper stock and no harmful solvents. The corporate brochures are printed on 100% recycled paper.
- Where possible, CSE has agreed to purchase more environmentally friendly office supplies as opposed to their nocuous counterparts.
- In order to track its most energy-consuming sources of its headquarters, CSE has installed an energy-consumption tracking system. This system enables CSE to cut its operational cost and hence reduce its carbon footprint.



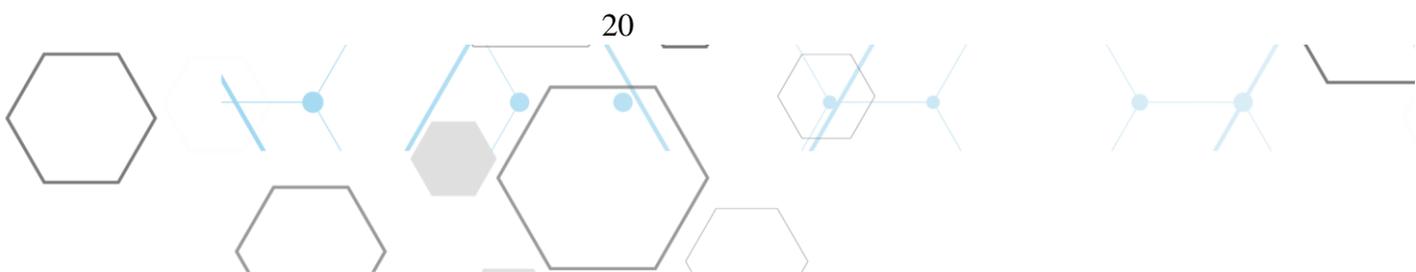
The scope of CSE environmental policy not only takes actions to reduce its impact in the environment, but also to inform and set an example to the stakeholders and the communities in which we operate. For that reason, we publish our actions, KPIs, and results, through the production of a regular annual sustainability report.

Due to the nature of our organization, our aim is to promote sustainable business practices via the dissemination of environmentally and socially conscious products and services. The overall objective seeks to inject sustainability into our clients' corporate culture and help them achieve sustainable operations via the provision of cutting-edge products, which reduce cost and ameliorate the organization's environmental and social footprint.

Raising Public Awareness of Sustainable and Responsible Practices

Through its Expert Sustainability Research Team, CSE is also keen to educate around the status of sustainable practices and to encourage best practice implementation. At the end of 2020 it announced its fourth consecutive Annual Research into ESG Ratings and Sustainability Reporting Trends in North America, focusing in common ESG practices and frameworks used by companies and organizations. The analysis of the companies with the highest ESG scores showed strong evidence that ESG Reporting and Strategies with ambitious goals together with the use of appropriate frameworks have a very positive impact on financial performance. During 2019 a similar research study was conducted on Sustainability (CSR) Reporting Trends in Europe.

In addition, during the COVID 19 pandemic, CSE held free webinars for its client customers to raise awareness, outlined the principles of "responsible business", and offered guidance on how companies and organizations could play a more impactful role for their customers, employees and their families as well as within the local communities in which they operate.



Anti-corruption

UN Global Compact Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Our commitment or policy

CSE is an organization that promotes social responsibility and is committed towards all its stakeholders to working transparently. We have a zero tolerance policy towards corruption in all its forms and do not condone illegal activities such as bribery, fraud or theft. Our commitments are described in CSE Stakeholder Code of Conduct.

In particular employees or associates:

- Are opposed to any illegal acts such as bribery, fraud, theft, money laundering or stolen property.
- Report any fraud or corruption that they become aware of

In addition, we apply this commitment to our own operations, within our field of influence, our clients in any country we operate in and to the activities of all our stakeholders that are connected to ours.

Description of our processes or systems

Our operational processes to inform, guide and enact the commitment above are described in our transparency policy and include:

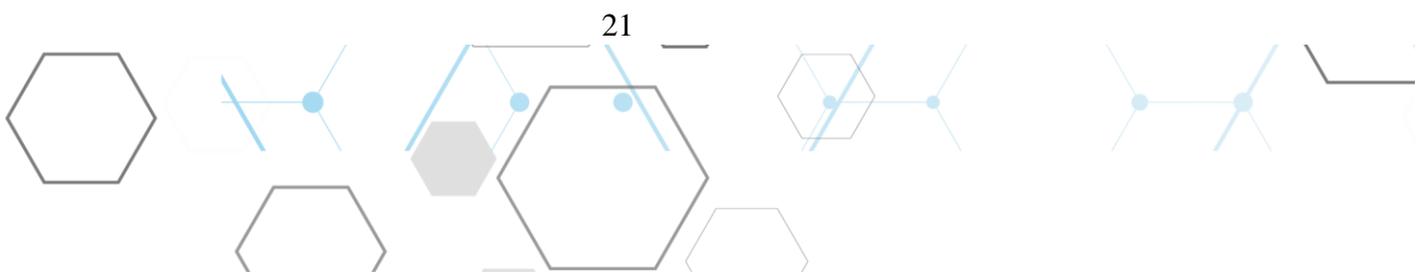
- External Auditing
- External Advisory Board

Our Actions to implement these Principles

We introduced the new CSE Stakeholder Code of Conduct. Part of this code refers to anticorruption in general and more specifically, to the commitments of all our stakeholders towards eliminating corruption and supporting transparency.

Every 6 months we undertake an Internal Audit, which is implemented by an independent third party. Via this process we assure that all members of the CSE Team abide and operate in line with the formulated procedures, policies and processes.

We support transparency and integrity in any possible way, through our projects, which operate in an international level.



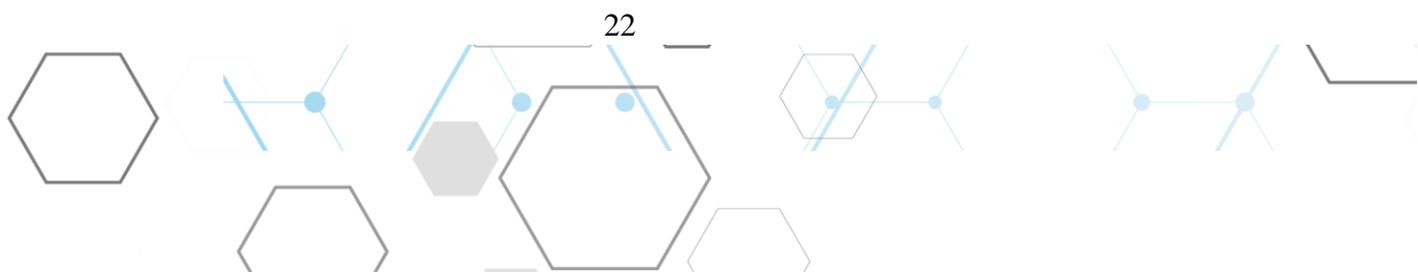
CSE Future Objectives

CSE aims to meet its goal for delivering consistent and outstanding services to its clients. CSE aspires to contribute to the global discussion around reconsidering existing Business models and moving therefore from the shareholder to stakeholder perspective.

In a challenging and dynamic environment CSE is setting the standards for ethical behavior that is responsible and measurable yet outstanding.

CSE is adopting and utilizing new Strategic Tools and mechanism to continue Walking the Talk in the global arena.

New technological advancements are new becoming powerful tools for communicating achievements and best practice to the organizations that want to lead with their Sustainability Initiatives. CSE is not only using those tools, but in a proactive way is creating the tools that will meet future needs.



Background Information

CSE North America	111 W Jackson Str, Suite 1700 Chicago, IL 60604, USA
CSE European Office	23 Zirini Str., Kifissia, 14562, Athens, Greece
Contact Name	Nikos Avlonas
Contact Position	Founder and President
Contact	info@cse-net.org
Submission Date	8 February 2021
Membership Date	28 May 2008
Number of Full time Employees	Fourteen (14) employees
Sector	Consulting Services and Training

Making this CoP available to stakeholders

Our CoP (Communication on Progress) will be made available:

To all CSE employees through our intranet.

To other stakeholders including members of the public and customers through:

- CSE website
- The UN Global Compact Website

Scope of the Annual Report

The report covers the period January 2020 - December 2020.

Communicate Directly with Our Team

We greatly value your thoughts and comments on our report. Should you require any additional information, please contact Marina Alonistioti via email at development2@cse-net.org

