

**ERNST & YOUNG (HELLAS)
CERTIFIED AUDITORS
ACCOUNTANTS**

**UN Global Compact:
Communication on Progress 2021**

January 2022

Our purpose

Building a better working world

EY is committed to doing its part in Building a better working world. We develop outstanding leaders and teams who create long-term value for all stakeholders that leads to sustainable inclusive growth

Our values

Who we are

- People who demonstrate integrity, respect, teaming, and inclusiveness
- People with energy, enthusiasm, and the courage to lead
- People who build relationships based on doing the right thing

Our ambition

- Create long-term value as the world's most trusted, distinctive professional services organization
- Create client, people, social, and financial value

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Letter from the Country Managing Partner

Dear Stakeholders,

Welcome to ERNST & YOUNG's (HELLAS) CERTIFIED AUDITORS ACCOUNTANTS (EY Hellas), United Nations Global Compact (UNGC) Communication on Progress (CoP) covering the year 2021, while also including references to previous years for comparability purposes, through which we reaffirm our commitment to the Ten Principles of the United Nations Global Compact, in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual CoP, 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 believe that when organizations align their goals with the society and the natural environment needs, they can create more value and be sustainable in the long-term, bringing us all closer to addressing some of the world's greatest challenges.

As we make long-term commitments - achieving net zero carbon emissions, increasing diversity, equity, and inclusiveness in the workforce, and contributing to prosperity in the communities we operate in -we also focus on measuring short- and mid-term improvement and action plan results. Only by measuring can we benchmark progress, improve decision-making and accountability, and increase trust. Through this, we have the opportunity to pave the way for a future where business success relies on improved client outcomes, as well as an inclusive, prosperous society, a protected environment, and a healthy, empowered workforce.

This year, staying true to our commitments towards society, we continued building a more sustainable future for all, through various initiatives. Most importantly, through EY Ripples, EY's global Corporate Responsibility program, which is also cascaded in Greece, we anchored to a long-term goal to positively impact one billion lives by 2030, focusing our actions in three areas:

- **Supporting the next generation workforce**
- **Working with impact entrepreneurs**
- **Accelerating environmental sustainability**

Environmental sustainability was and still remains one of our top priorities at EY Hellas. I am more than pleased to announce that we are part of EY's global achievement becoming carbon negative in 2021. Furthermore, following the tragic summer wildfires in Ancient Olympia, as part of EY in Greece we also proceeded with a donation to the Arete Fund, for the purchase and planting of 1,750 olive trees, representing each of our 1,750 EY people in Greece, in an effort to reforest the area around Ancient Olympia. We are very proud to have contributed to this special cause, further enhancing our vision of building a more sustainable working world.

Above all, we aim to maintain an open dialogue with all our stakeholders, including regulators, professional associations, universities, local communities, our people, and clients. We encourage them to continue to engage with us on our commitments, sustainability strategy, as well as any of the matters covered in this report.

Sincerely yours,

A handwritten signature in blue ink, consisting of stylized initials 'P.K.' and the name 'Papazoglou' written below them.

Panagiotis I. K. Papazoglou

Country Managing Partner, EY in Greece

EY in Greece

About EY

“EY” refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited (“EYG”), each of which is a separate legal entity. EYG, a UK company limited by guarantee, does not provide services to clients. EYG coordinates the member firms and promotes cooperation among them. Its objectives include the promotion of exceptional, high-quality client service by member firms worldwide. Their obligations and responsibilities as members of EYG are governed by the regulations of EYG and various other agreements.

EYG member firms are grouped into three geographic Areas: Americas; Asia-Pacific; and Europe, Middle East, India and Africa (EMEIA). The Areas comprise multiple Regions, which themselves consist of member firms.

About EY in Greece

EY in Greece is part of the EMEIA Area, which comprises EYG member firms in 97 countries, in Europe, the Middle East, India and Africa. Within the EMEIA Area, there are 10 Regions. EY Greece is part of the Central, Eastern, and Southeastern Europe and Central Asia (CESA) Region.

Under the regulations of EYG, EY entities in Greece commit themselves to pursue EY’s objectives, such as the provision of high-quality services worldwide. To that end, EY in Greece undertakes to implement the global strategies and plans, and work to maintain the prescribed scope of service capability, complies with common standards, methodologies, and policies, including those regarding audit methodology, quality and risk management, independence knowledge sharing, people, and technology.

EY in Greece is represented by three client-serving entities having its registered seat at Chimarras Street n.8B, Marousi, Attica, Greece, while there is also a branch operating in Thessaloniki, with one more to commence operation in Patras within 2022 (jointly “EY Greece”). More information can be found on: www.ey.com/gr.

ERNST AND YOUNG Soci�t� Anonyme for the Provision of Advisory Services	ERNST&YOUNG (HELLAS) CERTIFIED AUDITORS ACCOUNTANTS S.A.	Platis-Anastassiadis & Associates LAW PARTNERSHIP
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About ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS ACCOUNTANTS and the scope of this report

This report has been prepared by ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS ACCOUNTANTS, a Soci t  Anonyme organized in Athens, Greece, (hereafter “EY Hellas”, “we”, “us”, “our”). In this annual Communication on Progress (CoP) report, we reaffirm our

support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

In more detail, 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.

Governance structure

The Members of the Board of Directors of EY Hellas as elected by the Shareholder's Meeting of EY Hellas on 12 October 2021, are the following:

1. [Panagiotis Papazoglou](#)
2. [Andreas Hadjidamianou](#)
3. [Stefanos Mitsios](#)

Various Partners at EY Hellas are charged with management functions. These Partners are responsible for all day-to-day management activities and for the application of global and regional policy at the country level.

The general management and representation of EY Hellas before public and private authorities in Greece and abroad is exercised either by the Chairman of the Board and Managing Director, Mr. Panagiotis Papazoglou, or by the company's Vice-Chairman Mr. Andreas Hadjidamianou or by the Member of the company's Board of Directors, Mr. Stefanos Mitsios, all of whom bind EY Hellas by their sole signature.

More about our governance structure can be found in the [EY Greece Transparency Report 2021](#). Further information about EY's leadership in Greece, can be found at our corporate [website](#).

2021 at a glance

Human Rights Principles

- 100% of our employees have completed our annual declaration in accordance with the Code of Conduct
- 0 incidents of human rights abuses
- 0 human rights violations reported
- 0 reported cases of discrimination on the grounds of race, religion gender, age, disability, nationality, political beliefs, etc.

Labor Rights Principles

- 100% of our employees are covered by the National Collective Bargaining Agreement
- 478 EY Hellas assurance professionals, of which 48% are male and 52% are female professionals

Contribution to the
10 UN Global
Compact Principles

Environmental Principles

- EY Hellas is ISO14001:2015 "Environmental Management Systems" certified as of November 2021
- 100% of our employees were informed about the Quality Management System and the ISO9001 certification process within the "Welcome to EY" one-day dedicated sessions
- Electricity consumption: 2021*: 783.3 MWh, 2020: 863.3 MWh
- Average monthly electricity consumption: 2021*: 71.2 MWh, 2020: 71.9 MWh
- Total weight of IT equipment recycled: 2021*: 157kg, 2020: 956 kg

Anti-corruption Principles

- 100% of our employees were trained in anti-bribery and anti-corruption matters
- 0 confirmed incidents of corruption
- 0 confirmed incidents in which employees were dismissed or disciplined for corruption
- 0 confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption
- 0 public legal cases regarding corruption brought against the organization or its employees

*Data as of 30 November 2021

EY Ripples in Greece*



**The above include Financial Year '21 (July 2020-June 2021) and Financial Year '22 (July 2021-year-to-date) impact.*

***More information about EY Ripples can be found in the "Amplifying our social and environmental impact" Chapter.*

Human Rights Principles

Assessment, policy, goals, and implementation

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Make sure that they are not complicit in human rights abuses.

EY Code of Conduct

The [EY Global Code of Conduct \(the "Code"\)](#) provides an ethical framework for our behavior. It draws on our shared values and builds on our purpose and our ambition. It sets a clear set of standards for the way we conduct business, to respond to the demanding challenges of now, next and beyond. Our Global Code of Conduct is organized into **five categories** containing guiding principles that should be followed by everyone within EY to guide our behavior across all areas of our activity.

- 1 *working with one another*
- 2 *working with clients and others*
- 3 *Acting with professional integrity*
- 4 *maintaining our objectivity and independence*
- 5 *protecting data information and intellectual capital*

EY Global Human Rights Statement

At EY Hellas, we believe upholding human rights is fundamental to our purpose of *Building a better working world* and we therefore fully support the [EY Global Human Rights Statement](#), which was signed by EY's [Global Executive \(GE\)](#) - the most senior EY body - and brings together EY leadership functions, services and geographies. The Global Human Rights Statement builds on the Code of Conduct, to reflect our understanding of the fundamental rights of all human beings and our commitment to promote respect for those rights.

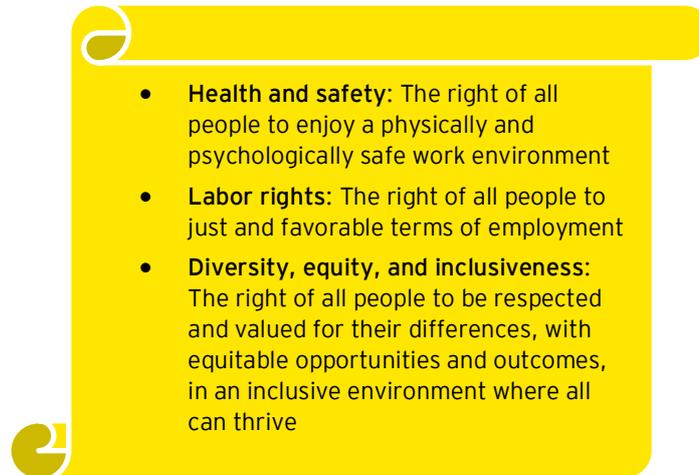
We draw our understanding of these rights from the Universal Declaration of Human Rights, its related treaties and declarations, and the broader ethical reasoning behind their development. Our approach is informed by the United Nations Guiding Principles on Business and Human Rights, which, among other things, state that businesses have a responsibility to:

- 
- Avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur, and
 - Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products, or services by their business relationships, even if they have not contributed to those impacts.

In addition to avoiding and mitigating potential harm, we seek to proactively support and promote human rights for the wider benefit of the communities in which we operate. Our objective is to enhance the awareness and consideration of human rights across EY Hellas

and the greater organization of EY in Greece, in the interests of all our people and those with whom we interact.

More specifically, we strive to respect the following human rights, in accordance with the [EY Global Executive Diversity and Inclusion Statement](#) that we have identified to be of the utmost importance to our people and in our work environment:

- 
- **Health and safety:** The right of all people to enjoy a physically and psychologically safe work environment
 - **Labor rights:** The right of all people to just and favorable terms of employment
 - **Diversity, equity, and inclusiveness:** The right of all people to be respected and valued for their differences, with equitable opportunities and outcomes, in an inclusive environment where all can thrive

Any human rights concerns arising within our business can be raised via the [EY Ethics Hotline](#). The hotline provides EY people, suppliers, clients, and others outside of EY with a means to confidentially report such concerns without fear of retaliation. We are committed to ensuring that all reports are appropriately heard, investigated, and remediated as required.

Actions for our people

Employee wellbeing

At EY Hellas, we prioritize our people's well-being. Toward that direction, we collaborate with Hellas EAP, providing psychological support to employees and their families, aiming at their personal improvement and empowerment. This program tries to help people to better manage their daily life challenges and maintain the best possible level of psychosomatic wellbeing.

A whole new perspective, the "we take care of You" approach incorporated in our New Transformative Leadership model, indicates the way we can realize our personal purpose, from a better me, to better us, ultimately building a better working world. We aim to increase our awareness on physical and mental health issues and to achieve better work-life balance. All the above can be realized by emphasizing more on our level of physical fitness, our nutrition and by developing self-regulation skills. In order to achieve our goal, we organized the following sessions, which were held in collaboration with Hellas EAP, during 2021. These are:

- One-to-One virtual sessions
- Cyber Talks on various topics (e.g. nutrition, relationships, boundaries, parenthood, etc.)
- Meditation Sessions
- Mindfulness practices
- Behavioral Risk Management

Through this collaboration, employees and their families are provided with the ability to use for free the 24/7 Hellas EAP support line, calling on +308015000327 (Land Line) and/or +306948050164 (on mobile) for mental health issues. People can ask for help on a wide range of subjects, either for daily simple concerns or for serious family, personal, or work-related issues.

Culture and Education

At EY Hellas, we empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are, and build their own exceptional EY experiences. We are investing more time, technology, and money than ever before in skills and learning for our people. This includes the launch of the new, first of their kind **EY Tech MBA and EY Masters in Business Analytics**, in collaboration with Hult International Business School. It builds on the success of our **EY Badges program**, which helps our people develop future-focused skills in areas such as technology, sustainability, and leadership. So far 55 Badges have been completed and 118 are initiated by Hellas employees.

Staff Handbook

We offer to our employees a Staff Handbook, a related and binding document summarizing work-related legislation and arrangements, benefits, internal policies and procedures, and forms - an inevitable part of the employment relationship with EY, together with the EY Global Code of Conduct and other relevant EY policies.

Professional Development

The continuous development of our people's skills and knowledge is critical to achieving our purpose of enhancing confidence in the capital markets. Providing opportunities for the right experiences, learning, and coaching helps them grow and achieve their potential at a variable pace of progression that suits them. In addition to professional development and performance management, we understand the importance of providing client engagement teams with up-to-date information to help them perform their professional responsibilities. EY makes significant investments in knowledge and communication networks to enable the rapid dissemination of information, to help people collaborate and share best practices. Examples of knowledge and communication networks are: professional qualifications (ACCA, ICAEW, IESOEL), collaboration with learning libraries (Udemy, Go Fluent, Get Abstract, Soft-Skills, GlobeSmart), Discover (intranet SharePoint used for knowledge sharing).

Performance Management

LEAD is EY's global framework that connects people's careers, development, and performance. At EY Hellas we regard LEAD as a key driver in creating a step change in the experience of EY people. Through ongoing feedback, development, counselor excellence, and career conversations, LEAD aligns individuals with EY's NextWave global strategy and enables people to focus on the future. It is designed to support the growth and development of EY people at all stages of their career at EY. An individual's personal dashboard provides an easy to interpret snapshot of their performance against the Leadership, at EY dimensions, including quality, risk management, and technical excellence, and assesses performance against peers. Feedback received during an annual cycle is aggregated and used as input for compensation and reward programs. Regularly connecting with a counselor on topics, such as diverse career journeys, applying emerging technologies, experiencing new teams, and learning, helps identify opportunities for further development and building future-focused skills.

Measurement of outcomes

To further ensure the Code of Conduct and its human rights commitments are embedded in the organization's culture, all EY Hellas people (100% of employees) have completed an annual declaration, affirming that they have read, understood, and will act in accordance with the Code of Conduct.

In 2021, at EY Hellas there were **no incidents** of human rights abuses, no violations were reported or any cases of discrimination on the grounds of race, religion gender, age, disability, nationality, political beliefs, etc., including incidents of abuse in all services and service lines.

Labor Principles

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** The elimination of all forms of forced and compulsory labour.
- **Principle 5:** The effective abolition of child labour.
- **Principle 6:** The elimination of discrimination in

Assessment, policy, goals, and implementation

Policy for the Elimination of Violence, Discrimination, and Harassment in the Workplace

At EY Hellas, when it comes to professionalism and respect, we set the bar very high. We believe that no one should ever experience discrimination, harassment, bullying or intimidation in the workplace. These principles are outlined in EY's [Global Code of Conduct](#), while [EY's Global Executive Diversity & Inclusion Statement](#) demonstrates our commitment to leading inclusively, as well as our increased focus and accountability around Diversity & Inclusiveness (D&I) progress.

On top of that, the Policy for the Elimination of Violence, Discrimination, and Harassment in the Workplace, non-exhaustively outlines the types of behavior that may amount to discrimination, harassment, workplace bullying, and intimidation. This policy further sets out the procedure for reporting complaints and makes clear that EY has a "no retaliation" policy for reports made in good faith. Also, it applies to our internal interactions with each other as EY Hellas professionals, as well as to external interactions (including with clients and vendors) even if they occur outside of EY's physical workplace.

In this context, we commit:



to receive, investigate and manage any complaint or report, showing zero tolerance to violence and harassment, in confidence and in a manner that respects human dignity, and to not place any kind of obstacles in the receipt, investigation and management of such complaints or reports,

to provide assistance to any competent public, administrative, or judicial authority in the investigation of such an incident or conduct, if requested by them,

to provide our employees with information on the potential risks of violence and harassment in the workplace and the related prevention and protection measures,

to make accessible information on company-wide procedures for reporting and dealing with such conduct, as per the provisions of applicable laws.

In order to inform our stakeholders, and keep them aware of relevant issues, we implement the following Policies and Programs:

- EY Ethics Hotline available via: www.eyethics.com
- Global Code of Conduct
- EMEIA Dignity at Work Guideline
- Inclusion and Non-Discrimination Global Policy
- CESA Protocol for Dealing with Ethics Matters
- EY's Compliance Officer is responsible for guiding and informing employees on the prevention and treatment of violence and harassment at work
- The Hellas EAP Support Program is available to all our stakeholders in order to inform them on their legal rights in relation to the application of the present policy
- Our EY health physician may assess psychosocial risks, including risks of violence and harassment (i.e. sexual harassment, etc.), and take measures to prevent, control and reduce them

Having also adopted the Policy for reporting incidents of Violence and Harassment in the Workplace, we commit to dealing with grievances in a fair manner, in order for issues to be resolved at the earliest opportunity. All employees can raise concerns, problems, or complaints regarding their cooperation with the firm. In most cases, issues can be resolved informally through discussions with counsellors, managers or Partners. Stakeholders can also contact EY's Compliance Officer to discuss this policy in a more detailed manner. Inside and outside of EY, stakeholders can use the EY Ethics hotline, which can be found at www.eyethics.com.

Supplier due diligence

EY's [Supplier Code of Conduct](#) sets out clear standards of business conduct and ethics that our suppliers have to abide by.

Our sourcing decisions, contracts, and management of supplier relationships need to reflect and promote the principles of [EY's Global Executive Diversity & Inclusion Statement](#) (incorporating equal opportunities), in that they need to ensure that suppliers do not victimize, harass or discriminate against any employee or party to the contract, due to their sex, gender identity/expression, marital or civil partnership status, race, ethnicity or national origin, disability, religion, sexual orientation, age or part-time status. Suppliers are obliged to meet the requirements of any applicable discrimination legislation. Our suppliers should be treated fairly and equally during the tendering and purchasing process, with decisions made on the basis of clear selection criteria.

Also, our suppliers must ensure that they and/or their subcontractors and suppliers shall respect the rights of their employees and comply with all relevant legislation, regulations and directives in the country or countries in which they operate. This includes all rights and minimum standards relating to wages, benefits and working conditions applicable across their entire workforce. Suppliers shall ensure that no exploitation of child labor (under 14 years of age) or of any other vulnerable group (e.g., illegal immigrants) takes place within their business or supply chain. What is more, our suppliers must ensure that they and/or their subcontractors and suppliers abide by all local laws, directives and regulations relating to the elimination of slavery and human trafficking.

Measurement of outcomes

The EY Code of Conduct was recently enhanced to reflect our commitment to inclusiveness, diversity and anti-racism, and is supported by a broad communications and training program. To further ensure the Code of Conduct and its respective commitments are embedded in the organization's culture, all our employees have completed an annual declaration affirming that they have read, understood, and will act in accordance with the Code of Conduct.

At EY Hellas, all our employees (100%) are covered by the National Collective Bargaining Agreement. Our aim is to foster a balanced working environment and **recording and classifying our professionals by gender** is a step to this direction. In 2021, EY Hellas assurance professionals amounted to 478. Among them, 48% were male and 52% female professionals.

Calendar Year	Female	Male	Total
2019	169	169	338
2020	212	197	409
2021	249	229	478

Calendar Year	Female	Male	Total
2019	50%	50%	100%
2020	52%	48%	100%
2021	52%	48%	100%

Environmental Principles

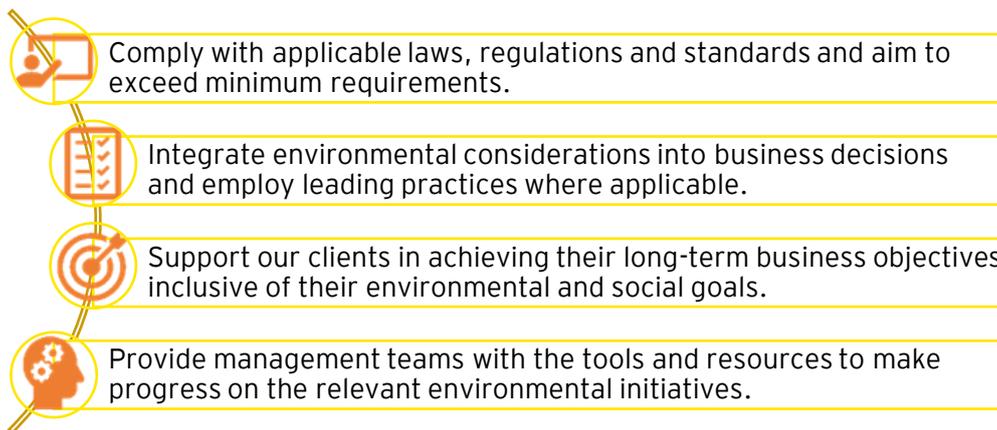
Assessment, policy, goals, and implementation

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

Environmental Policy

At EY Hellas, we are committed to Building a better working world, one that creates sustainable and inclusive economic growth. We recognize that our responsibility to minimize the environmental impact of our business operations extends to our people and clients and to the wider communities in which we all live.

As a proud United Nations Global Compact (UNGC) signatory, our environmental strategy has been designed in alignment with the UNGC environmental principles. As a member of the EY Global organization, we and all our people, are committed to the [EY Global Environmental Statement](#), which aligns to our purpose and our core values. More specifically we:



The EY carbon ambition

EY Hellas fully aligns with EY's global [carbon ambition](#) aim as announced in January 2021. EY [became carbon negative in October 2021](#) and set a bold target of reaching net zero by 2025. EY endeavors to achieve this by significantly reducing absolute carbon emissions, and then removing or offsetting more than the remaining amount every year. To reach net zero by financial year '25, EY Hellas along with all EY member firms plan to follow the reduction of absolute emissions by 40% across Scopes 1, 2 and 3 (versus a financial year '19 baseline), consistent with a 1.5°C science-based target approved by the Science Based Targets initiative (SBTi).

Environmental Management System (EMS)

At EY in Greece, and therefore EY Hellas, we have identified environmental management as one of our highest corporate priorities. We have established policies, programs and practices to reduce risk to the environment and the organization and conduct business activities in an environmentally sound manner.

With specific regard to our Environmental Management System, the EY EMS team in Greece, acting also on behalf of EY Hellas and the two other legal entities of EY in the country, develops **EY's Environmental Objectives Program in Greece** in accordance with the Environmental Policy and the Global Objectives, taking into account the existing internal and

external factors, needs and expectations of stakeholders, and other risks and opportunities identified in the analysis. In this context, the following **objectives** have been established:

- Objective 1:**
Demonstrate year on year reduction in energy consumption: Reducing office electricity usage and procuring 100% renewable energy for our remaining needs.
- Objective 2:**
Demonstrate year on year reduction in energy consumption: Reducing business travel emissions.
- Objective 3:**
Maximize waste recycling rates - IT equipment recycling procedure in place.
- Objective 4:**
Collaborate with suppliers to help them on their journeys to SBTi accreditation and the decarbonisation of the products and services we procure from them: Establish environmental criteria when assessing purchases of relevant products and services.

Said objectives are supported by Top Management and, along with EY in Greece EMS, are communicated and are accessible to all EY personnel in the country through EY Greece Intranet on EY Greece SharePoint repository. Achievement and updating of objectives are monitored annually during the Management Review and relevant materials are prepared by the EMS team.

Regarding the reduction of travel emissions Key Performance Indicators (KPIs) for 2022 we have set two targets:

1. To record the number of people travelling.
2. To record distance travelled and transportation means used.

Regarding collaboration with suppliers our goal for the next year is to help them on their journeys to SBTi accreditation and the decarbonisation of the products and services we procure from them. We are aiming to establish environmental criteria when assessing purchases of relevant products and services.

Furthermore, as part of EY in Greece, we aim our offices to be paper-free, supporting a work environment in which the use of paper is eliminated or greatly reduced.

Measurement of outcomes

External audit and employee training

In November 2021, we were audited by Bureau Veritas and our Environmental Management System became ISO14001:2015 certified. Information about this certification is communicated and accessible to all EY Greece personnel through EY Greece Intranet on EY Greece SharePoint repository. Awareness on the Environmental Management System and ISO14001 certification is to be provided to all new EY Hellas employees (100%) in 2022 within the “Welcome to EY” one-day dedicated sessions.

Likewise, EY Hellas holds the ISO9001 certification of its Quality Management System since 2008. In 2021, the latest re-certification successfully took place and EY Hellas proudly keeps its ISO9001:2015 certification. Information to raise awareness on the Quality Management System and of the ISO9001 certification is provided to all new EY Hellas employees (100%), within the “Welcome to EY” one-day dedicated sessions.

EMS Key Performance Indicators and results

For the objectives outlined in the previous section, specific, achievable and measurable criteria are specified to determine the degree of achievement. In this context, EY in Greece has adopted a number of Key Performance Indicators (KPIs). The following KPIs are determined, measured and recorded by the EMS team, and evaluated as part of the Management Review:

KPIs	Target	Progress	Calendar Year 2021*	Calendar Year 2020
Average monthly electricity consumption	≤ Last year consumption	Being achieved	71.2 MWh	71.9 MWh
Electricity consumption	≤ Last year consumption	Being achieved	783.3 MWh	863.3 MWh
Total weight of IT equipment recycled	≤ previous year	Being achieved	157 kg	956 kg

* Data on 30 November 2021

Energy data is important for monitoring the EY Greece’s progress against respective efficiency and reduction targets. The energy source used by EY Greece operations and is included in the data collation process is electricity. It is worth mentioning that third party energy audits are carried out, with the most recent one performed in 2019. The main reason of conducting energy audits is the promotion of energy efficient improvements through a documented reflection on the existing energy situation and the identification and implementation of technically and economically efficient energy saving measures.

Moreover, in terms of **waste recycling data**, the key relevant activity is the disposal of IT equipment as described in the “EY Greece Disposal of Assets Policy”. According to this policy the IT equipment and components that cannot be used, sold, or donated, are recycled. This is managed through an external specialized recycling company.

Anti-Corruption Principles

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

Assessment, policy, goals, and implementation

Compliance with legal requirements

The **EY Global Code of Conduct** provides clear guidance about EY actions and business conduct. The EY Global Code of Conduct sets the standard on how EY people behave and treat each other at work, how relationships are built with colleagues and clients, how services are delivered and how EY upholds and protects our reputation. The Code identifies resources to which questions about unethical or unlawful behavior may be directed. EY Hellas complies with **applicable laws and regulations**, and EY's values underpin our commitment to doing the right thing. This important commitment is supported by the **following policies and procedures**:

Anti-bribery

The EY Global Anti-Bribery Policy provides EY people with direction on certain unethical and illegal activities. It emphasizes the obligation to comply with anti-bribery laws and provides a definition of what constitutes bribery. It also identifies reporting responsibilities when bribery is discovered. In recognition of the growing global impact of bribery and corruption, efforts have been sustained to continue to embed anti-bribery measures across EY.

Insider Trading

Securities trading is governed by many laws and regulations, and EY personnel are obliged to comply with applicable laws and regulations regarding insider trading. This means EY personnel are prohibited from trading in securities, while in possession of material, non-public information. The EY Global Insider Trading Policy reaffirms the obligation of EY people not to trade in securities when in possession of insider information, provides detail on what constitutes insider information, and identifies with whom EY people should consult if they have questions regarding their responsibilities.

Economic and trade sanctions

It is important that we are aware of the ever-changing situation with respect to international economic and trade sanctions. EY monitors sanctions issued in multiple geographies and provides guidance to EY people on impacted activities.

Data privacy

The EY global policy on personal data protection, revised and reissued in 2018, with which EY Greece also abides, sets out the principles to be applied to the collection, use and protection of personal data, including that relating to current, past and prospective personnel, clients, suppliers and business associates. This policy is consistent with the strict requirements of the European Union's GDPR, and other applicable laws and regulations concerning data protection and privacy. EY also has binding corporate rules approved by EU regulators in place to facilitate the movement of personal data within the EY network.

Document retention

EY's global and related local policies on records and information retention and disposal, apply to all engagements and personnel. These policies address document preservation whenever any person becomes aware of any actual or reasonably anticipated claim, litigation, investigation, subpoena or other government proceedings involving us or one of our clients that may relate to our work. It also addresses Greek legal requirements, applicable to the creation and maintenance of working papers, relevant to the work performed.

Independence

The EY Global independence Policy requires EY Hellas and our people to comply with the independence standards applicable to specific engagements, e.g., the IESBA Code of Ethics, applicable EU regulations and Greek Law 4449/2017 on auditors, as in force. We consider and evaluate independence with regards to various aspects, including our financial relationships and those of our people; employment relationships; business relationships; the permissibility of services we provide to audit clients; applicable firm and Partner rotation requirements; fee arrangements; audit committee pre-approval, where applicable; and Partner remuneration and compensation.

Failure to comply with applicable independence requirements will factor into decisions relating to a person's promotion and compensation, and may lead to other disciplinary measures, including separation from EY Hellas.

We have implemented EY's global applications, tools and processes to support our professionals and other employees in complying with independence policies. The goal is to help our people understand their responsibilities and to enable each of them, and their member firms, to be free from interests that might be regarded as incompatible with objectivity, integrity, and impartiality in serving an audit client.

EY Global Independence Policy

The EY Global Independence Policy contains the independence requirements for member firms, professionals and other personnel. It is a robust policy predicated on the IESBA Code and supplemented with more stringent requirements in jurisdictions where prescribed by the local legislative body, regulator or standard-setting body. The policy also contains guidance designed to facilitate an understanding and the application of the independence rules.

Global Independence System

The Global Independence System (GIS) is an intranet-based tool that helps EY professionals identify the entities from which independence is required and the independence restrictions that apply. Most often, these are listed audit clients and their affiliates, but they can also be other types of attest or assurance clients too. The tool includes family-tree data relating to affiliates of listed audit clients and is updated by client-serving engagement teams. The entity data includes notations that indicate the independence rules that apply to each entity, helping our people determine the type of services that can be provided or other interests or relationships that can be entered into.

Global Monitoring System

The Global Monitoring System (GMS) is another important global tool that assists in identifying proscribed securities and other impermissible financial interests. Professionals ranked as manager and above are required to enter details about all securities they hold, or those held by their immediate family, into the GMS. When a proscribed security is entered or if a security, they hold becomes proscribed, professionals receive a notice, and are required to dispose of the security. Identified exceptions are reported through the Global Independence Incident Reporting System (GIIRS) for regulatory matters. GMS also facilitates annual and quarterly confirmation of compliance with independence policies, as described below.

Independence Compliance

EY has established several processes and programs aimed at monitoring the compliance with independence requirements of EY member firms and their people. These include the following activities, programs and processes:

Independence confirmations

Annually, EY in Greece is included in an EMEIA Area-wide process to confirm compliance with the EY Global Independence Policy and process requirements, and to report identified exceptions, if any. All EY professionals, and certain others, based on their role or function, are required to confirm compliance with independence policies and procedures at least once a year. All Partners are required to confirm compliance quarterly.

Independence compliance reviews

EY conducts internal procedures to assess member firm compliance with independence matters. These reviews include aspects of compliance related to non-audit services, business relationships with the companies we audit and financial relationships of member firms.

Personal independence compliance testing

Each year, the EY global Independence team establishes a program for testing compliance with personal independence confirmation requirements and with reporting of information into GMS.

Non-audit services

We monitor compliance with professional standards, laws and regulations governing the provision of non-audit services to audit clients through a variety of mechanisms. These include the use of tools, such as PACE and Service Offering Reference Tool (SORT), and training and required procedures completed during the performance of audits and internal inspection processes. We also have a process in place for the review and approval of certain non-audit services in advance of accepting the engagement.

Global independence learning

EY develops and deploys a variety of independence learning programs. All professionals and certain other personnel are required to participate in annual independence learning to help maintain our independence from the companies we audit. The annual independence learning program covers independence requirements focusing on recent changes to policy, as well as recurring themes and topics of importance. Timely completion of annual independence learning is required and is monitored closely. In addition to the annual learning program, independence awareness is promoted through events and materials, including new-hire programs, milestone programs and core service line curricula.

Service Offering Reference Tool (SORT)

We assess and monitor our portfolio of services on an ongoing basis, confirming that they are permitted by professional standards, laws and regulations, and to make sure that we have the right methodologies, procedures and processes in place as new service offerings are developed. We restrict services that could present undue independence or other risks from being provided. SORT provides EY people with information about EY service offerings. It includes guidance around which services can be delivered to audit and non-audit clients, as well as independence and other risk management issues and considerations.

Business Relationship Evaluation Tool (BRET)

EY people are required to use BRET in many circumstances to identify, evaluate and obtain advance approval of a potential business relationship with an audit client, thereby supporting our compliance with independence requirements.

Audit committees and oversight of independence

We recognize the important role audit committees and similar corporate governance bodies undertake in the oversight of auditor independence. Empowered and independent audit committees perform a vital role on behalf of shareholders in protecting independence and preventing conflicts of interest. We are committed to robust and regular communication with audit committees or those charged with governance. Through EY quality review programs, we monitor and test compliance with EY standards for audit committee communications, as well as the pre-approval of non-audit services, where applicable.

Measurement and outcomes

All EY Hellas employees are required to complete anti-bribery and corruption training. To further ensure the Code of Conduct is embedded in the organization's culture, all EY Hellas people must complete an annual declaration affirming that they have read, understood and will act in accordance with the Code of Conduct.

In 2021, at EY Hellas there were:

- Zero confirmed incidents of corruption.
- Zero confirmed incidents in which employees were dismissed or disciplined for corruption.
- Zero confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- Zero public legal cases regarding corruption brought against the organization or its employees.

Amplifying our social and environmental impact

EY people help create long-term value by using our experience, services and influence to help solve some of the world's toughest challenges, which have been particularly accentuated the past two years. COVID-19 threatens to push more than one billion people into poverty, and millions of people have had their education, or their careers put on hold. We are committed to harnessing EY's knowledge and convening power to help people everywhere rebuild and reset.

EY's corporate responsibility program, **EY Ripples**, is anchored to a long-term goal to positively impact one billion lives by 2030, by focusing the skills and experience of thousands of EY employees in three areas:

- **Supporting the next generation workforce:** Helping young people and underserved groups to develop the mindsets and transferable skills they need to find and sustain meaningful work, and better equipping them to adapt to and thrive in the future of work.
- **Working with impact entrepreneurs:** Using knowledge, skills, and experience to help scale small and growing for-profit and not-for-profit businesses that are driving progress toward the UN Sustainable Development Goals (SDG) by tackling inequality and empowering people to change their lives.
- **Accelerating environmental sustainability:** Helping scale adoption of behaviors, technologies, and business models that accelerate progress toward a net-positive circular economy. In this context, EY is now officially carbon negative – a major milestone in EY's ambitious carbon journey of becoming net-zero by 2025.

EY Ripples in Greece

During 2021, EY Hellas, as part of EY in Greece, and in the context of EY Ripples, participated in the following local and global programs:

Junior Achievement Greece - 'Virtual Enterprise' (local program)	2021 MITEF Greece Startup Competition (local program)
The aim of the 'Virtual Enterprise program of Junior Achievement Greece is to facilitate junior high and high school students from several schools in Greece, in developing an innovative product or service. EY's commitment is to help bring young people closer to the market, effectively cultivating the seeds of the next generation of Greek entrepreneurship.	MITEF Greece Startup Competition is a business, skill accelerating competition focusing on technology startups. EY participants work with early-stage technology entrepreneurs and help them transform their ideas into world-changing companies. Through the competition, the young entrepreneurs can grow their business skills, refine their value proposition, and prepare to present their ideas to the global market, so that they take their venture to the next level and increase their impact and geographical reach. In this context, EY volunteers are using their knowledge, skills, and experience to help scale small and growing for-profit and not-for-profit businesses that are driving progress toward SDGs 9, 11, 13, 14.

<p>100mentors (local program)</p> <p>The 100mentors platform empowers employees at companies worldwide to inspire the next generation of student inquirers. Employees respond to students' questions with 100-second personalized video answers. Through 100mentors, volunteers are helping young people and underserved groups to develop the mindsets and transferable skills they need to find and sustain meaningful work, and better equip them to adapt to and thrive in the future of work.</p>	<p>Zooniverse - Penguin Watch (global program)</p> <p>The Zooniverse - Penguin Watch project helps assess the threats to penguin colonies across Antarctica and the Southern Ocean and contributes invaluable data for their protection.</p>
<p>Zooniverse - Weather Rescue (global program)</p> <p>The Zooniverse - Weather Rescue project helps recover lost weather observations from 19th-century ship logbooks to improve climate modeling and forecasting.</p>	

In addition to EY Ripples initiatives, the following CSR actions also took place within 2021 at a country level:

<p>Race for the Cure Greece</p> <p>On 1-3 October 2021, EY in Greece participated in Digital Race for the Cure 2021, which aimed to spread the message of prevention against breast cancer and to support the Hellenic Association of Women with Breast Cancer "Alma Zois" and its cause, by covering the participation fees of 52 EY employees.</p>	<p>Athens Marathon - The Authentic</p> <p>On 13-14 November 2021, 31 EY Greece runners successfully crossed the finish line of the 2021 Athens Marathon - The Authentic. EY in Greece donated €100 for each of the successful runners, to three charitable causes, selected through an online internal survey. EY runners have decided that the total amount of €3,100 gathered, will be equally split between the following charities: The smile of the Child, the Ark of the World, and the Greek Cancer Society.</p>	<p>Wise Greece - EY's Christmas gifts</p> <p>This year, EY's Christmas gift has a strong social impact. Inside an eco-friendly pouch, EY employees found some fine Mediterranean products from small Greek producers. In addition, through this gift, help will be provided to the charitable organization "Η Αγκαλιά" (agalia.org.gr) and the social solidarity kitchen "Ο άλλος άνθρωπος" (oallosanthropos.eu). Wise Greece will turn the sales profit from EY's gifts into approximately one ton of high-quality food supplies for the families and children supported by these organizations, who are living under the poverty threshold.</p>	<p>Pro bono services and cash donations</p> <p>Between July 2020 and June 2021 (Financial Year '21) 16 EY people have provided more than 800 hours of pro bono services to support the needs of various NGOs, institutions and social initiatives (e.g., Smile of the Child, SolidarityNow, etc.). In addition, within Financial Year '21 and Financial Year '22 (Year-to-date), EY supported charitable causes, NGOs and other institutions with positive social impact, with cash donations.</p>
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Looking at the future

At EY Hellas we have already planned our next year's actions. We will continue supporting the Junior Achievement Virtual Enterprise program, the MITEF initiative, and the Zooniverse volunteering projects.

Following the recent global announcement of EY becoming carbon negative - a major milestone achievement in our carbon ambition - we are further strengthening our commitment toward a more sustainable future, through various initiatives. Sustainability is

one of our top priorities, but despite the actions being taken today, the planet will continue to heat up for many decades to come. The ever-increasing natural disasters we are experiencing, damage our ecosystem, making it difficult to reverse.

A heartbreaking example is the past summer's wildfires in Ancient Olympia, which ravaged the landscape and destroyed many olive groves. With this in mind, we recently proceeded with a donation to the Arete Fund, for the purchase and **planting of 1,750 olive trees, representing each of 1,750 EY people in Greece, in an effort to reforest the area around Ancient Olympia. Apart from the significant environmental contribution of this donation, this will also have a substantial social impact, as a result of its financial effect for the people situated around the area of Olympia, for whom the forest is a key source of revenue.**

We are very proud to have contributed to this special cause, further enhancing our vision of building a more sustainable world. As Ancient Olympia brings to mind the glorious past of Greece, we hope this initiative will stand as a symbolic reminder to future generations, of how we all contributed to a greener future for our country, as well as the rest of the world.

Our impact for Financial Year '21

Our impact in Greece is tracked at an EY in Greece level. During Financial Year '21 (July 2020-June 2021), 73 volunteers from the Athens and Thessaloniki offices have been involved in the EY Ripples program, ranking EY Greece 3rd in CESA in terms of volunteer participation and 2nd in terms of people impacted, by positively influencing 91,000 lives.

UNGC Ten Principles-Summary Table

We strive to adhere to the highest ethical standards, including in relation to protecting human rights, upholding international labor standards, protecting the environment, and opposing bribery and corruption in all its forms. Indicative of this commitment is our continuous efforts to integrate the United Nations Global Compact (UNGC) Ten Principles and the UN Sustainable Development Goals (UN SDGs) into our strategy, culture and operations.

UNGC Principles	Report section	SDG contribution
Human Rights Principles		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights Principles Amplifying our social and environmental impact	
Principle 2: Make sure that they are not complicit in human rights abuses.		
Labor Principles		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Labor Principles	
Principle 4: The elimination of all forms of forced and compulsory labor.		
Principle 5: The effective abolition of child labor.		
Principle 6: The elimination of discrimination in respect of employment.		
Environmental Principles		
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Amplifying our social and environmental impact Environmental Principles	
Principle 8: Undertake initiatives to promote greater environmental responsibility.		
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.		
Anti-corruption Principles		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-corruption Principles	

EY | Building a better working world

About EY

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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