

SBE'S STATEMENT OF SUPPORT FOR THE 10 PRINCIPLES OF UNITED NATIONS GLOBAL COMPACT

From May 2008 the Federation is committed to integrating and promoting the 10 principles supported by that specific United Nations Global Compact initiative which relate to human rights, workers' rights, environmental protection and methods for combating corruption.

The 10 principles we support are:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

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

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

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

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

Yanis Stavrou

A' Vice President – Executive

SBE QUALITY AND SOCIAL RESPONSIBILITY POLICY

The Federation of Industries of Greece's Quality and Social Responsibility Policy is to provide top quality services to its members in order to maximise the benefits for industry and to satisfy the stated and expected requirements of its members. In addition, the SBE implements co-financed programs.

The Federation's quality objectives are as follows:

- To effectively inform members by providing valid information in good time.
- To support members.
- To promote development policy in Northern Greece.
- To develop and maintain partnerships with similar organisations, representatives of the State and the media.
- To attract new members.
- To implement transparent, predetermined operating procedures for the Federation.
- To effectively manage revenues.
- To manage co-financed programs according to the regulatory framework of the contracting authority.

Our aim and goal is to constantly improve the level of services provided, to fully satisfy members, and to comply with the codes of conduct and procedures which have been put in place in order to implement our Quality Management and Social Responsibility System.

The Quality Management System is one of the control mechanisms we have put in place that allows us to improve our productivity, effectiveness, and increase our range of activities while maintaining a modern work environment.

In order for the Quality Management System to operate properly, the involvement of all staff and associates is necessary. More effective participation requires proper knowledge of the system and a commitment to achieve the stated objectives. Consequently, our staff are fully briefed about our documented system and about the requirements of the ISO 9001:2015 and SMETA 2014 standards and contribute to its smooth functioning and improvement.

Providing information about quality is an important factor in the personal development of employees and associates and of vital importance for the Federation's advancement. Consequently, we believe that by training and motivating employees and associates the Federation will be able to achieve even higher standards.

GENERAL

With the firm conviction that the adoption of the corporate social responsibility principles was essential, the Federation of Industries of Greece (SBE) was one of the founding members of the Hellenic Network for Corporate Social Responsibility (CSR Hellas).

From 2000 onwards, the Federation has constantly been improving its role as a socially-responsible organisation by taking actions and initiatives aimed at promoting and disseminating the Corporate Social Responsibility principles to the business community and has also included it among the objectives contained in its Statutes.

From May 2008 the Federation is committed to integrating and promoting the 10 principles supported by that specific United Nations Global Compact initiative which relate to human rights, workers' rights, environmental protection and methods for combating corruption.

Corporate social responsibility is developing into a strategic sector for businesses and the Federation aims to establish and highlight trust-based relationships between businesses and society. It is in that context that it has taken a leading role in organising specific, targeted actions to transfer theory into practice.

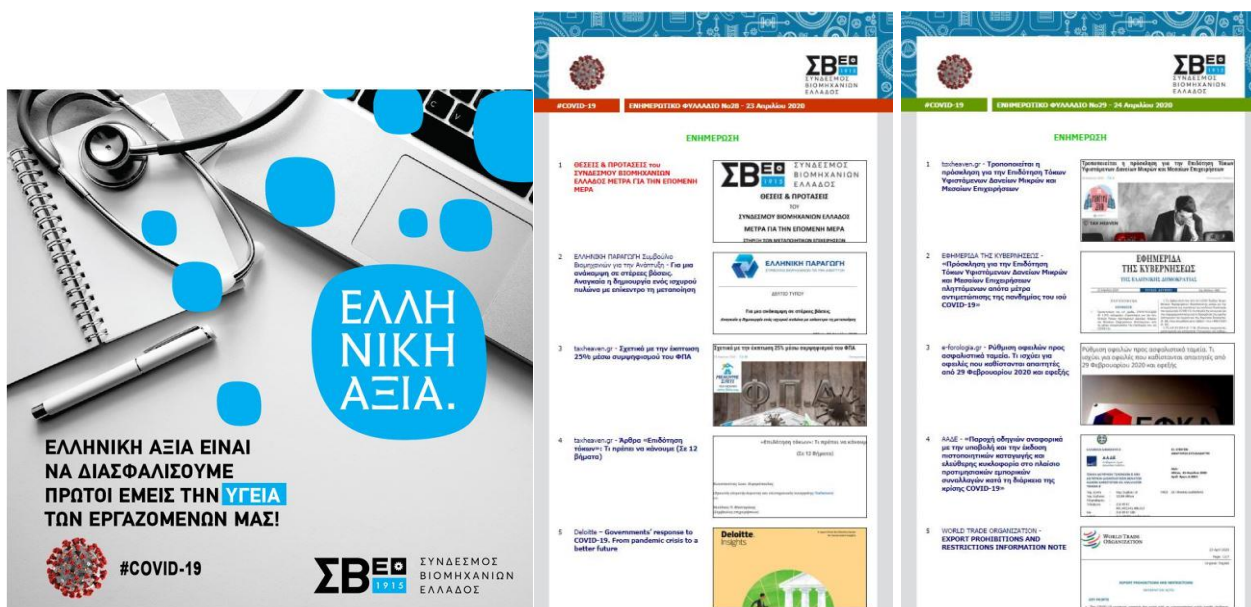
Below is an overview of the actions taken by the Federation related to 10 principles of Global Compact over the period 2020 - 2021.

THE CORONAVIRUS PANDEMIC (COVID-19)

During the coronavirus pandemic, the Federation of Industries of Greece (SBE) has taken a number of actions, including:

- SBE informed its members about issues on a regular basis related to the pandemic and to prevent the spread of coronavirus in the workplace.
- SBE intervened with the Government to highlight the problems for regional industry.
- SBE carried out a series of surveys in order to identify and propose a series of actions to solve business problems.

In addition, SBE called on its members to actively support the national health system and vulnerable groups. A significant number of businesses responded with generosity, supporting hospitals and national authorities.



SOCIAL RESPONSIBILITY

<https://dkaa.gr/>

The Network of Social Solidarity and Assistance, known as “The Network” was founded in 2015 as a civil non-profit company. The Network was established in order to undertake actions supporting the needs of the society, and activities of Corporate Social Responsibility of its companies’ members, with the mission of connecting the business community with organizations that provide social services, particularly to children and young people. Now, the Network supports more than 100 institutions and organizations.

The most important business organizations and federations in Thessaloniki joined forces and founded the Network. Those are: The Federation of Industries of Greece (SBE), the Thessaloniki Chamber of Commerce and Industry (EBETH), the Thessaloniki Chamber of

Small and Medium Sized Industries (BETH), the Professional Chamber of Thessaloniki (EETH), the Greek Exporters Association (SEVE) and the Thessaloniki Traders' Association (ESTh).

The aims of the “Network” ...

- To support individuals, groups, charities, organizations and other relevant bodies, by connecting them with the business community of Northern Greece.
- Promoting the connection between companies and socially-vulnerable groups.
- Promoting the concept of social awareness and responsibility, and social cohesion in our country.
- The Network mobilizes companies. It assesses, develops and promotes the tools for the implementation of the principles, both at national level and abroad.

The “Network” the period 2020-2021, amongst many other provided...

- Network, Lidl Hellas, and the Reception and Solidarity Center of the Municipality of Athens join forces and support 340 families who need it!

The three bodies join forces for the common good and prove that solidarity is a collective affair. Specifically, Lidl Hellas, in the context of its social work and its contribution to the activity of Network, decided to donate long-lasting food, cleaning supplies, stationery, etc., with a total value of € 100,000 ,over ten months, with the aim of extension of the action of the body in the Prefecture of Attica.

- The House of Network in the Greek Children's Village – Filiro. The full operating costs of one year amounting to 44,543 euros for a house in the Village are expected to be covered by Network, after the emotional participation of all in the public call addressed to companies and individuals. In addition to the direct financial support to the Greek Children's Village in Filiro, Network has secured an amount of approximately 20,000 euros for the implementation of reconstruction, maintenance, and supply of equipment. For Christmas and Easter holidays, food supplies were sent to various institutions.
- TAP & Network provides 3 Specialised Vehicles for Persons with Disabilities in Greece. The Trans Adriatic Pipeline (TAP) AG completed another initiative, as part of its Social and Environmental Investments (SEI) programme in northern Greece, regarding the procurement and delivery of three specialised vehicles to associations supporting Persons with Disabilities.

Events

February 13, 2020 and September 13, 2021: charity concerts by the unique voices of Marinella and Marios Frangoulis, organized by the “STORGI” and “NETWORK”. The income directed to the support of the Cardiology Clinic of G. Papanikolaou Hospital of Thessaloniki.

LABOR AND EDUCATION ISSUES

- The Federation operates a working group for the enhancement and promotion of initiatives to improve the working and educational environment.
- During February and March 2020 SBE, in co-operation with the Lifelong Learning Center of ACT (a division of Anatolia College), organized the 3rd cycle of the Business Strategy Seminar entitled "Competition Demystified", attended by more than 30 business representatives.
- On 5 March 2021, the Ministry of Labor and Social Affairs organized an online workshop for the submission of proposals in the context of the ratification of Convention 190 of the International Labor Organization "On the Elimination of Violence and Harassment in the Workplace". Dr Ch. Georgiou participated as the representative of SBE.
- KID-O-NOMICS / Diploma in Economics for Greek Schoolchildren

Economics is at the heart of our understanding about society, social justice and human development. Our ability to understand the basic concepts and ideas in economics provides us the analytical tools to critically judge the activities of governments, organizations and the market place. It is with this in the mind that the University of Macedonia and Federations of Industries in Greece have collaborated to develop the first program in economics for school children: KID-O-NOMICS.

The Program runs from November 2020 to May 2021 and November 2021 to May 2022.

Graduation Ceremony, 09.06.2021



CORPORATE GOVERNANCE

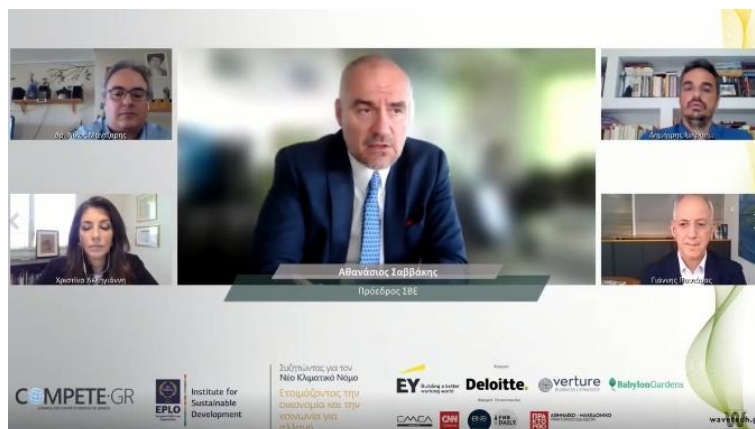
- On 13 February 2020, the Federation of Industries of Greece, in co-operation with the Athens Exchange Group, organized an open workshop entitled “Corporate Governance and Sustainable Development: Current trends and best practices”, attended by more than 80 business representatives. The President of SBE, Mr. A. Savvakis, pointed out that when the Board of Directors consists of independent and non-executive members of remarkable people with a sense of responsibility then it acts as a source of competitive advantage for the company.
- On 19 November 2021, the Federation of Industries of Greece, in co-operation with the Hellenic Capital Market Commission, organized an online open workshop entitled “The statutory framework of the capital market and its implementation by the companies listed on the Athens Exchange Group”. During the event, it was pointed out that the investments of listed companies in ESG (Environmental, Social, Governance) issues are crucial for those that want to be attractive on the international market.



ENVIROMENT

- The Federation operates a working group for the enhancement and promotion of initiatives to improve the environment, and the promotion of green business.
- On 9 December 2020, the Enterprise Europe Network in co-operation with SBE and Bayern Innovativ, organized a virtual workshop on promoting green technologies. The purpose of the conference was to promote innovative ecological products, technologies or services in the fields of sustainable construction and energy efficiency of buildings with a short presentation of these products through the special platform “Virtual International Partnering”. The participants from 10 businesses then conducted online b2b meetings.
- On 2 June 2021, BOUSSIAS Conferences organized an online workshop entitled “All Things Energy Forum”. During his presentation, the President of SBE Mr. A. Savvakis, emphasized that the challenges of the energy sector will play a key role in the transition to a climate-neutral economy.

- On 9 June 2021, COMPETE.GR organized an online workshop entitled "Climate Law: Preparing the Economy and Society for Change". During his presentation, the President of SBE, Mr. A. Savvakis, focused on the fight against climate change as an opportunity for economic adjustment and progress, which will contribute to the change of the productive model of the economy and will create conditions for sustainable development in the coming decades.



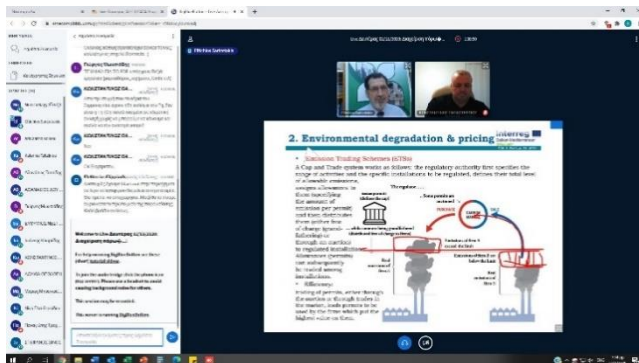
EU PROJECTS

A knowledge Alliance in Eco-Innovation Entrepreneurship to Boost SMEs Competitiveness - SMecoMP - project

The SMecoMP project concerns the development of an educational framework and appropriate training tools to improve the skills of business executives in Eco-Innovation Entrepreneurship.

The consortium of the SMecoMP project is made up of organizations from four Balkan countries: Greece (University of Macedonia, Federation of Industries of Greece), Cyprus (Cyprus University of Technology), Bulgaria (Bulgarian Industrial Association, Trakia University) and North Macedonia (St. Clement of Ohrid University of Bitola, Agency for Promotion of the Entrepreneurship of the Republic of North Macedonia) and seeks to achieve cross-border co-operation between businesses and universities in order to promote and raise awareness of environmental innovation and entrepreneurship.

- During the past 2 years SBE, in collaboration with the University of Macedonia (UoM), as well as with the Athens Chamber of Small & Medium Industries (ACSMI), organized events and workshops to promote and raise awareness of environmental innovation to the business community.
- In addition, SBE and UoM co-organized a series of specialized online training seminars bringing together entrepreneurs and eco-experts in order to provide in-depth information on all aspects of eco-entrepreneurship, as well as tailor-made advice on developing an innovative ecological idea into a market-ready green business.



- On 28 July 2021, SBE and the University of Macedonia signed a Memorandum of Understanding with the main subjects of education, training and research in matters related to environmental management and ecological innovation.

EMRACE project

Since February 2018, the embrace project is working on tackling common territorial challenges, faced in the MED area, such as: lag in the transition process to a green and competitive circular economy; limited efficiency of policies on promoting resource efficiency and eco-Innovation for a smart and sustainable growth; clusterization of the EU economy.

Recognizing that what missing is a mix of tools and services to align the environmental burden and the generation of economic value, embrace contributes to overcome these barriers by introducing and testing a unique hybridation between the eco-design, the resource efficiency innovation and the economic value creation able to generate innovative and viable "circular business models". To strengthen the impact of the circular economy, viable business models for SMEs in the field of eco-innovation, large projects and related financing schemes/instruments are developed during the piloting phase and then disseminated during the transferring phase. The tested models and instruments will be disseminated in other areas and sectors, with the purpose of spreading the benefit of Circular Economy and promoting its sustainability through the adoption of ad hoc financial instruments.



The EMBRACE Project (European Med-clusters Boosting Remunerative Agro-Wine Circular Economy) project aimed to integrate the principles of Circular Economy in SMEs of wine and agro-food sectors in the MED area, in order to address common challenges that SMEs face all over the MED area. The main objective of EMBRASE was to support innovation process in MED area according to the principle of Circular Economy by capitalizing methods and instruments through an innovative toolkit, which were delivered through service-providers.

The EMBRACE project achieved the following specific objectives:

- To assist SMEs and Cluster with the principle of the Circular Economy and promote related innovation processes.
- To promote clustering mechanisms at MED Level addressed to SMEs.
- To support Local Regional Authorities with innovative financial instruments.

In this respect, SBE organized a series of training seminars targeted for each category of the target group. The thematic area of these seminars were the implementation of the principles of Circular Economy. The seminars took place in Thessaloniki, Naoussa and Serres. The aim of the seminars was to acquaint the participants with the concept of circular economy and with the tools and methodologies of designing business models with the ultimate goal of adopting the principles of Circular Economy in the daily operation of enterprises and organization. The topics of the training seminars included three sections: Introduction to the circular economy, business models - tools and methodologies and Toolkit.

The EMBRACE Project (European Med-clusters Boosting Remunerative Agro-Wine Circular Economy) is implemented under the Interreg MED Program (ref. no 3182)

