



Communication on Engagement

2022-2023

CONTENTS

STATEMENT BY CHAIRWOMAN	3
CSR PROFILE.....	4
PARTNERSHIPS.....	5
UN Global Compact.....	5
CSR Europe	5
University of Crete & the American College of Greece	5
CSR Cyprus.....	6
HIGGS.....	6
PROJECTS.....	8
Research: “Inclusion and Equal Opportunities in the workplace with the gender dimension”	8
Voluntary National Review 2022 (VNR).....	8
Eco-fashion EU project in partnership with Athens Chamber of Small & Medium Industries	8
ESG Hellenic Barometer.....	9
Hellenic Pact for Sustainable Industry.....	9
8th Student Competition for CSR “Nikos Analytis”	9
7th Student Competition for CSR “Nikos Analytis”	10
EVENTS - WEBINARS.....	12
Investing in Sustainability: In business and finance, In education and training	12
1st Sustainable Hospitality Forum	12
EFRAG Outreach event - European Sustainability Reporting Standards (ESRS)	12
European SDG Summit 2022: Together for an Inclusive Green Deal.....	13
CSR Europe and EFRAG Joint Workshop on ESRS (Draft standards for SMEs).....	13
SDGs Index.....	14

STATEMENT BY CHAIRWOMAN



Reaching the middle of the time we have still available to meet our Sustainable Development Goals 2030 to safeguard our common future, there are new challenges to be considered in each and every continent, country and community.

We have continued and strengthened our efforts to promote the UN Global Compact Principles as a framework for business and particularly SMEs that commit voluntarily to embed corporate social responsibility and sustainability in their business model. It is for this reason, CSR Hellas developed and launched the National Pact for Sustainable Industry that relates large companies and SMEs in a 3 year-long partnership to work together on specific topics, such as human rights and climate change, corporate governance and sustainability due diligence, which have been identified as relevant and material for the Greek market and keys stakeholders. We have also contributed to the development of pan-European initiative to enable social dialogue for a just transition and collaborated closely with other UNGC Networks, as for example UNGC Bulgaria, sent a letter to the European Commission underlining the importance of measures within E.U and beyond.

In 2022, together with UNGC Network Hellas and the Federation of Greek Industries, contributed to the Greek VNR 2022 (<https://www.statistics.gr/documents/20181/13491320/VNR+2022+Greece+Report.pdf/d0b97502-84b4-866f-e32e-2d91dff2538>) and continued the implementation of our flagship program with Greek Universities dedicated to the SDGs 2030. The current period, there were two specific SDGs that we have focused, SDG 13 and SDG 17. Looking ahead, we remain committed and focused on two significant priorities, enabling companies to address material issues and taking action to meet SDGs 2030.

A handwritten signature in blue ink, appearing to read 'Maria Alexiou', enclosed within a circular scribble.

Maria Alexiou

Chairwoman of CSR HELLAS

CSR PROFILE

CSR HELLAS is a leading business organization in Greece with 150 members. Companies and business organizations wishing to get involved with issues relevant to sustainability, corporate social responsibility and responsible entrepreneurship and take relevant action on national, European and global issues can choose to become members of the CSR HELLAS network.

The organisation's vision is the improvement of business competitiveness and the Greek economy in general, through the alignment of business strategies and operations with CSR and sustainability principles.

Its mission is the optimization of guidelines, tools and practices of Corporate Social Responsibility in order to strengthen sustainability, innovation and social cohesion.

CSR HELLAS is cooperating with various organizations in Greece such as public bodies, academia, NGOs and relevant European and International organizations as well. CSR HELLAS served as UNGC partner, facilitating and promoting the 10 UNGC principles in Greece from 2008 until 2020, when the UNGCNH was established as an independent organization.

PARTNERSHIPS

UN Global Compact



CSR HELLAS has been a member of the UNGC since 2004. From 2008 to 2020 CSR HELLAS hosted the Coordinating Secretariat of the UNGC Hellenic Network (Global Compact Network Hellas). In 2020, CSR HELLAS was one of the 36 founding members of the new legal entity of the local network as required by the new Global Compact Local Network Quality Standards. Maria Alexiou, Chair of CSR HELLAS and two other members of CSR HELLAS' BoD have been elected in the 9-members BoD of the UNGCH.

[More information](#)

Relevant UNGC Principles: 1-10

CSR Europe



CSR HELLAS, an active National Partner of CSR Europe, holds the position of Vice Chair of the BoD of CSR Europe. The collaboration of the two organizations aims at shaping the new European Sustainability agenda and informing Greek companies about the new strategy of CSR Europe and the SDGs-related developments at the EU level. In 2022, CSR HELLAS took an active part in the European Sustainable Development Goals Summit (European SDG Summit), organized by CSR Europe in cooperation with its National Partner Organizations (NPOs). CSR HELLAS co-organized a Roundtable Discussion “**Support SMEs for sustainability alignment**” (relevant topic to SDG12 and SDG 17) in collaboration with the NPOs from Germany (UPJ and Econsence) and Portugal (Grace). CSR HELLAS also participated and contributed to the Roundtable entitled “**Education for Sustainability**” (relevant topic to SDG 4).

[More Information](#)

Relevant UNGC Principles: 1-10

University of Crete & the American College of Greece

In 2022 and 2023, CSR HELLAS collaborated with the University of Crete and ALBA Graduate School, The American College of Greece for the organization of two inspiring virtual Executive Education Programs on Corporate Sustainability and Responsibility. The CSR School 2022 took place between 30 September-9 December 2022, while the CSR-School 2023 will take place between 13 November – 11 December 2023 . The CSR-School aims to provide advanced training regarding the identification of sustainability-related business opportunities and the inclusion of responsibility in the core of one's business strategy,



in order to achieve sustainable value and shape a more resilient organization. Putting the SDGs at the core of the business strategy and fully benefiting from the relevant efficiency gains of corporate responsibility requires a drastic rethinking regarding the identification of business opportunities and business management. Participants in the Program have the opportunity to attend lectures from distinguished academic faculty members, discuss case studies presented by experienced senior professionals and interact with other professionals working in the field of CSR. Businesses, nowadays, are looking for sustainability specialists instead of sustainability generalists. In order to disseminate and extend the knowledge regarding the effective approaches and challenges in meeting social and environmental responsibilities, CSR-School promotes interaction among current and future professionals, researchers and faculty members related to corporate social responsibility and the SDGs. This objective was in line with the fourth, the fifth and the sixth UN Principle for Responsible Management Education.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1-10

CSR Cyprus

CSR HELLAS cooperates closely with CSR Cyprus in organizing trainings for its companies-members regarding the main reporting methodologies and standards for the disclosure of non-financial information. On 7 July 2023, CSR HELLAS participated as a member of the evaluation committee in the 15th Corporate Sustainability and Responsibility Conference & Awards. The conference presented the latest global trends in Corporate Sustainability and Responsibility and in particular ESG (Environmental Social Governance) and CSR (Corporate Social Responsibility) actions. Many case studies from abroad and Cyprus were also presented by companies from different sectors of the economy that have adopted strategies, policies and practices in Corporate Sustainability and Responsibility.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

HIGGS

CSR HELLAS has partnered with HIGGS (Higher Incubator Giving Growth & Sustainability), an initiative which aims to reinforce Nonprofit Organizations operating in Greece, through educational and supportive programs and activities. CSR HELLAS participated in both the 6th HIGGS Speed-Dating Donors Event on 29 June 2022 and the 7th HIGGS Speed-Dating Donors Event, on 27 and 28 June 2023. During the event, non-profit organizations from all over Greece met with Charitable



Foundations, Corporations and Embassies. NPOs had the opportunity to present their work and actions and the contributors (Charitable Foundations, Corporations and Embassies) their strategy, discussing potential partnerships which can help address social inequalities and the needs of vulnerable groups, in 8 categories: Human Rights, Education, Welfare, Economic Development, Environment, Culture, Health & Third Age.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

PROJECTS

Research: “Inclusion and Equal Opportunities in the workplace with the gender dimension”

CSR HELLAS, having set SDG #5 (Gender Equality) as a strategic goal, carried out a research study entitled "Inclusion and equal opportunities in the workplace with the gender dimension" in collaboration with a group of experts from the field of HR and the academic community. The purpose of the research was to map and evaluate the level of maturity in the issues of inclusion and equal opportunities in the principles and practices of Greek businesses at the end of 2021, focusing specifically on the gender dimension. The results and conclusions of the research were discussed in the first episode of the CSR Lab Podcast in March 2022 on the topic "Gender Equality and Business: Yes...but".

[More information](#)

RELEVANT UNGC PRINCIPLES: 1,2,3,4,5,6

Voluntary National Review 2022 (VNR)

In 2022, CSR HELLAS contributed to the submission of the voluntary national review focusing on the performance of Greece in the implementation of the SDGs. In this context, CSR HELLAS conducted secondary research to determine the actual presence or absence of SDGs implementation inside the process of value creation for businesses as an integral part of their practices about corporate disclosure. Moreover, CSR HELLAS, in partnership with the University of the Aegean, carried out a study about the adoption of international reporting standards, one of which are the SDGs, by companies listed in ATHEX.



[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

Eco-fashion EU project in partnership with Athens Chamber of Small & Medium Industries

In co-operation with the Athens Chamber of Small & Medium Industries and in response to the European Commission proposal, CSR HELLAS implements as of 2022, a project for the enhancement of the maturity level of SMEs in the fashion sector. The project aims to reduce the negative impact of the textile and fashion sector by promoting a zero-waste approach and sustainable production models for SMEs in the sector, to support the competitiveness of SMEs in the textile and fashion sector and to raise public awareness of the impact of current practices in the industry and the need for more conscious



consumption patterns.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

ESG Hellenic Barometer



In order to capture the divergence of perceptions in HR and Executive management level, CSR HELLAS and ALBA Graduate School, the American College of Greece, under the auspices of the Theodoros Papalexopoulos Chair in Sustainability, implemented a research study on leadership and Corporate Social Responsibility. The research was conducted during 2022-2023, approaching three large target groups, that is, the leadership of companies, their employees and the general public.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

Hellenic Pact for Sustainable Industry

The Hellenic Pact for Sustainable Industry was launched in 2023 aiming to offer a roadmap towards a sustainable business model to Greek companies regardless of size or sector and SMEs. According to the program structure, the 16 signatory companies participate in monthly “CSR Ateliers”, that is, interactive, educational workshops that focus on different topics such as materiality assessment, supply chain due diligence, ESG ratings, human rights, etc. In its next steps, the participating companies will apply Materiality Assessment Tools and engage their suppliers and clients, as well as sectoral bodies, in order to increase the reach on a larger scale and across the value chains of companies. This first cycle is scheduled to last 3 years in total, from 2023-2025, while a second cycle is being planned to begin in 2024.



Μια πρωτοβουλία του CSR HELLAS
ΕΛΛΗΝΙΚΟ ΣΥΜΦΩΝΟ
ΒΙΩΣΙΜΗΣ
ΕΠΙΧΕΙΡΗΜΑΤΙΚΟΤΗΤΑΣ



[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

8th Student Competition for CSR “Nikos Analytis”



In 2023, CSR HELLAS organized the 8th cycle of the Student Competition for CSR “Nikos Analytis” under the auspices of the European Parliament Liaison Office in Greece. The topic of the competition is “How can business contribute to preventing and addressing material

sustainability issues at national level? Where should they focus? Which material issues do they affect? How will they effectively engage with each other and with other stakeholders and interested parties?

1. Employment/Working Conditions
2. Poverty/Human Rights
3. Climate Change
4. Production/Consumption

The competition's subject, focuses on SDG 17, which is a prerequisite for achieving all other goals by 2030, as it involves the partnership (consultation and cooperation) of all stakeholders at global, regional, national and local levels.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 9

7th Student Competition for CSR “Nikos Analytis”

In 2022, CSR HELLAS organized the 7th cycle of the Student Competition for CSR “Nikos Analytis” to foster partnership between businesses, the academic and the student community. The competition's subject focused on SDG#13 on climate action, given that climate change is undeniably an urgent threat to our planet and its impact on the achievement of the other goals is critical.



Each candidate had to analyze their views choosing 1 out of the 4 following topics:

1. What specific policies can be implemented to prevent the adverse social consequences of climate change in the agricultural sector? What changes would you suggest to be implemented in the agri-food sector to reduce the impact of climate change on the production and consumption of certain products and foods, while minimizing any negative effects on local populations working in the sector?

2. In the context of the European Green Deal, Greece will become climate neutral by 2050 at the latest, meaning that emissions from sources and absorptions from sinks of greenhouse gases will be balanced by 2050 at the latest. This is why the energy transition of Greece to clean energy sources is necessary, and the final date for the de-ligniteization of the country's energy mix is set as December 31, 2028. What social effects will the achievement of the above goals have on the local lignite energy production societies and which policies can support a just social transition in the post-lignite era? How can businesses, as well as interested parties at the local level, contribute to minimizing the negative effects of this transition and reducing structural unemployment?

3. Tourism is a professional activity for a significant percentage of the country's population, and consequently contributes to the (balanced) economic development

of Greece. How climate change might affect the tourism industry (accommodation, convention, catering, transport, etc.), especially in small island regions that are heavily dependent on tourism, and how businesses and stakeholders can contribute in climate change adaptation and mitigation?

4. Climate change adaptation and mitigation lead to the development and emergence of new professions. New professions also entail new skills, both for new entrants to the labor market and for existing professionals. What is the role of education in developing new skills and cultivating the necessary qualifications required by emerging professions? How can the Greek education system support the labor market and face the effects of the climate crisis in the labor sector?

Also the candidates were asked to design a poster summarizing the conclusions and recommendations of the submitted paper.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 9

EVENTS - WEBINARS

Investing in Sustainability: In business and finance, In education and training



In March 11, 2022, Hellenic Exchanges Shareholders Association (SED) and CSR HELLAS under the Auspices of the Athens Stock Exchange Group, organized an online conference regarding the role of sustainability in business, finance and training. The event focused on the rapid need

for Greek small and medium size companies to adapt to specific issues derived by the obligation to comply with the European Sustainable Reporting Standards. Also, the conference covered topics such as sustainable investments and financing of sustainable projects, as well as the need for training business executives on corporate social responsibility and sustainability.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

1st Sustainable Hospitality Forum

On 30/6/2022 CSR HELLAS and Heraklion Hotel Association organised the 1st Sustainable Hospitality Forum to focus on how the hospitality economy can emerge



as a central pillar of the sustainable and green transition, guiding both hotel businesses and the rest of the sectors that contribute to the creation of the tourism product. International as well as Greek speakers of distinguished prestige were invited from the entire range of businesses, organizations, the

academic community and the political scene, directly or indirectly connected to the Hospitality Economy.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

EFRAG Outreach event - European Sustainability Reporting Standards (ESRS)

On 11/7/2022 CSR HELLAS and EFRAG held a public consultation on the European Sustainability Reporting Standards during an event that was attended by around 100 people, mainly from



businesses expected to be directly affected by the upcoming implementation of the standards. The online event had

significant representation of the main stakeholders at the national level such as the Capital Market Commission, the GEMI service of the Ministry of Development, but

also representatives of business organizations and companies obliged under the new CSRD Directive to follow the European Sustainability Reporting Standards.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

European SDG Summit 2022: Together for an Inclusive Green Deal



The event was organised online in collaboration with CSR Europe on 10-12/10/2022, where CSR HELLAS undertook the coordination of a Roundtable entitled “Support SMEs for sustainability alignment” in collaboration with the NPOs from Germany (UPJ and Econsence) and the NPO from Portugal (Grace). At the same time CSR HELLAS participated in another Roundtable entitled Education for Sustainability.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

CSR Europe and EFRAG Joint Workshop on ESRS (Draft standards for SMEs)




















CSR Europe and EFRAG Joint Workshop, took place online on October 5, 2023, on the subject of the new draft standards for SMEs. The aim of the workshop was to provide useful information for all participants and to give the opportunity to the large member companies of CSR Europe and its National Partners, including CSR HELLAS members, to provide feedback and contribute to the development of the draft standards for SMEs, both mandatory (for listed SMEs) and voluntary.

[More information](#)

RELEVANT UNGC PRINCIPLES: 1 – 10

SDGs Index

																			
Partnerships	UN Global Compact	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	CSR Europe	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	University of Crete & ACG				X	X			X				X					X	
	CSR Cyprus				X				X									X	
	HIGGS	X	X		X	X			X		X			X				X	
Projects	Research: "Inclusion and Equal Opportunities in the workplace with the gender dimension"									X		X	X	X	X	X		X	
	Voluntary National Review 2022 (VNR)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	Eco-fashion EU project in partnership with Athens Chamber of Small & Medium Industries			X					X	X	X	X		X	X	X	X		X
	ESG Hellenic Barometer	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
	Hellenic Pact for Sustainable Industry	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
	8th Student Competition for CSR "Nikos Analytis"	X			X					X				X	X				X
	7th Student Competition for CSR "Nikos Analytis"				X					X				X	X				
Events - Webinars	Investing in Sustainability: In business and finance, In education and training				X			X		X		X	X	X	X	X	X		
	1st Sustainable Hospitality Forum					X	X	X	X			X	X	X	X	X			
	EFRAG Outreach event - European Sustainability Reporting Standards (ESRS)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
	European SDG Summit 2022: Together for an Inclusive Green Deal	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
	CSR Europe and EFRAG Joint Workshop on ESRS (Draft standards for SMEs)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X