

A large, stylized graphic of the number '30' is positioned on the left. The '3' is black, and the '0' is white with a black outline. A colorful arc (blue, green, yellow, red) curves around the bottom of the '0'. To the right of the '30', a grey outline of a house with a chimney is shown. Inside the house outline, the text 'CSR PANORAMA 2019' is displayed. 'CSR' is in red, 'PANORAMA' is in grey, and '2019' is in red.

CSR
PANORAMA
2019

Issue
#05

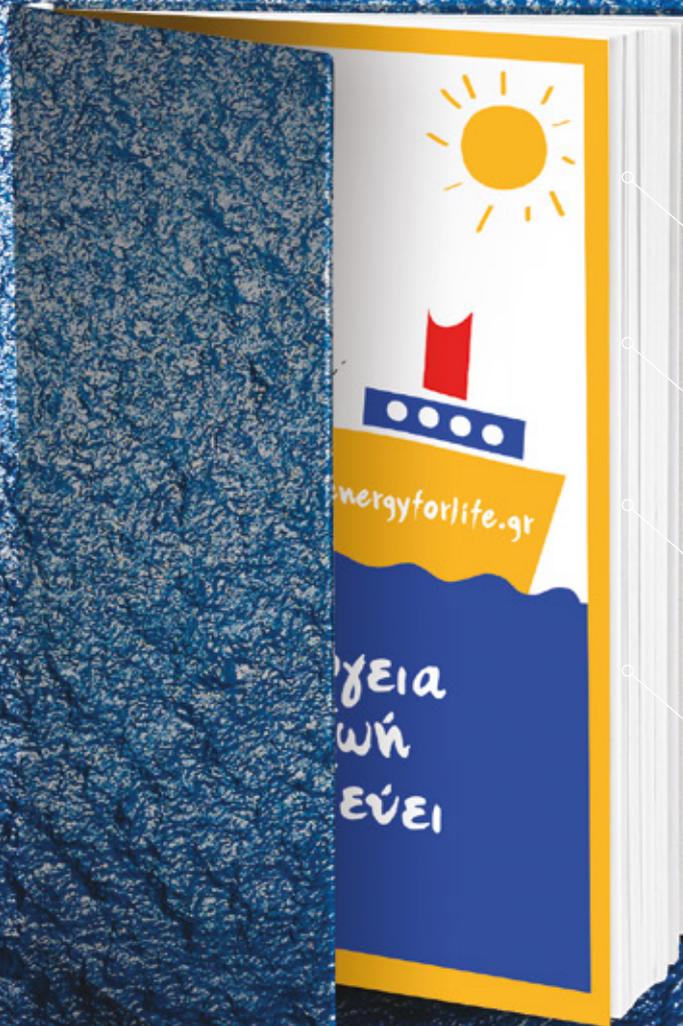
Corporate Social Responsibility
Division
HELLENIC PETROLEUM Group



ENERGY FOR LIFE TRAVELS, EXPANDING THE HORIZONS OF THE YOUNG GENERATION



ACTIONS
FOR YOUTH



YEAR
7th

ORGANISATIONS
40

DESTINATIONS
61

STUDENTS
12.302

MSCOMM



AGONI GRAMMI
GONIMI

energyforlife.gr

For the 7th consecutive year, the HELLENIC PETROLEUM Group supports the young generation throughout Greece with the "Energy for Life Travels" environmental awareness program.



HELLENIC
PETROLEUM

GROUP OF COMPANIES

CSR Panorama is now established!

The HELLENIC PETROLEUM Group is involved in multifaceted activities in the field of Corporate Social Responsibility. **CSR Panorama** aims to, not only periodically brief all stakeholders, but also reach out to the public and inform them about the initiatives the Group implements within the frame of its **"360° Actions"** Program and its four main pillars: **Next Generation - Educational Community, Society, Environment** and **Culture - Sports**.



"ENERGY FOR LIFE TRAVELS" TO 13 GREEK ISLANDS



Thirteen remote Greek islands will host this school year the program "Energy for Life Travels", implemented for the **seventh consecutive year** by the **Agoni Grammi Gonimi** organisation with the **exclusive support** of the **HELLENIC PETROLEUM Group**. The program is under the auspices of the **Ministry of Education & Religious Affairs** and is supported by the **UN Regional Information Center**.

At the special event for the launch of the program, organized by HELPE Group and Agoni Grammi Gonimi, the experiential, environmental and educational workshops that will take place during the 2019-2020 school year on the islands of **Agios Efstratios, Anafi, Astypalea, Ithaca, Ikaria, Kasos, Kastelorizo, Kea, Skiathos, Psara, Schinoussa** and, for the first time, **Imvros**, were presented. The goal of the program is to raise awareness of local communities about the importance of environmental heritage preservation,

sustainable development, and energy and natural resource management methods.

The following **16 institutions and organizations** are the "co-travellers" of the program: National and Kapodistrian University of Athens - Department of Geology & Geo-environment, Arcturos, Pyrna, Mobile Planetarium, Center for Science Dissemination and Museum of Technology - NOESIS, Agricultural University of Athens, Association of Greek Oceanographers, Museum of Natural History of Crete - University of Crete, Hellenic Center for Marine Research, ETHELO-EARTH 2030, University of Peloponnese, The Bee Camp, The Tipping Point, Ap' Ousia, Kid A Workshop and Sci High STEM. Representatives of the stakeholders attended the event, where they were given the opportunity to communicate their activities and works, thereby promoting extroversion and cooperation in supporting the UN Sustainable Development Goals.

During the event, and on the occasion of the start of this new “journey”, **Rania Soulaki**, CSR Director of HELPE Group, said: “Every new year is a unique experience for us - an opportunity to listen to the concerns of our students, parents and teachers for the future. Our initiative aims, through the selected educational programs, to give children the opportunity to acquire knowledge and modern skills, which are valuable tools for a better life on our remote islands”.

“The environment and the people are a priority for us. This is why we are very pleased that this year too, 16 organizations continue to support our work in practice’ said **Stefanos Nollas**, the President of Agoni Grammi Gonimi.

During a period of six years, the “Energy for Life Travels” program has implemented **432 workshops in 61 islands** and villages and has been attended by a total of **12,302 students** of all grades. At the same time, the program has already provided **free heating oil** in five of the areas to be visited this year and various infrastructure projects have been planned, such as the installation of a **photovoltaic system in Agios Efstratios** following the successful installation in the **junior high schools of Heraklia and Donoussa** of the Municipality of Naxos and Small Cyclades in the last two years.

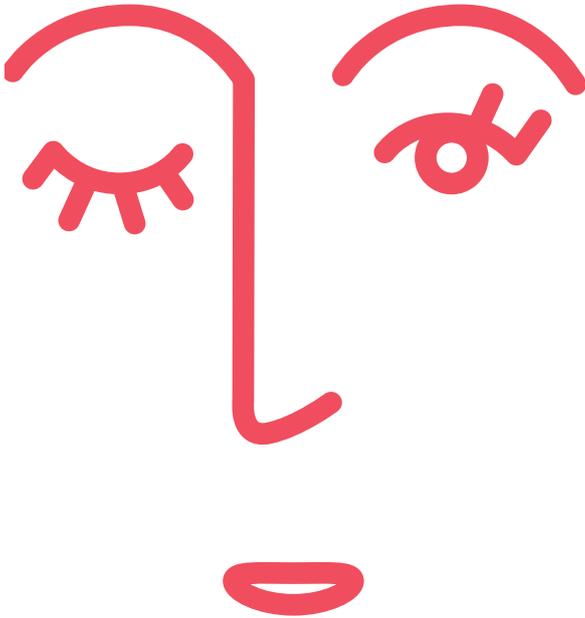


Training activities aimed at raising awareness and educating students on home energy consumption.



CEASE PROGRAM

ENTERPRISES SAY "NO" TO DOMESTIC VIOLENCE



Don't look
elsewhere.
Be part
of the solution.



CSR Hellas, continuing its organized actions against **gender-based violence**, implements the **transnational CEASE program** in co-operation with corresponding bodies from France and Belgium, with EU co-financing. The HELLENIC PETROLEUM Group supports this program, which is developed on the basis of the triptych: **businesses - employees** (potential victims of domestic violence) - **victim support mechanisms**.

The aim of the CEASE program is to highlight the crucial role that businesses can play in combating domestic violence, by educating their executives and developing a welcoming working environment to support victims.

According to the United Nations Declaration on the Elimination of Violence Against Women, violence against women is defined as any act of **violence against women that causes or is likely to cause physical, sexual or psychological harm**, including threats of such acts, coercion or arbitrary deprivation of liberty, in public or private life. This is one of the most widespread human rights violations in our time.

In Greece, one in four women has experienced physical and/or sexual violence and one in three has experienced psychological violence at some point in her life. Contrary to the prevailing belief, most women victims of domestic violence are working women and the violence that they experience has an impact on their working lives (stress, reduced productivity, absence from work, etc.). At the EU level, the cost of gender-based violence is estimated at around 226 billion euros.

What do we know?

It is difficult to portray the full extent of violence against women, as it is still treated as a taboo subject and is not reported. This means that the figures represent a small percentage of the actual cases. According to the statistics of the network of structures of the General Secretariat for Gender Equality, in **Greece** for the period January-November **2018**:

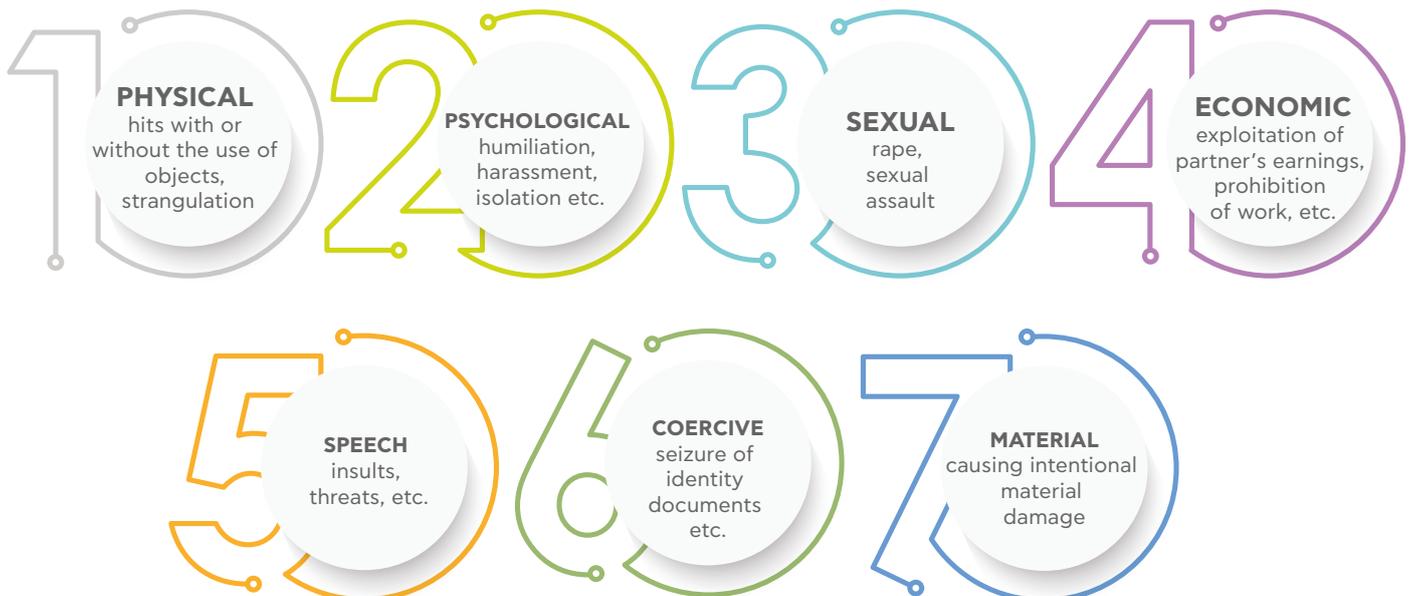
- **5,088 calls** were received by the 24-hour 15900 SOS hotline
- **81%** of the calls concerned cases of gender-based violence
- **87%** were victims of domestic violence with the husband being the perpetrator
- **4,909 women** turned to Counselling Centers
- **286 women** were hosted in abused women's guesthouses

At a European level, **42.3% of victims of domestic violence spoke to someone from their workplace environment** - usually to colleagues or superiors.

About **18%** of workers who have suffered domestic violence reported that **at least one act of violence was committed at or near their workplace**.

56% of workers report that the **domestic violence that they experience adversely affects their working lives** and 32% report being absent from work due to this violence (injuries, obstruction of work by a violent partner, etc.)

The various forms of violence:



Domestic violence refers to all the aforementioned **acts of violence occurring within the family or at home, between a former or current spouse or partner, parents and children, siblings, relatives by blood or 3rd and 4th degree relatives by marriage**, irrespective of whether or not the perpetrator cohabitates with the victim.

This violence has an asymmetrical gender dimension and disproportionately affects women. **It is a daily phenomenon that perpetuates gender inequality.**

This violence does not occur in a specific economic and social context. **It happens regardless of age, educational level, social class, nationality, religious beliefs and sexual orientation.**

According to an extensive **research conducted by the European Institute for Gender Equality**, which is renewed every two years and rates EU member-states on the basis of equality-related matters, **Greece occupies the last position.**

How to respond to a colleague who is a victim of domestic violence?

WHAT SHOULD I DO?

- Let your colleague speak. Show your availability.
- Listen carefully, be supportive without being critical.
- Respect confidentiality and privacy. Keep the information for yourself, unless your colleague gives you permission to talk to others.
- Do not blame the victim.

WHAT TO EXPECT?

- Expect a lot of emotions from your colleague, such as anger or even guilt.
- Respect your colleague's choices that may be different from yours.
- Your colleague may need to be out of work. If this happens, keep in touch with her regularly.

WHAT SHOULD I SAY?

- Tell your colleague about in-company and out-of-company support services.
- Thank the colleague who spoke to you. Show your understanding.
- Ask your colleague what you could do to help her.

Are you a victim of domestic violence?  **15900**

WHAT ARE THE SUPPORT STRUCTURES FOR VICTIMS?

100 - Police

When the victim is in an emergency and her life is in danger, it is necessary to call the police to intervene.

15900 - SOS helpline of the General Secretariat for Gender Equality

Female victims of violence or third persons can call for immediate assistance in emergency violence cases 24 hours a day, 365 days a year. You can also contact the service by email (sos15900@isotita.gr).

197 - National Center for Social Solidarity telephone line (For calls outside Attica: 210197)

Anonymous enquiries for help and information on specialized psychosocial support and social solidarity services 24 hours a day, 365 days a year.



CSR SUMMER SCHOOL

The HELPE Group was present at the **first training program on corporate responsibility and sustainable development**, which was an initiative by CSR HELLAS (Hellenic CSR Network).

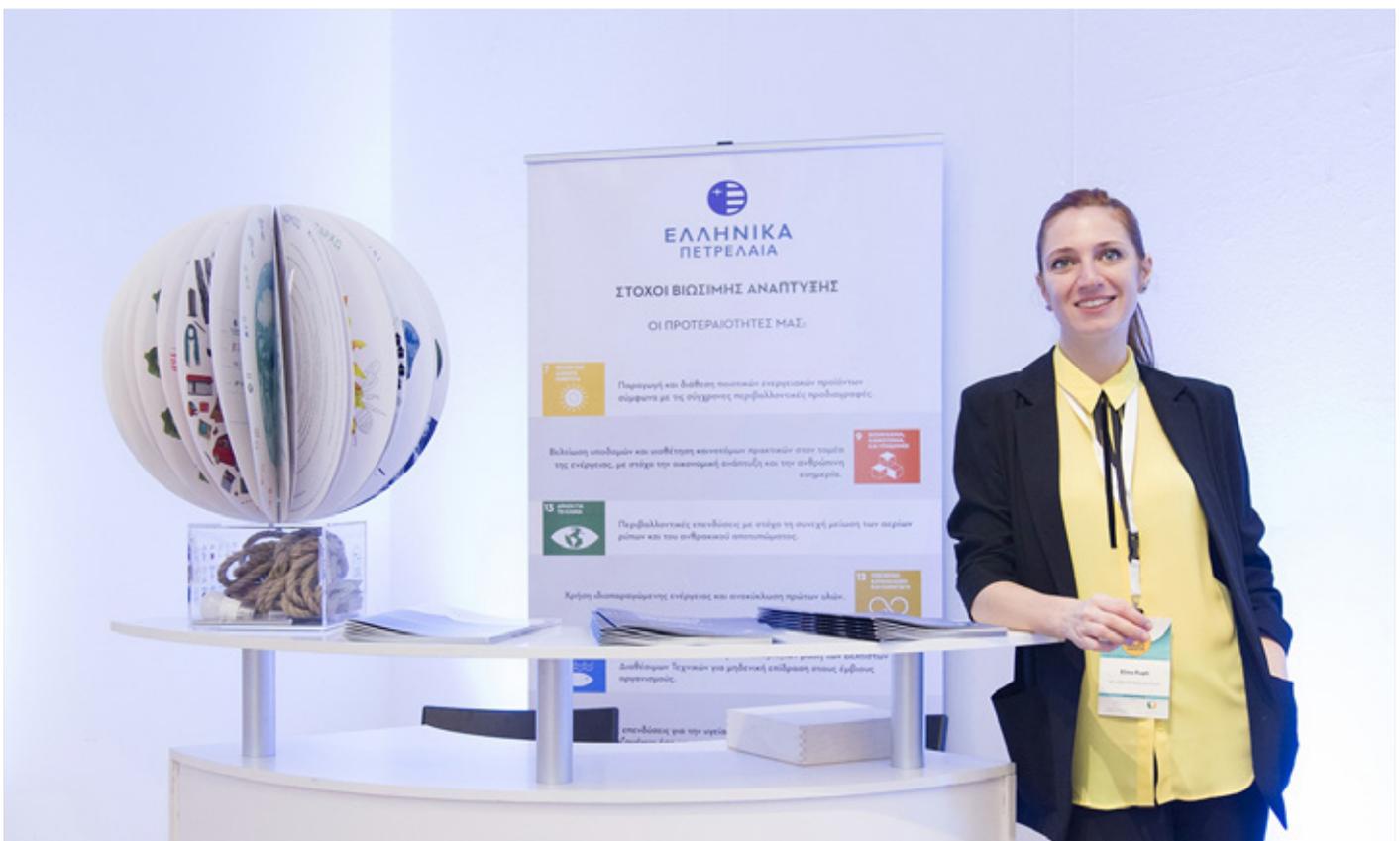
The 6-day training program, a result of **CSR HELLAS'** collaboration with the **University of Crete** and **The American College of Greece**, was attended by business executives from a variety of fields such as Corporate Social Responsibility, Human Resources, Environmental Management, Strategic Development, Investment Relations, Marketing & Communication, Supply Chain, Health & Safety, and Public Relations, all closely linked to sustainable development. Entrepreneurs, as well as postgraduate and doctoral students, attended this event in order to enrich their knowledge in subjects related to corporate responsibility and sustainability.

Renowned Greek and foreign university professors, as well as experienced business executives, shared with the participants their knowledge and experience in the implementation of strategies, approaches and actions of responsible entrepreneurship and sustainable development. The representatives of the Group's CSR Department, **Eftychia Varthaliti** and **Elina Rapti**, presented best practices and case studies of corporate social responsibility, with the participants in the training program interacting with each other, setting up working groups, and discussing their thoughts and suggestions.



“These are times of radical change in all aspects of business and life. Global problems require local action and today’s concerns will become tomorrow’s critical problems if not dealt with. The businesses that want to be part of the solution must first make sure that they are not part of the problem and must adhere to internationally recognized standards and principles” notes the Hellenic-American Chamber of Commerce in a statement on the occasion of the 17th Annual CSR Conference that took place at the Benaki Museum. The HELLENIC PETROLEUM Group, as

a **member** of the **United Nations Global Compact** and in recognition of the importance of Sustainable Development Goals, ensures that its activities are **fully aligned** with the Agenda 2030 and actively participates in its dissemination and implementation with targeted activities. In this context, it also participated in the **We are the Change Generation** conference; at its marketplace, the HELPE booth hosted the **interactive educational game Earth 2030**, created in order to contribute to the dissemination of the **17 Sustainable Development Goals** to the public.



We gather medicine for those in need

The “**Companies Give Meds!**” program was successfully completed! In collaboration with the GIVMED charity organization, we called to action the HELLENIC PETROLEUM employees to offer medicine that they no longer need!

The staff responded in a remarkable way, which resulted in gathering **531 boxes of medicine with an estimated cost of over €3,902!** The Group delivered **377 boxes of medicine to the Elefsina Social Pharmacy and 154 boxes to the Kalamaria Social Pharmacy in Thessaloniki**, in order to meet the needs of vulnerable residents who do not have access to medicinal products.



The aim of the program is to raise awareness, as well as to make use of the leftover medicines to the benefit of socially vulnerable groups. Collective action initiatives like this can make a real contribution to winning the battle against the medicine shortage and mismanagement issue.





EKO CYPRUS SUPPORTS WORLD PREMATURETY DAY

EKO Cyprus supports **premature babies'** fight for life and actively assists their families' efforts, as well as those of the specialised medical staff who care for them throughout their treatment. Premature birth, before 37 completed weeks of gestation, is the leading global cause of death among children under 5 years of age and a significant cause of long-term health problems.

On the occasion of World Prematurity Day on **17th November**, staff from EKO Cyprus, accompanied by representatives from the **"Thermokitida Agapis" Institute**, visited the **Makarios Hospital's Neonatal and Premature Infant Intensive Care Unit** and presented the staff with **500 children's books**, as well as **breast milk cooler bags**, thus enhancing the developmental care of premature babies. When premature babies are given breast milk, they have fewer feeding issues, present fewer infections and spend less time in the hospital.

Ms Ellie Shacola, Secretary of the Board of Directors of "Thermokitida Agapis", thanked EKO Cyprus for their active support for so many years and noted: "Every year, there are over 500,000 premature births in the European Union and most will have to be treated in a Neonatal Intensive Care Unit for weeks or even months, a fact which makes premature neonates the largest patient group in Europe." According to Ms Shacola, the percentage of premature births in Europe range from 6.3% to 11.4% and, unfortunately, Cyprus is not an exception, despite the fact that it offers high-quality neonatal care.

For yet another year, EKO Cyprus's actions contributed to raising public awareness on the challenges of premature birth, simultaneously assisting the work carried out by the Makarios Hospital's Neonatal and Premature Infant Intensive Care Unit.

THESSALONIKI CONCERT HALL



Left, snapshot of the 3rd Baroque Music Festival; right, snapshot of "The Bat" show.

The CSR Department of the Group, in the context of HELPE Group's collaboration with the **MOUSA Youth Symphony Orchestra of the Thessaloniki Concert Hall**, gave the Group's employees the opportunity to attend **3 outstanding shows**:

"The 8 ... seasons"

A genius blend by Russian composer **Leonid Desyatnikov** of two of the most famous and beloved musical works of all time: "**Four Seasons**" by Italian Baroque composer **Antonio Vivaldi** and "**Four Seasons of Buenos Aires**" by Argentinean tango pioneer **Astor Piazzolla**. A concert with MOUSA and the Rotonda String Ensemble.

3rd Baroque Music Festival

A performance inspired by **Diego Velázquez's** painting "**Las Meninas**", one of the most important works of Western art, and the music that Velázquez listened to when he created his art at the court of **Philip IV**, during who's long reign (1621-1665), Spain declined politically, militarily and economically.

"The Bat"

The most **popular** and representative **Viennese operetta**, full of humour, misunderstandings and twists and, of course, full of great music dominated by **waltzes**. Since **1874**, it has not stopped entertaining audiences, conveying - with its carnival mood - a part of the imperial glamour of **Belle Époque**.



Snapshot of the "One Thousand and One Stories" play

NATIONAL THEATER

In the context of the "360° ACTIONS" Corporate Social Responsibility program for culture and the collaboration of the HELLENIC PETROLEUM Group with the National Theater, the employees of the Group were given the opportunity to attend, together with their families, **2 wonderful Christmas plays**:

"A Thousand and One Tales"

One of the most **popular works of world literature**, the collection of fairy tales and stories "One Thousand and One Nights" is the inspiration for the play that came to life at the Young People's Stage this year, adapted by children's favourite playwright, **Mike Kenny** and directed by Vaso Attarian and Myrto Makridi. At the "A Thousand and One Tales", the award-winning author narrates some of the most beautiful stories in the world; stories that keep an entire palace awake, soften the heart, and ultimately save the world.

"Christmas Story"

HELPE employees and their families had the opportunity to watch a unique spectacle of celebration and sparkle what captivates the hearts of all those who can still feel the world with the innocence of a child's soul. Young and old members of the audience experienced the dream and fantasy of the **classical Charles Dickens' tale**, were fascinated by the fairytale element of the story, were moved and, perhaps, were even taught a lesson by the legendary, ruthless banker **Ebenezer Scrooge** and his gradual awareness of his past mistakes.



Snapshot of the "Christmas Story" play

MINI VOLLEYBALL LEAGUE

For the fifth consecutive year, **EKO Montenegro** organized the **Mini Volleyball League** for children aged 9-12 with **record high participation** (700 kids - 64 teams - 19 volleyball academies).

The opening ceremony was attended by Montenegro Volleyball Federation President **Cvetko Pajković**, EKO Montenegro CEO **Antonis Semelidis**, Director General of the Ministry of Sport of Montenegro **Milos Lalevic**, Secretary of Culture and Sport of Podgorica **Ana Medigović**, and President of the Coaching Department of the Montenegro Volleyball Federation and famous coach **Veselin Vukovic**.

Mr. Semelidis said that EKO Montenegro sponsors other similar actions given that children's involvement in sports and their regular training are considered important for their proper development, and added that great talents have already emerged among the children, who could very well become professional athletes.



37th ATHENS MARATHON. THE AUTHENTIC.



The HELLENIC PETROLEUM Group, always supporting the country's great sporting events, was present for the **37th Athens Marathon**. Runners-employees of the Group took part in the 5, 10 and 42km races with great success, promoting the values and ideals of sports as well as social responsibility. For each kilometer run by the **146 runners** who attended, wearing the **ETHELO** volunteer team's t-shirt, the Group donated **10 euros/km** to the "**Anoixti Agalia**" - Association of Friends of Social Paediatrics.

At a special event in honor of all the runners, where the athletes that stood out were awarded, a symbolic check with the collected sum was given to representatives of the club. This amount (**30,000 euros**) will be utilised for the **construction of outpatient clinics and the creation of a reception area at the Paediatric Oncology Department of the AHEPA General Hospital of Thessaloniki**.



OKTA SUPPORTS PATIENTS WITH WILSON DISEASE

For the fifth consecutive year, **OKTA** was the **grand sponsor** of the **GIVE A HAND relay race** that was held in September 2019 in Skopje. A total of **82 teams of racers**, including **3 teams of OKTA employees**, took part in the 4km race. A race for **83 children aged up to 12 years** was also organized as part of the event.

The purpose of this event is to raise awareness on the rare **Wilson disease**, to encourage systematic support for patients and to motivate as many people as possible to pursue regular physical activity.



HELLENIC PETROLEUM Group honoured by the Hellenic Paralympic Committee



On December 3, the **International Day of Disabled Persons**, the **athletes with disabilities distinguished for 2019 in major sporting events of the world**, were awarded in a ceremony held by the **Greek Paralympic Committee** and the **National Athletic Association of Persons with Disabilities**.

Many people from the business world and the world of politics attended the event that was broadcast live on the NOVA sports channels. During the event, the **HELLENIC PETROLEUM** Group was awarded for being the **official sponsor of the Greek Paralympic Committee** on the Road to the Paralympic Games of **Tokyo 2020**.

For a number of years, the Hellenic Petroleum Group has been closely associated with the ideals of sports and fair play. It supports athletes who serve as role models for the Greek society and they demonstrate, that, through hard work and continuous effort, even the most demanding goals can be achieved. Hence, for the past two years, the Hellenic Petroleum Group has been supporting the Greek Paralympic Team, which serves as a source of inspiration to society and a reason for all of us to be proud for their accomplishments in every event they attend, regardless their daily struggle with overcoming extremely difficult conditions.

This Christmas we buy gifts while bringing bigger smiles and contributing to the important work of charitable and animal welfare organizations.

What would you do if, with your gift, you could help a child or support an association to meet its needs? As the holidays get closer, you are probably thinking about what gift to give to your loved ones. There are some gifts that are even more valuable and will bring joy not only to their recipients, but also to others - to the children and adults who need more than ever to feel love these days. Big and small charities, foundations and associations have already launched Christmas bazaars to support their work.

Here are some of the organizations that you can support by buying their products via their e-shops:

The Smile of the Child

<https://www.hamogelo.gr/gr/el/eshop/>

Doctors Without Borders

<https://msf.gr/support/corporate/antidorou>

SOS Children's Villages

<https://sos-villages.gr/eshop/>

Make a Wish

<https://www.makeawish-eshop.gr/>

Arcturos

<https://www.arcturos.gr/eshop/>

Amimoni

<https://www.amimoni-eshop.gr/>

WE ACTIVELY PROMOTE CULTURE



ACTIONS
FOR CULTURE



micomm



The HELLENIC PETROLEUM Group has been undertaking consistently a series of targeted actions and collaborations that promote culture and inspire participation and creativity. In the context of the "360° ACTIONS" CSR program, it supports important cultural events and initiatives of a local or broader scale, thereby contributing decisively to the protection and promotion of our cultural heritage.

