

A large, stylized '3°' graphic is positioned on the left side of the page. The '3' is formed by thick black lines, and the degree symbol is a small black circle. A curved line in green, red, and blue passes through the '3'.

CSR
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2019

Issue
#02

Corporate Social Responsibility
Division
HELLENIC PETROLEUM Group



CSR Panorama is now established!

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.**



SIGNING UP TO CSR EUROPE'S CALL FOR ACTION



The Chairman and CEO of HELLENIC PETROLEUM, **Mr. Efstathios Tsotsoros**, is one of the **100 leading European business people** participating in the **"Call for Action for a New Deal for Europe"** initiative. This initiative is organized by CSR Europe and aims at achieving sustainable development through sound dialogue between political, social and business stakeholders in order to generate synergies and economic models that promote **lifelong employment** and **social cohesion**.

Together, we are calling to

Businesses, Politics and Civil Society to join forces in action:

- TO INNOVATE BUSINESS MODELS AND ACCELERATE TRANSFORMATION to drive global and local competitiveness by tackling climate change and enhancing social inclusion through an overarching Sustainable Europe 2030 Strategy.
- TO ENGAGE IN A CRITICAL BUT TRUST-BUILDING DIALOGUE at local, national and international level, to tackle the challenges and unlock the opportunities.
- TO CREATE COLLABORATIVE PLATFORMS AND FINANCE MODELS for more innovation towards the implementation of a more sustainable and circular economic model.
- TO TRANSITION TOWARDS SUSTAINABLE PRODUCTION AND CONSUMPTION PATTERNS by engaging the entire value chain – balancing economy, ecology and societal needs in order to maximize value creation to society.
- TO STIMULATE AND PROMOTE STRONG EDUCATION AT ALL STAGES OF LIFE to foster lifelong employability and social cohesion, building up prosperous communities.
- TO INCREASE SOCIETAL PARTICIPATION AND CIVIC ENGAGEMENT also connecting and leveraging the younger generations' sense of urgency and innovation to a wider sustainability movement.
- TO SPEARHEAD SHARED STANDARDS, policy coherence and meaningful transparency to obtain a sustainable level playing field.

Supporting the Youth is a key priority for the HELLENIC PETROLEUM Group, within the context of its CSR actions.

Since 2009 until today, the Group has given awards and cash prizes to more than **3,250 top-performing students** for their successful entry in academic institutions, totaling over **€ 3,387,000**.

For the eleventh consecutive year, the **HELLENIC PETROLEUM** Group firmly re-asserts its' support towards the **New Generation**, by granting awards and cash prizes to **118 top-performing students** living in the area of Thriassio, especially, Aspropyrgos, Elefsina, Mandra, Magoula, Nea Peramos and Megara, as well as **179 top-performing students** residing in the Municipalities of Delta and Kordelio-Evosmos in Western Thessaloniki, for their successful entry in the Universities during the academic year 2018-2019.



This institution has now become a point of reference for young people who were accepted at the country's Universities with top grades. This year's awards ceremonies of the **297 top-performing students** were respectively held on the 22nd and 23rd of April in **Athens** and **Thessaloniki**. The events were attended by Local Community officials as well as representatives from the Church, the Academic community, the Secondary Education, the parents of the awarded students and the Management of **HELLENIC PETROLEUM** Group, with the latter emphasizing on their will to support young people in the fields of education, innovation, vocational training and recruitment.

The events involved many surprises; the biggest one was the appearance of a distinguished guest, NAO! The robot of the Hellenic Academy of Robotics spoke about innovation, digital transformation and new technologies that change the landscape in the field of Energy and the **HELLENIC PETROLEUM** Group itself, thereby showing to young people that the future belongs to them!



Launch of the newly-created Model Laboratory of Mechanical Engineering and the modernized Laboratory of Electrical Engineering at the 1st Vocational Lyceum and Laboratory Centre of Sindos

As part of the activities for equipping **Science Laboratories** across Greece, we launched the newly established **Model Laboratory of Mechanical Engineering** and the modernized **Laboratory of Electrical Engineering** at the **1st Vocational Lyceum and Laboratory Center of Sindos** in the Municipality of Delta.

The new equipment of the laboratories has the necessary certifications for safe use in the school environment and adds to high-quality education, enabling students to develop the necessary skills in order to meet the requirements of the modern labour market.



We supported the Pan-Hellenic Meeting of Scout Groups **“Give the Scout Groups Dimension”** that took place in Elefsina and was intended to encourage and reward the involvement of Guides (children aged 11-14 years) with **Cultural, Environmental and Social “issues”**. With this action, we gave Guides the opportunity to engage in activities that they decided to pursue in accordance with the 3 Axes of the Guiding Pedagogical Program, namely Personal Development, Nature-Environmental Awareness, and Social Participation, through specific projects. A total of **350 teenage Guides** and **150 adult Leaders** from all over Greece had the opportunity to experience unique instances of social participation and leave their footprint in the city and the inhabitants of Elefsina.

We covered the cost of organizing the conference on **Tackling School Dropout** of the “Schedia” Center for Pedagogy and Artistic Training, under the auspices of the Institute for Educational Policy. This issue is of utmost importance because it directly affects the social inclusion of children and their families. More than **100 school teachers from Schools of Western Attica** participated in the conference.



We were present at the **23rd Scholarship Award Ceremony of the Department of Banking and Financial Management of the University of Piraeus** at the Eugenides Foundation. We participated at and supported the institution for the 7th consecutive year, giving opportunities to young people who excel in their scientific field.

The Group’s CSR Director, **Mrs. Rania Soulaki**, awarded Law graduate Ms. Magdalini Tsatsi with this year’s prize for her excellent performance in her postgraduate studies in Finance.

Sustainable Development & Corporate Social Responsibility Assessment (MATURITY & INTEGRATION ASSESSMENT TOOL)

In order to make better use of the data and information presented in **the Sustainable Development & Corporate Social Responsibility Report**, the “MIA-Tool” method by **CSR EUROPE** was used - a comparative method of assessing the maturity level in sustainable development issues. This method highlights aspects and areas that need to be improved by providing relevant suggestions for monitoring and measuring their progress. Many companies abroad use this method, while in Greece and Cyprus it is implemented by CSR HELLAS. The results of the evaluation will be presented to the Group’s executives.

It is never too late to follow your dreams! The groups of the “**Guitar Express 65+**” Greek National Opera program for people over 65 years of age, sponsored by the **HELLENIC PETROLEUM** Group, are well aware of this fact. In an original partnership with Choir 65+, the musicians of Guitar Express presented favourite songs at the Alternative Stage of the Greek National Opera.



Visit of Graduate Students of the BREMEN UNIVERSITY OF APPLIED SCIENCES

We welcomed 21 postgraduate students and 2 professors from the **Bremen University of Applied Sciences**, Germany, in a specially designed venue at the Group’s headquarters.

At the event, the students had the opportunity to tour the company and learn about the history of the Group, the benchmarks set since its founding, the best practices, and the way in which the largest energy group in the country has managed its major challenges.

The event was held in the framework of the **ERASMUS+** program and the hosting of the student group by **ALBA University**.



In this photo the 21 postgraduate MBA students are depicted with the professors Dr. Christian Schuchardt and Dr. Mihaela Jucan of the University of Applied Sciences of Bremen, the Director of the Corporate Responsibilities of the University of ALBA Mrs. Antonina Kalkavoura, the Director of Corporate Social Responsibility of the Group Mrs. Rania Soulaki and the Director of New Technologies and Renewable Energy Sources Mr. Spyros Kiartzis, who presented the HELLENIC PETROLEUM Group to the students





Distinction for the HELPE Group for its Action to Award the University Entrants of Local Societies

During the **4th ANNUAL SUSTAINABILITY SUMMIT**, HELLENIC PETROLEUM received a special distinction for its **positive impact on local communities and support for the UN Sustainable Development Goals**.

The award-winning Corporate Social Responsibility action concerns the award program for newly enrolled students in the local communities of Thriasio and Thessaloniki, confirming the company's commitment to supporting education and the new generation. Students have stated that this award has contributed decisively to their academic course in a number of ways, as it is mostly used to cover accommodation or Erasmus study costs, or the purchase of a computer or other necessary equipment for their study. The prize was awarded by **Deputy Mayor of Athens, Mrs. Lenio Myrivili**, in a hall packed with more than 150 guests at the Small Stock Exchange.

The Annual Sustainability Summit was organized for the fourth consecutive year by the **MBA International of Athens University of Economics and Business** in cooperation with the **Center for Sustainability and Excellence (CSE)**.

The title of this year's Conference was **"Innovation for Sustainability - Business leaders discussing how to embed innovative practices in corporate sustainability strategy"**.

The event took place with the support of the Representation of the European Commission in Greece, while speeches were delivered by the Secretary General of Commerce at the Ministry of Development, Mr. Dimitris Avlonitis, and the Deputy Head of the Representation of the European Commission in Greece, Mr. George Moschovis.



9th Panorama of Entrepreneurship and Career

The **HELLENIC PETROLEUM** Group sponsors the three-day conference, which aims to inform young people about the trends and opportunities for entrepreneurship and employment offered by 21 sectors of the economy and, at the same time, showcase the forces in Greece that promote innovation and extroversion. This year, the Panorama - which took place at the Athens Concert Hall - included more than **90 panels, a workshop, 'Meet the executive' sessions, and presentations in the foyer, with the participation of approximately 200 remarkable speakers.**



We sponsored this year's **Job Fair Athens** event at the Zappeion Hall. The **HELLENIC PETROLEUM** group participated with specially designed booths that were visited by more than 200 interested graduates and students in order to be informed about the opportunities offered by the Group in terms of internships and general employment.

Carnival celebrations at the Elefsina Special School and the Elefsina Care Center

We put smiles on the faces of **200 children that are hosted by the Elefsina Care Center and 80 students of the Elefsina Special School**, offering an entertaining program of creative engagement on the occasion of the carnival.



At the **HELLENIC PETROLEUM** group headquarters and the main facilities at Aspropyrgos, we hosted **Easter Bazaars** of the "**ESTIA**", "**PEKAMEA**" and "**FRONTIDA**" charity organisations in order to contribute to their work for the benefit of vulnerable social groups.

Every home had the opportunity to celebrate the Easter days, having a **full basket of all the necessary things**, which were given to **150 poor families of Thriasio** from the Office of Corporate Social Responsibility & Relationships with the local communities of the S. Greece, in collaboration with schools and communities of the area.



“Summer at the Farm”

For the 3rd consecutive year, the “**Summer at the Farm**” program is being implemented in collaboration with the **American Farm School**. The “Summer at the Farm” is an educational-entertaining and intensively experiential program that aims to provide children with carefree days full of games and experiences of cooperation, exploration, experimentation, discovery and interaction with the land and its production as well as the animal wealth of the farm.



HELLENIC PETROLEUM Group provided **251 students** from **6 Primary Schools of the Municipalities of Delta and Evosmos-Kordelio** with free participation in the program. For 2019, 140 children from 2 Primary Schools of neighbouring municipalities were selected to spend an unforgettable, creative and entertaining 15-day period at the Farm.

“Productive truancy”



Alexandria Innovation Zone is, for the second consecutive year, organizing the **“Productive truancy”** educational program, involving visits of students of General and Vocational Lyceums in Central, Eastern and Western Macedonia to innovative enterprises of Northern Greece. The purpose of the program, which has been approved by the Ministry of Education, Research and Religious Affairs, is the smooth transition of every individual to the labour market.

Road Challenges Game

EKO Cyprus and the **“Reaction”** NGO presented a new series of road safety training programs for the young generation at the **Microsoft Innovation Center** of the **European University of Cyprus**. At the core of these programs stands the advanced virtual reality game developed by EKO in cooperation with the Cyprus Police. The game, which is compatible with smartphones and tablets, aims to help users understand road safety and correct driving behaviour in a fun way.



The promotion and the enhancement of cultural awareness constitute one of the main axes within the framework of the Corporate Social Responsibility of the HELLENIC PETROLEUM Group.

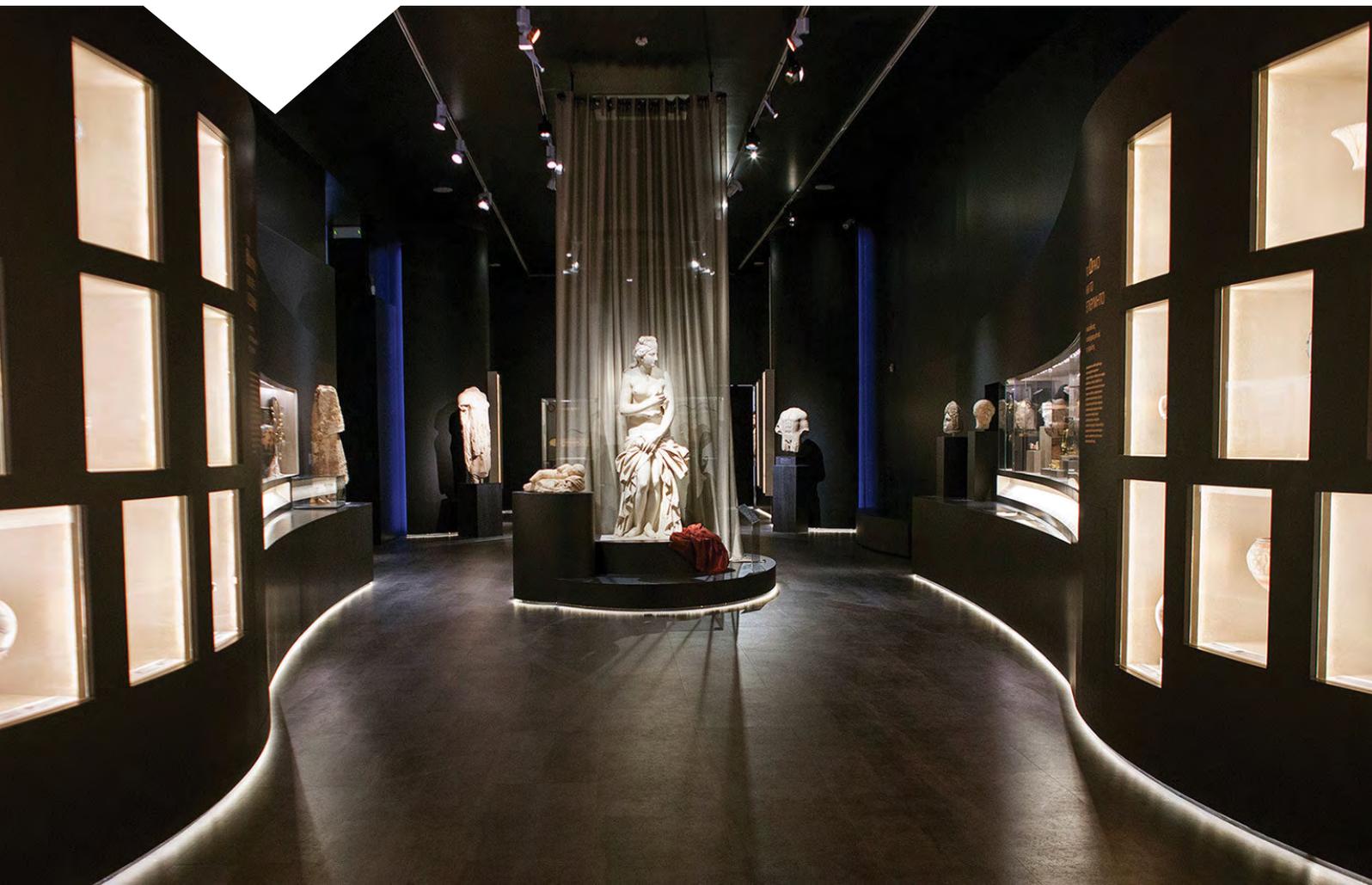
The Group, having developed stable partnerships with the major cultural organizations in the country, contributed to the realization of exhibitions, concerts and other events, while at the same time offering its employees the opportunity to attend several of these events free of charge.

Some of the major cultural events that the Group has sponsored are the following:

"The countless aspects of beauty"

Exhibition at the National Archaeological Museum

The exhibition sought to highlight the different expressions of beauty, from **Neolithic times to late antiquity**, through 4 thematic units: a) Eternal Aesthetics; b) The beautiful and the desirable; c) Depicting the body; d) The endless quest. Three hundred and forty antiquities from its rich collections combined with modern digital media offered an aesthetic feast and a journey in time that was full of aesthetic pleasures.





"BLANK OUT" performance at the Athens Concert Hall

This is a **high-tech** opera that combines a musical-theatrical spectacle with a 3D movie projection. The libretto is based on the work and life of South African poet Ingrid Jonker and deals with memory, focusing on how people reconstitute traumatic experiences of life.

"MOM... DAD... SHALL WE VISIT THE MUSEUM ON SUNDAY?" educational program

The "Let's visit the Museum" project takes place at the OLYMPIC MUSEUM OF THESSALONIKI and is an integrated educational program for children and parents, which **responds to the**

needs of the modern family for quality time and alternative forms of education. Knowledge

and experiential action create unique interactive experiences, attracting the interest of children and their parents, and fascinating the whole family. A multi-sensory experience of the Olympic Idea is offered through a sequence of specially designed training stations that cover different subjects and are addressed to the soul, the body and the spirit!





“Crete. Emerging cities:
Aptera - Eleftherna - Knossos. Three ancient cities come alive”
exhibition at the Museum of Cycladic Art

The exhibition includes about **500 antiquities** from three major cities of Crete. These antiquities, from both new and old excavations, include **statues, reliefs, figurines, inscriptions, vases, weapons, tools, jewellery, coins** and other artefacts from different materials, like stone, marble, limestone, clay, metal (copper, iron, silver, gold), faience, glass, ivory, and semi-precious stones, dating from the Neolithic period (7th-6th millennium BC) to the **Byzantine times** (8th century AD).

It is the first time that so many ancient objects, kept in the warehouses of the Ephorates of Antiquities and the showcases of Museums of Crete, leave their birthplace for a temporary exhibition in Athens.

Concert of the “KAPODISTRIAS” Philharmonic Society of Corfu at the Athens Concert Hall

During its 39 years of existence, the Philharmonic has collaborated with artists of international prestige and has participated in international festivals, performing at least 5 times annually. The orchestra comprises conductor **Dimitris Papikinos** and musicians of all ages from the island of Corfu. At the concert, a musical ensemble of **100 brass instrumentalists and percussionists** also participated.



CHURCH ORGAN at the Athens Concert Hall

The church organ is difficult to learn and its maintenance is quite costly. Thus, the **HELLENIC PETROLEUM** Group undertook yet another Corporate Responsibility initiative for Culture, supporting the Athens Concert Hall with the maintenance of the organ, which has been there for 25 years!

In this context, we enabled the employees and families of the Group to attend the recital **“Bjørn Andor Drage: Church Organ Recital”**. The polyphonic features of the organ inspire music that expresses eloquently the most spiritual and metaphysical dimension of the creative thinking of the composers, together with its most humanely tender shades.

LITHUANIAN CHAMBER ORCHESTRA at the THESSALONIKI CONCERT HALL



The **Lithuanian Chamber Orchestra** presented a program with very popular works of the romantic repertoire. Since its inception in 1960, the Orchestra has made numerous performances, collaborating with various soloists, conductors and choirs, and attracting the attention of the international audience with its strength and great energy.

The concert featured three of the most beloved works by **Pyotr Ilyich Tchaikovsky**, a work by **Camille Saint-Saens**, and two well-known works by violinist **Pablo de Sarasate**.

“The Video Games Music” at the THESSALONIKI CONCERT HALL

The original and unique concerts of the Municipality of Thessaloniki Symphony Orchestra, the Megaro Youth Symphony Orchestra (MOYSA), and the Mixed Choir of Thessaloniki took us on a voyage to the fantastic and adventurous world of video games, with music from Super Mario Bros, World of Warcraft, Pokemon, etc.





Once again, this year, the **HELLENIC PETROLEUM** Group participated at the "Alexander the Great" **Classic Marathon** of Thessaloniki.

We secured a total of 100 slots for our employees and their families to take part in the 5 km, 10 km and 42 km races.

The Group offered **10 euros for every kilometre** run by each of our employees, for the purchase of a **17-seat bus** that will serve the needs of the **Down Syndrome Association of Greece**.



EKO employees participated in the **32nd Belgrade Marathon** with the slogan "**Run, enjoy and help someone!**" More than **8,000 runners from 70 countries** participated in the Belgrade Marathon and Semi-Marathon, while more than **15,000 runners** participated in the **Fun Race**.

For the fourth consecutive year, the **EKO Serbia** team supported the big sporting event, while the proceeds from the races went to **BELhospice**, which provides free palliative care to cancer patients and their family members.

Under the slogan "**We run for pedestrian safety**", 20 female **OKTA** employees participated in the **7th "Zenska trka"** race held in City Park, **Skopje**. Wearing their specially designed t-shirts, they conveyed a message in support of pedestrian safety, an action that is fully in line with this year's "Jas vnimavam" safe driving campaign that is being implemented by **OKTA** for the third consecutive year as a Corporate Responsibility activity.





Sponsorship collaboration with Katerina Stefanidis

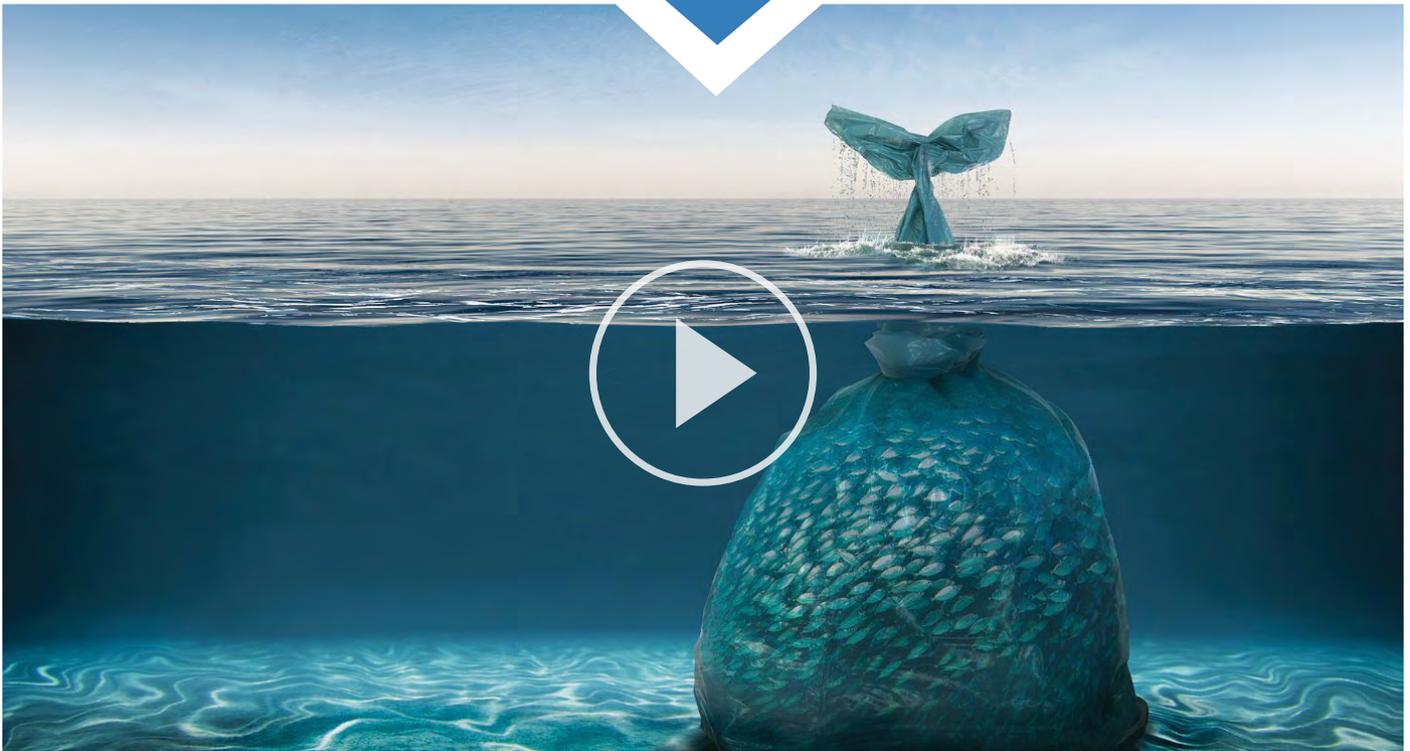
In the context of the **"360° Actions"** program in support of sports and Greek athletes, the **HELLENIC PETROLEUM** Group announced, at a special event, the two-year sponsorship collaboration with the **Greek pole vault world champion and Olympic champion Katerina Stefanidi**, as a proud supporter of her efforts.



The athlete came to the headquarters of the Group where the employees welcomed her, congratulated her on her performance, were photographed with her, and received signed souvenirs. The goal of the Group is to support athletes that act as role models for the Greek society, proving that everything is possible through hard work and constant effort. For years, the Group **has been contributing greatly to the strengthening of Greek society, the national economy and sporting ideals**, such as sportsmanship, passion, ethos and dedication to the goal - values that **Katerina Stefanidi** practices in the best possible way.

CSR TRENDS OF 2019

Definitive end for disposable plastic in the EU



The European Parliament passed a law on the ban on disposable plastic products. By 2021, plastic cutlery, plastic plates, plastic straws, cotton pads with plastic parts, plastic balloon bases, oxo-degradable plastics, and food and drink containers made of expanded polystyrene will be gradually banned in the EU. Member States must achieve the target of collecting 90% of plastic bottles by 2029, while plastic bottles will have to contain at least 25% recycled plastic from 2025, and 30% recycled plastic from 2030 onwards.

9 ways to reduce plastic in the workplace:

- **Inspire and sensitize** your colleagues about limiting the use of plastic.
- **Organize** an action to clean up a park or a beach.
- **Make use of the main filtered** water supply or make sure to get access to it.
- **Get reusable cutlery** and plates.
- **Get a special glass / cup** to drink your coffee, tea or water, thereby reducing the use of plastic cups.
- **Promote ecological culture** and offer reusable utensils as gifts to your colleagues.
- **Ask your team members** to share their ideas about how every employee can limit the use of plastic.
- **Ask your suppliers** to use less plastic in the packaging that they provide.
- **Share your success stories** and inspire others to act in the same way.