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#01



Corporate Social Responsibility
Division
HELLENIC PETROLEUM Group

Welcome to the 1st CSR Panorama!

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**.



Supporting young academics

HELPE & Democritus
University of Thrace

HELLENIC PETROLEUM Group continuously invests in quality education, research and innovation in order to **support young academics and the academic community as a whole.**

Within the scope of the Group's CSR initiatives, up until the academic year 2020-21, the Group will be sponsoring the **"International and European Energy Law" Postgraduate Program** offered by the Department of Law of the **Democritus University of Thrace.**

The sponsorship involves awarding at least **6 yearly scholarships** to postgraduate students, based on their academic performance, as well as providing overall support to the Postgraduate Program.



At the signing ceremony of the Memorandum of Understanding, from left to right: The Vice-Rector of Research and Lifelong Learning of the Democritus University of Thrace Professor Mrs Maria Michalopoulou, the Chairman and CEO of HELLENIC PETROLEUM Group Mr. Efstathios Tsotsoros and the Academic Director of the Postgraduate Program Professor Mr. Michalis Chrysomallis.



MSc in Oil & Gas Process Systems Engineering

New Postgraduate Program in collaboration with the University of West Attica

We supported the development of a new innovative postgraduate refining studies program, namely the **“MSc in Oil and Gas Process Systems Engineering”** offered by the newly founded University of West Attica and specifically the Department of Mechanical Engineering.

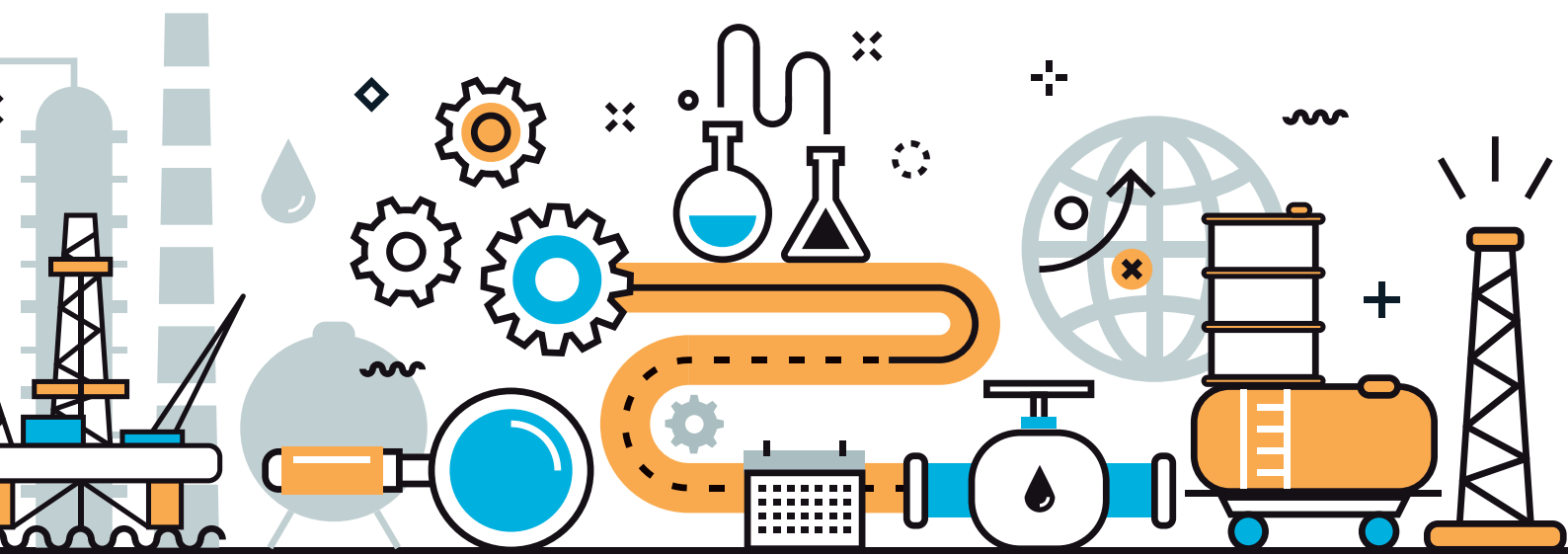
As part of the Corporate Social Responsibility “360° Actions” Program, the Group has adopted a twofold approach to subsidizing the University, firstly by awarding for 3 academic years 10 scholarships a year to outstanding performance-wise postgraduate students, and secondly by providing support to strengthening the University’s research and educational goals.

The program **which begun in April 2019** aims to meet the refining market’s needs through **the up-to-date, comprehensive curriculum** designed by **the University’s academic staff** which has also had input from the **Group’s experienced IT, Technical Support, R & D and Refinery executives**. The curriculum includes courses in design and optimum refinery operations, supply chain organizational issues, the application of modern IT technologies, economics and business, thereby creating the opportunity for **new and existing executives for advanced training and further education**.

This collaboration serves one of our key objectives to widen the scope of cooperation with the academic community in order to facilitate the interconnection between research and production process.



A snapshot from the signing ceremony of the Memorandum of Understanding between the Chairman and CEO of the HELLENIC PETROLEUM Group Mr. Efstathios Tsotsoros and the Chairman of the Management Committee of the University of West Attica Mr. Konstantinos Moutzouris.





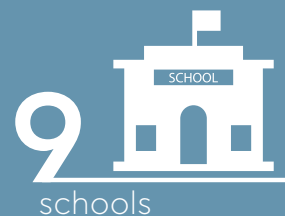
“Earthquake in the Museum”



Under the provision of the **constant support** provided by the **HELLENIC PETROLEUM Group** to the Goulandris Natural History Museum, **75 HELPE employees** together with their families were given a free guided tour of the **“Earthquake at the Museum”** exhibition, during which they enjoyed the exploration of the natural phenomenon.



In addition, **500 Elementary and High School students from 9 Thriassian schools** had the opportunity to visit the **“Minerals and Man”** and **“Earthquake in the Museum”** exhibitions at the museum. The company covered all of the pupils’ transportation costs as well as the exhibition entry tickets as an initiative to promote equal access to knowledge for all children, including those from low income families. The impressions of both students and teachers were very positive, and all of them expressed their desire to partake in similar initiatives in the future.



Pan-Hellenic EUSO 2019 Competition

HELLENIC PETROLEUM Group endeavors to support both the Next Generation and Qualitative Education with an array of extensive **Corporate Social Responsibility** programs.

In this context, the Group provided assistance to the **Pan-Hellenic EUSO 2019 Competition**, through which the student groups will represent Greece in the **17th European Union Science Olympiad** in Almada, Portugal!

Medical equipment donations to health centers on the islands of Ithaki and Kefalonia



A snapshot of the delivery of the medical equipment to the Ithaki Health Center. From left to right: HELPE Group representative Mr. Sophocles Danassis, Health Center Dentist Mrs. Evelvina Georgana, the Mayor of Ithaki Mr. Dionysis Stantzas, the Director of the Health Center Cardiologist Mr. George Paxinos, HELPE Group CSR Director Mrs. Rania Soulaki, the Prefect of Ithaki Mr. Spyros Tsintilas and Ithaki's Municipal Council President Mr. Stefanos Fiabolis.



The objective of the Group is to promote and secure **health and well-being** and to improve the conditions and quality of life of residents of all ages, with a particular focus **on communities in remote from major urban centers areas.**

In this context, the **Ithaca Health Center** and the **Health Center of Sami in Kefalonia** have been supported through donations of **medical equipment**



A snapshot of the delivery of medical equipment to the Health Center of Sami, Kefalonia. From left to right: General Practitioner Mr. Nikolaos Moschopoulos, HELPE Group representative Mr. Sophocles Danassis, the Director of the Health Center Mr. Evangelos Maroulis, HELPE Group CSR Director Mrs. Rania Soulaki, General Practitioner Efstratios Sifnakis, Paediatrician Mrs. Tasia Flamiatou and Rural Doctors Mrs. Anastasia Karachaliou and Mr. Dimitrios Zafiriadis.

We provided

a PC to the **4th General High School of Kallithea** for the afternoon classes for refugees.



We supported Athens University of Economics and Business in its endeavors to continue with the **publication of the Athens University of Economics and Business Newspaper**.

The newspaper, issued in both electronic and printed formats, provides comprehensive reporting on economic and current affairs issues.

We financially supported the **Evia Chamber for research - studies** focusing on the **economic identity of the Prefecture of Evia**.

We contributed to the work of the **Society of Lefkadian Studies** in its endeavors to continue publishing historical books about the Island of Lefkada.

We supported the **Vrana Oil Mill - Museum in Lesvos**, which was the **first steam-powered factory in the Aegean** (in 1887), founded by the **Elytis family** which is very much one of the **jewels** in the Island's crown.

We supported "Make A Wish Greece" foundation and made 5-year-old Elias' dream, who suffers from a brain myeloblastoma, of a police toy car come true as well as 14-year-old Katerina's dream, who suffers from acute lymphoblastic leukemia, to go shopping for sports clothing.



The Thessaloniki Traffic Police Administration honors HELLENIC PETROLEUM Group for the “Small Traffic Police in Action” project

An award ceremony took place at the offices of the **Thessaloniki Traffic Department** for the **“Small Traffic Police in Action 2018”** program during which experienced traffic police informed and trained **22,600 Elementary School pupils** about **reducing traffic accidents and improving road safety in the Prefecture of Thessaloniki.**

Interactive road signs games, alcohol, **fatigue and narcotics simulators, braking response simulators** along with educational packs containing USB sticks and printed educational material such as notebooks and board games were used for the awareness training.



The event attended Group Corporate Relations Manager Mr. Giannis Koronaiois, Group CSR Director Mrs. Rania Soulaki, Deputy Director of External Communication Mrs. Sotiria Liakaki, CSR Dept. for Northern Greece representatives Mrs. Xanthi Karezi and Mrs. Eri Papaioannou. From the Thessaloniki Traffic Police Department, Traffic Police Director of Thessaloniki Mr. Christos Bouloubassis, Director of the Program Mrs. Paraskevi Georgiopolou and Department executives.



Local Community - Thriassio

The **1st Primary School of Megara** is housed in a beautiful **neoclassical building dating back to 1838** which unfortunately has enormous energy needs that were impossible to be covered by the school's existing energy system. We therefore donated 5 A+ energy class air conditioners to ensure that the children could continue learning in comfort.



We donated marker boards to the **9th Elementary School of Elefsina**, which makes it the fifth school in the area that has had its old chalk boards replaced thereby contributing to upgrading hygiene conditions in the classrooms.

We provided a computer to the **6th Kindergarten of Aspropyrgos** in order to help meet the school's basic functional needs.

Young entrepreneurs in Thriassio show us the way forward for innovation

We shared the joy and excitement of the students of the 1st Vocational Lyceum of ASPROPYRGOS who won the 1st Best Business Award at the Youth Entrepreneurship Association “Junior Achievement Greece” student competition which took place at THE MALL ATHENS, with the Group’s support and the precious assistance of **Mrs. G. Dimitropoulou**, head of the CSR Office - Local Southern Greece Communities Relations, who volunteered to consult the students.



Students - entrepreneurs from the **PONTOPOREIA virtual enterprise** impressed the jury and visitors with the following two original and feasible ideas related to improving land and sea transport:

Intelligent Balance: A mechanism for maintaining the load of containers at sea level, regardless of weather and sea conditions.

Intelligent Watcher: An automatic smartphone notification mechanism in case of any changes in the weight of the containers’ contents when arriving at the loading stations.

HELLENIC PETROLEUM Group is a proud supporter of the commendable effort of these students who have been awarded for a second year.

This year’s contest was also attended by the 1st General Lyceum of ELEFSINA, which won 11th place in “Learning Without Borders”, for which the students created an **educational game about the myth of Demeter and Persephone** in an effort to spread cultural awareness for the Elefsina area. **Mr. K. Laskos, Deputy Director** of Plants and Users, together with **Mrs. G. Dimitropoulou** participated as volunteer consultants.

Through its experienced executives providing valuable and useful advice to the students of many schools in their role as mentors, **HELLENIC PETROLEUM Group** has been active in supporting **youth entrepreneurship** in Greece for the last 10 years.





Mentoring the next generation

With the support of the HELPE Group, students from 5 Gymnasiums and Lyceums in Rhodes, Filippiada, Pyrgos, Athens and Patras participated in the program organised by **“The Tipping Point”** non-profit organization. Via live video sessions, the students have the opportunity to broaden their horizons and career choices through talking to **mentors** from around the world.

The aim of the program is to **contribute to nurturing future generations** in terms of their academic choices and their future professional careers. To date, **364 students have participated in 18** live group sessions, while HELPE group’s mentors have also contributed as team members, sharing their knowledge and experience with young people from all over Greece.

This initiative takes place between **December 2018 and May 2019**.

HELPE Group stands alongside socially vulnerable groups



By supporting socially vulnerable groups, HELLENIC PETROLEUM participated in the New Year celebration ceremony at the Triptolemos Athletics Association and the Association of People with Disabilities in Western Attica. During the event, Mr. V. Kakosaios, the President of both clubs, highlighted the significance of the Group's contribution to the sustainability of clubs helping members of society with disabilities. In view of the preparation of the Paralympic Games, which will be attended by 5 athletes from the Triptolemos Athletics Association, Mrs. R. Soulaki, Group CSR Director, stated the company's intention to support the Paralympic athletes' great efforts

Pan - Eleusinian Athletics & HELPE

During the Pan - Eleusinian Athletics Association's New Year celebration ceremony, an honorary plaque was awarded to HELLENIC PETROLEUM for the constant support provided to the club but also to an athlete who lost a limb in an accident.

During the ceremony, those who have contributed to the history of the Association were awarded. Mr. G. Kalafatakis, Head of sports activities at HELPE, awarded a prize to one of the Association's veteran athletes.





EKO Mini Volleyball League

For the 4th year, the “EKO Mini Volleyball League” was hosted in the indoor gym of the “Radojica Perović” Primary School in Montenegro, attended by 56 teams and 650 children aged 9-12 years old.

The championship was organized by the Volleyball Federation of Montenegro with the sponsorship of our subsidiary Jugopetrol AD, EKO Petrol Stations, as well as the support of the Ministry of Sports and Youth and the Culture and Sports Secretariat of Podgorica.



The opening ceremony attended the Sports and Youth Minister of Montenegro Mr. **Nikola Janović**, the President of National Volleyball Federation Mr. **Cvetko Pajković**, the Marketing Director of Jugopetrol AD Mrs. **Sara Ivanović Božović** and many representatives of the relevant Ministry and Sports Secretariat.

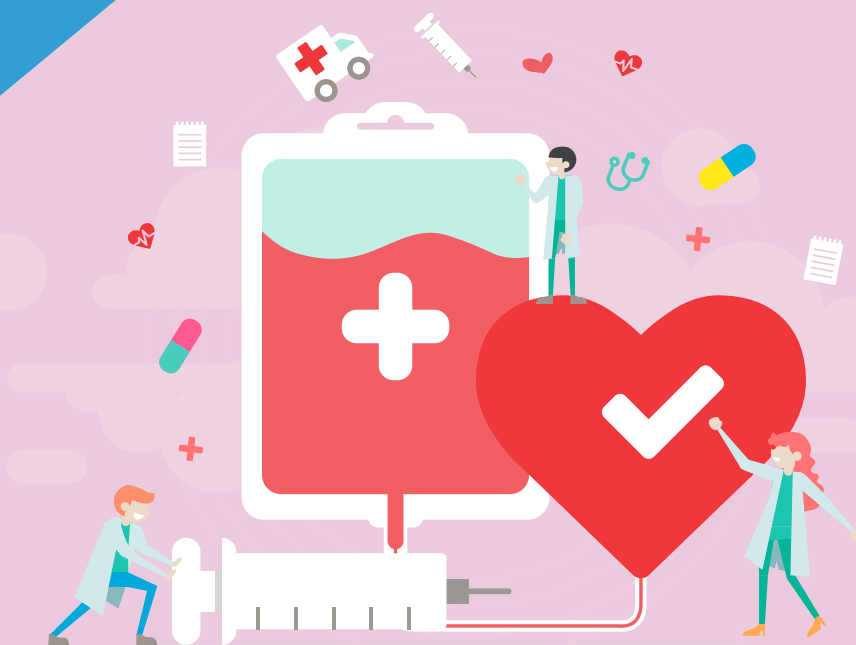
EKO Serbia's employees became Santa Claus' helpers during Christmas, which in Serbia is celebrated in January! For the seventh consecutive year, they lent their support to "Santa's Caravan" which has visited 20 community-based institutions and supported over 2,000 vulnerable individuals and orphan children across Serbia.

At this year's event, Santa Claus and his "assistants" offered necessities, sweets and gifts, while six institutions received fuel supplies to help meet every day needs. Our employees also spent quality time with these people, precious creative time that they seemed to enjoy even more than any of the necessities or physical gifts they received.

It is said that every good deed inspires other good deeds. This is why EKO employees hope that these actions will inspire others to help in any way they can.



On the premises of OKTA AD SKOPJE, the Group's subsidiary in North Macedonia, a blood donation campaign was organized with more than 100 donors. Blood donation is a major humanitarian activity for the company, with more than 130 campaigns being organized since 1982. This year, two more blood donation campaigns are planned in cooperation with the local Red Cross office



5+1 CSR TRENDS OF 2019

2018 proved to be a very active year in **Corporate Social Responsibility** with issues related to sustainable development, globalization, advocacy on social issues and multiple natural disasters relief.



Photo by Franki Chamaki on Unsplash

5 + 1 trends that we will see in CSR during 2019:

1. Sustainable Development Goals

The United Nations Member States (UN) signed a 2015 Pact for the 17 Sustainable Development Goals with a timeline of implementation in 2030. The Sustainable Development Goals aim at ending poverty, protecting the planet, sound energy management, responsible water consumption, health promotion and ensuring equal rights and well-being for all.

As an island country, Greece attaches great importance to addressing geographic dispersal issues combined with the lack of resources and infrastructure, especially those of the country's very small islands and more remote areas.

2. Equity joins Diversity

Companies should ensure equality of treatment for employees and their clients and not simply recognize their diversity.

3. Artificial Intelligence

With the help of Artificial Intelligence, sustainability and corporate information efforts will be enhanced as they can automatically transform data into charts, create business plans, etc.

4. Generation - Z

Generation Zers, aka Post-Millennials, are now entering the workforce and consumer

marketplace in droves, and as they have grown up in a digital environment, they will seek more freedom of choice, more flexibility in the workplace, greater degrees of acceptance and transparency in the workplace and marketplace.

5. Effectively dealing with natural disasters

While many companies provide relief to natural disaster victims through financial or product donations, more and more companies are moving away from this reactive approach to more of a proactive approach of helping communities to be more resilient in the future.

5 + 1 Back to School!

With the workplace becoming more complex with issues such as combating sexual harassment, promoting sustainability, safeguarding wage equality etc., many CSR professionals will find themselves in training classes in order to keep abreast of changes and best practices.

Sources:
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 Institute of Social Innovation & Inclusion of Sustainable Development Goals, 2019, 7 CSR Trends that will dominate 2019.
 Nikos Trantas, "The Greek action plan for SDGs is at the finishing line", *Naftemporiki*, 2018.