Greek Sustainability Code

(On the process to be finalized)
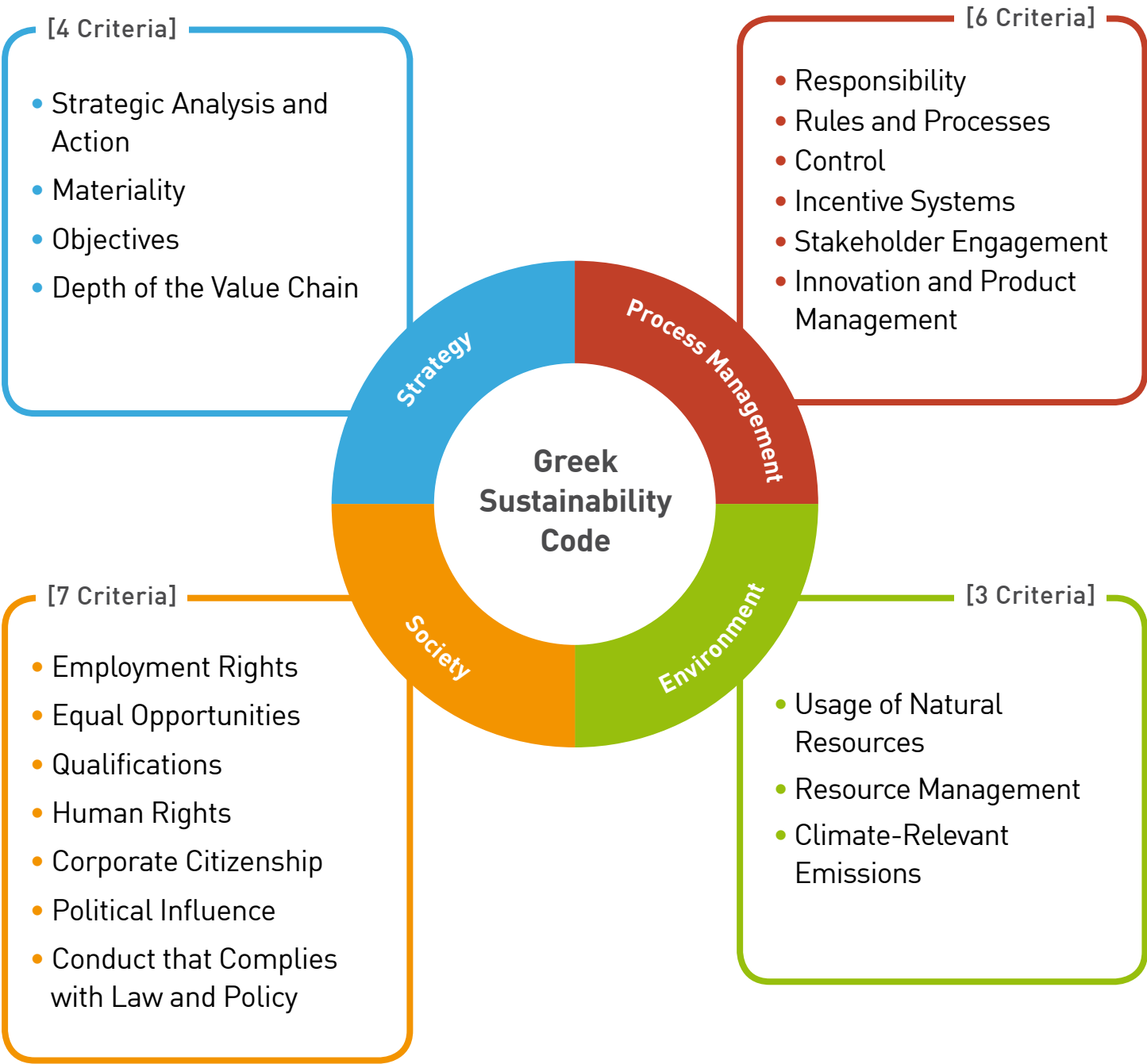
Greek Sustainability Code

1 Code - **4** Themes - **20** Criteria

The Greek Sustainability Code aspires to become a practical tool of transparency and self-commitment for organizations on issues of Sustainable Development and Responsible Business which responds to the requirements of the EU Directive on disclosure of non-financial data. In essence, the Code responds to the need for measuring the economic-environmental and social impact of organizations.

The Greek Sustainability Code draws important Know-how from the Sustainability Code at the European level that has been created by the **German Council for Sustainable Development** (**RNE**) (http://www.nachhaltigkeitsrat.de/en/home/) taking into account the particularities of the Greek market, the size of the organizations as well as their level of maturity with the goal to develop a common platform of Sustainable Development at the European level.

The Greek Sustainability Code:

✓ Supports the connection of organizations with Sustainable Development since it is based upon a proven methodology that has been tested by our German partners for its practical way of submitting reports of Sustainable Development & Responsible Management.

✓ Provides information to investors and operates as a means of measurement of corporate results taking into account non-financial indicators.

✓ Gives the opportunity to present data with comparative indicators.

✓ Constitutes a tool of internal improvement with regards to the overall strategy of a company.

✓ Responds to the requirements of the EU Directive with regards to the disclosure of non-financial data.

Greek Sustainability Code

[4 Criteria]
- Strategic Analysis and Action
- Materiality
- Objectives
- Depth of the Value Chain

[6 Criteria]
- Responsibility
- Rules and Processes
- Control
- Incentive Systems
- Stakeholder Engagement
- Innovation and Product Management

[7 Criteria]
- Employment Rights
- Equal Opportunities
- Qualifications
- Human Rights
- Corporate Citizenship
- Political Influence
- Conduct that Complies with Law and Policy

[3 Criteria]
- Usage of Natural Resources
- Resource Management
- Climate-Relevant Emissions

The Greek Sustainability Code is developed under a model of 20 Criteria that are based upon international standards such as the Global Reporting Initiative, Global Compact, OECD Guidelines for multinational companies, ISO26000, GRI, EFFAS, EMAS etc.

Greek Sustainability Code

Development of the Greek Sustainability Code

The adoption of the Sustainability Code at the national level began with the development of the Greek Sustainability Code through a dialogue process in which several stakeholders from the national authorities as well as the business sector participated. The working group resulted in the creation of the Greek Sustainability Code with the goal to adopt a European methodology to the needs of the Greek market.

Levels of Participation
Applying gradually the criteria of the Code

The Greek Sustainability Code, taking into account the particularities of the Greek market regarding the size of organizations/companies is adopted at various levels. Every organization that wishes to be connected to Sustainable Development and Responsible Business, can take part in the national platform of Sustainability by filling out the various levels of the Code according to each organization's level of maturity as well as internal processes. In this way, we invite and encourage all organizations/companies, irrespective of their size, to be connected to issues of Sustainable Development through a systemic approach and process that each organization applies as well as via those procedural and operational systems which they could (or/and) differ according to the requirements of each legal and regulatory framework.

Level 1
5 Criteria
- Strategic Analysis and Action
- Responsibility
- Usage of Natural Resources
- Employment Rights
- Conduct that Complies with the Law and Policy

Level 2
10 Criteria
- Criteria of Level 1 +
- Objectives
- Resource Management
- Equal Opportunities
- Qualifications
- Corporate Citizenship

Level 3
15 Criteria
- Criteria of Level 2 +
- Rules and Processes
- Control
- Climate-Relevant Emissions
- Human Rights
- Political Influence

Level 4
20 Criteria
- 15 Criteria of Level 3 +
- Materiality
- Depth of the Value Chain
- Incentive Systems
- Stakeholder Engagement
- Innovation and Product Management

Greek Sustainability Code

Ways to participate

We have taken into account the existing operational / management systems that each organization applies and we are inviting companies, public authorities and national institutions to participate in the Greek Sustainability Code with the following steps:
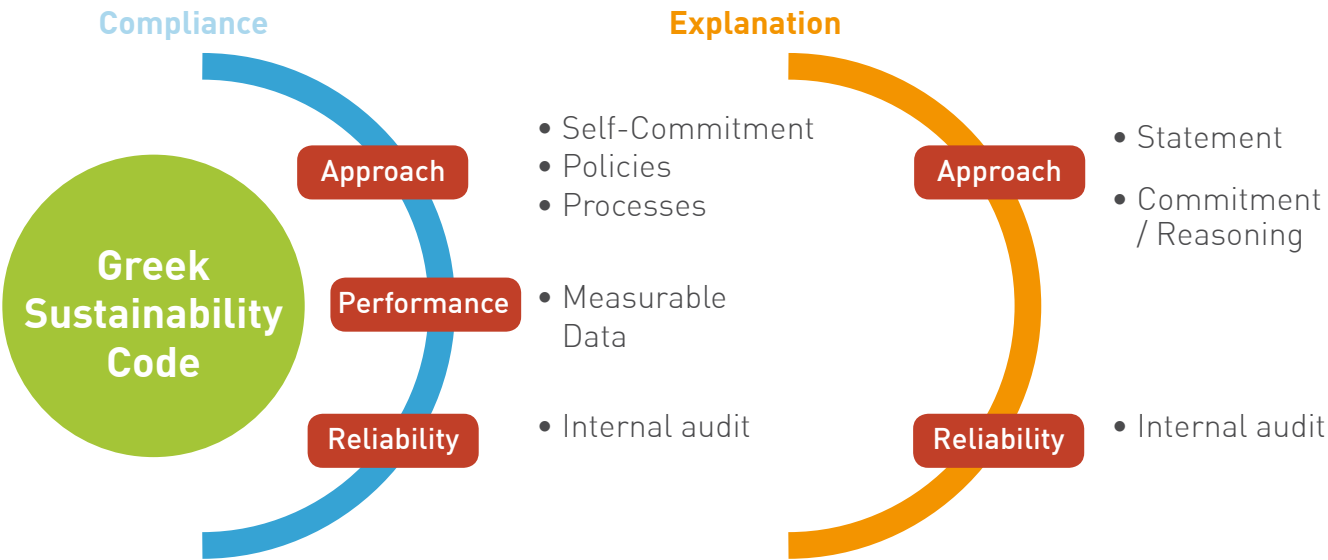
STEP 1
Choose the criteria and the application level in which organizations want to be connected to.

STEP 2
Choose the way in which organizations wish to respond to each criterion according to their level of maturity i.e. level of self-commitment, the particular policies they develop, the processes that follow and their performance in each sector.

STEP 3
Present the assurance processes.

Compliance

Greek Sustainability Code
- Approach
- Performance
- Reliability

- Self-Commitment
- Policies
- Processes

- Measurable Data

- Internal audit

Explanation
- Approach
- Reliability

- Statement
- Commitment / Reasoning

- Internal audit

If you are a company or an organization interested in participating in the various working groups for the development of the Greek Sustainability Code, you can contact us so in order to contribute to the final methodology of this important tool which facilitates your connection to Sustainable Development & Responsible Business. info@qualitynet.gr.