



DECLARATION ON THE RIGHT TO BE DIFFERENT

We, the companies, active citizens and cells of the society, recognize and accept the significance of the diversity of people for the development and competitiveness of the companies in the modern, multicultural environment, as well as the social cohesion and progress. For this reason, we are engaged to focus on the pluralism and respect of the diversity and the promotion of equal opportunities:

(*) in the workplace through the implementation of the principle of equality in all its forms and in every stage of personnel management, especially as concerns employment, education, promotion and professional development,

(*) in the wider zone of influence (clients, suppliers and other interested parties) in order to bring out a new model-as a modern example-of business practice.

In order to attain this objective and in an effort of constant self-improvement we aim with specific policies to:

- the direct and essential participation of all employees for the attainment of business targets and the social and financial development in general,
- the update, sensibilization and training of employees on issues of diversity and equal opportunities,
- the consultation and partnership with the employees and their representatives in the planning and implementation of policies on diversity and equal opportunities, recognizing where it is necessary positive actions to overcome obstacles,
- the constant and wide communication of the results of our actions that prove the respect for diversity and equal opportunities between men and women

We additionally join our forces so as to promote and bring out the added value that is being created by our initiatives and we agree to:

- Publicize data including quantitative and qualitative results so as to facilitate the comparison, evaluation and the constant improvement in various sectors,
- Contribute to the creation of an organized information system and the dissemination of results and practices towards all businesses and especially SMEs
- Share our knowledge and experience that we have acquired within the full range of supply chain in order to facilitate the conveying of concepts, programs and know-how to any interested party
- Provide support to the Hellenic Network for Corporate Social Responsibility regarding actions on awareness, information, education and reward of businesses in this sector
- Evaluate the results of our collective effort on a regular basis in order to proceed to the diversification of objectives and actions
- Cooperate with all interested parties in order to support businesses in the implementation of specific and integrated initiatives.

For the company _____

Name of the Representative: _____ *Position:* _____

Date: _____ *Stamp – Signature:* _____