



← Me and my son at the summer house



→ Woman on sea



→ An evening in Thessaloniki


a corporate
citizen
2012

for local communities & CHILDREN

We are supportive of local communities and children; our contribution to their well-being is manifold:

- We utilize local resources in order to promote financial prosperity. In particular, we employ local staff at a ratio of 90/10 and cooperate with local suppliers, contractors and professionals
- We transfer our know-how supporting the development of local economic and technical infrastructure
- We encourage participation at a corporate and individual level, aiming to reinforce social cohesion and support the cultural particularities that emerge
- We encourage local cultural activities and support that contribute to the affluence of local communities
- We forbid and renounce any illegal forms of employment and malpractices (child labour, environmental pollution, etc.)



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1. **Christos Lanaras** / Mellon Technologies Spiderman, Athens, Greece 2012
2. **Olgă Psoraki** / Mellon Technologies Seeking warmth, Greece, Winter 2013
3. **Anemone Maria** / Statescu Mellon Romania Be the most skilled to win Bucharest, Romania, Summer 2012



Our Initiatives...

Continuing Support to the "Aegean Team"

For the 5th year, Mellon Group of Companies supported a team of doctors that works for the assistance and islands of Greece. The "Aegean Team" carried out the on the 11th May. Utilizing the ambulance vessel "Minerva" art medical equipment for preventive medicine, the various specialities on adults and children. This year From our side, we remain cordially close to the organization financially and practically, with the voluntary participation Group in the annual Sailing.

4.



Social Contribution & NGO Support

As we are committed doing every year, we supported consulting and advice provision, as well as with the

More specifically, during the festive periods we hosted Easter Bazaar for the EDRA (an NGO that provides special learning disabilities and impoverished populations) and of the Child". Our colleagues responded to the invitation the NGOs, appreciating also the ease and convenience

In addition, we collected basic goods for the Social Group clothes, food, medicines and toys for the Smile of the

There are also notable initiatives in our offices abroad Ukraine supported the orphanage Ciresarii in Bucharest donating clothes, toys and comestibles. Mellon Serbia for Protection of Infants, Children and Youth.

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4. **Chrysa Tsamadia** / Mellon Contact Services When I was young, Athens, Greece 1957
5. **Georgia Zymara** / Mellon Contact Services Shoot me even if I'm crying...no close-ups please Thessaloniki, Greece 2012
6. **Dragana Jaksic** / Mellon Serbia I am lucky, it's sunny day!, Belgrade, Serbia, March 2012
7. **Mihaela Srebranova** / Mellon Bulgaria The little boy was trying show something in the sky Gerakini, Halkidiki, Greece, Summer 2012

for our PEOPLE

We believe in our people and appreciate their fundamental contribution in spearheading Mellon's successful growth. The personal and professional development of our employees is the cornerstone of our HR practices, always observing the local labor regulations in each country.

We promote mutual respect, honesty and trust among the Group's employees.

We adopt equal opportunities policies at all levels, placing special emphasis on an objective evaluation process and without any discrimination toward members of populations challenged in any way.

We design individual "career paths" and implement them through promotions and internal transfers.

We organize seminars and support the participation of employees in training programs.

We maintain a high quality work environment, creating pleasant working conditions.

Our Initiatives...

Volunteerism: Beneficial for All

Having come to realize already from the previous year that offering volunteer work can be as important as providing our volunteer work initiatives participating in activities.

- Workshops for the training of young unemployed people recruiting Manager, Eleni Ntoulaveri
- The School and Christmas Bazaar of the Smile of the children
- The creation of small boxes for christening candies (almond sweets) to support the respective sales of the out of food and clothes donated to the NGO and the supplies for impoverished families in their support.

Apart from the factual help provided, Mellon's volunteer participation and contribution by the members of the company of a team spirit.

Blood Bank

For over a decade now, the Greek companies of Mellon bank for the employees and their first degree relatives more than 78 bottles of blood were collected and more than 100 people were helped.

Company Events

The companies of the Group organize company events and parties for employees and their children or the Marti in Bulgaria, which symbolizes the beginning of spring.

Competitions, such as the annual Photo Competition, keep our employees the opportunity to claim interesting prizes as well as creative, family-oriented and fun activities obtain special discounts and corporate offers for our every expense counts.



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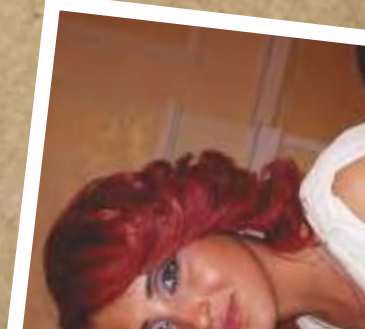
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1. Annita Kolia / Mellon International
Celebrating las Fallas, Valencia, Spain, March 2012
2. Marius Neacsa / Mellon Romania
A handyman is earning some money
welding a fence without wearing a mask
Bucharest, Romania, Winter 2012
3. Lefteris Parianos / Mellon Technologies
Naxos Island, Naxos, Greece 2005
4. Andreja Nasteski / Mellon Solutions
The NoteAthens, Greece, November 2011
5. Liviu Ghidareea / Mellon Romania
This is my girl, the prettiest of all
Bucharest, Romania 2012
6. Elenita Goga / Mellon Contact Services
Guess who Athens, Greece, Winter 2012
7. Petkana Stoyanova / Mellon Bulgaria
The sunset over the Aegean Sea was magnificent
Kusantasi, Turkey, Summer 2009
8. Kostantina Pavli / Mellon Contact Services
Lake Plastira, Greece, Winter 2011
9. Bogdan Curelescu / Mellon Romania
A campfire organized from pension employers
Romania, Winter 2012

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Supporting environmental non-governmental organizations (NGOs)



- ## Our Initiatives...

We are registered to and observe. Where applicable, the WEEE (Waste Electrical and Electronic Equipment) European Union Directives regarding the management of Waste Electrical and Electronic Equipment.



for SPORTS

Guided by the eternal values of sports, such as participation, peace, equality, cooperation and sportsmanship, we promote sports initiatives and encourage the participation of personnel in sports' activities.

A healthy mind in a healthy body

In 2012 in particular we supported local initiatives, such as the children and adolescents' sports games "Spetsolympiakoi", as well as Spetses mini Marathon, where many of our employees took part. In addition, we highlighted the sports interests and activities of colleagues, to induce interest and promote sportsmanship.

To that direction, Mellon Serbia organized a football tournament for 2 consecutive days in sports facilities near the company's premises and participated 19 men and 12 women colleagues.



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1. **Dusan Grebovic** / Mellon Serbia
The Monkey Cuba, Havana, Summer 2010
2. **Fani Vitoratou** / Mellon Contact Services
A boat anchored in deep blue - if we can describe them as so - waters.
A dive that will definitely be unforgettable, Kefalonia, Greece, Summer 2011
3. **Denada Xhialti** / Mellon Albania
The sea at a cold day, Durres - Albania, October 2011
4. **Vladimir Atanasovski** / Mellon Solutions
Skopje, FYROM, August 2012
5. **Gabriel Ghinea** / Mellon Romania
Malaesti chalet, very beautiful sunny morning in Bucegi Mountains Romania, March 2009



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for CULTURE

Mellon Serbia donated computers and electronic equipment in the Philology department for the lab of the New-Greek Language.

Mellon Bulgaria honored one of its national heroes, the independence of Bulgaria and realized a cultural festival.

Supporting Henry Ward Beecher's motto that "real culture work towards the social improvement of all", we respect local moral conventions, habits and cultural features during cultural events, enacting our beliefs with every opportunity.

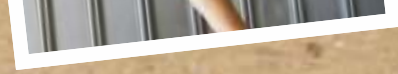
6. **Dimitris Porfyropoulos** / Mellon Technologies
Night photo of the Infinity Tower in Dubai Marina Dubai, Un. Arab Emirates, Winter 2013
7. **Maria Pechlivani** / Mellon Contact Services
Summer sunset in Fira, Santorini, Greece, Summer 2012
8. **Cristian Ancuta** / Mellon Romania
Happy Pumpkin Faces for Halloween-Team work (with Matei 3 years old and Daniel 1.5 years old) Romania, Winter 2012
9. **Eneo Kola** / Mellon Albania
Old house artifacts/Voskopje, Albania, Winter 2011
10. **Fanouris Karoumpas** / Mellon Contact Services
Inspired by T.Aggelopoulos movie "The Weeping Meadow" Athens, Greece, Summer 2012
11. **George Panou** / Mellon Technologies
Amsterdam flower market, Holland

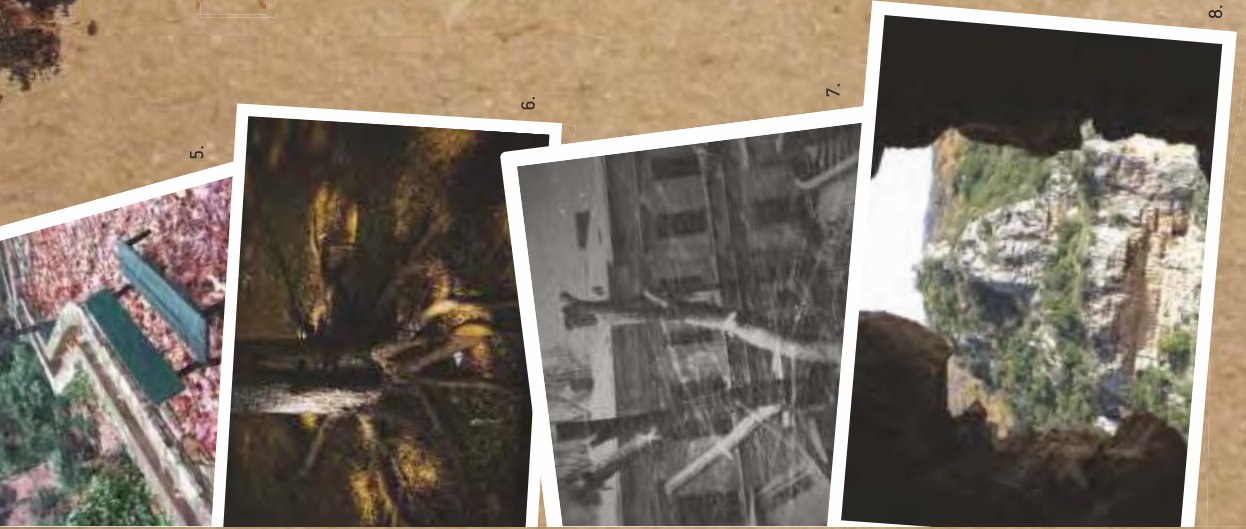


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- 5. **Dimitra Aroni** / Mellon Contact Services
Exploring the "Trail of the Centaurs"
Pelion, Greece, Winter 2012
- 6. **Ida Xhaci** / Mellon Albania
Strong future, Albania, February 2011
- 7. **Radu Cristescu** / Mellon Romania
A house next to our headquarters
during a snow storm, it appears haunted
Romania, Winter 2012
- 8. **Alexandra Poursanidou** / Mellon Technologies
View from window in Dimitsana Secret School
(17th century), Dimitsana, Greece, Summer 2012



The United Nations Global Compact

Mellon Group of Companies has, since 2007, been a member of the Hellenic Network for Corporate Social Responsibility. Moreover since June 2011, in an effort to progress our responsible business development, we signed the United Nations Global Compact, a strategic policy initiative for the commitment of companies to align their operations and strategies with the following ten universally accepted principles:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

