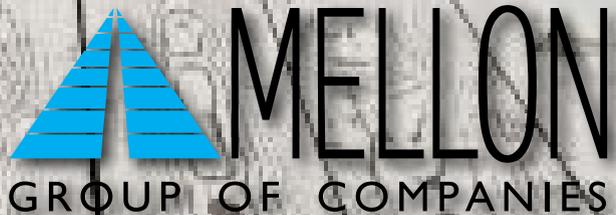




A CORPORATE  
CITIZEN **2014**







# FOR OUR PEOPLE...



## ...Our Initiatives...



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## COMPANY EVENTS & DISCOUNTS

We organize various company events for our employees, such as Christmas or New Year's parties for employees, as well as competitions, such as the annual Photo Competition. In addition, different group activities for team-building purposes are held. We make an effort to keep our employees up to date about exhibitions and different family-oriented and fun activities for children and also to obtain special discounts and corporate offers or discounts for the facilitation of daily activities.

## BLOOD BANK

For over a decade now, the Greek companies of Mellon have been maintaining a blood bank for the employees and their first degree relatives. Indicatively, during 2014, 60 bottles of blood were collected of which 30 were used to cover the needs of Mellon employees and their families.

## VOLUNTEER TEAM

We have long realized that for many organizations offering volunteer work can be as important as providing financial aid. Towards this end we have created a team of volunteering employees, which participates in various activities of NGOs, such as the creation of small boxes for christening candies 'bobonieres' (traditional sugar almond sweets), the sorting out of food and cloth donations, the preparation of packages with food supplies for impoverished families etc. These initiatives help create a sense of participation and contribution to the employees, cultivating at the same time a team spirit.

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 discrimi-

nation 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

40. **Ramona Popescu** (Mellon Romania), "Διασκεδάζοντας στο παγκάκι", Ρουμανία  
 41. **Stefan Miljevi** (Mellon Serbia), "Θέλω να γίνω ο υπάλληλος του μήνα", Σερβία  
 42. **Κυριακή Σκοπελίτου** (Mellon Technologies), "Ελληνικό Καλοκαίρι", Παραλία Ιταλίδας, Κουφονίσσι

40. **Ramona Popescu** (Mellon Romania), "Having fun on a bench", Romania  
 41. **Stefan Miljevi** (Mellon Serbia), "I want to be the agent of the month", Serbia  
 42. **Kyriaki Skopelitou** (Mellon Contact Services), "Greek Summer", Italida Beach-Koufonissi, Greece, Summer 2014

A CORPORATE CITIZEN 2014

# ...FOR SPORTS...



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# ...FOR CULTURE...



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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

We support sports events and initiatives, and encourage internally the sports interest and activities of colleagues. In the past couple of years running has become very popular among our employees, so we have continued in 2014 to support the participation of Mellon's Running Team in different events, including the 32nd Athens Marathon. Also, during the 2nd half of the year MCS sponsored Mellon's mini football team. Similar initiatives have taken place in Romania, Serbia and Poland.

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

- 49. **Anna Zak** (Mellon Poland), "Η παλιά πόλη την νύχτα", Γκντάνσκ - (Gdansk) Πολωνία
- 50. **Γιοβάνης Χρίστος** (Mellon Technologies), "Βόλτα στο κέντρο της Αθήνας - Σπίλες Ολυμπίου Διός", Αθήνα
- 51. **Οδυσσεύς Μπασδέκης** (Mellon Technologies), "Ενοχλώντας τον κορμό", Ήπειρος
- 52. **Marta Jeziorowska** (Mellon Poland), "Όμιχλώδης Ανατολή, Τα βουνά Beskid", Niski - Πολωνία

- 49. **Anna Zak** (Mellon Poland), "Old Town at night", Gdask, Poland
- 50. **Christos Giovanis** (Mellon Technologies), "A walk at the center of Athens, Temple of Olympian Zeus", Athens, December 2014
- 51. **Odyseas Mpasdekis** (Mellon Contact Services), "Mind the bug", Hepirus, Greece, Summer 2014
- 52. **Marta Jeziorowska** (Mellon Poland), "Misty Sunrise", Mountains Beskid Niski

- 46. **Χριστίνα Ασλάνογλου** (Mellon Contact Services), "Εγώ και η κόρη μου, έναν μήνα μετά την γέννηση της"! Αθήνα
- 47. **Μαρία Γεντί** (Blue Sphere), "Χωριό Laufen & ποταμός Salzach", Σύνορα Αυστρίας - Γερμανίας
- 48. **Rafał Wiśniewski** (Mellon Poland), "Sunset", Athens

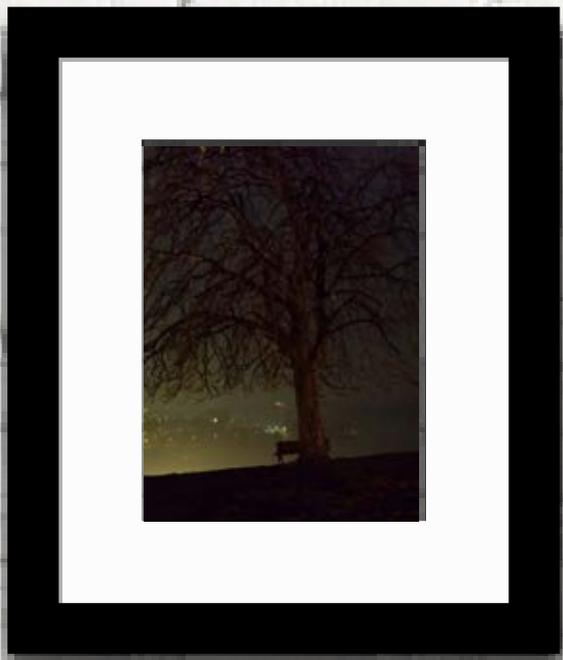
- 46. **Christina Aslanoglou** (Mellon Contact Services), "Me and my daughter, a month after her birth!", Athens, August 2012
- 47. **Maria Genti** (Blue Sphere), "Laufen village & Salzach river", Germany, June 2014
- 48. **Rafał Wiśniewski** (Mellon Poland), "Sunset", Athens

# ...FOR THE ENVIRONMENT...

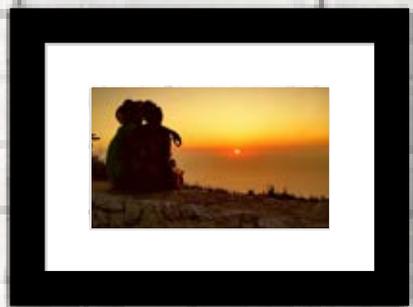


## ... Our Initiatives...

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### RECYCLING EVERYDAY

We have incorporated the recycling of plastic, paper, ink and batteries in our daily business routine, encouraging further development of such practices and supporting their adoption outside the office as an everyday habit.

### WEEE DIRECTIVE

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.

Aiming to inspire a factual environmental conscience, we design and realize activities with a long-term impact. Our environmental behaviour is in line with existing societal aspirations and we incorporate in our operation and business strategy, policies regarding environmental responsibility, by:

- Adopting processes that preserve natural resources
- Managing products and waste in ways that limit energy dissipation
- Saving on energy resources
- Implementing internal and external communication systems that contribute to the sustainability of natural resources and reduce the usage of consumable materials
- Monitoring our energy footprint and striving to reduce it
- Actively participating in recycling, and actively participating in environmental activities
- Supporting environmental non-governmental organizations (NGOs)

53. **Eirīnē Pyrgākī** (Mellon Contact Services), "Φώτα κάτω απο την ομίχλη", Βελιγράδι  
 54. **Dimitar Dimitrov** (Mellon Bulgaria), "Διασκέδαση στην θάλασσα με την Vesela Dimitrova" (χωρίς ειδικά εφέ στο κεφάλι. Μόνο νερό και διασκέδαση) Sinemorec, Βουλγαρία  
 55. **Marija Karadzovska** (Mellon Solutions), "Αγάπη στο πλιοβασιλεμα", Λευκάδα

53. **Irene Pirgaki** (Mellon Contact Services), "Lights under the fog", Belgrade, Serbia, January 2015  
 54. **Dimitar Dimitrov** (Mellon Bulgaria), Entertainment sea with Vesela Dimitrova (no special effects on the head. Only water and fun!), Sinemorec, Bulgaria  
 55. **Marija Karadzovska** (Mellon Solutions), "Love at sunset", Lefkada, Greece

56. **Antonis Kokkinos** (Mellon Technologies), Παραλία Θεσσαλονίκης, Θεσσαλονίκη  
 57. **Monika Juda** (Mellon Poland), "Τίποτα καλύτερο αν είσαι με την καλύτερη φίλη σου στα σύννεφα", Λονδίνο  
 58. **Παναγιώτης Παπαχριστοφίλου**, (Mellon Technologies), Τσίρ στον Βόσπορο με γλάρους, Κωνσταντινούπολη  
 56. **Antonis Kokkinos** (Mellon Contact Services), "Thessaloniki's beach", Thessaloniki, December 2013  
 57. **Monika Juda** (Mellon Poland), Nothing like being in the clouds with your best friend, London  
 58. **Panagiotis Papachristofilou** (Mellon Technologies), "Bosphorus tour with seagulls", Istanbul, January 2015

