

THESSALONIKI CHAMBER OF COMMERCE AND INDUSTRY

Communication of Engagement

Thessaloniki, September 2025

To our stakeholders

In my capacity as President of the Thessaloniki Chamber of Commerce and Industry (TCCI), I am pleased to hereby confirm that TCCI reaffirms its support to the United Nations Global Compact and its 10 Principles in the framework of Human Rights, Labour, Environment and Anti-Corruption.

This is our Communication of Engagement with the United Nations Global Compact.

Sincerely yours

Ioannis Masoutis

President

The notion of social responsibility is not new to our Chamber. The TCCI has always been socially responsible. Being a socially sensitive employer, TCCI undertakes various initiatives for its staff and families, such as medical diagnostic programmes, awards and grants for employees' children.

Furthermore, since its foundation, TCCI has been donating, each year, a significant part of its budget to various charity organizations in Greece such as "HAMOGELO TOU PAIDIOU (The smile of the child)", "Greek Children Village in Filyro", "Greek Association of Women with Breast Cancer" OASIS, MERIMNA, etc)

The TCCI participates in the Hellenic Network for Social Corporate Responsibility. <https://csrhellas.org/en/> CSR Hellas is the national partner of CSR Europe. The aim of the network CSR Hellas is to forward and incorporate the responsible entrepreneurship into the Greek companies and business organizations thus aiming at the improvement of their competitiveness through practices and initiatives that ensure the achievement of social cohesion.

The TCCI participates actively, as a principal member, and offers considerable financial support to the local Network for Social Solidarity, which engages companies and business organizations in collective action efforts on issues related to the UN Global Compact. Founded in 2010, the Network is particularly keen on helping people in need as well as young children. Detailed information about the actions of the network can be found on its website [SDGs - Δίκτυο Κοινωνικής Αλληλεγγύης & Αρωγής](#) In 2025 TCCI offered a generator for emergency that was given to the children village in Filiro <https://www.paidikoxorio.gr/site/> The generator will meet the needs of the institution, ensuring its uninterrupted operation and the safety of the children it hosts, in cases of power outages.

ESG

TCCI fully supports the 2030 UN Agenda and the 17 Goals for Sustainable Development.

With reference to ESG, I would like to mention some of the recent actions of TCCI that include the energy upgrade of its buildings and especially the one located in the 1. sq. Morihovou, in the Ladadika area of Thessaloniki, but also its neoclassical building at 29 Tsimiski st. to the extent that the current regulations and building codes allow it.

TCCI participates in initiatives and actions of other bodies such as the Municipality of Thessaloniki concerning recycling and environmental protection through tree planting.

Each year TCCI offers substantial financial support to the Municipal Authority for the Christmas festivities in the city of Thessaloniki.

TCCI covered part of the cost for the installation of removable municipal WCs for visitors and citizens

In addition, TCCI has contributed with donations to the strengthening of the fire brigade.

TCCI has recently signed a memorandum of understanding with the “Supported Employment Network”. This Network is a system that helps people with psychosocial difficulties or disabilities to find and maintain work in the open labour market. This network provides personalized support to both employees and employers, aiming at a smooth integration and stay at work

TCCI participates in the Network of Social Solidarity and Assistance, along with all the productive bodies of Thessaloniki, which is distinguished for its initiatives focusing on supporting vulnerable groups of society, donations of medical equipment, equipment for people with disabilities, etc.

As an employer, it is distinguished for its sensitivity to providing equal opportunities to all, supporting weak and large families. He has assigned to KETHEA (Therapy Centre for Dependents Individuals) the design and production of the newsletter it publishes periodically, and its printing is done on paper by responsible FSC sources.

Each year TCCI offers scholarships and excellence awards to children of its employees distinguished for their academic performance. It offers free medical testing packages to employees and financial support to the children of employees who wish to participate in summer camps.



At regular intervals it organizes training for its staff (first aid and emergency response, use of defibrillator etc) by the Red Cross. Another training course is delivered on annual basis dealing with the management of emergency situations (fire, earthquake, flood, premises evacuation plan etc)

Furthermore, it should be noted that TCCI is very keen on raising awareness among its member companies regarding ESG and will continue to do so more intensely about the obligations and benefits arising from the adoption of a strategically important ESG policy.

Over the past five years there has been a drastic reduction in the use of paper in the TCCI's communication with other services/utilities as well as with its members through the enhancement of the web communications.

In the same period the introduction of web services reduced the need of TCCI's members to visit the Chamber thus resulting in reducing traffic congestion and pollution.

TCCI and education

Donations to Universities

Since 2013 the TCCI has been offering two (2) scholarships for the tuition of two (2) students that have achieved the top academic performance at the executive MBA programme of the University of Macedonia. In July 2025 TCCI increased the scholarships offered to four (4) while an additional (fifth) award of 1000 euros is offered to a student that chooses to make his/her thesis on a topic of business interest proposed by TCCI.



Vocational and supplementary Training

The TCCI has a long experience in organizing and implementing training activities on a variety of business issues such as basic computer skills for beginners, accounting, marketing, management, negotiation techniques, sales techniques, business plan preparation, foreign languages lessons, etc. Especially regarding the Vocational Education and Training, the TCCI has trained over the past 25 years more than 9.000 employees, executives and entrepreneurs of local businesses, mostly SMEs.





EU programmes and Projects,

During the past years, the TCCI, in collaboration with other partners, has been involved successfully in the implementation of the following EU projects (the first two are in the completion stage):

- 1) IPMED “IP Capacities for Smart, Sustainable and Inclusive Growth in the MEDiterranean Region” project is implemented in the framework of the European Programme ENI CBC MED. It aims at contributing to the innovation potential of start-ups, MSMEs and young and women entrepreneurs, as promising and critical groups of the Euro-Mediterranean region, through enhancement of Intellectual Property Rights support and capacities. Specific objectives of the project are: a) to enhance public authorities’ capacities to valorise start-ups, young and women entrepreneurs, by facilitating their access to IPR and commercialization schemes, b) to set/up upgrade specialized IP support services and resources and c) to strengthen IP knowledge and awareness of start-ups, MSMEs, young and women entrepreneurs. Project’s partnership is formed by Jordan Enterprise Development Corporation (Jordan), the Thessaloniki Chamber of Commerce and Industry (Greece), Finanziaria Ligure per Lo Sviluppo Economico (Italy), Agora Institute (Spain) and the Chamber of Commerce and Industry of Tunis (Tunisia).
- 2) CREATIVE HUB “ Development of a Creative Hub for offering support to fashion graduates, young artists start-ups and development mechanisms to the fashion sector of the cross-border area” project is implemented in the framework of the European Programme INTERREG V-A GREECE-BULGARIA 2014-2020. The general objective of the project is to address the common cross-border challenges of the fashion sector by establishing the Creative Hub, a Fashion Centre of cross border character and impact that will act as a unique center, bringing together all stakeholders involved in the fashion and fashion related industry (footwear, leather, jewellery), providing them with new training skills and professional

competences. It also facilitates the exchange of innovative ideas and sustainable methods, enhance the know-how transfer and promote creative thinking and development. The Hub provides a great range of services including networking, consulting services, technological services, training seminars – business workshops. Project's partnership is formed by the Thessaloniki Chamber of Commerce and Industry (Greece), Hellenic Fashion Industry Association (Greece), Gnosi Anaptixiaki NGO (Greece), Textile & Clothes Branch Organization (Bulgaria) and Association Savremie (Bulgaria).

- 3) Thessaloniki Chamber of Commerce and Industry participates since February 2023, as partner, in the implementation of the project COLUMBUS 10, in the framework of the Erasmus for Young Entrepreneurs Programme. COLUMBUS 10 is connected with Europe 2020, Industry and SME Strategies for sustainable and digital Europe, aiming at a competitiveness of the economic system that combines the needs of entrepreneurial development with the need for environmental protection and the rational use of resources. The project aims at encouraging the international mobility of young entrepreneurs and the collaboration between European SMEs, especially in the time of repositioning after the crisis due to the pandemic Covid 19 and the start of the Ukraine war, where it is very important to gain more skills to help Europe and European entrepreneurs to be competitive in the global market, as well as the adaptation to the new market processes. In this direction, COLUMBUS 10 will work to create and strengthen more competitive European startups and enterprises by developing capabilities, knowledge, innovation, business opportunities and networking of young/aspiring entrepreneurs through cross-border mobility within the EU internal market and developing the exchanges and collaborations with COSME (almost all over Europe) and EYE Global (outside Europe) countries. Activities are focused on the transnational exchange of knowledge and business opportunities from experienced entrepreneurs to new/recent entrepreneurs, thanks to the chance to spend an average period of around 5 months working inside a successful company, in a different country. COLUMBUS 10 focuses on facing the fast increase of unemployment rate caused by pandemic and economic crisis by strengthening the project's scouting and promotional actions in those areas in which young people, women, students, unemployed and NEETs and other weak categories are more present. Women and young people (19-30 years) continue to be a priority target group for COLUMBUS 10 consortium, as the mobility program can help them to create their own job (in many cases their first job opportunity) with stronger and transnational skills, improving their capabilities providing training and coaching on real business scenarios. The project favors the growth of innovative startups and SMEs with a green and digital vocation.
- 4) TCCI is also involved as a partner in a proposal in the framework of the project CREATIVE HUB+ "Operation of a Creative Hub to promote circular economy and resource efficiency in the TCLF sectors" has been submitted in the framework of the European Programme Interreg VI-A Greece-Bulgaria 2021-2027. Taking into account the importance of TCLF (Textile, Clothing, Leather, Fashion) industries in the economy and the trade of the cross-border area, the aim of the project is to continue the operation of an existing Support Structure (Creative Hub) in Greece and establish an

antenna of the Support Structure in Bulgaria that will operate as a support mechanism and info-point on issues of sustainable management of resources and waste. The CREATIVE HUB + Structure will implement actions that will be addressed to all stakeholders in TCLF and more specifically will address to SMEs, fashion designers, start-ups, students in the fashion sector (clothing, knitting, embroidery, textiles), executives and policy makers. Those actions include Consulting Services, Support Structures, Networking, Business events (Fashion events - Expo participations) and Public Raising Awareness Activities. Project's partnership is formed by Gnosi Anaptixiaki NGO (Greece), Thessaloniki Chamber of Commerce and Industry (Greece), Hellenic Fashion Industry Association (Greece), Textile & Clothes Branch Organization (Bulgaria) and Association Savremie (Bulgaria).

The Millennium Development Goals

Since its enrollment, the TCCI has always been keen on promoting the Global Compact idea and the relevant issues through its various outreach events.

The TCCI hosts and supports the Private Sector Liaison Officer to the World Bank Group (PSLO) since 2004. PSLO informs thousands of companies, throughout Greece, about the various business opportunities arising from the WBG products and the numerous projects financed by the WB Group. The typical presentation to companies makes reference to the Millennium Development Goals and the TCCI's support to the UN Global Compact principles.



Millennium Development Goals (MDGs)

Συμφωνία 189 εθνών το 2000 στη Σύνοδο της χιλιετίας του ΟΗΕ Millennium Summit

Ο στόχος της μείωσης της φτώχειας απαιτεί την επίτευξη επιμέρους στόχων :

1. Εξάλειψη των φαινομένων της μεγάλης φτώχειας και πείνας
2. Εξασφάλιση της βασικής εκπαίδευσης σε παγκόσμιο επίπεδο
3. Προώθηση της ισότητας και ενδυνάμωση της θέσης της γυναίκας
4. Μείωση της παιδικής θνησιμότητας
5. Βελτίωση της υγείας στις μητέρες
6. Καταπολέμηση ασθενειών όπως HIV/AIDS, ελονοσία, κ.α.
7. Εξασφάλιση προστασίας του περιβάλλοντος
8. Δημιουργία μιας παγκόσμιας συνεργασίας για την ανάπτυξη

The TCCI will continue its efforts to set an example of a socially sensitive organization for its member companies, as well as for other institutions, thus proving its belief in the 10 principles of the UN Global Compact and its determination and commitment to the achievement of the 17 sustainable development goals.

Relevant TCCI actions for the near future

ENVIRONMENT

In the framework of the European Green Deal, Greece has come up with its own National Social Climate Plan which, in the first half of 2025 had been under Public Electronic Consultation. In the process of the consultation and formation of the final plan, TCCI was an active stakeholder on behalf of the energy-vulnerable or energy-poor enterprises. Moreover, TCCI considers to set up a one-stop-shop for supporting energy-vulnerable or energy-poor enterprises based in the area of Thessaloniki.

GOVERNANCE - INCLUSION

On June 20, 2025 TCCI hosted the **Deputy Minister of Social Cohesion and Family for the presentation of the National Action Plan for Gender Equality (ESDIF)** and the "Inclusion" program



The main axes of the **National Action Plan for Gender Equality (ESDIF)** and the "Inclusion" program were presented yesterday at a meeting of the Board of Directors of the **Thessaloniki Chamber of Commerce and Industry (TCCI)** by the **Deputy Minister of Social Cohesion and Family, Mrs. Elena Rapti**.



The program, through the Recovery Fund, will support the training of 80,000 private sector employees on inclusion issues, with three hours of asynchronous training and a compensation of 100 euros for each participant

The official presentation of the programme for the promotion of equality and inclusion at work to the employees of the private sector was co-organized in Thessaloniki by the Ministry and the TCCI on July 10, 2025

