

# Our Social Responsibility and Impact Report



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# About the report

This Social Responsibility and Impact Report (for the period 1/1/2020 to 31/12/2021) is the first report of the Association “Together for Children” and provides an illustrative description of the responsibility programs and initiatives it implements, showcasing its commitment to effectively address modern economic and social challenges.

## Methodology

The Report has been developed in accordance with the GRI Standards 2021 of the international organization GRI. The principles of GRI Universal Standards for defining the report content, which include the completeness of the data, the impact and materiality assessment, the response to the needs of stakeholders, and the overall framework of Sustainable Development by the Association “Together for Children”, have been applied.

For the final definition of the content of the Report, an assessment and prioritization of the material issues impacting the functioning of the Association as well as stakeholder groups was carried out in 2020. These material issues were reassessed by the Management in 2021 and the results of the process are presented in the chapter “Together for the Sustainable Development Goals”.

## Project team

For the preparation of the First Social Responsibility and Impact Report of the Association and the effective management of the relevant issues, a dedicated team was set up with representatives from different departments. The main task of the team was to collect the required information regarding the areas of responsible operation, the monitoring and collection of data for the creation of indicators related to the environment, society, and corporate governance. The Report has been developed with the support and technical advice (data evaluation, developing, and writing) of Grant Thornton Greece ([www.grant-thornton.gr](http://www.grant-thornton.gr)).

## Sources of information

The information and data presented have been drawn from Associations’ reporting systems, in accordance with internal monitoring procedures, as well as from databases maintained under the implementation of relevant management systems. Where data after processing is listed, the method of calculation has been included.

## Communication

We welcome any feedback or suggestion from our stakeholders that may contribute to the Association’s efforts to continuously improve its performance and impact. Please send us your comments or the attached contact form at the end of this Report to the following address:

**Together for Children**  
**Tel. + 30 210 74 82 690**  
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# 01 President's Message

Dear Stakeholders,

For nearly three decades, the Association “Together for Children” has been unwavering in its commitment to safeguarding the rights of children, adolescents, and their families. What began as a collective of ten child protection organizations has grown into a robust network of over 200 esteemed partners throughout Greece.

Our achievements, especially the assistance provided to numerous children and families, are largely attributed to our devoted partners. With a rich history spanning over 35 years in child protection, coupled with impactful voluntary initiatives and a foundation built on solidarity, teamwork, and mutual respect, we continue to provide specialized assistance to those most in need.

Our mission transcends boundaries, striving to dismantle social, economic, and geographical barriers, ensuring every child and teenager has an equal shot at a brighter future. In 2022, we celebrated a significant milestone, concluding our impactful four-year initiative in Thraki. Through this program, we reached over 10,000 children in 98 schools, working together with local authorities to enhance their mental and physical well-being through targeted donations and programs.

At the core of our Association are the values of respect, solidarity, and active contribution. Our endeavors are diverse, tailored to meet the multifaceted needs of the young souls we serve. We prioritize their health, well-being, and education, aiming to bridge societal gaps and foster an environment where every child thrives.

Our unwavering commitment to transparency and accountability are the foundations of companies, individuals, and volunteer trust. They stand beside us as invaluable allies, amplifying our efforts to uplift children and their families.

The confidence and belief that the wider Greek community has placed in us over the years act as a guiding light, directing our journey ahead. This trust motivates us to expand our impact, positively influencing the lives of more children, teenagers, and families facing challenges.

Bound by a common mission and strengthened by our collective vision, we are charting a path towards a brighter and more inclusive tomorrow.

Warm regards,  
**Alexandra Martinou**  
President, Association Together for Children



# 02 “Together for Children”



# About the Association

Established in 1996 in Greece, the “Together for Children” stands as a beacon of hope and support, uniting ten member organizations dedicated to child welfare.

Annually, “Together for Children” extends its support to thousands of children, regardless of their race, religion, or political beliefs. These children, grappling with challenges such as poverty, social exclusion, domestic violence, chronic illnesses, disabilities, or the loss of a family member, find solace in the assistance provided by the Association.

At the heart of Association’s mission is the conviction that every child is entitled to dignity, respect, and justice. We are unwavering in our commitment to uphold children’s fundamental rights, tailoring our approach to their distinct needs, and empowering them to pursue their aspirations.

“Together for Children” is at the forefront of promoting best practices, knowledge exchange, and pioneering scientific research concerning children and teenagers. Our collaborations span both Greek and international organizations. The services we offer are not only value-driven but are often acknowledged as benchmarks in child welfare.

Our financial backbone comprises private sponsorships, contributions from corporate social responsibility initiatives, and funds raised through charitable events. The synergy of our devoted volunteers, the collaborative spirit of our member organizations, and the strategic deployment of technology ensures our operational prowess, amplifying our positive impact on society.







## At a Glance



**>25**

years of social contribution



We offer coordinated services for a better future to

**>30,000**

children



**43,570**

minutes in helpline 11525



**140**

greek enterprises and

**6**

philanthropic organizations abroad supported us



**<600,000€**

distributed to our member associations



**1,010,860€**

the value of the products we offered to child protection organizations throughout Greece



# Our presence in Greece



**183**  
locations in  
Greece



**220**  
collaborating child  
protection organizations



**15**  
employees



**75**  
volunteers consistently  
support our work



# Timeline







# Vision, mission and values

At 'Together for Children', our guiding vision is a world where no child faces need or danger. We believe in the power of unity and collaboration, encapsulated by our philosophy, 'Strength in Unity'. Our mission is to rally all available forces, aiming to establish a nationwide network of collaboration among child protection organizations. Central to our endeavors is the well-being of individuals, ensuring that their needs are always at the forefront of the programs we design and implement.

## Our values



Non-discriminatory assistance

We help children and young people regardless of gender, origin, religion, belief, disability, age or sexual orientation.



Partnerships

We join forces with our network of organizations to promote and exchange good practices.



Innovation

We utilize technology to develop and maximize our social impact.



Teamwork

We encourage teamwork as a way of cooperation inside and outside the Association.



Transparency and accountability

We operate with strict rules that ensure the sound management of our finances and abide by the policy of open information in all our practices.



Anthropocentric approach

We put our beneficiaries and their needs at the center of the programs we develop.



# Our Members

## Cerebral Palsy Society/Open Door

The Cerebral Palsy Society/Open Door is a specially recognized charity founded in 1972 to address a significant welfare need for people with cerebral palsy in Greece. The society has been honored twice by the Academy of Athens for its comprehensive social and welfare contributions and has also received the Gold Cross of the Order of Beneficence from the President of the Hellenic Republic. At the Model Center "Open Door" located in Argyroupoli, a broad range of services and programs are provided daily. These services cater to the education, rehabilitation, recreation, and social inclusion of 240 children, adolescents, and adults with cerebral palsy. [www.eps-ath.gr](http://www.eps-ath.gr)

## Social Work Foundation "Hadjipatereion" - K.A.S.P.

In 1973, the Social Work Foundation established the Child Rehabilitation and Support Centre, known as K.A.S.P. Generously donated by the I. K. Hadjipateras family, KASP moved to its modern facilities in Metamorfoosi, Attica, in 1985, where it has been operating under the name "Hadjipaterio." The center's services begin with early intervention for ages 0-3. For children aged 2.5 years and older, there's a Day Program and Day Care, catering to children with cerebral palsy and related motor and/or intellectual disabilities. Additionally, the center offers Special Education, Speech Therapy, Occupational Therapy, and Physiotherapy for students up to 14 years old. Other facilities include a Guest House for Temporary Accommodation of Children with Disabilities, a Food Bank, and a Lending Bank for Rehabilitation Aids. [www.kasp.gr](http://www.kasp.gr)

## Foundation "The Children's Home"

Established in 1931, "The Children's Home" Foundation was created to support working mothers with limited resources. It operates four standard crèche stations in Athens and Piraeus, catering to the needs of 350 children aged between 2 months and 4 years. These facilities are open from 07:00 am to 17:00 pm, 11 months a year. [www.paidikesteges.gr](http://www.paidikesteges.gr)

## Center for Special Persons "Hara"

"Hara" is a home dedicated to individuals with severe mental and mobility challenges. It operates as a charitable, non-profit association. Its maintenance is funded through hospitalization fees paid by parents, donations, and proceeds from events. [www.kea-hara.gr](http://www.kea-hara.gr)







## The Friends of Merimna

Established in 2002, The Friends of Merimna is a non-profit association with the primary objective of providing both moral and material support to its social care initiatives. While headquartered in Athens, it expanded its reach by opening a branch in Thessaloniki in 2012. [www.friendsofmerimna.gr](http://www.friendsofmerimna.gr)



## Merimna Civil Society for Child Care and Families in Sickness and Death

Founded in 1995, Merimna is a non-profit civil society organization. Its core mission is to support children and adolescents who are grappling with life-threatening illnesses or the death of a close family member. Merimna offers complimentary high-quality services and has been operating two Bereavement Support Counseling Centers in Athens and Thessaloniki for several decades. Additionally, they provide a Pediatric Palliative Home Care Service in Athens, conduct training programs for health professionals and educators in pediatric palliative care and bereavement support, and engage in psychosocial interventions following major catastrophic events that impact entire communities. [www.merimna.org.gr](http://www.merimna.org.gr)

## Friends of the Child

"Friends of the Child" is an organization dedicated to supporting children from vulnerable families or those with significant health challenges. Their mission is to ensure these children have the opportunity to grow with dignity and aspire for a brighter future. Through a comprehensive range of support, including psychological, moral, and material assistance, families are equipped to better address their needs, particularly in ensuring the proper development and education of their children. Additionally, "Friends of the Child" runs a Nursery School and Kindergarten in Metaxourgeio. Over the past 35 years, they have extended invaluable assistance to 16,500 children and 6,500 families. [www.filoitoupediou.gr](http://www.filoitoupediou.gr)

## PNOE - Friends of Pediatric Intensive Care

PNOE focuses on equipping Neonatal and Pediatric Intensive Care Units in state hospitals. They provide both material and emotional support to parents with children in intensive care. Their initiatives include establishing Pediatric Intensive Care Units and Enhanced Child Care Units in regional university hospitals. They also offer training in cardiopulmonary resuscitation. Around 4,000 children need hospitalization in these units annually. [www.pnoe.gr](http://www.pnoe.gr)



## Friends of the Theotokos Foundation

This public benefit foundation has been operating since 1963. They offer specialized education and therapy for preschool children aged 2.5-5 years and teenagers aged 14-20 with developmental mental disorders and autism spectrum disorders. Additionally, they provide vocational training and job rehabilitation for young adults aged 20-35. The foundation also supports families and intervenes when necessary. Currently, they serve 370 children and young adults through their innovative programs. [www.theotokos.gr](http://www.theotokos.gr)



## Panhellenic Association for the Fight Against Juvenile Diabetes

Established in 1983 by doctors and parents of children with juvenile (insulin-dependent) diabetes, this non-profit association relies solely on donations and has a membership of 4,000. Their goal is to help children with diabetes adapt to their condition, continually enhancing their quality of life. They offer psychological support, education, and information to children and their families, facilitated by renowned scientists. They also provide material assistance, including insulin and diabetes supplies, to uninsured children and families in need. Their ultimate vision is to find a cure for juvenile diabetes. [www.peand.gr](http://www.peand.gr)

In 2016 the Association "Together for Children" was awarded the Silver Medal of the Academy of Athens for its social contribution.

# 03 Together we create social impact



# Our approach

The Association “Together for Children” is a non-profit organization that adopts a strategic approach in both the design and execution of its initiatives. To ensure the successful implementation of our projects, we conduct an assessment of the needs of each target group, population, or community. This assessment employs various tools, including but not limited to, questionnaires, focus group discussions, and round table conversations.

In line with our strategic vision, we craft our programs using planning tools, aiming to address societal challenges in a sustainable and effective manner. Once a program’s blueprint is finalized, its execution commences. Throughout the implementation phase, we consistently monitor and evaluate the progress against the expected outcomes. Upon completion, a detailed report, grounded in both quantitative and qualitative Key Performance Indicators (KPIs), is shared with our esteemed donors.

A pivotal aspect of our approach is the identification and management of our impact. We are deeply committed to understanding the full spectrum of effects our initiatives bring about. By doing so, we aim to minimize any potential negative impacts while maximizing the positive, ensuring that our efforts truly benefit the communities and children we serve.

The Association “Together for Children” is driven by its mission to extend support wherever children are in need. Our initiatives are anchored in six foundational pillars, each intricately linked to the others. This framework ensures a comprehensive and enduring impact, delivering profound value to those we serve and allows us to allocate resources efficiently and address specific challenges more effectively.



# Health and well-being



The Association “Together for Children” aims to promote the health and well-being of children, young people and families in need, without any discrimination.

## Helpline 115 25

The Helpline 11525 is a program of psychological support and empowerment of parents, teachers and adolescents about the concerns and difficulties that face in their personal and social life.

### About the program

- Operating since 2009
- Free provision of all consulting services
- Compliance with personal data protection procedures
- Staffing by a permanent and voluntary scientific team of mental health professionals

### Social Footprint

**17,041** beneficiaries

**1,536** hours of counseling

The topics covered by the Helpline 11525 consist of a wide range of issues faced by families such as:

- Children’s mental health (anxiety, anger, adolescent interpersonal relationships, parent-child relationships, etc.)
- Incidents of school violence and other problems within the school community
- Relationship issues, anxiety, aggression and boundaries
- Managing divorce with children

Along with the counseling by phone, beneficiaries receive support through the supplementary services of the Helpline 11525:

- Groups of parents with preschool children (2 to 6 years old), school age (6 to 12 years) and adolescents
- Psycho-educational seminars
- Complete cycle of consulting services

### Social Footprint

**35** Psycho-educational seminars

**13** groups of parents

### Helpline 11525 Program approved by the Ministry of Education

In 2021, the Helpline 11525 of the Association “Together for Children” organized an educational program entitled: “Psychoeducational seminars for high school students on exam stress management” which was addressed to secondary school students. The program was implemented with the approval of the Institute of Educational Policy, within the framework of education programs for sustainability, school education and health promotion. The aim of the program was to promote the mental health and well-being of adolescents but also to inform and sensitize adolescents regarding the understanding of the effects of stress and support them to manage functionally the emotions of this difficult period.

## Poverty alleviation



The Association “Together for Children” takes initiatives and develops programs to contribute to tackling poverty and ensuring proper living conditions for children.

### I Give because i Care

In 2012 we established the program “I Give because I Care”, with the aim of gathering basic necessities and their effective management, to support organizations that serve children and families in need. This collaborative network includes social services of municipalities, orphanages, non-profit legal entities, non-governmental organizations, NGOs, children’s foundations, migrant reception centers and other social structures.

### Social Footprint

**183** tons of basic necessities were distributed to **206** organizations nationwide

We provided **33,245** meals to **359** children living in institutions and **225** families received free meals for **6** months

**90** tons of food distributed

**307** deliveries were made to **73** child protection agencies and social groceries

**763,000€** the total value

**75** organizations collaborated and offered

**81.3** tons of basic necessities

**696,000€** total value



## It's Important to Give

Since the beginning of the economic crisis in Greece, the Association "Together for Children" has developed a free feeding program to support families in need, through vouchers in collaboration with selected food chains nationwide.

The feeding program includes families with minor children based on income criteria following a referral by municipalities, social services, agencies, and institutions. The social service of the Organization prioritizes the requests for support it receives and includes families in the program based on meritocratic criteria, following transparent procedures.

The program extends support to families in need without any form of discrimination for a duration of six months, to be able to ensure the necessary for their dignified living. In addition, the Association "Together for Children" covers not only the food needs but also the needs of psychological support services, referring them either to the Helpline 11525 or to other collaborating organizations.

Social Footprint
<b>1,415 family members received free meals for 6 months</b>
<b>882 beneficiaries</b>
<b>540 children from 255 families experiencing poverty and social exclusion were supported</b>

## The Association "Together for Children" offers TOMS shoes to children in need throughout Greece

With the aim of helping and supporting children in need, in collaboration with the shoe company TOMS, we distribute shoes to organizations and institutions that serve directly children, so that they can try on and choose the shoes they prefer. The action has been implemented since 2015 and we are an official Giving Partner of TOMS.

Social Footprint
<b>20,820 beneficiaries</b>

## Quality Education



With the goal of increasing awareness within the educational community and among students regarding the challenges faced by their peers, we carry out initiatives to encourage the importance of volunteerism and solidarity.

### Become Part of our Heart

As part of our "Become part of our heart" program, students are informed about the work and actions of the Organization, significance of volunteering and the importance of respecting diversity. They are also motivated to undertake voluntary actions within their school community. In 2021, due to the pandemic, we were unable to hold speeches in schools. Nevertheless, the following actions were carried out:

#### CGS Kids Triathlon

The CGS Kids Triathlon is the biggest triathlon event for children aged 5 to 13 in our country. Every year the race takes place at the facilities of CGS Costeas Geitonas and the registration fees contributing to support the Association "Together for Children". This year's race, due to the pandemic restrictions that prevented the physical presence of children, took place online, with the help of technology, while registrations were made through the Organization's Crowdfunding.

#### Secret Santa: The students transform into Santa Clause for other children

As part of this action, students undertake to fulfill children's wishes by securing the Christmas gifts they have requested. In 2021, 8 schools participated in the action, collecting 749 gifts offered to children supported by the Association through its programs.

#### Breakfast Boxes: The sweetest breakfast for the first day of the new year!

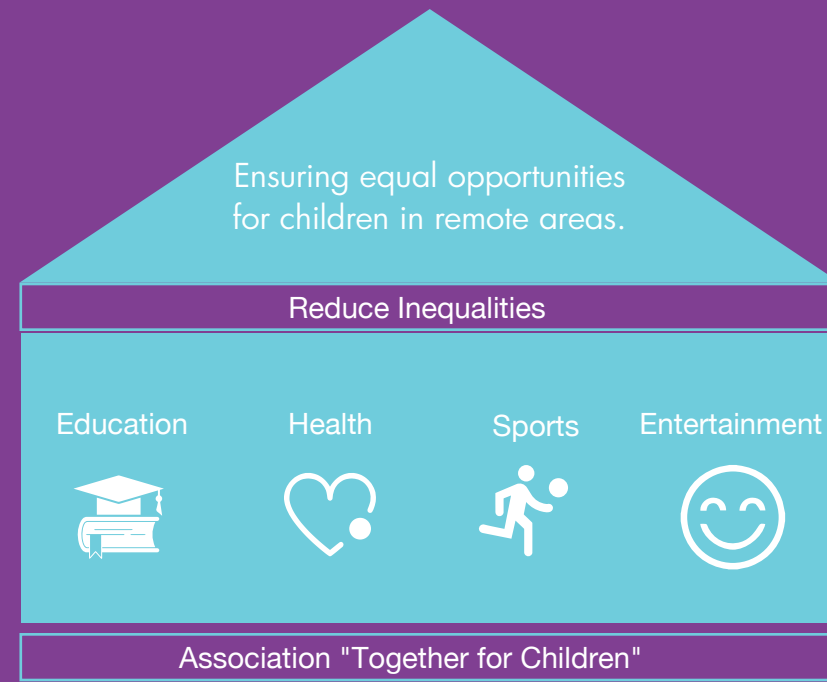
The students of 3 schools prepared 254 breakfast boxes with everything necessary for a family for the new year's first breakfast. Each student made his own breakfast box by selecting his favorite breakfast items, drew a greeting card and decorated his box to be given to a needy family.

Social Footprint
<b>1,563 beneficiaries</b>
<b>11 schools and</b>
<b>15 tutoring collected</b>
<b>254 breakfast meals</b>
<b>560 toys and</b>
<b>749 Christmas presents</b>

# Reduce Inequalities



In order to reduce inequalities, we implement initiatives aimed at providing equal opportunities in education, health, sports and entertainment for children and young individuals dealing with challenges.



## Ensuring equal opportunities for children in remote areas

Through the program “Equal opportunities for children: Actions for Health and Education in remote areas of Greece”, the Association in cooperation with local bodies and municipalities, strengthens health and education structures, succeeding in supporting 1,674 children and their families living at the country’s borders, through the provision of logistical equipment and the realization of psycho-pedagogical seminars.

More specifically, in the field of Education, the Association “Together for Children” supported 24 school units with the:

- Reconstruction of 4 school fields in Samothrace and Mega Dereio and provision of sports material
- Creation of 2 robotics classrooms in Primary Schools in Alexandroupolis and Soufli
- Creation of an Exploratory Learning Room at the Primary School of Rizia
- Offer of toys for the creation of a new playground at Apalos Kindergarten
- Provision of educational material and equipment (interactive whiteboards, computers, video projectors, board games, garden games, books, furniture, etc.) to 24 educational units of all levels in the municipalities of Alexandroupolis, Samothrace, Orestiada and Soufli

At the same time, we connected the primary schools in Mathraki and Telendos, each attended by 1 student, with the Primary School of Rizia, which has received help through the program so that these children can acquire “classmates” and make joint programs aimed at strengthening the school community.

Moreover, the award of the northernmost primary school in our country, a school in Rizia was of great significance. The school achieved the first place in the national educational competition “Bravo Schools 2021” for the educational greenhouse project, implemented by the Association “Together for Children” in 2020.

Furthermore, the school unit managed to distinguish itself through active engagement in public voting and collaboration efforts regarding the pillars of the environment and society and joined the Network of Ambassador Schools for the 17 Global Goals in Action SDGs Schools Club!

### Social Footprint\*

**54 school units received educational equipment**

**3,020 Students benefited from the interventions of the action**

**8 School Fields renovated**

**1 School greenhouse was created**

**2 Robotic classrooms**

**2 hospitals and 1 health center were equipped with 16 machines  
60 hours in: psycho-educational seminars, art therapy workshops and seminars (CPR)**

**1 Incubator**

**4,362 children and families benefited at the country’s borders**

**3,200 pieces of logistical equipment in 61 units**

**More than 130 collaborations were made with local bodies,  
9 courts and 1 kindergarten were completely reconstructed  
2 school libraries hospitals and health centers, the educational community and private sector companies**

\*The data above consider the social footprint of the action in the last 3 years.

## Health

Focusing particularly on the health sector, the Association “Together for Children” offered to the Neonatology Department of the University Hospital of Alexandroupolis an open-type incubator. It is noted that P.G.N.A. serves 5 prefectures covering an area of 600,000 inhabitants. The modernization of this unit with state-of-the-art equipment is crucial, as it cares for infants born as early as 24 weeks, weighing around 500-600 grams, who require support during their first month of life.

Simultaneously, the scientific team of the Helpline and the Counseling Center of the Association “Together for Children” implemented in collaboration with the Municipality of Orestiada and the Parents’ Association of the 3rd Primary School of Didymoteicho, psycho-educational seminars for parents to strengthen their parental role. For the implementation of the program, more than 130 collaborations were implemented with local bodies, hospitals and health centers, the educational community, private sector companies serving as sponsors and suppliers.

## Upraise Disability

The pandemic has disproportionately affected people with disabilities, as the health difficulties they face have significantly limited their access to basic services and information.

The Association “Together for Children”, aiming to strengthening the resilience of Greek society to the COVID-19 pandemic, implemented the program entitled “Upraise Disability”, funded by the Regional Office of the World Health Organization for Europe, as part of the Solidarity Fund initiative to address the COVID-19 pandemic.

This project is part of Association’s comprehensive efforts to address inclusive crises and is the outcome of collaboration with three member associations of the Organization with expertise in supporting people with disabilities: the “Theotokos” Foundation, the “Cerebral Palsy Society - Open Door” and the “Hatzipatereio Social Work Foundation”.

As part of the program, a crisis response plan was created that integrates the needs of people with disabilities, their families and their service providers by improving their access to services.

## Accessibility - Integration - Communication

The project team designed actions in three axes, with the aim of ensuring accessibility to services and information for people with disabilities during the pandemic, integrating their needs into the design of disability policies in conditions of crisis, such as those created by the pandemic, and creating effective communication channels between the community of people with disabilities and social policy makers.

Within the framework of the project:

- A pilot tool for remote access of people with disabilities to education services was developed by the Theotokos Foundation.
- A study was conducted for the “Highlighting of the Challenges & Good Practices developed in organizations serving people with disabilities during the Covid-19 pandemic” in collaboration with 13 organizations serving people with disabilities nationwide, by the Society for the Protection of Spastics Door Open.
- A study on the “Impact of the COVID-19 Pandemic on the community of people with disabilities” served by the organizations of the Association “Together for Children” was carried out by the Social Work Foundation – Chatzipatereio.
- Communication materials were created, documented by the studies carried out within the framework of the project, Videos, Podcasts, Posters.
- A “Text of Proposed Policy Proposals for the Creation of a Crisis Management Protocol on Disability” has been prepared for policy makers for people with disabilities.

On Wednesday, December 8, 2021, the World Health Organization Office in Greece and the Association “Together for Children” held a Working Meeting with high-ranking officials of the Ministries of Labor, Education and Health, in order to announce the results of the project, disseminate the text of policy proposals for the “Creation of a Crisis Management Protocol for Disability”, as well as the creation of effective communication channels between actors serving people with disabilities and social policy makers.



# Emergency Response



The Association “Together for Children” stands by the people affected by natural disasters and crises, through initiatives and action plans aimed at their relief.

## Our contribution to Covid-19 pandemic

Since the beginning of 2020, the Covid-19 pandemic has significantly affected economic, social and political realities, leading many families in difficult circumstances. To this end, we supported families and children facing challenges, providing them with food vouchers through our social service to cover their basic needs.

In addition, we supported hospitals in the country with donations of medical equipment, to contribute to the resilience of health infrastructure and to create a safety net against the Covid-19 pandemic.



## Together we Create

“Together we Create” is an initiative created during coronavirus, by young people, to support our work. The pandemic prompted a group of people to lift the restrictions of social distancing and recognize an opportunity to create and offer. This is how this idea was born, with the thought of becoming a giving movement and inspiring other people to volunteer in original ways. It is a call to people who want to contribute with fresh ideas and through alternative social projects offered by the Association “Together for Children”.

The President of the Association “Together for Children”, Mrs. Alexandra Martinou, said:

*«Now, more than ever, we are tasked with emphasizing the significance of solidarity. Amid the ongoing pandemic, the Association ‘Together for Children’ has implemented all necessary measures to safeguard public health. Leveraging technology as an invaluable tool, we persistently provide our essential services. Through our Social Service, we remain steadfastly supportive of families and child protection organizations within our network, addressing their needs promptly and efficiently on a daily basis..»*

*We thank from the bottom of our hearts the companies – sponsors and our supporters, as well as all the artists, press representatives and individuals who embrace our effort».*

# Partnerships



Partnerships stand as both a pillar and a value within the Association “Together for Children”. While it holds a dedicated place in our organizational structure, it also acts as an overarching umbrella that encompasses various other initiatives. Cooperation and teamwork are not just cornerstones; they are the very essence that drives our association forward. Our commitment to partnership extends beyond external collaborations; it deeply integrates with our internal stakeholders, ensuring a cohesive approach in all we do. By forging strong alliances with associations, unions, and other stakeholders, we are better positioned to address pressing social challenges. This collaborative spirit amplifies our impact, enabling us to enhance the living conditions of vulnerable social groups and create a more inclusive society .

# 04 Together for the Sustainable Development Goals



## UN GLOBAL COMPACT TEN 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.

*"The Sustainable Development Goals lead us towards a world that is fairer, more peaceful, and prosperous, as well as a healthy planet. They also represent a call for solidarity between generations. There is no greater duty than to invest in the well-being of the youth."*

Antonio Guterres, Secretary-General of the United Nations.

## Sustainability Development Goals

In September 2015, a significant United Nations General Assembly took place in New York, where leaders from countries all over the world agreed on the 17 Sustainable Development Goals (SDGs) for 2030. These goals highlight the urgent global challenges we face today. Through this global commitment, over 190 world leaders promised to create a future free from poverty, hunger, and inequality—a future where no one left behind.

The SDGs, building on the earlier Millennium Development Goals, play a crucial role in setting the direction for the world's future. They are closely connected with basic human rights, especially the rights of children. They also remind us of our shared duty to give future generations a world that's safe from climate change and where they can succeed.

The Association "Together for Children" understands how important it is for everyone to work together to protect children's rights and make sure they have a good life. We believe that when people, especially children, have the right tools and strong support, they can overcome many challenges. This means they should have equal chances to learn, get medical care when they need it, and live in a safe and supportive environment. This idea is based on a promise made by the UN in 1990: Every child has fundamental rights, no matter who they are or where they come from. Every child deserves respect and fairness.

Our team at the Association "Together for Children" is dedicated to promoting the health, education, and fairness for all children. We believe that by emphasizing these areas, we can lay a strong foundation for children and young people, enabling them to become active and contributing members of society.



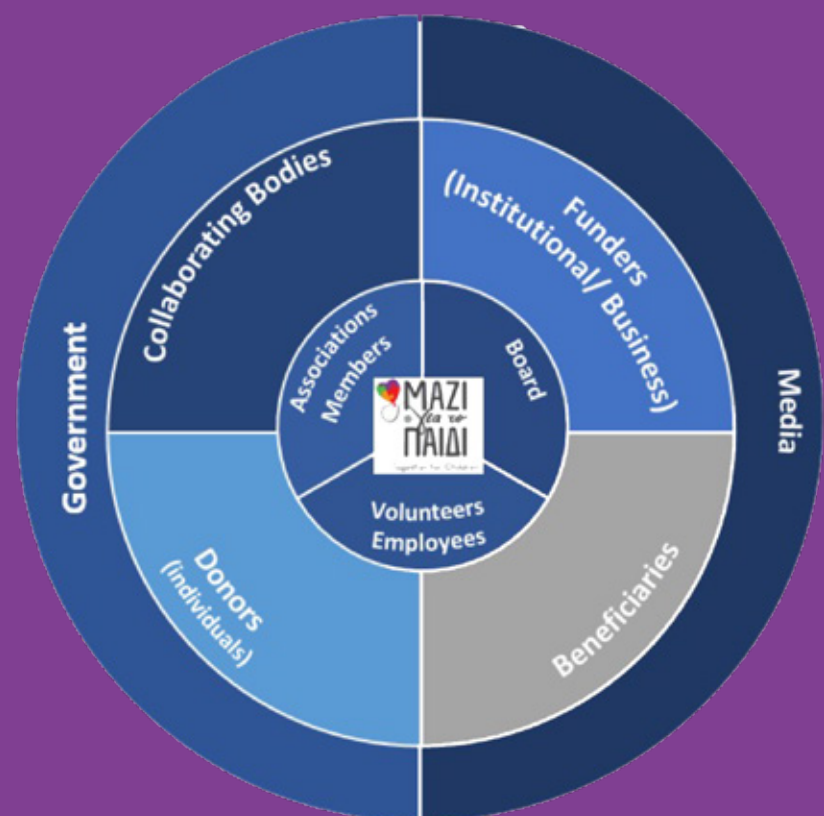


# Stakeholder Engagement

The Association "Together for Children" recognizes both individuals and organizations that can be impacted by our activities or have the potential to influence our operations and decisions as our stakeholders. Our aim is to engage and collaborate with all stakeholder groups, amplifying the positive outcomes of our efforts.

We've established communication channels with every stakeholder group to address their concerns and anticipate their expectations. Forging trustworthy relationships is vital to the success of our initiatives and stands as a cornerstone of our strategy.

## Stakeholder groups



In the table below we present the main channels of communication with stakeholders, the issues that are significant to them and our response to their needs:

Stakeholders	Communication channels	Main Topics
<b>Management</b> <b>Communication frequency:</b> Weekday	<ul style="list-style-type: none"> <li>• Communication via email and telephone or through supervisors</li> <li>• Staff meetings with management representatives</li> <li>• Participation in the Association's initiatives and actions</li> </ul>	<ul style="list-style-type: none"> <li>• Healthy and safe working environment</li> <li>• Transparent practices / Continuous information and communication</li> <li>• Resource Allocation and Management</li> <li>• Volunteers</li> <li>• Initiatives and actions</li> <li>• Collaborations with institutions and organizations</li> <li>• Stakeholder dialogue</li> <li>• Information and networking</li> <li>• Impact evaluation</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Establishment and implementation of human resources / health and safety policy</li> <li>• Employee benefits</li> <li>• Pursuit of continuous communication between management and employees</li> <li>• Open door policy</li> <li>• Continuous communication and response to requests</li> <li>• Taking protective measures against the Covid-19 pandemic</li> <li>• Information and knowledge on initiatives, standards, international trends and good practices</li> </ul>		
<b>Funders (Institutional/ Business)</b> <b>Communication frequency:</b> Continuous	<ul style="list-style-type: none"> <li>• Communication via email and telephone</li> <li>• Meetings</li> <li>• Events</li> <li>• Participation in the actions of the Association</li> <li>• Performance management system</li> <li>• Trainings / updates</li> <li>• Social Responsibility Report</li> <li>• Website and media</li> </ul>	<ul style="list-style-type: none"> <li>• Impact evaluation</li> <li>• Maximizing the effectiveness of funding/donations</li> <li>• Transparency and accountability</li> <li>• Social action strategy</li> <li>• Sustainable development</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Prompt response and transparent procedures</li> <li>• Disclosure of information</li> <li>• Impact evaluation</li> <li>• Events and initiatives</li> </ul>		
<b>Donors (Individuals)</b> <b>Communication frequency:</b> Continuous	<ul style="list-style-type: none"> <li>• Communication via email and telephone</li> <li>• Meetings</li> <li>• Events</li> <li>• Participation in the actions of the Association</li> <li>• Performance management</li> <li>• Social Responsibility Report</li> <li>• Website and media</li> </ul>	<ul style="list-style-type: none"> <li>• Impact evaluation</li> <li>• Maximizing the effectiveness of funding/donations</li> <li>• Transparency and accountability</li> <li>• Social action strategy</li> <li>• Sustainable development</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Prompt response and transparent processes</li> <li>• Disclosure of information</li> <li>• Impact evaluation</li> <li>• Events and initiatives</li> </ul>		

Stakeholders	Communication channels	Main Topics
<b>Employees &amp; Volunteers</b>  <b>Communication frequency:</b> Continuous	<ul style="list-style-type: none"> <li>• Communication via email and telephone or through supervisors</li> <li>• Staff meetings with management representatives</li> <li>• Open dialogue and events</li> <li>• Participation in the actions of the organization</li> <li>• Social Responsibility Report</li> <li>• Website and media</li> </ul>	<ul style="list-style-type: none"> <li>• Equal opportunities</li> <li>• Remuneration and benefits (for employees)</li> <li>• Respect for human rights</li> <li>• Training and development</li> <li>• Protection measures against the Covid-19 pandemic</li> <li>• Transparency and accountability</li> <li>• Best practices</li> <li>• Sustainable development</li> <li>• Healthy and safe working environment</li> <li>• Transparent practices</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Establishment and implementation of human resources / health and safety policy</li> <li>• Employee benefits</li> <li>• Pursuit of continuous communication between management and employees</li> <li>• Open door policy</li> <li>• Continuous communication and response to requests</li> </ul>		
<b>Media</b>  <b>Communication frequency:</b> Frequent	<ul style="list-style-type: none"> <li>• Communication via email and telephone or through supervisors</li> <li>• Open dialogue and events</li> <li>• Participation in the actions of the organization</li> <li>• Website and media</li> <li>• Social Responsibility Report</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent practices</li> <li>• Transparency and accountability</li> <li>• Best practices</li> <li>• Social impact assessment</li> <li>• Effectiveness of strategies and actions</li> </ul>
<b>How we respond:</b> <ol style="list-style-type: none"> <li>1. Awards</li> <li>2. Continuous communication and response to requests</li> <li>3. Transparent practices</li> </ol>		
<b>Beneficiaries</b>  <b>Communication frequency:</b> Daily	<ul style="list-style-type: none"> <li>• Media sponsorships</li> <li>• Awards</li> <li>• Constant communication and</li> <li>• Responding to requests</li> <li>• Helpline 11525</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent practices</li> <li>• Information and accessibility</li> <li>• Immediate response and effectiveness</li> <li>• Respect for human rights</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Equality policy, without discrimination and on merit</li> <li>• Benefits for beneficiaries</li> <li>• Establishment of procedures concerning beneficiaries</li> <li>• Pursuit of continuous communication between the Management and the beneficiaries</li> <li>• Open door policy</li> <li>• Continuous communication and response to requests</li> </ul>		
<b>Collaborating Bodies</b>  <b>Communication frequency:</b> Daily	<ul style="list-style-type: none"> <li>• Electronic and telephone communication</li> <li>• Meetings</li> <li>• Participation in Association actions</li> <li>• Annual evaluation</li> <li>• Trainings / updates</li> <li>• Social Responsibility Report</li> <li>• Website and media</li> </ul>	<ul style="list-style-type: none"> <li>• Visibility, evaluation of the impact of actions</li> <li>• Maximizing the effectiveness of funding/donations</li> <li>• Transparency and accountability</li> <li>• Social action strategy</li> <li>• Sustainable development</li> </ul>
<b>How we respond:</b> <p>Establishment and implementation of collaborating bodies / health and safety policy</p> <ul style="list-style-type: none"> <li>• Open door policy</li> <li>• Continuous communication and response to requests</li> <li>• Taking protective measures against the Covid pandemic</li> <li>• Continuous communication and response to requests</li> </ul>		

Stakeholders	Communication channels	Main Topics
<b>Government / Authorities</b>  <b>Communication frequency:</b> when required	<ul style="list-style-type: none"> <li>• Electronic and telephone communication</li> <li>• Participation in Association actions</li> <li>• Social Responsibility Report</li> <li>• Website and media</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and accountability</li> <li>• Effectiveness of strategies and actions</li> <li>• Good governance and responsible operation</li> <li>• Compliance with the law</li> <li>• International standards and best practices</li> </ul>
<b>How we respond:</b> <ul style="list-style-type: none"> <li>• Full compliance with legislation and immediate compliance with amendments to laws</li> <li>• Transparency in how it works</li> </ul>		



## Materiality Analysis

The Association "Together for Children" conducted a comprehensive assessment to identify and prioritize the material economic, environmental and social impacts related to our operations and strategic goals. This assessment was based on the principles and guidelines set by the standards of the Global Reporting Initiative (GRI). By aligning with the GRI framework, we have ensured a systematic approach to identify the issues that matter most to the Association and its stakeholders. The information generated by this materiality assessment will guide our sustainability and reporting initiatives, ensuring transparency, relevance and continuous improvement of our performance in this area.

For the materiality analysis the following steps were followed:

1. Assessment of the effects of significant issues on the environment, society, individuals, and the economy.
2. Recognition of ESG issues by analyzing the industry and gathering documented concerns from our stakeholder groups.
3. Assessment of issues based on the level of concern expressed by each stakeholder group towards the Association.
4. Ranking, consolidated assessment, and documentation of material issues. This was finalized with approval from the Board.

In our pursuit of meaningful change and effective outreach, the materiality process we've undertaken included a holistic assessment of our Association's impact to the Environment and the Society, aligning our approach with the GRI Standards. We are always pursuing that our initiatives and actions not only address immediate concerns but also contribute to long-term sustainable solutions. This rigorous assessment is crucial as reinforces our commitment to creating a tangible, positive impact in the communities we serve.

The results of the Materiality analysis are presented in the following materiality map:



# Materiality Map “Together for Children”

Significance and relevance for stakeholders

high		-Compliance with national and international standards, codes of conduct and principles		-Transparency and accountability in financial management -Equal opportunities and inclusion for children and youth
		-Working with experts to protect children and youth	-Occupational Health and Safety -Stakeholder engagement	-Continuous response to social needs -Promoting cooperation with other institutions and partners
	-Promoting employees' creativity	-Support for Community Initiatives and Actions	-Employee training and development -Promotion of volunteering	-Promoting teamwork and collaboration between employees and volunteers
medium				
	medium			high

Significance and relevance for the Association

## Our contribution to the sustainability development Goals (SDGs)

In our commitment to the Sustainable Development Goals (SDGs), the Association “Together for Children” aligns its initiatives and actions with upholding the 10 principles of the United Nations Global Compact (UNGC). These principles, which encompass areas such as human rights, labor, environment, and anti-corruption, serve as a guiding framework for our operations and initiatives. Recognizing the interconnected nature of global challenges and the importance of collective action, our contributions to the SDGs are not only a testament to our dedication but also a strategic alignment with international standards. By integrating the UN guidelines into our operations, we ensure that our efforts are both impactful and in harmony with global sustainability objectives. Furthermore, we connect our material issues with the SDGs, underpinned by targeted KPIs, to measure and enhance our impact. This systematic approach amplifies our potential to drive change, attract partnerships, and secure support, all while reinforcing our position as a responsible and forward-thinking organization.

Material Issue	SDGs	Our impact	Key performance indicators
Transparency and accountability in financial management		Enhances trust and credibility among stakeholders and donors.	<ul style="list-style-type: none"> <li>1,010,860€ the value of the products distributed</li> <li>600,000€ distributed to our member associations</li> </ul>
Equal opportunities and inclusion for children and youth		Creates a more inclusive society where every child has an equal chance to succeed.	<ul style="list-style-type: none"> <li>54 schools in remote areas were equipped</li> <li>7 school fields were renovated</li> <li>1 school greenhouse created</li> <li>2 robotics rooms</li> </ul>
Continuous response to social needs		Ensures the holistic well-being of children, addressing both physical and mental health needs.	<ul style="list-style-type: none"> <li>35 psycho-educational seminars</li> <li>13 parent groups</li> <li>9 courts and 1 kindergarten were completely reconstructed</li> <li>2 school libraries</li> <li>14 hospitals in Greece were equipped by ICUs</li> </ul>
Promoting cooperation with other institutions and partners		Strengthens collective action and fosters shared responsibility in addressing children's needs.	<ul style="list-style-type: none"> <li>As Giving Partner of TOMS the Association has distributed 20,820 pairs of shoes</li> </ul>
Promoting teamwork and collaboration between employees and volunteers		Bolsters the collective strength of the association, enabling more comprehensive and impactful interventions.	<ul style="list-style-type: none"> <li>75 volunteers</li> <li>15 employees</li> <li>73% female employees and volunteers</li> </ul>
Occupational Health and Safety		Promotes a safe and healthy working environment where employees can contribute their best.	<ul style="list-style-type: none"> <li>Employee lost time incidents severity rate (LTISR)</li> <li>Employee absenteeism rate (AR) 0.41</li> </ul>
Stakeholder engagement		Enhances the association's ability to address diverse needs and challenges effectively.	<ul style="list-style-type: none"> <li>220 collaborating bodies and associations</li> <li>More than 130 collaborations were made with local bodies, hospitals and health centers, the educational community and private sector companies</li> <li>140 Greek companies and</li> <li>6 charitable organizations abroad</li> </ul>

Material Issue	SDGs	Our impact	Key performance indicators
Compliance with national and international standards, codes of conduct and principles		We ensure our operations are transparent, ethical, and aligned with best practices. This ensures that the association's efforts are directed towards the most effective and ethical interventions for the well-being of children.	<ul style="list-style-type: none"> <li>A General assembly consists of volunteers as a supreme body</li> <li>CSR and Impact Reports</li> <li>Control over the statement of Cash Receipts and Payments and the statement of Funds drawn up by the Association's management using the accounting policy of the Cash Base</li> </ul>
Working with experts to protect children and youth		Elevates the quality of services provided, safeguarding the mental, physical, and emotional well-being of children and youth.	<ul style="list-style-type: none"> <li>43,570 consultation hours from the 11525 line</li> <li>17,041 beneficiaries</li> <li>2 hospitals and 1 health center were equipped with 16 medical machinery</li> </ul>
Support for Community Initiatives and Actions		Empowers communities to take charge of their development, ensuring that children and families benefit from localized solutions and interventions.	<ul style="list-style-type: none"> <li>183 tons of necessities distributed</li> <li>33,245 meals for children living in institutions</li> <li>225 families received free meals for 6 months</li> <li>90 tons of food distributed</li> </ul>
Employee training and development		Enhances the capacity and capability of the association's team. This commitment to professional growth not only benefits the employees but also translates to more effective and impactful interventions for the communities served.	<ul style="list-style-type: none"> <li>2 administrative employees attended CSR-School</li> <li>300 hours training for volunteers</li> </ul>
Promotion of volunteering		By promoting volunteering, the association harnesses the power of community involvement, ensuring that more hands and hearts are dedicated to making a positive difference.	<ul style="list-style-type: none"> <li>75 volunteers have been trained</li> <li>300 hours of volunteers' training in total</li> <li>81.3 tons of basic necessities</li> <li>307 deliveries were made to 73 child protection agencies and social groceries 763,000 € the total value</li> </ul>
Promoting employees' creativity		By promoting employee creativity, we tap into a reservoir of innovative ideas and solutions. This enhances the effectiveness of the programs and ensures that the association remains adaptive and responsive to the evolving needs of children and families.	<ul style="list-style-type: none"> <li>The diverse backgrounds and experiences of our employees converge to form a wellspring of creativity. Every member of our organization contributes fresh perspectives and inventive ideas. This is the reason that our services deliver added value, and many of our initiatives are recognized as best practices.</li> </ul>

# 05 Together with our people



# Our people

Our people are the cornerstone of our successful and long-term journey, having contributed decisively to the achievement of our work and mission. We aim to provide an open and safe working environment that fosters creativity, collaboration, and teamwork.

To ensure the smooth and efficient operation of our organization, we have established the Internal Rules of Procedure. These rules provide clear guidelines for all our employees, volunteers, and external partners. They address various organizational aspects, from the general working framework and procurement procedures to our Code of Conduct.

Furthermore, we are advocates for diversity and equality. Every individual associated with our organization— an employee, volunteer, or beneficiary— is treated with equal respect and consideration. We do not discriminate based on ethnic origin, race, religion, gender, age, or political beliefs. Instead, we celebrate the diverse backgrounds and perspectives that enrich our collective experience.



**75**

volunteers



**15**

employees

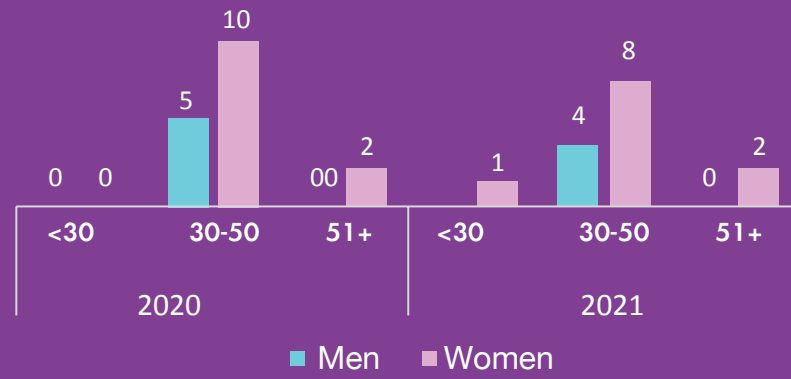
The Association "Together for Children" operates under a deep-rooted family culture, embodying the philosophy of "strength in unity." Our core values revolve around cooperation, teamwork, and mutual respect. Our team radiates creativity, positive energy, all driven by a shared passion to give back to the community.



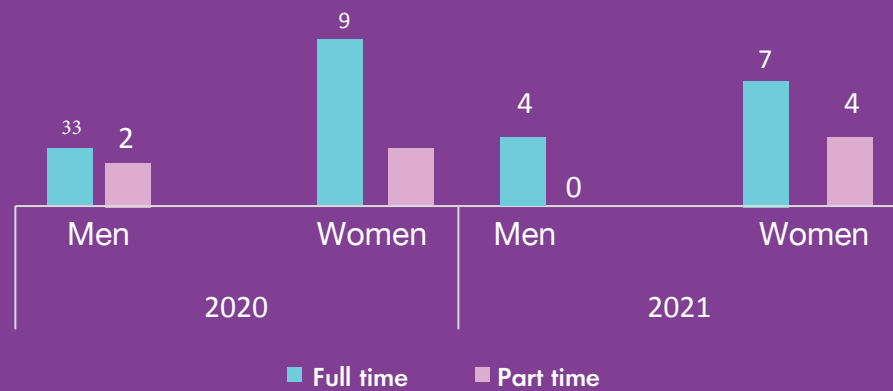
Employees' distribution by gender



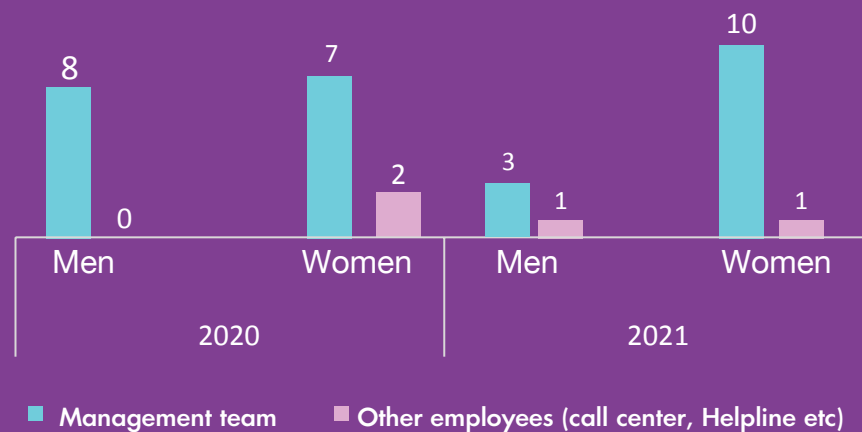
**Employees' distribution by age and gender**



**Employees' distribution by contract**



**Employees' distribution by hierarchical level and gender**



## Employee Recruitment

The employees' recruitment is a meritocratic process, which is carried out based on the evaluation of the candidates' formal qualifications and soft skills. The aim is to staff these positions with people who have the necessary knowledge and interpersonal skills.

Responsible for attracting employees are the General Manager of the Association and the head of the department in which the position falls, while approval by the Board of Directors is required. Our employee recruitment process follows a meritocratic approach, assessing candidates based on their formal qualifications and soft skills. The objective is to fill these roles with individuals possessing the requisite expertise and interpersonal abilities. The responsibility for attracting new employees lies with the General Manager of the Association and the department head relevant to the position. Approval by the Board of Directors is also a mandatory step in this process.

## Employee Training

We prioritize the professional and personal development of our employees, investing in their training and encouraging them to attend training and training seminars. The Association funds the training of its employees by subsidizing vocational seminars of their choice, in order to develop their professional and interpersonal skills.

In 2021, two of our administrative staff members successfully attended CSR-School (Corporate Sustainability & Responsibility School).

## Employee Benefits

We provide additional benefits to our employees to reward them and cultivate a supportive work environment that centered around their needs. Specifically, we provide them with:

### Private medical and hospital care

The Association offers its employees cover in a group health insurance policy to provide a more comprehensive health coverage.

### Transportation expenses

The Association covers the travel costs of employees by public transport, while when it is necessary to use a car, it covers the cost of gasoline.

# Our volunteers at a glance

Volunteering stands as the heartbeat of the Association "Together for Children." Our volunteers are not just participants; they are foundational pillars that drive our initiatives forward. Their unwavering commitment and selfless spirit have been instrumental in amplifying our social impact. Over the years, thanks to their tireless efforts, we've been able to make a significant difference, touching the lives of countless individuals and families in need. Their value is immeasurable, and their contributions are a testament to the power of collective action.

## Volunteers in actions / organization of events:

It concerns people who either want to organize an action for the purposes of the Association "Together for Children" or to contribute voluntarily to the implementation of a planned action.

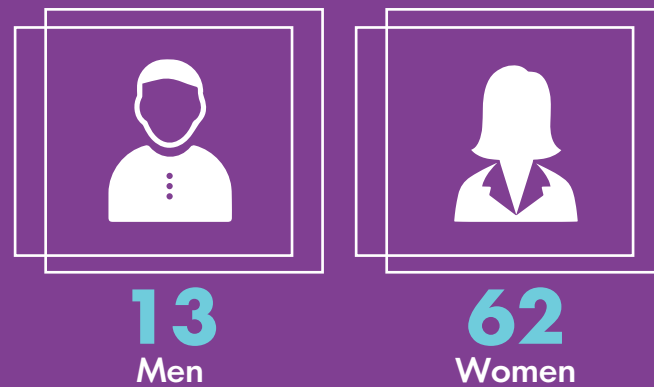


## Volunteers in the services of the Association:

It concerns volunteers who wish to help in the services "Helpline 115 25 Together for Children", "I offer because I care" and "Become part of our heart".

## Office Volunteers:

It concerns people who want to volunteer at the offices of the Association, helping to carry out daily tasks.



**75** volunteers in 2021  
**72%** of the volunteers are women between 30-50 years old

# Volunteer Recruitment

When it comes to recruiting volunteers, the Association "Together for Children" follows a clear and objective process. We match the needs of the Association with the skills and availability of each potential volunteer. Once a volunteer is chosen to collaborate with us, they sign an agreement that outlines the terms of our partnership. Not only does the Association provide essential training, but we also cover any expenses related to the projects they're involved in.

To ensure the smooth and effective implementation of our projects, we have dedicated supervision teams comprising social workers and psychologists. These teams act as vital communication links between our volunteers and the permanent staff, ensuring seamless collaboration. Moreover, in recognition of the immense value and dedication of our volunteers, we prioritize them for any job openings that arise, filling positions with them whenever possible.

**75** volunteers have been trained  
**300** hours of volunteers' training in total

## Volunteers' distribution by age and gender 2021

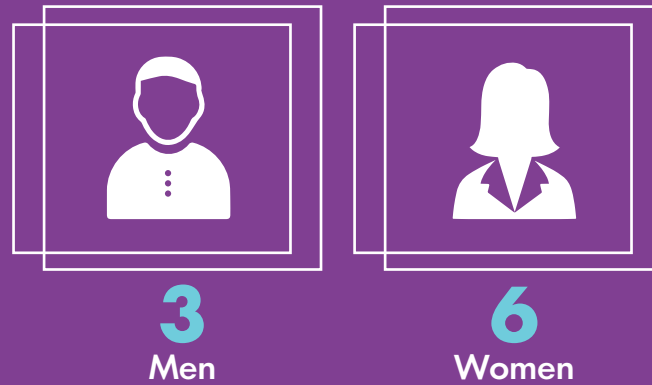




## Our Scientific Associates

In order to ensure holistic care to children in need, we collaborate with specialized, high qualified and well-known scientists to provide specialized medical services. Specifically, we have 9 scientific associates, which offer their services based on the good health of children and all those in need.

### 9 Scientific Associates



## Communication with our people

Continuous, two-way, open communication is at the center of the Association's culture, aiming to strengthen teamwork and promote trust and transparency among employees, volunteers, and management.

### Communication Channels

Open door policy to promote open communication with all people of the Association

Staff meetings on a weekly basis

Announcements via e-mail

Events and participation in actions

Social Responsibility Report

## Occupational Health and Safety

The Association prioritizes the health and safety of both our employees and volunteers, and as such, we implement all essential measures to fully ensure their well-being.

Health and Safety of Employees and Volunteers To ensure the safety and protection of our employees and volunteers, the Association "Together for Children" strictly adheres to all current health and safety regulations in the workplace. Our goal is to prevent any accidents and maintain a secure environment for everyone. Additionally, for the safety and integrity of our operations, all volunteers are required to provide a copy of their Criminal Record before engaging in the Association's activities. This measure ensures a safe and trustworthy environment for all involved.

### Health and Safety Indicators

	2020	2021
<b>Frequency Rate</b>		
Employee LTIFR (lost Time Injury Frequency Rate)	<b>4.1445</b>	<b>9.2455</b>
<b>Severity Rate</b>		
Employee LTISR (Lost Time Incidents Severity Rate)	<b>0</b>	<b>0</b>
<b>Absenteeism Rate</b>		
Employee AR (Absenteeism Rate)	<b>0.48%</b>	<b>0.41%</b>

## Covid-19 pandemic

Aiming at the Health and Safety of our employees and volunteers during the pandemic, we implemented all necessary precautionary measures, in accordance with the instructions of the Public Authorities.

We procured all the necessary prevention and protection equipment, while conducting regular tests to limit the spread.

*My experience as a volunteer at the Association "Together for Children" was a beautiful journey that was deeply fulfilling. My volunteer work was on the one hand a vehicle to offer work to children, families, and actions where there was a need, while it also brought me immense satisfaction through creativity and the sense that each day had purpose. With positive energy, time, and compassion, we can make a meaningful difference in the daily lives of children and families facing hardships.*

Maria Alexiou  
Volunteer



# 06 Together for sound governance



# Good governance principles

The Association “Together for Children” stands as a beacon of integrity and effectiveness, rooted in its commitment to the principles of sound governance.

This commitment is not merely a statement. It’s evident in every facet of our operations and development, including our due diligence processes. Our credibility is demonstrated through transparent and responsible actions that permeate every initiative we undertake.

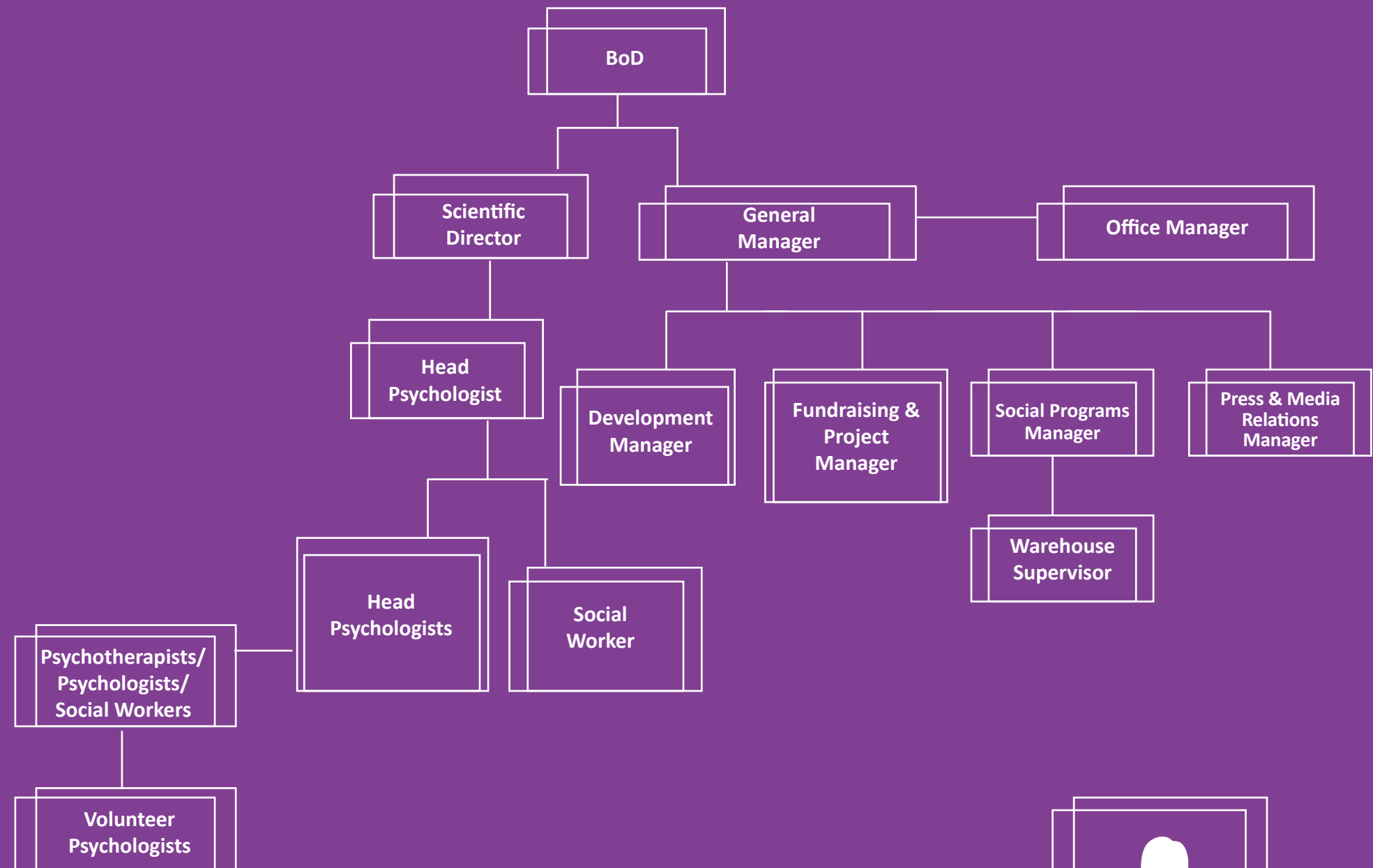
Our adherence to laws and regulations specific to non-governmental organizations isn’t just about compliance; it’s about aligning with the highest standards of operation. We don’t just follow internationally recognized best practices; we strive to be a benchmark for others, aiming to set the standard in governance methods and responsible operations.

At the heart of our association lies a profound emphasis on accountability, which isn’t limited to financial transparency and operational clarity but it extends to ethical considerations, ensuring that our actions align with our philosophy and our goals. Our disclosure are building trust, fostering open communication, and ensuring that our stakeholders are always considered.

Our Board of Directors plays a pivotal role in fostering collaboration. They maintain a collaborative relationship with stakeholders, emphasizing engagement, active listening, and responsiveness. By acting on feedback, they ensure that the Association’s direction consistently aligns with the needs and expectations of those we serve.

Lastly, our proactive approach defines our fight against corruption. We actively anticipate and address potential issues rather than waiting for them to arise. Through our due diligence processes, we identify and mitigate risks. Our commitment to ethical operations goes beyond merely avoiding wrongdoing; we actively champion the right actions, ensuring that every step we take aligns with our mission, values, and vision.

# Responsible management



**55%**  
women on Board

## Board of Directors

The Association "Together for Children" is governed by a nine-member Board of Directors for a three-year term, which includes one representative from each legal entity-member that composes it.

The Board of Directors is elected by the regular General Assembly, as the supreme body, consists of volunteers and ensures the implementation of the general guidelines and the general policy of the organization, as defined by the General Assembly. It is also responsible for guiding and deciding on the work and activities of the organization.

The Board is responsible for preventing and dealing with conflicts of interest, as well as ensuring the reliability and approval of financial and Non-financial statements.

Regarding the composition of the Board of Directors, the aim is to enhance diversity, in terms of gender, age, educational and professional background of members.

Our goal is the existence of a plurality of views, skills and experience that correspond to the project and its objectives. In addition, all members of the Board of Directors have intense voluntary work and are active members of Civil Society.

**President: Alexandra Martinou**

**Vice President: Ioannis Papadatos, former Director of the Intensive Care Unit Treatment Children's Hospital "P. & A. Kyriakou"**

**Secretary General: Errika Economou**

**Special Secretary: Yianna Panagiotidou**

**Treasurer: Tessa Aravani - Sarantopoulou**

**Members: Christos Bartsokas, Mareta Nicolaou, Yiannis Hadjipateras,**

**Doukis Mathioudakis**

## General Assembly

The General Assembly is the supreme body and decides on any matter and issue submitted, which does not fall within the competence of another body, as well as on any matter related to the modification of the objectives of the Association in "Together for Children". It supervises and controls the other bodies of the Association and is composed of volunteers, who ensure transparency, fairness, and accountability.

General meetings are regular and extraordinary. The Regular General Meeting is convened once a year, obligatorily within the first quarter of each year, with mandatory agenda items, the report of the Board of Directors, the reading and approval of the minutes of the previous General Meeting, the submission and approval of the balance sheet, the submission and approval of the budget of the following year, the acceptance or not of an application for registration of a new member.

The Extraordinary General Meeting is convened when requested by 1/3 of its regular members, in writing by the Board of Directors, indicating the issue to be discussed, or when the Board so decides, where in these cases, the President is obliged to call the General Assembly within 30 days. The notification time for the annual general meeting is 15 days.

## Transparency and ethical fundraising

Beyond legal obligations, Together for Children demonstrates an unwavering commitment to responsibility and ethical practices. We insist on absolute transparency regarding our financial information and the ways in which we raise funds. As part of our intergovernmental strategy, we ensure that all stakeholders are aware of the Association's plans, actions and achievements.

We publish all relevant information in our annual financial reports, newsletters, Social Responsibility Report and our official website. We prioritize financial transparency and accountability, ensuring our financial reports are audited annually.

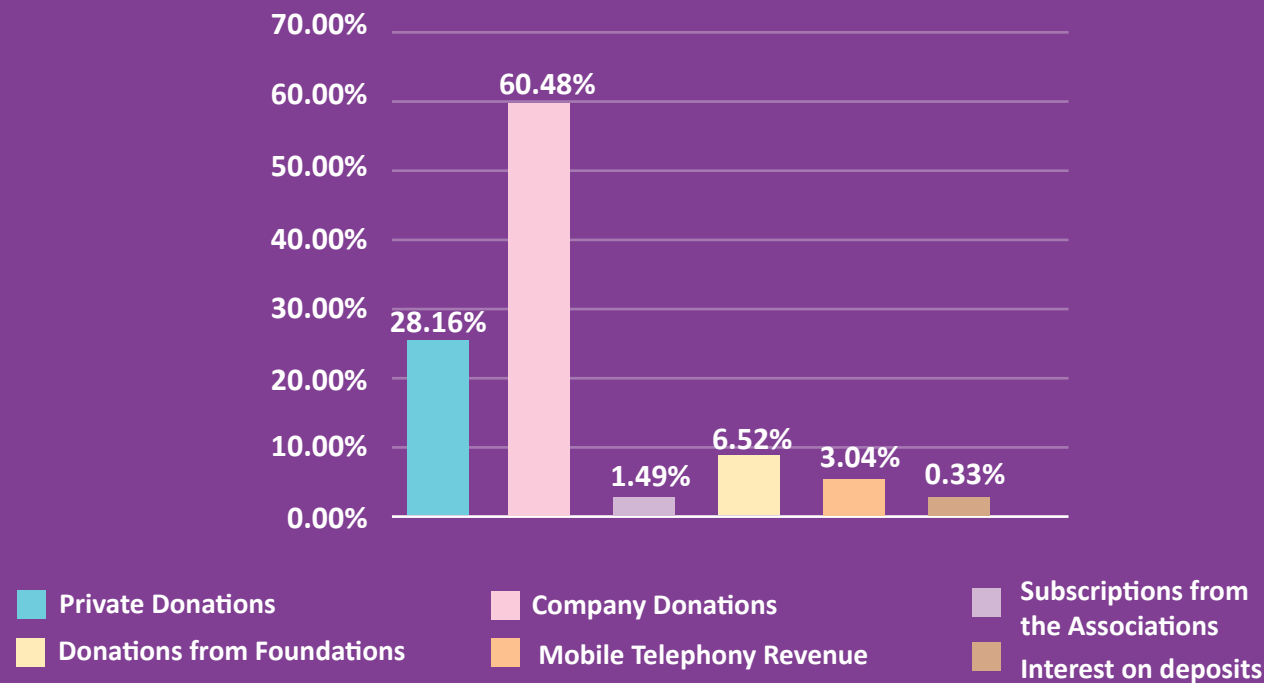
## Fundraising

The Association "Together for Children" is an independent economic organization that operates with economies of scale. It is maintained mainly by sponsorships of companies and individuals, income from corporate social responsibility programs and the organization of charity events.

The fundraising process is characterized by a significant emphasis on accountability, extending not only to donors but also to a wider range of stakeholders and society at large. Upon every donation and sponsorship, regardless of the amount, an official receipt is provided, along with an expression of gratitude. Additionally, a detailed report of how the donation or sponsorship was utilized is furnished to the donor.

The Association "Together with Children" honors and deeply respects its donors. It informs them about its goals and how their donations are utilized. It appreciates each donor's desire for discretion and ensures their anonymity when requested. In addition, it respects and adheres to their wishes regarding the direction of their donations, taking into account the real impact on the beneficiaries. The Association chooses its partners carefully, avoiding any cooperation with individuals or businesses that have been associated with negative publicity or have questionable sources of funding. As part of its mission to protect children's rights, it avoids cooperation with companies involved in tobacco production, arms trade, alcohol production and other similar activities.

## Resources Allocation 2020 (%)



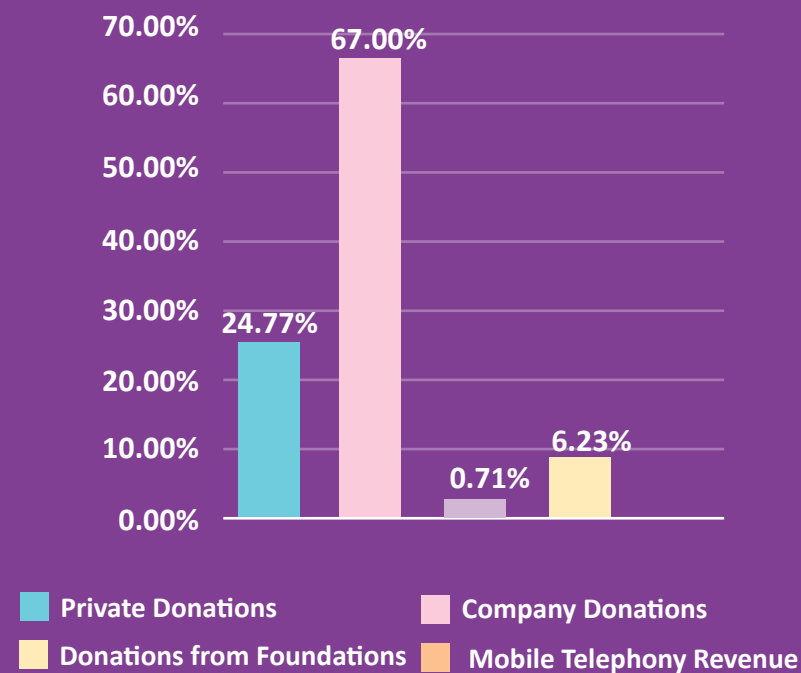
## The four biggest sponsors



## Data Protection

The Association "Together for Children" has established an integrated personal data management system. These procedures concern compliance with the General Data Protection Regulation 2016/679 of the European Parliament and of the Council (General Data Protection Regulation, GDPR). The main objective of the system, in addition to legislative compliance, is to ensure the human rights of all parties concerned and applies to all relations and communications

## Resources Allocation 2021 (%)



In 2021 there was no revenue from mobile telephony, union subscriptions and interest on deposits



# 07 Annexes

# GRI content Index

GRI 1: Foundation	
<b>GRI 1: Foundation statement of use</b>	The information provided in this Report reflects the activities of the Association "Together for Children" as of 31 December 2021 and presents the data of the Together for Children. The Report is prepared in accordance with the Global Reporting Initiative (GRI).
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Yes

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
<b>1. The organization and its reporting practices</b>		
<b>2-1</b>	Organizational details	p. 4
<b>2-2</b>	Entities included in the organization's sustainability reporting	p. 4
<b>2-3</b>	Reporting period, frequency and contact point	p. 4
<b>2-4</b>	Restatements of information	No restatements
<b>2-5</b>	External assurance	No external assurance
<b>2. Activities and workers</b>		
<b>2-6</b>	Activities, value chain and other relationships	pp. 10-25, 26-39
<b>2-7</b>	Employees	pp. 40-53, 54-64
<b>2-8</b>	Workers who are not employees	pp. 40-53, 54-64
<b>3. Governance</b>		
<b>2-9</b>	Governance structure and composition	pp. 66-72
<b>2-10</b>	Nomination and selection of the highest governance body	p. 70
<b>2-11</b>	Chair of the highest governance body	p. 70
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	pp. 66-72
<b>2-13</b>	Delegation of responsibility for managing impacts	pp. 66-72
<b>2-14</b>	Role of the highest governance body in sustainability reporting	pp. 66-72
<b>2-15</b>	Conflicts of interest	pp. 70-72
<b>2-16</b>	Communication of critical concerns	pp. 66-72
<b>2-17</b>	Collective knowledge of the highest governance body	pp. 66-72

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
<b>3. Governance</b>		
<b>2-18</b>	Evaluation of the performance of the highest governance body	pp. 70-72
<b>2-19</b>	Remuneration policies	pp. 66-72
<b>2-20</b>	Process to determine remuneration	<a href="https://mazigiatopaidi.gr/system/uploads/ckeditor/attachments/73/">https://mazigiatopaidi.gr/system/uploads/ckeditor/attachments/73/</a>
<b>2-21</b>	Annual total compensation ratio	Not a mandatory disclosure
<b>4. Strategy, policies and practices</b>		
<b>2-22</b>	Statement on sustainable development strategy	pp. 8, 10-25
<b>2-23</b>	Policy commitments	pp. 4, 8, 40-53
<b>2-24</b>	Embedding policy commitments	pp. 26-39, 40-53
<b>2-25</b>	Processes to remediate negative impacts	pp. 28, 37, 40-53, 70-71
<b>2-26</b>	Mechanisms for seeking advice and raising concerns	pp. 28, 37, 70-71
<b>2-27</b>	Compliance with laws and regulations	pp. 66-72
<b>2-28</b>	Membership associations	pp. 22-25
<b>4. Strategy, policies and practices</b>		
<b>2-29</b>	Approach to stakeholder engagement	pp. 37, 44-47, 54-64
<b>2-30</b>	Collective bargaining agreements	All employees are covered by collective bargaining agreements

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
<b>GRI 3: Material Topics 2021</b>	<b>3-1</b> Process to determine material topics	pp. 44-47, 49-51, 52-53
	<b>3-2</b> List of material topics	pp. 49-51
	<b>3-3</b> Management of material topics	pp. 49-51, 52-53

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
<b>Transparency and accountability in financial management</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	p.p. 66-72
<b>GRI 205: Anti-corruption 2016</b>	<b>205-3:</b> Confirmed incidents of corruption and actions taken	No incidents confirmed or not confirmed
<b>Equal opportunities and inclusion for children and youth</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 26-39, 40-53
<b>Together for Children Indicator</b>	Social impact	pp. 8, 15, 16-17, 26-39, 52-53
<b>Continuous response to social needs</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 26-39, 40-53
<b>Together for Children Indicator</b>	Social Initiatives	pp. 26-39
<b>Promoting cooperation with other institutions and partners</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 37, 40-53, 54-64
<b>Together for Children Indicator</b>	Members and volunteers	pp. 22-25, 56, 61-63
<b>Promoting teamwork and collaboration between employees and volunteers</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 26-39, 64, 66,72
<b>Together for Children Indicator</b>	Participation in social actions	p. 37, 39
<b>Occupational Health and Safety</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 54-64, 63
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>403-6:</b> Promotion of workers health	pp. 44-47, 49-51, 63
	<b>403-10:</b> Work-related ill health	p. 63
<b>Stakeholder engagement</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 37, 40-53, 64,54, 66-72

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
<b>Together for Children Indicator</b>	<b>Communication channels and cooperations</b>	pp. 44-47
<b>Compliance with national and international standards, codes of conduct and principles</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 4, 40-53, 66-72
<b>Together for Children Indicator</b>	Incidents of violation of law	No incidents of violation of law
<b>Working with experts to protect children and youth</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 26-39, 40-53,
<b>Together for Children Indicator</b>	Scientific permanent and voluntary associates	p. 37, 62
<b>Support for Community Initiatives and Actions</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 10-25, 26-39, 54-64
<b>GRI 413: Local Communities 2016</b>	<b>413-1</b> The value of the products we offered to child protection organizations throughout Greece	pp. 15, 26-39
<b>Employee training and development</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 64-64
<b>GRI 404: Training and Education 2016</b>	<b>404-2</b> Volunteers training hours	p. 61
<b>Promotion of volunteering</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 10-25, 40-53, 54-64, 66-72
<b>Local Communities 2016</b>	Interactive social initiatives	pp. 34-37
<b>Promoting employees' creativity</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	pp. 8, 20-21, 49-51
<b>Together for Children Indicator</b>	Employee training programs	p. 59



# FEEDBACK FORM

**Which stakeholder group of the Association “Together for Children” do you belong to?**

- Associations/Members       Management       Media  
 Donors (individuals)       Volunteers  
 Beneficiaries       Employees  
 Funders (institutional and corporate)       Government/Authorities  
 Other: \_\_\_\_\_ (please define)

**What is your impression of the Social Responsibility Report 2020-2021?**

Sections of the Report	Excellent	Good	Needs improvement
Profile of the Association “Together for Children”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Together for the Sustainable Development Goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Together we create social impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Together with our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Together for sound governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**How easily did you find information about the topics you were interested in?**

- Very easy       Easy enough       Relatively easy       Not easy at all

**How would you evaluate the design of the Report?**

- Excellent       Good       Moderate       Bad

**Did the data included in the Report, as well as the way they were presented, contribute to the formation of a comprehensive picture of the functioning and activity of the Association?**

- Yes       No       Needs improvement

**Please highlight issues that in your opinion have not been sufficiently covered in this report:**

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**With the aim of continuously improving the annual Social Responsibility Report of the Association “Together for Children”, there is a suggestion you would like to contact us.**

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**Please send the questionnaire to the following address:**

**Email: [info@mazigiatopaidi.gr](mailto:info@mazigiatopaidi.gr)  
Website: <https://mazigiatopaidi.gr>**