

Communities of Interest Committee

Minutes of the 8th Regular Meeting (Paleochori, 27 Mar 2025) / Q1 2025

Basics:

Date / Time:	Thursday 27 March 2025, time 17.00, duration ~2 hours
Place:	Paleochori, Hellas Gold Community Office
Subject:	8th Regular Meeting of the Communities of Interest Committee

Participants:

Nr	Name	Title	Gender	Election	Present	Comments
A	Local Society					
1	LC representative	Stratoniki – President of LC	M	YES	YES	
2	MC representative	Aristotle Vice Mayor – Member of MC	M	YES	YES	
3	Association representative	Megali Panagia – Professionals' Association	M	YES	YES	
4	LC representative	Arnea – President of LC	F	YES	YES	
5	MC representative	Member of MC – President of Municipality's Education Committee	F	YES	NO	
6	LC representative	Varvara – President of LC	M	YES	NO	
7	MC representative	Aristotle Vice Mayor – Member of MC	F	YES	NO	
8	Mayor's representative	Special counselor to the Mayor	M	NO	NO	
9	MC representative	Member of MC – President of AXTADA	F	YES	YES	
10	Association representative	Stratoni – President of Women's Association	F	YES	YES	Representative of LC
11	LC representative	Neochori – President of LC	M	YES	YES	
12	Association representative	Psychologist/Head of "HELP AT HOME" Program	F	NO	YES	Representative of MC representative
13	MC representative	Vice President of AXTADA	M	YES	YES	
14	LC representative	Megali Panagia – President of LC	M	YES	YES	
15	Association representative	Paleochori – Youth Association Representative	F	YES	NO	
16	LC representative	Olympiada – President of LC	M	YES	NO	
17	LC representative	Stratoni – President of LC	M	YES	YES	
18	LC representative	Paleochori – LC member	M	YES	YES	Representative of LC President
19	LC representative	Stanos – President of LC	M	YES	YES	Ad hoc participation

20	LC representative	Stagira – President of LC	M	YES	NO	
B	Hellas Gold					
1	Theodosios Gontias	Hellas Gold - CSR dpt	M	-	YES	
2	Konstantinos Konstantopoulos	Hellas Gold - CSR dpt	M	-	YES	
3	Ioannis Papakostas	Hellas Gold - CSR dpt	M	-	NO	
4	Irini Strikou	Hellas Gold - CSR dpt	F	-	YES	
5	Maria Sarantouda	Hellas Gold - CSR dpt	F	-	YES	Ad hoc participation
6	Ioannis Gantas	Hellas Gold - CSR dpt	M	-	YES	Ad hoc participation
7	Maria Meimaroglou	Hellas Gold - HR dpt	F	-	YES	Ad hoc participation
8	Paris Kazakis	Hellas Gold - HR dpt	M	-	YES	Ad hoc participation
9	Manolis Daftsis	Hellas Gold - Training dpt	M	-	YES	Ad hoc participation
10	Gerasimos Monokrousos	Hellas Gold - Communication dpt	M	-	YES	Ad hoc participation
C	Organisation - Coordination					
1	Pavlos Atheneos	Sympraxis	M	-	YES	

The election of the representatives of the city council and the local communities took place in October 2023.

The association representatives are members of the board of the respective associations and were nominated after an internal election process.

(Displayed in alphabetical order by category)

- From the Local Society, 13 out of 20 members were present.
- From the CSR Department of Hellas Gold 3 out of 4 members were present, while 2 additional members of the department participated on an ad hoc basis.
- In addition, 4 members from the Human Resources, Training, and Communication Departments participated on an ad hoc basis.
- Organization and coordination by an expert of Sympraxis.

General Comments:

- Most members of the Committee were present or represented. Participation rate of local community representatives 65%.
- The meeting was held in a very good atmosphere, was productive and the participation of all members was active and constructive.
- All items on the agenda were discussed.
- The next meeting is planned to be implemented in June 2025.
- The presentation projected at the meeting are shared with Committee members.

Agenda:

1. **CSR department: the SIROLI program**
Presentation of the company facilitator and overview/presentation of the program.
2. **CSR Section: Selection of new committee members**
Selection of new representatives from professionals' associations, women's associations, cultural associations, associations representing vulnerable groups.
3. **Human Resources Department: Job Fairs**
Update on the purpose of the events, achievements, participation, and next steps.
4. **Training Department: Madem Lakkos Training Center**
Presentation of the training center's purpose, training programs available, beneficiaries, and its role in the second phase evaluation of the employment information sessions.

Minutes of the meeting:

1. CSR department: the SIROLI program

- Presentation of the Local Entrepreneurship Support Program, which was already launched in collaboration with the Sirolli Institute, an organization specialized in this field.
- Presentation of the Enterprise Facilitator who coordinates the program in our region.
- A brief presentation of the progress of the project up to date and its next steps.

2. CSR Section: Selection of new committee members

- The representatives of the CSR Section pointed out that the new members of the Committee - representatives of the Local Associations - should be elected (according to the Committee regulation, the representatives of the Local Associations participate on a rotating basis, every 3 consecutive meetings). It was proposed to replace:
 - The representative of the Professional Association of Megali Panagia with the respective representative of Stratoni.
 - The representative of the Women's Association of Stratoni with that of Neochori.
 - The representative of the Youth Association of Paleochori with a psychologist - Head of "HELP AT HOME" Program (as a representative of vulnerable groups).
- The Committee members unanimously approved the above proposal, and the new members will be invited to participate, starting from the next meeting.
- The CSR representatives clarified that all associations that have participated so far will continue to receive the same information materials that are provided to other committee members to ensure a continuous and seamless flow of information. It was also noted that the minutes of all the Committee meetings are posted on the HG website, being available to everyone.

3. Human Resources Department: Job Fairs

- The representatives of the Human Resources Department presented the Job Fairs program that was carried out in the Communities of the region from November 2024 to February 2025, aiming to identify and map the local available workforce.
- The representatives of Hellas Gold presented the results of the program and some statistics, as well as the next steps of the process, such as the assessment of the skills of those interested in working for the company, which has been ongoing since February 2025, and the steps that will be followed.
- It was again clarified by the representatives of Hellas Gold that the skills assessment does not necessarily lead to immediate hiring or rejection, as there are parallel criteria of interview and availability in the respective positions at the time of application.
- Finally, some initial information was provided on the recruitment process that has already started.

Notes and Comments:

- Committee members asked for more specific data on the number of new hires and the percentage of new hires from the Municipality of Aristotle. The Human Resources Officer will present this data at one of the next meetings, when a comprehensive aggregate picture is available.
- A Committee member pointed out that one operator was hired from outside the community while there were operators available locally. HG representatives responded that in order to be hired as an operator, someone must already have the appropriate license. However, operator assistants could be hired to prepare for the license and then be able to take on the role of operator.
- It was requested by Committee members that if a candidate is not selected because they do not have the appropriate license, this should be clearly explained to them so they know what to do. The HG representatives responded that this is already being done.
- A Committee member pointed out that HG Directors may often interfere in the selection of employees, possibly with personal criteria. The HG representatives replied that the Human Resources Department controls the personal assessment of all candidates, ensures meritocracy and does not allow the recruitment of underqualified staff.
- A member of the Committee pointed out that in some cases people were recruited for positions that did not fully utilize their qualifications. The representatives of the HG replied that candidates may be invited to fill positions that are available at the time, even if they are over-qualified for them. However, they are fully informed about the scope and conditions of the position and have the choice to accept it or not. In the future, there is likely to be the possibility of internal movement or upgrading depending on technical skills, but this is not expected soon.
- A Committee member reiterated that the locality criterion and the 90/10 ratio should be respected as much as possible. It was discussed whether Stavros was in the area of interest. The criteria for defining locality were also discussed.
- The issue of HG contractors was raised again, and a request was made for stricter control of them. It was also requested that local hiring be discussed with the contractors.

- Committee members also reported that many people avoid working for contractors, preferring to remain unemployed and have a better chance of being employed by HG in the future. However, this attitude seems to be changing.
- The case of new machines and vehicles that are used and are rare in Greece was mentioned by members of the Committee, with the result that operators are not available for them. The HG representatives clarified that in these cases trainers from abroad are used to train operators and assistants.
- Members of the Committee asked about HG's policy regarding the recruitment of retirees. The HG representatives replied that there is no exclusion, as provided for in the relevant legislation. Everyone is evaluated equally.
- The representatives of HG were again asked by Committee members whether the massive recruitment of staff from Turkey was true. The representatives of HG replied that this has already been refuted by the representatives of HG.
- The issue of social criteria in recruitment was raised by members of the Committee, as well as the policy of inclusion of women, vulnerable groups and people with disabilities. The HG representatives confirmed that these criteria are taken into account in the evaluation and that policies are in place, as analyzed in a previous meeting of the Committee.
- A Committee member raised the issue of some long-term unemployed people living in the area and suggested that HG could consider hiring them. The discussion concluded that this could only be considered on a case-by-case basis.
- Finally, the Committee members pointed out that despite all the known limitations, negative impressions are created for the residents of the communities while they remain unemployed and see unskilled foreign people being employed, and living in large groups in their villages. The HG representatives listened to the concerns of the members and assured them that their cooperation with the contractors is good.

4. Training Department: Madem Lakkos Training Center

- A representative of the Training Department of Hellas Gold presented the Training Center of Madem Lakkos, with the buildings already in operation and the works in progress, the latest technological equipment, the modern training methodology and the simulators used. Afterwards:
- He presented the purpose of the center, the available training programs, the beneficiaries, as well as the role of the center in the second stage of the evaluation of the Job Fairs.
- He also mentioned the prospect of using the center in the future for trainees from outside HG and the region, as well as partnerships with educational institutions from all over the country.
- He presented the strategic objectives of training and the need to adapt them to the new conditions and needs of the times, the process, objects and stages of training.
- And finally, he presented the statistics of training for the last years, such as the number of trainees and training hours per year.

Next steps (until the next meeting):

	Task	Time	Responsible
1	Send the minutes of the meeting and supporting material (presentations, data, etc.) to the Committee members.	April 2025	Sympraxis, Hellas Gold
2	Study material, record comments/observations.	Upon receipt	Committee members
3	Inform communities, contact local stakeholders, Local Councils. Discussion, recording public views, liaise with HG representatives.	By next meeting	Committee members
4	Communicate information on Grievance Mechanism and encourage stakeholders and employees to use it.	Ongoing	Committee members
5	Submit proposed items for discussion at the next meeting.	Until next meeting	Committee members
6	Compile and develop the proposed agenda for next meeting.	May 2025	Sympraxis, Hellas Gold
7	Contact members, finalize time & place of the next meeting, invitation, agenda.	May 2025	Sympraxis, Hellas Gold
8	Implementation of next meeting.	June 2025	Sympraxis, Hellas Gold

Informational materials shares with members:

- Minutes of meeting.
- Presentation used at the meeting.