

Athens, 8 November 2021

**National Transparency Authority and HCAP seminar:  
“The role of the Whistleblowing Mechanism in tackling Fraud and Corruption Risk”  
Innovative report management system for HCAP subsidiaries starting in 2022**

A seminar on “The role of the whistleblowing mechanism in tackling Fraud and Corruption Risk” was held online on Wednesday, November 3, organized by the [National Transparency Authority](#) and [HCAP](#).

The webinar was attended by HCAP subsidiaries executives from various departments, such as Human Resources, Compliance and Internal Audit. The initiative aimed at briefing the executives on new policies regarding corporate transparency issues, as well as international best practices.

In his remarks, the Governor of the National Transparency Authority, Mr. Angelos Binis, underlined that ensuring safe and reliable internal and external reporting channels is vital to establish a culture of openness and accountability within any organization. We need to encourage and empower employees to report illegal behavior.

The CEO of HCAP, Mr. Gregory D. Dimitriadis, thanked the Governor of the National Transparency Authority and his team for their cooperation and active participation.

Remarks were also made by Ms. Alexandra Rogakou, Head of the Inspection and Audit Unit of the National Transparency Authority, Mr. Nikolaos Bourtzinos, Head of Complaints Management and Project Monitoring of the Inspection and Audit Unit of the National Transparency Authority, Mr. Nikos Dimopoulos, HCAP Compliance Director, and Mr. Ioannis Antoniou, HCAP Director of Internal Audit.

During the seminar, **the creation of a new Whistleblowing System to report irregularities and unethical behavior** was announced, due to operate in 2022. **The new system will contribute significantly to the provision of information and the prevention of such incidents.** This is an international practice that includes effective and safe reporting channels for HCAP and its subsidiaries. The primary objective is to encourage the employees and partners of the companies to immediately disclose cases that harm the company’s reputation, at the same time ensuring confidentiality of the information received and protection of the whistleblowers' identity.

Encouraging the adoption of a modern approach, this new system is an essential mechanism within the context of a new zero-tolerance culture against irregularities or unethical conduct.