

Dr. Triantafyllos Papafloratos

TEACHING EXPERIENCE

October 2020 - onwards: Adjunct lecturer for the Business Administration Undergraduate program of International Hellenic University (IHU). Teaching and assessment of the courses: "Corporate Social Responsibility" and "Advertisement".

June 2017 - January 2018: Adjunct lecturer for the MSc in Environmental Management & Sustainability program of International Hellenic University. Teaching and assessment -in English- of the course: "Corporate Social Responsibility Reporting".

September 2008 – March 2013: Panteion University of Social and Political Sciences. Department of Communication, Media and Culture. Assistant supervisor and co-teacher.

- ✓ Assistant supervisor and co-teaching in two undergraduate courses of the Fifth and Eighth semester: "Social Issues and Business Practices" and "Business Ethics and Responsibility",
- ✓ Assistant supervisor and seminar coordinator for the Public Relations and Advertisement Lab. Online Marketing Techniques, Social Media Marketing, Greek Ecosystem of Startups.

WORK EXPERIENCE

October 2020 - onwards: Sustainability Business Case, Founder and Managing partner.

Managing a network of Sustainability and CSR consultants from various countries and expertise fields focusing on:

- ✓ Sustainability and CSR strategy,
- ✓ Sustainability reporting (GRI; ESG; SASB; UNGC; UN Sustainable Development Goals),
- ✓ CSR and Sustainability management systems and framework,
- ✓ Donations and Sponsorships systems and framework,
- ✓ Stakeholder engagement and community relations,
- ✓ Social and Environmental Impact Assessment studies,
- ✓ Due diligence and Gap Analysis for lenders and investors,
- ✓ Planning, execution and valuation of CSR programs,
- ✓ Synergies building with Universities, NGOs, Municipalities and corporations.

December 2017 - May 2020: Hellas Gold S.A., an Eldorado Gold subsidiary, Corporate Social Responsibility Manager.

Key highlights include:

- ✓ Design; execution; monitoring; evaluation of CSR initiatives of a 2M budget,
- ✓ Management of CSR Team, set of targets and objectives,
- ✓ Creation of Sustainability policies; frameworks; toolkit; procedures and strategy based on international standards and benchmarks,
- ✓ Communication with Mother Company's Sustainability team on common strategy building and monthly and annual reporting requirements,
- ✓ Built Sustainability awareness among employees and communities,
- ✓ Development and execution of stakeholder engagement plan based on international standards such as (AA1000SES),
- ✓ Synergies building on CSR projects with NGOs,
- ✓ Development of the annual Sustainability report based on Global Reporting Initiative and Sustainable Development Goals,
- ✓ Grievance mechanism development and management,
- ✓ Act as company's representative on CSR and Sustainability at a national

- level,
- ✓ Empowerment of Organization's overall social performance.

December 2016 - December 2017: Sustainability Business Case, Founder and Managing partner.

Managing a network of Sustainability and CSR consultants from various countries focusing on:

- ✓ GRI Reporting (Global Reporting Initiative),
- ✓ UNGC Sustainable Development Goals,
- ✓ Sustainability Storytelling,
- ✓ Social Return on Investment (SROI),
- ✓ Stakeholder Engagement (AA1000SES),
- ✓ Materiality Analysis and Benchmarking,
- ✓ Condensed Reporting,
- ✓ ISO 26000,
- ✓ Assurance of Non-Financial Information,
- ✓ Compliance with EU Directive on Disclosure of Non-Financial Information,
- ✓ Research and Training,
- ✓ CSR Strategy,
- ✓ Sustainability Services for Startups,
- ✓ Innovative Electronic Toolkit,
- ✓ Sustainability Services for Hotels,
- ✓ Sustainability Services for Municipalities and Regions.

May 2014 – January 2016: EY (Ernst and Young). Advisor and auditor in department of Climate Change and Sustainability Services (CCaSS).

- ✓ Guiding clients from various sectors and countries on sustainability and corporate social responsibility (CSR) reporting based on the implementation of Global Reporting Initiative (GRI) guidelines and/or United Nations Global Compact,
- ✓ CSR awareness and employee engagement projects,
- ✓ Sustainability and CSR roadmap and strategy planning,
- ✓ Materiality analysis techniques,
- ✓ Coordination and delivering in house and open trainings on sustainability reporting. Nominated GRI trainer,
- ✓ Sustainability assurance projects based on ISAE 3000 international standard and SA8000,
- ✓ Sustainability valuation projects,
- ✓ Business development and synergies' creation,
- ✓ Desk research on sustainability reporting practices in Greece.

March 2013 - December 2013: Compulsory military service.

March 2006 - March 2013: Freelancer.

- ✓ External CSR and sustainability consultant.
- ✓ Writing and submission of training courses for Vocational Training Centers in Thessaloniki, Greece.
- ✓ Part time researcher in EU projects (Center for Gender Studies) and MRB.
- ✓ Co-author of "CSR Lexicon".

June 2005 - February 2006: National Vocational Training Center, Ergomathisi S.A. Research, planning and development – Fundraiser.

- ✓ Planning and fundraising of vocational training courses.
- ✓ Writing and submission of Greek and European vocational training programs (Leonardo, Grundtvig, Regional, National).
- ✓ Communicating with vocational training centers.

EDUCATION AND
TRAINING

December 2018: PhD in Corporate Social Responsibility and Sustainability.
Panteion University of Social and Political Science, Athens, Greece. Department of Communication, Media and Culture. Grade: 10/10 (Arista).

Thesis title: "CSR in Greece: How do Corporate Social Responsibility Initiatives, Influence the Consumers Buying Decisions?".

October 2003 - October 2004: Master of Science in Business and Community.
University of Bath (UK).

Principal subjects: Human Resource Management; Strategic Management; Business Economics; Ecology and Management; Organizational Behavior; Business Sovereignty and Social Challenges; Ethics, Market and Politics; Strategic Human Resource Management; International Policy Analysis; Social Research Methods.

September 1999 - September 2003: Ptychion in Social Policy and Administration.
Democritus University of Thrace, Komotini, Greece.

Principal subjects: Social protection issues and in depth investigation in planning, implementation and evaluation of social policies. Immigration policy; Health policy; Environmental policy; Employment policy; NGOs; Social Services Management; Public Economics; Health Services Management; Social Research Methods; Human Resource Management; Organizational Behavior.

LANGUAGE SKILLS

Mother tongue: Greek.

Other languages: English - excellent (speaking, writing, reading). German - basic (speaking, writing, reading - Grundstufe).

IT SKILLS

- ✓ ERP systems (SAP),
- ✓ Excellent knowledge of Microsoft Office: KEYCERT holder,
- ✓ Social media expert,
- ✓ Weebly web design. Creator and manager of **www.didaktoriko.org** (website offering information about PhD studies in Greece).

SOCIAL SKILLS AND
INTERESTS

- ✓ Active member of students' society throughout my undergraduate studies,
- ✓ 1st place in "2014 Athens Startup Weekend University", as team's marketing manager for the project: Bullying management,
- ✓ Empathy,
- ✓ Intrapreneurial spirit,
- ✓ Problem solving and multitasking,
- ✓ Creativity and out of the box thinking,
- ✓ Ethics and integrity,
- ✓ Relationships and synergies building and maintaining,
- ✓ Sport and in particular Basketball and Korfball,
- ✓ Travelling throughout Europe and Greece in order to understand different environments and cultures,
- ✓ Team spirit.

Publications and
conferences

- ✓ Numerous presentations in business and academic conferences.
- ✓ Numerous Sustainability Reports based on Global Reporting Initiative Standards.
- ✓ Hundreds of executives trained on how to build a Sustainability Report based on Global Reporting Initiative Standards (GRI) as a certified GRI trainer.
- ✓ Papafloratos, T. (2018). "How Corporate Social Responsibility Initiatives affect consumers' buying decisions". Unpublished PhD thesis. Available online through EKT.
- ✓ Papafloratos, T. (2018). "The social policy of corporations", in Sakellaropoulos, T., Oikonomou, H., Skamnakis, C., Aggelaki, M. (eds). Social Policy. Dionicos Publications. (in Greek).
- ✓ Tsakarestou, B., Tsene, S., Papafloratos, T. (2013). "CSR LEXICON" Direction Publication.
- ✓ Papafloratos, T. (2011). "Corporate Social Responsibility as Social Policy of European Union and Greece", in Sakellaropoulos, T. (ed). Social Policy of the European Union. Dionicos Publications. (in Greek).
- ✓ Papafloratos, T. (2009). "Contemporary Fields of Social Policy: Corporate Social Responsibility (CSR), The Business Social Policy", In Dikaio, C. Pempetzoglou, M., Petmesidou, M., (eds). Conference Proceedings "Social Policy, Social Administration, Social Work and Social Intervention. Contemporary situation, future trends and perspectives". (19-21 October 2007, Komotini, Greece), Kritiki Publications. (in Greek).
- ✓ Papafloratos, T. (2009). "Do Corporate Social Responsibility Initiatives Influence the Consumers?". Digital Proceedings of the 4th Hellenic Observatory PhD Symposium on Contemporary Greece and Cyprus 25 & 26 June 2009, London School of Economics and Political Science.
- ✓ Papafloratos, T. (2008). "Corporate Social Responsibility: The Social Policy of Corporations", in Vlahou, M., Oikonomou, T., Florinis, D. (eds). Issues of Social Policy and Action areas. University Studio Press. (in Greek).
- ✓ Papafloratos, T. (2007). "Corporate Social Responsibility: A modern management tool or Strategic Shaper of Business Action?". Digital proceedings of the 4th student scientific conference of the Economic University of Athens (ASOE): Administrative Science, Technology and Corporate Social Responsibility. (17 May 2007, Athens, Greece). (In Greek).
- ✓ Papafloratos, T. (2004). "To What Extent Corporate Social Responsibility Initiatives of the UK Mobile Phone Operators Influence Students' Purchasing Decisions?". Unpublished Msc Thesis. University of Bath.