

Finding pride and meaning in CSR

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Mondelez International's Shared Services Center in Bratislava is a strong supporter of CSR. Our long term strategy is to support schools and preschool facilities for children from lower income social backgrounds as well as handicapped children and adults.

We foster the creation of opportunities for children to move out of their classrooms, leave their mobile devices behind and learn by playing, talking and interacting with their friends. Since the launch of our CSR strategy in early 2014, we have organized ten CSR projects and had up to 40% employees actively participate.

Mondelez International supports CSR at a corporate level with October being our global volunteering month where CSR activities are being run across 165 Mondelez sites and locations around the globe. Our Shared Services Center in Bratislava established local partnerships with the Riazanská Grammar School, the Kindergarten Teplická and Letná and the Special Grammar School for autistic children Hálkova.

At the Grammar School Hálkova we built an experience path and a new greenhouse. These

are used for environmental education and to help the children understand the importance of day to day activities in caring for plants. A transport playground was constructed at the Grammar School Riazanska to help the children learn correct behaviors as a pedestrian, driver or cyclist.

We also organized a series of internal fund raising events such as the Mondelez Easter and Christmas Bazaars, with the proceeds going to the Autistic Center Andreas and Grammar School Dolinského. We additionally provide the opportunity for various teams within Mondelez International for an unconventional team building event in partnership with the Crisis Center Dúha. Recently, our employees supported Lepší svet through indoor and outdoor cleaning help and the organization of creative art and crafts workshops and sports activities.

Further volunteering events included the Day of Daffodils, Bratislava Naše Mesto, Blood Donations, Úsmev ako Dar, Back to School collection of tools for children in the Crisis Center Dúha, Saint Nicolas visit to the Children's Hospital in Kramáre, collection of books, tools and medical aid for homeless people and families supported by Koleso záchraný, Crisis Center Dúha, Crisis Center Maják and De Paul Slovensko.

One of the most creative ideas was an initiative from our Human Resources team which organized fictive job interviews for 18 year-old children from Úsmev ako Dar to prepare them for their future work lives. The HR team not only ran fictive job interviews but also reviewed or helped to create CVs, tested the quality of the children's English skills, provided coaching, feedback and hints on how to behave during job interviews. This helped to prepare a group

of ten children for entering the job market and increased their chances for success when looking and applying for their first job opportunity.

Our CSR activities are highly appreciated by our partners as well as our employees and we are proud that our EBSC CSR commitment has also been recognized externally, being in the top three companies nominated for the Via Bona 2014 award for volunteering activities. Participating for the first time, our EBSC Shared Services Center made it directly to the final short list of nominees with our CSR projects rated as Via Bona Inspirational projects. It was a great achievement and our gratitude goes to everyone who was willing to share their time, energy and money with those in need!

