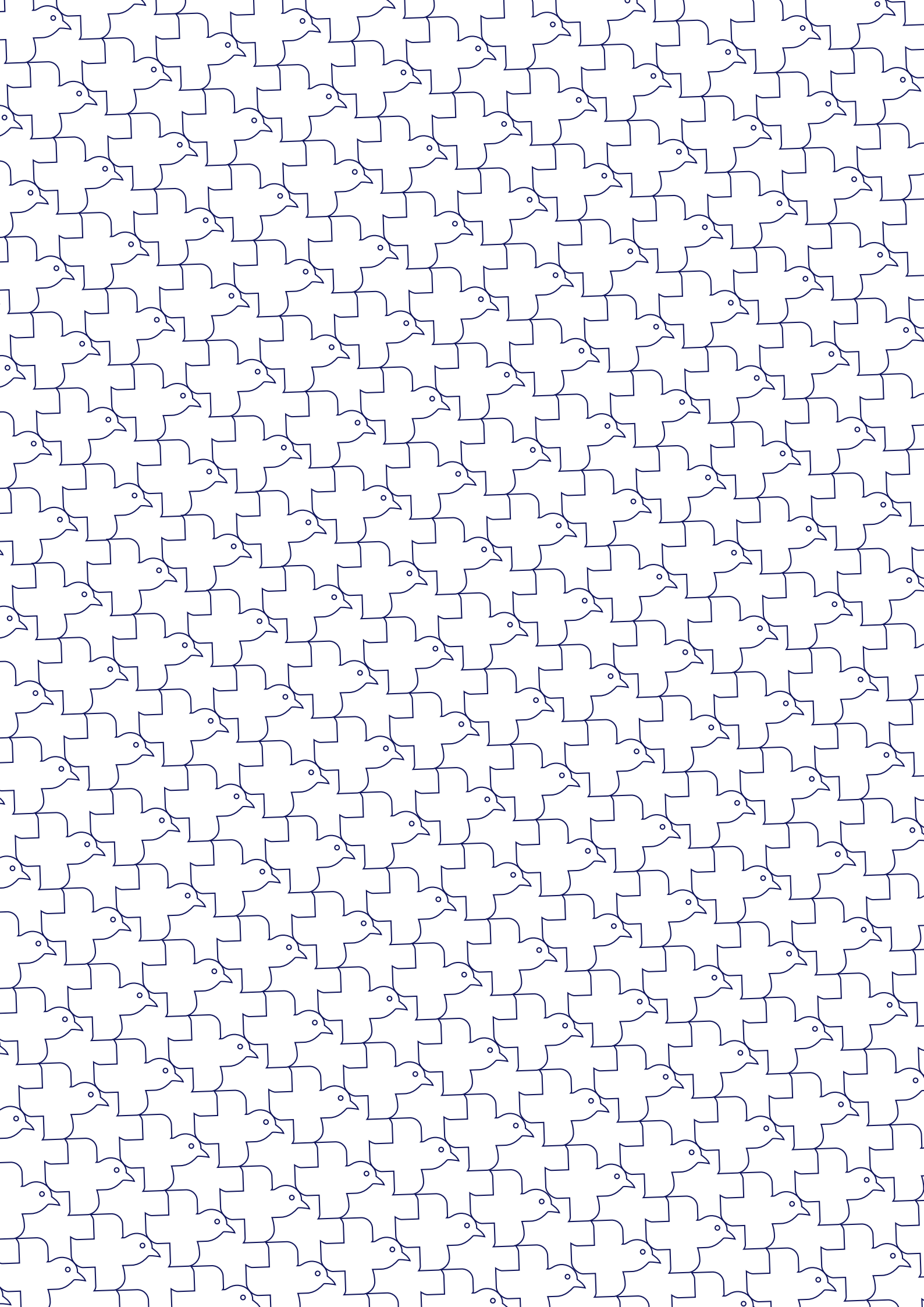




# ANNUAL REPORT

2024



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# MÉDECINS DU MONDE GREECE

**“We, who witness human suffering daily and have embraced the anguish insecurity, pain, and hopes of our fellow human beings as our own; we, who carry the spirit of the Hippocratic Oath alive in our minds, hereby establish Médecins du Monde - Greek Delegation. Driven solely by our devotion to humanity, without regard for pain, exhaustion, or emotional strain...”**

It was March 15, 1990, when 72 volunteer doctors, bound by a shared vision to shape a coherent expression of humanitarian medicine, signed the founding charter of the Greek Delegation of Médecins du Monde. More than thirty years later, our mission remains unchanged: to stand by those who are socially and economically vulnerable, those living in the fringes of society, and populations affected by crises, disasters, or war. Without discrimination. With empathy, meaningful presence, and respect for human dignity.

For us, health is not a privilege, but a fundamental right of every individual -one we are dedicated to protecting and ensuring for all, regardless of origin, gender, sexual orientation, religion, or political beliefs. Upholding the principles of the Alma-Ata Declaration, we understand health as

a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.

**Human health and human rights are inherently interconnected, rooted in the protection of public health, respect for dignity, and the advancement of social justice.**

Since our founding, our work has been guided by the principles of neutrality, impartiality, and evidence-based advocacy. We design and implement interventions that address the genuine needs of populations, both in Greece and abroad. Through our Open Polyclinics, mobile units, housing programs, and international missions, we deliver medical care, psychosocial support, and, above all, **a steadfast human presence.**

Médecins du Monde stands for an undeniable truth: that everyone deserves equal and unhindered access to healthcare and psychosocial support. We advocate for a more just world where no one faces hardship alone, and care is accessible to all -**wherever people are.**

The year 2024 was marked by intense global pressure and widespread upheaval. Armed conflicts and humanitarian needs continued to grow, hampering, or in some cases, entirely undermining, the timely and effective delivery of humanitarian aid. The shrinking humanitarian space was driven by shifting global political priorities, a gradual decrease in international funding, unprecedented targeting of aid organizations, restrictions in accessing affected communities, and institutional barriers to humanitarian assistance.

Geopolitical instability and shifting power dynamics led to large-scale population displacements, fueled by ongoing conflict and rising insecurity. At the same time, hostile rhetoric and political trends gained ground, significantly eroding the space for tolerance, acceptance, and solidarity.

In Palestine, hostilities continued relentlessly in one of the most severe humanitarian crises in decades, resulting in tragic loss of human lives, mass displacement, and severe restrictions on the provision of medical and humanitarian assistance. Meanwhile, in Sudan, the conflict of the past two years ranks among the most neglected crises globally: over 12 million people have been displaced within or beyond the country's borders, while 48 million face daily food insecurity due to a brutal, ongoing civil war. In Ukraine, two years since the beginning of the war, humanitarian needs remained critical. More than 15 million people were displaced, and aid access was

severely affected by ongoing instability and violence in the region. Simultaneously, geopolitical tensions across Africa and Asia continued to fuel violent conflicts and pose major challenges to civilian protection, humanitarian access, and the provision of basic health services.

In addition to conflict, 2024 was also shaped by mounting climate instability. The Mediterranean region, including Greece, experienced extreme weather phenomena, including heatwaves, droughts, and wildfires, that directly impacted public health and daily life. The consequences of these irregular weather patterns highlighted the urgent need to strengthen community and infrastructure resilience, and to promote integrated responses that combine public health protection with climate action.

# YEAR IN REVIEW



Dear friends,

This past year has been marked by difficulties, but also by countless moments that reminded us vulnerable we are—yet also of the strength we discover when we act together, with solidarity and love for humankind. It reaffirmed that today's challenges are profound and complex, and that our world continues to be scarred by violence and social injustice. And yet, it is also a world that resists, protests, and fights back against the changes that threaten social justice and human dignity.

Within this demanding environment, Médecins du Monde has remained firmly committed to its mission: standing by those who need us most, defending in practice the fundamental right to health and psychosocial care. When daily life is defined by the struggle for basic needs—shelter, healthcare, safety—we carry the moral and social duty to be present, to provide vital services, to strengthen prevention, and to deliver meaningful support.

Poverty, injustice, displacement, homelessness, gender-based violence, and ongoing global crises: in times of war, in the harsh realities of everyday, under the threatening circumstances that afflict both people and their environment, amid exclusion and marginalization, we have witnessed humanitarian space increasingly shrink. The role of civil society has been challenged, while shifting global dynamics have disrupted international balances—impacting above all the socially and economically vulnerable.

In spite of these challenges, we, at Médecins du Monde, have chosen to care and to act, carrying with us the hope of a better future. Our path

is neither easy nor straightforward; it is complex and multidimensional.

For more than three decades, we have remained committed to supporting, defending, and advocating for the non-negotiable rights of all people—regardless of gender, origin, sexual orientation, religion, ideology, or political beliefs. We dedicate ourselves to giving voice to the most vulnerable, to those “invisible” lives, so that they may no longer be forced to live in silence and on the fringes of society.

United in purpose and guided by a profound spirit of service, we will stand wherever help is needed, striving for a more just, compassionate, and humane society. Volunteers, supporters, partners, and staff—we are all integral to this mission. And your support reminds us that empathy and solidarity know no borders.

It is an honor to have you by our side as companions on this journey. We thank you wholeheartedly for being part of this mission of care, affection, and solidarity.



**CHARIKLEIA TZIOUVARAS**  
President of MdM-Greece

# MESSAGE FROM THE PRESIDENT

# HEALTH CARE AND PREVENTION

## OPEN POLYCLINICS

Médecins du Monde Open Polyclinics are the cornerstone of support for individuals living in precarious conditions, both socially and financially. By providing free medical care and mental health services, MdM Polyclinics aim to bridge the gap between public health systems and access to primary health care. At the same time, both clinics also serve as a crucial link between vulnerable groups -those facing barriers such as language, bureaucracy, or social exclusion- and the essential health and psychosocial services.

Services include a wide range of medical specialties, dental care, pharmaceutical treatment, psychological support, social counseling, and referrals, offering both immediate relief and long-term empowerment through improved access to healthcare and social integration.

Operating in Athens since 1997 and Thessaloniki since 2001, the clinics are located in central, accessible areas and rely on the dedication of volunteer professionals from the fields of medicine and mental health. In 2024, with the generous support of the Municipality of Thessaloniki, new facilities were inaugurated in the city, expanding the capacity of the existing Open Polyclinic and the work of the mobile health unit. This development enables us to extend our care to more neighborhoods and reach more people whose needs are too often overlooked, or even unmet.



# PROGRAMS AND ACTIVITIES



## SOCIAL DENTAL CLINIC

### Restoring dignity with a smile

The Social Dental Clinic offers essential dental care to children, adolescents, and adults from socially and economically vulnerable households, filling a major gap for individuals who otherwise lack access to such services. Based at the Athens Open Polyclinic, it provides comprehensive dental check-ups and a range of preventive and therapeutic treatments for the most common oral and maxillofacial conditions.

Regular public awareness sessions are also conducted by the clinic to encourage good oral hygiene and sustainable daily habits. In addition, through the mobile dental unit, care is extended to unaccompanied minors and children living in child protection facilities or in precarious, temporary accommodation.

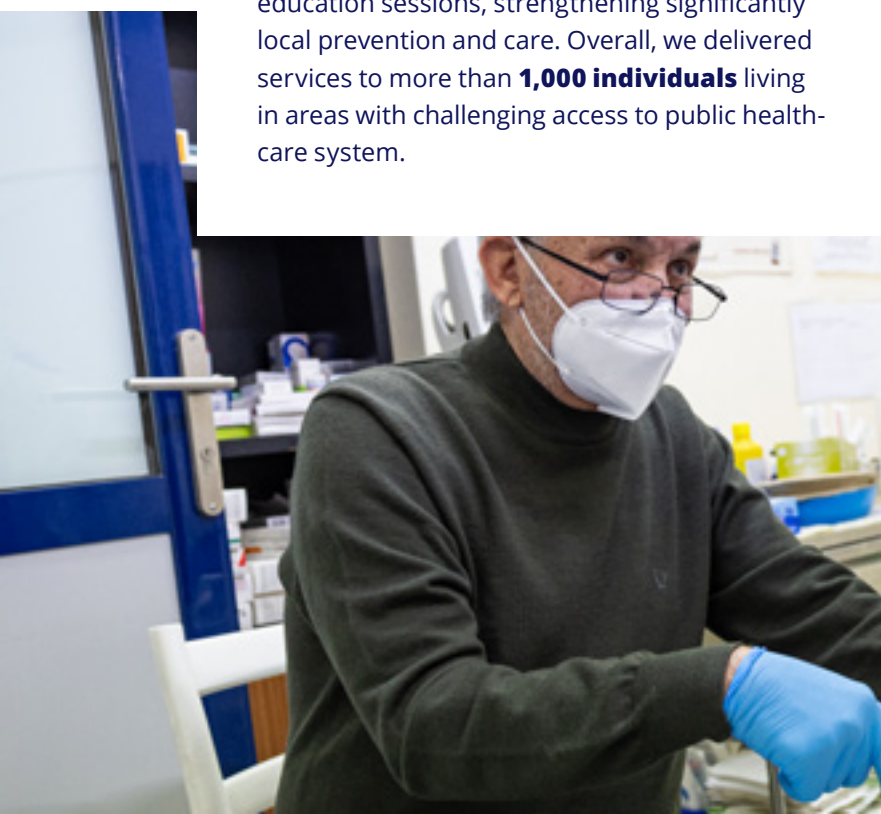


## KAVALA OFFICE

Our Office in Kavala, powered entirely by our dedicated volunteers, is a dynamic hub of care and solidarity. Doctors, dentists, and engaged citizens offer their time and expertise to support vulnerable groups through preventive check-ups, vaccinations, and awareness-raising initiatives. The team extends its reach beyond the city to remote settlements and Roma communities, while also working with local schools on health and social inclusion awareness programs. With deep commitment and strong ties to the community, MdM in Kavala fosters social cohesion and promotes active, responsible participation at the local level.

## REMOTE AREAS

Reaching people in remote areas of Greece remains a key focus, as many face limited access to medical services and mental health care. Our mobile units, staffed by a team of doctors, nurses, and other health professionals, provided preventive check-ups, electronic prescriptions, referrals for further examinations, and health education sessions, strengthening significantly local prevention and care. Overall, we delivered services to more than **1,000 individuals** living in areas with challenging access to public health-care system.



# WOMAN AND CHILD

## GYNECOLOGY AND PEDIATRIC CLINIC

Free gynecological care to women and girls facing heightened vulnerability is provided through our comprehensive program focused on sexual and reproductive health. Supporting women through pregnancy and early motherhood is a key priority, with access to healthcare and essential supplies being central to our approach.

Supporting the health and development of children and adolescents from vulnerable families is a core priority. From infancy to adulthood, children receive regular vaccinations, and school health certificates—laying a solid foundation for their overall growth and wellbeing

## A STEP FORWARD

### Supporting vulnerability

Since June 2024, MdM's "A Step Forward" Open Accommodation Center for Women in Athens has provided a safe shelter and meaningful support to women living in precarious conditions, as well as their children. The facility, with a capacity of up to 44 individuals, mainly serves asylum seekers and beneficiaries of international protection, with priority given to women with young children, underage girls, and boys up to 14 years old.

Residents benefit from accommodation, primary healthcare, psychosocial and legal support, and access to education and vocational counseling. Through partnerships with public and local institutions, the Center offers a stable, supportive environment that empowers women and their children to rebuild their lives—truly taking a step forward.

The project is implemented through cooperation between the Secretariat for Migration of Switzerland, the Ministry of Migration and Asylum of Greece, under the "Swiss-Greek Cooperation Programme 2023-2026," aiming to reduce social and economic disparities.





# EMPOWERMENT AND INCLUSION

## SUPPORT FOR THE ELDERLY 60+

Free medical care for older adults, provided at our Polyclinics with the support of a specialized geriatrician, continues to be a central part of our work.

The “Active and Healthy Ageing 60+” initiative reflects our long-standing commitment to supporting older people in a holistic way. In 2024, our program was honored with the **European Health Leadership Award** at the European Health Forum Gastein, and was recognized as a model of good practice. Held annually in collaboration with the WHO Regional Office for Europe, this prestigious Forum celebrates innovative public health initiatives that shape policy and inspire action across the continent.

Using digital tools, this program addressing to healthy ageing, reached more than **2,000 peo-**

**ple** aged over 60, helping to prevent social exclusion, support mental health, and improve access to healthcare and social services. The award highlights our role in promoting wellbeing and inclusion for older adults through integrated, community-based care.



## ROM BOOST

The Rom Boost program for the social and economic empowerment of Roma communities in Greece was successfully completed in 2024. Supported through the Active citizens fund of the EEA Grants, MdM teams worked closely with Roma communities in Athens and regional municipalities, focusing on awareness, empowerment, and trust-building.

In total, **136 individuals** received support through free medical services, psychosocial counseling, and educational activities addressing to their specific needs. Additionally, training sessions were held for mediators and community members on health, rights, social protection, communication, and cultural expression. Community members actively participated in vaccination campaigns, informational sessions, and initiatives linking them to the labor market. Since 1997, we have focused on the health and social inclusion of Roma populations, implementing programs in Attica and Thessaloniki.

## SAG

### Sexmenstrual Health and Gender Literacy

SAG is a three-year international project with 10 partners from different countries, aiming to empower youth on sexual and reproductive health, menstrual health, and gender equality. It uses non-formal education and culturally sensitive approaches to improve youth access to information and rights, focusing on vulnerable groups like young women, persons with disabilities, and refugee, migrant, and LGBTQI+ communities.

The project creates educational tools and guides for professionals on consent, gender-based violence, contraception, STIs, and sexuality, promoting an inclusive and non-discriminatory approach.





# VULNERABLE POPULATIONS

## NIGHT SHELTER FOR THE HOMELESS

In the center of Athens, MdM's Night Shelter for the Homeless offers a safe haven every night to people experiencing homelessness or living in unstable and precarious housing conditions. Throughout the year, the shelter supported **92 individuals**, covering basic needs such as overnight accommodation, personal hygiene, clothing, and footwear. In tandem with MdM's Open Polyclinic, guests also had access to basic healthcare, psychosocial support, and meaningful assistance in their path toward social integration and sustainable housing solutions.

## STREET WORK

In 2024, our street outreach activities grew significantly in Athens, Piraeus, and Thessaloniki, focusing on individuals living on the streets, or experiencing social marginalization. We met essential needs, including food, clothing, and personal hygiene supplies, while our mobile units provided free medical care, psychosocial support, and referrals to public health services.

Our work on the streets goes beyond providing care; it fosters trust and encourages people to engage with more structured and consistent forms of support.



## LESVOS

### Entry Points for Third-Country Nationals

Médecins du Monde Greece has maintained an uninterrupted presence in Lesvos since 2013. In 2024, a rise in arrivals from unstable regions, including Palestine, Afghanistan, Somalia, the Democratic Republic of Congo, and Syria, placed additional strain on the hosting facilities in the Northern Aegean. As a result, service shortages intensified, and the mental health of refugees and migrants was adversely affected. Having a stable presence at the Reception And Identification Centre in Mavrovouni and carrying out various interventions across the island, our teams provided medical and psychosocial support to **2,548 individuals**, prioritizing women, children, and other vulnerable groups.

## UKRAINE

For the second consecutive year since the outbreak of hostilities, Médecins du Monde Greece, the only Greek humanitarian organization actively present in Ukraine, operated in affected areas, providing medical care, psychosocial support, and humanitarian aid to over **30,000 people** living under severe insecurity. Supporting national efforts to strengthen and reform its mental health system, we implemented community relief and empowerment interventions using two key tools by the World Health Organization (WHO): the Mental Health Gap Action Programme (mhGAP) and Problem Management Plus (PM+).

This approach substantially enhanced the mental resilience of local communities by training doctors and health professionals to identify and manage common mental disorders such as depression, anxiety, post-traumatic stress (PTSD), and by offering basic psychological support to individuals experiencing intense stress, loss, or social isolation. Mental health workshops were conducted in the Sumy and Chernivtsi regions,

aiming to reduce barriers to service access and improve community wellbeing, with a focus on youth, women, and war veterans.

## CROSSING COUNTRIES CROSSING COMMUNITIES

### Health and prevention in vulnerable communities

MdM contributed to the Crossing Countries, Crossing Communities (4C) program, aimed at enhancing access to prevention and early diagnosis of HIV, STIs, and viral hepatitis for vulnerable groups. Throughout the year, it supported **768 people**, including migrants, men who have sex with men, transgender people, and sex workers, through various activities in Athens, Thessaloniki, the Northern Aegean islands, and via mobile units. These activities combined testing, counseling, education, social events, staff training, and psychosocial support.

# EMERGENCY RESPONSE

## THESSALY

### Helpdesk

Even months after the devastating floods of September 2023, Thessaly was still in the process of recovery. MdM remained active in the region until May 2024, by operating daily a local helpdesk and medical mobile unit to support affected residents and vulnerable groups with primary healthcare, psychosocial support, and humanitarian aid.

At the same time, educational sessions on disaster preparedness and the local impacts of natural hazards, were also held, including workshops on First Aid, CPR techniques, and the use of defibrillators were conducted for teachers and representatives of the local government in the Municipality of Palamas -the area most severely affected.

In order to cover the needs of the Palamas Health Center, Médecins du Monde Greece also donated a portable defibrillator and contributed to repairing part of the damaged building, helping to restore its continued operation and the safety of visitors and staff.

Through our interventions, over **2,500 local residents** received proper care and support.

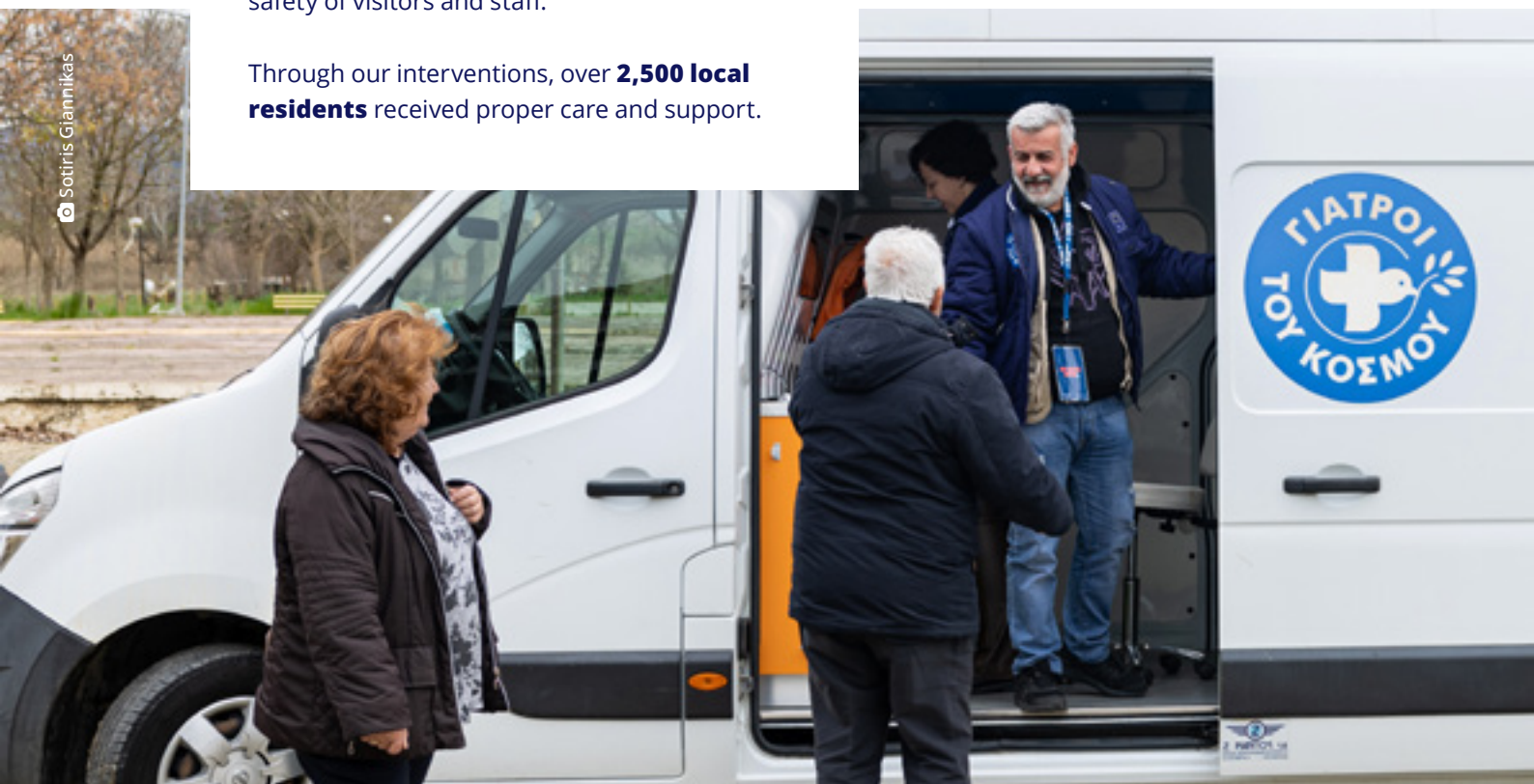
## WILDFIRES

### In Attica and Evia

Every summer, we stand with those who face the heartbreak of seeing their homes and land go up in flames -a painful pattern that is becoming all too familiar. 2024 was no exception. Once again, the climate change and human activity combined, posed serious challenges to both the environment and local communities.

Major wildfires in Evia and the Attica region caused extensive damage: thousands of hectares of land were burned, homes and property destroyed, and local ecosystems and wildlife severely affected. Our mobile units were deployed to the affected areas, providing medical and humanitarian assistance to both residents and those involved in firefighting efforts.

Sotiris Giannikas





# ADVOCACY

## GAZA

In February 2024, Médecins du Monde offices in Gaza were completely destroyed by Israeli attacks amid a deepening humanitarian crisis in the region.

Alongside other international aid organizations, we repeatedly called for an immediate ceasefire and unconditional humanitarian access, warning of an impending food crisis that threatens civilian lives.

We condemned the provision of arms by states that, while claiming to support humanitarian efforts, effectively fueled the continuation of hostilities and the worsening of the crisis.

We urged the UN Security Council to enforce International Court of Justice decisions and ensure compliance with international law, protection of civilians, and unimpeded humanitarian access to all those affected.

Humanitarian access to Gaza remained severely restricted: crossings were closed, land routes blocked, and violations of International Humanitarian Law escalated an already dire situation.

Civilians were left without food, medical care, or safety, while humanitarian staff and facilities were also left without protection, at the cost of human lives.

The situation in Gaza throughout 2024 tragically underscored the failure of the international community to safeguard the right to life and dignity for millions of civilians, emphasizing the urgent need for meaningful political action and an immediate ceasefire.

## UKRAINE

Civilians and healthcare infrastructure in Ukraine faced repeated attacks in 2024, the second year of the ongoing war. Over **1,400 medical facilities** were targeted, and more than **145 healthcare** workers lost their lives. Médecins du Monde Greece unequivocally condemned these assaults on civilians and critical infrastructure across Ukrainian cities, including the country's largest pediatric hospital in the Okhmatdyt area, home to hundreds of children with cancer.

Alongside 131 organizations, MdM Greece called on the EU to extend temporary protection status for displaced Ukrainians, warning of the risk of rights loss, integration challenges, and increased asylum claims without a coordinated European response.





## TÜRKIYE AND SYRIA

### One year after the devastating earthquakes

Following the devastating earthquakes that struck Türkiye and Syria in February 2023, MdM continued to respond to the immense needs of affected populations. One year later, millions were still living in precarious conditions, facing poverty, psychological trauma, limited access to essential services, and heightened risks of abuse and gender-based violence.

Throughout 2024, MdM teams delivered primary healthcare, psychosocial support, sexual and reproductive health services, and hygiene assistance through both fixed structures and mobile units, reaching over 200,000 people. The consequences of the earthquakes remained severe, and the need for continued humanitarian support was critical.

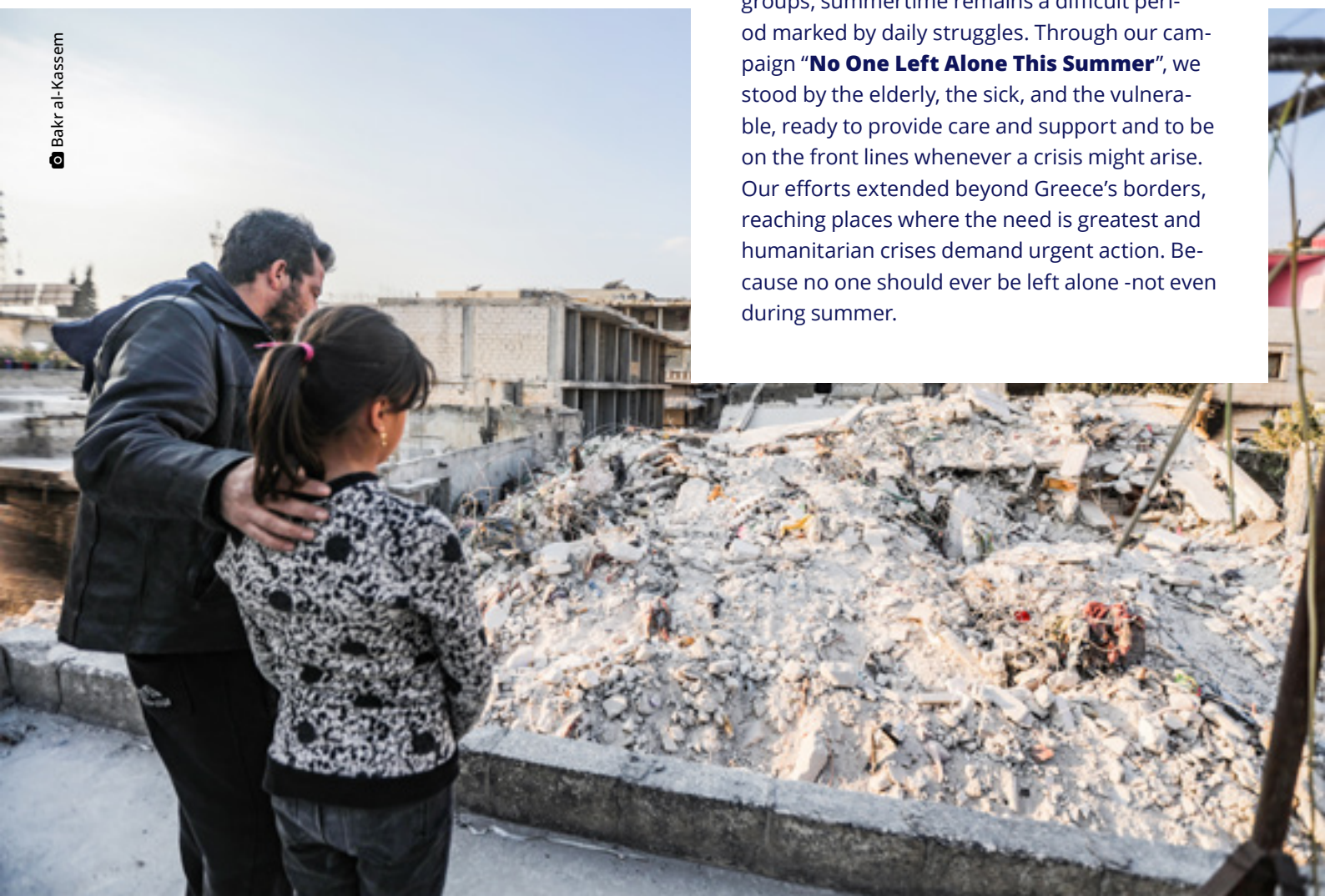
## MPOX OUTBREAK

The Democratic Republic of the Congo faced a serious Mpox outbreak, declared a “public health emergency of international concern” by the World Health Organization. MdM International Network actively present in the region, launched targeted interventions in prevention, treatment, and community outreach, and called for equitable access to vaccines and care, stressing that the virus’s resurgence, combined with low availability and high vaccination costs, posed a major threat to already vulnerable health systems in West and Central Africa.

## CAMPAING

### Standing by Those Who Need Us Most

For many, summer is a time to rest. But for others, elderly people, patients, and vulnerable groups, summertime remains a difficult period marked by daily struggles. Through our campaign “**No One Left Alone This Summer**”, we stood by the elderly, the sick, and the vulnerable, ready to provide care and support and to be on the front lines whenever a crisis might arise. Our efforts extended beyond Greece’s borders, reaching places where the need is greatest and humanitarian crises demand urgent action. Because no one should ever be left alone -not even during summer.



# SYNERGIES - OUTREACH

## COLLABORATION WITH CIVIL SOCIETY ACTORS

In 2024, through targeted partnerships and joint efforts, we strengthened key interventions in health, social protection, and support for vulnerable populations.

We participated in **Humanity Reloaded Fest** by Médecins Sans Frontières, where we discussed the humanitarian challenges of climate change and presented our interventions in Thessaly.

We took part in the **2nd Mental Health Forum in Ukraine**, focusing on the modernization of mental health services in line with international standards and the creation of a resilient network to meet growing needs amid ongoing war.

On **Lesvos**, in collaboration with UNHCR Greece, we supported training sessions for professionals and volunteers working at the Mavrovouni Reception and Identification Center, focusing on disease prevention and treatment in overcrowded conditions.

We joined the **Philanthropy 2.0** conference by HIGGS, promoting networking and innovation in the field of social contribution.

We actively participated in the “**Athens, Capital of Solidarity**” event by the Municipality of Athens, showcasing the Homeless Shelter as a good practice in supporting vulnerable groups and promoting social cohesion.

For older adults, we organized awareness activities at **Friendship Clubs in Athens**, focusing on healthy ageing, the importance of physical activity, and proper nutrition, with support from the TIMA Charitable Foundation.

In partnership with the Peer Network of Psychoactive Substance Users, Generation 2.0 RED, and the Municipality of Athens, we took part in the **Support Don't Punish** global campaign for the International Day Against Drug Abuse. We highlighted the importance of Harm Reduction and reinforced awareness, information, and support for the most vulnerable groups.

We participated in **Athens Pride 2024**, supporting diversity and LGBTQI+ social inclusion, just months after the legal recognition of same-sex marriage. Despite progress, discrimination persists in many areas, affecting quality of life. Through HIV and STI prevention activities, we emphasized that love is health and health is a right for all.

In cooperation with Positive Voice, under the **4C program**, we improved access to sexual health services through rapid testing and awareness





activities in our Open Clinics and Checkpoints, as well as on Lesbos. There, with the support of UNHCR Greece, we trained 52 healthcare professionals on STI management among refugee populations, improving the quality of care.

We joined a **commemorative event** organized by UNHCR Greece and Praxis, in collaboration with Movement On The Ground, where local students and children from the Lesbos reception center played a friendly football match, turning the pitch into a mosaic of inclusion and coexistence.

At KMOP's **"Women and Girls Friendly Space,"** we carried out awareness sessions on sexual and reproductive health, STI prevention and treatment, and conducted rapid testing for HIV, syphilis, and hepatitis B & C for women who wished to participate.

We offered free **dental check-ups and preventive care** at the Ostria psychiatric hostel run by EPSYME, continuing our work to promote health among vulnerable populations.

Our volunteers participated in the **Civil Protection Volunteer Training Program** at the Civil Protection Academy, learning how to protect lives, health, property, and cultural heritage.

## KNOW-HOW EXCHANGE

The bilateral "MdM-Greece – Hero Norge AS Exchange" program, part of the "Asylum and Migration" project and supported by EEA Grants, was completed in 2024. It facilitated the exchange of expertise and best practices between MdM and Hero Norge AS, focusing on improving asylum systems and refugee reception structures. At the same time, it enhanced the quality and effectiveness of services for mobile populations in Greece and Norway, promoting sustainable solutions in a challenging humanitarian context.

## MEMORANDUM OF COOPERATION

A three-year Memorandum of Cooperation was signed between MdM and the 3rd Cardiology Clinic of Aristotle University of Thessaloniki (AUTH) of Hippokration General Hospital to support vulnerable groups in the city. This collaboration aims to provide access to healthcare and medical treatment services, as well as to implement joint initiatives that improve the quality of life for the beneficiaries.





## ACADEMIC COMMUNITY

Connecting with university education remains a key pillar of our activities. In 2024, we were pleased to continue and strengthen our cooperation with the academic community through internships, educational programs, and joint initiatives that highlight the role of knowledge in serving social equity and solidarity.

Gaining invaluable hands-on experience at the Open Polyclinics in Athens and Thessaloniki, during streetwork activities, at the Night Shelter for the Homeless, and at the Open Accommodation Facility “A Step Forward.” We were proud to host **students from prominent Greek institutions**—including the Medical Schools of the National and Kapodistrian University of Athens (NKUA), the Universities of Ioannina, Crete, Thessaloniki (AUTH), and Western Macedonia, as well as Democritus University and Panteion University of Social and Political Sciences. We also welcomed students from several European countries, including Austria, France, Denmark, and Cyprus.

As part of their academic program, students and professors from **Northwest University** (Washington, USA) visited the Open Polyclinic in Athens. They were introduced to our work with socially vulnerable populations, engaging in a fruitful exchange of knowledge and perspectives on community-based healthcare and human rights.

Our **collaboration with HelMSIC** was renewed through the signing of a Memorandum of Cooperation for the “Cheiron” program. This initiative offers medical students the opportunity to

train in our Polyclinics in Athens and Thessaloniki, equipping them with practical experience in delivering healthcare to vulnerable communities while promoting human rights and the values of social solidarity.

We participated in the **2nd Career Day** organized by the Nursing Department of NKUA, contributing to the orientation of senior students and recent graduates regarding career opportunities in the health and social care sectors.

## EDUCATIONAL PROGRAMS IN SCHOOLS

As part of our ongoing health education activities each school year, visits were conducted to schools at all levels aimed to raise awareness among children and adolescents on fundamental principles of oral hygiene and personal care, and to cultivate essential preventive health habits.



## THE ANNUAL MEETING OF THE MDM INTERNATIONAL NETWORK IN ATHENS

In 2024, the Annual Meeting of the International Network of MdM was held in Athens, bringing together Presidents and Directors from 17 national Chapters. This high-level meeting served as a platform for strategic dialogue on the global humanitarian landscape, aiming to strengthen collective preparedness, enhance advocacy efforts, and promote inclusive, rights-based responses to today's most pressing challenges.

Discussions centered on the shrinking humanitarian space and the increasing violations of international humanitarian law, underscoring the need for coordinated, principled action in response to complex and evolving crises. In dialogue with representatives of the Greek State, the European Commission, and Civil Society, particular emphasis was placed on the management of refugee flows—especially in a context

shaped by the rise of extremist movements that threaten unity and democratic values across Europe.

At a time when fundamental rights, social cohesion, and respect for diversity are under mounting pressure, the MdM Chapters reaffirmed their collective commitment to defending human dignity. United in purpose, the Network continues to serve as a powerful voice for those silenced or excluded—remaining at the forefront of efforts to uphold justice, health, and human rights for all.



Driven by our vision of a fairer and more humane world, we actively participate in national and international networks. Through the exchange of knowledge and experience, and the promotion of collaborative advocacy, we actively engage in promoting public policies that uphold human rights and support the inclusion and protection of vulnerable populations.

Within European networks, we have been consistently engaged for over a decade as active members of FEANTSA (European Federation of National Organisations Working with the Homeless) and VOICE (Voluntary Organisations in Cooperation in Emergencies). We also participated in the European Alliance for Responsible Research and Affordable Medicines and engaged in consultations with the EUAA (European Union Agency for Asylum), FRA (European Union Agency for Fundamental Rights), EPHA (European Public Health Alliance), and the ECO-ASCO Special Network: Impact of the War in Ukraine on Cancer. As members of the International Network of MdM, we participate in the European Observatory for Health Vulnerability Reduction.

We also sustain active participation in key national working groups and networks, including:

- Greek Network for the Right to Housing
- Greek Network to Combat Poverty
- Municipality of Athens Coordination Center for Migrants and Refugees (ACCMR)
- National Drug Platform
- Network for Recording Racist Violence Incidents
- Working Group on Mental Health and Psychosocial Support for Refugees in Greece (MHPSS Working Group)
- Advocacy Working Group
- Climate Alliance
- Working Group on the Legal Framework of Volunteering in Greece

# PARTNERSHIPS



# EVERY DONATION IS APPRECIATED

Donations - financial or in kind - from companies, foundations, institutions or individuals are a key element of Médecins du Monde, as the main source of resources for the implementation of our work, since they provide us with the necessary means and strength to continue with targeted actions towards society and our fellow human beings.

**SEE EVERY WAY YOU TOO CAN SUPPORT MÉDECINS DU MONDE**

**[www.mdmgreece.gr](http://www.mdmgreece.gr)**



#### **40% TAX DEDUCTION**

According to Law 4873/2021, for donations to registered Civil Society Organizations, the amount of tax is reduced by 40% of the donated amounts to these entities, provided that the donations exceed 100€ during the tax year and the donated amounts are deposited in special bank accounts operating legally in a Member State of the EU or the EEA.





**Would you like to volunteer  
with Médecins du Monde?**

**Even once a month  
makes a difference!**



With only a few hours of your time, you can support vulnerable individuals, gain invaluable experience, and join a compassionate team committed to social solidarity.

## JOIN OUR TEAM

Call us at **+30.210.32.13.150** or send an email to **volunteers@mdmgreece.gr** (Volunteering Department) with:

- Full Name
- Contact Information
- Availability
- Specialty

**Be the change  
you want to see!**

**1 Who can contribute?**

Everyone is welcome. Based on your skills and availability, we will match you with a role that suits you best.

**2 How often can I volunteer?**

Whenever you are able. Even volunteering once a month truly makes a difference.

**3 I'm not a doctor. Can I still help?**

Absolutely! We welcome social workers, interpreters, administrative assistants, and support in many other areas.

**4 Is training provided?**

Yes. Comprehensive training and ongoing guidance are provided before you begin your volunteer activities.

**5 Are there opportunities for missions abroad?**

Yes, for those with prior experience volunteering with Mdm in Greece and when relevant international projects arise.

## MÉDECINS DU MONDE'S STRATEGIC PLAN FOR 2022-2025 OUTLINES THE KEY PILLARS, THEMATIC AREAS, AND STRATEGIC DIRECTION OF THE ORGANIZATION OVER THE NEXT THREE YEARS.

In developing this plan, our aim was to create a balanced and accessible framework that is easy to adapt and adjust. It is organized around objectives that cover 5 distinct thematic areas, ensuring that the various dimensions and dynamics of the organization are well represented and that we respond effectively to the critical issues raised by different parts of the organization, all while keeping our common objectives in focus.

### **The objectives established include:**

- 1.** Digital transformation in program management
- 2.** Strengthening partnerships and networking for national and international projects
- 3.** Implementation of new programs through alternative and innovative approaches
- 4.** Communication, advocacy, representation, and policy-making

In 2024, our programs and activities continued within the framework of our three-year strategic plan — a flexible and adaptable tool designed to respond effectively to the multifaceted needs and challenges of the organization. Our efforts were structured around five thematic pillars, focusing on the digital transformation of program management, the strengthening of our partnerships at both national and international levels, the development of innovative interventions, systematic advocacy, as well as representation and policy development. Particular emphasis was also placed on the expansion and effective use of digital communication channels.

# STRATEGIC PLAN 2022-2025



44.533

**BENEFICIARIES  
OF MDM'S SERVICES**

91.132

**MEDICAL ASSESSMENTS**

16

**PROGRAMS**

2

**OPEN  
POLYCLINICS**

2

**ACCOMMODATION  
FACILITIES**

21

**INTERVENTION  
LOCATIONS  
IN GREECE**

7

**AVAILABLE  
VEHICLES**

4

**MOBILE  
MEDICAL  
CLINICS**

81

**EMPLOYEES**

9

**INTERNS**

1.747

**VOLUNTEERING  
PARTICIPATIONS**

5

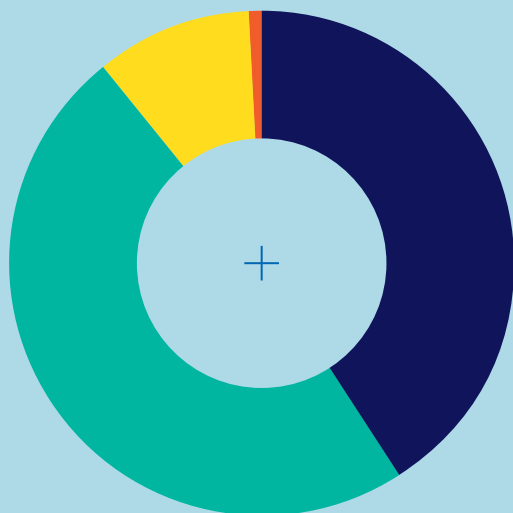
- Environment and Key Populations
- Refugees and Displaced Persons
- Health and Rights of Women and Children
- Social Integration and Inclusion
- Preparedness and Emergency Response

**AXES OF ACTIVITIES**

**SUMMARY**

## RESOURCE MANAGEMENT

Médecins du Monde is a transparent organization. A key priority is to minimize operational costs, performance expenses, and public relations expenditures to ensure that the majority of income is allocated to funding missions.

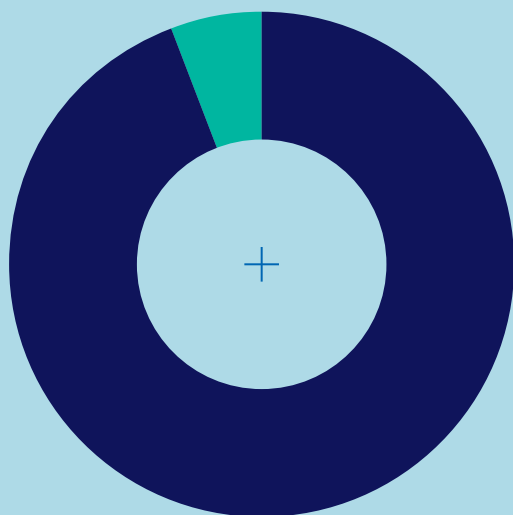


### INCOME

- **41,00%** INSTITUTIONAL FUNDS  
**1.113.163,12€**
- **48,31%** PUBLIC BENEFIT ENTITIES  
**1.311.858,92€**
- **10,09%** INDIVIDUALS & COMPANIES  
**273.980,76€**
- **0,60%** OTHER  
**16.204,47€**

### TOTAL

**2.715.207,27€**



### OUTCOME

- **94,20%** PROJECT EXPENDITURE
- **5,80%** ADMINISTRATIVE EXPENDITURE

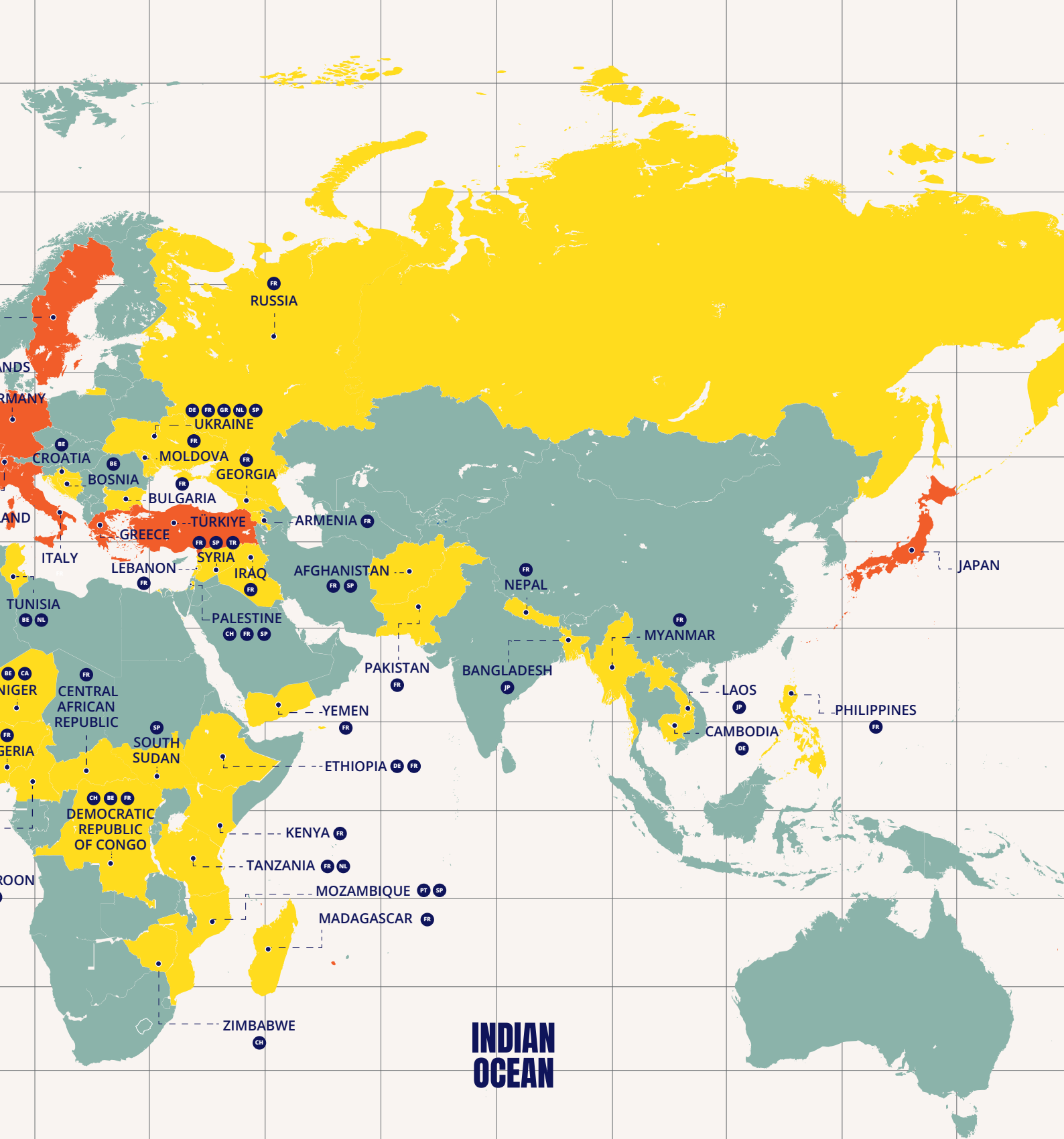
# FINANCIAL DATA 2024



- DOMESTIC PROJECTS
- INTERNATIONAL PROJECTS

- |  |  |
|--|--|
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">AR</span> ARGENTINA | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">JP</span> JAPAN       |
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">BE</span> BELGIUM   | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">PT</span> PORTUGAL    |
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">CA</span> CANADA    | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">SP</span> SPAIN       |
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">FR</span> FRANCE    | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">CH</span> SWITZERLAND |
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">DE</span> GERMANY   | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">NL</span> NETHERLANDS |
| <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">GR</span> GREECE    | <span style="background-color: #000080; color: white; border-radius: 50%; padding: 2px 5px;">TR</span> TÜRKIYE     |





## MÉDECINS DU MONDE INTERNATIONAL NETWORK

The International Network of Médecins du Monde consists of 17 civil society organizations united by a common vision: a world where health is recognized as a fundamental right. We provide care, and testimony, and we advocate for social change while fighting against injustice

Our network operates more than 456 programs, domestic and international, in more than 71 countries. Around the world, we enable people whose health is at risk to access quality medical services.

**71**  
COUNTRIES

**456**  
PROGRAMS



## THANK YOU VERY MUCH FOR YOUR SUPPORT

3<sup>ο</sup> ΓΥΜΝΑΣΙΟ ΧΑΪΔΑΡΙΟΥ, ABB SA, ACS COURIER, AEGEAN AIRLINES, ΑΕΟΛΟΣ-ΚΟΥΓΙΟΥΜΤΖΗΣ ΜΙΧΑΛΗΣ & ΣΙΑ ΕΕ, ANEK LINES, ANTIVIRUS SOFTWARE SOLUTIONS, ATTICA GROUP (BLUE STAR FERRIES & SUPERFAST FERRIES), BOSUNG ΜΗΧΑΝΟΛΟΓΙΚΗ (HELLAS) ΕΠΕ, C. XENOS-KAROUMPAS & ΣΙΑ ΟΕ, CAPITAL LINK INC, CAR GLASS-ΕΡΓΟΦΙΛ ΑΕ, CARYO ΔΙΑΓΝΩΣΤΙΚΑ ΕΡΓΑΣΤΗΡΙΑ, CHERFARMA ΕΠΕ, CINE KAMARI ΣΑΝΤΟΡΙΝΗ, CIRCANA HELLAS, COSMOTΕ SA, DELOITTE GREECE, DIAMOND ΒΙΟΜΗΧΑΝΙΚΕΣ ΥΠΗΡΕΣΙΕΣ ΕΠΕ, DIVERCITY ΑΡΧΙΤΕΚΤΟΝΙΚΕΣ ΜΕΛΕΤΕΣ ΚΑΙ ΕΠΙΒΛΕΨΕΙΣ ΕΠΕ, ELPEN PHARMACEUTICAL CO INC, ENVIRODENT ΔΙΑΧΕΙΡΗΣΗ ΑΠΟΒΛΗΤΩΝ ΥΓΙΕΙΝΟΜΙΚΩΝ ΜΟΝΑΔΩΝ, ERGO HELLAS, EUROBANK, FIBRAN Α.Ε. ΜΟΝΩΤΙΚΑ ΥΛΙΚΑ, FREIMONOΠΡΟΣΩΠΗ ΑΕ, GOLDEN CARE-ΜΟΝΑΔΑ ΦΡΟΝΤΙΔΑΣ, HELEXPO - ΔΙΕΘΝΗΣ ΕΚΘΕΣΗ ΘΕΣΣΑΛΟΝΙΚΗΣ ΑΕ, HOMIE SCHOOL ΓΛΥΦΑΔΑ, HONDOS CENTER ΑΕ, HOWDEN HELLAS INSURANCE & REINSURANCE BROKERS SA, INTRALOT ΑΕ, INTRASOFT INTERNATIONAL SA, INVISION CONSULTING, ISOMAT ΑΕ - ΒΙΟΜΗΧΑΝΙΑ ΔΟΜΙΚΩΝ ΧΗΜΙΚΩΝ, ΚΟΝΙΑΜΑΤΩΝ & ΧΡΩΜΑΤΩΝ, IVOCLAR VIVADENT ΕΛΛΑΣ, KORA BAKERY, LEROY MERLIN, MARE MARINE ENTERPRISES LIMITED, MATTEL ΑΕΒΕ, MEDICIAL ΙΚΕ, METROLAB Π. ΚΑΠΕΤΗΣ ΑΕ, MSD GREECE, ORACLE ΕΛΛΑΔΑΣ, ORIGINAL SENSES GREECE – EXPERIENTIAL TRAVEL, PEPPER MIND-BUSINESS CONSULTING, PHARMASEPT SA, PIERCE COLLEGE, POLYGON - ΓΕΝΙΚΕΣ ΥΠΗΡΕΣΙΕΣ ΕΞΥΠΗΡΕΤΗΣΗΣ ΠΟΛΥΚΑΤΟΙΚΙΩΝ ΜΟΝΟΠΡΟΣΩΠΗ ΕΠΕ, PROCTER & GAMBLE HELLAS, PROTUGS - TOWAGE & SALVAGE CONSORTIUM, REFRAN ΜΟΝΟΠΡΟΣΩΠΗ ΑΕ, RE/MAX GREECE HEADQUARTERS, REHAB CARE ΙΚΕ - ΕΙΔΗ ΑΠΟΚΑΤΑΣΤΑΣΗΣ, ROLCO CHRISTEYNS PC, SADENT ΟΔΟΝΤΙΑΤΡΙΚΑ ΕΙΔΗ, SAINT GOBAIN HELLAS SA, SCHELDE ΘΑΛΑΣΣΙΕΣ ΥΠΗΡΕΣΙΕΣ ΜΟΝΟΠΡΟΣΩΠΗ ΕΠΕ, SKROUTZ ΑΕ, SMIRDEX SA, ST. LAWRENCE ENGLISH JUNIOR SCHOOL, TAX ACCOUNTING ΑΕ, UNILEVER HELLAS, VETO.GR, VITANET - ΔΗΜΗΤΡΙΑΔΗΣ ΠΟΡΤΟΚΑΛΙΔΗΣ ΟΕ, VLASSOPOULOS TRAVEL, VOGG EV SPENDEN GRIECHENLAND, VODAFONE ΕΛΛΑΣ, WELLA PROFESSIONALS GREECE, ΑΒ ΒΑΣΙΛΟΠΟΥΛΟΣ, Γ.Κ. ΡΙΖΑΚΟΣ ΑΒΕΤΕ, ΓΕΝΙΚΗ Δ/ΝΣΗ ΔΗΜΟΣΙΑΣ ΥΓΕΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΗΣ ΜΕΡΙΜΝΑΣ -ΤΜΗΜΑ ΔΗΜΟΣΙΑΣ ΥΓΙΕΙΝΗΣ & ΠΡΟΑΓΩΓΗΣ ΥΓΕΙΑΣ ΠΕΡΙΦΕΡΕΙΑΣ ΑΤΤΙΚΗΣ, ΓΕΝΙΚΟ ΝΟΣΟΚΟΜΕΙΟ ΑΘΗΝΩΝ ΓΕΩΡΓΙΟΣ ΓΕΝΝΗΜΑΤΑΣ, ΓΕΡΜΑΝΟΣ ΙΑΤΡΙΚΑ, ΓΕΦΥΡΑ ΧΑΡΙΛΑΟΣ ΤΡΙΚΟΥΠΗΣ ΑΕ, DESMOS, ΔΗΜΟΣ ΝΑΞΟΥ ΚΑΙ ΜΙΚΡΩΝ ΚΥΚΛΑΔΩΝ, ΔΗΜΟΣ ΝΕΑΣ ΣΜΥΡΝΗΣ, AMERICAN COMMUNITY SCHOOLS, ΕΘΝΙΚΗ ΤΡΑΠΕΖΑ, ΕΘΝΙΚΟ ΑΣΤΕΡΟΣΚΟΠΕΙΟ ΑΘΗΝΩΝ - ΜΕΤΕΟ, ΕΚΠΑΙΔΕΥΤΗΡΙΑ ΓΕΩΡΓΙΟΥ ΖΩΗ, ΕΛΛΗΝΟΓΑΛΛΙΚΗ ΑΓΩΓΗ ΚΑΚΑΔΙΑΡΗΣ ΧΡΙΣΤΟΔΟΥΛΟΣ, ΕΛΛΗΝΟΓΑΛΛΙΚΗ ΣΧΟΛΗ ΟΥΡΣΟΥΛΙΝΩΝ - ΝΗΠΙΑΓΩΓΕΙΟ/ΔΗΜΟΤΙΚΟ, ΕΠΙΜΕΛΗΤΗΡΙΟ ΚΑΒΑΛΑΣ, ΕΡΓΑΤΙΚΟ ΚΕΝΤΡΟ ΝΑΥΠΑΚΤΟΥ, ΗΠΕΙΡΩΤΙΚΗ ΒΙΟΜΗΧΑΝΙΑ ΕΜΦΙΑΛΩΣΕΩΝ ΑΕ (ΒΙΚΟΣ ΑΕ), ΙΑΤΡΙΚΟΣ ΣΥΛΛΟΓΟΣ ΑΘΗΝΩΝ, ΙΔΡΥΜΑ ΜΙΧΑΛΗΣ ΚΑΚΟΓΙΑΝΝΗΣ, ΙΕΚ ΑΚΜΗ, Κ.Ο.ΠΟΣΕΙΔΩΝΑΣ ΙΛΙΣΙΩΝ, ΚΕΝΤΡΟ ΠΟΛΙΤΙΣΜΟΥ ΙΔΡΥΜΑ ΣΤΑΥΡΟΣ

ΝΙΑΡΧΟΣ (ΚΠΙΣΝ), ΛΑΒΔΑΣ ΑΕ, ΛΕΟΝΤΕΙΟΣ ΣΧΟΛΗ ΝΕΑΣ ΣΜΥΡΝΗΣ, ΛΗΤΩ ΜΑΙΕΥΤΙΚΟ ΓΥΝΑΙΚΟΛΟΓΙΚΟ & ΧΕΙΡΟΥΡΓΙΚΟ ΚΕΝΤΡΟ ΑΕ, ΜΕΤΡΟ ΑΕΒΕ (METRO, MY MARKET), ΝΕΑ ΟΔΟΣ ΑΕ, ΝΗΠΙΑΓΩΓΕΙΟ ΦΩΤΕΙΝΗ, ΝΤΙΖΕΛ ΜΑΡΙΝ INTERNATIONAL (ΕΛΛΑΣ) ΕΠΕ ΑΝΤΙΠΡΟΣΩΠΕΙΕΣ-ΜΕΣΙΤΕΙΕΣ, ΟΔΟΝΤΙΑΤΡΙΚΟΣ ΣΥΛΛΟΓΟΣ ΘΕΣΣΑΛΟΝΙΚΗΣ, ΟΛΥΜΠΙΑ ΟΔΟΣ ΑΕ, ΟΜΙΛΟΣ ΙΑΣΩ, ΟΡΓΑΝΙΣΜΟΣ ΛΙΜΕΝΟΣ ΗΡΑΚΛΕΙΟΥ ΑΕ, ΠΛΑΤΩΝ ΔΙΑΓΝΩΣΙΣ, ΠΑΝΤΕΛΗΣ ΚΥΡΑΜΑΡΓΙΟΣ & PANIC RECORDS, ΠΑΟΚ ΑΣΤΙΟΝ, ΠΑΥΛΟΣ ΑΡΝΑΟΥΤΗΣ Α.Ε./ΔΙΑΓΝΩΣΤΙΚΑ - ΙΑΤΡΙΚΑ - ΦΑΡΜΑΚΕΥΤΙΚΑ ΠΡΟΪΟΝΤΑ, ΠΟΛΙΤΙΣΤΙΚΟ ΚΕΝΤΡΟ ΕΡΓΑΖΟΜΕΝΩΝ, ΠΣΒΑΚ - ΠΑΝΕΛΛΗΝΙΟ ΣΥΝΔΕΣΜΟΣ ΒΙΟΜΗΧΑΝΩΝ & ΑΝΤΙΠΡΟΣΩΠΩΝ ΚΑΛΛΥΝΤΙΚΩΝ & ΑΡΩΜΑΤΩΝ, ΣΚΛΑΒΕΝΙΤΗΣ ΑΕΕ, ΣΤΑΣΥ - ΣΤΑΘΕΡΕΣ ΣΥΓΚΟΙΝΩΝΙΕΣ ΜΟΝ. ΑΕ, ΣΤΡΙΚΟΣ ΤΕΧΝΙΚΗ ΑΕ, ΣΥΜΒΟΥΛΙΟ ΤΗΣ ΕΠΙΚΡΑΤΕΙΑΣ - ΠΡΟΕΔΡΟΣ, ΣΧΟΛΗ ΧΙΛΛ ΝΗΠΙΑΓΩΓΕΙΟ-ΔΗΜΟΤΙΚΟ, ΣΩΜΑΤΕΙΟ ΕΡΓΑΖΟΜΕΝΩΝ EUROBANK, ΤΕΡΚΕΝΛΗΣ ΑΕ, ΦΑΡΜΑΚΕΙΑ ΠΑΡΑΓΙΟΥΤΣΙΚΟΣ, ΦΑΡΜΑΚΕΥΤΙΚΟΣ ΣΥΛΛΟΓΟΣ ΘΕΣΣΑΛΟΝΙΚΗΣ, ΦΑΣΟΠΛΑΣΤ - ΓΡΗΓ.ΧΡ.ΦΑΣΟΗΣ ΑΒΕΕ, ΧΗΤΟΣ ΑΒΕΕ - ΖΑΓΟΡΙ ΦΥΣΙΚΟ ΜΕΤΑΛΛΙΚΟ ΝΕΡΟ.

**WARM THANKS TO ALL THOSE WHO SUPPORTED US THROUGHOUT THE YEAR, AS WELL AS TO THOSE WHO CONTRIBUTE ANONYMOUSLY, MAKING A MEANINGFUL CONTRIBUTION TO OUR WORK.**

**WE ALSO THANK:** ΟΙΚΟΓΕΝΕΙΑ ΔΙΟΝΥΣΙΟΥ ΠΛΕΣΣΑ, ΟΙΚΟΓΕΝΕΙΑ ΟΔΥΣΣΕΑ ΚΥΡΙΑΚΟΠΟΥΛΟΥ, ΦΩΤΗΣ ΧΡΟΝΟΠΟΥΛΟΣ, ΣΩΚΡΑΤΗΣ ΔΗΜΗΤΡΙΑΔΗΣ - ΔΗΜΟΤΙΚΟΣ ΣΥΜΒΟΥΛΟΣ ΘΕΣΣΑΛΟΝΙΚΗΣ, MRS BAUMAN

# THANK YOU

## DONORS AND FUND OPERATORS



## THANK YOU FOR YOUR COOPERATION

AIDS FOUNDATION EAST WEST, ASOCIACION CULTURAL Y DEPORTIVA LAHOYA, BUKOVIAN STATE MEDICAL UNIVERSITY, COMMON EFFORT ORGANIZATION, CYPRUS UNIVERSITY OF TECHNOLOGY, EUROMEDITERRANEAN EXCHANGE, VOLUNTEERING, EVENTS, EUROPEAN GRANTS INTERNATIONAL ACADEMY, EXERCISE IS MEDICINE - HELLAS, HELMSIC, HESPANOSIDA - BCN CHECKPOINT, HIGGS - HIGHER INCUBATOR GIVING GROWTH & SUSTAINABILITY, INTERNATIONAL ORGANIZATION FOR MIGRATION, INTERSOS HELLAS, KHARKIV NATIONAL MEDICAL UNIVERSITY, MÉDECINS DU MONDE CANADA, MÉDECINS DU MONDE FRANCE, MÉDECINS DU MONDE GERMANY, MÉDECINS DU MONDE JAPAN, MÉDECINS DU MONDE NEDERLANDS, MÉDECINS DU MONDE SPAIN, MÉDECINS DU MONDE UK, MINISTRY FOR GOZO, MUNICIPAL NON-PROFIT ENTERPRISE "BILOPILLYA CITY HOSPITAL", MUNICIPAL NON-PROFIT ENTERPRISE "VELYKOPYSARIVSKA HOSPITAL", OYOUN MASR ASSOCIATION FOR CULTURAL AND SOCIAL DEVELOPMENT, REGIONAL DEVELOPMENT AGENCY SUMY, RIALTO YOUTH PROJECT, SDRUZHENIE WALK TOGETHER, SUMY STATE UNIVERSITY, TERRAM PACIS, UKRAINIAN HUMANITARIAN FUND, UKRAINIAN STEP BY STEP FOUNDATION, UN OCHA UKRAINE, WAR CHILD NEDERLANDS AND WAR CHILD ALLIANCE, ΑΡΙΣΤΟΤΕΛΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ, Β' ΨΥΧΙΑΤΡΙΚΗ ΚΛΙΝΙΚΗ ΑΘ, Γ' ΠΑΝΕΠΙΣΤΗΜΙΑΚΗ ΚΑΡΔΙΟΛΟΓΙΚΗ ΚΛΙΝΙΚΗ ΙΠΠΟΚΡΑΤΕΙΟΥ ΝΟΣΟΚΟΜΕΙΟΥ, Γ.Γ. ΑΛΛΗΛΕΓΓΥΗΣ & ΚΑΤΑΠΟΛΕΜΗΣΗΣ ΤΗΣ ΦΤΩΧΕΙΑΣ - ΥΠΟΥΡΓΕΙΟ ΚΟΙΝΩΝΙΚΗΣ ΣΥΝΟΧΗΣ & ΟΙΚΟΓΕΝΕΙΑΣ, Γ.Γ. ΘΕΣΜΙΚΗΣ ΠΡΟΣΤΑΣΙΑΣ & ΕΥΛΑΩΤΩΝ ΠΟΛΙΤΩΝ - ΥΠΟΥΡΓΕΙΟ ΜΕΤΑΝΑΣΤΕΥΣΗΣ & ΑΣΥΛΟΥ, Γ.Γ. ΙΣΟΤΗΤΑΣ & ΑΝΘΡΩΠΙΝΩΝ ΔΙΩΜΑΤΩΝ - ΥΠΟΥΡΓΕΙΟ ΚΟΙΝΩΝΙΚΗΣ ΣΥΝΟΧΗΣ & ΟΙΚΟΓΕΝΕΙΑΣ, Γ.Γ. ΚΟΙΝΩΝΙΚΗΣ ΑΛΛΗΛΕΓΓΥΗΣ & ΚΑΤΑΠΟΛΕΜΗΣΗΣ ΤΗΣ ΦΤΩΧΕΙΑΣ - ΥΠΟΥΡΓΕΙΟ ΚΟΙΝΩΝΙΚΗΣ ΣΥΝΟΧΗΣ & ΟΙΚΟΓΕΝΕΙΑΣ, Γ.Γ. ΜΕΤΑΝΑΣΤΕΥΤΙΚΗΣ ΠΟΛΙΤΙΚΗΣ - ΥΠΟΥΡΓΕΙΟ ΜΕΤΑΝΑΣΤΕΥΣΗΣ & ΑΣΥΛΟΥ, Γ.Γ. ΠΟΛΙΤΙΚΗΣ ΠΡΟΣΤΑΣΙΑΣ - ΥΠΟΥΡΓΕΙΟ ΚΛΙΜΑΤΙΚΗΣ ΚΡΙΣΗΣ & ΠΟΛΙΤΙΚΗΣ ΠΡΟΣΤΑΣΙΑΣ, Γ.Γ. ΥΠΟΔΟΧΗΣ ΑΙΤΟΥΝΤΩΝ ΑΣΥΛΟ - ΥΠΟΥΡΓΕΙΟ ΜΕΤΑΝΑΣΤΕΥΣΗΣ & ΑΣΥΛΟΥ, ΔΗΜΟΚΡΕΙΤΟ ΠΑΝΕΠΙΣΤΗΜΙΟ, ΔΗΜΟΣ ΑΛΙΜΟΥ, ΔΗΜΟΣ ΑΜΠΕΛΟΚΗΠΩΝ - ΜΕΝΕΜΕΝΗΣ, ΔΗΜΟΣ ΑΡΙΣΤΟΤΕΛΗ, ΔΗΜΟΣ ΕΥΟΣΜΟΥ, ΔΗΜΟΣ ΘΕΡΜΑΪΚΟΥ, ΔΗΜΟΣ ΘΕΡΜΗΣ, ΔΗΜΟΣ ΚΑΒΑΛΑΣ, ΔΗΜΟΣ ΚΑΛΑΜΑΡΙΑΣ, ΔΗΜΟΣ ΚΑΤΕΡΙΝΗΣ, ΔΗΜΟΣ ΝΕΑΠΟΛΗΣ - ΣΥΚΕΩΝ, ΔΗΜΟΣ ΝΟΤΙΟΥ ΠΗΛΙΟΥ, ΔΗΜΟΣ ΠΑΛΑΜΑ, ΔΗΜΟΣ ΠΑΥΛΟΥ ΜΕΛΑ, ΕΘΝΙΚΟ & ΚΑΠΟΔΙΣΤΡΙΑΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ, ΕΘΝΙΚΟ ΚΕΝΤΡΟ ΚΟΙΝΩΝΙΚΗΣ ΑΛΛΗΛΕΓΓΥΗΣ, ΕΚΠΑ - ΠΜΣ ΠΑΓΚΟΣΜΙΑ ΥΓΕΙΑ ΙΑΤΡΙΚΗ ΤΩΝ ΚΑΤΑΣΤΡΟΦΩΝ, ΕΛΚΕ ΕΚΠΑ, ΕΝΩΣΗ ΙΔΙΩΤΩΝ ΠΑΙΔΙΑΤΡΩΝ ΒΟΡΕΙΟΥ ΕΛΛΑΔΟΣ, ΕΠΙΣΤΗΜΟΝΙΚΗ ΕΤΑΙΡΕΙΑ ΦΟΙΤΗΤΩΝ ΙΑΤΡΙΚΗΣ ΕΛΛΑΔΟΣ, ΕΡΓΑΣΤΗΡΙΟ ΔΙΑΠΟΛΙΤΙΣΜΙΚΗΣ ΑΓΩΓΗΣ ΕΚΠΑ, Ζ' ΓΕΝΙΚΗ ΔΙΕΥΘΥΝΣΗ ΑΝΑΠΤΥΞΙΑΚΗΣ & ΑΝΘΡΩΠΙΣΤΙΚΗΣ ΑΡΩΓΗΣ ΤΟΥ ΥΠΟΥΡΓΕΙΟΥ ΕΞΩΤΕΡΙΚΩΝ "HELLENIC AID", ΘΕΤΙΚΗ ΦΩΝΗ, ΙΑΤΡΙΚΟΣ ΣΥΛΛΟΓΟΣ ΘΕΣΣΑΛΟΝΙΚΗΣ, ΚΕΝΤΡΟ ΚΟΙΝΟΤΗΤΑΣ ΔΗΜΩΝ ΜΥΤΙΛΗΝΗΣ & ΔΥΤΙΚΗΣ ΛΕΣΒΟΥ, ΚΜΟΠ - SOCIAL ACTION & INNOVATION CENTRE, ΚΥΤΤΑΡΟΛΟΓΙΚΟ ΕΡΓΑΣΤΗΡΙΟ ΙΠΠΟΚΡΑΤΕΙΟΥ ΝΟΣΟΚΟΜΕΙΟΥ, ΟΠΑΝΔΑ, ΠΑΝΤΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ, ΠΕΡΙΦΕΡΕΙΑ ΑΝΑΤΟΛΙΚΗΣ ΜΑΚΕΔΟΝΙΑΣ & ΘΡΑΚΗΣ, ΣΥΛΛΟΓΟΣ ΝΕΦΡΟΛΟΓΩΝ ΒΟΡΕΙΟΥ ΕΛΛΑΔΟΣ, ΥΠΗΡΕΣΙΑ ΥΠΟΔΟΧΗΣ & ΤΑΥΤΟΠΟΙΗΣΗΣ ΥΠΟΥΡΓΕΙΟ ΜΕΤΑΝΑΣΤΕΥΣΗΣ & ΑΣΥΛΟΥ.





## BOARD OF DIRECTORS

The elected Board of Directors of Médecins du Monde - Greece has a two-year term of office. It meets on a monthly basis as part of the democratic governance of the organisation and the systematic monitoring of the implementation of the strategic planning objectives of the organisation.

### The members of the Board of Directors for the year 2024:

#### **PRESIDENT**

**Tziouvara Charikleia**  
Pediatrician – Neonatologist

#### **TREASURER**

**Skolarikos Christos**  
IT specialist – Programmer

#### **VICE PRESIDENT**

**Androutsos Antonios**  
Economist Deputy

#### **PUBLIC RELATIONS**

**Giannakopoulos Ioannis**  
Photojournalist

#### **VICE PRESIDENT**

**Kanakis Nikitas**  
Dentist

#### **MEMBER**

**Kalagia Maria**  
Economist

#### **GENERAL SECRETARY**

**Terzides Agapios**  
Pediatrician

#### **MEMBER**

**Kassarar Georgios**  
Medical Surgeon

#### **SECRETARY SPECIAL**

**Oikonomou Ilias-Marios**  
Medical Doctor

## MANAGEMENT TEAM

Looking towards the continuous improvement of the quality of their programs and actions, Médecins du Monde - Greece focuses on human resources and new tools that further ensure the quality, transparency and accountability of actions both to donors and to the general public and -mainly- their beneficiaries. Specific written policies and procedures are followed by MdM in relation to Human Resources Management, while the effectiveness of the organization's strategy, as well as the degree to which it is integrated,

ed, complies with and follows the procedures, as determined by international HRM standards, are evaluated in regular basis, through financial and programmatic risk analyses.

**Médecins du Monde would also like to thank all the staff and volunteers for their valuable contribution**

# GOVERNANCE

### **At Médecins du Monde, we are committed to:**

- Providing fully satisfactory services for vulnerable groups that meet their needs and comply with applicable regulatory and legislative requirements.
- Ensuring the continuous satisfaction of all relevant stakeholders, which is our primary objective.
- Responding promptly to requests and issues.
- Continuously improving the Quality Management System and the operations of the organization.

### **To implement this Quality Policy, our organization operates according to the following principles:**

- Each employee is responsible for the quality of their own work and is fully informed about the Quality Management System and the set objectives and indicators.
- We provide the necessary resources and analyze the results of our actions as part of our continuous effort to enhance the services offered.
- Appropriate training, equipment, and infrastructure are provided to staff to perform their assigned tasks effectively.
- The organization has appointed a Quality Process Manager with the independence and authority to ensure the QMS is implemented and to take corrective action when necessary.

- All suppliers are required to adhere to the principles and obligations of the Quality Management Model (QMM).
- All staff and external partners (where applicable) are required to implement the Quality Management System that pertains to their activities.

### **The strategic objectives of the organization are defined as follows:**

- Ensuring compliance with legal and regulatory requirements.
- Continuously improving the organization and the services provided.
- Ensuring the continuity and availability of services.
- Continuously monitoring the efficiency and effectiveness of operations based on objective metrics.

# QUALITY POLICY



*Halparis*



ΓΙΑΤΡΟΙ ΤΟΥ ΚΟΣΜΟΥ  
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