

1407 Sofia, 107 Cherni vrah Blvd., tel. number: (+359 2) 816 74 00; fax number: (+359 2) 816 74 10; e-mail address: office@enproco.com

Social Responsibility Policy of ENPRO Consult OOD

The top management of ENPRO Consult OOD, in the person of the manager, officially declares its **Social Responsibility Policy** which has been documented, implemented, maintained and communicated to all levels of the company structure and available to stakeholders.

The efforts of the company's top management to implement the **Social Responsibility Policy** are aimed at the following:

- meeting the applicable national legal and other requirements and observing the international instruments and the interpretation thereof in the field of social policy;
- ensuring efficiency of the documentation, implementation, maintenance and the communication of the **Social Responsibility Policy** to all the staff – managing, technical and executive – as well as to subcontractors and suppliers in an accessible and comprehensible form;
- regular review of the **Social Responsibility Policy** with a view to its continuous improvement, taking into consideration any changes in legislation, in-house requirements and accepted stakeholders' requirements;
- appropriate informing all its employees and stakeholders about the accepted **Social Responsibility Policy** of the company;
- making the Social **Responsibility Policy** publicly available and providing it at request of stakeholders.

ENPRO Consult OOD takes into consideration the following principles regarding the social responsibility:

- Respect for and observance of human rights and fundamental freedoms as laid down in the Universal Declaration for Human Rights;
- Protection of the generally accepted human values;
- Not using or not assisting in using child labour;
- Professional development and motivation of the staff;
- Creation of new jobs;
- Ensuring security in payments;
- Maintaining adequate payment for labour by timely payment of the remuneration, taxes and the kinds of social security contributions of the employees;
- Establishing rules for constructive business ethics and ensuring the observance thereof;
- Adherence to the national law and international conventions concerning the activity of the company;

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- Not tolerating any discrimination on selecting and managing the staff;
- Monitoring the working hours and the remuneration in compliance with the conventions issued by the World Labour Organisation;
- Not allowing physical or mental harassment as a disciplinary measure against its employees;
- Not limiting the freedom of association of its employees;
- Ensuring health and safety at work as well as utmost level of protection of employees' health and safety;
- Require from its suppliers and partners socially responsible behaviour to their employees and to the public;
- Observing the international agreements on labour and social security law;
- Establishing a continuous process for improvement of the social indicators of the company.

31st January 2023

Manager: