

## DECLARATION OF THE MANAGEMENT of the company Petrov Technology EOOD

The management of Petrov Technology EOOD declares its POLICY FOR SOCIAL RESPONSIBILITY that has documented, implemented, maintained and disclosed to all levels in the structure of the company and is available to interested parties.

The policy of social responsibility of Petrov Technology EOOD in the implementation of its main activities is directed towards management, contributing to sustainable economic development, correct working relations with workers, their families, the local community and society as a whole, in order to improve the quality of life.

### FOR THE IMPLEMENTATION OF THIS POLICY, THE MANAGEMENT OF THE COMPANY DIRECTS ITS EFFORTS TOWARDS THE FOLLOWING DIRECTIONS:

- Striving for continuous and constant compliance with all the requirements of the SA 8000 standard;
- Compliance with applicable national law and other requirements and respect for international instruments and their interpretation in the area of social responsibility;
- Ensuring the effectiveness of documentation, implementation, maintenance and dissemination of the policy in accessible, understandable form to all employees, including management, technical and executive personnel, as well as to subcontractors and suppliers;
- Regularly review of social responsibility policy in order to continually improve it, taking into account changes in the company's internal requirements as well as the accepted requirements of the stakeholders;
- Ensuring that the Social Responsibility Policy is publicly available at the request of stakeholders.

## THE GUIDING PRINCIPLES OF PETROV TECHNOLOGY EOOD REGARDING SOCIAL RESPONSIBILITY INCLUDE:

- Respect for human rights and fundamental freedoms as set out in the Universal Declaration of Human Rights;
- Protection of generally accepted human values;
- Ensuring the health and safety of their;
- Developing and motivating staff;
- Opening a new workplace;
- Ensuring security of payments;
- Maintaining an adequate pay of labor with timely payment of wages, taxes and types of social security contributions for employees and workers;
- Formulating rules for constructive business ethics and ensuring their compliance;
- Maintaining beneficial interactions with the public and local authorities, average branch and community organizations, educational institutions and our customers;

For the realization of these strategic goals in Petrov Technology EOOD has been implemented and maintained Social Responsibility Management System developed according to the requirements of the SA standard 8000.

The management of Petrov Technology EOOD is committed to creating the necessary conditions for complying with the requirements of the Social Responsibility Management System and for the active assistance of the management, technical and executive staff in its development.