

## Social Accountability Policy

This policy defines the basic principles and working mechanisms for integrating the requirements of the SA8000 social responsibility standard into the management system of HEC Jsc.

Every employee and manager has specific responsibilities and commitments to continually improve resource management to deliver services of consistently high quality on the best-known business ethics practices, with safety and environmental care, sustainable business development, and quality improvement of living through correct relationships with all those working within the scope of control and influence of the company that produces products or provide services for it, hired personnel without limitation of the type of contract and place of work, the staff of suppliers and subcontractors.

The management system of HEC Jsc is, as a minimum, based on the principles of respect for human rights and its fundamental freedoms set out in the Universal Declaration of Human Rights, international conventions, and national legislation in the field of social responsibility.

The main objective of integrating the requirements of the SA8000 social responsibility standard into the management system of HEC Jsc is to create added value for the company and to achieve high professional and ethical standards in business process management.

To achieve this goal, management is committed to continuously and properly conducting processes to ensure and improve:

- Hiring employees with the necessary competencies and potential, conditions for developing the potential of the employees, and ensuring continuity.
- Transparency in selection, appointment, dismissal, remuneration, training, and development processes.
- Prohibition of childish and forced labor.
- Human resources management in the absence of direct or indirect discrimination, privileges or restrictions based on nationality, background, gender, race, age, political and religious beliefs, membership in trade unions or other public organizations and movements, marital, social, and material status or disability.
- Implement and constantly improve legal and equitable remuneration systems, which stimulate high-efficiency work, while complying with legislative requirements for working schedules, ensuring full recovery of workers.
- Achieving results in line with and respecting shared business values.
- Preventive provision and continuous maintenance of a safe work environment and humane working conditions for the company's personnel and that of suppliers and sub-contractors.



- Maintaining social dialogue, good social climate, and opportunities for free association.
- A company culture of openness, equal attitude to each employee, with dignity and respect, without admitting mental or physical violence or verbal abuse.

The Policy and Company Documents are documented, implemented, maintained, and disseminated in an accessible form to all employees, incl. managerial, technical, and executive staff as well as subcontractors and suppliers.

Regular review of the Policy is maintained in order to improve, taking into account the changes in the legislation, the internal company requirements, and the accepted requirements of the stakeholders.

In this respect, the management of HEC Jsc shall require all managers, employees, and employees to show high professionalism, technological discipline, and responsibility in their everyday work, to know the well-regulated requirements of the social responsibility system, to observe them strictly and actively to contribute to its development.

As an EXECUTIVE DIRECTOR of the Company, I DECLARE my personal participation and responsibility in the implementation of the declared corporate social responsibility policy.

11.02.2019  
Blagoevgrad

CEO:  
*Ivan Chapov(signed)*