

## DECLARATION

### For Corporate Social responsibility

Herti keeps high standards in its activity aiming to maintain and develop the long term positions it has achieved in the competitive business area in which it operates.

We at Herti are committed to contribute for the sustainable development of the society. This requires balancing the short and long term interests and having in mind all economic, environmental and social considerations while taking business decisions.

Herti is responsible both to its employee and its partners. The social responsibility is the management strategic choice to integrate the company in the social environment. The company is aware of the social impact of the business over our employee, partners and customers.

Herti declares

- ✓ We do not use child labour in our premises and put efforts to help children stay in school
- ✓ We do not use forced labour according to convention 29 of International Labour Organization
- ✓ We assure equal rights of our workers regardless of race, nationality, social background, religion, gender, sexual orientation, family responsibilities, participation in trade unions, politic points of view and any other conditions that can cause discrimination.
- ✓ We guarantee appropriate work conditions, freedom of association and fair remuneration
- ✓ We maintain adequate payment of salaries and we pay regularly and on time all remunerations, taxes and social insurances to our employee.
- ✓ We assure 40 working hours per week maximum with two consecutive days off
- ✓ We observe the rules and requirements of domestic and other applicable regulations and legislation and respect all international conventions and regulations.
- ✓ We constantly monitor all company activities to guarantee the effectiveness of the adopted social systems
- ✓ We create, maintain and support by documents appropriate procedures for choosing and evaluating customers and partners as well as subcontractors if applicable
- ✓ We follow the rules and requirements for humane, health and safe working conditions, take measures for preventing the risk, provide instructions and education for health and safe working conditions, support a system for detecting, preventing and reacting

to potential health and safety risks, provide clean water and hygienic places for food keeping.

- ✓ We constantly improve the working conditions
- ✓ We define and observe the rules for positive business ethics
- ✓ We take part in different charity initiatives
- ✓ We maintain useful relations with the social communities and local authorities as well as non government associations, business and educational institutions especially those working with young people.
- ✓ We publish information about our business activities in our web site and in public media
- ✓ We encourage our employee to report any indecency and violation of our Ethical Code. We establish partnership with non- profit organizations supporting ethical causes and take part in such initiatives.
- ✓ We are committed to protect the environment and use effectively the natural resources by introducing and managing clean production processes and supporting the idea of sustainability.

Herti undertakes all necessary actions to ensure highest quality standards, health and safe working conditions, protect the environment, develop our staff's skills, create transparent and fair partnership with all internal and external parties concerned.

The management agrees to follow and put into practice the present common company values under equal transparent conditions, free sharing of opinions, views and suggestions according to the rules of the good worker, expert and manager in Herti.

The corporate social responsibility is a major part of our business and is implemented in our mission and main values. The management of Herti has a clear strategy for building and maintaining the good company name. Following the responsible and ethical business practices, maintaining a safe and healthy workplace, protecting the environment and supporting social projects will help us build a strong and steady company in a better world.

Zahari Zahariev  
Chief Executive Director  
of Herti

