

Translation from Bulgarian to English language

SOCIAL RESPONSIBILITY POLICY

The senior management of **E.Miroglio EAD** officially declares its Social Responsibility Policy, which is documented, implemented, maintained and disclosed to all levels in the organizational structure of the company in an accessible language and is available to interested parties.

For the implementation of this Policy, the Company focuses its efforts on the following areas:

- compliance with the national and international legislation;
- striving for continuous improvement and meeting the requirements of the SA 8000 Standard;
- regular review of the Policy and, if necessary, updating to continually improve it, taking into account the changes in the legislation, as well as the requirements of the interested parties;
- informing in an appropriate manner all of its employees and interested parties about the adopted Policy.

Guiding Principles of the management of E.Miroglio EAD in the implementation of the Policy:

- not to use or to promote the use of child labor;
- not to use forced and coercive labor;
- respect for and observance of human rights and fundamental freedoms set out in the Universal Declaration of Human Rights;
- ensuring healthy and safe working conditions for its employees;
- ensuring freedom of association and collective bargaining;
- non-admission and non-tolerance of discrimination of any kind;
- prohibition of unlawful disciplinary practices;
- development and motivation of the staff;
- ensuring adequate and timely payment of wages, taxes and social security contributions;
- opening new jobs;
- responsibility in carrying out charitable activities;
- maintaining beneficial interactions with the public and local authorities, as well as with non-governmental organizations, business associations, educational and expert institutions, etc.;
- disclosing the company's activities through the company's website.

To accomplish these principles E.Miroglio EAD has implemented and maintains a Social Responsibility Management System, according to the requirements of the SA 8000 Standard.

The management is committed to create the necessary conditions for compliance with the requirements of the Standard and the active support of the managerial, technical and executive staff at all levels for its development.

The Social Responsibility Policy is objectified and implemented through the Handbook on Social Responsibility Policies and Procedures of E.Miroglio EAD.

Sliven
22.10.2018

Executive Director: */signature – illegible/*

Dr. Gaetano Rimini

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*I, the undersigned Elka Ivanova Trankova affirm the accuracy of the translation made by me from Bulgarian to English language of the attached document, namely **Social responsibility policy**. The translation consists of two (2) pages.*

Translator:
Elka Ivanova Trankova

