

S O C I A L R E S P O N S I B I L I T Y P O L I C Y

of the business entities of DZU – VIDEOTON Bulgaria: DZU AD;
VIDEOTON Bulgarian Holdings Ltd; VEAS Bulgaria Ltd and VT Bulplast Ltd.

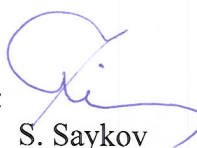
In order to guarantee to the employees good working conditions in which they can develop their capabilities, DZU-VIDEOTON Bulgaria strives to comply with the applicable national and international legal requirements in the field of social responsibility, the requirements and instructions of SA 8000 : 2014 and ISO 26000: 2012. DZU-VIDEOTON Bulgaria ensures continuous monitoring and improvement of the Social Responsibility System and assumes the following commitments:

- ✓ Companies do not use or support the use of child labor.
- ✓ The employees and the workers of the entities carry out the activity entrusted to them entirely voluntarily; No forced labor, including imprisoned or convicts of forced labor, is being carried out; Employers are not required to deposit and retain identity documents.
- ✓ All employees and workers are provided with healthy and safe workplaces, paying attention to risk assessment and management and appropriate training and instruction programs, personal protective equipment is also provided. Access to sanitary facilities and drinking water is provided.
- ✓ The right of every employee and employee to organize and / or join trade unions of his / her own choice and his / her right to collective bargaining is respected.
- ✓ All employees and workers are guaranteed equal opportunities by prohibiting discrimination in any form based on race, caste, origin, religion, disability, gender, sexual orientation, professional union, political affiliation or age; Sexual harassment in any form is also prohibited.
- ✓ No corporal punishment, mental or physical violence or verbal harassment is applied; The only acceptable disciplinary practices are those provided by the applicable labor law, aiming at promoting respect and cooperation between employees and workers.
- ✓ Working hours are in accordance with applicable labor law, but in any case no more than 48 hours a week, with at least one day off for each seven-day period; Overtime work is only necessary, as it is always voluntary, it does not exceed 6 hours a week and is paid according to the requirements of the Labor Code.
- ✓ Each employee and worker is guaranteed remuneration to ensure that he meets his / her basic needs and dignified life for him and his / her family by not being subject to disciplinary fines.

As a CEO of DZU AD and as a representative of the
top management of DZU VIDEOTON Bulgaria

I D E C L A R E
MY PERSONAL COMMITMENT AND RESPONSIBILITY FOR IMPLEMENTING THE
ANNOUNCED POLICY

August 2018
Stara Zagora

CEO: 
S. Saykov