

SOCIAL RESPONSIBILITY POLICY

of **VT DZU AD**, part of **VIDEOTON Bulgaria**

In order to guarantee their employees and workers good working conditions where they can develop their capabilities, **VT DZU AD** comply with the applicable national and international legal requirements in the field of social responsibility, strive to follow the guidelines of ISO 26000:2010, 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 labour;
- ✓ The employees carry out the activity entrusted to them entirely voluntarily; No forced labour, including imprisoned or convicts of forced labor, is being carried out; Employers are not required to deposit and retain personal documents;
- ✓ We and our recruitment partners do not charge any fees or payments to job candidates at any stage of the job placement process; In case any deviation from above commitment is experienced, the company will reimburse the cost to the employee within a reasonable duration;
- ✓ All employees are provided with healthy and safe workplaces, paying attention to risk assessment and management, to appropriate training and instruction programs and providing personal protective equipment; Access to sanitary units and drinking water is provided;
- ✓ The right of every employee to organize and/or join trade unions of their own choice and their right to collective bargaining is respected;
- ✓ All employees are guaranteed equal opportunities by prohibiting discrimination in any form based on race, ethnicity, national 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;
- ✓ Working hours are in accordance with the prescriptions of the applicable labour law, but in any case no more than 48 hours per week, with at least one day off for each seven-day period; Overtime work is performed only when absolutely necessary, as it is always voluntary, it does not exceed 6 hours per week and is paid according to the requirements of the Labour Code;
- ✓ We provide employees with leave according to the provisions of the Bulgarian Labor Code;
- ✓ All employees are guaranteed remuneration in accordance with all applicable regulations of current legislation, intending to provide remuneration as per local living wage to maintain a normal standard of living;
- ✓ No financial disciplinary penalties apply.

As a managing director of **VT DZU AD**,
part of **VIDEOTON Bulgaria**

I DECLARE
MY PERSONAL COMMITMENT AND RESPONSIBILITY
FOR IMPLEMENTING THE ANNOUNCED POLICY

April 2025
Stara Zagora



Yordan Stoyanov
Managing Director

SOCIAL RESPONSIBILITY POLICY

of VIDEOTON Bulgarian Holdings EOOD, part of VIDEOTON Bulgaria

In order to guarantee their employees and workers good working conditions where they can develop their capabilities, VIDEOTON Bulgarian Holdings EOOD comply with the applicable national and international legal requirements in the field of social responsibility, strive to follow the guidelines of ISO 26000:2010, 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 labour;
- ✓ The employees carry out the activity entrusted to them entirely voluntarily; No forced labour, including imprisoned or convicts of forced labor, is being carried out; Employers are not required to deposit and retain personal documents;
- ✓ We and our recruitment partners do not charge any fees or payments to job candidates at any stage of the job placement process; In case any deviation from above commitment is experienced, the company will reimburse the cost to the employee within a reasonable duration;
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- ✓ We provide employees with leave according to the provisions of the Bulgarian Labor Code;
- ✓ All employees are guaranteed remuneration in accordance with all applicable regulations of current legislation, intending to provide remuneration as per local living wage to maintain a normal standard of living;
- ✓ No financial disciplinary penalties apply.

As a managing director of VIDEOTON Bulgarian Holdings EOOD,
part of VIDEOTON Bulgaria

I DECLARE
MY PERSONAL COMMITMENT AND RESPONSIBILITY
FOR IMPLEMENTING THE ANNOUNCED POLICY

April 2025
Stara Zagora



Valentin Dichev
Managing Director VTBH

SOCIAL RESPONSIBILITY POLICY

of VEAS Bulgaria EOOD, part of VEDEOTON Bulgaria

In order to guarantee their employees and workers good working conditions where they can develop their capabilities, VEAS Bulgaria EOOD comply with the applicable national and international legal requirements in the field of social responsibility, strive to follow the guidelines of ISO 26000:2010, 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 labour;
- ✓ The employees carry out the activity entrusted to them entirely voluntarily; No forced labour, including imprisoned or convicts of forced labor, is being carried out; Employers are not required to deposit and retain personal documents;
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- ✓ We provide employees with leave according to the provisions of the Bulgarian Labor Code;
- ✓ All employees are guaranteed remuneration in accordance with all applicable regulations of current legislation, intending to provide remuneration as per local living wage to maintain a normal standard of living;
- ✓ No financial disciplinary penalties apply.

As a managing director of VEAS Bulgaria EOOD,
part of VEDEOTON Bulgaria

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MY PERSONAL COMMITMENT AND RESPONSIBILITY
FOR IMPLEMENTING THE ANNOUNCED POLICY

April 2025
Stara Zagora



Attila Bakk
Managing Director VEAS

SOCIAL RESPONSIBILITY POLICY

of VT Bulplast EOOD, part of VIDEOTON Bulgaria


In order to guarantee their employees and workers good working conditions where they can develop their capabilities, VT Bulplast EOOD comply with the applicable national and international legal requirements in the field of social responsibility, strive to follow the guidelines of ISO 26000:2010, 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 labour;
- ✓ The employees carry out the activity entrusted to them entirely voluntarily; No forced labour, including imprisoned or convicts of forced labor, is being carried out; Employers are not required to deposit and retain personal documents;
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- ✓ No financial disciplinary penalties apply.

As a managing director of VT Bulplast EOOD,
part of VIDEOTON Bulgaria

I DECLARE
MY PERSONAL COMMITMENT AND RESPONSIBILITY
FOR IMPLEMENTING THE ANNOUNCED POLICY

April 2025
Stara Zagora



Vladimir Lutzkanov
Managing Director VTBP