

Declaration of social responsibility

Since its creation, Kammarton Bulgaria has developed around values such as team spirit, respect for commitments to customers, innovation, trust, and responsiveness. Our company has indeed always been able to adapt itself to develop products that respond the market needs while controlling costs. This quality has enabled to provide it with growth and stability and a strong close relationship with its customers, suppliers, employees.

Our practical approach to sustainable development and corporate social responsibility (CSR) will allow us to formalize and finalize the decisions and actions taken to control the impact of our activities and ensure sustainability economically, environmentally and on the societal level. We believe that the way we do things is indeed just as important as the result.

As a part of our corporate social responsibility we respect in our organization and work the SA 8000 Standard principles:

1. **Child Labour:** No use or support of child labour; in case of employment of young workers under 18 years conditional in accordance of the national legislation.
2. **Forced or Compulsory Labour:** No use or support for forced or compulsory labour, including prison labour; no required 'deposits' - financial or otherwise; no withholding salary, benefits, property or documents to force personnel to continue work; no employment fees or costs borne in whole or in part by workers; personnel right to leave premises after workday; personnel free to terminate their employment; and no use nor support for human trafficking.
3. **Health and Safety:** Provide a safe and healthy workplace; prevent potential occupational accidents; remove, reduce risks to new and expectant mothers; provide personal protection equipment and medical attention in event of work-related injury; appoint senior manager to ensure OSH; establish a Health and Safety Committee; instruction on OSH for all personnel; system to detect, avoid, respond to risks; record all accidents; hygiene- toilet, potable water, suitable spaces for meal breaks, sanitary food storage; and worker right to remove from imminent danger.
4. **Freedom of Association and Right to Collective Bargaining:** Respect right to organize unions & bargain collectively; not interfere in workers' organizations or collective bargaining; inform personnel of these rights & freedom from retaliation; where law restricts rights, allow workers freely elect representatives; ensure no discrimination against personnel engaged in worker organizations; and ensure representatives access to workers at the workplace.
5. **Discrimination:** No discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, union membership, political opinions and age. No discrimination in hiring, remuneration, access to training, promotion, termination, and retirement. No interference with exercise of personnel tenets or practices; prohibition of threatening, abusive, exploitative, coercive behaviour at workplace or company facilities.
6. **Disciplinary Practices:** Treat all personnel with dignity and respect; zero tolerance of corporal punishment, mental or physical abuse of personnel; no harsh or inhumane treatment.
7. **Working Hours:** Compliance with laws, collective bargaining agreements (where applicable) & industry standards; normal workweek; overtime is voluntary, not regular, required overtime only if negotiated in employment contracts or CBA.
8. **Remuneration:** Respect right of personnel to living wage; all workers paid at least legal minimum wage; wages sufficient to meet basic needs & provide discretionary income; deductions not for disciplinary purposes, with some exceptions; wages and benefits clearly communicated to workers; paid in convenient manner; overtime paid at premium rate; prohibited use of labor-only contracting, short-term contracts, false apprenticeship schemes to avoid legal obligations to personnel.
9. **Management System:** Facilities seeking to gain and maintain certification must go beyond simple compliance to integrate the standard into their management systems and practices.

For the further sustainable development of the company and its employees, the management of Kammarton Bulgaria defines the following objectives and strategic areas:

- **Our Customers:** Continue to maintain our customer awareness and fulfill our commitments,
- **Our employees:** With the help of the associates and through constructive dialogue, make our company an employer of choice, encourage the transmission of our expertise in all areas of our business,
- **Our products:** With our partners and suppliers, implement solutions and innovative products to be able to offer products with less impact on our environment and increase our responsible purchasing policy
- **Our company:** Minimize the environmental impact of our business and provide our company the means to ensure its competitiveness, have identified and selected the best options and be prepared to deal with potential risks,
- **Our Territory:** Prioritize our place in the local community.

This strategy is integrated into our day-to-day functioning, but also in order to ensure the proper development, we set up a CSR working group whose mission is the implementation of an action plan to achieve these goals.

We realize that this approach is likely to succeed only if we are able to satisfy the interests of all the actors involved and to continue to develop a strong partnership with each of them in accordance with the objectives to ensure the sustainability of the company with the best results. Therefore we count on the commitment of all so that strategic and operational approach contributes to our longevity.

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