

SOCIAL RESPONSIBILITY POLICY

of DZU–VIDEOTON Bulgaria Business Group

● DZU AD

● VEAS Bulgaria EOOD ● VIDEOTON Bulgarian Holdings EOOD ● VT Bulplast EOOD

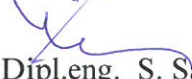
In order to guarantee their employees and workers good working conditions where they can develop their capabilities, the companies of DZU–VIDEOTON Bulgaria Business Group comply with the applicable national and international legal requirements in the field of social responsibility in the field of social responsibility, strive to follow the guidelines of BDS EN ISO 26000:2021, 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, 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; The only acceptable disciplinary practices are those provided by the applicable labor law;
- ✓ Working hours are in accordance with the prescriptions of the applicable labor 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 Labor Code;
- ✓ Each employee and worker is guaranteed remuneration to ensure that he meets his / her basic needs and a decent life for him / her 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 Business**

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

May 2024
Stara Zagora

CEO: 
Dipl.eng. S. Saykov