



## ***Self declaration on Social Responsibility***

Social responsibility has become an organizational requirement for company's clear and harmonized best practice on how to ensure social equity, healthy and safe ecosystems and good organizational governance with final objective of contributing to sustainable development.

KONSING GROUP LTD BELGRADE has been established company's Self declaration on Social Responsibility, based on relevant declarations and conventions by the United Nations.

In that way KONSING GROUP LTD BELGRADE has become responsible for its actions, transparent and behaves in an ethical manner. Sustainable business for KONSING GROUP LTD BELGRADE means not only providing products and services that satisfy the customers and other interested parties, and doing so without jeopardizing the environment, health and safety, but also operating in a social responsible manner.

KONSING GROUP LTD BELGRADE found that perception and reality of company's performance on social responsibility can influence its competitive advantage, reputation, ability to attract and retain employees and customers, maintenance of employee's morale, commitment and productivity and relationship with other companies, suppliers, community, the media etc.

KONSING GROUP LTD BELGRADE has been established next social responsibility subjects:

### **Subject 1: Human rights**

*We respect human rights. We recognize their importance and their universality.*

### **Subject 2: Labour practice**

*We respect and maintenance all labour standards, as well as:*

- ☐ **Child labour** – *Our policy is no employees who are below the minimum legal age for employment. The exceptions are school and faculty students on practice work, but they are not involved in specific company's activities.*



- ☐ **Forced labour** – we does not engage employees in hard forced labour. We do not support any hard forced labour
- ☐ **Health and safety** – “Working without problems”. We have certified OH&S management system which:
  - providing a working environment where incidents are not expected to occur;
  - providing guidance, information, instruction and training system;
  - sharing information on environment, health and safety matters;
  - setting up an effective means of consulting with employees at all levels;
  - developing and maintaining appropriate emergency response procedures and ensuring that employees, at all levels, have clear understanding of their responsibilities and accountabilities for environment, health and safety.
- ☐ **Freedom of association** – We respect the rights of all employees to form and join trade unions and to bargain collectively in accordance to their free choice.
- ☐ **Discrimination** – All kinds of discrimination are prohibited.
- ☐ **Employment conditions** – All employees are informed about their employment conditions by work descriptions, terms of working, salaries, working hours, code of practice etc.

### **Subject 3: The environment**

“Lovely leaving space and environment” - KONSING GROUP LTD BELGRADE fulfil this aim by covering all activities in the work place, including prevention of pollution, sustainable resource use, waste and effluent disposal etc. by certified EMS.

### **Subject 4: Fair operating practices**

We use available mechanisms to prevent corruption and bribery. We are apolitical company. We are opposed to anti-competitive behaviour. We always promoting social responsibility principles – accountability, transparency, ethical behaviour, respect for stakeholder interests, respect for the rule of law, respect for international norms of behaviour and respect of human rights. We respect for all property rights.

### **Subject 5: Customers issues**

We completely support fair marketing, information and good contractual practices. We also do our best to protect customer’s health and safety, customer’s support and complaints. We maintained customer’s data protection and privacy.

**Subject 6: Community involvement and development**

We provide necessary advices and information related to telecommunications to public and media. We used Website to inform all interested parties about quality, environment and OH&S issues. We promote education and culture and employment creation and skills development. We find that all mentioned issues represent our social investment.

All those subjects shall be applied in all company's organization parts, at all levels.

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Director

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