

## **CORPORATE SOCIAL POLICY OF BULGARTRANSGAZ EAD**

In line with our mission, vision and strategic goals Bulgartransgaz EAD is committed to the safe and socially responsible operations and projects.

This Policy provides a guiding vision for our overall commitment to our employees and the community and will be achieved by:

- Compliance with national social and community engagement laws and regulations, including implementation of international conventions of the UN, WHO, ILO and the EU, to which Republic of Bulgaria is a party;
- Respecting the human rights of each individual and adherence to non-discriminatory attitude and respect to all our employees, partners, the public and the local communities where our company operates;
- Minimising the impact from construction and operation activities by applying best available techniques and practices;
- Engaging with all stakeholders who have an interest in company's operations and projects (i.e. international stakeholders, Lenders, NGO's, civil society, media, etc.) to provide information about relevant undertakings of the company in line with international standards and best practice;
- Engaging with the local authority, community and land owners/tenants/users to effectively contribute to economic and social development plan of relevant communities as well as adherence to national legislation and international standards regarding livelihood restoration where applicable and land acquisition aspects;
- Ensuring a safe workplace to our employees;
- Providing security management to protect our employees and assets, while respecting human rights;
- Setting up a grievance mechanism in line with international standards to allow submission of grievances from internal (including own personnel and subcontracted workers) and external stakeholders and their resolution;
- Setting measurable objectives and targets to drive continuous improvement in social and community performance; and
- Reporting on our social and community performance in a manner that is transparent and accurate.

This Policy will be further supported by internal standards and processes that prescribe and define the way our company operates.

**Executive Director:**

**/VLADIMIR MALINOV/**