

Contributing to the sustainable growth and upgrading regulatory requirements, EL BAT AD implements and applies the principles of Sustainability, regarding them as a main obligation and a substantial part of the policy for sustainable growth.

EL BAT AD works voluntarily, without this being required by the law, for achieving the social and ecological goals during the everyday business activity. Innovations in the fields for employee health preservation, business education and lifelong learning, as well as ecological matters, are all part of the CSR program, which is discussed with the participation of a majority of parties of interest.

The sustainability policy is in compliance with the Company values: **responsibility, honesty, transparency, efficiency and innovations**, and is defined by the Management, which commits to the following:

- Implementation of the Sustainability Policy at all Company levels.
- Strict adherence to laws along with the application of standards, policies, internal regulations and procedures applied by the organization, as well as other obligations resulting from the voluntary agreements, signed off and adopted by EL BAT AD.
- Two-sided and open communication with all parties of interest to identify and record their needs and expectations.
- Ensuring a safe and healthy environment for our employees, partners and third parties.
- Protection of human rights and ensuring a working environment with equal opportunities for all and with no discrimination.
- Continuous input of efforts in the direction of environmental impact decrease by application of responsible and preventive actions in compliance with best possible practices.
- Cooperation with and support of society, aiming to contribute to the sustainable development of the local communities.
- Constant strive to create added value for the parties of interest.

Concern for health and safety of employees, environmental preservation and protection, satisfying customer needs and cohabitation in harmony with the local communities are EL BAT AD's main sustainability key points. In order to realize above-mentioned engagements, EL BAT AD voluntarily and responsibly plans the implementation of the relevant programs, and at the same time has strategically defined its priorities which focus on the following fields of company sustainability:

1. Economic Growth and Corporate Management

The Company aims to achieve positive financial results, to apply a system for good Corporate Management, to assess and manage business risks in protection of shareholder interests. We develop procedures and undertake measures to improve transparency, as well as fight corruption.

2. Markets

The Company focuses on achieving the best and complete satisfaction of clients and invests into technological equipment to offer products and services with higher quality and added value, improving in this way its position in a fast developing business field. In addition, the Company requires a responsible business behavior also from its suppliers and partners.

3. Human Resources – Occupational Health and Safety

The Company respects and sustains the internationally recognized human rights and implements policies for fair remuneration, meritocracy and equal opportunities for all employees. The Company also ensures possibilities for continuous human resources development with regular trainings and assessment.

The healthy and safe working environment is of primary importance for the Company.

4. Environment

The Company has adopted the prevention principle and undertakes systematic steps to minimize the environmental impact from its activity. We follow the principles of the Circular economy by ensuring an optimal management of natural resources, encourage metal recycling and usage of secondary materials, also giving priority to waste management, based on the degree of “circularity” of the treatment method.

5. Local Communities

The Company stands on the side of local communities and meets their issues with due attention by developing close relationships, based on dialogue and mutual cooperation. The Company develops and undertakes actions corresponding to the main needs of the society in terms of employment, development, education, medical care, social care and culture. We encourage volunteering and support initiatives with the aim of local communities’ growth.

Social responsibility is multilayered.

At level one we follow the CSR principles having the following obligations: on time tax and salary payment and opening new job positions.

At level two CSR applies the ensuring of adequate labor and living conditions for employees by increasing their qualification, prophylactic medical treatment, social growth.

At the highest, third, responsibility level stands the undertaking of charity activities, including improvements of the local infrastructure.

In connection with all of these key points we define Sustainability goals and their efficiency is evaluated on a yearly basis and revised if needed.

The Policy, the Company results on Sustainability performance, as well as program execution and achievement of set goals are all monitored by the company Sustainability team and communicated on a yearly basis, so that all parties of interest are informed.

Opinions and overviews of parties of interest are taken into consideration during the Yearly Management Review on all mentioned above topics.