

At SmartCom-Bulgaria AD, we have always been strictly committed to the main principles we step on when we conduct our business in aspects from compliance with all applicable law and regulations through corporate and social responsibility to environment protection. As an approved IBM Supplier for many years we have adopted and we fully comply with IBM Supplier Conduct Principles:

Forced or Involuntary Labor

SmartCom will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary.

Child Labor

SmartCom will not use child labor. The term "child" refers to any person employed under the age of 16. We support the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

Wages and Benefits

SmartCom will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours

SmartCom will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. Employees should be allowed at least one day off per seven-day week.

Nondiscrimination

SmartCom will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

SmartCom will treat all employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

Freedom of Association

SmartCom shall respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. Suppliers have the right to establish favorable employment conditions and to maintain effective employee communication programs as a means of promoting positive employee relations that make employees view third-party representation as unnecessary.

Health and Safety

SmartCom will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations

Protection of the Environment

SmartCom will operate in a manner that is protective of the environment. SmartCom will comply with all applicable environmental laws, regulations and standards, such as requirements regarding waste management and disposal, recycling, air emissions controls, environmental permits and environmental reporting.

SmartCom is in a process of implementation of a management systems to meet these requirements.

Laws, Including Regulations and Other

Legal Requirements

SmartCom will comply with all applicable laws and regulations in all locations where they conduct business.

Ethical Dealings

SmartCom will conduct business in accordance with the highest ethical standards. SmartCom must strictly comply with all laws and regulations on bribery, corruption and prohibited business practices.

Communications

These Conduct Principles and other relevant information are made available to employees in the native language of the employees and supervisors.

Monitoring/Record Keeping

SmartCom will maintain documentation necessary to demonstrate compliance with these Conduct Principles.