

SOCIAL RESPONSIBILITY POLICY



Energoprojekt Oprema a.d. is committed to the development of the community within which it operates. Management of EPO has defined and approved the Social Responsibility Policy through which it wishes to affirm and further implement the values within its operating for the benefit of all stakeholders. We consider it our responsibility to be the originators of development and the initiators of the company's modernization, all the while valuing the environment and the society we live in.

Through the principles of social responsibility, EPO opted for:

- Ethical behavior

Through caring for people, animals and the environments as well as through fair operations which is in line with the interest of all stakeholders, EPO behaves ethically at all times. The aforementioned is documented in the Code of Ethics of EPO.

- Care for employees

We provide equal opportunities for all upon the employment and the development of employees. The only criterion for advancement is the quality of performance. We respect the rights of our employees. We do not demand from our employees overtime work which exceeds legal framework.

- Respecting the rule of law

EPO operates in accordance with all applicable laws and regulations.

- Quality relations with business partners

In building business relationships with investors, subcontractors and suppliers, we are guided by the highest legal and ethical standards. The success of our company can only be achieved through satisfaction of our business partners. Providing the highest quality of services is the obligation of every employee.

- Protection and safety at work

EPO provides safe and healthy working environment at all places where employees perform their tasks and takes all preventative measures to reduce the risk of any unpredicted events to a minimum.

- Social involvement through charity work and sponsorship

EPO promotes social involvement by participating in charity work and helping with the educational and sport development of the community.

Belgrade, 04.02.2019.

ENERGOPROJEKT OPREMA a.d.

A handwritten signature in blue ink, appearing to read 'V. Pirivatrić'.

Vladan Pirivatrić, Dipl. Ing.
MANAGING DIRECTOR