



ProSolTech-Code of Conduct

for Corporate Social Responsibility

Preamble

The company PROSOLTECH doo affirms his Corporate Social Responsibility as a part of their global business activities. 'FETS's Code of Conduct for Corporate Social Responsibility' (hereinafter called 'CoC') acts as a guideline in the industry, especially regarding working conditions, social and environmental compatibility, transparency, collaboration and dialog that is marked by trust.

PROSOLTECH recommends that this CoC be implemented by the member companies. It is designed as a self-imposed obligation that can be signed by the member companies. By providing this CoC, PROSOLTECH assists them in responding to different general conditions in a global market and in facing challenges and social expectations that come from intensified collaboration from within the value chain

1. Basic Understanding of Social Responsibility in Corporate Management

A mutual, basic understanding of social responsibility in corporate management forms the basis of this CoC. This means the undersigned company assumes responsibility by bearing in mind the consequences of its business decisions and actions on economic, technological, social and environmental levels and brings about an appropriate balance of interests. The undersigned company voluntarily contributes to the well being and long-term development of a global society at every point it can at the locations where it is in business. It is geared towards universally held ethical values and principals, especially integrity, honesty and respect of human dignity.

2. Where the CoC applies

2.1 This CoC is in effect for all of the undersigned company's branches and business units worldwide.

2.2 The undersigned company commits to promoting adherence to the content of this CoC at every point it can for its suppliers and in other parts of the value chain.

3. Core Values for Social Responsibility in Corporate Management

The undersigned company will proactively work to ensure that the values mentioned below are put into practice and adhered to both now and in the future.

3.1 Adherence to Laws

The undersigned company will abide by the laws in effect and other legal requirements of the countries where it is in business. For countries that have a weak institutional framework the company will carefully examine what good company practices from their home country should be applied to enable supportive, responsible company management.

3.2 Integrity and Organizational Governance

3.2.1 The undersigned company gears its activities towards universally held ethical values and principals, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

3.2.2 The undersigned company rejects corruption and bribery as stated in the relevant UN Convention. It uses suitable means to promote transparency, trading with integrity, responsible leadership and company accountability

3.2.3 The undersigned company pursues clean and recognized business practices and fair competition. In regards to competition, it focuses on professional behavior and high standards of quality for work. It fosters partnership and trusting interaction with the supervisory authorities. Additionally, it will hold to the parameters of the 'Guide for our Association Activity – Instructions for Compliance with Competition Law in the PROSOLTECH'.

3.3 Consumer Interests

To the extent consumer interests are affected, the undersigned company abides by regulations that protect the consumer, as well as appropriate sales, marketing and information practices. Groups that are in special need of protection (e.g. protection of minors) will receive special attention.

3.4 Communication

The undersigned company will communicate in an open way and is oriented towards dialogue about the requirements of this CoC and about its implementation among employees, clients, suppliers and other stakeholders. Every document and all information will be duly produced. They will not be unfairly changed or destroyed. They will be properly stored. Company secrets and partner's business information will be handled sensitively and will be kept in confidence.

3.5 Human Rights

The undersigned company is committed to promote human rights. It respects human rights stated in the Charter of the United Nations, especially those named in the following:

3.5.1 Privacy

Protection of privacy.

3.5.2 Health and Safety

Ensuring health and work safety, especially the guarantee of a safe and health-promoting work environment, avoiding accidents and injuries.

3.5.3 Harassment

Employee protection against bodily punishment and against physical, sexual, psychological or verbal harassment or abuse.

3.5.4 Freedom of Conscience

Protection and guarantee of the right to freedom of conscience and freedom of expression.

3.6 Working Conditions

The undersigned company abides by the following core work standards from ILO:

3.6.1 Child Labor

The prohibition of child labor, i.e. the employment of persons younger than 15 years old, as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted.

3.6.2 Forced Labor

The prohibition of forced labor of any kind.

3.6.3 Wage Compensation

Work standards concerning compensation, especially in regards to the level of compensation as stated in the laws and requirements that are in force.

3.6.4 Employee Rights

Respecting the rights of the employee to freedom of association, freedom of assembly and collective bargaining, as long as this is legally permitted and possible in the respective country.

3.6.5 Prohibition of Discrimination

Treatment of all employees in a non-discriminatory fashion.

3.7 Hours of Work

The undersigned company abides by work standards concerning the longest permitted time of work.

3.8 Environmental Protection

The undersigned company fulfills the requirements and the standards for environmental protection that affect their operations and acts in an environmentally conscious way at all locations where it is in operation. For additional responsibility with natural resources, it holds to the principles from ISO 14001.

3.9 Civic Commitment

The undersigned company contributes to the social and economic development of the countries and regions where it is in business and promotes appropriate, volunteer activities by its employees.

4. Implementation and Application

The undersigned company will make every appropriate and reasonable effort to implement and to apply the principles and values described in this CoC both now and in the future. Contractual partners will be informed about the basic measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how keeping these measures is fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other information that is in need of protection.

ProSolTech – Professional Solution Technologies

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PROSOLTECH Code of Conduct for Corporate Social Responsibility – Confirmation

The Code of Conduct expresses our own commitment to corporate social responsibility, and it is our sincere hope that as many PROSOLTECH member companies as possible will adopt it. It is very important for us to know how widely the Code has been adopted and recognized so that we may continue to underscore its significance, both among our members and externally. If your company has adopted and signed the Code, or recognizes the Code, we kindly request that you complete this form and return it to us by fax or e-mail

Thank you for your support!

- We have signed the PROSOLTECH Code of Conduct.
- We recognize the PROSOLTECH Code of Conduct among our business partners as equivalent to our own code of conduct.
- We consider the application of the PROSOLTECH Code of Conduct by our suppliers to be sufficient and do not require suppliers to sign our company's own code.
- We give our permission to list our company on the PROSOLTECH website and in PROSOLTECH publications as an organization which endorses or recognizes the Code of Conduct.

Legal name

Address

ZIP/ City

Central telephone number

Central e-mail

Date

Signature

Name of body authorized to represent