



SOCIAL RESPONSIBILITY POLICY

The Institute "Mihajlo Pupin" is committed to the development of the community in which it operates. The Management of the Institute has defined and approved a Social Responsibility Policy in order to affirm and realize values in business for the benefit of all stakeholders. We consider that our obligation is to be the initiators of the development and modernization of the society, in a secure way, while respecting the environment and the society in which we live.

The Institute applies the following primary principles of the social responsibility in accordance with the requirements of the IQNet SR-10 standard:

- **Ethical behavior**

We care about people, flora and fauna, environment and safety and health by fair action in accordance with the interests of stakeholders. We always act ethically as documented in our Ethical Codex.

- **Care for employees**

We give equal opportunities to everyone when hiring and developing career. The only criteria are competence, human quality and successful execution of tasks. We respect the rights of employees. We do not require overtime work over the legal frameworks.

- **Respect for the rule of law**

The Institute operates in accordance with applicable law and other accepted standards.

- **Quality relationships with business partners**

We create business relationships with investors, subcontractors and suppliers in compliance with legal and high ethical standards. The success of the Institute can be achieved only with the fair attitude and the efforts of all employees to constantly increase the satisfaction of business partners.

- **Safety and Health at Work**

The Institute provides a safe and healthy working environment in all places where employees perform tasks and takes all preventive measures to minimize any emergency risk.

- **Social engagement through humanitarian work and sponsorship**

The Institute promotes social engagement by participating in humanitarian actions by helping the endangered, as well as, the educational and sports institutions and the general development of the community.

Belgrade, January 21, 2021

INSTITUTE MIHAJLO PUPIN DOO BELGRADE
DIRECTOR


Prof. Sanja Vraneš, Ph.D.El.Eng.