

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Our Corporate Social Responsibility (CSR) policy refers to our responsibility toward our environment. Our firm's existence is not lonely. It's part of a bigger system of people, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

12 vladkovicева
11000 belgrade
serbia

WHAT IS CORPORATE SOCIAL RESPONSIBILITY?

t. +381 11 414 52 80
f. +381 11 414 52 89

Our Corporate Social Responsibility (CSR) policy outlines our efforts to give back to the world as it gives to us.

POLICY ELEMENTS

info@bopa.rs

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our firm's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our firm's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

1. Compliance

a) Legality

Our firm will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

b) Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the clients
- Anti-bribery and anti-corruption practices

c) Protecting the environment

Our firm recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

d) Protecting people

We'll ensure that we:

- Don't risk the health and safety of our people and community.
- Support diversity and inclusion.

bojanovic partners

e) Human rights

Our firm is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights.

2. Proactiveness

a) Donations and aid

Our firm may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

b) Volunteering

Our firm will encourage our people to volunteer not only in legal work. They can volunteer through programs organized internally or externally. Our firm may sponsor volunteering events from other organizations.

c) Preserving the environment

Apart from legal obligations, our firm will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

d) Supporting the community

Our firm may initiate and support community investment and educational programs.

e) Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our firm will try to continuously improve the way it operates.