

I hereby AFFIRM:

[sign]

ALEXANDRA TSVETKOVA

DIRECTOR

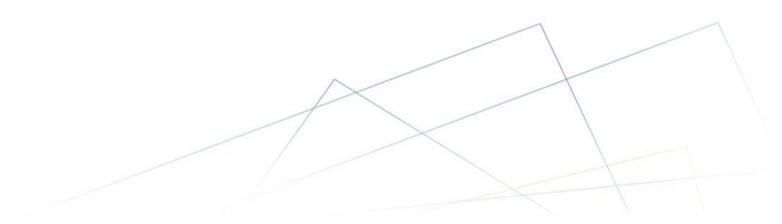
CODE OF SOCIAL RESPONSIBILITY

We, the management and the staff of LIBRe Foundation, clearly realize the duty we have towards the society, towards the parties interested in our activities, as well as towards the environment that is surrounding us. As part of the nongovernmental sector in Bulgaria we are highly dependent on our behavior, maintaining a certain working standard, and on our role of catalyst of sustainable, intelligent and inclusive social change towards better quality of life for the Bulgarian citizens. Based on the aforementioned

**we regard social responsibility not as a manifestation of good will
but as a clearly realized obligation which
we fulfill with pride and without any compromises.**

Our obligation towards society is not limited solely to proclamation of our aims and principles, that are established in the founding act of LIBRe Foundation. For us what is of primary importance is to impement those values in every action we take via

permanent social dialogue with the citizens and the partners we work with,
responsible and beneficial working policy towards our employees and their families,
permanent monitoring of the ecological impact the Foundation has on the
environment, and last but not least –
to use our efforts to become **an example of moral and ethics, volunteerism and
personal initiative, professionalism and responsibility.**



We realize that the social responsibility of LIBRe Foundation assembles various responsibilities that every single member of the staff has towards the society and realizes by the quality of their work. The present Code of Social Responsibility together with the LIBRe's Code of Ethics lay the foundations of our organizational culture, subject to voluntary adopted ethical, moral and professional standards which every one of us is obliged to follow in terms of their professional behavior in line with the legislation of Republic of Bulgaria.

Work Policies and Development of the Employees

LIBRe Foundation creates favorable environment for its employees' professional development by applying its work policy and encouraging them to gain additional knowledge, to attend professionally oriented educational events and to expand their contact networks.

We value the members of our team and present them with equal opportunities, regardless of their gender, ethnicity and religion, when they start working, during the working process and their development, taking into account their individuality.

Least but not last, LIBRe Foundations attempts to support prominent young professionals who need to gain experience or guidelines in their profession or area of work. By employing young talents, we take care of their future professional and personal development, improvement of their leadership skills and helping them develop a global way of thinking. Examples in that area are the annual internship program of LIBRe Foundation and the essay contest, LIBRe Essay Contest, that we organize in order to support and inspire students with distinguished interest in the area and the legal regulation of the information and communication technologies and their development, believing that initiative young people are a value not only for us but for the society as its future leaders and experts.

Informing the Citizens

LIBRe Foundation's social responsibility extends beyond the way we treat our employees. We make sure that our fellow citizens are informed as we believe it is an important factor, benefiting the democratic, intelligent and sustainable progress of the society. On the web page of LIBRe Foundation we publish up to date, free and fact-checked information regarding the scientific and empirical researches, expert achievements, programs, trainings and projects in the area of the technological development and innovation. All the materials that are available on our webpage are free of charge and can be used freely and cited by indicating their authors and the source.

Furthermore, via the online edition LIBRe Stories we provide a forum to experts so they can express their opinions regarding compulsory social and international issues, present their ideas about integrating technologies in everyday life, as well as present their personal scientific views in the area of information technologies and communication law. LIBRe Stories

aim to promote variety of opinions and introduce creative discussion as an instrument for taking effective and long-term decisions regarding development.

Development of the NGO Sector in Bulgaria

An expression of the LIBRe Foundation's personal example is also the Framework Initiative for NGO Development, a volunteer project for support and development of various NGOs that earned our trust and sympathy. We consider ourselves an important part of the NGO sector in Bulgaria which in our opinion has more similarities rather than differences. For this reason, we use the Framework Initiative in order to set an example of cooperation and solidarity, supporting those initiatives which we consider compatible with our own aims. The Foundation supports the administrative and financial management, creation of public image and development of a variety of services and initiatives by NGOs working in various fields like encouraging the establishment of spiritual values and civil society principles; the personal development of orphans; socializing, supporting and inclusion of disadvantaged people; as well as patients' rights. We remain open for cooperation on new ideas guaranteeing that all offers for partnership we receive are important to us and they are regarded with care and the due professional care.

Care for the Environment

In the course of our work we are attempting to limit as much as possible the influence the Foundation's activity has on environment. Every member of our staff is included in this process regardless if it is through saving resources or supporting various environmental protection campaigns and initiatives. LIBRe Foundation tries to inform every person engaged in our professional activity about their responsibility for protecting the environment and show the proper respect to the nature. The digital document processing, the effective usage of resources, the waste sorting and usage of second hand paper in occasions it is possible are rules of utmost importance in the course of our work in the office. In LIBRe Foundation we think that none of our projects, events or initiatives would have sustainable results if it is not considering the environmental impact.

We believe that by integrating humanitarian, ecological and social elements in our professional activity we would not only achieve sustainable development but we are also going to increase the efficiency of our joint activity, motivate our employees and improve our ability to attract quality experts and partners.

The code is adopted with a decision of the Director on 30.12.2015 and further amended on 15.08.2016.