

**MENS LEGIS**  
first law firm in Macedonia

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Attorney at law

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**COMMUNICATION AND PROGRESS**  
**2009**

**MENS LEGIS**

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**Statement for continuities support on UN-Global Compact from the  
Manager on MENS LEGIS**

Especially in these periods of global crisis and recession, caused in largest part by lust and no human sense for social responsibility, unfortunately the so-called political and business elite is not very active in the appliance of the 10 principles of UN-Global - Compact. The appliance of the principles must be aggressive as well as the efforts for their implementation, also active should be the cleaning of the society from its destructors which continuously impoverished the human kind and bring it to suffering.

To awaking of the awareness is a long process and we should not allow for the suffering in the world to continue, we must act quickly so there will be no more suffering, also there must be consequences for the destructors.

We must speed up the process and save the Planet as soon as possible, so we don't become associates of the destructors because of not doing anything.

We can do more in realization of these 10 principles and we have to.

Signed by  
MENS LEGIS™ LAW FIRM



Ljubica Ruben  
Managing Partner



Друштво со правни услуги  
МЕНС ЛЕГИС  
ДОБРА СКОПЈЕ

**Principle 1 – Businesses shall support and respect the protection of internationally proclaimed human rights**

**Principle 2 – Businesses shall make sure that they are not complicit in human rights abuse**

MENS LEGIS is a company which is fully dedicated to the protection of human rights. Supporting and respecting of the human rights has always been essential for MENS LEGIS in relations with clients, associates and public relations.

The company has developed a great network of associates, clients and representatives from the media, with which the company exchanges experience, but in the same time tries to implement the realization of the principles for the protection of the international proclaimed human rights.

**ACTIONS**

- Equal gender treatment, women in MENS LEGIS are equal to the men in every aspect.
- Equal approach while hiring, the Company's policy on hiring, review and selection of job applications and interviews is based on the preparation, ability and education of the candidates.
- MENS LEGIS is always open for senior year students, recently graduated, volunteers and beginners in law, offering them a good environment where they can start doing their practice and in future to start their careers.
- Equal approach to the clients, MENS LEGIS co-operates with large international corporations, but also collaborates with small and medium enterprises and also with individuals - persons who come from Republic of Macedonia and the neighborhood countries.
- Co-operations with NGO's and associations, MENS LEGIS has active co-operation with NGO's and associations from which the most important is the co-operation with "Akcioner 2001" association which deals with protection of the minority shareholders rights, and their education.
- Increasing of public awareness, the collaboration of the Company with clients, collaborators and the media regarding different legal problems and issues, contributes for the incensement of the public awareness in the society.

## **OUTCOMES**

- No gender discrimination
- Equal opportunities while hiring and promotion
- Appropriate training for future lawyers, attorneys and judges...
- Professional international standards and equal approach to the clients in the implementation of the legal services
- Increasing the public awareness regarding the rights of the citizens in society

### **Principle 3 - Businesses shall support the freedom of association and effective recognition of the right of collective bargaining**

### **Principle 4 – Eliminations of all forms of forced or compulsory labor**

### **Principle 5 – Effective abolition of child labor**

### **Principle 6 – Eliminate discrimination in respect of employment and occupation**

MENS LEGIS through its operations in every occasion actively promotes the respect of the Declaration for basic principles and rights of work on International business organizations.

## **ACTIONS**

- MENS LEGIS continuously follows the international labor standards and tries to implement the standards in the national legislation. Therefore, MENS LEGIS cooperates with the Governmental bodies as well as with other organizations for implementation of the international labor standards in the domestic legislative.
- The Company has good relationships with the Trade Unions in the country, participates and counsels in the collective bargaining for the purpose the workers to achieve their rights
- MENS LEGIS has established a good relationship with the employment agency – “Vrabortuvanje com”, where legally advises the employers and the employees for their labor rights and commitments.

## **OUTCOMES**

- Domestic Legislation complied with the international labor standards.
- Improvement of workers rights in society through consulting regarding the collective bargaining.
- Improvement of the relationships between employers and employees.

### **Principle 7 – Business should support a precautionary approach to environmental challenges**

### **Principle 8 – Business should undertake initiatives to promote greater environmental responsibility**

### **Principle 9 – Business should encourage the development and diffusion of environmental friendly technologies**

If our clients are interested in commencing a business in Republic of Macedonia, we recommend the European standards and advantages that they will have if they apply the same in the newly founded companies. When advising the clients and preparing legal opinions, we inform them of the legal provisions for protection of the environment. Also, they are advised that their company's reputation will increase if they implement the Macedonian and European standards for protection of the environment.

MENS LEGIS in its years of existence has always promoted better living environment. The abovementioned principles are implemented in everyday activities of the firm through the following: besides recycling of paper and using e-communication instead of written, MENS LEGIS employees are encouraged to use bicycles as means of transportation from and to the work place, and in their free time as well. A constant practice in our firm is to use porcelain and glass cups instead of plastic.

## **OUTCOMES**

- Clean and save environment
- Improving the internal polices related to ecology and safe environment
- Cutting waste
- Recycling support

**Principle 10 – Business should work against corruption in all forms, including extortion and bribery.**

MENS LEGIS due to its specific scope of work is in frequent fight with corruption, extortion and bribery. MENS LEGIS leads a constant campaign against all types and forms of corruption, extortion and bribery. The clients of the Company are encouraged to report the cases of corruption and extortion from the State, Courts and administrative bodies in their procedures for opening and developing a business.

**ACTIONS**

- The statements from the manager and employees which are published in daily, weekly and monthly magazines are one of the ways which with we indicate on existence on corruption and their forms.
- MENS LEGIS is a signatory of the Coalition 2000 Anti-corruption, for the fight against corruption formed in Varna, Republic of Bulgaria.
- MENS LEGIS is a signatory of the Declaration for Non tolerance for corruption in Republic of Macedonia.
- Employees from MENS LEGIS promote high standards for ethnic deference on Principle 10 on the Global Contract

Signed by  
MENS LEGIS™ LAW FIRM



Ljubica Ruben  
Managing Partner

