

MENS LEGIS
first law firm in Macedonia

COMMUNICATION ON PROGRESS
2006

MENS LEGIS

Statement of support of the Global Compact from the Manager of MENS LEGIS

Approaching the Global Compact in order to support the principles of the Global Compact and their influence in the area of our work, represented and will continue to represent another motive in combating the corruption, blackmailing and bribe through commitments in the process of education of the minority shareholders. The bankruptcy trustees, young entrepreneurs are not excluded also, as well as the education for protection of their rights, to not accept the blackmails and bribes and to report any such case.

With one word- to rule the law, implementation of the Constitution and the laws as a basic principle without which the principles of the Global Compact could not be implemented.

With respect,
Ljubica Ruben
Manager of the MENS LEGIS LAW FIRM Ltd Skopje

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

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

MENS LEGIS is committed to protection of the human rights through their implementation in the Business Plan for 2005-2008 where are predicted the means and the systems for training and specialization of the employees. Our tendency to enable the implementation of the principles 1 and 2 is visible through establishment of the network of collaborators where we can share our experience and implement the continuously improving international practice for implementation of these principles.

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

Principle 4 - Elimination 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

During employment of the new members of the team, MENS LEGIS has strictly defined the principles of non-discrimination while employment or promotion based on sex, race, religion, political conformity, national or social origin; development of the employees' specializations through acquiring the international know-how; financial support of the continuous education; membership in the international organizations and associations from which we are provided with the educational materials for new skills.

The Company has a long-term practice once a year each employee to have a right to chose the professional literature which enriches the MENS LEGIS Library.

The need of absence from work due to educational reasons always was greatly approved and supported from the Manager as well as from all employees.

Principle 7 - Business should support a precautionary approach to environmental challenges

Principle 8 - Undertake initiatives to promote greater environmental responsibility; and

Principle 9 - Encourage the development and diffusion of environmental friendly technologies.

The abovementioned principles are implemented in our every-day work through the following: besides recycling paper and transfer from written into electronic communication, the employees of MENS LEGIS are encouraged to use bicycles as a mean of transportation to and from work. There is a parking lot near the office. The usage of porcelain and glass glasses instead of plastic is common practice in our office.

To all our clients, that begin their business in Macedonia we point out and recommend the European standards and advantages that they will have if they implement them. A review of the law provisions for safe environment is part of each of our legal opinions. Also, we point out that the status of the company will be higher if they implement the Macedonian and European standards for protection of the environment.

Principle 10 - Business should work against corruption in all forms, including extortion and bribery

MENS LEGIS leads constant campaign against all types and forms of corruption, extortion and bribery. The texts that the Manager and the employees publish in the daily, weekly and monthly magazines, domestic and international are one of the ways in which the existence of corruption is pointed out.

MENS LEGIS is signatory of the Coalition 2000 Anti-corruption formed in Varna, Bulgaria. Also, we are signatory of the declaration for "Nulta tolerancija" (Non tolerance) for the corruption in Macedonia.

The clients of our company are encouraged to report the cases of corruption and extortion from the state, court and administrative bodies in their procedures for opening and developing a business.

The employees of MENS LEGIS develop high ethic standards for respect of Principle 10 of the Global Compact.