

**GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS
AD EuroComputer Systems - ECS Skopje**

Company name	AD EuroComputer Systems-ECS Skopje	Date	March 2008
Dept. (if any)	-/-	Member since	2005
Address	Ul. 11 Oktomvri 25	Employees	23
Country	Macedonia	E-mail:	vasko.pavloski@ecs.com.mk
Chief Executive Officer	Vasko Pavloski	E-mail:	goran.lazarevski@ecs.com.mk
Contact person	Goran Lazarevski	Divison	-/-
Position of the contact person	Chief Operating Officer		
Telephone of the contact person	02/3114 568 070 364 913		

Short description of the business

AD EuroComputer Systems – ECS is one of the largest and most experienced information technology companies in the Republic of Macedonia, in its 18th year of successful existence on the market.

Our vision: System Integrator in a multivendor environment for the realization of complete ICT solutions (hardware, software, communications and ISV solutions).

ECS is prepared to perform information technology projects-solutions for the Customers in the Republic of Macedonia and the neighboring countries. ECS has the resources needed to perform complete systems based on IT and/or communication equipment. The services we offer include: Project planning, Project management, system integration, installation and configuration, education training and maintenance.

STATEMENT OF SUPPORT

The GlobalCompact principles are part of our working process for a long time and our efforts, to contribute to the achievement of a higher level of social responsibility of all businesses in Macedonia, gain additional significance through our participation in this initiative.

As a company, aware that the business activity without corporate social responsibility can only be successful on a short-term, but not sustainable on a long term, the Shareholders, the Management of the AD EuroComputer Systems-ECS Skopje and all employees are acquainted with the importance and give their full support to the activities and initiatives of the Globalcompact.

During 2008, we have given significant support also by nominating our Chief Operating Officer, Mr. Goran Lazarevski, to represent the UNGC Local Network in the National Coordinating Body for CSR Macedonia, and as its first President, we have donated many effective working hours and assets for the realization of their initiatives, including conference facilities, materials and other expenses, stating once more our strong support to the UNGC.

Mr. Lazarevski is at this moment the person in charge of the UNGC Local Network Macedonia and we continue to support his engagement in this initiative.

Signature

Position

Chief Executive Officer

PRINCIPLE 1 BUSINESSES SHOULD SUPPORT AND RESPECT PROTECTION OF THE INTERNATIONALLY ACKNOWLEDGED HUMAN RIGHTS

Our commitment and policy

The internationally acknowledged human rights are a universal value and during the past 15 years of

existence, we constantly strive for them to be respected and ensure further improvement of the level of implementation of new declarations in our society.

We show this by providing the realization of these rights, in accordance with all valid standards, in our daily operations, through our business policy, by

- providing a good working environment and positive interpersonal relations;
- caring for our employee's health and their protection;
- protection of the personal integrity of each of our employees, securing equal access and treatment in the processes applied in our company, realization of social and other rights;
- caring for their families and the society in general, by supporting projects to assist socially endangered categories of people etc,

by providing solid living and personal development conditions for our employees.

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GUARANTEE THAT THEY SHALL NOT PARTICIPATE IN THE ABUSE OF THE HUMAN RIGHTS

Our commitment and policy

We, as AD EuroComputer Systems-ECS do not participate in any form of human rights abuse, nor do we cooperate with companies we have information of, to have taken part in such forms of abuse.

In that way, we directly and indirectly contribute to providing an environment, free of any kind of abuse of any person.

Activities realized in the previous year / planned for next year

The procedure for the bringing of the Code of professional conduct in which any form of abuse is clearly prohibited, with an accent on the personal integrity of our and employees of other companies, by respecting their rights, has been completed.

The Code of conduct was introduced to full effect and all employees were made aware of its role.

The application of the Code is already adding significance to these efforts.

Also, we have implemented regular annual systematic medical examinations of all of our employees providing their health and assisting their family budgets.

We also introduced improved performance measurement systems securing higher salaries and social and health benefits for our employees in 2008.

PRINCIPLE 3 BUSINESSES SHOULD SUPPORT FREEDOM OF ASSOCIATION AND EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE AGREEMENT

Our commitment and policy

The collective negotiations are a significant attribute to the development of the society and we are fully committed to a further enhancement of the dialogue between the social partners as the best way to achieve stable business conditions.

Short description of our processes or systems

In our daily operations, we apply all provisions of the collective agreements referring to our branch and the economy as whole, we take active participation in the process of collective negotiations through our membership in the business associations and chambers as well by giving ideas and suggestions influencing the negotiations, in order to provide complete protection of the interests of all participants in the negotiation process.

Activities realized in the previous year / planned for next year

Through the professional business associations we actively participate in agreeing about further improvements and development of the relations, targeting the securing of rights of employees.

We expect the period to come, to bring continuous improvement of the position of the IT- and

telecommunication business in the collective agreements and achieving the place we should have in the negotiation process as a whole, as the most prosperous business branch of the economy.

Measurable results or outcomes

In the past year, we achieved full compliance of our practices with the obligatory as well a large amount of non-obligatory provisions of the collective agreements for our and other business branches.

PRINCIPLE 4 BUSINESSES SHOULD SUPPORT ELIMINATION OF ALL TYPES OF FORCED WORK AND WORK UNDER THREAT BY FORCE

Our commitment and policy

Forced work and work under threat by force are severe forms of abuse and as a company, considering its Human resources to be the greatest capital, we confirm our complete commitment to fighting such practices everywhere.

Our business policy excludes any form of forced work, while every extraordinary assignment of our employees, necessary for the completion of regular tasks, is adequately valued which ensures us the correct engagement and satisfaction of our employees.

Short description of our processes or systems

Beginning at the employment procedure, where the engagement is determined to be solely voluntary, through the monitoring of the ongoing tasks and assignments of our employees and other collaborators as well as the freedom of making a decision, to leave the company and continue the career somewhere else, the clear rules and procedures in our company ensure that we are not and will not be part of any engagement of forced labor.

PRINCIPLE 5 BUSINESSES SHOULD SUPPORT EFFECTIVE ABOLITION OF CHILD LABOR

Our commitment and policy

Child labor is not part of the practice of AD EuroComputer Systems - ECS. We are committed to the principle, to achieve the abolition of child work worldwide and by providing the support we make to improve the material condition of the children in our society, we realize a policy of limiting the space for the existence of this form of abuse.

Our policy of employment and human resources management is in complete compliance with this position of ours and does not allow the engagement of child labor in any segment of our business, nor does it allow the cooperation with companies practicing this abuse.

Activities realized in the previous year / planned for next year

In the past period we made several forms of donations and other forms of assistance to institutions and individuals active in the improvement of the social position of children, especially children with special needs and socially endangered categories which are unfortunately also most frequently victims of child labor. By improving their material and educational condition in the society, we contribute also to reducing the danger of them being subject to child labor.

In the period to follow, we continue supporting this category according to the best of our capacities.

PRINCIPLE 6 BUSINESSES SHOULD SUPPORT ELIMINATION OF DISCRIMINATION IN RELATION TO EMPLOYMENT AND PROFESSION

Our commitment and policy

At AD EuroComputer Systems-ECS Skopje, discrimination in relation to employment and profession is not existent.

We are committed to the principle, to eliminate any form of discrimination.

Our policy of employment and human resources management ensures that a discrimination of this kind is not present in any segment of our operations, nor does it allow us to cooperate with companies tolerating discrimination.

Short description of our processes or systems

In the procedure for the employment of new employees or engaging external collaborators, a team of three persons performs the interview procedure, getting acquainted with the professional qualifications of the candidates as well as informing them of our company and business practices.

Thereby, special attention is granted to avoid any form of discrimination and the engaged collaborators are clearly informed that we do not allow any discrimination in our daily operations.

Activities realized in the previous year / planned for next year

Bringing the Code of professional conduct in which any form of discrimination is clearly prohibited, with an accent on the personal integrity of our and employees of other companies, by respecting the principle of equality granted the necessary additional importance to our efforts.

Measurable results or outcomes

At AD EuroComputer Systems-ECS Skopje, the absence of discrimination in relation to employment and profession shows visible results:

- the equality regarding gender, age and professional qualifications is clearly visible on all working and managerial positions;
- career moves and advancements is performed by defined rules and is not influenced by potential discrimination;
- employment advertisements always include equal conditions and rules for all interested candidates with an accent on education, working experience and personal development plans and ideas of significance for our business;
- investing in further professional education and training is also subject to strict rules based on the principle granting equal access to all;
- the treatment of employees and external collaborators engaged in ECS is documented in filed insuring complete insight to all procedures and decisions as a form of monitoring, excluding the possibility of silent discrimination;
- the rights and obligations arising from the employment at the ECS are not under influence of the gender, age or other factors which could represent discrimination;
- all employees are informed in writing of their rights and obligations in accordance with the Laws, providing a useful mechanism to fight potential abuses.

PRINCIPLE 7	BUSINESSES SHOULD SUPPORT PREVENTIVE ACCESS TOWARDS THE CHALLENGES OF THE HUMAN ENVIRONMENT
PRINCIPLE 8	TO UNDERTAKE INITIATIVES FOR PROMOTION OF GREATER RESPONSIBILITY TOWARDS PROTECTION OF THE HUMAN ENVIRONMENT
PRINCIPLE 9	ENCOURAGE DEVELOPMENT AND PROMOTION OF TECHNOLOGIES WHICH ARE USEFUL FOR THE HUMAN ENVIRONMENT

Our commitment and policy

Our contribution to preventive activities is in accordance with the size of our enterprise and the possibilities at our disposal.

Our commitment thereto is being confirmed in our practice through diverse activities and improvements we apply, to preventively act to reduce negative impacts to the human environment and introducing new nature-friendly technologies.

Short description of our processes or systems

Being a relatively small company, we cannot expect to have a deciding influence on the human environment protection and sustainability.

However, in the Code of professional conduct we determine several activities with which we directly or indirectly contribute to this mission.

Activities realized in the previous year / planned for next year

Our contribution to the human environment protection begins at the obligation to recycle disposed

spent materials and provide a nature-friendly waste management, using environment-friendly materials, and includes also investing in modern technologies providing reduced damaging waste, through wireless communication, distant monitoring instead of frequent travels and other IT-solutions, electronic correspondence, paper use reduction etc.

One of the principles of our cooperation with business partners is also their position to this important matter, in order for us not to support companies applying environment-hostile practices.

PRINCIPLE 10 BUSINESSES SHOULD WORK AGAINST ALL FORMS OF CORRUPTION, INCLUDING EXTORTION AND BRIBE

Our commitment and policy

Our efforts to eliminate corruption in the society initiated within the company and continued further in the frames of our influence in the society.

Our quality policy, in accordance with the ISO-standard we are certified with, prescribes also the providing of mechanisms to avoid all forms of corruptive activities as a necessary condition to provide our clients with the best possible service in the shortest possible time frame.

Short description of our processes or systems

The implementation of precise and improved procedures of operation limitates the space for the arising and existence of the corruption.

The strict implementation of the ISO-standard procedures and internal control measures on each working position have made is possible to us, to follow the complete business process and timely prevent possible abuses which could possibly be damaging to our clients.

The communication is performed in writing, using electronic forms of correspondence, allowing no possibility for subjectivity, excluding therewith the risk of the process being dependant on one person misusing the position. We apply this on all levels, starting from the employment procedure, delivery, purchases, up to collection and trend analysis.

As a partner to several global companies, with which we participate on international projects and a business partner to international organizations and governmental and non-governmental institutions, we also sign declarations making sure that we will in no way take part in any form of corruptive activity.

Activities realized in the previous year / planned for next year

Bringing the Code of professional conduct in which this matter of importance is regulated with an accent on the personal integrity of our and employees of other companies, by respecting the principle of equality has already shown effect and granted the necessary additional importance to our efforts.