

COMMUNICATION ON PROGRESS

Company: INDUSTRY TRADE ASSISTANCE HOLDING AD /ITA-HOLD/
Country: BULGARIA
Sector: CONSULTANCY AND INVESTMENT
Reported period: 2007 and 2008

Statement for Continuous Support

We live and work in one globalizing world – a world with decreasing distances and speedier running time in the whole relativity of these dimensions. To live and develop under these circumstances in South-East Europe presents to us even higher challenges.

Dramatic changes in the legal basis, in the financial system, in the social relations and in the scientifically confirmed detrimental human impact on the environment imposes on the business the awareness of its responsibility not only for the present day but for tomorrow as well.

As a participant in the Global Compact network ITA-HOLD realizes its social responsibility and in its day-to day activity implements and adheres to the ten principles of the initiative.

We are led by the understanding that man is very conservative, but also very fragile element of nature. That is why the human health in physiological context and the health of the society as organism are the most invaluable capital and investments in this sphere are not less important than the investment in staff training.

In our business activity we endeavour to decrease the adverse impact on nature and to optimize the use of natural resources, but also to find means and technologies, sparing nature and supporting the fragile ecological equilibrium.

We will continue to give our modest contribution to the achieving the noble cause of the initiative Global Compact.

Velitchko Alexandrov
Chairman of BD

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ITA-HOLD is a small company in terms of staff number and of financial turnover. Despite of this we clearly appreciate our responsibility for sustainable development. We are convinced that no matter how small a step in supporting the principles of Global Compact may seem, the joined action of society can change the world for the better.

In the sphere of honouring and safeguarding the human rights as well as in respect to guarantees for their non-violation our company has a policy of equal opportunity regardless of gender, age, religion and race to all candidates for vacant posts. The vacancy advertisements and the subsequent interviews warranty chance for every capable candidate. Information concerning the action and initiatives in support of human rights is circulated among the staff. Since several years the company assists the efforts of persons and NGO for the improvement the conditions of life and education of disadvantaged groups by modest donations – to “St. Nikola” foundation, and for “SOS Kinderdorf”. On several occasions ITA-HOLD has participated also in projects in support of cultural events by sponsoring of “Signal” and “Atlantic” bands as well as by advertisement contract with the National Opera and Ballet. Its policy in this so important sphere of human rights the company carries by its subsidiaries too.

ITA-HOLD recognizes the right of work as important and indispensable right of each individual and as a result supports the right of its staff to join trade unions as per their liking, but resolutely rejects in its practice any discrimination regarding the right to work and to profession as well as the use of forced and children labour. The clear defined hours for labour and rest are a prerequisite for normal working conditions in the company. The company management considers its essential obligation the creation of healthy working conditions for the staff. In 2007 ITA-HOLD commissioned SD “VIANA” with the health care for the company staff by executing periodical medical checks and tests of the employees.

Our company takes a firm position regarding the preservation of nature. In an attempt to give its own contribution to the spreading of technologies reducing the environmental impact of human activity ITA-HOLD provides financing with its of money of two scientific and applied projects in the sphere of the utilization of renewable energy and in optimizing the combustion process in internal combustion engines. Realizing that even small steps in this sector can make an essential impact on the scale of the industrial society we will endeavour in the future as well to focus part of our activity on this problem.

In its contacts with the government and local government administrations ITA-HOLD adheres to a strict code of conduct, which excludes unauthorized seeking of advantages and preferential treatment to the detriment of open and fair competition. The respect of the laws, norms and regulations and the creating the conditions for maximum transparency in the business is valid to the same extend for the subsidiaries of ITA-HOLD as well. Led by our understanding for clear and transparent relations in the political life as well the company makes contributions for the financial support of the election process through its subsidiaries “SMLK” AD and “IZGREV” AD by strictly adhering to the provisions of the Law for donations to the political parties.

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November 2008

