

Communication of Progress 2019-2020

PART I: HUMAN RIGHTS PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Assessment, Policies and Goals:

STL has not identified any internal Human Rights issues. Our goal is to maintain our zero-abuse record and to continue to be an attractive and responsible employer. STL Human Recourses policy and values concerning the internationally proclaimed Human Rights are made aware to all employees by the approved Code of Ethics.

Implementation:

STL enforced a set of policies concerning Human Rights principles. That includes policies regarding stress and overtime regulations, illness, health, professional ethics, best management practices and standard processes and procedures. In 2021 we are going to continue monitoring this field of actions and develop advanced measures of implementation as seen appropriate.

It is a constant commitment and duty of all STL's people to conduct our entire organization to comply with the legislation, regulations, statutory provisions, self-regulatory codes, ethical integrity, and fairness.

In conducting its business, STL is inspired by and complies with the principles of loyalty, fairness, transparency, efficiency, and an open market.

Measurement of Outcomes:

On a regular and structured basis, our employees are asked to give feedback and when it is necessary to share ideas for improvements. We actively support a culture of transparency, trust and equality. We have established a Grievance policy and a procedure.

STL partners offer an open-door policy that encourages employees to express ideas and questions directly. We actively support a culture of trust and organizational learning.

We have not received complaints from employees, business partners or clients concerning (potential) Human Rights violations, nor was the organization involved in any Human Rights incidences before or during the reporting period.

During the last two years, more than 1,500 people have had access to our projects. Our charitable initiatives are focused on people or organizations which need social support and people living with illnesses. Each month STL provides food and essentials for a local children's orphanage. STL has financially supported eight people to solve their medical conditions and health problems.

Part II: LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment, Policies and Goals:

STL is an employer that evaluates its employees by merits only and not on a gender base, sexual orientation, race, or religion. Our company has developed policies and measures to underline our deep belief that our employees are the most valuable asset of the company and should be able to unfold their full potential as individuals. STL adheres to all required labour rights, including non-discrimination and equal opportunities, the freedom of association, workplace health and safety.

STL's principles prescribe that all interaction between STL and its employees have to be characterized by integrity, trust, non-discrimination, and mutual respect.

Creating a modern working environment

STL promotes family-friendly working conditions and career opportunities. Our company has developed COVID-19 smart homework schemes to facilitate a healthy work-life balance, including remote working.

Promoting workplace health and safety

STL continues to adhere to all national laws and regulation concerning workplace health and safety, including an annual check of all-electrical devices, regular first-aid training, and an offer to employees for eyesight check-ups and eyes protective equipment (spectacles; protective goggles;). Furthermore, STL supports its employees with medical advice and assistance provided by medical company International SOS.

The company has signed a one-year contract for Covid tests for all employees once a week.

STL provides the best possible office equipment, environment, and PPE to its employees to guarantee health and illness prevention needs, e.g., ergonomically designed chairs on demand. Furthermore, we offer welfare facilities with fresh beverages in our offices and to promote healthy nutrition.

Professional Development Activities

STL believes in high-quality training for future generation. STL's Continued Professional Development program offers to its employee different internal and external training and programs.

In 2019-2020, our company conducted training on a variety of topics such as a lessons learned, permit to work system, first aid, oil spill response, plastic-free awareness, self-protection awareness, logistic base activities familiarizations, etc.

Improving the quality of work through an open culture and promotion of diversity

As an international company, we emphasize an open corporate culture. That allows weaknesses to be identified and promotes the strengths of each member of the STL team.

Participation is a core principle that guides us both in our work with clients and internally, as are open communication, regular and structured feedback, and appraisal mechanisms.

All our employees should experience appreciation – regardless of gender, race, nationality, ethnicity, religion or philosophy of life, disability, age, sexual orientation, or identity. Recognizing and promoting this diverse potential creates economic advantages for our company.

We actively work to create a climate of acceptance and mutual trust with positive consequences for the recognition we receive from our partners and customers.

Promoting a network structure within the company

Since STL was established in 2014 it has significantly advanced in furthering and strengthening its network structure and processes. Our company is putting in place processes to be more flexible and work closer to our external partners.

Measurement of Outcomes:

STL has not received grievances or complaints from employees, the external advisory board, or others about (potential) labour rights violations, nor was the organization involved in any labour rights incidences before or during the reporting period.

Our consequence approach, based on the object to eliminate discrimination and promoting organizational learning and feedback, constantly keeps us in touch with our employees and their concerns and needs.

STL is constantly reviewing its project feedback schemes and other feedback mechanisms within its network-based structure.

Furthermore, on a project level, a project feedback scheme consists of an exchange between project management and employees.

Part III: ENVIRONMENT

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 environmentally friendly technologies.

Assessment, Policies and Goals:

Our contribution to environmental solutions is dedicated to strict internal policies and continued innovation and improvement. We adhere to all national and international standards to advance responsibility in environmental matters.

In connection with ISO 14001 Environmental Management Standard a waste avoidance, sustainability, energy efficiency and recycling are the core elements of our daily routine among an employee.

STL has a written company policy on environmental issues, including prevention and management of environmental risks. Policy requiring business partners and suppliers to adhere to the environmental principles.

At the beginning of 2021, a working group launched to develop a coherent and ambitious STL Sustainability Strategy. STL hopes to initiate new projects and activities that make STL a leading innovator and implementer of creative sustainability solutions.

Implementation:

Activities to reduce plastic waste.

We approved a Plastic Free Program to reduce and eliminate the consumption of single-use plastic. Our company encouraged employees to use the most environmentally friendly tools to reduce using plastic cups, straws, folders etc. The company also addressed the elimination and replacement for example of plastic cups, stirrers and drinks bottles within the organisation and replaced them with environmentally friendly alternatives.

STL has organized a segregate collection of plastic bottle caps. Different plastic caps have been collected from water, soft drinks, cosmetics, toothpaste, preparations. These caps have been donated to the Big Heart of Burgas charity which purchases Incubators for newborn babies.



OIL&GAS | LOGISTICS SERVICES



Within two years, we have organized multiple initiatives including cleaning a local nature park and beach, participating in environmental campaigns, organizing sporting events with a donation goal.

We have supported people with health problems, participate in campaigns for recycling waste collection. We have informed more than 250 people of the benefits of environmental prevention.

In connection with STL Environmental and CSR policy, we organized a Plastic Free campaign, supported by Municipality Burgas, Bulgaria. The theme was “Beat Plastic Pollution”. The aim was to eliminate the plastics on the beach, such as plastic bottles, caps, cigarette butts, etc.

For participating in the European Mobility Week 2019 in Burgas
In particular, for involving its employees in a campaign and competing for sustainable mobility in the urban environment
environment, take care of your health and save money for the period 12th of August – 30th of September.

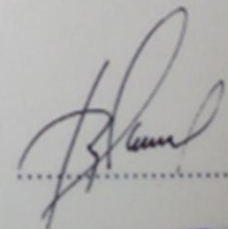
Certificate

This is presented to STL GROUP
for participating in the European Mobility Week 2019 in Burgas
urban environment
In particular, for involving its employees in a campaign and competing for sustainable mobility in the urban environment
environment, take care of your health and save money for the period 12th of August – 30th of September.

Сертификат

За STL GROUP
за участие в седмична на мобилността 2019 г. в Бургас и за приноса за устойчива
мобилност в градска среда
на служителите на фирмата в кампания и конкурс „Карам велосипед до
и околната среда, грижа за здравето и спестени средства“ за периода 12
Август – 30 Септември 2019 г.

Ruska Boyadzhieva
Deputy Mayor European policies, Environmental protection, Burgas Municipality
Руска Бояджиева
Заместник-кмет „Европейски политики, околна среда“, Община Бургас





OIL&GAS | LOGISTICS SERVICES

We have also participated in environmental and fund-raising campaigns and charitable sporting events to protect the environment and help the local communities. Our employees also contribute to STL's campaigns by volunteering their own time, energy and donating money.

Activities to reduce greenhouse gas emissions and waste.

With carbon dioxide being the primary cause of human-induced global warming, we work to analyze, identify and substitute our impact as much as possible. STL demands that all company cars are under the European Union standards for fuel consumption and CO₂-emissions. We confirm they are regularly maintained and equipped with the best available filter technology to reduce emissions of fine particulate dust. Furthermore, STL has approved an Air Pollution Reduction Strategy.

To express the contribution of sustainable development in an urban ambient, STL participated in the Bike2Work campaign. The company has been awarded a certificate of achievement issued by the Municipality of Burgas, Bulgaria.

We also use high-efficiency, sustainable computers and printers labelled with the "Energy Star" to reduce environmental footprint.

STL promotes double-sided printing for office printing. In 2019-2020 STL continued the sustainable procurement measure by working with certified supply providers.

Measurement of Outcomes:

The company monitors and evaluates environmental performance through an internal and external audit, periodic review of results by the management and annual Key Performance Indicators (KPIs).

Part IV: ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policies and Goals:

STL and our employee do not accept any form of corruption and work against bribery. Since the time of establishment, the company has not had any issues with venality. STL is committed to achieving a high standard of ethical behavior in everything that we do. ‘We act with integrity’ is one of our Core Values and is reflected in the Global Code of Conduct.

Implementation:

STL strongly supports transparency in all its engagements with all clients and enforce open communication to prevent conflicts of interests.

Measurement of Outcomes:

There have been no cases of corruption in the line of our work.

Yours Sincerely,

Tsvetelina Nestorova

STL Oil and Gas Services