



bercut

Bercut CSR policy



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Bercut is eager to create and implement innovative services and solutions that steadily improve the quality of life.

We cannot succeed in isolation from society in which we live and work.

Striving to comply with the world's and Russian standards of responsible business conduct Bercut takes on corporate social responsibility and communicate it to all its employees, partners and contractors.

Liabilities and requirements listed in the present documents are based on the principles provided by the United Nations Global Compact www.unglobalcompact.org as well as on the laws of the Russian Federation in the field of labor relationship, environmental protection and corruption management.

Safety of the Supplied Solutions and Services

We provide our customers and subscribers with innovative solutions and services of the guaranteed safety and quality.

Cooperating with partners, Bercut strives to ensure full compliance of the supplied solutions with national legislations, guarantees integrity of subscribers' personal information and prevents it from any unauthorized access at all processing stages.

Code of Conduct

A code of conduct is a set of our rules and business practices. By observing them, we ensure respect for the interests of Bercut, its clients and partners and the society in general.

Anti-corruption

We shall prevent any offers or demands to receive illegal gratification from Bercut employees in any form in order to ensure privileges.

The company shall not offer and recommends that its employees do not accept any gifts, treats or entertainment when it goes beyond the boundaries of accepted business practices such as representation and reasonable hospitality.

Fair Competition

We are firmly committed to fair competition; we make use only of real functional advantages and quality of our services and solutions.

Conflict of Interest

We make decisions in the interests of Bercut; neither our personal interests nor interests of our relatives and friends may influence our goals and the ways we achieve them.



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Confidentiality

We take all necessary measures to secure confidential and proprietary information and ensure its non-disclosure both by the company employees and its partners, except as required by the applicable legislation.

Hotline

Bercut gives priority to win-win relationships with all partners based on good business ethics. We will appreciate if you reach your main contact person or use the hotline to tell us about any problems and violations.

1. Telephone hotline for claims and appeals: +7 812 327 3235 (ext. 0618).
Monday—Friday 10:00—18:00.
2. Email: info@bercut.com.

We treat all information as strictly confidential and do not process anonymous claims.

Labor Standards and Human Rights

Labor standards and relations in Bercut fully comply with the labor law of the Russian Federation which guarantees observance of human rights and fundamental freedoms and eliminates any discrimination.

We take care of our employees in and out of the office and provide safe, comfortable and healthy working environment.

Environment

Though our activity does not seriously affect environment, we call our employees and partners to:

- Carefully and in a responsible manner handle all environmental issues at work.
- Optimize use of natural resources, constantly seek to reduce environmental impact, and apply best existing technologies.
- Effectively use all energy resources.
- Manage all wastes in full compliance with legal requirements and environmental regulations.
- Promote ecological concepts and principles and thoroughly observe them.

Charity

Sharing the principles of social responsibility, Bercut carries out charitable activities. The highest priority here is to help disadvantaged citizens, especially children.



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Policy Implementation

To implement its policy, Bercut:

- Constantly increases transparency, strengthens its reputation as a socially responsible business partner.
- Regularly evaluates risks and trigger points in all activities related to CSR;
- If necessary, plans measures to reduce risks, sets quantitative objectives for CSR, monitors and checks their achievement.
- Regularly informs all concerned parties about the results of policy implementation.