

CODE OF ETHICS

Introduction

Eco Cluster Bulgaria (ECB for short) unites the NGO sector, expert groups and institutions in the field of ecology, which are fighting for the protection and improvement of the state of the environment through the implementation of various modern European and national practices. ECB aims to make the achievements of modern science and practice in the field of environmental protection more accessible to citizens through more publicity about their nature and application, by disseminating more information about them, by organizing various events, implementing projects and participating in various forums.

A fundamental goal of this Code of Ethics is to ensure high ethical standards for good practice, defined in a normative instrument, which will unify the culture of communication between ECB members, representatives of municipal and state structures, heads of environmental organizations and business partners. This is undoubtedly an important prerequisite for improving values and reputation, as well as for the effective formation of a high image of members in society.

This regulation is not intended to limit, on the contrary, stimulate an intensive exchange of information and communication between members, placing it on the basis of correctness, integrity, good practice and business goodwill. It is extremely important that the information in the Cluster is transmitted accurately both internally and externally, in full compliance with current legislation.

Chapter one

GENERAL PROVISIONS

I. Application and scope

Art. 1 (1) The ethical rules in this code are applicable to the members /full associates/ of ECB. They commit to maintaining high standards and good practices in the formation of management decisions and representation in society.

(2) Ethical rules should be applied at all levels of management, and ECB members are required to demonstrate a clear understanding that the principles and standards are expected to be followed in all work-related activities.

(3) The Code of Ethics contains general language and is not intended to cover every possible situation. The ethical rules determine the direction of professional standards, consistent with the vision and the main values that should be preserved and developed.

II. Vision and goals

Art. 2. (1) The vision of ECB has been developed and is based on several main goals

A) To assist in the implementation and validation of good practices for the restoration and protection of the environment by uniting environmental and other organizations and to represent them at the national and international level.

B) To assist in the promotion of "green" ideas in the Republic of Bulgaria by uniting expert organizations and experts, disseminating information and implementing various initiatives in cooperation with the state and municipalities. To promote good practices to increase the social relevance of environmental care.

C) To attract eminent persons and organizations in the field of ecology, and to develop innovative concepts

D) To support its members administratively and legally by preparing and managing projects

E) To establish and implement interaction with other international organizations with similar goals and activities.

I) To develop and upgrade traditions in environmental protection

J) To coordinate and support environmental organizations in the Republic of Bulgaria

K) Cooperation with the NGO sector, Universities, Schools, Tourism and business, Municipalities, Regional Administrations, Cultural institutions, Sponsors

(2) The objectives are achieved through the following means:

A) Developing an organizational structure

B) Preparing national and European programs and projects for the restoration and protection of the environment

C) Increasing financial resources

D) Establishing a working group for the development and establishment of the cluster as a standard in ecology

E) Establishing various temporary working groups based on the needs of the cluster: climate education, European projects, marketing and social activities, events

Chapter two

PROFESSIONAL STANDARD, PRINCIPLES, AND ENVIRONMENT

I. Setting a professional standard

Art. 3. (1) ECB expects all members to follow the principles of honesty, professionalism, equality and confidentiality in order to preserve the interests of all participants, promoting good management practices. For this purpose, the Association encourages its members to unify their work standards and ethical norms, ensuring equal treatment for those working in member companies.

(2) Among the basic principles that should be observed are:

- Commitment to the Cluster's vision and its strategic goals;
- Exercising the activities of the companies in an honest and ethical manner;
- Promotion of cooperation between members of the Cluster;
- Positive and optimistic attitude towards work and innovation;
- Taking responsibility for actions;
- Formation of a spirit of cooperation, valuing the contribution of each participant;
- Prevention of misconduct
- Respect for all participants operating in the Cluster, including persons external to the Cluster, taking part in the organization's activities.

II. Support environment

Art. 4. (1) This Code of Ethics protects and ensures the formation of an ethical environment of assistance to achieve the vision and goals of ECB, and this will be carried out at the highest level through direct commitment to:

A) relations between members: high level of trust

B) relations with organizations external to the Cluster: benchmark for work through a personal example

C) maintaining an environment in which questioning, open expression of opinion or opinion is encouraged.

(2) Conditions guaranteeing the achievement of a reliable and predictable environment of assistance for

work are:

1. Security

2. Protection of interests

3. Consistency in work

Chapter three

RISK FACTORS. POINTS OF CONFLICT. PROTECTION.

I. Identification of risk factors and protection

Art.5 (1) Given the specifics of the Cluster's activity, the following main risk factors in relationships and work subject to regulation are defined:

1. Allocation of financial resources

2. Determination of obligations depending on the requirements of the given project

(2) In the event of a possible conflict, depending on the risk factors, ethical supervision and regulation by means of principles is introduced. These principles should ensure transparency and predictability. They are the basis for solving real or apparent conflicts of interest that have arisen.

(3) The members of the ECB should be guided by the following principles when carrying out their activities:

1. Legality — compliance with the current legislation of the Republic of Bulgaria

2. Responsibility - in fulfilling all his duties in the NSC

3. Credibility - An expression of good practice is the requirement for a "Recommendation" when hiring new employees who have been found to have been employed by another member of the ECB.

4. Integrity — Actively inducing established and working personnel to terminate or violate employment relationship, harming the economic interests of a given member of the ECB, will be considered a violation of the ethical rules of this Code.

5. Collegiality and Professionalism - ECB members should avoid and refrain from comparative advertising or communication, whose goals are to damage the prestige of a member of the Association or to be a reason to attract already established and working staff or employees from other members of the Association.

6. Consistency - Demonstrating ethical consistency and integrity in hiring personnel is also conditioned by respect for the contribution to training of each employee. This builds open and honest relationships between the members of the Cluster, forms the ethical culture of the business and the reputation of the members.

7. Loyalty, Impartiality and Honesty - in all your relations during your work in ECB, to other members of the Association

8. Confidentiality - with regard to information of a confidential nature relating to other members of the Association

9. Discrimination - discrimination based on gender, race, nationality, ethnicity, citizenship, origin, religion, education, beliefs, political affiliation, personal or social status, age, sexual orientation, marital status, property status or on any other recognized, established by law or international treaty in which the Republic of Bulgaria participates.

Chapter four

CONFLICT RESOLUTION. MEDIATION.

I. Competent authority and referral

Art. 6 (1) A potential conflict or non-compliance with the principles of the Code of Ethics is established by filing a complaint regarding unethical behavior addressed to a member of the Management Board.

The competent authority for resolving conflicts within the Cluster is the Management Board.

II. Conflict resolution procedure

Art. 7 (1) Upon receiving a complaint/allegation regarding unethical behavior by a member of the Cluster, the Management Board is obliged within 1 (one) month from the submission to carry out a factual assessment and analysis, forming an opinion on the case.

(2) In the event of a well-founded conflict or non-observance of the principles of the Code of Ethics, except in cases of insignificance, the Board of Directors organizes a conciliation meeting - mediation for a voluntary resolution of the case and acceptance of responsibility towards the affected persons

(3) At least 7 /seven/ days before holding a conciliation meeting, the Board sends a written invitation to the interested parties.

The decision of the conciliation meeting shall be included in a written Agreement/Minutes.

III. ECB sanction

Art. 8 In case of impossibility to reach an Agreement, resolution of the case and assumption of responsibility towards the affected persons. The Board of Directors schedules the EKB General Meeting, to which it reports the case of violation of the rules of the Code of Ethics and makes a motivated proposal on:

- the removal of members;
- taking measures to prevent similar violations of the rules of the Code of Ethics