



SIMID SOFIA LTD

Code of Ethics

09 January 2023

Симид София ЕООД
гр. София 331, ж.к. Люлин 2
ул. Околовръстен път № 774
тел.: 0700 45 345/в.стр. 540



From 1990 – until now

At SIMID SOFLA Ltd., we combine centuries-old traditions with innovative technologies to provide you with bread that has an authentic taste and uncompromising quality every day. To give each bread its unique flavor, we only add nuts, seeds, and natural leaven to the basic ingredients. We try many recipes until everyone on our team exclaims: "Yes, this is it!" That's how every loaf of SIMID bread is born.



- Only natural ingredients.
- No preservatives.
- No flavouring.
- No hydrogenated fats.
- No E-numbers.

To ensure sustainable development, at SIMID SOFLA Ltd., we adhere to the highest ethical standards and codes of conduct. Our values, mission, and vision are embodied in this Code of Ethics.

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Environmental Protection

SIMID SOFIA Ltd. is strongly committed to addressing climate change through an annual assessment of its environmental impact, as well as related climate adaptation and mitigation efforts. The company's bread factories are fully automated, utilizing equipment that aligns with the best available technologies.

Energy management within the company is a responsibility shared by senior management, leaders, supervisors, and everyone working for or on behalf of SIMID SOFIA Ltd., with the goal of achieving carbon neutrality.

SIMID SOFIA Ltd. has implemented an environmental management system to prevent pollution of air, water, soil, living organisms, and food resources.

The company is also committed to sustainable packaging management by participating in a collective recycling system, thereby helping to prevent environmental pollution from plastic micro-particles.



Environmental Protection

SIMID SOFIA Ltd. is committed to protecting water and marine resources by preventing pollution resulting from its activities.

The company's operations do not impact biodiversity and ecosystems, as there are no factors present that would lead to the loss of biological species.

To ensure sustainable development, SIMID SOFIA Ltd. implements a resource management system that supports the circular economy. This is achieved by controlling the inflow of resources, including their use, as well as the outflow related to products and services.

The company's goal is to generate no waste, only raw materials for subsequent production processes.



Notable Workplace

SIMID SOFIA Ltd. ensures fair working conditions for all its employees, motivating them to come to work with enthusiasm. This is achieved through secure employment and strict adherence to working hours.

The company has implemented a methodology for accurately calculating fair wages for each employee to ensure their peace of mind.

SIMID SOFIA Ltd. engages in active communication with national authorities, promoting a two-way exchange of information and fostering productive cooperation.

The company strictly adheres to the requirements of the Bulgarian Labor Code regarding the right of workers and employees to organize. All trade unions operating within the territory of Bulgaria have unrestricted access to represent their members within the company.



Health and Safety

The goals of **zero workplace accidents**, deterioration in health conditions, and fatalities are at the core of the comprehensive management of health and safety at work in SIMID SOFIA Ltd.

All employees of SIMID SOFIA Ltd. are covered by the health and safety management system. With the assistance of the occupational medicine service, the company has conducted a risk assessment for all workstations, including for external visitors and other interested parties.

Providing an appropriate working environment is ensured by adhering to legal deadlines for measuring microclimate, noise, lighting, dust levels, and more.

However, the most important factor in guaranteeing health and safety at work is the **active participation** of each worker in the system for managing professional risks to personal health.



Social Fairness

SIMID SOFIA Ltd. ensures equal treatment and equal opportunities for all in relation to:

- Gender equality
- Equal pay for equal or equivalent work
- Training and skill development
- Employment and inclusion of people with disabilities
- Measures against workplace violence and harassment
- Diversity

No one working for or on behalf of SIMID SOFIA Ltd. is or will be discriminated in hiring, pay, access to training, promotion, termination, or retirement based on race, nationality, territorial or social origin, caste, lineage, religion, disability, gender, sexual orientation, family responsibilities, marital status, political beliefs, age, or any other condition that could lead to discrimination



Social Fairness

SIMID SOFIA Ltd. does not engage in or support child labor under any circumstances, including work performed by minors (under 16 years old) and young people (under 18 years old).

SIMID SOFIA Ltd. does not participate in or support forced labor by withholding any part of employees' wages, benefits, property, or documents to compel them to continue working for the company.

All staff have the right to leave the workplace after the normal working day and to terminate their employment with reasonable notice.

SIMID SOFIA Ltd. respects the privacy of its employees and does not intrude on their personal space, including during sick leave and vacations.



Workers in the Value Chain

All workers in the value chain who could be significantly affected by SIMID SOFIA Ltd. are part of the company's commitment to providing a sustainable working environment. This includes workers at the bread factory premises who are not part of the company's own workforce, as well as workers up and down the company's value chain.

SIMID SOFIA Ltd. provides a communication channel and opportunities for information exchange with workers who are particularly vulnerable according to the Labor Code of the Republic of Bulgaria.

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Consumers and End Users

SIMID SOFIA Ltd. engages in a two-way exchange of information regarding impacts on consumers and/or end users:

- Privacy
- Freedom of expression
- Access to (quality) information

SIMID SOFIA Ltd. ensures the personal safety of consumers and/or end users by:

- Health and safety
- Personal security
- Child protection

Social inclusion of consumers and/or end users is implemented in the company through:

- Non-discrimination
- Access to products and services
- Responsible business practices



Professional conduct

The culture at SIMID SOFIA Ltd. includes a firm commitment to:

- Protection of whistleblowers
- Humane treatment of animals
- Political engagement and lobbying activities
- Management of supplier relationships, including payment practices

Under no circumstances and under no conditions do employees of SIMID SOFIA Ltd. engage in corruption or bribery. This also includes preventing and detecting such activities, providing related training, and immediately reporting any incidents or violations of the anti-corruption and anti-bribery policy.



Applicability of the Code of Ethics

The Code of Ethics of SIMID SOFIA Ltd. is mandatory for adherence by:

- Senior management and leaders
- Hired personnel
- Staff in the value chain
- Suppliers both upstream and downstream in the value chain

Contacts for complaints, praise, and reports related to sustainable management:

Phone: 0700 45 345, ext. 540

Email: simidsofia@simid.bg