

CORPORATE SOCIAL RESPONSIBILITY POLICY

OF THE

INSTITUTE OF OCEANOLOGY BULGARIAN ACADEMY OF SCIENCES

CORPORATE SOCIAL RESPONSIBILITY

With its Corporate Social Responsibility policy, IO-BAS assumes the responsibility to raise the standards for social development, environmental protection and respect for fundamental rights and agree to apply open government, to coordinate the interests of all stakeholders in a common approach to quality and sustainability. In accordance with its field of activity, IO-BAS strives to contribute to sustainable economic and social development and to ensure contact with scientific and technical staff, their families, local authorities and society as a whole, in order to improve the quality of life to be acceptable for both activity and development. In particular, the CSR policy of IO-BAS is focused on the following areas: Knowledge and education - encouraging and involving children and young people in science, supporting the scientific careers of young scientists, scientific seminars for management and industry; Human capital and working conditions - equality and non-discrimination, healthy and safe working conditions, career development, employee satisfaction and commitment; Environment - conservation of natural resources and recycling, energy efficiency and reduction of environmental pollution, environmental impact management, marine and coastal ecology education activities; and Community - implementation of projects contributing to the sustainable development of local communities, the marine environment and the coastal zone, protection of the cultural and historical heritage, scientific products for the benefit of society and sustainable development.

ENVIRONMENTAL POLICY AND SUSTAINABLE PRACTISES

In particular, the CSR policy of IO-BAS is focused on applying best practices in scientific research. Conservation of natural resources and recycling through the maximum use of paperless technologies. Energy efficiency and reduction of environmental pollution through the use of renewable energy sources, like its own Photovoltaic power plant and energy efficient technologies for heating and cooling working places. Environmental impact reduction, through waste management and optimization of cruises. Active educational activities for protection of the sea and the coast among children and young people.

GENDER EQUALITY AND PREVENTION OF DISCRIMINATION

IO-BAS CSR policy is to ensure equal opportunities and non-discrimination on any grounds like age, race, religious belief, sexual orientation etc. This policy is strictly applied in the employing, competitions, salaries and remunerations, training and holding of scientific and managerial positions. In the last 20 years, gender equality has been achieved at the IO-BAS, both within the entire staff and among the management staff, and this policy continues to be strictly observed.

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