

Moldova Business News

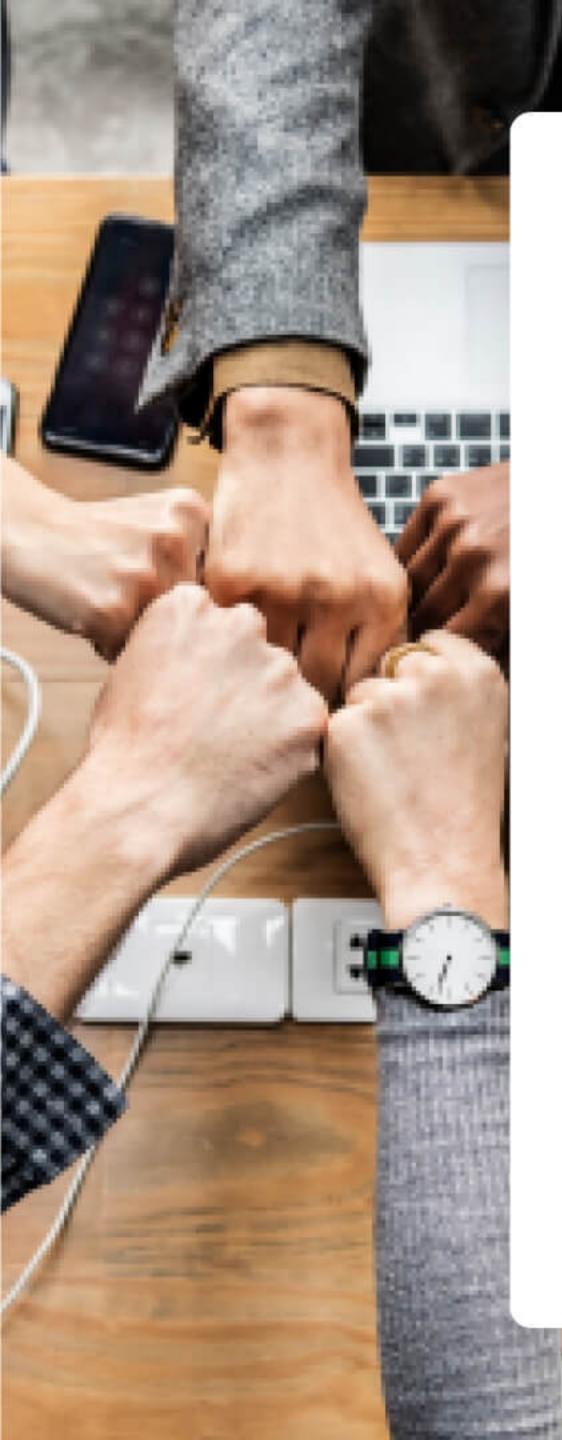




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### Clause 8: Fair Labor Practices

We recognize that informal labor arrangements are common in Moldova and that Moldovan labor law is complex and ill-suited for a modern economy leading to uneven application of the regulation in force. Given these realities, we commit to...

- Legally employing all company staff with legal salaries and full benefits.
- Legally hiring independent contractors when possible while recognizing that Moldova has no functional labor law to accommodate such workers.
- Creating and enforcing an equal opportunity and nondiscrimination policy for our companies. These policies should ensure that there are fair hiring practices and a safe working environment with no discrimination based on gender, age, sexual orientation, racial or ethnic origin, religion or belief, or disability.
- The creation of a safe working environment with international best practices considered for health and safety norms, especially when Moldovan law provides little or inadequate guidance. When possible we will go above and beyond the outdated and insufficient requirements handed down from Soviet law.



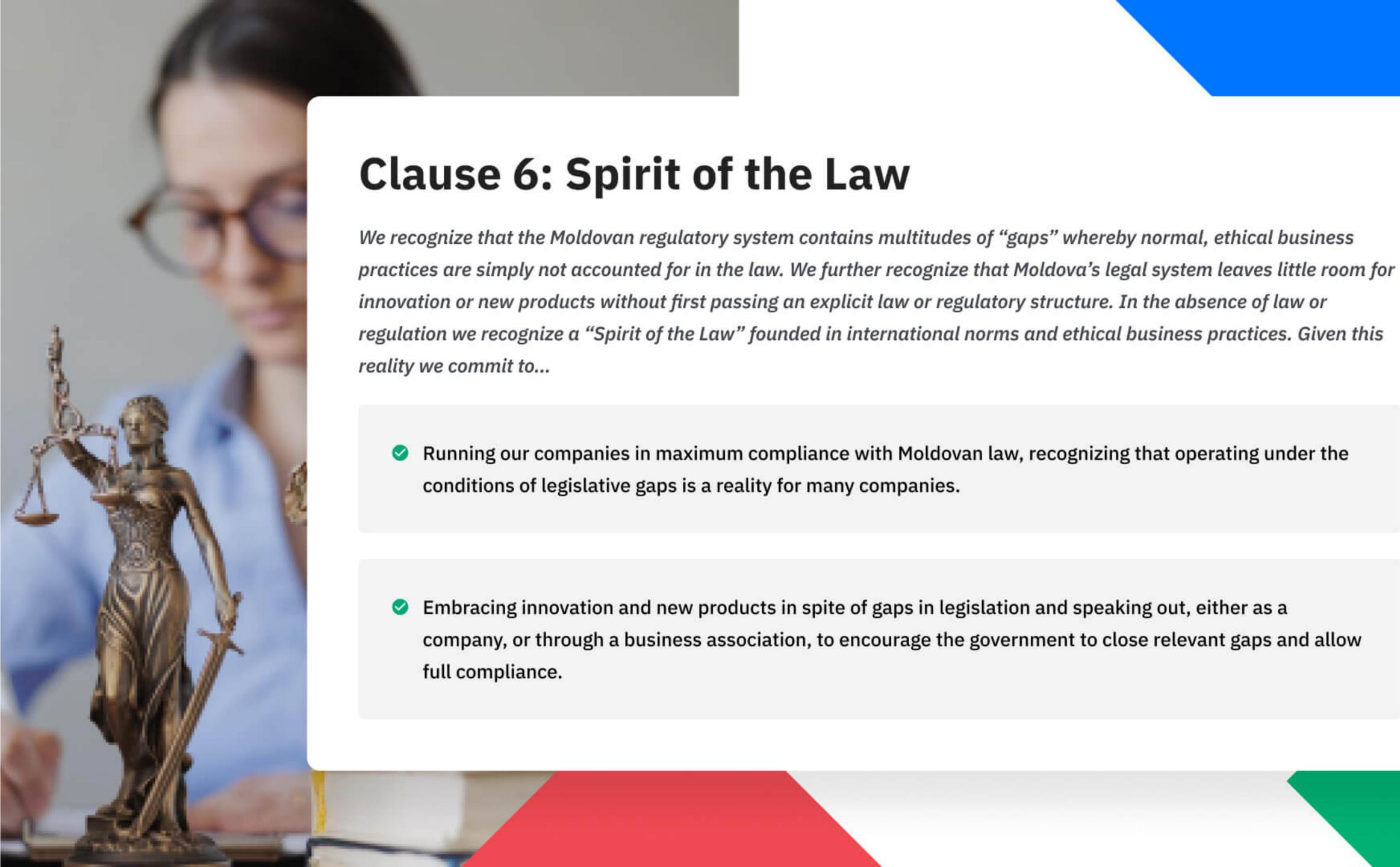
## Clause 7: Community Citizenship

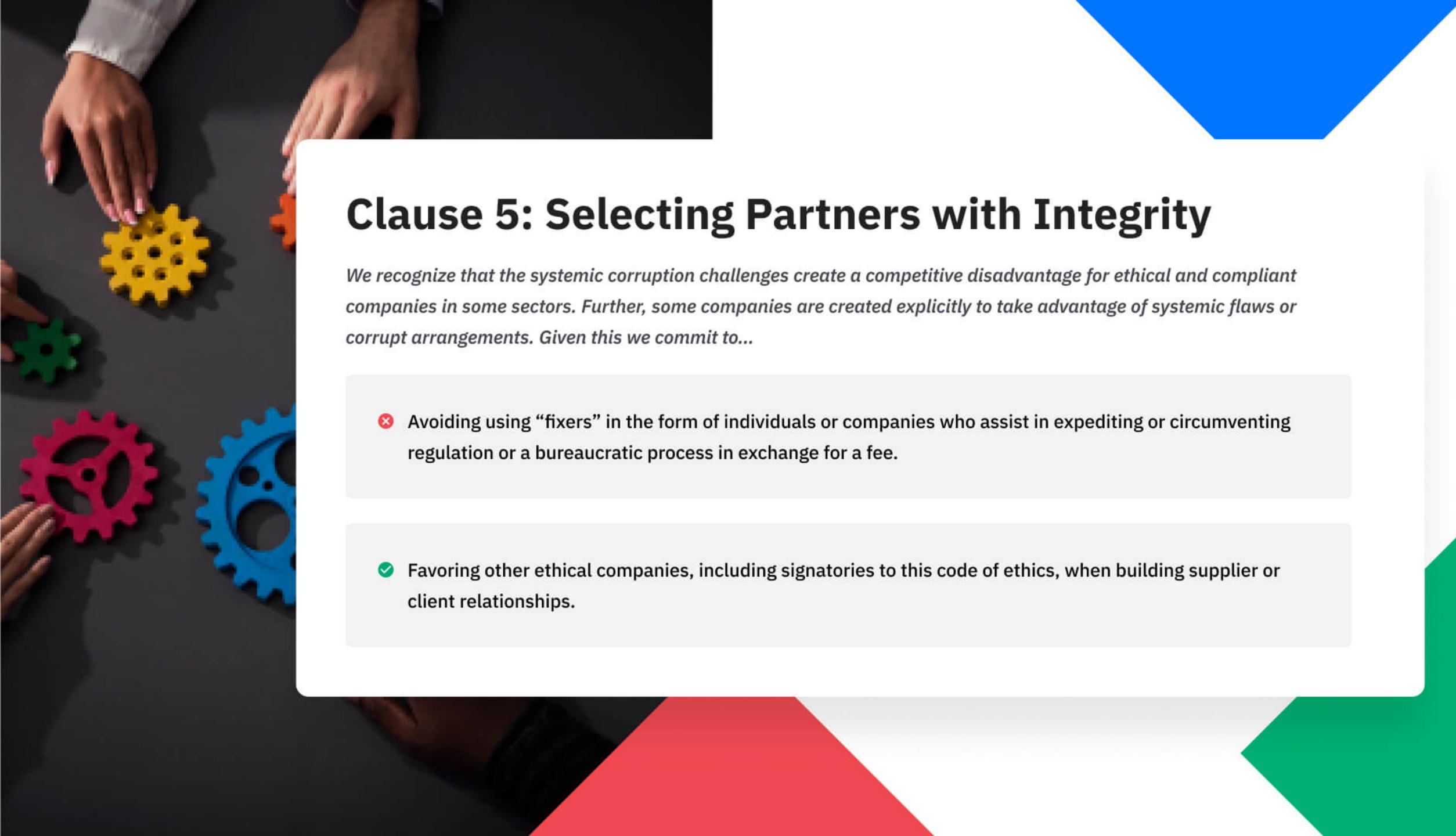
We recognize that companies have a social responsibility to their communities, nation and the planet. Furthermore, we recognize that it is possible to "do well by doing good" and that having a positive impact on our communities outside of business can contribute to the credit of the company in ways big and small. Therefore we commit too…

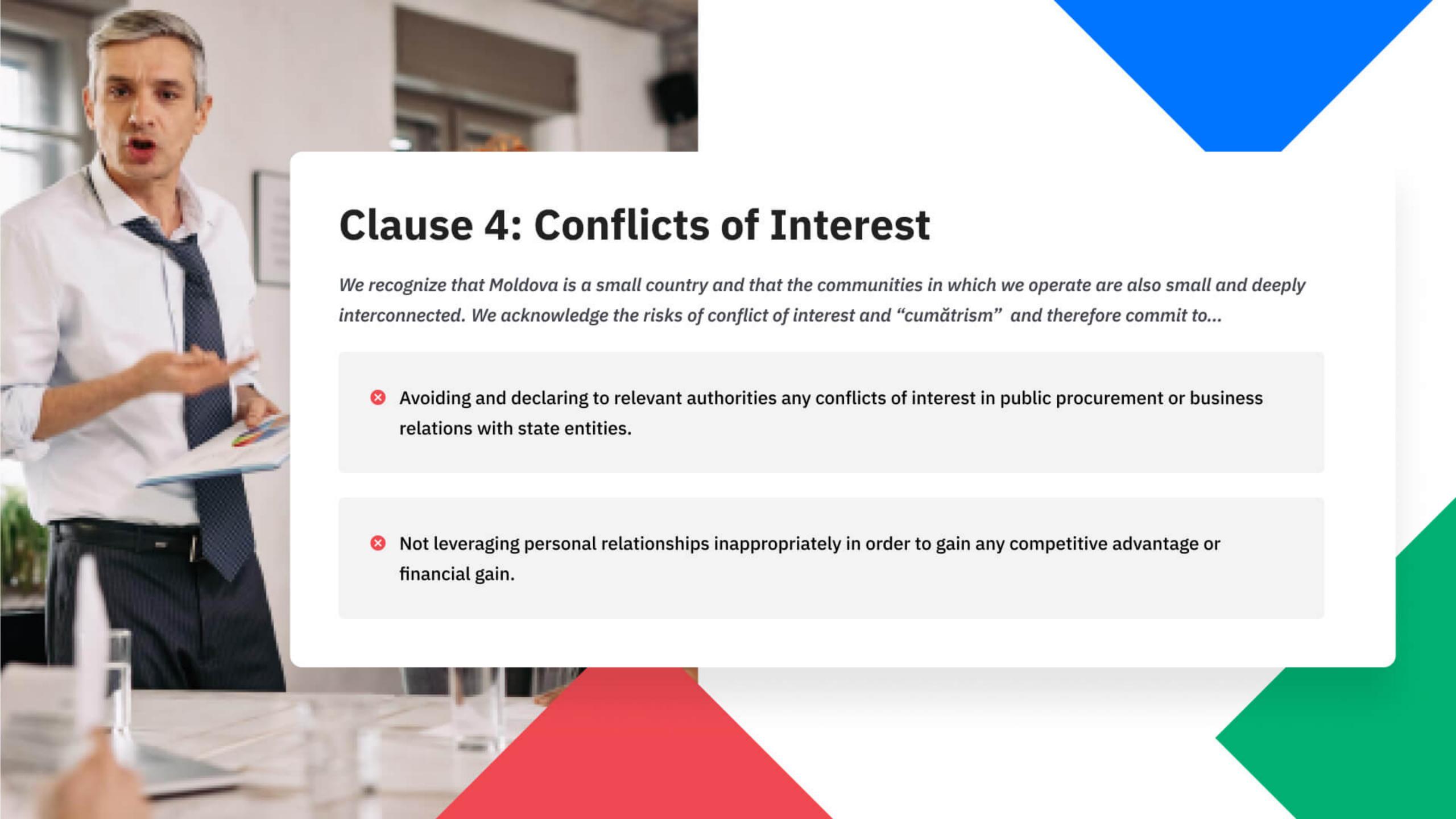
Striving to be caring and responsible members of our community both in our business model and strategy and outside of business operations.

Playing a constructive role in solving community problems and recognizing that as business leaders we can play a larger role than individual people.

Prioritizing energy efficiency and environmental impact in our company's operations and planning.





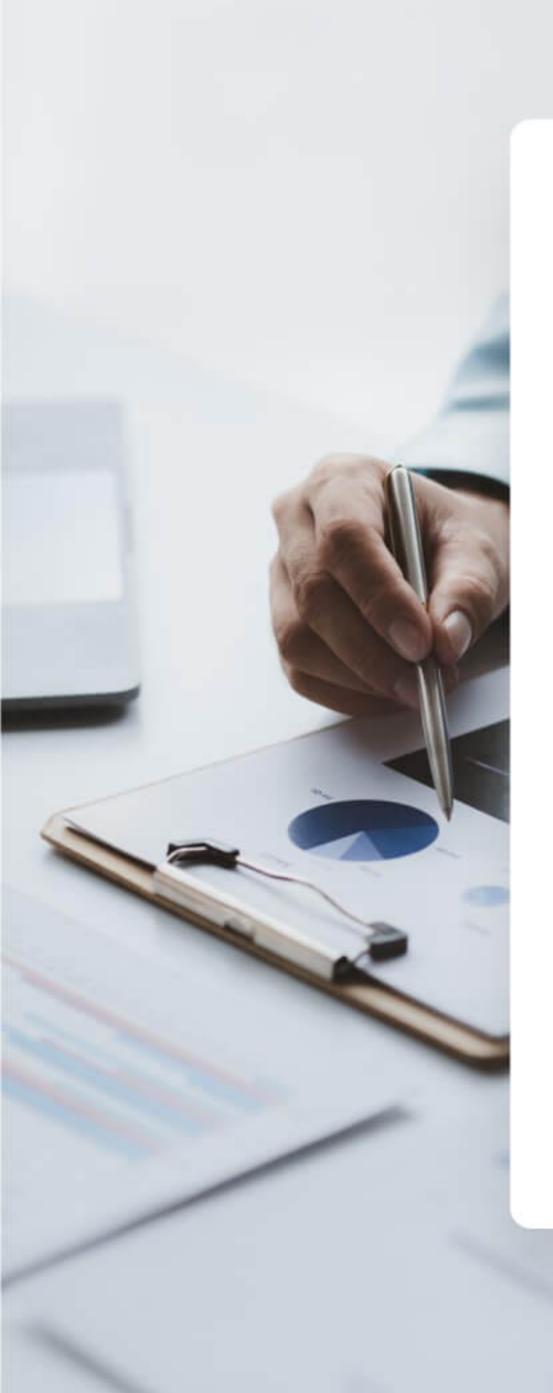




## Clause 3: Unloyal Competition

We recognize that a key problem in the Moldovan Economy is unloyal competition driven by corruption, poor enforcement of law and regulation and the existence of sectoral monopolies or monopsonies. Given this reality we commit to...

- Elevating a spirit of competition in our industries and recognizing that competition drives growth and business development for all.
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- Paying only official salaries without "payments in envelopes" or other market distorting labor practices.
- Ont engaging in price-fixing or anti-competitive coordination with other companies.
- Calling out price fixing or anti-competitive coordination by competitors and raising these problems to the competent authorities directly, through business associations, or other means.
- Respecting competitors' intellectual property and not engaging in corporate espionage or efforts to use current or former employees of competitor companies to gain privileged information.



#### Clause 2: Taxes

We recognize that a fair and equitable tax system is the cornerstone of a strong economy, good infrastructure and community development. We commit to...

Fully complying with tax law, recognizing a fiduciary responsibility to avoid paying unnecessary taxes while committing never to engage in tax evasion.

Approaching "gray areas" in tax and spending legislation in good faith and community spirit, finding acceptable workarounds to practical problems without engaging in tax evasion.

Resisting situations where "gray area" workarounds lead to a slippery slope of non-compliance.



# Clause 1: Bribery, Facilitation Payments and Extortion

We recognize that Bribery, Facilitation Payments and Extortion are major challenges facing small businesses and commit to...

Never paying bribes to influence contracts or gain market advantage

Avoiding making facilitation payments, either in the form of cash, gifts, or contracts with related parties to the fullest extent possible in our localities.

Resisting extortion attempts by state officials to the fullest possible extent and reporting illegal actions by state officials to law enforcement, a business association or relevant ombudsman if it is safe to do so.

# Code of Ethics



### Preamble

We, Small Businesses operating in the Republic of Moldova, recognize the importance of running an ethical business that supports fair competition and the betterment of the communities in which we operate. We declare this code of ethics and agree that our companies will be bound by its clauses....

- Recognizing that running an ethical company is good for business and supports the community in a virtuous cycle.
- Recognizing that ethical operations positively impact a company's relationship with the state, their partner companies, their workers, their clients and the community at large.
- Recognizing that ethical business is a 2 way street, and that no company can be fully compliant with this code or their own values when there are systematic violations of rights in the form of corruption and extortion in the economy. It is the duty of companies to hold themselves to the highest possible standard within a flawed economy. And it is the duty of the State to respect the rights of companies as outlined in the Small Business Bill of Rights.
- Affirming our belief that running an ethical company is a key contribution to the economic development of our communities, and that the future of Moldovan relies on a fair, corruption free, European economy.



# Moldova Small Business Code of Ethics



### Conclusion

We recognize that informal labor arrangements are common in Moldova and that Moldovan labor law is complex and ill-suited for a modern economy leading to uneven application of the regulation in force. Given these realities, we commit to...

- Implementing and promoting these commitments within our company via internal processes and training to relevant staff.
- Prioritizing other small businesses who share our values when selecting partners in our business process.

Signed,