



Russian Union of Industrialists and Entrepreneurs

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# Social Charter of the Russian Business

Revised edition of 2007

Moscow 2008

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Russian Union of Industrialists and Entrepreneurs  
Moscow, 2008  
Revised edition of 2007

### Social Charter of the Russian Business

Russian Union of Industrialists and Entrepreneurs (Employers)  
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<http://www.rspp.ru>  
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Social Charter of the Russian Business

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Dear colleagues,  
Russian Union of Industrialists and Entrepreneurs presents the of Social Charter of the Russian Business revised<sup>1</sup> in 2007, as adopted at the RUEI Assembly in February 2008.

While ensuring continuity of the initial edition of 2004, the revised Social Charter takes into account contemporary corporate practice, international and domestic trends in the sphere of corporate social responsibility and the growing role of the business in social development; reveals the principles of responsible business activity and translates them into the system of practical actions.

Throughout more than four years that passed since the Social Charter was adopted, over 200 organisations employing in total around 5.5 mln people, declared their joining the Charter. Facing the necessity to solve a wide range of economic, social, environmental problems, an increasing number of companies are using universal principles of corporate responsibility in their business strategies as a prerequisite of effective governance.

Social Charter of the Russian Business today is the platform for shaping corporate policies and practices in accordance with the goals of sustainable development of the businesses on the basis of effective interaction with stakeholders, i.e. shareholders, investors, employees' organisations, authorities, civil society institutes.

The principles of responsible business practice elaborated by the business community are the foundation for agreeing the positions of various parties of the social dialogue. The principles aim at achieving the general goals of development, taking into account specificity and diversity of interests of all the parties concerned.

Implementation of corporate strategies based on the principles of responsible business conduct implies increased openness and transparency of the company's activities.

To complement the Social Charter of the Russian Business and to serve as an instrument of integrated disclosure of information, a system of basic indicators was developed by the Russian Union of Industrialists and Entrepreneurs. The RUEI encourages the companies to use the system in the corporate practice. The system is based on key outputs of the companies' activities and can be used in the system of internal management and in the preparation of corporate non-financial reports. The system of indicators of economic, social and environmental performance is in line with the international recommendations in the corporate responsibility field and at the same time is adapted to the Russian reporting system and legislation.

Increasing awareness of the society of the achievements of the business has a positive influence not only on the position of certain companies, but also on the business climate in the country; it improves the image of the business community as a whole and thus facilitates boosting public confidence and development of the social dialogue.

Russian Union of Industrialists and Entrepreneurs calls upon the representatives of the business community to join the Social Charter of the Russian Business, and to confirm by doing so their intention to voluntarily adhere to the underlying principles of responsible business practice and to integrate them into the process of executive decision-making.

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<sup>1</sup> The Social Charter of the Russian Business was developed upon the initiative of the RUEI and adopted by the RUEI Assembly in November 2004. In 2007, the Social Charter was officially recognised as the national document corresponding to the UN Global Charter. The new edition of the Social Charter prepared in 2007 was presented for the public discussion. The text of the new edition of the Social Charter was revised taking into account the discussion that followed. The discussion took place in June-September 2007. Representatives of the business and expert community widely participated in it. In February 2008 the revised Social Charter of the Russian Business was adopted by the RUEI Assembly.

Alexander N. Shokhin,  
President of the Russian Union of Industrialists and Entrepreneurs

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**Part I. Principles of responsibility of the business practices**

We, representatives of the business community of the Russian Federation, recognising and accepting our share of responsibility for the destiny of Russia, believing that successful development of entrepreneurship is impossible without and inseparable from sustainable development of the society, and facilitating by our successful entrepreneurial activities the growth of public welfare and social progress, have concluded this Charter on the underlying principles of responsible business conduct that we intend to voluntarily adhere to.

*Social mission of the business*

We, representatives of the business community, see our social mission in ensuring sustainable development of independent and responsible companies in line with long-term economic interests of the business, facilitating the achievement of the social peace, security and welfare of the citizens, preservation of environment and respect for human rights.

- We understand that the consequences of decisions taken by the business go beyond boundaries of individual companies. Each and every company affects the society in which it exists and operates, and at the same time experiences the influence of the society. The consequences of the business activity are increasingly scaling up to the national and global levels.
- We acknowledge that the main role of companies is to create material welfare, provide services and multiply public wealth. This role is vital for the economy and social development in any society. We also acknowledge that the means and ways leading to the accumulation of this wealth are of equal importance. In making our choice, we base ourselves on the fundamental values common to all mankind, on the norms of the international law, Constitution and legislation of the Russian Federation, take into account ecological and social consequences of our activity.
- We seek to achieve the highest possible long-term economic and social results based on the balance of interests of our shareholders, the state, employees, suppliers and consumers, public institutions and other stakeholders. Corporate social responsibility as we understand it is a part of effective business strategies, essentially related to the activities and the objectives of development of every company.
- We think that constructive cooperation, open dialogue and partnerships with those expressing interests of various social groups concerned are essential elements of responsible business conduct and a factor of its success. We respect the right of stakeholders to express their opinion and to be heard, are ready to appropriately react to reasonable expectations and demands, as well as to provide reliable and truthful information about the results and consequences of our activity.
- We are convinced that the relationship between the business, civil society representatives and the state should be based on publicity and legality.

## ***Main principles***

### **Economic freedom and responsibility**

The power and the main value of the entrepreneurship ensuring the growth of the country's welfare lie in the freedom of economic activity, in the possibility for every company to express its individual character, and in fair competition.

- We advocate for responsible freedom of entrepreneurship, seek to achieve long-term and sustainable development of our companies, obtain high financial results that create a basis for profitable development and thus for the growth of employment, economic and social welfare of the country.
- We commit ourselves to conducting entrepreneurial activities respecting ethical norms, basing on the principles of integrity and fairness in relationships with our partners and competitors. Bribery, corruption and similar practices can not be acceptable for us.
- We care about maintaining our own reputation and that of the Russian business as a whole, and avoid participation in dissemination of deliberately false and unchecked information, either directly or via third parties.
- We are responsible taxpayers and thus contribute to strengthening the financial foundations of the state.
- We adhere to the principles of fair competition, treat our competitors with respect, do not disseminate detrimental or false information about the goods they produce and services they provide, and do not resort to illegal forms of economic rivalry.
- We support the development of open markets of goods, services and investments.
- We refrain from questionable services in gaining competitive advantages, as well as from limitation of free trade.
- We adhere to the principles of fair pricing and bona fide advertising.
- We respect property rights and intellectual rights, basing ourselves on their inviolability.

## ***Partnership in business***

### **Shareholders, owners, investors**

Trust of shareholders, owners and investors are among key assets of our activity.

- We seek to achieve perfection in managing companies in order to guarantee fair and competitive return on capital of our companies' shareholders, owners and investors.
- We provide our shareholders, owners and investors with an open access to information, limited only by legislative norms and conditions of competition.
- We ensure safety, protection and augmentation of the assets of shareholders, owners and investors.
- In our work, we take account of the requirements, claims, suggestions and expectations of shareholders, owners and investors.

### **Employees**

We consider employees to be the key asset of any company. We treat human life as the most valuable asset. For us there cannot be, and there is no compromise between the health and safety of employees, and the profit-making.

- We build relations with employees on the basis of social partnership, common goals, respect of mutual interests, feasibility of commitments undertaken and their proper implementation.
- We encourage employees' aspiration to productive and efficient work.
- We recognise labour rights of employees as an inseparable part of human rights and observe the rights of the employees as stipulated by the law.
- We recognise the rights of employees to conclude collective contracts, right to the freedom of assembly, and do not create any obstacles to exercise of the rights.
- We recognise the right of the employee to merited and economically justified remuneration for the results of the work, and seek to provide all employees with the work and salary that increase their level of life.
- We aspire to create and maintain working conditions that do not damage health and undermine human dignity of the employees.
- We ensure work safety of the employees, and take measures to lower risks of accidents at work and of professional diseases.
- In our activities, we do not allow discrimination policies and guarantee to all employees equal rights and opportunities, irrespective of their gender, age, race and religion.
- At our enterprises, we do not allow forced labour, usage of child labour, and we call for their abolition.
- We facilitate professional and personal self-realisation of our employees, and create conditions for their professional and career growth.
- In interaction with our employees, we build candid relations with them and provide them with an access to information limited solely by the law and conditions of the competition.
- We support participation of employees in resolving essential problems of enterprises development, take into account their suggestions, requirements and complaints.
- We seek to prevent labour disputes and conflicts; and in the case of their emergence participate in open negotiations with employees, recognising mutual responsibility of the parties of the social partnership.
- We responsibly approach the issues of employment that can arise in connection to the decisions taken by companies; cooperate with governmental institutions, associations of employers and employees, other organisations, as well as with each other on the issues of regulating labour relations, employment and using the labour force.

## **Consumers**

The essence of our activities is to meet demands and expectations of the consumers of our goods and services at the high level of quality and reliability.

- We constantly prove our right to be trusted and respected by our clients, and value this trust.
- We aspire to produce only high quality goods and services that are safe for the consumers' health.
- In our activities, we only use safe and reliable goods and services.
- We commit ourselves to ensuring high level of service and satisfaction of the needs of our clients.
- We guarantee honesty, respect for human dignity and for the culture of the consumer.
- We exclude any kind of discrimination of the customers of goods and services on the ground of sex, age, race or religion.
- We ensure timely feedback with consumers, including examination of claims, and seek to settle the claims and complaints of the consumers within the shortest time possible.

## **Business partners**

Our relations with business partners are based on mutual respect.

- We interact with suppliers of goods and services basing on the principles of mutual benefit, transparency and full responsibility for the commitments taken upon.
- We establish honest and impartial relations with suppliers based on fair pricing, recognition of licensing rights and of the right to trade.
- We will make all the efforts to render our commercial activity free of coercive actions and legal proceedings that can inflict damage on our clients.
- We observe the terms of contracts with business partners and fulfil our obligations.
- In our activity we do not allow granting to business partners ill-founded and not provided for by the law privileges, resorting to which can negatively affect the image of the company.
- We support and give preference to the suppliers that respect the principles of the present Charter in their activities.

## **Human rights**

We recognise inviolability of human rights, do not allow their violation, and develop a system of decision making taking account of these rights, including:

- Right to equal opportunities and non-discrimination;
- right to safety and security;
- right to health
- right to clean environment;
- right to education
- right to freedom of consciousness and speech
- labour rights of employees
- right to information
- other rights relevant to companies' activities.

## **Preservation of environment**

We consider preservation of environment the most important value common to all human beings

- We take a responsible approach to respecting legally established environmental norms and rules.
- We put forward and implement initiatives on softening the impact of our production and services on the environment, and on minimising the harmful impact.
- We seek to increase the share of production manufactured in accordance with standards of quality management systems, and to provide information and labelling about environmental quality and ecological safety.
- We carry out actions aiming at economical spending of energy and water for our own needs, and cut down their consumption as much as possible.
- We seek to limit pollutant emissions, practice recycling and waste management.
- We take real steps towards preservation of environment, including via creation and dissemination of ecologically clean technologies.
- We use our knowledge and experience in the field of environmental security and health to increase security and welfare of people residing on the territories where our production facilities are located, and of the society as a whole.

## **Participation in local community development**

We understand that our companies and our employees form an integral part of the society, and we adhere to the principles of corporate citizenship.

- We support in ways available for companies, the efforts of the authorities and civil initiatives in the field of economic, social and cultural development of the territories where our production facilities are located; we support preservation of cultural heritage and diversity.
- We participate in solving problems vital for the society at the regional and national levels.
- We seek to establish effective partnership with regional and local authorities, civil society institutions in order to jointly participate in achieving common goals of society development.
- We support our employees' participation in the activities of the local communities.
- We participate, in accordance with our priorities, in the activities of non-commercial entrepreneurial and other sectoral, national and international organisations, and support their initiatives.

## **Concluding provisions**

- We believe that the present underlying social principles are equally applicable to the activity of any company and organisation, irrespective of its form of ownership, size, profile and territory of activities.
- We understand that the present principles should be integrated into decision making processes in our companies; this work is of long-term nature and requires purposeful efforts, as well as gradual and consistent promotion.
- We set only clear, measurable, real and non-contradicting economic, social and environmental goals and strive for their achievement.
- We seek to ensure openness and transparency of our work.
- We facilitate shaping of mutual responsibility of the state, business and the citizen, based on democracy, respect for civil rights and freedoms, including right to private property, equality of opportunities, respect for human dignity and rule of law.

## **PART II Mechanisms of joining and participation**

### ***Presentation***

Social Charter of the Russian Business was developed upon the initiative of the Russian Union of Industrialists and Entrepreneurs and approved by the 15<sup>th</sup> Assembly of the RUIE in 2004. All members of the Russian business community were encouraged to join it. In 2007, the Social Charter of the Russian Business was officially recognised as a national document corresponding to the UN Global Compact.

While ensuring continuity of the initial version of 2004, the revised Social Charter takes into account contemporary corporate practice, international and domestic trends in the sphere of corporate social responsibility, and is supposed to add a new impetus to the development of responsible entrepreneurship in Russia.<sup>2</sup>

The Social Charter of the Russian Business was developed taking into account key international documents in the field of social development and the UN Global Compact principles. It is backed-up by the best domestic and international practices.

As a part of the global business, Russian business via the Social Charter confirms its adherence to the notion of corporate responsibility used globally. The Charter represents a kind of a standard of responsible business conduct for the Russian companies.

Social Charter is a strategic initiative addressed primarily to the business community. The Charter outlines the directions and the scope of potential contributions of companies and of business community as a whole to the social development.

The Social Charter is a compilation of underlying principles of socially responsible business practice that are applicable in everyday activities of any organisation, irrespective of the type of its activities and form of ownership.

The Social Charter is a proposal of the updated content of the social dialogue with the partners of the business community – shareholders and investors, authorities, workers’ organisations and unions, civil society institutes - the dialogue based on mutual respect of interests, values, positions and differences of key interested parties.

The Social Charter is a new format of assessment of joint contribution of the business and its partners into sustainable development of the country, economic prosperity and social welfare.

The Social Charter reflects the following concept of the social role of the business:

- Business and entrepreneurial initiative is a primary source of economic wealth and employment. Business is an inseparable part of the society, and as such is bound to act in a responsible manner on a par with other members of the society.
- Corporate responsibility encompasses a wide range of voluntary actions of the business in economic, social and environmental spheres. Proper application of legislation in these, as well as in other areas, is an unconditional responsibility of every society member, including representatives of business community.
- Contribution of the business into the social development is neither an addition to nor a superstructure of economic activity. The economic and social dimension of the business is single; activities in these directions complement and reinforce each other. Strategies of corporate responsibility are integrated into everyday business operations, processes of executive decision making, into the business mind frame.
- Corporate social responsibility is diverse and multidimensional; it undergoes a constant evolution. Critical factors of its successful development are innovative approach and initiative on the part of every individual business unit. The efforts to set norms and put

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<sup>2</sup> The text of the revised version of the Social Charter was presented for public discussion that took place in June-September 2007 with wide participation of representatives of the business and expert community, and drafted taking into account the results of the discussion. RUIE thanks the participants of the discussion and expresses special gratitude for the constructive contribution to Severstal, LUKOIL, RZD, Institute of Corporate Development RENOVA, Agency of social information, NP “KSO – Russkiy Centr”, Charity foundation “Traditsiya”, All-Russia union of employers in electricity sector, Union of employers of Rostov Region.

the activities of the business into strictly delimited framework lead to the fading of the initiative and undermine the naturally dynamic process.

- Social contribution of the business cannot be an alternative to the obligations of the state in the social sphere. One needs to have a clear understanding of the social role of the business, authorities and the citizens, as well as of the responsibility of the latter for the consequences of their independent actions in front of the society.

By directing the efforts of the companies into coupling the achievement of economic progress with the social progress, the Social Charter implies diversity of conditions, opportunities and priorities of every organisation, underlining that the principles of responsible business conduct are equally applicable to the activities of any of them. Within this broad framework, each organisation can formulate its own long-term and short-term goals, plan its activities, reason and assess its contribution to the social development, taking into account its ownership, sector, size and territory of its activity.

Joining the Charter confirms the intention of the organisations to voluntarily follow the underlying principles of responsible business practice and integrate them into the executive decision making processes.

### ***Order of joining the Social Charter of the Russian Business***

#### **General goal**

Social Charter of the Russian Business aims at facilitating definition of responsible civil positions of companies in ensuring sustainable development of the country, combining economic and social effectiveness and environmental safety.

Social Charter of the Russian Business is a voluntary initiative based on understanding and recognition of the representatives of the business community of the active role of business in social development, importance of observing the norms of responsible business practices taking into account the balance of interests of stakeholders. The Social Charter seeks to facilitate the following:

- Integrating the proclaimed principles into corporate strategies and routine business activities;
- Making more effective partnership, interaction and cooperation of key stakeholders in achievement of the goals of the society.

The Social Charter of the Russian Business implies sharing information about the results of the activities in accordance with the principles of responsible business conduct. The decision on the ways to present the information on the results of the activities, including preparation of non-financial reports, can be taken by companies themselves, taking into account the readiness of the information, expediency and its own interests.

Corporate non-financial reports covering economic, social, environmental results of the companies' activities in its unity reveal the information on the corporate responsibility to the fullest. Participation in the process of voluntary drafting of non-financial reports is a consistent logical step for the organisations sharing the principles of the Social Charter. It is recommended that non-financial (social) reports on the companies' activities be published on a regular basis. Social Charter of the Russian Business does not provide for regulatory external control over observing its principles on the part of the organisations that joined it.

## **Who can join?**

The Social Charter was developed first and foremost for representatives of the business community.

Social Charter is a document open for joining by any organisation that is an employer and/or facilitates in any possible way dissemination and implementation of the underlying principles:

- Enterprises and organisations, irrespective of their ownership, including state institutions;
- National, regional and sectoral organisations (unions, associations) of business;
- Professional unions and other organisations of employees, professional associations;
- Mass media;
- Civil society institutes, scientific and expert organisations.

## **Advantages of joining and participation**

Social Charter represents the position and long-term choice of the people strengthening the strategic situation of the business. Joining the Social Charter and implementation of its principles in practice adds impetus to the increasing the effectiveness of a company's activity and to its reputation, as well as opens up a great number of positive opportunities, including:

- Improved quality of business management;
- Positive contribution to ensuring sustainable development of the company;
- Diminishing the risks, including non-financial ones;
- Improved reputation;
- Development of relations with stakeholders;
- Increased effectiveness of the dialogue with social partners.

## **The procedure of joining and participation**

To join the Social Charter and to subsequently participate in its activities a filled out registration form (attached) must be sent to the Russian Union of Industrialists and Entrepreneurs.

The filled out registration form can be sent in any of the following ways:

- By post to the address: 103070, Moscow, Staraya Ploschad', 10/4, Russian Union of Industrialists and Entrepreneurs, with an indication "Joining the Social Charter"
- By e-mail (as a spreadsheet, created in MS Word or in MS Excel format) to [social@rspp.ru](mailto:social@rspp.ru) with a subject line "Joining the Social Charter"
- By fax (495) 606 14 34 with an indication "Joining the Social Charter"

Russian Union of Industrialists and Entrepreneurs allocates a registration number to the applicant.

One should state membership of a public organisation or a union in "Other" box, in the form "Registration data about the organisation".

An organisation that joined the Social Charter:

- Draws on the principles of the Social Charter in its business practices;
- Openly supports the Social Charter and its principles using communication tools and media, as well as in public speeches;

- Strives for openness in its activities and supports the movement towards voluntary social reporting;
- Annually informs the RUIE about the results of its activities in accordance with the Social Charter principles;
- Agrees to use the logo of the Social Charter;
- Facilitates dissemination of information about the Social Charter and monitoring of the process of joining it.

The information about the results of activities in line with the Social Charter principles is submitted to RUIE by the new participant in the following possible ways:

- Reporting about the progress achieved with no strict format of reporting;
- A message about the publicly open reports of organisations, including about the results of the activities, with links to the primary sources (a recommended template is enclosed).

### **Organisation structure**

Russian Union of Industrialists and Entrepreneurs that has been an initiator of the Social Charter of the Russian Business, organises registration of the organisations that joined the Charter, keeps track of them and monitors their activities in the following ways:

- displaying on RUIE website the information about an organisation joining the Social Charter, running the register of participating companies and issuing a certificate of registration;
- summarising information about the practices of using the Social Charter by enterprises and organisations and displaying it on RUIE website;
- providing information support to the companies via setting up platforms for dialogues (business meetings, seminars, round tables, expert groups, etc.) to share experiences, as well as via dissemination of information about the best practices, educational materials, etc.

Registration of organisations that joined the Social Charter is free of charge.

Participants of the Social Charter receive a certificate of registration.

### **Logo of the Social Charter of the Russian Business and its usage**

Logo of the Social Charter distinctively symbolises open confirmation of the intention to follow the Charter's principles. The logo is used by organisations that joined the Social Charter and were registered at the Russian Union of Industrialists and Entrepreneurs. The RUIE recommends, where appropriate, to complement the logo with the following phrase: "Member of the Social Charter of the Russian Business"

The logo does not confirm compliance of the actions of any organisation with the spirit and the letter of the Social Charter.

Russian Union of Industrialists and Entrepreneurs encourages usage of the logo of the Social Charter to identify that documents, materials and any other information are related to the Social Charter.

Logo of the Social Charter of the Russian Business is the key element of its visual identity. The logo of the Social Charter represents a geometric figure made out of six intersecting half-transparent circles evenly inscribed into an invisible circle of a larger diameter and adjoining to its outer radius. The contour of each of the six circles is of the colour corresponding to the colour of the shaded area of intersection of all the circles. Basic tracing of the logo represents a coloured halftone picture.

Basic colour for creating the logo is PANTONE DS 237-2 C or its CMYK-equivalents. LAB-coordinates of the colour: L = 52, a = -26, b = -29.

For reproduction of the logo its electronic copy is used disseminated by the Russian Union of Industrialists and Entrepreneurs.

The logo of the Social Charter can be used:

1. Without any inscription
2. With an inscription reading “Social Charter of the Russian Business” placed on the right side of the logo;
3. With an inscription: “Member of the Social Charter of the Russian Business” placed on the right side of the logo.

The colour of the inscriptions corresponds to the shaded area of intersection of all the circles forming the logo. Franklin Gothic Medium Cond typeface is used for inscriptions. Each word of the inscription is placed on a separate line and is left-justified.

The inscription is placed in such a way that its central line would correspond to the imaginary horizontal line drawn through the middle of the logo. The inscription may not be outside the margins of the logo.

1

1 1,5

2,5

Note: RUIE does not recommend reproducing the logo and inscriptions. Files in .jpg and .eps formats can be found on the website of the RUIE (<http://www.rspp.biz>) or send a request by e-mail (see addresses on the 4th side of the cover).

#### Figure 1

Proportions of the logo with an inscription

#### Figure 2

Division of half-tones by zones (% of the basic colour)

1. 30%

2. 45%

3. 60%

4. 70%

5. 80%

6. 100%

### Copyright

The Russian Union of Industrialists and Entrepreneurs has an exclusive right to registration, keeping the register and displaying data about organisations that joined the Social Charter of the Russian Business. The Russian Union of Industrialists and Entrepreneurs has an exclusive right to revise and amend the Social Charter of the Russian Business. Copyright to the document “Social Charter of the Russian Business” and its logo belong to the Russian Union of Industrialists and Entrepreneurs. Reproduction and distribution of the Social Charter of the Russian Business or of its parts without a prior agreement is possible only with a mandatory reference to the Russian Union of Industrialists and Entrepreneurs

### Registration data about organisation

Please, send a filled out form to the Russian Union of Industrialists and Entrepreneurs by fax +7 (495) 606 14 34 or by e-mail [social@rspp.ru](mailto:social@rspp.ru)

Full name of the organisation  
Short name of the organisation  
Postal address  
Country  
Postal code  
Subject of the Russian Federation  
Субъект Российской Федерации  
City/village  
Address  
Code of the external economic activity (principle)  
Individual taxpayer's number  
Address in the Internet  
Telephone  
Fax  
Average number of staff within the organisation  
Average number of staff in subsidiaries and other affiliated organisations

01 Oil and gas  
11 Housing and communal services  
02 Electrical power sector 12 Retail  
03 Metallurgical and mining  
13 Transports  
04 Production of machines and equipment  
14 Public catering, hotel business  
05 Chemical, petrochemical, perfumery sector  
15 Mass media  
06 Wood-processing; pulp and paper industry

16 Constructions  
07 Food production  
17 Agriculture and forestry  
08 Apparel, clothing and shoe-making industry  
18 Education, health  
09 Telecommunications  
19 Other forms of manufacturing  
10 Finances and insurance  
20 Other services

Head of the organisation  
Name and surname  
Position  
Telephone, e-mail, fax  
Contact information of the person responsible for corporate relations; work with the personnel and social issues  
Name and surname  
Position  
Telephone, e-mail and fax  
Second contact person  
Name and surname  
Position  
Telephone, e-mail and fax

**Our organisation belongs to the following group (please, check):**

- Enterprises and organisations, irrespective of the ownership, including those with state participation;
- State institutions
- National, regional, sectoral unions and associations of business;
- Professional unions and other organisations of workers, professional associations
- Mass media
- Civil society institutes, scientific and expert organisations.
- Other group

**By registering as an organisation joining the Social Charter:**

- We support the Social Charter of the Russian Business
- We state our joining of the Social Charter of the Russian Business and our intention to follow its principles;
- We agree on the whole to inform RUIE about the activities of our organisation related to the Social Charter.
- We agree to use of the logo of the Social Charter as defined by the Russian Union of Industrialists and Entrepreneurs

**I, the undersigned, confirm registration of my organisation as an organisation that joined and supports the Social Charter of the Russian Business of the Russian Union of Industrialists and Entrepreneurs.**

Signature:

Date:

**APPENDIX Recommended template for presentation of information about the results of activities in accordance with the principles of the Social Charter of the Russian Business**

The topics and the level of detail of the reported information are defined by the organisations themselves, in accordance with the results of the activity achieved, and priorities of the companies.

The information can also be presented in a free form.

Activities in accordance with the Charter principles

Annual report (with indication of respective sections)

Sustainable development report

Social report

Environmental report

Other (indicate)

Economic freedom and responsibility

Partnership in business: shareholders, owners, investors

- workers/employees
- consumers
- business partners

Human Rights

Environment preservation

Participation in the development of the local community

Social Charter of the Russian Business, revised edition of 2007

Prepared by the Department of corporate and social policy

E-mail [social@rspp.ru](mailto:social@rspp.ru)

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