



RUSSIAN UNION
OF INDUSTRIALISTS AND ENTREPRENEURS

SOCIAL CHARTER OF RUSSIAN BUSINESS

/Principles of Responsible Business Conduct/

2021 Edition



Moscow, 2021



RUSSIAN UNION
OF INDUSTRIALISTS AND ENTREPRENEURS

103070, Moscow, 17 Kotelnicheskaya emb.

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Social
Charter
of Russian
Business

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Dear colleagues!

The Russian Union of Industrialists and Entrepreneurs (RSPP) presents the revised Social Charter of Russian Business adopted by the RSPP Assembly in December 2021.

Today the Social Charter of Russian Business is a platform for the development of corporate strategies, policies and practices in accordance with business sustainability objectives through effective ESG factors and risks management, meaningful cooperation with stakeholders while taking into account public interest and national sustainable development goals.

The Charter was endorsed by the business community. As of today, around 300 organizations, including companies, industry and regional business associations with a total of over 10 million employees, have joined the Charter.

The Social Charter of the Russian Business that outlines the principles of sustainable business conduct was developed at the RSPP initiative, and in November 2004, it was adopted by the RSPP Assembly. In 2007, the Social Charter of Russian Business was officially recognised as a national document that meets the requirements of the UN Global Compact. The revised Social Charter of Russian Business was adopted by the RSPP Assembly in 2008.

The updated 2021 edition maintains continuity with previous editions. It includes current corporate practices, global and national trends and challenges related to corporate social responsibility and sustainable development, the climate agenda, and the improvement of ESG management by companies (environmental, social and corporate governance aspects of sustainable development). The principles outlined in the Social Charter are translated into an action framework. Therefore it can be viewed as a voluntary standard of responsible business conduct and as a guide for action.

The updated version of the Social Charter was developed with broad participation of business and expert communities at all stages.

More companies embed the universal principles of responsible business conduct in their sustainable development strategies integrating them in business strategies, management decision-making processes, daily business operations and reporting systems.

The principles of responsible business developed by the business community stipulate more information and business transparency and lay the foundation for coordinating the positions of the social dialogue participants focused on achievement of common development goals that take into consideration their diverse interests. This has a positive effect on the country's business and social climate, improves the image of the business community and helps increase public trust.

The Russian Union of Industrialists and Entrepreneurs invites representatives of the business community to join the Social Charter of Russian Business and to commit to voluntarily following the fundamental principles of responsible business conduct and integrating them in management decision-making processes.

President of the Russian Union of
Industrialists and Entrepreneurs



A. Shokhin

Social Charter of Russian Business

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Business plays a key role in transition to a sustainable future. To achieve corporate sustainability and efficiency business needs to address growing economic, environmental and social challenges, manage ESG factors and sustainable development risks. It needs to act responsibly to meet current challenges including climate change, achievement of the UN Sustainable Development Goals and strategic national objectives. Participation of the private sector in these processes aimed at cooperation and search of mutually beneficial solutions will help scale up activities in support of sustainable development.

Recognizing the need and expressing willingness to cooperate with all stakeholders in addressing issues of social significance the business community representatives who support the principles of responsible business conduct confirm their commitment to the Social Charter of Russian Business, which remains relevant, maintains continuity of its provisions in the new edition and includes current challenges.

PART I.

RESPONSIBLE BUSINESS CONDUCT

We, representatives of the business community of the Russian Federation recognising and accepting our share of responsibility for Russia's future, maintaining that successful development of entrepreneurship and sustainable business are directly linked to and inseparable from sustainable development of the society and the environmental conditions and supporting with our business success the growth of public wellbeing and achievement of national and global sustainable development goals hereby adopt this Charter on the underlying principles of responsible business conduct and pledge to voluntarily adhere to it.

Social mission of business, corporate social responsibility, managing ESG factors

We, representatives of the business community, see our social mission in achieving sustainable development of independent and responsible companies in line with long-term business and national economic interests and sustainable development goals, building on high standards of business ethics and conduct, based on the principles of cooperation with stakeholders and respect of human rights, and contributing to social peace, security and wellbeing of the citizens, environment conservation and reduction of adverse climate impact.

We responsibly acknowledge that the consequences of the decisions taken by business go beyond companies. Every company has an impact on society and environment where it operates and, in turn, is influenced by society. The consequences of business activity are

increasingly visible at the national and global scale. We strive to manage our impact in order to minimize negative consequences for environment and society and to create and expand opportunities for positive change. We see and we take that as our social responsibility.

We acknowledge that the main goal of a company is to produce material goods and services and increase public wealth and wellbeing. It is vital for the economy and social development in all societies. We also acknowledge the importance of the means and methods used. Our choice of these means and methods is guided by the fundamental human values, the Constitution and the laws of the Russian Federation, as well as international law. We respect human rights and recognize the environmental and social impact of our activities as well as its impact on climate change.

We strive to achieve best 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. We develop social partnership and cooperation at all levels in order to strengthen sustainability; we seek to introduce innovations, create safe workplaces, care about people's health and environment guided by the social responsibility principles. We understand corporate social responsibility as an effective business strategy primarily related to the activities and development objectives of any company creating value for society and contributing to its sustainable development.

We believe that meaningful cooperation, an open dialogue and partnership with those representing the interests of various communities affected by our activities are key elements of responsible business conduct and a factor for business success. We respect the right of the stakeholders to express their opinion and to be heard and we are ready to respond accordingly to reasonable expectations and demands, to be open, to provide reliable information about the results and consequences of our activities.

We are convinced that the relations of business with civil society representatives and the state should be open and based on the rule of law.

Main principles

1. Economic freedom and responsibility, business ethics

Free economy, opportunities for all companies and fair competition are main values and strengths of entrepreneurship that ensure growth of the country's wealth.

We support responsible freedom of entrepreneurship, seek long-term and sustainable company development, good financial results that provide a basis for effective development, growing investments, employment, economic and social wellbeing.

We seek to maintain a balance of economic effectiveness and social and environmental impact of our operations as a key to sustainable development. We acknowledge that effective management of society, environment and corporate governance quality impacts is beneficial for sustainability, investment attractiveness and the value of business in the long-term perspective.

We commit to conduct business with respect to legal and ethical norms and in compliance with the principles of integrity, fairness and justice in dealing with our partners and competitors.

Corruption and similar practices are unacceptable. We plan to build a system to counter and prevent corruption in all areas of our operations, eliminate corrupt practices in companies and in their relations with public authorities and business partners.

We follow the principles of fair competition, respect our competitors, do not disseminate misleading or false information about their goods and services, and do not resort to illegal economic competition.

We maintain our business reputation and that of Russian business as a whole, and do not disseminate directly or indirectly false and unverified information.

We support the development of open markets of goods, services and investments, as well as introduction of digital technologies in business processes while taking all necessary measures to ensure cybersecurity and data protection.

We are responsible taxpayers and contribute to strengthening of the country's financial framework and its social and economic wellbeing.

We adhere to the fair pricing and responsible advertising principles. We do not use dubious services to gain competitive advantage or to limit free trade in any form.

We respect rights of ownership and intellectual property rights and recognize that they are inviolable.

2. Business partnership and cooperation with stakeholders

We build relationships with our stakeholders based on dialogue, respect of mutual interests and meaningful cooperation. We develop partnerships where relevant and join forces to address common challenges.

Shareholders, owners, investors

Trust of our shareholders, owners and investors is our key value.

We seek to ensure high standards of company management in order to guarantee rights of shareholders, owners and investors to participate in management and receive fair market returns.

We provide full access to information to our shareholders, owners and investors in accordance with legal regulations and competition requirements.

We ensure safety, protection and growth of the assets of our shareholders, owners and investors.

In our work, we take into consideration the requirements, claims, proposals and expectations of shareholders, owners and investors.

Employees

We believe that employees are a key asset of a company; we support human development. We believe that a human life is the highest value. We believe that workplace safety and employees' health cannot be compromised in order to make profit.

We build our relations with employees and their representatives on social partnership, mutual interest, common goals, realistic commitments undertaken by both parties and their proper implementation.

We create an appropriate working environment and encourage employees to be productive.

We recognise labour rights as an inalienable part of human rights and respect employee rights stipulated by the law.

We recognise the right of employees to conclude collective agreements and the right for freedom of assembly; we do not create any obstacles for employees to exercise these rights.

We recognise the right of employees to decent and fair market remuneration and seek to provide all our employees with jobs and remuneration to improve their living standards and their social wellbeing.

We seek to create and maintain safe working conditions that neither affect health nor undermine human dignity of our employees.

We ensure health and safety at workplace and take measures to reduce the risks of accidents and occupational diseases.

We do not tolerate discrimination; we guarantee equal rights and opportunities to all employees regardless of gender, age, race and religion.

Forced and child labour are prohibited at our enterprises and we call for their abolition.

We support professional and personal development of our employees and offer training and development opportunities for their professional and career growth.

We build honest relations with our employees and offer them full access to information limited in accordance with legal regulations and competition requirements.

We support employee participation in addressing major issues of enterprise development, review their proposals, demands and complaints.

We aim to prevent labour disputes and conflicts. In the event of disputes or conflicts, we participate in open negotiations recognising the mutual responsibility of the social partnership parties.

We deal responsibly with employment issues in connection to the decisions taken by companies; we cooperate with government institutions, employee and employer associations as well as other organisations and businesses on the issues of labour relations, employment and use of labour force.

Consumers

Our main goal is to meet consumer demands and expectations of our goods and services and ensure high level of quality and reliability.

We constantly prove our right to be trusted and respected by our clients and value their trust.

We strive to produce only high quality and safe goods and services and provide full and reliable information to our customers.

In our activities, we strive to use safe and reliable goods and services that comply with environment, safety and quality standards.

We undertake to ensure high level of service and customer satisfaction. We guarantee honesty, respect for human dignity and culture of our customers.

We prohibit any discrimination of our customers on the grounds of gender, age, race or religion.

We provide prompt feedback to consumers, examine their claims and comments, and seek to settle complaints as quickly as possible.

Business partners

Our relations with business partners are based on mutual respect.

Our cooperation with suppliers of goods and services is based on the principles of responsible business conduct, mutual benefit, transparency and full responsibility for our commitments.

We support and select suppliers and providers who share the principles of the Charter and strive to implement these principles in their work.

We maintain honest and impartial relations with suppliers based on competitive procurement, fair pricing, recognition of licensing rights and the right to trade.

We seek to build relations with our business partners basing on ethical and anti-corruption principles; we inform relevant stakeholders about our anti-corruption policies.

We will take every step to ensure that our business operations are free of coercive measures and legal proceedings that can affect our partners.

We comply with the terms of contract with our business partners and perform our obligations.

In our activities we do not give to our business partners any undue or illegal benefits or privileges that can affect the company reputation.

State, public authorities

A meaningful dialogue and transparency of procedures are key principles of interaction with government bodies and representatives of the state.

We build our relations with the state on social partnership, mutual interest, common goals, realistic commitments undertaken by both parties and their proper implementation, compliance with laws and regulations in all jurisdictions where we operate.

In building relations with government institutions, we promote business ethics and anti-corruption practices.

We respect the principles governing the relations of business with the state regulated at the national level and strive to ensure that our actions comply with these requirements.

We focus on cooperation and search for mutually beneficial solutions in all areas related to our business.

3. Respect for human rights

We recognise that human rights are inviolable and prevent violation of human rights by business. We build a decision-making system taking into account the following rights:

- right to equal opportunities and non-discrimination on any grounds,
- right to security,
- right to health,
- right to safe environment,
- right to education,
- right to freedom of conscience and expression,
- labour rights,
- right to information,
- right to non-judicial settlement resolution,
- other rights related to company operations.

Our risk management systems are based on respect for human rights by business. We introduce procedures to control and prevent human rights violations and align our efforts in this area with the Sustainable Development Goals.

We recognize that respect for human rights and prevention of human rights violations, adherence to the principles of diversity, equal opportunity and inclusion make companies more resilient and flexible, strengthen their reputation and investment attractiveness, help them build meaningful relations with their stakeholders.

4. Environmental protection and climate agenda

We believe that preserving the environment is the most important universal value, that addressing climate related issues and ensuring sustainability of ecosystems are key to further development of business and society, as well as maintaining peace and security.

We comply with environmental norms and regulations.

We take steps to reduce the negative impact on climate and environment; we seek to contribute to achieving the global goals in this area.

We propose and implement initiatives to mitigate the impact of our goods and services on the environment, reduce the environmental impact of manufacturing, reduce the carbon footprint and preserve biodiversity.

We seek to increase the share of goods manufactured in compliance with the quality management, environmental management and energy efficiency systems standards, and to provide information and environmental quality and safety labelling.

We implement measures aimed at saving energy and water for our own needs, cut down consumption as much as possible, strive to reduce dumping and discharge of pollutants and improve energy efficiency.

We strive to reduce direct and indirect greenhouse gas emissions.

We take possible measures to recycle natural resources and materials and to introduce the principles of circular economy.

We implement responsible waste management practices, take steps to increase waste recycling and decontamination, reduce the volume of waste and prevent negative impact on ecosystems.

We take steps to preserve environment through development and dissemination of environmentally safe technology. We consider this our responsibility to society and accept it as our social responsibility.

We use our Health and safe management experience and expertise to boost safety and wellbeing of the communities in the areas of our operations and in the broader society.

5. Local communities and territories development

We understand that our companies and our employees are an integral part of the society and we support the principles of corporate citizenship.

We support the government efforts and civil society initiatives in the field of economic, social and cultural development of the territories where our production facilities are located; we promote sustainable development of cities and towns and support preservation of cultural diversity and heritage.

We participate in addressing major national, regional and local issues of significance to the society. We employ local suppliers and providers and respond to the needs of indigenous peoples.

We aim to build effective partnerships with regional and local authorities, civil society institutions, public and non-profit organizations to work together to achieve common social development goals.

We support volunteer initiatives of our employees and their participation in development of corporate volunteer programmes.

We support non-profit organizations and contribute to capacity building of local communities through social investment and sharing of knowledge and technology.

In line with our goals and priorities, we participate in the work of non-profit and business organizations, industry associations, national and international organizations, and support their initiatives.

6. Openness and transparency

We understand that better business transparency, reliable information about business strategy, results and contribution to the country's social and economic development help build trust in business.

We are responsible for the information we provide to the stakeholders about the impact of our operations on society, economy and environment.

We maintain a reasonable access to information and operational transparency and believe that this is a key characteristic of corporate responsibility and investment attractiveness, as well as an important component of corporate culture contributing to business reputation.

We make sure that the information provided to our stakeholders meets their expectations, covers key areas of our operations and is timely, balanced and reliable.

We build corporate reporting procedures in order to improve the quality of management, develop internal and external communications, advance the dialogue with our stakeholders.

Concluding provisions

We believe that these fundamental principles of responsible business conduct are equally applicable to any organisation irrespective of its ownership type, size, profile and location.

We understand that these principles should be integrated in decision-making processes in our companies. This long-term effort requires focused measures, gradual and consistent progression including for building responsible value chains and supply chains.

We set only clear, measurable, realistic and consistent economic, social and environmental goals and take steps towards their achievement. We effectively manage ESG and sustainability risks.

We understand our economic and social role clearly and take responsibility for the consequences of our decisions and actions.

We seek to make our operations open and transparent.

We believe that it is important to encourage recognition, dissemination and promotion of successful business practices, to create a positive image of the responsible entrepreneur, to strengthen trust in our businesses in Russia and abroad.

We help to build mutual responsibility of the state, business and citizens on the basis of democratic principles and respect for civil rights and freedoms including the right to private property, equal opportunities, respect for human dignity and the rule of law.

PART II. JOINING AND PARTICIPATION

Introduction

The Charter of Russian Business was developed on the initiative of the Russian Union of Industrialists and Entrepreneurs and was adopted at the 14th RSPP Congress in 2004. All members of the Russian business community were invited to join the charter. In 2007, the Social Charter of Russian Business was officially recognised as a national document that meets the requirements of the UN Global Compact.

The 2007 edition ensured continuity in relation to the initial version of 2004, included current corporate practices, global and national corporate social responsibility trends, and gave a fresh impetus to the development of responsible entrepreneurship in Russia. The updated 2021 edition ensures continuity in relation to the previous versions, commitment to the principles of responsible business conduct and sustainable development taking into consideration new trends and challenges including the UN Sustainable Development Goals 2030, the climate agenda and the national goals of the Russian Federation.

The Social Charter of Russian Business was drafted and amended in accordance with major international social development documents including the UN Global Compact and the 2030 Sustainable Development Agenda. It is supported by best national and international practices.

As part of global business, the Russian business reaffirms its commitment to the corporate responsibility and sustainable development principles adopted at the international level. The Social Charter represents a standard of socially responsible business for Russian companies.

The Charter is a strategic initiative aimed primarily at the business community. The Charter outlines the areas and the scope of potential contributions of companies and the business community to social development.

The Social Charter is a compilation of fundamental principles of socially responsible business practices that can be introduced in regular operations of any organisation irrespective of industry, size and form of ownership.

The Social Charter is an invitation to a meaningful dialogue with partners from the business community including shareholders and investors, government agencies, employee organisations, civil society institutions, and local communities. This dialogue is based on mutual respect of interests, values, opinions and differences of key stakeholders.

The Social Charter offers a new format of assessing the joint contribution of business and its partners to the country's sustainable development, economic growth and social wellbeing.

Social role of business in the Social Charter

- Business and entrepreneur initiatives are key to economic wealth and employment. Business is an integral part of society therefore, like other members of society, it has an obligation to act responsibly.
- Corporate responsibility understood as responsibility of an organization for the impact of its decisions and activities on the society and environment through responsible and ethical conduct is an effective business strategy that includes a wide range of economic, social and environmental actions by business and implementation of the sustainable development principles in the organization. Compliance with legal requirements in these areas and elsewhere is an indisputable duty of every member of society including representatives of the business community.
- Participation of business in social development is not a supplement to its economic activity. Economic, environmental and social dimensions of business are interlinked and mutually reinforcing. Corporate responsibility strategies are integrated in everyday business operations, management decision-making and business thinking.
- Corporate social responsibility is diverse, multidimensional and constantly evolving. Innovation and initiative of all independent business units are critical for its success. The attempts to establish restrictions on business result in lack of initiative and undermine the process dynamic by nature.
- Social contribution is an important part of corporate social responsibility; it should not be an alternative to state obligations in the social sphere. A clear understanding of the social role of business, government and citizens is needed, as well as of their accountability for the consequences of their actions.

By directing efforts of business towards sustainable development and economic growth accompanied by social and environmental progress the Social Charter implies a diversity of business contexts, opportunities and priorities and underlines that the principles of responsible business conduct are equally applicable in all of them. Within this framework an organisation can formulate its own long and short-term goals, plan its activities, justify and assess its contribution to social development given its ownership structure, industry, size and territory of operations.

By joining the Social Charter organizations commit to voluntarily follow the underlying principles of responsible business practice and integrate them in the executive decision-making processes.

How to join the Social Charter of Russian Business

Common goal

The goal of the Social Charter of Russian Business is to advance responsible corporate citizenship to ensure sustainable development of the country that combines economic and social effectiveness and environmental safety.

The Social Charter of Russian Business is a voluntary initiative based on the understanding and recognition by the business community of the role of business in social development, the importance of responsible business practices implementation while balancing the interests of stakeholders and the sustainable development goals.

The Social Charter aims to

- integrate the principles set forth in corporate strategies and regular business operations,
- make partnership, interaction and cooperation of key stakeholders in achieving the goals of society more effective.

The Social Charter of Russian Business stipulates reporting on the progress in line with the principles of responsible business conduct. The companies can choose how to present the information that may include preparation of non-financial reports depending on willingness, expediency and company interests.

Corporate non-financial reports covering company's economic, social and environmental results contain the most comprehensive information on corporate responsibility. Voluntary non-financial reporting is a logical step for the organisations supporting the Social Charter principles. Corporate non-financial (ESG) reports should be published on a regular basis.

The Social Charter of Russian Business does not stipulate external regulatory control over compliance with its principles by the parties.

Who can join?

The Social Charter is aimed primarily at the business community.

The document is open for signature by any organisation that is an employer and/or that contributes by any means available to the dissemination and implementation of its underlying principles:

- enterprises and organisations irrespective of the type of ownership, including government institutions;
- national and regional organizations, industry unions and associations;
- trade unions, other employee organisations and professional associations;
- mass media;
- civil society institutions, research and expert organisations.

Advantages of joining and participation

The Social Charter represents an attitude and a long-term choice of people who wish to strengthen the strategic position of a business.

Joining the Social Charter and implementation of its principles gives a new impetus to business effectiveness and business reputation, and provide numerous opportunities, including:

- better quality of business management,
- contribution to sustainable development of the company,
- risk reduction, including non-financial risks (ESG-risks),
- better reputation,
- development of relations with stakeholders,
- more effective dialogue with social partners.

Joining and participation procedure

To join the Social Charter and further participate in its activities please fill out the registration form (attached) and send it to the Russian Union of Industrialists and Entrepreneurs.

Please send the registration form:

- by e-mail to RSPP@rspp.ru with Joining the Social Charter in the subject line (tabular format, MS Word or MS Excel) or
- by post to: 103070, Moscow, 17 Kotelnicheskaya emb., Russian Union of Industrialists and Entrepreneurs marked "Joining the Social Charter".

The Russian Union of Industrialists and Entrepreneurs issues a registration number for the applicant.

Please indicate membership in a public organisation or union in "Other" box on the "Information about the organisation" form.

An organisation that joins the Social Charter:

- implements the principles of the Social Charter in its business practices,
- actively supports the Social Charter and its principles through communication tools and in public speeches,
- strives to ensure transparency of its operations, access to information and public reporting,
- reports to RSPP on its progress in line with the Social Charter principles,
- agrees to use the Social Charter logo,
- helps raise awareness about the Social Charter, assists in monitoring of the joining procedure.

The reports on the progress in line with the Social Charter principles shall be submitted by a new participant organization as follows:

- reporting with no specific format requirements,
- informing about public reports that contain information about company results with links (a form is attached),
- submitting information to open RSPP databases (Corporate Social Practices Library, National Register and Library of Corporate Non-financial Reports).

Organizational structure

The Russian Union of Industrialists and Entrepreneurs, the founder of the Social Charter of Russian Business, registers the organisations that joined the Charter and monitors their activities as follows:

- displays information about these organizations on the RSPP website, maintains a register of participating companies and issues certificates of registration,
- gathers information about the implementation of the Social Charter by enterprises and organisations and displays it on the website,
- provides information support to companies through creating platforms (business meetings, workshops, round tables, expert groups, etc.) to share experience and provide information about best practices, supplies educational materials, etc.

Registration of organisations that joined the Social Charter is free. Participants of the Social Charter receive a certificate of registration.

The Social Charter logo and its use

The Social Charter logo demonstrates the commitment to follow its principles. It can be used by organizations that joined the Social Charter and registered with the Russian Union of Industrialists and Entrepreneurs. RSPP recommends using the following text with the logo where possible: “Member of the Social Charter of Russian Business”.

The logo does not confirm that the organization acts in compliance with the letter and the spirit of the Social Charter.

The Russian Union of Industrialists and Entrepreneurs welcomes use of the Charter logo to identify relation of documents, materials and other information to the Social Charter priorities.

The Social Charter logo is a key element of its corporate style.

The logo is a geometric shape that consists of six intersecting semi-transparent circles inscribed into an invisible circle of a larger diameter and adjoining to the outer radius. The circumference of each circle is of the same colour as the colour of the shaded intersection area of all circles.

The basic logo design is a colour halftone image. The main colour of the logo is PANTONE DS 237-2 C or its CMYK equivalent. LAB colour coordinates: L = 52, a = -26, b = -29.

To reproduce the logo, use the digital copy of the logo provided by the Russian Union of Industrialists and Entrepreneurs.

The Social Charter logo can be used:

- without text,
- with “Social Charter of Russian Business” text on the right of the logo,
- with “Member of the Social Charter of Russian Business” text on the right of the logo.

The colour of the text should correspond to the colour of the shaded intersection area of the circles of the logo. Franklin Gothic Medium Cond is used for text.

Each word is on a separate line and is left-justified.

The centre of the text should correspond to the invisible horizontal line going through the middle of the logo. The text must not go outside the margins of the logo.

Figure 1.

Proportions of the logo with the title



Figure 2.

Halftone distribution (% of basic color)

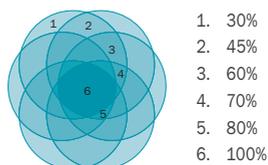


Figure 3.

The title cannot exceed the size of the logo



Note: RSPP does not recommend reproducing the logo and text. Files in .jpg and .eps format are available on the RSPP website (<https://rspp.ru/>) and can be requested by email (see email address on the fourth cover).

Copyright

The Russian Union of Industrialists and Entrepreneurs has exclusive right to register, maintain a register and display information about organisations that joined the Social Charter of Russian Business.

The Russian Union of Industrialists and Entrepreneurs has exclusive right to introduce changes and amend the Social Charter of Russian Business.

Copyright of the Social Charter of Russian Business and its logo belongs to the Russian Union of Industrialists and Entrepreneurs. Reproduction and dissemination of the Social Charter of the Russian Business or its parts without prior consent is permitted only with reference to the Russian Union of Industrialists and Entrepreneurs.



SOCIAL CHARTER OF RUSSIAN BUSINESS



REGISTRATION FORM TO JOIN THE SOCIAL CHARTER OF RUSSIAN BUSINESS

By registering as an organization to join the Social Charter

- We support the Social Charter of the Russian Business.
- We declare that we join the Social Charter of Russian Business and commit to its principles.
- We agree in general to inform RSPP about the steps taken by our organisation in relation to the Social Charter.
- We agree to use the Social Charter logo as required by the Russian Union of Industrialists and Entrepreneurs (RSPP).

Registration information

General information	
Full name of the organization	
Short name of the organization	
Mail address	
Country	
Federal District	
Region	
Industry	as per Annex 1
Postal code	
City	
Address	
Economic activity code (OKVED)	
Taxpayer identification number (INN)	
Website	
Group:	please check
company	
banks, finance, audit, consulting	
business association	
other NGOs	
trade union	
educational institution	
Business association membership	
National (RSPP, etc.)	
Regional, industry (cross-sectoral)	
Others	
Average headcount	
in the organization	
in subsidiary or related organizations	

Contact persons

Head of organization		
	Full name	
	Title	
	E-mail	
	Phone, fax	
Contact person responsible for corporate relations, human resources and social issues		
	Full name	
	Title	
	E-mail	
	Phone	
Second contact		
	Full name	
	Title	
	E-mail	
	Phone	

I hereby confirm registration of _____
(name of organization)

as member of the Social Charter of Russian Business supporting its principles.

Signature by the Head of organization

/ Name

Date, stamp

Please send the completed form to the Russian Union of Industrialists and Entrepreneurs by email
RSPP@rspp.ru marked "Joining the Social Charter of Russian Business"

Phone: +7 495 663 04 04

Example of using the Social Charter logo:



Annex 1

code	Industry	code	Industry
1	Oil and Gas	11	Utilities and services
2	Energy	12	Retail
3	Metals and Mining	13	Transport and logistics
4	Machinery and Equipment Manufacturing	14	Catering and hospitality
5	Chemicals, petrochemicals, perfume	15	Media
6	Wood processing, pulp and paper, forestry	16	Construction
7	Consumer goods	17	Agriculture, fishing
8	Textiles, clothes and shoes manufacturing	18	Education, science, culture
9	Telecommunications	19	Healthcare and sports
10	Finance and insurance	20	Government bodies
		21	Other manufacturing industries
		22	Other services

Annex 2

Recommended template for submitting information for public sources

Implementing the Social Charter principles	Report containing the following parts				Website	Other sources
	Annual	Sustainable development	Social	Environmental		
Economic freedom and responsibility, business ethics						
Business partnership and co-operation with stakeholders: <ul style="list-style-type: none"> - shareholders, owners, investors - employees - consumers - business partners - state, public authorities 						
Respect for Human Rights						
Environmental Protection and Climate Agenda						
Local Communities and Territories Development						
Openness and Transparency						

Themes and scope of the report are determined by the organization in line with the progress made and its priorities.

Information can be presented in the format of choice.



RUSSIAN UNION
OF INDUSTRIALISTS
AND ENTREPRENEURS



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Charter
of Russian
Business

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