**POLICY FOR COMBATING BRIBERY AND CORRUPTION**

**OF BULGARIAN AIR TRAFFIC SERVICES AUTHORITY (BULATSA)**

**Adopted by the Management Board of BULATSA with a decision under item 4 of the agenda, with protocol No. 11/02.10.2024.**

This policy aims at achieving effective results in countering and combating bribery and corruption in Bulgarian Air Traffic Services Authority (BULATSA).

The management of the enterprise makes purposeful efforts to prevent corruption and bribery, taking into account on the one hand the ever-growing needs of the public for air transport, and on the other – the responsibility to maintain the image of the enterprise.

The senior management declares its commitment that BULATSA shall:

* conduct and develop its activity as a provider of air navigation services in the civil airspace of the Republic of Bulgaria in accordance with the applicable regulatory requirements in this field, as well as in accordance with the international standard ISO 37001:2016 and with the best anti-corruption practices, the Guidelines of the Organization for Economic Cooperation and Development (OECD) on Anti-Corruption and Integrity in State-Owned Enterprises, and the measures corresponding to the National Strategy for the Prevention and Counteraction of Corruption in the Republic of Bulgaria (2021 - 2027);
* fulfill its obligation to comply with anti-corruption legislation, including the anti-bribery requirements, as well as other guidelines and rules that the enterprise has accepted to comply with, with a view to affirming the principles of legality, loyalty, good faith, impartiality, equality, responsibility, integrity , confidentiality, transparency, collegiality, courtesy and accountability in the work of BULATSA for maximum satisfaction of the declared and expected requirements of the customers and users of the services provided;
* encourage employees to raise concerns or allegations of corrupt practices in good faith, without fear of retribution;
* encourage its customers, suppliers, partners and employees to apply a zero-tolerance approach to bribery and corruption; ensure the effectiveness of the Policy by guaranteeing that the Anti-Bribery Management System is planned, implemented, functions effectively, is continuously improved whereby assessing the activities of the enterprise through the risk management mechanism; this policy shall apply to all persons working in BULATSA and on behalf of the enterprise, including the employees at all levels, seconded employees, interns, external consultants, third party representatives and business partners.

The objectives for combating bribery and corruption are:

* maintenance of financial management and control systems to ensure lawful, effective and efficient management of funds;
* preserving and increasing the level of public trust in BULATSA by ensuring transparent and responsible management;
* provision and development of a reliable human resources management system;
* increasing the organizational effectiveness with respect to combating bribery and corruption.

The management reviews the Policy for Combating Bribery and Corruption at least once a year to ensure that it and the objectives are up-to-date, adequate and appropriate.

The Director General of BULATSA assumes the responsibility for communicating and implementing the Policy for Combating Bribery and Corruption at all management and operational levels, as well as for providing resources to achieve the objectives for combating bribery and corruption, and for the continuous improvement of the certified Anti-Bribery Management System, in accordance with the ISO 37001:2016 standard.