



International Expansion and Partnership Rules

Purpose:

To guide SlavkaSk's global growth through responsible, compliant, and strategic decision-making. It ensures that all international activities align with the organization's environmental, legal, and operational standards while fostering transparent and secure partnerships worldwide.

1. Expansion Strategy and Market Selection

- SlavkaSk n.o. only enters new countries after conducting prior environmental, economic, and legal assessments.
- Primary criteria include a high volume of plastic waste, receptive local authorities, and existing energy or chemical industry partnership opportunities.
- Before entering any new market, headquarters prepares a country report analyzing regulatory, cultural, and economic risks.

2. Local Legal and Ownership Compliance

- Establishing any foreign site requires compliance with local ownership requirements.
- If necessary, a joint venture is formed with SlavkaSk n.o. holding majority control.
- Local partners must not be individuals or companies with prior environmental violations.

3. Partnership Cooperation Regulations

- Written cooperation agreements are mandatory with all strategic partners (e.g., waste transporters, industrial buyers, municipalities).
- Partnership contracts must include quality, safety, environmental, and confidentiality requirements.
- Contracts are bilingual: English and the local language.

4. SlavkaSk Representation Authorities

- An official representative or office is appointed in every country to liaise with local authorities and partners.
- Representatives are authorized to sign official documents only with central authorization.
- The operation of representations is audited annually by headquarters.

5. Global Reporting System

- Every foreign unit must send monthly operational and financial reports to headquarters.
- Report templates are issued by headquarters and cannot be modified.
- Reports serve as the basis for reviewing support and investment decisions.

6. Local Workforce Employment

- SlavkaSk n.o. strives to employ local labor, especially for lower-skilled positions.
- For managerial and technical roles, trained staff dispatched by headquarters are to be

employed, who then train local successors.

- Ongoing training and adherence to international standards are emphasized.

7. Communication and PR Rules

- Official communication with foreign partners and authorities must be conducted only using approved templates.
- Each country is required to develop introductory materials, brochures, and website sections in the local language.
- All publicly available content must be pre-approved by headquarters.

8. Conflict Resolution and Contract Termination

- In cases of contract breach or ethical violations, headquarters has the right to unilaterally terminate partnerships.
- Termination must always be documented with detailed minutes.
- Closed partnerships are recorded in the central database.

Regulation Issued By:

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