



DECLARATION OF COMPLIANCE WITH ILO CORE LABOUR CONVENTIONS AND PROTOCOLS

Corporate Labour and Human Rights Commitment

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EcoEnergy Consulting LLC declares that it conducts its operations in compliance with applicable labour, employment, anti-trafficking, equality and occupational safety and health legislation and in a manner consistent with the fundamental principles and rights at work embodied in the ILO instruments identified in Schedule A.

1. Declarant

Legal entity	EcoEnergy Consulting LLC
Registered office	Marka Đukanovića 9, apartment 3, 81000 Podgorica, Montenegro
Registration number	5-0881997/003
Tax Identification Number (PIB)	03250237
Authorized representative	Danilo Barjaktarović, Executive Director

2. Declaration and commitments

The Company undertakes to perform its activities, assignments and contracts consistently with these principles, insofar as they are relevant to a private employer and to the Company's operations. In particular, EcoEnergy Consulting LLC:

- does not use or tolerate forced or compulsory labour, servitude, slavery, human trafficking, debt bondage, coercion, worker-paid recruitment fees, deposits or the retention of identity documents;
- prohibits child labour, verifies lawful working age, employs no person below the applicable minimum age and permits no person under 18 to perform hazardous work;
- respects workers' lawful freedom of association and right to collective bargaining, without interference, discrimination, intimidation or retaliation;
- provides equal opportunity and equal remuneration for work of equal value, and maintains zero tolerance for discrimination, harassment, violence or retaliation;
- provides a safe and healthy working environment through risk assessment, preventive controls, information and training, consultation, emergency preparedness, incident reporting and corrective action; and
- communicates these expectations to employees, consultants and project personnel and, where contractually possible and proportionate, to subcontractors and suppliers.

3. Implementation, complaints and remedy

The Company maintains proportionate controls to implement these commitments. Concerns may be raised to management without retaliation. Credible allegations are investigated promptly and, where a breach is identified, the Company takes appropriate corrective and remedial action. Subject to confidentiality and data-protection requirements, the Company will provide reasonable supporting information to a contracting authority or client upon request.

This Declaration remains valid until withdrawn or replaced. Schedule A forms an integral part of this Declaration.

For and on behalf of EcoEnergy Consulting LLC

Danilo Barjaktarović

Executive Director

Place and date: Podgorica, 1 August 2026

Signature and company stamp:



SCHEDULE A — ILO FUNDAMENTAL INSTRUMENTS

Integral reference schedule to Declaration EEC-DEC-ILO-01

Reference framework current as at 1 August 2026

The official ILO fundamental set comprises ten Conventions and the fundamental Protocol P029. The instruments are grouped below under the five fundamental principles and rights at work.

Fundamental principle	Code	Official ILO instrument
Freedom of association and collective bargaining	C087	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
Freedom of association and collective bargaining	C098	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Elimination of forced labour	C029	Forced Labour Convention, 1930 (No. 29)
Elimination of forced labour	P029	Protocol of 2014 to the Forced Labour Convention, 1930
Elimination of forced labour	C105	Abolition of Forced Labour Convention, 1957 (No. 105)
Equality and non-discrimination	C100	Equal Remuneration Convention, 1951 (No. 100)
Equality and non-discrimination	C111	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Abolition of child labour	C138	Minimum Age Convention, 1973 (No. 138)
Abolition of child labour	C182	Worst Forms of Child Labour Convention, 1999 (No. 182)
Safe and healthy working environment	C155	Occupational Safety and Health Convention, 1981 (No. 155)
Safe and healthy working environment	C187	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Supplementary related protocol

P155 Supplementary OSH protocol	Protocol of 2002 to the Occupational Safety and Health Convention, 1981. Included for completeness as a related technical protocol; it is not classified by the ILO as a fundamental instrument.
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Interpretation and source framework

ILO Conventions and Protocols are international instruments ratified by States. This document is a company self-declaration of alignment with their underlying principles insofar as relevant to a private employer; it is not a claim of ILO certification or corporate ratification. Where applicable standards differ, the Company seeks to apply the more protective approach to the extent permitted by law.

Official reference sources: [ILO Declaration \(1998, amended 2022\)](#) | [ILO NORMLEX — Fundamental instruments](#)