To the Administration of the TECHNICAL UNIVERSITY "METINVEST POLYTECHNIC" LLC

Regarding the Development of International Partnership and the Implementation of Joint Project Initiatives

Dear Colleagues,

Promet Steel, within the framework of expanding international partnership and advancing initiatives aimed at strengthening corporate social responsibility, supporting employees, and ensuring their professional and social well-being, expresses its interest in developing cooperation with the TECHNICAL UNIVERSITY "METINVEST POLYTECHNIC" and proposes joining relevant projects related to social support, professional adaptation, and the enhancement of employee well-being.

In view of the current challenges associated with the digital and green transformation of the metallurgical sector, particular importance is placed on issues of employee adaptation to change, preservation of professional well-being, development of psychological resilience, prevention of occupational stress, and the formation of effective mechanisms of socio-psychological support. Special attention is devoted to Ukrainian specialists who have experienced forced displacement due to the war, including matters of their social and professional adaptation, institutional support, personal safety, social inclusion, and the creation of conditions for sustainable professional development.

In this regard, we propose focusing joint efforts on the following areas:

1. Diagnosis of the socio-psychological needs of employees of metallurgical enterprises, including identification of factors of occupational stress, psychosocial risks, and organizational barriers in the process of implementing change.
2. Development and implementation of socio-psychological support programs aimed at strengthening psychological resilience, adaptive capacities, professional well-being, and preventing emotional burnout.
3. Advancement of behavioral safety and a culture of safe work through the integration of psychological, social, and behavioral approaches into personnel management and production processes.
4. Development of inclusive approaches to human resource management, including the creation of conditions for professional adaptation and support of employees who

require additional attention in the context of organizational and technological changes and/or who have been affected by the war and forced displacement.

5. Conducting joint research, training programs, and practical activities aimed at testing tools of socio-psychological support, developing team interaction, and improving organizational practices.
6. Development of educational and methodological materials and professional development programs for employees and managers of enterprises on socio-psychological support, change management, professional resilience, and human-centered management.
7. Strengthening cooperation between education and business, including the adaptation of international research findings to the needs of the industrial sector, particularly in the areas of professional development, employee support, and the creation of an inclusive working environment.

We believe that such cooperation will contribute to integrating scientific research with the practical needs of industrial enterprises, fostering interdisciplinary collaboration, and generating innovative solutions in the field of human resource management.

We kindly ask you to consider the possibility of Promet Steel AD participating in the implementation of the above-mentioned areas and to designate responsible specialists for further coordination of the format and content of joint activities.

We look forward to productive cooperation and the implementation of joint initiatives aimed at ensuring the sustainable development of the metallurgical sector and improving the quality of professional life of employees.

Sincerely,

Management of Promet Steel AD, Bulgaria

ПРОМЕТ СТИЙЛ ЕАД * БУРГАС *