

GOOD NEWS FROM

RULE OF LAW

QUARTERLY REPORT 8

EMPOWERING SCPC WITH A MODERN HR SYSTEM

“EQUALITY TALKS #2”: ADVANCING THE RIGHT TO HOUSING FOR ROMA IN NORTH MACEDONIA

0% CORRUPTION – LET'S MAKE IT TRUE!

INTERVIEW WITH IGOR JADROVSKI ON HOW THE CPPD WORKS AGAINST DISCRIMINATION

AUGUST 2025

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FOREWORD



Dieter SCHINDLAUER

Team Leader, EU Support for Rule of Law

"We use this publication to keep up a good spirit and uphold an ethic of belief in the good reason for change, reform, and a continuous improvement process. To do so, we will show steps forward and celebrate them so that they are not lost in the much more dominant noise of disheartening news."

Dear reader,

For our eighth quarterly report, we have again collected good news for you from various aspects of the rule of law our project is addressing.

The stories in our report reflect more than just project milestones—they represent the passion, commitment, and cooperation of so many individuals and institutions working toward lasting change. One of the highlights in the report is our workshop on judicial human resources reform. Bringing together key actors from across the judiciary, we took a hard look at the challenges—staff shortages, case backlogs, and outdated structures—and began shaping a roadmap toward a more efficient, independent, and trusted justice system.

The project, together with the Ministry of Interior of the Republic of North Macedonia, also implemented the campaign “0% Corruption – Let’s Make It True!”, with a clear goal: to encourage all citizens to report corruption without fear.

Personally, I was honestly proud that two alumni of our trainer program stepped up to deliver their first cascade training on inclusive education.

FOREWORD

Their dedication—returning to their former school to lead a session for teachers—was a powerful reminder that change often begins with individuals who just care about their communities. Our second “Equality Talks” event opened an important national conversation about Roma housing rights.

It was heartening to see high-level commitment—from the President, the EU Ambassador and a Deputy Minister to local stakeholders—combined with an honest, straight-forward and solution-oriented dialogue. In this issue, you will also find an interview with Igor Jadrovski, a highly active Commissioner from the CPPD, giving us insights into the mandate of the Commission and the way it tackles its challenges.

Finally, a highly practical training of trainers on anti-discrimination in policing took place to help build internal capacities in the Ministry of Interior. The response from participants—open, thoughtful, and deeply reflective—showed just how ready many are to lead change from within. Each activity described here was a step forward, and every participant, trainer, and partner contributed to the bigger picture: a more just, inclusive, and accountable society.

Enjoy the good news!



Dieter Schindlauer
Team Leader

MAY WE PRESENT:

EQUALITY TALKS #2

The second edition of the annual event “Equality Talks” was on the topic “Right to Housing of Roma”. The event aims to foster an inclusive and open dialogue on systemic challenges related to equality and non-discrimination.

"0% CORRUPTION – LET'S MAKE IT TRUE!"

The anti-corruption awareness-raising campaign set a clear goal: to encourage all citizens to report corruption without fear. Only in this way will we build a society in which injustice and abuse will not be tolerated.

EMPOWERING SCPC WITH A MODERN HR SYSTEM

The SCPC was empowered with advanced Human Resource Management System (HRMS). This development marks a major step forward in SCPC’s commitment to enhancing organisational effectiveness and transparency.

Let's talk about...

- Your courage is the beginning of the end of corruption
- Empowering SCPC with a Modern HR System
- “Equality Talks #2” – Advancing the Right to Housing for Roma in North Macedonia
- From Learning to Leading – Two Alumni Deliver Their First Cascade Training on Inclusive Education
- Building a Roadmap for the Implementation of the Human Resources Strategy for the Judiciary
- Igor Jadrovski: Discrimination Often Comes from Those Meant to Prevent It — Trust Is Built Through Transparency and Presence
- Advancing Fair and Unbiased Policing through Training of Trainers on Anti-Discrimination

Your courage is the beginning of the end of corruption

Corruption is not only an injustice to the individual, but it is also one of the most serious problems that undermines the foundations of the legal system, slows down economic growth and disrupts social development. Anyone who has faced this or a similar situation knows how difficult it is to confront it. Imagine the following situation: a citizen who meets all the legal requirements for obtaining a building permit is asked for a bribe “for a faster procedure and a guaranteed building permit”.

Unfortunately, this is not an isolated case or a work of fiction. These instances illustrate the reality that Macedonian society faces, which erodes faith in institutions and results in unfair opportunities for all.

But it is time to say NO! It is time to raise our voices together and break the silence!

This is precisely one of the main reasons why "Component 2 – Fight against Organised Crime", in cooperation with the Ministry of Interior of the Republic of North Macedonia, implemented the campaign "0% Corruption – Let's Make It True!", with a clear goal: to encourage all citizens to report corruption without fear. Only in this way will we build a society in which injustice and abuse will not be tolerated.

The campaign began with an **informative video** that has already had over 337,891 views.

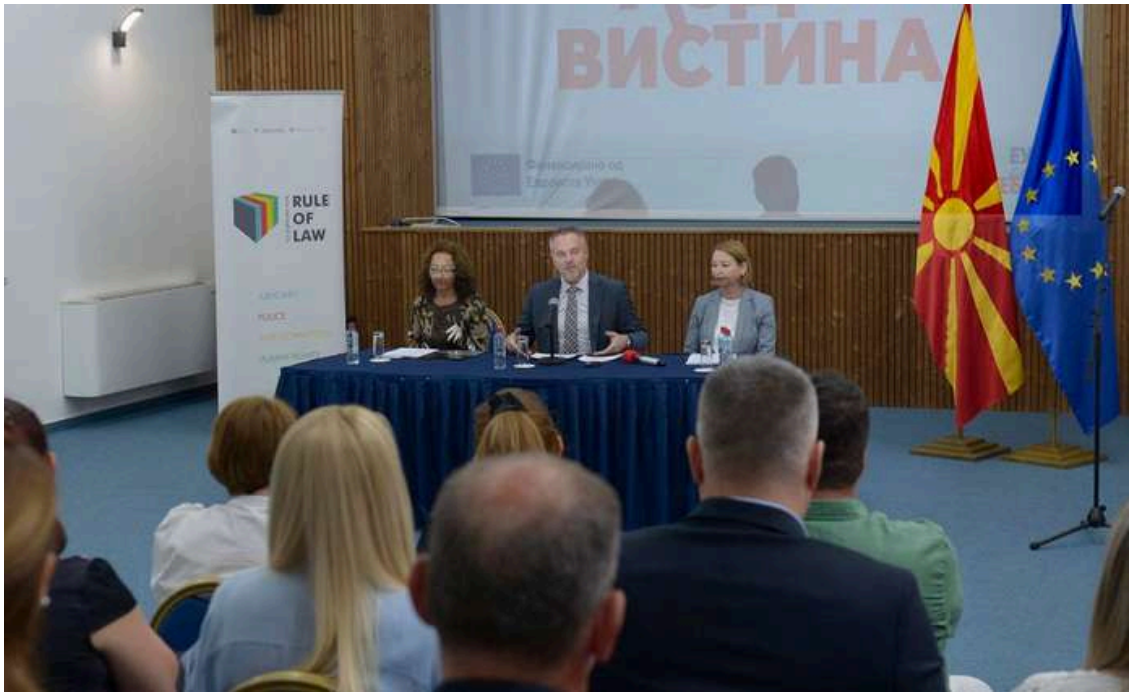


Although today there are phone lines and channels for reporting corruption, many still do not feel safe to do so. Fear of repercussions and distrust that reporting will have an effect, silences the voices of honest people. The support that the Ministry of Internal Affairs provides to the campaign aims to establish a safe and confidential electronic system that will create conditions for reporting corruption. Courage will no longer be a risk, but an act that will be respected by the institutions. Anyone who wants to tell the truth will be able to do so without fear and suspicion – through a special website for reporting corruption.

We are all accountable – both citizens and institutions. Institutions have the responsibility of building a system that will protect whistleblowers and citizens, to have the confidence and courage to say “no” to proposals that lack moral integrity.

We have a responsibility to ourselves and future generations to create a transparent, fair and strong society.

Be a hero in your own story – report corruption. Let's make "0% corruption" a reality!

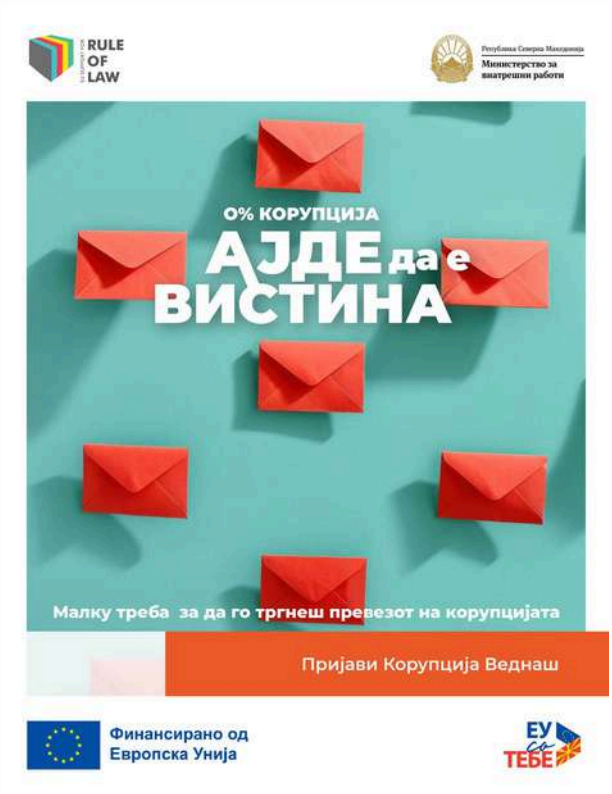




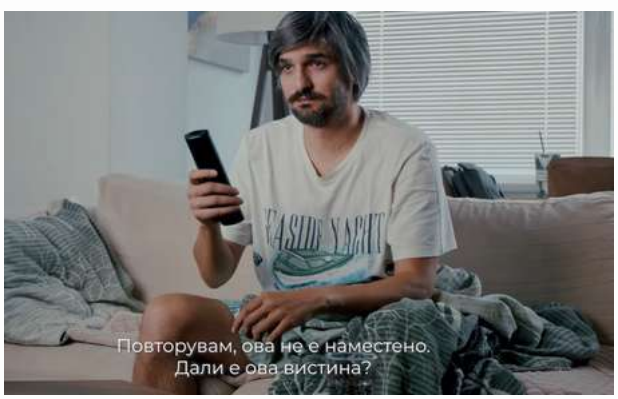
Capturing Success:

A Visual Celebration









Empowering SCPC with a Modern HR System

The State Commission for Prevention of Corruption of the Republic of North Macedonia (SCPC) has reached a significant milestone this quarter by providing full operational readiness of the advanced Human Resource Management System (HRMS). This development marks a major step forward in SCPC's commitment to enhancing organisational effectiveness and transparency.

Previously, SCPC relied on manual processes and disparate Excel databases for its HR functions, which were time-consuming and prone to errors. Recognising the need for a more integrated solution, SCPC initiated the development of a modern HRM system.

The HRM system is carefully designed to address SCPC's specific needs, starting with a comprehensive business analysis that identified areas for improvement and shaped a system aligned with SCPC's strategic goals. The system consolidates various HR functions, including organisational and personnel management, annual leave and attendance, training, and evaluations. With built-in compliance support, it simplifies adherence to labour regulations and reduces non-compliance risks.

Biljana Karakashova Shulev, Vice President of SCPC, noted:

> "With the new Human Resources Management System, we will improve the transparency and compliance by simultaneously involving all employees in the relevant human resource management processes. In this way, compliance with labour laws is streamlined and everyone is given easy access to their information, reflecting our commitment to an efficient and inclusive workplace."

The system enhances transparency by giving employees access to their data and involving them in all HR processes, which fosters trust and better organisational planning.

Its modular design allows for future growth, ensuring the system evolves with SCPC's needs. Marina Stevanoska, the local expert and software developer, reflected,

> "Developing the HRM system for SCPC was a rewarding challenge. We aimed to develop a solution that meets current needs and adapts to future growth, integrating processes for all employees and managers. The positive impact on the organisation is incredibly fulfilling."



The HRM system significantly streamlines HR processes, reduces administrative burdens, and enables more accurate and timely reporting. It improves SCPC's ability to make data-driven decisions, enhancing workforce planning and management. Adem Chuchulj, Secretary General of SCPC, remarked,

> "The HRM system will improve our HRM processes and will contribute to greater clarity, efficiency and transparency. It also enhances the access of the leadership to employees' data, streamlining the decision-making and supervision."

For the leadership, the system offers detailed team information, electronic approval and reconciliation of requests, and real-time analytics for decision-making. Employees benefit from improved HR services, quicker request handling, and greater transparency. The system reduces routine task processing time, boosts employee engagement, and supports effective HR strategy management through data and analytics.

This advanced solution not only addresses current operational challenges but also positions SCPC for future growth and success. As SCPC evolves, the HRM system will remain a cornerstone of its efforts to foster an efficient, transparent, and supportive workplace environment.


RULE OF LAW

From Learning to Leading – Two Alumni Deliver Their First Cascade Training on Inclusive Education

Two alumni of the training of trainers program on “The Art of Training and Participatory Facilitation for the Prevention of Discrimination and Promotion of Equality” have taken a significant step in their facilitator journey by delivering their first cascade training. Held at a primary school in the municipality of Butel in Skopje, the session brought together around 25 engaged teachers and the school principal for an interactive and impactful workshop on equality and inclusion.

The training focused on the right to inclusive education for children with disabilities, viewed through the lens of the UN Convention on the Rights of Persons with Disabilities. With a strong emphasis on participatory methods, the workshop aimed to raise awareness among educators about the importance of recognising their own biases and implementing inclusive interventions in the classroom.

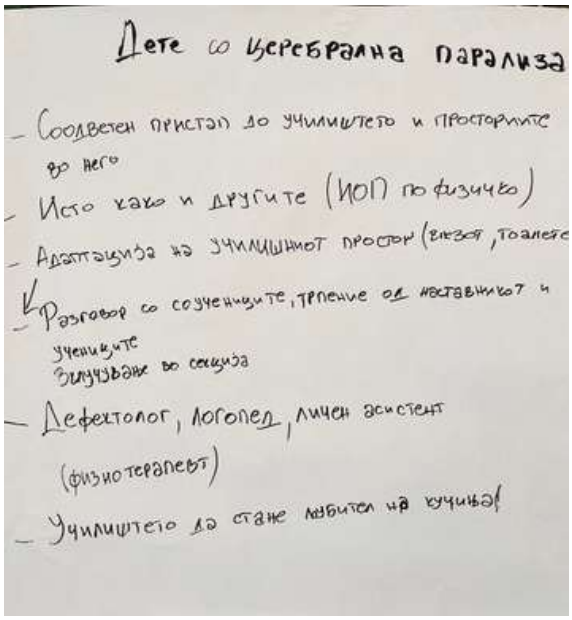
“The training was very well prepared and structured! The overall agenda, the flow and selection of activities, and especially the content of the input sessions were meaningful and well thought out.” – Feedback from the supervising trainer.



The trainers' facilitation style was welcoming, engaging, and appreciative, creating a space where participants felt encouraged to reflect and share. They demonstrated the core principles they advocated – modelling inclusive attitudes and respectful communication throughout.

"It was easy to listen and follow your thoughts and points – you spoke from experience, shared knowledge, and did so with heart." – Feedback from the supervising trainer.

A highlight of the training was how clearly each activity was introduced and connected to the overall learning journey of the teachers. Personal stories and real-life examples made the content memorable and relatable, helping the group to grasp the effects of bias, the guiding legal framework, and other key messages.



This first cascade training of two representatives of the Ombudsman Office also served as a kick-off for a broader initiative of the trainers: the two alumni plan to bring similar workshops to more schools in the coming months. Their motivation is deeply rooted in both personal and professional commitment.

One of the trainers shared that delivering this workshop was her way of giving back to the community, as this was her former school, and the school her children attended.

The other trainer used the opportunity to present the institution they work for —the Ombudsman of the Republic of North Macedonia—and its efforts to promote an inclusive mindset and behaviour. She also offered continued support, clearly stating: "We are here to support you."
All in all, the first cascade training by these two alumni was a strong success – well-structured, expertly delivered, and deeply grounded in values of inclusion and reflection. Their journey from learners to leaders is an inspiring example of what's possible when training is paired with passion, purpose, and a commitment to community change.

“Equality Talks #2” – Advancing the Right to Housing for Roma in North Macedonia

The Commission for Prevention and Protection against Discrimination (CPPD) and the EU Support for Rule of Law project, funded by the European Union, hosted the second edition of the annual event “Equality Talks”, on the topic “Right to Housing of Roma”, which took place at the MP’s Club in Skopje. The event aims to foster an inclusive and open dialogue on systemic challenges related to equality and non-discrimination by bringing together institutions, experts, civil society organisations, and international partners around topics of broader social importance.

The event started with opening statements by Gordana Siljanovska Davkova, President of the Republic of North Macedonia, Mihalis Rokas, Ambassador of the European Union to North Macedonia, Limko Bejzaroski, President of the Commission for Prevention and Protection against Discrimination, Erdzhan Selimi, Deputy Minister of Local Self-Government and Barbara Liegl, Leader of Component 4 of the EU Support for Rule of Law project.



The Ambassador and Head of the EU Delegation to North Macedonia, Mihalis Rokas, confirmed the EU's commitment to the inclusion of Roma communities, in close cooperation with the Government of North Macedonia.

The Ambassador said:

> "Roma, both in North Macedonia and across Europe, continue to face serious obstacles in realising one of the most basic human rights – the right to adequate housing. Too many Roma still live in segregated settlements, in precarious conditions, often without access to clean water and in inadequate sanitation. This is not just a housing issue. This is a matter of equality, dignity and justice. Therefore, this event represents an important step in that direction. The presence of President Siljanovska-Davkova, representatives from ministries and other institutions, from the civil society sector and international organisations, sends a clear message of the commitment of all stakeholders to addressing these issues. I look forward to continuing our cooperation, with all relevant actors and with the Roma communities themselves – towards building a fairer, more equal and more inclusive society,"



The Commission for Prevention and Protection against Discrimination has already identified housing as one of the key systemic issues, where discrimination, especially against certain ethnic communities in the country, most often takes its most visible form – through the lack of GUP, DUP, or failure to act on them, lack of basic infrastructure, through failure to resolve the status of homes and a safe living environment," said the President of the CPPD, Limko Bejzaroski.

He added that the event "Equality Talks" is being held with a clear goal, "to move from words to deeds and concrete solutions.

Our task is not only to point out the problems, but also to provide a clear path – through cooperation with municipalities, state institutions and communities – towards a society where all citizens will feel equal and have equal chances for success in life."

Representatives from municipalities with Roma populations, in the country and in the region, and CSO representatives working with Roma communities throughout the country highlighted the challenges, but at the same time offered solutions that might significantly improve access to housing for Roma people.

The CPPD announced the adoption of a General Recommendation aimed at urging municipalities to revise their urban planning strategies and integrate a rights-based approach to address the issue of access to housing.

The Equality Talks no. 2 showed how a national equality body can convene, catalyse, and collaborate to address systemic discrimination. The CPPD will continue organising this type of event as an annual mechanism where challenges are not only discussed but also acted upon.







Capturing Success:

A Visual Celebration











Building a Roadmap for the Implementation of the Human Resources Strategy for the Judiciary

Aiming to tackle systemic challenges in the judiciary, our project supported a Workshop on the Optimisation of the Judicial Human Resources and Reorganisation of the Judicial Network in Popova Shapka. The event brought together 30 participants, including Judicial Council members, presidents of courts, judges, legal experts, representatives of the Ministry of Justice, the Association of Judges and the Academy for Judges and Public Prosecutors to address systemic issues that have led to a worrying shortage of judges and judicial staff and to establish a framework for a more efficient and independent judiciary.

The workshop commenced with introductory remarks from PhD Grzegorz Borkowski, the Project's Component Leader, and Mr. Aleksandar Kambovski, President of the Judicial Council. The first day was dedicated to diagnosing the problems. PhD Olga Tešović, an international expert, provided a comparative analysis of international standards for judicial human resources and court networks. This was followed by a presentation of findings from a field-research mission by Andrej Bozinovski, a national expert, who detailed the challenges in the organisational capacity of the judiciary. The discussions highlighted a serious shortage of judges and support staff, with a case clearance rate of only 93%, indicating the judiciary has a consistent backlog of cases.

The second day shifted focus from analysis to action. Ms Danka Ristova, a member of the Judicial Council, led a session analysing the required number of judges and the extensive court vacancies, a problem that forces existing judges to take on support staff duties themselves. The event culminated in a discussion centred on defining the next steps for implementing needed reforms. This collaborative effort aimed to prepare a strategic roadmap addressing the core challenges that will be presented to a wider audience in the second half of the year.

The workshop and the resulting strategic discussions mark a milestone in tackling long-standing obstacles to judicial efficiency and independence. By directly confronting issues such as the need for a new, optimised judicial network, financial autonomy for the judiciary, digitalisation, and modernised training programs for judges, stakeholders took decisive steps that could improve the justice system. The proposed reforms, including the potential merger of underused courts and strengthening the Judicial Budget Council's authority, pave the way for a resilient, accountable, and effective judiciary, thereby strengthening the rule of law and fostering public trust in North Macedonia.



Igor Jadrovski: Discrimination Often Comes from Those Meant to Prevent It — Trust Is Built Through Transparency and Presence

In a society that strives for equality and respect of human rights, the role of institutions that protect against discrimination is crucial. The Commission for Prevention and Protection against Discrimination (CPPD) has an important mission – to ensure equal treatment for all citizens and to address any form of discrimination, particularly that arising from institutional practices. With **Igor Jadrovski,** a member of the Commission and a long-time human rights advocate, we discussed the legal context in which the Commission operates, its competencies, mechanisms for action and the challenges it faces in protecting citizens.



In what legal and institutional context does the Commission operate today – what is your capacity and authority to influence institutions that discriminate, especially when it comes to state bodies?

The Commission is a national equality body with a broad mandate in prevention and protection against discrimination. When dealing with complaints, in cases where we determine discrimination, we issue recommendations for eliminating discrimination and violations of the law.

The opinions are advisory acts, but if the identified discriminator does not act on them, the Commission is obliged to submit a request for the initiation of misdemeanour proceedings against the discriminator for not acting on the recommendations. Although the opinions themselves are not legally binding, we can still say that there is a high percentage of compliance with the recommendations in cases where we identify discrimination, which gives us the right to claim that we are an effective mechanism for protection against discrimination.

Often, discrimination occurs precisely by those who are supposed to prevent it – schools, health institutions, inspectorates, and even courts. What is your mechanism for taking action against such institutions?

According to the latest annual report of the Commission, in as many as 86% of the cases where we determined the existence of discrimination, the discriminators were state bodies, educational institutions, and local self-government units. This data indicates systemic challenges and the need for thorough and continuous intervention in the functioning of public institutions. As the Commission for Prevention and Protection against Discrimination, we recognise how serious and concerning this fact is. Within the framework of our competences, in addition to issuing individual recommendations in specific cases, the Commission also uses a number of additional mechanisms to deal with discrimination caused by institutions. These include:

- Issuing general recommendations aimed at changing discriminatory practices, procedures or policies applied by institutions;
- Organising training with public sector employees to raise awareness of discrimination, its forms and the obligations arising from the Law on Prevention and Protection from Discrimination;
- Recommending systemic changes to the competent institutions, when it is determined that discrimination arises from irregularities in the legal framework, internal procedures or practices of action;
- Institutional dialogue and cooperation, through which we initiate meetings with competent authorities to resolve individual, but also broader problems related to inequality and discrimination.

Our role is not only protective but also preventive and educational. Our goal is to influence the transformation of the institutional culture towards greater inclusiveness, equality and respect for human rights. Although the challenges are great, with continuous work, transparency, and cooperation with all relevant stakeholders, we strive to strengthen the accountability of public institutions and their obligation to act as guardians of equality, not its violators.

What are you doing to make citizens trust you more and feel free to report discrimination?

I believe that the accessibility and openness of the institution are the basis for building trust. Therefore, the Commission is accessible through various channels – telephone, email, web platform, as well as with a physical presence in the Commission's premises. In addition, we are constantly working to improve access for vulnerable and marginalised groups by providing information in understandable language, an accessible website and opportunities for communication with persons with disabilities. At the same time, expert, independent and professional conduct is necessary to maintain and strengthen trust.

The Commission, within its budget constraints, strives to implement campaigns to inform and raise public awareness about citizens' rights, as well as the role and competences of the Commission. This section needs to be strengthened and improved, and for this, we need additional financial resources, intended for preventive activities. At the same time, through educational activities, media representation and cooperation with the civil society sector, we try to bring our services closer to as many citizens as possible, especially to those who most often face discrimination. We also make efforts in field presence by organising open days in all planning regions, and most often in rural areas, outside of Skopje, with the aim of direct contact with citizens and improving our visibility throughout the country. Trust is not something that is gained once, but is built and maintained through consistent, transparent and accountable work. Therefore, we continuously work to improve our capacities and approach, to justify the trust of citizens and to show that we are their allies in the fight against discrimination.

In the joint initiative for the development of QR stickers: "Report Discrimination", a digital channel has been opened for citizens. How many are reported? And can you share a good practice from this initiative?

The Commission has been actively developing and using digital channels for communication with citizens for several years. The establishment and maintenance of the website, as well as the presence on social networks such as Facebook and YouTube, represent the first and significant steps towards opening digital communication with the public. In this regard, we have also enabled the submission of a complaint through the website via an electronic form, which significantly simplifies the process for citizens with access to the internet. In addition, the QR stickers for reporting discrimination have proven to be an effective tool for facilitating access to the Commission's digital channels.

These stickers were distributed to several state institutions, with a clear recommendation to be placed in a visible place in the premises that are accessible to citizens. Scanning the QR code allows direct access to the electronic form for submitting a complaint on the Commission's website. As a positive example, we would like to highlight the Public Health Institution University Clinic for Radiotherapy and Oncology, where information about the possibility of reporting discrimination is placed at the entrance counter, accompanied by a visibly attached QR sticker.

This is a good institutional practice that encourages transparency and accessibility to mechanisms for protection against discrimination. However, we would like to point out that, although the QR codes lead directly to the application form, and it is also available through other parts of the website, we currently do not have a technical mechanism that allows us to distinguish whether the application was submitted via the QR sticker or through another approach. Nevertheless, we believe that such tools significantly contribute to increased visibility and accessibility of the Commission, especially for those citizens who face institutional or informational barriers.

Discrimination is often not direct – it is hidden in silent exclusion, in norms, in the language of the administration. What is your mechanism for recognising "structural discrimination", and do you do anything proactive – without someone filing a complaint?

Systemic discrimination is most often manifested as indirect discrimination, where seemingly neutral legal norms, provisions, criteria, policies, programs or practices result in placing a certain person or group of persons in a less favourable position on a discriminatory basis, compared to other persons or groups. This type of discrimination is particularly complex because it is often hidden behind formally equal treatment, but has essentially unequal consequences for marginalised and vulnerable categories of citizens. Under the Law on Prevention and Protection against Discrimination, the Commission for Prevention and Protection against Discrimination can act on its own initiative (ex officio) in cases where there are indicators of systemic discrimination, even without a complaint filed by a specific discriminated person. This approach enables the Commission to act proactively, fulfil its supervisory and protective role in promoting equality and preventing discrimination. In this way, the Commission performs its obligation to recognise structural injustices and to initiate measures to overcome them, always guided by the principles of legitimacy, proportionality and necessity of interventions. This is particularly important in cases where discrimination is not the result of an individual act, but of systemic failures, institutionalised practices or public policies that generate or maintain inequality.



REPORT DISCRIMINATION



Advancing Fair and Unbiased Policing through Training of Trainers on Anti-Discrimination

A transformative two-day Training of Trainers on Anti-Discrimination in Policing: The Legal Duty to Fair and Unbiased Law Enforcement was successfully delivered to 12 dedicated professionals from the Department for Internal Control, Criminal Investigations and Professional Standards, the Department for Uniformed Police, and the Department for Border Affairs and Migration. Held in June 2025, the training aimed to strengthen institutional capacity to promote fair, accountable, and non-discriminatory policing practices.

The training was designed to strengthen the legal and practical capacities of police officers in ensuring fair treatment for all, particularly in preventing discrimination, bias, and abuse of power in everyday policing. It focused on a comprehensive set of learning objectives, including:

- Identifying and mitigating unconscious bias, prejudice, and stereotypes.
- Understanding how bias influences decision-making and operational procedures.
- Clarifying key legal distinctions between discrimination, hate speech, and hate crimes.
- Exploring law enforcement's legal responsibilities and the consequences of non-compliance.
- Applying real-life case studies to deepen analysis and reflection.
- Introducing tools for victim-sensitive communication and de-escalation.
- Strengthening police-community relations and restoring public trust.

Tangible Impact and Participant Feedback

The training was widely praised by participants, who reported a notable increase in their awareness, legal knowledge, and practical skills related to anti-discrimination in policing. Its interactive format—combining real-life case analyses, peer exchange, and hands-on exercises—was especially appreciated for its relevance and applicability to their daily work. Participants highlighted the value of open discussions across departments, which encouraged mutual learning and reflection. The use of real case studies provided concrete examples that deepened their understanding of bias and discrimination in practice, while the experiential exercises were recognised as powerful tools for developing empathy and active listening.



Turning Learning into Practice

The training concluded with a strong focus on the practical application of acquired knowledge. From the participants who shared their planned next steps, responses showed deep reflection and commitment to improving everyday policing:

- "I will pay more attention during proceedings with vulnerable groups."
- "In practice, I will show more empathy, more discussions, and I will listen to others without interrupting them."
- "More attention will be paid to how citizens perceive the MoI and the police."
- "I especially liked the exercises, and I think they should be used in future training sessions."

These concrete examples signal a promising step toward more inclusive, accountable, and community-centred policing in North Macedonia. This training marks not only a milestone in building internal training capacity within the Ministry of Interior but also a crucial contribution to fostering a culture of fairness, dignity, and human rights within law enforcement.



AUGUST - NOVEMBER 2025

CALENDAR
UPCOMING EVENTS

19 AUG **22 AUG**

Expert mission for the SCPC Communication Strategy

Component 3

30 SEP

High-level conference: Report on the Implementation of the Human Resources Strategy for the Judiciary

Component 1

18 SEP

Fifth Steering Committee Meeting

EU Support for Rule of Law

15 OCT

Conference on the 5th anniversary of the Law on Prevention and Protection against Discrimination

Component 4

28 OCT **29 OCT**

Thematic training on balancing the right to non-discrimination with other human rights targeting the CPPD

Component 4

IMPRINT

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