

SOCIAL RESPONSIBILITY - Human rights and working conditions

We respect human rights and freedoms, which are determined by generally applicable international acts in the field of the protection of human rights and freedoms (the United Nations Universal Declaration of Human Rights and the standards of the International Labor Organization), EU legislation, and regulations valid in the local environment in which we operate.

We understand that employees are vital for any company. Excellence and above-average business results can only be achieved by well-trained, motivated and committed employees.

The basic guidelines we follow are:

Child labour and young workers

- we do not hire or allow children who have not reached the minimum age of 15 to work. We provide additional protection to minors who have not yet reached the age of 18 and do not allow them to work which, due to its nature, would endanger their safety and health.

Wages and benefits

- we guarantee regular and fair payment for the work performed and all benefits related to the performance of the work, including all prescribed allowances and compensations (overtime allowance, compensation for sick leave, etc.). We take into account that all payouts meet or exceed statutory minimums and/or industry standards. We reward employees in a stimulating way, according to predetermined criteria.

Working time

- we respect the relevant laws and agreements on working hours. Working hours (overtime and maximum working period, breaks and rest, work schedules, maternity/parental leave, sick leave, paid overtime,...) are organized in such a way as to avoid accidents at work due to physical and mental fatigue, and to preserve the health of employees. Overtime work may not exceed statutory limits.

Forced labour and modern forms of slavery

- we do not allow any form of forced labour and modern forms of slavery or slavery-like practices and human trafficking (withholding documentation,...). Employees have a free choice of employment and the possibility to terminate the employment relationship at any time.

Ethical recruiting

- we treat all job candidates in a respectful, fair and equal manner according to a predetermined employment procedure. Before employment, we present the nature of work, working conditions and wage to candidates. Employment decisions are based on the principle of equal opportunities, ensure protection against all forms of discrimination and support a commitment to inclusion and diversity. Before starting employment, workers receive a written employment contract, which clearly and comprehensibly defines rights and responsibilities. When choosing a colleague as the most suitable candidate for a position, we take into account experience, knowledge, skills and qualifications.

Freedom of association and collective bargaining

- all employees have the right to establish or join a trade union of their choice. We guarantee the conditions for the operation of the union and that union members or employee representatives are not exposed to discrimination, harassment, intimidation, etc. We recognize the right of

employees to collective bargaining. We maintain a constructive and open management dialogue with all employees and social partners.

Non-discrimination and harassment

- we respect all the rights guaranteed by the constitution and laws and international documents in the field of human rights, while also emphasizing the special protection of vulnerable groups. In recruitment, promotion, wages and education, we ensure equal opportunities for all individuals regardless of gender, skin colour, race, nationality, social or ethnic origin, medical condition or disability, sexual orientation, political or religious belief and age or any other condition. which could lead to discrimination.

- we do not allow any form of violence or harassment in the workplace, mental abuse, forced or compulsory labour and threats of such behaviour. We encourage the reporting of all possible violations of the principles of prohibition of discrimination and ill-treatment in the workplace. We have adopted internal rules and a contact person for reports, including anonymous ones, which ensures the protection of victims of possible prohibited conduct and the correct execution of appropriate procedures in cases of reports received.

Women's rights and protection of vulnerable groups

- we guarantee equal employment opportunities and commit to equal pay for equal work, regardless of gender

- we promote policies that aim to eliminate inequality and discrimination and ensure equal opportunities for women and men

- we pay special attention to the protection of vulnerable groups (special protection of women, children, parents, the disabled, the elderly, etc.)

Diversity, equity and inclusion

- we strive to build an inclusive and fair working environment that enables all employees to reach their full potential. We support curiosity among our colleagues and encourage opportunities to learn and accept different points of view.

Rights of Minorities and Indigenous Peoples

- we encourage policies that strive to eliminate inequality and discrimination and respect and realize the rights of indigenous people and people from vulnerable or marginalized groups (e.g. women, children, the disabled, the elderly, migrants, refugees and other vulnerable groups).

Land, Forest and Water Rights and Forced Eviction

- we undertake to refrain from any illegal evictions. We will also refrain from any illegal taking of land, forests and waters through extraction, development or other use.

Use of Private or Public Security Forces

- when cooperating with public or private security services, we will not hire or use private or public security personnel if, due to a lack of training or supervision by the company, the deployment of security forces may result in human rights violations.

Škofja Loka, July 1st, 2023

Matjaž Turk, CEO



Peter Šifrer, procurist

