

POLITIKA OKOLJA, DRUŽBE IN UPRAVLJANJA (ESG)

Naš cilj je zadovoljstvo zainteresiranih strani, kupcev, partnerjev in zaposlenih. Za doseganje tega cilja neprestano presojamo tveganja, razvijamo in izboljšujemo svoje izdelke, storitve, pristope, organiziranost, znanje in vključenost zaposlenih, stalno izboljšujemo varnost in zdravje pri delu ter skrbno ravnamo z informacijami.

V okviru svojega poslovanja smo zavezani vsem področjem trajnosti, kakovosti in informacijske varnosti: veliko pozornosti namenjamo okoljskim, socialnim in upravljavskim vidikom ter zato načela trajnosti, kakovosti in informacijske varnosti vključujemo v strateške usmeritve in poslovni model podjetja.

V letnih poročilih razkrivamo podrobne kazalnike trajnosti, kakovosti in informacijske varnosti ter izvajanje posameznih aktivnosti in metod za izboljševanje procesov.

Pri določanju pomembnosti oziroma bistvenosti uporabljamo načelo dvojne pomembnosti. Upoštevamo vpliv podjetja na okolje na vseh treh področjih trajnosti ter vpliv okolja na podjetje.

OKOLJSKI VIDIK

Naše podjetje je zavezano spodbujanju okoljske trajnosti v vseh vidikih svojega delovanja. Upoštevamo vso relevantno okoljsko zakonodajo, predpise in standarde. Uvajamo najboljše industrijske prakse in si nenehno prizadevamo za izboljševanje okoljskih kazalnikov.

Na področju upravljanja virov je pripravljen program, ki se osredotoča na zmanjševanje porabe in ponovno uporabo materialov, recikliranje odpadkov ter zmanjševanje porabe in ponovno uporabo vodnih virov. Pri upravljanju z energijo optimiziramo porabo z energetske učinkovitimi tehnologijami in praksami.

Na področju onesnaževanja smo z vlaganjem v tehnologije in postopke razvili načrte za zmanjševanje in preprečevanje onesnaževanja z emisijami v zrak, vodo in tla. Zagotavljamo ustrezno ravnanje, skladiščenje in odstranjevanje materialov, ki vsebujejo nevarne snovi, na način, ki preprečuje onesnaževanje okolja. Pri poslovnih odločitvah poudarek namenjamo tudi varovanju biotske raznovrstnosti in ekosistemov.

KAKOVOST TAL

Podjetje je zavezano varovanju kakovosti tal na območjih, kjer izvaja svoje dejavnosti, ter preprečevanju onesnaževanja, degradacije in neustrezne rabe tal. Pri načrtovanju, izvajanju in spremljanju procesov upoštevamo vplive na tla, podzemne vode in okolico ter izvajamo ukrepe za preprečevanje razlitij, izpustov in neustreznega skladiščenja snovi, ki bi lahko negativno vplivale na kakovost tal.

Posebno pozornost namenjamo ustreznemu ravnanju z nevarnimi snovmi, odpadki, embalažo, olji, kemikalijami in drugimi materiali, ki lahko predstavljajo tveganje za tla. Kjer je relevantno, spremljamo stanje tal, izvajamo preventivne in korektivne ukrepe ter sodelujemo s pristojnimi organi, dobavitelji in drugimi deležniki pri zmanjševanju tveganj onesnaženja tal.

DOBROBIT ŽIVALI

Podjetje spoštuje načela odgovornega ravnanja z živalmi in se zavezuje, da bo upoštevalo dobrobit živali v primerih, ko so v poslovnih procesih, dobavni verigi, materialih, izdelkih, storitvah ali drugih poslovnih dejavnostih prisotni materiali ali sestavine živalskega izvora oziroma dejavnosti, ki lahko vplivajo na živali.

Od dobaviteljev in poslovnih partnerjev pričakujemo spoštovanje veljavne zakonodaje in odgovornih praks na področju dobrobiti živali, vključno s sledljivostjo izvora, preprečevanjem nepotrebnega trpljenja, nezakonitega ravnanja z živalmi ter nezakonite trgovine z živalmi ali ogroženimi vrstami. Kadar so na voljo ustrezne alternative z manjšim vplivom na živali in okolje, spodbujamo njihovo presojo in uporabo.

OGLJIČNI ODTIS

Podjetje si prizadeva zmanjševati svoj ogljični odtis in omejiti globalno segrevanje na 1,5 stopinje Celzija v skladu s Pariškim sporazumom in ciljem doseganja podnebne nevtralnosti. Podjetje si prizadeva za uporabo brezogljicne energije in povečanje deleža energije iz obnovljivih virov.

UPORABA MATERIALOV

Pri trajnostnem načrtovanju izdelkov sodelujemo s kupci in v okviru svojih zmožnosti svetujemo uporabo okolju prijaznih materialov, ki zmanjšujejo vpliv na okolje skozi celoten življenjski cikel izdelka.

OKOLJSKE ZADEVE

Zaposlenim zagotavljamo usposabljanja in ozaveščanje o okoljskih zadevah ter spodbujamo in podpiramo njihovo sodelovanje v okoljskih pobudah. Sodelujemo s kupci, dobavitelji in drugimi zainteresiranimi stranmi z namenom spodbujanja okoljske trajnosti.

ISO 14001

Okoljski vidik vključuje tudi skladnost z zahtevami standarda ravnanja z okoljem ISO 14001.

SOCIALNI VIDIK

Podjetje je zavezano podpori socialne dobrobiti zaposlenih z zagotavljanjem zdravega delovnega okolja, spodbujanjem usklajevanja poklicnega in zasebnega življenja ter krepitvijo kulture spoštovanja, raznolikosti in vključevanja.

VKLJUČENOST ZAPOSLENIH

Usposobljenost in motivacija zaposlenih omogočata uspeh podjetja. Pomembni prioriteti sta razvoj kadrov ter varnost in zdravje pri delu.

Zaposlenim zagotavljamo stalna usposabljanja in razvojne priložnosti, ki pomagajo izboljševati njihove kompetence in omogočajo karierni razvoj.

Zaposlenim zagotavljamo pošteno plačilo s pravičnimi in preglednimi postopki ocenjevanja in nagrajevanja zaposlenih. Delujemo v skladu z industrijskimi standardi in zakonodajo ter si v največji možni meri prizadevamo vzpostavljati ravnovesje med poklicnim in zasebnim življenjem.

SODELOVANJE IN DRUŽBENA ODGOVORNOST

Z odprtim dialogom s kupci, dobavitelji, državnimi institucijami in drugimi zainteresiranimi stranmi gradimo medsebojno zaupanje. Izpolnjevanje zahtev kakovosti se začne v zgodnjih fazah razvoja izdelka in procesa ter se nadaljuje do končnega izdelka.

Družbena odgovornost pomeni socialno in kulturno odgovornost v našem lokalnem in širšem okolju ob izpolnjevanju zakonskih in drugih zahtev.

Zavedamo se svoje odgovornosti v dobavni verigi, zato z dobavitelji prek pogodb in kodeksov ravnanja zahtevamo spoštovanje poštenih delovnih praks, spoštovanje človekovih pravic ter skladnost z etičnimi in drugimi standardi ravnanja.

Zavezani smo sodelovanju in pozitivnemu vplivu na skupnost, v kateri delujemo. Sodelujemo z njenimi deležniki in podpiramo projekte, različna društva z donacijami in sponzorstvi, dneve odprtih vrat ter podobne aktivnosti.

Podjetje zagotavlja svobodo izražanja na digitalnih platformah, kjer ima odprte profile, ter upravlja moderiranje vsebin in objav.

Skrbimo za potrošnike in končne uporabnike s popolnim izpolnjevanjem zahtev kupcev in drugih zahtev. S tem zagotavljamo varnost in kakovost izdelkov, ki so vgrajeni v končne izdelke kupcev. Preglednost, odgovorno oglaševanje, varstvo podatkov in mehanizme povratnih informacij zagotavljamo predvsem prek poslovnih in trajnostnih poročil, objavljenih v različnih medijih, ki so dostopni širši javnosti.

SKLADNOST Z ZAHTEVAMI VARNOSTI IN ZDRAVJA PRI DELU

Zdravje je temelj kakovostnega življenja in dela. V podjetju ga varujemo z zagotavljanjem varnega delovnega okolja, odgovornim ravnanjem in vodenjem, prepoznavanjem in odpravljanjem tveganj, spoštovanjem zakonskih predpisov in drugih predpisanih obveznosti ter stalnim izboljševanjem varnostnih protokolov.

Politika varnosti in zdravja pri delu opredeljuje tudi načela in zaveze podjetja glede osebne varovalne opreme, varnosti strojev, pripravljenosti na izredne razmere, obvladovanja incidentov in neizrednih, ergonomije delovnih mest ter požarne varnosti.

Osebna varovalna oprema: Zaposlenim je zagotovljena ustrezna osebna varovalna oprema glede na tveganja na delovnem mestu in zakonske zahteve. Podjetje zagotavlja, da je osebna varovalna oprema na voljo, pravilno uporabljena, vzdrževana in po potrebi zamenjana, zaposleni pa so usposobljeni za njeno pravilno uporabo.

Varnost strojev: Podjetje zagotavlja, da so stroji in delovna oprema načrtovani, nameščeni, uporabljeni in vzdrževani v skladu z veljavnimi varnostnimi zahtevami. Izvajajo se varovalni ukrepi, redni pregledi, preventivno vzdrževanje in usposabljanja zaposlenih z namenom zmanjševanja tveganj pri delu s stroji.

Pripravljenost na izredne razmere: Podjetje vzdržuje postopke za pripravljenost in odziv na izredne razmere, vključno s požarom, nesrečami, tehničnimi motnjami, naravnimi nesrečami in drugimi dogodki, ki bi lahko vplivali na varnost zaposlenih, okolje ali neprekinjenost poslovanja. Odzivni postopki se redno preverjajo, komunicirajo in po potrebi izboljšujejo.

Obvladovanje incidentov in neizrednih: Vsi incidenti, skorajšnji dogodki in neizredne se prijavijo, evidentirajo, analizirajo in obravnavajo v skladu z internimi postopki. Izvajajo se korektivni in preventivni ukrepi za odpravo vzrokov, preprečevanje ponovitev ter podpora stalnemu izboljševanju varnosti in zdravja pri delu.

Ergonomija delovnih mest: Podjetje upošteva ergonomska načela pri načrtovanju, prilagajanju in izboljševanju delovnih mest, delovne opreme in delovnih procesov. Cilj je zmanjšati fizične obremenitve, preprečevati zdravstvene težave, povezane z delom, ter podpirati varno, zdravo in učinkovito delo zaposlenih.

Požarna varnost: Podjetje izvaja ukrepe požarne varnosti v skladu z zakonskimi zahtevami in internimi pravili, vključno s požarnimi načrti, opremo za gašenje, označenimi evakuacijskimi potmi, usposabljanji in vajami. Ukrepi so namenjeni preprečevanju požarov, varovanju ljudi in premoženja ter zagotavljanju učinkovitega odziva v primeru požara.

PRAVICE ŽENSK

Podjetje spoštuje in spodbuja pravice žensk ter enake možnosti na vseh področjih delovanja, vključno z zaposlovanjem, plačilom, usposabljanjem, napredovanjem, delovnimi pogoji in usklajevanjem poklicnega ter zasebnega življenja. Zavezani smo preprečevanju vseh oblik

diskriminacije, nadlegovanja, nasilja ali neenake obravnave na podlagi spola, nosečnosti, materinstva, starševstva, zakonskega stanu ali drugih osebnih okoliščin.

V skladu z veljavno zakonodajo in internimi pravili zagotavljamo spoštovanje pravic, povezanih z varovanjem zdravja pri delu, nosečnostjo, materinstvom, očetovstvom, starševskim dopustom in drugimi oblikami varstva, ki prispevajo k varnemu, vključujočemu in spoštljivemu delovnemu okolju.

PRAVICE MANJŠIN IN LOKALNIH SKUPNOSTI

Podjetje spoštuje dostojanstvo, kulturo, pravice in interese manjšin ter lokalnih skupnosti, na katere lahko neposredno ali posredno vpliva delovanje podjetja ali njegova dobavna veriga. Pri svojem delovanju spodbuja vključevanje, spoštljiv dialog in preprečevanje diskriminacije na podlagi narodnosti, jezika, etničnega porekla, kulture, vere, socialnega statusa ali drugih osebnih okoliščin.

Kjer je relevantno, pri poslovnih odločitvah upoštevamo vplive na lokalne skupnosti ter od dobaviteljev in poslovnih partnerjev pričakujemo spoštovanje pravic prizadetih skupnosti in ravnanje v skladu z načeli odgovornega poslovanja.

PRAVICE DO ZEMLJIŠČ, GOZDOV IN VODE TER PREPREČEVANJE PRISILNIH IZSELITEV

Podjetje spoštuje zakonske in običajne pravice posameznikov, lokalnih skupnosti in drugih prizadetih deležnikov do zemljišč, gozdov, vode in drugih naravnih virov. Pri svojem delovanju in v dobavni verigi si prizadevamo preprečevati negativne vplive na dostop do naravnih virov, kakovost življenja in pravice skupnosti.

Podjetje ne podpira nezakonitega odvzema zemljišč, prisilnih izselitev, nezakonitega omejevanja dostopa do vode ali drugih naravnih virov. Od dobaviteljev in poslovnih partnerjev pričakujemo zakonito, pregledno in odgovorno ravnanje pri uporabi zemljišč, gozdov, vode in drugih virov, vključno z ustrežno dokumentacijo ter pošteno obravnavo prizadetih oseb ali skupnosti.

UPORABA ZASEBNIH ALI JAVNIH VARNOSTNIH SIL

Kadar podjetje ali njegovi poslovni partnerji uporabljajo zasebne ali javne varnostne sile, morajo biti njihove dejavnosti zakonite, sorazmerne, strokovne, nadzorovane in skladne s spoštovanjem človekovih pravic. Varnostni ukrepi morajo biti namenjeni varovanju ljudi, premoženja, informacij in poslovanja ter ne smejo povzročati neupravičenega poseganja v pravice posameznikov ali skupnosti.

Podjetje ne dopušča uporabe nezakonite sile, ustrahovanja, nadlegovanja, nečloveškega ravnanja ali omejevanja pravice do svobode združevanja in mirnega zbiranja. Pri sodelovanju z izvajalci varovanja se pričakujejo ustrezno usposabljanje, jasne pogodbene zahteve, obravnava pritožb in ukrepanje v primeru incidentov.

UPRAVLJAVSKI VIDIK

Z zakonitim in preglednim poslovanjem smo usmerjeni v trajnostno in pravično družbo. Izpolnjujemo zakonske zahteve, spoštujemo načela prava in strpnosti do ljudi ter okolja ter izdelujemo proizvode v skladu z najnovejšimi praksami in spoznanji.

Nenehno razvijamo nove poslovne modele, ki odgovarjajo na globalne izzive. Z ustrezno korporativno kulturo gradimo pozitivno usmerjenost v poslovnem in lokalnem okolju.

Vzpostavljena imamo pravila glede preprečevanja korupcije, podkupovanja, neustreznih plačilnih praks, lobiranja in političnega vplivanja.

ODGOVORNOST VODSTVA

Vodstvo je zavezano razvoju, uvajanju in uresničevanju vseh sistemov in politik ter stalnemu izboljševanju njihove učinkovitosti z vodenjem na podlagi ciljev in rednimi vodstvenimi pregledi.

IZPOLNJEVANJE ZADOVOLJSTVA KUPCEV

Za izpolnjevanje zahtev, potreb, želja, pričakovanj in zadovoljstva kupcem, tako zunanjim kot notranjim, zagotavljamo inovativne in gospodarne rešitve.

PROCESNA USMERJENOST, SISTEMSKI PRISTOP IN ODLOČANJE NA PODLAGI DEJSTEV

Timsko delo omogoča procesni pristop, s katerim dosegamo zastavljene cilje, izboljšujemo ekonomsko učinkovitost in krepimo svoj tržni položaj.

Z prepoznavanjem, razumevanjem in upravljanjem medsebojno povezanih procesov kot sistema prispevamo k učinkovitosti in uspešnosti organizacije pri doseganju zastavljenih ciljev. Naše odločitve temeljijo na analizi podatkov in informacij.

STALNE IZBOLJŠAVE

Stalne izboljšave so odgovornost vsakega zaposlenega na vseh področjih delovanja; to pomeni stalno optimizacijo stroškov, storitev in tehnologije. Poslovanje izboljšujemo z naprednimi metodami prepoznavanja tveganj, izvajanjem ukrepov in stalnim izboljševanjem.

SKLADNOST Z ZAHTEVAMI STANDARDOV KAKOVOSTI (ISO 9001 IN IATF 16949)

Zagotavljamo celovito strategijo vodenja kakovosti, usmerjeno v doseganje nič napak, točnost dobav in učinkovit odziv na zahteve kupcev.

Z metodami, orodji in izkušnjami uporabljamo metodologijo PDCA (Plan - Do - Check - Act).

SKLADNOST Z ZAHTEVAMI INFORMACIJSKE VARNOSTI (TISAX)

Organizacija je zavezana varovanju: zaupnosti - preprečevanju nepooblaščenega dostopa do informacij; celovitosti - zagotavljanju točnosti in popolnosti informacij ter metod njihove obdelave; in razpoložljivosti - zagotavljanju, da so informacije pooblaščenim uporabnikom dostopne, ko jih potrebujejo.

Organizacija si prizadeva tudi za prepoznavanje in obvladovanje tveganj informacijske varnosti, ozaveščanje zaposlenih o pomenu varovanja informacij, učinkovit odziv na varnostne incidente ter zagotavljanje varne uporabe informacijskih sistemov in sredstev.

KOMUNICIRANJE IN DOSTOPNOST

Ta politika je javno objavljena na spletni strani podjetja in je dostopna vsem zaposlenim ter relevantnim zunanjim deležnikom.

PREGLED POLITIKE

Politika se redno pregleduje, najmanj enkrat letno ali ob pomembnih spremembah v podjetju, spremembah zakonodaje oziroma ob pojavu tveganj na področju trajnosti, kakovosti in informacijske varnosti.

Direktor: Miha Tušek

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Our objective is the satisfaction of interested parties, customers, partners and employees. To achieve this objective, we continuously assess risks, develop and improve our products, services, approaches, organisation, knowledge and employee involvement, continuously improve occupational health and safety, and handle information with due care.

Within the scope of our business operations, we are committed to all areas of sustainability, quality and information security: we devote significant attention to environmental, social and governance aspects and, accordingly, integrate the principles of sustainability, quality and information security into the company's strategic guidelines and business model.

In our annual reports, we disclose detailed sustainability, quality and information security indicators, as well as the implementation of individual activities and methods for improving processes.

When determining significance or materiality, we apply the principle of double materiality. We consider the company's impact on the environment across all three areas of sustainability, as well as the impact of the environment on the company.

ENVIRONMENTAL ASPECT

Our company is committed to promoting environmental sustainability in all aspects of our operations. We comply with all relevant environmental legislation, regulations and standards. We adopt industry best practices and continuously strive to improve environmental indicators.

In resource management, a programme has been developed that focuses on reducing consumption and reusing materials, recycling waste, as well as reducing consumption and reusing water resources. In energy management, consumption is optimised through energy-efficient technologies and practices.

With regard to pollution, by investing in technologies and procedures we have developed plans to reduce and prevent pollution from emissions into air, water and soil. We ensure the proper handling, storage and disposal of materials containing hazardous substances in a manner that prevents environmental pollution. In our business decisions, we also place emphasis on protecting biodiversity and ecosystems.

SOIL QUALITY

The company is committed to protecting soil quality in the areas where it carries out its activities and to preventing pollution, degradation and inappropriate use of soil. When planning, implementing and monitoring processes, we consider impacts on soil, groundwater and the surrounding area and implement measures to prevent spills, discharges and improper storage of substances that could adversely affect soil quality.

We pay particular attention to the proper handling of hazardous substances, waste, packaging, oils, chemicals and other materials that may pose a risk to soil. Where relevant, we monitor the condition of soil, implement preventive and corrective measures, and cooperate with competent authorities, suppliers and other stakeholders in reducing risks of soil pollution.

ANIMAL WELFARE

The company respects the principles of responsible treatment of animals and is committed to considering animal welfare in cases where materials or ingredients of animal origin, or activities that may affect animals, are present in business processes, the supply chain, materials, products, services or other business activities.

We expect suppliers and business partners to comply with applicable legislation and responsible practices regarding animal welfare, including traceability of origin, prevention of unnecessary suffering, illegal treatment of animals, and illegal trade in animals or endangered species. Where suitable alternatives with a lower impact on animals and the environment are available, we encourage their assessment and use.

CO₂ FOOTPRINT

The company strives to reduce its CO₂ footprint and to limit global warming to 1.5 degrees Celsius in accordance with the Paris Agreement and the objective of achieving climate neutrality. The company aims to use carbon-free energy and increase the share of energy from renewable sources.

USE OF MATERIALS

In the sustainable design of products, we cooperate with customers and, to the extent of our capabilities, advise on the use of environmentally friendly materials that reduce environmental impact throughout the product life cycle.

ENVIRONMENTAL MATTERS

We provide employees with training and awareness-raising on environmental matters and encourage and support their participation in environmental initiatives. We cooperate with customers, suppliers and other interested parties to promote environmental sustainability.

ISO 14001

The environmental aspect also includes compliance with the requirements of the ISO 14001 environmental management standard.

SOCIAL ASPECT

The company is committed to supporting the social well-being of its employees by ensuring a healthy working environment, promoting work-life balance, and fostering a culture of respect, diversity and inclusion.

EMPLOYEE ENGAGEMENT

The competence and motivation of our employees enable the company's success. Important priorities include human resources development and occupational health and safety.

We provide continuous training and development opportunities that help improve employees' skills and enable career advancement.

We provide employees with fair pay through fair and transparent procedures for evaluating and rewarding employees. We operate in accordance with industry standards and legislation and strive, to the greatest extent possible, to establish work-life balance.

COOPERATION AND SOCIAL RESPONSIBILITY

Through open dialogue with customers, suppliers, government institutions and other interested parties, we build mutual trust. Compliance with quality requirements begins in the early stages of product and process development and continues through to the final product.

Social responsibility means social and cultural responsibility in our local and wider environment, while complying with legal and other requirements.

We are aware of our responsibility in our supply chain; therefore, through contracts and codes of conduct, we require suppliers to respect fair labour practices, respect human rights, and comply with ethical and other standards of conduct.

We are committed to cooperation and to having a positive impact on the community in which we operate. We cooperate with its stakeholders and support projects, various associations through donations and sponsorships, open days and similar activities.

The company ensures freedom of expression on digital platforms where it has open profiles and manages the moderation of content and posts.

We care for consumers and end users by fully meeting customer and other requirements. This ensures the safety and quality of products that are incorporated into customers' final products. We ensure transparency, responsible advertising, data protection and feedback mechanisms primarily through business and sustainability reports published in various media that are accessible to the wider public.

COMPLIANCE WITH OCCUPATIONAL HEALTH AND SAFETY REQUIREMENTS

Health is the foundation of quality life and work. Within the company, we protect it by ensuring a safe working environment, responsible conduct and management, identifying and eliminating risks, complying with legal regulations and other prescribed obligations, and continuously improving safety protocols.

The occupational health and safety policy also defines the company's principles and commitments regarding personal protective equipment, machine safety, emergency preparedness, incident and accident management, workplace ergonomics and fire protection.

Personal protective equipment: Employees are provided with appropriate personal protective equipment according to workplace risks and legal requirements. The company ensures that personal protective equipment is available, maintained and used correctly, and that employees are informed and trained on its proper use.

Machine safety: The company ensures that machinery and work equipment are designed, installed, operated and maintained in a safe manner. Risks related to machines are identified and controlled through preventive measures, instructions, training, inspections and regular maintenance.

Emergency preparedness: The company maintains procedures for preparedness and response to emergency situations, including events such as fire, spills, accidents, power failure and other disruptions that could affect employee safety, the environment or business continuity.

Incident and accident management: All incidents, near misses and accidents are reported, recorded, analysed and managed in accordance with internal procedures. Corrective and preventive actions are defined and monitored in order to prevent recurrence and continuously improve occupational health and safety performance.

Workplace ergonomics: The company considers ergonomic principles when designing, adapting and improving workplaces, workstations and work processes. Ergonomic risks are assessed and reduced through technical, organisational and training measures where relevant.

Fire protection: The company implements fire protection measures in accordance with legal requirements and internal rules. This includes fire prevention, safe storage of materials, evacuation arrangements, fire protection equipment, employee awareness and regular checks of fire safety measures.

WOMEN'S RIGHTS

The company respects and promotes women's rights and equal opportunities in all areas of operation, including employment, pay, training, promotion, working conditions and work-life balance. We are committed to preventing all forms of discrimination, harassment, violence or unequal treatment on the grounds of gender, pregnancy, maternity, parenthood, marital status or other personal circumstances.

In accordance with applicable legislation and internal rules, we ensure respect for rights related to occupational health protection, pregnancy, maternity, paternity, parental leave and other forms of protection that contribute to a safe, inclusive and respectful working environment.

RIGHTS OF MINORITIES AND LOCAL COMMUNITIES

The company respects the dignity, culture, rights and interests of minorities and local communities that may be directly or indirectly affected by the company's operations or its supply chain. In its operations, it promotes inclusion, respectful dialogue and the prevention of discrimination on the basis of nationality, language, ethnic origin, culture, religion, social status or other personal circumstances.

Where relevant, we consider impacts on local communities in business decisions and expect our suppliers and business partners to respect the rights of affected communities and act in accordance with the principles of responsible business conduct.

RIGHTS TO LAND, FORESTS AND WATER AND PREVENTION OF FORCED EVICTIONS

The company respects the legal and customary rights of individuals, local communities and other affected stakeholders to land, forests, water and other natural resources. In our operations and supply chain, we strive to prevent adverse impacts on access to natural resources, quality of life and community rights.

The company does not support unlawful land seizure, forced evictions, unlawful restriction of access to water or other natural resources. We expect suppliers and business partners to act lawfully, transparently and responsibly in the use of land, forests, water and other resources, including appropriate documentation and fair treatment of affected persons or communities.

USE OF PRIVATE OR PUBLIC SECURITY FORCES

Where the company or its business partners use private or public security forces, their activities must be lawful, proportionate, professional, supervised and consistent with respect for human rights. Security measures must be intended to protect people, property, information and operations and must not cause unjustified interference with the rights of individuals or communities.

The company does not tolerate the use of unlawful force, intimidation, harassment, inhuman treatment or restriction of the right to freedom of association and peaceful assembly. When cooperating with security providers, appropriate training, clear contractual requirements, handling of complaints and action in the event of incidents are expected.

GOVERNANCE ASPECT

Through lawful and transparent operations, we are oriented towards a sustainable and fair society. We comply with legal requirements, respect the principles of law and tolerance towards people and the environment, and manufacture products in accordance with the latest practices and findings.

We continuously develop new business models that respond to global challenges. Through an appropriate corporate culture, we build a positive orientation in the business and local environment.

We have established rules regarding the prevention of corruption, bribery, inappropriate payment practices, lobbying and political influence.

MANAGEMENT RESPONSIBILITY

Management is committed to the development, implementation and realisation of all systems and policies, as well as to continuously improving their effectiveness through target-based management and regular management reviews.

FULFILMENT OF CUSTOMER SATISFACTION

To meet requirements, needs, wishes, expectations and satisfaction, we provide customers, both external and internal, with innovative and economical solutions.

PROCESS ORIENTATION, SYSTEM APPROACH AND FACT-BASED DECISION-MAKING

Teamwork enables a process approach, through which we achieve set objectives, improve economic efficiency and improve our market position.

By identifying, understanding and managing interrelated processes as a system, we contribute to the efficiency and effectiveness of the organisation in achieving its set objectives. Our decisions are based on the analysis of data and information.

CONTINUOUS IMPROVEMENTS

Continuous improvements are the responsibility of every employee in all areas of operation; this means continuous optimisation of costs, services and technology. We improve our operations through advanced methods of risk identification, implementation of measures and continuous improvement.

COMPLIANCE WITH QUALITY STANDARD REQUIREMENTS (ISO 9001 AND IATF 16949)

We ensure a comprehensive quality management strategy aimed at achieving zero defects, delivery accuracy and an effective response to customer requirements.

Through methods, tools and experience, we apply the PDCA methodology (Plan - Do - Check - Act).

COMPLIANCE WITH INFORMATION SECURITY REQUIREMENTS (TISAX)

The organisation is committed to protecting: confidentiality - preventing unauthorised access to information; integrity - ensuring the accuracy and completeness of information and the methods of its processing; and availability - ensuring that information is accessible to authorised users when they need it.

The organisation also strives to identify and manage information security risks, raise employee awareness of the importance of information protection, respond effectively to security incidents, and ensure the secure use of information systems and assets.

COMMUNICATION AND AVAILABILITY

This policy is publicly published on the company's website and is available to all employees and relevant external stakeholders.

POLICY REVIEW

The policy is reviewed regularly, at least once a year or in the event of significant changes within the company, changes in legislation, or the emergence of sustainability, quality and information security risks.

Director: Miha Tušek