Poslanstvo podjetja VAR d.o.o. je razvoj, proizvodnja in prodaja progresivnih orodij ter serijska proizvodnja štancanih delov in zvarjenih sklopov. V tem želimo postajati vedno bolj uspešno, prepoznavno, konkurenčno in partnersko podjetje, ki je usmerjeno kupcem v avtomobilski industriji.
Področje uporabe: Politika velja za vse dejavnosti in lokacije pod upravljanjem VAR d.o.o. ter za vse zaposlene in druge osebe, ki opravljajo delo za podjetje, ne glede na vrsto zaposlitve ali pogodbenega razmerja. Od dobaviteljev in poslovnih partnerjev zahtevamo spoštovanje zanje relevantnih načel te politike glede na njihove dejavnosti, vplive in tveganja.

Naše poslanstvo in vizijo želimo dosegati preko:

- izpolnjevanja pričakovanj in zahtev ter zadovoljstva kupcev,
- nenehnega izboljševanja kakovosti izdelkov,
- pridobivanja novih kupcev v avtomobilski industriji,
- poslovne učinkovitosti z namenom doseganja zadanih ciljev,
- skladnosti z zakonodajo,
- vlaganja v razvojne, inovativne in tehnološke aktivnosti,
- fleksibilnosti procesov v podjetju,
- učinkovitega obvladovanja dobaviteljev,
- vpeljave izboljšav v proizvodnji in procesih,
- nenehnega vlaganja v vire,
- razmišljanja na podlagi tveganj,
- strokovnosti in kompetentnosti svojih zaposlenih,
- kreativnosti, inovativnosti in motiviranosti sodelavcev,
- zviševanja zadovoljstva zaposlenih,
- delovanja v skladu in nenehnega izboljševanja sistemov vodenja ter izboljševanja njihove učinkovitosti.

Poslanstvo gradimo preko sedmih principov kakovosti: osredotočenost na odjemalce, voditeljstvo, vključenost zaposlenih, procesni pristop, nenehno izboljševanje, odločanje na podlagi dejstev in vzajemno koristni odnosi z dobavitelji.
Vsi zaposleni smo zavezani učinkovitemu izvajanju in nenehnemu izboljševanju sistema vodenja kakovosti, izpolnjevanju veljavnih zahtev kupcev ter zagotavljanju zadovoljstva kupcev, skladnosti in varnosti izdelkov in procesov ter dolgoročne uspešnosti podjetja.

Človekove pravice in delovni pogoji. Spoštujemo dostojanstvo in temeljne pravice vseh ljudi ter si prizadevamo preprečevati in odpravljati škodljive vplive, povezane z našim poslovanjem in dobavno verigo. Ne dopuščamo otroškega dela, prisilnega, obveznega,

The mission of VAR d.o.o. is the development, manufacture and sale of progressive dies, together with the series production of stamped parts and welded assemblies. In pursuing this mission, we aim to become an increasingly successful, recognised, competitive and collaborative company focused on customers in the automotive industry.
Scope: This Policy applies to all operations and locations under the management of VAR d.o.o. and to all employees and other persons performing work for the company, regardless of the type of employment or contractual relationship. We require suppliers and business partners to respect the principles of this Policy relevant to them, taking account of their activities, impacts and risks.

We aim to achieve our mission and vision through:

- meeting customer expectations and requirements and ensuring customer satisfaction,
- continually improving product quality,
- acquiring new customers in the automotive industry,
- achieving business efficiency in order to meet the established objectives,
- complying with applicable legislation,
- investing in development, innovation and technological activities,
- maintaining flexible company processes,
- effectively managing suppliers,
- implementing improvements in production and processes,
- continually investing in resources,
- applying risk-based thinking,
- maintaining the expertise and competence of our employees,
- fostering the creativity, innovation and motivation of our employees,
- increasing employee satisfaction,
- operating in accordance with and continually improving our management systems and their effectiveness.

We build our mission on seven quality principles: customer focus, leadership, engagement of people, the process approach, continual improvement, evidence-based decision-making and mutually beneficial supplier relationships.
All employees are committed to the effective implementation and continual improvement of the quality management system, fulfilment of applicable customer requirements, and achievement of customer satisfaction, conformity and safety of products and processes, and the company's long-term performance.
Human rights and working conditions. We respect the dignity and fundamental rights of all people and seek to prevent and address adverse impacts connected with our operations and supply chain. We prohibit child labour; forced, compulsory, bonded, indentured or exploitative

suženjskega, zaradi dolga vezanega ali pogodbeno nesvobodnega dela, izkoriščevalskega zaporniškega dela, trgovine z ljudmi, zadrževanja osebnih dokumentov, diskriminacije, nadlegovanja, nasilja ali nečloveškega ravnanja. Zagotavljamo svobodo združevanja in kolektivnega dogovarjanja, zakonit delovni čas in počitek, varno in zdravo delo, zasebnost ter enake možnosti. Zaposlenim zagotavljamo najmanj zakonsko ali kolektivno določeno minimalno plačo in vse obvezne prejemke, pravočasno in razumljivo obračunane ter izplačane, brez nezakonitih ali disciplinskih odtegljajev; prizadevamo si za plačilo, ki omogoča dostojen življenjski standard. Spoštujemo pravice manjšin, staroselskih ljudstev in lokalnih skupnosti, njihove pravice do zemlje, gozdov in vode ter zavračamo nezakonite ali prisilne izselitve. Varnostne službe morajo delovati zakonito, sorazmerno in ob polnem spoštovanju človekovih pravic.

prison labour; human trafficking; retention of identity documents; discrimination; harassment; violence; and inhumane treatment. We uphold freedom of association and collective bargaining, lawful working hours and rest, safe and healthy work, privacy and equal opportunities. We provide employees with at least the statutory or collectively agreed minimum wage and all mandatory benefits, calculated and paid on time and in an understandable manner, without unlawful or disciplinary deductions; we strive to provide remuneration that supports a decent standard of living. We respect the rights of minorities, Indigenous Peoples and local communities, including rights to land, forests and water, and reject unlawful or forced eviction. Security services must act lawfully, proportionately and with full respect for human rights.

Mlade delavce varujemo pred nevarnim delom in delom, ki ogroža njihovo zdravje, razvoj ali izobraževanje. Ob ugotovljenem otroškem delu zagotovimo varno ukrepanje v največjo korist otroka in podporo nadaljnjemu izobraževanju. Zagotavljamo odmore in počitek; nadurno delo je prostovoljno, omejeno in ustrezno plačano. Ne dopuščamo telesnega ali psihičnega kaznovanja ali ponižujočega ravnanja. Plačilo redno vrednotimo glede na osnovne življenjske potrebe delavcev in njihovih družin ter ob ugotovljenih vrzelih določimo ukrepe za doseganje dostojnega plačila.

We protect young workers from hazardous work and work that threatens their health, development or education. If child labour is identified, we ensure safe action in the best interests of the child and support continued education. We provide breaks and rest; overtime is voluntary, limited and appropriately paid. We do not tolerate physical or psychological punishment or degrading treatment. We regularly assess remuneration against the basic living needs of workers and their families and establish measures to achieve a living wage where gaps are identified.

Zavezujemo se doseganju plačila za običajni delovni čas, ki pokriva osnovne potrebe delavcev in njihovih družin ter omogoča razumen razpoložljivi dohodek, brez zanašanja na nadurno delo. Uporabljamo dokumentirano in za lokacijo ustrezno metodologijo vrednotenja dostojnega plačila; ob ugotovljenem primanjkljaju določimo odgovornosti, časovno opredeljen načrt odprave in spremljanje njegove učinkovitosti.

We commit to achieving remuneration for normal working hours that meets the basic needs of workers and their families and provides reasonable discretionary income, without reliance on overtime. We use a documented living wage assessment methodology appropriate to the location; where a shortfall is identified, we assign responsibilities, establish a time-bound remediation plan and monitor its effectiveness.

Etično zaposlovanje. Zaposlovanje, zaposlitev in prenehanje zaposlitve morajo biti zakoniti, pošteni, pregledni, prostovoljni ter brez zavajanja, prisile ali zamenjave dogovorjenih pogodbenih pogojev. Kandidatom in delavcem pred začetkom dela v razumljivem jeziku zagotovimo resnične informacije in pisne pogoje zaposlitve, ki se brez njihovega svobodnega in informiranega soglasja ne smejo poslabšati. Delavcem ali iskalcem zaposlitve ne zaračunavamo stroškov zaposlovanja; morebitne tako nastale stroške pravočasno povrnemo. Ne zadržujemo dokumentov, depozitov ali plač in ne omejujemo svobode gibanja ali zakonitega prenehanja zaposlitve. Enake zahteve veljajo za vse oblike dela in za posrednike zaposlovanja, ki jih preverjamo, pogodbeno zavežemo in spremljamo.

Ethical recruitment. Recruitment, employment and termination shall be lawful, fair, transparent, voluntary and free from deception, coercion or substitution of agreed terms. Before work begins, applicants and workers receive accurate information and written employment terms in a language they understand; these terms shall not be made less favourable without their free and informed consent. Workers or jobseekers shall not be charged recruitment fees; any such costs shall be reimbursed promptly. We do not retain documents, deposits or wages or restrict freedom of movement or lawful termination of employment. The same requirements apply to all forms of work and to labour recruiters, which we assess, contractually bind and monitor.

Pravice žensk in enakost spolov. Zagotavljamo enako obravnavo, enako plačilo za delo enake vrednosti ter enake možnosti pri zaposlovanju, razvoju, napredovanju, odločanju in vodenju. Ne dopuščamo diskriminacije, nadlegovanja, nasilja, izkoriščanja ali škodljivih praks. Nosečnost, materinstvo, starševstvo ter zakonski ali

Women's rights and gender equality. We ensure equal treatment, equal pay for work of equal value, and equal opportunities in recruitment, development, promotion, decision-making and leadership. We do not tolerate discrimination, harassment, violence, exploitation or harmful practices. Pregnancy, maternity, parenthood,

družinski status ne smejo povzročiti neugodne obravnave; ne zahtevamo testov, pregledov ali izjav, ki bi lahko vodili v diskriminacijo. Spoštujemo pravice, povezane s starševstvom, dojenjem, telesno integriteto, reproduktivnim zdravjem ter varnim delom nosečih in doječih delavk. Zagotavljamo zaupno prijavo, zaščito pred povračilnimi ukrepi in učinkovito sanacijo posledic.

Poslovna etika in kodeks ravnanja: Poslujemo zakonito, pošteno in pregledno ter ne dopuščamo korupcije, podkupovanja, izsiljevanja, poneverb ali pranja denarja. Preprečujemo nasprotja interesov in neprimerne koristi ter spoštujemo pošteno konkurenco. Zagotavljamo finančno odgovornost, točne in preverljive evidence ter verodostojno razkrivanje informacij. Varujemo osebne in poslovne podatke, informacijsko varnost, poslovne skrivnosti in intelektualno lastnino, preprečujemo uporabo ponarejenih delov ter spoštujemo trgovinske omejitve. Zaposlenim in relevantnim zunanjim deležnikom omogočamo zaupen in dostopen kanal za prijavo kršitev, po možnosti tudi anonimno, ter zaščito pred povračilnimi ukrepi.

Varnost in zdravje pri delu: Zagotavljamo varne in zdrave delovne razmere, preprečujemo poškodbe in okvare zdravja, povezane z delom, izpolnjujemo veljavne zakonske in druge zahteve ter nenehno izboljšujemo sistem vodenja varnosti in zdravja pri delu. Prepoznavamo in odpravljamo nevarnosti ter zmanjšujemo tveganja po hierarhiji ukrepov; zagotavljamo varno opremo, ustrezno osebno varovalno opremo, usposabljanje, zdravstveno varstvo in varno delo zunanjih izvajalcev. Obvladujemo izredne dogodke, požarno varnost, incidente in skorajšnje nezgode, ergonomijo, psihosocialna tveganja ter izpostavljenost nevarnim dejavnikom. Določamo merljive cilje, preiskujemo vzroke dogodkov in izvajamo korektivne ukrepe. Delavcem in njihovim predstavnikom zagotavljamo posvetovanje in sodelovanje pri odločanju o varnosti in zdravju pri delu, zlasti pri prepoznavanju nevarnosti, ocenjevanju tveganj ter določanju in preverjanju ukrepov, ter odstranjujemo ovire za njihovo sodelovanje brez povračilnih ukrepov.

Delavcem zagotavljamo pravico do prekinitve dela in umika na varno, kadar utemeljeno menijo, da obstaja neposredna in resna nevarnost za življenje ali zdravje, brez povračilnih ukrepov. Ponovnega začetka dela ne zahtevamo, dokler nevarnost ni ustrezno obvladana.

Energetika in podnebje. Zavezujemo se k nenehnemu izboljševanju energetske uspešnosti, vključno z energetsko učinkovitostjo, rabo in porabo energije, ter sistema upravljanja z energijo. Izpolnjujemo veljavne zakonske in druge zahteve glede energije ter zagotavljamo informacije in vire, potrebne za doseganje energetskih ciljev. Sistematično spremljamo pomembne rabe energije ter neposredne in posredne emisije toplogrednih plinov. Določamo merljive in časovno opredeljene cilje, izvajamo ukrepe ter redno vrednotimo in poročamo o napredku. Pri načrtovanju, investicijah in nabavi podpiramo energetsko učinkovite proizvode in storitve ter načrtovanje opreme, objektov in procesov, ki izboljšujejo energetsko uspešnost. Emisije

marital or family status shall not result in adverse treatment; we do not require tests, examinations or declarations that could lead to discrimination. We respect rights relating to parenthood, breastfeeding, bodily integrity, reproductive health, and safe work for pregnant and nursing workers. We provide confidential reporting, protection against retaliation and effective remedy.

Business ethics and Code of Conduct: We conduct business lawfully, fairly and transparently and do not tolerate corruption, bribery, extortion, embezzlement or money laundering. We prevent conflicts of interest and inappropriate benefits and respect fair competition. We ensure financial responsibility, accurate and verifiable records and truthful disclosure of information. We protect personal and business data, information security, trade secrets and intellectual property, prevent counterfeit parts and comply with trade restrictions. Employees and relevant external stakeholders have access to a confidential and accessible reporting channel, wherever possible anonymously, and protection against retaliation.

Occupational health and safety: We provide safe and healthy working conditions, prevent work-related injury and ill health, fulfil applicable legal and other requirements, and continually improve the occupational health and safety management system. We identify and eliminate hazards and reduce risks according to the hierarchy of controls; we provide safe equipment, appropriate personal protective equipment, training, occupational health protection and safe work for contractors. We manage emergencies, fire safety, incidents and near misses, ergonomics, psychosocial risks and exposure to hazardous agents. We set measurable objectives, investigate root causes and take corrective action. We ensure consultation and participation of workers and their representatives in occupational health and safety decision-making, particularly in hazard identification, risk assessment and the selection and review of controls, and remove barriers to their participation without retaliation.

We uphold workers' right to stop work and move to safety where they reasonably believe there is an imminent and serious danger to life or health, without retaliation. We do not require work to resume until the danger has been adequately controlled.

Energy and climate. We commit to continual improvement of energy performance, including energy efficiency, energy use and energy consumption, and of the energy management system. We fulfil applicable legal and other energy-related requirements and ensure the availability of information and resources needed to achieve energy objectives and targets. We systematically monitor significant energy uses and direct and indirect greenhouse gas emissions. We set measurable, time-bound objectives and targets, implement actions, and regularly evaluate and report progress. In planning, investment and procurement, we support energy-efficient products and services and the design of equipment, facilities and processes that improve

zmanjšujemo pri viru z učinkovitejšimi procesi, nizkoogljičnimi tehnologijami, povečevanjem uporabe energije iz obnovljivih virov ter odgovornim načrtovanjem transporta in logistike. Dobavitelje spodbujamo k merjenju in zmanjševanju emisij, njihove podnebne vplive pa glede na pomembnost in tveganje vključujemo v nabavne odločitve.
Zavezujemo se razogljičenju lastnih dejavnosti in zmanjševanju pomembnih podnebnih vplivov v celotni vrednostni verigi, tudi pri nabavljenih materialih, izdelkih in storitvah ter uporabi in koncu življenjske dobe naših izdelkov, kolikor nanje lahko vplivamo. Napredek pregledno predstavljamo ter odkrito pojasnjujemo omejitve razpoložljivih podatkov.

Varstvo okolja. Varujemo okolje, preprečujemo onesnaževanje ter izpolnjujemo zakonske in druge zavezujoče zahteve. Okoljske vidike, tveganja in priložnosti obravnavamo pri načrtovanju, nabavi, proizvodnji, transportu, uporabi in koncu življenjske dobe izdelkov, kolikor nanje lahko vplivamo. Z učinkovito rabo energije, vode, surovin in drugih virov zmanjšujemo odpadke, emisije v zrak in vodo, obremenjevanje tal, hrup ter uporabo nevarnih snovi; spodbujamo ponovno uporabo, recikliranje, krožno gospodarstvo in odgovorno ravnanje s kemikalijami. Varujemo biotsko raznovrstnost, ekosisteme in naravne vire ter upoštevamo podnebna tveganja in njihove vplive na poslovanje in zainteresirane strani. Preprečujemo okoljske incidente, zagotavljamo pripravljenost in odzivanje na izredne dogodke ter od dobaviteljev pričakujemo ustrezno obvladovanje pomembnih okoljskih vplivov. Določamo merljive cilje in kazalnike, spremljamo okoljsko uspešnost, preverjamo skladnost ter nenehno izboljšujemo sistem ravnanja z okoljem in rezultate.
Pri lastnih dejavnostih in nabavi se zavezujemo preprečevanju krčenja gozdov in degradacije naravnih ekosistemov. Od dobaviteljev glede na vrsto in izvor materialov ter povezana tveganja pričakujemo odgovorno ravnanje, ki prispeva k ohranjanju gozdov in naravnih habitatov.

Odgovorna dobavna veriga in surovine. Od dobaviteljev zahtevamo zakonito in odgovorno poslovanje ter spoštovanje človekovih in delavskih pravic, vključno z delovnim časom, plačami in prejemki, svobodo združevanja, etičnim zaposlovanjem, nediskriminacijo, pravicami žensk ter pravicami lokalnih skupnosti. Zahtevamo varnost in zdravje pri delu, preprečevanje korupcije, finančno odgovornost in točne evidence, varstvo podatkov, pošteno konkurenco, preprečevanje ponarejenih delov, varstvo intelektualne lastnine, spoštovanje trgovinskih omejitev ter okoljsko in podnebno odgovornost. Pri surovinah zahtevamo zakonit izvor, sledljivost in na tveganjih temelječ skrbni pregled, zlasti pri dobavi iz konfliktnih območij ali območij z visokim tveganjem. Dobavitelji, ki lahko vplivajo na dobrobit živali, morajo preprečevati nepotrebno trpljenje in neprimerno ravnanje. Zahteve morajo glede na tveganje

energy performance. We reduce emissions at source through more efficient processes, low-carbon technologies, increased use of renewable energy, and responsible transport and logistics planning. We encourage suppliers to measure and reduce emissions and integrate their climate impacts into purchasing decisions according to materiality and risk.
We commit to decarbonising our operations and reducing significant climate impacts throughout the value chain, including purchased materials, products and services and the use and end-of-life stages of our products, to the extent that we can influence them. We communicate progress transparently and openly explain limitations in the available data.
Environmental protection. We protect the environment, prevent pollution, and fulfil legal and other compliance obligations. We address environmental aspects, risks and opportunities in planning, purchasing, production, transport, product use and end-of-life stages to the extent that we can influence them. Through efficient use of energy, water, raw materials and other resources, we reduce waste, emissions to air and water, impacts on soil, noise and the use of hazardous substances; we promote reuse, recycling, circularity and responsible chemical management. We protect biodiversity, ecosystems and natural resources and consider climate-related risks and their effects on our operations and interested parties. We prevent environmental incidents, ensure preparedness and response for emergencies, and expect suppliers to manage significant environmental impacts appropriately. We set measurable objectives and indicators, monitor environmental performance, evaluate compliance, and continually improve the environmental management system and its outcomes.
In our operations and purchasing, we commit to preventing deforestation and degradation of natural ecosystems. Depending on the type and origin of materials and the associated risks, we expect suppliers to act responsibly and contribute to the conservation of forests and natural habitats.
Responsible supply chain and raw materials. We require suppliers to operate lawfully and responsibly and to respect human and labour rights, including working hours, wages and benefits, freedom of association, ethical recruitment, non-discrimination, women's rights and the rights of local communities. We require occupational health and safety, prevention of corruption, financial responsibility and accurate records, data protection, fair competition, prevention of counterfeit parts, protection of intellectual property, compliance with trade restrictions, and environmental and climate responsibility. For raw materials, we require lawful origin, traceability and risk-based due diligence, particularly for sourcing from conflict-affected or high-risk areas. Suppliers whose activities may affect animal welfare shall prevent unnecessary suffering and inappropriate treatment. Requirements shall be cascaded

prenesti po dobavni verigi. Njihovo izpolnjevanje preverjamo s samoocenami, dokazili, ocenami tveganja in presojami. Neskladnosti se odpravljajo s časovno opredeljenimi korektivnimi ukrepi; ob hudih kršitvah ali neuspešnem izboljšanju lahko sodelovanje začasno ustavimo ali prekinemo. Dobaviteljem in prizadetim deležnikom omogočamo zaupen pritožbeni mehanizem brez povračilnih ukrepov.

Za relevantne minerale in kovine od dobaviteljev glede na tveganja in razpoložljivost podatkov pridobivamo ter vrednotimo informacije o državi izvora, talilnicah in rafinerijah ter ustrezna poročila, vprašalnike in izjave o skrbnem pregledu. Kjer je primerno, upoštevamo rezultate neodvisnega preverjanja talilnic in rafinerij, ne da bi jih šteli za nadomestilo lastnega skrbnega pregleda. Manjkajoče ali nezanesljive podatke in prepoznana tveganja obravnavamo z dodatnim preverjanjem, načrti izboljšav in spremljanjem napredka. Pri nabavnih odločitvah upoštevamo vplive v življenjskem ciklu, celotne stroške ter sorazmernost zahtev in sodelujemo z dobavitelji pri izboljšavah.

Vodstvo določa odgovornosti, zagotavlja vire in najmanj enkrat letno pregleda izvajanje politike. Zaposlene, njihove predstavnike in relevantne deležnike vključujemo v prepoznavanje tveganj in razvoj ukrepov; posebej upoštevamo ranljive skupine ter resnost in verjetnost vplivov. Določamo cilje in kazalnike, izvajamo usposabljanja, spremljanje, notranje presoje ter korektivne in preventivne ukrepe ter o izvedenih dejavnostih in rezultatih vodimo ustrezne evidence. Zaupni in dostopni pritožbeni mehanizmi so na voljo zaposlenim in zunanjim deležnikom, omogočajo anonimno prijavo, varujejo pred povračilnimi ukrepi in zagotavljajo nepristransko obravnavo, povratne informacije, sodelovanje prizadetih ter pritožbo na odločitev. Kadar smo škodljiv vpliv povzročili ali k njemu prispevali, zagotovimo ali sodelujemo pri učinkoviti, pravočasni in prizadetim prilagojeni sanaciji. Učinkovitost ukrepov in mehanizmov preverjamo najmanj letno in ob pomembnih spremembah ali incidentih, ugotovitve pa dokumentiramo in uporabimo za izboljšave. Politiko redno posodabljamo in jo na primeren način objavljamo zaposlenim, dobaviteljem, kupcem ter drugim zainteresiranim deležnikom.

Zagotavljamo, da so informacije o prijavnih in pritožbenih poteh zaposlenim in relevantnim zunanjim deležnikom lahko dostopne, razumljive ter na voljo v jeziku, ki ga razumejo. Uporaba teh mehanizmov ne omejuje dostopa do sindikalnih, upravnih, sodnih ali drugih zakonitih poti varstva pravic.

Gornja Radgona, 19. 10. 2026

Izvršni direktor
Srečko Frumen

through the supply chain according to risk. We verify compliance through self-assessments, evidence, risk assessments and audits. Non-conformities shall be addressed through time-bound corrective actions; in the event of severe breaches or unsuccessful improvement, we may suspend or terminate the relationship. Suppliers and affected stakeholders have access to a confidential grievance mechanism without retaliation.

For relevant minerals and metals, we obtain and evaluate supplier information on countries of origin, smelters and refiners, together with appropriate reports, questionnaires and due diligence declarations, taking account of risks and data availability. Where appropriate, we consider independent assurance results for smelters and refiners without treating them as a substitute for our own due diligence. We address missing or unreliable information and identified risks through further verification, improvement plans and progress monitoring. Purchasing decisions take account of life-cycle impacts, total costs and proportionality of requirements, and we collaborate with suppliers on improvements.

Management assigns responsibilities, provides resources and reviews implementation of this Policy at least annually. We involve workers, their representatives and relevant stakeholders in identifying risks and developing measures, giving particular attention to vulnerable groups and the severity and likelihood of impacts. We set objectives and indicators, conduct training, monitoring, internal audits, and corrective and preventive action, and maintain appropriate records of activities performed and results achieved. Confidential and accessible grievance mechanisms are available to workers and external stakeholders, allow anonymous reporting, protect against retaliation, and provide impartial handling, feedback, involvement of affected persons and an appeal route. Where we have caused or contributed to an adverse impact, we provide for or cooperate in effective, timely and affected-person-centred remediation. We evaluate the effectiveness of measures and mechanisms at least annually and after significant changes or incidents, document the findings and use them to drive improvements. We regularly update the Policy and appropriately publish and communicate it to employees, suppliers, customers and other interested parties.

We ensure that information on reporting and grievance channels is readily accessible and understandable to workers and relevant external stakeholders and is available in a language they understand. Use of these mechanisms does not restrict access to trade union, administrative, judicial or other lawful avenues for protecting rights.

Gornja Radgona, 19 October 2026

Chief Executive Officer
Srečko Frumen