

Human Rights Policy

We respect human rights, including the rights of our employees, contractors, workers in our supply chain, members of the communities in which we operate and others who may be affected by our activities.

We are committed to respecting and upholding all human rights, as articulated in the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and Declaration of the International Labor Organization (ILO) on fundamental principles and rights at work.

As a company committed to respecting human rights, we will:

- Seek to avoid violating, directly or indirectly, the human rights of our employees, contractors, workers in our supply chain or the rights of members of the communities in which we operate.
- Prevent and correct incidents related to human rights violations and, as necessary, investigate potential human rights issues.
- Foster a fair, diverse and inclusive workplace, including providing equal compensation for male and female employees for work of equal value in equal jurisdictions.
- Provide accessible feedback and grievance mechanisms to employees, contractors, workers in our supply chain and community members.

We do not tolerate the use of forced labor, child labor or human trafficking of any kind in our operations or supply chain.



Petar Bijuk
director