



## Purpose and scope of application

The observance of human rights is the core value of Termoinženjering and it is reflected in the way in which we operate as well as in the way in which we treat and maintain our relations with other interested parties. This is how we provide equal opportunities for everyone and do not tolerate discrimination or any kind of harassment.

Termoinženjering is committed to its employees, customers to whom we provide our services, future generations and communities with whom we work. We actively encourage our employees to use their potential to the fullest by offering them continuing education programs, personal development and opportunities for various types of trainings and education.

The Global Policy of Termoinženjering sets forth expectations of this company from all its employees with regard to the human rights and the highest standards of behaviour that our employees should demonstrate wherever they are. This includes, but is not limited to various human rights issues such as non-discrimination, gender equality, freedom of association, collective bargaining, child labour, human trafficking, forced or compulsory labour, special protection of women during pregnancy, maternity leave, leaves for the purpose of providing care or special-care to a child and the employment of the disabled.

## Policy

In doing business, Termoinženjering complies with the principles of the highest ethical norms and standards that include human rights, the right to work, environmental protection and anti-corruption. Termoinženjering operates in compliance with all applicable laws and our core values: team work, mutual respect, accountability, integrity and the IMS Policy.

Termoinženjering respects fundamental human rights and perceives them as the key component of responsible businesses. Besides its support to the fundamental principles stipulated by the United Nations Universal Declaration of Human Rights, we are committed to finding out practical ways for the implementation of these principles in our everyday practice, relations with our customers and our employees. We have a continuous cooperation with our business partners in order to make an impact on them in the observance of ethical norms and human rights in their own companies.

Termoinženjering, in accordance with its core business activity pays special attention to the universally accepted standards of operation made by international organizations (Conventions of the International Labour Organisation) such as:

- non-discriminatory treatment of employees
- healthy and safe work environment
- guaranteed minimal wages and equal wages for the same type of work
- prohibition of child labour
- voluntary employment and work
- freedom of association of the employed
- prohibition of harassment at work
- fight against human trafficking.

### Non-discriminatory treatment

We provide equal opportunities for all during recruitment procedures, employment, development and promotion regardless of age, race, disability, sex, ethnic origin, religious beliefs, sexual orientation, political or any other beliefs, marital status, family obligations, social background, financial status, membership in political organizations, unions or anything else or any personal characteristic as stipulated by applicable laws and generally recognized standards.

### Healthy and safe working environment

We are committed to protecting health and safety of our employees in accordance with our IMS Policy. All our employees have to attend mandatory training courses in occupational health and safety. Also, extraordinary training sessions are organized in emergency situations to ensure that individual employees are properly and adequately trained to identify and manage potential risks and hazards at their workplaces.

### Minimum wages and equal wages for all for the same type of work

We fulfil our obligation regarding guaranteed minimum wages as prescribed by the relevant law, and in defining wages of our employees, besides principles set forth in special and general legal acts, we also apply market and industrial standards in order to determine fair wages for all our employees.

**Prohibition of child labour**

We observe laws prescribing the minimum age of our employees and we do not use child labour under any circumstances.

**Voluntary employment and work**

We condemn force labour or any form of slavery. All labour relations with our employees are made on a voluntary basis.

**Freedom of association**

We observe our employees' right to freely organize themselves into unions as well as the right to collective bargaining, in accordance with all applicable laws.

**Prohibition of harassment at work**

We strictly prohibit ethnical, racial, religious, sexual or any other type of harassment at work. Examples of unacceptable practices include any kind of physical or verbally abusive behaviour that disturbs one at one's workplace or that is insulting or degrading.

**Human trafficking**

We prohibit human trafficking and any exploitation of the employed, all in accordance with the applicable laws.

**Accountability**

Every employee is obligated to learn and understand all these responsibilities and to implement them in a correct manner, in accordance with this policy, in order to avoid any violation of human rights of the others. We have clearly defined procedures and trainings in place to ensure that we are able to identify, prevent and mitigate adverse impacts on human rights that might be a consequence of or result from our business activities.

The Management of the company shall be responsible for the implementation of this policy and it shall ensure that all employees are aware of the principles set forth in this document. It is expected that all employees of Termoinženjering shall comply with the rules specified herein. Any breach of these rules shall be subject to the internal disciplinary procedure of Termoinženjering.