



# DIVERSITY CHARTER CROATIA

Diversity is one of the fundamental values of a modern society. Employees, in their diversity, with their skills, creativity and innovation are the key to long-term success of any organization.

Diversity enables the realization of each individual's full potential, and a diversity and non-discrimination policy within a workplace is a prerequisite for the development of creativity, innovation and individual talent. In light of globalization and social change, the ability to accept and understand diversity is an important prerequisite for understanding clients and business partners. Therefore, in accordance with the Constitution and laws of the Republic of Croatia, we are committed to protect against discrimination and to the development of diversity and equal opportunities, both in our organization and with partners and stakeholders.

By signing the Diversity Charter, we commit to:

1. Develop a policy of diversity and non-discrimination, in order to develop an organizational culture based on mutual respect and appreciation of individual differences.
2. Develop a diverse work environment by encouraging the integration of employees of all profiles, regardless of gender and sexual orientation, racial or ethnic origin, religion or belief, disability, age and/or others.
3. Develop the skills and competencies of management and employees responsible for employment, training, and career development, on the implementation of diversity and non-discrimination policy.
4. Use a policy of diversity and non-discrimination in hiring management to enable a better understanding of management decisions, and be more open to innovative ideas with the aim of strengthening the competitiveness and sustainability of the organization.
5. Ensure awareness and educate our employees about diversity policy.
6. Encourage the implementation of a diversity policy with customers and suppliers.
7. Develop and regularly update an action plan for the promotion of diversity and non-discrimination policies that will include measurable indicators, and in which's development and implementation employees will be involved.
8. Report at least once a year on the implementation of the diversity and nondiscrimination policy, including the measures and internal procedures we apply to achieve the objectives.



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President of Management Board