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| <b>ZMH HORVAT d.o.o.</b> | <b>POLITIKA DRUŠTVENE ODGOVORNOSTI<br/>I LJUDSKIH PRAVA</b> | <b>Dokument: POL-IMS-04</b> |
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ZMH Horvat d.o.o. posluje u skladu s načelima odgovornog, etičnog i održivog poslovanja te poštuje temeljna ljudska prava svakog pojedinca. Društvena odgovornost je sastavni dio naše poslovne strategije i kulture, a temelji se na transparentnosti, poštenju, uključenosti, zakonitosti i brizi za zaposlenike, dobavljače, potrošače i lokalnu zajednicu. ZMH Horvat d.o.o. objavljuje rezultate svojih društveno odgovornih aktivnosti u skladu s načelima transparentnosti i zahtjevima EU Direktive o korporativnom izvještavanju o održivosti (CSRD).

Politika je usklađena s Eco Vadis metodologijom, EU Direktivom o korporativnom izvještavanju o održivosti (CSRD) te Direktivom o korporativnoj dužnoj pažnji u pogledu održivosti (CSDDD), kao i s Međunarodnom poveljom o ljudskim pravima UN-a, Konvencijama Međunarodne organizacije rada (ILO) i UN Global Compact načelima.

#### **Uprava ZMH Horvat d.o.o. obvezuje se da će:**

- 1) Poštovati ljudska prava** u svim poslovnim aktivnostima, bez diskriminacije temeljem spola, dobi, nacionalnosti, vjere, invaliditeta, seksualne orijentacije, političkog uvjerenja ili bilo kojeg drugog statusa.
- 2) Promicati raznolikost i uključenost** u radnom okruženju, poticati jednake mogućnosti zapošljavanja, napredovanja i obrazovanja za sve zaposlenike.
- 3) Osigurati dostojanstvene radne uvjete** i pravednu naknadu, u skladu s nacionalnim zakonodavstvom, kolektivnim ugovorima i međunarodnim standardima ILO-a.
- 4) Zabraniti prisilni i dječji rad**, trgovinu ljudima i sve oblike zlostavljanja ili iskorištavanja u vlastitom poslovanju i u lancu opskrbe.
- 5) Uspostaviti sustav etičnog poslovanja** temeljen na načelima integriteta, poštenja i odgovornosti, u skladu s **Etičkim kodeksom ZMH Horvat d.o.o.**
- 6) Osigurati slobodu udruživanja i pravo na kolektivno pregovaranje**, sukladno zakonima RH i međunarodnim normama rada.
- 7) Integrirati ESG pristup** u strateško odlučivanje, poslovne procese i lanac nabave, uz procjenu rizika i dobavljača prema kriterijima održivosti, etike i poštivanja ljudskih prava (**Supplier Code of Conduct**).
- 8) Promicati društvenu uključenost i lokalni razvoj**, kroz zapošljavanje lokalnog stanovništva, podršku obrazovnim inicijativama i partnerstva s društveno odgovornim organizacijama.
- 9) Poticati volontiranje, donacije i projekte** koji doprinose zajednici, okolišu i obrazovanju mladih, u skladu s mogućnostima poduzeća.
- 10) Osigurati zaštitu prijavitelja nepravilnosti (whistleblowera)** kroz povjerljive kanale komunikacije i nultu toleranciju na odmazdu.
- 11) Kontinuirano pratiti i procjenjivati društveni učinak poslovanja** putem KPI-jeva i EcoV adis evaluacija te objavljivati rezultate kroz godišnja IMS i ESG izvješća, uključujući informacije o učincima na ljudska prava, raznolikost i društveni utjecaj.

Za provedbu politike odgovorna je **Uprava**, u suradnji s **Voditeljem IMS-a** i **Voditeljem nabave**. Politika se pregledava najmanje **jednom godišnje** i po potrebi ažurira u sklopu **Upravine ocjene**. Politika se provodi kroz dokumentirane postupke. Ovu politiku potpisuje i odobrava Uprava ZMH Horvat d.o.o. Politika je javno dostupna na web-stranici ZMH Horvat d.o.o. te se komunicira dobavljačima i partnerima kao obvezujući dokument u okviru ugovornih odnosa i procesa nabave.

#### **Ova politika:**

- primjenjuje se na sve zaposlenike, dobavljače i poslovne partnere ZMH Horvat d.o.o.,
- javno je dostupna i komunicirana dionicima putem web-stranice i edukacija,
- redovito se revidira radi osiguranja učinkovitosti i sukladnosti s međunarodnim standardima.

U Konjščini, 08.01.2024.

Direktor, Zoran Horvat

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| <b>ZMH HORVAT d.o.o.</b> | <b>CORPORATE SOCIAL RESPONSIBILITY<br/>AND HUMAN RIGHTS POLICY</b> | <b>Dokument: POL-IMS-04</b> |
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ZMH Horvat d.o.o. operates in accordance with the principles of responsible, ethical and sustainable business and respects the fundamental human rights of every individual. Social responsibility is an integral part of our business strategy and culture, and is based on transparency, honesty, inclusiveness, legality and care for employees, suppliers, consumers and the local community. ZMH Horvat d.o.o. publishes the results of its socially responsible activities in accordance with the principles of transparency and the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

The policy is aligned with the Eco Vadis methodology, the EU Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD), as well as the UN International Bill of Human Rights, the International Labour Organization (ILO) Conventions and the UN Global Compact principles.

**The management of ZMH Horvat d.o.o. is committed to:**

- 1) Respect human rights** in all business activities, without discrimination on the basis of gender, age, nationality, religion, disability, sexual orientation, political belief or any other status.
- 2) Promote diversity and inclusion** in the work environment, encourage equal employment, advancement and education opportunities for all employees.
- 3) Ensure dignified working conditions** and fair compensation, in accordance with national legislation, collective agreements and international ILO standards.
- 4) Prohibit forced and child labor**, human trafficking and all forms of abuse or exploitation in our own business and in the supply chain.
- 5) Establish a system of ethical business** based on the principles of integrity, honesty and responsibility, in accordance with the **Code of Ethics of ZMH Horvat d.o.o.**
- 6) Ensure freedom of association and the right to collective bargaining**, in accordance with the laws of the Republic of Croatia and international labor standards.
- 7) Integrate the ESG approach into strategic decision-making**, business processes and the supply chain, with risk and supplier assessment according to sustainability, ethics and human rights criteria (Supplier Code of Conduct).
- 8) Promote social inclusion and local development**, through employment of the local population, support for educational initiatives and partnerships with socially responsible organizations.
- 9) Encourage volunteering, donations and projects** that contribute to the community, the environment and the education of young people, in accordance with the company's capabilities.
- 10) Ensure the protection of whistleblowers** through confidential communication channels and zero tolerance for retaliation.
- 11) Continuously monitor and assess the social performance** of operations through KPIs and Eco Vadis evaluations and publish the results through annual IMS and ESG reports, including information on impacts on human rights, diversity and social impact.

**The Management** is responsible for the implementation of the policy, in cooperation with the **Head of IMS and the Head of Procurement**. The policy is reviewed at least **once a year** and, if necessary, updated as part of the **Management's review**. The policy is implemented through documented procedures. This policy is signed and approved by the Management of ZMH Horvat d.o.o. The policy is publicly available on the ZMH Horvat d.o.o. website and is communicated to suppliers and partners as a binding document within the framework of contractual relations and the procurement process.

This policy:

- applies to all employees, suppliers and business partners of ZMH Horvat d.o.o.,
- is publicly available and communicated to stakeholders through the website and education
- is regularly reviewed to ensure efficiency and compliance with international standards.

In Konjščina, 08.01.2024.

Director, Zoran Horvat