



Iskra Mehanizmi, d.o.o.
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CODE OF CONDUCT

The following requirements regarding corporate social responsibility and compliance apply to the company Iskra Mehanizmi, d.o.o. and its related companies; in addition, the business partners of these companies are also expected to act in compliance with these requirements.

I. LEGALITY AND TRANSPARENCY OF OPERATIONS

The company undertakes to comply with the applicable laws and regulations of the country in which it operates, and to ensure the accuracy and transparency of financial data and results arising from its operations.

II. WORKING ENVIRONMENT

Forced labor

Any form of forced labor is prohibited.

Child labor

Any form of child labor is prohibited. The company may only employ persons who are of a minimum legal age.

Harassment

The personal dignity, privacy and personal rights of each individual must be respected. Employees must not be subjected to harassment, corporal punishment or physical, sexual, psychological and verbal abuse.

Fair working conditions

Salaries, including overtime and allowances, must reach or exceed the level required by applicable laws and regulations. The company complies with national legislation regarding working hours, overtime and night work, and daily, weekly and monthly breaks.

Non-discrimination

All employees, regardless of their nationality, race or ethnic origin, national and social origin, gender, skin color, health status, disability, religion or belief, age, sexual orientation, family status, union membership,



wealth or other personal status circumstances, must be treated in accordance with their capabilities and qualifications when it comes to any employment decisions, including but not limited to recruitment, promotion, allowances, payments, training and termination of the contract.

Personal data protection

The company collects and stores personal data of employees explicitly in accordance with laws and internal general acts. Within the framework of relevant legislation, access to personal data of employees is only allowed to employees who need them to carry out work processes, and to bodies authorized by law. Employees who have access to personal data must protect the confidentiality of this data from unauthorized persons, in accordance with the laws and relevant regulations and internal rules on the protection of personal data.

Health and safety

The company ensures a safe and healthy working environment and strives to prevent accidents and injuries at work.

Coming to work, working under the influence of, and consumption of alcohol, drugs and other psychoactive substances that could affect the ability of employees to perform work safely and efficiently, as well as bringing these substances into the company, is prohibited. It is forbidden to bring weapons and means of injuring people into the company.

Freedom of association and collective bargaining

The company undertakes to respect the legal right of employees to exercise their freedom of association and collective bargaining.

III. ENVIRONMENTAL PROTECTION, SUSTAINABILITY

In the framework of the environmental management system, the company acts in accordance with the applicable legislations and regulations, as well as with the ISO 14001 standard, in its entire infrastructure and in all of its technological processes.

In the framework of its “Environmental Policy”, the company is committed to limiting the impact of its operations on the environment, minimal pollution, responsible use of resources, and sustainable development.

IV. BUSINESS RELATIONS, BUSINESS ETHICS, CORRUPTION AND BRIBERY

All forms of corruption and bribery are prohibited, which applies to both active and passive bribery.

Conflict of interests

Society and individuals make decisions based on facts and business aspects rather than personal preferences or interests. Conflicts of interest, i.e. having private interests affect or have the potential to affect the performance of work tasks and duties, must be avoided.

Fair competition

The company operates in accordance with ethical and moral principles and fair business practices.



Confidentiality of information

The company respects the confidentiality of information and protects business secrets in accordance with the regulations of sectoral legislation, as well as of their business partners. Confidential information may only be used for the purpose for which it was disclosed.

Reporting violations, business compliance

For questions regarding the Code, the local compliance manager is available at:

Anyone may confidentially and, if desired, anonymously report an alleged violation of this Code to: legal@iskra-mehanizmi.si or locally, in boxes located at the location of the company. The company undertakes to protect all persons reporting said alleged violations.

Prevention of money laundering

The company strictly complies with anti-money laundering legislation.

Brnik, December 2021

Stefan Hornivius
Managing director

