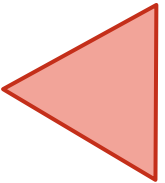




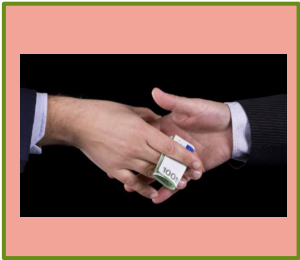
LOGMAN[®]
POVAŽAN

Sustainability ENG



Sustainability

LOGMAN-POVAŽAN



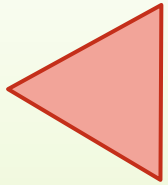
Employees' Human
and Labor rights

Compliance and
Honesty

Transparent business
relationships and
market behavior

Raw material
supply chain

Environmental
policy



Employees' Human and Labor rights

LOGMAN-POVAŽAN



Providing the equal opportunities and not tolerating discrimination and harassment is our long-term commitment.

We ensure that there is no discrimination or harassment in the workplace based on race, gender, color, national or social origin, religion, age, physical or mental disability, sexual orientation, political opinion or other status protected by applicable law.

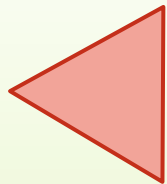
Recruitment, hiring, deployment, training, remuneration and growth of employees in the company are based on qualifications, performance, knowledge and experience.

Regardless of personal characteristics or status, the company does not tolerate contemptuous or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment in the workplace as well as outside the workplace is not permitted.

These principles apply not only to the company's employees, but also to the business partners, with whom we work.

Our commitment is to maintain a workplace free from violence, harassment, intimidation or other dangerous or negative conditions caused by internal and external threats

Discrimination in the workplace is unacceptable



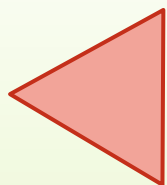
Employees' Human and Labor rights

LOGMAN-POVAŽAN



We respect the right of our employees to associate, organize or not organize, without the feeling of being threatened, punished, intimidated or harassed

Freedom of Association



Employees' Human and Labor rights

LOGMAN-POVAŽAN

Principles of Conduct

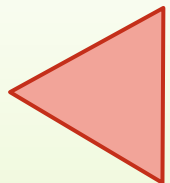
The policy in the field of human rights and respect for human rights is fundamental for the sustainability of Logman-Považan, a.s

Our company's commitment is to ensure that people are treated with respect and dignity.

The policy of Logman-Považan, a.s., in the field of human rights, is governed by the international principles governing human rights, which are enshrined in the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the UN Rules on Business and Human Rights.

The Company is committed to the principles set forth in this policy





Employees' Human and Labor rights

LOGMAN-POVAŽAN

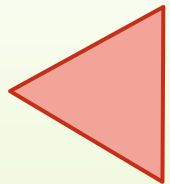


We comply with all local laws governing the minimum age for entry into employment under International Labor Organization Convention No. 138. We do not allow persons under the age of 18 to be hired for positions where hazardous work is required.

We do not allow the possession of any person in slavery or servitude, the use of any form of forced, bound or compulsory labor, or their involvement in the human trafficking.



Child labor, slavery and human trafficking are unacceptable!



Employees' Human and Labor rights

LOGMAN-POVAŽAN

Working hours, wages and other benefits for employees

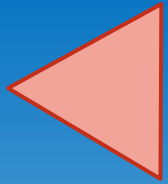
We provide employees with remuneration that is competitive in relation to the given department and the local labor market.

We carry out our activities in accordance with the applicable laws on wages, working hours, overtime and benefits.

Our commitment is to create a workplace where open and honest communication between all employees is valued and respected.

It is our policy to comply with all applicable labor and employment laws



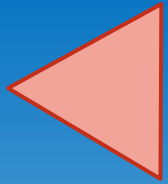


Health and Safety regulations



We provide a clean, safe workplace and comply with applicable laws, regulations and internal safety and health requirements. We are committed to involving our employees in the continuous improvement of health and safety in our workplaces. Employees can put their suggestions, comments and complaints in a dedicated box for both workplaces of the company.





Categorization of risky workplaces

The first category includes work in which there is no risk of harm to the employee's health

The second category includes work in which due to the risk, there is no presumption of damage to health, but an adverse response of the organism to the burden of factors of work and the working environment cannot be ruled out.

The third category includes work with a high level of health risk from exposure to the factors of work and the working environment

The fourth category includes only exceptionally limited work, for a maximum of one year, work with a very high level of health risk



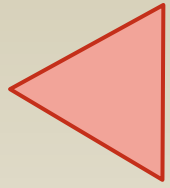
Transparent business relationships and market behavior

LOGMAN-POVAŽAN

The Company LOGMAN - Považan by this policy declares its commitment in the fight against corruption, unethical behavior and versatile non-discrimination.

- 1) We will not tolerate bribery and corruption in its current form and at all levels without exception.
- 2) We undertake to check, report and resolve any manifestation of corrupt activities in accordance with the law.
- 3) We will not cooperate with partners who have been proven to be corrupt or another form of unethical behavior.
- 4) We exclude discrimination against our employees and other interested parties based on gender, race, religion, orientation and other related factors.
- 5) We are committed to creating a work environment with the greatest emphasis on social background, safety and ergonomics, mental balance.
- 6) The management of the company is always open to any communication and all received suggestions will be duly investigated. The declarant is always guaranteed anonymity and impartiality.





Raw material supply chain

LOGMAN-POVAŽAN



Suppliers are selected through a proper tender and on the basis of evaluation according to criteria.

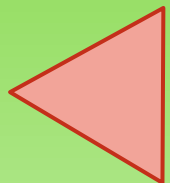
The evaluation of suppliers is performed according to the criteria:

➤ **Basic**

- price of material, articles, services
- terms of payment
- submission deadlines (how fast is it able to deliver material from the submission of the order)
- quality of the management system

➤ **Quality evaluation criteria in the process**

- quality of the delivered product
- adherence to the delivery schedule (including cases of multiple transport costs)



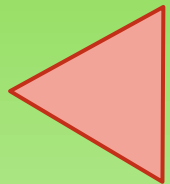
Environmental policy

LOGMAN-POVAŽAN



The subject of activity of the company Logman-Považan, a.s. is the production of warning triangles according to ECE NORM 27R 03, plastic boxes and technical moldings.

The company is aware of the possible impact of its activities, products on the state of the environment in the region. That is why we manage all our processes and activities, while each employee is responsible for the quality of his work and its impact on the environment.

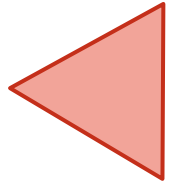


Environmental policy

LOGMAN-POVAŽAN

- Applying the principle of continuous improvement and continuous increase of the environmental level of its products and services.
- Comprehensively assess environmental issues and constantly apply pollution prevention methods.
- When operating current and introducing new technological processes and equipment, we comply with relevant environmental legislation.
- Communicate with government agencies and other environmental interested parties .
- Inform employees about the company's environmental behavior.
- Professionally train employees and promote their environmental awareness in order to increase their environmental responsibility in relation to the production of waste, wastewater and conservation of natural resources, energy.
- Comply with the requirements of REACH also in relation to the customer's requirements.





Environmental goals for year 2022

LOGMAN-POVAŽAN

1. Focus on more consistent waste separation and subsequent recovery
2. Minimize those processes in production that have a significant environmental impact influence
3. Maintain a positive trend in reducing energy consumption (gas, electricity)
4. To support employees and their environmental awareness in order to increase their environmental responsibility in relation to the production of waste, waste water and the saving of natural resources and energy