

## Ethical trading policy

### Summary statement

Where possible we trade according to the following ethical trading criteria:

1. All employment is freely chosen.
2. Working conditions are safe and hygienic.
3. Child labor is not used.
4. Wages are fair and comparable to industry standards and will always exceed the minimum wage.
5. Working hours are not excessive.
6. No discrimination is practiced.
7. Regular employment is provided for those who are employed on a permanent contract.
8. No harsh, cruel or degrading treatment or practices are allowed.
9. No bribery, corruption, blackmailing or bullying is permitted.

### Policy Statement

Iskratel Group recognizes that its commercial activities have the potential to impact on its suppliers and its locality.

Local community and customers have the right to expect:

- Products sourced by the Iskratel Group are produced under working conditions that are hygienic and safe.
- All workers involved in the delivery of services provided by the Iskratel Group are treated with full consideration of their basic human rights.
- The Iskratel Group acts in an ethical manner above and beyond basic legal requirements.

The Iskratel Group recognizes that its ethical and social performance and reputation is a key part of its overall commercial success.

### Employees

The Iskratel Group is committed to ensuring that its employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for the group. In many areas we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded and valued. We establish recognized relationships with our employees in accordance with existing legislation in Slovenia or in any country which we operate and where we are obtaining products or sub-contracting.

### Customers

The Iskratel Group is committed to demonstrating its ethical and social responsibility credentials to enable customers to make informed choices about whose services they purchase.

### Suppliers

Iskratel Group is committed to monitoring social standards in its supply chain. We encourage our suppliers to operate the same ethical standards that we employ ourselves.

Approved by:

**Željko Puljić**  
CEO



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