



CODE OF CONDUCT FOR SICO D.O.O.

INTRODUCTION

At SICO D.O.O., we take pride in our commitment to ethical business practices and responsible conduct. This Code of Conduct is intended for all our employees, management, suppliers, and partners to ensure that our business is founded on the highest ethical standards. By doing so, we pledge to protect the company's reputation, abide by the law, and achieve sustainable and successful operations.

FUNDAMENTAL PRINCIPLES

1. INTEGRITY

In our work, we will uphold the highest standards of integrity, honesty, and fairness. We will never accept or offer bribes and will refrain from engaging in corrupt activities.

2. RESPECT

At SICO D.O.O., we respect all employees, regardless of their race, gender, religion, age, sexual orientation, or other personal attributes. We provide a safe and inclusive working environment, free from discrimination, harassment, or violence.

3. ACCOUNTABILITY

Every employee at SICO D.O.O. takes responsibility for their actions. We will fulfill our job duties to the best of our abilities and ensure the safety, health, and well-being of our colleagues.

4. SAFETY AND ENVIRONMENT

At SICO D.O.O., we are committed to safe and responsible handling of the environment and company resources. We adhere to best practices to reduce our environmental impact and ensure workplace safety. We will not exploit natural resources without proper planning and careful management.

5. CONFLICTS OF INTEREST

Employees of SICO D.O.O. will avoid conflicts of interest that could compromise the integrity or impartiality of the company. Any conflicts of interest must be promptly reported to a supervisor.

6. NON-USE OF CHILD LABOR

We will not collaborate with companies or suppliers that employ child labor or violate laws regarding minimum age for employment.

ENFORCEMENT OF THE CODE OF CONDUCT

All employees are obligated to adhere to this Code of Conduct. Violations of the Code of Conduct will be addressed and may result in disciplinary actions, including termination of employment.

CONCLUSION

This Code of Conduct reflects our commitment to ethical and responsible business practices. Compliance with this code is essential for the sustainability and success of SICO D.O.O. Everyone who is part of our organization or collaborates with us is responsible for upholding these principles.

Arja vas, 31.7.2023

Marjan Volpe, general manager

SICO d.o.o.

