

Social Responsibility Policy SA8000

As part of our cooperative duty of care and to the satisfaction of all our stakeholders, we set out in this document our Corporate Social Responsibility Policy, which is implemented in our organisation through our Corporate Social Responsibility Policy _ SA 8000 Policy.

Corporate social responsibility (CSR) is key to improving a company's reputation, strengthening relationships with customers and employees, and promoting sustainable development. In doing so, companies contribute to social good, reduce risks and improve their competitiveness and financial performance in the long term.

The SA 8000 standard helps companies to systematically establish and maintain high working conditions and ethical business practices, ensuring compliance with international norms and increasing trust among stakeholders.

We are committed to meeting all the requirements of the SA8000:2014 standard, as well as international and national laws and other applicable laws and requirements to which companies are committed.

Our Corporate Social Responsibility policy is based on the following SA8000 principles:

Child labour and forced labour: we reject any form of exploitation of children and are strongly opposed to child labour and forced or compulsory labour in all its forms.

Occupational health and safety: we ensure a safe working environment and provide appropriate equipment, training and measures to prevent occupational injuries and illnesses for all employees.

Freedom of association and right to collective bargaining: we respect the right of employees to freely associate and to participate in collective bargaining, allowing for constructive dialogue and the resolution of any disputes.

Preventing discrimination: we are committed to equal opportunities and treatment for all employees, regardless of their personal identity, and we are firmly committed to combating discrimination of any kind.

Disciplinary action: in the event of disciplinary proceedings, we ensure fair treatment and compliance with the law and company rules.

Working hours: we respect the legal limits on working hours, and provide adequate rest and holidays for employees.

Remuneration: we ensure fair and transparent remuneration for the work we do, in line with legal provisions and internal company rules.

Management system: we establish and maintain an effective management system to monitor and improve our corporate social responsibility practices in accordance with SA8000 standards.

We are committed to consistently implementing and continuously improving our corporate social responsibility practices for the benefit of all our stakeholders and the communities in which we operate. In doing so, we build trust in our operations and contribute to sustainable development and the well-being of all.

This declaration applies to all RESISTEC UPR d.o.o.& Co. k.d., METALTEC d.o.o. and ATHOS Elektrosistemi d.o.o. (or RMA or RMA group of companies).

Director: Marcel Verstovšek

Krška cesta 8, Kostanjevica na Krki, 20.07.2024