



Nr.: NA_VOO_008_00

Code of Conduct SILIKO

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Version date: 01.01.2021

Confidentiality: public

Author: Janez Šturm

Approved: Darko Gorup

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1. INTRODUCTION

In our day-to-day business, we follow the principles of our company and act in accordance with accepted standards. We care about the health, safety and satisfaction of our employees, our business partners and the local community.

These principles are binding on all employees of the SILIKO d.o.o. group, regardless of their individual role in the company, as well as third parties acting on behalf of SILIKO d.o.o.

Through constant monitoring and open communication, we are constantly improving indicators in order to meet the needs of the present, in such a way that living conditions and resource use continue to meet existing human needs without compromising the integrity and stability of the natural system.

In this way, we actively contribute to maintaining the possibility that future generations will be able to provide for their needs.

2. ECONOMIC PRINCIPLES

We promote economic growth for our customers, employees and the community, and provide our customers and users with quality products and services that create value and protect our capital.

SILIKO d.o.o. is obliged to act in accordance with current antitrust and competition laws and other related regulations. Certain business activities, such as agreements between competitors that jointly set prices, violate these laws and these principles. Many other business activities, such as certain restrictive supplies or distribution agreements or the improper use of a strong market position (monopoly) in order to harm competition, may violate these laws and these principles.

This may have civil and/or criminal consequences for SILIKO d.o.o. and its employees, and consequently has a significant impact on the company's operations and reputation, therefore:

- in the discussion proposed by the competitors, we include competent legal representatives
- we do not propose or conclude agreements with competitors in connection with competitive aspects (prices, sales conditions, divisions of suppliers, industrial and market conditions, costs, territorial divisions, production capacities, offers,...)
- we avoid discussions or interactions with competitors that could raise the suspicion of an incorrect agreement
- we take into account the opinion of the expert representative for the field of competition law in cases when considering agreements such as e.g. exclusive sales or purchasing agreements, selective price reductions, pooled sales of goods or services, restrictions on the sale of goods or services.

3. ENVIRONMENTAL PRINCIPLES

We care for the environment, promote the protection of natural resources and protect the environment by preventing pollution and reducing resource consumption.

Environmentally friendly processes are a value and an opportunity. We are aware of all the impacts of our processes on the environment, we try to identify them, manage them, and reduce their effects on the environment. We comply with legislation and other regulatory requirements in all appropriate areas. We take care of the publicity and transparency of our definitions, and we accept criticism and suggestions from stakeholders and take them into account as much as possible in our operations.

We support society's increased need for energy by providing sustainable energy sources, products, technologies and efficient processes.



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We educate and train employees for proper work, and we make them aware that all employees are responsible for environmental management.

4. PRINCIPLES OF SAFETY AND HEALTH

We are committed to providing safe and healthy working conditions to prevent work-related injuries and health impairments that are appropriate to the purpose, size and context of the organization and the specific nature of the risks and opportunities for health and safety at work.

We strive to involve all employees, customers and others in eliminating hazards and reducing risks to health and safety at work, and we encourage proposals to achieve our health and safety goals, to create a safe working environment free of disease and accidents.

In the management of safety and health at work, we follow the fulfillment of legal requirements relating to the organization and other requirements to which the company has agreed and which are related to the identified hazards. We consult and cooperate with employees and their representatives in the prevention of injuries and health impairments and in the continuous improvement of our performance through the effective management of safety and health at work. For safety at work, we train all employees to prevent damage to equipment, themselves and others.

With the constant development of competencies, we are able to ensure the safety of our products throughout the life cycle and develop safe processes that protect our employees, contractors, customers and the community, including situations where we operate outside our work environment.

5. SOCIAL PRINCIPLES

Improve the well-being of people and communities. We operate honestly and ethically, respect human rights and work in accordance with laws and other regulations.

People are the greatest value of a company, so we take into account all applicable labor law requirements, including adequate pay for work performed. Appropriate procedures prevent forced labor, the employment of children and the improper treatment of young people, illegal overtime work and trafficking in human beings. We ensure non-discriminatory treatment of all employees without harassment in the workplace and do not oppose freedom of association and collective bargaining.

We share and expect the same values from our customers and the community in which we operate.

Executive Director, Mr. Darko Gorjup