

**POLITIKA
o zaštiti ljudskih
prava i prava radnika**

**POLICY
on the protection of
human rights and the
rights of workers**

<p style="text-align: center;">Zagreb, listopad 2020</p> <p style="text-align: center;">UVODNE ODREDBE Članak 1.</p> <p>Ovom Politikom (dalje u tekstu: "Politika") uređuje se postupanje društva MERITUS ULAGANJA d.d. (dalje u tekstu: "Društvo") i/ili ovisnih društava u cilju očuvanja ljudskih prava i prava radnika.</p> <p style="text-align: center;">PODRUČJE PRIMJENE Članak 2.</p> <p>Postupati u skladu s ovom Politikom obvezni su članovi Uprave, Nadzornog odbora i njegovih odbora, rukovodeće osobe, radnici i druge osobe koje djeluju za račun Društva.</p> <p>Postupanje osoba koje su obveznici ove Politike mora odražavati načela i standarde propisane ovom Politikom.</p> <p>Ova Politika obvezuje i sva ovisna društva Društva u mjeri u kojoj su na njih primjenjiva.</p> <p style="text-align: center;">POŠTOVANJE LJUDSKIH PRAVA I PRAVA RADNIKA Članak 3.</p> <p>Društvo je dužno poštovati ljudska prava i prava radnika.</p> <p>Glavni cilj Društva u pogledu zaštite ljudskih prava i prava radnika je osiguranje visokog standarda poštovanja ljudskih prava i prava radnika, ali i pravovremeno detektiranje i sprječavanje eventualnih posljedica nepoštovanja ljudskih prava i prava radnika u okviru poslovanja Društva.</p> <p style="text-align: center;">PROMICANJE RAZLIČITOSTI Članak 4.</p> <p>Društvo je dužno poštovati i promicati</p>	<p style="text-align: center;">Zagreb, October 2020</p> <p style="text-align: center;">INTRODUCTORY PROVISIONS Article 1</p> <p>This Policy (hereinafter: "the Policy") determines the conduct of the company Meritus ulaganja d.d. (hereinafter: "the Company") and/or its subsidiaries in order to protect human rights and the rights of workers</p> <p style="text-align: center;">SCOPE OF APPLICATION Article 2</p> <p>Members of the Management Board, the Supervisory Board and its committees, executives, employees and other persons acting on behalf of the Company are obliged to act in accordance with this Policy.</p> <p>The conduct of persons subject to this Policy must reflect the principles and standards prescribed by this Policy.</p> <p>This Policy also binds all subsidiaries of the Company to the extent that it applies to them.</p> <p style="text-align: center;">RESPECTING HUMAN RIGHTS AND THE RIGHTS OF WORKERS Article 3</p> <p>The Company has a duty to respect human rights and the rights of workers.</p> <p>The main goal of the Company in terms of protecting human rights and the rights of workers is to ensure a high standard of respect for human rights and the rights of workers, but also to timely detect and prevent possible consequences of not respecting human rights and the rights of workers.</p> <p style="text-align: center;">PROMOTING DIVERSITY Article 4</p> <p>The company has a duty to respect and</p>
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<p>različnost svojih zaposlenika i drugih osoba s kojima dolazi u kontakt i surađuje.</p> <p>Diskriminacija i zlostavljanje nisu dopušteni, a cilj je uspostaviti i održavati radno okruženje bez diskriminacije i zlostavljanja na temelju rase, spola, boje kože, narodnosti, društvenoga podrijetla, vjere, dobi, invalidnosti, spolne orijentacije, političkoga stava ili bilo koje druge osobine ili statusa koji može biti temelj za diskriminaciju.</p> <p>Zabranjeni su omalovažavanje i neprimjereno ponašanje, nepošteno ophođenje te zlostavljanje na radnome mjestu.</p> <p>Kvalifikacija, rad, vještina i iskustvo su jedini čimbenici koji se uzimaju u obzir prilikom zapošljavanja, određivanja visine plaće te napredovanja.</p>	<p>promote the diversity of its employees and other people with whom it comes into contact and cooperates.</p> <p>Discrimination and abuse are not permitted, and the goal is to establish and maintain a work environment free of discrimination and abuse based on race, gender, skin color, ethnicity, social origin, religion, age, disability, sexual orientation, political position, or any other trait or status which may be a basis for discrimination.</p> <p>Disparaging and inappropriate behavior, unfair treatment and harassment in the workplace are prohibited.</p> <p>Qualification, work, skills, and experience are the only factors taken into account when hiring, determining the amount of salary, and promotion.</p>
<p style="text-align: center;">SIGURNOST I ZDRAVLJE NA RADU Članak 5.</p> <p>Društvo je dužno osigurati sigurno i zdravo radno okruženje te postupati u skladu sa sigurnosnim i zdravstvenim propisima.</p> <p>Cilj je smanjenje rizika od nezgoda, povreda i izlaganja zdravstvenim rizicima u radnom okruženju te pravovremeno detektiranje opasnosti i sanacija zdravstvenih i sigurnosnih problema.</p>	<p style="text-align: center;">OCCUPATIONAL HEALTH AND SAFETY Article 5</p> <p>The company is obliged to ensure a safe and healthy working environment and to act in accordance with health and safety regulations.</p> <p>The goal is to reduce the risk of accidents, injuries and exposure to health risks in the work environment, as well as timely detection of hazards and remediation of health and safety problems.</p>
<p style="text-align: center;">ZABRANA PRISILNOG RADA Članak 6.</p> <p>Najstrože je zabranjeno ropstvo, zadržavanje bilo koje osobe protiv njezine volje i držanje osobe u robovlasničkim uvjetima te svaki oblik prisilnoga, dužničkoga ili obveznoga rada te povezanost s trgovinom ljudima i izrabljivanje djece.</p>	<p style="text-align: center;">PROHIBITION OF FORCED LABOR Article 6</p> <p>Slavery, the detention of any person against his/her will and the keeping of a person in slave-like conditions, as well as any form of forced, indebted or compulsory labor, and links to human trafficking and the exploitation of children are strictly prohibited.</p>

<p style="text-align: center;">RADNO VRIJEME I NAKNADA ZA RAD Članak 7.</p> <p>Društvo postupa u skladu s primjenjivim zakonima o plaći, radnom vremenu, prekovremenim satima i drugim povlasticama i pravima zaposlenika.</p>	<p style="text-align: center;">WORKING HOURS AND REMUNERATION Article 7</p> <p>The Company complies with applicable laws on salaries, working hours, overtime, and other employee benefits and rights.</p>
<p style="text-align: center;">PRAĆENJE POSTUPANJA U SKLADU S POLITIKOM Članak 8.</p> <p>Društvo je dužno provoditi ovu Politiku i pratiti njezinu provedbu te uspostaviti mehanizme za njezino praćenje i prijavljivanje eventualnog postupanja protivno Politici.</p>	<p style="text-align: center;">MONITORING COMPLIANCE WITH THE POLICY Article 8</p> <p>The Company is obliged to implement this Policy and monitor its implementation, and to establish mechanisms for its monitoring and reporting possible actions contrary to the Policy.</p>
<p style="text-align: center;">ZAVRŠNE ODREDBE Članak 9.</p> <p>Svaki član Uprave, Nadzornog odbora i njegovih odbora, rukovoditelj i zaposlenik Društva te druge osobe na koje se odnose odredbe ove Politike obvezni su upoznati se s odredbama ove Politike te su se u obavljanju svojih poslova dužni pridržavati navedenih odredbi.</p> <p>Svaka povreda ove Politike smatra se teškom povredom obveza iz radnog odnosa.</p> <p>Ova Politika objavit će se na internet stranicama Društva.</p>	<p style="text-align: center;">FINAL PROVISIONS Article 9</p> <p>Every member of the Management Board, Supervisory Board and its committees, manager and employee of the Company, and other persons to whom the provisions of this Policy apply, are obliged to familiarize themselves with the provisions of this Policy and to comply with these provisions in performing their duties.</p> <p>Any violation of this Policy is considered a serious violation of employment obligations.</p> <p>This Policy will be published on the Company's website.</p>