
STATEMENT ON SOCIAL RESPONSIBILITY
FRIGO-PAUN d.o.o., Požega

1. The Company ensures freedom of association and the free election of employee representatives who negotiate working conditions on behalf of employees.
2. The Company fully implements the provisions of the Labour Law, in particular those relating to harassment and workplace abuse (mobbing). It applies the Rulebook on the Rules of Conduct of Employers and Employees regarding the prevention of and protection from workplace harassment, adopted by the Company. Rules related to non-discrimination are defined in the Company's Rulebook on Employment. A Code of Conduct has also been established, providing clear and understandable guidelines for implementing the Company's values and principles at all locations where the Company operates.
3. The Company has adopted explicit provisions strictly prohibiting child labour.
4. The Company has established a performance appraisal system for all employees based on the following criteria:
 - Volume of work performed
 - Quality of work performed
 - Timely completion of tasks
 - Effective use of working time
 - Attitude towards work and job responsibilities
 - Savings in material costs
 - Care and responsibility in the use of work equipment

All provisions related to financial compensation for annual leave and absences, paid and unpaid leave, wages and salary compensations, and other benefits are fully respected, in accordance with the regulations and laws of the Republic of Serbia.

5. In accordance with the Labour Law of the Republic of Serbia, the Company has defined full-time employment as 40 hours per week, with a five-day working week, and has ensured that human resources are managed in a manner that prevents overtime work.
6. Through its internal rules and policies, the Company has defined that forced labour and punitive disciplinary practices are strictly prohibited.
7. The Company commits to:
 - Full compliance with all applicable laws and regulations related to occupational health and safety;
 - Taking into account the nature and level of health and safety risks within the organization;
 - Establishing a framework for setting and reviewing general and specific occupational health and safety objectives.
8. The Company has defined its Environmental Protection Policy, under which it commits to:
 - Continuously identifying and reviewing customer needs and requirements and creating conditions for improving environmental protection;
 - Full compliance with all applicable laws and regulations relating to environmental protection;
 - Preserving the environment with the aim of achieving sustainable development;
 - Establishing a framework for setting and reviewing general and specific environmental protection objectives; and
 - Acting responsibly towards the environment by:
 - Responsible use of resources in production and administration;
 - Compliance with environmental standards;
 - Training and raising awareness among employees and contractors regarding environmental protection.
9. The Company has defined all elements of corporate social responsibility in its Rulebook on Employment. The organization places strong emphasis on business ethics and applies and

respects ethical principles in all business activities.

It promotes moral standards and ethical conduct, recognizing employees as its most important resource. All employees should feel secure and benefit from their work, with respect for individual diversity and the active promotion of teamwork.

10. The Company has defined a zero-tolerance policy towards corruption in its Rulebook on Employment. All employees are obliged to contribute to the performance of business activities in the spirit of business ethics, good business practices, diligence, and integrity, while respecting the following principles:

- Protection of business secrets
- Protection of confidential information
- Prohibition of using confidential information for personal gain
- Prohibition of bribery
- Prohibition of abuse of position for personal interests
- Principles of integrity and honesty
- Principle of personal responsibility

11. The Company has defined its responsibility towards the market and consumers through:

- Transparency of business practices and availability of relevant information about the Company's operations;
- Rejection of any form of corruption, bribery, or acceptance of improper benefits;
- Rejection of any form of monopolistic practices, unfair competition, and unethical pricing;
- Support for the development of the supplier chain;
- Transfer of knowledge and technology.

12. The Company acts responsibly towards the local community by:

- Respecting and supporting local initiatives (health, assistance to socially vulnerable groups, infrastructure development, etc.);
- Developing cross-sector partnerships to enhance social development;
- Supporting cultural development within the local community;
- Supporting further education of young talents from the local community.

The above corporate social responsibility objectives are implemented by **FRIGO-PAUN d.o.o., Požega** in compliance with national laws and regulations and the Company's internal acts, including: the Job Classification Rulebook, the Rulebook on Employment, Employment Contracts, the application of payroll and employee benefits calculations in accordance with accounting and tax regulations of the Republic of Serbia, compliance with the Quality Management System Policy, Environmental Protection Policy, Occupational Health and Safety Policy, application of the IFS Food Standard, compliance with SEDEX – 4 Pillars, and through defined procedures and work instructions.

Požega,

General Manager

August 2025



POLJOPRIVREDNO Dруштво "FRIGO PAUN" d.o.o. POZEGA
Petrović Paun