



Društvo sa ograničenom odgovornošću
Umka Fabrika kartona - Umka

UP.PO.03(02)

Top Management of "UMKA" LLC - Cardboard Mill Umka establishes the following policy as a document that defines the mission, vision and strategy for its realization

CORPORATE SOCIAL RESPONSIBILITY POLICY

The company's dedication and commitment is based on its vision - *We strive to be the leading company in Central Eastern Europe in the field of recycled cardboard production and leaders in local application of the circular economy. Our professional, efficient and sustainable approach to the market, creates the highest standards with its investments and business in order to establish long-term growth, development and achievement of our goals.*

We believe that the success and sustainable development of the company comes as a result of the organization's ability to create a long-term sustainable production cycle in the packaging industry, guided by the needs and expectations of all stakeholders equally: buyers and consumers, suppliers, partners, employees, the wider community as well as the immediate environment and the environment in which we operate and live.

The goals and aspiration of "UMKA" Cardboard Mill include as follows:

- to ensure through its operations the integrity and diversity of its activities, to contribute to the welfare and economic development of the social community, all through the company's own activities and development projects;
- to ensure responsible business operations throughout the organization;
- to facilitate open communication, development and compliance to the established quality standards, national legislation and the decisions of local governments;
- to provide a comfortable working environment for its employees, by understanding their needs.

The identified areas of special interest refer to:

- child labour, forced labour
- occupational health and safety
- freedom of association and the right to collective bargaining
- discrimination
- disciplinary measures
- working hours
- compensation for work

"UMKA" Cardboard Mill has set a basic approach to social responsibility, based on the company's corporate principles, and as such, it is presented through the principles of the Corporate Social Responsibility Policy.



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1 Business Practice

"UMKA" Cardboard Mill ensures the integrity and diversity of its activities, thus contributing to the well-being and economic development of the social community.

The company strives to establish and maintain responsible business practices throughout the organization, as prescribed by company documents, relevant policies and standards. We strive to be a company that professionally, efficiently and sustainably manages investments and makes a difference in its business through the introduction of best business practices.

2 Commitment to the wider community

Social programs, for the benefit of local communities, have been established on the basis of social responsibility and are integrated into the company's business model.

"UMKA" Cardboard Mill is committed to educating its employees about social responsibility, through various information channels;

- education of its employees about social responsibility, through various channels of information;
- providing employment support for members of the local community;
- providing support in children's education through dual education programs and selecting occupations for future employment opportunities;
- support for families living in the local community through increasing / developing the economy
- mitigating the negative impact on the environment;
- social programs, for the benefit of local communities which have been established on the basis of social responsibility integrated into the company's business model;
- encouraging suppliers and other legal and natural persons with whom it cooperates, to support the maintenance and expansion of social responsibility.

3 Responsible and corporate conduct

As a responsible corporate company, "UMKA" Cardboard Mill aims to act in a socially responsible manner at all times. It strives to operate in accordance with international and local regulations, internal rules, to implement fair and honest corporate practices, to gain the trust of stakeholders such as clients, employees, business partners and the company itself. Develops and maintains constructive relations with administrative bodies, remaining politically neutral and compliant to the law, without involvement in relations with individuals or groups that threaten social order and security.

4 Human rights

"UMKA" Cardboard Mill respects internationally recognized human rights, and undertakes with that regard to avoid any violation of human rights or taking part in any such act. It will seek to maintain respect for the diversity and individuality of human rights and to ensure a healthy and safe working environment, where all persons are treated equally and without discrimination. Also, we strive to maintain opposition to forced labour and child labour and we comply with basic human rights as well as the rights of employees. It is committed to an absolute interdiction on the employment of minors or other minor children who are legally required to attend school, as well as an obligation that our suppliers and manufacturers apply the same without exception.



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5 Environmental protection

"UMKA" Cardboard Mill actively participates and works on environmental protection, because these are issues of importance both for the local community and for the entire humanity. Our team of experts actively and constantly analyses and implements more environmentally friendly solutions whose use provides reduced use of resources, including energy, water and raw materials, that is, continuously provides the reduction of the negative impact on the environment. As the largest recycler in Serbia, we contribute to the preservation of the environment and the development of the circular economy by giving new value to waste - recovered paper.

6 Employees

"UMKA" Cardboard Mill recognizes that its employees are the most important resource, as well as their role in the success of the company. It is guided by the goal of creating a competitive and fair working environment and ensures equal opportunities and the prevention of all forms of discrimination against employees: in the hiring process, payment of compensation, enabling training, promotions, dismissal or retirement of employees, based on race, social status or national origin, religion, disability, gender, sexual orientation, family circumstances, marital status, membership in labour associations, political opinion, age or any other reason that constitutes discrimination to develop and advance in accordance with their own performance and business goals.

7 The freedom of association

UMKA" Cardboard Mill guarantees all employees freedom of association - trade union, political and any other association, as well as the right to remain outside any association.

8 Socially responsible behaviour in the supply chain

All sustainability issues - including human rights, labour rights, anti-corruption policies and environmental procedures - must be included in the supply chain.

9 Implementation and transparency

In order to conduct and implement the Corporate Social Responsibility Policy, "UMKA" Cardboard Mill provides its transparency by displaying the Policy in visible locations within the workspace, so as to make it accessible to all employees. In addition, the public has the opportunity to familiarize themselves with the Corporate Social Responsibility Policy through the company's official website and other forms of disclosure that the company deems appropriate.

10 Communication with stakeholders

"UMKA" Cardboard Mill conducts an expedient dialogue with stakeholders and continuously works on the development of communication models with the aim of sharing information and identifying possible positive or negative impacts of its business.

Umka, 28th July 2022

Milos Ljušić, Company Director