

Human Rights Policy

As leaders in the logistics industry, we believe that the success of our business is not only a result of our business achievements, but also a reflection of our relationship with employees, the community, and society as a whole. Our responsibility towards human rights is above all other rights and obligations, and represents the foundation on which we build trust, respect, and integrity.

Our commitment to respecting Human Rights

Our Human Rights Policy defines our commitment to ethical business practices and establishes a framework for respecting the fundamental human rights principles. Together with applicable legal regulations, this framework ensures conditions for responsible behavior within the company. We are committed to respecting internationally recognized ethical standards, particularly the 10 principles of the Global Compact in the areas of human rights, labor rights, environmental protection, and anti-corruption policies, which stem from the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Declaration on Environment and Development, and the United Nations Convention against Corruption.

In every country in which we operate, we are committed to respecting local laws. In situations where there are differences between local legislation and internationally recognized standards, we strive to find opportunities to apply and respect internationally recognized human rights to the greatest extent possible.

Fundamental human rights and main topics

Understanding that responsible business can significantly contribute to the protection of human rights, Milšped Group is committed to respecting them throughout its operations - with everyone we cooperate with, as well as within the communities in which we operate.

In addition, we are aware that global business also means broader responsibility, and that we operate in certain countries with higher risks of human rights violations. We recognize that this implies we need to take extra care to identify these risks and effectively prevent and address them.

Adhering to the overarching principles embedded in our policies, procedures and systems helps us to ensure that human rights are respected in our value chain.

Non-discrimination

No employee may be discriminated against on the basis of gender, age, race, marital status, pregnancy, political opinion, sexual orientation, religion, ethnic or social origin and status. All employees have the right to equal treatment, dignity and respect in the recruitment process, career development, as well as in the event of termination of employment with Milšped.

We treat our employees with integrity, respecting differences and transparency. We do not tolerate behavior that marginalizes or devalues others. In this way, we encourage our employees to accept differences, listen to other points of view and develop a framework for encouraging responsibility and



further progress. We also expect every employee to treat everyone we come into contact with dignity and respect.

We are focused on ensuring transparency in the employment process, so that candidates can freely choose their employer, knowing all relevant information about working conditions. Also, in the recruitment and selection process, our goal is to hire the best candidates, based on knowledge and competencies that are relevant to the specific job.

We are committed to promoting equality and non-discrimination by ensuring gender-neutral employment and equal benefits, opportunities for growth and professional development. Milšped Group not only respects women's rights but also encourages support for increasing the role of women in the our workplace.

In order to raise employees' awareness of the prohibition of discrimination and harassment based on diversity, we have included diversity training as part of our regular onboarding program. We sincerely believe that an environment in which employees can develop their potential based on different individual backgrounds and diverse perspectives creates an additional advantage in business.

Prohibition of child labor

Child labor is strictly prohibited. This type of work refers to work that is physically, mentally, ethically and socially dangerous for children and that deprives them of their right to education.

Milšped ensures compliance with this prohibition and prevents the possibility of such employment in accordance with local laws and regulations established by the International Labor Organization regarding the youth employment. The company has established mechanisms within its recruitment and selection procedures to check and control the implementation of the prescribed requirements. In addition, we require our suppliers to treat the prohibition of child labor in the same manner.

Prohibition of Forced Labor

Employment must be freely chosen by every individual. At Milšped, any work practice that is contrary to human rights is strictly prohibited, including, but not limited to, unacceptable treatment such as forced or compulsory labor, unregistered work, exploitation, corporal punishment, all forms of modern slavery, and human trafficking.

During the recruitment process, no individual is required to pay any fees or costs related to employment. Acceptance of working conditions at Milšped is exclusively on a voluntary basis, without the use of any form of deception or compulsion. All employees are guaranteed freedom of movement, which is not restricted in any way, such as withholding personal documents, requiring deposits, or any other form of compulsion.

Freedom of Association

Milšped respects the legal rights of employees to form independent unions, to be members of such unions, and to join employee organizations of their choice to improve working conditions and advocate for workers' interests, or to refrain from joining such organizations.



No employee shall be discriminated against in any way due to membership in a union or any lawful organization for the protection of workers' rights, or for participating in lawful activities of such organizations.

Working Conditions

In all the countries where we operate, we fully comply with legal requirements regarding working hours, including the number of daily and weekly working hours, employees' rights concerning overtime work, compensation for it, as well as other benefits. Overtime work is justified only in cases of critical business needs, is on a voluntary base, and is paid according to monthly records.

Furthermore, we confirm our compliance with national laws and regulations regarding employee wages and benefits. Employee reimbursement are not paid below the legally established minimum wage. Additionally, principles of equal pay for work of equal value are applied.

Milšped recognizes the right to rest and leisure time and supports a healthy work-life balance for our employees.

Training and Career Development

Learning is a prerequisite for personal and business development, which is why we are committed to empowering our employees and providing learning opportunities. Our training center and programs are designed to develop various competencies through mentorship programs - from leadership skills to technical knowledge training.

Training sessions are planned to support individual career development plans and are aligned with the company's strategic needs. Encouraging open communication, respecting diversity, and providing equal opportunities for career advancement are key components that guide us. Milšped enables employees to maximize their potential, advance within the organization, and drive innovation.

Through soft skills training and internal panel discussions, experts from various company sectors use real examples and case to train colleagues from other sectors. With this training employees are given the opportunity to enhance their professional skills and contribute to more efficient work.

Onboarding of new employees

At Milšped, all new employees go through a detailed onboarding process during their first week of employment. This process includes a set of training and activities designed to help new employees to adapt more quickly to their new work environment, during which they have a mentor available to provide support.

During the first week of employment, new employees are introduced to the company's history, mission and vision and all relevant IT concepts and practices relevant for our industry.

New employees also undergo mandatory training in the areas of occupational safety and health, as well as environmental protection. The goal of this training is to enable employees to recognize and prevent potential risks, as well as to contribute to the company's sustainable operations. In addition, new employees are introduced in detail to the different business lines and sectors within Milšped, in order to gain a deeper understanding of business processes.

Occupational health and safety of employees

Occupational health and safety of employees and their well-being are of the utmost importance to Milšped. That is why we say that employees have not only the right but also the obligation to behave in accordance with the company's requirements that protect them from risks which can endanger their health and safety.

Milšped insists on a safe and healthy workplace. All employees must be provided with a safe working environment, by creating appropriate conditions that meet the requirements of relevant laws, contribute to employee satisfaction and prevent illnesses and injuries related to the risks and hazards of work processes and working conditions. In order to prevent inadequate working conditions, employees are allowed to report such situations to the designated person responsible for occupational health and safety.

Data privacy

We respect the privacy of all our employees and the confidentiality of their personal data. Confidential data management is defined within the information security management system, and employees are introduced to the requirements and rules for handling confidential data at the very beginning of their engagement.

Grievance Mechanisms

We recognize the importance of taking steps to identify and mitigate any actual or potential negative impacts on human rights that we may be involved in, directly or indirectly, through our own activities or through our business relationships. Accordingly, we continue to raise awareness of human rights among our employees, encouraging them to speak up and express concerns on any basis.

In order to facilitate the reporting of any type of complaint regarding human rights violations, we have provided multiple communication channels. The report can be submitted anonymously, and we treat each reported case with equal attention and establish adequate measures in response to human rights violations.

Any individual can file a complaint or grievance, as well as to express their opinion via the internal portal or email address speakUp@milsped.com.

The Human Rights Policy is binding for all employees of Milšped Group member companies, who are required to act in a lawful and collegial manner towards everyone. We also expect our partners to share common values and principles of human rights and to conduct their business ethically and with integrity.

Human Rights Policy is subject to regular review and updated as necessary. This Policy is communicated within the company and is available to all interested parties.

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CEO
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