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UNITED NATION GLOBAL COMPACT

Communication on Engagement 2015 for the period from 2012 to2015

Statement of the company's director Prof. Dr. Gregor Anderluh

Dear Sirs,

I am pleased to reconfirm that National Institute of Chemistry continues to support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

With this commitment we express our intent to advance these principles to our colleagues, partners and public.

We continue to commit to share this information with our stakeholders using our primary channels of communication. National Institute of Chemistry is a world known international research organization in chemistry and chemistry related fields. This public research institution was established in 1946 and it covers science, research and development activity. Basic and applied research is oriented towards fields which are of long-term importance to both Slovenia and the world: biotechnology, environmental protection, structural and theoretical chemistry, analytical chemistry, materials research, and chemical engineering, through which the institute is in line with the needs of the domestic chemical, pharmaceutical, tire, and food industries. The work of the Institute is also in line with the priority thematic areas of the 7th Framework Program of the EU and Innovation programme Horizon 2020, which places an emphasis on genomics and biotechnology for health, nanotechnology, quality and safety of food, as well as nutrition, sustainable development and global change. Becoming a member of Global Compact in 2010 was a very important milestone for us and gave us possibility to develop and open unique opportunity to promote idea of socially responsible business. We will continue to follow and support the ten principles of United Nation Global Compact and we will promote them among our employees, partners and public.

Sincerely yours,

Prof. Dr. Gregor Anderluh, director

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Human Rights Principle

From the establishment NIC strongly supports the principles stated in the universal declaration of Human rights and ensures that all NIC employees abide to the same principles. NIC evaluates and responds to human rights issues within its business operation on regular bases. Management of NIC understands the importance of healthy and safe working conditions, good internal psychological climate within the company. NIC strictly follows the Slovenian and EU laws on health and safety regulations. NIC employees have the possibility to express their complaints or comments anonymously. Employees are treated with high respect, they are enabled to have a continuous education, they have the rights to sick leave, holidays ect. In 2013 NIC gained a Family friendly organization certificate. NIC also continues to obtain the ISO 9001 certification. NIC took part in a European project Genis Lab which promotes women in science with basic goal to achieve gender equality in all research fields. In 2015 NIC gained another project called Plotina that supports woman in science. In general, the human rights related risks are low and any possible comments on the subject continue to be solved promptly. NIC continues to support various sports activities for employees and organizes different events for team building.

Labor Principle

NIC continues to be against child labor and there is no forced labor. There is also strong idea of gender equality which is present also in international and interdisciplinary research projects like Plotina and Genis Lab. NIC also continues to support union activities and support employees at studies. NIC also promotes 70 young researchers. NIC continues to support international exchange of workers.

NIC continues to raise awareness among employees on labor rights and policies. NIC prevents discrimination of all kinds and ensures comparable pay for employees that do similar work.

Environmental Principles

NIC continues to use the established environmental principals, and as a research organization continues to perform many research projects that include environmental friendly technologies like sun cells, lithium battery, low/no CO technologies, reuse of recycled water,... In 2010 NIC received the Eco practice certificate from Umanotera foundation that promotes sustainable development, together with the Green Office acknowledgment. In 2013 NIC became part of the European Green Office project and gained EGO certificate. These certificates confirm that companies are active in the field of environment protection with internal and external communication how to reduce the environmental damage. NIC continues to be active on reducing the energy and water consumption and also the CO2 emission reduction and also have a separated waste management paper, plastic, glass, organic bins). NIC is introducing, certifying and

continuously improving environmental management systems and continues to promote awareness among employees. NIC develops and diffuses environmentally friendly technologies and also raise awareness among suppliers by asking for the environmental footprint of products or services. The environmental management system identifies monitors and controls the company's environmental performance. NIC deals with incidents according to standard procedures and inside regulations and hold external audits of environmental performance.

Anti-corruption principles

NIC is strongly against corruption and does not work with companies with higher risk of corruption. There is anti-corruption policy on a national level. Corruption, extortion and bribery are considered as serious criminal acts. NIC as a public institution is bounded to regulations of public procurements. All purchases are strictly limited with objective criteria which are publicly announced and all decisions are submitted to possibility of complaints of all unchosen applicants to National revision committee whose decisions are based on very strict rules. Anticorruption clause is part of each contract that NIC signs and breaking of this clause would mean a nullity of a contract. Employees are prohibited from accepting any gifts over the value of 20 € given by clients and should report any gift to a legal office. NIC has suggestion box and grievance mechanisms. NIC has provided a procedure about how the company deals with incidents of corruption.

National Institute of Chemistry promotes support of ten principles of United Nation Global Compact with promoting UNG on our website, yearly reports, brochures, meetings and events.

