

## **adriatica.net Group – leading tourist company in the region**

**adriatica.net Group's strategy is defined through three brands:**

### **Atlas**

**The Largest DMC in Croatia and the Region**

**90 Years of Experience**

Founded in 1923, Atlas is the biggest Destination Management Company in Croatia and the region, with a tradition of offering high-quality travel arrangements. A wide array of services, programs and products can satisfy all demands of individual, group and corporate clients from Croatia and the world.

As the leading DMC, Atlas has a clear strategic goal – positioning Croatia as a popular destination and uncovering all its charm both to domestic and foreign guests on a global scale.

### **KOMPAS**

**Your Adriatic ambassador**

Kompas is a large international travel agency combining tradition and modernity. Since its establishment in 1951 Kompas has been devoted to quality, excellence, flexibility and highest quality of service. Boasting 60 years of close ties to tourism, markets, partners and customers, Kompas is today a recognized incoming agency for the Adriatic and Central and East Europe, and the largest tour operator in Slovenia, where Kompas d.d. is headquartered.

### **goadriatica.com**

**Your Adriatic Navigator**

- newest member of adriatica.net Group
- online booking system working with the best suppliers in Croatia and whole Adriatic region
- building a comprehensive suite of products which can be custom tailored to each individual partners and customers needs

## **Implementation of the United Nations Global Compact Principles in the Republic of Croatia (Communication on Progress)**

### **HUMAN RIGHTS**

adriatica.net Group is follower of the ten fundamental principles arising from or based on the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.

Working environment is also important part of our care towards employee's safety and care. In every market where the Group is present, we are acting in accordance with legal and other frames and to prevent any possible discrimination based on religion, age, sex...

We encourage our employees to act socially responsible and participate in our humanitarian activities. Every year we are collecting presents for chosen organizations, supporting professionals in different fields and try to comprise our employees in each action.

## **LABOR STANDARDS**

We are investing in our employees, even those who work for us only in the summer season, with continuous educational programs, not only hard skills, but also soft. This year alone we have educated over 500 employees in various fields: finance and controlling, IT systems, communication with clients, selling skills etc.

Despite the global economic crisis, we haven't changed our collective agreement with priority, nor have we changed paycheck conditions for any of our employees.

We are following our employees and their development in the sense of offering new positions within our company in order to fulfill their potentials. Also, we are encouraging them to express their ideas and creativity and together we are making this company better every day.

Within our business development, human resources are important part our daily business. Our care for our employees is based on continuous communication and actions to provide their development, satisfaction, recruitment, motivation and success.

## **ENVIRONMENT**

Company environmental policy based on GC policies is the main guideline for our actions with the daily business operations on international level. According to the policy, our employees are driven by its facts and parts which is main knowledge for their behavior and deeds for the environmental prosperity.

Last year we received EOS CODE certificate and once again committed to doing a business in accordance with the principles of sustainable tourism. When we create our programs we are constantly trying to take care about showing natural beauty of our country. We are supporting developing of Croatian National parks and natural heritage by choosing them as our strategic destinations. Recycling is our regular activity in the company as well as the use of economic vehicles'.

## **ANTI CORRUPTION**

As the leading company in the region in tourist sector we are responsible from that point of view to secure and provide honest and legal business activities. Our policies that are deeply involved in actions of every our employees are based on prohibition of bribery, information protection and security, corruption, conflict of interest...

All above mentioned is the main part of company regulations and clearly defined within legal statements and actions within our company.