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COMMUNICATION ON PROGRESS 2010

Message by the Medium d.o.o. CEO

Medium d.o.o. developed from a small workshop established in 1984 and has existed in its current form as a company since 1992. Our basic activity remains printing and complementary services, such as design, photography, illustration and promotional products offer ... In 2009 we launched an internet shop www.ekosvet.net (the name means Eco-world), where we offer environmentally friendlier products. The products provided in the internet shop are also continuously tested and used by the employees of our company. In order to be up to date with the developments within the field of environmentally friendlier products, we visited the BioFACH fair in Nuernberg, Germany in 2008 and 2010. We have also been taking part in several meetings and conferences (i.e. Green public procurement, February 2010, Green working places, March 2010), where new developments in different fields have been presented. Each year we prepare a collection of calendars and planners, whereby half of the collection is on recycled paper. In all other forms of printing and design we provide, we encourage our clients to make the choice of using print and design types, where the usage of colour and paper is minimized or to use recycled paper instead of white. In these ways we strive to keep and upgrade our competitive advantage, which is mostly associated with preserving the environment.

The Slovenian chapter of the UN Global Compact was established in 2007. We joined the UN Global Compact in April 2008, in order to be a part of this international organization of different partners, who all aspire after a better world, as we do. Becoming a member of the UN Global Compact opened new opportunities and business connections for our company through meeting other involved Slovenian companies. On meetings and different events we share our good practices on issues concerning the environment, labor, human rights and corruption and also learn from each others' good practices.

We continuously support the UN Global Compact and try to incorporate the ten principles into our business.

Miran Dolar, CEO



Actions and outcomes

In the past 2 years, since we joined the Un Global Compact, the following actions have been taken:

Principle 1. *Businesses should support and respect the protection of internationally proclaimed human rights.*

Principle 2. *Make sure that they are not complicit in human rights abuses.*

Our company supports the United Nations universal Declaration of Human Rights. We support and protect human rights of all people we work with; business partners, customers, suppliers and employees.

We provide safe and healthy working conditions for our employees. Four years ago we moved our activities in a newly built building. We provide medical examination for our employees and basic health insurance for employees and their close family members (children, spouses) .

Principle 3. *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.*

All employees in our company are free to be a member of any association, including trade union. We encourage informal relationships between employees and their superiors. Employees are encouraged to spend time together outside their work place. In order to achieve positive working conditions the company organizes a few field trips a year, i.e. canyoning, rafting, skiing, cycling trips...

Principle 4. *The elimination of all forms of forced and compulsory labour.*

Principle 5. *The effective abolition of child labour.*

Medium d.o.o. does not employ children and makes all efforts to exclude potential cases of child labour or any other forms of forced and compulsory labour. We try to ensure, our suppliers use the same practice.

Principle 6. *The elimination of discrimination in respect of employment and occupation.*

We strongly resist any variation of discrimination in employment and occupation. We do not treat our employees differently because of characteristics not related to their merit or the inherent requirements of the job. These characteristics are: age, gender, race, colour, marital status, religious belief, national extraction, disability, trade union membership, sexual orientation, political opinion, social origin, HIV/AIDS status or other status.

Principle 7. *Businesses should support a precautionary approach to environmental challenges.*

Medium d.o.o. has an aim to minimize our ecological impact on the environment. We are momentarily working on obtaining ISO 14001:2004 certificate and EMAS standard. In order to obtain ISO and EMAS the company needs to fulfill several



legislative and other conditions. The company therefore fulfills the demands in the fields of preventing accidents and course of action in case of accidents.

Principle 8. *Undertake initiatives to promote greater environmental responsibility.*

All our products that are available in our internet store are carefully selected to meet requirements of being environmental-friendly. Environmental politics is one of the main guidelines in our actions.

With two Non-governmental organizations, Umanotera, The Slovenian Foundation for Sustainable Development and Humanitas we established OdJuga. OdJuga is a Fair Trade cooperative which, in Slovenia and the region, promotes the concept of Fair Trade and its products. It also organises the import and sale of Fair Trade products, as well as offering ideas for the development of new products and additional training for producers. We offer Fair Trade products also in our Promotional Catalogue, that we publish every autumn.

Principle 9. *Encourage the development and diffusion of environmentally friendly technologies.*

The company's production and bureaucratic activities are in line with Slovenian and EU legislation and ISO and EMAS standards. Along with the consideration of price, when buying new equipment the company also takes into account several other aspects, i.e. energy consumption, life expectancy of the product, possibility of degradation after the final use and similar.

The company is committed to the principles of sustainable development. We know the effects our actions have on the environment and we are also aware of the need for such development. It is necessary to minimize the consequences of our actions in order not to harm future generations. We are continuously upgrading our actions in the environmental field and we try to mediate our good practice to all interested parties and companies.

Our monitoring of different indicators (energy, Co₂ emission, water, waste) will be published in our Environmental statement in one month after our EMAS registration and updated every year.

Principle 10. *Businesses should work against corruption in all its forms, including extortion and bribery.*

Medium d.o.o. does not accept bribery, extortion and other forms of corruption as a method of work, neither cooperates with companies and people who accept such practices.

