

# Vindija

## United Nations Global Compact Communication on progress - 2013

Time period: December 2012. – December 2013.

Format: Basic report template

Differentiation level: GC Active level

Self-evaluation:

- The report includes a statement by the CEO regarding support for the ten principles of the UN Global Compact
- A description of activities and current regulations regarding human right
- A description of activities and current regulations regarding labour
- A description of activities and current regulations regarding environmental protection
- A description of activities and current regulations regarding the community
- A description of activities and current regulations regarding measures against corruption
- Results included

### Human rights

#### Evaluation, policy, and goals

The business system of Vindija actively supports the Declaration of Human Rights, and in accordance, does not operate in markets where basic human rights and freedoms are violated. The protection of human rights and the dignity of workers are guaranteed by the business codex of Vindija, while in dealing with stakeholders, Vindija applies the best practices in promoting the principles of the Declaration, encouraging them to actively join in on ?.

#### Application of principles

In accordance with the Universal Declaration of Human Rights, and the Labour Law of the Republic of Croatia, Vindija's employees are legally protected against all forms of discrimination, harassment, forced labour, and invasion of privacy.

In all business processes, from strategic preparing to operational realisation, the ensuring of the dignity of workers is taken into account, while improving the flow of communication is actively worked on, so as to optimally include the employees in relevant activities and processes.

#### Results

During the reference period, Vindija has not been under investigation, included in court proceedings, or any legal measures regarding the violation of human rights.

## **Employees and labour**

### **Evaluation, policy, and goals**

Vindija does not conduct business with organisations that use forced or child labour. All of Vindija's employees work according to contracts that clearly define working conditions, salaries and arrangements regarding overtime. Clearly defined working duties are also included in the contracts.

### **Application of principles**

Vindija respects the human and worker's rights of its employees, and fights against any form of discrimination. When entering into employment, employees are familiarised with protection procedures required to operate various equipment and machines, as well as fire protection. A crucial segment of the operating organisation is the ensuring of occupational safety, and with the education and familiarisation of employees with safety measures, special attention is given to the validity of all tools and devices used.

Vindija provides its employees with a safe, clean, and well organised working environment, with an emphasis on the improvement of interpersonal relationships.

Employees with children have the right to additional benefits, material and financial support, which includes gifts for new-born's, holiday presents, support in education, financing family holidays, and the organisation of numerous activities, such as excursions.

Following the tradition of previous years, Vindija once again distributed gift packs before vacations and holidays, as well as cash vouchers at the beginning of the school year, so as to aid in buying school supplies. During the Advent period, employees reaching a jubilee number of years employed in the company receive bonus payment, as a sign of appreciation for their personal contribution to the success of Vindija.

### **Results**

Vindija's application of the principles of the Declaration of Human Rights is evident in the structure of employees – covering age and sexual groups, and so there are 39.59% of women employed in high management, which is above the Croatian average.

## **Environment**

### **Evaluation, policy, and goals**

In all its business processes, Vindija applies the highest safety and environmental protection standards, continuously monitoring trends, and applying the most modern technological solutions, so as to minimize the impact on the environment. The controlling of production, products, raw materials, power plants, water and waste water is conducted using modern automated machines, and ecologically acceptable methods.

### **Application of principles**

The power plants use energy in an order of diminishing magnitude: electrical energy, gas, with light fuel oil as an alternative in the case of a shortage of gas.

Cooling plants do not produce gasses that result in ozone holes, but instead use NH<sub>3</sub> with indirect mediums, ice water and cold water, and ethylene glycol for air conditioning.

For every group of secondary raw materials, there is a special processing method. For example, paper is collected and shipped out on a daily basis, while foil and artificial products are separated and pressed. Since the beginning of the application of the Regulations on Packaging, Vindija has adopted obligations toward the Fund for Packaged Waste Disposal of the Republic of Croatia.

Emissions during production processes have no significant impact on the soil, with regular individual testing of the emission of contaminants in the air.

Pursuant to the provisions of the Environmental Protection Act, an operational plan has been created for intervention in protection of the environment, and activities have been undertaken related to adjustment of the accompanying implementation regulations, for the sake of alignment with EU legislation.

During the construction of every member of the business system of Vindija, a quality ratio between constructed areas and green areas has been abided to, with the green areas completely included in the industrial-park architecture, designed by skilled experts, and completed in accordance with instructions from a master of horticulture.

### **Results**

In its business processes, co-operation with partners, production of raw materials and finished products, distribution, and positioning in the market, Vindija has never been the cause of environmental incidents, which is the best indicator of the adequate application of the Global Compact principles regarding the environment.

## **Community**

### **Evaluation, policy, and goals**

Vindija is an active member of the society in which it conducts business, and contributes to the development of the community, and the improvement of the quality of life of the citizens. In different ways, Vindija supports a number of projects that promote education, the protection of cultural heritage, and the values of the society in which we operate.

### **Application of principles**

During 2013, Vindija has participated in a variety of activities by supporting numerous entities that are active in the field of improving the quality of life and education, especially focusing on children and youth, and specifically endangered groups – people suffering from various ailments. Vindija has donated its dairy products and juices to many humanitarian associations, so that help may reach those individuals who need it the most.

Some of the associations that have received support from Vindija are the Cenacolo community from Varaždin, safe houses in Vukovar and Varaždin that offer shelter for victims of domestic violence, the "Breza" association from Osijek which works with youth, orphanages in Zagreb, Rijeka, and Slavonski Brod, and the SOS Children's Village Croatia in Ladimirevcí.

In March, Vindija participated in a project by 6th Elementary School in Varaždin, which was aimed at educating children on the nutritional value of food, through the creation of a weekly menu composed of foodstuffs rich in minerals and vitamins, as well as a competition in preparing healthy meals. Vindija donated its dairy, meat, and bakery products, while their gastro promoter shared advice, and rated the meals that the children made.

Together with its longtime partner Tetra Pak, Vindija participated in an action of collecting used cardboard packaging, under the slogan "Let nature be your reward". Through this initiative, and also through the use of Tetra Pak packaging in its production, Vindija actively advocates the use of materials gained from renewable sources.

In celebration of the World Milk Day on June 1, the Varaždin food industry donated its dairy desserts Vindino to children's homes, kindergartens, and schools situated all over Croatia, covering 37 institutions and over 17.000 children.

Vindija supports the work of associations for children and youth through donating its products to the "Breza" association from Osijek, which strives to help children and youth who do not have adequate family support.

Vindija also took part in the humanitarian action "Croatian Dairy Farms Help Children With Special Needs", organised as part of the World School Milk Day, an event with the goal of teaching children of the importance of milk and dairy products in a daily, balanced diet. This year Vindija donated its dairy products to the "Nad Lipom" elementary school, which specialises in working with children with lower intellectual capabilities.

Vindija also donated to the diocesan Caritas associations all over Croatia, while the Varaždin and Zagreb branches are supplied by milk on a monthly basis.

As the general sponsor of Špancirfest, Vindija contributes to the preservation of immaterial and material cultural heritage of the Varaždin area.

Vindija also invests heavily into the promotion of the domestic food industry, but also the economy as a whole, on a worldwide scale, by participating in numerous fairs on entrepreneurship, nutrition, and agriculture.

Through promoting its products, Vindija promotes the importance of a healthy and balanced diet, while educating the citizens on the need for quality and nutritionally valuable groceries.

## Results

In this time of difficult economic circumstances, Vindija has been putting a special emphasis on contributing to the society in which it operates. Increasing such activities, under somewhat difficult conditions, is of the utmost importance, and so Vindija has been recognised as a socially aware company, and a valuable member of society.

## **Fight against corruption**

### **Evaluation, policy, and goals**

Vindija continuously works on the prevention of corruption, striving to create a positive atmosphere in which every individual will be protected from injustice and immoral relationships, such as blackmail, bribery, and other violations of the Labour Law, and of the United Nations Convention against Corruption.

### **Application of principles**

Vindija completely supports the fight against corruption, and the efforts by the Government of the Republic of Croatia for its long-term suppression. The management is additionally educated in recognising all forms of non-transparent and illegal operations, and on how to suppress such activities. Vindija pays special attention to the legality of its actions when participating in public procurement processes.

### **Results**

During the evaluated period, Vindija has not been involved in any kind of legal procedures related to corruption and bribery.