

# GLOBAL COMPACT

REPORT ABOUT THE PROGRESS OF THE SAVA GROUP  
in the period 2007-2008



Sava®

OSNOVNI CERTIFIKAT



Sava Group

## 10 principles of the UN Global Compact

### HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

### LABOUR STANDARDS

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

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

### ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### ANTI-CORRUPTION

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

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### PRESENTATION OF THE SAVA GROUP

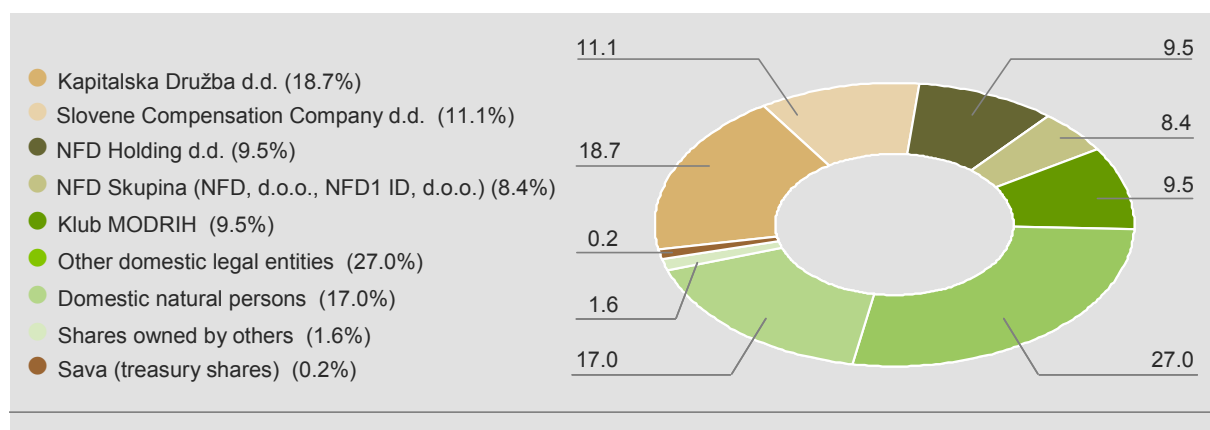
#### 1 PROFILE OF THE HOLDING COMPANY SAVA D.D.

Firm:	<b>Sava, družba za upravljanje in financiranje, d.d.</b>
Abbreviated company name:	<b>Sava, d.d.</b>
Head office:	<b>Škofjeloška c. 6, 4000 Kranj, Slovenia</b>
	<b>Tel: +386 4 206 50 00</b>
	<b>Fax: +386 4 206 64 46</b>
	<b>e-mail: info@sava.si</b>
	<b>http://www.sava.si</b>
Registration No:	<b>5111358</b>
VAT ID No:	<b>SI 75105284</b>
Entry No. in court register:	<b>10024800</b>
Classification of industries:	<b>64.200 – holding companies</b>
Date of entry in court register:	<b>26 April 1996</b>
Company's share capital as at 31/12/2008:	<b>€83,751,567.51</b>
No. of shares as at 31/12/2008:	<b>2,006,987 ordinary personal no-par value shares</b>
Shares listed on:	<b>Ljubljana Stock Exchange d.d., stock exchange</b>
Share name:	<b>SAVA</b>
Chairman of the Board of Management:	<b>Janez Bohorič</b>
Members of the Board of Management:	<b>Vinko Perčič and Emil Vizovišek</b>
Chairman of the Supervisory Board:	<b>Miran Kalčič</b>
Deputy Chairman of the Supervisory Board:	<b>Marko Pogačnik, MSc</b>

#### SAVA GROUP

#### OWNERSHIP STRUCTURE (31 DECEMBER 2008)

in %



#### More important business areas:

- Managing and financing companies in which the company has a majority or significant ownership stake.
- Leasing of real estate.
- Forming and managing competence centres of knowledge.
- Managing portfolio investments.
- All other commercial business that directly or indirectly contributes to achieving the goals of the company and involves the purchase and sale of real estate.
- Formation of subsidiaries and companies and take-over of ownership stakes in Slovenia and abroad.
- Joining in commercial interest associations and concluding commercial contracts of all types..

## 2 ORGANISATIONAL STRUCTURE OF THE SAVA GROUP

In the Sava Group we jointly encourage, develop and co-create our divisions, which operate according to the principles of sustainable development and fundamental values that govern the decision-making process. Besides the parent company Sava d.d., which manages the Investment Finance division and is the administrative core of the Group, the companies from four other divisions form the Group itself. We are known for the internationally renowned brand name Sava and brand names from our Tourism division. The holding company achieves synergies through a special form of network management. The active management model represents one of the key foundations of the Group's operations and development.

### 2.1 About the Sava Group

The Sava Group is one of the largest and most successful business enterprises in Slovenia, combining 31 companies: besides the parent company Sava d.d., there are another 28 subsidised companies and two joint ventures. The companies operate in 5 divisions and employ over 2,700 associates.

#### The divisions in the Sava Group are:

- Rubber Manufacturing with the Foreign Trade Network
- Tourism
- Real Estate
- Investment Finance
- Other Operations

The main tasks of the divisions and Sava Group companies are to provide operational excellence, develop special expertise in a specific sector and assure global competitiveness oriented to preserving a leading position in the domestic, regional and global markets.

In all companies we implement our common development vision and mission: surpass the expectations of our customers, employees, shareholders, partners and the environment and create attractive opportunities for employing the best personnel.

Our operations are based on the principles of sustainable development.

### 2.2 About the holding company Sava d.d.

Sava d.d. is the administrative centre of the Sava Group and conducts Investment Finance operations. The holding company employs about 60 people: the Board of Management of Sava d.d., directors of our competence centres of knowledge and certain other specialists.

Owing to the marketing and financial power of the brand name, best management systems and fundamental strategic expertise, the holding company Sava d.d. trains and manages the companies under its majority ownership.

In the management of the diverse operations in the Group the holding company gives special significance to the creation of synergies between individual parts, providing optimum financial resources and managing assets together with defining priority investments.

We are continually strengthening and upgrading the model of active group management, which is based on the network link incorporating 14 competence centres of knowledge from fundamental strategic business areas.

### The competence centres that operate in the Sava Group:

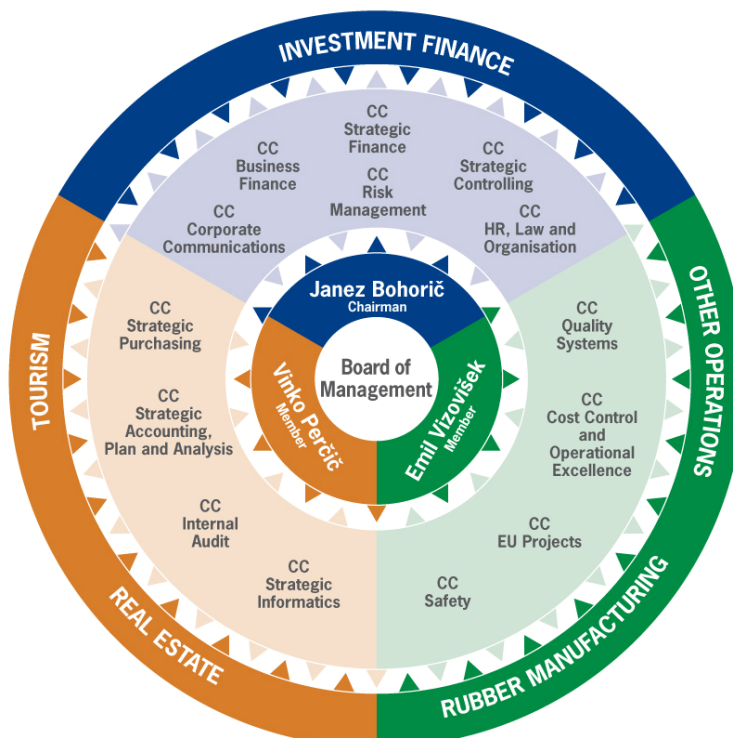
- Strategic Finance
- Business Finance
- Risk Management
- Strategic Accounting, Planning and Analysis
- Strategic Controlling
- Internal Audit
- Cost Control and Operational Excellence
- Strategic Purchasing
- Strategic Informatics
- HR, Law and Organisation
- EU Projects
- Quality Systems
- Safety
- Corporate Communications

Our management model facilitates the perception and utilisation of synergies that appear in individual parts of the Group.

## 2.3 About the competence centres of knowledge

Business areas are managed through rationally organised and efficient competence centres of knowledge. They incorporate competent and qualified associates from all Group companies, who combine their expertise, abilities and experiences from various business operations and companies within the Group. The basic goal of their operation is the successful implementation of the strategy as set by the Sava Group together with its divisions and companies.

*The model of active management of the Sava Group*



This network organisation of management enables the entire Sava Group not only to utilise synergies, but to improve business quality and efficiency and to accomplish excellent results more swiftly and easily. By establishing links among various forms of expertise, we determine the objectives and activities that lead to the implementation of strategic goals and the long-term success of the Sava Group.

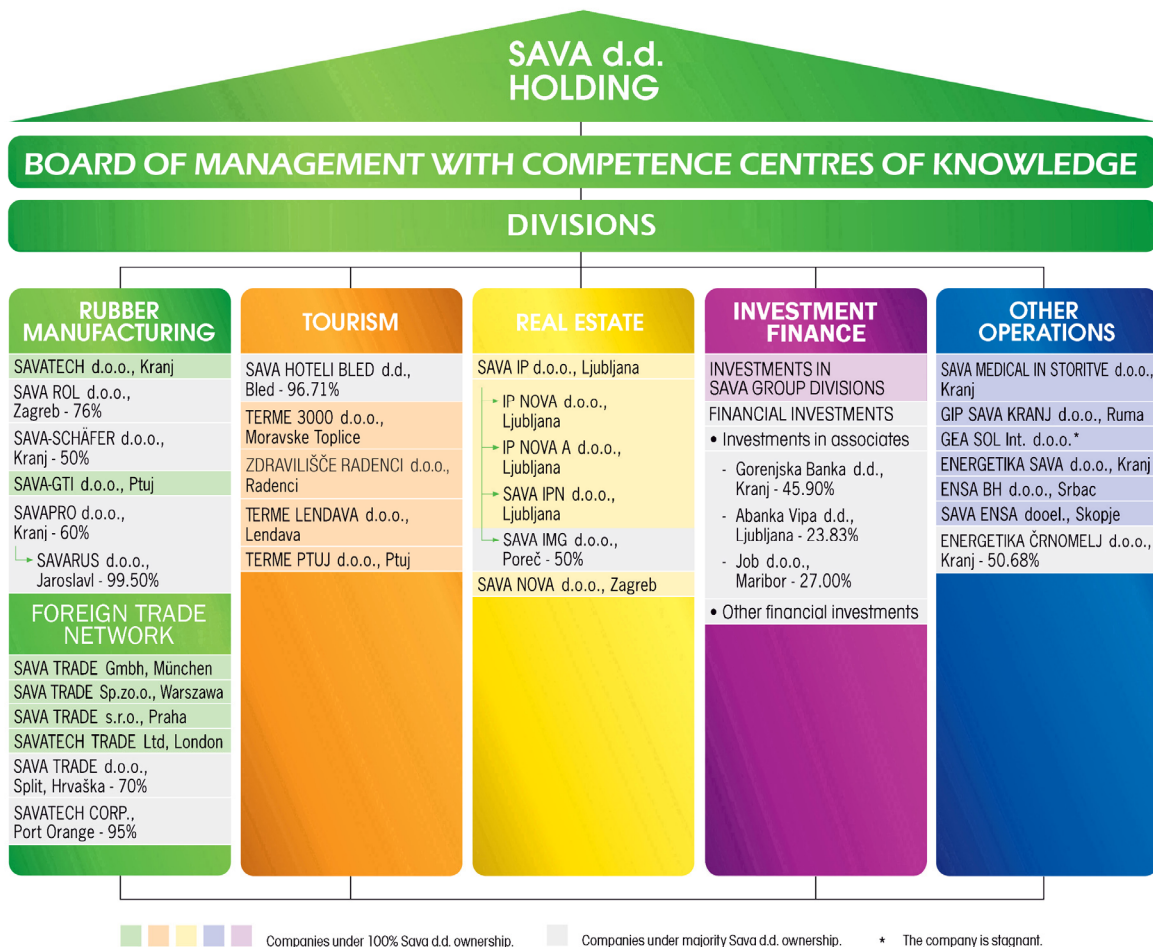
Via the competence centres of knowledge the Board of Management carries out the adopted policy and ensures the transfer of know-how to all parts of the Group.

### Each of the competence centres operates at three levels:

- **Group level:** Jointly creates and implements the strategy of individual companies and the entire Group, encourages an innovative approach and the exchange of good practice cases, and develops and disseminates knowledge, new methodologies and approaches in their respective fields.
- **Division level:** Organises co-operation among Group companies, creates the development policy and co-designs Group policy, and together with Group companies plans and implements various development projects.
- **Company level:** Implements operative tasks for company requirements, while the competence centre management supervises their members' work and, if required, takes appropriate measures.

## 2.4 About the organisational structure of the Group, its divisions and companies

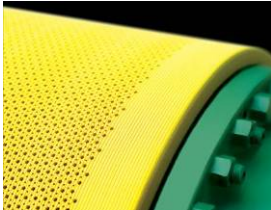
Organisational structure and composition of the Sava Group at 31/03/2009



### Divisions and companies of the Sava Group

#### RUBBER MANUFACTURING WITH THE FOREIGN TRADE NETWORK

Marketing in this division is performed under the Sava brand. The mainstay of the development is Savatech d.o.o., which includes the companies Sava-GTI d.o.o., Sava-Schäfer d.o.o., Sava Rol d.o.o., Savapro d.o.o., Savarus d.o.o., and six foreign trade network companies in Germany, Czech Republic, Poland, England, Croatia, Florida and two representation offices in Russia and Italy. Our Rubber Manufacturing operation is based on 88 years of tradition.



We develop and market a broad range of high-quality products and tyres suitable for applications in the construction industry together with motorcycle, car, industrial and agricultural vehicle manufacturing, environmental protection and emergency rescue. We are maintaining our position as a key development supplier in highly demanding industrial sectors.

The Sava brand achieves high added value particularly with products for environmental protection and preservation and in certain other product groups too.

#### TOURISM



We are the leading tourist service provider in Slovenia. The division operates under the umbrella name Sava Hotels & Resorts, which unites the offer of the company Sava Hoteli Bled d.d. and five thermal spas in north-eastern Slovenia: Terme 3000 d.o.o. in Moravske Toplice, Terme Lendava d.o.o., Terme Ptuj d.o.o. and Zdravilišče Radenci d.o.o. with Terme Banovci. We market hotel, health resort and other tourist services together with golf courses and campsites of the highest category.

#### REAL ESTATE



This division includes the companies Sava IP d.o.o. and its subsidiaries IP Nova d.o.o., IP Nova A d.o.o., Sava IPN d.o.o., PC AG d.o.o., Sava IMG d.o.o. and Sava Nova d.o.o. We build for the market and lease out our own real estate. An important part of this operation involves providing project management and support services for the requirements of the Sava Group.

#### INVESTMENT FINANCE



This operation is carried out by the holding company Sava d.d. whose main task is to manage the growth of Sava Group assets and invest in profitable financial investments.

#### OTHER OPERATIONS



This includes the company Sava Medical in Storitve d.o.o., which provides employment and training of disabled workers, the company GIP Sava Kranj d.o.o., which manages real estate, and companies that are involved in energy management. The following companies operate under the wing of Ensa d.o.o.: Energetika Črnomelj d.o.o., Ensa BIH d.o.o. and Sava Ensa dooel.



### 3 VALUES OF THE SAVA GROUP

At Sava, we operate in five divisions – service providing and industrial sector. What makes the products and service made and offered by our companies so different and special? Where does their value originate from? Our greatest common link is represented by our common values. We have been on this path for more than eight decades. Now, we literally live them everywhere – in all areas of our operations.



#### EXCELLENCE

Excellence is achieved in everything we do. It is the driving force of continual improvements and permanent development.



#### CREATIVITY

We develop a stimulating working environment that releases creativity and enables the further development of employee abilities.



#### KNOWLEDGE

Our employees are motivated to be successful and acquire and apply their knowledge, with teamwork being a priority.



#### INTEGRITY

We act honestly and ethically, respecting agreements.



#### RESPONSIBILITY

With a responsible attitude to our goals, associates and the natural and social environment we implement the principles of sustainable development.

## SUSTAINABLE DEVELOPMENT IN THE SAVA GROUP

### 1 SUSTAINABLE DEVELOPMENT STRATEGY

The Sava Group was ranked among the top three companies in Slovenia which act at the highest level of social responsibility, thus proving we are on the right path in our endeavours to maintain sustainable development. This has been achieved by the implementation of our values – excellence, creativity, integrity, knowledge and responsibility – without which one cannot imagine sustainable development. The 2008 sustainable development report presents our efforts in key areas such as concern for employees and the broader social and natural environment. With indicators that enable one to follow changes, we reveal the trends and achievement of set goals over the years. Certain data given for areas that have closely approached our strategic goals in the past are compared with the year 2007, as only slight improvements could be perceived in these specific areas.

As a responsible corporate citizen the Sava Group ensures the satisfaction of all stakeholders and, as a result, the implementation of the corporate business strategy. We are aware that the responsibility for excellence comes first: to be a good employer for all personnel and a good partner to all investors, customers, suppliers and other partners. In all areas of sustainable development we are seeking new potential and innovative ways of resolving environmental and social issues, in which we are assisted by our realistic and fair view of the performance results that always provide a new impetus for introducing further improvements. We encourage our employees to acquire knowledge. Responsibility towards the environment is transferred from the internal public to our suppliers, the local community and other stakeholders. Holding a dialogue with stakeholder groups provides the basis for exploring new dimensions in order to better understand how our business goals can contribute to the implementation of broader social goals to an even greater extent.

#### In the implementation of the sustainable development strategy of the Sava Group we pursue the following goals:

- Strengthen the role of a responsible partner in sustainable development of the environment where our employees realise their abilities and ambitions.
- Contribute to the universal quality of life and act responsibly to the greatest extent possible, i.e. not only improve safety and health at work and environmental safety, but spread this awareness among employees, customers and shareholders.
- Responsibly invest and develop product and services.
- Establish a partnership liaison with the social community aimed at common development and achieving common goals.
- Decrease the undesired impact of our operations on the environment and use energy responsibly.
- Maintain business excellence in accordance with set policy.

#### These goals have been set on the basis of:

- EU directives on the principles regarding equality in dealing with co-workers, meaning that:
  - We do not tolerate any discrimination.
  - We rigorously observe the provisions on the prevention of forced and compulsory labour as labour agreements should reflect the free will of partners involved.
  - There is no child labour in the Sava Group as we employ only adults.
- Fundamental human rights as defined by the United Nations Universal Declaration of Human Rights
- Basic labour standards as determined by the International Labour Organisation.
- GRI reporting (Global Reporting Initiative).
- Ten principles of sustainable development as defined by Global Compact (our company is one of the founders of the Slovene Society of the UN Global Compact for Sustainable Development whose aim is to promote the socially responsible action of companies). Our endeavour was recognised by Finance newspaper too, which ranked our company 3<sup>rd</sup> among 30 participating socially responsible Slovene companies.

## 2 OUR COMMITMENT



*"We at the Sava Group are aware of our responsibility to the natural and social environment. Our economic success is conditioned with the success of a broader social community and preserving natural resources. We wish that our progress is reflected in the progress of all who co-create it, and we will make every effort for an active contribution to the preservation of natural environment for the future generations.*

*In autumn 2006 we joined the initiative by the United Nations called Global Compact, thereby making a commitment to the ten principles of the Global Compact. For decades our development strategy and operation have been based on the principles of sustainable development, however, being a Global Compact member who follows its principles encourages us to even enhance our social responsibility. As a Global Compact member we will follow the path of sustainable development."*

Kranj, April 2009

Janez Bohorič, Chairman of the Board  
Sava d.d.

## 3 COMMUNICATING WITH STAKEHOLDERS

**The goal of Sava d.d. is to establish a dialogue with shareholders and other stakeholder groups and assure information, which surpasses the minimum requirements set out in the Securities Market Act, other laws and executive acts as well as the rules defined by the Ljubljana Stock Exchange. In this way we co-design a transparent and open corporate governance system at Sava d.d. as a public joint stock company, which enhances the level of trust on the part of domestic and foreign investors, employees, customers, partners and a broader public.**

The strategy of communicating with shareholders and other interest groups is a constituent part of Sava Group's strategy that was adopted in December 2006 for a five-year period until 2011. Each year we update the programmes and activities for the implementation of set goals; in communication with shareholders and other stakeholder groups special care is devoted to the introduction of continual improvements in both individual tools and processes.

In providing information to shareholders and the public the following principles are observed:

- Equal information for all shareholders and the public.
- Equal treatment of all shareholder categories.
- Timely, correct, high quality information concerning the business and development plans.
- Incorporation of all business and other events in the subsidiaries, which significantly influence their operation and, consequently, the Group's financial statements.
- Consistent and up-to-date announcements and providing access to other price-sensitive information.
- Safeguarding the confidentiality of information until its public announcement and avoiding a situation that could lead to an abuse of internal information.

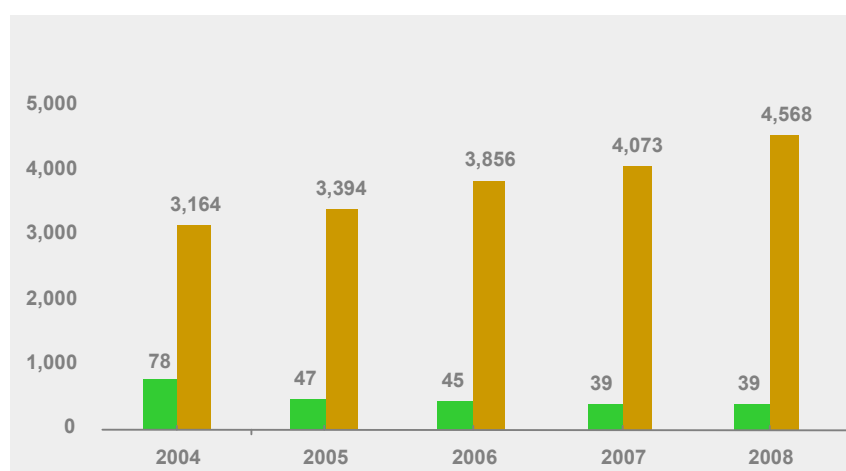
In co-operation with other competence centres the holding parts of the competence centres Strategic Accounting, Planning Analysis and Corporate Communications co-ordinate and prepare business information to be reported to the external public. The latter also gives public announcements and provides information to the investment public, the media, general public and other interested stakeholders.

The information concerning the operations of Sava d.d. and the Sava Group is announced in the Ljubljana Stock Exchange's information system SEOnet, on the website [www.sava.si](http://www.sava.si) and, in the cases defined in the Articles of Association, in Finance newspaper. Investors and the general public are informed about all important resolutions of the Supervisory Board.

In 2008, we announced 39 pieces of price sensitive information via the SEOnet system, which was at the 2007 level. The total number of media announcements in the Sava Group increased, and in comparison with the previous year it rose by 12%, with 4,568 announcements. This was achieved owing to our proactive approach and co-operation with media representatives in Slovenia and abroad.

### SAVA GROUP NUMBER OF ANNOUNCEMENTS

- No. of announcements by Sava d.d. in SEOnet, the electronic system of the Ljubljana Stock Exchange
- No. of announcements concerning the Sava Group in the media



In communicating with employees we mainly encourage frank, two-way communication. Our role is not only to provide our employees with information, but also to encourage feedback and proposals, thereby motivating, educating and building enthusiasm among our associates. By doing so, we influence the atmosphere in a positive manner, enhance employee loyalty, strengthen trust in the management and consolidate the organisational climate.

Communication between management and employees is carried out directly and indirectly:

- Direct communication between management and employees takes place once a month on Open Days (company directors and also the Chairman of the Board of Management talk personally to an individual employee).
- Indirect communication is carried out through workers' representatives and trade unions as well as the Workers' Council of individual companies who are regularly informed in accordance with legislation.

We regularly inform employees via notice boards, a printed monthly Informator, the Sava newspaper and the Internet and the Intranet. Thanks to the Intranet we have created a basis for successful electronic communication with all parts of the internal public as well as a system that can be applied in business processes. We regularly communicate with all other stakeholder groups, on which depends our success.

### 4 EMPLOYEE DEVELOPMENT

Employee content and business success are two inseparable notions. We therefore provide a healthy and safe working environment, which has been proven with both the number of awards and a decrease in the number of work-related injuries. Various projects have been introduced to minimise absenteeism. We received an award as one of the leading companies in adult education. Employees are motivated with special awards for putting forward useful proposals and within the framework of the Family-Friendly Company project we manage their leisure time.

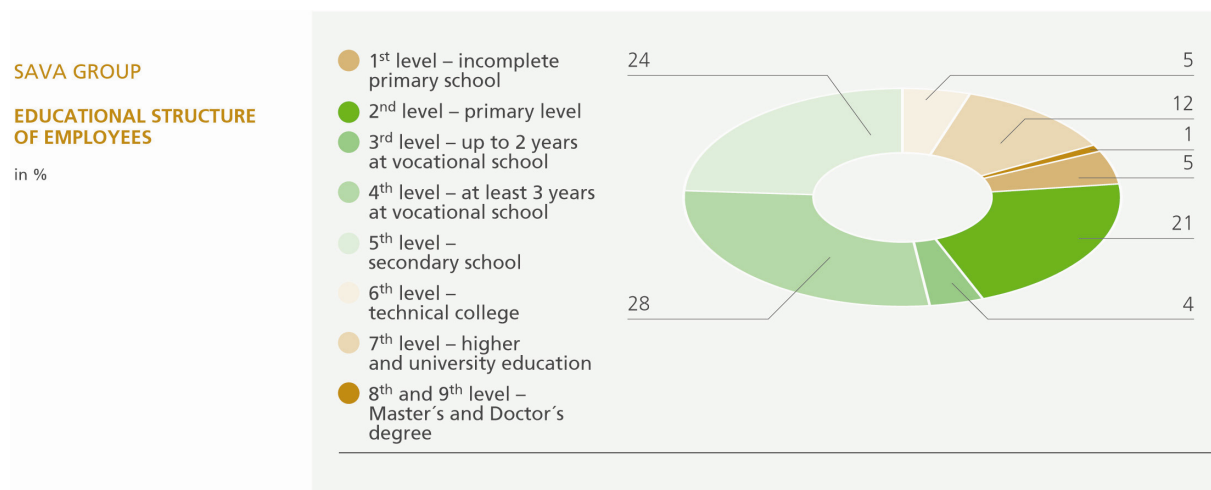
#### 4.1 Concern for employees

We have laid down in our business strategy the desire to become the most attractive opportunity for employing the best personnel. We employ associates who are ready to be involved in lifelong learning and team co-operation, and who are goal-oriented and ready to face the challenges and responsibilities of a dynamic working environment.

The most important asset of the Sava Group is our employees who develop and attend to the growth of our divisions and continual improvements in our operation. In a period of great business challenges we see our associates as a driving force for progress and the key to success.

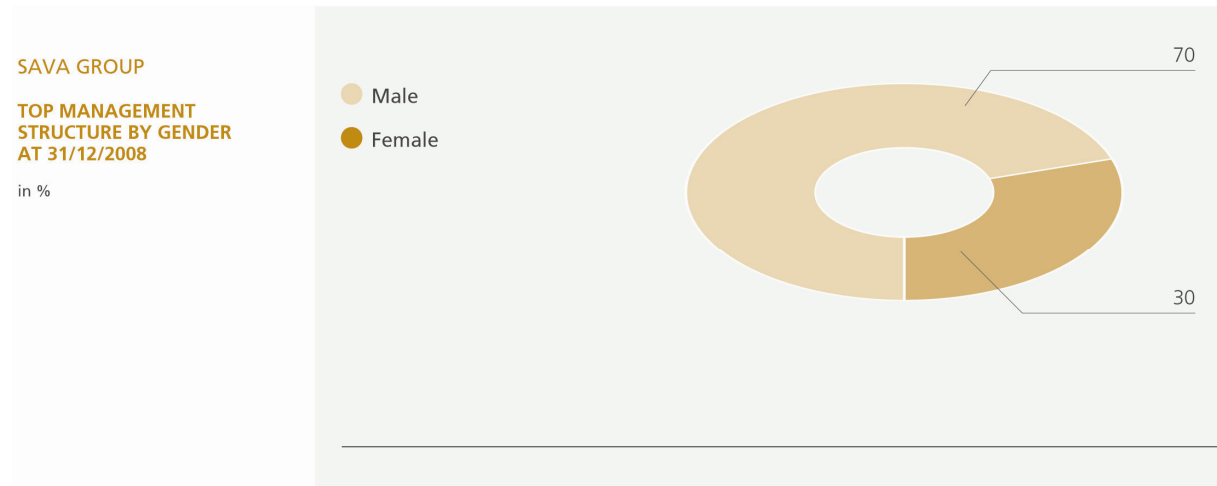
#### EDUCATIONAL STRUCTURE OF EMPLOYEES

In 2008, Sava Group companies employed 2,739 associates on average, or 108 associates more than last year. In comparison with 2007 the educational structure barely changed. Still the greatest share (53%) of employees had a 4th or 5th level of education. This was followed by a 3rd level or less (29%) and 7th level or more (13%), while the lowest number of employees (5%) had a 6th level of education.



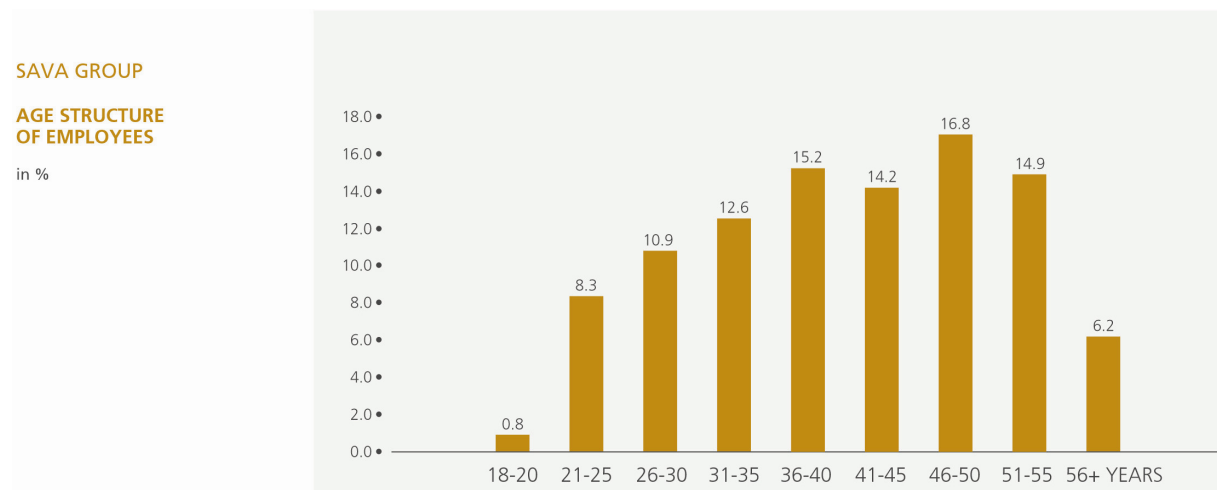
### TOP MANAGEMENT STRUCTURE BY GENDER

In Sava Group companies, the share of females in the top management structure is relatively high with regard to the globally known deprived position of females in the industrial sector.



### AGE STRUCTURE OF EMPLOYEES

There were no significant changes in the age structure of employees in the Sava Group in 2008: more than one half of employees are older than 40, one fifth younger than 30 and one third are aged from 30 to 40



### DISABILITY ISSUES

178 persons with disability status are employed by the Sava Group, representing 6.6% of all employees. Pursuant to the Act on Employment Rehabilitation and Employing Disabled Persons, the companies of the Sava Group have to employ 122 disabled persons; in our companies this legally determined number is exceeded by 56 persons.

## EMPLOYEE EDUCATION, TRAINING AND DEVELOPMENT

As a learning organisation we encourage the education of employees and, furthermore, carefully plan and direct it. For several years now, such a standardised educational model has been the Sava Academy. Within its framework we organised the following in 2008:

- Workshops for management teams of the Sava Group with an emphasis on becoming acquainted with the legislation that affects their activities and business.
- Workshops aimed at a strategy renewal and increase in innovation; directors of companies and competence centres together with key associates searched for ideas to enhance added value in individual companies and competence centres of knowledge.
- Training courses abroad to which we sent a certain number of employees in management positions.
- Workshops for the development of leadership competences for our managers; a workshop called Basic School of Leadership conducted for the fourth year in succession.
- A programme to produce business plans for strategic projects in the Sava Group was held for the fifth time in succession.
- Foreign language courses (both in classical and electronic forms, as well as a combination of both).
- Workshops for the development of soft skills, minimising sick leave and developing interpersonal relations.
- Training programme to recognise and manage stress for some key personnel.
- Numerous specialist training courses in various fields.

In order to enable the transfer of expertise among employees, we established a Rubber Manufacturing School in the Rubber Manufacturing division and a Tourism School in the Tourism division. Managers of knowledge who transfer their expertise to their co-workers receive training in special workshops.

In 2008, a widely publicised conference successfully completed the European Rubber Knowledge project, which includes the Rubber Manufacturing School. The result of the project is a compilation of specialised knowledge on rubber manufacturing, which we published as a manual and in electronic form; in future training programmes they will both be used as study materials.

Within the framework of the European Leonardo da Vinci project we organised for the participants of long-term programmes one-week specialist excursion to Sweden and Denmark. Good practice cases from abroad were presented to the management teams in Tourism and Rubber Manufacturing.

The average number of training hours per employee in the Sava Group in 2008 stood at 72, and the cost of conducting the programme was €150 per employee. In 2008, we co-financed the part-time study of 86 associates in total.

Success in the area of employee education is revealed by the rating given by Finance newspaper, which ranks the Sava Group among the Slovene companies with the best personnel. This classification is based on a questionnaire addressing the basic human resources indicators and data on educational courses in companies. According to their data, the Sava Group is in the leading position in terms of the average number of days of training per employees. According to Manager magazine we are ranked 14th among Slovene companies in terms of the number of employees whose companies refund the expenses of a part-time course of study.

Within the framework concerning the preparation of strategies for individual divisions we commenced several strategic projects, which included associates from individual specialist fields. Owing to their experience and outstanding motivation, they can make a significant contribution to the accomplishment of project goals. To develop our key personnel, we involve them as leaders and members of important projects within the company and make them face current business challenges. This contributes to the development of their business and managerial skills.

A regular annual interview called Sava Dialogue forms the core of developing personnel in the Sava Group. It involves a structured and in-depth interview of a manager with each individual associate separately. In this way we can assure a balance between company goals and an individual's tasks. From the development part of the interview we gather data to develop the required competences and draft a plan for further employee development.

## 4.2 Concern for employees outside of working hours

In the Sava Group we have established systems that enable our employees to actively spend their free time. By accessing the Family-Friendly Company project, we established the sports, recreation, arts and culture association Savčan and sports society Sava Hoteli Bled.

Leisure opportunities are also provided for our employees in Terme 3000 d.o.o., Terme Lendava d.o.o., Zdravilišče Radenci d.o.o. and Terme Ptuj d.o.o. 19 associates are engaged in the organisation and management of these societies and their sections or sports activities. Both societies have 625 members in total and offer an increasingly varied programme for developing artistic talents in the folk dance, literary, painting and photo-film sections.

## 4.3 Concern for employee health and safety at work

### PRESERVING HEALTH AND SAFETY AT WORK

An important indicator of the quality, reliability and business performance of a company is, undoubtedly, the level of health and safety at work. Therefore the goals of our occupational health and safety policy concentrate on:

- identifying, analysing and minimising risks in the area of occupational health and safety;
- preventing and decreasing work-related accidents, injuries and work-related health disorders;
- preventing social risks with an emphasis on stress and risks due to addiction of psychoactive substances; and
- ensuring the optimum working capacity of employees during their entire working life.

Investments in occupational health and safety are not dealt with as an expense but rather a useful investment. Preventive, planned and responsible action in this area is evident also from our operations in accordance with the international standard OHSAS 18001.

### EMPLOYEE HEALTHCARE

Following the goals of our occupational health and safety policy, an important task in all of our companies is to monitor the state of health of our employees together with concern for a healthy environment and preserving their health at work. A healthy working environment not only means a higher degree of employee satisfaction and work quality, but owing to reduced absenteeism, it does not interfere with business processes or incur any additional costs. In 2008, 33.6% of employees from all Sava Group companies underwent preliminary, periodic and specific health examinations.

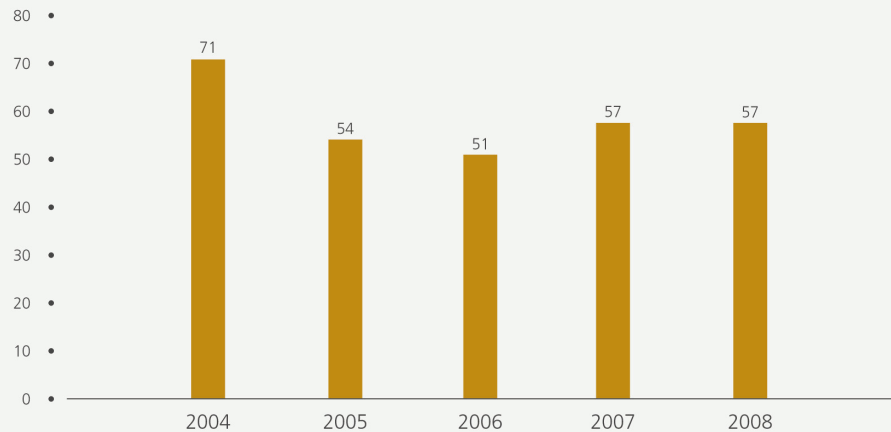
### WORK-RELATED ACCIDENTS WITH WORK-RELATED INJURIES

Minimising the number of work-related injuries is the result of introducing a standardised approach to the detection of possible hazardous occurrences, which in altered conditions could lead to work-related accidents with or without an injury. Success is revealed in minimising both the frequency and seriousness of injury.

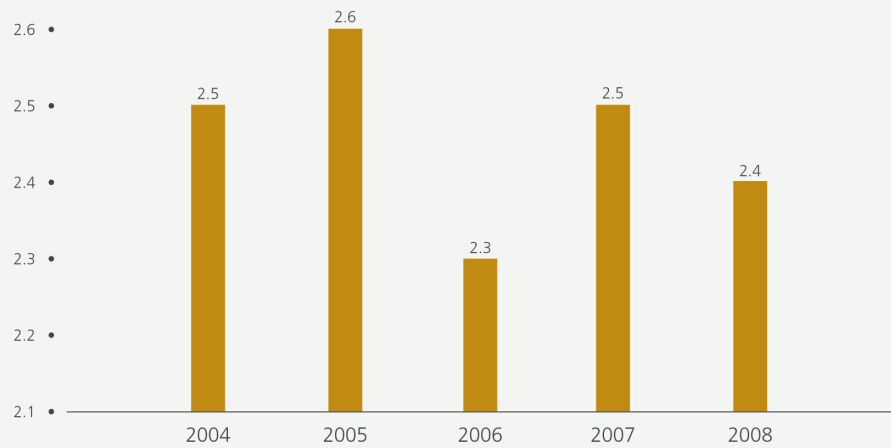
In 2008, 57 employees suffered from injuries, which was at last year's level. We noted a 4% decrease in the frequency of work-related injuries with sick leave. The reasons for work-related accidents are mainly of a subjective nature.



**SAVA GROUP**  
**NUMBER OF WORK-RELATED ACCIDENTS WITH INJURIES IN THE PERIOD 2004-2008**



**SAVA GROUP**  
**FREQUENCY OF WORK-RELATED INJURIES WITH SICK LEAVE PER 200,000 WORKING HOURS IN THE PERIOD 2004-2008**



### IMPROVED IDENTIFICATION OF RISK

#### Co-operation with employees in risk prevention

An important part of the occupational health and safety policy is risk prevention, which includes the anticipation and supervision of risks. Working together with employees plays an important role here too. Properly and correctly informed employees know how to act in conformity with occupational health and safety standards and identify any possible hazards.

We provide our employees with the possibility of participating in various training courses in the field of occupational health and safety. The basis involves the legally stipulated forms of theoretical and practical training courses for safe working practice when concluding an employment contract, in case of a change of work-place that could affect health and safety at work, and periodic training courses along with checking up qualifications for safe work. In 2008, 65.8% of Sava Group employees attended theoretical courses on safe work and 51% attended practical courses..

Besides basic training we enable our employees to:

- become actively involved in dealing with issues concerning occupational health and safety, either personally or through representatives;
- involve workers' representatives in risk assessments for occupational health and safety and consult with them on all measures that affect the mentioned area;
- collaborate with occupational health and safety teams;
- suggest improvements to working conditions in the bulletin *Srečko Advises and Warns* or in preventive campaigns;
- be informed about new details in weekly announcements and instructions on special notice boards and in the Sava Group newspaper; and
- encourage detection of hazardous incidents and report such events to their supervisors

### Preventive campaigns concerning occupational health and safety

The Safety competence centre is responsible for occupational health and safety in the Sava Group, which in 2008 conducted the following preventive campaigns:

- Annual campaign *March – A Month of Safety*, which this time was included in the preventive campaign by the European Occupational Health and Safety Agency with the topic *A Healthy Working Environment – Good for You, Good for Business* and was intended for the promotion of an integrated approach to risk assessment.
- A painting competition entitled *Dangers are Everywhere*.
- The regular annual campaign *October – A Month of Fire Safety*.
- Implementation of the project *Health – Three Hearts* and publishing a manual called *Physical Exercises for Better Health* in Zdravilišče Radenci d.o.o. to promote a healthy lifestyle among employees, and various activities within the project *A Healthy, Content and Motivated Associate – a Company's Most Important Asset*.

### Presentation of good practice cases in occupational health and safety

The Safety competence centre organised various training courses such as the following:

- In March it organised the 6th Safety Conference entitled *Good Safety Culture Minimises Risks*.
- It presented good practice cases and experiences at the following expert meetings:
  - in February, in Bilbao, Spain in the final event of the campaign *Lighten the Load*, which started with a conference on musculoskeletal disorders;
  - in October in health resort Radenci in a meeting by the Slovene Trade Union on the topic *The Role of Workers' Representatives in Risk Assessments*;
  - in October in the international experts symposium about occupational health and safety *A Healthy Working Environment* in Bled dealing with the topic *A Healthy, Content and Motivated Associate – a Company's Most Important Asset*.
  - in November in health resort Radenci, in a specialist meeting organised by the University Clinic of Ljubljana and the Clinical Institute for Occupational, Traffic and Sports Medicine from Ljubljana entitled *Risk Assessment Focusing on Older Workers*.

### Achievements in occupational health and safety

For its engagement in the area of occupational health and safety, the Safety competence centre received two special acknowledgements:



- European Good Practice Award in occupational health and safety for 2007, together with the company Savatech d.o.o. for minimising risks to musculoskeletal disorders under the *Lighten the Load* campaign.



- National acknowledgement for Good Occupational Health and Safety 2008 together with the companies Zdravilišče Radenci d.o.o. and Sava Medical in Storitve d.o.o., in the competition sponsored by the Ministry of Labour, Family and Social Affairs and the National Network for Co-operation with the European Occupational Health and Safety Agency. The competition was called *A Healthy Working Environment 2008*. At the same time they were nominated for the European award.



- In April 2009, the Safety competence centre and the company Zdravilišče Radenci d.o.o. win the European good practice award in the area of occupational health and safety for the year 2008.

### 5 STANDARDS, POLICIES AND ACKNOWLEDGEMENTS REGARDING OCCUPATIONAL HEALTH AND SAFETY AND THE ENVIRONMENT

At Sava d.d. we have used system tools to provide more efficient management of occupational health and safety ever since 1994, when we adopted the Policy on Occupational Health and Safety and Environmental Protection, while for the entire Sava Group such a policy was adopted in 2000.

The Safety competence centre manages this area, directing its operations and set goals in accordance with internationally known standards and with the assistance of unbiased institutions.

*Standards and certificates applied in the Sava Group and its companies*

STANDARD/ CERTIFICATE	Standard/ certificate description	Year of introduction	Companies which operate in conformity with the standard/certificate
<b>OHSAS 18001</b> (Occupational health and safety systems)	Standard for systematic occupational health and safety management	2002	Savatech d.o.o., Sava-Schäfer d.o.o., Zdravilišče Radenci d.o.o.
<b>SIST EN ISO 14001</b>	Standard for systematic environmental management 2000	2000	Manufacturing companies: Savatech d.o.o., Sava-Schäfer d.o.o., in Sava-GTI d.o.o., Zdravilišče Radenci d.o.o.
<b>SIST EN ISO 22000:2005</b>	Standard for food safety management	2008	Sava Hoteli Bled d.d. Terme 3000 d.o.o., Zdravilišče Radenci d.o.o., Terme Ptuj d.o.o., in Terme Lendava d.o.o.,
<b>Committed to Green</b>	Campaign run by the European Golf Association	2003	Sava Hoteli Bled, d.d.
<b>Responsible Care</b>	International voluntary initiative from the chemical industry	2000	Rubber Manufacturing companies Savatech d.o.o., and Sava-Schäfer d.o.o.
<b>Eco Label</b>	Standard for the ecological adaptation of hotels	Begun in 2007, adjustments in progress	All companies in the Tourism division

### 6 DEVELOPING THE SOCIAL COMMUNITY

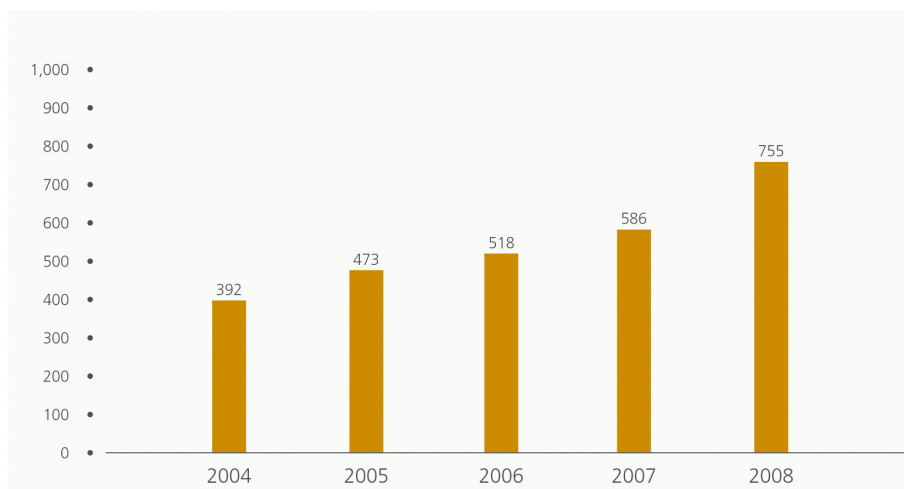
In 2008 too, the Sava Group continued to enhance funds for sponsorships and donations, which are allocated to a broad sphere of beneficiaries. The greatest share of funds is earmarked for sport, then culture, professional development, help in distress and support to the people who help in preserving the natural environment through various activities. Our employees integrate into the social community by transferring their expertise, experiences and abilities.

#### 6.1 Sponsorships and donations to the social community

In the Sava Group we link our progress with that of the broader community. Our development strategy is therefore based on the principles of sustainable development and for many years we have supported the development of local communities. When choosing to whom we allocate funds, priority is given to long-term relationships with the people we sponsor, to projects aimed at larger groups of people and the youngest members of society. Our employees often participate in these activities.

In 2008, Sava Group companies earmarked €755,000 in total for sponsorships and donations in various areas. We proceed with the policy of enhancing our support: in 2008 the funds for sponsorships and donations were 28% higher than in 2007.

**SAVA GROUP**  
**FUNDS EARMARKED FOR**  
**SPONSORSHIPS AND**  
**DONATIONS**  
 € in thousands



Numerous representatives of management teams and employees in the Sava Group actively engage in various sports, cultural, humanitarian, professional and other associations and invest many hours of their spare time to this end.

### 6.2 Involvement of employees in the social community

Our employees involve in the social community through a transfer of their knowledge, experiences and abilities.

#### Year 2008

Event	Participants	Type of co-operation
55 <sup>th</sup> catering tourism meeting	Janez Bohorič, chairman of the Board of Management of Sava d.d.	Presenting opportunities for partnership co-operation with the Tourist Board and tourism sector
Career trade show <i>Career 08</i>	Janez Bohorič, chairman of the Board of Management of Sava d.d.	Presenting a life story and offering advice on successful development to students and young job-seekers in the lecture <i>A Wonderful Career</i>
Planning the development project <i>Gorenjska Goes Up for the period 2007-2023</i> , organised according to the principle of a public-private partnership between the state (EU) and private entrepreneurs	R & D Institute Savatech, EU projects and Personnel, Law and Organisation competence centres	Co-operation in project planning
Meeting of IT club managers at Grand Hotel Toplice, Bled, organised by Sava d.d.	Janez Bohorič, chairman of the Board of Management of Sava d.d.	Welcome speech, presentation of the Sava Group emphasising the role of information technology in Group operations
	Georg Pollak, director, and Roman Rešek, assistant director of the Strategic Informatics competence centre, Sava d.d.	Presentation of the development of informatics in the Sava Group
2 <sup>nd</sup> festival of families in Postojna	Irena Ropret, commissioner of the Family-Friendly Company in the Sava Group	Explaining the reasons for accessing the Family-Friendly Company certificate at the round-table debate called <i>Investment in Relations for Higher Profits</i>
Grand Hotel Toplice, Bled: 7 <sup>th</sup> international conference <i>Manageress Excellence</i> organised by the manageress section at the Managers Association and Planet GV whose Golden Sponsor is Sava d.d.	Antonija Pirc, MSc, director of the Strategic Controlling competence centre	Presenting a link between values and leadership emphasising respect for ethical norms in the daily operation of organisations
Sava Hoteli Bled: Strategic Bled forum organised by the Ministry of the Exterior of the Republic of and Centre for a European Future	Stanko Cvenkel, director of Energetika Sava d.o.o.	Presenting opportunities offered in south-eastern Europe in substituting fossil fuels and the significance and advantages of wood biomass
Conference in Bled: <i>Sick Leave in Slovenia and Challenges for the Future</i> organised by the company Sava d.d. and Slovene Employers Association	Tatjana Lozar, director of the HR, Law and Organisation competence centre	Presenting a good practice case of minimising sick leave in the Sava Group
Bilbao, Spain: International symposium on occupational health and safety concerning musculoskeletal disorders and a good practice presentation in occupational health and safety on receiving the European award	Vesna Čadež, director of Savatech d.o.o., and Janez Fabijan, director of the Safety competence centre	Presenting a good practice case in occupational health and safety: <i>Lighten the Load</i>
Sava Hoteli Bled d.d.: International symposium on occupational health and safety concerning musculoskeletal disorders and a good practice presentation in occupational health and safety on receiving the national award	Janez Fabijan, director of the Safety competence centre, and Ema Pintarič, head of occupational health and safety	Presenting a good practice case in occupational health and safety: <i>A Healthy Working Environment</i>
Brdo Congress Centre, Kranj: VIII International Conference on Global Safety	Janez Fabijan, director of the Safety competence centre	Introductory speech at the conference opening
10 <sup>th</sup> Business Conference, Portorož	Iva Žagar, MSc, director of the Business Finance competence centre and procurator at Sava d.d.	Presenting a view of the emerging situation and business opportunities at the international round-table debate <i>Global Financial Crisis and its Consequence for South-Eastern Europe</i>

## 7 ENVIRONMENTAL PROTECTION AND FIRE SAFETY

The impact on the natural environment is monitored monthly by taking measurements, and various steps are being continually introduced to minimise it. Despite increasing production and hotel accommodation capacity, energy consumption was only slightly higher owing to the efficient use of energy resources. For several years now and in 2008 too there have been no fires with material damage and environmental accidents that would impact the natural and living environment. We are making our employees as well as suppliers and the local community aware about minimising this impact.

### 7.1 Environmental protection

We adopted the environmental policy back in 1994 and established and verified an efficient environment management system to control the effects of our operations in both the narrower and broader environment. These are measured monthly, and on the basis of the data obtained we determine measures to minimise any harmful effects. We are continually adapting our policy in accordance with environmental legislation and acting in conformity with international environmental standards. Our employees, business partners, shareholders and the community are acquainted with our achievements and efforts. Raising awareness and adopting well-founded proposals by all interested parts of the public are both issues addressed by our company.

Our priority goals in the area of environmental protection are:

- the rational use of energy, raw materials and natural resources;
- separate collection and recycling of waste to decrease the quantity of waste for disposal;
- the prevention of environmental pollution;
- substitution of hazardous substances with less hazardous ones; and
- the training of employees.

### ENVIRONMENTAL INDICATORS

We analyse environmental indicators monthly and introduce measures to decrease the impact of our operations on the environment in individual companies and at the level of the entire Sava Group. The monthly analysis includes the following environmental indicators:

- Energy consumption
- Drinking water consumption
- Water pollution
- Air pollution
- Space occupied by stored waste
- Use of hazardous substances
- Noise

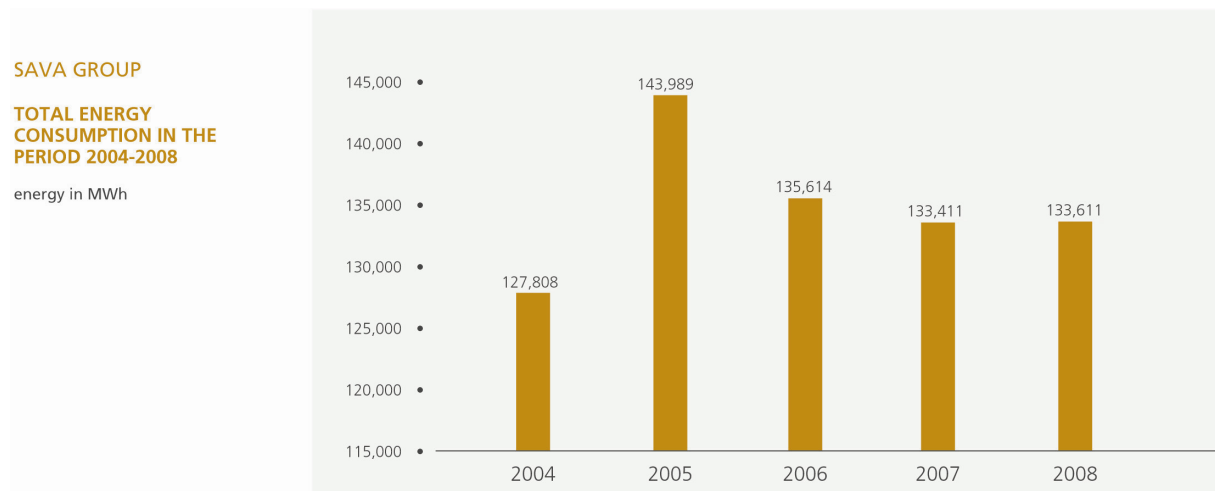
The Safety competence centre ensures that the policy is followed, and attends to the introduction and supervision of the performance of the measures governing environmental protection.

In 2008, the sum of €13,500,000 was invested in environmental protection for sustainable monitoring and measurement, filters, waste and the sewage charge, together with audits, fees, etc. Revenues of €35,000 due to the sale of waste packaging and PE foil were generated.

### 7.2 Efficient energy management

#### ENERGY SOURCES

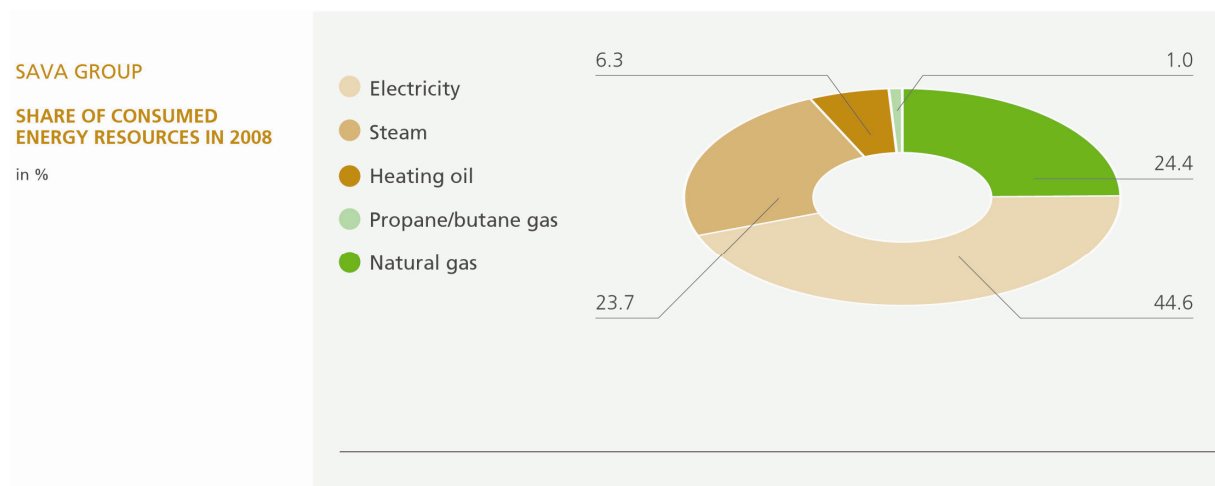
The main energy sources in the Sava Group are electricity, natural gas, heating oil and propane/butane gas. Despite a big increase in production and accommodation capacity, the total consumption of energy at the level of the Sava Group increased by only 0.15% in comparison with the year 2007. This is due to the performance of measures governing the efficient use of energy sources, which in 2008 were repeatedly verified by obtaining the Blue Energy certificate as proof that we used 10 per cent of electricity from renewable sources.



The consumption indicators by type of energy source are as follows:

- Heating oil consumption decreased by 15.2%
- Electricity consumption increased by 4.4%
- Steam consumption decreased by 8.1%
- Propane/butane gas consumption increased by 0.8%
- Natural gas consumption decreased by 2.1%

The consumption of electricity is still the highest (45%), followed by steam (24%) and natural gas (25%). The ratio among these shares does not show any great deviation from previous years.





### SIGNIFICANT RESULTS IN THE DECREASE OF ENERGY CONSUMPTION

#### Electricity

Compared to 2007, electricity consumption decreased in the following companies in 2008:

- Savatech d.o.o. and Sava-Schäfer d.o.o. by 2%
- Sava-GTI d.o.o. by 8%
- Terme 3000 d.o.o. by 1%
- Zdravilišče Radenci d.o.o. by 2%

The specific consumption of electricity decreased in the companies:

- Terme 3000 d.o.o. by 4.7%
- Zdravilišče Radenci d.o.o. by 2%
- Terme Lendava d.o.o. by 7.2%

#### Natural gas

Compared to 2007, consumption decreased in the following companies in 2008:

- Savatech d.o.o. and Sava-Schäfer d.o.o. by 9%
- Zdravilišče Radenci d.o.o. by 3%

Specific consumption decreased in the company Sava Hoteli Bled d.d. by 0.3%.

#### Heating oil

Compared to 2007, specific consumption decreased in the company Terme 3000 d.o.o. by 7.2% in 2008.

#### Household gas propane/butane

Compared to 2007, consumption decreased in the company Terme 3000 d.o.o. by 4% in 2008.

Specific consumption decreased in the companies:

- Terme 3000 d.o.o. by 7.2%
- Terme Ptuj d.o.o. by 18.8%

### DECREASE IN DRINKING WATER CONSUMPTION

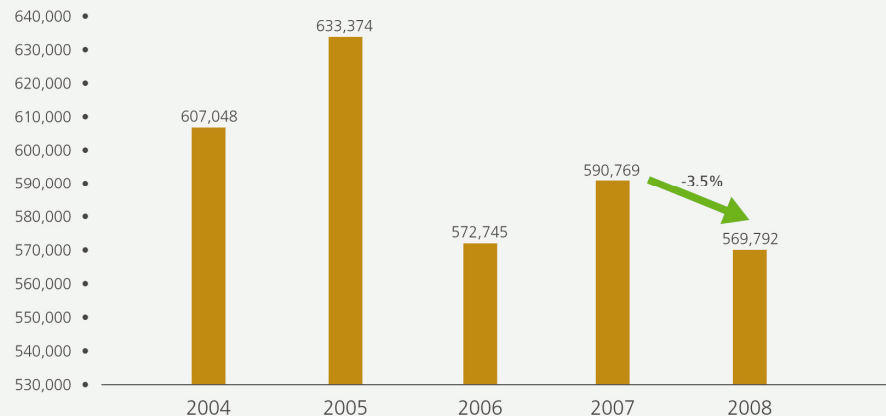
#### Drinking water consumption

In the companies of the Sava Group the consumption of drinking water in 2008 (with regard to 2007) decreased by 3.5%, despite the operation of new accommodation facilities in Tourism. The decrease is due to our persistence to systematically reduce the consumption of drinking water as follows:

- Systematically detect drinking water leaks in the network and eliminate faults as they appear.
- Regularly monitor drinking water consumption.
- Ensure the rational use of water.

**SAVA GROUP**  
**DRINKING WATER CONSUMPTION IN THE PERIOD 2004-2008**

in m<sup>3</sup>



*Decrease in drinking water consumption in 2008 in comparison with 2007*

Company	Decreased consumption (%)	Decreased specific consumption (%)
Sava-GTI d.o.o.	49	/
Terme 3000 d.o.o.	33.7	36.2
Zdravilišče Radenci d.o.o.	4.7	4.3

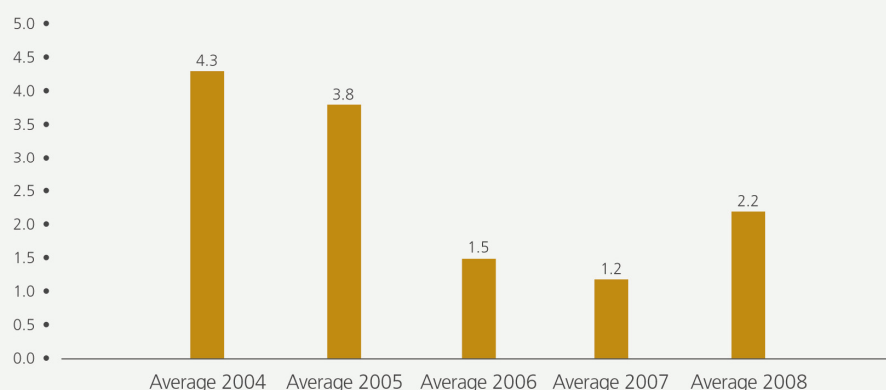
*Increase in drinking water consumption in 2008 in comparison with 2007*

Company	Increased consumption (%)	Increased specific consumption (%)	Reasons for increased consumption
Kranj-based companies	65	45.5	Larger breakdowns in water supply. After a repair the daily consumption decreased to the level it was before the breakdown.
Sava Hoteli Bled d.d.	23.4	20	/
Terme Lendava d.o.o.	42	29.7	/
Terme Ptuj d.o.o.	11	Decreased by 14.5%	Operation of the new hotel Primus.

**SAVA GROUP**

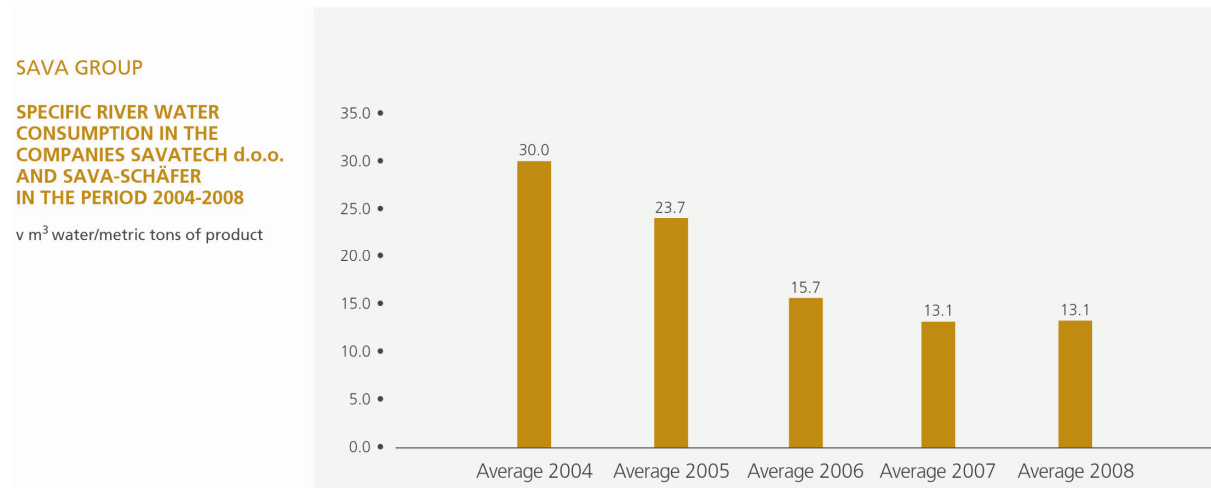
**SPECIFIC DRINKING WATER CONSUMPTION ON THE KRANJ PREMISES IN THE PERIOD 2004-2008**

in m<sup>3</sup> water/metric tons of product



### River water consumption

Owing to the installation of separate independent cooling units in the Kranj-based rubber manufacturing companies, river water consumption decreased by 10%, while specific consumption remained at the level of 2007. Despite pumping water from the river Sava, the consumed quantity does not have a perceptible impact on its flow. Simultaneously, with a decrease in river water consumption water recirculation increases; this increase in 2008 was 10% more than in 2007.



### Geothermal water consumption

Owing to technical improvements geothermal water consumption was reduced in 2008 in the company Sava Hoteli Bled d.d. by 42%, and specific consumption by 44%. In other companies of the Tourism division the quantities of consumed geothermal water in 2008 compared to 2007 are as follows:

Company	Geothermal water consumption (%)	Decreased specific consumption (%)
Terme 3000 d.o.o.	Increased by 8.3	3.2
Terme Ptuj d.o.o.	Increased by 12	12.3
Termah Lendava d.o.o.	At the same level	8.9
Zdravilišče Radenci d.o.o.	At the same level	8.3

### Waste water treatment

The pollution level of waste water is regularly monitored at outlets of individual units in Rubber Manufacturing companies; we are continually decreasing environmental pollution by:

- returning water to industrial processes;
- utilising closed cooling systems; and
- efficient operation of internal waste water treatment apparatus.

In 2008, the total amount of waste water in all Sava Group companies was at the level of 2007. It decreased in the companies:

- Savatech d.o.o. and Sava-Schäfer d.o.o. by 22%
- Terme 3000 d.o.o. by 35%

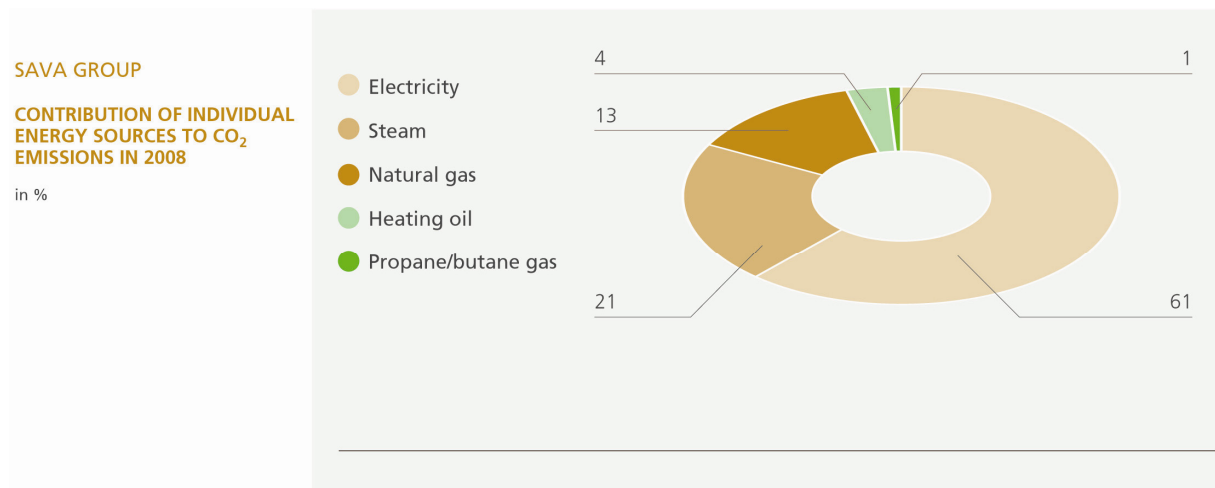
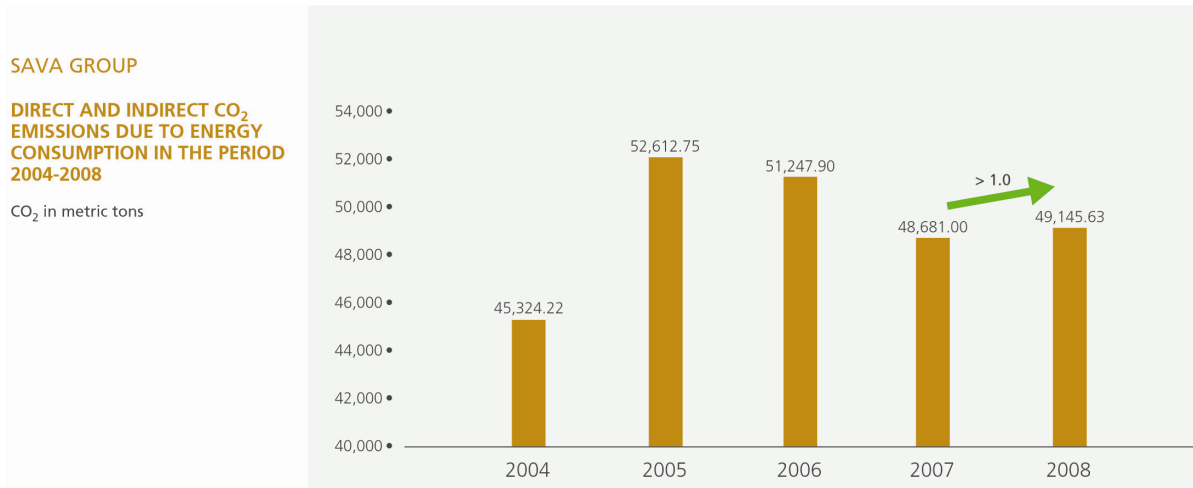
and increased in the companies:

- Terme Lendava d.o.o. by 46%
- Terme Ptuj d.o.o. by 10%

### EMISSIONS OF GREENHOUSE GASES AND ORGANIC SOLVENTS

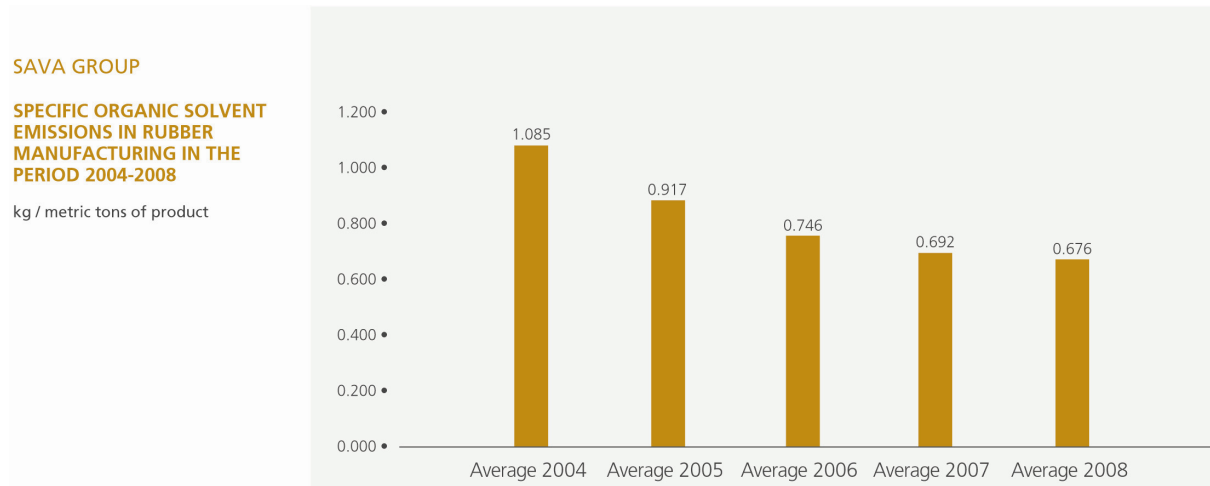
#### Greenhouse gas emissions

In line with the Kyoto protocol Sava Group companies are committed to decreasing the emissions of greenhouse gases. Despite our endeavours to use energy more rationally and change the type of energy source, which in previous years were revealed in decreased CO<sub>2</sub> emissions, total CO<sub>2</sub> emissions in 2008 increased with regard to 2007, even though by only 1%.



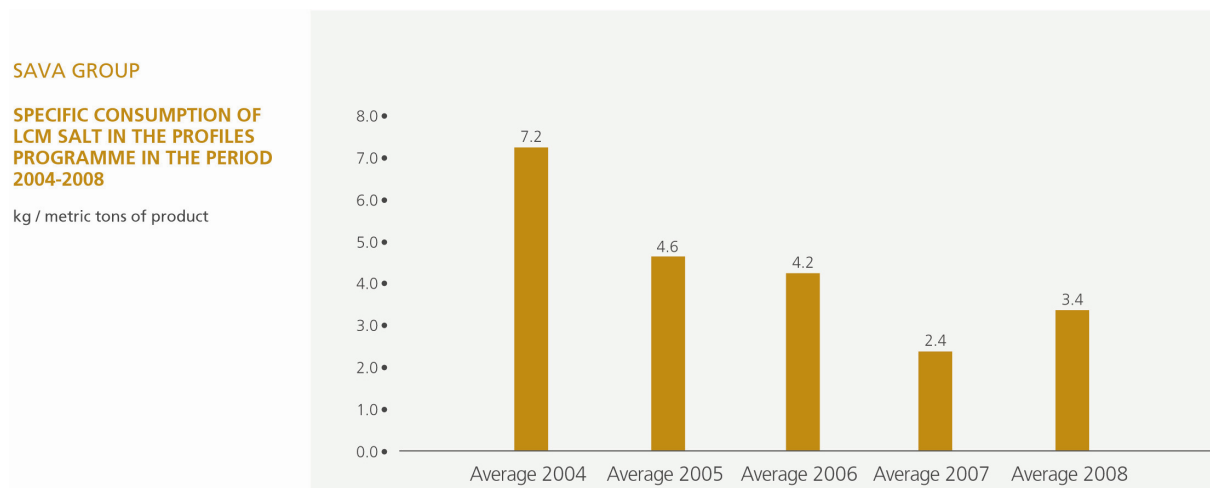
### Organic solvent emissions

In 2008 too, the most deserving of praise for a substantial decrease in air pollution with organic solvents was the waste treatment plant for the thermal incineration of air polluted with organic solvents in the Print programme of the company Savatech d.o.o. Specific solvent emissions decreased by 2.3% when compared to 2007.



### USE OF HAZARDOUS SUBSTANCES

We are continually endeavouring to replace hazardous substances with non-hazardous or less hazardous ones. The use of each chemical is carefully examined and safety precautions are being consistently introduced. The specific consumption of hazardous substances is therefore constantly decreasing. There was an increase in the Profiles programme of the company Savatech d.o.o., where due to additional charges of the LCM line with eutectic salt the consumption of this nitrite- and nitrate-based salt increased by 42.1%.

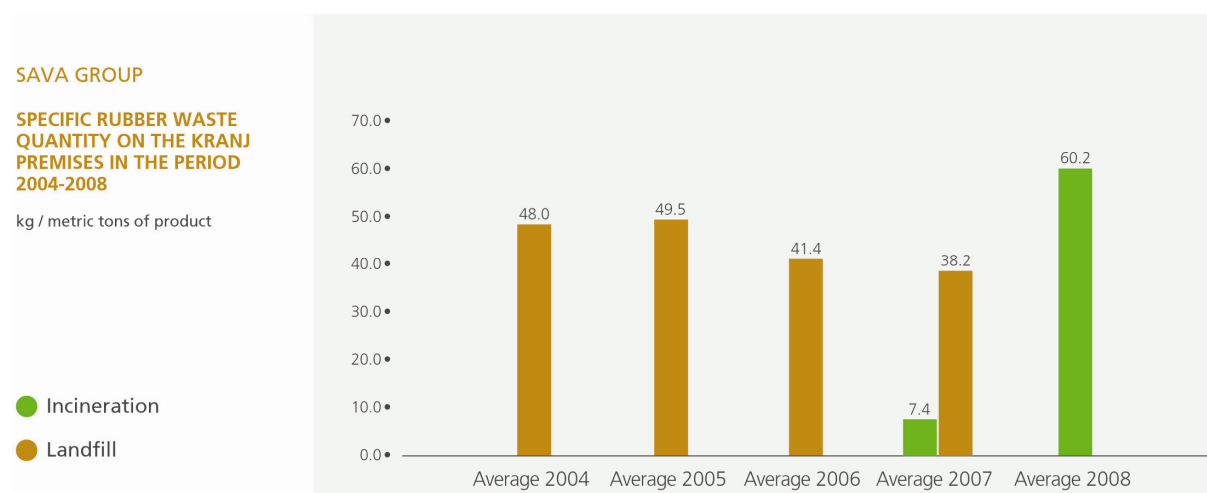


### LESS WASTE

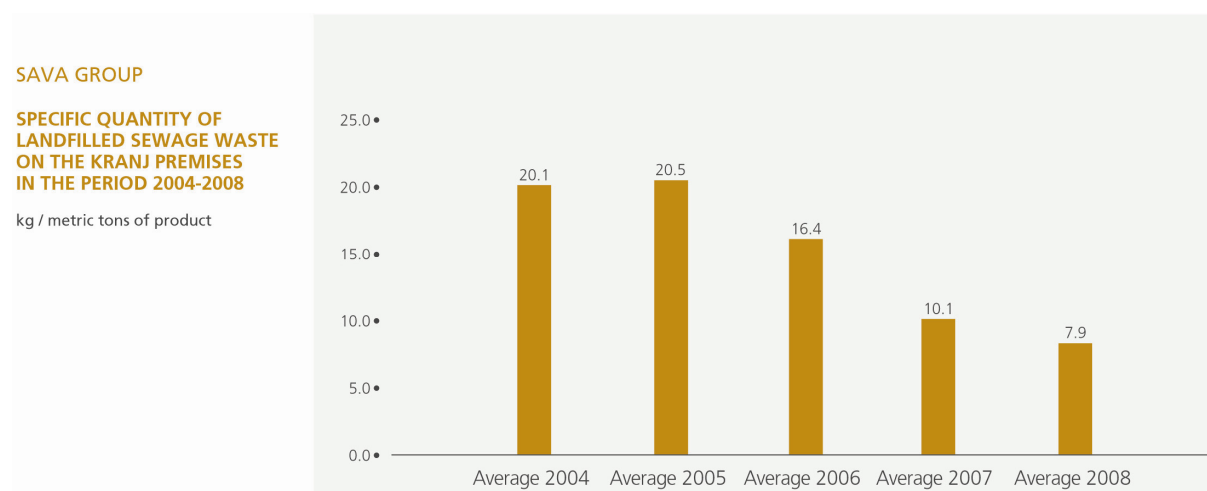
In Rubber Manufacturing companies the separate collection of waste according to type and property was introduced several years ago:

- Non-hazardous industrial waste is deposited.
- Wood, metal, paper and plastic are recycled.
- Hazardous waste and its packaging is incinerated or processed.
- At the end of 2007 we discontinued depositing rubber waste in landfills and delivered it for incineration instead.

Prior to transportation to an authorised waste treatment centre the quantity of waste is weighed. The quantity of deposited rubber waste decreased by 99.1%, and the specific quantity of rubber waste for incineration increased 8-fold. The specific amount of non-hazardous industrial waste decreased by 28.9%.



On the Kranj premises the quantity of deposited waste as sewage decreased by 29.4% and specific quantity by 21.9%.



In our endeavours to continually relieve the natural environment with landfilled waste we are examining the recycling of waste from technological processes. Our waste is partly left for further processing and partly for incineration since it has a high heating value.

Owing to planned and systematic handling in 2008, Tourism companies decreased the quantity of waste in 2008.

Company	Decrease in landfilled waste (%)	Decrease in specific quantity of landfilled waste (%)
Sava Hoteli Bled d.d.	11.7	14.4
Terme 3000 d.o.o.	15.3	18.4
Zdravilišče Radenci d.o.o.	37.2	37.6
Terme Lendava d.o.o.	6.5	14.2

The only exception was the company Terme Ptuj d.o.o., in which the quantity of landfilled waste increased by 39.4%, and the specific amount by 7.5%, which was due to the opening of a new hotel.

### NOISE

The day and night levels of noise in the Kranj-based rubber manufacturing companies were substantially decreased by introducing the following technical measures:

- A noise barrier in front of the solvent pumping station next to the Print programme building of the company Savatech d.o.o.
- A noise barrier by the cooling tower adjacent to the Elastomer programme building of the company Savatech d.o.o.
- A noise barrier in front of the apparatus for filtering air polluted with grinds from the Sava-Schäfer d.o.o. plant
- A silencer on the ventilation system outlet in the Velo programme of the company Savatech d.o.

The monitoring results reveal that noise levels during the day and at night do not exceed the prescribed limits.

In hotel rooms of Grand Hotel Toplice we decreased the noise level by:

- partial renovation of windows, and
- installation of silencers in the ventilation system.

### SYMBIOSIS WITH THE NATURAL ENVIRONMENT

On the golf course of the company Golf in Kamp Bled d.d. visitors are in direct contact with the natural environment. We are therefore additionally committed to continually reducing the impact on the environment. Consequently, the following measures were carried out:

- The preservation and renewal of indigenous species of plants and animals.
- Operation in conformity with the prescribed preservation of 41 different habitat types, which we determined as prescribed in the specified typology in 2003.
- New information boards on 27 holes of both golf courses were named after individual birds which nest on the course; these birds are presented on boards and in golf course guides – so-called birdie books – in several languages.
- In the entire golf course area we listed plants and vegetation and started a project to draft the horticultural map of Bled golf course.

In 2007, the golf courses of Bled and Moravske Toplice applied jointly to participate in the Life++ programme which aims at:

- improving biotic diversity;
- promoting tourism in harmony with nature (eco-tourism); and
- transferring good practice to other tourist areas.

As the project did not qualify for 2008, we participated once again in the call for tenders in November 2008.

### 7.3 Fire safety

A systematic approach to fire safety resulted in a favourable impact in the area of fire safety. Recently, the number of fires has substantially decreased. In 2008, the Sava Group did not note any fires that would result either in material damage or an environmental accident affecting the natural or living environment.

The risk of fire still exists, despite improvements and good results, so it is vital to be able to identify or anticipate it and instruct employees on how to react in such incidents. Proper handling in the case of an extraordinary occurrence is in fact decisive for the extent of consequences. We therefore undertake the following measures:

- In the Rubber Manufacturing companies we regularly check the qualification of intervention teams to successfully intervene under extraordinary circumstances.
- It is a tradition in October for us to participate in the pan-Slovene preventive campaign *October – A Month of Fire Safety*.
- We are continually monitoring the performance of precautionary fire safety measures.

In October and November, practical training courses on handling and operating manual fire extinguishers in case of initial fires were organised in certain companies in order to ensure swift, professional and efficient intervention:

- The fire drill *Fire and Employee Evacuation* in the Print programme of the company Savatech d.o.o.
- Fire safety drill *A Fire in Hotel Savica* in the company Sava Hoteli Bled d.d.
- Preventive campaign *Hotel Evacuation and Initial Fire Extinguishing* in Terme Ptuj d.o.o.
- Preventive campaign *Evacuation for Hotel Lipa* in Terme Lendava d.o.o.
- Fire extinguishing drill in fire safety month *Fire Extinguishing Using Manual Fire Extinguishers* at these locations involving the following number of employees:
  - Panonske Terme (47 employees)
  - Terme Banovci (14 employees)
  - Health resort Radenci (24 employees)

### 7.4 Concern for the environment in the supply chain of materials and services

In selecting suppliers we give priority to those who have respect for nature incorporated in their business, as well as local suppliers as local supplies put less of a burden on the environment. The selection of suppliers in Purchasing is carried out with the standards:

- ISO 14001: The companies Savatech d.o.o. and Sava-Schäfer d.o.o. evaluate their contractors and suppliers and consider this in their selection. The evaluation is carried out according to the procedure as specified in the control regulations Periodic Evaluation and Selection of New Raw Materials Suppliers.
- OHSAS 18001: In accordance with an assessment methodology we obtain data from questionnaires which are used as the basis to assess a contractor. One of the criterion is risk assessment. On signing an agreement or order, safety data sheets and General Safety Instructions for Contractors are submitted.



### 7.5 Environmental safety in the future

Responsibility towards the environment will be demonstrated further by meeting legal requirements and enhanced by the introduction of state-of-the-art methods and standards governing improvements in environmental protection.

In the company Savatech d.o.o. activities will be focused on obtaining the integral environmental permit, while in Tourism we will:

- preserve the biotic diversity of plants and animals;
- endeavour further to build a road by-pass to relieve the hotel surroundings and Lake Bled of exhaust fumes; and
- continue to adapt hotels to meet EKO standards.

Concern for the environment begins with our employees, so we will continue to ensure their health and safety at work. This involves strengthening the safety culture, which involves preventing risk and promoting co-operation. Due to the fact that the working population is ageing, special attention is devoted to ergonomically designed equipment at the work-place.

In a healthy and safe environment we shall be able to plan and pursue our future activities jointly with our employees, thus bearing in mind that nature preserved is the best heritage for future generations.

### 8 SURVEY OF MORE IMPORTANT EVENTS AND ACHIEVEMENTS

Below we present only events and achievements of the Sava Group in 2007 and 2008 from the area of sustainable development, which are connected with the ten principles of Global Compact.

#### Year 2007

Month	Event	GC Principle
January	<ul style="list-style-type: none"> <li>Within the Safety competence centre an interdisciplinary team for ergonomic analysis of work places in Rubber Manufacturing is formed.</li> </ul>	4.
February	<ul style="list-style-type: none"> <li>Upon completing the first phase of the remote heating system with wooden biomass in Črnomelj, Čardak boiler house, we arrange an open day for local residents; the event is attended also by the minister of the environment RS, Janez Podobnik, and minister of traffic RS, Janez Božič, MSc.</li> <li>Within the Safety competence centre an interdisciplinary team for the efficient use of energy for the entire Sava Group is established.</li> </ul>	7., 8., 9. 7., 8., 9.
March	<ul style="list-style-type: none"> <li>For the 6<sup>th</sup> time in succession we organise the <i>Let's clean Kranj</i> campaign together with scouts from Kranj and the Municipality of Kranj; the event attracts 28 organisations and over 600 participants, including Sava's employees.</li> </ul>	7., 8.
May	<ul style="list-style-type: none"> <li>The Sava Group is one of the first companies in Slovenia to obtain a family-friendly company certificate, which was introduced by the development partnership <i>Young Mother/Family-friendly Employment</i> under the wing of the Ministry of Labour, Family and Social Affairs of the Republic of Slovenia.</li> <li>As a sponsor, Sava joins the regional development project <i>Gorenjska Goes Up</i>, in which our specialists liaise too.</li> </ul>	3., 4., 5., 6. 7., 8., 9.
June	<ul style="list-style-type: none"> <li>The Slovene project management association presents Sava with the 2007 Project Excellence Award for the project Introduction of e-learning; Sava is the first Slovene company to receive this award.</li> </ul>	1.
July	<ul style="list-style-type: none"> <li>The company Savatech d.o.o. and Sava-Schäfer d.o.o. obtain the OHSAS 18001 certificates for the occupational health and safety system for a new, the second certification period.</li> </ul>	4., 6.
August	<ul style="list-style-type: none"> <li>We host the international meeting <i>Bled Strategic Forum</i> aiming at encouraging a high-level dialogue among leaders from the private and public sector dealing with essential regional and content-related issues in Europe of the 21<sup>st</sup> century, opened by the Slovene Prime Minister, Janez Janša.</li> </ul>	1. – 10.
September	<ul style="list-style-type: none"> <li>In Terme 3000 d.d. we finish a training course for a lifetime success <i>My Workplace</i>; its purpose is to improve educational structure, increase satisfaction and cooperation among our employees.</li> <li>Within the family-friendly company project we form a sports-recreational and cultural society <i>Savčan</i>, which includes various sections. <i>Savčan</i> becomes one of the largest societies in Gorenjska.</li> <li>Sava d.d. immediately provides financial support to <i>Železniki</i> to alleviate the consequences of the natural disaster, out of respect towards the victims we cancel the 9<sup>th</sup> golf tournament of friendship for the President's Cup.</li> </ul>	6. 3. 1.
October	<ul style="list-style-type: none"> <li>In the international conference <i>Trends in the area of social responsibility 2007</i> at the Slovene Chamber of Commerce the Corporate Communications presents the annual report of the Sava Group as an example of the best sustainable report according to the Finance newspaper.</li> <li>In Hotel Park in Bled, the Forum about renewable energy sources and efficient use of energy takes place under the sponsorship of Energetika Sava d.o.o. Stanko Cvenkel, director of Energetika Sava d.o.o. presents possibilities for a simultaneous production of heat and electricity for energy supply in the Bled-based hotels.</li> <li>In the Slovene competition the company Savatech d.o.o. receives a golden acknowledgement for good practice in occupational health and safety area aiming at decreasing risks for musculoskeletal disorders.</li> </ul>	1. – 10. 7., 8., 9. 4., 6.

### Year 2008

Month	Event	GC Principle
January	<ul style="list-style-type: none"> <li>In Hotel Golf, Bled, the 6<sup>th</sup> Slovene Voluntarism Congress is organised by the Slovene Philanthropy Association, dealing with the topic <i>Voluntarism and Responsibility</i>. The Slovene President Dr. Danilo Türk addresses more than 200 participants.</li> </ul>	1. – 10.
February	<ul style="list-style-type: none"> <li>In the final event of the pan-European campaign <i>Lighten the Load</i> in Bilbao, Spain, the company Savatech d.o.o. together with the Safety competence centre receives the prestigious European award for good occupational health and safety practice for 2008, as the first Slovene company to do so.</li> </ul>	4., 6.
March	<ul style="list-style-type: none"> <li>The Safety competence centre organises the annual preventive campaign <i>March - A Month of Occupational Health and Safety</i>, this time being incorporated in the preventive campaign by the European Occupational Health and Safety Agency entitled <i>A Healthy Working Environment. Good for You, Good for Business</i>.</li> </ul>	4., 6.
	<ul style="list-style-type: none"> <li>Annual reports concerning the environmental protection area in Sava Group companies are prepared.</li> </ul>	7., 8.
	<ul style="list-style-type: none"> <li>An external audit of the environmental management system in Terme Ptuj d.o.o. is carried out.</li> </ul>	7.
	<ul style="list-style-type: none"> <li>For the seventh time in succession we organise the campaign <i>Let's Clean Kranj</i> with scouts from Kranj and the Municipality of Kranj. 29 organisations and more than 1,400 participants take part including our employees.</li> </ul>	7., 8.
May	<ul style="list-style-type: none"> <li>Lifting bags manufactured by the rubber manufacturing programme EKO are used in rescues after the catastrophic earthquake in the Chinese province of Sichuan.</li> </ul>	1.
July	<ul style="list-style-type: none"> <li>The organisation Jan from Kranj is assisted by Sava in planning the programme for active leisure time for children entitled <i>Let's Get Summer Going</i> by providing various workshops.</li> </ul>	1.
August	<ul style="list-style-type: none"> <li>Sava Hoteli Bled d.d. hosts the international Bled Strategic Forum organised by the Republic of Slovenia, Ministry of Foreign Affairs and Centre for European Perspective. In the forum discussion <i>Energy and Climatic Changes: Si.energy for the Future</i> the director of the company Energetika Sava d.o.o., Stanko Cvenkel, presents the opportunities for an expansion for the use of renewable energy sources in the market of south-eastern Europe.</li> </ul>	7., 8., 9.
September	<ul style="list-style-type: none"> <li>Beginning of the <i>Health - Three Hearts</i> project in the health resort of Radenci d.o.o. to promote a healthy way of living among employees.</li> </ul>	4., 6.
	<ul style="list-style-type: none"> <li>A regular external audit of the environmental management system ISO 14001:2004 and certification audit due to a transfer to a new occupational health and safety standard OHSAS 18001:2007 takes place in Zdravilišče Radenci d.o.o.</li> </ul>	4., 6.
	<ul style="list-style-type: none"> <li>At Bled Golf Course the 10<sup>th</sup> Friendship Golf Tournament for the President's Cup is held; on this occasion Sava Group companies, business partners and friends raise funds for the opening of a new Safe House in Gorenjska.</li> </ul>	1.
	<ul style="list-style-type: none"> <li>Employees from the Kranj-based companies participate in the Mayor's charity marathon, raising funds to help drug addicts and their family members.</li> </ul>	1.
	<ul style="list-style-type: none"> <li>Due to a thunderstorm in the region of Spodnje Podravje our employees in Ptuj suffered considerable material damage; to provide assistance we therefore allocate financial support to our associates whose houses were damaged.</li> </ul>	1.

### Year 2008

Month	Event	GC Principle
October	<ul style="list-style-type: none"> <li>In the specialist meeting of the Slovene Trade Union dealing with the role of labour representatives in the risk assessment we present a good practice case from Zdravilišče Radenci d.o.o.</li> </ul>	3., 4.
	<ul style="list-style-type: none"> <li>The company Zdravilišče Radenci d.o.o. and the Safety competence centre jointly receive the national award <i>Good Occupational Health and Safety Practice</i>, imparted by the Republic of Slovenia Ministry of Labour.</li> </ul>	4.
	<ul style="list-style-type: none"> <li>At the 55<sup>th</sup> catering and tourism meeting the companies of Sava's Tourism division actively engage in the first national labour exchange, dealing with employment opportunities in the tourism and catering sector.</li> </ul>	6.
	<ul style="list-style-type: none"> <li>The Tourism division of the Sava Group joins the SETCOM project (involving the use of sustainable energy in mainly tourist destinations), which is run by the International Tourism Institute with partners. The project programmes also encourage companies from the tourism sector to use renewable energy sources.</li> </ul>	8.
November	<ul style="list-style-type: none"> <li>In the specialist meeting dealing with risk assessment with a focus on elderly workers, organised by the University Clinic, Clinical Institute for Occupational Medicine, Traffic and Sport, Ljubljana, we present a good practice case from Zdravilišče Radenci d.o.o.</li> </ul>	6.
	<ul style="list-style-type: none"> <li>The 8<sup>th</sup> international conference <i>Global Safety takes</i> place in Brdo at Kranj and is organised by the Institution for Occupational Safety and sponsored by Sava d.d.</li> </ul>	1.
	<ul style="list-style-type: none"> <li>The Sava Group joins the charity campaign by the Slovene Red Cross and Petrol d.d. to gather toys for less privileged children.</li> </ul>	1.
December	<ul style="list-style-type: none"> <li>We present the participants of the international Erasmus and Leonardo da Vinci contact seminar entitled <i>Lifelong Training – an International Bridge between Educational Institutions and the World of Work</i> the Sava Group as a developer of good practice cases in the field of lifelong learning.</li> </ul>	6.
	<ul style="list-style-type: none"> <li>The Sava Group is ranked third among the top socially responsible companies. The campaign is organised by the Finance newspaper for the 5<sup>th</sup> time in succession and identifies socially responsible practices and investments by the Slovene companies.</li> </ul>	1. – 10.

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