



## AD PLASTIK d.d. SOLIN

JOINT - STOCK COMPANY FOR AUTOMOTIVE  
PLASTIC COMPONENTS MANUFACTURING

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## Progress Report According to Global Compact

### Human Rights

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

*Principle 2 | Businesses should make sure that they are not complicit in human rights abuses.*

We are aware that the corporate social responsibility is an important activity of the company that affects the valuation of its business success. Therefore, during the reporting period we continued to act proactively in the form of employee training and their sensitization regarding the issues of respect for human rights, healthy personal development and affirmative social activity. Within the first Progress Report according to Global Compact we reported on the adoption of the Code of Business Conduct of AD Plastik Group. By this Code we committed ourselves to respect human rights according to Universal Declaration of Human Rights of the United Nations. We are pleased to inform the stakeholders that there were no reports of violations of the Code of Business Conduct of AD Plastik Group during the reporting period.

### Labor Rights

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

*Principle 4 | Businesses should uphold the elimination of all forms of forced and compulsory labor;*

*Principle 5 | Businesses should uphold the effective abolition of child labor; and*

*Principle 6 | Businesses should uphold the elimination of discrimination in respect of employment and occupation.*

We guarantee the respect for labor rights and freedom of association by applying the collective agreement, rules of procedure and firm adherence to legal regulations. During the reporting was signed the Collective Agreement for AD Plastik Inc. for a period of three years which additionally enhanced the social rights of employees.

The company is registered at Commercial Court in Split, Croatia, under code: 060007090 • VAT identification number: HR48351740621  
IBAN: HR04 2340 0091 1101 5371 1, Privredna banka Zagreb d.d Zagreb

The registered capital of the company corresponds to 419.958.400,00 HRK fully subscribed and paid in 4.199.584 ordinary shares at nominal price of 100 HRK  
President of the Board: Mladen Peroš • Members of the Board: Ivica Tolić, Katija Klepo, Denis Fusek, Hrvoje Jurišić • President of the Supervisory Board: Josip Boban

The main principle of AD Plastik Group in the field of employment and labor relations is the following: preventing discrimination on any ground. Women and men candidates are hired on the basis of their professional and / or managerial competencies and personal characteristic, according to the requirements defined for the respective position. Each person who is competing for a given job is treated with dignity and respect.

It follows from the foregoing that the AD Plastik Group promotes and implements a policy of equal employment opportunities and work for all and prohibits discrimination on any grounds in all aspects of business.

Legal regulations in the Republic of Croatia prohibit possibility of employment of children and all the forms of forced labor and AD Plastik adheres to these regulations

During the reporting period AD Plastik conducted the training of middle and senior management on the subject of corporate social responsibility, all with the aim of further spread of consciousness in the company. AD Plastik has supported and actively participated in the project „Experience is priceless 2014“ - an initiative of corporate social responsibility aimed to promote the employment of people with disabilities. Within this project AD Plastik has enabled students with disabilities to practice work in the company with the possibility of subsequent employment.

## Environment

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

*Principle 8 | Businesses should undertake initiatives to promote greater environmental responsibility; and*

*Principle 9 | Businesses should encourage the development and diffusion of environmentally friendly technologies.*

Preservation and protection of the environment is an inevitable part of business policy of AD Plastik Group. Functioning according to the principles of environmental protection and sustainable development is our permanent commitment and obligation.

Care for environment is the result of coordinated activities of all business processes in the company. Compliance with legal regulations and other mandatory requirements are continuously monitored and supervised.

During 2014, we updated operational emergency plans in case of a sudden water pollution, Regulations about treatment of all types of waste from technological process and sludge from wastewater treatment processes, Rules of procedure and maintenance of facilities for discharge and pre-treatment of waste water. Also, on location Solin test on tightness of fuel oil tank was conducted and new water permit was approved from authorities. Location Zagreb was connected to the public sewerage system, and in May we obtained Solution on the work of the plant below the limit indicators. All planned testing of emissions to air and water have been conducted and all were in compliance with applicable regulations, also reports on environmental emissions were submitted to the competent authorities. In the previous period there weren't any sudden harmful emissions into the environment.

In the reporting period, our employees were trained in the field of environmental protection. As part of the educational program they participated in the TAIEX seminar "for the CLP-mixtures practical application" organized by the Association for the chemical industry.

## Anti - Corruption

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

After mentioning in the last report on the progress of the Global Compact, that we have adopted a basic policy against corruption (Code of Conduct), in the reporting period we haven't recived any remark about violation of the Code. In the reporting period AD Plastik has trained middle and top management on the subject of Anti-bribery and corruptiob, This training contained practical examples with shown desirable behavior in problematic situations.

President of the Management Board

Mladen Peroš



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