



Varaždin, 16 December 2018

In the Vindija Group, we have always been convinced that social responsibility is one of the key factors which directly influence the achievement of positive business results. For this reason, we have built our company from the foundations up on the values promoted by the Global Compact, which are firmly woven into our vision for business achievement and success. I believe that these values have been crucial in creating the Vindija Group as it is today, the leader in the Croatian food industry.

In today's particularly competitive market, our worthy employees are the primary contributors to creating the Vindija quality story on a daily basis. It is primarily due to them that our plants produce high quality products, loved and recognised by generations throughout the country and on many foreign markets. Our workers make us great, and their dedicated, hard work has built up our business success and reputation. For this reason, in 2018 we have focused on ensuring their satisfaction and efficiency at work.

The principles of the *Universal Declaration on Human Rights* are thoroughly integrated in our vision for business achievement and success, and help us build a society in which equality and tolerance are promoted. We will continue along this path, because it enables us to contribute to the further development of the community, and this is a prerequisite for creating the foundations for a good business and living environment. In the Vindija Group, we believe that respecting the human and labour rights of our employees is a basic prerequisite for successful business operations, while their creative, innovative spirits are the driving force behind the successful achievement of all our tasks.

This year, we have focused a large part of our activities on the most vulnerable groups in our society. We have made regular donations to the Varaždin branch of Caritas and to the Safe House in Vukovar. We believe that it is our duty to help those who need us most, and to give them more opportunities to create the lifestyle they deserve. Through our dedicated work, we want to be an example to other companies in creating better, fairer circumstances for all members of the community in which we work.

In the coming period, we will remain consistent in applying the principles of the Global Compact in the areas of human rights, labour rights, the environment, and the fight against corruption. We want to continue acting as an important player in the community, and to promote the principles which may contribute to its further development, as a prerequisite for creating a basis for a good working and living environment, and a guarantee of the long-term sustainable development and sustainable business operations of our company.

Dragutin Drk (B. Ec.)

A handwritten signature in blue ink, appearing to read "Drk Dragutin".

President of the Management Board  
Vindija d.d.