

Varaždin, January 2020

Dear Madam/Dear Sir,

The long-standing business of the Vindija Group is based on sustainable development, which implies care for the as a whole, to which we have completely adapted our business strategy. It is our long-term responsibility to create the prerequisites and contribute to the formation of a better business and living environment, which will ultimately be a legacy to future generations. As one of the leading Croatian food companies, we are recognised as a socially responsible company in our surroundings, and as such want to make a positive impact on the quality of life in the community in which we operate, while at the same time focusing on an efficient production wherein human and natural resources are protected first.

Corporate social responsibility has been a part of our company since the beginning: thanks to the long-standing membership in the Global Compact program, Vindija has been systematically channeling community responsibility through the principles and values in the areas of human rights, labour, environmental protection, and the fight against corruption. We are proud to be a part of this international community with more than 8000 corporate stakeholders. In a dynamic and market-oriented society full of challenges, striving for the highest levels of excellence and justifying on a daily basis the confidence of our customers, who have recognised products labelled with *Vindija Quality* for over six decades, would not have been possible without our valuable employees, whose dedicated work is woven into every award and recognition received by the Vindija Group.

As in the recent years, we have focused a large part of our activities on creating benefits with the aim to thank and ensure the greatest satisfaction and motivation of each of our employees, and we have also focused on maintaining relationships with the most vulnerable groups in our society. For the needs of disempowered and socially disadvantaged individuals and families, we have made regular donations to the Varaždin branch of Caritas and to the Safe House in Vukovar. We are happy to have had the opportunity to provide help to those who truly need it, and we hope that we have encouraged other companies in our surroundings to take action.

In 2019, most of our efforts were focused on environmental protection opportunities within our business, since environmental pollution is a burning issue in modern society. Reducing carbon dioxide emissions, as well as the environmental impact of plastics, has become an important strategic benchmark for us. With a valuable investment in the production lines enabling the introduction of a more environmentally friendly packaging, Vindija has earned the title of **the first company in the Croatian market and the third in the world to replace plastic packaging in a product range with an innovative and eco-friendly cardboard bottle**, the so-called Tetra Top pack.

Last year, we became the first company in Europe and the fourth in the world to market the eco-friendly Ultra Edge packaging for the Vindi juices range, and Tetra Brik Aseptic® Edge for milk, made from 71 percent and 68 percent of renewable materials respectively. The progress in achieving high environmental standards to which we have committed will remain an important segment of our business operations in the future. At the same time, we want to continue developing relationships and projects that aim to improve our business and living environment. Aware that we cannot act on our own, and that relationships and connection represent the building blocks of a community, we will continue to listen carefully to the needs of others, and design projects that involve and benefit many people. We believe that this type of conduct is the only guarantee of a sustainable business and economy of the future.

Dragutin Drk (B. Ec.)



President of the Management Board

Vindija