



United Nations Global Compact

Communication on Progress for 2020

Period: January 2020 – January 2021

Format: Basic Report

Differential degree: GC active

Self-assessment:

- The Report is accompanied by a statement by the President of the Board on continuing support for the ten principles of the UN Global Compact
- Description of actions and relevant policies linked to human rights
- Description of actions and relevant policies linked to labour
- Description of actions and connected relevant policies regarding environmental protection
- Description of actions and relevant policies linked to the community
- Description of actions and relevant policies linked to anti-corruption measures
- Results

Human Rights

Assessment, policies and goals

The basic business system document of the Vindija Group is a business code based on protecting human rights and the dignity of workers and actively implementing all principles of the Declaration on Human Rights, along with other obligations which arise from the legal regulations and Constitution of the Republic of Croatia. By focusing on various benefits for employees of the Vindija Group, the company ensures employee satisfaction and motivation, thus facilitating a pleasant working environment.

Application of the principles

In accordance with the Universal Declaration on Human Rights and the Labour Act of the Republic of Croatia, the Vindija Group assures all its employees legal protection from all forms of discrimination, harassment, forced labour, and invasion of privacy. Improving interpersonal networking and encouraging transparency and active communication between employees are continually practised, and employees are informed in a timely manner about all the activities and processes which are relevant to them.

Results

In the past year, the Vindija Group was not the subject of any investigation, court case or legal measure connected with the violation of human rights.

Employees and Labour

Assessment, policies and goals

Thanks to the dedication, loyal work and high level of professionalism of its employees, the Vindija Group has responded to all challenges and demands of the market in the past period. Apart from regular, high-standard, strict controls, which are performed during every phase of the production and other business processes, and with the goal of protecting the health and integrity of all its workers in the pandemic situation, the company has introduced new safety protocols and additional protection measures against the coronavirus, in accordance with the recommendations of the Crisis Management Committee of the Ministry of Health. To show its appreciation, the Vindija Group has introduced many benefits to encourage a healthy, high-quality working environment in which all employees can fulfil their potential. Vindija ensures equality by respecting the principles of equality and equal criteria for all employees. All employees have contracts which prescribe their conditions of work and clearly define the tasks for each position. The Vindija Group operates by respecting the positive legal regulations of Croatian and international law which proscribe child labour and forced or compulsory labour.

Application of the principles

The management of human resources in the Vindija Group is based on respecting the dignity of its employees and respecting the obligations arising from labour law. The Vindija Group systematically invests in the development of each employee, which along with the fight against discrimination at all levels, is one of the key factors in achieving business goals. All employees are given the same opportunities to advance and be educated in line with the requirements of their positions.

Since employee safety in all business operations, from the acquisition of raw materials, through production, to warehousing and distribution, is a key segment of business organisation, each employee, when hired, is acquainted with the means of operating various pieces of equipment and machinery, according to the needs of their position. Maximum safety conditions at work are achieved by ensuring the good working order of all tools and devices necessary for daily work, and the ongoing training of employees regarding necessary safety measures.

In order to minimise potential stress and dissatisfaction, the Vindija Group invests extra efforts in encouraging activities aimed at ensuring good interpersonal relationships, as the most important factor in building a successful, motivating working environment. Since the Vindija Group started out as a small municipal dairy, the values of a family tradition and the six ensuing decades are exceptionally valued in the company. Therefore, special attention is paid to employees who are also parents, and they enjoy extra benefits such as gifts for newborn infants, holiday gifts, help with education, and so on. Each year during the Christmas holidays, the Vindija Group acknowledges the long service of employees who are marking jubilees with a monetary reward equivalent to the number of years they have worked in the service of Vindija.

Results

The implementation of the principles of the Declaration on Human Rights is evident at all levels of protecting employee rights, while anti-discrimination measures are consistently carried out in the entire Vindija Group.

Environment

Assessment, policies and goals

Thanks to valuable investment cycles in the production line, the Vindija Group has become the first company on the domestic market, and the third in the world, to replace part of its range of plastic containers with innovative, ecologically acceptable carton bottles (Tetra Top). In addition, Vindija is the first company in Europe, and the fourth in the world, to launch the ecologically acceptable Ultra Edge container on the market for the range of Vindi juices, and the Tetra Brik Aseptic® Edge for milk, which are composed of 71% and 68% of renewable material respectively. In the past year, the Vindija Group has continued within its business operations to develop additional opportunities to protect the environment and reduce the harmful effects of plastics, and in another important segment of our business systems, we have implemented the ecologically acceptable Tetra Top carton bottle.

In its facilities, Vindija implements modern technological solutions which minimise the negative impact of industry on the ecological balance. All our plants operate with the relevant environmental permits, in accordance with the laws and regulations which govern environment protection. By introducing ecological innovations in our plants, the Vindija Group's business operations are focusing in the long term on a complete transition to new packaging, with an increased proportion of renewably sourced materials, in order for production to continue in line with high ecological standards.

Around the Vindija facilities there are many green areas which include industrial-park architecture, and the company respects a balanced relationship between built-on spaces and natural spaces in the immediate environment.

Application of the principles

The energy facilities of the Vindija plants use energy in this falling order of quantities: electrical energy, gas, and light heating oil as an alternative if gas runs out.

Our refrigeration facilities do not use gases which are harmful to the ozone layer, but instead use NH₃ with indirect media, iced water, cold water and ethylene-glycol for air-conditioning.

In all its plants, the Vindija Group has implemented a special way of processing secondary raw materials. Paper is collected and transported daily, while plastic wrappers and artificial items are separated and compressed, in order to reduce their impact on the environment as far as possible. Since the application of the Ordinance on Packaging, Vindija has adopted obligations according to the Fund regarding dealing with packaging waste.

Emissions which occur during the production process do not have a harmful effect on the soil, and individual measurements of emissions of harmful substances into the air are carried out regularly, to prevent environmental pollution.

The Vindija Group operates according to an operational plan of intervention in protecting the environment, in accordance with the Environmental Protection Act, and all regulations regarding environmental protection are aligned with the legal requirements of the European Union.

Results

In its business processes, from collaboration with co-operants to the distribution of finished products in the sales network, the Vindija Group has not noted any negative consequences for the environment. Thus, the principles of environmental protection prescribed by the Global Compact have been exercised in practice.

The principles of environmental protection are implemented consistently by the Vindija Group at all levels of business operations, from the technical equipment used in production, to the everyday conduct of all employees, who are actively encouraged to be examples of responsible, conscientious behaviour towards the environment.

Community

Assessment, policies and goals

Since its beginnings, the Vindija Group has participated actively in projects in the areas of education, improving public health, culture and sport, through which it contributes to the ongoing development of the community in which it does business. By participating in the life of the local and wider community, the Vindija Group makes a contribution to improving the quality of life of its citizens. Bearing in mind the particular nature of 2020, which at the global and national level brought many challenges, the Vindija Group, in addition to its regular donations, has offered a helping hand to institutions and individuals in the

healthcare system who have been fighting tirelessly since last March against the coronavirus pandemic, and to the populations of Zagreb and Sisak-Moslavina County who have been affected by destructive earthquakes.

Application of the principles

Promoting the importance of milk and dairy products in school included joining the EU project “European Milk in Schools” for the school year 2019/2020.

Activities linked to humanitarian work and help for those in need were carried out by Vindija Group in 2020 with an emphasis on donations to institutions and individuals who were fighting the coronavirus pandemic. As a sign of solidarity and support for healthcare workers and patients, in December the company donated a ventilator to Varaždin General Hospital, along with food products. Packets of food products were also delivered to Dr Fran Mihaljević Clinic for Infectious Diseases, Čakovec County Hospital, Sisak General Hospital, and to the Croatian Red Cross and Caritas Croatia, with their many branches.

As a socially responsible company, the Vindija Group has been deeply involved in distributing aid to the population affected by earthquakes in Zagreb and Sisak-Moslavina County. At the end of March, a donation of products was delivered to the Cvjetno Naselje Student Dorm, for citizens affected by the Zagreb earthquake, while seven tons of food products and donations of chicken were assured for the National Union of Caterers, to provide hot meals for the residents of Petrinja, Glina and Sisak. In order to maintain primary production and rural smallholdings in the area, Vindija sent 16 tons of cattle-feed from its own Blagodar factory, for ten co-operants with whom it does business regularly, and purchased high-quality raw materials from them.

As in previous years, significant attention was paid to children and young people, and to the most vulnerable groups in society.

In 2020, the Vindija Group donated its products to the Safe House in Vukovar, which provides support for the victims of violence, and also made a donation to help the youngest residents and their guardians at children’s homes in Zagreb, Rijeka and Slavonski Brod.

We are also proud of our part in the programme “Milk in Schools” through which the importance of consuming dairy products has been emphasised, along with improving the accessibility of healthy ingredients for children.

Thanks to this programme, Vindija’s fresh and long-life ‘z *bregov* milk, which was named milk number 1 in Croatia in 2019, has become an integral part of the weekly menu for all primary school children.

Among the projects in which Vindija has a positive influence on the development of the local community, and which promote education and the protection of cultural heritage, our sponsorship of the Varaždin Baroque Evenings stands out.

Apart from regularly investing in cultural events and making donations to humanitarian organisations, the Vindija Group actively supports sports clubs, sports associations and individual sportspersons throughout the year. In this way, Vindija has for years supported basketball players, wrestlers, baseball players, handball players and gymnasts, whose successes have made the entire local community proud.

Results

In accordance with social circumstances and business policies, Vindija has been involved in the community through various kinds of donations, and is known in its own environment as a social responsible company. By continuing to participate in various activities, particularly those which influence the quality of life, and actively helping those who are most in need, Vindija contributes to the creation of a community fit for its members.

Fight against corruption

Assessment, policies and goals

Anti-corruption principles have formed the basis of the company's business operations since its foundation. The Vindija Group works actively to suppress corruption in all forms, including extortion and bribery.

Application of the principles

The Vindija Group completely supports the efforts of state institutions in suppressing corruption, and in all its business operations has adopted the principles of the fight against corruption, in order to make its own contribution to achieving anti-corruption goals.

Anti-corruption policies have been established at all levels of the Vindija Group, while the management level receives regular training about various forms of illegal business, so that they can prevent them through their work. When participating in public procurement tenders, Vindija pays scrupulous attention to conducting itself in accordance with all the laws of the Republic of Croatia.

Results

In the reporting period, Vindija was not involved in any legal cases connected with corruption or bribery.