





## **WORKERS WELFARE POLICY**

The scope of PROIZVODNJA MK d.o.o. is: Designing, developing, manufacturing and selling of the metal structures, and providing metal processing services. Steel structures for power lines, substations and switchgear, roads and railways, buildings, lighting, reflector poles and antenna towers.

Proizvodnja MK is committed and obliged to fair treatment of workers, including prohibitions on discrimination/harassment/retaliation, human trafficking| and forced or child labor; freedom of association and right to collective bargaining per local law; timely payment of all legally required wages; and access to a fair and safe grievance process where complaints can be raised without fear of retaliation

The Workers Welfare Policy applies to all levels in Proizvodnja MK.

Velika Gorica, Rev. 03, 12.10.2020.

Director Proizvodnja MK

Vlado Sjčaja

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