



CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Policy objectives

The Corporate Social Responsibility (CSR) policy has the objective to create and promote behavior that generates value to all interest groups (customers, employees, suppliers, environment and shareholders) in the context of a socially responsible culture that is reflected in the development of a sustainable fish farming and processing.

2. Principles and commitments with interest groups

The base of the CSR is the continuous communication and transparency with the interest groups.

Through dialogue, Orada Adriatic d.o.o. can establish stable relationship and active listening mechanisms, identifying the most relevant subjects, which can constitute a greater value for the Company.

In order to meet these principles, Orada Adriatic d.o.o. has put in effect the following commitments:

2.1. Customers

- Place the customers in the centre of our activities with the objective of establishing long term and lasting relationships of trust, as well as developing sustainable and innovative products and services to meets their daily needs.



Orada Adriatic d.o.o. za ulov, uzgoj, preradu i trgovinu ribom | **sjedište:** Turion 22, HR-51557 Cres | **uprava:** Kukuljanovo 341, HR-51227 Kukuljanovo | **t:** +385 (0) 51 565 200 | **f:** +385 (0) 51 565 212 | **e:** orada@orada-adriatic.hr | **www.royal-adriatic.hr**

MB: 0946354 | **OIB:** 86840413543 | **IBAN:** HR63 2484008 11068 14805 | Trgovački sud u Rijeci MBS 040040829 | Temeljni kapital 42.956.800,00 uplaćen u cijelosti | Predsjednik uprave: mr.sc. Marko Miculinić, dipl.oec | Član uprave: Vedran Rubeša, dipl.oec



- Implement responsible and transparent communication to facilitate a better knowledge and understanding of our products and services.
- Promote the development of products and services that protect the environment and are as sustainable as possible.

2.2. Employees

- Respect the employee and comply with International Labor Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles established by the United Nations Office of the High Commissioner.
- Promote equal opportunity, respect diversity and ban discrimination (including hiring, promotion, termination, training or retirement) based on gender, age, disability, race, caste, national origin, religion, sexual orientation, political affiliation or any other circumstance. Support inclusive leadership from management.
- Workers are free to form organizations such as trade unions and have representatives who advocate for and protect their rights.
- Obtain the maximum commitment and loyalty from the employees in ORADA ADRIATIC D.O.O.. Support employee training promote Group work, open communication and work environment that stimulates employees emotionally and materially to allow them to reach their full capacity and maximum level of self-demand.
- Take measures to guarantee employee safety and general health, through ORADA ADRIATIC D.O.O.'s established Emergency and Evacuation Plan.
- Promote the conciliation of employee's personal and professional lives.



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- Ensure compliance with the industry's General Wages Agreement, especially in regard to salaries, work hours and overtime.

2.3. Suppliers

Compliance with work legislation in countries where the product is manufactured, as well as with International Labour Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles established by the United Nations Office of the High Commissioner.

Consider social and environmental criteria in purchasing decisions to contribute to the creation of a socially responsible supply and value chain.

Provide complete and transparent information related to procurement processes in regard to complying with human and labour rights in the supply chain, as well as stimulating the demand of socially responsible products and services.

Systematically promote communication with suppliers to generate open innovation, development, and improvement of ORADA ADRIATIC D.O.O.'s products, services and processes.

Applying technological advances proposed by suppliers to create a productive work environment that is sustainable and respectful with the surrounding environment.

2.4. Environment

Promote and respect human rights according to international references.

Promote practices boosting quality, competitiveness, sustainable development and responsible communication. ORADA ADRIATIC D.O.O. will participate and collaborate with industry organizations and forums to ensure this objective.

Define and apply an environmental system by creating an objective based Environmental Policy to reduce and minimize the environmental impact by developing more eco-friendly products and supporting circular economy.

Comply with applicable environmental legislation, preventing the contamination or minimizing its possible impact on natural resources and people.

2.5. Shareholders



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ORADA ADRIATIC D.O.O. operates according to its shareholder's interests, maximizing the company's value through:

Ensuring a transparent and sustainable business by supplying knowledge of all necessary aspects for the adequate assurance of the shareholder's rights.

Adequately complying with its legal and fiscal obligations, avoiding all practices that compose an illicit evasion of taxes or damage to public treasury. ORADA ADRIATIC D.O.O. therefore has implemented a fiscal strategy in accordance with the principles of integrity, transparency, and prudence.

3. Communication of the Corporate Social Responsibility practices

Transparency and communication are some of ORADA ADRIATIC D.O.O.'s main pillars, which is why ORADA ADRIATIC D.O.O. maintains a close relationship with its interest group.

4. Supervision and follow-up systems

To ensure compliance with its CSR policy, ORADA ADRIATIC D.O.O. has an Ethics Committee that guarantees the principles and norms of conduct. The Ethics Committee is comprised of the General Manager, the HR Manager, the Safety and Environmental Manager.

This committee will ensure that the CSR strategies and practices are followed, reached, and evaluated.

In Kukuljanovo,
05.05.2020.
Marko Miculinić



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