



# STATEMENT ON SOCIAL RESPONSIBILITY OF THE COMPANY

FJ-421-001.04

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Frigo-junior based his own business success and further development on social responsibility and development of products conforming to the requirements and expectations of customers :

- With respect of social standards in accordance with national legislation and international conventions,
- With environmental responsibility,
- With support the local community

## 1. Responsibility To The Market And Consumers

- Transparency of business practices and the availability of relevant information about the management of the company
- Rejection of any kind of corruption, giving or receiving bribes
- Rejection of any monopolistic association, unfair competition and no ethics determination of prices
- Highest standards of food safety and quality control of products
- Exchange of knowledge and technology

## 2. Responsibility To The Employees

- Improving health and safety at work
- Constant improvement of working conditions and follow the highest standards
- Prohibition of forced and child labor
- Compliance with regulations and international conventions relating to working hours, minimum wage, and social benefits
- Prohibition of any form of discrimination in business practices
- Respect for freedom of forming associated groups and collective negotiation
- Dialogue with employees and examination of attitudes
- Providing opportunities for professional development and training of employees

## 3. Environmental Responsibility

- Responsible use of resources in production and administration
- Compliance with environmental standards
- Education of employees and contractors in environmental protection

## 4. Responsibility To The Local Community

- Support of initiatives at the local level (health, assistance vulnerable groups, infrastructure development)
- Development of the sector partnerships to improve social development
- support the cultural development of the local community
- support the further education of young talent from the local community

Dated : 11.01.2019

General Manager  
Vučko Nikolić

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