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Top Management of Cardboard Mill UMKA D.O.O. UMKA establishes the following policy as a document that establishes the mission, vision and strategy for its realization.

SOCIAL RESPONSIBILITY POLICY

The company's dedication and commitment is based on its vision - *We strive to be the leading company in Central Eastern Europe in the field of recycled cardboard production and leaders in the local implementation of the circular economy, which professionally, efficiently and sustainably creates the highest standards with its investments and operations in order to achieve a stable, long-term growth, development and achievement of our goals.*

- We consider that the success and sustainable development of the company comes as a result of the organization's ability to create a long-term sustainable production cycle in the packaging industry, guided by the needs and expectations of all our stakeholders interested: customers and consumers, suppliers, partners, employees, the wider social community as well as the environment in which we operate and live.

Umka Cardboard Mill strives and advocates:

- to ensure the integrity and diversity of its activities through its operations, to contribute to the welfare and economic development of the social community, all through its own company activities and development projects;
- to ensure responsible operations throughout the entire organization;
- for open communication, development and alignment with established quality standards, national legislation and local self-governments decisions;
- to ensure a pleasant working environment for its employees, by understanding their needs.

Recognized areas of special interest:

- child labour
- forced labour
- occupational safety and health
- freedom of association and the right to collective bargaining
- discrimination
- disciplinary measures
- working time
- fees/compensation for work

Umka Cardboard Mill has set a basic approach to social responsibility, based on the company's corporate principles, and as such is presented through the principles of the Social Responsibility Policy.

13.oktobar 1
11260 Umka, Serbia

Tel:+381 11 3602 699
Fax:+381 11 8026 995

email: umka@umka.rs
www.umka.rs

TIN: 100003017
Reg.No.: 07007019

1 Business Practice

Umka Cardboard Mill ensures the integrity and diversity of its activities, thereby contributing to the well-being and economic development of the social community.

The company strives to establish and maintain responsible business practices throughout the organization, as prescribed by company documents, relevant policies and standards. We strive to be a company that professionally, efficiently and sustainably manages investments and makes a difference in its operations by the introduction of best business practices.

2 Commitment to the wider community

Social programs, for the benefit of local communities are established on the basis of social responsibility and are integrated into the company's business model.

Umka Cardboard Mill is dedicated to:

- education of its employees about social responsibility, through various channels of information;
- providing employment support for members of the local community;
- providing support in the education of children through dual education programs and choosing a profession for future employment opportunities;
- support for families living in the local community through economic growth/development
- reducing the negative impact on the environment;
- social programs, for the benefit of local communities which are based on the principles of social responsibility and integrated into the company's business model;
- encouraging suppliers and other legal and natural persons with whom it cooperates, to support in maintaining and expanding social responsibility.

3 Responsible and corporate proceeding

As a responsible corporate company, Umka Cardboard Mill aims to act in a socially responsible manner at all times. It strives to operate in accordance with international and local regulations, internal rules, to implement correct and fair corporate practices, to gain the trust of stakeholders such as clients, employees, business partners and society itself. Develops and maintains constructive relations with administrative bodies, remaining politically neutral and in accordance with the law, without engaging in relations with individuals or groups that threaten social order and security.

4 Human rights

Cardboard Mill respects internationally recognized human rights, and in accordance with them will try to avoid any violation of human rights or complicity in the same. It will strive to maintain respect for diversity and individuality of human rights and ensure healthy and safe working environments, where all persons are treated equally and without discrimination.. It is committed to the absolute prohibition of employment of minors or other minor children who are legally required to attend school, as well as the obligation to apply the same to our suppliers and subcontractors without exception.

5 Environmental protection

Umka Cardboard Mill actively participates and works on environmental protection, because these are issues of importance both for the local community and for the whole of humanity. Our team of experts actively analyses and implements more environmentally friendly solutions the use of which ensures a reduced use of resources, including energy, water and raw materials, that is, continuously provides the reduction of the



negative impact on the environment. As the largest recycler in Serbia, we contribute to the preservation of the environment and the development of the circular economy by giving new value to waste - old paper.

6 Employees

Umka Cardboard Mill recognizes that its employees are the most important resource, as well as their importance in the success of the company. It is guided by the goal of creating a competitive and fair working environment and ensures equal opportunities and the prevention of all forms of discrimination against employees: in the hiring process, payment of compensation, provision of training, promotions, dismissal or retirement of employees, based on race, social status or national origin, religion, disability, gender, sexual orientation, family circumstances, marital status, membership in labor associations, political opinion, age or any other reason that constitutes discrimination to develop and advance in accordance with their own performance and business goals.

7 Freedom of association

Umka Cardboard Mill guarantees all employees freedom of association - trade union, political and any other association, as well as the right to remain outside any association.

8 Socially responsible behaviour in the supply chain

All sustainability issues - including human rights, labor rights, anti-corruption policies and environmental protection procedures - must be included in the supply chain.

9 Implementation and transparency

In order to implement and enforce the Social Responsibility Policy, Umka Cardboard Mill ensures its transparency by highlighting it in visible locations within the work areas, which will be accessible to all employees. In addition, the public has the opportunity to familiarize themselves with the Social Responsibility Policy through the company's official website and other forms of publication that the company deems appropriate.

10 Communication with stakeholders

Umka Cardboard Mill conducts a purposeful dialogue with stakeholders and continuously works on developing a communication model with the aim of sharing information and identifying possible positive or negative impacts of its business.

Umka, 03.02.2025.



UMKA D.O.O. UMKA

General manager, Nikola Pejović

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