

	POLICY	Issuance:	A
	on corporate Social Responsibility and Code of Conduct		ALTUS WIND d.o.o.

ALTUS WIND, d.o.o. (including its directors, managers, employees, and representatives) is committed to adhering to the provisions of this *Corporate Social Responsibility Policy and Code of Conduct* (hereinafter referred to as *CSRCC*) and the conventions of the International Labour Organization (ILO). These principles and requirements form the foundation of the business relationship between ALTUS WIND, d.o.o. and its business partners.

Collaboration with customers, subcontractors, suppliers, and other business partners is based on trust and mutual respect. We believe that these values are regaining significance in today's dynamic and ever-changing world. Alongside quality, these values represent important competitive advantages. Based on these principles and the ILO conventions, ALTUS WIND, d.o.o. has implemented the *CSRCC*.

Our company is firmly committed to principles related to human rights, labor standards, environmental protection, and fair and ethical business practices. The *CSRCC* is based on the values and principles of the United Nations and applies to all employees, representatives, subcontractors, and business partners of ALTUS WIND, d.o.o. For our company, these principles represent the minimum standards for sustainable operations, as we believe that by respecting these principles, we collectively create added value and contribute to a better society.

ALTUS WIND, d.o.o. complies with the laws and regulations of the applicable legal system, including European and international frameworks, as well as the laws of the countries where we provide our services. This includes adherence to minimum industry standards, conventions of the International Labour Organization (ILO), United Nations principles, and all other relevant requirements.

ALTUS WIND, d.o.o. rejects and refrains from engaging in any form of corruption or bribery, including any payment or other benefits intended to influence decisions contrary to the law. The company operates in a manner that prevents the development of personal dependencies, obligations, or undue influence.

The *CSRCC* of ALTUS WIND, d.o.o. is based on the principles of human rights, environmental protection, ethical business practices, and adherence to labor standards. The *CSRCC* applies to all employees, representatives, subcontractors, and business partners of the company, who are expected to operate in accordance with the following principles:

1. Equality and Non-Discrimination

The company ensures equal opportunities and treats all employees equally, regardless of race, skin color, nationality, social status, disability, sexual orientation, political or religious beliefs, gender, or age.

2. Respect for Dignity and Rights

The dignity, privacy, and rights of every individual are respected.

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3. Prohibition of Forced Labor

The company does not use forced labor and does not employ anyone against their will..

4. Prohibition of Harassment and Discrimination

Any form of unacceptable behavior, such as psychological, sexual, or personal harassment, is prohibited.

5. Prevention of Harmful Behavior

Any behavior (including gestures, language, or physical contact) that is coercive, offensive, or exploitative is prohibited.

6. Fair Compensation

Employees are guaranteed fair compensation that meets the minimum legally established standards.

7. Compliance with Working Hours

The working hours of employees comply with national legislation regarding work time limitations.

8. Investment in Employee Development

The company recognizes the importance of motivated employees and provides opportunities for education, rewards, and professional development.

9. Right to Associate

The company respects employees' right to freely associate and is non-discriminatory towards members of labor organizations.

10. Prohibition of Child Labor

Child labor is strictly prohibited. Employees must not be under the age of 15, in accordance with ILO Convention 138.

11. Health and Safety

The company takes responsibility for the health and safety of its employees, providing training and establishing safety systems to prevent accidents.

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12. Environmental Protection

The company minimizes environmental impacts, adheres to waste management, emission, and hazardous substance handling standards, and operates in accordance with environmental protection procedures.

13. Supply Chain

The company encourages its suppliers to adhere to this CSRCC and treats them in a non-discriminatory manner.

14. Freedom of Association and Collective Bargaining

The company respects workers' rights to associate freely and engage in collective bargaining, and collaborates with labor organizations in accordance with laws and regulations.

15. Social Responsibility

The company actively contributes to areas such as sports, humanitarian efforts, education, and culture, thereby contributing to social cohesion and the well-being of the local community.

ALTUS WIND, d.o.o. is committed to consistently implementing the CSRCC in its daily operations and expects its business partners to also respect these principles.

Maribor, 15.10.2024

Altus Wind d.o.o.

director

Manca Raušl Kodrič

