



WORKERS WELFARE POLICY

DALEKOVOD MK Ltd is committed to providing workers, subproducers and temporary workers who work on our behalf with a safe, protected, comfortable and ethical working environment. The company guarantees the safety of employees from physical or psychological abuse, humiliation, or harassment in the workplace.

The scope of activities of DALEKOVOD MK Ltd 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.

In the scope of its activity DALEKOVOD MK Ltd 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.

DALEKOVOD MK Ltd does not discriminate against any employee or job applicant on the basis of their age (within the statutory limits), race, religion, color, sex, disability, ethnic origin, marital status, sexual orientation, or gender identity in relation to all terms and conditions of employment, including recruitment, promotion, degradation, engagement, termination of employment, amount of salary or any other form of remuneration, or selection for training.

The Workers Welfare Policy applies to all levels of employees in the DALEKOVOD MK Ltd

Velika Gorica, R.: 4, D.: 10.04.2024.

Director of DALEKOVOD MK Ltd

Vlado Sičaja

DALEKOVOD MK d.o.o.
Velika Gorica
OIB: 79970472123 ①

