

HUMAN RIGHTS POLICY URBAN-TECHNICS LTD.



1. COMMITMENT AND PURPOSE OF THE POLICY

Guaranteeing the respect for human rights is one of the fundamental principles of URBAN-TECHNICS' business operations and sustainability strategy.

The purpose of this Policy is to introduce the fundamental principles observed by URBAN-TECHNICS LTD., the existing processes for assessing human rights risks (pertaining to employees of URBAN-TECHNICS, the supply chain, customers, and the communities in which the company operates), as well as actions aimed at mitigating such risks in the event they arise.

2. SCOPE OF APPLICATION

URBAN-TECHNICS LTD. acknowledges that, in order to contribute to sustainable development, it is necessary to ensure the sustainability of its activities throughout the entire value chain.

For that reason, this Human Rights Policy is internally addressed to all employees and serves as a common reference document for all suppliers, business partners, and associates.

Oversight of this Policy is exercised by the Human Resources Department at the company level, ensuring that the Policy and its principles are periodically reviewed and, if necessary, updated, while also guaranteeing its proper implementation.

3. HUMAN RIGHTS IN THE WORKPLACE

3.1. Harassment and Mobbing

URBAN-TECHNICS LTD. rejects and prohibits any form of harassment or mobbing in professional relations, both within and outside the company, whether physical, sexual, psychological, or verbal, based on personal, cultural, or other differences. Such behavior is strictly prohibited without exception. All forms of violence, including abuse of authority, are forbidden.

3.2. Discrimination, Diversity, Equal Opportunity Policy

Direct and indirect discrimination against job applicants and employees is strictly prohibited on the basis of gender, birth, language, race, color, age, pregnancy, health condition or disability, nationality, religion, marital status, family obligations, sexual orientation, political or other beliefs, social origin, financial status, membership in political organizations, trade unions, or any other personal characteristic.

URBAN-TECHNICS LTD. also undertakes to provide equal opportunities to all its employees, ensuring that each individual receives fair treatment based on merit and competence, without any form of discrimination.

3.3. Recruitment of Employees

URBAN-TECHNICS LTD. guarantees that recruitment is conducted based on the candidate's profile compared with the company's needs, in full respect of equal opportunities. Each selection process encourages the application of individuals who meet the required professional qualifications and/or experience and is conducted solely based on objective criteria. Recruitment is carried out through interviews conducted by the Human Resources Department and managers of the relevant organizational units.

3.4. Employee Development

Professionalism and commitment of management and employees are of exceptional importance for achieving company objectives.

URBAN-TECHNICS LTD. values its employees based on their competencies, develops their professional skills in accordance with the principles of equal opportunity and in line with strategic, organizational, and production needs, while taking into account their training requirements.

In order to improve and develop employee competencies, URBAN-TECHNICS LTD. implements various training programs based on training plans.

The company assigns strategic importance to the training process, which, through the development of human capital, contributes to achieving corporate goals.

3.5. Occupational Health, Safety, and Environmental Protection

URBAN-TECHNICS is committed to ensuring the health and safety of its employees and to respecting environmental protection, in accordance with international and domestic regulations.

The company pays attention to health, safety, and the environment in all aspects of its operations. It periodically conducts risk assessments (e.g., risks arising from workplace conditions, noise, etc.) and adopts general measures to eliminate risks, or, where elimination is not possible, to minimize them.

3.6. Working Hours and Conditions

URBAN-TECHNICS recognizes the importance of creating respectful and stimulating working conditions. This includes maintaining an appropriate work-life balance through adequate organization of working hours in compliance with all applicable regulations.

The company also undertakes to ensure that night work and overtime are compensated in accordance with legal requirements, or at higher rates than those prescribed by law.

3.7. Compensation and Wages

URBAN-TECHNICS LTD. undertakes to fully comply with all statutory and contractual provisions applicable to the areas in which it operates, ensuring that each employee is treated fairly under labor and wage regulations.

All employees of URBAN-TECHNICS LTD. must receive appropriate, market-competitive remuneration, consistent with their job position, work performance, and other working conditions.

3.8. Child Labor

URBAN-TECHNICS LTD. strictly prohibits child labor and does not tolerate the employment of workers under 15 years of age. An employment relationship with a person under 18 years of age may be established only with the written consent of a parent, adoptive parent, or guardian, provided that such work does not endanger the minor's health, morality, or education and is not otherwise prohibited by law.

3.9. Forced Labor and Human Trafficking

URBAN-TECHNICS LTD. rejects and prohibits all forms of forced labor, human exploitation, and human trafficking.

3.10. Communication and Engagement

For URBAN-TECHNICS LTD., employee engagement is an important aspect of operations. Active participation is encouraged and promoted through mutual exchange of information and values, which benefits both employees and the company.

Freedom of expression, opinion, and information is guaranteed to all employees.

3.11. Freedom of Association and Collective Bargaining

URBAN-TECHNICS LTD. promotes the right of its employees to join trade unions and, accordingly, the right to establish, represent, or participate in organizations aimed at protecting and advancing their rights and interests, such as unions or other representative bodies, in accordance with the law.

4. RELATIONSHIP WITH THE COMMUNITY AND CONTRIBUTION TO LOCAL DEVELOPMENT

URBAN-TECHNICS LTD. contributes to the socio-economic development of the local community through the employment of local residents.

Dialogue with the local community is a key aspect of the company's business strategy. Accordingly, URBAN-TECHNICS LTD. undertakes to foster cooperation and participation initiatives to enhance the economic, social, environmental, and cultural well-being of the community in which it operates.

5. DATA PROTECTION AND PRIVACY

URBAN-TECHNICS LTD. guarantees that personal data processing is carried out in compliance with fundamental legal principles and the dignity of the data subjects, as required by applicable legislation.

Personal data are processed lawfully and fairly and are, in all cases, collected and stored only to the extent necessary for specific and legitimate purposes. Moreover, data must not be retained longer than necessary for the purposes for which they were collected.

URBAN-TECHNICS LTD. also undertakes to adopt adequate preventive security measures for all databases containing personal data in order to prevent the risk of destruction, loss, unauthorized access, or unlawful processing.

6. COMMUNICATION AND TRAINING

This Human Rights Policy is communicated to all employees of URBAN-TECHNICS during the recruitment phase and via company notice boards.

7. WHISTLEBLOWING PROCEDURE

URBAN-TECHNICS LTD. has established a special whistleblowing procedure – the Rulebook on Internal Whistleblowing. “Whistleblowing” refers to the disclosure of information concerning violations of regulations, human rights violations, abuse of public authority contrary to its intended purpose, dangers to life, public health, safety, or the environment, as well as the prevention of large-scale harm. Any attempt to obstruct whistleblowing is strictly prohibited.

This Human Rights Policy of URBAN-TECHNICS LTD. is displayed on all company notice boards and actively promoted among employees to ensure full awareness.

Valjevo,
15.01.2024



CEO
Ivan Stojković