

POSLOVNI KODEKS

Poslovnim kodeksom želimo da informišemo sve zainteresovane strane da je INMOLD primenio 10 principa Globalnog dogovora Ujedinjenih nacija u oblasti ljudskih prava, prava na rad, zaštite životne sredine, anti-korupcione politike i zaštite uzbunjivača u sistem menadžmenta, strategiju, korporativnu kulturu i svakodnevne aktivnosti. Poslovni kodeks je obavezan za sve zaposlene, a posebno za menadžment tim.

INMOLD želi da ohrabri svoje isporučioce i poslovne partnere da donesu i primene sopstveni Poslovni kodeks.

Ljudska prava:

Princip 1: INMOLD podržava i poštuje zaštitu međunarodno zagantovanih ljudskih prava

Princip 2: Inmold ne krši ljudska prava

Rad i zapošljavanje:

Princip 3: INMOLD podržava pravo na slobodno udruživanje i pravo na kolektivne pregovore

Princip 4: INMOLD je protiv svih oblika prinudnog rada

Princip 5: INMOLD ne angažuje lica mlađa od 18 godina

Princip 6: INMOLD zabranjuje diskriminaciju u vezi sa zapošljavanjem i zanimanjem

Zaštita životne sredine:

Princip 7: INMOLD preduzima mere predostrožnosti u vezi sa životnom sredinom u ranoj fazi razvoja

Princip 8: INMOLD preduzima mere radi promocije odgovornosti vezane za životnu sredinu

Princip 9: INMOLD podstiče razvoj i primenu tehnologija koje čuvaju životnu sredinu

Anti-korupcija:

Princip 10: INMOLD zabranjuje svaki vid korupcije, uključujući iznude i pronevere

Politika zaštite uzbunjivača:

Svaki zaposleni je dužan da prijavi kršenje navedenih principa ili bilo kakvo kršenje pozitivnih zakonskih akata Nominovanom licu. Lice ima ovlašćenja da zaštiti uzbunjivača i postupa sa informacijom u skladu sa Zakonom o zaštiti uzbunjivača.

Kako primenjujemo Kodeks

Objavlivanjem Poslovnog kodeksa na internet stranici www.inmold-ltd.com informišemo sve zainteresovane strane. Svaki zaposleni je upoznat sa ovim Kodeksom njegovim objavljivanjem na info tablama Inmolda.

Top menadžment je obavezan da promoviše, poštuje i preispituje ostvarenje principa. Najviše rukovodstvo je dužno da svako odstupanje od navedenih principa tretira kao neusaglašenost sistema i sprovede mere na utvrđivanju uzroka i otklanjanju pojave.

CODE OF CONDUCT

With this Code of Conduct, we want to inform all interested parties that INMOLD has been implemented 10 United Nations Global Compact principles in terms of Human Rights, Rights to Work, Environmental Protection, Anti-Corruption and Whistle-blower policy in our Management System, Strategy, Corporate culture and everyday activities. Code of Conduct is required for all employees, especially for Management Team.

INMOLD wants to encourage its suppliers and business partners to adopt and apply their own Code of Conduct.

Human Rights:

Principle 1: INMOLD supports and respects the protection of internationally proclaimed human rights

Principle 2: Inmold does not make any violation of human rights

Labour:

Principle 3: INMOLD upholds the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: INMOLD is against all forms of forced and compulsory labour

Principle 5: INMOLD do not hire labour under 18

Principle 6: INMOLD forbids discrimination in respect of employment and occupation

Environment:

Principle 7: INMOLD supports a precautionary approach to environmental challenges in early R&D phase

Principle 8: INMOLD undertakes initiatives to promote greater environmental responsibility

Principle 9: INMOLD encourages the development and implementation of environmentally friendly technologies

Anti-Corruption:

Principle 10: INMOLD forbids corruption in all its forms, including extortion and bribery

Whistle-blower policy:

Every employee is obligated to report violation of any principle or any law nonconformity to Nominated person. This person has authority to protect whistle blower and treat information in accordance with Whistle blower protection Law.

How we apply Code effectively

By publishing the Code of Conduct on the web page www.inmold-ltd.com we are informing all interested parties. By publishing the Code of Conduct at Inmold info boards, all employees are informed about Code.

Top management is obligated to promote, respect and review achievement of principles. Top management is obligated to treat every violation from mentioned principles as system nonconformity and perform actions for root cause finding and problem solving.