



WORKERS WELFARE POLICY

CONNECTING WORLDS, BUILDING THE FUTURE

DALEKOVOD j.s.c. is committed to providing workers, subcontractors 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 j.s.c. is: sales and construction of electric power transmission lines and electric power sub-stations up to 750 kV, railway and highway supporting objects, civil structures, sport buildings, lighting, telecommunication lines and towers, lighting poles and halls, steel and other bearing structures, equipment for civil structures and electrical installations, suspension and jointing equipment as well as provision of anti-corrosive metal protection services.

In the scope of its activity DALEKOVOD j.s.c. 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 j.s.c. 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 j.s.c.

Zagreb, R.: 4; D.: 02.05.2024.

President of Management Board Dalekovod j.s.c.
Eugen Pačić-Karega

