



Socks BMD d.o.o.

HUMAN RIGHTS POLICY

Statement of intent:

Socks BMD d.o.o. respects the diversity of its employees, customers and suppliers.

In order to provide conditions and create a value system in which employees will be able to develop their potential, we are introducing a Human Rights Policy and committing ourselves to respect labor and human rights in our daily work practices. Socks BMD d.o.o. pledges to respect international principles of labor and human rights based on the principles of the United Nations Universal Declaration of Human Rights and basic principles and rights of the International Labor Organization.

Socks BMD d.o.o. upholds the following human rights principles:

1. PROHIBITION OF DISCRIMINATION

Any kind of discrimination will not be tolerated. During employment, during working hours and in case of leave-taking, the company forbids all forms of discrimination relating to race, skin color, gender, language, religion, nationality, political beliefs, sexual orientation, age, health status or social status.

2. HARASSEMENT

Socks BMD d.o.o. will protect workers from any psychological, verbal, sexual or physical harassment, abuse or threats in the workplace by either a co-worker or the superiors.

3. CHILDREN'S AND FORCED WORK

Socks BMD d.o.o. prohibits the employment of children under the age of 15, i.e. below locally defined age for employment in accordance with the relevant ILO conventions. We are committed to guaranteeing a suitable position for workers under the age of 18, as specified in relevant ILO conventions.

Socks BMD d.o.o. prohibits any form of forced labor, including forced labor, undeclared work or human trafficking.

4. FREEDOM OF ASSOCIATION AND COLLECTIVE NEGOTIATION

We respect the right of our employees to be properly and freely represented and to form or join labor organizations or trade unions without retaliation, intimidation or harassment. We are committed to establishing a constructive dialogue with the freely elected employee representatives, basing all negotiations on mutual respect and good faith.

5. WORKING CONDITIONS AND WAGES

Socks BMD d.o.o. offers compensation for work in accordance with local laws and standards and we operate fully in accordance with existing laws on wages and salaries, benefits, working hours and overtime. We are committed to upholding the weekly work hours provided by law and not exceeding it, as established by ILO conventions. We provide adequately paid overtime. We are committed to respecting reasonable breaks during business hours and sufficient rest in between shifts, as well as the right to at least one day off a week.

6. HEALTH AND SAFETY PROTECTION

We provide a healthy and safe workspace for all our employees in accordance with valid health and safety laws. We are committed to maintaining productive and safe workplaces, thereby reducing the risk of accidents or injuries. We guarantee our employees the right to access health care in accordance with the terms established by law.

7. LOCAL POPULATION RIGHTS

We carry out our activities respecting the rights of local communities in the areas where Socks BMD has its facilities and we pay attention to the most vulnerable local communities.

8. COMPLAINTS MECHANISM

VERBALLY: If you have a problem in the workplace, first try to solve it with your superiors. If you don't want or can't share the problem with your superior, contact his / her superior.

In addition, you can expose the problem directly to the company directorate, general and human resources sector by calling 011/397 28 38

IN WRITING: Annotation box - located in the dressing room / dining room. You can anonymously or not (optional) insert your complaint / problem / remark. The box is emptied once a week. In addition, you can elicit your complaint / problem by email: office@socks.rs

Compliance with human rights policy will be monitored on a regular basis, and relevant corrective action plans will be identified and implemented.

Belgrade, March 15th, 2019