

CNC Obrada Code of Conduct

Since its founding in 2011, CNC Obrada has been fully committed to creating a transparent, team oriented and fair business environment in which everyone knows their rights, but also obligations and responsibilities. From a small enterprise with only a few employees, we have managed to grow into a company with a recognizable image thanks to the quality of our products, but also the conduct in accordance with ethical and legal norms.

The aim of this Code is to contribute to the performance of all activities of the company in the spirit of business ethics, good business practices and the principles of conscientiousness and honesty, as well as to enable transparency. The principles and guidelines contained in this Code must be followed in everyday work because maintaining the acquired reputation, as well as further improving business processes, is the responsibility and obligation of all of us.

The Key Principles and Determinations

1. Respect for Employees and their Labour Rights

CNC Obrada encourages and promotes a culture of collegiality, respect and open communication and acts in accordance with the legally prescribed norms of labour law. Our mission as a leader is to provide employees with a healthy and pleasant working environment, as well as with good and modern working conditions because in this way we positively affect the physical and mental health of each individual in the company.

2. Respect for Customers and Clients

Since production is the activity in which we are engaged, the buyers of our products have been and will be the basis of our existence and further development. They are the ultimate arbiters of the outcomes of our production and business processes. Therefore, meeting the needs and expectations of current and future customers is our primary responsibility.

3. Environmental Protection

From the very beginning of our business, we have opted for the ecological aspect of business policy and environmental protection has become one of the striking principles of our activities. At all stages of the production process, we insist on compliance with local and national environmental regulations and we make significant efforts to raise awareness of the importance of this issue.

Accordingly, every new employee who joins our team has an obligation to continue to act in accordance with these beliefs.

4. Confidentiality of Data and Prohibition of Information Abuse

All documents, as well as all non-public data, are considered confidential, have the status of business secrets, and their abuse is prohibited. Such data, in electronic, written, oral or any other form, may not be alienated and used for non-business purposes, made available to competition, or used for personal gain.

5. Data Security

CNC Obrada successfully protects the company data, as well as personal data of its clients and employees. We use all technical and organizational means at our disposal in order to prevent unauthorized access, abuse, loss of data or their premature deletion.

6. Prohibition of Discrimination and Harassment at Work

Both the leadership and the employees must respect internationally proclaimed human rights. Hence, relations between them must be exempt from any form of discrimination and negative behavior that could result in undermining the integrity of employees. The harassment at work, including the sexual harassment, but also abuse of the right to protection from such behavior, has been prohibited and sanctioned by the Law and internal Acts adopted by CNC Obrada.

7. Prohibition of Corruption and Conflict of Interest

The leadership of CNC Obrada and all its employees must base their business on the principle of loyalty and refrain from any form of corrupt behaviour that may directly or indirectly jeopardize our integrity. All activities that could lead to a conflict of personal interests and the interests of the company should be absolutely avoided. In other words, the assets and resources of the company, as well as confidential information related to the business, must not be used for personal gain, increase of own property or property of some other persons.

Acting in accordance with these principles is the key to our success so far, and the foundation of our future development. Therefore, all employees, as well as our associates, are expected to respect the established standards of quality, human and labor rights, data secrecy, environmental protection policy, as well as to exclude all forms of discriminatory behavior and corruption.