

SOCIAL  
RESPONSIBILITY  
REPORT  
2015



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## DALEKOVOD GROUP

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## ORGANIZATION PROFILE

The Social Responsibility Report was prepared by the Dalekovod Group, although such a form of the Group has not been legally registered. Nevertheless, given that Dalekovod JSC is a signatory of the UN Global Compact, we believe that, concerning financial and environmental indicators, the companies Dalekovod Proizvodnja LLC and Dalekovod Projekt LLC must not be ignored, because, together, they form a whole, and this in the design, production and construction of transmission lines, and with their financial reports and environmental indicators have a significant impact on the sustainable operations of the Dalekovod Group.

The Dalekovod Group is continuously working on improving current practices, and monitors the work of its companies. We believe that our efforts will be visible in future reports.

The Dalekovod Group consists of the following companies:

In the Republic of Croatia:

- Dalekovod JSC for engineering, production and construction
- Dalekovod Proizvodnja LLC for production and galvanizing
- Dalekovod Projekt LLC for design, supervision, consulting and engineering
- Unidal LLC for manufacturing of forged steel
- Dalekovod Professio LLC for real estate, trade, consulting, management and services
- Dalekovod OIE LLC for renewable energy resources
- Dalekovod EMU LLC for production, trade and services

Worldwide:

- Dalekovod LLC Mostar, Bosnia and Herzegovina
- Dalekovod Inženjering in trgovina LLC, Ljubljana, Slovenia
- Dalcom LLC, Freilassing, Germany
- Dalekovod Polska S. A., Warsaw, Poland
- Dalekovod Ukrajina LLC, Kiev, Ukraine
- Dalekovod Norge AS, Norway





- Dalekovod SOLEX Ltd, Nigeria
- Dalekovod Lybia, Lybia
- Dalekovod Plt, Namibia
- Dalekovod OIE d.o.o., Macedonia

Subsidiaries and Branch offices:

- Dalekovod NUF, Tonsberg, Norway
- Dalekovod AG Zweigniederlassung, Freilassing, Germany
- Dalekovod Albanija, Tirana, Albania
- Dalekovod Skopje, Skopje, Macedonia
- Dalekovod utibu a Islandi, Keflavik, Iceland
- Dalekovod Filial, Vesteras, Sweden
- Dalekovod Ukrajina LLC, Kiev, Ukraine
- Dalekovod Branch of Kosova, Kosovo
- Dalekovod Crna Gora, Montenegro.





## BUSINESS ACTIVITIES OF THE DALEKOVOD GROUP

The Dalekovod Group is a modern organization which offers services including design, engineering, manufacturing and construction. The company has specialized in carrying out contract works based on turn-key solutions in the following areas:

- Electrical power utility, especially 0.4 to 1000 kV transmission lines
- Substations of all types and voltage levels up to 750 kV
- Air, underground and marine cables rated up to 110 kV
- Telecommunications utilities
- All types of networks and antennas
- Production of suspension and jointing equipment for all types of transmission lines and substations between 0.4 and 500 kV
- Development and construction of all metal parts for roadways, especially for: road lighting, protective fencing and traffic signalization
- Tunnel lighting and traffic management
- Electrification of railway and tramway lines in cities.

The Dalekovod Group has many years of experience in testing and quality control of its products, taking into consideration environmental protection and other ecological requirements. Special attention is given to work safety practices, fire protection, chemical protection and other protective measures at the work place.

## ISO SYSTEMS

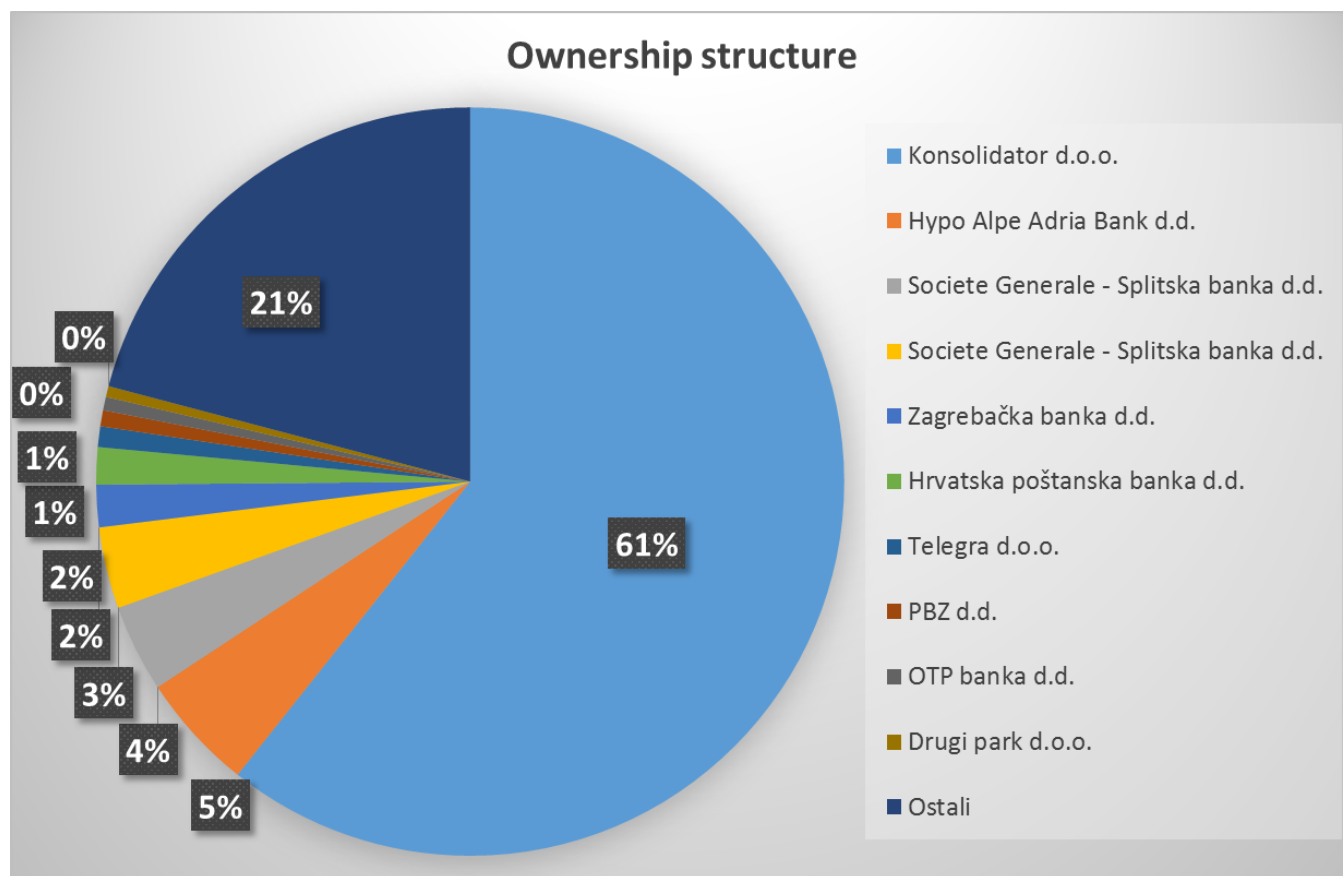
The Dalekovod Group has established and applied the following management systems:

- Quality management system
- Environmental management system
- Health management and occupational safety management system.

Dalekovod Laboratory for electromechanics and chemical research is accredited in compliance with the requirements of the HRN EN ISO/IEC 17025:200710 standard, recognized by the Croatian Accreditation Agency.

## OWNERSHIP STRUCTURE

Dalekovod is an entirely private joint-stock company. The company share capital is divided in 24,719,433 A series common stocks, the nominal value of which is HRK 10 per share. Two Employees Stock Ownership Plans have been implemented so far at Dalekovod – ESOP 2000 and ESOP 2001 in the year 2000 with 53% employees and in 2001 with 37% employees, in such a way that a total of 37% of the Company's share capital was sold to employees. The effects of the successful implementation of the ESOP program are also evident by the excellent operating indicators, to which the motivation of all employees of Dalekovod JSC has significantly contributed.







## FUNDAMENTAL BUSINESS ACTIVITIES

According to Article 37, paragraph 3.4 of the Building Act (Official Gazette, no. 175/03 and 100/04) in connection with Article 353, paragraph 2, subparagraph 2 of the Town Planning and Building Act (Official Gazette, no. 76/07) and Article 3, paragraph 2 of the Regulation of conditions and standards for giving consent for initiation of construction (Official Gazette, no. 89/06 and 139/06), a consent has been obtained from the Ministry of Environmental Protection, Physical Planning and Construction for carrying out construction works and performing some individual works on structures which is available at <http://www.mzopu.hr/>.

This report points out the activities that Dalekovod JSC has obtained consent for:

1. Building structures of the first group of complexity (construction of buildings, engineering structures, low-rise construction and infrastructure)
2. Carrying out of some individual construction works on structures of the I, II, III, IV complexity group (construction of facilities, structures of engineering construction, low-rise construction and infrastructure, construction of roads, construction of railways, tunnels and underground structures, hydro-works, drainage and pipelines, demolition, earth works, geotechnical works, environmental development, development of sporting venues and playgrounds, interim construction works that require special performance and equipment, electrical installations and installations rated up to 1 kV, electrical installations and installations between 1 kV and 36 kV, electrical installations over 36 Kv)
3. Carrying out less complex construction works on structures of the I, II, III, IV complexity group (final internal and external construction works on buildings, as well as installation and insulation works)
4. Carrying out specialist works on structures of the I, II, III, IV complexity group (construction works) The above consent is in compliance with the activities entered in the Articles of Association of the company Dalekovod JSC.



## SUPPLY CHAIN

Nearly all of our vendors in the past year are from Europe, which is understandable given that all of our projects last year were carried out in Europe.

During cooperation with vendors, particular care is taken to respect the following standards:

- ISO 9001 – continual improvement of quality of products and process management
- ISO 14001 – environmental management
- OHSAS 18001 – improvement of occupational health and safety.

On the basis of these standards, operating procedures for all business processes, as well as for the procurement process, are defined in the Dalekovod Group. As part of the implementation of these work procedures, during cooperation with vendors compiled is a Vendor List. The method of forming the Vendor List is defined according to internal procedures; however, it essentially consists in verifying new vendors by means of questionnaires and visits to major new suppliers by our quality control department.

Permanent vendors on the Vendor List are evaluated at the end of each year in such a manner as to measure quality and delivery deadlines.

As Dalekovod Group is essentially a design, production and engineering company, the structure of vendors can vary significantly from one year to the next depending on the projects themselves, and the purchase process begins at the stage of offering projects, when potential suppliers and the conditions with which to enter the bidding process are defined, and often investors within the tender documents predefine a few vendors whose equipment must be used in the actual implementation of the project. The result of a job obtained through the tendering process is the signing of a contract with the best equipment vendors for each individual project.

Annual contracts with vendors are signed for numerous areas for anticipated purchases that are repeated regardless of the projects themselves. Among others, particular emphasis should be placed on the fact that, last year, we concluded annual contracts for the purchase of ferrous metallurgy. Other annual contracts are related to services and certain materials whose procurement is carried out independently of the projects themselves.





## MEMBERSHIP IN ASSOCIATIONS

With the objective of achieving wider social objectives, Dalekovod is a member of:

- Global Compact
- Croatian Chamber of Economy's Corporate Social Responsibility Board
- American Chamber of Commerce in Croatia
- Nordic Chamber of Commerce in Croatia

Dalekovod, as a group, an individual company or employees, is a member of the following organizations at home and abroad:

- Croatian Exporters
- Croatian Chamber of Economy
- CIGRE (International Council on Large Electric Systems)
- HO CIRED (Croatian National Committee)
- MIPRO (Croatian Society for Information and Communication Technology, Electronics and Microelectronics)
- Croatian Standards Institute
- Croatian Welding Society
- Croatian Society for Quality, Croatian Public Relations Association (HUOJ)
- Croatian Employers' Association
- Croatian Chamber of Architects and Civil Engineers
- Association of Production of Metals and Metal Products
- Association of Production of Electric and Optic Equipment
- Association of Power Supply – Community of Renewable Energy Sources.

Owing to such memberships, experts working for Dalekovod JSC participate in professional meetings at home and abroad, contributing with their papers every year, where they present the work, solutions and products of Dalekovod JSC. By sponsoring and actively participating in the preparation and organization of meetings that are held in Croatia, Dalekovod JSC directly helps the activities of professional organizations, considering them important places for the promotion of their knowledge and for the exchange of experience with other experts.



## IDENTIFIED MATERIAL ASPECTS AND LIMITS

Affiliated companies included in this report are Dalekovod JSC, Dalekovod Projekt LLC and Dalekovod Proizvodnja LLC.

In the preparation of this report, taken into consideration was the representation of economic, environmental and social dimensions from an equal number of aspects because they are equally important to the business operations and functioning of the Group.

This report was written according to GRI4 guidelines and Global Compact principles. Given the nature of business operations – design, production and construction, the environmental dimension is extremely important. The aspects of water, energy, materials, biodiversity, compliance and dispute resolution mechanisms in relation to the environment must certainly be highlighted here, and they are described in detail in this report.

In accordance with the importance and specific characteristics related to business operations, these two companies follow those topics that are significant to their areas of activity.

## INVOLVING STAKEHOLDERS

Internal and external stakeholders were involved in the preparation of sections of the report.


Internal: employees, other workers and their unions.

External: customers, local communities (donations), shareholders and providers of capital and vendors.

Taking into consideration the production program and business strategy, most companies within the Dalekovod Group are focused on the business market and/or the public sector, and less on the market of individual end users.

Group companies often act within a consortium organized for an individual project, which additionally may result in a reduction in the establishment of direct contact of a Group company with customers and/or communities. Therefore, besides customers, employees (including labor unions with which they are associated), suppliers and the public sector (acting in the double role of a party ordering a product and a business conditions regulator) may be recognized as key participants.

Key participants are identified through an analysis of business processes and circumstances and risks brought about by relationships with individual participants. Communication is conducted on a continual



basis with key participants through meetings, and while conducting business, their legitimate interests are taken into consideration.

Within corporate social responsibility activities, communication with a wide range of representatives of civil society and individuals is maintained. In order to achieve full implementation of the organization and implementation of corporate social responsibility activities communication with the above stakeholders took place in several manners: direct communication in business relationships and regular meetings, special thematic discussions and meetings, trade shows and professional conferences.

Particular importance in communication with stakeholders is played by the Dalekovod Novosti bulletin, which is distributed via e-mail and bulletin boards on a monthly basis.

The bulletin covers all topics related to business, and permanent sections are dedicated to employees and their hobbies, leisure activities, education and other activities during and outside of working hours. Each issue covers topics related to stakeholders whose activities are supported in various ways (donations, sponsorships), as well as activities in the community and other. In addition to Dalekovod employees, the bulletin is uploaded to the Dalekovod website, [www.dalekovod.hr](http://www.dalekovod.hr), so that it can be viewed by providers of capital and shareholders, since all relevant announcements are published on the website.

Dalekovod's key stakeholders are customers, suppliers, employees and shareholders. Communication is conducted with all of them depending on key issues and interests. In addition to the usual reporting system, for all relevant business activities (Dalekovod Novosti, website, announcements on the Stock Exchange and in the media), communication is conducted in other ways as deemed necessary: joint meetings, debates, written replies. The main topics over the course of the previous period were related to the administrative settlement process, the restructuring of the company, key investment projects and business results with shareholders, significant contracts at home and abroad.

Communication with employees is conducted by e-mail: [svi\\_Dalekovod@dalekovod.hr](mailto:svi_Dalekovod@dalekovod.hr); [svi\\_projekt@dalekovod.hr](mailto:svi_projekt@dalekovod.hr) and [svi\\_Proizvodnja@dalekovod.hr](mailto:svi_Proizvodnja@dalekovod.hr), and by means of different notices and decisions by the Company. Websites are recognized as an important method of communicating with partners at home and abroad, but also the public in general. We also have the following websites:

[www.dalekovod.com](http://www.dalekovod.com), [www.dalekovod-proizvodnja.com](http://www.dalekovod-proizvodnja.com), [www.dalekovod-projekt.com](http://www.dalekovod-projekt.com).

This is the reason why great importance is to be paid to this kind of communication with the intention of making information on the website timely, accurate and suitable to the media used. In compliance with



market requirements and needs, the websites of Dalekovod JSC and all the above-listed companies within the Dalekovod Group are translated into English.

A special, internal web intended for employees, containing several directories with documents enabling information sharing, has been created. Key topics that arise from communication with participants include the future development of the company and safety of employment, professional development of employees, the manner and dynamics of the privatization of the parent company and dependent or affiliated companies, and satisfaction of growing market, environmental and regulatory standards required for acting on (especially international) markets

## MANAGEMENT

The Company's Management Board consists of: Alen Premužak, President of the Management

Board and members of the Management Board: Branimir Alujević, Marko Jurković, Mirko Leko, Helena Jurčić Šestan.

- Željko Lakić – ceased to be Management Board member on 01/12/2015
- Marko Jurković – became Management Board member on 01/10/2012 still in office
- Adrijana Raković - ceased to be Management Board member on 01/12/2015
- Paško Vela - ceased to be president of the Management Board on 01/12/2015
- Branimir Alujević – became Management Board member on 01/12/2015
- Mirko Leko – became Management Board member on 01/12/2015
- Helena Jurčić Šestan – became Management Board member on 01/01/2016
- Alen Premužak – became president of the Management Board on 01/12/2015

Pursuant to the provisions of the Companies Act and the Articles of Association of Dalekovod JSC, the General Assembly makes decisions on the appointment and recalling of members of the Company's Supervisory Board.

The Company's Supervisory Board in 2015:

- Marko Lesić - president, Ivan Peteržilnik - vice president, Vlado Čovićmember,

Krešimir Ružđak - member – all from 26.05.2014.



- Hrvoje Markovinović - member, Mirela Tomljanović Radović - member,

Anton Pernar - member - all from 29.08.2014.

- Marko Makek - member, Uwe Heiland - member - all from 26.09.2014.

According to the authorities provided by the Companies Act, Articles of Association and Standing Orders of the operations of the Supervisory Board of Dalekovod JSC, the Supervisory Board overlooks the company's business operations. Sessions of the Supervisory Board are held at least four times annually (more frequently if required); members of the Supervisory Board often discuss the strategy and operational plan of the Company at such sessions. The Supervisory Board exclusively acts as a single body for management and supervision; sub-committees (commissions) with special responsibilities have been defined.

Dalekovod JSC is represented in the company Supervisory Board by representatives appointed by the Company. In compliance with the Labor Act, employees also have their representative in the Supervisory Board. The general shareholders influence on management processes is specified by the Companies' Act.


The fees payable to the members of the Supervisory Board are fixed and are not subject to their presence at meetings. The qualification and expertise of the members of the Supervisory Board for strategic management of the organization in terms of economic, environmental and social issues are not evaluated separately. However, the members of the Supervisory Board are expected to have expertise and abilities to recognize risks and circumstances arising from the operations of Dalekovod JSC and from its surrounding (which also includes the issues relating to social responsibility in business operations). For this purpose, additional training courses are scheduled for members of the Supervisory Board. It is necessary to additionally advance the Supervisory Board's procedures for supervising the management of economic, environmental and social effects, including some significant risks and circumstances, as well as adherence to or compliance with internationally agreed standards, codes of conduct and principles.

The Supervisory Board has its sub-committees that make the work of the Supervisory Board easier through their actions, thereby discussing the issues within their scope of competence and contributing to giving proposals for decisions accompanied by reasons for and against acceptance thereof.

The Supervisory Board may form the following sub-committees:

- Subcommittee for strategy and relations with interest and influential groups



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- Subcommittee for audit
  - Subcommittee for appointment and rewarding.

## REPORT PROFILE

The Social Responsibility Report that Dalekovod prepares at the annual level has been prepared for the 1 January – 31 December 2015 reporting period. It was prepared by the Dalekovod Group and covers three companies within the Group, in which the parent company has the dominant influence. The last report was published in 2015 (for the 2014 calendar year). The person responsible for questions related to the report and its content is the Public Relations Manager. The Dalekovod Group selected the option of core compliance with G4 guidelines. The report has not been externally verified. Until the next report, the Dalekovod Group commits to continually improve current practices and to monitor the progress of all companies within the Group, as well as relations with stakeholders, and to notify the public of this in the subsequent report and to consider the option of external verification..

## BUSINESS ETHICS

On 4 July 2005, Dalekovod signed a Statement on Acceptance of the Code of Business Ethics, which was confirmed in May 2005 by the Assembly of the Croatian Chamber of Economy. The provisions of the Business Code must be constantly conveyed to employees of the Dalekovod Group and business partners.

Dalekovod's business policy is founded on the following business principles:

- Satisfaction of customers, vendors and other stakeholders
- Environmental protection, protection of health and safety
- Constant improvement of products and processes, as well as
- Involvement and motivation of all employees.

The principles are founded on the positive regulations of the Republic of Croatia and adopted international standards. Dalekovod accepts and conducts international and local principles, charters and standards that contribute to improved products, work processes and production, as well as for protecting and advancing the natural and social environment.



## ENVIRONMENTAL DIMENSION

Through its activities, the Dalekovod Group has a direct impact on the environment. The design and construction of electric transmission lines and facilities, telecommunication lines and poles are conducted in accordance with the legislation in effect in the Republic of Croatia, as well as with the legislation and provisions of countries in which the works are being conducted. The aspect of biodiversity and compliance to legislation are considered material. In the production of steel structures, suspension and jointing equipment, at the location in Velika Gorica, as well as in the anti-corrosion protection process by hot galvanization, at the location in Dugo Selo, the following are recognized as material aspects: materials, power, water, emissions and compliance to legislation.

The environmental management system is certified in accordance with the ISO 14001:2004 standard <http://www.dalekovod.com/certifikati-i-norme.aspx>, system compliance is verified during internal and external assessments. Dalekovod Proizvodnja at the Dugo Selo location has obtained a Decision on integrated environmental requirements (environmental permit) [http://www.mzoip.hr/doc/IPPC/Rjesenje\\_04\\_03\\_2013\\_1.pdf](http://www.mzoip.hr/doc/IPPC/Rjesenje_04_03_2013_1.pdf).

Dalekovod Proizvodnja llc has been certified for energy management system according to EN ISO 5001:2011 in 2015.

### Aspect: Materials

#### G4-EN1

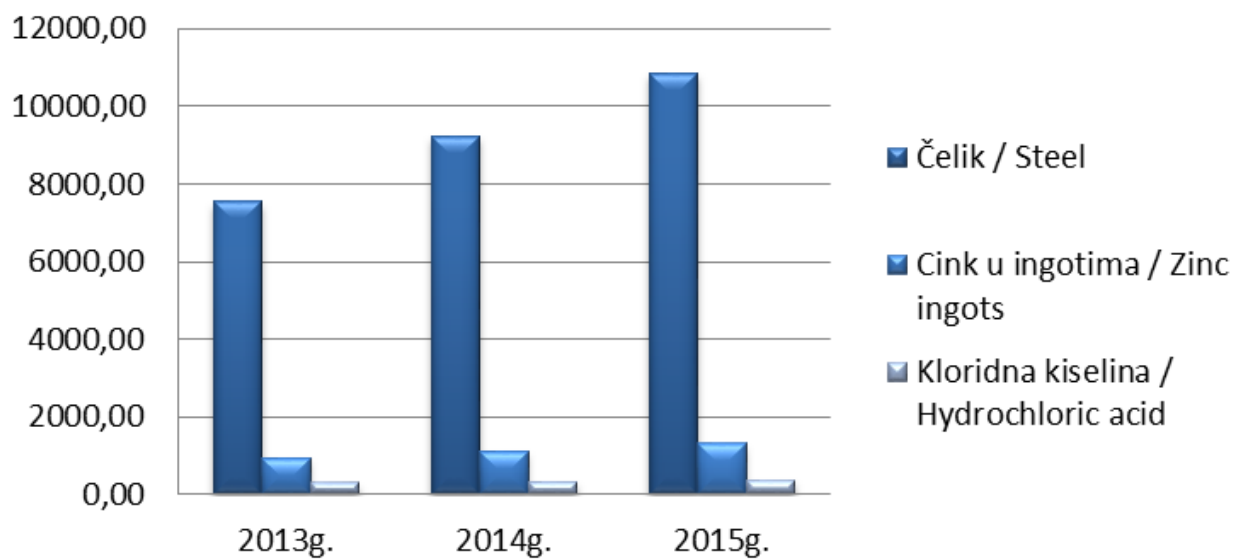
##### Materials used by weight and volume

In the production of metal structures, suspension and jointing equipment, as well as in the anti-corrosion protection process, closely followed is the consumption of raw materials (metals: steel, zinc, aluminum, bronze, for the chemical preparation of products: hydrochloric acid, gim cleaner, galvoxin, tegoflux, gim rea, ammonium hydroxide, the following gases are used in cutting and welding processes: liquid O2, liquid CO2, argon and acetylene.



## CONSUPTION OF THE MOST IMPORTANT STRATEGIC RAW MATERIALS IN TONS

### Potrošnja najznačajnijih strateških sirovina u tonama



Most of the input materials are non-renewable materials. The most significant consumption includes steel, zinc and hydrochloric acid. Set is a goal related to consumption of hydrochloric acid per product unit of 25 kg/t +/- 5%, which is in accordance with BAT (according to BAT (Best Available Techniques), the consumption of hydrochloric acid must be within 9.2 – 40 kg/t). Used as packing material are wooden crates, beams, planks, stretch foil and plastic straps for packing. All input materials are derived from suppliers on the vendor list. Input materials are tracked by means of an Oracle application.

#### G4-EN2

Percentage of materials used that are recycled input materials

Due to production requirements used in Dalekovod are materials that originate from non-recycled sources.

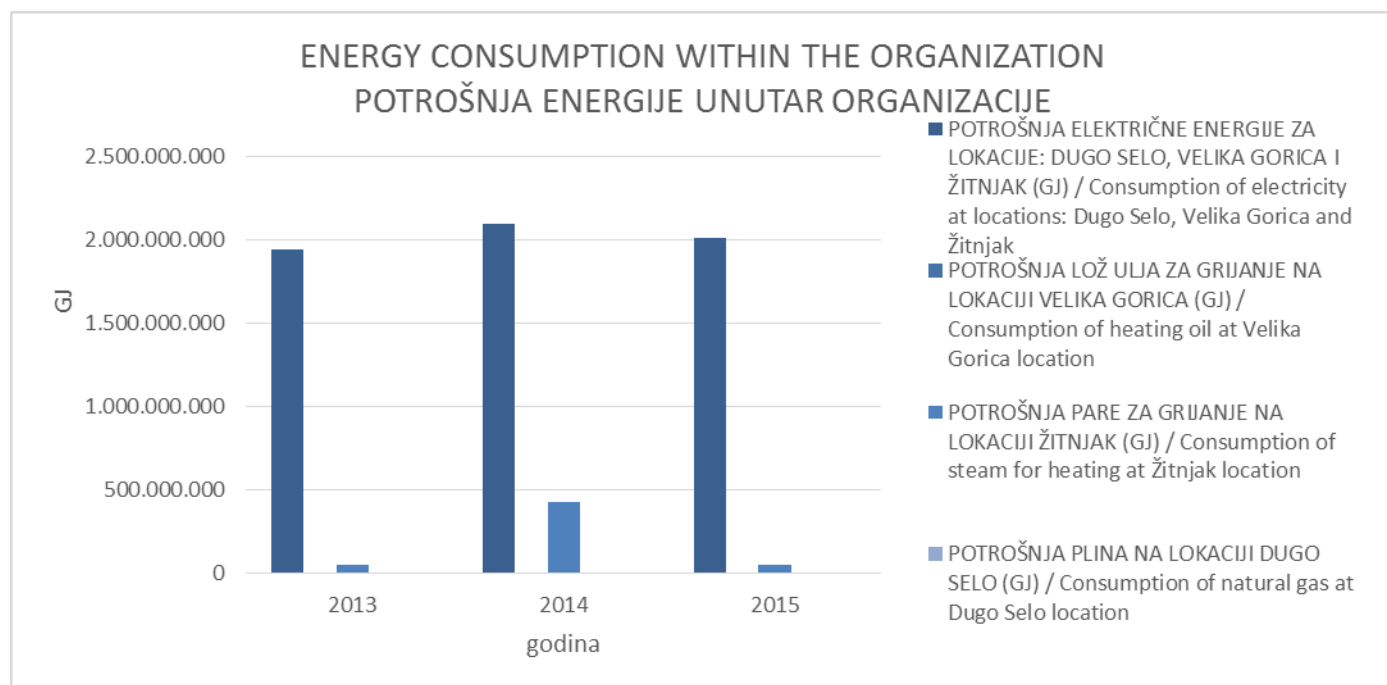
Aspect: Energy

#### G4-EN3

Energy consumption within the organization

Used in the technological process at the Dugo Selo location is natural gas. The zinc temperature in the galvanizing bath is maintained at a constant 447°C 24 hours per day. In order to reduce heat dissipation outside the work process, a protective cover is placed over the galvanizing bath.

Fuel from non-renewable sources is used, and it is used for transport..



In compliance with the energy strategy of the Republic of Croatia, which defines a share of renewables sources of energy of 20% by 2020 and a share of energy of 9-10% from wind power, the program for the design and construction of wind power plants has the objective of increasing the total percentage of renewable sources of energy in the Republic of Croatia. Four wind parks, with a total capacity of 95 MW, are in various phases of realization. Three wind parks are in operation, ZD6 as of 2011, and ZD2 and ZD3 as of 2012. The electricity produced by the wind power plants is sold to HEP (Hrvatska Elektroprivreda – the power company).

#### G4-EN4

Energy consumption outside of the organization

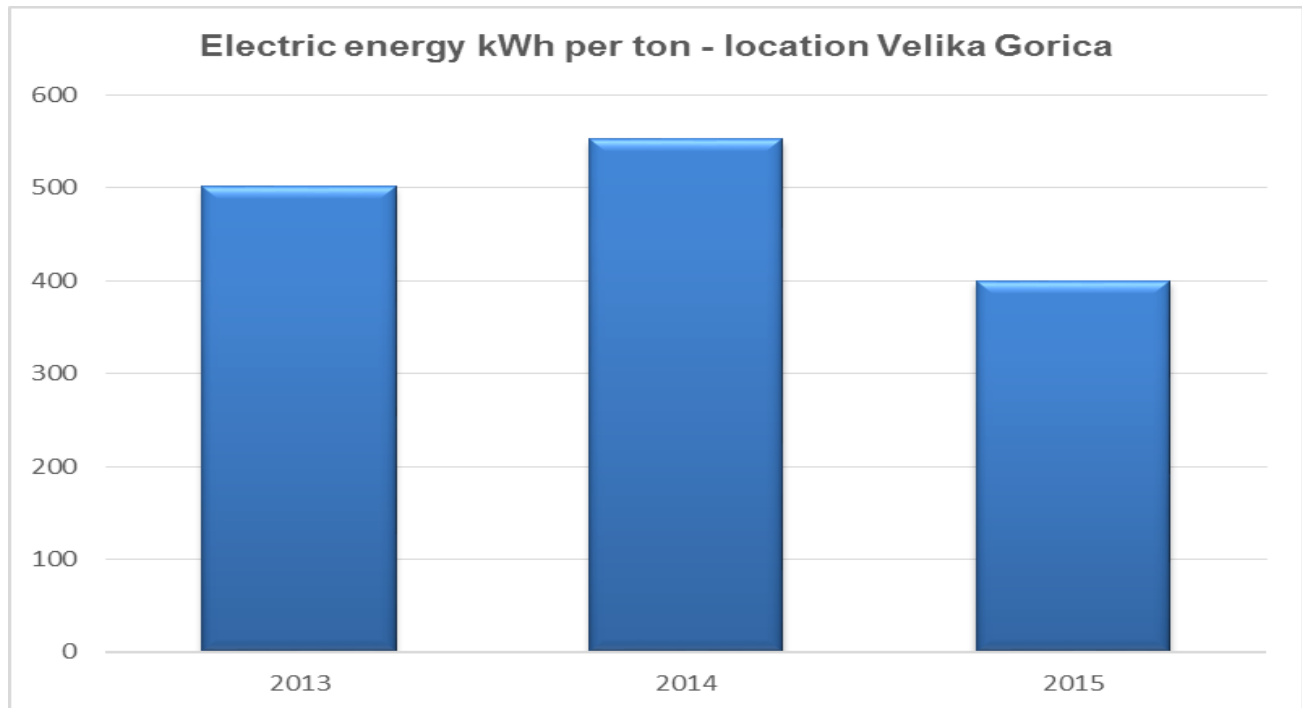
Energy consumption for the transport of products, employees in the field, as well as for business trips is shown in the G4-ENR section as total fuel consumption.

#### G4-EN5

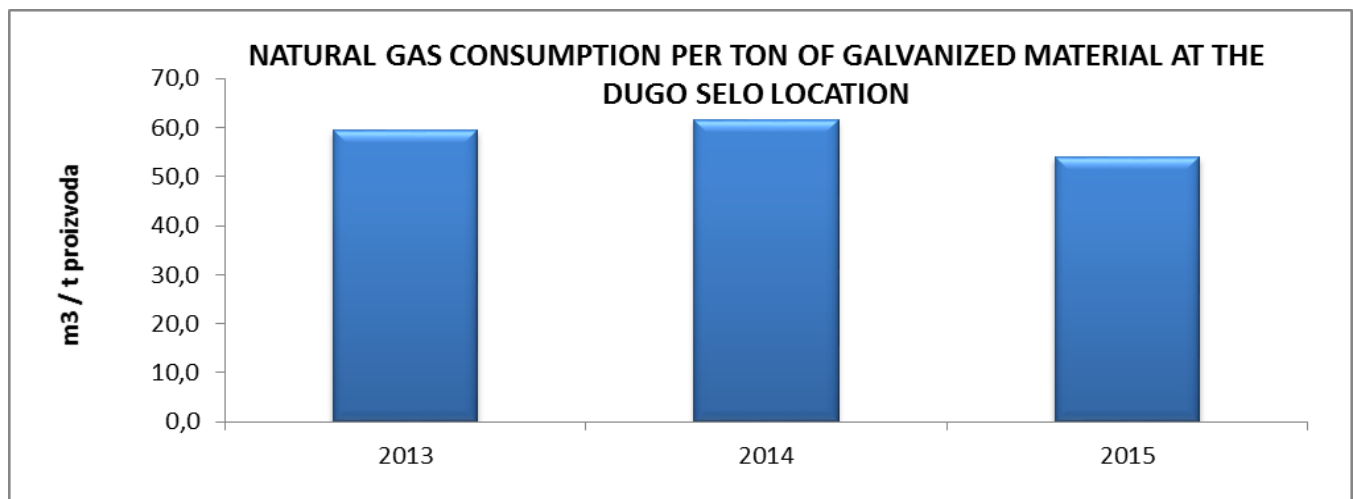
Energy intensity

At the Velika Gorica location, in production, most significant is the consumption of electricity.

Energy intensity is defined as the ratio between electricity consumption per unit of output.



Natural gas consumption per unit of output defines the energy intensity for the Dugo Selo location. Annually, 657 000 m<sup>3</sup> is used for maintaining passive standby operation.



G4-EN7

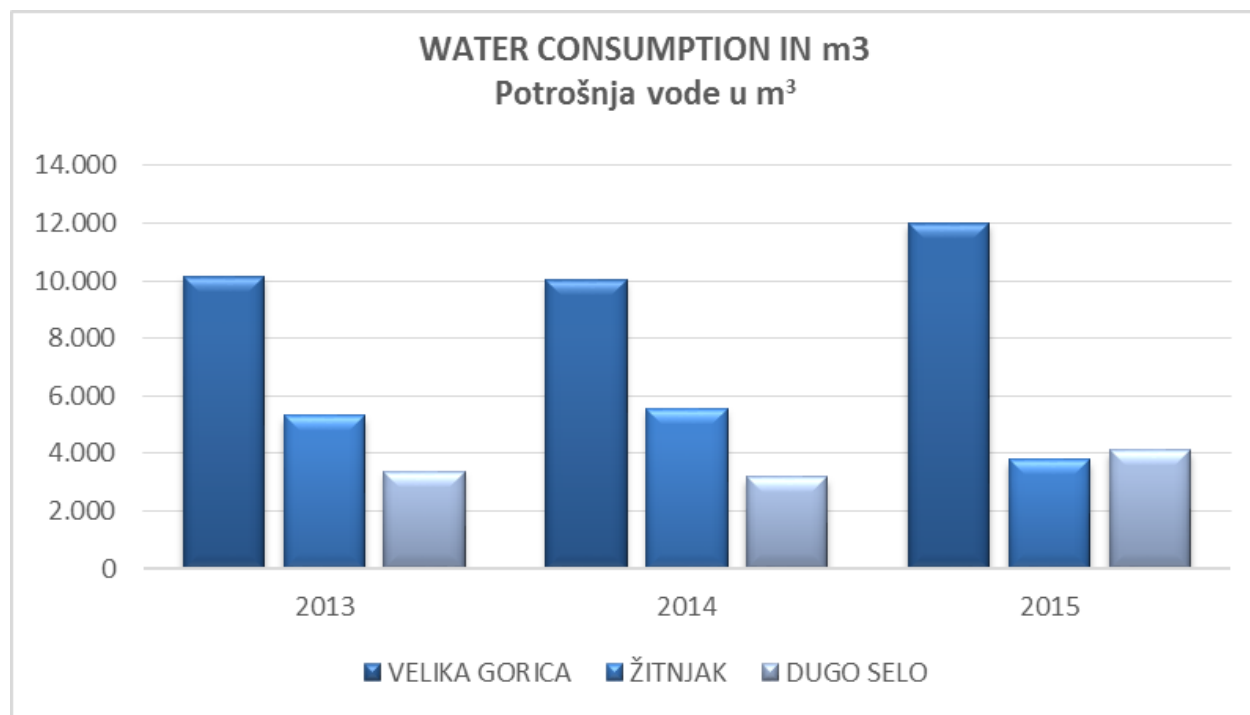
Reductions in energy requirements of products and services

Aspect: Water

G4-EN8

## Total water withdrawal by source

Water consumption for Dalekovod jsc is reduced comparing to previous period and water consumption for Dalekovod proizvodnja is increased compared to 2014 which is justified due to increase in production. Water consumption is in accordance with the set goals; regular water readings, timely reaction if discrepancies from daily consumption are noticed, employee training.



## G4-EN9

Water sources significantly affected by withdrawal of water

Water sources are not endangered by our activities.

## G4-EN10

Percentage and total volume of water recycled and reused At the Dugo Selo location, 5% of water is recycled annually. From the process of “washing out” acid gases, water is used for the preparation of acid at the concentration ready for work.

Aspect: Biodiversity

Our factories at the Dugo Selo and Velika Gorica locations, as well as offices with workshop for maintenance of tools and mechanization at the Žitnjak location are not situated in areas of high value in terms of biodiversity and protected areas. One of Dalekovod’s main business activities is the

construction of power transmission lines. The construction takes place in a natural environment, with all the necessary permits and in compliance with national ecological networks, which are adhered to already in the design phase. Avoided in this manner are any negative impacts on protected areas, including biodiversity.

## G4-EN11 to G4-EN14

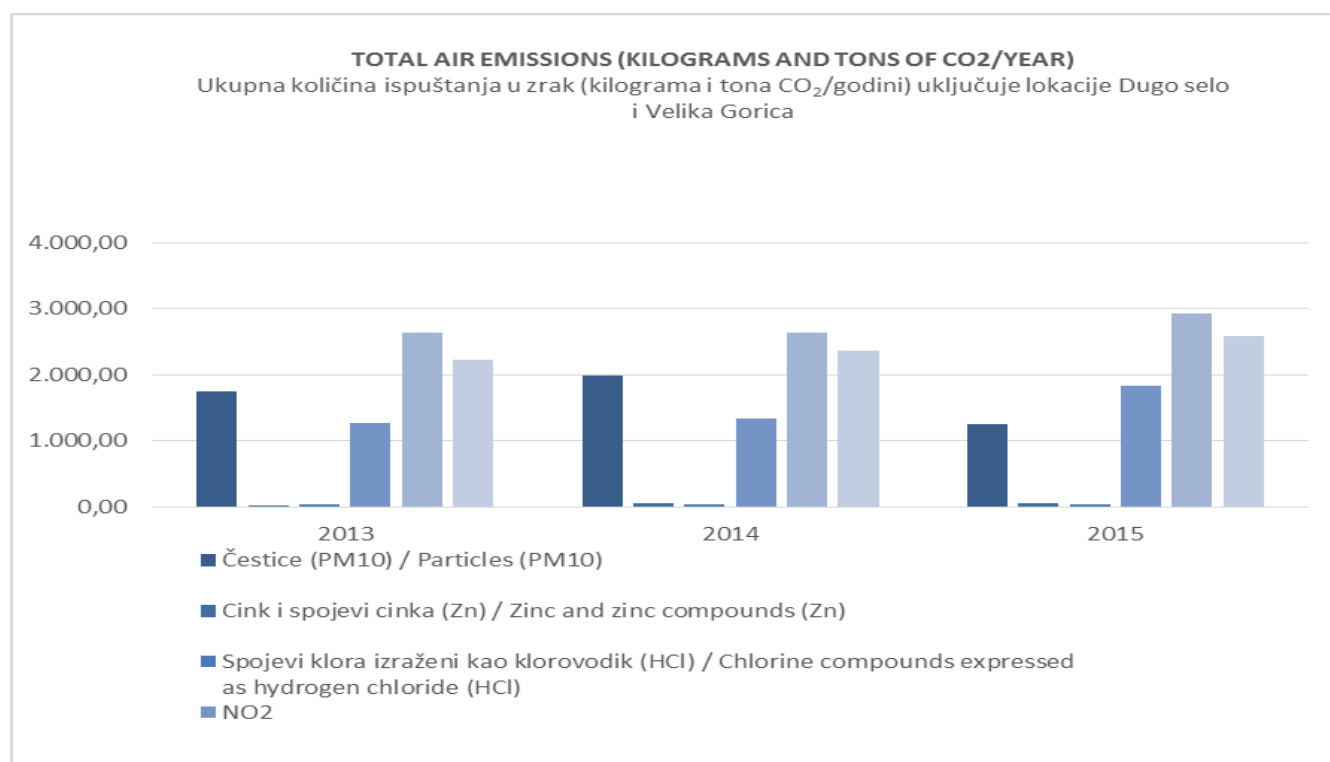
Not applicable.

### Aspect: Emissions

In compliance with regulations in effect, as well as the Decision on integrated environmental requirements for the Dugo Selo location, defined are the devices and parameters according to which emissions are controlled.

For the Velika Gorica location, measurements are conducted at 8 outlets, at three outlets from the fuel combustion process to produce thermal energy (boiler), 5 outlets in the air from the production processes without fuel combustion, from processes that include fuel combustion where the products of combustion are used directly in the production process.

For the Dugo Selo location, the intensity of and locations for measurement are defined in the Decision on integrated environmental requirements.



## G4-EN15 to G4-EN21

Not applicable.

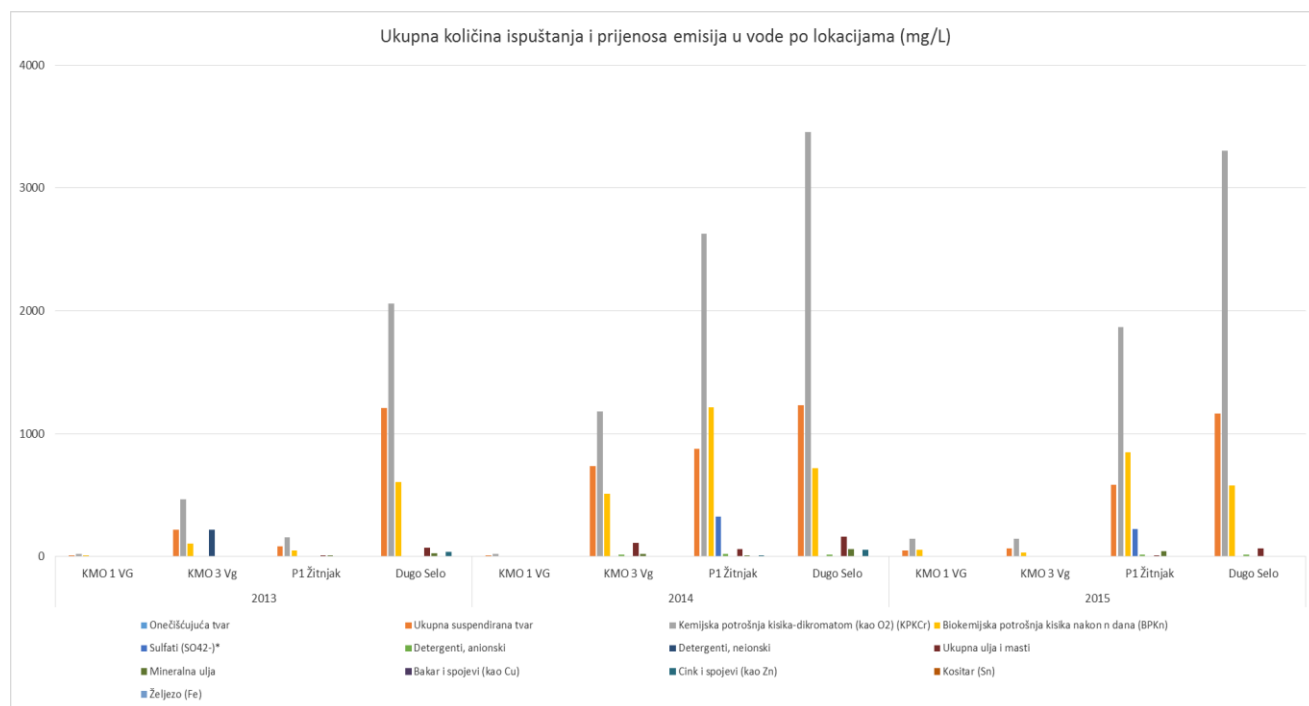
### Aspect: Wastewater and waste

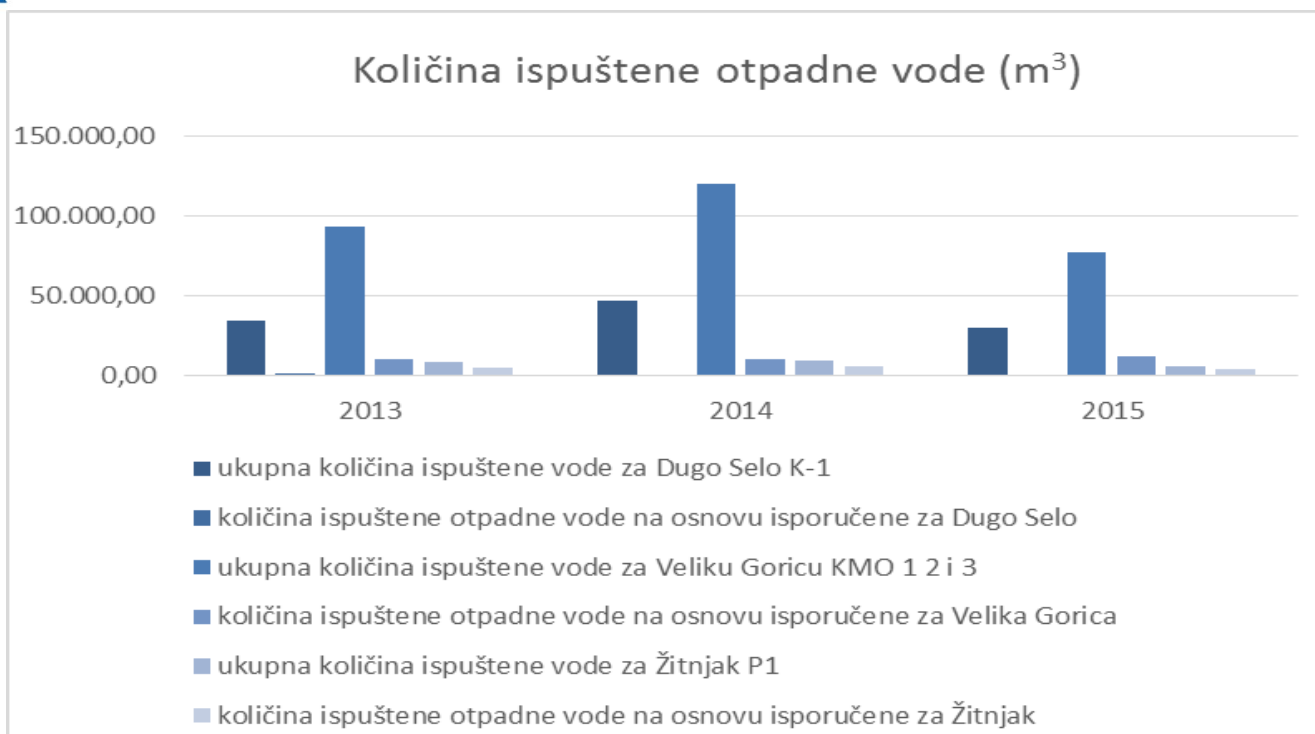
Discharge water implies all withdrawn water and rainfall in handling areas. At the Dugo Selo location, discharged are sanitary water and water from handling areas, technological water is not discharged into the tank. At the Velika Gorica location everything from handling surfaces, as well as water from technological processes, is disposed of through the separator. All testing is conducted by an accredited laboratory; at the Velika Gorica and Žitnjak locations all tests are carried out in accordance with current water rights permits, and at the Dugo Selo location in accordance with the Decision on integrated environmental requirements. All waste water, by means of the public sewage system, is discharged into the water area of the Sava River catchment area.

## G4-EN22

### Total water discharge by quality and destination

The quantity of discharged water implies the quantity of affected water and the amount of precipitation on the surfaces of locations.

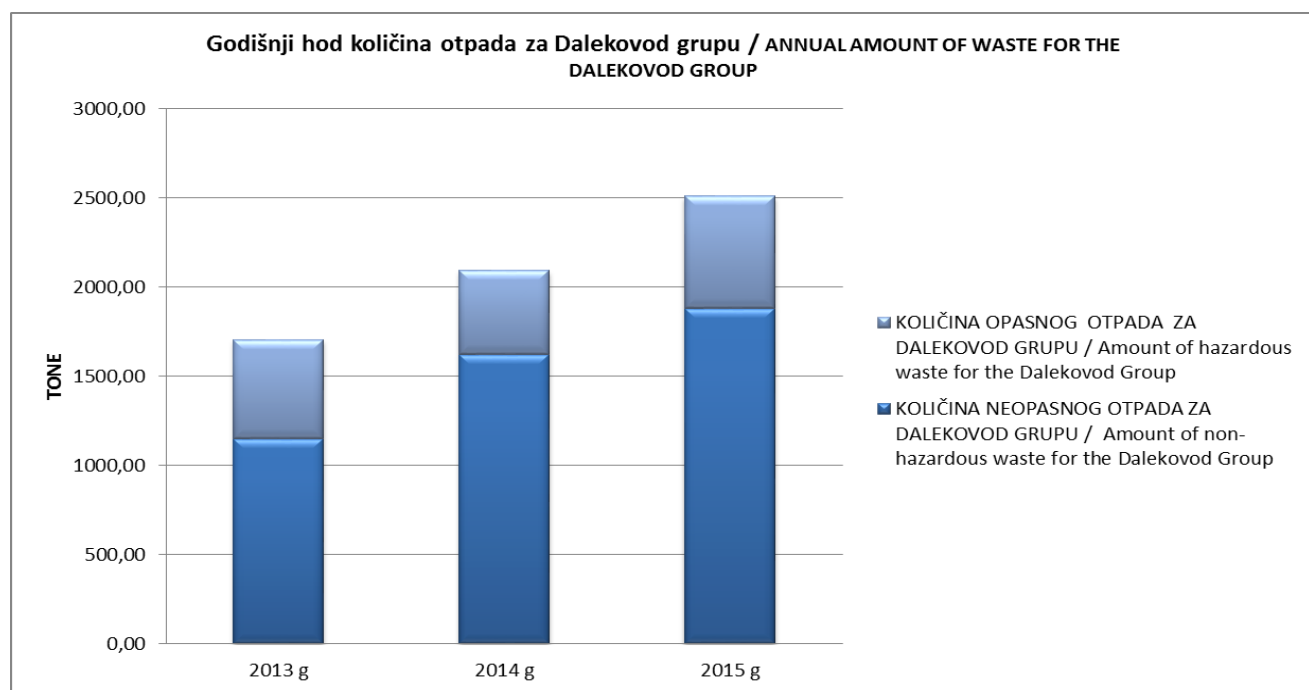




## G4-EN23

Total weight of waste by type and disposal method

Waste is submitted to authorized waste collectors, and preference in choosing collectors is given to those that will recycle the waste. In 2015 recycled waste data has not been processed because it would be based on the assumption and not exact data.







## G4-EN24

Total number and volume of significant spills

The Dalekovod Group has not caused significant spills with its activities.

## G4-EN25, G4-EN26

Not applicable.

Aspect: Products and services

Metal structures and suspension and jointing materials do not have a significant impact on environmental pollution, although they are placed directly in the environment (forests, meadows, protected areas). Works may result in contamination of the environment if not conducted according to the rules of the profession. During the design phase, the investor and designer are required to determine the content of the project in compliance with building legislation, bearing in mind that environmental protection is an essential building requirement.

## G4-EN27, G4-EN28

Not applicable.

Aspect: Regulatory compliance

The monitoring of legislation is conducted systematically. The procedure is as follows:

On a daily basis, the official website of the Official Gazette (Narodne novine), [www.nn.hr](http://www.nn.hr), is checked whether a new issue of the Official Gazette has been published. All beneficiaries receive information on new changes by email. Operating procedures of the management system are aligned if there have been significant amendments to legislation that affect Dalekovod. Once annually, an assessment of alignment of the management system to legislation is conducted.

## G4-EN29

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

There were no fines imposed and no non-monetary sanctions for non-compliance with environmental laws and regulations.

Aspect: Transport

## G4-EN30

Fuel consumption for transport is shown in the G4-EN3 section.

Aspect: General

## G4-EN31


Total environmental protection expenditures and investments by type

Total expenditures include waste management, wastewater management, tracking and remediation for emissions in air, expenditures for external employee training and, related to environmental protection, salaries of employees in the environmental management system and costs of external certification of the environmental management system. In the period under examination, there were no significant investments for the purchase of equipment, materials with the purpose of reducing pollution. There were no monetary fines for remediation of spills, as well as non-compliance with environmental laws and regulations.



Aspect: Vendor assessment with respect to environmental impact

Dalekovod has in place a defined list of eligible vendors, an annual vendor evaluation process, a process to integrate new vendors, as well as a method for distributing and storing lists.



Dalekovod vendors that are certified according to ISO 9001, ISO 14001, OHSAS 18001 are automatically entered on the list of eligible vendors, while those that do not have a certified system are checked out by a specified questionnaire. Removing the vendor or changing vendor ranking on the list is conducted by sharing the misaligned values of delivered goods and services (by quality, time of delivery and environmental protection) by vendor in relation to the total value of goods and services supplied by the vendor in the current year.

G4-EN32, G4-EN33

Explained under Supply Chain. The rest is not applicable.

Aspect: Mechanisms for resolving grievances about environmental impacts filed

G4-EN34

Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms

Up to the present, there have been no grievances about environmental impacts filed.


## SOCIAL DIMENSION

### EMPLOYMENT, DECENT WORK AND HUMAN RIGHTS

The social sustainability dimension concerns the impact of the organization on social systems within which it acts. In this report, it is divided into segments of employment, decent work and human rights, society and responsibility for the product.

An important strategy guideline of Dalekovod JSC is directing the development of the Dalekovod Group towards creating a company of knowledge based on the quality of human resources and total intellectual capital.

As a result of increased demand for competitiveness, professional development of employees and efficient management of human resources are considered the most important priorities of the organization. When determining labor relations and internal organization, the Dalekovod Group companies comply with applicable regulations, collective and individual agreements and protect human and civil rights, the dignity and reputation of every employee. Neither discrimination nor harassment of employees due to their sex, race, religious, national or political orientation, physical defects, age, family



status, personal characteristics or convictions is allowed. The equal salaries for equal work principle is applied in the entire organization. Dalekovod JSC ensures safe working conditions, which implies minimum differences in the area of health and safety, providing suitable training and insurance from consequences of such risks, where applicable.

The freedom of association and collective negotiation is not limited, and rights specified by the Collective Agreement extend beyond legal rights and are above average in the industrial sector. In the event of violation of legal or contractual rights, an employee or an associate is entitled to seek resolution of the problem caused and the protection of his/her own rights. Persons with permanent or temporary specific requirements shall, at the time of employment or while performing their work obligations, be treated equally, however, their specific requirements shall be taken into consideration. The Human Resources Department is in charge of the area of employment. A common policy compliant with the policy of Dalekovod JSC is implemented (parent company).

## Employment and structure of employees


Permanently employed persons work abroad in representative offices and subsidiaries, depending on requirements. The local labor force at construction sites is subject to the requirements of carrying out larger projects in distant areas, and is employed on a temporary basis.

Trends in the labor force area indicate that the inflow is mainly related to recent employment of younger and highly educated staff, but also low-educated employees as a result of working requirements at construction sites, while the outflow is mainly related to retirement of employees.

In Dalekovod JSC, employees work for an indefinite period of time, full-time, while employees hired for a definite period possess, during the period of their employment agreement, the same rights as those employees working full-time, in compliance with applicable regulations.

## Collective agreements and employees' rights

The first collective agreement was concluded on 14 June 1996 with the Croatian Metalworkers' Labor Union – Velika Gorica Subsidiary, Croatian Construction Labor Union – Dalekovod subsidiary, Croatian Labor Union Association, Vinkovci Democratic Protection Community and Dalekovod Labor Subsidiary, and it is applied to all employees. The Collective Agreement has been revised several times. The recent changes and amendments were adopted in April 2011. Announcements that refer to important changes in business operations are given in compliance with the Labor Act and are not specifically mentioned in the Collective Agreement. Announcements about significant changes in business operations are given



to the Workers' Council, that is, if it has not been organized in a particular company, to the principal labor union commissioner.

## Health and occupational safety

There are two Occupational Safety Boards in Dalekovod LLC. The boards consist of authorized persons of the company and employee representatives for every business unit, and two experts for occupational safety and occupational physician. The board session is convened at least once every three months.

## Training and education


Dalekovod Group companies are constantly working on the professional development of employees, from the moment they are hired to the present. Trainees, who are employed for the first time after completing their education, are introduced into the jobs and assignments for their posts by the companies that hire them.

Trainees are introduced to the organization, the entire production program, references, marketing and promotional activities, corporate social responsibility and other activities in Dalekovod Group. As part of their training, they visit factories at the Dugo Selo and Velika Gorica locations, and are introduced to their production processes.

Employee training and development is an important task that is conducted by the Human Resources Department. The quality, frequency and right timing for the training and development of employees have a significant impact on the sustainability and competitiveness of the companies, especially during times of crisis.

The education program attempts to adapt to the requirements of the companies, and it is becoming increasingly complex, and includes in itself the required qualifications for the current job (for instance, training for bridge crane operator, training for chainsaw and rotating tools operator etc.), the possibility of expanding knowledge of tasks that employees conduct – supplementary training and the possibility for advancement of motivated and capable individuals.

The education program adapted to employee requirements is divided into several forms of education: acquisition of IT knowledge, learning foreign languages, certification exams, as well as various training (various professional seminars, education program for managers, undergraduate study program, graduate study program, doctorate program). Reports on the planned and realized training show that the realization of training programs at the Dalekovod Group level is at 50-70% because certain types of



education (graduate study programs and obtaining university qualifications) is transferred into the next year.

Furthermore, the Human Resources Department encourages the learning and improving of foreign languages, which is organized in accordance with the requirements of their jobs, and languages are also learned depending on company needs in specific markets such as the German and Russian languages.

Pursuant to the Occupational Safety Act, a certain number of workers are qualified to administer first aid. For every 50 workers, one worker is trained in first aid. Therefore, it must be said that, due to the well-organized security and occupational safety system, as evidenced by the low rate of injuries and cases of professional incompetence, there was no need to further extend risk counseling, prevention and control.

Regarding communication with employees, regular meetings of teams, departments and direct supervisors are held. Communication with employees is conducted via the e-mails svi\_Dalekovod.dd@dalekovod.hr, the spokesperson, Dalekovod Novosti, and by means of various Company decisions and announcements.

Percentage of employees who receive a regular rating for work performance and individual development.

Work performance and individual development is monitored with 90% of employees.

## Diversity and equal possibilities

The composition of managerial bodies and the structure of employees by categories according to gender, age groups, belonging to minority groups and other variety indicators. The ratio between basic salary for men and women according to the employee category Basic salary for men and women is identical in all employee categories.

## Human rights

No cases of discrimination based on gender, race, age, national orientation, political and religious convictions and other applicable criteria have been recorded. The principles of equality and uniformed criteria are complied with when managing human resources and making other relevant business decisions.



## Freedom of association and collective negotiation

Within all companies of the Dalekovod Group and in all other business activities, there is the freedom of association and collective negotiation. No cases of their restriction have been recorded. This applies to business activities outside of Croatia as well.

## Community

The level of activities in which Dalekovod Group members are present at specific locations and in specific communities is not sufficient to be able to systematically monitor the impact of business activities on the above communities.

## Child labor, compulsory and forced labor

Dalekovod JSC conducts its operations in compliance with applicable legal regulations that prohibit child labor. Dalekovod JSC thereby conducts its operations in accordance with the Constitution and applicable legal regulations prohibiting forced and compulsory work.

DALEKOVOD jsc

MARIJANA ČAVIĆA 4

ZAGREB, CROATIA

JULY 2016