1. CHILD LABOUR

Ciklopea d.o.o. shall not use child labour in any aspect of its business operations and shall not assist or encourage it.

2. FORCED LABOUR

Ciklopea d.o.o. shall not use forced labour in any aspect of its business operations and shall not assist or encourage it.

3. HEALTH AND SAFETY

Ciklopea d.o.o. shall ensure a healthy and safe working environment to all its employees, collaborators and partners, including full compliance with all laws, and everything possible above the statutory minimum in terms of health and safety of our employees and partners.

4. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Ciklopea d.o.o shall respect the right of all employees to form and join unions and shall ensure that the representatives of such employees are not discriminated against.

5. DISCRIMINATION

Ciklopea d.o.o shall not engage in discriminatory practices in the process of employment, payment of wages, promotion, termination of employment or denying access to education on the basis of race, age, social status, nationality, sexual orientation or ethnic origin, religion or political beliefs, nor shall it assist or encourage any form of discrimination.

6. DISCIPLINARY PROCEEDINGS

Ciklopea d.o.o. shall not participate in the application of corporal punishment, mental harassment and verbal abuse and shall not assist or encourage it.

7. WORKING HOURS

Ciklopea d.o.o. shall comply with all relevant laws and industry standards in terms of working hours. Overtime work for the purposes of meeting short-term business needs may only take place with the voluntary consent of the employee.

8. PAYMENT OF SALARIES

Ciklopea d.o.o. shall ensure that the salaries paid as compensation for work are in compliance with the regulatory standards and are sufficient to meet the basic needs of the employees. The system of rewards and promotion shall be transparent and clear to all employees.

9. CORRUPTION

Ciklopea d.o.o. and its employees and partners shall not participate in any form of corruption.