

COMPANY POLICY

Our **vision**: to become the region's leading Consultancy Company in the area of applied ecology whose scientific development and engineering solutions greatly contribute to the upbuilding of human society in harmony with nature. Hence the **slogan**: "With us, development is natural".

In firm belief in the attainability of that vision and determined to work in the aspiration of that goal, we, Oikon Ltd. – Institute for Applied Ecology maintain and develop an efficient and excellent business system that allows the creation and application of knowledge necessary for environmental protection and sustainable management of natural resources, and the conservation of nature and cultural heritage. That is our **mission**.

All activities undertaken for the fulfillment of our mission are based on the following **principles** and **values**:

- We believe in and encourage success founded on knowledge and the innovativeness of our employees and business partners
- Our relationships with users, business partners and employees are honest, open and transparent,
- In our company environment, we work diligently, as a team, merriment and goal oriented
- Our business results and customer satisfaction are indicators of our work
- In our work, we absolutely respect national laws and bylaws, as we do international treaties and recommendations from our area of expertise, and we encourage our partners and users likewise
- We continuously encourage our employees to have a responsible attitude towards the nature protection and the environment and sustainable use of natural resources
- We support socio-economical development based on ecologically sustainable principles and socially responsible business.

Persistent improvement of effectiveness and excellence of our existing business system in compliance with requirements of ISO 9001:2000, ISO 14001 and OHSAS 18001 norms, as well as the Croatian and international ethic codes of Corporate Social Responsibility, the Ten Principles of UN Global Compact, the Croatian Chamber of Commerce and the International Labour Organization, together with the creation of new knowledge and their application in the achievement of quality and functional solutions for our users, is our **strategic goal**.

Oikon has acquired current results with knowledge, skills, innovativeness and experience of its staff and business partners, and with the dedication to the quality of its services and products. Our **strategic guideline** is to continue with team work in an encouraging environment of experience and youth that creates a synergy of inter and multi-disciplinary approach and with continuous investment in learning and exchange of acquired knowledge.

We've built one of the largest companies dedicated to applied ecology in this part of Europe based on our policy. Our entire staff is acquainted with company policy and they are required to perform in accordance with it in all of their professional activities. Values and principles, on which that policy is based on, are promoted amongst our subcontractors and business partners, as well as the wider public. The same policy will be carried out in the future, as we are determined in our further development, to be a model to others doing similar work, and to contribute to ecologically sustainable development of the wider society.

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OIKON d.o.o. Trg Senjskih Uskoka 1-2, Zagreb

Dalibor Hatic, mag.ing.silv., CE
Director