

## CORPORATE SOCIAL RESPONSIBILITY

At Oikon, we define CSR as activities undertaken to maintain economic, social and environmental sustainability; and, to encourage shared values and build social license. Our CSR focus has an integrated sustainability strategy. Oikon goes beyond meeting legal and other mandated standards to fulfil CSR objectives for: human rights, labour practices, environmental sustainability, organization and governance, fair operating practices, corporate relationships; and, community involvement and development. Honesty, respect, and integrity are fundamental to our work; however, we go further to engage in sustainable activities that have a positive impact on the environment and the communities we serve.

Since 1997, our commitment to conducting business with a social conscience has garnered widespread recognition, including several awards and memberships such as the Indeks DOP Award (2009, 2010, 2011) for our commitment to continuous positive impact on society and the environment, nomination for the Gazelle Business award in 2007, 2008, and 2009, as recognition of the company's rapid growth, innovative use of knowledge and responsive business philosophy, Poslovna.hr Award, the Knowledge Intensive Services (KIS) 100 Club, as well as many other similar acknowledgements.

## CORPORATE SOCIAL RESPONSIBILITY - 6 FOCUS POINTS



### OUR SPECIALISATIONS

Oikon specializes in Environmental and Nature Protection, Industrial Ecology, Renewable Energy, Natural Resource Management, Environmental Modelling, Landscape Analysis and Architecture, GIS, Remote Research and Telemetry, Feasibility Studies as well as Programs and Project Management. It goes without saying that a commitment towards nature and the environment is of the utmost importance in our practice.

### OUR PEOPLE

We provide our employees with the opportunity to fulfil their maximum potential and enjoy a rewarding career with the company. We actively invest in their future by focusing on development and education. Oikon believes in providing opportunities for continuous learning throughout a variety of areas related to personal, technical, and business evolution. Oikon endeavours to provide the right environment for this diversity of expertise to thrive. This includes a commitment to health and safety, open communication, employee satisfaction, mentorship, and progression based on merit.

## HEALTH AND SAFETY

Our everyday actions – whether they take place at our office, in the field, at project sites or from employee's homes must be planned with diligence in order to achieve a "no harm" goal. Our Safety Management System is based on OHSAS 18001 and ISO 14001 International standards so as to continuously uphold successful methods throughout business activities with the highest degree of safety, health and environmental performance.

## OUR ENVIRONMENT

Oikon is committed to reducing our environmental impacts. Along with professional provision of environmental services that are sustainable and socially conscious, Oikon promotes responsibility on a daily basis:

- Our Green office policy motivates employees to: "Think before you print" by making double-sided copies, by replacing paper cups and plates in the kitchen with reusable ones, by reusing other office supplies such as envelopes, folders and packaging materials. We have bins for collection of empty batteries as well as paper collection bins and dispose of our toners exclusively via authorized personnel. Our policy includes energy consumption awareness guidelines to reduce excessive use of resources.
- Our offices provide bicycle storage and facilities to support cycling as a healthy, emission-free option for commuting; Oikon staff have participated in [Love to Ride Zagreb](#) and continue to do so.
- Our employees support the humanitarian cause "Civil Initiative Old Paper for New Smile" where we collect plastic bottle caps in order to help fund the Leukemia & Lymphoma Society
- We offer paid time off and encourage our staff to volunteer with causes they feel passionate about.

## BUSINESS CONDUCT AND ETHICS

Oikon has an established Company and Ethics Policy with which we articulate our vision, mission, principles and values. 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.

## LEADERSHIP

A leader is far more than a label—leadership is about taking actions to create sustained, positive transformations within an organization. Great leaders align their own values and vision with those of their business and help operationalize them for the future. The most meaningful way to demonstrate these skills is to passionately communicate your shared vision and practice what your company stands for. One question all leaders must ask themselves is, what kind of legacy do I want to leave behind? Based on the firm belief that everyone has the ability to lead, Oikon proactively works to develop the next generation of leaders. Leaders who intentionally nurture an environment of mutual trust and respect find that they create stronger employee performance, exceptional customer service and ultimately greater business results.

Zagreb, July 19<sup>th</sup>, 2017



Dalibor Hatić, mag.ing.silv., CE

Director