

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.

ENVIRONMENTAL POLICY

Oikon environmental policy is based on company mission, its principles and values and an integrated management system that was developed and certified in compliance with international standards for quality (ISO 9001:2015), environment (ISO 14001:2015) and occupational health and safety (45001:2018).

The mission is to maintain and develop an efficient and effective business system that ensures the creation and implementation of knowledge which is essential for environmental protection, sustainable management of natural resources and conservation of natural and cultural heritage. All the activities undertaken to accomplish the mission are based on the following principles and values:

- we continuously encourage our employees to act responsibly with regard to nature and environment protection and sustainable use of natural resources
- in all our activities, we permanently take care of our employees’ health and safety
- we support the concept of socio-economic development based on principles of ecological sustainability and socially responsible business.

The integrated business system is being continuously improved and audited. The improvement focus is set on office and field work activities. Office environmental aspects include energy consumption for heating or cooling, lighting of space, computer equipment, the use paper, office supplies and equipment.

Some of the measures that were implemented are:

- Replacement of printers that could not print double sided
- Replacement of plotters by a more efficient units
- Replacement of computer equipment with new equipment that has better energy efficiency (When purchasing a device, account is taken of their energy efficiency and low waste generation throughout it lifecycle)
- Two-sided printing and black and white printing of draft versions of documents were introduced with an attempt to use electronic versions whenever practicable and possible
- Reflective foils are installed on the windows
- Asparagus lights are installed

Recycle-reuse principles were set to improve reductions in creation of non-hazardous waste (waste paper and cardboard packaging, other packaging, mixed communal waste) and the creation of hazardous waste (toners, batteries, electrical and electronic waste, fluorescent bulbs, gas-fired air-conditioners). The maintenance contract for printers and plotter is conditioned by collecting the toners with the obligation to recycle or dispose them under controlled conditions (takeover from the restorer). In addition, education of employees on the need for "greening" of the business is carried out continuously as part of internal integrated business management system improvement training sessions.

Fuel consumption, air emissions (exhaust gases) and creating waste from vehicle maintenance are environmental aspects being monitored and improved for field work activities. When implementing projects, project managers are familiar with the need to assess aspects and impact on the environment. Field trips are planned to minimise company carbon footprint. Car fuel efficiency is taken into account as well.

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, ISO 14001 and ISO 45001 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.

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