

Human Rights Policy

1. Purpose and Commitment

BANKOM is committed to respecting and promoting human rights in all aspects of our operations, business relationships, and supply chains. We recognize our responsibility to uphold internationally recognized human rights as defined by the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the UN Guiding Principles on Business and Human Rights (UNGPs).

2. Scope

This policy applies to all employees, management, contractors, suppliers, and business partners of BANKOM worldwide. We expect our partners to uphold the same standards of integrity and respect for human rights in their operations.

3. Our Principles

- **Non-Discrimination and Equal Opportunity:** We provide equal opportunities in employment and business relationships regardless of race, color, gender, age, religion, disability, sexual orientation, or national origin.
- **Safe and Healthy Working Conditions:** We maintain a safe, healthy, and respectful workplace environment, and ensure compliance with occupational health and safety standards.
- **No Forced or Child Labor:** We strictly prohibit the use of forced labor, bonded labor, human trafficking, or child labor in our operations and supply chains.
- **Freedom of Association:** We respect the rights of employees to organize, join trade unions, and engage in collective bargaining in accordance with applicable laws.
- **Fair Wages and Working Hours:** We provide fair compensation and ensure that working hours comply with local laws and international standards.
- **Environmental and Community Respect:** We operate responsibly to minimize our environmental impact and respect the rights of local communities.

4. Implementation

To ensure effective implementation, Bankom will:

- Integrate human rights considerations into company policies and decision-making processes.
- Conduct due diligence to identify, prevent, and mitigate adverse human rights impacts.
- Engage with stakeholders, including employees, suppliers, and communities, to foster transparency and accountability.
- Provide training to employees on human rights awareness and responsibilities.

5. Reporting and Grievance Mechanism

We encourage employees, partners, and stakeholders to raise any concerns regarding potential human rights violations. [Company Name] will provide accessible, confidential, and fair grievance mechanisms and ensure that no retaliation occurs against individuals who report concerns in good faith.

6. Accountability

The management of [Company Name] is responsible for implementing and monitoring this policy. Progress will be reviewed regularly and reported to relevant stakeholders.

7. Review

This policy will be reviewed annually to ensure alignment with evolving international human rights standards and best practices.

Belgrade, 03.01.2024.


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