

Managing policy

Focusing on the needs and customer satisfaction with the product quality, health protection, safety and welfare of the employees, responsibility for environment protection, openness and social sensitivity for the local community, are the most important values for measuring and determination of the overall Hartmann's success in the area of the ecological, molded fibre packaging.

Sustainability development expressed in the Hartmann's sustainability principles, successful business development, with the employee's satisfaction and responsible behavior to environment is the basic policy of the company.

values protecting

We are committed to:

- ❑ respect the principles of the following international instruments: ILO Conventions 29, 105, 98, 100, 111, 135, 138, 155, 159, 182, Universal declaration of human rights, United Nations Convention on the rights of the child and United Nations Convention to eliminate all forms of discrimination against women
- ❑ conformity with applicable legislation requirements, including legislation requirements in the environmental protection, health and safety of the employees, labor conditions and human rights
- ❑ conformity with Global Compact requirements, Hartmann's sustainability principles and Hartmann's values.
- ❑ conformity of our activities with the requirements of the standards and specifications: ISO 9001, ISO 14001, OHSAS 18001 and SA 8000
- ❑ conformity with the „Codex of the business ethics“, business institutions in the Croatian economy
- ❑ pollution prevention trough proactive approach in decreasing of the waste and emissions at the source
- ❑ continuous improvements of our results

In order to reach, establish, maintain and strengthen these values, we are continuously committed to:

- ❑ manage our processes and materials with decreasing impacts at the source or waste recycling wherever it is technically possible
- ❑ improve the effectiveness in use of nature resources
- ❑ employ competent and ambitious personnel who will have possibilities and obligations to continuous development
- ❑ encourage and enable our suppliers to follow our principles and values
- ❑ determine the risk of danger, estimate and/or eliminate the risk
- ❑ realize of solutions, which support all customer requirements and needs
- ❑ set ambitious, measurable and obtainable environmental, health & safety, social responsibility and quality goals, coordinated with the Group's guidelines
- ❑ work with improving of employee's satisfaction and labor conditions through dialogue
- ❑ act in accordance with Global Compact requirements, Hartmann's Sustainability principles and Hartmann's Values
- ❑ ensure that all employees and external suppliers operate in a safe manner and to be aware of their responsibilities and the consequences of their actions.

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Boris Garaž, general manager

