

GRAD-EXPORT[®]

since 1992.

PROIZVODNJA DEKORATIVNIH PANELA

ANTI-CORRUPTION POLICY





Anti-Corruption Policy

Introduction

This policy describes the expected business ethical behavior based on the values of the company Grad-export d.o.o.

Target group

The target group for the Anti-Corruption Policy is the company Grad-export d.o.o. and all affiliated companies.

Purpose and policy

Due to the great differences between the regions and countries in which the company Grad-export operates, this policy will be an example of possible difficulties in interpretation in potentially critical areas. The general anti-corruption policy is to comply with all relevant laws and not accept circumstances that would harm our image if they were made public.

Fair competition against bribery

We believe in fair competition and are against bribery in any form. We promote transparency and are focused on doing business according to the arm's length principle. We do not offer or accept payments to secure an advantage. We hope that our customers will choose the products they consider to be the best at a given price. We have the same approach towards all our suppliers. Wherever work involves family, friends or other people connected to the decision-maker, we always openly disclose this relationship to avoid any suspicion or unnecessary suspicion, just as we invite competitive bids to ensure fair prices.

Money laundering

We reject money laundering and cooperate with the authorities, regardless of the illegal activities involved in money laundering. To support these ambitions and efforts, it is essential that we make payments exclusively to accounts registered in the home country and in the name of our business partner.

Gifts and hospitality

We do not give or receive large gifts or hospitality. However, what is accepted in practice varies from culture to culture and depends on the situation, so maximum amounts cannot be defined in general. Instead, transparency is required with your immediate superior. It will usually be acceptable to join a business partner for a business lunch/dinner.

Political organizations/lobbying

We participate in relevant forums and represent our views and interests, and for this purpose we meet with relevant political decision-makers. We are members of various professional interest groups and organizations, professional associations and the like, some of which may spend part of their membership fees on supporting political parties. This is beyond our control. We consider the relevance of each such membership on a general level.

Donations

Grad-export d.o.o. provides support for many purposes based on its founding act and applicable law. Through the company, we support public charitable or other non-profit projects in the local communities in which we operate..