

Anti – Bribery Policy

The management of Pastor Inženjering, a joint-stock company, declares its insistence on honesty, fairness and personal integrity of all employees and in all aspects of our business. Any offering, promising, giving, receiving or seeking gratuitous benefits of any value (financial or non-financial), directly or indirectly, as an incentive or reward to a person for acting or refraining from acting in relation to the performance obligations of that person, is prohibited.

Pastor Inženjering, a joint-stock company, has established, maintains and permanently improves a management system to combat bribery, requiring compliance with applicable laws and the requirements of the international standard ISO 37001:2016.

The anti-bribery policy is a framework for the rules contained in the Code of Business Conduct, for the measures of our management system to combat bribery, and for the regular setting, review and achievement of anti-bribery goals.

Pastor Inženjering, a joint-stock company, has established systems for internal reporting of irregularities and reporting suspected bribery, fully complies with the Whistleblower Protection Act, supports any reporting of suspicion, in good faith or on the basis of justified belief, and guarantees the protection of the reporting party from any punishment or retaliation.

The management of Pastor Inženjering, a joint-stock company, has appointed an independent anti-bribery function with responsibilities and powers for:

- supervision of the design and implementation of our anti-bribery management system,
- advising and guiding all our employees,
- ensuring that our anti-bribery management system complies with ISO 37001 requirements,
- reporting to the Supervisory Board, Company Management and other compliance functions on the performance of our anti-bribery management system

Any deviation from the Anti-Bribery Policy carries consequences and will be sanctioned, according to the applicable legal regulations and the Code of Business Conduct of the joint-stock company Pastor Inženjering.

The suitability, appropriateness and effectiveness of our management system for combating bribery is regularly evaluated by the Management Board of Pastor Inženjering, a joint-stock company through the Management Board's assessment, and in this way, through continuous improvements, it ensures compliance with the applicable regulatory requirements and the international standard ISO 37001:2016.

Rakitje, 10.08.2022.

Member of the board

A handwritten signature in blue ink, consisting of a large, stylized 'J' and 'T' intertwined, written over a horizontal line.

Jurica Tončić

President of the board

A handwritten signature in blue ink, featuring a large, stylized 'E' and 'V' intertwined, written over a horizontal line.

Eduard Vasilj

Member of the board

A handwritten signature in blue ink, consisting of a stylized 'J' and 'S' intertwined, written over a horizontal line.

Janislav Šaban