

## ANTI-DISCRIMINATION POLICY

Cromaris d.d. hires and promotes employees, pays salaries, and makes other decisions related to employment on the basis of legitimate factors such as qualifications and work performance, not on the basis on race, gender, skin color, religion, age, nationality, sexual orientation, disability or any other factor.

Our employees are one of our most valuable resources. We are dedicated to create a professional working environment in which our employees are treated with respect and dignity, without any kind of inappropriate behavior, discrimination or harassment. Harassment of employees, customers, suppliers, business partners or competitors by employees is a violation of this Policy.

It is prohibited to harass or discriminate against any person on the basis of their ethnicity, race, gender, marital status, sexual orientation, political orientation, religion or age. Harassment includes, but is not limited to, oral or written communication (e.g. insults, slander), physical and nonverbal behavior (e.g. hitting, pushing or other types of aggressive physical contact), and visual images (e.g. cartoons or photographs). A tense atmosphere created by ethnic, racist, sexual or religious remarks, unwanted sexual attention or requests for sexual favours shall be not tolerated.

Harassment can be illegal and is prohibited regardless of whether it takes place in the workplace or at the location of a customer or a supplier, as well as regardless of whether it takes place in situations and activities related to work or not. However, disturbing behavior does not have to be illegal to be considered a violation of this Policy. Cromaris d.d.'s Policy prohibits all inappropriate behavior or harassment, regardless of whether it is serious enough to be a violation of law.

Managers must apply good judgement and use their authority in their relationships with employees, customers, suppliers, and partners. All employees and managers, regardless of their level of authority, are expected to ensure no discrimination or harassment takes place in the workplace. Employees must also be aware of the fact that supervision of work tasks and feedback from managers are not considered inappropriate behavior.

All managers and employees, regardless of their position in the hierarchy, must:

- Treat every employee, customer, supplier and business partner with respect, dignity and politeness
- Be respectful and ensure equal treatment of every employee, customer, supplier and business partner
- Give every employee reasonable opportunities for training and professional advancement in accordance with the Company's needs
- Encourage internal advancement whenever qualified internal employees are available in accordance with the Company's needs
- Ensure fairness in the remuneration of employees

Zadar, 16 July 2018

CEO of Cromaris d.d.

Goran Markulin

