

SOCIAL RESPONSIBILITY MANAGEMENT POLICY

AquafilCRO d.o.o. is an international organization that, through its activities, has become a spokesperson for a new way of doing business based on sustainability. Sustainability, understood as a fundamental principle and value, has been adopted by the Company in all its forms: economic, environmental, and social. On our journey towards sustainability, AquafilCRO bases its business on internationally recognized principles of social responsibility (including the guidelines of the SA8000 standard) as a tool for deepening our commitment to the protection of workers and human rights, creating added value through our value chain, and improving relations with our stakeholders. By implementing this Policy and internal procedures, the company intends to develop a process for the continuous improvement of performance in social and other areas, striving to:

- act in accordance with international regulations and conventions on human rights;
- comply with regulations, applicable domestic and other laws, and accepted voluntary requirements governing worker protection;
- implement and respect the following principles:
 - ✓ not to facilitate or support the use of child labor;
 - ✓ not to use or support the use of forced or slave labor;
 - ✓ guarantee a safe and healthy working environment and implement measures necessary to prevent accidents, injuries, and occupational diseases;
 - ✓ respect the right of workers to join trade unions;
 - ✓ not to apply, facilitate, or support any form of discrimination;
 - ✓ not to apply or facilitate disciplinary measures that insult the dignity of workers or show a lack of respect;
 - ✓ guarantee working hours in accordance with applicable legislation or collective agreements;
 - ✓ remunerate employees in accordance with applicable contracts;
 - ✓ guarantee the implementation, monitoring, and continuous improvement of the Social Responsibility Management System, taking into account legislative and organizational changes.

The Company is committed to disseminating and promoting the application of the principles described in this Policy at all levels within the organization, as well as in relations with suppliers/sub-suppliers in its supply chain.

Oroslavje, December 22, 2025

Chairman of the Board

Saša Muminović, Ph.D.

A blue ink handwritten signature of Saša Muminović.