

Environmental, Social, and Governance (ESG) Statement

Our ESG policy statement defines RUNE Crow's principles and objectives.

In this sense, RUNE Crow [henceforth, "the Company"] will:

Governance

- Identify and monitor the most material ESG issues for the Company, given its business context and activities;
- Manage those material ESG issues through the implementation of relevant initiatives, to the extent of the Company's ability.

Ethics

- Identify and monitor business ethics risks associated with its activities;
- Aim to comply with all applicable laws and regulations and adhering to the highest standards of conduct and business practices, as per the Company's Code of Ethics and Business Conduct;
- Communicate the Company's Code of Ethics and Business Conduct and, subsequently, any amendments to it, to all employees.

Social

- Identify and monitor human resources- or labour-related risks associated with its activities;
- Aim to comply with the International Labour Organisation's (ILO) Core Labour Standards;¹
- Aim to comply with applicable national and/or local labour laws and regulations;
- If applicable, aim to comply with EU rules on regarding the terms and conditions of employment of posted workers;
- If applicable, aim to promote local employment in remote geographical locations.

Health & Safety

- Identify and monitor occupational health and safety (OHS) and public health and safety risks associated with its activities?
- Aim to protect the health and safety of its employees and contractors;
- Aim to protect the health and safety of communities that might be affected by its activities and taking necessary measures to mitigate negative impacts;
- Aim to comply with applicable national and/or local workplace health and safety laws and regulations.

Environment

- Identify and monitor environmental risks associated with its activities;
- Conduct business in a manner that is respectful of the environment and, when applicable, take necessary measures to mitigate any potential negative impact;
- Endeavour to implement best practices in terms of energy use and efficiency;

- Assess and monitor climate-related impacts of its economic activity.

Supply Chain


- Identify and monitor supply chain risks associated with its activities;
- Adhere to the Procurement process described in the Company's Procurement Statement;
- Communicate the Company's Procurement Statement externally to suppliers.

The above-mentioned provisions apply to processes and employees of RUNE Crow and to contractors, where applicable.

Fabrice de Seze

5 July 2019

**RUNE Crow** 5 July 2019
TELEKOMUNIKACIJSKA
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Opatija

Saša Ukić

5 July 2019

¹ The ILO Core Labour Standards read as follows:

1. "Freedom of association and protection of the right to organise labour convention: The Company's suppliers should give their employees the right to take collective action to pursue the interests of the Company's employees.
2. Collective bargaining and labour relations: The Company's suppliers should negotiate with the employees' organisations and trade unions to establish fair wages and working conditions.
3. Forced Labour Employment: Forced or involuntary labour¹ shall not be used. All work shall be voluntary, and employees shall be free to leave upon reasonable notice in compliance with applicable regulation and contractual agreement.
4. Child Labour: Child labour² shall not be used in any stage of manufacturing.
5. Equal Remuneration: The Company's suppliers shall guarantee equal remuneration for men and women workers for work of equal value without any discrimination based on gender.
6. Discrimination: Workforce shall be free of harassment and discrimination. The Company's suppliers shall therefore not engage in any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation."