Kodeks odgovornega ravnanja v verigi vrednosti Skupine Pivka–Delamaris

Za odgovorno, varno in trajnostno oskrbovalno verigo

Code of Responsible Conduct

For a Responsible, Safe and Sustainable Food Supply Chain

KODEKS NA KRATKO

V Pivka Delamaris smo zavezani vrednotam in načelom odgovornega poslovanja, v katere verjamemo in jih vsakodnevno uresničujemo:

- Znanju, inovativnosti, skrbnosti, povezanosti, pogumu in vztrajnosti
- Odgovornemu in etičnemu vodenju
- Ustvarjanju in ohranjanju spoštljivih medosebnih odnosov
- Trajnostnemu razvoju in odgovornemu ravnanju do okolja
- Ustvarjanju zdravega, varnega in vključujočega delovnega okolja
- Skladnosti poslovanja ter spoštovanju zakonodaje in dobrih poslovnih praks
- Odgovornemu sporočanju nepravilnosti in zaščiti prijaviteljev
- Spoštovanju raznolikosti in človekovih pravic
- Uresničevanju načel tega kodeksa v celotni verigi vrednosti

CODE OF CONDUCT – AT A GLANCE

At the Pivka Delamaris, we are committed to the values and principles of responsible business conduct that we believe in and put into practice every day:

- Knowledge, innovation, diligence, connectedness, courage, and perseverance
- Responsible and ethical leadership
- Building and maintaining respectful interpersonal relationships
- Sustainable development and environmental responsibility
- Creating a healthy, safe, and inclusive workplace
- Compliance with laws, regulations, and good business practices
- Responsible reporting of concerns and protection of whistleblowers
- Respect for diversity and human rights
- Upholding the principles of this Code throughout the entire value chain

1. Namen in cilji

Ta kodeks predstavlja skupna načela odgovornega poslovanja, ki jih uresničuje Pivka Delamaris in jih pričakuje od vseh poslovnih partnerjev v verigi vrednosti. Kriteriji so pripravljeni v skladu z vrednotami Skupine Pivka–Delamaris, mednarodno priznanimi standardi, zakonodajo ter pričakovanji naših kupcev in drugih deležnikov.

Pivka Delamaris spodbuja svoje poslovne partnerje, da razvijejo in uvedejo ustrezne sisteme poslovanja za zagotavljanje skladnosti z načeli tega kodeksa. Od vseh udeležencev v verigi vrednosti se pričakuje zavezanost načelom odgovornega poslovanja, opredeljenim v tem dokumentu.

Verjamemo, da dolgoročni uspeh ustvarjamo skupaj z zaposlenimi, kupci, poslovnimi partnerji in širšo družbo.

1. Purpose and Goals

This Code sets out the shared principles of responsible business conduct that the Pivka Delamaris upholds and expects from all business partners throughout its value chain. These principles have been developed in accordance with the Pivka Delamaris 's values, internationally recognized standards, applicable laws and regulations, and the expectations of our customers and other stakeholders.

The Pivka Delamaris encourages its business partners to develop and implement appropriate management systems to ensure compliance with the principles outlined in this Code. All participants in the value chain are expected to demonstrate a commitment to the principles of responsible business conduct defined in this document.

We believe that long-term success is achieved together with our employees, customers, business partners, and society as a whole.

O PODJETJU

Pivka Delamaris je živilsko-predelovalno podjetje v 100-odstotni slovenski lasti, stabilno in razvojno naravnano. Prizadeva si za samooskrbo Slovenije ter širitev kakovostnih slovenskih prehrambnih izdelkov na domače in tuje trge. Je vodilni ponudnik piščančjega mesa ter že pripravljenih piščančjih in ribjih jedi. Pri svojem delovanju daje prednost zagotavljanju zdrave, varne in okusne hrane.

Na podlagi več kot 65-letne tradicije v pridelavi in predelavi perutnine ter 145-letne tradicije proizvodnje ribjih izdelkov nenehno nadgrajujemo svoje strokovno znanje. Izdelki temeljijo na **bogati tradiciji in izkušnjah**, preverjenih postopkih in izkušnjah, kar zagotavlja vrhunsko kakovost in zanesljivost.

Podjetje ima **lasten razvoj in proizvodnjo** in nenehno razvija nove izdelke in programe ter išče nove načine za izboljšanje proizvodov. Inovativnost razume kot ključno gonilo razvoja podjetja in ustvarjanja dodane vrednosti za kupce in poslovne partnerje. Z zagotavljanjem varnih prehrambnih izdelkov najvišje kakovosti gradimo zaupanje potrošnikov in krepimo pozitiven odnos do lokalno pridelane hrane.

Zavezani smo zagotavljanju **najvišjih standardov varnosti in kakovosti** na vsakem koraku proizvodnje. Poseben poudarek namenjamo trajnostnim praksam, s katerimi varujemo okolje in podpiramo naše skupnosti. Naša zaveza vključuje skrbno rejo ter odgovornost do zaposlenih, poslovnih partnerjev, kupcev in drugih deležnikov. **Enako zavezo pričakuje v celotni verigi vrednosti.**

Sodelovanje z zaposlenimi, poslovnimi partnerji in kupci ter drugimi deležniki temelji na zaupanju in spoštovanju. Močno smo povezani z lokalnim okoljem, ustvarjamo nova delovna mesta ter podpiramo razvoj regije.

Kultura Skupine Pivka–Delamaris temelji na odgovornosti, sodelovanju, spoštovanju in pripadnosti. Zaposlene spodbujamo k strokovnemu in osebnemu razvoju, odprti komunikaciji, prevzemanju pobud ter ustvarjanju varnega, vključujočega in spodbudnega delovnega okolja.
Z odgovornim upravljanjem virov in skrbjo za okolje vsakodnevno **prispevamo k ohranjanju narave za prihodnje generacije**.

Pivka Delamaris si aktivno prizadeva **za korporativno družbeno odgovorno delovanje**. To zajema odgovornost za ustvarjanje prihodkov, ki je temelj za ostale dimenzije družbene odgovornosti. Pri tem upošteva zakone in mednarodne norme obnašanja. V svoje poslovanje **integrira etično in filantropsko odgovornost.**

ABOUT THE COMPANY

The Pivka Delamaris is a food processing company that is 100% Slovenian-owned, financially stable, and growth-oriented. It is committed to supporting Slovenia's food self-sufficiency while expanding the presence of high-quality Slovenian food products in domestic and international markets. The Group is a leading provider of poultry meat and ready-to-eat poultry and seafood meals. In all its operations, it prioritizes the delivery of healthy, safe, and great-tasting food.

Building on more than 65 years of tradition in poultry farming and processing and 145 years of experience in seafood production, we continuously enhance our expertise and know-how. Our products are rooted in a rich heritage, proven processes, and extensive experience, ensuring exceptional quality, safety, and reliability. With in-house research, development, and production capabilities, the Company continuously develops new products and programs while seeking innovative ways to improve existing offerings. Innovation is viewed as a key driver of business growth and value creation for customers and business partners. By delivering safe, high-quality food products, we build consumer trust and strengthen positive perceptions of locally produced food.

We are committed to maintaining the highest standards of safety and quality at every stage of production. Particular emphasis is placed on sustainable practices that protect the environment and support our communities. Our commitment includes responsible animal husbandry and accountability toward employees, business partners, customers, and other stakeholders. We expect the same commitment throughout our value chain. Our relationships with employees, business partners, customers, and other stakeholders are founded on trust and mutual respect. We maintain strong ties with the local community, create employment opportunities, and contribute to regional development.

The culture of the Pivka Delamaris is built on responsibility, collaboration, respect, and a sense of belonging. We encourage our employees' professional and personal development, open communication, initiative, and the creation of a safe, inclusive, and supportive work environment.

Through responsible resource management and environmental stewardship, we contribute every day to preserving nature for future generations.
The Pivka Delamaris actively promotes corporate social responsibility. This includes responsibility for generating sustainable business results, which form the foundation for all other dimensions of social responsibility. In doing so, we comply with applicable laws and internationally recognized stan-

Ostajamo osredotočeni na pridobivanje in zagotavljanje najboljšega možnega izdelka in storitve, sočasno pa si prizadevamo za izboljšanje upravljanja, spoštovanje človekovih pravic, udejanjanje poštenih delovnih praks ter izboljševanje skrbi za okolje v celotni verigi vrednosti.

POSLANSTVO

V sodelovanju z naravo izdelujemo zdrave in inovativne prehrambne izdelke vrhunske kakovosti. Aktivnemu potrošniku zagotavljamo kulinarični užitek ob vsakodnevnem prihranku časa.

VREDNOTE

Naše vrednote niso le besede. So načela, ki usmerjajo naše odločitve, ravnanja in odnose v celotni verigi ustvarjanja vrednosti.

1. ZNANJE

Znanje je temelj napredka in kakovosti.

Nenehno se učimo, raziskujemo in delimo izkušnje. Strokovnost uporabljamo za razvoj boljših izdelkov, storitev in procesov ter za odgovorno ravnanje z naravnimi viri, živalmi in okoljem. Znanje nam omogoča premišljene odločitve in dolgoročno uspešnost.

dards of conduct, while integrating ethical and philanthropic responsibility into our operations.

We remain focused on developing and delivering the best possible products and services while continuously striving to improve governance, uphold human rights, promote fair labor practices, and enhance environmental stew-

MISSION

Working in harmony with nature, we create healthy and innovative food products of exceptional quality. We provide active consumers with culinary enjoyment while helping them save time in their everyday lives.

VALUES

Our values are more than words. They are the principles that guide our decisions, actions, and relationships throughout our entire value chain.

1. KNOWLEDGE

Knowledge is the foundation of progress and quality.

We continuously learn, explore, and share our expertise and experiences. We apply our knowledge to develop better products, services, and processes while responsibly managing natural resources, caring for animals, and protecting the environment. Knowledge enables us to make informed decisions and achieve long-term success.

2. INOVATIVNOST
Inovativnost pomeni iskati boljše poti.

Z odprtostjo do novih idej in rešitev izboljšujemo izdelke, procese, storitve in uporabniško izkušnjo. Spodbujamo ustvarjalnost, preizkušamo nove pristope ter odgovarjamo na izzive sodobnega časa z mislijo na trajnostno prihodnost.

3. SKRBNOST
Skrbnost je odgovornost do vsega, kar nam je zaupano.

Kaže se v kakovosti našega dela, spoštovanju ljudi, dobrobiti živali, varovanju okolja ter odgovornem upravljanju virov. Pozorni smo na podrobnosti, izpolnjujemo svoje obljube in delujemo z integriteto ter visokimi etičnimi standardi.

4. POVEZANOST
Povezanost ustvarja moč skupnega delovanja.

Gradimo odnose, ki temeljijo na zaupanju, spoštovanju in sodelovanju. Povezujemo znanja, izkušnje in poglede zaposlenih, partnerjev, dobaviteljev, kupcev in lokalnega okolja, saj verjamemo, da najboljše rezultate ustvarjamo skupaj.

5. POGUM
Pogum pomeni sprejemati odgovornost za prihodnost.

Upamo si sprejemati odločitve, uvajati spremembe in se soočati z izzivi. Odpiramo pomembna vprašanja, zagovarjamo prava načela ter iščemo rešitve, tudi kadar pot ni najlažja. Pogum nam omogoča rast in razvoj.

2. INNOVATION
Innovation means finding better ways forward.

By embracing new ideas and solutions, we improve our products, processes, services, and customer experiences. We encourage creativity, test new approaches, and address the challenges of a changing world with a commitment to a sustainable future.

3. CARE
Care is our responsibility toward everything entrusted to us.

It is reflected in the quality of our work, our respect for people, our commitment to animal welfare, our protection of the environment, and our responsible use of resources. We pay attention to details, keep our promises, and act with integrity and the highest ethical standards.

4. CONNECTEDNESS
Connectedness creates the strength to achieve more together.

We build relationships based on trust, respect, and collaboration. We bring together the knowledge, experience, and perspectives of employees, partners, suppliers, customers, and local communities because we believe the best results are achieved through teamwork.

5. COURAGE
Courage means taking responsibility for the future.

We are willing to make decisions, embrace change, and face challenges head-on. We address important issues, stand by what is right, and seek solutions even when the path is not the easiest. Courage enables growth, progress, and continuous improvement.

6. VZTRAJNOST
Vztrajnost nas vodi od namere do rezultata.

Pri doseganju ciljev ostajamo predani, dosledni in osredotočeni. Ovire razumemo kot priložnost za učenje in izboljšave. Z dolgoročnim pogledom gradimo zaupanje, kakovost in trajnostne uspehe za prihodnje generacije.

Vrednote se ne kažejo v besedah, temveč v dejanjih. Vidne so v kakovosti naših izdelkov, odgovornosti do živali in okolja, etičnem ravnanju, učinkovitih procesih ter v odnosih, ki jih gradimo z ljudmi. Skupaj ustvarjamo verigo vrednosti, ki temelji na zaupanju, odgovornosti in spoštovanju življenja.

POVEZOVALNA KULTURA ZAPOSLENIH

Kultura Skupine Pivka–Delamaris temelji na vrednotah, ki usmerjajo način sodelovanja, odločanja in vsakodnevnega ravnanja. Zavedamo se, da uspešnost podjetja ne temelji le na rezultatih, temveč tudi na odnosih, zaupanju in odgovornosti, ki jih gradimo med zaposlenimi, poslovnimi partnerji, kupci in drugimi deležniki.

Verjamemo, da dolgoročno uspešnost ustvarjajo zaposleni, ki delujejo odgovorno, sodelovalno in spoštljivo ter s svojim ravnanjem prispevajo k ugledu podjetja in krepitvi zaupanja v blagovno znamko Pivka–Delamaris.

Spodbujamo odprto komunikacijo, medsebojno pomoč, izmenjavo znanja, prevzemanje odgovornosti in kulturo nenehnega izboljševanja. Raznolikost pogledov, izkušenj in znanj razumemo kot prednost, ki prispeva k inovativnosti in uspešnemu reševanju izzivov. Odprti smo za diskusije. Smo transparentni.

DRUŽBENO ODGOVORNO PODJETJE

Kot pomemben zaposlovalec v regiji smo odgovorni za ustvarjanje spodbudnega okolja za razvoj zaposlenih, rejcev in poslovnih partnerjev. Z zagotavljanjem varnih prehrambnih izdelkov najvišje kakovosti gradimo zaupanje potrošnikov in krepimo pozitiven odnos do lokalno pridelane hrane. S trajnostnim delovanjem, odgovornim upravljanjem virov in skrbjo za okolje vsakodnevno prispevamo k ohranjanju narave za prihodnje generacije.

6. PERSEVERANCE
Perseverance turns intentions into results.

We remain committed, consistent, and focused in pursuing our goals. We view obstacles as opportunities to learn and improve. With a long-term perspective, we build trust, quality, and sustainable success for future-generations.

Our values are not defined by words, but by actions. They are reflected in the quality of our products, our responsibility toward animals and the environment, our ethical conduct, our efficient processes, and the relationships we build with people. Together, we create a value chain founded on trust, responsibility, and respect for life.

EMPLOYEE-CENTERED CULTURE

The culture of the Pivka Delamaris is founded on values that guide the way we collaborate, make decisions, and conduct ourselves every day. We recognize that business success is built not only on results, but also on the relationships, trust, and accountability we foster among employees, business partners, customers, and other stakeholders.

We believe that long-term success is achieved by employees who act responsibly, collaboratively, and respectfully, and whose conduct contributes to the Company's reputation and strengthens trust in the Pivka–Delamaris brand. We encourage open communication, mutual support, knowledge sharing, accountability, and a culture of continuous improvement. We view diversity of perspectives, experiences, and expertise as a strength that drives innovation and helps us successfully address challenges. We welcome discussion and are committed to transparency.

A SOCIALLY RESPONSIBLE COMPANY

As a major employer in the region, we are committed to creating an environment that supports the development of employees, farmers, and business partners. By providing safe, high-quality food products, we build consumer trust and promote a positive perception of locally produced food. Through

ODGOVORNO VODENJE

Vodje Skupine Pivka–Delamaris s svojim ravnanjem predstavljajo zgled zaposlenim in soustvarjajo organizacijsko kulturo podjetja.

Vodenje temelji na zaupanju, spoštovanju, odprti komunikaciji, odgovornosti in skrbi za razvoj zaposlenih.

Vodje spodbujajo sodelovanje, vključevanje zaposlenih v procese odločanja ter ustvarjajo okolje, v katerem zaposleni lahko izražajo mnenja, predloge in skrbi brez strahu pred negativnimi posledicami. Odgovorno vodenje vključuje tudi skrb za dolgoročno uspešnost podjetja, trajnostni razvoj, dobrobit zaposlenih ter spoštovanje etičnih načel in zakonodaje.

MEDSEBOJNI ODNOSI IN KULTURA SODELOVANJA

Pivka Delamaris spodbuja kulturo sodelovanja, spoštovanja in medsebojnega zaupanja.

Zaposleni, vodje in poslovni partnerji si prizadevajo za odprto, iskreno in profesionalno komunikacijo. Konflikte rešujejo konstruktivno, spoštljivo in pravočasno.

Ne dopuščamo diskriminacije, nadlegovanja, žaljive komunikacije, izključevanja ali drugih oblik neprimernega vedenja. S spoštljivimi odnosi ustvarjamo delovno okolje, ki spodbuja pripadnost, zavzetost, dobro počutje in uspešno sodelovanje.

sustainable operations, responsible resource management, and environmental stewardship, we contribute every day to preserving nature for future generations.

RESPONSIBLE LEADERSHIP

Leaders within the Pivka Delamaris set an example through their actions and play a key role in shaping the Company's organizational culture.

Leadership is built on trust, respect, open communication, accountability, and a commitment to employee development. Leaders encourage collaboration, involve employees in decision-making processes, and foster an environment where employees can express opinions, ideas, and concerns without fear of negative consequences. Responsible leadership also includes a commitment to the Company's long-term success, sustainable development, employee well-being, and adherence to ethical principles and applicable laws.

INTERPERSONAL RELATIONSHIPS AND A CULTURE OF COLLABORATION

The Pivka Delamaris promotes a culture of collaboration, respect, and mutual trust. Employees, leaders, and business partners strive for open, honest, and professional communication. Conflicts are addressed constructively, respectfully, and in a timely manner. We do not tolerate discrimination, harassment, offensive communication, exclusion, or any other form of inappropriate conduct. Through respectful relationships, we create a work environment that fosters belonging, engagement, well-being, and effective collaboration.

POSLOVNA ETIKA

Pivka Delamaris in njeni poslovni partnerji delujejo v skladu z visokimi etičnimi standardi.
Svoje obveznosti izpolnjujejo z visoko stopnjo integritete ter se izogibajo vsem oblikam korupcije, izsiljevanja in podkupovanja. Delujejo v skladu z veljavno zakonodajo, direktivami in predpisi na trgih, kjer poslujejo. Ne uporabljajo plačil za pospeševanje postopkov in spodbujajo transparentne poslovne prakse.

Spoštujejo načela poštene konkurence. Pravočasno razkrivajo morebitna dejanska ali potencialna navzkrižja interesov. Zagotavljajo ustrezno varstvo podatkov, zaupnost poslovnih informacij in varnost poslovnih podatkov.

Aktivno preprečujejo pranje denarja, financiranje terorizma in druge oblike gospodarskih zlorab. Spoštujejo pravice intelektualne lastnine ter zagotavljajo odgovorno ravnanje pri prenosu tehnologije in znanja.

DELOVNI POGOJI IN ČLOVEKOVE PRAVICE

Pivka Delamaris in njeni poslovni partnerji spoštujejo človekove in delovne pravice zaposlenih, študentov ter drugih sodelavcev in deležnikov. Zagotavljajo varno, zdravo, vključujoče in odgovorno delovno okolje. Zaposlene spodbujajo k razvoju na osebnem in poklicnem področju ter omogočajo usklajevanje delovnih in osebnih okoliščin.

Zagotavljajo preprečevanje diskriminacije, nadlegovanja ter drugih oblik neetičnega ravnanja. Ne dopuščajo prisilnega ali neprostovoljnega dela ali drugih oblik izkoriščanja ter si prizadevajo za preprečevanje takšnih praks v celotni verigi vrednosti.

Ne zaposlujejo otrok ali mladoletnih oseb v nasprotju z zakonodajo. Zagotavljajo zakonite in pravične delovne pogoje, ustrezno plačilo, spoštovanje delovnega časa, odmorov, dopustov ter drugih pravic zaposlenih.

Spoštujejo pravico zaposlenih do svobodnega združevanja, sindikalnega organiziranja in kolektivnih pogajanj ter omogočajo ustrezne postopke za prijavo in reševanje pritožb.

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BUSINESS ETHICS

The Pivka Delamaris and its business partners operate in accordance with the highest ethical standards.

They fulfill their obligations with integrity and avoid all forms of corruption, extortion, and bribery. They comply with applicable laws, directives, and regulations in the markets where they operate. Facilitation payments are not permitted, and transparent business practices are actively promoted.
They uphold the principles of fair competition and promptly disclose any actual or potential conflicts of interest. Appropriate measures are taken to protect personal data, safeguard confidential business information, and ensure information security. They actively prevent money laundering, terrorist financing, and other forms of economic crime. They respect intellectual property rights and ensure the responsible transfer of technology and knowledge.

WORKING CONDITIONS AND HUMAN RIGHTS

The Pivka Delamaris and its business partners respect the human and labor rights of employees, students, contractors, and other stakeholders. They provide a safe, healthy, inclusive, and responsible work environment. Employees are encouraged to develop professionally and personally, while being supported in balancing work and personal responsibilities. They are committed to preventing discrimination, harassment, and other forms of unethical conduct. Forced, involuntary, or exploitative labor is stricly prohibited, and ef-

Izvajajo ustrezno skrbnost (Human Rights Due Diligence) za prepoznavanje, preprečevanje in zmanjševanje tveganj kršitev človekovih pravic v lastnem poslovanju ter v verigi vrednosti.

Spodbujajo kulturo varnosti, enakih možnosti, spoštovanja, raznolikosti in vključevanja.

ODGOVOREN ODNOS DO OKOLJA

Skupina Pivka – Delamaris in njeni poslovni partnerji potrjujejo, da imajo vsa potrebna dovoljenja na področju varovanja okolja in spoštujejo vse zakonske predpise s področja varovanja okolja.

Skrbijo za zmanjšanje negativnih vplivov svoje dejavnosti na okolje ter za varčno in odgovorno rabo naravnih virov. Prizadevajo si za gospodarno ravnanje z energijo in uvajanje sodobnih, varčnih in okolju prijaznih tehnologij.

Prav tako si prizadevajo za učinkovito rabo vode, zmanjševanje emisij toplogrednih plinov, preprečevanje onesnaževanja ter zmanjševanje nastajanja odpadkov in spodbujajo načela krožnega gospodarstva.

forts are made to prevent such practices throughout the value chain. They do not employ children or underage workers in violation of applicable laws. Lawful and fair working conditions are ensured, including appropriate compensation, compliance with working hours requirements, rest periods, leave entitlements, and other employee rights.

They respect employees' rights to freedom of association, union representation, and collective bargaining, and provide appropriate mechanisms for reporting and resolving grievances. They conduct Human Rights Due Diligence to identify, prevent, and mitigate risks of human rights violations within their own operations and throughout the value chain. They promote a culture of safety, equal opportunity, respect, diversity, and inclusion.

ENVIRONMENTAL RESPONSIBILITY

The Pivka Delamaris and its business partners confirm that they hold all necessary environmental permits and comply with all applicable environmental laws and regulations.
They work to reduce the environmental impact of their activities and promote the efficient and responsible use of natural resources. They strive to manage energy responsibly and implement modern, efficient, and environmentally friendly technologies. They also seek to use water efficiently, reduce greenhouse gas emissions, prevent pollution, minimize waste generation, and support the principles of a circular economy.

SAFETY AND QUALITY OF RAW MATERIALS, PRODUCTS, AND INFORMATION

The Pivka Delamaris and its business partners operate in a manner that ensures the safety and quality of products, services, raw materials, and packaging materials throughout the value chain.
They provide transparent, complete, accurate, and unambiguous information about products and services, including information regarding the origin of raw materials, specifications, quantities, and other relevant details.
They maintain appropriate procedures to ensure that confidential informa-

VARNOST IN KAKOVOST SUROVIN, MATERIALOV, IZDELKOV TER INFORMACIJ

Pivka Delamaris in njeni poslovni partnerji delujejo na način, ki omogoča zagotavljanje varnih in kakovostnih izdelkov, storitev, surovin in materialov v celotni verigi vrednosti.
Zagotavljajo transparentnost ter popolne, resnične in nedvoumne informacije o izdelkih in storitvah, vključno s podatki o poreklu surovin, specifikacijah, količinah in drugih relevantnih informacijah.

Imajo vzpostavljene ustrezne postopke za zagotovitev, da so vse zaupne informacije ustrezno zaščitene ter da se upoštevajo vsi veljavni predpisi o varstvu podatkov, zlasti Splošna uredba o varstvu podatkov (GDPR).

Poslovni partnerji morajo imeti vzpostavljen sistem za zagotavljanje varnosti živil, ki temelji na načelih HACCP. Kadar je glede na vrsto dejavnosti primerno, morajo biti certificirani po priznanem standardu varnosti hrane (IFS Food, BRCGS Food, FSSC 22000 ali drugem enakovrednem standardu).

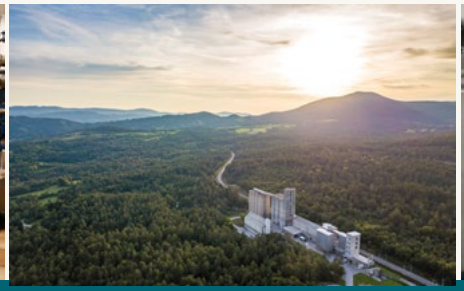
Izvajajo ustrezne ukrepe za preprečevanje goljufij pri živilih (Food Fraud) ter zagotavljajo avtentičnost surovin, materialov in informacij. Zagotavljajo popolno sledljivost surovin, materialov in izdelkov ter omogočajo hitro identifikacijo izvora in nadaljnje distribucije izdelkov v skladu z veljavno zakonodajo in pogodbenimi zahtevami.

Poslovni partnerji ne smejo spreminjati sestave izdelkov, specifikacij, proizvodnega procesa, izvora surovin, embalaže ali lokacije proizvodnje brez predhodnega pisnega obvestila Pivka Delamaris in njene odobritve, kadar bi taka sprememba lahko vplivala na kakovost, varnost, zakonitost ali avtentičnost izdelka.

tion is properly protected and that all applicable data protection regulations, particularly the General Data Protection Regulation (GDPR), are fully observed.

Business partners must maintain a food safety management system based on HACCP principles. Where appropriate to the nature of their activities, they must be certified to a recognized food safety standard, such as IFS Food, BRCGS Food, FSSC 22000, or an equivalent standard.They implement appropriate measures to prevent food fraud and ensure the authenticity of raw materials, products, and information.

They ensure full traceability of raw materials, materials, and products, enabling rapid identification of product origin and downstream distribution in accordance with applicable legal and contractual requirements.
Business partners must not change product composition, specifications, manufacturing processes, raw material origins, packaging, or production locations without prior written notification to and approval from the Pivka Delamaris whenever such changes could affect product quality, safety, legality, or authenticity.



DOBROBIT ŽIVALI

Pivka Delamaris podpira spoštovanje načel dobrobiti živali v celotni verigi vrednosti. Poslovni partnerji, ki sodelujejo pri reji, transportu ali ravnanju z živalmi, zagotavljajo spoštovanje načel dobrobiti živali v skladu z veljavno zakonodajo ter priznanimi standardi dobrih praks.

URESNIČEVANJE KODEKSA

Pivka Delamaris meni, da je skladnost s tem kodeksom bistvena za odgovorno poslovanje in dolgoročne poslovne odnose. Skladnost s tem kodeksom predstavlja temelj zaupanja, odgovornega sodelovanja in trajnostnega razvoja v celotni verigi vrednosti Skupine Pivka-Delamaris. O vsebini in pomembnosti kodeksa bomo redno obveščali vse svoje zaposlene, kupce, partnerje, ter ostale deležnike.

Implementacijo kodeksa razumemo kot kontinuiran proces, ki zajema:

- informativne in promocijske kampanje interno (Jenz, oglasne deske, Intranet, Naše zgodbe),
- izobraževanje poslovnih partnerjev prek e-novic,
- preverjanje poznavanja kodeksa pri zaposlenih in novozaposlenih,
- vpeljavo vsebine kodeksa kot osrednjega elementa delovanja pri sklepanju pogodb s tretjimi osebami,
- opredelitev jasne in transparentne odgovornosti vodij in zaposlenih pri doslednem spoštovanju želenih principov delovanja,
- sistem nagrajevanja in sankcioniranja pri (ne)doslednem spoštovanju želenih principov delovanja ter spodbujanje učenja iz napak,
- redno preverjanje skladnosti ravnanja in delovanja v sklopu letnih razgovorov vodij z zaposlenimi,
- spodbujanje poročanja o morebitnih neskladnostih s principi delovanja,
- redno komuniciranje pričakovanj kodeksa poslovnim partnerjem ter vključevanje njegovih zahtev v poslovne odnose, izvajanje postopkov samoocenjevanja, ocenjevanja in drugih oblik preverjanja skladnosti poslovnih partnerjev z določili kodeksa, izvajanje skrbnega pregleda z

ANIMAL WELFARE

The Pivka Delamaris supports the principles of animal welfare throughout its value chain. Business partners involved in animal farming, transportation, or handling shall ensure compliance with animal welfare requirements in accordance with applicable legislation and recognized industry best practices.

IMPLEMENTATION OF THE CODE

The Pivka Delamaris considers compliance with this Code to be essential for responsible business conduct and long-term business relationships. Adherence to this Code forms the foundation of trust, responsible cooperation, and sustainable development throughout the Pivka Delamaris value chain. We will regularly communicate the content and importance of this Code to our employees, customers, business partners, and other stakeholders.

We view implementation of the Code as an ongoing process that includes:

- Internal awareness and communication campaigns (Jenz, notice boards, the Intranet, Our Stories, and other internal communication channels);
- Training and awareness-building activities for business partners through newsletters and other communication channels;
- Assessing employees' and new hires' understanding of the Code;
- Integrating the principles and requirements of the Code as a core element of relationships and agreements with third parties;
- Defining clear and transparent responsibilities for leaders and employees regarding consistent adherence to the expected principles of conduct;
- Implementing systems of recognition and corrective action related to compliance or non-compliance with the expected principles of conduct, while promoting learning from mistakes;
- Regularly reviewing compliance with the Code through annual performance and development discussions between leaders and employees;

namenom prepoznavanja, preprečevanja in zmanjševanja tveganj na področju človekovih pravic, varstva okolja ter drugih vidikov odgovornega poslovanja, spremljanje skladnosti poslovnih partnerjev z določili kodeksa, vključno z obiski na lokacijah partnerjev ter izvedbo strokovnih pregledov in revizij glede na oceno tveganja,

- določanje in spremljanje korektivnih ukrepov za odpravo ugotovljenih neskladnosti pri poslovnih partnerjih v dogovorjenih rokih,
- dosledno obravnavo ugotovljenih kršitev kodeksa ter ukrepanje v primerih bistvenih odstopanj od pričakovanih standardov odgovornega poslovanja.

- Encouraging the reporting of potential non-compliance with the principles of conduct;
- Regularly communicating the expectations of the Code to business partners and incorporating its requirements into business relationships; conducting self-assessments, evaluations, and other forms of compliance verification; performing due diligence processes to identify, prevent, and mitigate risks related to human rights, environmental protection, and other aspects of responsible business conduct; monitoring business partners' compliance with the Code, including on-site visits, assessments, and audits based on risk evaluations;
- Defining and monitoring corrective action plans to address identified non-compliances within agreed timelines;
- Consistently addressing identified violations of the Code and taking appropriate action in cases of significant deviations from the expected standards of responsible business conduct.

ODGOVORNO SPOROČANJE NEPRAVILNOSTI

Pivka Delamaris spodbuja kulturo odprtosti, odgovornosti in integritete.

Vsak zaposleni, poslovni partner ali drug deležnik lahko v dobri veri opozori na ravnanja, za katera meni, da niso skladna z zakonodajo, internimi pravili, etičnimi načeli ali določili tega kodeksa.

Osebe, ki nepravilnosti prijavijo v dobri veri, so zaščitene pred povračilnimi ukrepi. Vse prijave se obravnavajo zaupno, odgovorno in skladno z veljavno zakonodajo.

Spoštujemo in v svoje poslovanje vključujemo deset načel Globalnega dogovora Združenih narodov, ki temeljijo na Splošni deklaraciji človekovih pravic, Deklaraciji Mednarodne organizacije dela o temeljnih načelih in pravicah pri delu, Deklaraciji iz Ria o okolju in razvoju ter Konvenciji Združenih narodov proti korupciji.

REPORTING CONCERNS AND MISCONDUCT

The Pivka Delamaris promotes a culture of openness, accountability, and integrity.

Any employee, business partner, or other stakeholder may, in good faith, report conduct that they believe is inconsistent with applicable laws, internal policies, ethical principles, or the provisions of this Code.

Individuals who report concerns in good faith are protected against retaliation. All reports are handled confidentially, responsibly, and in accordance with applicable laws and regulations.

We respect and integrate the Ten Principles of the United Nations Global Compact into our business operations. These principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

PIVKA DELAMARIS

Mag. Janez Rebec
Predsednik uprave
President of the Management Board

Aleksander Debevec
Član uprave
Member of the Management Board

Kraj in datum/ Place and date: Kal, 1. 10. 2026