

L-TEK d.o.o.  
Cesta Miloša Kovačiča 2, 8310 Šentjernej  
Tel: +386 (0)76209800  
ID št. DDV/Vat Nr.: SI58804064  
www.l-tek.com



## **Code of Conduct**

L-TEK d.o.o. shares the commitment to responsibility and sustainability in the conduct of business in the fields of employment, safe and healthy working conditions, environment care, human rights, and business ethics.

It is a fundamental policy of L-TEK to conduct its business with honesty and integrity and in accordance with the highest legal and ethical standards.

### **Human rights**

We support and respect the protection of internationally proclaimed human rights. We make sure that we are not complicit in human rights abuses.

### **Child labour**

L-TEK d.o.o. is opposed to the use of any form of child labour or practices that inhibit the development of children. Suppliers must comply with all child labour laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

### **Discrimination**

All discrimination against employees is prohibited. Employees are treated equally regardless of their nationality, race, or ethnical origin, national or social origin, sex, colour, health, disability, religion or belief, age, sexual orientation, family situation, trade union membership, financial stability, or other personal circumstances.

### **Personal integrity**

We respect the dignity, personal integrity, and privacy of each individual. We also respect the freedom of speech and expression of opinions, and we always treat others with respect. We openly communicate with our colleagues, regardless of their professional qualifications and leadership positions. All forms of unfair and illegal work are prohibited.

## **Integrity of Management**

The company management set an example with the work and management style, and they are essential in creating a business and working environment in which employees can act in accordance with regulations and ethical norms.

## **Suppliers and business partners**

As we efficiently manage risk related to our customers, suppliers and other business partners we expect that they respect human rights, reject all forms of illegal work, prevent the possibility of conflicts of interest and act accordance with anti-corruption legislation and competition laws. Suppliers have to confirm their commitment to fair competition and agree not to enter into discussions or agreements with competitors concerning pricing, market sharing or other similar activities)

## **Conflict of interest**

We expect that all of our employees make work decisions that are in the best interest of L-TEK. Any conflict of interests is reported to management.

## **Environment**

L-TEK conducts their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. Our operations comply with all laws related to environmental impacts and we expect the same from our suppliers.

Our policy is to provide proper provision for the health, safety and welfare of other people, visitors, and contractors and those in the community who may be affected by our activities.

Šentjernej, 05.04.2023



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Matej Slapšak  
CEO

A handwritten signature in blue ink, appearing to read 'Slapšak'.