


Vetropack Group Management System	vetropack 	
DIVERSITY POLICY	VGT-0101-01-WIS-015-EN	1/1
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1. Goals

This Diversity Policy provides the framework for achieving a workplace culture based on mutual respect and accepting individual differences, which encourages the development and utilisation of every employee's full potential and fosters their positive influence on the company's outmost results.

2. Objectives

Vetropack Straža is committed to promote and implement an equality and diversity policy for all staff, regardless of gender, sexuality, age, physical ability, nationality, race, marital status or any other biological, cultural or social background. This inclusive practise ensures the personal and professional development of every employee, whose knowledge, skills and qualifications contribute to the company's longterm success.

This obligation implies the education of the management responsible for employment, training and career development about the Diversity Policy implementation. Employees will get appropriate resources and support in complying with this Policy and will be held responsible for their own discrimination acts towards their colleagues or business partners.

Vetropack Straža opposes and avoids all forms of unlawful discrimination among employees and encourages them to report such acts. They will be promptly, in detail and discreetly investigated, without prejudices. No punishment for those who make complaints or give relevant informations will be allowed.

3. Monitoring and Reporting

A team founded in order to implement this Diversity Policy will regularly monitor its functioning and report on achievements once a year. Annually reports will be published on Vetropack's website and in the newspaper VetroGlas.

4. Final Provision

This Diversity Policy is agreed with the Diversity Charter, the Human Resource Policy and the Code of Conduct.

Details about making a complaint and formal procedures can be found in the Human Resource Policy which is available on the Portal.