

Kodeks ponašanja | Code of Conduct



Grünewald international



Grünwald International je porodična kompanija sa preko 80 godina tradicije i iskustva. Prvoklasni proizvodi, beskompromisni kvalitet i inovativni koncepti nas čine pouzdanim partnerom u međunarodnoj prehrambenoj industriji.

U četiri zemlje, na šest visoko razvijenih i nezavisnih lokacija Grünwald Grupa deluje kao jaka grupa kompanija sa porodičnom tradicijom i kao jedan od najvećih prerađivača voća u Evropi.

Izuzetno smo ponosni na poverenje koje uživamo od naših kupaca i posvećenosti naših zaposlenih!

Grünwald international is a family-owned company with over 80 years of tradition and experience. First-class products, uncompromising quality and innovative concepts make us a reliable partner in the international food industry.

In four countries, at six highly developed and independent locations the Grünwald Group acts as a strong group of companies with family tradition and as one of the biggest fruit processors in Europe.

We are extremely proud of the trust we enjoy from our customers and of the commitment of our employees!





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Kvalitet – kontrolisan od polja do
finalnog proizvoda od 1938.

*Quality – controlled from the field
to the final product since 1938*

Kodeks ponašanja | Code of Conduct



Poštovanje kolega i ljudskih prava je osnova svake vrste saradnje za Grünwald Grupu. To važi za sve naše poslovne partnere, institucije i zvanične organe, a posebno za naše zaposlene. Od naših zaposlenih zahtevamo da postupaju u skladu sa važećim zakonom, filozofijom i politikom naše kompanije.

Principi koji su zasnovani na ETI etičkom kodu, www.ethicaltrade.org/eti-base-code, su osnova našeg etičkog i društvenog razumevanja. Osnovni uslov za usaglašenost unutar preduzeća je jasna direktiva menadžmenta svim zaposlenima da zakoni moraju da se poštuju i da se prekršaji neće tolerisati.

A respectful treatment of fellow men and respecting of human rights is basis of any kind of cooperation for the Grünwald Group. This is valid for all of our business partners, institutions and official authorities and especially for our employees. We engage our employees to act in accordance with applicable law and our company philosophy and policies.

The following principles which are based on the ETI Ethical base code, www.ethicaltrade.org/eti-base-code, are the fundament of our ethical and social understanding. Basic requirement for compliance within the company is the clear directive of management to all employees that laws must be respected and violations will not be tolerated.



Ne poredimo jabuke i pomorandže. Svako voće je drugačije i zahteva metod obrade dizajniran za svoje posebne karakteristike.

*We don't compare apples and oranges.
Every fruit is different and requires a processing
method designed for its special features.*



Etički principi | Ethical Principles



Zakonska usaglašenost

Poslovne aktivnosti Kompanije Grünewald International moraju biti u skladu sa svim važećim nacionalnim i međunarodnim zakonodavstvom koje je na snazi i u skladu sa važećim antikorupcijskim pravilima i propisima.

Nepravilna prednost

Grünewald International neće – ni direktno ni indirektno – ponuditi ili obećati bilo kakve lične ili nefer prednosti u cilju dobijanja posla ili drugu prednost od treće strane.

Sukob interesa

Tokom poslovnih aktivnosti svi zaposleni u Grünewald International-u će izbegavati sukob interesa između ličnih i poslovnih pitanja. Nezaobilazni lični sukob interesa mora odmah biti prijavljen nadzorniku ili službeniku za usaglašenost.

Fer konkurencija

Grünewald International je posvećen principima legalne i pravedne konkurenčije, na osnovu izvrsnosti naših proizvoda i usluga.

Legal compliance

Business activities of Grünewald International must be in accordance with all applicable national and international legislation in force and comply with applicable anti-bribery and anti-corruption rules and regulations.

Improper advantage

Grünewald International will not – neither directly nor indirectly – offer or promise any personal or improper advantage in order to obtain a business or other advantage from a third party.

Conflicts of interest

During business activities all employees of Grünewald International shall avoid conflicts of interests between personal and business matters. Unavoidable personal conflicts of interest must immediately be reported to the supervisor or the Compliance Officer.

Fair competition

Grünewald International is committed to the principles of legal and fair competition, based on the excellence of our products and services.



Fleksibilnost i
kvalitet usluge
su naš kredo.

*Flexibility and
quality of service
are our credo.*

Socijalni principi | Social Principles



Zabrana prinudnog rada

Svaki radni odnos je na dobrovoljnoj bazi, Grünwald International ne koristi nikakvu vrstu prinudnog ili obaveznog rada. Zadržavanje ličnih dokumenata zaposlenih na početku zapošljavanja je zabranjeno.

Zabrana dečjeg rada

Grünwald International je u skladu sa svim nacionalnim i međunarodnim propisima u vezi sa zabranom rada dece. Ne prihvata se zapošljavanje dece uzrasta ispod 15 godina. Ako je viša minimalna starosna dob zahtevana po zakonu ili je obavezno školovanje na starosnu dob iznad 15 godina, viša granica će biti primenjena.

Zabrana diskriminacije i uznemiravanja

Grünwald International ne treba da bude umešan u bilo kakvu vrstu diskriminatorske prakse, a koje se mogu zasnovati na rasu, religiji, polu, boji, seksualnoj orientaciji, starosti, nacionalnosti, političkog mišljenja, društvenog ili etničkog porekla ili članstva u sindikatu ili drugim organizacijama. Grünwald International se obavezuje da će obezbediti radno mesto oslobođeno bilo kakvog fizičkog, verbalnog, seksualnog ili psihičkog uznemiravanja.

Prohibition of forced labor

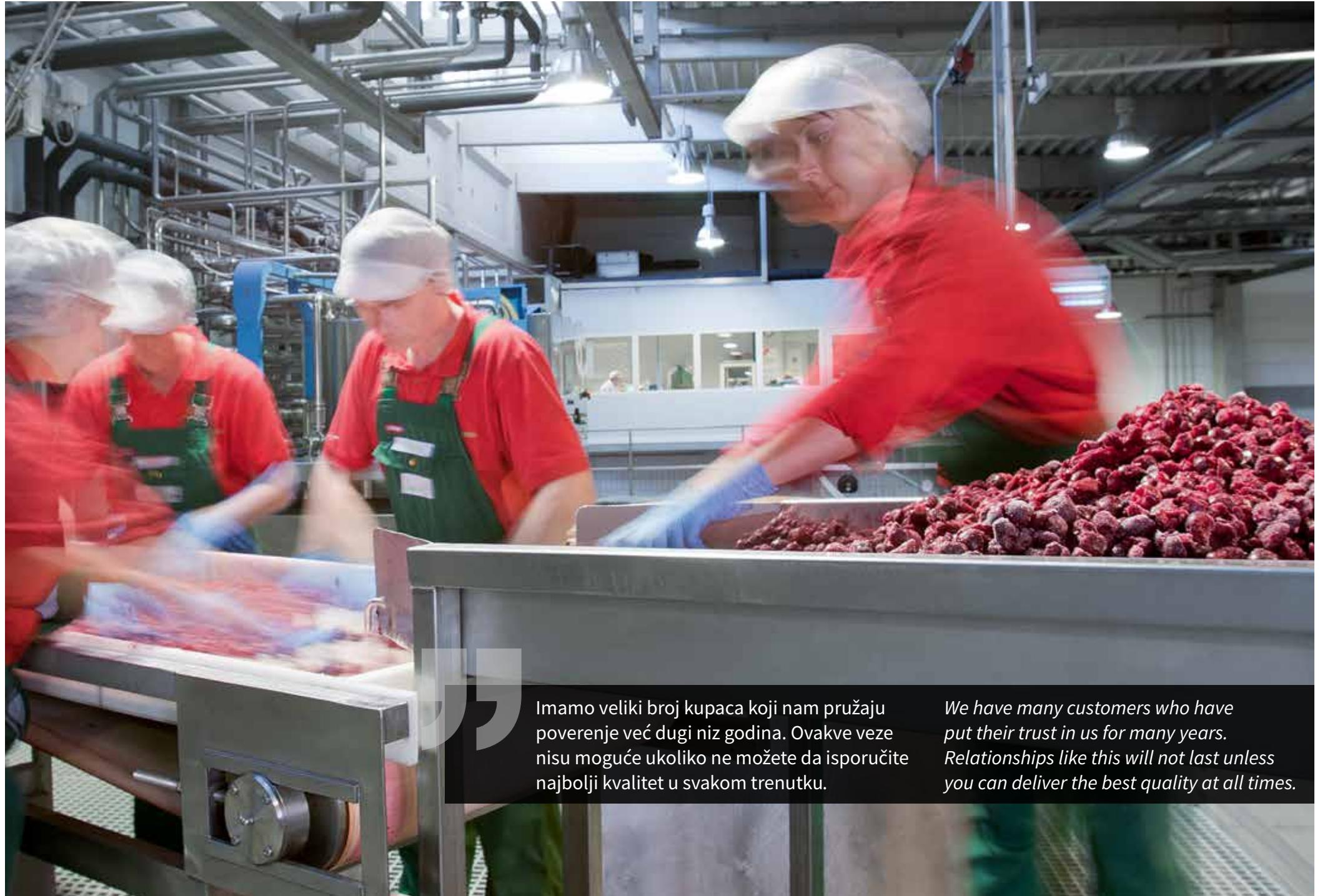
Every employment relationship is on a voluntary basis, Grünwald International does not use any kind of forced or compulsory labor. The retention of identity documents from employees at beginning of employment is forbidden.

Prohibition of child labor

Grünwald International is in accordance with all national and international regulations regarding prohibition of child work. No employment of children aged below 15 is accepted. If a higher minimum working age is laid down by law or compulsory schooling is to a higher age than 15, this higher limit applies.

Prohibition of discrimination and harassment

Grünwald International is not to be involved in any kind of discriminatory practices, which may be based on race, religion, sex, color, sexual orientation, age, nationality, political opinion, social or ethnic origin or membership in a trade union or other organizations. Grünwald International commits to provide a workplace free of any physical, verbal, sexual or psychological harassment.



Imamo veliki broj kupaca koji nam pružaju poverenje već dugi niz godina. Ovakve veze nisu moguće ukoliko ne možete da isporučite najbolji kvalitet u svakom trenutku.

We have many customers who have put their trust in us for many years. Relationships like this will not last unless you can deliver the best quality at all times.

Socijalni principi | Social Principles

Zdravlje i bezbednost na radu

Svi zaposleni imaju pravo da rade na sigurnom, zdravom radnom mestu u adekvatnim uslovima rada i infrastrukturom koja obezbeđuje da fizički integritet i zdravlje osoblja ne budu kompromitovani.

U svrhu zaštite sopstvenog zdravlja i zaštite zdravlja nepušača, pušenje je generalno zabranjeno u svim prostorijama.

Sloboda udruživanja i kolektivno pregovaranje

Grünewald International poštuje slobodu udruživanja, pravo da slobodno biraju predstavnike i pravo na kolektivno pregovaranje za sve zaposlene.

Naknada, beneficije i radno vreme

Nijedna zarada nije manja od važećeg zakonskog minimuma, a naknada isplaćena zaposlenima je u skladu sa svim relevantnim zakonima o platama, uključujući prekovremen rad i zakonski propisane beneficije. Grünewald International je u skladu sa svim važećim zakonskim ograničenjima radnog vremena kako je definisano nacionalnim zakonom. Prekovremen rad je ograničen u skladu sa nacionalnim zakonskim uslovima.

Health and safety at work

All employees have the right to work in a safe and healthy workplace with adequate working conditions and infrastructure that ensures physical integrity and health of personnel compromised. For the purpose of one's own health and the non-smoking protection, smoking is generally prohibited on all premises.

Freedom of association and collective bargaining

Grünewald International respects freedom of association, the right to freely choose representatives and the right to collective bargaining for all employees.

Compensation, benefits and working hours

No wage is lower than the applicable legal minimum, compensation paid to employees complies with all relevant wage laws, including overtime hours and legally mandated benefits.
Grünewald International is in accordance with all applicable legal restrictions on working hours as defined by national law. Overtime is restricted according to national legal requirements.



Inovacije na najvišem nivou zahvaljujući odlučnom istraživanju i razvoju.

Innovation at the highest level thanks to determined research and development.



Korupcija / mito / Prihvatanje poklona

Zaposlenima je strogo zabranjeno da direktno ili indirektno nude ili prihvataju beneficije npr. poklone, pozivnice itd.

Ukoliko su namenjeni da utiču na poslovne transakcije na nedopustiv način, niti je dozvoljeno da se takav utisak uopšte stvara.

Iz toga su izuzeti pokloni male vrednosti i gospodarstva u kontekstu običnih poslovnih praksi.

Corruption / bribes / acceptance of gifts

Employees are strictly prohibited from directly or indirectly offering or accepting benefits e.g. gifts, invitations etc. if they are intended to influence business transactions in an inadmissible manner, nor it is allowed for such an impression to be created at all. Excluded from this are gifts of low value and hospitality within the context of ordinary business practices.

Informacije o preduzeću / tajnost

Poverljive informacije bilo koje vrste dobijene tokom obavljanja poslovne aktivnosti, uključujući informacije izvan sopstvenog polja aktivnosti, su strogo poverljive i ne smeju se deliti sa trećim licima.

Obaveza održavanja diskrecije takođe se nastavlja nakon prestanka radnog odnosa.

Company information / secrecy

Confidential information of any kind obtained in the course of performing business activities, including information outside one's own field of activity, is strictly confidential and may not be shared with third parties.

The obligation to maintain discretion shall also continue after termination of the employment relationship.

Korporativna komunikacija

Svu usmenu i pismenu komunikaciju obavlja isključivo menadžment ili ovlašćeni šef odeljenja. Otkrivanje ličnih podataka je dozvoljeno isključivo u okviru statutarnog okvira.

Corporate communication

All oral and written communications are carried out exclusively by the management or by the authorised head of department. The disclosure of personal data is permitted exclusively within the statutory framework.

Internet / IT upotreba

Internet i e-pošta će se koristiti za poslovne potrebe. Korišćenje u privatne svrhe nije dozvoljeno. Lične lozinke se ne mogu deliti sa drugim zaposlenima ili trećim licima. Ako podaci vezani za kompaniju budu ukradeni ili se ne mogu pratiti, odgovarajući supervisor mora biti obavešten bez odlaganja.

Internet / IT use

The Internet and email are to be used for business requirements. Use for private purposes is not permitted. Personal passwords may not be shared with other employees or third parties. Should company-related data be stolen or be untraceable, the respective supervisor must be notified without delay.



“

Kvalitet je više od reči!
Za naše zaposlene to je obaveza prema
našim kupcima i pokazuje našu zahvalnost
prema Prirodi.

*Quality is more than just a word!
For our employees, it is an obligation
to our customers and shows our
appreciation for nature.*

Kodeks ponašanja | Code of Conduct

Zaštita uzbunjivača

Svaki pojedinačni zaposleni je odgovoran za usaglašenost i primenu Kodeksa ponašanja. U slučaju bilo kakve dvostruko mislenosti ili pitanja, na raspolaganju je neposredni nadređeni. Pored toga, do kancelarije za usaglašenost možete doći i unutar i eksterno preko sledeće kontakt adrese:

compliance@gruenewaldinternational.com

Grünwald International svim zaposlenima nudi mogućnost da poverljivo prijave moguće prekršaje ili žalbe. One se mogu poslati poverljivo i anonimno kancelariji za profesionalno izveštavanje koristeći obrazac (<https://www.corvo.de/tippgeber>), e-poštu (tippgeber@corvo.de) ili telefonom (+49 931 49 73 82 45).

Kancelarija za izveštavanje podleže obavezi poverljivosti i prenosi informacije anonimno, čime se omogućava preduzimanje mera. Ovo služi za zaštitu i promovisanje transparentnog radnog okruženja i integriteta u kojem su integritet i usaglašenost centralna komponenta.

Važno nam je da naglasimo da nastavljamo da se oslanjam na direktnu komunikaciju unutar kompanije. U takvim slučajevima, ohrabrujemo vas da prvo razgovarate sa nadređenima, ako vam se ovo čini mogućim.

Rukovodstvo Grünwald International-a se obavezuje da će preduzeće i njeni članovi postupati savesno i u skladu sa svim preporukama i zahtevima međunarodnih institucija (na primer ILO – Međunarodna organizacija rada) koje se bave navedenim stavkama. Naša je ambicija da sve naše poslovne partnere ubedimo u neophodnost primene navedenih principa u njihovim poslovnim aktivnostima.

Generalni Menadžment

Whistleblower protection

Each individual employee is responsible for the compliance and implementation of the Code of Conduct. In the event of any ambiguity or questions, the employees' immediate superior is available. In addition, the compliance office can be reached both internally and externally at the following contact address:

compliance@gruenewaldinternational.com

Grünwald International offers all employees the opportunity to confidentially report possible violations or grievances. These can be sent confidentially and anonymously to a professional reporting office using a form (<https://www.corvo.de/tippgeber>), email (tippgeber@corvo.de) or by telephone (+49 931 49 73 82 45).

The reporting office is subject to an obligation of confidentiality and passes on the information anonymously, thereby enabling measures to be taken. This serves to protect and promote a transparent and integrity working environment in which integrity and compliance are a central component.

It is important to us to emphasize that we continue to rely on direct communication within the company. In such cases, we encourage you to first speak to your superiors, if this seems possible to you.

The management of Grünwald International makes a commitment that the company and its members act with value-awareness and in accordance with all recommendations and requirements of international institutions (for example ILO – International Labour Organization) which deal with the above mentioned items. It is our ambition to convince all of our business partners of the necessity of implementation of the above mentioned principles in their business activities.

General Management





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Poland | *Poljska*
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E-Mail: info@pphu-agrotex.pl

Imate li pitanja?
Biće nam drago da Vam odgovorimo!

Usput vam možemo pomoći – bilo u Nemačkoj, Austriji, Poljskoj ili Srbiji.
Vaša kontakt osoba nikada nije daleko i biće nam drago
da Vam bez obavezivanja pokaže sva rešenja koja
Vam možemo ponuditi.

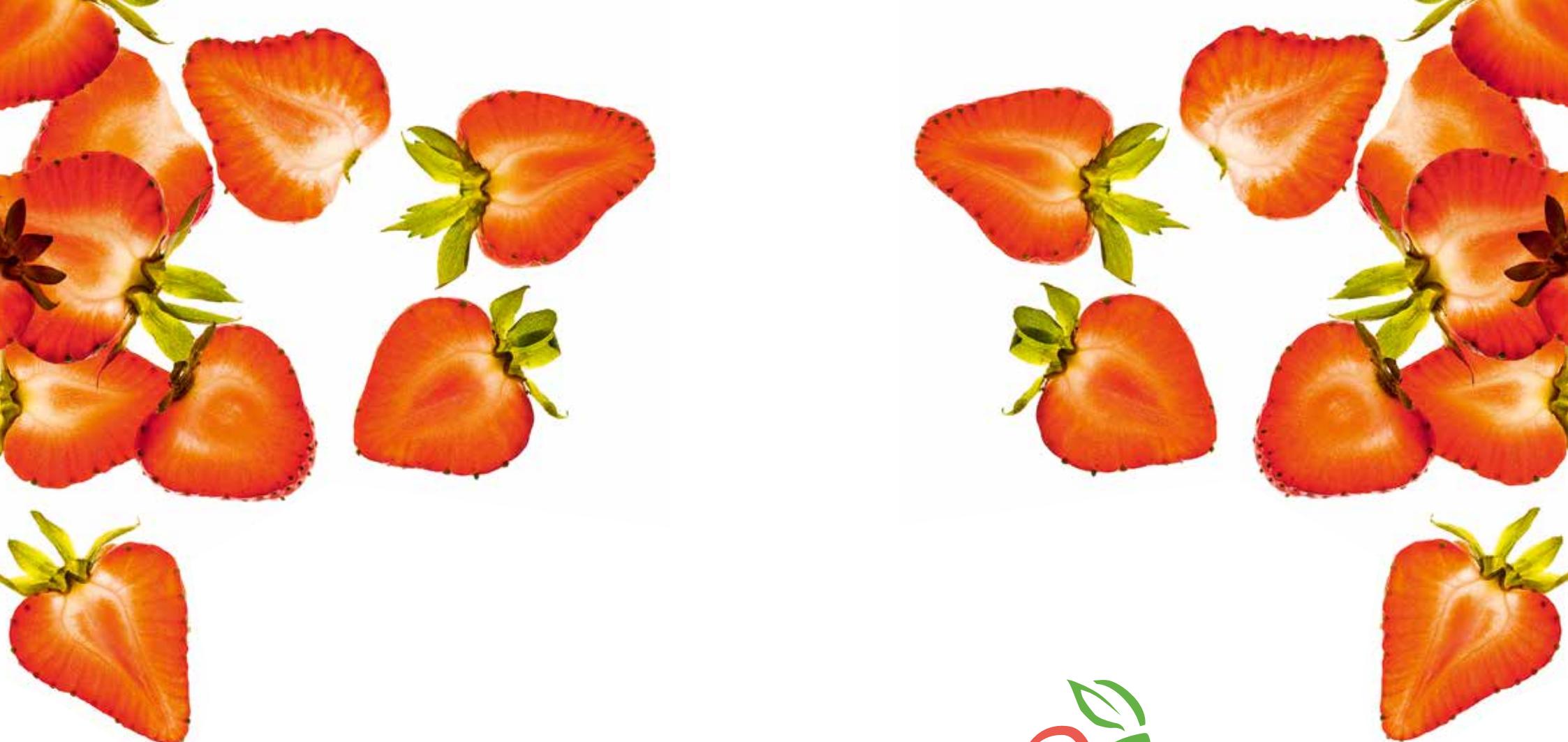
www.gruenewald-international.com

*Do you have any questions?
We will be glad to answer them!*

*We can help you along the way – whether in Germany, Austria,
Poland or Serbia. Your contact person is never far away and
will be glad to show you without obligation all the solutions
we can offer you.*

www.gruenewald-international.com





Grünwald international



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