

# SUSTAINABILITY

AS  
A BUSINESS  
PHILOSOPHY

#proudlydifferent





# CONTINUOS GROWTH

Over the years

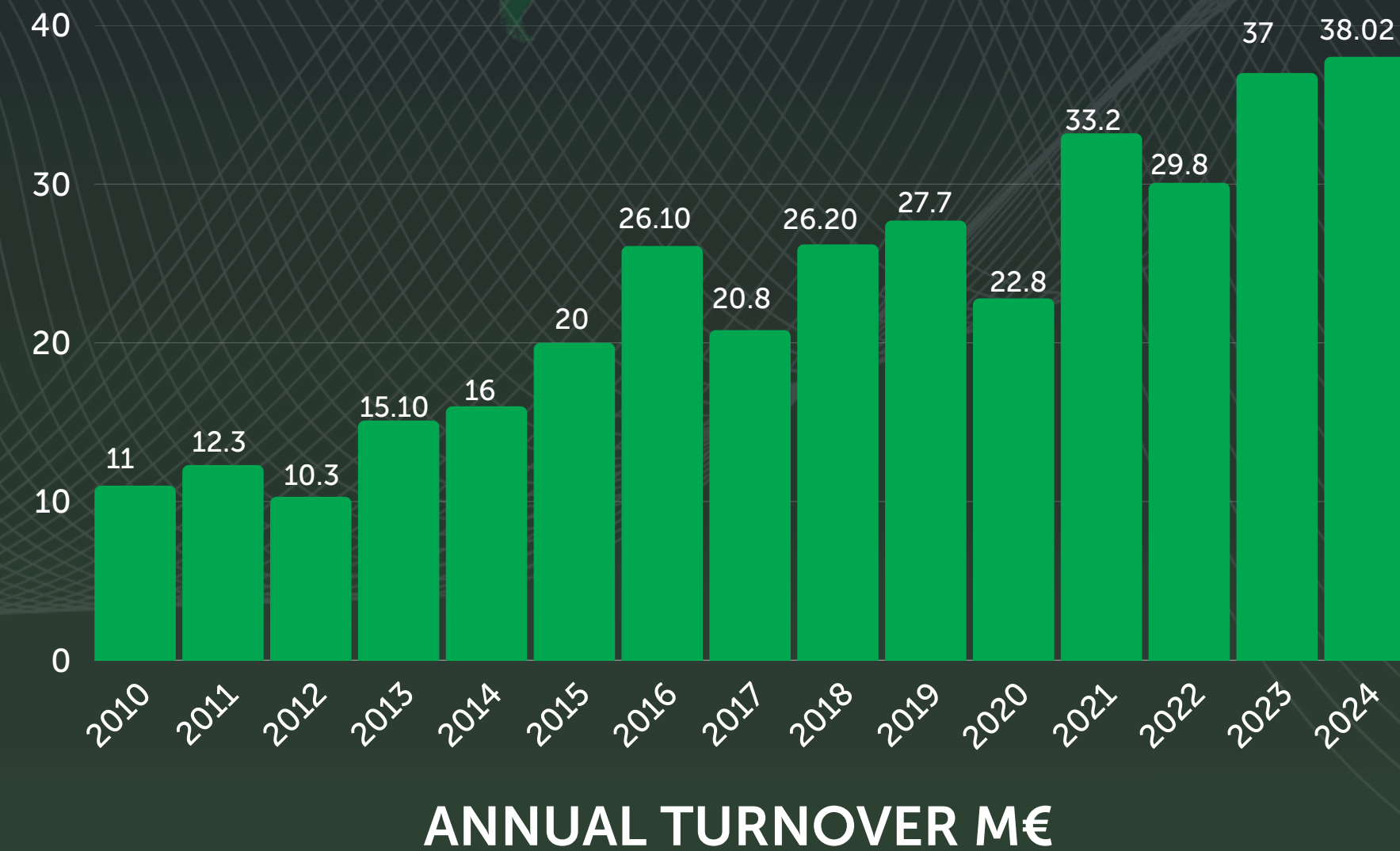
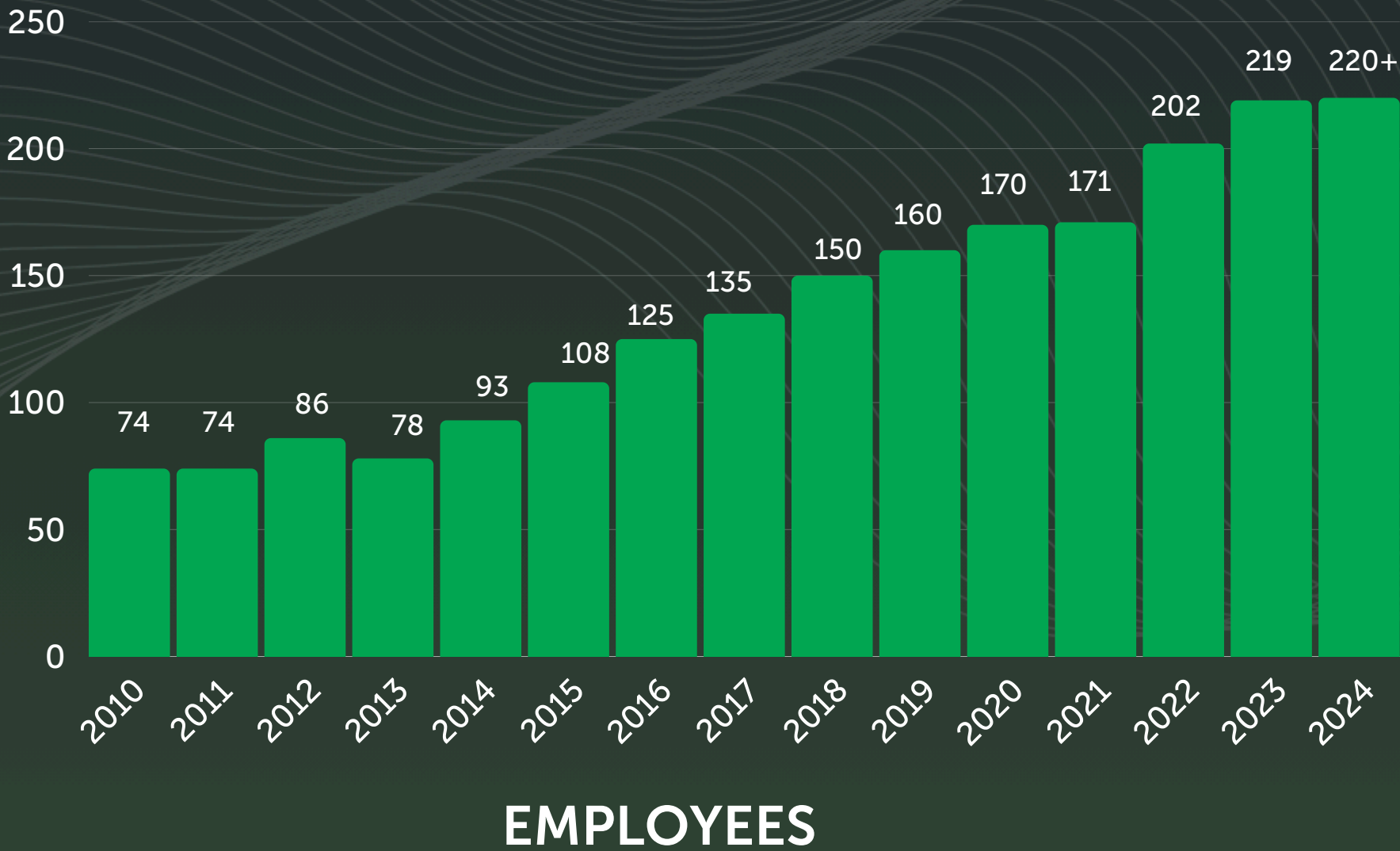
**250** EMPLOYEES

**4** DAUGHTER COMPANIES

**6** LOCATIONS

**85 %**

INCOME FROM EXPORT

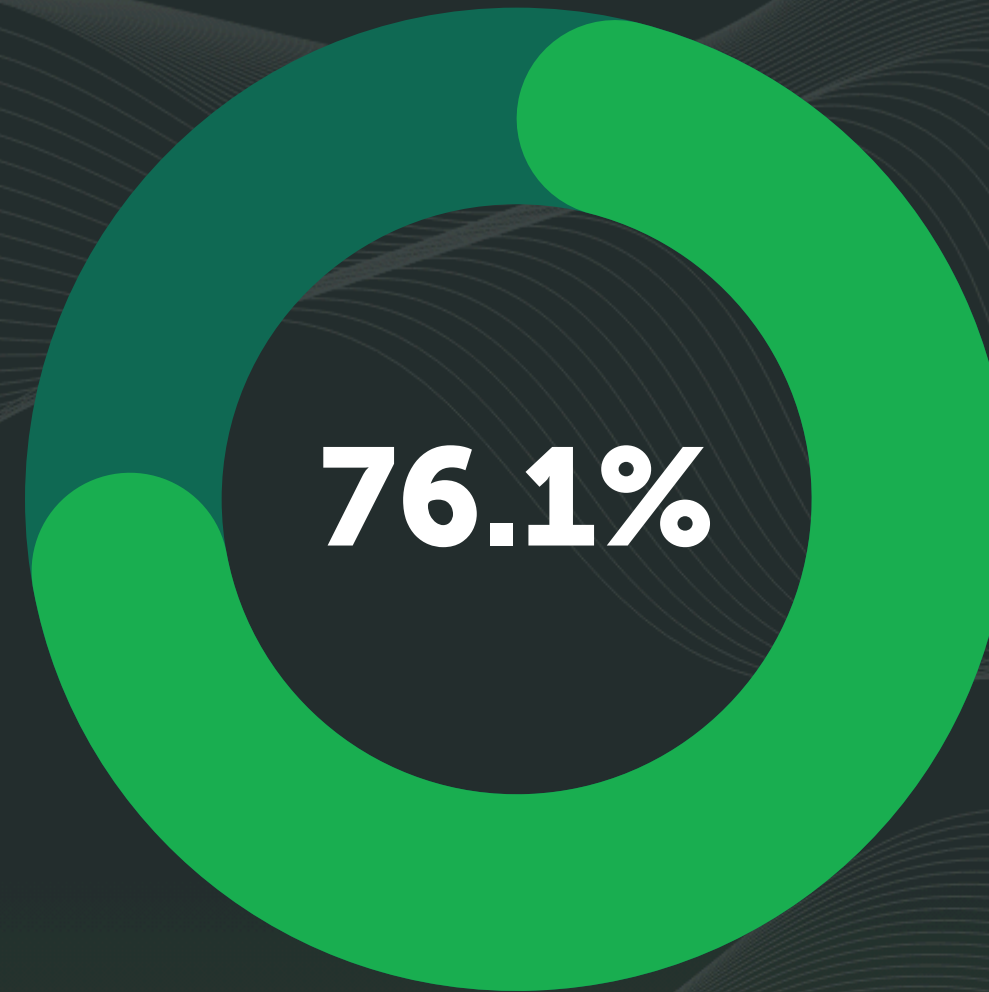






**80 %**

OF EMPLOYEES WITH  
UNIVERSITY DEGREE



**76.1%**

ENGINEERS



**9,5 YEARS**

AVERAGE JOB TENURE IN  
COMPANY

**FOCUS OF KNOWLEDGE**

Source of our leadership





# ENCOURAGING EDUCATION

A pathway to success

SCHOLARSHIPS FOR

**55**

STUDENTS OF ELECTRICAL  
ENGINEERING, IT &  
COMPUTING

SINCE 2018

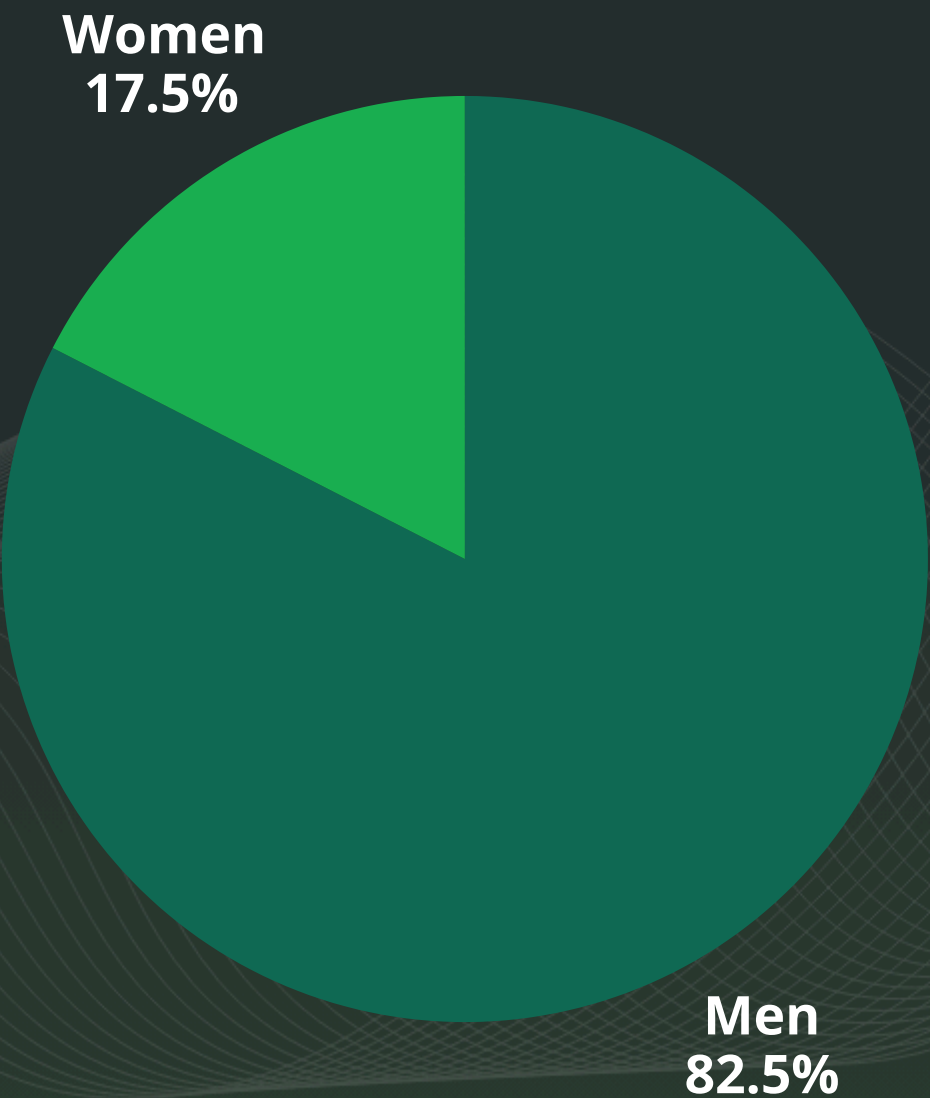
**>300 000 €**

HAS BEEN INVESTED IN SCHOLARSHIPS

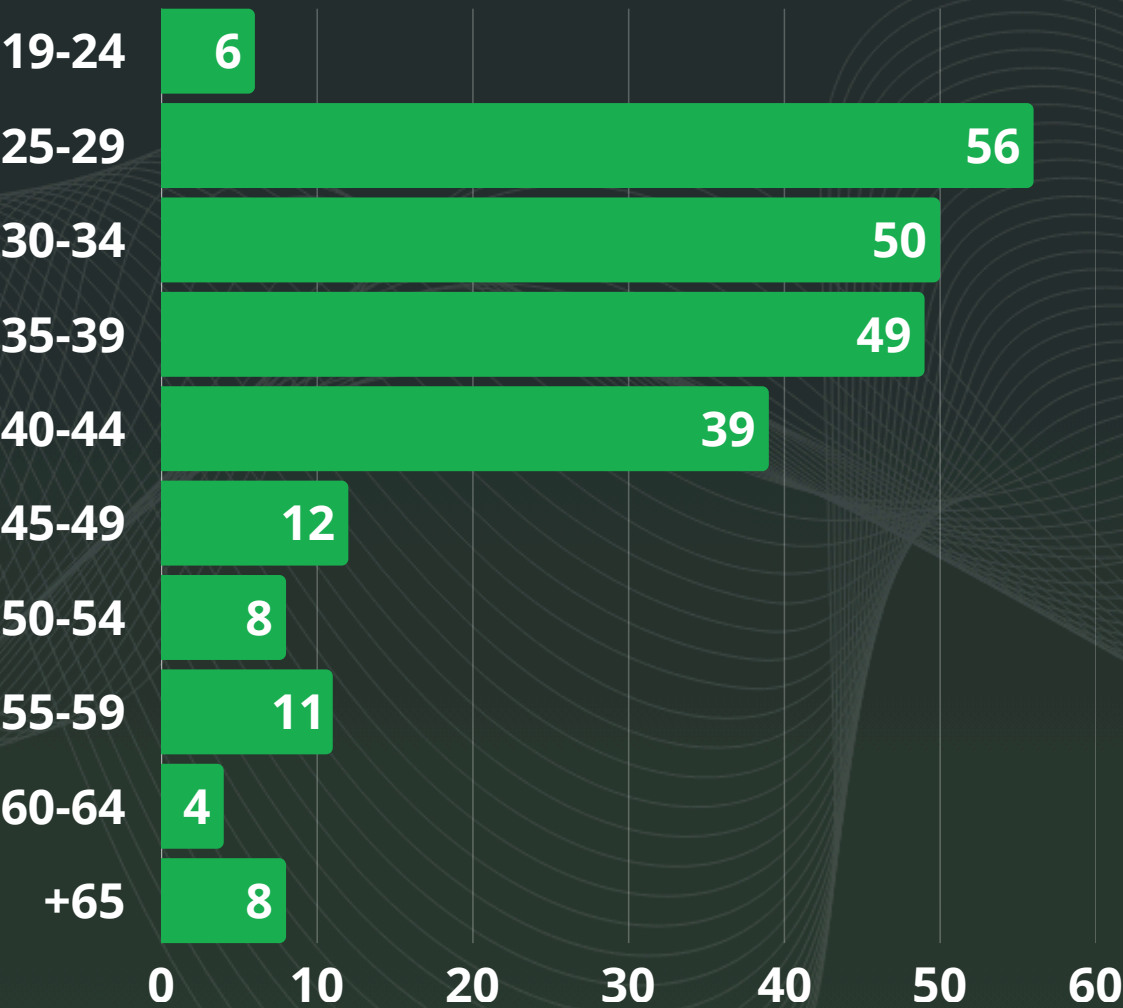


# PROMOTING EQUALITY

Equal chances to everyone



GENDER STRUCTURE



AGE STRUCTURE



# SOCIAL RESPONSIBILITY

Caring for others

# + 42 182,77 €

## YEARLY

of financial support to various humanitarian, educational sports, cultural organizations and events.





# SUSTAINABILITY AS A GOAL

## Energy consumption

Annual solar energy production (2024):

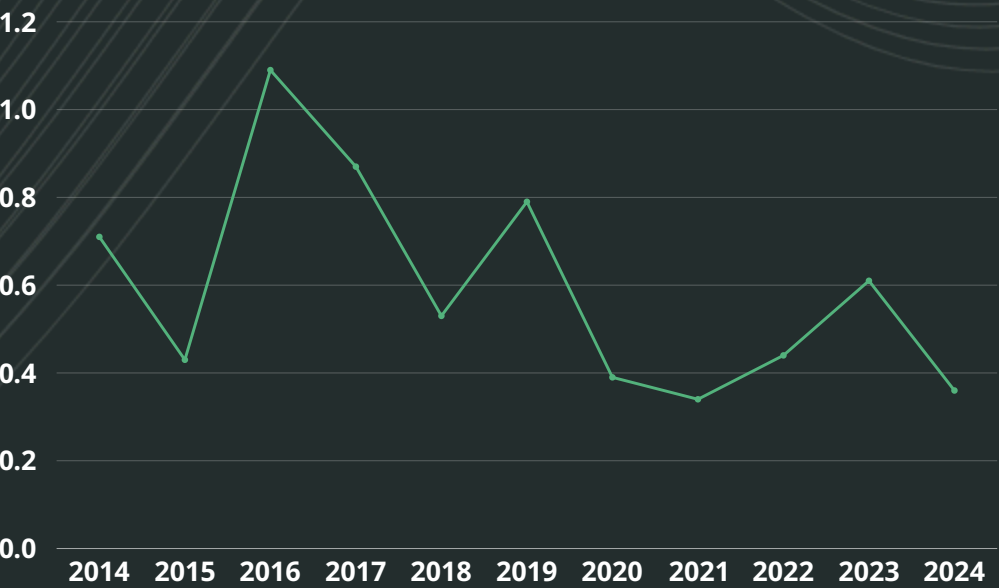
31.79 MW

Number of electrical vehicles:

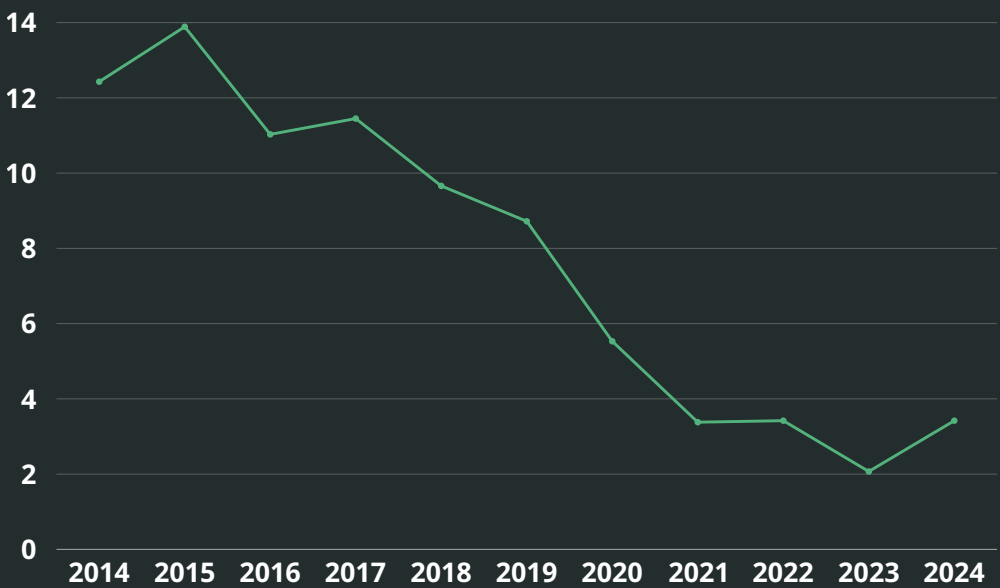
- Battery Electric Vehicles (BEVs): 2
- Plug-in-Hybride Electric Vehicles (PHEVs): 4



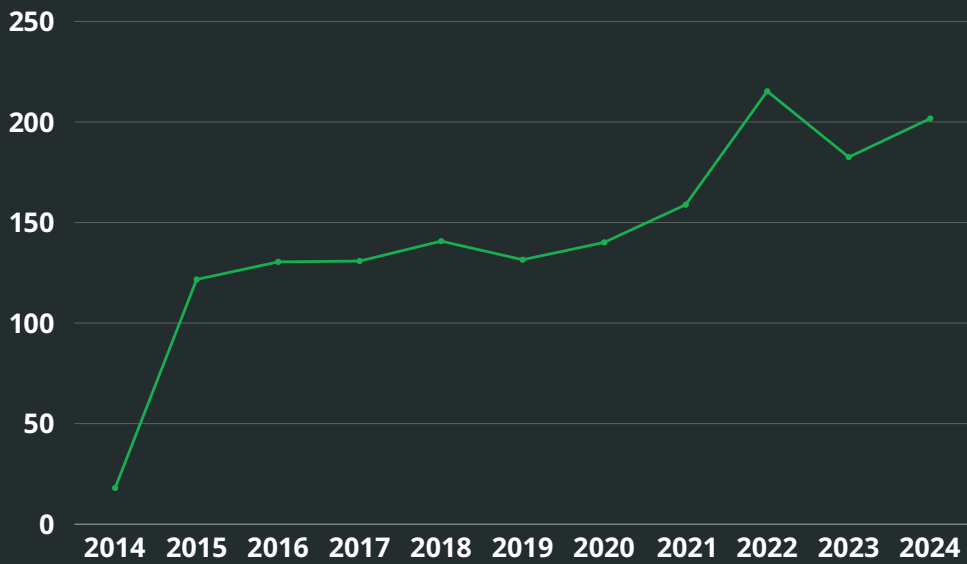
Water consumption per employee over the years



Gas consumption per employee over the years



Electrical energy consumption per employee over the years





# APPROVED QUALITY

## Certificates

CERTIFIED

ISO 9001

ISO 14001

ISO 45001



BUREAU  
VERITAS

- Quality management system
- Environmental management system
- Health and safety system





# HIGHLIGHTS 2024



**35**

delivered and programmed PLC'S  
29 S7 - 400  
6 S7 - 1500



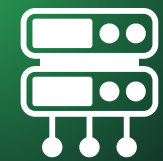
**118**

workstations



**182 000**

engineering working  
hours



**19**

fully equipped PCS server cabinets  
installed worldwide  
including

**47**  
servers



**350**

shipments



**67 000**

engineering working  
hours on-site  
(commissioning)



**758**

designed and delivered electrical  
cabinets including

**377 239 m**  
electrical cables



**384**

international  
travels to  
**51**  
destinations



# QUALITY POLICY

Montelektro specializes in automation and electrical engineering in Croatia and abroad. Its scope of operations includes the development, production, and maintenance of automation systems across various industrial sectors. Committed to implementing all international standards, legal regulations, guidelines, and principles of good engineering practice, this policy encompasses all company processes and activities, ensuring consistent product and service quality to our customers.



## PURPOSE AND SCOPE

This policy defines and enhances the framework for managing the quality of our products and services in accordance with the ISO 9001 standard. It publicly communicates the principles and commitments that underpin our approach to quality management as part of an integrated management system that includes ISO 9001, ISO 14001, and ISO 45001 standards.



## PRINCIPLES AND COMMITMENTS

To achieve the objectives of the quality management system, Montelektro commits to:

- Developing products and services that consider customer requirements, regulatory demands, legal provisions, guidelines, and principles of sustainable development.
- Risk-based quality management to prevent deficiencies and optimize solutions.
- Securing operational excellence, strengthening a culture of continuous improvement, and achieving excellence in management to enhance competitiveness and create value for all stakeholders.
- Dedication to continuous improvement and innovation in delivering solutions.
- Monitoring supplier performance to ensure timely and appropriate deliveries.
- Ensuring the commitment of our professionals through teamwork, seamless information flow, internal communication, timely training, and equal opportunities.
- Building long-term relationships with all stakeholders based on transparent and responsible collaboration.





## POLICY IMPLEMENTATION

In implementing these commitments and principles, Montelektro will:

- Conduct regular quality data analyses and use customer satisfaction feedback to improve products and services.
- Set and monitor performance indicators for the quality of our products and services.
- Manage any customer complaints effectively.
- Ensure periodic review and updates of this policy.

**The management of the company is responsible for the implementation of this policy. The policy is revised as needed.**



# INFORMATION SECURITY POLICY

Montelektro specializes in automation and electrical engineering in Croatia and abroad. Its scope of operations includes the development, production, and maintenance of automation systems across various industrial sectors. Committed to implementing all international standards, legal regulations, guidelines, and principles of good engineering practice, this policy encompasses all company processes and activities, ensuring the necessary information security of the company's digital data, i.e. the industrial automation systems that we deliver to our customers.



## PURPOSE AND SCOPE

This information security policy defines the framework for protecting the company's information systems and data, ensuring their confidentiality, integrity and availability. It is in line with the Croatian legal framework, including the Information Security Act, the Cybersecurity Act implementing the NIS2 Directive, the Act Implementing the General Data Protection Regulation (GDPR) and the upcoming Cyber Resilience Act (CRA), ensuring comprehensive compliance with national and European information and cybersecurity standards.





## PRINCIPLES AND COMMITMENTS

To achieve the objectives of the information security management system, Montelektro commits to:

- Creating a comprehensive approach to information security in accordance with applicable standards and best practices
- Preventing and identifying security threats, incidents and misuse of information systems
- Protecting the business interests of the company and our customers
- Maintaining the company's reputation and fulfilling legal obligations in the field of information security
- Ensuring compliance with the NIS2 directive in the industrial automation sector
- Ensuring compliance with the Cyber Resilience Act for industrial automation systems



## POLICY IMPLEMENTATION

In order to achieve the objectives of the information security management system, this policy applies to:

- All company employees
- Partners and suppliers that have access to our information systems
- All information systems, networks and data owned by the company
- Processes of development, implementation and maintenance of industrial automation systems
- Entire supply chain in line for the NIS2 Directive requirements

**This policy becomes effective on the date of its adoption and is binding on all company employees and associates. Failure to comply with this policy may result in disciplinary action following the company's internal regulations and the applicable laws of the Republic of Croatia, including potential penalties under the NIS2 Directive.**



# ENVIRONMENTAL AND CLIMATE POLICY

Montelektro specializes in automation and electrical engineering in Croatia and abroad. Its scope of operations includes the development, production, and maintenance of automation systems across various industrial sectors. Through this policy, the company encompasses all processes and activities, ensuring responsible actions that contribute to preserving the natural environment and mitigating climate change. The company accepts responsibility for the negative environmental impacts arising from its activities at client locations.



## STRATEGIC APPROACH

Sustainability and responsible resource management are essential elements of our business, aimed at reducing environmental impact and adapting to climate challenges. We continuously assess the impact of our activities on the climate and environment, identifying risks to business operations related to the natural environment. Through responsible practices, we strive to improve energy efficiency, reduce greenhouse gas emissions and air, soil, and water pollution, and optimize resource consumption. Additionally, by utilizing our technical solutions and automating our customers' production processes, we contribute to monitoring and reducing the harmful effects of human activities on the environment.





## PURPOSE AND SCOPE

This policy applies to all aspects of our business that may impact the environment, including energy consumption, waste management, and emissions.

It encompasses a set of procedures implemented within the framework of risk assessment and management methodology in accordance with the international ISO 14001 standard.



## PRINCIPLES AND COMMITMENTS

To achieve the objectives of the environmental management system, Montelektro commits to:

- Complying with all relevant environmental laws and regulations.
- Regularly assessing environmental risks associated with its activities, facilities, products, and services, as well as improving and updating mechanisms designed to mitigate those risks.
- Optimizing resource and energy consumption in business processes.
- Preventing pollution and managing waste responsibly.
- Participating in the implementation of modern, environmentally friendly solutions.
- Educating and raising awareness about environmental responsibility among employees, customers, suppliers, and other stakeholders.



## POLICY IMPLEMENTATION

In implementing these commitments and principles, Montelektro will:

- Regularly monitor its environmental impact indicators and implement measures to mitigate them.
- Set and track goals and key performance indicators for its environmental protection initiatives.
- Ensure periodic review and updates of this policy.

**The management of the company is responsible for the implementation of this policy. The policy is revised as needed.**



# OCCUPATIONAL HEALTH AND SAFETY POLICY

Montelektro specializes in automation and electrical engineering in Croatia and abroad. Its scope of operations includes the development, production, and maintenance of automation systems across various industrial sectors. Through this policy, we encompass all company processes and activities to ensure the maintenance of safe working conditions for our employees, suppliers, and other individuals at or visiting our facilities. The company accepts its responsibility for the health and safety of other people who may be affected by our activities, including client employees, other contractors, and members of the public.



## STRATEGIC APPROACH

Our organization's key priorities are workplace safety and health. We ensure a safe working environment through systematic risk management.



## PURPOSE AND SCOPE

Through this policy, we define and enhance the framework for managing occupational health and safety in accordance with the ISO 45001 standard. We publicly communicate the principles and commitments that underpin our approach to managing health and safety as part of an integrated management system. The policy applies to all our employees, suppliers, and other stakeholders present at our facilities, intending to prevent accidents, injuries, and occupational diseases.





## PRINCIPLES AND COMMITMENTS

To achieve the objectives of the occupational health and safety management system, Montelektro commits to:

- Complying with all applicable regulations and industry standards for occupational health and safety.
- Continuously identifying, assessing, and reducing workplace risks.
- Preventing accidents, injuries, and occupational diseases.
- Ensuring safe working conditions and providing appropriate protective equipment where needed.
- Educating employees and suppliers on safety procedures, fire prevention measures, and responsible behavior.
- Promoting a culture of safety and open communication about risks.



## POLICY IMPLEMENTATION

In implementing these commitments and principles, Montelektro will:

- Actively communicate about regular risk assessments and safety inspections with all interested parties.
- Establish clear procedures for incident reporting.
- Conduct incident analyses.
- Provide regular training for employees and suppliers.
- Set safety goals and monitor safety performance indicators.
- Ensure periodic review and updates of this policy.

**The management of the company is responsible for the implementation of this policy. The policy is revised as needed.**