

EMPLOYEE RELATIONS AND HUMAN RIGHTS POLICY

Hostel Bearlog respects and upholds the human rights of employees, guests, suppliers, stakeholders, and the local community. In our operations, we do not discriminate based on gender, age, ethnicity, religion, or disability.

Employee Rights and Protections:

- The employer ensures equal treatment of employees during and after their employment, regardless of nationality, race, ethnicity, social or national origin, gender, health status, religion, age, sexual orientation, or family status.
- Employment contracts and terminations comply with legal provisions. Employees may voluntarily leave their jobs without facing sanctions.
- The employer does not retain employees' personal documents.
- All employees receive at least the legally mandated minimum wage in Slovenia.
- The regulations on working hours for public employees in state administration are respected.
- Full-time work does not exceed 40 or, in exceptional cases, 50 hours per week.
- All employees have agreed to the terms and conditions of their employment.
- Every employee is informed about the organization's disciplinary procedures.
- Employees can report work-related issues to the facility manager, tourism manager, or the director of Zavod Kočevsko.
- The employer implements workplace safety and health measures to protect employees' well-being. All employees receive workplace safety and health training.
- Anti-discrimination principles apply to hiring, employment rights, and obligations. The organization ensures equal access to training and professional development opportunities for all employees.

Goals of Employee Relations and Human Rights Policy:

- To maintain a safe and pleasant work environment free from sexual harassment, bullying, verbal or non-verbal abuse, and other forms of violence. Employees are encouraged to report any such incidents to their supervisor or security services.
- To ensure equal treatment of employees, guests, and suppliers, regardless of gender, age, marital status, pregnancy, etc. Equal pay is guaranteed for equal work, regardless of gender.
- To conduct at least one annual workplace health promotion activity.
- To guarantee employee safety and health by providing occupational safety and fire safety training at least once every two years.
- To conduct annual training sessions for employees and students on responsible policies, disciplinary procedures, and human rights.
- To comply with all national laws related to human rights, labor rights, and employment regulations.
- To continue prioritizing the employment of individuals from the local community.

Signature and stamp:



Date: 5th January, 2025