

HRASTNIK1860

MEMBER OF **VAIDER** GROUP

GENDER EQUALITY PLAN

Steklarna Hrastnik d.o.o.



ABOUT THE DOCUMENT

The Gender Equality Plan was created to promote gender equality and create an inclusive workplace. It serves as a strategic framework for closing the gender gap and creating fair and equal workplaces for all employees.

The Gender Equality Plan has been developed in the light of the recognition that gender inequalities exist in the workplace and in society in general. It reflects Steklarna Hrastnik's commitment to diversity, inclusion, and equal opportunities. By implementing a comprehensive Gender Equality Plan, the company aims to address the various challenges and promote gender equality, and to create a better performing organisation. The plan recognises that gender equality is not only a social justice issue, but also a strategic imperative that drives innovation, productivity, and employee satisfaction. Steklarna Hrastnik is committed to monitor progress, evaluate results and continuously improve its gender equality practices to ensure a fair and equal working environment for all.

Staff from Human Resources and General Affairs and Development, Technology and Innovation was involved in the drafting process.

Authors: Natalija Virant, Ana Varlec, Ksenija Jakopič, Janja Rojko and Tilen Sever.

Graphic design: Nina Šalomon

The Gender Equality Plan was adopted on 10 April 2023 and revised in October 2025.

Christian Fröba
General director



Magdalena Šurina
Managing director



CONTENT

1. INTRODUCTION	4
2. ANALYSIS OF GENDER BALANCE IN THE COMPANY	5
2.1 Minorities and vulnerable groups	11
2.2 Inequalities linked to the gender dimension	11
3. ACTION PLAN	11
3.1 Gender equality in recruitment and career progression	12
3.1.1 Objectives and Action Plan	13
3.2 Gender balance in leadership and decision-making	14
3.2.1 Objectives and Action Plan	14
3.3 Integration of the gender dimension into research, development, and innovation	15
3.3.1 Objectives and Action Plan	16
3.4 Work-life balance and organisational culture	16
3.4.1 Objectives and Action Plan	18
3.5 Measures against gender-based violence, including sexual harassment	19
3.5.1 Objectives and Action Plan	20
4. CONCLUSIONS	21
5. LITERATURE	22
6. ATTACHMENT 1	23

1. INTRODUCTION

Gender equality means equal visibility of both sexes, not only under law but also in practice. They must participate equally in all spheres of public and private life, have equal social power, and benefit equally from the results of social progress. Equality between women and men does not mean sameness, nor does it mean denial of the differences between women and men.¹

Gender equality is one of the fundamental values of society, recognized by Steklarna Hrastnik. In order to promote gender equality and create an inclusive work environment, Steklarna Hrastnik has developed a Gender Equality Plan. The Gender Equality Plan (GEP) serves as a strategic framework for eliminating gender gaps and creating fair and equal workplaces for all employees.

Gender equality and addressing issues of inclusion are one of the priorities of the Horizon Europe programme. One of the requirements of the European Commission is that certain categories of legal entities (i.e. public bodies, research organisations and higher education institutions) applying to Horizon Europe have a gender equality plan or equivalent strategy in place in order to be eligible for funding. These strategies should promote gender equality in research and innovation organisations through institutional and cultural change.²

The main purpose of the GEP is to promote and continuously improve equal opportunities and gender representation in all areas of Steklarna Hrastnik's activities.

The GEP addresses the following themes:

- Gender equality in recruitment and career progression
- Gender balance in leadership and decision-making
- Integration of the gender dimension into research, development, and innovation
- Work-life balance and organisational culture
- Measures against gender-based violence, including sexual harassment.

The GEP of Steklarna Hrastnik d.o.o. is a formal and public document, which has been written by employees from different sectors within the organisation and is published on the company's website.



2. ANALYSIS OF GENDER BALANCE IN THE COMPANY

The main activity of Steklarna Hrastnik d.o.o. is the production of hollow glass and is niche-oriented in the production of high-quality special packaging. The company is managed by a management team, i.e. the CEO and the Managing Director, and is organised on four levels: level 1 and 2 sectors (N-1 and N-2), areas and departments. The organisational structure of Steklarna Hrastnik d.o.o. is presented in more detail in Attachment 1.

Steklarna Hrastnik had 499 employees on 31 December 2024. 213 of employees are women. A more detailed gender breakdown of the company's employees is presented in Chart 1, which shows the statistics for the last five years.

Chart 1: Gender representation of employees at Steklarna Hrastnik in five consecutive years.

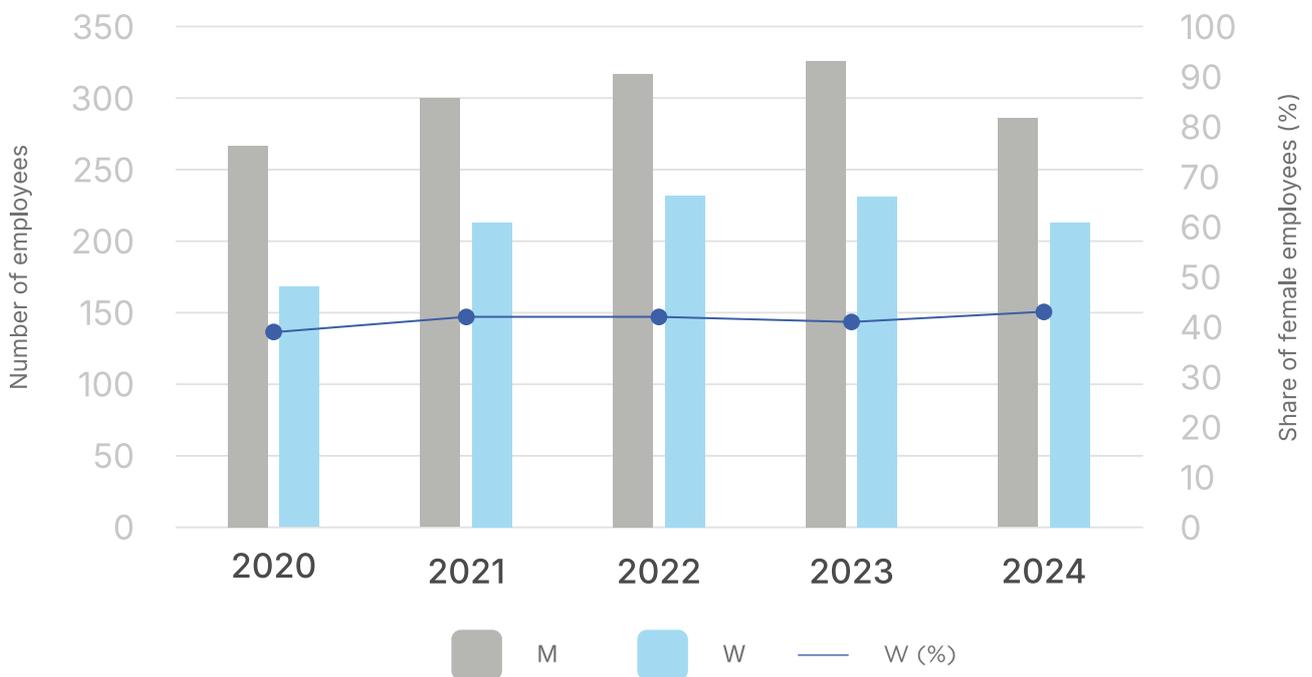


Table 1 summarises the number of men and women by field of work for five consecutive years. The same data are also shown as a proportion (percentage) in Chart 2 for 2024. The data shows that certain work areas have exclusively single-sex representation. This is partly related to the nature of work as certain jobs do not allow for an equal representation of both sexes.

Table 1: Data on the gender representation of employees by field of work for five consecutive years.

Field of work	2020		2021		2022		2023		2024	
	Men	Women								
Finance, accounting, controlling	0	12	0	13	0	13	0	14	0	14
IT department	2	0	3	0	4	0	5	0	4	0
Human resources and general affairs	2	5	2	6	2	7	1	4	2	7
Logistics	9	7	11	5	11	6	11	5	11	3
Marketing	3	1	2	3	2	3	2	2	1	3
Purchasing department	1	5	1	6	1	6	2	5	2	5
Tool repair workshop	63	2	63	1	68	2	66	0	55	1
Sales	2	14	6	11	3	16	0	16	3	18
Production	106	1	105	1	108	1	95	4	70	5
Projects and investments	0	0	1	0	2	0	4	0	3	0
Development, technology, and innovation	6	1	7	1	7	2	17	5	15	6
Management	5	4	4	5	7	3	10	5	10	6
Maintenance	4	0	6	0	13	0	29	0	35	0
Quality assurance	34	104	54	149	52	147	49	154	46	133
Batching department	25	0	25	0	25	0	25	0	22	1
Decoration	5	12	10	12	12	26	10	17	7	11
Total sum	267	168	300	213	317	232	326	231	286	213

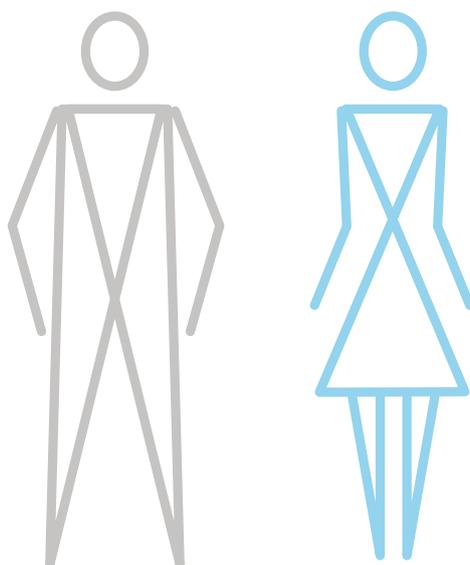
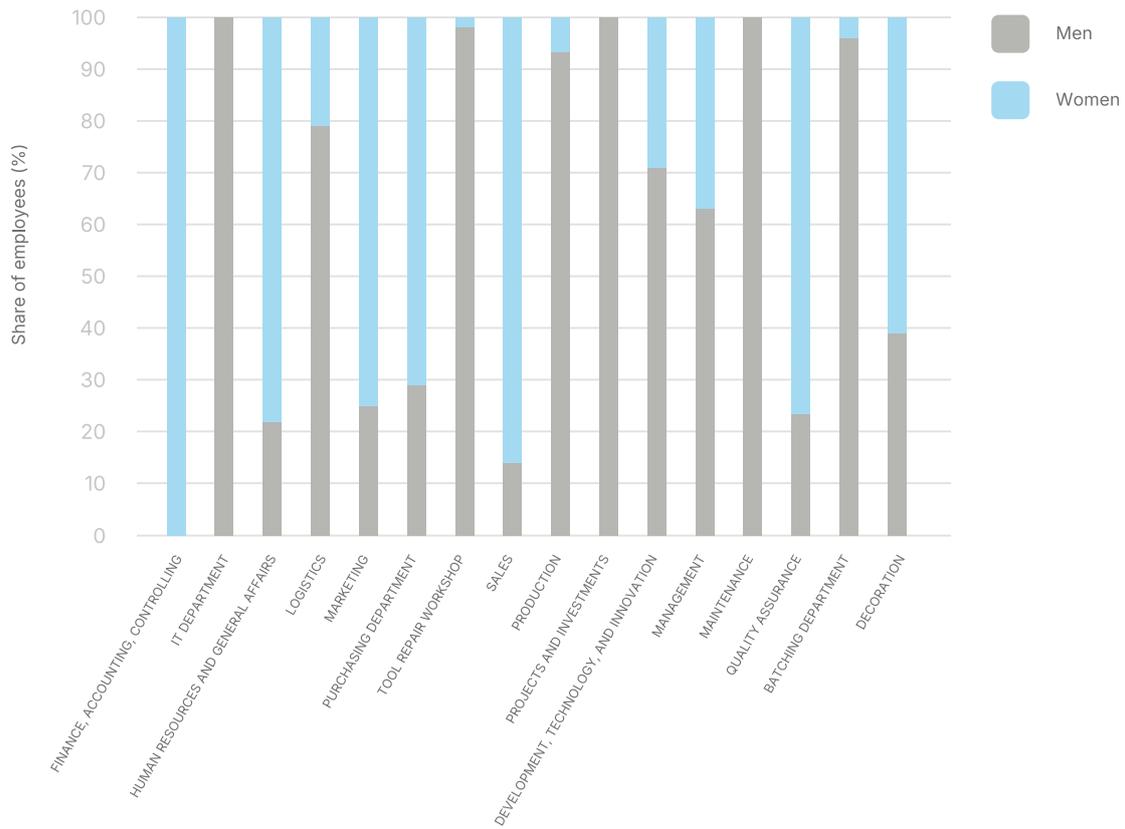


Chart 2: Distribution of employees by gender in Steklarna Hrastnik by work area in 2024.



Steklarna Hrastnik can be functionally divided into production and business administration. Business administration includes working areas that are not directly linked to production. These are all workplaces in the following areas: Finance, Accounting and Controlling, IT department, Human Resources and General Affairs, Marketing, Purchasing department, Sales, Management, Projects and Investments, and Innovations within the Development, Technology, and Innovation sector (hereinafter referred to as DTI sector). Charts 3 and 4 show the gender distribution of employees in production and business administration by gender.

Chart 3: Distribution of employees in production by gender in five consecutive years.

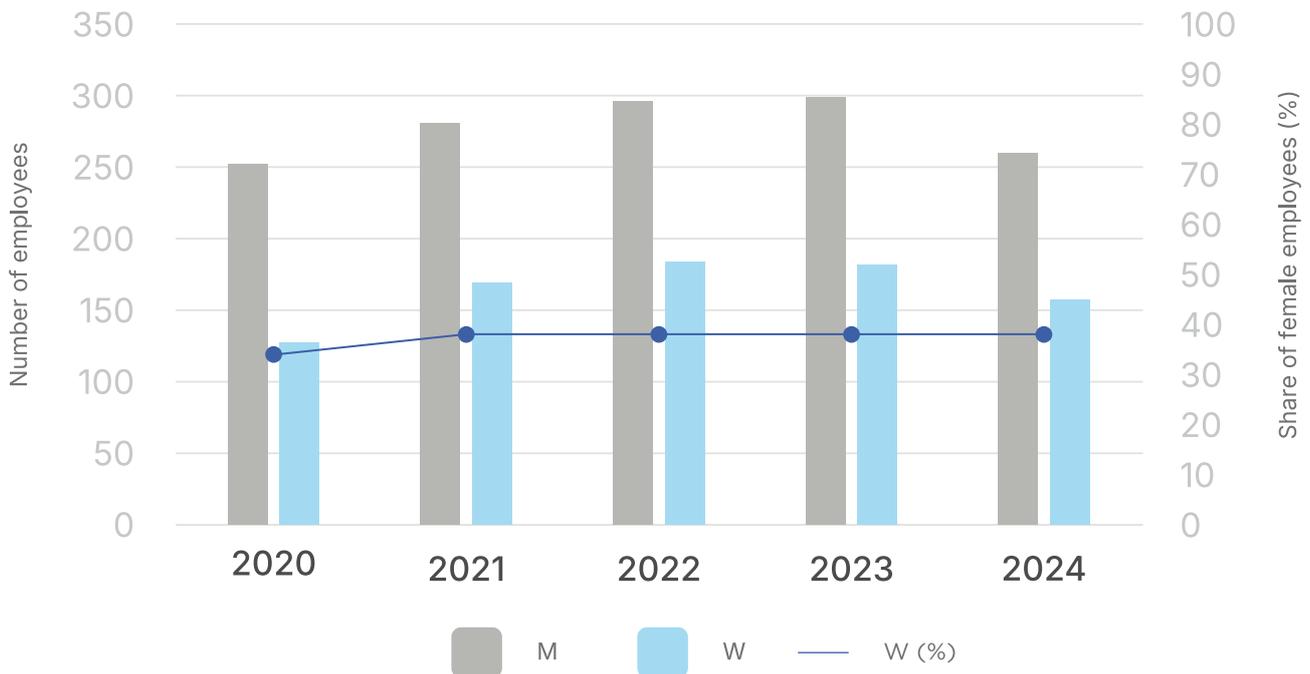


Chart 4: Distribution of employees in business administration in five consecutive years.

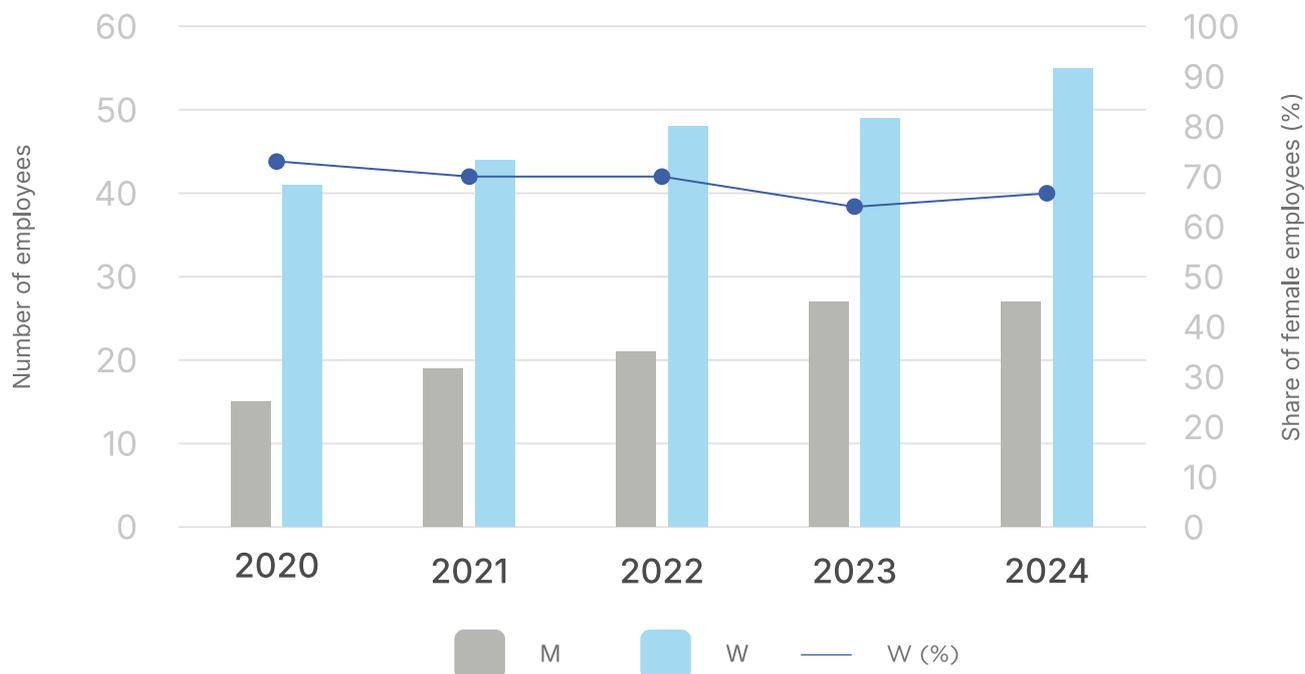
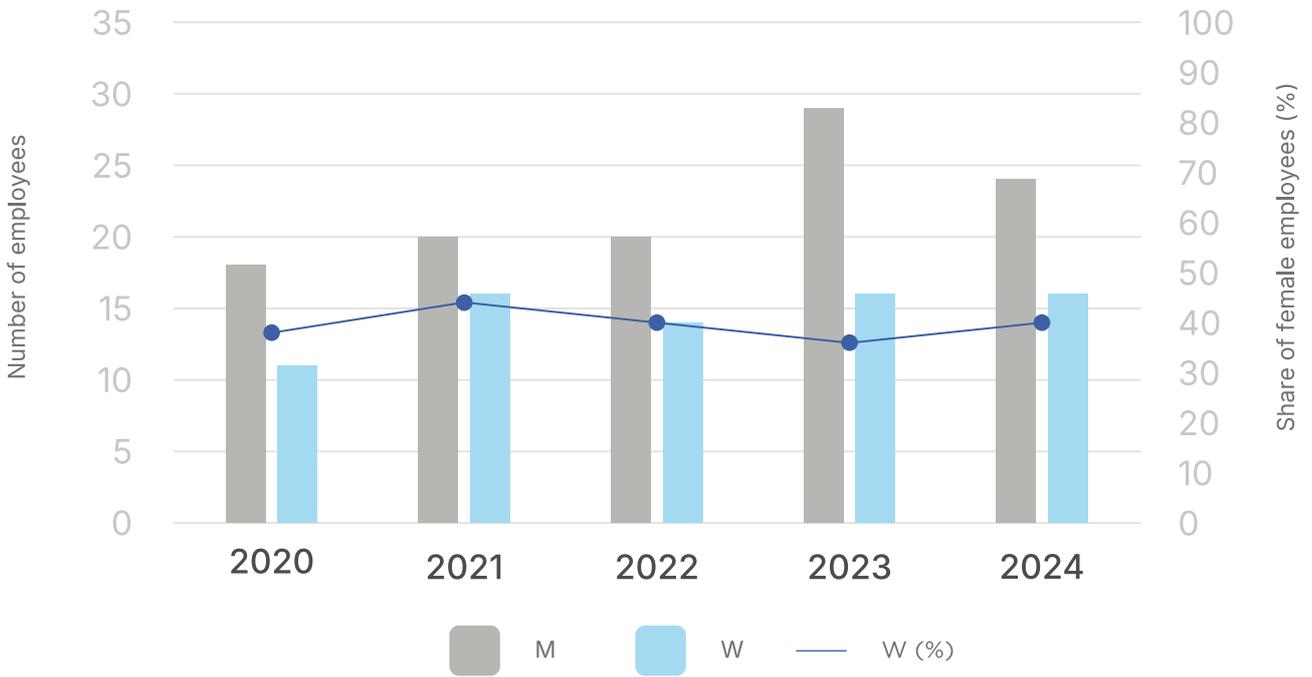


Table 2 summarises the number of male and female employees in executive and leadership positions for five consecutive years. Executive and leadership positions represent 8,0 % of Steklarna Hrastnik's workforce. A graphical representation of the gender is presented in Chart 5. Currently, the proportion of women in these positions is 40 %. The average age of executives and leaderships in 2024 was 45 years old.

Table 2: Data on gender representation in executive and leadership positions for five consecutive years.

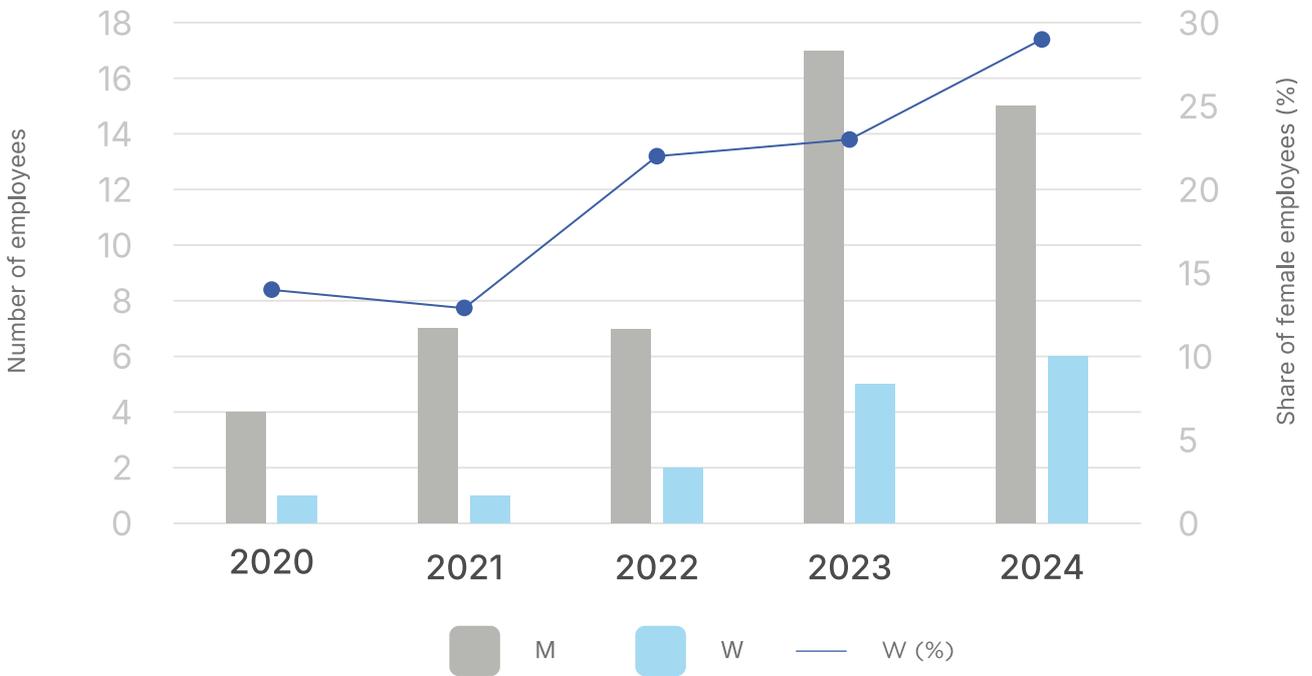
Title	2020		2021		2022		2023		2024	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
General director	1	0	1	0	1	0	1	0	1	0
Executive Director	0	0	0	0	0	0	1	0	0	1
Procurator									1	0
Advisor of the director	4	2	3	4	5	2	7	4	6	5
Sector Directors									1	0
Deputy Sector Directors	0	0	0	0	1	0	1	1	1	0
Heads of Department	3	6	5	10	5	11	6	9	3	9
Heads of area	10	3	11	2	8	1	13	1	11	1
Total sum	18	22	20	16	20	14	29	16	24	16
Executive positions	5	2	4	4	6	2	3	3	4	3
Leadership positions	13	9	16	12	14	12	26	13	20	13

Chart 5: Gender representation in executive and leadership positions for five consecutive years.



The distribution of employees by gender in the area of development, research and innovation is shown in Chart 6. As of 2023, Steklarna Hrastnik has adopted a new organisational structure (Attachment 1), within which the DTI sector has been created. The sector also includes the Innovation department with its research group. The research group currently consists of four employees, in which the proportion of women dominates.

Chart 6: The distribution of employees by genders in DTI sector for five consecutive years.



In 2023, we started monitoring gender inequality in the area of age and educational structure. Table 3 shows the representation of employees in Steklarna Hrastnik by age, while table 4 shows the representation of employees by level of education.

Table 3: Gender distribution by age group for 2024.

Age	Men		Women		Total	
	Number	Share (%)	Number	Share (%)	Number	Share total (%)
Up to 30 years	49	9,8	25	5,0	74	14,8
30-50 years	150	30,1	100	20,0	250	50,1
Over 50 years	87	17,4	88	17,6	175	35,1

Table 4: Gender distribution by level of education (level of education according to the Regulation) for 2024.

Level of education	Men		Women		Total	
	Number	Share (%)	Number	Share (%)	Number	Share total (%)
I.	21	4,21	45	9,02	66	13,23
II.	14	2,81	14	2,81	28	5,61
III.	19	3,81	7	1,40	26	5,21
IV.	103	20,64	31	6,21	134	26,85
V.	72	14,43	47	9,42	119	23,85
VI/1	19	3,81	16	3,21	35	7,01
VI/2	13	2,61	24	4,81	37	7,41
VII.	20	4,01	25	5,01	45	9,02
VIII.	3	0,60	3	0,60	6	1,20
VIII.2	2	0,4	1	0,2	3	0,6

Steklarna Hrastnik has so far adopted the following documents that relate directly or indirectly to work-life balance and the prevention of gender-based violence:

- Legal act Family Friendly Enterprise-Legal act Družini prijazno podjetje (hereinafter referred to as the Legal act DPP)
- Remote work policy of Steklarna Hrastnik d.o.o.
- Workplace mobbing prevention and management policy of Steklarna Hrastnik d.o.o.
- Rules on Reporting Irregularities of Steklarna Hrastnik d.o.o.
- Code of Ethics of Steklarna Hrastnik d.o.o.

2.1 Minorities and vulnerable groups

Steklarna Hrastnik is a socially responsible company and employs people with disabilities and people who are hard to employ. A total of 37 people with disabilities are employed in Steklarna Hrastnik, which represents 7,4 % of all employees. Table 5 below shows the number of employees for 2024, by gender with a recognised disability status. Most employees with disabilities are women, who account for 67,6 % of the workforce with impairments. The largest proportion of disabled persons are engaged in the packaging and re-inspection of glass products, while the rest are included in various work environments, where they work in accordance with their residual working capacity.

Table 5: Data on employees by gender with disability status for 2024

	Number of men	Share of men (%)	Number of women	Share of women (%)
Steklarna Hrastnik d.o.o.	12	32,4	25	67,6

2.2 Inequalities linked to the gender dimension

At Steklarna Hrastnik, the unadjusted difference between the average gross basic salary of men and women for 2024 is 14,4 % in favour of men. The calculation of the unadjusted pay gap takes into account only the gross basic salary excluding bonuses for all employees of Steklarna Hrastnik, except for employees in managerial positions. It should be noted that the calculation of the unadjusted gender pay gap does not factor in any differences in pay due to varying years of experience, contract types, or roles, among others.

3. ACTION PLAN

3.1 Gender equality in recruitment and career progression

Glass production has demanding working conditions that do not allow or make it difficult to ensure a balanced representation of women in all jobs. Some jobs are such that encouraging a better gender balance is not sensible because the working conditions do not allow it. For example, jobs where physical strength is important (machinist, toolmaker, maintenance worker) tend to be primarily occupied by men. A slightly better situation is with technologists, constructors, and CNC operators with a minor women recruitment rate. On the other hand, women are over-represented in the position of inspector and the Quality Assurance job area. Chart 2 in Chapter 2 gives a more detailed overview of gender representation by job area. We see that the Finance Sector employs exclusively women, while the Sales and Purchasing work areas have a minor proportion of men. Given that the working conditions in these areas are not particularly physically demanding and therefore gender-specific, it is reasonable to aim for a balanced gender representation. When advertising job vacancies, Steklarna Hrastnik always uses gender unspecific language. However, at Steklarna Hrastnik we strive to increase the share of women in technical professions. As can be seen from Chart 1 in Chapter 2, we have increased the share of female employees in the total workforce of Steklarna Hrastnik from 2020 and it currently stands at 43 %.

Functionally, we divide the company into production and business administration. Charts 3 and 4 in Chapter 2 show that in production, the ratio of men to women is approximately 2:1 in favour of men, while in business administration it is the other way around. Data on the share of women in glass and glass products manufacturing in the EU is not available, so for comparison we applied data from the US Bureau of Statistics, according to which women represented only 25, 9 % of the workforce in glass manufacturing in 2022.³ In the production of Steklarna Hrastnik, the share of women is 38 %, which is a much better result.

The age structure of Steklarna Hrastnik employees is presented in more detail in table 3. The average age of Steklarna Hrastnik employees at the end of 2024 was 43, 2 years. The largest age group was represented by employees aged between 30 and 50 years, accounting for 50, 1 % of the total. This is followed by employees over 50 years of age (35, 1 %), the smallest age group is represented by those under 30 (14, 8 %). Of all the age groups, men predominate, only in the age group over 50 is an even representation between the sexes noticeable.

As we are aware of the rising average age of our employees, we are also committed to the development of our youth workforce. We provide young people in the local area with a learning environment that supports their professional development. For example, we have set up an outdoor classroom for primary school children and help them to run technical days and career orientation, thus already connecting and familiarising them with our company. We provide students with practical training in various professional fields, advice and mentoring in the production of various theses (diploma, master's thesis, etc.), while at the same time giving them the opportunity to acquire knowledge through a professional internship in their field of expertise. We offer scholarships for students for the following profiles: electrical engineer, mechanical technician, mechatronics technician, technical high school, mechatronics engineer, mechanical engineering, electrical engineering and chemical technology and chemical engineering. We currently have 15 scholarship holders, 7 of whom are in the field of technical and general secondary education and 8 in the field of higher education and master's studies.

As regards the educational structure, which is presented in more detail in Table 4, it can be observed that the majority of employees have a level IV qualification (26, 9 %), followed by employees with a level V qualification (23, 9 %). A significant proportion of employees, most of whom perform the work of inspector, for which no specific qualification is required, have a level I qualification. These accounted for 13, 2 %.

Steklarna Hrastnik actively supports employees in pursuing further formal education, particularly in technical fields. By financing tuition fees and other related costs, we have enabled three colleagues to re-enter the education system – two enrolled for the first time in 2024 in the Mechanical Technician PTI program and the Higher Vocational Mechanical Engineering program, respectively, while the third is continuing their studies at the higher

vocational level. In this way, we strengthen the professional knowledge and competencies of our employees and contribute to the long-term growth and innovativeness of the company.

Steklarna Hrastnik has a well-established system of recruitment and career development. All new employees are included in an onboarding programme and are assigned mentors and buddies. With this Steklarna Hrastnik ensures that new employees integrate into their workplaces as quickly as possible and feel comfortable there. We will continue the group onboarding program and adapt it according to employee turnover and employment trends. The key objective is to provide digital support for the onboarding process, enabling new employees to access essential information more quickly and ensuring content remains permanently available during their learning and integration period. With this, we aim to improve the user experience, increase onboarding efficiency, and strengthen employees' connection to the company from day one.

At Steklarna Hrastnik, we have decided to introduce a special style of leadership - transformational leadership, where the leader is a role model who inspires, enthuses, and encourages people to take greater responsibility for their work. This style of leadership requires the leader to have an excellent knowledge of his/her team, its strengths and weaknesses, in order to optimally assign tasks to workers. That is why the company continues to provide competency training to develop employees' leadership competences and commitment through the so-called Leadership Intensive. It involves managers at executive and leadership positions (see Attachment 1 for a more detailed view of the company's organisational structure). In managing people, it is essential that all three levels are interconnected and coordinated. We put most emphasis on the operational management level because we have found in the competency assessment that shift leaders have a lot of scope for further development.

In addition to these activities, we have also modernised the Development Dialogues and involved shift leaders in their implementation. Development Dialogues anticipate the future requirements and challenges of employees and accordingly identify the best development activities (e.g. training, upgrading work processes, etc.). Development Dialogues are a management tool to translate the company's strategy into the operational work of each employee and to empower them to pursue it. Development Dialogues are used to develop a more supportive organisational climate, employee ownership, responsibility, and initiative to achieve agreed objectives. Employees are encouraged to fulfil their potential, achieve expected results, and grow with the company.

We are actively engaged in the identification, development, motivation, and retention of key personnel and ensure that all key personnel activities are in line with best HR practices. We have also organised a special training programme and the possibility of individual coaching. We have developed the careers of professionals to acquire the skills that are important to consolidate competitive advantages, through a system of on-the-job training and specific mentoring. At Steklarna Hrastnik, the criterion for promotion is therefore the level of knowledge and is therefore independent of gender.

3.1.1 Objectives and Action Plan

At Steklarna Hrastnik, proportion of women among employees is close to be balanced as it equals 43%. Given the nature of the work, which does not allow for an equal representation of both sexes in all jobs, this is a satisfactory proportion, and when compared with the statistics for glass and glassware production, we have an above-average representation of women. We will continue to strive to keep the proportion of women in the company within the range of 40-50 %. To this end, we will educate employees on the importance of gender balance at all levels of the company and keep annual statistics on employment by gender. We will continue our efforts to develop our human resources and consequently their promotions. A key objective remains the digital support of the onboarding process, which will enable new employees to access essential information more quickly and ensure permanent availability of content during their learning and integration period.

Table 6: Action plan for gender equality in recruitment and career progression

Activity	Objectives	Indicators	Addressee	Responsible	Timeframe
Educating employees on the importance of gender balance at all levels of the company	Employee awareness of the importance of gender balance at all levels of the organisation	Professional training on the importance of gender balance organised	Employees of Steklarna Hrastnik	Education, human resources development and employer branding	From 2024
Annual overview of employment by gender	Systematic monitoring of employment by gender	Annual employment statistics	Employees of Steklarna Hrastnik	Human resources administration and recruitment	From 2023 onwards
Preparation of Structured Content and Knowledge Topics for Onboarding	Digital Support for the Onboarding Process for New Employees	Monitoring the Percentage of New Employees Who Successfully Complete Digital Onboarding Within the First 30 Days	New Employees at Steklarna Hrastnik	Education, human resources development and employer branding	From 2025

3.2 Gender balance in leadership and decision-making

In Steklarna Hrastnik, the management, appointed by the owner of the company, represents the collective body that manages the company's affairs. It is represented by the General and Executive Directors. Their powers and the way of representing the company are determined by the Act on the establishment of the company Steklarna Hrastnik. At the time of adoption of this Act, there is no gender balance in the management.

As can be seen from the organigram of Steklarna Hrastnik (Attachment 1), the company is organised on four levels. The **executives** include the directors of the level 1 sectors (N-1), procurator and advisor of the director while the **leadership positions** also include the directors of the level 2 sectors (N-2) and the heads of the areas (level 3; N-3) and departments (level 4; N-4), that is, a total of 8,0 % of all employees in Steklarna Hrastnik.

Chart 5 in Chapter 2 shows the gender representation of employees in executive and leadership positions at Steklarna Hrastnik over the last five years. Current representation of women in these positions is 40 %. If we consider only executives together with the company's management, this proportion is 42,9 %. The representation of women among leadership position is 39, 4 %. If we do not consider the directors of the N-2 sector, but only the heads of areas and departments, this share is 41, 7 %. A more detailed overview of the employees in executive and leadership positions by gender is shown in Table 2 in Chapter 2. The average age of executive and leadership employees in 2024 was 45 years.

According to the Statistical Office of Slovenia, in 2023 the share of women in management positions in the largest listed companies was 25, 9 %.⁴ In a survey by the European Organisation for Gender Equality in Management - EWOB, this share was 27 % for the Industrial Goods & Services, where our company can be classified.⁵ The European Commission has set a target of 40 % women among non-executive directors or 33 % among all directors (executive and non-executive directors) for listed companies.⁶ Although Steklarna Hrastnik is not a publicly traded company, but if we compare our data with the above-mentioned percentages, we see that the representation of women at Steklarna Hrastnik is above average. We are also already achieving a 33 % female share of all directors (currently 42,9 % at Steklarna Hrastnik), thus successfully meeting the European Commission's target.

3.2.1 Objectives and Action Plan

The representation of women and men in executive and leadership positions at Steklarna Hrastnik is 40 %. In the future, we will strive to bring the proportion of women in these positions closer to balance. To this end, we will educate employees in leadership and decision-making positions on the importance of gender balance and monitor gender statistics in executive and leadership positions. In the event of significant deviations from the balance, management will seek to identify the reasons for this and take appropriate action.

Table 7: Action plan for gender equality in executive and leadership positions

Activity	Objectives	Indicators	Addressee	Responsible	Timeframe
Education on the importance of gender balance in executive and leadership positions	Management is aware of the importance of gender balance in executive and leadership positions	Attend training once every 2 years	Employees in executive and leadership positions	Education, human resources development and employer branding	From 2023 onwards
Review of gender representation in executive and leadership positions	Keeping annual statistics on gender representation at executive and leadership positions	Report on gender representation in executive and leadership positions	Employees in executive and leadership positions	Human resources administration and recruitment	From 2023 onwards

3.3 Integration of the gender dimension into research, development, and innovation

At Steklarna Hrastnik, the the DTI Sector, which was created on 1 January 2023, deals with development, research and innovation. The sector has a total of 21 employees, who are divided into Innovation, Process Technology, Tool Development, Product Development, Product Management and Design Studio (see Attachment 1 for the company's organisational structure).

The areas in which we work in the DTI sector at Steklarna Hrastnik are highly technical in nature. The innovation and technology part involves the introduction of new technologies to reduce energy consumption and carbon footprint, process optimisation, digitalisation and automation of processes and the introduction of circular economy concepts. Within these themes, it is extremely difficult to find a topic where the impact of gender is relevant.

In the Tool Development, Product Development, Product Management and Design Studio departments, we develop glass products, either for clients or for our own collections. Product development requires a multidisciplinary approach, seeking compromises between customer wishes and technical constraints. In the segment where we develop products for our own collection, we develop new products that we consider having the potential to perform well on the market, and we work closely with the Marketing department in this area. In product development it is also it difficult to find a topic where it is relevant to study the impact of gender.

The representation of women in DTI over the last five years is shown in Chart 6 in Chapter 2. As can be seen from the chart, the increase in the proportion of women from 2023 onwards is due to the creation of the RTI sector, as we have implemented the end-to-end development process (E2E). The ratio of women to men in the RTI sector as a whole is clearly in favour of mendue to the under-representation of women among tool designers and development technologists (product development). Diagram 6 shows that the proportion of women has increased compared to 2023, reaching 29% in 2024. This proportion is almost the same as the EU average for the proportion of women holding technical jobs in companies.⁸

The Innovation team is multidisciplinary, with individual researchers coming from different fields: energy, chemical engineering and materials. All three fields are characterised by an unequal gender representation of researchers. The statistics for Slovenia can be obtained from the Slovenian Research Information System, SICRIS⁷ and are summarised in Table 8. The average representation of women researchers in the relevant fields is 31 %. When recruiting to the Innovation Department, it is reasonable to aim for a female to male ratio that does not deviate by more than about 10 % from the average ratio in the relevant fields, i.e. between 21 and 41 %. The research team currently consists of 4 researchers, 3 of whom are women.

Table 8: Data on the representation of men and women in each research field from SICRIS as of 24.10.2024: We took into account active and inactive researchers in the natural sciences and engineering.

	M [%]	W [%]
Chemical engineering	55	45
Energy	87	13
Materials	64	36

3.3.1 Objectives and action plan

Women's representation in science technology and engineering technical fields has traditionally been low. At Steklarna Hrastnik, we currently have an average representation, which we aim to improve. We would like to reiterate that the first criterion for selecting new female employees is their professional qualifications. Only if there are two (or more) equally qualified candidates who are equally suitable for a particular job, can gender be a determining factor.

Table 9: Action plan for gender equality in research, development, and innovation

Activity	Objectives	Indicators	Addressee	Responsible	Timeframe
Active promotion of female employment in the DTI sector	Women's share is not less than 25% of the total DTI sector	Share of women in the DTI sector	Employment decision-makers	Human resources administration and recruitment	From 2024

3.4 Work-life balance and organisational culture

Reconciling work and private life is a major challenge for women with children and for other workers who are faced with caring for their relatives. At Steklarna Hrastnik, we are committed to quality work-life balance, as we hold the full Family Friendly Company Certificate. For many years, we have been following a long-term system that represents a radical change in the way we work, think and balance our employees' work and family life. We have 19 measures in place, all of which are aimed at better reconciling work and family life and are chosen to benefit as many employees as possible. They contribute to a good company climate, more committed and efficient work, employee loyalty and the achievement of ambitious company goals. All measures are formalised and described in more detail in the „Legal Act DPP „, which was last updated in October 2023.⁹ Steklarna Hrastnik regularly implements the measures and they are reviewed, upgraded and updated annually.

List of measures taken by Steklarna Hrastnik in area of work-life balance

FIXED CENTRAL WORKING TIME WITH A CHOICE OF ARRIVAL AND DEPARTURE	CHILDREN'S TIME BONUS - ENTRY TO SCHOOL, INTRODUCTION TO KINDERGARTEN, INFORMATION DAY	TEAM FOR BALANCING PROFESSIONAL AND FAMILY LIFE	HEALTH PROTECTION MEASURES
COMMUNICATING WITH EMPLOYEES	COMMUNICATING WITH THE EXTERNAL PUBLIC	SURVEYS AMONG EMPLOYEES ON BALANCING WORK AND FAMILY	BROCHURES
LEADERSHIP PRINCIPLES	TRAINING OF MANAGERS IN THE FIELD OF BALANCING WORK AND FAMILY	ADRESSIFG LIFE-WORK BALANCE IN ANNUAL INTERVIEWS	GIFTS FOR NEWBORNS
OFFERS FOR LEISURE ACTIVITES	EMPLOYEE BENIFITS	HOLIDAY OFFERS FOR SCHOOL-AGE CHILDREN	NEW YEAR'S GIFTS FOR CHILDREN
OPEN DOOR EVENTS	ENCOURING SOCIALIZING AMONG EMPLOYEES	COMPANIONSHIP SUPPORT	

As mentioned above, the measures give the possibility to benefit as many employees as possible, but the measure *'Fixed central working time with a choice of arrival and departure'* cannot be used by employees directly linked to production. On 1 August 2020, Steklarna Hrastnik adopted the Homeworking Policy¹⁰, in order to facilitate the reconciliation of work and private life for the Company's employees. Due to the nature of work at Steklarna Hrastnik, homeworking is only allowed for jobs that are included in the list of jobs where homeworking is actually allowed and are listed in the the Homeworking Policy.

At Steklarna Hrastnik, we also regularly promote healthy lifestyles and employee well-being. We run a number of activities (Nordic walking, recreation, bio-therapy, yoga, tennis, swimming) within the Sports Association and provide opportunities to participate in various sporting events. We also run a four-day prevention education programme every year. The prevention programme is one of the ways in which everyone is made aware of what they can do for a healthier lifestyle, and includes medical check-ups, education on healthier lifestyles, relaxing activities and a rich sports and recreation programme. The prevention programme, which is well received by employees, contributes to the well-being of employees and, consequently, to the further excellence of Steklarna Hrastnik. In 2024, we referred a total of 10 of our employees to the standard preventive educational program.

Since the majority of production at Steklarna Hrastnik operates year-round, we recognize that only highly motivated employees—equipped with the right knowledge and vision—can ensure successful business performance. By investing in the modernization of production processes, we aim to reduce the extent of night and shift work and to establish a friendly and, above all, safe working environment.

We continued the project of ergonomic workplace improvements and further raised awareness among workers about the importance of using protective equipment and following safety instructions.

3.4.1 Objectives and Action Plan

In the area of work-life balance, we want to further improve working conditions for all employees at Steklarna Hrastnik. This will be achieved through a detailed analysis of employee satisfaction, and we will also raise employees' awareness of their rights and the possibilities of reconciling work and private life. We will strive to renew more frequently the training of managers on work-life balance and to reduce the gender disparity in absenteeism. We will also build on the "Legal Act DPP" by adopting at least one new measure each year, or by building on existing measures already adopted.

Table 10: Work-life balance action plan

Activity	Objectives	Indicators	Addressee	Responsible	Timeframe
Work-life balance workshops	Raising employees awareness of their rights and opportunities to reconcile work and private life	Qualified person to deliver training / Number of participants in training courses	All employees	Education, human resources development and employer branding	From 2023 onwards
Employee satisfaction survey once per year	Management is aware of the real state of employee satisfaction with regard to work-life balance	Survey report	All employees	Work-life balance team / Human resources administration and recruitment	Every year from 2023

Employees in executive and leadership positions attend training every 2 years	More frequent renewal of training for managers on work-life balance	Participation in training workshops	Employees in executive and leadership positions	Work-life balance team / Education, human resources development and employer branding	Every 2 years
Actively promote gender parity in the use of sick leave for childcare	Reducing gender disparities in absence from work	Gender balance in the use of sick leave for childcare	All employees	Work-life balance team / Human resources administration and recruitment	From 2024 onwards

3.5 Measures against gender-based violence, including sexual harassment

Respect and tolerance in the way employees treat each other are indispensable elements of cooperation and a good working atmosphere. Since 1 March 2018, Steklarna Hrastnik has adopted a Policy on the prevention of mobbing in the workplace, and a Mobbing prevention Officer has been appointed.¹¹ The provisions of this Policy also apply mutatis mutandis to the conduct of participants in relation to possible incidents of sexual harassment in the workplace and discrimination on the grounds of sex, race, colour, age, medical condition, disability, religious, political or other beliefs, national and social origin, family status, property status, sexual orientation or other personal circumstances, or any other discriminatory conduct according to the Employment Relationships Act-ZDR-1, the Act on the Implementation of the Principle of Equal Treatment (UUNEO; OJ RS No. 61/07, as amended and supplemented) and other related legislation. At Steklarna Hrastnik, we do not discriminate, exclude or favour persons on the grounds of sex, age, religion, race, etc., and in particular we do not harass or discipline employees for any of the above reasons. At Steklarna Hrastnik, we have zero tolerance for all these forms of unhealthy and discriminatory behaviour.

At Steklarna Hrastnik, we do not tolerate any form of mobbing. A cooperative corporate culture, based on mutual trust and respect and the protection of the integrity and personal dignity of all participants in the work process, forms the basis for a positive working climate in the company and is an important prerequisite for job satisfaction and the quality of employees' working lives, and thus for the company's economic success. No reports were processed in 2024.

As of 1 February 2022, Steklarna Hrastnik has also adopted a Rules on Reporting Irregularities,¹² the purpose of which is, among other things, to encourage employees and all stakeholders to act responsibly, honestly, ethically and transparently, to establish channels for internal whistleblowing procedures and to set up a system of whistleblowing through independent and autonomous reporting lines. Reportable violations include breaches of laws and regulations, contracts, procedures, ethical and moral principles, acting or behaving in a manner contrary to company policy and internal rules, endangering the health and safety of people, mobbing, and fraud and deceit.

As of June 2021, Steklarna Hrastnik has adopted a Code of Ethics,¹³ which sets out the conduct relating to the fundamental rights of workers employed by Steklarna Hrastnik or performing work in the glassworks, regardless of the way they are integrated into the labour system.

In 2021, Steklarna Hrastnik has set up the „TELL“ system for (anonymous) reporting of unethical practices - the so-called whistleblowing channels, which play a key role in the fraud detection process. These are anonymous and confidential internal channels, not only for employees, but also for external stakeholders and business partners, through which they can expose wrongdoing within the company. Whistleblowing channels include types of incidents such as: fraud, theft, bribery, violation of policies and procedures, workplace extortion, discrimination.

In 2024, no reports of unethical conduct were received concerning the Steklarna Hrastnik Group.

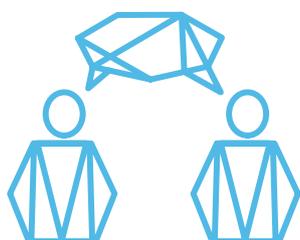
At Steklarna Hrastnik, we always conduct exit interviews with employees who are leaving the company to ask them about their attitudes and behaviour towards them. If we become aware that they have been subjected to any discriminatory treatment, we will address this.

3.5.1 Objectives and Action Plan

At Steklarna Hrastnik, we have a number of measures in place to help prevent violence and unethical behaviour. Respect and tolerance in communication will continue to be essential in the future and we will continue to raise awareness among our employees about the importance of responsible and non-discriminatory behaviour. We will further raise awareness of employees' rights to report misconduct and promote the existing anonymous reporting channel for unethical behaviour. In the event that various forms of violence do occur, we will act in accordance with the above-mentioned internal rules, which set out clear consequences and sanctions for offenders.

Table 11: Action plan to prevent gender-based violence, including sexual harassment

Activity	Objectives	Indicators	Addressee	Responsible	Timeframe
Posters, internal publications in the Steklarna Hrastnik newsletter	Raising awareness among employees about their rights in relation to reporting violations	Number of posters and internal publications	All employees	Work-life balance team / Human Resources Administration and Recruitment	From 2023 onwards
Publication of internal announcements in the Steklarna Hrastnik newsletter twice per year	Promotion of the existing channel for anonymous reporting of unethical practices	Number of annual publications	All employees	Work-life balance team / Human resources administration and recruitment	Already in implementation



4. CONCLUSIONS

At Steklarna Hrastnik, we are aware of the importance of gender balance in employment. After reviewing the situation over the last five years, we have found that the proportion of women in the company as a whole is increasing. Individual workplaces have uneven gender representation; some are dominated by women, others by men. Uneven representation is explained by the nature of work and the situation on the job market. We are pleased to see that the situation is close to balance across the company as a whole, with a female representation of 43 %. The proportion of women in executive and leadership positions is 40 %, above the EU average. In the future, we will strive to maintain the representation of women between 40% and 50% both in executive and leadership positions as well as across the entire company. In the area of development, research, and innovation, the share of women has increased since 2023 and now stands at 29%. We aim to improve this results in the coming years. To this end, we will educate employees on the importance of gender balance at all levels of the company and monitor annual employment statistics on gender by job. We will continue our efforts to develop our human resources and consequently their promotions.

Steklarna Hrastnik has five measures and policies in place to promote a positive workplace climate in terms of reconciling work and private life and preventing gender-based violence. For many years we have held the full Family Friendly Company Certificate, which is audited, upgraded and updated annually, so one of our objectives in this area is to adopt additional measures in the Legal Act DPP each year. We also want to improve working conditions for all employees, which will be achieved through a detailed analysis of employee satisfaction, and we will raise awareness among employees of their rights and the possibilities of reconciling work and private life. We will strive to more frequently renew the training of managers in the area of work-life balance and, in the area of violence prevention, we will raise employees' awareness of the importance of responsible and non-discriminatory behaviour. In addition, we will pay more attention to raising awareness among employees of their rights to report misconduct and to promoting the existing channel for anonymous reporting of unethical behaviour.

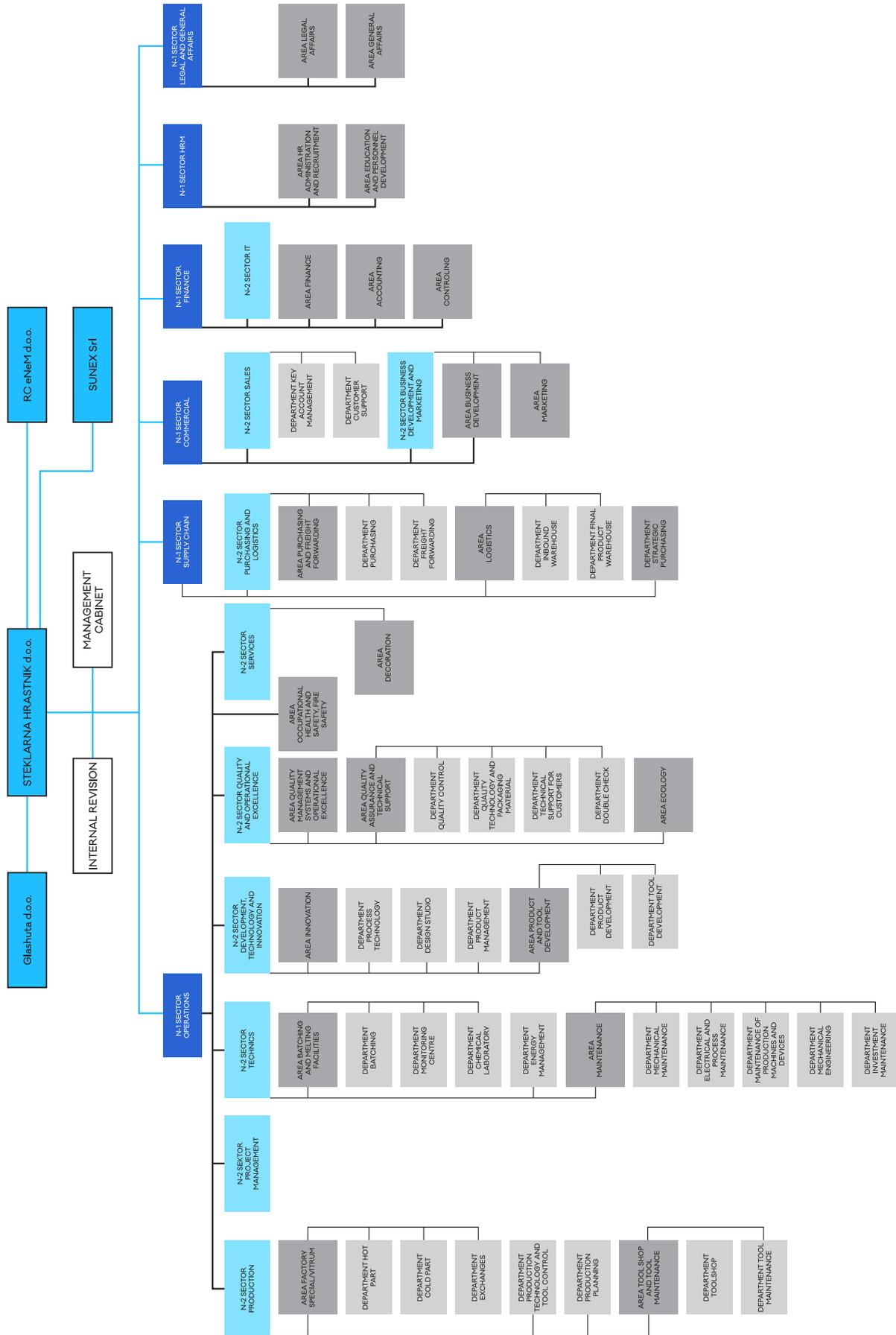
Table 12: Overview of the current situation and opportunities for improvement in the area of gender equality at Steklarna Hrastnik.

Company strengths on gender balance	Opportunities for improvement
In the entire company, the representation of women is close to balance and amounts to 43 %.	In areas with a markedly unequal M/F ratio, (partially) rebalance the gender balance (Finance, Sales and purchasing department).
The share of women in executive and leadership positions is 40 % and is above the EU average.	Increase the proportion of women in research, development and innovation, which currently stands at 29 %.
Five measures and policies have been adopted to improve work-life balance and prevent gender-based violence.	More frequent renewal of training for managers on work-life balance.
	Develop measures that take into account gender inequalities related to education and age structure.
	Raising employees awareness of their rights and opportunities to reconcile work and private life, as well as their rights regarding whistleblowing.
	Reduce the pay gap between men and women, which currently stands at 14, 4 %.
	Implement digital support for the onboarding process for new employees.

5. LITERATURE

1. Republic of Slovenia Gov. si portal, <https://www.gov.si/teme/enakost-zensk-in-moskih/>, 20. 3. 2023
2. Horizon Europe guidance on gender equality plans, <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>, 20. 3. 2023
3. Bureau of Labor Statistics, <https://www.bls.gov/cps/cpsaat18.htm>, 28. 3. 2023
4. Statistični urad Republike Slovenije, <https://www.stat.si/Pages/cilji/cilj-5.-dose%C4%8Di-enakost-spolov-ter-krepiti-vlogo-vseh-%C5%BEensk-in-deklic/5.4-dele%C5%BE-%C5%BEensk-na-vodstvenih-polo%C5%BEajih>, 20. 10. 2025
5. European Women on Board, <https://europeanwomenonboards.eu/wp-content/uploads/2022/01/2021-Gender-Diversity-Index.pdf>, 29. 3. 2023
6. Evropski svet, Svet Evropske unije, <https://www.consilium.europa.eu/sl/policies/gender-balance-corporate-boards/>, 29. 3. 2023
7. SICRIS, cobiss.net, 24. 10. 2025
8. <https://www.mckinsey.com/capabilities/mckinsey-digital/our-insights/women-in-tech-the-best-bet-to-solve-europes-talent-shortage#/>, 31. 3. 2023
9. Legal act Družini prijazno podjetje (DPP)- Family Friendly Enterprise of Steklarna Hrastnik d.o.o.
10. Homeworking Regulations of Steklarna Hrastnik d.o.o.
11. Policy on the prevention of mobbing at the workplace of Steklarna Hrastnik d.o.o.
12. Rules of Reporting Irregularities of Steklarna Hrastnik d.o.o.
13. Code of Ethics of Steklarna Hrastnik d.o.o.

6. ATTACHMENT 1



Steklarna Hrastnik d.o.o.
Cesta 1. maja 14, 1430 Hrastnik, Slovenia
+386 (0)3 56 54 600

info@hrastnik1860.com
www.hrastnik1860.com

HRASTNIK1860