

**Dokument o trajnosti: podjetje
iMatring d.o.o.**

***Sustainability document: iMatring
d.o.o. company***

Daniel Geratič, vodja projekta Travelife-Partner/
sustainability coordinator



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Trajnost v podjetju iMatring d.o.o. **Sustainable policy in iMatring d.o.o. company**

1.0 Trajnostni dokument podjetja iMatring d.o.o. **Sustainable document of the company iMatring d.o.o.**

Svojo zeleno, trajnostno vizijo smo predstavili na spletni strani podjetja iMatring d.o.o., kjer lahko preberemo

Our company is dedicated to sustainable tourism. With the aim of sustainable and GREEN experience, we will take care of tailor-made transport suggestions and options on every step of your way considering your needs and plans. Our transportation services offer you a sustainable solution for an unforgettable trip, business logistic or city trip with your friends. Welcome to iMatring, transport service company, where innovative and green logistics solutions are found.

We have represented our green and sustainable vision on the website of company iMatring d.o.o. You can read that

Our company is dedicated to sustainable tourism. With the aim of sustainable and GREEN experience, we will take care of tailor-made transport suggestions and options on every step of your way considering your needs and plans. Our transportation services offer you a sustainable solution for an unforgettable trip, business logistic or city trip with your friends. Welcome to iMatring, transport service company, where innovative and green logistics solutions are found.

Podjetje iMatring d.o.o. strmi k zmanjšanju negativnih socialnih, kulturnih, ekonomskih ter okoljskih vplivov na okolje ter prostor, ki nas obdaja. Skupaj skrbimo tudi za varnost in zdravje tako zaposlenih kot naših gostov in zunanjih partnerjev. Strmimo k trajnosti, zato sprejemamo trajnostno strategijo podjetja. V skladu z željo po čim manjšem vplivu turizma na okolje smo se odločili za pridobitev trajnostnega certifikata. Pripravili smo trajnostni dokument, ki priča o naših zavezah in napredkih s tega področja in po točkah sledi pripravi dokumentov. Vsako leto bomo trajnostni dokument nadgradili in spremenili glede na naše napredke in novosti s trajnostnega področja.

Company iMatring d.o.o. is dedicated to minimizing social, cultural, economic, and environmental impacts on the environment and place that surrounds us. Together we take care of the safety and health of our employees, our guests and external partners. We are dedicated to sustainability; therefore, we are accepting a sustainable strategy of the company. According to our wish to minimize the impact of tourism on the environment we are in the progress of receiving sustainability award. In accordance with the requirements of gaining and obtaining a certificate, we have prepared a sustainable document (sustainable policy document) that represents our commitment and progress on this field and follow platform points. Every year we will refresh and change this sustainable document according to our improvements and innovations in the aspects of sustainability.

1.1. SODELOVANJE ZAPOSLENIH V PODJETJU

Cooperation of company employees

1.1.1. Trajnostni koordinator Sustainability coordinator

Daniel Geratič je trajnostni koordinator podjetja iMatring d.o.o. V okviru postopka pridobivanja trajnostnega naziva je že pridobil potrdilo o uspešnem zaključku usposabljanja za trajnostno vodenje.

Sicer opravlja nalogo direktorja podjetja iMatring in skrbi za koordinacijo projektov. Na sestanku smo dogovorili naslednja področja delovanja in nalog, vezanih na uspešno pridobitev nagrade. V skladu z zahtevami in dokazili, ki jih potrebujemo za pridobitev, bo zaposleni opravljal naslednje naloge:

- vodenje, organiziranje in pridobivanje vseh obveznosti ter dokazil, ki so potrebne za uspešno pridobitev trajnostnega certifikata,
- skrb in priprava aktivnosti, ki so povezane na pridobitev ter ohranitev certifikata, nadzor nad doslednim izvajanjem le-teh,
- sodelovanje in povezovanje sodelavcev zaposlenih v podjetju iMatring d.o.o., obveščanje o novostih, spremembah in nadgradnjah dosedanjega dela, razporejanje nalog ostalim sodelavcem v kolikor bo to potrebno,
- sodelovanje in povezovanje/ozaveščanje zunanjih izvajalcev, ki so s povezani s pridobivanjem certifikata,
- iskanje trajnostnih in zelenih rešitev v poslovanju podjetja iMatring, skladno z akcijskim načrtom in skupnimi evalvacijami dela,
- poročanje, dokumentiranje in oddajanje vseh potrebnih dokazil ter sodelovanje s Tino Hedi Zakonjšek, koordinatorko za podjetje iMatring pri projektu preko elektronske pošte ali osebno, v kolikor bo to potrebno;
- druge zadolžitve (vloge vezane na certifikat, druge naloge, ki v prejšnjih postavkah niso predvidene oziroma se kažejo kot nujne pri pridobitvi in ohranjanju certifikata trajnosti).

Daniel Geratič is a sustainability coordinator of company iMatring d.o.o. He is responsible for the progress of receiving and obtaining award, its standards and projects. He has successfully completed the Sustainability Management training course and gained the title of Sustainability Manager. He will take over the preparation of documents for a sustainability certificate. He is also director of iMatring d.o.o. and responsible for projects` coordination. We have agreed on the meeting he will take care of the project and tasks that are connected with the accomplishment of the certificate. He will take care of:

- management and preparation of activities that are connected with certificate procurement,
- preparation of activities connected with certificate and taking care of them, control over activities,
- cooperation and connection of coworkers of the company iMatring d.o.o., notification about novelties, changes and upgrades of work and their tasks,
- collaborating and connecting with external coworkers that are connected with receiving sustainable certification,
- searching for sustainable and green solutions for the better business performance of iMatring company and tracking action plan,
- reporting and preparing necessary documents, and cooperation with Slovenian sustainable coordinator Tina Hedi Zakonjšek via e-mail or in personal if necessary,
- other tasks (other tasks that are not anticipated in previous statements).

1.1.2. Sodelavci trajnostnega koordinatorja Sustainability coordinator coworkers

Ker ima podjetje iMatring zaposlenih le 12 oseb, smo se odločili, da vodenje postopkov za pridobitev trajnostnega certifikata prevzame Daniel Geratič, pri izvajanju pa mu bodo pomagali tudi sodelavci: Aleš Širec, Andrej Korez, Sandi Lovrenc in Gašper Lozar. O novostih in nadgradnjah bodo obveščeni vsi sodelavci, ustno, na skupnih sestankih.

iMatring d.o.o. has only 12 coworkers, so we have decided that management of sustainability program takes over one person – Daniel Geratič, but he will have help of coworkers (Aleš Širec, Andrej Korez, Sandi Lovrenc, and Gašper Lozar) with the implementation. We will inform also all other employees about new information and novelties, on group meetings we have.

Aleš Širec – pomoč pri seznanjanju in opozarjanju o novostih, desna roka Daniela Geratiča, nadzor nad ostalimi sodelavci, upoštevanjem dogovorov in novosti povezanih s trajnostjo.

Aleš Širec – assistance of Daniel Geratič, awareness and control over other coworkers in following standards, agreements and novelties that are connected with sustainability.

Andrej Korez – tehnična pomoč (opozarjanje na tehnično brezhibnost računalnikov, upoštevanje tehničnih določil in sprememb, nadzor nad tehnično opremo in nadzor nad upoštevanjem sprememb).

Andrej Korez – technical help (taking care of technical flawlessness of computers, respecting changes that are connected with technic, control and supervision over the equipment and respecting sustainable policy).

Sandi Lovrenc – marketing: ažurno dodajanje dosežkov in sprememb na spletno stran, promocija projekta in certifikata, stiki s strankami.

Sandi Lovrenc – marketing: adding achievements, changes and new versions of sustainability reports and other documents on the website, taking care of the project`s promotion and communication with costumers.

Gašper Lozar – stiki z zunanjimi sodelavci: ažurno obveščanje o dosežkih in spremembah v poslovanju za zunanje sodelavce, promocija projekta Zaplana – green



experience, spodbujanje zunanjih sodelavcev k posluževanju trajnostno bolj naravnanih politik.

Gašper Lozar – connection with our external coworker, informing of achievements and changes for external coworkers, promotion of project Zaplana – green experience, encouraging external coworkers into more sustainable policies.

V kolikor se bo izkazalo za potrebno, bomo v projekt vključili vse zaposlene. Vsi pa bodo vedno, brez izjeme, spoštovali sprejeta pravila in določila v zvezi s trajnostnim certifikatom.

All the coworkers will be included in the project if necessary. All of them, without exception, will respect rules and achievements connected with sustainable certificate.

1.2 SODELOVANJE Z ZUNANJIMI PARTERJI

Cooperation with external partners

Podjetje iMatring se zaveda pomena sodelovanja, ki gradi dobre odnose in zaupanje. Le sodelovanje različnih deležnikov, ki delujejo v turizmu, bo pripeljalo do zelene in čiste Slovenije, prepoznavne po svetu. Skupaj skrbimo za zeleno naravo, politiko in trajnostni turizem. Ker se tega zavedamo, sodelujemo s številnimi priznanimi podjetji, ki s svojim dolgoletnim in kvalitetnim delom postavljajo slovenski turizem na visok nivo.

iMatring d.o.o. company is aware of the meaning of cooperation that builds good relationships and trust. Only cooperation of all partners that work in tourism industry, will lead us to green and clean Slovenia well known by the whole world. Together we take care of green nature, policies and sustainable tourism. We are aware that this is what puts Slovenia on top of tourism destinations and high level.

1.3 POSTOPKI NADZORA IN EVALVACIJA TRAJNOSTNE POLITIKE **Controlling process and evaluation of sustainable policy**

Podjetje iMatring d.o.o. pri poročanju sodeluje prvič, zato šele vzpostavlja nadzor in pripravlja postopek evalvacije upoštevanja trajnostnih načel.

Nadzor in evalvacija bosta potekala na skupnih sestankih ter preko vsakodnevnega nadzora in sledenja, ki ga bo izvajal koordinator trajnosti, Daniel Geratič skupaj s svojo ekipo ožjih sodelavcev (zapisanih v točki 1.1.2.).

Trajnostni kriteriji in izvrševanje točk akcijskega načrta bodo redno obravnavani na skupnih sestankih. Dvakrat letno se bo ožja ekipa tudi sestala in analizirala ter evalvirala dosedanje delo. Spremljali bomo:

- izvrševanje sprejetih trajnostnih načel,
- izvrševanje točk v okviru akcijskega plana,
- upoštevanje in seznanjenost zaposlenih s sprejetimi trajnostnimi načeli,
- spodbude in ideje za nadgradnjo,
- drugo.

iMatring d.o.o. company is evaluating their sustainability process for the first time and is now establishing control over evaluation and compliance with the rules of sustainability.

Controlling process and evaluation will be done on meetings and over every day control that will be implemented by Daniel Geratič and his team of coworkers (that are written under 1.1.2).

Sustainability criteria and implementation of action plan will be regularly discussed at meetings. Twice a year our team of coworkers will also gather, analyze and evaluate work related to sustainability aspects of the company. We will be monitoring:

- sustainability plan implementation,
- action plan implementation,
- control over coworkers if respecting sustainabilities principles,
- ideas for better and new sustainability work,
- other.



1.4 SVOBODA POVEZOVANJA

Freedom of association

V podjetju iMatring d.o.o. spoštujemo in podpiramo dobre odnose med zaposlenimi. Ker se zaposleni med seboj dobro razumemo, spoštujemo in podpiramo posameznikove ideje in želje ter jim prisluhnimo.

Zaposleni se lahko svobodno združujemo in povezujemo v skupnosti, sindikate ali druge načine povezovanja in sodelovanja. Zaposlovalec, podjetje iMatring d.o.o., v takšna povezovanja ne posega.

V podjetju iMatring d.o.o. trenutno ni delujočega sindikata ali kakšne druge oblike skupnosti povezovanja zaposlenih.

In our company we respect and support good relationships between employees. We support individual ideas, wishes and listen to them. Workers have free option of association and cooperation in trade unions or other ways of cooperation/association. Employer, company iMatring d.o.o., do not interfere this kind of cooperation. Our company does not have a working trade union or any other way of association for now.

1.5 SVOBODA PRI ODLOČANJU O ZAPOSLOTVI

Freedom of employment decision

Spoštujemo pogodbe in določila, sprejeta med podjetjem in zaposlenimi. V kolikor želi zaposleni odstopiti od pogodbe (odpoved s strani delavca), ima pri tem svobodno voljo, podjetje pa odločitev spoštuje. V primeru odstopa od pogodbe, podjetje deluje skladno s določili, zapisanimi v pogodbi o zaposlitvi.

We respect employment contracts and provisions that are contracted between company and employees. If the employee wants to cancel the contract (quit) he can do it freely, and company respects that. In that case, company acts in accordance with the precisions, written in the employment contract.

1.6 ZDRAVJE IN VARNOST V PODJETJU

Safety and health in the company

Podjetje iMatring se zaveda pomena zdravja in varnosti svojih zaposlenih, zato izvaja vse potrebne dejavnosti in prakse, ki k temu prispevajo. Vse nesreče in drugi incidenti so preučeni in odpravljeni. Prva pomoč je vedno dostopna, vsi zaposleni pa so izurjeni iz področja varstva pri delu. Dostopni so tudi gasilni aparati, zelo dobro pa so označene tudi evakuacijske poti.

iMatring is aware of safety and health meaning of their employees, therefore we take care of all measurements and practices that contribute that. All accidents and other incidents are examined and eliminated. First aid is always available, also all of our employees are well



educated about health and safety at workplace. There are fire extinguishers available in special place and also evacuation paths are marked very good.

1.7 ENAKE MOŽNOSTI, ČLOVEKOVE IN OTROKOVE PRAVICE **Equal possibilities, human and children's rights**

Podjetje iMatring d.o.o. zagotavlja, da imajo vsi posamezniki enake možnosti pri pogojih zaposlovanja, enake dostope do izobraževanja in napredovanja, da nikogar ne diskriminira ali kakorkoli ne zapostavlja glede na spol, raso, starost, fizičen izgled, etničnost, religijo in prepričanja, spolno orientacijo ali na kakršenkoli drug način.

Vsi zaposleni so deležni enake mere pozornosti, izobraževanja, spoštovanja in so pomemben del podjetja iMatring d.o.o.

Pri poslovanju podjetje iMatring d.o.o. upošteva vse splošno sprejete človekove in otrokove pravice, ki veljajo v Republiki Sloveniji. Pri delu nas vsak dan znova zavezuje etičnost, vsaka odstopanja pa prijavimo policiji.

Še posebej pa spoštujemo otrokove pravice. Podjetje iMatring d.o.o. ne zaposluje otrok, njih in njihovega dela ne izrablja na kakršenkoli nedovoljen način, jih ne vključuje v svoje delo. Vsakršno odstopanje ali kratenje otrokovih pravic, ki ga opazimo, prijavimo policiji. Zavedamo se namreč, da je drugje po svetu to pereč problem, zato smo nanj pozorni in ga pri nas ne toleriramo.

Company iMatring d.o.o. ensures that all individuals have the same possibilities and options of employment, equal educational options and options for promotion and no one is discriminated or neglected in anyway (by gender, race, age, physical appearance, ethnicity, religion, personal opinion, sexual orientation or any other way).

All employees of the company are receiving the same extend of attention, respect and are taking part of the same, important part of the company.

While doing business, company takes into account legal and all general human and children rights that are applicable in Slovenia. We are bound by ethics every day and no deviation is tolerated.

We are especially respecting children rights. Our company does not employ children and does not exploit their work or them on any unacceptable way. All deviations of this policy will be reported to the police. We are aware of the child labor issues is well known worldwide; this is also why we are even more carefully with this topic.

1.8 TISK IN TISKOVINE **Print and advertisement**

Zavedamo se, da je tisk še ena izmed problematičnih področij sodobnega turizma in marketinga. V podjetju iMatring d.o.o. se zato zavzemamo za čim manjše število tiskanih dokumentov. Ker je v določenih primerih tisk še vedno nujen, smo se odločili za nakup 100 % recikliranega papirja, za tisk pa uporabljamo opremo, ki je energijsko varčna in nastavljena na okoljsko varčne načine (na primer obojestransko tiskanje, manjša poraba črnila ...).

Tiskovine sicer v splošnem prevzema prevozniško podjetje (naš zunanji partner), na katerega torej nimamo vpliva, kar se tiče izbire materialov, vseeno pa jih bomo vestno opominjali na trajnostne kriterije in jih spodbujali k zelenemu delovanju. Do sedaj smo sami sodelovali s podjetjem ENX, ki se ponaša z dolgo tradicijo, visoko kakovostnimi napravami, usposobljenim kadrom, poleg tega pa je lokalno, zato prihranimo nepotrebne kilometre za transport. Tudi naprej bomo sledili trajnostnim kriterijem, zato smo si za cilj zadali, da bomo v prihodnje za promocijski material uporabili eko – ročno izdelan papir.

We are aware of the fact that printing is one of the modern problems of tourism and marketing in the eyes of sustainability. In our company we are aware of the policy of minimum printed documents. In the case that printing is necessary, we have bought 100 % recycled paper, besides that we use equipment that is energy-saving and works in environmentally friendly ways (for example we print two-sided, we use less ink ...).

In general, our printing materials is provided by external partners who take care of the whole printing process, so we do not have influence on them, deciding which material to choose. But still, we will make sure that our sustainability standards will be satisfied as we will encourage them to act more sustainable.

Until now we have printed promoting material only once. In this case we have cooperated with a local firm called ENX, which is known by a long tradition, educated workforce and is local, so we have saved kilometers for transport. In the future, when choosing printing company (if necessary) we will definitely have in mind also sustainability standards – for example: use of ecological, handmade paper for printed materials.

1.9 ENERGIJA

Energy

1.9.1. SPREMLJANJE VIROV ENERGIJE

Following energy sources

Podjetje iMatring d.o.o. ima svoje prostore v Ljubljani, natančneje v prostorih Tehnološkega parka Ljubljana. Tu od ponudnika, Arheda d.o.o., najema prostore skladno z najemno pogodbo in vsakoletnimi aneksi. V 5. členu pogodbe je določeno, da najemnik mesečno plačuje skupne stroške. Pod skupne stroške sodijo stroški za: elektriko, vodo, odvoz smeti v notranjih prostorih, ogrevanje poslovnih prostorov, energijo in vzdrževanje klimatske naprave, zavarovanje, nadomestilo za uporabo stavbnega zemljišča, sistem varovanja, čiščenje prostorov, odvoz smeti na najetih parkiriščih, telefonski in ostali komunikacijski priključki.

Podjetje iMatring se, skladno s svojo trajnostno naravnostjo, zavezuje k aktivnemu zmanjšanju in spremljanju porabe energije. K temu nas spodbuja tudi konstrukcija stavbe, ki je ena od najbolj varčnih v Sloveniji. Poleg kvalitetne gradnje imamo na strehi sončno elektrarno, v skupnih toaletnih prostorih je na voljo ekološki papir, pred poslovnim objektom je prostor za električna vozila (možna za izposajo). Poleg tega imamo lasten električni kombi.

Tudi pri izbiri tehničnih napravah se bomo odločali za energijsko bolj varčne naprave. Že sedaj pri nakupu nove tehnične opreme pretehta trajnostni kriterij in tako bo tudi v prihodnje. Vse naprave smo nastavili na SLEEP ter sprejeli dogovor, da jih ugašamo, ko je to smiselno (na primer ob koncu dela).

Termostat smo nastavili na manjšo temperature (iz 24 na 22 stopinj), saj tako prihranimo na energiji ogrevanja.

iMatring d.o.o. company has their offices in Ljubljana in so called » Technology park Ljubljana«. The office is rented in accordance with the signed contract and annual annexes between iMatring and Arheda d.o.o. As it is written in 5th article of the contract our company pays monthly costs of the rent. There are included all expenses such as electricity, water, waste disposal, heating, energy and maintenance of climate machine, insurance, security, cleaning of the office, parking, telephone, and other communication connections.

We are also encouraged by the construction of the building we rent, because it is known as one of the most energy economical in Slovenia. By the side of new, modern and high-quality



construction there is a small solar electrical plant on the rooftop, we use recycled paper in toilets, on the parking in front of the building there are electric vehicles parking spots, electric cars (we can rent) and charging stations. We also own one electric van ourselves.

When buying new technical equipment, we have already in mind that we buy energy-efficient and will continue to do so in the future. We have set all technical appliances on SLEEP mode, and agreed on shutting down when this makes sense (for example: at the end of the work). The thermostat is set by a lower temperature (from 24 Celsius to 22 Celsius), so we will save the energy of heating.

1.9.2.»SWITCH-OFF« POLITIKA

»Switch-off« policy

Podjetje iMatring d.o.o. se zavezuje k doslednemu upoštevanju »switch-off« politike, ugašanju luči in ostalih naprav, ko jih ne potrebujemo in ko zaključimo z delom. Skladno s to problematiko smo organizirali sestanek, kjer smo predstavili to novo politiko. Za nadzor je odgovorna zgoraj omenjena ekipa, ki v podjetju skrbi za trajnost.

Company iMatring d.o.o. is dedicated to »switch-off« policy, shutting out lights and other appliances we do not need any more or when finishing our work. We have organized a meeting where we presented and agreed on a new »switch-off« policy. Control for implementation of this policy takes over our sustainability team.

1.9.3 VARČNE NAPRAVE

Energy saving devices

Podjetje iMatring d.o.o. se zavezuje k skrbi za trajnost in zelenost. Ker k manjši porabi energije prispeva tudi kvaliteta in energijska varčnost tehnologije, ki jo za svoje delo uporabljamo, se zavezujemo, da bomo naprave redno, na vsake dve leti, servisirali, pregledali in zamenjali z energijsko bolj učinkovito. Tudi pri nakupu novih naprav bo eden od izbirnih kriterijev energijska učinkovitost naprave, kar bo zmanjšalo stroške porabljene elektrike in izboljšalo delovni proces.

iMatring d.o.o. company is dedicated to sustainability and green. When thinking about energy saving of technology we use for work, the quality aspect of technology is also important.

For the question of energy-saving, it is important also the question of quality and energy saving of technology we use for our work. Therefore, we commit we will repair and service

our equipment regularly, every two years and replace the insufficient by new, energy-saving. When buying new ones, one of the criteria will be also an energy-saving option because such devices consume less energy and improve the work process.

1.10 ODPADKI

Waste

Podjetje iMatring se zaveda pomena pravilne skrbi za odpadke, ki so pomemben del onesnaževanja okolja zato: ločujemo smeti v pisarnah v za to predvidene koše za smeti, ločujemo jih tudi zunaj pisarn na območju Tehnološkega parka, kjer je velik ločevalni otok. V skladu z najemno pogodbo plačujemo mesečne stroške za odvoz nastalih odpadkov. Za to skrbi podjetje Snaga Ljubljana.

iMatring d.o.o. company is aware of the meaning of the right waste care, this is why we: separate waste according to the type of waste – in the office and outside in front of the building where we have big recycling space. We pay monthly costs for the waste removal, for which is taking care local company called »Snaga«.

1.10.1 ZMANJŠEVANJE ODPADKOV

Reducing waste

Podjetje iMatring d.o.o. strmi k skrbi za okolje in trajnostnemu poslovanju. Zato smo sprejeli nekaj opornih točk, po katerih se bomo ravnali ob skrbi za zmanjšanje odpadkov, ki jih proizvedemo med svojim delom. Odpadke bomo zmanjšali na način, da:

- bomo poslovali brezpapirno, kjer je to možno (elektronska komunikacija),
- odpadke bomo ločevali v za to predvidene smetnjake,
- k ločevanju odpadkov in ponovni uporabi le-teh (npr. papirja) bomo spodbujali drug drugega kot tudi naše zunanje partnerje in stranke,
- tiskalnik smo nastavili na obojestransko tiskanje, kar upoštevamo vedno, brez izjeme,
- ožja ekipa, ki skrbi za trajnost (Daniel Geratič, Aleš Širec, Andrej Korez, Sandi Lovrenc in Gašper Lozar) bo skrbela za natančno izvrševanje dogovorjenih načel,
- za pisarniški material bomo zbirali skupno naročilo in tako zmanjšali stroške pošiljanja, različnih dostav, različnih pakiranj (enkratno in skupno naročilo)
- etc.



iMatring d.o.o. company strives for environmental care and sustainable business. Therefore, we have accepted some of the main points we will follow while taking care to reduce the waste we produce at workplace. We will reduce waste by:

- paperless business when possible (email communication),
- waste will be separated into special bins,
- we will encourage each other as well as our external partners and customers to separate waste and reuse it (for example: paper),
- set printers on double-sided printing,
- sustainability team (Daniel Geratič, Aleš Širec, Andrej Korez, Sandi Lovrenc and Gašper Lozar) will take care of the exact implementation of sustainable principles,
- all material for the office will be ordered at one so that we will get one delivery, one package (all together, not one at the time),
- etc.

1.11 ŽIVALI

Animals

Podjetje iMatring d.o.o. spoštuje živali in njihova življenja, zato jih ne lovi, ne zlorablja njihove svobode.

iMatring d.o.o. company respects animals and their lives so we do not hunt them, abuse their freedom or harm them in any way.

1.11.1 DIVJE ŽIVALI

Wild animals

Primerki prosto živečih divjih živali niso ogroženi, se ne prodajajo, ne uničujejo ali ogrožajo na kakršen koli živalim nesprejemljiv način. Podjetje iMatring d.o.o. se zavezuje, da bo vsakršno nasilje ali nespoštovanje živali prijavil ustreznim avtoritetam (policiji, društvom za zaščito živali).

Examples of free-living wild animals are not endangered; we do not sell them and we do not destroy or harm them in any way that is unacceptable to animals. iMatring d.o.o. company is dedicated to the statement that any form of violence that will be found out will be reported to authorities (police, animal rescue association).

1.12 ZUNANJI SODELAVCI

External coworkers

1.12.1 IZBIRA ZUNANJIH SODELAVCEV

Choosing external coworkers

Podjetje iMatring d.o.o. sodeluje z zunanjimi sodelavci v primeru potrebe za pripravo novih vsebin in njihove izvedbe. Do sedaj smo izbirali zunanje sodelavce za pripravo vsebin, posredovanje idej in znanja, ki nam bodo pomagala pri njegovem nadaljnjem razvijanju. Tudi v nadalje se zavezujemo, da bomo delo snovali na

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osnovi etike, znanja in jasnih pogojev zaposlovanja/sodelovanja, ki temeljijo na dostojnem plačilu in dobrih medsebojnih odnosih.

Company iMatring d.o.o. is cooperating with external coworkers, especially in case of preparation of new content for projects. For now, we have chosen external coworkers for the preparation of content, ideas, and knowledge which we will need in the future. We are committed we will work with external coworkers in the future on the basis of ethics, knowledge and clear employment/cooperation conditions which will be based on decent and good payment and good relationship between us.

1.12.2. ZUNANJI SODELAVCI IN TRAJNOST

External coworkers and sustainability

Tudi od zunanjih sodelavcev podjetja iMatring d.o.o. pričakujemo, da bodo delovali na področju trajnosti in izvrševali sprejeta načela tega dokumenta. Vsi sodelavci, zunanji sodelavci kot tudi gostje moramo skupaj skrbeti za trajnost, trajnostni turizem in zelene aktivnosti. K poznavanju naših trajnostnih kriterijev in akcijskih planov bomo redno opozarjali predvsem ožji člani trajnostne ekipe.

From external coworkers of the company is also expected to respect and cooperate in a way of the sustainability. All together – coworkers, external coworkers and also costumers will have to take care of our planet, green Slovenian tourism and sustainability. Our sustainability team will encourage for taking care of the implementation of this criteria and our action plans.

1.13 SPOMINKI

Souvenirs

1.13.1. Prepovedani spominki

Forbidden souvenirs

Podjetje iMatring d.o.o. za enkrat ne prodaja in ne oglašuje, posreduje ali spodbuja nakupa spominkov. Zavedamo se, da prodaja določenih spominkov lahko pomeni tudi škodo za skupnost in njeno okolje zato bomo, v kolikor bomo kdaj spominke prodajali ali promovirali, upoštevali ta kriterij in imeli zgolj tiste spominke, ki nimajo negativnega vpliva na okolje in skupnost.

iMatring d.o.o. company do not sell, advertise, resell or encourage buying forbidden souvenirs. We are aware of the damage some souvenirs can make to the community and their environment. Therefore, in case of selling or promoting souvenirs we will respect the criteria of local souvenirs that do not have any negative impact on the environment or local community.

1.14 TRAJNOSTNI NAČRT

Sustainability plan

Podjetje iMatring d.o.o. se zavezuje, da bo sprejeta načela in plane izvrševal vestno, redno in da bo letno pregledoval trajnostni plan in dokument nadgrajeval oziroma spreminjal.

iMatring d.o.o. company commits to respect and implement principles in this document regularly, review the sustainability plan annually and upgrade it.