



# 2022

**Izveštaj o održivom poslovanju**  
Sustainable development report

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# O Izveštaju

## About this Report

**Poslovni sistem Elixir Group pripremio je prvi Izveštaj o održivom poslovanju sa ciljem da svim zainteresovanim stranama pruži pregledan i transparentan uvid u rezultate i napredak u oblasti održivosti tokom 2022. godine. Ovaj Izveštaj za 2022. godinu pripremljen je po uzoru na najzastupljeniju svetsku metodologiju u toj oblasti – Global Reporting Initiative (GRI). Informacije sadržane u Izveštaju za 2022. godinu prikazuju ostvarene rezultate, dostignuća, kao i rizike sa kojima se kompanija Elixir Group suočila. Objektivnim pristupom informacijama pružaju se mogućnosti za davanje kako pozitivnih, tako i negativnih ocena.**

**Poslovni sistem Elixir Group u svom izveštavanju nastoji da pruži kvalitativne i kvantitativne podatke maksimalne tačnosti. Zahvaljujući digitalnim rešenjima za praćenje i merenje rezultata, kompanija je u mogućnosti da kroz proces izveštavanja precizno evaluira svoj učinak u materijalnim aspektima održivosti i pruži sveobuhvatnu sliku svojih uticaja na društvenu i životnu sredinu.**

Izveštaj o održivom poslovanju pruža informacije koje su namenjene svim zainteresovanim stranama, pri čemu smo se trudili da sadržaj bude interpretiran na način koji je jasan i razumljiv široj javnosti. Imajući u vidu specifičnost industrijskih delatnosti Poslovнog sistema Elixir Group, u cilju boljeg i lakšeg razumevanja informacija i podataka, prilikom pisanja teksta korišćeni su standardizovani termini. Podaci koji su dati u Izveštaju odnose se na poslovanje Elixir Group u 2022. godini, zaključno sa 31.12.2022. godine. U izradi Izveštaja učestvovali su zaposleni iz svih organizacionih delova Poslovнog sistema zajedno sa vodećim i srednjim menadžmentom čija je uloga bila u verifikaciji i validaciji podataka kroz interaktivnu saradnju i konstruktivnu povratnu informaciju.

**Izveštaj o održivom poslovanju Poslovнog sistema Elixir Group za 2022. godinu je urađen u skladu sa konsolidovanim godišnjim finansijskim izveštajem i verifikovan je od strane revizorske kuće KPMG.**

The Elixir Group Business System has prepared its first Sustainability report with the aim of providing all stakeholders with an overview and transparent insight into the results and progress in the field of sustainability during the year 2022. This Report for the year 2022 was prepared with reference to the world's most represented methodology in that field - the Global Reporting Initiative (GRI). The information contained in the Report for the year 2022 show the achieved results, achievements, as well as the risks that Elixir Group faced. An objective approach to information provides opportunities for giving both positive and negative evaluations.

In its reporting, the Elixir Group Business System strives to provide qualitative and quantitative data of maximum accuracy. Thanks to digital solutions for monitoring and measuring results, the company is able to accurately evaluate its performance in material aspects of sustainability through the reporting process and provide a comprehensive picture of its social and environmental impacts. The Sustainability report provides information that is intended for all interested parties, while we tried to interpret the content in a way that is clear and understandable to the general public. Bearing in mind the specificity of the industrial activities of the Elixir Group Business System, with the aim of better and easier understanding of information and data, standardized terms were used when writing the text. The data provided in the Report refer to Elixir Group's operations in 2022, ending on 12/31/2022. Employees from all organizational parts of the Business System participated in the preparation of the report, together with high and middle level management, whose role was in the verification and validation of data through interactive cooperation and constructive feedback.

The Elixir Group Sustainability Report for 2022 has been prepared in accordance with the annual Consolidated financial statement and has been verified by the KPMG audit firm.



**Elixir za...bolji svet**  
Elixir for...a better world



## Održivost za sve Sustainability for all

Odgovornost u svemu što radimo i održivost za sve su temeljni principi u poslovanju Elixir Group. Poslovnu viziju ostvarivom čine ljudi sa kojima radimo i zajednica u kojoj stvaramo. Kontinuitet u našem poslovanju, koji potvrđuje činjenica da smo obeležili 32 godine rada, svedoči u prilog tome da strateški sagledavamo poslovni ambijent, fleksibilni smo u odgovoru na izazove i odgovorni u poslu koji obavljamo.

Elixir je ime za kvalitet dugi niz godina – prepoznatljiv smo brand na svim kontinentima upravo zahvaljujući znanju, radu i usavršavanju tima koji je stručan i posvećen. U svetu okolnosti sa kojima se svet suočava prilagođavamo svoje poslovanje sa ciljem odgovornog odnosa prema potrošnji neobnovljivih resursa i uticaja na životnu sredinu. Zajednica u kojoj stvaramo važan je partner u rezultatima na koje smo ponosni. Zato smo pouzdan oslonac i podrška brojnim projektima koji doprinose daljem zajedničkom održivom razvoju. Svojom ukupnom poslovnom aktivnošću i odgovornim odnosom prema okruženju i zajednici ostajemo privrženi ostvarenju vizije da "stvaramo nasleđe kroz održivi razvoj na dobrobit zajednice i uspeh svakog pojedinca".

Responsibility in everything we do and sustainability for all are fundamental principles of Elixir Group's business. The business vision is made achievable by the people we work with and the community in which we create. Continuity in our business, which is confirmed by the fact that we have celebrated 32 years of work, testifies to the fact that we strategically look at the business environment, we are flexible in responding to challenges, and responsible in the work we do.

Elixir has been a name for quality for many years - we are a recognizable brand on all continents thanks to the knowledge, work and training of a professional and dedicated team. In light of the circumstances the world is facing, we are adapting our business with the goal of a responsible attitude towards the consumption of non-renewable resources and the impact on the environment. The community in which we create is an important partner in the results we are proud of. That is why we are a reliable support for numerous projects that contribute to further joint sustainable development. With our overall business activity and responsible attitude towards the environment and the community, we remain committed to the realization of the vision of "creating a legacy through sustainable development for the benefit of the community and the success of each individual".

**Stanko Popović**  
**predsednik Poslovnog Sistema Elixir Group**  
president of the Elixir Group Business System

**Kontinuitet u radu najbolji je pokazatelj odgovornog odnosa prema zaposlenima, okruženju i zajednici.** Ponosni smo na činjenicu da je u našem timu danas skoro dve hiljade ljudi, među kojima veliki broj stručnjaka različitih profila, koji su angažovani na velikim i zahtevnim projektima. U 2022. investirali smo 60 miliona evra što je najveći godišnji iznos investicija u istoriji kompanije Elixir i za 54% više nego u prethodnoj godini. Smatraljući dalji razvoj cirkularne ekonomije imperativom održivosti, u implementaciju ovog koncepta do sada smo uložili ukupno oko 10 miliona evra.

Izvanredni poslovni rezultati, dalji rast i razvoj, mogući su samo uz inovativan pristup, napredne tehnologije i stalno savršavanje. Pionirski koraci koje činimo u primeni naјсавременијих svetskih trendova u svom poslovanju prepoznati su od poslovne zajednice i partnera. Naše projekte u oblasti dekarbonizacije i doprinosa ostvarenju SDG-s podržao je UNDP, a nagradili WB6 i PKS. Prema The Circularity Gap Reporting Initiative, od strane organizacije The Circle Economy, rastuća svetska populacija dostigla je osmomilijarditog stanovnika planete, a potrošnja sirovina u 2022. godini zabeležila je 100 milijadi tona. U tom kontekstu odgovorno upravljanje resursima, koji su ograničeni i neobnovljivi, ali i otpadom ostaje imperativ zajedničke održivosti.

Continuity in work is the best indicator of a responsible attitude towards employees, the environment and the community. We are proud of the fact that today there are almost two thousand people in our team, including a large number of experts of various profiles, who are engaged in large and demanding projects. In 2022, we invested 60 million euros, which is the largest annual amount of investment in the history of Elixir and 54% more than in the previous year. Considering the further development of the circular economy as a sustainability imperative, we have invested a total of around 10 million euros in the implementation of this concept so far.

Outstanding business results, further growth and development are only possible with an innovative approach, advanced technologies and constant improvement. The pioneering steps we take in applying the most modern world trends in our business are recognized by the business community and partners. Our projects in the field of decarbonization and contribution to the achievement of the SDGs were supported by UNDP, and awarded by WB6 and Chamber of Commerce of Serbia. According to The Circularity Gap Reporting Initiative, made by The Circle Economy, the growing world population has reached eight billion inhabitants of the planet, and the consumption of raw materials in 2022 has recorded 100 billion tons. In this context, responsible management of resources, which are limited and non-renewable, as well as waste, remains an imperative for common sustainability.

**Zorica Popović**  
generalni direktor Elixir Group  
CEO of Elixir Group



## **Odgovorno poslujemo** We do business responsibly



# Ključni događaji 2022.

## Key events in 2022

### Januar/January

**Radni sastanak sa predstavnicima Evropske komisije – Generalnim direktoratom za susedstvo i pregovore o proširenju (DG NEAR) i Generalnim direktoratom za poreze i carinsku uniju (DG TAKSUD) na temu „Prekograničnog mehanizma za prilagođavanje ugljenika“ – Fit for 55**

Working meeting with representatives of the European Commission - Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) and Directorate-General for Taxes and Customs Union (DG TAKSUD) on the topic of "Carbon border adjustment mechanism" - Fit for 55



- Samit „GO Circular“, tema „CLOSING THE LOOP IN A CIRCULAR PLASTICS ECONOMY“ u Antverpenu u Belgiji

Summit "GO Circular", theme "CLOSING THE LOOP IN A CIRCULAR PLASTICS ECONOMY" in Antwerp, Belgium

- „Izazovi zelene tranzicije“ – tema „Elixir u korak sa zelenom tranzicijom i dekarbonizacijom“, projekat „Održiva vizija Srbije“/ "Challenges of green transition" - topic "Elixir in step with green transition and decarbonization", project "Sustainable vision of Serbia"

### April/April

### Februar/February

- Konferencija „Upravljanje ambalažom i ambalažnim otpadom“ - udruženje Sredina/Conference "Management of packaging and packaging waste" - association "Sredina"
- Panel „Čisto okruženje kao faktor razvoja“ - Centralni evropski forum za razvoj (CEDEF)/ Panel "Clean environment as a development factor" - Central European Development Forum (CEDEF)
- Konferencija „Promena pravila igre – u potrazi za ravnotežom“ - IDEAS/Conference "Game changers – in pursuit of balance" - IDEAS
- Think Tank međunarodna Konferencija, tema „Održivost zajedničke budućnosti“ - Institut Pojas i put/Think Tank International Conference, theme "Sustainability of the common future" - Belt and Road Institute

### Maj/May

- IFAT - Vodeći svetski sajam za upravljanje vodom, kanalizacijom, otpadom i sirovinama/ IFAT - The leading world fair for water, sewage, waste and raw materials management

### Jun/June

- „AMI Chemical Recycling“ konferencija o hemijskom recikliranju, Keln Nemačka/ "AMI Chemical Recycling" conference on chemical recycling, Cologne Germany
- Trening Akceleratora cirkularne ekonomije - „Međunarodni sajam zaštite životne sredine, prirode i resursa“/Circular Economy Accelerator training - "International fair for the protection of the environment, nature and resources"
- Forum socijalnih inovacija – Forum za odgovorno poslovanje i SMART kolektiv/ Social Innovation Forum – Responsible business forum and SMART collective

## Septembar/September

### Jul/July

- Konferencija posvećena „Digitalnim, održivim i inovativnim rešenjima u građevinskoj industriji” – OROOK i PKS/ Conference dedicated to “Digital, sustainable and innovative solutions in the construction industry” - OROOK and the Chamber of Commerce of Serbia
- Saradnja sa SGS – projekat ocene životnog ciklusa proizvoda kao značajan korak na putu ka dekarbonizaciji Elixir Group/ Cooperation with SGS - product life cycle assessment project as a significant step on the way to decarbonization Elixir Group

### Avgust/August

„Achema“ sajam, Frankfurt Nemačka  
“Achema” fair, Frankfurt Germany

## Oktobar/October

- DPP Frankfurt - Konferencija za rekuperaciju fosfora/ DPP Frankfurt - Conference for Phosphorus Recovery
- Sajam ekologije - UNDP/Ecology Fair - UNDP
- TAIEX TRATOLOW Domestic workshop on ETS Monitoring and Reporting - Cilj da podrži predstavnike Ministarstva zaštite životne sredine i privrede Republike Srbije u implementaciji trgovanja emisijama, pomažući da se poveća razumevanje svih zainteresovanih strana ETS-a o zahtevima definisanim Pravilnikom o praćenju i izveštavanju ETS-a/TAIEX TRATOLOW Domestic workshop on ETS Monitoring and Reporting - Aim to support representatives of the Ministry of Environmental Protection and the Economy of the Republic of Serbia in the implementation of emissions trading, helping to increase the understanding of all ETS stakeholders on the requirements defined by the ETS Monitoring and Reporting Rulebook

## Novembar/November



- Dijalog o mapi puta za povećanje učešća privatnog sektora u klimatskim akcijama – FAORS u saradnji sa Ministarstvom poljoprivrede, šumarstva i vodoprivrede/ Dialogue on the road map for increasing the participation of the private sector in climate actions - FAORS in cooperation with the Ministry of Agriculture, Forestry and Water Management
- TRANSPORTNI KONGRES 2022, predstavljen rad na temu „Alati za proračun emisija zagađivača u transportu“/TRANSPORT CONGRESS 2022, paper presented on the topic “Tools for the calculation of pollutant emissions in transport”

## Decembar/December



- Look Up – Regionalna panel konferencija o energetici i klimi/ Look Up - Regional panel conference on energy and climate
- “CSR & ESG FORUM – Compliance, Performance, Leadership” - najveći godišnji CSR&ESG događaj u Srbiji/ “CSR & ESG FORUM - Compliance, Performance, Leadership” - the biggest annual CSR&ESG event in Serbia
- Panel „Prihvati cirkularni izazov“ – događaj u organizaciji Ministarstva za zaštitu životne sredine, UNDP i Globalnog fonda za životnu sredinu (GEF)/Panel “Accept the circular challenge” - an event organized by the Ministry of Environmental Protection, UNDP and the Global Environment Facility (GEF)

# Članstva i nagrade

## Memberships and rewards

**Saradnja sa drugim poslovnim sistemima, lokalnim samoupravama, predstavnicima državnih institucija, udruženja i nevladinim sektorom u smislu umrežavanja svih aktera u zajednici preduslov je za ostvarenje naše vizije. Elixir Group je član Forum za odgovorno poslovanje (FOP) i kao takav već tri godine je deo projekta CSR (Corporate Social Responsibility) prakse koju je FOP pokrenuo. U junu 2022. godine Elixir Group je podržao Sajam socijalnih inovacija u organizaciji Foruma za odgovorno poslovanje i SMART kolektiva i učestvovao u odabiru najbolje start-up ideje za socijalni biznis. Još od osnivanja Elixir Fondacije, ona je aktivna u članstvu Srpskog filantropskog foruma (SFF) i kroz ovo članstvo podržava akcije koje doprinose ostvarenju Ciljeva održivog razvoja i afirmaciju filantropije. Direktorka Elixir Fondacije, Margareta Musić, članica je Upravnog odbora Srpskog filantropskog foruma od juna 2021. godine.**

**Članice našeg Poslovnog sistema, Elixir Prahovo i Elixir Zorka našle su se na listi 100 najboljih preduzeća u Srbiji za 2021. godinu, koju je objavila Agencija za privredne registre tokom 2022. godine. Elixir Zorka je dobitnica nagrade Privredne komore Srbije za privredna društva za poseban doprinos razvoju privrede regiona u 2022. godini, a ista nagrada za razvoj drugog regiona pripala je i Elixir Prahovo.**

**Osim pomenutih, Elixir Prahovo dobitnik je i bronzone povelje „Kapetan Miša Atanasijević“ koju dodeljuje Privredna komora Srbije. Predstavnici PKS u Zaječaru uručili su povelju Ljubi Stojčiću, direktoru Elixir Prahovo, koji je dobio i priznanje regionalnog poslovnog lidera. Elixir Zorka je tokom prethodnih godina bila nagrađivana Sertifikatom o doprinosu u uštedi CO<sub>2</sub> koju dodeljuje kompanija Sekopak, ovlašćeni operater za upravljanje ambalažnim otpadom.**

Cooperation within our Business Systems, with local governments, representatives of state institutions, associations and the non-governmental organizations in terms of networking all actors in the community is a prerequisite for the realization of our vision.

Elixir Group is a member of the Responsible Business Forum (RBF) and as such has been part of the CSR (Corporate Social Responsibility) practice project initiated by RBF for three years. In June 2022, Elixir Group supported the Social Innovation Forum organized by the Responsible Business Forum and the SMART collective and participated in the selection of the best start-up idea for social business.

Since the establishment of the Elixir Foundation, it has been active in the membership of the Serbian Philanthropy Forum (SPF) and through this membership supports actions that contribute to the achievement of the Sustainable Development Goals and the affirmation of philanthropy. Director of the Elixir Foundation, Margareta Musić, has been a member of the Steering Committee of the Serbian Philanthropy Forum since June 2021.

The member companies of our Business System, Elixir Prahovo and Elixir Zorka, were on the list of the 100 best companies in Serbia for 2021, published by the Business Registers Agency in 2022. Elixir Zorka is the winner of the award of the Serbian Chamber of Commerce for companies that gave special contribution to the development of the region's economy in 2022, and the same award for the development of another region went to Elixir Prahovo.

In addition to the aforementioned, Elixir Prahovo is also the winner of the "Captain Miša Atanasijević" bronze charter awarded by the Serbian Chamber of Commerce. The representatives of the Chamber in Zaječar presented the charter to Ljuba Stojčić, director of Elixir Prahovo, who also received recognition as a regional business leader. During last few years, Elixir Zorka was awarded with the Certificate of Contribution to CO<sub>2</sub> Savings by the company Sekopak, an authorized operator for the management of packaging waste.



**Elixir Zorka nagrađena je u oblasti društveno odgovornog poslovanja za popularizaciju primene modela cirkularne ekonomije na svečanoj dodeli Nacionalne nagrade za društveno odgovorno poslovanje „Đorđe Vajfert“ koju dodeljuje Privredna komora Srbije.**

**Na događaju u organizaciji Ministarstva za zaštitu životne sredine, UNDP i Globalnog fonda za životnu sredinu (GEF) uručena su priznanja i novčane nagrade autorima najboljih inovativnih rešenja za dalji razvoj cirkularne ekonomije u Srbiji, među kojima je i Elixir Zorka.**

**Povelju za najbolji stručni rad na 35. Procesingu, pod naslovom „Priprema kompanije Elixir Group za uvođenje prekograničnog mehanizma za prilagođavanje ugljenika na granicama (CBAM)“, dodeljena je zaposlenima u Elixir Zorka - Aliji Salkuniću, Nikoli Belobabi, Bajri Salkuniću, Ljiljani Stanojević i Slavici Bogdanović.**

**Na najvećem godišnjem CSR&ESG događaju u Srbiji, „CSR & ESG FORUM – Compliance, Performance, Leadership“ Elixir Group je dobio priznanje za učešće u kampanji „Spasimo humanost, spasimo hranu“. Elixir Group dobitnik je i dva priznanja za razvoj dobročinstva i filantropije povodom Nacionalnog dana davanja i to za „izuzetan doprinos kampanji Spasimo hranu, spasimo humanost i razvoj filantropije“ koje dodeljuje SFF i Koalicija za dobročinstvo i priznanja za „izuzetan doprinos akciji pomoći stanovništvu Ukrajine i razvoju filantropije“ od strane SFF, Fonda B92 i Privredne komore Srbije. Margareta Musić, upraviteljka Elixir Fondacije našla se na prvoj listi CSR Profesionalaca Srbije.**

Elixir Zorka was awarded in the field of socially responsible business for popularizing the application of the circular economy model at the ceremony of the National Award for Socially Responsible Business "Georg Weifert" awarded by the Serbian Chamber of Commerce.

At the event organized by the Ministry of Environmental Protection, UNDP and the Global Environment Facility (GEF), awards and cash prizes were awarded to the authors of the best innovative solutions for the further development of the circular economy in Serbia, including Elixir Zorka.

The charter for the best professional work at the 35th "Procesing" Conference, entitled "Elixir Group's preparation for the introduction of the carbon border adjustment mechanism (CBAM)", was awarded to the employees of Elixir Zorka - Alija Salkunić, Nikola Belobaba, Bajra Salkunić, Ljiljana Stanojević and Slavica Bogdanović.

At the biggest annual CSR&ESG event in Serbia, "CSR & ESG FORUM - Compliance, Performance, Leadership" Elixir Group got recognition for its participation in the "Save Food, Save Humanity" campaign. Elixir Group is the winner of two awards for the development of charity and philanthropy on the occasion of the National Day of Giving, namely for "outstanding contribution to the Save Food, Save Humanity campaign and the development of philanthropy" awarded by the SPF and the Coalition for Charity and award for "outstanding contribution to the action to help the people of Ukraine and to the development of philanthropy" by the SPF, the B92 Fund and the Serbian Chamber of Commerce. Margareta Musić, director of the Elixir Foundation, is on the first list of CSR Professionals of Serbia.



**FORUM ZA  
ODGOVORNO  
POSLOVANJE**



**SRPSKI  
FILANTROPSKI  
FORUM**



**ElixirFondacija**



01

## O kompaniji About us

Elixir Group je Poslovni sistem koji se kontinuirano razvija u oblasti hemijske industrije i agrobiznisa, kroz brojne projekte posvećene održivom razvoju, primeni modela cirkularne ekonomije i unapređenju resursne efikasnosti.

Elixir Group is a Business System that is continuously developing in the field of chemical industry and agribusiness, through numerous projects dedicated to sustainable development, application of the circular economy model and improvement of resource efficiency.

# Profil kompanije

## Company profile

**Kompanija je osnovana 1990. godine i razvijala se kroz privatizaciju proizvodnih kompanija i kontinuirane investicije kojima je Elixir Group unapredio tradiciju hemijske industrije dugu 80 godina i postao regionalni lider u Jugoistočnoj Evropi. Poslovni sistem Elixir Group svoju razvojnu strategiju kreira na temeljima kvaliteta i saradnje, kroz snažnu podršku održivom razvoju lokalnih zajednica u kojima posluje i unapređenje dugoročne konkurentnosti na međunarodnom tržištu.**

**Naš Poslovni sistem danas čini 14 kompanija članica i Elixir Fondacija. Elixir porodica broji više od 1.800 zaposlenih. Da su ljudi naša najveća snaga i kapital potvrđuje stabilan i posvećen tim iskusnih profesionalaca i konstantan priliv mladih talenata.**

**Kompanije Elixir Group umrežile su Srbiju od zapada do istoka, stacionirane na obalama Save i Dunava – saobraćajnim arterijama regiona. Specijalizovane u svojoj delatnosti razvijaju proizvodne, servisne i tržišne kapacitete. Kompanije članice Elixir Zorka i Elixir Prahovo čine proizvodnu delatnost Poslovнog sistema, u ukupno 5 fabrika koje se nalaze na lokacijama industrijsko-hemijskih kompleksa u Prahovu i Šapcu.**

The company was founded in 1990 and developed through the privatization of manufacturing companies and continuous investments, which enabled Elixir Group to improve its 80-year tradition in the chemical industry and become a regional leader in Southeast Europe. The Elixir Group Business System creates its development strategy on the basis of quality and cooperation, through strong support for the sustainable development of the local communities in which it operates and the improvement of long-term competitiveness on the international market.

Today, our Business System consists of 14 member companies and the Elixir Foundation. The Elixir family has more than 1,800 employees.. That people are our greatest strength and capital is confirmed by a stable and dedicated team of experienced professionals and a constant influx of young talents.

Elixir Group companies networked Serbia from west to east, stationed on the shores of the Sava and Danube - the traffic arteries of the region. Specialized in their activity, they develop production, service and market capacities. The member companies Elixir Zorka and Elixir Prahovo form the production activity of the Business System, in a total of 5 factories located at the locations of the industrial-chemical complexes in Prahovo and Šabac.

**Kapaciteti pogona**  
Operation capacities

**300.000t**  
 $\text{H}_3\text{PO}_4$   
Prahovo

**200.000t**  
 $\text{H}_3\text{PO}_4$

feed i tehnički kvalitet  
feed and technical quality  
Prahovo

**600.000t**  
NPK  
Šabac/Prahovo

**6.000t**  
 $\text{ALF}_3$   
Prahovo

## Misija

### Mission

**Odgovorno planiramo, proizvodimo i rastemo usvajajući nova znanja i veštine. Stvaramo novu vrednost, gradimo partnerstva kroz poverenje i zajedno ostvarujemo pobeđe!**

We plan, produce and grow responsibly by acquiring new knowledge and skills. We create new value, build partnerships through trust and achieve victories together!

## Vizija

### Vision

**Stvaramo nasleđe kroz održivi razvoj na dobrobit zajednice i uspeh svakog pojedinca.**

We create a legacy through sustainable development for the benefit of the community and the success of every individual.

#### Verujemo u značaj svake vrednosti

We believe in the importance of each value



##### Profesionalnost/Professionalism

Znamo o čemu pričamo  
We know what we are talking about



##### Integritet/Integrity

Znamo ko smo  
We know who we are



##### Poverenje/Trust

Možemo svakog da pogledamo u oči  
We can look everyone in the eyes



##### Posvećenost/Commitment

I srcem i glavom  
With both heart and head



##### Jedinstvo/Unity

Zajedno smo Elixir!  
Together we are Elixir!

## Pokazatelji uspešnosti

### Performance indicator

#### Zaposleni/Employees

#### Proizvodi/Products

#### Aktivni projekti/Active projects

**Ambasador Srbije u zemljama širom sveta/**  
Ambassador of Serbia in countries around the world

#### Poslovni partneri/Business partners

1.858

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50

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87

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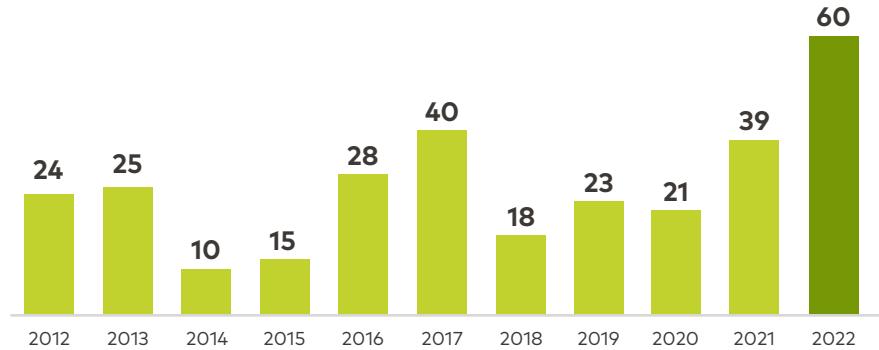
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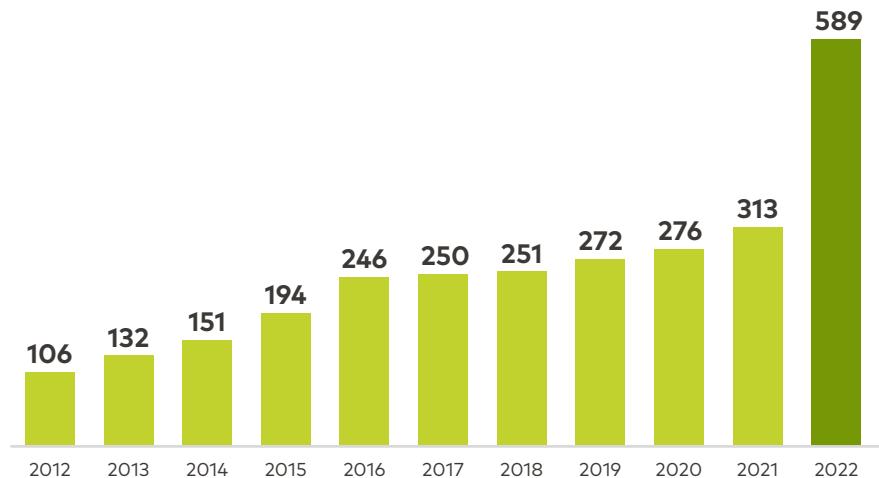
4.000+

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## Rast i razvoj/Growth and development

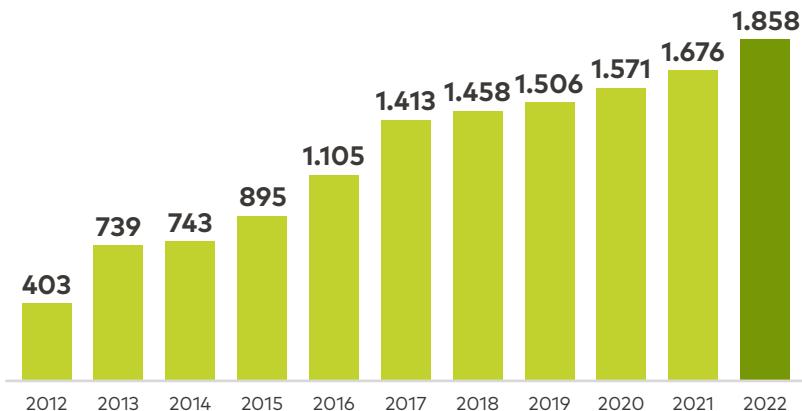


Dijagram 1. Investicije Elixir Group (MIL EUR)  
Diagram 1. Elixir Group investments (MIL EUR)



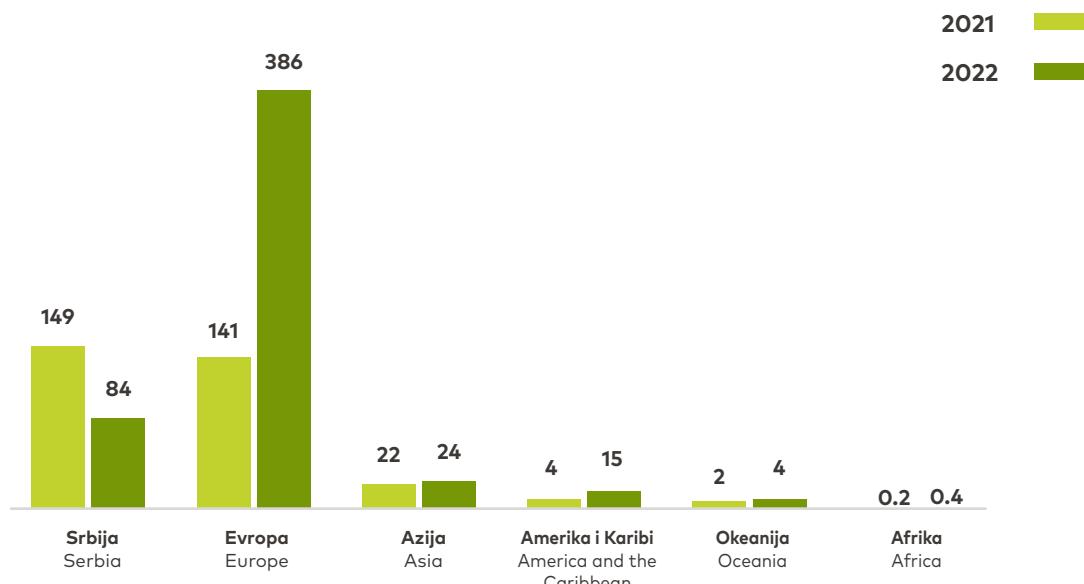
Dijagram 2. Ukupan poslovni prihod (MIL EUR)  
Diagram 2. Total operating revenue (MIL EUR)

## Ljudski kapital/Human resources

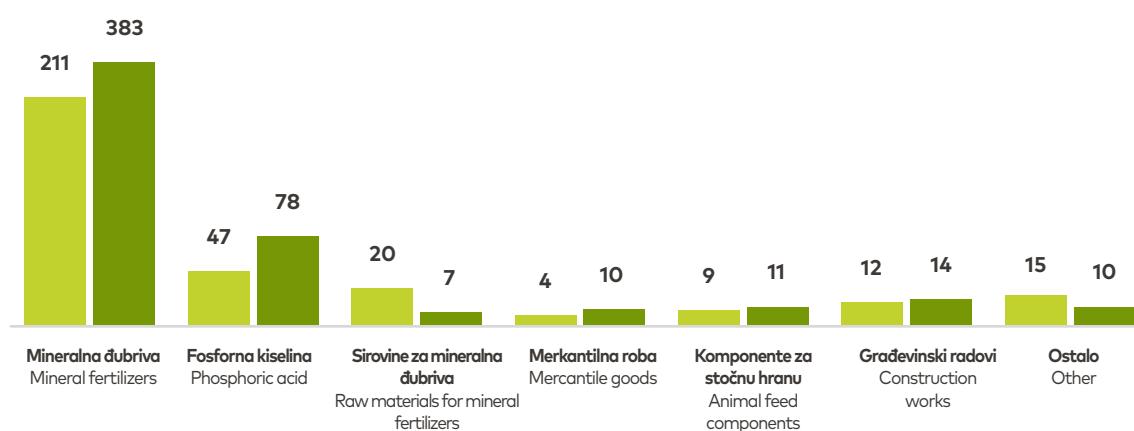


Dijagram 3. Broj zaposlenih Elixir Group (CROSO 31.12.2022.)  
Diagram 3. Number of Elixir Group employees (CROSO 12.31.2022)

## Ekonomski pokazatelji/Economic indicators

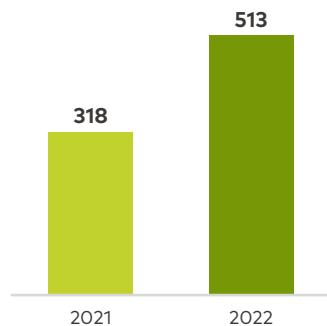


**Dijagram 4. Poslovni prihodi od prodaje robe, proizvoda i usluga po geografskim regionima (MIL EUR)**  
Diagram 4. Operating revenue from the sale of goods, products and services by geographic region (MIL EUR)

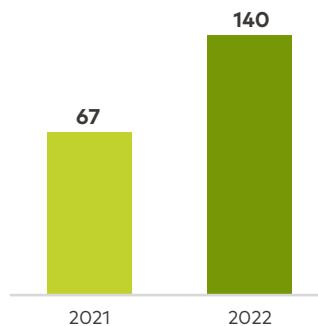


**Dijagram 5. Poslovni prihodi od prodaje robe, proizvoda i usluga po vrstama artikala (MIL EUR)**  
Diagram 5. Operating revenue from the sale of goods, products and services by type of items (MIL EUR)

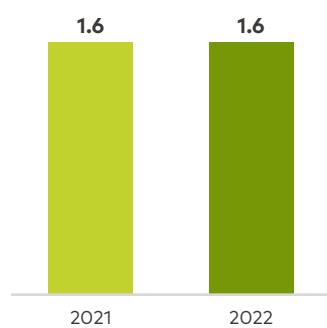
**Prihodi od prodaje (MIL EUR)**  
Sales revenue (MIL EUR)



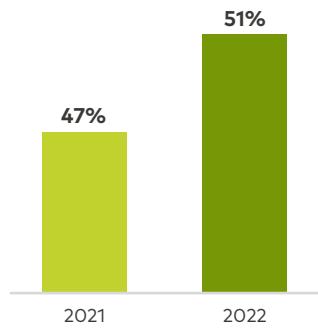
**EBITDA (MIL EUR)**  
EBITDA (MIL EUR)



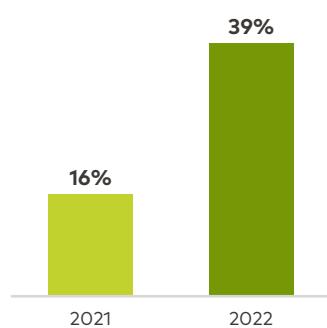
**Opšti racio likvidnosti**  
General liquidity ratio



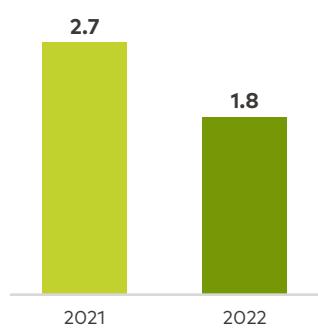
**Racio kapitala**  
Capital ratio



**ROE**  
ROE



**Neto dug/EBITDA**  
Net debt/EBITDA



## Konsolidovani prikaz u hiljadama EUR

Consolidated presentation in thousands of EUR

Članice/Company members	Ukupan poslovni prihod/Total operating revenue	EBITDA/EBITDA
Elixir Group	128.015	1.129
Elixir Zorka	340.889	67.239
Elixir Prahovo	293.464	64.463
Elixir Agrar	126.080	6.028
Elixir Craft	16.553	673
Elixir Feed	12.078	816
Elixir Garden	0	-18
CPCE	329	30
ST Medicina	1.193	159
PPI	121	14
Elixir GD	215	4
Elixir Agro	0	-1
Elixir Fosftati Crna Gora	8	-13
Elixir Real Estate Crna Gora	0	-17
<b>Eliminacije/Eliminations</b>	<b>-330.137</b>	<b>-931</b>
<b>Ukupno/Total</b>	<b>588.808</b>	<b>139.575</b>

\*EBITDA = Poslovni dobitak - Poslovni gubitak - Prihodi od usklađivanja vrednosti imovine (osim finansijske) + Rashodi od usklađivanja vrednosti imovine (osim finansijske) + Troškovi amortizacije

EBITDA = Operating income - Operating loss - Revenues from adjustment in the value of assets (except financial) + Expenses from adjustment in the value of assets (except financial) + Depreciation expenses



Elixir Zorka je lider u proizvodnji mineralnih đubriva u Jugoistočnoj Evropi. Proizvodni portfolio čini preko 30 različitih formulacija kompleksnih NP, PK i NPK đubriva najvišeg kvaliteta, sa visokom koncentracijom hranljivih materija, ujednačenom granulacijom i visokom vodorastvorljivošću u zemljištu. Svi proizvodi Elixir Zorka su dizajnirani tako da poboljšaju ishranu biljaka, povećaju efikasnost primene i profit u proizvodnji uz minimizaciju negativnih uticaja na životnu sredinu.

Visok kvalitet proizvoda, širok proizvodni portfolio, primena najsavremenijih tehnologija, kako bi se zadovoljile potrebe kupaca iz svih delova sveta i očuvalo okruženje. Usmereni na primenu modela cirkularne ekonomije u proizvodnom procesu kroz koncept Waste to Chemicals, koji omogućava ponovno iskorišćenje reciklabilnih hemikalija kao alternativnih sirovina u procesu proizvodnje mineralnih đubriva. Primjenjena tehnološka rešenja se kontinuirano unapređuju i podrazumevaju potpunu recirkulaciju tečnosti i čvrstih supstanci, bez generisanja otpadnih voda, čvrstih otpada ili reziduala iz procesa proizvodnje.

Sa svojim proizvodnim i infrastrukturnim kapacitetima i preko 380 zaposlenih predstavlja važan oslonac hemijske divizije, a kroz svoj ogrank Eco Lager na lokaciji u Šapcu podržava razvoj Eco Energy divizije, koja je pokretač projekata cirkularne ekonomije i oslonac za razvoj projekata u oblasti alternativnih izvora energije.

Elixir Zorka is the leader in the production of mineral fertilizers in Southeast Europe. The production portfolio consists of over 30 different formulations of complex NP, PK and NPK fertilizers of the highest quality, with a high concentration of nutrients, uniform granulation and high water solubility in the soil. All Elixir Zorka's products are designed to improve plant nutrition, increase application efficiency and production profits while minimizing negative environmental impacts.

Elixir Zorka is characterized by high product quality, a wide product portfolio, the application of the most modern technologies, in order to satisfy the needs of customers from all parts of the world and preserve the environment. It is aimed at the application of the circular economy model in the production process through the Waste to Chemicals concept, which enables the reuse of recyclable chemicals as alternative raw materials in the fertilizer production process. Applied technological solutions are continuously improved and include complete recirculation of liquids and solids, without generating waste water, solid waste or residuals from the production process.

With its production and infrastructure capacities and over 380 employees, it represents an important pillar of the chemical division, and through its Eco Lager branch in Šabac, it supports the development of the Eco Energy division, which is the initiator of circular economy projects and a pillar for the development of projects in the field of alternative energy sources.



**Elixir Prahovo je danas najuspešnija i najbrže rastuća kompanija u regionu Istočne Srbije, sa ukupnim proizvodnim kapacitetima oko 800.000t i preko 800 zaposlenih. Proizvodnja fosforne kiseline, kompleksnih NPK đubriva, aluminijum fluorida (AlF<sub>3</sub>), precišćavanje fosforne kiseline, investicije u nove programe, tehnološki i infrastrukturni razvoj, uz stalnu brigu o bezbednosti, zdravlju i okruženju, u fokusu su strateškog razvoja kompanije Elixir Prahovo.**

**Elixir Prahovo je operater međunarodne Luke Prahovo na Dunavu, koja je najznačajnije logističko čvorište za dopremu sirovina i otpremu gotovih proizvoda, kako za sopstvene potrebe, tako i za druge brojne klijente. Revitalizacijom postojećih postrojenja i infrastrukture Elixir Prahovo je obezbedio strateški važnu sirovinu – fosfornu kiselinu, povećanje ukupnog proizvodnog kapaciteta NPK đubriva u saradnji sa Elixir Zorkom Šabac, ali i kreirao značajan potencijal za dugoročni razvoj Poslovnog sistema Elixir Group.**

**Kapaciteti za preradu reciklabilnih hemikalija su u razvoju na nivou svih proizvodnih procesa hemijske divizije i uz ostale planirane projekte u planu je potpuna dekarbonizacija poslovanja do 2030. godine. Danas je kompleks hemijske industrije Prahovo hemijski gigant u regionu i centar novih investicija svih poslovnih divizija Elixir Group. Započet je veliki investicioni ciklus koji podrazumeva više faze prerade fosforne komponente, nove kapacitete i proizvodne programe, primenu cirkularne ekonomije, obnovljive i alternativne izvore energije, nove zone proširenja i infrastrukturni razvoj celog kompleksa. Na lokaciji kompleksa u Prahovu posluje više kompanija različitih delatnosti koje zapošljavaju oko 1.200 ljudi.**

Elixir Prahovo is today the most successful and fastest growing company in the region of Eastern Serbia, with a total production capacity of about 800,000 tons and over 800 employees. The production of phosphoric acid, complex NPK fertilizers, aluminum fluoride (AlF<sub>3</sub>), purification of phosphoric acid, investments in new programs, technological and infrastructural development, with constant concern for safety, health and the environment, are the focus of the strategic development of Elixir Prahovo.

Elixir Prahovo is the operator of the international Port of Prahovo on the Danube, which is the most important logistics hub for the delivery of raw materials and the shipment of finished products, both for its own needs and for other numerous clients. By revitalizing the existing plants and infrastructure, Elixir Prahovo provided a strategically important raw material - phosphoric acid, increased the total production capacity of NPK fertilizers in cooperation with Elixir Zorka Šabac, but also created significant potential for the long-term development of the Elixir Group Business System.

Capacities for the processing of recyclable chemicals are being developed at the level of all production processes of the chemical division and, along with other planned projects, the plan is to completely decarbonize the business by 2030. Today, the Prahovo chemical industry complex is a chemical giant in the region and the center of new investments of all Elixir Group business divisions. A major investment cycle has begun, which includes multiple stages of phosphoric component processing, new capacities and production programs, application of circular economy, renewable and alternative energy sources, new expansion zones and infrastructure development of the entire complex. At the location of the complex in Prahovo, there are several companies of various activities that employ around 1.200 people.





Elixir Agrar se bavi prodajom i distribucijom kompletнog assortimana mineralnih дубрива i fosforne kiseline, trgovinom i robnom razmenom u agraru, kao i kooperacijom za različite biljne kulture i merkantilne robe. Elixir Agrar uspešno plasira proizvode Elixir Zorka i Elixir Prahovo u preko 75 zemalja širom sveta.

Elixir Agrar deals with the sale and distribution of a complete range of mineral fertilizers and phosphoric acid, trade and commodity exchange in agriculture, as well as cooperation for various plant crops and mercantile goods. Elixir Agrar successfully markets Elixir Zorka and Elixir Prahovo products in over 75 countries around the world.



Od decembra 2022. godine, Poslovni sistem je bogatiji za još jednu kompaniju članicu - Proces Projekt Inženjering d.o.o. Beograd, koji se bavi projektovanjem tehnološko-mаšinskih instalacija i industrijskih objekata. U toku izrade ovog Izveštaja kompanija je promenila poslovno ime u Elixir Engineering d.o.o. Šabac, proširila inženjersko-projektantski tim i preuzeila vodeću ulogu u izradi projektno-tehničke dokumentacije za potrebe članica Elixir Group, uz zadržavanje saradnje sa drugim domaćim investitorima.

As of December 2022, Business System is richer for another member company - Proces Projekt Inženjering d.o.o. Belgrade, which deals with the design of technological and mechanical installations and industrial facilities. During the preparation of this Report, the company changed its business name to Elixir Engineering d.o.o. Šabac, expanded the engineering and design team and took a leading role in the preparation of project and technical documentation for the needs of Elixir Group members, while maintaining cooperation with other domestic investors.



Ciljevi delovanja Elixir Fondacije su usmereni na osnaživanje lokalnih zajednica u kojima poslujemo i njihovog daljeg razvoja, kroz prepoznavanje potreba, pružanje podrške, razvijanje partnerstava i stvaranje nove vrednosti koja doprinosi unapređenju kvaliteta života.

Formed with the aim of empowering local communities and their further development, through recognizing needs, providing support, developing partnerships and creating new value that contributes to improving the quality of life.



Stručan, efikasan i visoko motivisan kadar uz vrhunsku opremu i mehanizaciju pruža usluge u domenu niskogradnje, održavanja postojećih i izgradnje novih industrijskih objekata i postrojenja, za potrebe članica Elixir Group i drugih investitora u zemlji i regionu. Elixir Engineering i Elixir Craft su značajan projektantski i izvođački kapacitet koji podržava planirani investicioni razvoj Poslovnog sistema Elixir Group.

Professional, efficient and highly motivated staff with top equipment and machinery provides services in the field of civil engineering, maintenance of existing and construction of new buildings and plants, for the needs of Elixir Group member companies and other investors in the country and region. Elixir Engineering and Elixir Craft are a significant design and construction capacity that supports the planned investment development of the Elixir Group Business System.



Kompanija je već više od 15 godina ekskluzivni distributer velikom broju renomiranih svetskih proizvođača, a prodajni assortiman obuhvata sve aditive neophodne za proizvodnju kvalitetne stočne hrane i premiksa: vitamine, minerale, aminokiseline, fosfate, enzime, arome. Elixir Feed konstantno beleži povećanje obima prodaje na domaćem tržištu, a prisutan je i u zemljama regiona.

For more than 15 years, the company has been the exclusive distributor of a large number of renowned global producers, and the sales range includes all the additives necessary for the production of quality animal feed and premixes: vitamins, minerals, amino acids, phosphates, enzymes, aromas. Elixir Feed constantly records an increase in the volume of sales on the domestic market and is also present in the countries of the region.

# Ciljevi održivog razvoja

## Sustainability goals

Ostvarujući svoju viziju da „stvaramo nasleđe kroz održivi razvoj na dobrobit zajednice i uspeh svakog pojedinca“ Elixir Group se u svakom segmentu svog poslovanja rukovodi Ciljevima održivog razvoja SDG's (Sustainable development goals), koji su obuhvaćeni Agendom 2030. Održivi razvoj je sastavni deo strategije Elixir Group, a odgovornost za strateške prioritete održivog razvoja je delegirana svim članovima upravljačkog i izvršnog menadžmenta u skladu sa poljem delovanja. Odgovornost za projekte društveno odgovornog poslovanja i podrške lokalnim zajednicama u Šapcu i Negotinu podeljena je između Elixir Fondacije i Sektora korporativnih komunikacija, koji pripadaju najvišem menadžmentu i učestvuju u radu Odbora za strategiju i održivi razvoj. Ciljevi Poslovног sistema Elixir Group usmereni su na oblasti koje će na efikasan način stvoriti održivu vrednost za naše poslovanje u skladu sa Agendum održivog razvoja 2030.

Brinemo i odgovorno se ponašamo po svim pitanjima koja su značajna zainteresovanim stranama, od naših zaposlenih, lokalnih zajednica u kojima poslujemo, naših poslovnih partnera do šireg društva na nacionalnom i globalnom nivou. Ekonomski rast, čime se postiže ostvarenje ciljeva koji doprinose iskorenjivanju siromaštva, obezbeđivanju uslova za ostvarenje zdravstvene zaštite, dobro obrazovanje i opšte blagostanje, jedan je od segmenata Agende 2030 i ujedno cilj naše kompanije kojem je ona dugi niz godina posvećena.

Socijalna inkluzija moguća je kroz implementaciju svih standarda, poštovanje rodne ravnopravnosti i pravedne naknade za rad, mir, partnerstvo i izgradnju jakih institucija. Agenda 2030 obuhvata i nove prioritetne oblasti kao što su klimatske promene, inovacije, održivu i odgovornu proizvodnju i racionalnu potrošnju resursa, što su izazovi vremena u kom živimo i teme kojima se bavi Elixir Group. Ciljevi održivog razvoja su međusobno povezani budući da uspeh u ostvarenju jednog cilja zavisi i od sagledavanja izazova koji su svojstveni nekom drugom cilju.

Realizing our vision of "creating a legacy through sustainable development for the benefit of the community and the success of every individual", Elixir Group is guided in every segment of its business by the SDG's (Sustainable Development Goals), which are included in the 2030 Agenda. Sustainable development is an integral part of Elixir Group's strategy, and responsibility for strategic priorities of sustainable development is delegated to all members of the administrative and executive management in accordance with the field of activity. Responsibility for CSR projects and support for local communities in Šabac and Negotin is shared between the Elixir Foundation and the Corporate Communications Department, which belong to the top management and participate in the work of the Strategy and Sustainable Development Committee. Elixir Group Business System goals are focused on areas that will effectively create sustainable value for our business in line with the 2030 Agenda for Sustainable Development.

Our company cares about the issues that matter most to all of our stakeholders, from our employees, industry and society to our partners. Economic growth, which achieves goals that contribute to eradicating poverty, providing conditions for health care, good education and general well-being, is one of the segments of the 2030 Agenda and at the same time the goal of our company to which it has been dedicated for many years.

Social inclusion is possible through the implementation of all standards, respect for gender equality and fair compensation for work, peace, partnership and building strong institutions. The 2030 Agenda includes new priority areas such as climate change, innovation, sustainable and responsible production and consumption, which are the challenges of the time we live in and the topics dealt with by Elixir Group. The sustainable development goals are interconnected, since success in achieving one goal depends on understanding the challenges inherent in another goal.



# Materijalne teme

## Material topics

Konstantna komunikacija i interakcija sa našim zainteresovanim stranama, kako internim tako i eksternim, neophodna je kako bismo na najefikasniji način identifikovali relevantna društvena pitanja, ekonomска, kao i pitanja u vezi sa zaštitom životne sredine. Prilikom izrade Izveštaja o održivom poslovanju Elixir Group za 2022. godinu sprovedena je anketa sa zainteresovanim stranama o materijalnim temama kompanije. Putem skale ocenjivanja zainteresovane strane su peticom ocenile teme koje su za njih najznačajnije, dok su brojem jedan ocenili teme koje za njih imaju najmanji značaj.

Tokom procesa određivanja materijalnih tema održani su i interni sastanci čiji su učesnici bili predstavnici najvišeg organa upravljanja Poslovnog sistema Elixir Group. U odnosu na kompanijsku strategiju, industriju u kojoj poslujemo, rizike i biznis model, uzimajući u obzir ciljeve održivog razvoja i posvećenost projektima cirkularne ekonomije, menadžment je izdvojio prioritetne teme.

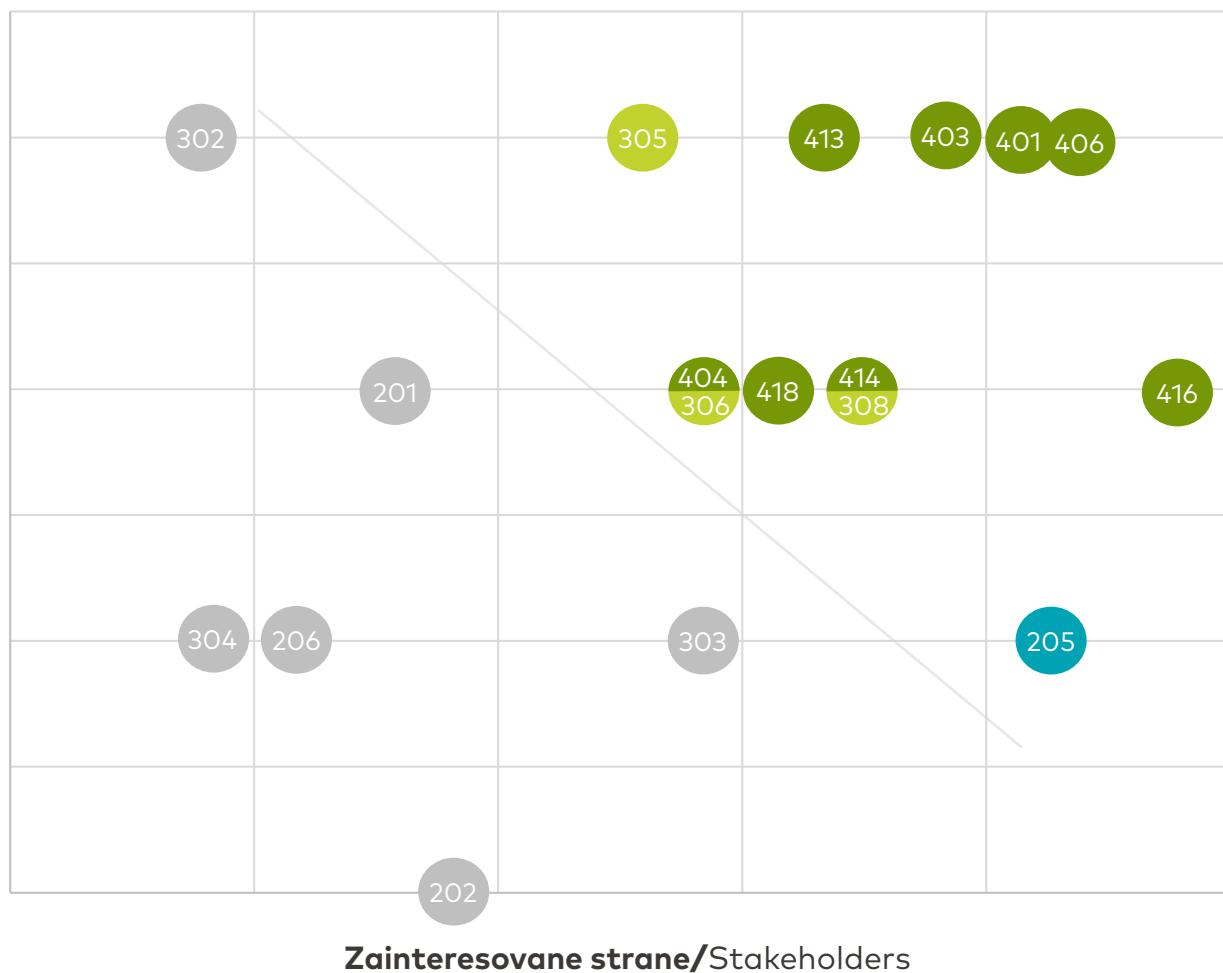
Constant communication and interaction with our stakeholders, both internal and external, is necessary in order to identify relevant social and economic issues, as well as issues related to the environment protection in the best possible way. During the preparation of the Sustainability report of Elixir Group for the year 2022, a survey was conducted with stakeholders on material topics related to the company. Through the rating scale, the interested parties rated the topics that are most important to them with five points, while they ranked with one point the topics of the lowest importance.

During the process of determining material topics, internal meetings were also held, the participants were representatives of the top-level management of the Elixir Group Business System. In relation to the company's strategy, the industry in which we operate, risks and business model, taking into account the sustainable development goals, commitment to circular economy projects, the management has singled out priority topics.

### Uključene zainteresovane strane

Stakeholders involved

 Zaposleni Employees	<b>Razvoj i usavršavanje naših zaposlenih motiviše nas da zajedno napredujemo</b>	The development and training of our employees motivates us to progress together
 Lokalna zajednica Community	<b>Osnažujemo zajednice i štitimo životnu sredinu koja nas okružuje</b>	We strengthen communities and protect the environment that surrounds us
 Partneri i dobavljači Partners and suppliers	<b>Gradimo dugoročna partnerstva na temeljima poverenja i profesionalnosti</b>	We build long-term partnerships based on trust and professionalism
 Kupci Buyers	<b>Isporučujemo proizvode najboljeg kvaliteta poštujući dogovore i rokove</b>	We deliver products of the best quality, respecting agreements and deadlines
 Mediji Media	<b>Transparentno komuniciramo strategiju i vrednosti naše kompanije</b>	We communicate strategy and values of our company transparently
 Državne institucije Government	<b>Transparentno komuniciramo svoje stavove donosiocima odluka</b>	We communicate our views to decision makers transparently

**Elixir Group**

### Najznačajnije teme

Most significant topics

#### Socijalne kategorije

Social categories

**416 Kvalitet i bezbednost proizvoda/**  
Product quality and safety

**403 Zdravlje i bezbednost na radu/**  
Health and safety at work

**406 Nediskriminacija/**Non-discrimination

**404 Trening i razvoj/**Training and education

**413 Lokalne zajednice/**Local communities

**414 Društvena procena dobavljača/**  
Supplier social assessment

**418 Privatnost kupaca/**Customer privacy

**401 Zapošljavanje/**Employment

#### Ekonomske kategorije

Economic categories

**205 Antikorupcija/**Anti-corruption

#### Životna sredina

Environment

**308 Ekološka procena dobavljača/**  
Supplier environmental assessment

**306 Upravljanje otpadom/**  
Waste management

**305 Emisije/**Emissions

### Značajne teme

Significant topics

**201 Ekonomске performanse/**  
Economic performance

**202 Prisutnost na tržištu/**Market presence

**206 Zaštita konkurenčije/**  
Anti-competitive behavior

**302 Energija/**Energy

**303 Upravljanje vodnim resursima/**  
Water resource management

**304 Biodiverzitet/**Biodiversity

# 02

**Poslovnim sistemom upravlja najviši nivo menadžmenta, eksperti sa dugogodišnjim iskustvom na čelu svih kompanija članica i korporativnih funkcija Elixir Group. Naše rukovodstvo teži da osigura ostvarenje strategije, strateških prioriteta, podržava inovacije i rast kroz održivi razvoj.**

The Business System is led by the highest level of management, experts with many years of experience at the head of all Elixir Group member companies and corporate functions. Our management strives to ensure the achievement of strategy, strategic priorities, supports innovation and growth through sustainable development.



# Upravljanje Management



**Elixir Zorka**  
Mineralna duševina Šabac

## Organizaciona struktura Poslovnog sistema Organizational structure of the Business System

**Organizaciona i upravljačka struktura Poslovnog Sistema Elixir Group se razvija i usklađuje prema potrebama i specifičnostima glavnih poslovnih delatnosti i strateškim prioritetima održivog razvoja Elixir Group.**

The organizational and management structure of the Elixir Group Business System is developed and adjusted according to the needs and specifics of the main business activities and the strategic priorities of Elixir Group's sustainable development.

**Polazeći od činjenice da su sva privredna društva, članice Poslovnog sistema Elixir Group osnovana u pravnoj formi društva sa ograničenom odgovornošću, sa jednodomnim sistemom upravljanja, u kojem su Zakonom propisani organi upravljanja Skupština društva i Direktor, sa jasno definisanim nadležnostima i odgovornostima, kao i da u faktičkoj grupi društava kontrolno društvo upravlja kontrolisanim društvima, shodno tome je i upravljanje Poslovnim sistemom kao faktičkom grupom društava regulisano uz poštovanje navedenog principa, koji je strukturiran tako da se obezbedi jedinstveno, efektivno i efikasno ostvarivanje postavljenih strateških i operativnih ciljeva kao rezultat sinergije svih delova Poslovnog sistema.**

**Sistem prenosa ovlašćenja je utvrđen kroz organizacionu i upravljačku strukturu koje omogućavaju identifikaciju i praćenje različitih nivoa upravljanja i delegiranje poslova.**

**Organizaciona i upravljačka struktura Poslovnog Sistema Elixir Group se razvija i usklađuje prema potrebama i specifičnostima glavnih poslovnih delatnosti i strateškim prioritetima održivog razvoja Elixir Group.**

**Korporativno upravljanje je bazirano na principu da se odluke donose blagovremeno uz dostupnost svih relevantnih informacija za odlučivanje.**

Proceeding from the fact that all member companies of the Elixir Group Business System were founded in the legal form of a limited liability company, with a unicameral management system, in which the management bodies are the Assembly of the company and the Director, with clearly defined competencies and responsibilities, as well as that in a de-facto group of companies, the controlling company manages the controlled companies, accordingly, the management of the Business System as a de-facto group of companies is regulated in compliance with the aforementioned principle, which is structured in such a way as to ensure the unique, effective and efficient realization of the set strategic and operational goals as a result of the synergy of all parts of the Business System.

The system of transfer of authority is established through an organizational and management structure that enables the identification and monitoring of different levels of management and the delegation of work.

The organizational and management structure of the Elixir Group Business System is developed and adjusted according to the needs and specifics of the main business activities and the strategic priorities of Elixir Group's sustainable development.

Corporate management is based on the principle that decisions are made in a timely manner with the availability of all relevant information for decision-making.



**Predsednik Poslovnog sistema**  
President of the Business System

Generalni direktor  
Elixir Group  
CEO of Elixir Group

**Korporativne funkcije**  
Corporate functions



**Vodeće kompanije članice Grupe**  
Leading member companies



**Ogranci članice Grupe**  
Member companies branches



## Korporativne funkcije Corporate functions

**Korporativne funkcije Elixir Group, kao kontrolnog društva, organizovane su kroz 8 sektora koji pružaju korporativne usluge kompanijama članicama, kako u segmentu podrške u implementaciji strategije, tako i na operativnom nivou.**

The corporate functions of Elixir Group, as a controlling company, are organized through 8 sectors that provide corporate services to member companies, both in the segment of support in strategy implementation and at the operational level.

### **Finansijski sektor Elixir Group/ Financial Department of Elixir Group**

» upravlja izvorima finansiranja, novčanim tokovima, osiguranjem rizika poslovanja, procesima administracije, digitalizacijom i IT resursima.  
» manages funding sources, cash flows, business risk insurance, administration processes, digitization and IT resources.

### **Sektor za strategiju i poslovni razvoj Elixir Group/ Department for Strategy and Business Development of Elixir Group**

» upravlja sistemom strateškog i operativnog planiranja i izveštavanja, portfoliom inicijativa investicionih projekata poslovног razvoja.  
» manages the system of strategic and operational planning and reporting, a portfolio of business development initiatives and investment projects.

### **Tehnički centar Elixir Group/ Technical Center of Elixir Group**

» upravlja proizvodnjom hemijske divizije, tehnološkim unapređenjima i inovacijama, razvojem i implementacijom strateških investicionih projekata.  
» manages the production of the chemical division, technological improvements and innovations, development and implementation of strategic investment projects.

### **HR sektor Elixir Group/ HR Department of Elixir Group**

» upravlja HR procesima i organizacionim razvojem, razvojem karijere talenata i sistemima kompenzacije i beneficija zaposlenih.  
» manages HR processes and organizational development, talent career development and employee compensation and benefits systems.

### **Sektor korporativnih komunikacija Elixir Group/ Corporate Communications Department of Elixir Group**

» upravlja internim i eksternim korporativnim komunikacijama, unapređenjem saradnje sa lokalnim zajednicama i svim aspektima korporativno odgovornog poslovanja.  
» manages internal and external corporate communications, improvement of cooperation with local communities and all aspects of corporate responsible business.

### **Centar za lanac snabdevanja hemijske divizije/ Chemical Division Supply Chain Center**

» upravlja snabdevanjem osnovnim sirovinama i energentima, procesima ulazne i izlazne logistike hemijske divizije.  
» manages the supply of basic raw materials and energy products, the processes of inbound and outbound logistics of the chemical division.

### **Centar za lanac snabdevanja Eco Energy divizije/ Eco Energy Division Supply Chain Center**

» upravlja lancem snabdevanja Eco Energy divizije i razvojem projekata cirkularne ekonomije.  
» manages the supply chain of the Eco Energy division and the development of circular economy projects.

### **Sektor za pravne i regulatorne poslove Elixir Group/ Legal and Regulatory Affairs Department of Elixir Group**

» upravlja pravnim i regulatornim okvirom poslovanja i obezbeđuje zakonitost u svim segmentima poslovanja.  
» manages the legal and regulatory framework of business and ensures legality in all business segments.

## Glavne delatnosti Poslovnog sistema Elixir Group organizovane su u 3 poslovne divizije

The main activities of the Elixir Group Business System are organized into 3 business divisions

### Hemijačka divizija Chemical division



**ElixirZorka**



**ElixirAgrar**



**ElixirPrahovo**

### CLS HD/SCC CD

- » **Fosforna kiselina/Phosphoric acid**
- » **NPK đubriva/NPK fertilizers**
- » **Hemikalije na bazi fosforne kiseline/Chemicals based on phosphoric acid**
- » **Ostale hemikalije/Other chemicals**
- » **Cirkularna ekonomija/Circular economy**

### Divizija industrijskih usluga Industrial Services Division



**ElixirCraft**



**PortPrahovo**



**ElixirFosfati CG**

- » **EPC izvođenje/EPC engineering**
- » **Projektovanje/Design and engineering**
- » **Niskogradnja/Low construction**
- » **Održavanje/Maintenance**
- » **Logističke usluge/Logistics services**

### Eco Energy divizija Eco Energy Division



**EcoLager**

Elixir Zorka ogrankak



**EcoEnergy**

Elixir Craft ogrankak



**EcoLager**

Elixir Prahovo ogrankak

### CLS EED/SCC EED

- » **Sakupljačka mreža za industrijski otpad/Collection network for industrial waste**
- » **Privremeno skladištenje industrijskog otpada/Temporary storage of industrial waste**
- » **Cirkularna ekonomija/Circular economy**

## **Upravljačku strukturu Poslovnog sistema Elixir Group čine Skupština, Predsednik Poslovnog sistema i Generalni direktor Elixir Group**

The management structure of the Elixir Group Business System consists of the Assembly, the President of the Business System and the CEO of Elixir Group



**Skupština/Assembly**

**Vršilac funkcije skupštine kompanija članica Poslovnog sistema Elixir Group je kontrolno društvo Elixir Group. Skupština kontrolnog društva imenuje Generalnog direktora Elixir Group, a Generalni direktor Elixir Group imenuje direktore kompanija članica.**

The executor of the assembly of Business System Elixir Group member companies is the controlling company of Elixir Group. The Assembly appoints the CEO of Elixir Group, and the CEO of Elixir Group appoints the directors of the member companies.



**Predsednik Poslovnog sistema/  
President of the Business System**

**Vršilac funkcije skupštine kontrolnog društva Elixir Group je Predsednik Poslovnog sistema, kao osnivač i jedini član. Funkcija predsednika najvišeg upravljačkog tela i izvršna funkcija u kompaniji su razdvojene.**

The executor of the assembly of controlling company of Elixir Group is the President of the Business System, as the founder and sole member. The function of the president of the highest management body and the executive function in the company are separated.



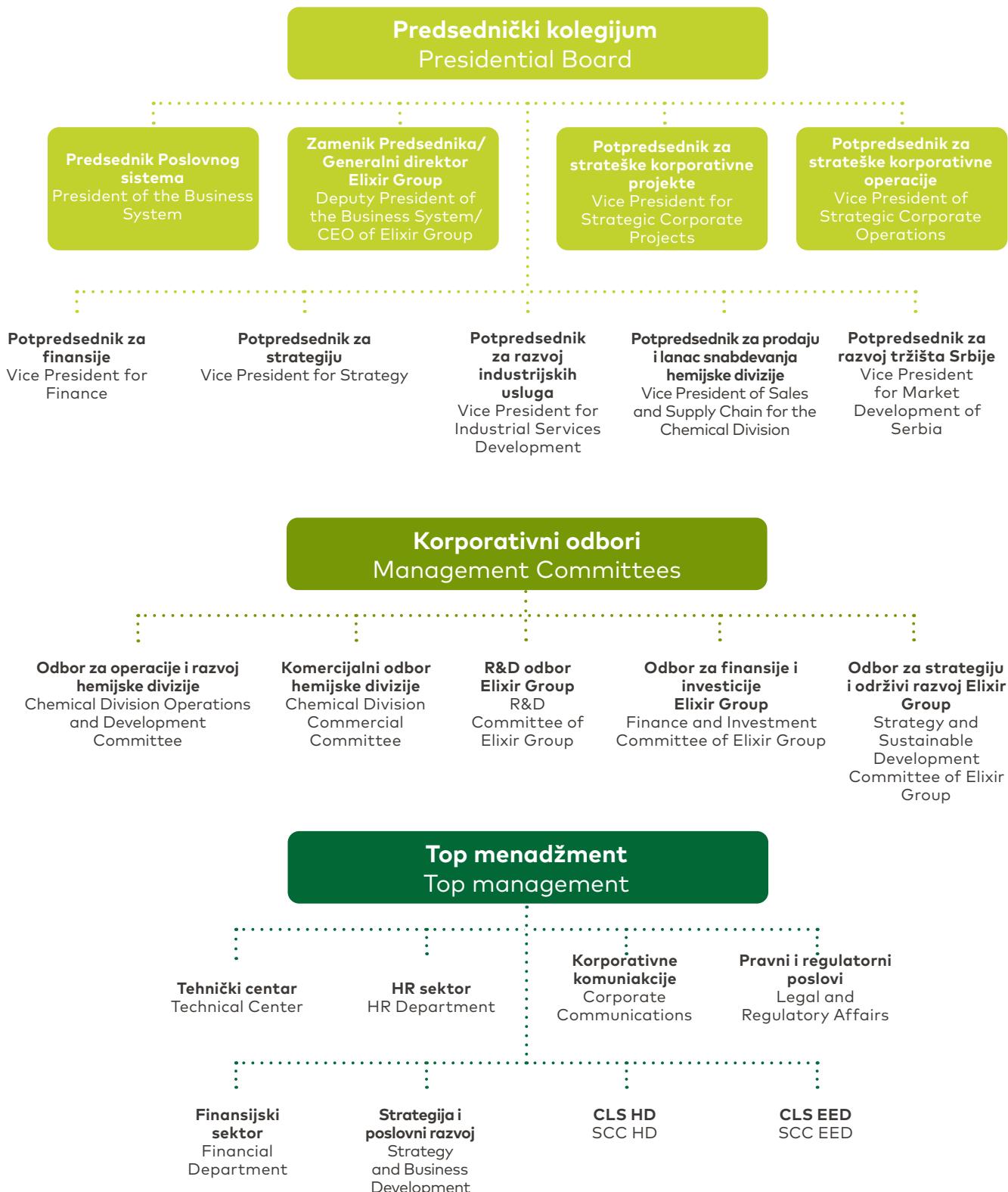
**Generalni direktor Elixir Group/  
CEO of Elixir Group**

**Generalni direktor Elixir Group je direktor kontrolnog društva Elixir Group d.o.o. Prema osnivačkom aktu, mandati Generalnog direktora Elixir Group i direktora kompanija članica nisu vremenski ograničeni.**

The CEO of Elixir Group is the director of the controlling company Elixir Group d.o.o. According to the founding act, the mandates of the CEO of Elixir Group and the directors of the member companies are not limited by time.

**U skladu sa potrebama razvoja glavnih delatnosti Poslovog sistema Elixir Group uspostavljena je korporativna upravljačka struktura kroz formiranje stalnih upravljačkih tela za različite oblasti delovanja, na strateškom i operativnom nivou.**

In accordance with the needs of the development of the main activities of the Elixir Group Business System, a corporate management structure was established through the formation of permanent management bodies for various areas of activity, at the strategic and operational level.





## Predsednički kolegijum

Presidential board

Najviše upravljačko telo koje donosi najvažnije strateške odluke, usvaja strateške ciljeve i upravlja ključnim rizicima poslovanja. Kolegijumom Poslovnog sistema predsedava Predsednik Poslovnog sistema. Članovi Predsedničkog kolegijuma su Generalni direktor Elixir Group, koji je istovremeno i zamenik Predsednika Poslovnog sistema, i potpredsednici Poslovnog sistema za pojedine oblasti poslovanja imenovani od strane Predsednika Poslovnog sistema.

The highest management body that makes the most important strategic decisions, adopts strategic goals and manages key business risks. The Presidential Board of the Business System is chaired by the President of the Business System. The members of the Presidential Board are the CEO of Elixir Group, who is also the Deputy President of the Business System, and the Vice Presidents of the Business System for individual business areas appointed by the President of the Business System.

### Stanko Popović

**Predsednik Poslovnog sistema**

President of the Business System

## Zorica Popović

**Zamenik Predsednika/  
Generalni direktor Elixir  
Group**

Deputy President of the  
Business System/ CEO  
of Elixir Group



## Vladimir Petković

**Potpredsednik za  
strategiju**

Vice President for  
Strategy



## Vladimir Todorović

**Potpredsednik za strateške  
i korporativne operacije**

Vice President of Strategic  
and Corporate Operations



## Nebojša Mićić

**Potpredsednik za prodaju i  
lanac snabdevanja hemijske  
divizije**

Vice President of Sales  
and Supply Chain for the  
Chemical Division



## Samir Krak

**Potpredsednik za strateške  
korporativne projekte**

Vice President for Strategic  
Corporate Projects



## Stevan Odavić

**Potpredsednik za razvoj  
industrijskih usluga**

Vice President for Indus-  
trial Services Develop-  
ment



## Darko Vuković

**Potpredsednik za  
finansije**

Vice President for  
Finance



## Slavica Brkić

**Potpredsednik za razvoj  
tržišta Srbije**

Vice President for Market  
Development of Serbia



### Korporativni odbori Poslovnog sistema

su stalna upravljačka tela koja učestvuju u donošenju strategije i bave se njenom implementacijom na operativnom nivou, donose odluke po najvažnijim pitanjima na nivou svog polja delovanja u skladu sa odlukama i smernicama Kolegijuma Poslovnog sistema i usvojenim poslovnim planovima i budžetima.

Upravljaju strateškim prioritetima održivog razvoja poslovnih divizija i korporativnih funkcija i donose odluke vezane za njihovu uspešnu implementaciju:

- » Komercijalni odbor hemijske divizije
- » Odbor za operacije i razvoj hemijske divizije
- » Odbor za finansije i investicije Elixir Group
- » R&D odbor Elixir Group
- » Odbor za razvoj korporativnih usluga Elixir Group

### Izvršne funkcije Elixir Group

Izvršne funkcije u Poslovnom sistemu Elixir Group vrše članovi vodećeg menadžmenta koji čine direktori kompanija članica i direktori korporativnih funkcija.

Izvršne funkcije učestvuju u usvajanju strategije i strateških prioriteta i odgovorne su za njihovu realizaciju u svom delokrugu rada.

Model korporativnog upravljanja je struktuiran na način da osigura realizaciju strategije, strateških prioriteta i održivi razvoj uključujući sledeće:

- » transparentnost u odlučivanju i komunikaciji
- » razumevanje strategije i redovno praćenje realizacije ključnih strateških odluka
- » integraciju glavnih procesa biznis divizija i procesa korporativne podrške
- » ekspertizu svakog učesnika, optimizaciju vremena, osiguravanje različitih mišljenja
- » identifikaciju i razvoj svih neophodnih pozicija, znanja, veština i kompetencija za održivi rast i razvoj
- » fokus na „core“ biznis, sve zaposlene, partnere i klijente.

### Management Committees of the Business System

are permanent management bodies that participate in the adoption of strategy and deal with its implementation at the operational level, make decisions on the most important issues at the level of their field of activity in accordance with the decisions and guidelines of the Supervisory Board of the Business System and adopted business plans and budgets.

They manage the strategic priorities of the sustainable development of business divisions and corporate functions and make decisions related to their successful implementation:

- » Chemical Division Commercial Committee
- » Chemical Division Operations and Development Committee
- » Finance and Investment Committee of Elixir Group
- » R&D Committee of Elixir Group
- » Corporate Services Development Committee of Elixir Group

### Executive functions of Elixir Group

Executive functions in the Elixir Group Business System are performed by members of the Board of Directors consisting of directors of member companies and directors of corporate functions.

The performers of executive functions participate in the adoption of the strategy and strategic priorities and are responsible for their implementation in their scope of work.

The corporate governance model is structured in such a way as to ensure the realization of the strategy, strategic priorities and sustainable development, including the following:

- » transparency in decision-making and communication
- » understanding of strategy and regular monitoring of implementation of key strategic decisions
- » integration of the main business division processes and corporate support processes
- » expertise of each participant, optimization of time, ensuring different opinions
- » identification and development of all necessary positions, knowledge, skills and competencies for sustainable growth and development
- » focus on core business, all employees, partners and clients.

Sistem kompenzacije i beneficija zaposlenih je definisan internim dokumentima Poslovnog sistema, uključujući jedinstvenu Politiku zarada i ostalih primanja zaposlenih koja je razvijena u skladu sa Zakonom o radu, opštim aktima poslodavaca i Mercer IPE (International Position Evaluation) metodologijom za sva sistematizovana radna mesta na nivou organizacione i upravljačke strukture Poslovnog sistema Elixir Group.

Rezultati rada najvišeg upravljačkog i izvršnog menadžmenta Poslovnog sistema Elixir Group evaluiraju se u procesu kvantitativnog i kvalitativnog ocenjivanja učinka u odnosu na godišnje ciljeve koji se postavljaju u odnosu na sledeće strateške oblasti:

- » obim proizvodnje i prodaje, kvalitet, profitabilnost,
- » projekti i investicije,
- » razvoj ljudi i korporativna društvena odgovornost.

Sistem nagrađivanja najvišeg upravljačkog i izvršnog menadžmenta je povezan sa realizacijom godišnjih ciljeva iz navedenih oblasti, individualnim doprinosom ostvarenju tih ciljeva i ostvarenim finansijskim rezultatom Poslovnog sistema.

Pojedinačni bonusi najvišeg upravljačkog i izvršnog menadžmenta su definisani navedenim kriterijumima, s tim da maksimalna visina bonusa zavisi od uticaja koji pozicija ima na ukupan poslovni uspeh Poslovnog sistema.

Rezultati rada i individualni učinak se ocenjuju na osnovu godišnjih izveštaja o poslovanju, a finalnu odluku o visini bonusa najvišeg upravljačkog i izvršnog menadžmenta donose Predsednik Poslovnog sistema i Generalni direktor Elixir Group.

The system of employee compensation and benefits is defined by the internal documents of the Business System, including the unique Policy of salaries and other employee benefits, which was developed in accordance with the Labor Law, general acts of employers and the Mercer IPE (International Position Evaluation) methodology for all systematized workplaces at the level of organizational and management structures of the Elixir Group Business System.

The results of the work of the top and executive management of the Elixir Group Business System are evaluated in the process of quantitative and qualitative performance evaluation in relation to the annual goals that are set in relation to the following strategic areas:

- » volume of production and sales, quality, profitability,
- » projects and investments,
- » human development and corporate social responsibility.

The reward system for the top and executive management is linked to the realization of annual goals in the mentioned areas, the individual contribution to the achievement of those goals and the achieved financial result of the Business System.

The individual bonuses of the top and executive management are defined by the mentioned criteria, with the fact that the maximum amount of the bonus depends on the impact the position has on the overall business success of the Business System.

Work results and individual performance are evaluated on the basis of annual business reports, and the final decision on the amount of the top and executive management bonuses is made by the President of the Business System and the CEO of Elixir Group.

## Upravljanje rizicima

### Risk management

**Na nivou Poslovnog sistema Elixir Group, sistem upravljanja rizicima organizovan je u pravcu sprovođenja strateških analiza i donošenja strateških odluka, kako bi se rizici sveli na najmanju moguću meru ili u potpunosti eliminisali.**

**Predsednički kolegijum kao najviše upravljačko telo kontinuirano prati i analizira rizike iz eksternog i internog okruženja i u skladu sa tim donosi odluke i preduzima adekvatne mere. Upravljanje rizicima koji mogu imati značajan uticaj na poslovanje je delegirano svim upravljačkim odborima i izvršnim funkcijama, u skladu sa poljem delovanja.**

**Mnogi rizici pokriveni su polisama renomiranih osiguravajućih kuća, odnosno odgovarajućim finansijskim instrumentima, a za ostale rizike se u zavisnosti od značaja i verovatnoće nastanka razvijaju alternative, različita scenarija i njihovi aktivatori, kontrolni mehanizmi i akcioni planovi.**

**U skladu sa industrijskim aktivnostima proizvodnih članica hemijske divizije kontinuirano se sprovodi monitoring mogućih uticaja, detaljne analize specifičnih rizika, obuke, donose adekvatni operativni ciljevi, akcioni i operativni planovi, sistem praćenja i merenja (KPI), sistem izveštavanja i analiza rezultata uz preuzimanje adekvatnih preventivnih mera. Izuzetno važna aktivnost u razumevanju izvora i uticaja potencijalnih rizika jeste proces kontinuiranog učenja i unapređenja kroz stalno praćenje najbolje industrijske prakse, razmenu iskustava sa tehničkim menadžmentom i inženjerima iz hemijske industrije i saradnju sa renomiranim ekspertima iz Srbije i celog sveta.**

**Unutar Poslovnog sistema Elixir Group sprovode se kako interne, tako i eksterne provere integrisanog sistema menadžmenta (IMS) jednom godišnje. Takođe, ceo sistem upravljanja rizicima, kao i prilikama, dokumentovan je u skladu sa zahtevima standarda kojima upravlja koordinator za IMS.**

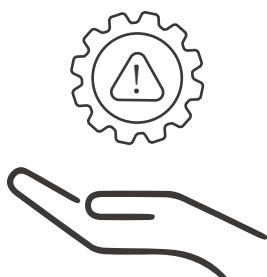
At the level of the Elixir Group Business System, the risk management system is organized in the direction of conducting strategic analyzes and making strategic decisions, in order to minimize risks or eliminate them completely.

The Supervisory Board, as the highest management body, continuously monitors and analyzes risks from the external and internal environment and accordingly makes decisions and undertakes adequate measures. The management of risks that may have a significant impact on business is delegated to all management committees and executive functions, in accordance with the field of activity.

Many risks are covered by the policies of reputable insurance companies, i.e. appropriate financial instruments, and for other risks depending on the importance and probability of occurrence, alternatives, different scenarios and their activators, control mechanisms and action plans are developed.

In accordance with the industrial activities of the production member companies of the chemical division, the monitoring of possible impacts, detailed analyzes of specific risks, trainings, appropriate operational goals, action and operational plans, a monitoring and measurement system (KPI), a reporting system and analysis of results are carried out while taking adequate preventive measures. An extremely important activity in understanding the source and impact of potential risks is the process of continuous learning and improvement through constant monitoring of best industrial practice, exchange of experiences with technical management and engineers from the chemical industry, and cooperation with renowned experts from Serbia and around the world.

Within the Elixir Group Business System, both internal and external audits of the Integrated Management System (IMS) are conducted once a year. Also, the entire risk management system, as well as opportunities, is documented in accordance with the requirements of the standards managed by the IMS coordinator.





## Kanali komunikacije

### Communication channels

**Ključ svakog uspeha i dobre saradnje je u povezivanju, razmeni informacija i međusobnom razumevanju. Dobro formulisane i pravovremene poruke imaju ključnu ulogu u izgradnji poverenja, timskog rada i podržavajuće organizacione kulture.**

**Razmena informacija, ključnih poruka, pohvala, podsticanje individualnih i timskih inicijativa, upitnici, ankete, obaveštenja, Newsletteri, kao i sve druge informacije i vesti važne za ceo kolektiv, komuniciraju se putem mejla internih komunikacija, oglasnih tabli, internog portala, kao i štampanog biltena Elixir Novosti.**

**U cilju unapređenja internih komunikacija, na nivou kompanija članica koje imaju preko 100 zaposlenih, osnovani su Odbori za interne komunikacije zaposlenih, izuzev članice Elixir Group, u čijem radu učestvuju predstavnici svih organizacionih celina.**

**Elixir Group je u potpunosti otvorena za javnost, sa predstavnicima medija ostvarujemo dobru saradnju, kao i sa svim drugim akterima društvenog i javnog života. U eksternoj komunikaciji dostupni su web sajt Elixir Group, kao i profili na društvenim mrežama (Linkedin, Facebook, Instagram, Youtube).**

The key to any success and good cooperation is in connecting, exchanging information and mutual understanding. Well-crafted and timely messages play a key role in building trust, teamwork and a supportive organizational culture.

Exchange of information, key messages, praise, encouragement of individual and team initiatives, questionnaires, surveys, notices, newsletters, as well as all other information and news important for the entire team, are communicated via e-mail of internal communications, notice boards, internal portal, as well as printed Elixir News newsletter.

In order to improve internal communications, at the level of member companies with over 100 employees, Committees for internal communications of employees were established, besides in Elixir Group, in which representatives of all organizational units participate.

Elixir Group is fully open to the public, we have good cooperation with media representatives, as well as with all other actors of social and public life. In external communication, the Elixir Group website, as well as profiles on social networks (Linkedin, Facebook, Instagram, Youtube) are available.

## U Elixir Prahovo uveden mehanizam za pritužbe zainteresovanih strana

Elixir Prahovo introduced a mechanism for complaints from stakeholders

**Implementacija ovakvog mehanizma predstavlja ključni način za upravljanje, ublažavanje i rešavanje potencijalnih, uslovnih ili stvarnih negativnih uticaja i doprinosi stvaranju pozitivnih odnosa između svih ciljnih grupa.**

Mehanizam je definisan procedurom kojom se osigurava da se informacije vezane za sistem kvaliteta, zaštitu životne sredine, zaštitu zdravlja i bezbednost na radu i socijalnu odgovornost prenesu do svih zaposlenih i od njih ka svim drugim zainteresovanim stranama.

Mehanizmom su obuhvaćeni svi postupci, zahtevi i odgovornosti u integriranom menadžment sistemu društva Elixir Prahovo za:

- » Interno komuniciranje - Uspostavljanje komunikacije za pravovremeno i brzo prenošenje informacija između različitih nivoa i funkcija u Elixir Prahovo u navedenim oblastima
- » Eksterno komuniciranje - Uspostavljanje komunikacije koja podrazumeva prijem, dokumentovanje i odgovaranje na zahteve, zakonsko obaveštavanje svih zainteresovanih strana (npr. nadležnih zakonodavnih organa, lokalne zajednice, nevladinog sektora i sl.) i razmenu neophodnih informacija sa njima u navedenim oblastima.

The implementation of such a mechanism is a key way to manage, mitigate and solve potential, conditional or real negative impacts and contributes to the creation of positive relations between all target groups.

The mechanism is defined by a procedure that ensures that information related to the quality system, environmental protection, health and safety at work and social responsibility is transmitted to all employees and from them to all other interested parties.

The mechanism includes all procedures, requirements and responsibilities in the integrated management system of the company Elixir Prahovo for:

- » Internal communication - Establishing communication for timely and quick transfer of information between different levels and functions in Elixir Prahovo in the specified areas
- » External communication - Establishing communication that includes receiving, documenting and responding to requests, legally notifying all interested parties (eg competent legislative bodies, local community, non-governmental sector, etc.) and exchanging necessary information with them in the specified areas.



Mehanizam za pritužbe zainteresovanih strana je uspešno implementiran u članici Elixir Prahovo, a aktivno se radi na implementaciji istog mehanizma i u članici Elixir Zorka.

The mechanism for complaints from stakeholders was successfully implemented in the Elixir Prahovo member company, and active work is being done to implement the same mechanism in the Elixir Zorka company.

## Usaglašenost sa zakonom i propisima

### Compliance with the law and regulations

Elixir Group primenjuje sve zakone i druge propise koji regulišu poslovanje i delatnosti svih kompanija članica i korporativnih funkcija Poslovнog sistema. S obzirom da kompanija posluje u hemijskoj industriji i izvozi proizvode u više od 75 zemalja širom sveta ova usaglašenost se, pored zakona i propisa Republike Srbije, odnosi i na sve relevantne međunarodne direktive i propise.

Pravni i regulatorni sektor Elixir Group i sektori svih članica kontinuirano prate usaglašenost sa svim važećim propisima i obezbeđuju informisanost zainteresovanih strana o svim izmenama i dopunama zakona i podzakonskih akata Republike Srbije, kao i relevantnim propisima Evropske unije.

Posebna pažnja posvećuje se Zakonu o privrednim društvima, Zakonu o obligacionim odnosima, Zakonu o radu, Zakonu o sredstvima za ishranu bilja i oplemenjivačima zemljišta, Zakonu o hemikalijama, Zakonu o planiranju i izgradnji, Zakonu o integrисаном спречавању и контроли загађivanja животне средине, Zakonu o upravljanju otpadom, kao i drugim zakonima i pozakonskim aktima iz oblasti zaštite životne sredine, zaštite od požara, bezbednosti i zdravlja na radu.

Najznačajniji propisi EU za Poslovni sistem Elixir Group su:

- » Regulativa (EU) 2019/1009 Evropskog parlamenta i Saveta od 5. juna 2019. o utvrđivanju pravila o stavljanju sredstava za ishranu bilja i oplemenjivača zemljišta na raspolaganje na EU tržištu i o izmenama Regulativa (EC) br. 1069/2009 i (EC) br. 1107/2009 i stavljanju van snage Regulative (EC) br. 2003/2003
- » BREF dokumenta Evropske komisije
- » Integrисано спречавање и контрола загађivanja
- » Referentni dokument za najbolje dostupne tehnike (BAT) za proizvodnju neorganskih hemikalija velikih kapaciteta, Avgust 2007.

Elixir Group preduzima i proaktivne korake projektujući rešenja koja će smanjiti ugljenični otisak poslovanja i obezbediti usklađenost sa novim regulativama EU i primenu mehanizma prekograničnog prilagođavanja emisije ugljenika (CBAM - Carbon Border Adjustment Mechanism).

Elixir Group applies all laws and other regulations that regulate the operations and activities of all member companies and corporate functions of the Business System. Given that the Company operates in the chemical industry and exports products to more than 75 countries around the world, this compliance applies, in addition to the laws and regulations of the Republic of Serbia, to all relevant international directives and regulations.

The legal and regulatory department of Elixir Group and the HSE sectors of all member companies continuously monitor compliance with all applicable regulations and ensure that interested parties are informed about all amendments and additions to laws and by-laws of the Republic of Serbia, as well as relevant regulations of the European Union.

Special attention is paid to the Law on Companies, the Law on Obligations, the Labor Law, the Law on Plant Nutrition and Soil Enhancers, the Law on Chemicals, the Law on Planning and Construction, the Law on Integrated Prevention and Control of Environmental Pollution, the Law on Waste Management, as well as other laws and by-laws in the field of environmental protection, fire protection, occupational health and safety.

The most important EU regulations for the Elixir Group Business System are:

- » Regulation (EU) 2019/1009 of the European Parliament and the Council of June 5, 2019 on establishing rules on making plant nutrition and soil conditioners available on the EU market and on amendments to Regulation (EC) no. 1069/2009 and (EC) no. 1107/2009 and repealing Regulation (EC) no. 2003/2003
- » BREF documents of the European Commission
- » Integrated pollution prevention and control
- » Best Available Techniques (BAT) Reference Document for Large Capacity Production of Inorganic Chemicals, August 2007

Elixir Group also takes proactive steps by designing solutions that will reduce the carbon footprint of business and ensure compliance with new EU regulations and the implementation of the Carbon Border Adjustment Mechanism (CBAM).

## Pristup porezima

### Access to taxes

Prema Ujedinjenim nacijama, porezi igraju vitalnu ulogu u postizanju ciljeva održivog razvoja i jedan o ključnih mehanizama putem kojih privredni subjekti doprinose ekonomijama zemalja u kojima posluju.

Elixir Group ima u tom pogledu posebnu društvenu odgovornost imajući u vidu da održivi razvoj sa jedne strane zahteva konstantnu usklađenost sa propisima, dok sa druge strane podrazumeva i aktivno učešće u stvaranju sistema vrednosti održivog razvoja.

Pitanja usklađenosti sa poreskim propisima su poverena službama računovodstva članica Elixir Group i centralizovanom poreskom timu (služba za poreze) u okviru Elixir Group koji svoje aktivnosti usaglašavaju sa Potpredsednikom Poslovnog sistema zaduženim za finansije i direktorima članica Elixir Group zaduženim za finansije. Službe računovodstva svake članice Elixir Group i centralizovana služba za poreze u kooperaciji i harmonizovano pristupaju pitanjima usklađenosti poslovanja sa propisima i ispravnom obračunu poreza i sporednih poreskih davanja.

Elixir Group poštuje nacionalno i međunarodno poresko zakonodavstvo i uvek plaća poreze u skladu sa propisima u zemljama u kojima posluje. Poslovanje nije podređeno poreski motivisanim odlukama već obratno, porezi su posledica poslovnih odluka donetih u cilju redovnog ili razvoja poslovanja. Elixir Group prati Smernice Organizacije za ekonomsku saradnju i razvoj (OECD) za transferne cene, što znači da se dobit raspoređuje i oporezuje tamo gde se stvara vrednost. Transakcije između povezanih lica se realizuju u skladu sa principom van dohvata ruke ili se vrše korekcije transfervnih cena kako bi se utvrdila ispravna poreska osnovica.

Sve promene u oblasti poreza i izmene poreskih propisa na međunarodnom i lokalnom nivou su u fokusu poslovne strategije Elixir Group, a s obzirom na česte promene zakonske i druge regulative predmet su pažljivog praćenja. Poslovanje se po potrebi prilagođava u cilju harmonizacije sa izmenama regulative pri čemu se svaka identifikovana neusklađenost sa poreskim propisima u poslovanju otklanja. Elixir Group aktivno i konstantno radi na unapređenju postojećih i pripremi novih procedura kako bi obračuni poreza bili usklađeni sa zahtevima relevantnih propisa.

According to the United Nations, taxes play a vital role in achieving the goals of sustainable development and one of the key mechanisms through which business entities contribute to the economies of the countries in which they operate.

Elixir Group has a special social responsibility in this regard, bearing in mind that sustainable development requires constant compliance with regulations on the one hand, while on the other hand it also implies active participation in the creation of the value system of sustainable development.

Issues of compliance with tax regulations are entrusted to the accounting departments of the Elixir Group member companies and the centralized tax team (tax department) within the Elixir Group, which coordinate their activities with the Vice President of the Business System in charge of finance and the directors of the Elixir Group member companies in charge of finance. The accounting departments of each member company of Elixir Group and the centralized tax department cooperate and approach the issues of business compliance with regulations and the correct calculation of taxes and secondary tax duties in a coordinated manner.

Elixir Group respects national and international tax legislation and always pays taxes in accordance with the regulations of the countries in which it operates. Business is not subordinated to tax-motivated decisions, but vice versa, taxes are a consequence of business decisions made for the purpose of regular or business development. Elixir Group follows the Organization for Economic Co-operation and Development (OECD) Transfer Pricing Guidelines, which means that profits are distributed and taxed where value is created. Transactions between related parties are carried out in accordance with the arm's length principle or transfer price adjustments are made in order to determine the correct tax base.

All changes in the field of taxes and changes in tax regulations at the international and local level are the focus of Elixir Group's business strategy and given the frequent changes in legal and other regulations, they are subject to careful monitoring. Business is adjusted as necessary in order to harmonize with changes in regulations, whereby any identified non-compliance with tax regulations in business is eliminated. Elixir Group is actively and constantly working on improving existing and preparing new procedures so that tax calculations are aligned with the requirements the relevant regulations.

**~20 MIL EUR**  
plaćenih poreza  
paid taxes

## Kodeks etike i poslovnog ponašanja

### Code of Ethics and Behavior in Business

**Kodeks poslovne etike i ponašanja zaposlenih u Elixir Group propisuje vrednosti, načela i principe ponašanja, komuniciranja i odevanja, koja su obavezujuća za sve zaposlene i kojih se svi zaposleni moraju pridržavati. Osim za naše zaposlene etička poslovna politika odnosi se i na naše poslovne partnere.**

The Code of Ethics and Behavior in Business of Elixir Group employees prescribes the values and principles of behavior, communication and dress code, which are binding for all employees and which all employees must adhere to. In addition to our employees, the ethical business policy also applies to our business partners.

## Ljudska prava

### Human rights

**Elixir Group se odnosi sa poštovanjem, integritetom i dostojanstvom prema svojim zaposlenima. Elixir Group poštuje privatnost svojih zaposlenih. Prikupljanje i obrada ličnih podataka sprovodi se u skladu sa Zakonom o zaštiti podataka o ličnosti. Zabranjen je svaki oblik fizičkog, seksualnog ili verbalnog zlostavljanja, zastrašivanja, pretnji i uz nemiravanja. Svi disciplinski postupci moraju biti u potpunosti u skladu sa važećim zakonima. Imperativ Poslovnog sistema Elixir Group jeste da uvaži pravo svakog pojedinca.**

Elixir Group treats its employees with respect, integrity and dignity. Elixir Group respects the privacy of its employees.

The collection and processing of personal data is carried out in accordance with the Personal Data Protection Act. Any form of physical, sexual or verbal abuse, intimidation, threats and harassment is prohibited. All disciplinary procedures must be in full compliance with applicable laws. The imperative of the Elixir Group Business System is to respect the right of every individual.

## Antikorupcija i sukob interesa

### Anti-corruption and conflict of interest

U skladu sa Kodeksom poslovne etike i ponašanja zaposlenih, Elixir Group je uspostavila i prati politiku borbe protiv mita i korupcije u svim svojim poslovnim aktivnostima. Kako kod svojih zaposlenih, Elixir Group ne toleriše korišćenje bilo kakvog oblika mita i korupcije ni kod svojih dobavljača i partnera, što je definisano Etičkom poslovnom politikom. Etičnost u radu podrazumeva pažljivo, savesno, nepristrasno, objektivno i odgovorno obavljanje dužnosti, sa integritetom i dužnim poštovanjem prema saradnicima, poslovnim partnerima i javnosti. Etičnost, takođe, znači i uzdržavanje od namernog ili nesmotrenog prenošenja lažnih informacija ili informacija koje mogu dovesti u zabludu. Tokom 2022. godine nije bilo potvrđenih slučajeva korupcije.

In accordance with the Code of Ethics and Behavior in Business, Elixir Group has established and follows an anti-bribery and anti-corruption policy in all its business activities. As with its employees, Elixir Group does not tolerate the use of any form of bribery and corruption with its suppliers and partners, which is defined by the Ethical Sourcing Policy.

Ethical work implies careful, conscientious, impartial, objective and responsible performance of duties, with integrity and due respect for co-workers, business partners and the public. Ethics also means refraining from intentionally or recklessly transmitting false or misleading information. During 2022, there were no confirmed cases of corruption.

## Zaštita konkurenčije

### Protection of competition

**Elixir Group se zalaže protiv monopolizacije i nelojalne konkurenčije na tržištu. Stvaranje adekvatnog ambijenta koji će omogućiti poštenu i fer konkurenčiju je osnova poslovnog razvoja privrednog društva Elixir Group. U poslovnom sistemu tokom 2022. godine nije bilo slučajeva koji su u suprotnosti sa načelima slobodne tržišne konkurenčije kojima se Elixir Group vodi.**

Elixir Group is against monopolization and unfair competition in the market. Creating an adequate environment that will enable honest and fair competition is the basis of the business development of Elixir Group. In the Business System during 2022, there were no cases that contradict the principles of free market competition that guide Elixir Group.



03

## Tržište Market

**Naš fokus je neprekidno usmeren ka zadovoljstvu naših kupaca kojima smo uvek spremni da ponudimo najbolja rešenja za njihove potrebe, u svim segmentima našeg rada i za potrebe različitih industrija, od agro industrije do hemijske, automobilske, aluminijske i drugih.**

Our focus is constantly directed towards the satisfaction of our customers, to whom we are always ready to offer the best solutions for their needs, in all segments of our work and for the needs of various industries, from agro industry to chemical, automotive, aluminum and others.

# Pouzdan partner na globalnom tržištu

## A reliable partner on the global market

Više od 70% proizvodnje izvozi se u 78 država na svim kontinentima.  
Proizvodi se na domaćem tržištu plasiraju kroz prodajnu i distributivnu  
mrežu Elixir Agrara, dok se plasiranje na ino tržišta vrši direktno  
kupcima preko Elixir Prahovo i Elixir Zorka

More than 70% of production is exported to 78 countries on all continents. Products are marketed on the domestic market through the sales and distribution network of Elixir Agrar, while marketing on foreign markets is done directly to customers through Elixir Prahovo and Elixir Zorka.

**izvoz u 78 zemalja**  
export to 78 countries

**60 MIL EUR investicija**  
60 MIL EUR investments

**589 MIL EUR poslovnog prihoda**  
589 MIL EUR operating revenue



**Kompleksna mineralna đubriva koja se proizvode u fabrikama Elixir Zorka i Elixir Prahovo sadrže sve potrebne makroelemente i mikroelemente potrebne za pravilan razvoj biljke.**  
The complex mineral fertilizers produced in Elixir Zorka and Elixir Prahovo factories contain all the necessary macroelements and microelements needed for the proper development of plants.

**Kompleksna mineralna đubriva iz Elixir BASIC linije** odlikuje visoka koncentracija hranljivih elemenata, prisustvo ključnih makroelemenata i ujednačena granulacija. Svaka granula ima isti hemijski sastav, a zbog oblika aktivne materije karakteriše ih visok stepen vodorastvorljivosti. Primenom formulacija iz Basic linije omogućava se gajenim kulturama brz, ujednačen porast i veća fizička stabilnost useva. Takve biljke su mnogo tolerantnije na nepovoljne klimatske uticaje, ostvaruju veće, stabilnije prinose i obezbeđuju sigurnost u poljoprivrednoj proizvodnji.

**Elixir PREMIUM** linija obuhvata formulacije čiji je sadržaj posebno obogaćen sekundarnim makro i mikroelementima sa ciljem da se biljci obezbede sva neophodna hraniva za efikasniji i nesmetani rast i razvoj, a samim tim i veći i kvalitetniji prinos. Mikroelementi su u sulfatnom obliku, visoko su vodorastvorljivi, i lako dostupni biljkama, a dopunjaju uticaj na rast i razvoj biljaka koje pružaju primarni i sekundarni makroelementi.

U želji da različitim tržištima ponudi najbolje rešenje kako za specifične biljne kulture tako i za sve tipove zemljišta, razvojni tim Elixir Zorka kreirao je **Elixir SUPREME** liniju proizvoda. Elixir SUPREME linija obuhvata kompleksna mineralna đubriva koja su obogaćena mikroelementima i namenjena su najzahtevnijim biljnim kulturama. Ono što Supreme liniju proizvoda razlikuje od ostalih proizvodnih linija, jeste kalijum (K) koji se u većini formulacija nalazi u sulfatnoj formi (SOP). SUPREME linija se razvija u skladu sa zahtevima brojnih kupaca na globalnom tržištu.

Complex mineral fertilizers from the **Elixir BASIC** line are characterized by a high concentration of nutrients, the presence of key macroelements and uniform granulation. Each granule has the same chemical composition, and due to the form of the active substance, they are characterized by a high degree of water solubility. By applying the formulations from the Basic line, fast, uniform growth and greater physical stability of the crop is enabled for cultivated crops. Such plants are much more tolerant to unfavorable climatic influences, achieve higher, more stable yields and ensure safety in agricultural production.

**Elixir PREMIUM** line includes formulations whose content is specially enriched with secondary macro and microelements with the aim of providing the plant with all the necessary nutrients for more efficient and smooth growth and development, and therefore a higher and better yield. Microelements are in sulfate form, highly water-soluble, and easily available to plants, and complement the influence on plant growth and development provided by primary and secondary macroelements.

In order to offer different markets the best solution both for specific plant crops and for all types of soil, the Elixir Zorka development team created the **Elixir SUPREME** product line. The Elixir SUPREME line includes complex mineral fertilizers that are enriched with microelements and are intended for the most demanding plant cultures. What distinguishes the Supreme product line from other product lines is potassium (K), which is found in the sulfate form (SOP) in most formulations. The SUPREME line is being developed in accordance with the demands of numerous customers on the global market.





**Elixir MICRO GRAN** linija proizvoda obuhvata mikrogranulisana kompleksna mineralna đubriva razvijena korišćenjem najnovijih tehnologija. Mikrogranulisana startna đubriva Elixir Zorka imaju dobro izbalansiran odnos hranljivih materija: primarnih, sekundarnih i esencijalnih mikroelemenata, koji stimulišu rast biljaka u početnim fazama razvoja i doprinose boljem ukorenjavanju biljke. To dovodi do ujednačenijeg sklopa, bržeg sklapanja redova, manjeg razvoja korova, ali i boljeg čuvanja vlage u usevu. Zahvaljujući ultralokalizovanoj primeni (u red sa semenom), visoko vodorastvorljivim hranivima i granulama veličine 0,5-1,2mm ostvaruje se veća dodirna površina sa zemljištem, brža difuzija hraniva, a time i njihovo intezivno usvajanje od strane biljaka.

Mikrogranulisano đubrivo predstavlja efikasan spoj iskorisćenja i brzog delovanja ključnih hranljivih elemenata čime se postiže veći, stabilniji i sigurniji prinosi uz povećanje profitabilnosti proizvodnje.

**Fosforne kiselina** je strateški proizvod Elixir Prahovo. Sopstvena proizvodnja fosforne kiseline kao osnovne sirovinske komponente za proizvodnju visokokvalitetnih mineralnih đubriva, ujedno predstavlja ključ uspeha Elixir Prahovo i definiše budući razvoj kompanije. Investicioni planovi Elixir Prahovo usmereni su na povećanje kapaciteta proizvodnje fosforne kiseline, više faze prečišćavanja fosforne kiseline, proizvodnju kristalnih i tečnih đubriva, kao i fosfatnih soli feed, tehničkog i food kvaliteta.

**AlumoFluor (AlF<sub>3</sub>)** je aluminijum trifluorid niske gustine koji sadrži min. 96% aktivne supstance. Koristi se kao katalizator u proizvodnim procesima industrije aluminijuma, gde zajedno sa kriolitom povećava provodljivost elektrolita rastvora, smanjujući potrošnju električne energije i ukupne troškove proizvodnje aluminijuma. Osnovna sirovina za proizvodnju AlumoFluora se dobija kao nusproizvod pri proizvodnji koncentrovane fosforne kiseline, tako da ova proizvodnja za Elixir Prahovo, pored ekonomskog ima i ekološki značaj.

**Elixir MICRO GRAN** product line includes microgranulated complex mineral fertilizers developed using the latest technologies. Elixir Zorka microgranulated starter fertilizers have a well-balanced ratio of nutrients: primary, secondary and essential microelements, which stimulate plant growth in the initial stages of development and contribute to better plant rooting. This leads to a more uniform assembly, faster assembly of rows, lower development of weeds, but also better conservation of moisture in the crop. Thanks to the ultra-localized application (along with seeds), highly water-soluble nutrients and granules of 0.5-1.2 mm size, a larger contact surface with the soil is achieved, faster diffusion of nutrients, and thus their intensive uptake by plants.

Microgranulated fertilizer represents an effective combination of utilization and quick action of key nutrient elements, which achieves higher, more stable and safer yields while increasing the profitability of production.

**Phosphoric acid** is a strategic product of Elixir Prahovo. Own production of phosphoric acid as the basic raw material component for the production of high-quality mineral fertilizers is also the key to the success of Elixir Prahovo and defines the future development of the company. Elixir Prahovo's investment plans are aimed at increasing the production capacity of phosphoric acid, multiple stages of phosphoric acid purification, production of crystalline and liquid fertilizers, as well as phosphate salts of feed, technical and food quality.

**AlumoFluor (AlF<sub>3</sub>)** is a low-density aluminum trifluoride containing min. 96% active substance. It is used as a catalyst in the production processes of the aluminum industry, where, together with cryolite, it increases the conductivity of the electrolyte solution, reducing the consumption of electricity and the overall costs of aluminum production. The basic raw material for the production of AlumoFluor is obtained as a by-product during the production of concentrated phosphoric acid, so this production for Elixir Prahovo has, in addition to economic, ecological significance.

## Kvalitet i bezbednost proizvoda

### Product quality and safety

Pored kontinualnog rada na razvoju portfolija proizvoda koji će ispuniti zahtev svakog tržišta i ponuditi najbolje rešenje kako za specifične biljne kulture tako i za sve tipove zemljišta, ogromna pažnja se posvećuje bezbednosti proizvoda. Kontrola kvaliteta i bezbednosti se sprovodi detaljno i sveobuhvatno počev od izbora sirovina, uključujući prijemnu, procesnu i završnu kontrolu. Analizira se preko 100 parametara bitnih za kvalitet i bezbednost proizvoda u sopstvenim savremenim opremljenim laboratorijama, kao i u saradnji sa eksternim akreditovanim laboratorijama u zemlji i inostranstvu.

**Kvalitet, sastav i način obeležavanja proizvoda je u potpunosti usklađen sa domaćim i EU regulativama za proizvodnju i promet sredstava za ishranu bilja, što se između ostalog odnosi na zahteve sledećih zakona i njihovih podzakonskih akata:**

- » **Zakon o sredstvima za ishranu bilja i oplemenjivačima zemljišta Republike Srbije**
- » **Zakon o hemikalijama Republike Srbije**
- » **EU Regulativa (EC) No 2003/2003 koja je bila na snazi do 16.07.2022., od kada je u primeni nova EU Regulativa (EC) No 2019/1009**
- » **REACH Regulativa (EC) No 1907/2006, CLP Regulativa (EC) No 1272/2008.**

**Za sve proizvode se izrađuju deklaracije i bezbednosni listovi koji sadrže podatke o njihovom hemijskom sastavu, supstancama koje sadrži i njihovim karakteristikama. Našim kupcima obezbeđujemo preporuke za primenu, potpune informacije o bezbednoj upotrebi proizvoda, pravilnom skladištenju istih u cilju očuvanja kvaliteta, o bezbednom postupanju sa proizvodom, kao i o uticaju koji nepravilno postupanje može imati na životnu sredinu ili ljudе.**

**Partnerima sa teritorije R. Srbije bezbednosni listovi proizvoda dostupni su na web sajtu [www.elixirzorka.rs](http://www.elixirzorka.rs), kao i podaci o nutritivnoj vrednosti naših proizvoda. Način obeležavanja proizvoda se prilagođava regulatornim zahtevima svake pojedinačne države na globalnom tržištu. Tehnologija proizvodnje mineralnih đubriva i primenjena tehnička rešenja su u skladu sa BAT zaključcima referentnog BREF dokumenta EU (Large Inorganic Chemicals, 2007), a proizvodni procesi su usklađeni sa HAZOP sistemom analize.**

**Kupci i korisnici naših proizvoda mogu da budu sigurni da u nama imaju partnera koji isporučuje proizvode najvišeg kvaliteta uz poštovanje svih zakonskih propisa, principa i pravila društveno odgovornog poslovanja, sistema upravljanja kvalitetom, zaštite životne sredine, bezbednosti i zdravlja ljudi.**

### ISO 14001 ISO 9001 ISO 45001

In addition to continuous work on the development of a product portfolio that will meet the requirements of each market and offer the best solution both for specific plant crops and for all types of soil, great attention is paid to product safety. Quality and safety control is carried out in detail and comprehensively starting from the selection of raw materials, including receiving, process and final control. Over 100 parameters important for product quality and safety are analyzed in our own modernly equipped laboratories, as well as in cooperation with external accredited laboratories in the country and abroad.

The quality, composition and labeling of the product is fully compliant with domestic and EU regulations for the production and sale of plant nutrition, which, among other things, refers to the requirements of the following laws and their by-laws:

- » Law on means of plant nutrition and land improvers of the Republic of Serbia
- » Law on Chemicals of the Republic of Serbia
- » EU Regulative (EC) No 2003/2003, which was in force until July 16, 2022, when the new EU regulative (EC) No 2019/1009 entered into force
- » REACH Regulative (EC) No 1907/2006, CLP Regulative (EC) No 1272/2008.

Declarations and safety data sheets containing data on their chemical composition, substances they contain and their characteristics are prepared for all products. We provide our customers with recommendations for application, complete information on the safe use of products, proper storage of them in order to preserve quality, on safe handling of the product, as well as on the impact that improper handling can have on the environment or people.

For partners from the Republic of Serbia, product safety data sheets are available on the website [www.elixirzorka.rs](http://www.elixirzorka.rs), as well as information on the nutritional value of our products. The method of product labeling is adapted to the regulatory requirements of each individual country on the global market. The production technology of mineral fertilizers and applied technical solutions are in accordance with the BAT conclusions of the reference EU BREF document (Large Inorganic Chemicals, 2007), and the production processes are aligned with the HAZOP analysis system.

Customers and users of our products can be sure that they have a partner in us, who delivers products of the highest quality in compliance with all legal regulations, principles and rules of socially responsible business, quality management systems, environmental protection, safety and human health.

**Imperativ je ne samo imati bezbedan proizvod već i procese lanca snabdevanja, proizvodnje, pakovanja i distribucije, a istovremeno minimizirati uticaj na životnu sredinu i klimatske promene. Kupci i korisnici naših proizvoda mogu da budu sigurni da u nama imaju partnera koji isporučuje proizvode najvišeg kvaliteta uz poštovanje svih zakonskih propisa, principa i pravila društveno odgovornog poslovanja, sistema upravljanja kvalitetom, zaštite životne sredine, bezbednosti i zdravlja ljudi. Sertifikovani smo prema zahtevima standarda ISO 9001, ISO14001, ISO 45001.**

It is imperative not only to have a safe product, but also to have supply chain processes, production, packaging and distribution, while at the same time minimizing the impact on the environment and climate change. Customers and users of our products can be sure that in us they have a partner who delivers products of the highest quality in compliance with all legal regulations, principles and rules of socially responsible business, quality management systems, environmental protection, safety and human health. We are certified according to the requirements of the ISO 9001, ISO14001, ISO 45001 standards.

## Privatnost kupaca

### Customer privacy

**Reputacija odgovorne kompanije i pouzdanog partnera je jedan od najbitnijih postulata kojima se rukovodimo. Prikupljamo samo osnovne podatke neophodne za poslovanje i informisanje kupaca u skladu sa dobrom poslovnom praksom i u cilju pružanja kvalitetne usluge. Svi podaci o kupcima i porudžbinama se strogo čuvaju i dostupni su samo zaposlenima kojima su ti podaci nužni za obavljanje posla. Svi zaposleni u Elixiru i poslovni partneri, kojima zbog obavljanja posla budu dostupni ovi podaci, odgovorni su za poštovanje načela zaštite privatnosti.**

The reputation of a responsible company and reliable partner is one of the most important postulates that guide us. We collect only basic data necessary for business and customer information in accordance with good business practice and in order to provide quality service. All customer and order data is strictly stored and is available only to employees who need this data to perform their work. All Elixir employees and business partners, to whom this data is accessible due to the performance of their work, are responsible for respecting the principles of privacy protection.

#### Principi kojima se vodimo

The principles we are guided by

- » **Osiguranje transparentnosti saradnje/** Ensuring transparency of cooperation
- » **Zaštita podataka o partneru i privatnost/** Partner data protection and privacy
- » **Aktivno slušanje i smisленo odgovaranje na sva pitanja partnera/** Active listening and meaningful answering to all partner's questions
- » **Kontinualno unapređenje naših proizvoda i servisa/** Continuous improvement of our products and services

## Lanac snabdevanja

### Supply chain

**Elixir Group proizvodnjom bezbednih, visoko kvalitetnih proizvoda snabdeva svoje kupce na domaćem, regionalnom i globalnom tržištu. Kako bi se sirovine dopremile do naših fabrika i proizvodi na najefikasniji način distribuirali do kupaca, koristimo sve vidove transporta: drumski, železnički i voden.**

**Kompanija Elixir Group sumpornu kiselinu jednu od značajnih sirovina za proizvodnju fosforne kiseline, obezbeđuje iz regionala, kao i amonijak za proizvodnju kompleksnih mineralnih đubriva. Iz Azije i Europe se snabdevamo sirovinama kao što su kalijum hlorid, kalijum sulfat, mikroelementi i pomoćne hemikalije, sirovi fosfati stižu iz rudnika na severu Afrike.**

**Glavni transportni koridor je vodenim preko Crnog mora, sa kojim su naše fabrike u Prahovu i Šapcu povezane plovnim putevima Dunava i Save.**

Elixir Group supplies its customers on the domestic, regional and global markets with the production of safe, high-quality products. In order to deliver raw materials to our factories and distribute products to customers in the most efficient way, we use all modes of transport: road, rail and water.

The company Elixir Group provides sulfuric acid, one of the important raw materials for the production of phosphoric acid, from the region, as well as ammonia for the production of complex mineral fertilizers. We are supplied with raw materials such as potassium chloride, potassium sulfate, trace elements and auxiliary chemicals from Asia and Europe, raw phosphates arrive from mines in northern Africa.

The main transport corridor is via the Black Sea, with which our factories in Prahovo and Šabac are connected by the Danube and Sava waterways.

**3**  
**vrste transporta**  
types of transport

**45%**  
**lokalnih dobavljača**  
local suppliers



## Due diligence

### Due diligence

**Predstavlja proces kroz koji prolaze kompanije kako bi uspostavile menadžment rizika i tako prepoznale, sprečile i umanjile trenutne i potencijalne negativne uticaje iz oblasti ljudskih prava i zaštite životne sredine u lancu snabdevanja. Takođe pomaže kompanijama da razumeju i upravljaju uticajima iz oblasti ljudskih prava i životne sredine koji se javljaju u okviru njihovog poslovanja.**

**Partneri u lancu snabdevanja, kupci i dobavljači dele zajedničku odgovornost kako bi ispunili uslove i tako umanjili rizike u pogledu ljudskih prava i životne sredine.**

**Primena Due Diligence pomaže da ispunimo određene zakonske uslove dok se odgovorno brinemo o uticaju kompanije na ljude i životnu sredinu, podiže svest o rizicima u okviru poslovanja i pomaže da se prepozнатi rizici smanje. Takođe nas upoznaje sa alatima koje možemo da koristimo kako bismo sprečili i izbegli kršenje ljudskih prava i štetne uticaje na životnu sredinu. Dodatno, primena ovog procesa omogućava zaposlenima pristup kanalima da iskažu svoju zabrinutost, što nam pomaže da poboljšamo uslove rada i života ljudi.**

**Sistematsko sprovođenje Due diligence-a rezultira većom efikasnošću i konkretnim uštedama vremena i troškova. Upravljanje rizicima znači i raditi na reputaciji. Uspešna primena Due diligence-a počinje od samog vrha Poslovnog sistema i nastavlja se kroz ostale delove organizacije. Ovakav pristup može doneti konkurenčku prednost na međunarodnom tržištu.**

**Prepoznali smo odgovornost da osiguramo dobru etičku i ekološku praksu, kako u našim direktnim operacijama, tako i kroz naš lanac snabdevanja i u zajednicama u kojim poslujemo. Aktivno se radi na implementaciji upitnika za procenu dobavljača koji bi od naredne godine bio deo procedure prilikom sklapanja saradanja sa istim.**

**Od 2023. godine, dokument Etička poslovna politika je javno dostupan dokument na web sajtu Elixir Group i definiše minimalne standarde koje treba da poštuju i sa kojima treba da su uskladeni naši dobavljači. Zasnovana je na osnovnim međunarodnim konvencijama Organizacije rada (ILO) koje predstavljaju okosnicu međunarodnog radnog prava i koje su ratifikovane od strane većine zemalja širom sveta. Takođe, naša odgovornost je u skladu sa vodećim UN-ovim vodičima o poslovanju i ljudskim pravima kao globalno priznatim okvirom.**

It represents the process that companies go through in order to establish risk management and thus recognize, prevent and reduce current and potential negative impacts in the field of human rights and environmental protection in the supply chain. It also helps companies understand and manage the human rights and environmental impacts that occur within their operations.

Supply chain partners, customers and suppliers share a common responsibility to meet requirements and thus reduce human rights and environmental risks.

Applying Due diligence helps us meet certain legal requirements while responsibly caring for the company's impact on people and the environment, raises awareness of risks within the business and helps to reduce identified risks. It also introduces us to the tools we can use to prevent and avoid human rights violations and adverse environmental impacts. Furthermore, applying this process gives employees access to channels to voice their concerns, which helps us improve people's working and living conditions.

Systematic implementation of Due diligence results in greater efficiency and concrete savings of time and costs. Risk management also means working on reputation. Successful implementation of Due diligence starts from the very top of the Business System and continues through other parts of the organization. This approach can bring a competitive advantage in the international market.

We have recognized the responsibility to ensure good ethical and environmental practice, both in our direct operations and throughout our supply chain and in the communities in which we operate. We are actively working on the implementation of a supplier evaluation questionnaire, which from next year would be part of the procedure when entering into cooperation with the same.

From 2023, The Ethical Business Policy document is a publicly available document on the Elixir Group website and defines the minimum standards that our suppliers should respect and comply with. It is based on the basic international conventions of the Labor Organization (ILO), which represent the backbone of international labor law and which have been ratified by most countries around the world. Also, our responsibility is in line with the UN's leading business and human rights guidelines as a globally recognized framework.

# 04



**U našem izuzetno dinamičnom radnom okruženju, baziranom na poslovnim i etičkim standardima rada i ponašanja, kao osnovne vrednosti izdvajaju se timski rad, međusobno poštovanje i uvažavanje znanja, iskustva i različitosti, motivisanost zaposlenih, kao i sinergija individualnih potencijala sa interesima svih privrednih društava u sastavu našeg Poslovnog sistema.**

In our extremely dynamic work environment, based on business and ethical standards of work and behavior, basic values that stand out are teamwork, mutual respect and appreciation of knowledge, experience and diversity, employee motivation, as well as the synergy of individual potentials with the interests of all companies in our Business System.



# Zaposleni Employees



# Zaposleni su naša najveća snaga

## Employees are our greatest strength

Živimo iste vrednosti, zajedno postavljamo i ostvarujemo ciljeve. Iskreno verujemo da svaki zaposleni može da pomeri svoje granice, proširi horizonte i postigne puni profesionalni i lični razvoj. Da su ljudi naša najveća snaga i kapital potvrđuje stabilan i posvećen tim iskusnih profesionalaca i konstantan priliv mlađih talenata. Elixir Group se kao poslodavac i poslovni partner vodi principima jednakih prava i poštovanja raznolikosti svih zaposlenih i poslovnih saradnika. Svaki vid diskriminacije u Poslovnom sistemu Elixir Group je zabranjen! O svakom zaposlenom brinemo podjednako – jer samo zadovoljan radnik je dobar radnik.

We live the same values, set and achieve goals together. We sincerely believe that every employee can push their limits, expand their horizons and achieve full professional and personal development. The fact that people are our greatest strength and capital is confirmed by a stable and dedicated team of experienced professionals and a constant influx of young talents. As an employer and business partner, Elixir Group is guided by the principles of equal rights and respect for the diversity of all employees and business associates. Any form of discrimination in the Elixir Group Business System is prohibited! We take care of every employee equally - because only a satisfied employee is a good employee.

## Struktura zaposlenih

### Structure of employees

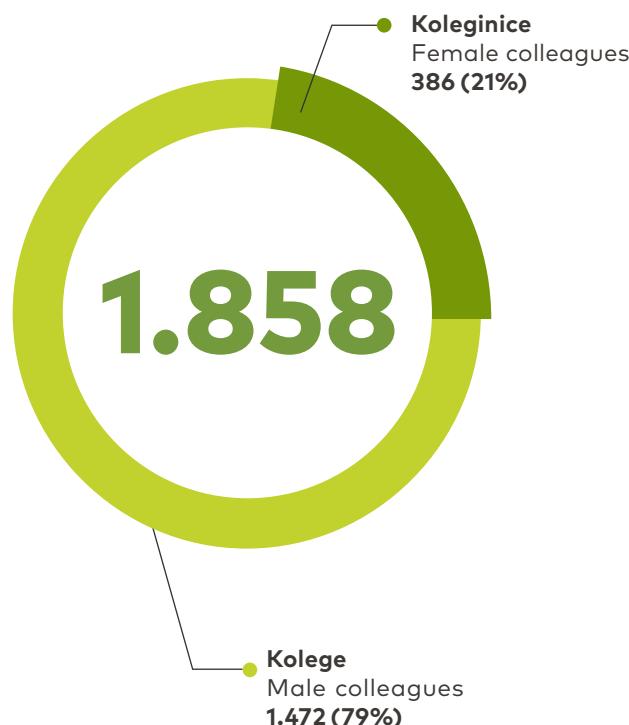
Poslovni sistem Elixir Group posvećeno deluje na polju jednakih mogućnosti za sve zaposlene, kao i buduće kandidate. Naš sistem gradi kulturu u kojoj se neguju jednake mogućnosti i prava za sve postojeće i nove zaposlene. Na kraju 2022. godine Poslovni sistem je činilo ukupno 1.858 zaposlenih, od kojih je 79% činilo osobe muškog pola, a 21% ženskog. Ovakav odnos je opravдан činjenicom da se većina radnih mesta nalazi u okviru industrijskih kompleksa u Šapcu i Prahovu, koja podrazumevaju rad u pogonskim uslovima i na industrijskoj mehanizaciji. Odnos je znatno ujednačeniji u okviru korporativnih funkcija Elixir Group, gde 46% zaposlenih čine žene.

Jedno od strateških opredeljenja Elixir Group predstavlja postizanje pune rodne ravnopravnosti na menadžerskim pozicijama, čemu svedoči činjenica da se na čelu Poslovnog sistema već dugi niz godina nalazi Generalni direktor Elixir Group Zorica Popović. U poslednje dve godine, zahvaljujući savremenoj tehnologiji i visokom nivou automatizacije proizvodnih procesa, raste zainteresovanost koleginica za pozicije u okviru fabričkih postrojenja.

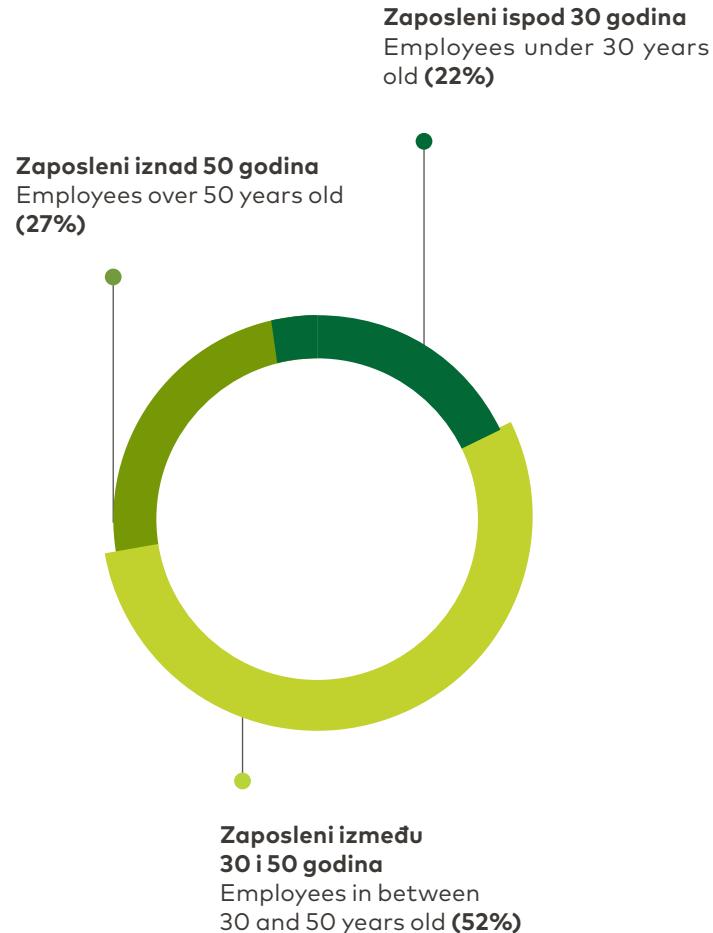
The Elixir Group Business System is committed to working in the field of equal opportunities for all employees, as well as future candidates. Our system builds a culture that fosters equal opportunities and rights for all current and future employees. At the end of 2022, Poslovni sistem had a total of 1.858 employees, of whom 79% were male and 21% were female. This relationship is justified by the fact that the majority of jobs are located within the industrial complexes in Šabac and Prahovo, which involve working in operating conditions and on industrial machinery. The ratio is much more even within Elixir Group's corporate functions, where 46% of employees are women.

One of Elixir Group's strategic commitments is the achievement of full gender equality in managerial positions, which is evidenced by the fact that Elixir Group's General Director Zorica Popović has been head of the Business System for many years. In the last two years, thanks to modern technology and the high level of automation of production processes, the interest of female colleagues in positions within factory facilities is growing.

**Ukupan broj zaposlenih**  
Total number of employees



**Starosna struktura**  
Age structure



## Zaposleni

### Struktura zaposlenih Poslovnog Sistema

Structure of employees of the Business System

CROSO 31.12.2022.

	Koleginice Females	Kolege Males	Ukupno Total
<b>Broj zaposlenih</b> Number of employees	386	1.472	<b>1.858</b>
<b>Rad na određeno</b> Fixed-term contract	72	305	<b>377</b>
<b>Rad na neodređeno</b> Permanent contract	314	1.167	<b>1.481</b>
<b>Puno radno vreme</b> Full time	384	1.462	<b>1.846</b>
<b>Pola radnog vremena</b> Part time	2	10	<b>12</b>
<b>Porodiljsko odsustvo</b> Maternity leave			
<b>Iskorišćeno pravo na porodiljsko</b> Used the right to maternity leave	15	0	<b>15</b>
<b>Povratak na radno mesto po isteku porodiljskog</b> Returning to the workplace after maternity leave	20	0	<b>20</b>
<b>Starosna struktura</b> Age structure	<b>Ispod 30</b> Under 30	<b>Između 30 i 50</b> Between 30 and 50	<b>Iznad 50</b> Over 50
	22%	52%	27%
<b>Drugi radnici</b> Other employees	<b>Konsultanti</b> Consultants	<b>Omladinska zadruga</b> Youth cooperative	
	64	7	<b>16</b>
<b>Top menadžment iz lokalne zajednice</b> Top management from the local community (Šabac, Negotin)			
<b>Novozaposleni</b> New hires			<b>464</b>
<b>Stopa fluktuacije</b> Fluctuation rate			<b>14.3%</b>

## Struktura zaposlenih Elixir Group

Structure of employees  
Elixir Group

	Koleginice Females	Kolege Males	Ukupno Total
<b>Broj zaposlenih</b> Number of employees	125	146	<b>271</b>
<b>Rad na određeno</b> Fixed-term contract	115	124	<b>239</b>
<b>Rad na neodređeno</b> Permanent contract	10	22	<b>32</b>
<b>Puno radno vreme</b> Full time	125	141	<b>266</b>
<b>Pola radnog vremena</b> Part time	0	5	<b>5</b>
<b>Porodiljsko odsustvo</b> Maternity leave			
<b>Iskorišćeno pravo na porodiljsko</b> Used the right to maternity leave	4	0	<b>4</b>
<b>Povratak na radno mesto po isteku porodiljskog</b> Returning to the workplace after maternity leave	5	0	<b>5</b>

Starosna struktura	Ispod 30 Under 30	Između 30 i 50 Between 30 and 50	Iznad 50 Over 50
Age structure	18%	64%	18%

Drugici radnici Other employees	Konsultanti Consultants	Omladinska zadruga Youth cooperative
	8	0

<b>Top menadžment iz lokalne zajednice</b> Top management from the local community (Šabac, Negotin)	<b>3</b>
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<b>Novozaposleni</b> New hires	<b>88</b>
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<b>Stopa fluktuacije</b> Fluctuation rate	<b>17.3%</b>
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## ST Medicina

	Koleginice Females	Kolege Males	Ukupno Total
<b>Broj zaposlenih</b> Number of employees	30	7	37
<b>Rad na određeno</b> Fixed-term contract	8	0	8
<b>Rad na neodređeno</b> Permanent contract	22	7	29
<b>Puno radno vreme</b> Full time	30	7	37
<b>Pola radnog vremena</b> Part time	0	0	0
<b>Porodiljsko odsustvo</b> Maternity leave			
<b>Iskorišćeno pravo na porodiljsko</b> Used the right to maternity leave	2	0	2
<b>Povratak na radno mesto po isteku porodiljskog</b> Returning to the workplace after maternity leave	0	0	0
<b>Starosna struktura</b> Age structure	Ispod 30 Under 30	Između 30 i 50 Between 30 and 50	Iznad 50 Over 50
	30%	30%	40%
<b>Drugi radnici</b> Other employees	Konsultanti Consultants	Omladinska zadruga Youth cooperative	
	40	0	
<b>Top menadžment iz lokalne zajednice</b> Top management from the local community (Šabac, Negotin)			0
<b>Novozaposleni</b> New hires			11
<b>Stopa fluktuacije</b> Fluctuation rate			10.8%

## Razvoj zaposlenih Employee development

**Elixir Group svoju tradiciju u poslovanju, kao i budućnost, bazira na izboru i angažovanju visoko profesionalnih, moralnih i etičnih kadrova, kao i njihovom kontinuiranom profesionalnom i ličnom razvoju.**

Elixir Group's tradition, as well as its future, is based on the selection and the employment of highly professional, moral and ethical personnel, as well as their continuous professional and personal development.



### Karijerni put/ Career path

Elixir Group teži da privuče, zadrži i motiviše kvalifikovanu i raznoliku radnu snagu sposobnu da svojim ukupnim angažovanjem doprinese obezbeđivanju konkurentne prednosti na tržištu. Kako bismo to ostvarili, razvili smo Katalog pozicija i karijerne nivoe prema vrsti i složenosti posla za sva sistematizovana radna mesta na nivou Poslovнog sistema Elixir Group. U skladu sa tim u 2022. godini smo kreirali i usvojili interni dokument - Politika zarada i ostalih primanja zaposlenih, čijom primenom na sistemski način težimo da u svakom momentu budemo poželjan i objektivan poslodavac, kao i da ostvarimo strateški cilj liderstva u zaradama u Republici Srbiji do 2027. godine. Uz kontinuirano praćenje trendova zarada i poređenjem sa podacima o zaradama dobijenih kroz istraživanje na referentnom tržištu po Mercer metodologiji (IPA) obezbeđeno je poštovanje principa interne pravednosti i eksterne konkurentnosti zarada.

Elixir Group strives to attract, retain and motivate a qualified and diverse workforce capable of contributing to a competitive advantage in the market through their overall engagement. In order to achieve this, we have developed a Catalog of positions and career levels according to the type and complexity of work for all systematized positions at the level of the Elixir Group Business System. In accordance with this, in 2022 we created and adopted an internal document - the Policy of Salaries and Other Benefits of Employees, by implementing which in a systematic way we strive to be a desirable and objective employer at all times, as well as to achieve the strategic goal of leadership in salaries in the Republic of Serbia until 2027. With continuous monitoring of wage trends and comparison with wage data obtained through research on the reference market according to the Mercer methodology (IPA), compliance with the principles of internal fairness and external competitiveness of wages is ensured.

### Obuke/ Training

Elixir Group prepoznaje važnost kontinuiranog razvoja i usavršavanja svojih zaposlenih koji će biti ključni faktor za ostvarenje dugoročnog uspeha kompanije. Tokom 2022. godine održane su mnogobrojne obuke iz različitih oblasti interesovanja zaposlenih, kao i potreba kompanije. Različite programe, kao što su obuke za mentorstvo, različite EHS obuke i stručna usavršavanja uspešno je savladalo više od 350 zaposlenih.

Pored kontinuirane edukacije zaposlenih, Elixir Group intenzivno radi i na prepoznavanju potreba svojih zaposlenih i održavanju nivoa njihove motivisanosti. Kreiranjem podsticajnih uslova rada u kojima se povereni poslovi obavljaju kroz interakciju i konstruktivnu komunikaciju, obezbeđujemo okruženje u kom se poslovni interesi poklapaju sa interesima zaposlenih. Elixir Group posvećenost svakom pojedincu pokazuje kroz različite benefite.

Elixir Group recognizes the importance of continuous development and training of its employees, which will be a key factor for the company's long-term success. During 2022, numerous trainings were held in various areas of employee interest, as well as the needs of different parts of the Business System. More than 350 employees have successfully mastered various programs, from mentoring training, occupational safety to professional training.

In addition to continuous employee education, Elixir Group works intensively on recognizing the needs of its employees and maintaining their level of motivation. Through the creation of a stimulating working environment in which entrusted tasks are performed, through interaction and quality communication, we provide an environment in which business interests coincide with the interests of employees. Elixir Group shows its commitment both to the collective and to each individual through various benefits.

Naziv obuke Name of training	Broj učesnika Number of participants
<b>Obuke iz oblasti zaštite od požara</b> Training in the field of fire protection	<b>15</b>
<b>ADR i RID obuke</b> ADR and RID training	<b>23</b>
<b>Obuke iz oblasti bezbednosti i zdravlja na radu</b> Training in the field of safety and health at work	<b>214</b>
<b>Odgovorno upravljanje hemikalijama i hemijskim otpadom</b> Responsible management of chemicals and chemical waste	<b>2</b>
<b>Upravljanje otpadom</b> Waste management	<b>3</b>
<b>Sistem menadžmenta upravljanja kvalitetom (ISO) i životnom sredinom (EMAS)</b> Quality Management System (ISO) and Environmental Management System (EMAS)	<b>9</b>
<b>Obuke za rad na novoj opremi u Kontroli kvaliteta</b> Training for working on new equipment in Quality Control	<b>19</b>
<b>Obuke za usavršavanje tehničkih veština u održavanju opreme u pogonima</b> Trainings to improve technical skills in equipment maintenance in plants	<b>50</b>
<b>Obuka poverenika civilne zaštite</b> Training of civil protection commissioners	<b>26</b>
<b>Obuka za rad u excelu</b> Excel training	<b>53</b>
<b>Pohađanje razvojnog programa-Mentorstvo</b> Attending the development program-Mentorship	<b>23</b>
<b>Licenca za mentore u programu dualnog obrazovanja</b> License for mentors in the dual education program	<b>5</b>
<b>HR biznis partner akademija</b> HR business partner academy	<b>10</b>
<b>Izazovi zelene tranzicije</b> Challenges of the green transition	<b>1</b>
<b>SEVESO II-Upoznavanje sa obavezama iz Zakona o zaštiti životne sredine</b> SEVESO II-Getting to know the obligations from the Law on Environmental Protection	<b>62</b>
<b>Stručna osposobljenost zaposlenog na poslovima manevriste</b> The professional qualification of the employee in shunting jobs	<b>5</b>

Trening sati Training hours	Žene Female	Muškarci Male	Ukupno Total
	<b>1.419</b>	<b>5.770</b>	<b>7.189</b>

Broj zaposlenih Number of employees	Žene Female	Muškarci Male	Ukupno Total
	<b>75</b>	<b>310</b>	<b>385</b>

<b>Prosečan broj sati obuke po zaposlenom godišnje</b> Average number of training hours per year per employee	<b>3.9</b>
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## Kolektivni ugovori

### Collective agreements

**U okviru Poslovnog sistema Elixir Group, zaposlenima je omogućeno formiranje sindikata kao predstavnika koji će zastupati njihove potrebe i interese.**

**Sindikati zaposlenih su organizovani u članici Elixir Zorka i Elixir Prahovo, dok u ostalim kompanijama članicama nije bilo takvih inicijativa. Kolektivni ugovor je na snazi samo u članici Elixir Zorka, a u svim ostalim privrednim društvima su doneti Pravilnici o radu. Procenat zaposlenih pokrivenih kolektivnim ugovorom iznosi 21%.**

**Pravilnici o radu i Kolektivni ugovor utvrđuju jednake uslove zaposlenima u svim kompanijama koje su poslodavci unutar Poslovnog sistema, a za sve zaposlene su utvrđena veća prava i povoljniji uslovi rada od onih predviđenih Zakonom o radu.**

**Kolektivnim ugovorom se uređuju sledeća pitanja:**

- » **Zasnivanje radnog odnosa**
- » **Vrste radnog odnosa**
- » **Radno vreme**
- » **Odmori i odsustva**
- » **Zaštita zaposlenih**
- » **Naknada**
- » **Naknada štete**
- » **Zabрана konkurenčije**
- » **Prestanak radnog odnosa**
- » **Zaštita prava zaposlenih**
- » **Uslovi za formiranje sindikata**

**Poslovni sistem Elixir Group neguje kolektivno pregovaranje i u potpunosti uvažava prava zaposlenih i sindikalnih organizacija kao njihovih predstavnika.**

Within the Elixir Group Business System, employees are enabled to form a trade union as a representative that will represent their needs and interests.

Employee unions were organized in Elixir Zorka and Elixir Prahovo member companies, while there were no such initiatives in the other member companies. The collective agreement is in force only in Elixir Zorka member company, while the Labor Regulations have been adopted in all other companies. The percentage of employees covered by a collective agreement is 21%. The labor regulations and the Collective Agreement establish equal conditions for employees at all companies that are employers within the Business System, and greater rights for all employees, more favorable working conditions than those provided by the Labor Law have been established.

The following questions are regulated by the collective agreement:

- » Establishing an employment relationship
- » Types of employment
- » Working hours
- » Vacations and absences
- » Protection of employees
- » Compensation
- » Compensation for damages
- » Prohibition of competition
- » Termination of employment
- » Protection of employees' rights
- » Conditions for forming a trade union

The Elixir Group Business System fosters collective bargaining and fully respects the rights of employees and trade unions as their representatives.

## Benefiti zaposlenih

### Employee benefits

#### Ljudi su najvažnija karika u lancu vrednosti

People are the most important aspect of the value chain

Elixir Group svojim zaposlenima obezbeđuje odgovarajuće radno okruženje, u kojem su motivisani, za koje se vežu i u kojem se angažuju kako bi u potpunosti iskoristili svoje individualne potencijale i na taj način doprineli ličnom razvoju i uspehu kompanije. Timski rad jedna je od pokretačkih snaga našeg zajedničkog razvoja. Poboljšanja uslova rada samo su jedan od načina da svakom članu Elixir porodice kažemo hvala, pokažemo poštovanje, pružimo podršku i budemo pouzdan oslonac.

Kompanija već dugi niz godina kroz različite benefite pokaže svoju posvećenost svakom pojedincu, a neki od njih su sledeći:

- » Solidarna pomoć u najlepšim, ali i u najtežim situacijama u životima zaposlenih (1.000 evra za svako novorođeno dete, sklopljen brak, kao i u situacijama smrtnog slučaja uže porodice zaposlenog);
- » Kompanijska pozajmica
- » Dodatni sistematski pregledi
- » Privatno zdravstveno osiguranje (PZO)
- » Dobrovoljni penzijski fond (DZO)
- » Jubilarne nagrade
- » Dečiji novogodišnji paketići
- » Popusti/pogodnosti za kupovinu.

Elixir Group je u saradnji sa Generali osiguranjem u 2022. godini obezbedio veću sigurnost za svoje zaposlene u vidu dobrovoljnog penzijskog fonda. Dobrovoljni penzijski fond je institucija u koju članovi fonda uplaćuju penzijske doprinose radi štednje. Fond treba da upotpuni državni sistem penzijskog osiguranja i omogući budućim penzionerima dodatne prihode u trećem dobu. Kompanija svakog meseca uplaćuje u dobrovoljni penzijski fond isti iznos koji i zaposleni uplati, a maksimalno do 2.000 RSD.

Elixir Group provides its employees with a suitable working environment, in which they are motivated, attached to and engaged in order to fully utilize their individual potentials and thereby contribute to personal development and the success of the company. Teamwork is one of the driving forces of our joint development. Improving working conditions is just one way to say thank you, show respect, support and be a reliable support to each member of the Elixir family. For many years, the company has been showing its commitment to each individual through various benefits, some of which are as follows:

- » Solidarity assistance in the most beautiful, but also in the most difficult situations in the lives of employees (1,000 euros for each newborn child, marriage, as well as in situations of death of an employee's immediate family)
- » Company loan
- » Additional Systemic enquiry
- » Private health insurance (PHI)
- » Voluntary pension fund (VPF)
- » Jubilee awards
- » New Year's gifts for employees' children
- » Shopping discounts/benefits.

In 2022, Elixir Group, in cooperation with Generali Insurance, provided greater security for its employees in the form of a voluntary pension fund. Voluntary pension fund is an institution to which fund members pay pension contributions for savings purposes. The fund should complete the state pension insurance system and provide future pensioners with additional income in the third age. Every month, the company pays into the voluntary pension fund the same amount that the employee pays up to a maximum of 2.000 RSD.

Dodatni sistematski pregledi/Additional systemic enquiry	<b>212</b>
PZO/PHI	<b>930</b>
DZO/VPF	<b>246</b>
Elixir bebe/Elixir babies	<b>56</b>
Sklopljeni brakovi/Marriages concluded	<b>51</b>
Jubilarne nagrade/Jubilee awards	<b>249</b>

	2021	2022
Dečiji novogodišnji paketići Children's New Year gifts	<b>598</b>	<b>756</b>
Kompanijska pozajmica Company loan	<b>292</b>	<b>360</b>

Tokom 2022. godine, opštim aktima (pravilnicima o radu i kolektivnim ugovorom) utvrđena su veća prava i povoljniji uslovi rada od prava i uslova utvrđenih zakonom i do tada važećim opštim aktima društava, kao i druga prava koja nisu predviđena Zakonom o radu i drugim povezanim propisima.

During 2022, general acts (labor regulations and collective agreement) established greater rights and more favorable working conditions than the rights and conditions established by the law and by then valid general acts of companies, such as and other rights that are not provided for by Labor Law and other related regulations.

## Liga Elixir Šampiona Elixir Champions League

Na početku 2022. godine, sa željom da kroz sinergiju stvaramo nove uspehe i pomeramo granice, pokrenuli smo "Ligu Elixir Šampiona- projekat u kome su učestvovali svi zaposleni u Poslovnom sistemu Elixir Group. Projekat je podrazumevao targetirane ciljeve proizvodnje i definisane rokove, na osnovu čega su svi zaposleni bili novčano nagrađeni shodno tome da li su direktno ili indirektno učestvovali i doprineli u realizaciji istih.

At the beginning of 2022, with the desire to create new successes and push boundaries through synergy, we launched the "League of Elixir Champions - a project in which all employees of the Elixir Group Business System participated.

The project included targeted production goals and defined deadlines, on the basis of which all employees were financially rewarded according to whether they directly or indirectly participated and contributed to their realization.



## Dodatni benefiti Additional benefits

**povećanje dužine trajanja godišnjeg odmora u odnosu na zakonom propisanih 20 dana**

increase of the duration of annual leave in relation to the legally prescribed 20 days

**uvećanje i izjednačavanje naknade za topli obrok i regres za sve članice Poslovnog sistema Elixir Group**

increasing and equalizing the meal allowance and recourse for all members of the Elixir Group Business System

**uvodenje solidarne pomoći za stupanje u brak**

introduction of solidarity assistance for marriage concluded

**proširenje prava na solidarnu pomoć za rođenje deteta**

extension of the right to solidarity assistance

25

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7.000 RSD

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1.000 EUR

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1.000 EUR

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## Nagradno putovanje u Katar za najuspešnije projektne timove Award trip to Qatar for the most successful project teams

**Projekat izgradnje novog proizvodnog pogona za proizvodnju superfosfata u Elixir Prahovo čiji je cilj proširenje kapaciteta Hemiske divizije obeležio je 2022. godinu kao jedan od najznačajnijih projekata na nivou celog Poslovnog sistema.**

The project of building a new production facility for superphosphate in Elixir Prahovo, whose goal is to expand the capacity of the Chemical Division, marked the year 2022 as one of the most significant projects at the level of the entire Business System.

**Krajem 2022. godine u Prahovu je sa radom počeo i pogon za proizvodnju fosforne kiseline tehničkog kvaliteta čime je naša fabrika postala četvrti proizvođač rafinisane fosforne kiseline u Evropi.**

**Članovi projektnih timova koji su učestvovali u kreiranju najbržih rešenja u izgradnji pogona i direktno doprineli uspešnoj realizaciji novih proizvodnih kapaciteta, susrećući se sa brojnim izazovima na putu ostvarenja cilja, nagrađeni su putovanjem u Katar na Svetsko prvenstvo u fudbalu.**

**Novi pogoni potvrđuju namjeru Elixir Group da kontinuirano radi na novim prilikama za razvoj i unapređenja hemijske industrije u Prahovu, sa ciljem razvoja celog regiona i privrede Istočne Srbije.**

At the end of 2022, a plant for the production of technical grade phosphoric acid started operating in Prahovo, making our factory the fourth producer of refined phosphoric acid in Europe.

Members of the project teams who participated in the creation of the fastest solutions in the construction of the plant and directly contributed to the successful realization of the new production capacities, faced numerous challenges on the way to achieving the goal, were rewarded with a trip to Qatar for the World Football Championship.

The new facilities confirm the Elixir Group's intention to continuously work on new opportunities for the development and improvement of the chemical industry in Prahovo, with the aim of developing the entire region and the economy of Eastern Serbia.



## Podrška zaposlenima

### Employee support

U skladu s našim pristupom prema novozaposlenima kroz proces Onboardinga, takođe smo razvili strukturiran i personalizovan proces Offboardinga za naše zaposlene koji odluče da prekinu radni odnos. HR Biznis partner kompanije članice vodi izlazni intervju s ciljem pružanja podrške zaposlenima tokom ove važne faze. Tokom razgovora, HR Biznis partner koristi personalizovani pristup kako bi produbio razumevanje odluke zaposlenog da napusti kompaniju.

Oslanjajući se na poverljivost i otvorenost HR Biznis partner razmatra sledeće teme:

- » **Razlozi za donošenje odluke:** HR Biznis partner istražuje faktore koji su doprineli odluci zaposlenog o napuštanju kompanije, pružajući prostor za izražavanje i razumevanje motiva i potreba zaposlenog
- » **Radni uslovi:** Zaposleni ima priliku izraziti svoje mišljenje o radnim uslovima, uključujući dostupnost sredstava za rad, radni prostor i zadovoljstvo zaradom. Ova povratna informacija pomaže nam da identifikujemo oblasti za poboljšanje u našoj kompaniji
- » **Kultura rada:** Atmosfera u timu je važan aspekt radnog iskustva. Zaposleni ima mogućnost izraziti svoje utiske o kulturi rada u kompaniji, što nam pomaže u razumevanju i unapređenju radne atmosfere
- » **Profesionalni razvoj:** HR Biznis partner pruža prostor za razgovor o mogućnostima napredovanja, treningu i obuci koji su pruženi tokom zaposlenja. Ova analiza pomaže nam da identifikujemo načine za dalje unapređivanje programa profesionalnog razvoja
- » **Rukovođenje:** Komunikacija s neposrednim rukovodiocem, stil rukovođenja i povratna informacija su ključni faktori u radnom okruženju. Zaposleni ima priliku da iznese svoje utiske o tim aspektima i da pomogne u identifikaciji područja za unapređenje
- » **Obim posla:** Pitanje obima posla takođe se razmatra, kako bi se utvrdilo da li je posao bio preopterećujući, optimalan ili nedovoljan. Ova povratna informacija pomaže nam da prilagodimo raspodelu posla i obezbedimo optimalno radno okruženje.

Svesni smo da odlazak u penziju može biti izazovan za prilagođavanje na novu rutinu i stil života. Kako bismo olakšali ovu tranziciju, organizujemo različite socijalne aktivnosti i događaje. Ovi događaji pružaju priliku našim zaposlenima da se ponovo povežu sa svojim kolegama, podele iskustva i uspomene, i nastave održavati veze nakon što napuste aktivno zaposlenje. Jedan od benefitova naše kompanije je pružanje mogućnosti angažovanja penzionera koji se još uvek osećaju radno sposobnim. Na taj način, penzioneri mogu nastaviti svoj doprinos i biti angažovani iz statusa penzije. Ovaj strukturirani proces Offboardinga i podrška koju pružamo našim zaposlenima tokom tranzicije svedoče o našoj posvećenosti održavanju pozitivnih veza i kontinuiranom razvoju kako za sadašnje, tako i za bivše članove naše kompanije.

In line with our approach to new employees through the Onboarding process, we have also developed a structured and personalized Offboarding process for our employees who decide to terminate their employment relationship. This process is led by the HR Business Partner of member company who conducts the exit interview with the aim of supporting employees during this important phase. During the conversation, the HR Business Partner uses a personalized approach to deepen the understanding of the employee's decision to leave the company.

Relying on confidentiality and openness, HR Business Partner considers the following topics:

- » **Reasons for making the decision:** HR Business Partner investigates the factors that contributed to the employee's decision to leave the company, providing space for expressing and understanding the employee's motives and needs
- » **Working conditions:** The employee has the opportunity to express his opinion about the working conditions, including the availability of funds for work, work space and satisfaction with earnings. This feedback helps us identify areas for improvement in our company
- » **Work culture:** Team atmosphere is an important aspect of the work experience. The employee has the opportunity to express his impressions about the work culture in the company, which helps us to understand and improve the working atmosphere
- » **Professional development:** HR Business Partner provides space to discuss advancement opportunities, training and education provided during employment. This analysis helps us identify ways to further improve the professional development program
- » **Leadership:** Communication with the immediate supervisor, leadership style and feedback are key factors in the work environment. The employee has the opportunity to express his impressions about these aspects and to help identify areas for improvement
- » **Workload:** The issue of workload is also considered, to determine whether the workload was overwhelming, optimal or insufficient. This feedback helps us adjust the distribution of work and ensure an optimal work environment.

We know that retirement period can be challenging to adjust to a new routine and lifestyle. In order to facilitate this transition, we organize various social activities and events. These events provide an opportunity for our employees to reconnect with their colleagues, share experiences and memories, and continue to maintain connections after leaving active employment.

One of the benefits of our company is the possibility of hiring pensioners who still feel able to work. In this way, pensioners can continue their contribution and be hired from the pension status. This structured offboarding process and the support we provide to our employees during the transition is testament to our commitment to maintaining positive relationships and continuous development for both current and former members of our company.

## Odbori za interne komunikacije zaposlenih

### Committees for internal communications of employees

Elixir Group od 2020. godine uspešno razvija kapacitete internih komunikacija koristeći različite dostupne alate poput internog portala za informisanje zaposlenih, nedeljnog newsletter-a i mail-a za slanje najbitnijih informacija različitim sektorima, grupama ili svim zaposlenima koji poseduju e-mail adresu. Ovakav vid redovnog informisanja doprinosi boljoj radnoj klimi i usklađenijim procesima rada. Ipak, uvezši u obzir da Elixir Group u svom sastavu ima i članice u kojima najveći broj zaposlenih obavlja operativne i smenske poslove, te da ne poseduje mogućnost za redovan pristup internom portalu, javila se potreba za organizovanjem tela koje bi se razvilo kao novi kanal internih komunikacija sa svim, pa i operativnim nivoima sistema. Tako 2022. godine nastaju odbori za interne komunikacije zaposlenih u tri kompanije članice: Elixir Prahovo, Elixir Zorka i Elixir Craft čiji se rad formalizovao tokom aprila 2023. godine. U ostalim članicama imenovane su kolege ili koleginice kao predstavnici svojih kolektiva zaduženi za interne komunikacije. Odbori zaposlenih imenovana lica za interne komunikacije blisko sarađuju sa Sektorom korporativnih komunikacija i HR službom Grupe, a po potrebi i ostalim organizacionim celinama i menadžmentom članice.

Navedeni odbori imaju funkciju komunikacionog kanala za dvosmernu razmenu informacija o svim aktuelnim poslovnim promenama i dešavanjima koja su od značaja za obavljanje redovnih aktivnosti zaposlenih. Predsednik odbora je predsednik sindikata u članicama gde je isti organizovan (Elixir Zorka i Elixir Prahovo) ili predstavnik sektora sa najvećim brojem zaposlenih (Elixir Craft). Među redovnim članovima odbora je po jedan predstavnik svakog sektora, odnosno službe poslodavca ma koliko zaposlenih taj sektor ili služba brojala. Za izrazito brojne sektore predviđeno je po više predstavnika u članstvu ovog odbora. Članovi po potrebi svakog odbora su generalni direktor članice, direktori određenih sektora, HR biznis partner, kao i predstavnik sektora za interne komunikacije Elixir Group. Član po pozivu za svaki odbor je Generalni direktor Elixir Group. Spisak članova može se proširiti, shodno potrebi, odnosno specifičnosti teme koja se komunicira.



Since 2020, Elixir Group has been successfully developing internal communication capacities using various available tools, such as an internal employee information portal, a weekly newsletter and an e-mail to send the most important information to different sectors, groups or all employees who have an e-mail address. This type of regular information contributes to a better working climate and more coordinated work processes. However, taking into account that Elixir Group also has member companies in which the largest number of employees perform operational and shift work, and that they do not have the possibility of regular access to the internal portal, there was a need to organize a body that would be developed as a new channel of internal communication with all, including operational levels of the system. Thus, in 2022, committees for internal communications of employees in three member companies namely Elixir Prahovo, Elixir Zorka and Elixir Craft were created and during april 2023 the work of committees was formalized. In other member companies, colleagues were appointed as representatives of their teams in charge of internal communications. The employee committees and appointed persons for internal communications closely cooperate with the Corporate Communications Department and the Group's HR Department, and, if necessary, with other organizational units and the management of the member company.

The aforementioned committees have the function of a communication channel for the two-way exchange of information on all current business changes and events that are important for the performance of regular employee activities. The chairman of the board is the chairman of the union in the member companies where it is organized (Elixir Zorka and Elixir Prahovo) or a representative of the sector with the largest number of employees (Elixir Craft). Among the regular members of the committee is one representative of each sector or service of the employer, no matter how many employees that sector or service has. Several representatives in the membership of this committee are planned for particularly numerous sectors. The members of each committee, as needed, are the general director of the member company, directors of certain sectors, HR business partner, as well as a representative of the Elixir Group's Internal Communications Department. The member by invitation for each committee is the CEO of Elixir Group. The list of members can be expanded, according to the need, that is, the specificity of the topic being communicated.



**Sastanci odbora se održavaju redovno jednom mesečno, a ukoliko je potrebno i češće kao vanredni/tematski. Teme sastanaka inicira bilo ko od članova odbora, u skladu sa informacijama koje ima iz sektora/službe iz kojeg dolazi. O toku svakog sastanka i njegovim ishodima sačinjava se zapisnik koji je u hronološkoj formi i dostupan je svim relevantnim učesnicima u okviru platforme za deljenje dokumentacije kako bi se rezultati mogli pratiti, a rad odbora evaluirati.**

**Na sastancima se komuniciraju aktuelne teme, kao i određeni „krizni momenti”, bilo šta što može negativno da utiče na radnu atmosferu ili zadovoljstvo zaposlenih. Svrha odbora je da blagovremeno plasira sve relevantne informacije do svakog zaposlenog za kojeg su značajne, ali i da predupredi potencijalne dezinformacije do kojih u velikim kolektivima može da dođe ukoliko se ne reaguje i informacije ne koriguju na vreme.**

**Najbrojniji odbor za interne komunikacije zaposlenih je onaj u članici Elixir Prahovo jer i sama članica broji najviše zaposlenih. Taj odbor broji 26, odbor članice Elixir Zorka 15, a odbor Elixir Craft 12 članova.**

Committee meetings are held regularly once a month, and if necessary, more often as extraordinary/thematic. The topics of the meetings are initiated by any of the committee members, according to the information they have from the sector/service they come from. Records about the each meeting are made about the course of each meeting and its outcomes, which are in chronological form and are available to all relevant participants within the documentation sharing platform so that the results can be monitored and the work of the committee can be evaluated.

At the meetings, current topics are communicated, as well as certain “crisis moments”, anything that can negatively affect the working atmosphere or employee satisfaction. The purpose of the committee is to distribute all relevant information in a timely manner to every employee for whom it is important, but also to prevent potential misinformation that can occur in large collectives if there is no reaction and the information is not corrected in time.

The most numerous committee for internal communications of employees is the one in Elixir Prahovo, because the member itself has the most employees. That committee has 26 members, the Elixir Zorka committee has 15 members, and the Elixir Craft committee has 12 members.

## Bezbednost i zdravlje na radu

### Safety and health at work

Poslovi bezbednosti i zdravlja na radu su u nadležnosti EHS sektora (Environment, Health and Safety), kojima rukovodi EHS direktor ili EHS službi kojima rukovodi EHS menadžer. Zaposleni u ovim organizacionim celinama su u stalnom radnom odnosu i obavljaju poslove iz sledećih oblasti rada:

- » zaštita životne sredine (Environment),
- » bezbednost i zdravlje na radu (Health),
- » zaštita od požara i bezbednost lica i imovine (Safety).

U članicama Poslovnog sistema Elixir Group čije delatnosti su industrijske prirode (proizvodne i/ili tehničke), EHS poslovi su sistematizovani na nivou sledećih organizacionih celina:

- » EHS sektor Elixir Prahovo
- » EHS sektor Elixir Zorka
- » EHS služba Elixir Craft

U skladu sa zakonodavstvom republike Srbije, lica za bezbednost i zdravlje na radu se imenuju odlukom poslodavca, a broj imenovanih lica za bezbednost i zdravlje na radu u EHS organizacionim celinama je sledeći:

- » EHS sektor Elixir Prahovo – 2 lica
- » EHS sektor Elixir Zorka – 3 lica
- » EHS služba Elixir Craft – 2 lica

Occupational health and safety matters are the responsibility of EHS (Environmental, Health and Safety) department, which is managed by EHS director, or EHS services, which are managed by EHS manager. Employees in these organizational units are under the permanent contract and perform tasks in the following areas of work:

- » Environmental protection (Environment)
- » Health and safety at work (Health)
- » Fire protection and safety of persons and property (Safety)

Member companies of the Elixir Group Business Systems that are conducting industrial activities (production and/or technical activities), have EHS operations systematized at the level of the following organizational units:

- » EHS sector Elixir Prahovo
- » EHS sector Elixir Zorka
- » EHS service Elixir Craft

In accordance with the legislation of the Republic of Serbia, employees responsible for occupational health and safety are appointed by the employer's decision, and the number of these employees in EHS organizational units is as following:

- » EHS sector Elixir Prahovo – 2 employees
- » EHS sector Elixir Zorka – 3 employees
- » EHS service Elixir Craft – 2 employees



#### Nacionalni okvir National framework

##### **Ustav Republike Srbije**

Constitution of the Republic of Serbia

##### **Zakon o bezbednosti i zdravlju na radu**

Law on Occupational Health and Safety

##### **Pravilnici**

Rule books

#### Eksterni okvir External framework

ISO 45001

ISO 9001

ISO 14001

#### Interni okvir Internal framework

##### **Kolektivni ugovor**

Collective agreement

##### **Sindikat**

The union

##### **Odbor za BZR**

Committee

##### **Obuke**

Training

##### **Uputstva za bezbedan rad**

Training instructions for safe work

##### **Radne procedure**

Work procedures

**Za vođenje poslova bezbednosti i zdravlja na radu u ostalim privrednim društvima, odnosno kompanijama članicama Elixir Group pretežno administrativnih i komercijalnih delatnosti ili onih čiji je ukupan broj zaposlenih manji od 50, obavljanje poslova bezbednosti i zdravlja na radu povereno je eksternom partneru, pravnom lice sa odgovarajućim licencama.**

**U okviru EHS sektora Elixir Prahovo i Elixir Zorka, sistematizovana su radna mesta posvećena preventivi u protivpožarnoj zaštiti, a takođe su organizovane i vatrogasne jedinice koje imaju ulogu u preventivnom delovanju, a opremljene su i obučene za reagovanje u slučaju potrebe:**  
 » vatrogasna jedinica Prahovo  
 » vatrogasna jedinica Šabac.

**U delokrugu rada EHS sektora i službi su i poslovi zaštite životne sredine, upravljanja otpadom, upravljanje hemikalijama, poslovi obezbeđenja lica i imovine, održavanja higijene, a sve u skladu sa zakonskim propisima iz ovih oblasti.**

**Aktom o proceni rizika bezbednosti i zdravlja na radu je izvršena procena rizika za svako sistematizovano i popunjeno radno mesto, kojim su obuhvaćeni opisi tehnološkog procesa i procesa rada, opis sredstava za rad, sredstava i opreme za ličnu zaštitu zaposlenih na radnom mestu, kao i redovne obuke i lekarski pregledi zaposlenih.**

**Za usklađenost Akta o proceni rizika sa promenama koje mogu nastupiti u procesu rada, zaduženo je lice za bezbednost i zdravlje na radu, koje poseduje položen stručni ispit iz oblasti bezbednosti i zdravlja na radu, u skladu sa propisima. Svaka promena koja nastupi u procesu rada se posmatra kao novi potencijalni rizik i pokreće postupak preispitivanja i ažuriranja Akta o proceni rizika. Kontrolu i nadzor nad primenom mera bezbednosti i zdravlja na radu vrši lice za bezbednost i zdravlje na radu.**

For the management of occupational health and safety in other member companies of Elixir Group Business System that are predominantly in charge of administrative and commercial activities or those whose total number of employees is less than 50, performing control of occupational health and safety is entrusted to an external partner, i.e., a legal entity with appropriate licenses.

Within the EHS sector of Elixir Prahovo and Elixir Zorka, workplaces dedicated to fire protection and prevention have been systematized, as well as the firefighting units that play a role in preventive action, and are equipped and trained to respond in case of need:

- » Firefighting unit Prahovo – with 20 employees
- » Firefighting unit Šabac – with 18 employees.

Scope of work of the EHS sector and services also includes tasks of environmental protection, waste management, chemical management, security of persons and property, maintenance of hygiene, and all in accordance with legal regulations in these areas.

The Act on Occupational Health and Safety Risk Assessment carried out a risk assessment for each systematized and filled position, which includes descriptions of the technological process and work process, description of the means for work, means and equipment for personal protection of employees at the workplace, as well as regular training and medical examinations of employees.

For compliance of the Act on Risk Assessment with changes that may occur in the work process, a person responsible for safety and health at work, who has passed the professional exam in the field of occupational health and safety, in accordance with the regulations, is in charge. Any change that occurs in the work process is seen as a new potential risk and initiates the process of reviewing and updating the Risk Assessment Act. Control and supervision of the implementation of occupational health and safety measures is carried out by a person responsible for occupational health and safety.



**Svi zaposleni obavljaju redovne lekarske pregledе u skladu sa Aktom o proceni rizika, a takođe imaju i dodatno privatno zdravstveno osiguranje koje je obezbeđeno preko Generali osiguranja. Privatno zdravstveno osiguranje pokriva zdravstvene potrebe kako u vezi sa radom tako i one koje nisu u vezi sa radom. Zdravstvene ustanove kojima zaposleniji imaju pristup preko Generali osiguranja su dovoljni da zaposleni vodi brigu o sebi i svom zdravstvenom stanju, redovno i na adekvatan način. Redovni i sistematski pregledи se obavljaju u radno vreme van prostorija poslodavca, kada je planom rada predviđeno plaćeno odsustvo zaposlenog.**

**U kompaniji, zaposleni prolaze obuku za bezbedan i zdrav rad, ponašanje na radnom mestu i u radnoj okolini u skladu sa Aktom o proceni rizika i Programom osposobljavanja zaposlenih za bezbedan i zdrav rad, koje se sprovodi teorijski i praktično.**

**Takođe, svi zaposleni prolaze i osnovnu obuku iz oblasti zaštite od požara u skladu sa Programom obuke zaposlenih iz oblasti zaštite od požara, takođe teorijski i praktično. Obuke se sprovode odmah po zasnivanju radnog odnosa a najkasnije u roku od 30 dana od dana stupanja na rad, a redovne provere znanja i ponovne obuke zaposlenih se vrše najmanje jednom u tri godine, a po potrebi i češće.**

**Za zaposlene u EHS organizacionim jedinicama su predviđene posebne obuke i stalna stručna usavršavanja.**

Elixir Group pored brige o svojim zaposlenima brine i o zaposlenima poslovnih partnera koji svoje radne aktivnosti sprovode na lokacijima industrijskih kompleksa u Prahovu i Šapcu. Naša kompanija upravlja izvođačima radova kroz organizovan sistem odabira, ugovaranja i kontrole nad izvođenjem ugovorenih aktivnosti. Tokom perioda godišnjih remonta na postrojenjima kada je povećan broj izvođača na lokacijama industrijskih kompleksa, vrši se i pojačan nadzor primene mera bezbednosti i zdravlja na radu, kao i bezbednosti lica i imovine. Zbog povećanog obima bravarsko zavarivačkih radova, tokom remonta je pojačano prisustvo i preventivno delovanje pripadnika vatrogasne jedinice.

**U slučaju povrede na radu zaposlenog, preduzimaju se detaljne analize uzroka i donose adekvatne korektivne mere za njihovo otklanjanje.**

All employees perform regular medical examinations in accordance with the Risk Assessment Act, and also have additional private health insurance provided through Generali insurance. Private health insurance covers both work-related and non-work-related health needs. Health institutions to which employees have access through Generali insurance are enough for the employee to take care of himself and his health condition, regularly and in an adequate way. Regular and systematic examinations are carried out during working hours outside the premises of the employer, and in that case, the work plan provides for paid leave of the employee.

All employees in the company receive training for occupational health and safety, and behavior in the workplace and in the working environment, in accordance with the Risk Assessment Act and the Training on occupational health and safety, which is conducted theoretically and practically.

Additionally, all employees receive basic theoretical and practical training in the field of fire protection in accordance with the Training Program in that area. Trainings are carried out immediately after employment and no later than 30 days from first working day. Regular knowledge checks and re-training of employees are carried out at least once every three years, and if necessary, more frequently.

For employees in EHS organizational units, special trainings and continuous professional development are provided.

In addition to taking care of its employees, Elixir Group also takes care of the employees of business partners who carry out their work activities at the locations of industrial complexes in Prahovo and Šabac. Our company manages contractors through an organized system of selection, contracting and control over the performance of contracted activities. During the period of annual overhauls at the plants, when the number of contractors at the locations of industrial complexes is increased, more supervision of the implementation of occupational health and safety measures, as well as the safety of persons and property, is also carried out. Due to the increased volume of locksmith welding works, during the overhaul, the presence and preventive action of members of the firefighting unit is expanded.

In the event of an employee's work injury, detailed analyses of the causes are undertaken, and appropriate corrective measures are adopted to eliminate them.

Članica Member company	Broj lakih povreda Number of minor injuries	Broj teških povreda Number of serious injuries	Ukupan broj povreda Total number of injuries	Broj izgubljenih radnih dana Number of lost working days
<b>Elixir Prahovo</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>349</b>
<b>Elixir Zorka</b>	<b>8</b>	<b>1</b>	<b>9</b>	<b>173</b>
<b>Elixir Craft</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>168</b>
<b>Ukupno/Total</b>	<b>24</b>	<b>6</b>	<b>30</b>	<b>690</b>



**Mere prevencije povreda na radu se sprovode kontinuirano i podrazumevaju:**

- » utvrđivanje bezbednog načina rada u svim procesima i radnim okruženjima,
- » postavljanje pisanih i znakovnih upozorenja na vidnim mestima unutar objekata i fabričkog kruga
- » izrada pisanih uputstava za bezbedan rad koja su dostupna na radnim mestima
- » kontrola poštovanja uputstava za bezbedan rad na sredstvima i opremi za rad i poštovanje zakonom propisanih mera
- » nadzor i kontrola poštovanja zabrana rukovanja sredstvima i opremom za rad od strane lica koja nisu osposobljena za obavljanje tih poslova
- » nadzor i kontrola ispravnosti i pravilnog korišćenja sredstava i opreme za ličnu zaštitu zaposlenih
- » organizovanje prethodnih i periodičnih lekarskih pregleda zaposlenih koji rade na radnim mestima sa povećanim rizikom, na osnovu posebnih zdravstvenih uslova koji moraju biti ispunjeni na određenim radnim mestima u skladu sa Aktom o proceni rizika
- » izrada i realizacija Plana internih obuka sa posebnim osvrtom na kritična mesta koja su prethodnom periodu identifikovana kao uzrok ili rizik od povrede na radu.

**Učešće zaposlenih u sistemu bezbednosti i zdravlja na radu u Elixir Group se ostvaruje na više načina načina:**

- » preko linjskog rukovodioca
- » preko lica za bezbednost i zdravlje na radu
- » preko svojih predstavnika u Odboru za bezbednost i zdravlje na radu (Odbor za BZR).

**Učešće zaposlenih u sistemu bezbednosti i zdravlju na radu ostvaruje se preko Odbora za BZR, na način definisan članovima 44 – 48 Zakona o bezbednosti i zdravlju na radu. U svakoj kompaniji članici Elixir Group, koja podleže ovakvoj obavezi, uspostavljen je Odbor za BZR u čijem radu učestvuju predstavnici zaposlenih i predstavnici poslodavca. Sastanci Odbora za BZR organizuju se u skladu sa potrebama zaposlenih i njihovih predstavnika, a sve u cilju unapređenja uslova rada i bezbednosti i zdravlja na radu.**

**Poslovni sistem Elixir Group sa svim kompanijama članicama kontinuirano unapređuje sve EHS oblasti, kroz kontrolu i nadzor nad sprovođenjem propisanih procedura i unapređenje uslova rada zaposlenih, primenu plana preventivnih mera, kao i kroz definisanje mera za unapređenje i implementaciju najbolje prakse na svim nivoima.**

Measures for the prevention of injuries at work are carried out continuously and include:

- » establishing a safe mode of operation in all processes and work environments
- » placing written and sign warnings in visible places within the building and factory circle
- » placing written instructions for safe work that are available in workplaces
- » control of compliance with instructions for safe use of equipment and compliance with legally prescribed measures
- » supervision and control of compliance with prohibitions on the handling of equipment and equipment for work by persons who are not qualified to perform these tasks
- » supervision and control of the correctness and proper use of equipment for personal protection of employees
- » organizing preliminary and periodic medical examinations of employees working in workplaces with increased risk, based on special health conditions that must be met in certain workplaces, in accordance with the Risk Assessment Act
- » development and implementation of the Internal Training Plan with special reference to critical places identified in the previous period as the cause or risk of injury at work

The participation of employees in the Occupational health and safety system in Elixir Group is achieved in several ways:

- » through manager
- » through employees in charge of occupational health and safety
- » through its representatives in the Occupational Health and Safety Committee (EHS Committee)

The participation of employees in the Occupational health and safety system is realized through the EHS Committee, in the manner defined by Articles 44-48 of Law on Occupational Health and Safety. In each member company of Elixir Group, which is subject to such an obligation, a the EHS Committee is established, in which both employees' and employers' representatives participate. Meetings of the EHS Committee are organized in accordance with the needs of employees and their representatives, all with the aim of improving working conditions and occupational health and safety.

Elixir Group Business System with all member companies continuously improves all EHS areas, through control and supervision of the implementation of prescribed procedures and improvement of working conditions of employees, implementation of the plan of preventive measures, as well as through defining measures for improvement and implementation of best practices at all levels.



Sa tim ciljem je na korporativnom nivou uspostavljeno stručno telo, EHS Odbor Grupe, u čijem radu učestvuju svi zaposleni na EHS poslovima u svim privrednim društvima Poslovnog sistema, sa ciljem razmene znanja i iskustava, standardizovanog pristupa EHS oblastima na svim lokacijama i kontinualnog unapređenja uslova i procesa rada.

**EHS odborom Grupe predsedava Specijalni savetnik za održivi razvoj, koji izveštava direktno Generalnom Direktoru Elixir Group. EHS odbor odžava redovne mesečne sastanke sa jasnim strateškim i operativnim planom i unapred definisanim dnevnim redom. EHS odbor održava i vanredne sastanke u skladu sa potrebama.**

Funkcionisanje EHS Odbora Grupe se bazira na sledećim temeljnim principima:

- » Snažno i aktivno EHS liderstvo
- » Stalna i aktivna posvećenost
- » Uspostavljanje efektivnih sistema upravljanja i dvosmerne komunikacije, „top-down“ i „bottom-up“
- » Integracija efektivnog EHS upravljanja sa poslovnim odlukama.

To this end, a professional body, namely, EHS Group Committee, was established at the corporate level, in which all employees at EHS positions in all member companies of the Business System participate, with the aim of exchanging knowledge and experience, standardizing approach to EHS areas at all locations and continuous improvement of conditions and work processes.

The EHS Committee of the Group is chaired by the Special Advisor for Sustainable Development, who reports directly to the General Director of the Elixir Group. The EHS Group Committee holds regular monthly meetings with a clear strategic and operational plan and a predefined agenda. The Committee also holds extraordinary meetings in accordance with the needs.

The functioning of the Group's EH Committee is based on the following fundamental principles:

- » Strong and active EHS leadership
- » Constant and active dedication
- » Establishment of effective management systems and two-way communication, top-down and bottom-up
- » Integration of effective EHS management with business decisions.



05

## Životna sredina Environment

**Zaštita životne sredine je u fokusu poslovanja. Posvećeni smo globalnim i regionalnim ciljevima održivog razvoja, dekarbonizaciji proizvodnih i poslovnih procesa i kontinuiranim unapređenjima resursne i tehnološke efikasnosti.**

Environmental protection is the focus of business. We are dedicated to global and regional goals of sustainable development, decarbonization of production and business processes and continuous improvements of resource and technological efficiency.

## Klimatke promene

### Climate changes

**Klimatske promene koje uzrokuju ekstremne suše, požare, poplave, značajna zagađenja vode, vazduha i zemljišta, kao i nestanak velikog broja životinjskih i biljnih vrsta, svakodnevno nas upozoravaju da je način na koji se ophodimo prema našoj planeti neodrživ.**

U cilju rešavanja ovog ozbiljnog problema evropska administracija je početkom decembra 2019. godine predstavila Zeleni dogovor (Green Deal), novu razvojnu strategiju koja ima za cilj da transformiše EU u fer i prosperitetno društvo sa modernom resursno-efikasnom i konkurentnom ekonomijom, koja će doprineti potpunom smanjenju emisije gasova staklene baštne (GHG) do 2050. godine. Ključ za postizanje klimatske neutralnosti EU do 2050. su obnovljivi izvori energije i prelazak sa linearnih na cirkularne sisteme u proizvodnji i potrošnji.

Srbija je potpisnica Okvirne konvencije UN o promeni klime, a ujedno i članica Sporazuma iz Pariza. Kroz Nacionalno utvrđene doprinose su podneti ciljevi smanjenja emisija GHG, obavezujući se na njihovo smanjenje od 33% do 2030. godine u poređenju sa emisijama u 1990. godini (bazna godina) i 13,2% u poređenju sa emisijama u 2010. godini.

Akcije za smanjenje emisija gasova sa efektom staklene baštne (CO<sub>2</sub> prvenstveno) su glavni prioriteti na dnevnom redu brojnih naučnika i kreatora politike na najvišem nivou već duži vremenski period. U okviru paketa Fit for 55 predložen je prekogranični mehanizam za prilagođavanje ugljenika CBAM (Carbon Border Adjustment Mechanism) koji predstavlja deo mera, koje će direktno uticati na kompanije sa Zapadnog Balkana i odnosiće se na ugljenično intezivne sektore:

- » Cement
- » Gvožđe i čelik
- » Aluminijum
- » Mineralno đubrivo
- » Energija

Climate changes that cause extreme droughts, fires, floods, significant pollution of water, air and soil, as well as the disappearance of a large number of animal and plant species, warn us every day that the way we treat our planet is unsustainable.

In order to solve this serious problem, at the beginning of December 2019, the European administration presented the Green Deal, a new development strategy that aims to transform the EU into a fair and prosperous society with a modern resource-efficient and competitive economy, which will contribute to the full reduction of greenhouse gas (GHG) emissions by 2050. The key to achieving EU climate neutrality by 2050 is renewable energy sources and the transition from linear to circular systems in production and consumption.

Serbia is a signatory to the UN Framework Convention on Climate Change, and at the same time a member of the Paris Agreement. Through the Nationally Determined Contributions, GHG emissions reduction targets were submitted, committing to a 33% reduction by 2030 compared to emissions in 1990 (base year) and 13.2% compared to emissions in 2010.

Actions to reduce greenhouse gas emissions (primarily CO<sub>2</sub>) have been top priorities on the agenda of numerous scientists and policy makers at the highest level for a long time. As part of the Fit for 55 package, the CBAM (Carbon Border Adjustment Mechanism) was proposed as part of the measures that will directly affect companies from the Western Balkans and will relate to carbon-intensive sectors:

- » Cement
- » Iron and steel
- » Aluminum
- » Mineral fertilizer
- » Energy



**Ključ za postizanje klimatske neutralnosti EU do 2050. su obnovljivi izvori energije i prelazak sa linearnih na cirkularne sisteme u proizvodnji i potrošnji.**

The key to achieving EU climate neutrality by 2050 is renewable energy sources and the transition from linear to circular systems in production and consumption.

## Emisije

### Emissions

**Postrojenja hemijske industrije Elixir Zorka i Elixir Praškovo su IPPC postrojenja koja podležu ishodovanju integrisane dozvole, kao i obaveznom praćenju uticaja na životnu sredinu.**

**Monitoring se sprovodi redovno u skladu sa obavezama za šta se angažuju akreditovane eksterne laboratorije i stručne kuće. Emisije se mere na završnim emiterima, a monitoring kvaliteta ambijentalnog vazduha se sprovodi na mernim mestima u zonama uticaja, odnosno unutar gradskih i prigradskih naselja. Izmerene vrednosti su značajno ispod graničnih vrednosti koje su propisane Zakonom o zaštiti vazduha i podzakonskim aktima.**

**Zbog blizine lokacije industrijske zone gradskom naselju, Elixir Zorka je kao društveno odgovorna kompanija u protekle tri godine izdvojila preko 3,5 miliona evra u unapređenje sistema za prečišćavanje gasova, čime je uticaj na kvalitet ambijentalnog vazduha u Šapcu sveden na minimum.**

**Nakon investicije u unapređenje sistema prečišćavanja vazduha koje je implementirala Elixir Zorka sredinom 2021. godine, značajno su smanjene emisije specifičnih zagađujućih materija, fluorovodonika i amonijaka, koje su karakteristične za proizvodnju mineralnih đubriva. Monitoring emisija se vrši pomoću kontinualnog merača završnog emitera fabrike, kao i ambijetalnog vazduha u životnoj sredini od strane Zavoda za javno zdravlje Šabac na više mernih mesta u stambenim zonama grada.**

**Imajući u vidu da Elixir Zorka nije jedini emiter navedenih materija u Šapcu, pratili smo efekte sprovedenih investicija kroz podatke monitoringa Zavoda za javno zdravlje Šabac tokom 2022. godine.**

**Poredili smo podatke monitoringa u životnoj sredini na sledeći način:**

- » u periodima redovnog rada fabrike,
- » u periodima zastoja proizvodnje i
- » u periodima kada se proizvode NPK formulacije bez potrošnje amonijaka.

**Podaci monitoringa u životnoj sredini potvrđuju uspešnost sprovedenih unapređenja, koja su rezultirala emisijama koje su 30% do 80% niže od integrisanom dozvolom propisanih graničnih vrednosti.**

**U planu je da se investicije u ekološka unapređenja nastave i tokom 2023. godine, na svim nivoima gde su unapređenja tehnološki moguća.**

The Elixir Zorka and Elixir Praškovo chemical industry facilities are IPPC facilities that are subject to obtaining an integrated permit, as well as mandatory environmental impact monitoring.

Monitoring is carried out regularly in accordance with the obligations for which accredited external laboratories and professional companies are engaged. Emissions are measured at the final emitters, and ambient air quality is regularly measured at measurement points in the influence zones, i.e. within urban and suburban settlements. The measured values are significantly below the limit values prescribed by the Law on Air Protection and by-laws.

Due to the proximity of the location of the industrial zone to the urban area, Elixir Zorka, as a socially responsible company, allocated over 3.5 million euros in the past three years to the improvement of the gas purification system, thus minimizing the impact on the ambient air quality in Šabac.

After the investment in the improvement of the air purification system implemented by Elixir Zorka in the middle of 2021, the emissions of specific pollutants, hydrogen fluoride and ammonia, which are typical for the production of mineral fertilizers, were significantly reduced. Monitoring of emissions is carried out on the continuous monitor of the final emitter of the factory, as well as in the ambient air in the environment by the Public Health Institute of Šabac at several measuring points in the residential areas of the city.

Bearing in mind that Elixir Zorka is not the only emitter of the mentioned substances in Šabac, we monitored the effects of the implemented investments through the monitoring data of the Public Health Institute of Šabac during 2022.

We compared the environmental monitoring data as follows:

- » during periods of regular factory work,
- » in periods of production downtime and
- » in periods when NPK formulations are produced without ammonia consumption.

Environmental monitoring data confirm the success of the implemented improvements, which resulted in emissions that are 30% to 80% less than the limit values prescribed by the Integrated Permit.

It is planned that investments in environmental improvements will continue during 2023, at all levels where improvements are technologically possible.

## Merenje NH<sub>3</sub> u Šapcu / Measurement of NH<sub>3</sub> in Šabac

**Broj dana prekoračenja**  
Number of overdraft days

0

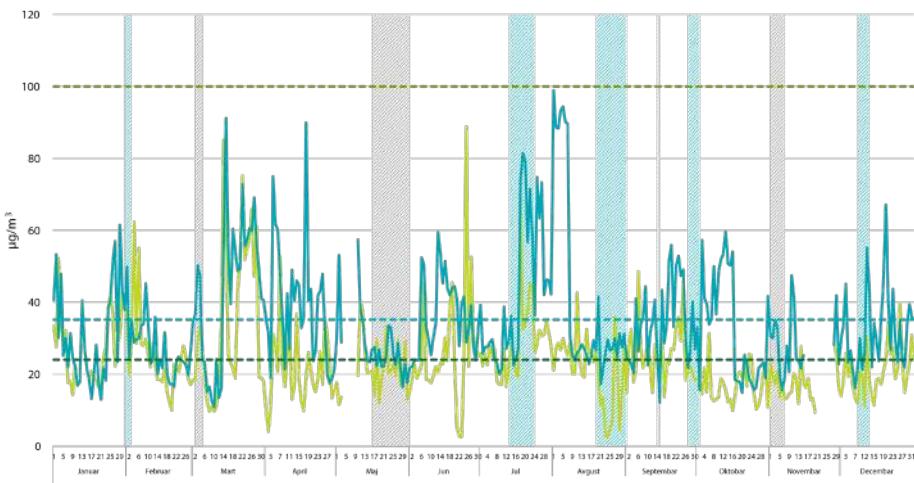
**Dnevna vrednost**  
Daily value

Benska bara  
Benska bar  
**Autobuska stanica**  
Bus Station  
GV = 100 µg/m<sup>3</sup>

**Srednja godišnja vrednost**  
Average annual value

Benska bar  
Benska bar  
**Autobuska stanica**  
Bus Station

**Period zastoja u EZ**  
A period of stagnation in the EZ  
**Period proizvodnje bez NH<sub>3</sub>**  
Production period without NH<sub>3</sub>



## Merenje HF u Šapcu / Measurement of HF in Šabac

**Broj dana prekoračenja**  
Number of overdraft days

0

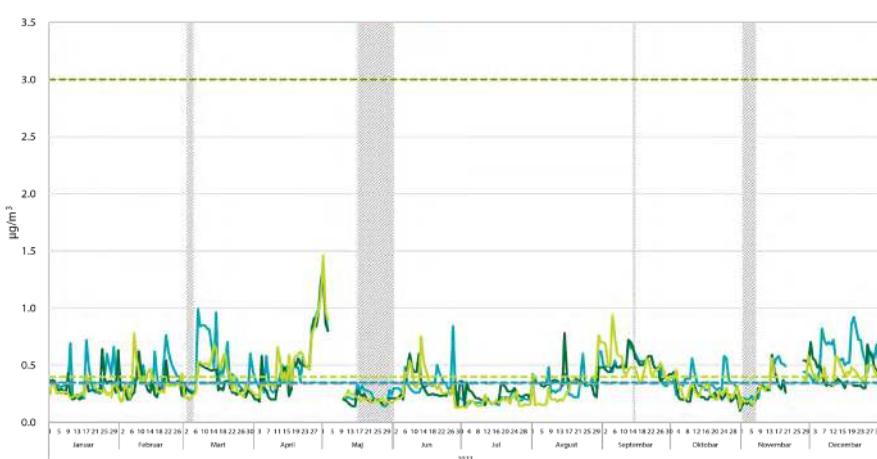
**Dnevna vrednost**  
Daily value

Benska bar  
Benska bar  
**Autobuska stanica**  
Bus Station  
**Vatrogasni dom**  
Firefighters Station  
GV = 3.0 µg/m<sup>3</sup>

**Srednja godišnja vrednost**  
Average annual value

Benska bar  
Benska bar  
**Autobuska stanica**  
Bus Station  
**Vatrogasni dom**

Firefighters Station  
**Period zastoja u EZ**  
A period of stagnation in the EZ



Izvor: ZJJ Šabac  
Source: ZJJ Šabac

## Strategija dekarbonizacije The Decarbonisation strategy

Poslovni sistem Elixir Group je blagovremeno i studiozno pokrenuo pripremu i implementaciju Zelene agende i strategije dekarbonizacije Hemijske divizije, koju čine proizvodne članice Elixir Zorka i Elixir Prahovo.

Ova agenda je uključila detaljnu analizu sadašnjeg stanja, plan strateških investicionih projekata, kao i pripremu za monitoring i izveštavanje tokom tranzisionog perioda u primeni nove EU regulative za prekogranično prilagođavanje emisije ugljenika, pod nazivom CBAM (Carbon Border Adjustment Mechanizam).

Takođe, multidisciplinarni tim Elixir Group pokrenuo je inicijativu za izradu „Mapa puta dekarbonizacije na primeru fabrika za proizvodnju mineralnih đubriva i fosforne kiseline u Srbiji“.

Inicijativa je podržana u okviru projekta „EU za Zelenu agendu u Srbiji“, koji uz tehničku i finansijsku podršku EU u partnerstvu sa Ministarstvom zaštite životne sredine Republike Srbije, sprovodi UNDP u saradnji sa Ambasatom Švedske i Evropskom investicionom bankom (EIB), uz dodatnu finansijsku podršku koju obezbeđuju vlade Švedske, Švajcarske i Srbije.

The Elixir Group Business system promptly and studiously initiated the preparation and implementation of the Green Agenda and the decarbonization strategy of the Chemical Division, which consists of the production members Elixir Zorka and Elixir Prahovo.

This agenda included a detailed analysis of the current situation, a plan of strategic investment projects, as well as preparation for monitoring and reporting during the transition period in the application of the new EU regulation for cross-border adjustment of carbon emissions, called CBAM (Carbon Border Adjustment Mechanism).

Also, the Elixir Group multidisciplinary team launched an initiative to create a "Decarbonization Roadmap based on the example of factories for the production of mineral fertilizers and phosphoric acid in Serbia".

The initiative is supported within the project "EU for the Green Agenda in Serbia", which, with technical and financial support from the EU in partnership with the Ministry of Environmental Protection of the Republic of Serbia, is implemented by UNDP in cooperation with the Embassy of Sweden and the European Investment Bank (EIB), with additional financial support provided by the governments of Sweden, Switzerland and Serbia.



**„Mapa puta dekarbonizacije“ od koristi će biti ne samo kompanijama članicama Elixir Group već svim domaćim kompanijama koje podležu obavezama prema CBAM regulativi, kao i svim postrojenjima koja emituju gasove sa efektom staklene baštne, jer će na osnovu nje lakše identifikovati sopstveni uticaj i dobiti smernice za unapređenje ukupnih ekoloških performansi. Projekat će biti realizovan do kraja 2023. godine i nakon tога objavljen tako da bude dostupan svim zainteresovanim stranama.**

**Ključni investicioni programi Zelene agende Elixir Group su sledeći:**

- » Razvoj primene cirkularne ekonomije i ponovnog iskorišćenja sirovina iz alternativnih izvora, a naročito fosfora kao neobnovljivog resursa gde su potencijali rekuperacije najveći
  - » Potpuna supstitucija fosilnih goriva alternativnim i odnovljivim izvorima energije
  - » Smanjenje potrošnje toplotne i električne energije i upotrebe vode kao resursa u proizvodnim procesima.
- Pored strateških investicija, realizovali smo i radimo

**na implementaciji niza inicijativa koje za rezultat imaju doprinos smanjenju emisija gasova sa efektom staklene baštne.**

**Neke od njih su sledeće:**

- » Počeli smo sa primenom cirkularne ekonomije u proizvodnji mineralnih đubriva, kroz ponovno iskorišćenje alternativnih sirovina, što direktno doprinosi smanjenju ukupnog ugljeničnog otiska naših proizvoda.
- » Tehnološkim unapređenjima u proizvodnji mineralnih đubriva Elixir Zorka, postignuta je potpuna cirkularnost tečnosti i čvrstih supstanci, unapređen sistem prosejavanja granula čime je smanjeno naknadno nastajanje recikla za 0.5%, smanjen racio manipulacija materijalom, čime je minimiziran uticaj na životnu sredinu i smanjen ugljenični otisak internih logističkih operacija.
- » Elixir Zorka je dobitnik sertifikata o doprinosu u uštedi CO2 od kompanije SEKOPAK, ovlašćenog operatera za upravljanje ambalažnim otpadom. Ovaj model uzima u obzir pozitivne i negativne efekte celokupnog procesa koji ambalažu prođe od trenutka kada postane ambalažni otpad do reciklaže i ponovnog iskorišćenja, računajući i koliki je doprinos uštedi u emisiji CO2.

The "Decarbonization road map" will be useful not only to Elixir Group member companies, but to all domestic companies subjected to obligations under the CBAM regulation, as well as to all plants that emit greenhouse gases, because based on it, they will more easily identify their own impact and receive guidelines to improve overall environmental performance. The project will be implemented by the end of 2023 and then published so that it is available to all interested parties.

The key investment programs of Elixir Group's Green Agenda are as follows:

- » Development of the application of the circular economy and the reuse of raw materials from alternative sources, especially phosphorus as a non-renewable resource where the recovery potential is the greatest
- » Complete substitution of fossil fuels with alternative and renewable energy sources
- » Reduction of heat and electricity consumption and the use of water as a resource in production processes
- » In addition to strategic investments, we have realized and are working on the implementation of a number of initiatives that, as a result, contribute to the reduction of greenhouse gas emissions.

Some of them are as follows:

- » We started with the application of the circular economy in the production of mineral fertilizers, through the reuse of alternative raw materials, which directly contributes to the reduction of the total carbon footprint of our products.
- » With technological improvements in the production of Elixir Zorka mineral fertilizers, complete circularity of liquids and solids was achieved, the granule sieving system was improved, which reduced the subsequent generation of recycling by 0.5%, the ratio of material manipulation was reduced, which minimized the impact on the environment and reduced the carbon footprint of internal logistics operations.
- » Elixir Zorka is the recipient of a certificate of contribution to CO2 savings from SEKOPAK, an authorized operator for packaging waste management. This model takes into account the positive and negative effects of the entire process that the packaging goes through from the moment it becomes packaging waste to recycling and reuse, taking into account the contribution to savings in CO2 emissions.

**Tokom 2022. godine izvršili smo pripreme za primenu nove CBAM regulative EU koja stupa na snagu već od 1. oktobra 2023. godine. U tranzicionom periodu u trajanju od 3 godine, CBAM uvodi obavezu monitoringa i izveštavanja o ugljeničnom otisku non EU proizvoda koji su plasirani na EU tržište, a od 2026. će biti primenjeno CO2 oporezivanje non EU proizvoda po istom mehanizmu koji se primenjuje na EU proizvode.**

Tim povodom je urađena LCA studija (LCA - Life Cycle Assessment) sa analizama životnog ciklusa ključnih proizvoda Hemijske divizije Elixir Group, koja je imala za cilj usvajanje metodologije i pripremu podataka za izračunavanje ugljeničnog otiska (Carbon Footprint) svakog pojedinačnog proizvoda. LCA studija je urađena za sve grupe proizvoda, analizirajući pored mineralnih đubriva i fosforne kiselini i aluminijum trifluorid, sa ciljem da se sveobuhvatno sagleda uticaj svih proizvodnih procesa i ostalih procesa koji su sa njima povezani.

Analizom životnog ciklusa proizvoda metodom „Cradle-to-Gate“ (od kolevke do kapije), uz pomoć SimaPro softvera i EcoInvent baze emisionih faktora, preliminarno je konstatovano da 60% ugljeničnog otiska proizvoda Hemijske divizije Elixir Group dolazi iz upotrebe fosilnih goriva za dobijanje toplotne i električne energije, preostalih 40% dolazi iz „Upstream operacija“ odnosno transportnog sektora (vodnog, železničkog i drumskog), dok sami tehnološki procesi Hemijske divizije Elixir Group nisu izvori emisije gasova sa efektom staklene bašte.

Obaveza CBAM monitoringa i izveštavanja podrazumeva da se do kraja januara 2024. godine pripremi i podnese kvartalni izveštaj o ugljeničnom otisku mineralnih đubriva koja smo izvezli na EU tržište u periodu od 1.oktobra do 31. decembra 2023. godine. Iako smo kroz prethodno urađenu LCA studiju već sagledali procese i pripremili sve ulazne podatke za proračun ugljeničnog otiska naših proizvoda, u cilju eliminacije bilo kakvog rizika nepotpunog tumačenja CBAM regulative, prvi CBAM izveštaj kreiraćemo uz podršku ESG tima renomirane međunarodne konsultantske kuće.

**Plan Elixir Group je da se do početka perioda oporezivanje ugljeničnog otiska non EU proizvoda na EU tržištu, realizacijom planiranih investicija i drugih inicijativa minimizira ugljenični otisak mineralnih đubriva i bude u rangu sa primera najbolje prakse hemijske industrije u EU.**

**Strateški ambicija Zelene agende Elixir Group je postizanje ugljenične neutralnosti u svim proizvodnim procesima.**

During 2022, we made preparations for the implementation of the new EU CBAM regulation, which will come into force on October 1, 2023. In the transitional period lasting 3 years, CBAM introduces the obligation to monitor and report on the carbon footprint of non-EU products placed on the EU market, and from 2026, CO2 taxation of non-EU products will be applied according to the same mechanism that is applied to EU products.

On this occasion, an LCA study (LCA - Life Cycle Assessment) was conducted with life cycle analyzes of key products of the Elixir Group Chemical Division, which aimed to adopt the methodology and prepare data for calculating the carbon footprint of each individual product. An LCA study was performed for all products, analyzing, in addition to mineral fertilizers, phosphoric acid and aluminum trifluoride, with the aim of comprehensively assessing the impact of all production processes and other processes connected with them.

By analyzing the product life cycle using the "Cradle-to-Gate" method, with the help of SimaPro software and the EcoInvent database of emission factors, it was preliminarily established that 60% of the carbon footprint of the Elixir Group Chemical Division's products comes from the use of fossil fuels for heating and electricity, the remaining 40% comes from "Upstream operations", i.e. the transport sector (water, railway and road), while the technological processes of the Elixir Group Chemical Division are not sources of greenhouse gas emissions.

The obligation of CBAM monitoring and reporting implies that by the end of January 2024, a quarterly report on the carbon footprint of mineral fertilizers that we exported to the EU market in the period from October 1 to December 31, 2023, should be prepared and submitted. Although we have already reviewed the processes and prepared all input data for the calculation of the carbon footprint of our products through the previously performed LCA study, in order to eliminate any risk of incomplete interpretation of the CBAM regulation, we will create the first CBAM report with the support of the ESG team of a renowned international consulting company.

Elixir Group's plan is to minimize the carbon footprint of mineral fertilizers by the beginning of the period of taxing the carbon footprint of non-EU products on the EU market, through the implementation of planned investments and other initiatives, and to be on a par with examples of the best practices of the chemical industry in the EU.

The strategic goal of Elixir Group's Green Agenda is to achieve carbon neutrality in all production processes.



## Energija Energy

Proizvodnja mineralnih đubriva i fosforne kiseline spadaju u energetski intenzivne sektore, sa učešćem od 2-3% u ukupnoj svetskoj potrošnji energije i zato je neophodno podizanje nivoa energetske efikasnosti.

U Elixir Zorka i Elixir Prahovo implementirano je više efikasnih rešenja za upravljanje energijom.

The productions of mineral fertilizers and phosphoric acid belong to energy-intensive sectors, with a share of 2-3% in the total world energy consumption, and therefore it is necessary to raise the level of energy efficiency.

In Elixir Zorka and Elixir Prahovo, more effective energy management solutions have been implemented.

## Ušteda energije Energy saving

U sklopu dokumentacije za Integrisanu dozvolu izrađen je Plan energetske efikasnosti Elixir Zorka i smernice za izradu Plana energetske efikasnosti Elixir Prahovo.

Na lokaciji industrijskog kompleksa Elixir Zorka za potrebe proizvodnih procesa i proizvodnju vodene pare koriste se sledeći energenti: prirodni gas i električna energija. Vodena para se proizvodi u internoj kotlarnici na lokaciji fabrike, gde je energetska efikasnost postignuta ugradnjom ekonomajzera. Kapacitet za proizvodnju vodene pare iznosi 5t/h. Sistem distribucije vodene pare do industrijskih potrošača vrši se sistemom termoizolovanih parovoda koji štedi 30% energije proizvedene u kotlu.

Na lokaciji industrijskog kompleksa Elixir Prahovo još uvek ne postoji mogućnost priključenja na sistem distribucije prirodnog gasa jer Istočna Srbija nije pokrivena gasifikacijom. Pored električne energije, energenti koji se koriste za proizvodne procese i proizvodnju vodene pare u Elixir Prahovo su CNG, TNG, mazut i ugalj. U internoj energani na lokaciji postoji više kotlova ukupnog kapaciteta preko 75 t/h vodene pare, sa ugrađenim ekonomajzerima, termoizolovanim dimnim kanalima i sistemom distribucije vodene pare do svih industrijskih potrošača.

As part of the documentation for the Integrated Permit, the Energy Efficiency Plan of Elixir Zorka and guidelines for the preparation of the Energy Efficiency Plan of Elixir Prahovo were prepared.

At the location of the Elixir Zorka industrial complex, the following energy sources are used for production processes and steam production: natural gas and electricity. Steam is produced in an internal boiler room at the factory location, where energy efficiency has been achieved by installing an economizer. The capacity for steam production is 5t/h. The water vapor distribution system to industrial consumers is carried out by a system of thermally insulated steam pipes, which saves 30% of the energy produced in the boiler.

At the location of the Elixir Prahovo industrial complex, there is still no possibility of connection to the natural gas distribution system because Eastern Serbia is not covered by gasification. In addition to electricity, the energy sources used for production processes and steam production in Elixir Prahovo are CNG, LPG, fuel oil and coal. In the internal power plant on the site, there are several boilers with a total capacity of over 75 t/h of steam, with built-in economizers, thermally insulated flues and a steam distribution system to all industrial consumers.

## Elixir Zorka

### Prosečna potrošnja energije po 1t gotovog proizvoda

Average energy consumption per 1t of finished product

#### NPK

**Električna energija/Electricity:** 47.3 kWh/t

**Prirodni gas/Natural gas:** 15.7 Sm<sup>3</sup>/t

**Vodena para/Water vapor:** 0.036 t/t

#### SSP/TSP prah

**Električna energija/Electricity:** 32.7 kWh/t

#### Učešće energenata za proizvodnju vodene pare:

Participation of energy sources for the production of water vapor :

**Prirodni gas/Natural gas - 100%**

## Elixir Prahovo

### Prosečna potrošnja energije po 1t gotovog proizvoda

Average energy consumption per 1t of finished product

#### NPK

**Električna energija/Electricity:** 45.1 kWh/t

**CNG: 13.5 Sm<sup>3</sup>/t**

**Vodena para/Water vapor:** 0.014 t/t

#### AlF<sub>3</sub>

**Električna energija/Electricity:** 456.1 kWh/t

**CNG/CNG: 371.1 Sm<sup>3</sup>/t**

**Vodena para/Water vapor:** 2.241 t/t

**P<sub>2</sub>O<sub>5</sub> 50% - proizvodnja/production**

**Električna energija/Electricity:** 275.4 kWh/t

**Vodena para/Water vapor:** 2.757 t/t

**P<sub>2</sub>O<sub>5</sub> 50% - prečišćavanje/purification**

**Električna energija/Electricity:** 20.2 kWh/t

**Vodena para/Water vapor:** 0.005 t/t

#### Učešće energenata za proizvodnju vodene pare:

Participation of energy sources for the production of water vapor:

**Ugalj/Coal – 57.4%**

**Mazut/Fuel oil – 20.2%**

**CNG/CNG – 21.7%**

**TNG/LPG – 0.7%**



**Potrošnja opšte struje nije obuhvaćena ovom kalkulacijom normativa.**

Consumption of general electricity is not included in this calculation of normatives.



**Normativi energenata u NPK proizvodnji u najvećoj meri zavise od vrste formulacije i bilansa tečnosti koji je potreban za odvijanje procesa granulacije. Formulacije sa većim udjelom tečne faze, u odnosu na čvrstu fazu, imaju očekivano veći normativ potrošnje energenata.**

Proizvodnja fosforne kiseline se odvija dihydratnim postupkom koji u prvom koraku podrazumeva proizvodnju slabe fosforne kiseline sa prosečnim sadržajem P2O5 od oko 27%. Nakon toga se fosforna kiselina uparava do 50-52% na linijama za koncentraciju gde se troši toplotna energija u vidu zasićene vodene pare. Efikasnost kotlova i linija koncentracije je na visokom nivou, a normativni utošci su na nivou očekivanog toplotnog bilansa i iskorišćenja upotrebljene energije.

Strategijom Elixir Group u periodu do 2027. godine planirani su brojni projekti cirkularne ekonomije, energetske i resursne efikasnosti na lokaciji Prahovo, do potpune supstitucije fosilnih goriva i postizanja ugljenično neutralnog poslovanja Hemijske divizije do 2030. godine.

Normatives of energy sources in NPK production largely depend on the type of formulation and liquid balance required for the granulation process. Formulations with a higher proportion of the liquid phase, in relation to the solid phase, have the expected higher energy consumption norm.

The production of phosphoric acid is carried out by the dihydrate process, which in the first step involves the production of weak phosphoric acid with an average P2O5 content of about 27%. After that, the phosphoric acid is vaporized to 50-52% on concentration lines where heat energy is consumed in the form of saturated water vapor. The efficiency of the boilers and concentration lines is at a high level, and the normative consumption is at the level of the expected heat balance and utilization of the energy used.

Elixir Group's strategy in the period until 2027 plans numerous circular economy, energy and resource efficiency projects at the Prahovo location, up to the complete substitution of fossil fuels and the achievement of carbon-neutral operation of the Chemical Division by 2030.

## Upravljanje otpadom

### Waste management

U upravljanju životnom sredinom, Elixir Group primjenjuje međunarodno priznat sistem ISO 14001. Primena standarda ISO 14001 i Sertifikat kao dokaz njegove primene jasno pokazuje da se kompanija brine o životnoj sredini što doprinosi lojalnosti zaposlenih, korisnika i poslovnih partnera.

Praćenje generisanja i kretanja otpada, kao i izveštavanje nadležnih organa vrši se putem aplikacije za evidenciju otpada Nacionalnog registra izvora zagađivanja. Redovno se vrši evidentiranje dokumenata o kretanju otpada, kao i dnevnih evidencijskih i godišnjih izveštaja. Za 2022. godinu dostavljeni su podaci o ukupnim generisanim i zbrinutim količinama svih vrsta otpada.

In environmental management, Elixir Group applies the internationally recognized ISO 14001 system. The application of the ISO 14001 standard and the Certificate as evidence of its application clearly show that the company takes care of the environment, which contributes to the loyalty of employees, clients and business partners.

Monitoring the generation and movement of waste, as well as reporting to the competent authorities is carried out through National Waste Records Applications Register of sources of pollution. Recording of documents on the movement of waste is conducted regularly, as well as the daily records and annual reports. For 2022, data were reported on the total generated and disposed amounts of all types of waste.

**U obavljanju svojih delatnosti kompanije članice postupaju sa generisanim otpadom odgovorno i u skladu sa zakonskim propisima. Za potrebe zbrinjavanja otpada ostvaruje se saradnja sa više operatera koji poseduju dozvole za upravljanje otpadom, dobijene od nadležnih organa Republike Srbije. Kompanije članice Elixir Group se pridržavaju principa produžene odgovornosti proizvođača (POP) u oblasti upravljanja ambalažom i ambalažnim otpadom. Ovaj princip podrazumeva da kompanije koje plasiraju proizvode upakovane u nekoj ambalaži moraju da obezbede da deo te ambalaže bude ponovo sakupljen i recikliran, u skladu sa zakonski definisanim nacionalnim ciljevima. Tokom 2022. godine je na nivou celog Poslovnog sistema Elixir Group preko Nacionalnog operatera predato na reciklažu oko 300 tona ambalažnog otpada.**

Elixir Group je izvršila analizu svog poslovanja u pogledu energetika koje koristi u svojim proizvodnim procesima. U skladu sa tim je napravljen dugoročni plan razvoja delatnosti Eco Energy divizije kroz nekoliko faza upravljanja otpadom, dok finalnu fazu predstavlja izgradnja Waste to Energy postrojenja za termički tretman i energetsko iskorišćenje nerekikabilnog otpada, čija izgradnja se planira u Prahovu.

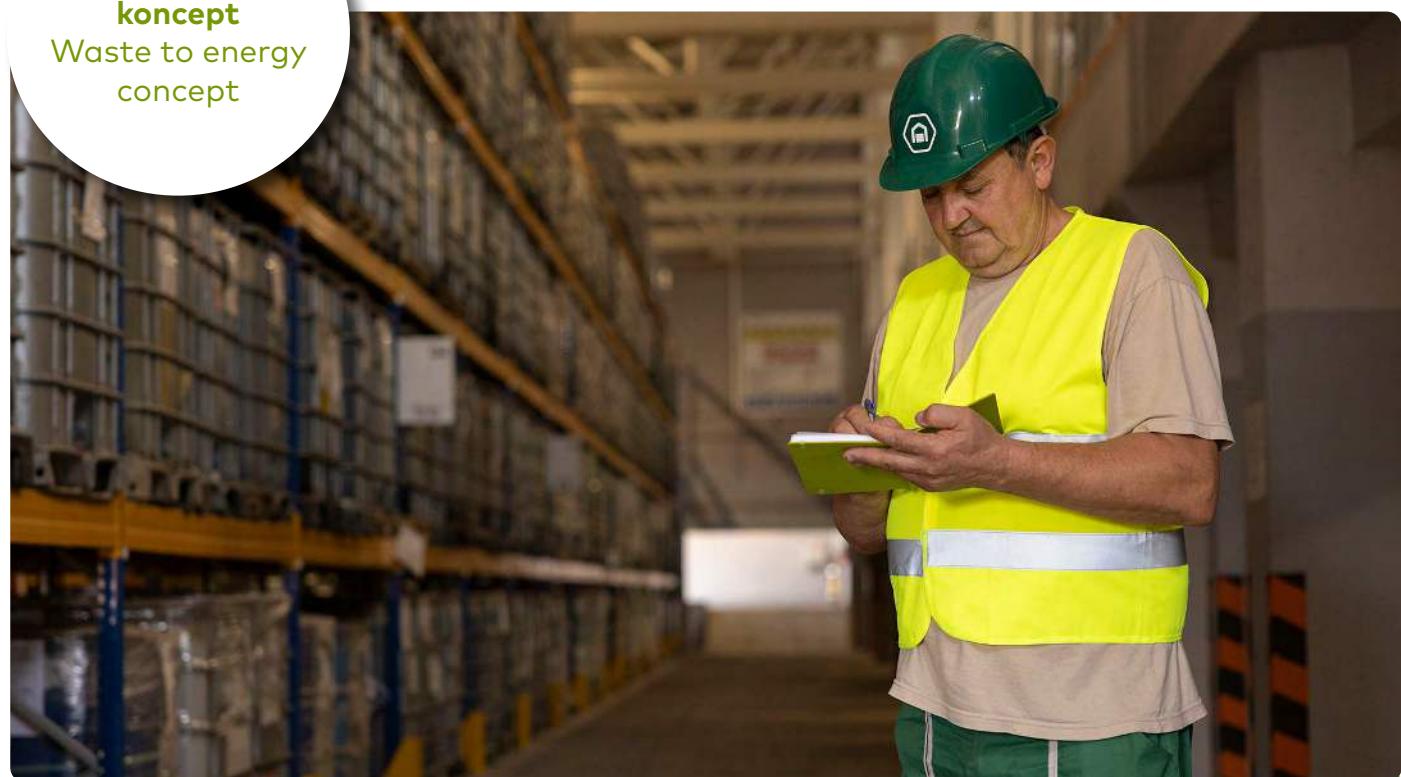
Trenutna situacija u upravljanju otpadom u Republici Srbiji je takva da se pojedine vrste otpada generišu u većim količinama od kapaciteta postrojenja u kojima se vrši tretman i zbrinjavanje, što stvara problem kako generatorima otpada, tako i operaterima koji prolaze komplikovane i spore izvozne procedure. Posebno treba imati u vidu izmene Bazelske konvencije prema kojima će svaka država morati prvenstveno da zbrinjava otpad nastao na svojoj teritoriji.

In carrying out their activities, member companies deal with generated waste responsibly and in accordance with legal regulations. For the purposes of waste disposal, cooperation is achieved with several operators who have permits for waste management, obtained from the competent authorities of the Republic of Serbia. Elixir Group member companies adhere to the principles of Extended Producer Responsibility (EPR) in the field of packaging and packaging waste management. This principle implies that companies that market products packed in some packaging must ensure that part of that packaging is collected and recycled again, in accordance with legally defined national goals. During 2022, about 300 tons of packaging waste was submitted for recycling at the level of the entire Elixir Group Business System through the National Operator.

Elixir Group has performed an analysis of its business in terms of the energy it uses in its production processes. In accordance with that, a long-term development plan for the Eco Energy division was made through several phases of waste management, while the final phase is the construction of a Waste to Energy plant for thermal treatment and energy utilization of non-recyclable waste, the construction of which is planned in Prahovo.

The current situation in waste management in the Republic of Serbia is such that certain types of waste are generated in larger quantities than the capacity of the facilities where treatment and disposal are carried out, which creates a problem for both waste generators and operators who go through complicated and slow export procedures. In particular, we should bear in mind the changes to the Basel Convention, according to which each country will have to primarily to dispose of the waste generated on its territory.

**Waste to energy  
koncept**  
**Waste to energy  
concept**



**Tokom 2022. godine je na nivou celog Poslovnog sistema Elixir Group generisano 2.810 tona otpada, od čega je 2.705 tona predato ovlašćenim operaterima na trajno zbrinjavanje, a razlika će biti predata u narednom periodu u skladu sa zakonskim rokovima.**

During 2022, 2.810 tons were generated and 2.705 tons of waste were disposed of at the level of the entire Elixir Group Business System, while the remaining amount is waiting to be handed over to operators for treatment, in accordance with legal deadlines.

Imajući u vidu da Elixir Group dugoročno razmišlja o održivom razvoju kompanije i primeni savremenih tehnologija, na lokaciji industrijskog kompleksa u Prahovu se planira izgradnja Waste to energy postrojenja kapaciteta 30 MW. Odabrana je austrijska FLUID BED tehnologija, primenjena u više članica EU, kao najadekvatnija tehnologija za termički tretman vrsta i količina nereciklabilnih otpada koji se generišu u Srbiji. Toplotna energija dobijena iz procesa termičkog tretmana koristiće se za potrebe proizvodnih procesa na lokaciji Prahovo (dominantno za proces koncentracije fosforne kiseline) što je u skladu sa strategijom dekarbonizacije poslovanja i potpune supstitucije fosilnih goriva. Ovakva strategija je u skladu sa Bazelskom konvencijom i strategijom zemalja EU, gde je cilj da se samo mali procenat otpada odlaze na deponije, a veći procenat otpada se reciklira ili tretira u odgovarajućim postrojenjima.

Bearing in mind that Elixir Group is thinking long-term about the sustainable development of the company and the application of modern technologies, the construction of a Waste to Energy plant with a capacity of 30 MW is planned at the location of the industrial complex in Prahovo. The Austrian FLUID BED technology, applied in several EU member states, was chosen as the most adequate technology for thermal treatment of the types and quantities of non-recyclable waste generated in Serbia. The thermal energy obtained from the thermal treatment process will be used for the needs of production processes at the Prahovo location (dominantly for the phosphoric acid concentration process), which is in line with the strategy of business decarbonization and complete substitution of fossil fuels. This strategy is in accordance with the Basel Convention and the strategy of the EU countries, where the goal is that only a small percentage of waste is disposed of in landfills, and a larger percentage of waste is recycled or treated in appropriate facilities.

Karakter otpada Waste type	Generisani otpad Generated waste	Isporučen otpad Delivered waste	Način upravljanja otpadom Waste management	Količine Amounts
<b>Opasan otpad</b> Hazardous waste	<b>243</b>	<b>156</b>	<b>Predat na skadištenje/</b> Submitted for stock <b>92</b> <b>Predat na tretman/</b> Submitted for treatment <b>7</b> <b>Predat na odlaganje/</b> Submitted for disposal <b>57</b>	
<b>Neopasan otpad</b> Not hazardous waste	<b>2.567</b>	<b>2.549</b>	<b>Predat na skadištenje/</b> Submitted for stock <b>2.111</b> <b>Predat na tretman/</b> Submitted for treatment <b>31</b> <b>Predat na odlaganje/</b> Submitted for disposal <b>2</b> <b>Predat na reciklažu/</b> Submitted for recycling <b>311</b> <b>Nepovratna izvezena ambalaža/</b> Non-returnable export packaging <b>94</b>	
<b>Ukupno</b> Total	<b>2.810</b>	<b>2.705</b>		<b>2.705</b>

# 2.810 t

**Generisan otpad**  
Generated waste

Većina materijala koji se upotrebljavaju u fabričkama Elixir Zorka i Elixir Prahovo su materijali koji se šalju na reciklažu i imaju mogućnost ponovne upotrebe u proizvodnji ili kao alternativno gorivo. Elixir Zorka i Elixir Prahovo imaju izrađene planove upravljanja otpadom kao deo dokumentacije za dobijanje Integrисane dozvole u kojima su navedene vrste i količine materijala koji se šalje ovlašćenim operaterima na tretman i ponovnu upotrebu. Svaki materijal koji ima upotrebnu vrednost se predaje ovlašćenim operaterima na tretman uz dokument o karakterizaciji otpada i dokument o kretanju otpada.

U samom procesu proizvodnje mineralnih đubriva, fosforne kiseline i aluminijum trifluorida nema generisanja otpada. Otpad se generiše samo u procesu prečišćavanja fosforne kiseline u Elixir Prahovo, poreklom od upotrebljene pomoćne hemikalije, koji se preko ovlašćenih operatera šalje u EU na zbrinjavanje.

Komunalni otpad nastaje u kancelarijama, kantinama i drugim prostorijama u kojima borave zaposleni, a ostali industrijski otpad nastaje u radionicama, procesu održavanja objekata, opreme, sredstava industrijske menjanice i vozila (metal, plastika, gume, akumulatori i sl.). Javno komunalna preduzeća su u 2022. zbrinula oko 800 t komunalnog otpada sa lokacija naših članica.

Za proizvode koji se prodaju na domaćem tržištu šalju se podaci ovlašćenom operateru (SEKOPAK) sa kojim postoji potpisani ugovor za zbrinjavanje, dok ambalažni otpad koji nastane usled oštećenja prilikom pakovanja ili skladištenja, prijavljujemo Agenciji za zaštitu životne sredine.

# 2.705 t

**Isporučen otpad**  
Delivered waste

Most of the materials used in the Elixir Zorka and Elixir Prahovo factories are materials that are sent for recycling and have the possibility of being reused in the production or as an alternative fuel. Elixir Zorka and Elixir Prahovo have drawn up waste management plans as part of the documentation for obtaining the Integrated Permit, in which the types and quantities of material to be sent to authorized operators for treatment and reuse are specified. Any material that has a useful value is handed over to authorized operators for treatment along with a document on waste characterization and a document on waste movement.

No waste is generated in the production process of mineral fertilizers, phosphoric acid and aluminum trifluoride. Waste is generated only in the purification process of phosphoric acid in Elixir Prahovo, originating from the used auxiliary chemical, which is sent to the EU for disposal through authorized operators.

Municipal waste is generated in offices, canteens and other rooms where employees stay, and other industrial waste is generated in workshops, the maintenance process of facilities, equipment, industrial maintenance and vehicles (metal, plastic, tires, batteries, etc.). Public utility companies have taken around 800 t of municipal waste from locations of our member companies, in 2022.

For products that are sold on the domestic market, data is sent to an authorized operator (SEKOPAK) with whom we have signed disposal contract, while packaging waste resulting from damage during packaging or storage is reported to the Environmental Protection Agency.

## Uključivanje zaposlenih Involvement of employees

**Verujemo da zaštita životne sredine predstavlja odgovornost** koje su svesni svi naši zaposleni. „Čepom do osmeha“ je ekološko-humanitarna akcija prikupljanja plastičnih čepova od čije prodaje se kupuju ortopedска pomagala osobama sa invaliditetom. U našim poslovnim zgradama postavljene su kutije koje su predviđene za prikupljanje čepova. Prikupljeni čepovi dostavljaju se nadležnom centru udruženja „Čepom do osmeha“ u Novom Sadu koje ih potom prodaje operatorima koji se bave reciklažom tvrde plastike. Otpadni papir, plastika i staklo se takođe odvojeno prikupljaju u našim poslovnim zgradama i predaju na reciklažu.

We believe that environmental protection is a responsibility that all our employees are aware of. "Bottle Cap for a Smile" is an ecological and humanitarian action of collecting plastic bottle caps, the sale of which is used to buy orthopedic aids for people with disabilities. In our office buildings, there are boxes designed for collecting bottle caps. The collected caps are delivered to the competent center of the association "Bottle Cap for a Smile" in Novi Sad, which then sells them to operators involved in hard plastic recycling. Waste paper, plastic and glass are also collected separately in our office buildings and handed over for recycling.

## Odgovorno upravljanje štampanjem i skeniranjem Responsible management of printing and scanning

U cilju zaštite životne sredine i kroz svakodnevni kancelarijski rad, uveden je projekat odgovornog upravljanja štampanjem. Tokom realizacije projekta smanjen je broj štampača, tako da se sada koriste samo centralizovani štampači. Štampa se aktivira prilikom korišćenja korisničke kartice i time korisnik bira željenu štampu, bez bojazni da je drugi korisnik greškom uzeo njegove odštampane dokumente. Takođe, prilikom puštene pogrešne štampe, kada se utroši i po više desetina papira, ista se može videti i obrisati pre štampe i samim tim se uštedi i papir i toner za pogrešno puštenu štampu.

In order to protect the environment even through daily office work, a responsible printing management project was introduced. During the implementation of the project, the number of printers was reduced, so now only centralized printers are used. The print is activated when using the user's card, and thus the user chooses the desired print, without fear that another user has mistakenly taken his printed documents. Also, when a wrong print is released, when several tens of paper are used, it can be seen and deleted before printing, thus saving both paper and toner for the wrong print.

**1,2t**

godišnja ušteda papira  
annual paper savings

**29**

godišnja ušteda stabala  
annual trees saving

## Biodiverzitet

### Biodiversity

**Lokacije kompleksa Elixir Zorka i Elixir Prahovo se nalaze u industrijskim zonama koje su formirane sredinom prošlog veka. Za ove zone su urađeni planovi detaljne regulacije:**

- » IDPDR Elixir Zorka - Radna zona Istok u Šapcu
- » IDPDR za kompleks hemijske industrije u Prahovu.

**Pri izradi planova detaljne regulacije za industrijske zone se izrađuje strateška procena uticaja planskog dokumenta na životnu sredinu, dok se prilikom izrade strateških studija uticaja i studija o proceni uticaja na životnu sredinu analizira i uslovjava zaštita flore i faune.**

Elixir Zorka se nalazi na desnoj obali reke Save, u Šapcu, dok se Elixir Prahovo nalazi na desnoj obali reke Dunav, u Prahovu.

**Na administrativnoj teritoriji grada Šapca zaštićeni su:**

- » Šumski kompleks "Lipove vode" ("Službeni list opštine Šabac", br. 5/72),
- » "Lipa u Šapcu", stavljeno je pod zaštitu kao spomenik prirode III kategorije – značajno prirodno dobro ("Službeni list opštine Šabac", br. 3/01).

Takođe, u Šapcu postoji mešovita kolonija čaplji koja je registrovana unutar gradskе zone, okružena ulicama, prugom, zelenim površinama i rekom Savom.

U skladu sa članom 9. Zakona o zaštiti prirode za sve aktivnosti koje se sprovode u neposrednoj blizini ili u samoj navedenoj koloniji u Šapcu, neophodno je propisivanje uslova zaštite prirode od strane Zavoda za zaštitu prirode Srbije. Na lokaciji industrijskog kompleksa Elixir Zorka u Šapcu nema zaštićenih područja.

**S obzirom da se lokacija industrijskog kompleksa Elixir Prahovo nalazi u neposrednoj blizini reke Dunav, analizirana je ihtiofauna. Riblji fond je raznovrstan i zastupljen je sa sledećim vrstama: kečiga, som, štuka, šaran, klen, smuđ i sve vrste bele ribe. Na teritoriji naselja Prahovo ne živi nijedna životinska vrsta koja može biti od značaja za zaštitu faune. Na lokaciji industrijskog kompleksa u Prahovu nije registrovano prisustvo retkih ugroženih biljnih i životinjskih vrsta.**

The Elixir Zorka and Elixir Prahovo complexes are located in industrial zones that were formed in the middle of the last century. Detailed regulation plans have been prepared for these zones:

- » Amendment of the detailed regulation plan for Elixir Zorka - East Industrial zone in Šabac
- » Amendment of the detailed regulation plan for the chemical industry complex in Prahovo.

When preparing detailed regulation plans for industrial zones, a strategic assessment of the impact of the planning document on the environment is made, while during the preparation of strategic impact studies and environmental impact assessment studies, the protection of flora and fauna is analyzed and conditioned.

Elixir Zorka is located on the right bank of the Sava River, in Šabac, while Elixir Prahovo is located on the right bank of the Danube River, in Prahovo.

In the administrative territory of the city of Šabac, the following are protected:

- » Forest complex "Lipove vode" ("Official Gazette of the Municipality of Šabac", no. 5/72),
- » "Linden tree in Šabac" was placed under protection as a nature monument of the III category - a significant natural asset ("Official Gazette of the Municipality of Šabac", no. 3/01).

Also, in Šabac there is a mixed heron colony that is registered within the city zone, surrounded by streets, railways, green areas and the Sava River.

In accordance with Article 9 of the Law on Nature Protection, for all activities that are carried out in the immediate vicinity or in the aforementioned colony in Šabac, it is necessary to prescribe the conditions of nature protection by the Institute for Nature Protection of Serbia. There are no protected areas at the location of the Elixir Zorka industrial complex in Šabac.

Given that the Elixir Prahovo industrial complex is located in the immediate vicinity of the Danube River, the ichthyofauna was analyzed. The fish stock is diverse and includes the following species: sterlet, catfish, pike, carp, chub, perch and all types of whitefish. Not a single animal species that can be of importance for the protection of fauna lives on the territory of the Prahovo settlement. The presence of rare endangered plant and animal species was not registered at the location of the industrial complex in Prahovo.

## Upravljanje vodnim resursima

### Water resources management

**Recirkulacija vode i smanjenje korišćenja ovog prirodnog resursa se primenjuje u svim postrojenjima hemijske divizije, u skladu sa BAT i BREF dokumentima EU.**

Proizvodnja mineralnih đubriva se vrši amo-fosfatnim postupkom i ne generiše otpadne vode niti druge vrste otpada poreklom iz procesa proizvodnje. U postrojenjima za proizvodnju mineralnih đubriva u Elixir Zorka i Elixir Prahovo primenjena je potpuna recirkulacija tečnosti i čvrstih supstanci u procesu proizvodnje. U skladu sa primenjenom tehnologijom nema generisanja i ispuštanja otpadnih voda iz ovih postrojenja.

Proizvodnja fosforne kiseline u Prahovu se vrši dihydratnim postupkom. Najveći deo ulazne sveže vode se iskoristi ili otpari u procesu proizvodnje, a manji deo se nakon tretmana neutralizacije ispušta u recipient. Neutralizacija se vrši krečom u postrojenju za prečišćavanje otpadnih voda, u skladu sa preporukama BREF dokumenata.

Novim projektom PPOV je predviđeno uvođenje dvostepene neutralizacije koja će omogućiti da se talog sa neutralisanim sadržajem P2O5 vraća u proizvodnju fosforne kiseline kao supsticija za sirovi fosfat, što implicira smanjenje GHG emisija. Takođe, fosfor je okarakterisan kao kritičan sa aspekta zaliha i godinama unazad se istražuju novi resursi koji mogu biti zamena za fosfatnu stenu u proizvodnji đubriva i drugih supstanci koje sadrže fosfor. Ovim projektom se štedi i ovaj značajan resurs. Voda će se nakon procesa prečišćavanja ponovo koristiti u procesu proizvodnje fosforne kiseline i mineralnih đubriva, što svakako doprinosi smanjenju korišćenja vode kao prirodnog resursa.

Kao doprinos zaštiti recipienta od zagađivanja, pokrenuta je proizvodnja aluminijum trifluorida, koji se proizvodi iz silikofluorovodonične kiseline, kao nus proizvoda u proizvodnji fosforne kiseline. Aluminijum trifluorid se kao proizvod plasira na ino tržište na kom ima stabilnu tražnju. Monitoring uticaja na recipient se vrši četiri puta godišnje, u skladu sa Zakonom o vodama i podzakonskim aktima, i podrazumeva praćenje uticaja na kvalitet vode u recipientu, a svi izveštaji o sprovedenom monitoringu su u granicama zakonom propisanih vrednosti.

Takođe, fosfo gips kao nus proizvod proizvodnje fosforne kiseline u Elixir Prahovo se skladišti na novoizgrađenom savremenom skladištu koje je takođe povezano sa sistemom za recirkulaciju vode i njenom ponovnom upotrebotom u procesu proizvodnje fosforne kiseline, kako je i definisano u referentnom BREF dokumentu.

The recirculation of water and the reduction of the use of this natural resource is applied in all plants of the chemical division, in accordance with the BAT and BREF documents of the EU.

The production of mineral fertilizers is carried out by the ammo-phosphate process and does not generate wastewater or other types of waste originating from the production process. In the plants for the production of mineral fertilizers in Elixir Zorka and Elixir Prahovo, a complete recirculation of liquids and solids was implemented in the production process. In accordance with the applied technology, there is no generation or discharge of wastewater from these plants.

The production of phosphoric acid in Prahovo is carried out by the dihydrate process. The largest part of the incoming fresh water is used or evaporated in the production process, and a smaller part is discharged into the recipient after the neutralization treatment. Neutralization is carried out with lime in the wastewater treatment plant, in accordance with the recommendations of the BREF documents. The new WWTP project envisages the introduction of two-stage neutralization, which will allow the sludge with a neutralized P2O5 content to be returned to phosphoric acid production as a substitution for raw phosphate, which implies a reduction in GHG emissions. Also, phosphorus is characterized as critical from the aspect of supplies, and new resources that can be a substitute for phosphate rock in the production of fertilizers and other substances containing phosphorus have been explored for years. This project also saves this important resource. After the purification process, the water will be reused in the production process of phosphoric acid and mineral fertilizers, which certainly contributes to reducing the use of water as a natural resource.

As a contribution to the protection of the recipient from pollution, the production of aluminum trifluoride, which is produced from silicofluoric acid, as a by-product in the production of phosphoric acid, was started. Aluminum trifluoride is marketed as a product on the foreign market, where it has a stable demand. Monitoring of the impact on the recipient is carried out four times a year, in accordance with the Law on Water and by-laws, and involves monitoring the impact on the water quality in the recipient, and all reports on the conducted monitoring are within the limits of the legally prescribed values.

Also, phospho gypsum as a byproduct of phosphoric acid production in Elixir Prahovo is stored in a newly built modern warehouse that is also connected to a water recirculation system and its reuse in the phosphoric acid production process, as defined in the BREF reference document.

**Skladište je zaštićeno vodonepropusnom folijom, opremljeno drenažnim sistemima, pumpnom stanicom i obodnim kanalima gde se bistra voda skuplja i odvodi nazad u proces proizvodnje.**

**Osim toga, u toku je projektovanje tehnološkog unapređenja koje podrazumeva i efikasnije postrojenje za recirkulaciju vode čime će efikasnost recirkulacije i iskorишćenja vode u procesu proizvodnje fosforne kiseline biti povećana za minimum 35%.**

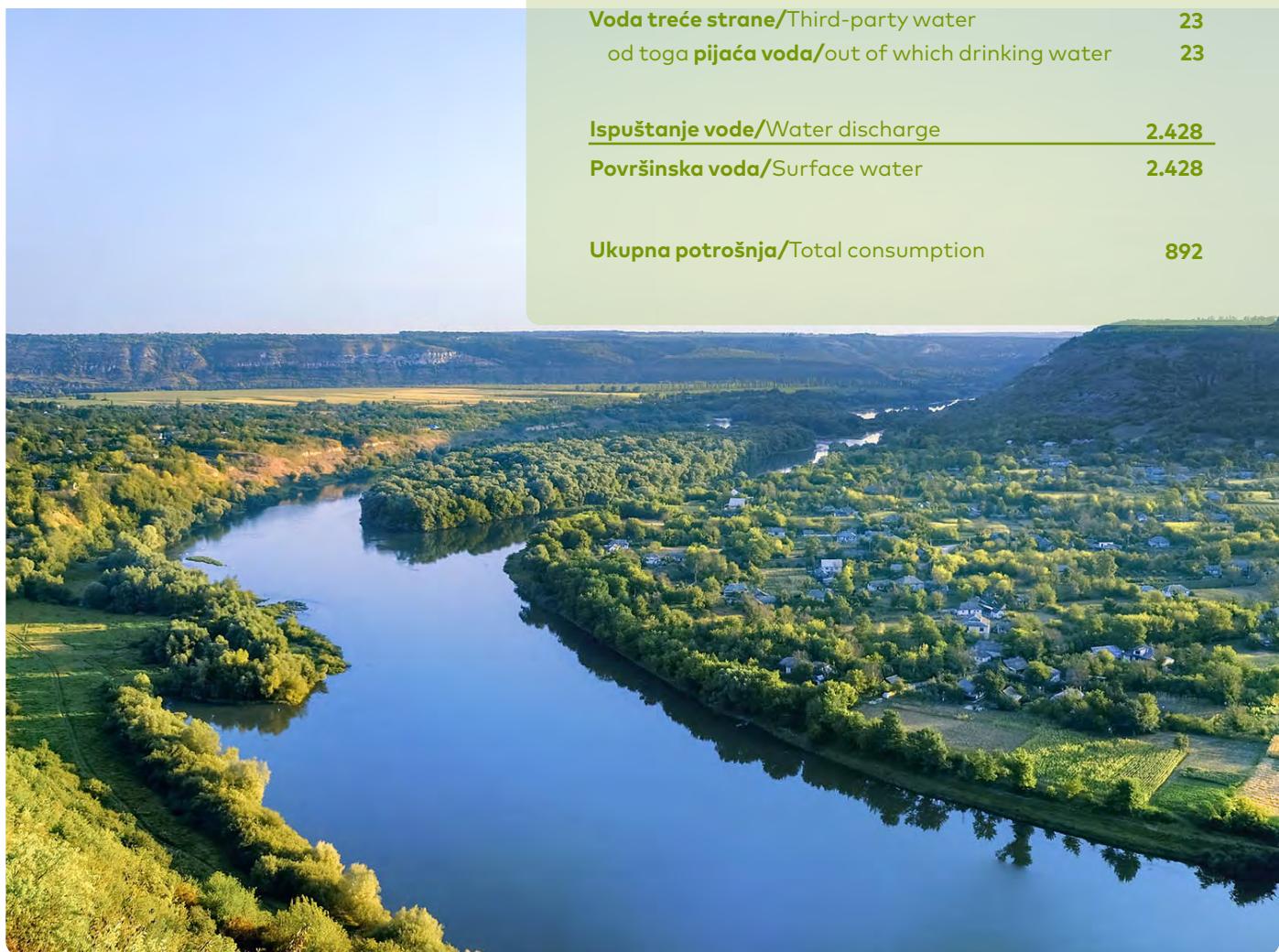
**Primena cirkularne ekonomije će omogućiti smanjenje upotrebe sveže vode kao resursa u proizvodnji mineralnih đubriva za oko 40.000 tona.**

The warehouse is protected by a waterproof foil, equipped with drainage systems, a pumping station and peripheral channels where clear water is collected and drained back to the production process.

In addition, the design of technological improvement is underway, which includes a more efficient plant for water recirculation, which will increase the efficiency of water recirculation and utilization in the phosphoric acid production process by at least 35%.

The application of the circular economy will make it possible to reduce the use of fresh water as a resource in the production of mineral fertilizers by about 40.000 tons.

	u 000 m <sup>3</sup>
<b>Crpljenje vode/Water withdrawal</b>	<b>3.320</b>
<b>Površinska voda/Surface water</b>	<b>3.139</b>
<b>Podzemne vode/Grounwater</b>	<b>158</b>
<b>Voda treće strane/Third-party water</b>	<b>23</b>
<b>od toga pića voda/out of which drinking water</b>	<b>23</b>
 <b>Ispuštanje vode/Water discharge</b>	 <b>2.428</b>
<b>Površinska voda/Surface water</b>	<b>2.428</b>
 <b>Ukupna potrošnja/Total consumption</b>	 <b>892</b>



# 06



**Orijentisani smo na odgovorno poslovanje, razvoj lokalnih sredina u kojima poslujemo, kao i cele zajednice, a sa ciljem daljeg strateškog planiranja podrške okruženju.**

We are oriented towards responsible business, the development of the local areas in which we operate, as well as the entire community, with the aim of further strategic planning to support the environment.

A photograph of a man and a young boy standing in a field of green plants, likely a crop like soybeans or corn. The man, wearing a straw hat and a plaid shirt, has his arm around the boy. The boy is wearing a blue bucket hat and a camouflage t-shirt. They are both looking towards the horizon under a blue sky with some clouds.

# Lokalna zajednica

## Community

## Podrška održivom razvoju lokalnih zajednica

### Support for the sustainable development of local communities

**Podršku održivom razvoju lokalnih zajednica ostvarujemo kroz različite aktivnosti, donacije i sponsorstva, za šta smo u toku 2022. godine izdvojili ukupno 27.8 MIL RSD.**

Među CSR aktivnostima koje sprovodimo najveći procenat pripada aktivnostima Elixir Fondacije čiji je prioritet unapređenje i razvoj lokalnih zajednica u Šapcu i Negotinu u oblasti infrastrukture, obrazovanja, nauke, zdravstvene i socijalne zaštite, kulture, zaštite životne sredine i brige o deci i mladima, kao i svi projekti koje lokalne zajednice, organizacije i institucije prepoznaju kao značajne za dalji razvoj i poboljšanje uslova života.

**Ostvarujući svoju viziju o održivom razvoju na dobrobit zajednice, Eixir Fondacija aktivno je doprinosila razvoju lokalnih sredina i celokupne zajednice i u 2022. godini, a fokus je bio na aktivnostima u lokalnim zajednicama gde se nalaze naše proizvodne članice, Elixir Zorka i Elixir Prahovo, odnosno u Šapcu i Negotinu jer je u njima zaposlen najveći broj ljudi, što je prvi direktni uticaj na lokalnu zajednicu.**

Tokom 2022. godine preko Elixir Fondacije, na području lokalnih sredina u Šapcu i Negotinu/Prahovu, realizovane su donacije u ukupnom iznosu od 27.8 miliona RSD.

Za različite projekte i aktivnosti udruženja u Negotinu/Prahovu donirano je ukupno 8.4 miliona RSD.

Ukupne donacije u Šapcu bile su 19.4

miliona RSD, od čega u najvećem obimu za fondaciju „Humano srce Šapca“ kojoj, osim Elixir Fondacije, kontinuiranim donacijama pomažu i zaposleni iz celog Poslovnog sistema.

We support the sustainable development of local communities through various activities, donations and sponsorships, for which we allocated a total of 27.8 MIL RSD in 2022.

Among the CSR activities that we carry out, the largest percentage belongs to the activities of the Elixir Foundation, whose priority is the improvement and development of local communities in Šabac and Negotin in the areas of infrastructure, education, science, health and social protection, culture, protection of the living environment and care for children and youth, as and all projects that local communities, organizations and institutions recognize as significant for further development and improvement of living conditions.

Realizing its vision of sustainable development for the benefit of the community, the Eixir Foundation actively contributed to the development of local environments and the entire community in 2022, and the focus was on activities in the local communities where our production member companies, Elixir Zorka and Elixir Prahovo, are located, i.e. in Šabac and Negotin because they employ the largest number of people, which is the first direct impact on the local community.

During 2022, through the Elixir Foundation, in the area of local communities in Šabac and Negotin/Prahovo, donations in the total amount of 27.8 million RSD were realized. A total of 8.4 million RSD was donated for various projects and activities of the associations in Negotin/Prahovo.

The total donations in Šabac were 19.4 million RSD, of which the largest volume was for the foundation "Humano srce Šapca", which, in addition to the Elixir Foundation, is also supported by continuous donations by employees from the entire Business System.

## 27.8 MIL RSD

ukupne donacije i  
sponsorstva  
total donations and  
sponsorships



## Elixir za... kulturu

Za različite projekte i aktivnosti udruženja, ukupno 17 sa područja opštine Negotin i Zaječar (Pozorište „Zoran Radmilović“), koje doprinose unapređenju uslova u kulturi izdvojeno je više od 3 miliona RSD. Najznačajnija donacija u ovom segmentu je podrška pozorišnoj predstavi Džona Malkovića „Internal Comedy“, koja je u organizaciji Opštine Zaječar i tamošnjeg pozorišta, održana na arheološkom lokalitetu Felix Romuliana na Gamzigradu. Predstava je bila jedan od najznačajnijih događaja koji je Istočnu Srbiju pozicionirao na kulturnoj mapi celog regionala. Izdvojena su sredstva i za podršku manifestaciji Mokranjčevi dani, a Elixir je, uz Opštinu Negotin, dobitnik Povelje Mokranjčevih dana.

Podržane aktivnosti ostalih udruženja su u oblasti očuvanja muzičkog stvaralaštva, pozorišne umetnosti i njenog predstavljanja, izdavaštva, očuvanja i negovanja

multikulturalnosti. Fondacija je podržala održavanje Festivala vlaške muzike, izdavanje kalendara na vlaškom pismu, kao i niz drugih manifestacija i aktivnosti. U oblasti kulture u Šapcu uspostavljena je saradnja sa tri vodeća kulturno-umetnička društva i pružena podrška različitim aktivnostima KUD „Abrašević“, KUD „Čivija“ i COKT „Jevrem Obrenović“.

Pružili smo podršku manifestaciji „Karneval beba i trudnica“ u okviru Čivijaškog karnevala i Čivijade. Elixir Fondacija podržala je i Internacionalni teatarski festival INTEF, smotru pozorišnog stvaralaštva u ruralnoj sredini, prvu ovakve vrste u Srbiji. Društву novinara Šapca donirana su sredstva za film o prvoj srpskoj lekarki, Šapčanki - „Dr Draga Ljočić“. Opredeljena su sredstva za nabavku instrumenta flautistkinji Šapčanki Ivi Vujanić, višestrukoj pobednici republičkih takmičenja.

## Elixir for... culture

For various projects and activities of the associations, a total of 17 from the area of the municipality of Negotin and Zaječar (Theatre "Zoran Radmilović"), which contribute to the improvement of conditions in culture, more than 3 million RSD was allocated. The most significant donation in this segment is the support for John Malkovich's theater play "Internal Comedy", which was organized by the Municipality of Zaječar and the local theater and was held at the Felix Romuliana archaeological site in Gamzigrad. The performance was one of the most significant events that positioned Eastern Serbia on the cultural map of the entire region. Funds have also been set aside to support the "Days of Mokranjac" event, and Elixir, together with the Negotin Municipality, is the winner of the "Days of Mokranjac" Charter.

Supported activities of other associations are in the field of preservation of musical creativity, theatrical art and its presentation, publishing, preservation and nurturing of multiculturalism. The Foundation supported the holding of the

Vlach Music Festival, the publication of a calendar in the Vlach script, as well as a number of other manifestations and activities. In the field of culture in Šabac, cooperation was established with three leading cultural and artistic societies and support was provided for various activities of societies "Abrašević", "Čivija" and "Jevrem Obrenović". We supported the event "Carnival of babies and pregnant women" as part of the "Čivijaški" Carnival and "Čivijada" manifestation.

Elixir Foundation also supported the International Theater Festival INTEF, a review of theater creativity in the rural environment, the first of its kind in Serbia. Funds for a film about the first female Serbian doctor, a woman from Šabac - "Dr. Draga Ljočić" were donated to the Society of Journalists from Šabac. Funds have also been allocated for the purchase of an instrument for flautist from Šabac, Iva Vujanić, multiple winner of national competitions.

## Elixir za... obrazovanje

**Najvrednija donacija je opremanje informatičkog kabinet u Tehničkoj školi u Negotinu, kupovinom desktop računara, prateće opreme i interaktivne table. Na ovaj način stvorena je mogućnost za adekvatnu nastavu za školovanje učenika koji su polaznici programa dualnog obrazovanja u ovoj negotinskoj školi. Sa ciljem unapređenja uslova za boravak dece u vrtićima i školama Predškolskoj ustanovi „Pčelica“ iz Negotina donirali smo sredstva za nabavku 46 dečjih krevetića, a OŠ „Vuk Karadžić“ za kupovinu 15 đačkih klupa i 30 stolica.**

**U Šapcu smo donirali sredstva za projekat „Vrtić u šumi“ Predškolske ustanove „Naše dete“ sa ciljem kupovine rekvizita i opreme za odvijanje nastavnih aktivnosti u prirodi. Programom je obuhvaćeno nekoliko stotina dece iz svih šabačkih vrtića, koja jednom do dva puta mesečno imaju priliku da borave u prirodi gde se odvijaju radionice.**

**Pružili smo podršku održavanju Republičkog takmičenja iz matematike, na zahtev Društva matematičara Šapca, za rad žirija i boravak u Šapcu. Nastavljena je podrška OŠ „Sveti Sava“ za decu sa smetnjama u razvoju, kroz podršku likovnom konkursu „Daj mi reč da je naslikam“, na kom je učestvovalo više od 250 dece iz cele Srbije.**

**Pomognuto je štampanje knjige prof. dr Đorđa Moravčevića sa Poljoprivrednog fakulteta Univerziteta u Beogradu. Osim toga, donarali smo za štampanje još tri knjige Šapčana Dragana Filipovića, Dragana Đuranovića i Nikole Iškića.**

**Najznačajniji napredak u izdvojenim donacijama, sa ciljem podrške razvoju lokalnih zajednica, postignut je u oblasti obrazovanja.**

The most significant progress in earmarked donations, with the aim of supporting the development of local communities, was achieved in the field of education.

## Elixir for... education

The most valuable donation is equipping the IT classroom at the Technical School in Negotin by purchasing desktop computers, accompanying equipment and interactive whiteboard. In this way, an opportunity was created for adequate education of students who are trainees of the dual education program at this school in Negotin. With the aim of improving the conditions for children's stay in kindergartens and schools, we donated funds to the Preschool "Pčelica" from Negotin for the purchase of 46 cots, and to the Primary School "Vuk Karadžić" for the purchase of 15 student benches and 30 chairs.

In Šabac, we donated funds for the project "Kindergarten in the forest" of the Preschool institution "Naše dete" with the aim of purchasing props and equipment for teaching activities in nature. The program includes several hundred children from all kindergartens in Šabac, who once or twice a month have the opportunity to spend time in nature where workshops take place.

We provided support for the holding of the Republic Mathematics Competition, at the request of the Society of Mathematicians from Šabac, for the work of the jury and their stay in Šabac. Support for "Sveti Sava" elementary school for children with developmental disabilities continued, through support for the art competition "Give me a word to paint it", in which more than 250 children from all over Serbia participated.

The printing of the book of prof. Dr. Đorđe Moravčević from the Faculty of Agriculture, University of Belgrade was helped.

In addition, we donated funds for printing of three more books written by people from Šabac - Dragan Filipović, Dragan Đuranović and Nikola Iškić.



## Elixir za... socijalnu zaštitu

U oblasti socijalne zaštite na teritoriji opštine Negotin najznačajnije donacije su bile odgovor na hitne potrebe, i to Domu za decu sa smetnjama u razvoju „Stanko Paunović“ sredstva za nabavku ogreva i manastiru Bukovo za akciju izgradnje kuće porodici Savković u selu Jabukovac. Ostale donacije su nastavak ranije saradnje (Savez invalida rada, Crveni krst, Udruženje Roma). Ukupno u oblasti socijalne zaštite u ovoj lokalnoj zajednici tokom 2022. godine donirano je nešto više od 640 hiljada RSD. U oblasti socijalne zaštite u 2022. godini u Šapcu je nastavljena podrška Šabačkom udruženju za pomoć osobama sa autizmom.

Na zahtev Centra za socijalni rad Šabac, Ustanove za decu i mlađe realizovana je donacija za nabavku posteljine za korisnike. Izdvojena su sredstva za pomoći u lečenju troje sugrađana iz Šapca. Podržan je Sajam socijalnih inovacija i start up-ova iz oblasti socijalnog preduzetništva u organizaciji Foruma za odgovorno poslovanje i Smart kolektiva.

## Elixir for... social protection

In the field of social protection in the territory of the municipality of Negotin, the most significant donations were made in response to urgent needs, namely to the Home for Children with Developmental Disabilities "Stanko Paunović", funds for the purchase of firewood and to the Bukovo Monastery for the action of building a house for the Savković family in the village of Jabukovac. Other donations are a continuation of earlier cooperation (Association of Disabled Workers, Red Cross, Association of Roma). In total, slightly more than 640 thousands RSD was donated to the social welfare activities in this local community during 2022. In the field of social protection, in 2022, in Šabac, support to the Šabac Association for Helping People with Autism continued.

At the request of the Center for Social Work Šabac, Institution for Children and Youth, a donation was made for the purchase of bedding for the beneficiaries. Funds were allocated to help in the medical treatment of three fellow citizens with health problems from Šabac. The Social Innovation Forum and start-ups in the field of social entrepreneurship, organized by the Responsible Business Forum and the Smart Collective, was supported.



## Elixir za... zaštitu životne sredine

Značajna saradnja i partnerstva ostvarena u 2022. godini su sa Ekološkim udruženjem „Badem“ i Udruženjem za negovanje starih zanata „Mustre“ iz Negotina.

Udruženju Badem su sredstva donirana za film o prirodnim lepotama Istočne Srbije – Tunelska pećina Zamna, a u okviru ovog projekta donirana je i presa za recikliranje limenki Osnovnoj školi „Pavle Ilić Veljko“ u Prahovu. U okviru projekta održana je projekcija filma u prostorijama Fondacije, gde je priređena i izložba učeničkih radova.

Udruženje Mustre čine vaspitačice iz Negotina koje drže kreativne radionice za decu, na temu reciklaže i izrade ukrasnih predmeta reciklažom. Prva radionica održana u decembru, na temu novogodišnjih ukrasa. Projekat predviđa još tri radionice – osmomartovsku, Vaskršnju, prolećnu.

Zavodu za javno zdravlje Šabac donirana su sredstva za nabavku ion selektivne elektrode za fluoride.

Izdvojena su sredstva za opremanje vatrogasnog vozila Dobrovoljnog vatrogasnog društva iz Grušića kod Šapca.

Podržane su aktivnosti Šabačkog ekološkog pokreta.

## Elixir for... environmental protection

Significant cooperation and partnerships were achieved in 2022 with the Ecological Association "Badem" and the Association for the Care of Old Crafts "Mustre" from Negotin.

Funds were donated to Badem Association for a film about the natural beauty of Eastern Serbia - Tunnel Cave Zamna, and within the framework of this project, a can recycling press was donated to the "Pavle Ilić Veljko" Elementary School in Prahovo. As part of the project, a screening of the film was held in the premises of the Foundation, where an exhibition of student works was also organized.

The Mustre Association consists of teachers from Negotin who hold creative workshops for children, on the topic of recycling and making decorative items from recycling. The first workshop was held in December, on the topic of New Year's decorations. The project envisages 3 more workshops - March 8th, Easter, and spring.

Funds for the purchase of an ion-selective electrode for fluorides were donated to the Public Health Institute of Šabac.

Funds were allocated for equipping the fire engine of the Voluntary Fire Brigade from Grušić near Šabac.

The activities of the Šabac Ecological Movement were supported.

## Inicijative i aktivnosti mesnih zajednica

### Initiatives and activities of local communities

Elixir Fondacija, u saradnji sa Ekološkim udruženjem „Badem“, Negotinskom gimnazijom i školom „Malac genijalac“ pokrenula ciklus razgovora i motivacionih predavanja uspešnih i ostvarenih profesionalaca sa učenicima osnovnih i srednjih škola pod nazivom „Moj put do uspeha“, sa željom da mlade ohrabri i podstakne pri izboru profesije i ličnog obrazovnog puta.

Prvo u nizu predavanja održano je u Negotinskoj gimnaziji u septembru. Gosti su bili dr Nenad Jovanović, Katarina Mihajlović, doktorand na studijama u Barseloni (putem video linka) i Miloš Pavlović, doktorand na ETF-u. Predavanju je prisustvovalo oko stotinu maturanata negotinskih srednjih škola, najveći broj njih iz Gimnazije. Drugi razgovor bio

je namenjen osnovcima – održan je u OŠ „Branko Radičević“ u Negotinu u decembru, za više od 60 učenika sedmog i osmog razreda. Gosti predavači su bili inženjeri Elixir Prahovo, kolege iz laboratorije i učenici Negotinske gimnazije, najuspešniji u oblasti hemije.

Za podršku aktivnostima i projektima mesnih zajednica izdvojeno je preko 1.2 miliona RSD, od čega u najvećoj meri za MZ Prahovo. Ostale seoske mesne zajednice čiji projekti su podržani su Šarkamen, Sikole, Samarinovac, Dušanovac.

The Elixir Foundation, in cooperation with the Ecological Association "Badem", the Negotin High School and the school "Malac genijalac", launched a series of talks and motivational lectures by successful and accomplished professionals with primary and secondary school students entitled "My way to success", with the desire to encourage young people when choosing a profession and personal educational path.

The first in a series of discourses was held in Negotin Gymnasium in September. The guests were Dr. Nenad Jovanović, Katarina Mihajlović, PhD student studying in Barcelona (via video link) and Miloš Pavlović, PhD student at the Faculty of Electrical Engineering. The lecture was attended by about a hundred high school graduates from Negotin, most of them from the Gymnasium.

The second discourse was intended for elementary school students - it was held at the "Branko Radičević" elementary school in Negotin in December, for more than 60 seventh and eighth grade students. The guest lecturers were engineers from Elixir Prahovo, colleagues from the laboratory and students of Negotin Gymnasium, the most successful in the field of chemistry.

More than 1.2 million RSD was allocated to support the activities and projects of local communities, of which the largest amount was allocated to the community of Prahovo. Other rural communities whose projects are supported are Šarkamen, Sikole, Samarinovac, Dušanovac

## Elixir za... sport

**Za rad i takmičarske aktivnosti 18 sportskih klubova iz opštine Negotin izdvojeno je preko 1.9 miliona RSD. Najviše novca donirano je za rad FK „Hajduk Veljko“ iz Prahova. Ostali sportovi podržani u 2022. na području Negotina su rukomet, košarka, stoni tenis, gimnastika, odbojka, šah, sportski ribolov. Na ovoj listi su, uz ranije beneficijare, u poslednje dve godine dodata još dva kluba, sa seoskog područja opštine Negotin (FK Sloga iz Kobišnice i FK Urovica).**

**Kada govorimo o donacijama namenjenim lokalnom sportu u Šapcu, osim donacija po osnovu zahteva lokalnim klubovima, strateška podrška sportu realizovana je kroz potpisivanje sponzorskog ugovora Elixir Zorka sa Metaloplastikom Šabac koji je podrazumevao i promenu imena kluba u Metaloplastika Elixir. Kako sam klub navodi u svom izveštaju o radu, zahvaljujući ovom sponzorstvu, načinjen je istorijski iskorak u samim rezultatima, kako u mlađim selekcijama, tako i u seniorskoj selekciji. U izveštajnom periodu koji se podudara sa našim sponzorstvom kluba Metaloplastika Elixir osvojila je Kup Srbije sa prvom ekipom, kao i Super kup Srbije, prvi osvojeni u istoriji kluba sa prvom ekipom. Stigli su do kraja ligaškog takmičenja u play off-u na trećoj poziciji i plasirali se u evropsko takmičenje EHP kup, što predstavlja povratak šabačkog kluba na evropsku scenu.**

**Značajno je napredovala i škola rukometa u okviru koje su pioniri i kadeti osvojili zlato na državnom prvenstvu prvi put u istoriji kluba. Odgovorno i racionalno raspoređena sredstva koja su dobijena potvrđuju da je izbor ovog kluba, koji je simbol grada Šapca još od osamdesetih godina prošlog veka, bio pravi i da se ovim sponzorstvom ulaže u lokalni sport, ali i sveukupni razvoj lokalne zajednice u kojoj Elixir Zorka posluje.**

## Elixir for... sport

Over 1.9 million RSD was allocated for the work and competitive activities of 18 sports clubs from the municipality of Negotin. Most of the money was donated for the work of FC "Hajduk Veljko" from Prahovo. Other sports supported in 2022 in the area of Negotin are handball, basketball, table tennis, gymnastics, volleyball, chess, sport fishing. In addition to previous beneficiaries, two more clubs from the rural area of Negotin municipality (FC Sloga from Kobišnica and FC Urovica) were added to this list in the last two years.

Regarding donations intended for local sports in Šabac, in addition to donations based on requests of local clubs, strategic support for sports was realized through the signing of a sponsorship agreement between Elixir Zorka and handball club Metaloplastika Šabac, which included changing the name of the club to Metaloplastika Elixir. As the club itself states in its work report, thanks to this sponsorship, a historic step forward was made in the results, both in the younger selections and in the senior selection. In the reporting period that coincides with our sponsorship of the club, Metaloplastika Elixir won the Serbian Cup with the first team, as well as the Serbian Super Cup, the first won in the club's history with the first team. They reached the end of the league competition in the play off in third position and qualified for the European EHP Cup competition, which represents the return of the Šabac club to the European scene.

The handball school also made significant progress, in which the pioneers and cadets won gold at the national championship for the first time in the club's history. The responsibly and rationally distributed funds that were obtained confirm that the choice of this club, which has been a symbol of the city of Šabac since the eighties of the last century, was the right one, and that this sponsorship invests in local sports, but also in overall development of the local community in which Elixir Zorka operates.



## Podrška profesionalnom razvoju mladih

Support for the professional development of young people

### Dualno obrazovanje

Dual education

**Ovakva vrsta obrazovanja se u državi Srbiji sprovodi poslednjih nekoliko godina prema Nacionalnom modelu dualnog obrazovanja koji je nastao po uzoru na primere evropskih zemalja gde se ovaj model dugo sprovodi. Tokom 2022. godine proces dualnog obrazovanja u okviru Elixir Group sprovodio se u kompaniji članici Elixir Prahovo, dok je u Elixir Zorka pokrenuta saradnja sa Stručnom hemijskom i tekstilnom školom iz Šapca koja je zainteresovana za primenu ovog modela obrazovanja i obezbeđivanja mogućnosti učenja kroz rad za svoje učenike u kompaniji Elixir Zorka. U Elixir Prahovo izvodi se deo dualnog obrazovanja koji se odnosi na učenje kroz rad, a polaznici programa su učenici obrazovnih profila Bravar-zavarivač i Elektromonter mreža i postrojenja u Tehničkoj školi u Negotinu, kao i profila Izrađivač hemijskih proizvoda u okviru Poljoprivredne škole u Negotinu, od poslednje školske godine, 2022/2023.**

This type of education has been implemented in the state of Serbia for the past few years according to the National Dual Education Model, which was modeled on the examples of European countries where this model has been implemented for a long time. During 2022, the process of dual education within the Elixir Group was carried out in the Elixir Prahovo member company, while in Elixir Zorka, cooperation was initiated with the Professional Chemical and Textile School from Šabac, which is interested in applying this model of education and providing opportunities for learning through work at the company Elixir Zorka. In Elixir Prahovo, a part of dual education related to learning through work is carried out, and the participants of the program are students of the educational profiles Locksmith-welder and Electrician of networks and plants at the Technical School in Negotin, as well as the profile of Manufacturer of chemical products within the Agricultural School in Negotin, from the last school year (2022/2023).



Osim kroz direktnu materijalnu podršku namenjenu unapređenju rada obrazovnih ustanova, Elixir Group se opredelio za podršku mladima kroz programe dualnog obrazovanja i Super Start.

In addition to direct material support aimed at improving the work of educational institutions, Elixir Group decided to support young people through programs of dual education and Super Start.

**Kompanija Elixir Prahovo je ispunila sve potrebne uslove za izvođenje učenja kroz rad i poseduje zvaničnu akreditaciju Privredne komore Srbije, za sva tri obrazovna profila. Tokom trajanja procesa dualnog obrazovanja, učenici imaju obezbeđena lična sredstva i opremu za zaštitu na radu, osiguranje, prevoz i nakndu troškova ishrane, kao i naknadu u iznosu od najmanje 70% minimalne cene rada.**

**Na ovaj način naša kompanija Elixir Prahovo, a od sledeće godine i Elixir Zorka, obezbeđuju deficitarne kadrove i omogućuje da učenici polaznici dualnog obrazovanja, a potencijalni zaposleni, razvijaju i usavršavaju veštine u skladu sa potrebama kompanije. Istovremeno se podstiče kod navedenih učenika rano identifikovanje sa vrednostima i ciljevima kompanije i omogućuje da se već oblikovani kadrovi ospozobljavaju i usavršavaju za složenije poslove, a učenici stiču praktična znanja, radne navike i uvid u način poslovanja velikih lokalnih kompanija.**

The company Elixir Prahovo has fulfilled all the necessary conditions for learning through work and has the official accreditation of the Serbian Chamber of Commerce, for all three educational profiles. During the duration of the dual education process, students are provided with personal funds and equipment for occupational safety, insurance, transportation and reimbursement of food expenses, as well as compensation in the amount of at least 70% of the minimum labor price.

In this way, our company Elixir Prahovo, and from next year also Elixir Zorka, provide scarce personnel and enable students attending dual education, and potential employees, to develop and perfect their skills in accordance with the needs of the company. At the same time, early identification with the values and goals of the company is encouraged among the mentioned students and it enables already formed staff to be trained and perfected for more complex jobs, and the students acquire practical knowledge, work habits and insight into the way of doing business of large local companies.

## **Super Start projekat**

### **Super Start project**

**Nakon što je 2021. godine lansiran interni projekat plaćene prakse pod nazivom Super Start, isti je naredne godine nastavio da donosi rezultate te je tokom 2022. godine sproveden za 5 polaznika u Elixir Group u trajanju od 12 meseci, a troje polaznika je ugovor o radu dobilo pre isteka programa!**

**Ovaj program nastao je kao posledica sagledavanja činjenice da rapidnom razvoju kompanije u velikoj meri doprinosi višedecenijsko zapošljavanje mlađih ljudi sa fakultetskim obrazovanjem koje u kombinaciji sa iskustvom u globalnom korporativnom poslovanju, koje poseduju naši seniori i eksperti, doprinosi dobrim rezultatima celog tima.**

**Super Start je program koji je namenjen studentima završnih godina, diplomcima i studentima master studija, bez radnog iskustva. U zavisnosti od rezultata evaluacije mentora, menadžmenta i rezultata rada koje polaznici pokažu tokom trajanja prakse sprovodi se re-evaluacija svih polaznika i najboljima se nudi stalno zaposlenje u kompaniji uz dvogodišnji plan karijernog razvoja. Kroz ovaj program tokom 2022. godine zaposlenje je dobilo četvero mlađih kolega koji su dobili šanse da svoje vizije sprovedu u delo u skladu sa sloganom ove plaćene prakse „Naša misija je da uspeš“.**

After the internal paid internship project called Super Start was launched in 2021, it continued to bring results the following year and was implemented for 5 trainees in the Elixir Group in 2022 for a planned duration of 12 months, and three participants received a work contract before the end of the program!

This program was created as a result of observing the fact that the rapid development of the company is greatly contributed by the multi-decade employment of young people with university education, which, combined with the experience in global corporate business possessed by our seniors and experts, contributes to the good results of the entire team.

Super Start is a program intended for final year students, graduates and master's students without work experience. Depending on the evaluation results of the mentors, management and the work results that the trainees show during the internship, all trainees are re-evaluated and the best ones are offered permanent employment in the company with a two-year career development plan. Through this program, in 2022, four young colleagues were employed and given the chance to implement their visions in accordance with the slogan of this paid internship "Our mission is for you to succeed".





**519 stanova**  
519 apartments

**30.115 m<sup>2</sup> stambene površine**  
30.115 m<sup>2</sup> residential area



## ElixirGarden

**Tokom 2022. godine nastavljeno je sa realizacijom Elixir Garden projekta, kao jednog od najznačajnih kada je reč o zaposlenima u članicama Elixir Group.**

**Elixir Garden predstavlja stambno-poslovni kompleks u Negotinu koji pretenduje da postane autentična znamenitost grada Negotina, a investitoru treba da obezbedi privlačenje i održavanje kvalifikovane radne snage na period od minimum 10 godina.**

**Plan predviđa izgradnju 519 stanova ukupne površine 30.115m<sup>2</sup>, prateći tri osnovna principa stanovanja po meri čoveka, a to su vrhunski kvalitet, komfor i bezbednost.**

**Samo ime projekta i budućeg kompleksa u skladu je sa principom green garden, prema kome će, veliki deo prostora činiti uređene zelene površine. Osim prostora za porodično i višeprodično stanovanje zatvorenog tipa koji, prema planu, treba da bude najveći, predviđen je i deo javne namene.**

**Ovakav moderan kompleks će, po završetku izgradnje, biti od velikog značaja ne samo za porodice zaposlenih u našoj kompaniji, već za celu opština Negotin i Istočnu Srbiju.**

During 2022, the realization of the Elixir Garden project continued, as one of the most significant when it comes to employees in Elixir Group company members. Elixir Garden is a residential and business complex in Negotin that aspires to become an authentic landmark of the city of Negotin, and the investor should ensure the attraction and maintenance of qualified workforce for a period of at least 10 years.

The plan envisages the construction of 519 apartments with a total area of 30,115m<sup>2</sup>, following the three basic principles of housing tailored to people, namely top quality, comfort and safety.

The very name of the project and the future complex is in accordance with the green garden principle, according to which a large part of the space will consist of landscaped green areas. Apart from the area for family and multi-family housing of the closed type, which, according to the plan, should be the largest, the area for the public purpose is also planned.

Such a modern complex, upon completion of construction, will be of great importance not only for the families of our company's employees, but for the entire municipality of Negotin and Eastern Serbia.

# GRI indeks

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**Izjava o upotrebi: Elixir Group D.O.O izveštava po uzoru na GRI Standarde za period 01.01.2022. - 31.12.2022.**

Statement of use: Elixir Group D.O.O has reported with reference to GRI Standards for the period 01.01.2022. - 31.12.2022.

**GRI 1 upotrebljen: GRI 1 Fondacija 2021**

GRI1 used: GRI 1 Foundation 2021

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# Izveštaj o nezavisnom ograničenom uveravanju u vezi sa Izveštajem o održivom poslovanju

Rukovodstvu društva Elixir Group d.o.o., Šabac

## Obim angažovanja

Angažovani smo od strane rukovodstva društva Elixir Group d.o.o., Šabac ("Društvo") radi izveštavanja u vezi sa Izveštajem o održivom poslovanju ("Izveštaj"), koji je pripremljen za Poslovni sistem Elixir Group ("Grupa") za godinu koja se završava 31. decembra 2022. godine. Angažovani smo da izvestimo u vidu zaključka o nezavisnom ograničenom uveravanju na osnovu našeg obavljenog rada i pribavljenih dokaza, pri čemu nismo došli ni do kakvih saznanja koja nam daju povod da smatramo da Izveštaj o održivom poslovanju Društva nije pripremljen, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u smernicama za izveštavanje o održivosti poslovanja Globalne inicijative za izveštavanje ("GRI standardi").

## Odgovornost rukovodstva

Rukovodstvo Društva je odgovorno za sastavljanje ovog Izveštaja, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u GRI standardima. Ova odgovornost obuhvata kreiranje, implementaciju i održavanje internih kontrola za koje rukovodstvo utvrdi da su neophodne da bi se omogućilo sastavljanje Izveštaja po uzoru na kriterijume sadržane u GRI standardima koji ne sadrži materijalno značajne greške nastale bilo zbog prevare ili grešaka u radu.

Rukovodstvo Društva je takođe odgovorno da obezbedi da osoblje uključeno u pripremu Izveštaja bude adekvatno obučeno i da se primenjuju odgovarajući informacioni sistemi koji su adekvatno ažurirani.

## Odgovornost revizora

Naša odgovornost je da pregledamo Izveštaj koji nam je dostavilo Društvo i da o tome izvestimo u formi zaključka o nezavisnom ograničenom uveravanju na osnovu prikupljenih dokaza. Naše angažovanje smo izvršili u skladu sa Međunarodnim standardom za usluge uveravanja ISAE 3000 – "Angažovanja na osnovu kojih se pruža uveravanje, a koja nisu revizija ili pregled istorijskih finansijskih informacija (revidiran)", izdatom od strane Odbora za međunarodne standarde revizije i uveravanja ("IAASB"). Ovaj standard zahteva da naše procedure planiramo i obavimo na način koji nam omogućuje da steknemo razumni nivo uveravanja o tome da li je Izveštaj sastavljen po uzoru na kriterijume sadržane u GRI standardima, po svim materijalno značajnim pitanjima, kao osnov za izražavanje našeg zaključka o nezavisnom ograničenom uveravanju.



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## TRANSLATION

# Independent Limited Assurance Report on the Sustainable Development Report

To the Management of Elixir Group d.o.o., Šabac

## Scope of Service

We were engaged by the management of Elixir Group d.o.o., Šabac ("the Company") to report on the Company's Sustainable Development Report ("Report") prepared for the Elixir Group Business System ("Group") for the year ended 31 December 2022. We were engaged to report in the form of an independent limited assurance conclusion that based on our work performed and evidence obtained, nothing has come to our attention that causes us to believe that the Company's Sustainable Development Report is not prepared, in all material respects, with reference to the criteria contained in the sustainability reporting guidelines of the Global Reporting Initiative (the "GRI Standards").

## Management's Responsibilities

The Company's management is responsible for the preparation of the Report, in all material respects, with reference to the criteria contained in the GRI Standards. This responsibility includes designing, implementing and maintaining such internal controls as management determines are necessary to enable the preparation of the Report with reference to the criteria contained in the GRI Standards that is free from material misstatement whether due to fraud or error.

The Company's management is also responsible for ensuring that staff involved with the preparation of the Report is properly trained and that appropriate information systems are applied that are properly updated.

## Responsibilities of the Practitioner

Our responsibility is to examine the Report presented by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"). That standard requires that we plan and perform our procedures to obtain a meaningful level of assurance about whether the Report is prepared with reference to the criteria contained in the GRI Standards, in all material respects, as the basis for our limited assurance conclusion.

Naša firma primenjuje "Međunarodni standard o kontroli kvaliteta 1, Upravljanje kvalitetom za firme koje vrše revizije i pregledе finansijskih izveštaja, i druge angažmane uveravanja i srodnih usluga", koji je razvijen od strane IAASB-a, a koji od naše firme zahteva da kreiramo, implementiramo i primenjujemo sistem kontrole kvaliteta, uključujući politike i procedure za usklađenost sa etičkim zahtevima, profesionalnim standardima i važećim zakonskim i regulatornim zahtevima.

Usklađeni smo sa zahtevom nezavisnosti i drugim etičkim zahtevima "Međunarodnog kodeksa etike za profesionalne računovođe (uključujući Međunarodne standarde nezavisnosti)" Odbora za međunarodne etičke standarde za računovođe (IESBA Kodeks), kojim se ustanovljavaju suštinski principi integriteta, objektivnosti, profesionalne sposobnosti i dužne pažnje, poverljivosti i profesionalnog ponašanja, kao i sa ostalim zahtevima nezavisnosti i etike koji se primenjuju na ovo angažovanje uveravanja u Republici Srbiji.

### Sprovedene procedure

Odabrane procedure zavise od našeg prosuđivanja i razumevanja pratećeg predmeta razmatranja i drugih okolnosti angažovanja, kao i naše procene rizika od materijalno značajnih grešaka u Izveštaju. Prilikom sticanja razumevanja Izveštaja i informacija sadržanih u njemu, kao i drugih okolnosti angažovanja, razmotrili smo proces koji je korišćen prilikom pripreme Izveštaja kako bismo dizajnirali procedure uveravanja koje su odgovarajuće u datim okolnostima, ali ne i sa ciljem donošenja zaključka u pogledu efektivnosti internih kontrola Društva u vezi sa pripremom Izveštaja.

Naše angažovanje je takođe uključilo procenu prikladnosti predmeta razmatranja i podobnosti kriterijuma koje je Društvo koristilo.

Procedure koje se primenjuju u sklopu angažovanja izražavanja ograničenog uveravanja razlikuju se prema vrsti, trajanju i obuhvatu od onih koje se primenjuju u okviru angažovanja sa izražavanjem razumnog uveravanja. Stoga je stepen uveravanja stečen primenom angažovanja sa izražavanjem ograničenog uveravanja znatno niži od onoga koji bi bio stečen obavljanjem angažovanja sa izražavanjem razumnog uveravanja.

Naše procedure su posebno uključile sledeće:

- Poređenje informacija i podataka prikazanih u Izveštaju sa odgovarajućim informacijama i podacima prikazanim u konsolidovanim finansijskim izveštajima Društva na dan i za godinu koja se završava 31. decembra 2022. godine, kao i sa pojedinačnim finansijskim izveštajima njegovih zavisnih društava za koje je revizor izdao izveštaj revizora u skladu sa Zakonom o reviziji i Zakonom o računovodstvu Republike Srbije;
- Razgovori sa osobljem na nivou Grupe, koje je odgovorno za analizu materijalnosti, kako bi se steklo razumevanje procesa za određivanje materijalnih tema održivog poslovanja i odgovarajućeg praga izveštavanja Društva, kao i analiza procesa uključivanja zainteresovanih strana u pogledu korišćenih metoda i kompletnosti obuhvatanja učesnika, na osnovu pregleda zapisnika sa sastanaka, rezultata upitnika i drugih dostupnih relevantnih informacija;
- Procena rizika, uključujući i medijsku analizu, za relevantne informacije o učinku Društva u pogledu održivosti poslovanja tokom perioda izveštavanja;
- Sticanje razumevanja o dizajnu i implementaciji sistema i procesa za prikupljanje, obradu i praćenje obelodanjivanja o ekološkim, društvenim i radnim pitanjima, poštovanju ljudskih prava, borbe protiv korupcije i mita, što takođe uključuje konsolidaciju podataka;
- Razgovori sa osobljem na nivou Grupe, koje je odgovorno za uspostavljanje, konsolidaciju i sprovođenje procedura interne kontrole u vezi sa obelodanjivanjem pojmove, rizika, procesa poštovanja pravila, rezultata i indikatora učinka;
- Izvršili smo pregled odabralih internih i eksternih akata, kako bi se utvrdilo da li su kvalitativne i kvantitativne informacije potkrepljene dovoljnim dokazima i predstavljene na tačan i uravnotežen način;
- Procena procesa za prikupljanje, proveru i izveštavanje podataka na lokalnom nivou, kao i pouzdanost prijavljenih podataka, sprovedeno kroz intervjuje i pregledе na osnovu uzorka sprovedenog tokom fizičke posete odabranog zavisnog društva;

This firm applies International Standard on Quality Management 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagement", developed by IAASB, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior, and with other independence and ethical requirements, applicable to this assurance engagement in the Republic of Serbia.

### Procedures Performed

The procedures selected depend on our judgment and understanding of the underlying subject matter and other engagement circumstances, and our assessment of the risk of a material misstatement of the Report. In obtaining an understanding of the Report and the information therein, and other engagement circumstances, we have considered the process used to prepare the Report in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's process of internal control over the preparation of the Report.

Our engagement also included assessing the appropriateness of the subject matter and the suitability of the criteria used by the Company.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included in particular:

- Comparing of information and data presented in the Report to the corresponding information and data included in the Company's consolidated financial statements as at and for the year ended 31 December 2022, as well as stand-alone financial statements of its subsidiaries on which auditor issued report in accordance with the Law on Auditing and Law on Accounting of the Republic of Serbia;
- Inquiries of personnel at the Group level, who are responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting thresholds of the Company, as well as analysis of the process of involvement of interested parties in terms of methods used and completeness of participants, based on review of minutes from meetings, results of questionnaires and other available relevant information;
- A risk assessment, including a media analysis, on relevant information on the Company's sustainability performance in the reporting period;
- Gaining an understanding of the design and implementation of the systems and processes for the collection, processing and monitoring of disclosures on environmental, social and employees matters, respect for human rights, anti-corruption as well as bribery, which also includes the consolidation of data;
- Inquiries of personnel at the Group level, who are responsible for providing, consolidating and implementing internal control procedures relating to the disclosure of concepts, risks, due diligence processes, results and performance indicators;
- Inspection of selected internal and external documents, in order to determine whether qualitative and quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of the processes for local data collection, validation and reporting, as well as the reliability of the reported data through interviews and walkthrough on a sample basis conducted during a physical site visit of a selected subsidiary;
- Analytical evaluation of quantitative disclosures regarding the GRI Standards listed in the GRI-Index, submitted by all locations for consolidation at the Group level;

- Analitička procena kvantitativnih obelodanjivanja u vezi sa GRI standardima navedenim u GRI-indeksu, dostavljenih od svih zavisnih društava za konsolidaciju na nivou Grupe;
- Procena doslednosti izveštavanja po uzoru na GRI standarde sa obelodanjivanjima i indikatorima prikazanim u Izveštaju, koji su primenljivi na Društvo;
- Procena ukupne prezentacije datih obelodanjivanja kroz kritičko čitanje Izveštaja.

Kao deo ovog angažovanja, nismo sprovedeli nikakve procedure u smislu revizije, pregleda ili verifikacije Izveštaja, niti osnovnih evidencijskih ili drugih izvora na osnovu kojih je ovaj Izveštaj pripremljen.

### Kriterijumi

Primenljivi kriterijumi, u odnosu na koje je izvršeno sagledavanje i ocenjivanje Izveštaja, su obuhvaćeni GRI standardima.

### Zaključak

Naš zaključak je formiran na osnovu, i predmet je, pitanja navedenih u ovom izveštaju.

Smatramo da su dokazi koje smo pribavili dovoljni i odgovarajući i da pružaju osnov za izražavanje naših zaključaka.

Na osnovu sprovedenih procedura i pribavljenih dokaza, nismo došli ni do kakvih saznanja koja nam daju povod da smatramo da Izveštaj nije pripremljen, po svim materijalno značajnim pitanjima, po uzoru na kriterijume sadržane u GRI standardima.

### Ograničenje u pogledu korišćenja našeg izveštaja

Naš izveštaj ne treba smatrati prikladnim za korišćenje ili za oslanjanje na isti od strane bilo koje druge strane koja nastoji da stekne prava u odnosu na nas, izuzev Društva, za bilo koje svrhe ili u bilo kom kontekstu. Bilo koja druga strana, izuzev Društva, koja dođe u posed našeg izveštaja ili kopije istog, i koja donese odluku da se osloni na isti (ili na njegov deo), čini to na sopstveni rizik. U skladu sa zakonskim ograničenjima, smatramo da nemamo odgovornost niti prihvatomamo bilo koju obavezu prema bilo kojoj drugoj strani izuzev Društva u pogledu sprovedenih procedura, ovog izveštaja o nezavisnom ograničenom uveravanju ili zaključaka do kojih smo došli.

### KPMG d.o.o. Beograd

*Vladimir Savković*

Vladimir Savković  
Licencirani ovlašćeni revizor



U Beogradu, 5. oktobra 2023. godine

- Evaluation of the consistency of the reporting with reference to GRI Standards to disclosures and indicators presented in the Report, which apply to the Company;
- Evaluation of the overall presentation of the disclosures by critically reading the Report.

As part of this engagement, we have not performed any procedures by way of audit, review or verification of the Report nor of the underlying records or other sources from which the Report was extracted.

### Criteria

The applicable criteria against which the Report was evaluated are included in the GRI Standards.

### Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report, is not prepared, in all material respects, with reference to the criteria contained in the GRI Standards.

### Restriction on Use of Our Report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company, for any purpose or in any context. Any party other than the Company who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Company for our work, for this independent limited assurance report, or for the conclusions we have reached.

### KPMG d.o.o. Beograd

#### *Signed on the Serbian original*

Vladimir Savković  
Licensed Certified Auditor

Belgrade, 5 October 2023

*This is a translation of the original Independent Limited Assurance Report issued in the Serbian language.  
All due care has been taken to produce a translation that is as faithful as possible to the original.*

*However, if any questions arise related to interpretation of the information  
contained in the translation, the Serbian version of the document shall prevail.*

*We assume no responsibility for the correctness of the translation  
of the Company's Sustainable Development Report.*

### KPMG d.o.o. Beograd

*Vladimir Savković*  
Vladimir Savković  
Licensed Certified Auditor

Belgrade, 5 October 2023



**Kontakt:**

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