

IT Odjel Formal Statement**Our Commitments**

06th November 2023

Filing number: 02-203/23

IT ODJEL d.o.o. is a medium software solutions development company, where we implement the latest technological wonders to boost our community and modernize as many aspects of daily life. It is these goals upon which our company has been founded on and we realize them through all aspects of our business operations.

We pledge to uphold the following principles:

1. Eye for the Environment:

We are dedicated to preventing pollution, minimizing our carbon footprint, and championing the sustainable use of resources. Although we, as a medium software solutions company, do not directly harm our natural surroundings in any meaningful way with our operative process, we recognize the significance of preserving and protecting the environment for ourselves and those who will inherit us, and are dedicated to minimizing our environmental footprint. Our company's Environmental Policy serves as a framework for our commitment to environmental management and is designed to be compliant with the ISO 14001 standard and applicable domestic and international legislation.

2. Dedication to our team:

Every team member is seen as family - respect for one's skills, work-life balance and personal growth are the inalienable rights of this company to our employees. We are committed to fostering gender equality by promoting equal opportunities, equitable remuneration, and a supportive working environment for all.

Being aware of their potential, we actively engage in initiatives that contribute to recognizing and celebrating talents of our employees, ensuring the prosperity, professional and personal growth of our employees and the community in which we operate.

3. Giving back to the community:

Being inspired by the potential of our community, you can find ITO sponsoring major tech-based events dedicated to bringing out the best of talents, such as Hackathons and Coding Challenges, partnering up with respective educational institutions to provide real-life experience for students and collaborate on multiple projects.

Our dedication to community can be seen through our prize projects: Renata - a digitalized traffic violation tracking system dedicated to the betterment of public safety, and Shtela App - an employment-seeking platform created for the optimal mediation between employers and candidates



Our commitment extends to ensuring the sustainability of our entire county, collaborating with the City of Mostar to deliver the most convenient digital solutions for the improved tourist experience in our historical Mostar, such as “MostarPass”.

By adhering to these principles, we seek to contribute to a more sustainable and resilient local community. We remain open to collaborative efforts and ongoing dialogue to advance sustainable procurement practices and address evolving challenges.

Our founder,

Marko Laco