

# CODE OF EMPLOYMENT IN THE IMPOL GROUP



The recruitment procedures in the Impol Group are based on the principle of finding the most suitable candidate for the advertised position, considering the individual's knowledge, experience, and personal characteristics.

All job openings are publicly advertised on online portals and notice boards. Candidates who demonstrate suitability in their applications are included in the selection process.

Selection procedures vary depending on the complexity of the position:

- For positions requiring Level IV or V education, job interviews are conducted.
- For positions requiring education above Level V, in addition to a job interview, candidates undergo testing to assess their knowledge, skills, and, if necessary, behavioral potential.
- Recruitment for the most demanding positions with individual contracts may proceed under the following conditions:
  - The candidate has at least five years of work experience in similar roles at other companies and confirms their abilities through testing.
  - The candidate has at least three years of work experience within the Impol Group, possesses the required competencies, and has made an above-average contribution to the development of the Impol Group's business during this period.

For recruiting Impol Group scholarship recipients, their progress during the scholarship period is assessed, and if the evaluation is positive, no additional selection process is required.

Candidates not selected for a position are notified in a timely manner, and upon request, the reasons for the decision can be explained in more detail.

Slovenska Bistrica, 21. 3. 2021

**Andrej Kolmanič,**  
CEO

**Irena Šela,**  
CFO

