

Human Resource Management Strategy

Elemental Holding Capital Group

At the Elemental Holding Capital Group, we endeavour to create secure and stable jobs because, as an international organisation, we consider ourselves an important part of the communities in which our companies operate.

We believe in long-term cooperation, teambuilding, as well as activation and development of employees. Our HR strategy is based on recruiting the best resources selected in accordance with objective criteria, such as education and experience, while following the principles of diversity. We believe that non-discrimination supports team creativity and loyalty to the company, and reduces employee

- the development of our employees and associates via a system of internal and external trainings and a promotion policy which takes into account our internal recruitment strategy;
- safe, properly equipped and well-organised workplaces;
- a policy of diversity, as well as of lack of discrimination and mobbing;

turnover. In the recruitment process, we aim to hire employees who have high intrinsic motivation, are focused on development, open to cooperation, and committed. We apply transparent and clear rules in both the recruitment and induction of employees.

Environmental technologies and legislation undergo dynamic changes. Our capital group companies and their employees follow these changes, and the speed of our response depends on the adaptability and flexibility of our teams. We care about employee development and awareness-raising, which is why we build an organisation where we support:

- a culture of intra-organisational dialogue;
- fair remuneration, as well as principles for employee appraisal and motivation;
- a work-life balance, among others by offering flexible forms of employment.



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