



Revision: 0; 03-2026

<b>Modern Slavery Statement</b>	POL-MSS-01
	10.03.2026

## **MODERN SLAVERY STATEMENT**

**Issued by GM Premium Logistics d.o.o.**

**For the Fiscal Year 2026/2027**

### **1. Introduction**

This Modern Slavery Statement is issued by GM Premium Logistics d.o.o. in accordance with our unwavering commitment to ethical conduct and human rights. We recognize the global risks of modern slavery, forced labor, and human trafficking and are dedicated to preventing such practices within our operations and supply chain.

Based in Zagreb/Velika Gorica, Croatia, we align our business practices with European Union standards and the expectations of the EU Corporate Sustainability Due Diligence Directive (CSDDD).

### **2. Our Business & Structure**

GM Premium Logistics d.o.o. provides specialized logistics, supply chain coordination, and freight services. Operating as a lean, expert team of 1–3 employees, we maintain a high level of personal oversight over our partnerships. Our business model relies on a network of carriers and service providers; we prioritize partners who demonstrate transparent oversight of their own workforce.

GM Premium Logistics d.o.o. Address: Fabijanciceva 122, 10410 Velika Gorica, Croatia VAT ID: 69322285597 Email: [office@premium-pharm.com](mailto:office@premium-pharm.com) | Web: [premium-pharm.com](http://premium-pharm.com) Registration: Registered at the Commercial Court in Zagreb.



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### 3. Our Commitment

We are firmly committed to:

Ensuring no form of forced labor, human trafficking, or exploitation takes place within our business or supply chain.

Promoting transparency and ethical conduct among all subcontractors.

Complying with the Croatian Act on the Protection of Reporters of Irregularities and all applicable international labor standards.

### 4. Policies and Due Diligence

Despite our small internal headcount, we apply rigorous standards to our external network:

**Supplier Vetting:** We conduct due diligence on new carriers to ensure they meet basic labor and human rights standards before engagement.

**Zero Tolerance:** We communicate our ethical expectations to all third-party partners, maintaining a zero-tolerance policy for labor exploitation.

**Whistleblower Protections:** We provide a safe, confidential environment for any employee or partner to report concerns without fear of retaliation.

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## 5. Risk Assessment

We recognize that the logistics sector carries inherent risks in "last-mile" delivery and subcontracted labor. We mitigate this by:

Monitoring partners whose operations involve high levels of temporary or outsourced labor.

Reviewing regulatory updates from EU labor authorities to stay ahead of emerging risks.

Focusing our procurement on established partners with proven track records.

## 6. Training and Continuous Improvement

We ensure that all team members at GM Premium Logistics d.o.o. are trained to recognize the "red flags" of labor exploitation. We review this statement annually to ensure it reflects the latest legal requirements and our evolving business practices.

## 7. Approval

This statement has been reviewed and approved by the Management of GM Premium Logistics d.o.o.

## GM Premium Logistics d.o.o.

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**Name: Marija Mikulek**

**Authorized signatory:** \_\_\_\_\_

Date: 10.03.2026.