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STIM Import

Code of Conduct

1. Introduction

STIM Import is a family-owned company established in 1987, based in West Serbia. We specialize in the production of high-quality workwear, including workwear for freezers and cold rooms, using European fabrics and materials. Our commitment to excellence in workwear production is matched by our dedication to upholding ethical and sustainable business practices.

This Code of Conduct outlines the principles and values that guide our operations. It reflects our unwavering commitment to promoting labor and human rights, environmental stewardship, responsible supply chain management, active community engagement, compliance and reporting, as well as training and awareness.

2. Labor and Human Rights

2.1 No Child Labor

STIM Import strictly prohibits the use of child labor in any stage of our operations. We adhere to international labor standards and the legal age for employment in Serbia.

2.2 Fair Wages and Working Hours

We ensure that all our employees receive fair and competitive wages. We also respect working hour regulations and provide appropriate breaks to maintain a healthy work-life balance. Over 90% of our employees have wages above the estimated minimum wage.

2.3 Non-Discrimination

We are committed to providing a workplace that is free from discrimination based on race, color, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law. Every employee is treated with respect and dignity.

2.4 Health and Safety

The safety and well-being of our employees are paramount. We provide a safe and healthy working environment, following European standards, to prevent workplace injuries and accidents. Regular training is conducted to ensure all employees are aware of safety protocols.



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3. Environmental Stewardship

3.1 Sustainable Production

STIM Import is dedicated to sustainable production practices. We aim to minimize our environmental impact by reducing waste, conserving resources, and using eco-friendly manufacturing processes wherever possible.

3.2 Responsible Waste Management

We responsibly manage and dispose of waste and hazardous materials, complying with all environmental regulations. We promote recycling and other sustainable waste reduction measures.

3.3 Eco-Friendly Materials

We prioritize using European fabrics and accessories known for their quality and minimal environmental impact. We continuously explore opportunities for adopting more sustainable materials.

4. Supply Chain Responsibility

4.1 Ethical Sourcing

We hold our suppliers to the same high ethical standards as ourselves, ensuring that they comply with labor, environmental, and human rights regulations.

4.2 Transparency

We value transparency in our supply chain and actively work to trace the origins of our materials and promote transparency among our suppliers.

4.3 Conflict Minerals

STIM Import is committed to avoiding the use of minerals sourced from conflict areas. We pledge to only engage with suppliers who can confirm their materials' ethical origins.

5. Community Engagement

5.1 Local Community Support

As a family company, we are deeply rooted in the local community. We actively engage in community development projects and support initiatives that enhance the well-being of our neighbors.



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5.2 Employee Involvement

We encourage our employees to participate in community service and support them in their efforts to make a positive impact in our local area.

6. Compliance and Reporting

6.1 Accountability

We are committed to complying with all applicable laws and regulations. Any violations or breaches of our Code of Conduct are taken seriously and addressed promptly.

6.2 Reporting Mechanisms

STIM Import encourages employees, suppliers, and other stakeholders to report any concerns or potential violations of our Code of Conduct. We provide a confidential and secure reporting system.

7. Training and Awareness

7.1 Education and Training

We invest in ongoing education and training for our employees to ensure they are knowledgeable about our ethical and sustainable practices and can make informed choices in their work.

7.2 Stakeholder Awareness

We communicate our Code of Conduct and sustainable practices to all stakeholders, including customers, suppliers, and the local community, to foster a sense of shared responsibility.

8. Closing Statement

STIM Import is committed to upholding the highest ethical and sustainable standards in the production of high-quality workwear. Our dedication to labor and human rights, environmental stewardship, responsible supply chain management, community engagement, compliance and reporting, and training and awareness reflects our commitment to the well-being of our employees, the environment, and the communities we serve. We pledge to continuously improve our operations and to work collaboratively with all stakeholders to create a better and more sustainable future.

This Code of Conduct is not a static document but a living commitment that guides our daily actions and decisions. It is the responsibility of all our employees and partners to uphold these principles and values, ensuring that STIM Import remains a company of integrity and purpose in every aspect of our work.



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