

03/11/2025

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that **SMART FLEX društvo s ograničenom odgovornošću za privremeno zapošljavanje** supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. **SMART FLEX društvo s ograničenom odgovornošću za privremeno zapošljavanje** will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to reporting our CoP starting the calendar year after joining and annually thereafter by providing relevant information to our reporting parent company **BOSQAR INVEST** and/or completing an individual CoP, specific to our subsidiary, in accordance with the UN Global Compact Communication on Progress Policy.

Sincerely yours,

**Srđan Janićijević,**  
**Managing director at SMART FLEX društvo s ograničenom odgovornošću za**  
**privremeno zapošljavanje**

Digitally signed by Ivana Dalpont, ESG and reporting specialist at SMART FLEX društvo s ograničenom odgovornošću za privremeno zapošljavanje, on behalf of Srđan Janićijević, Highest-Level Executive at SMART FLEX društvo s ograničenom odgovornošću za privremeno zapošljavanje.  
03 Nov 2025; 10:36:26 UTC.