



SLKI d.o.o., Zdraviliški trg 11, Rogaška Slatina, as the employer, hereby adopts the following, pursuant to the Employment Relationships Act (Official Gazette of the Republic of Slovenia No. 21/2013, as amended; hereinafter: ZDR-1):

RIGHT TO DISCONNECT POLICY

Article 1

This Policy sets out the measures implemented by SLKI d.o.o. (hereinafter: the Employer) to ensure employees' right to disconnect.

The right to disconnect means an employee's right not to be available to the Employer during periods of daily or weekly rest, annual leave, or other justified absences from work in accordance with applicable law, the relevant collective agreement, or the Employer's internal regulations.

Article 2

During an employee's rest periods or justified absences from work, the Employer shall not contact the employee by telephone (including phone calls and text messages), except in the following cases:

- during on-call duty;
- during standby duty;
- in urgent, exceptional, or unforeseen circumstances involving a serious risk to persons or potential damage to the Employer's business, requiring an immediate response;
- in the event of force majeure; or
- in any other cases provided for by law.

If the employee has access to their work email account on their mobile phone, the Employer may send an email during the employee's non-working time. However, the employee is not expected to read or respond to such email outside their normal working hours.

Article 3

If the Employer fails to comply with the provisions of the preceding Article, the employee may file a complaint in accordance with the applicable legislation.

Final Provisions

Article 4

Any amendments or supplements to this Policy shall be adopted in the same manner as this Policy.

Article 5

This Policy shall enter into force on the eighth day following its adoption and publication by the Employer's Managing Director. The Policy shall be published in the customary manner used by the Employer.

Article 6

This Policy shall be available for inspection by employees in the Employer's Human Resources Department and with the heads of the respective departments.

Rogaška Slatina, 9. 7. 2026

SLKI d.o.o.
Managing Director:
Roman Šipeč

