



Kreston MDM Revizija d.o.o

Sustainability Report 2023





Contents

Foreword	3
About the Report.....	3
About us.....	3
ESG Topics in Kreston MDM Revizija d.o.o	6
Future Sustainability Initiatives.....	8
Conclusion	8

Foreword

Dear Stakeholders,

As we begin our path towards sustainability we, the team at Kreston MDM Revizija d.o.o, are proud to introduce our sustainability report. In a world dealing with obstacles it is crucial for us to take on the duty of being transparent and accountable in our efforts, towards sustainability.

Our commitment transcends beyond mere financial performance. We acknowledge the profound impact our operations can have on people, communities, and the environment. Thus, we have pledged to integrate sustainability into the core of our business strategy.

This report is a testament to our dedication. It outlines our initial steps towards reducing our environmental footprint, fostering an inclusive and diverse workplace, and ensuring each employee is valued and provided with equal opportunities.

Sustainability is a continuous journey, demanding unwavering commitment. We are resolved to enhance our efforts and strive towards our set goals. We



are grateful to our employees, customers, business partners, and all stakeholders who support us in this endeavor. Together, we aspire to foster positive changes for a more sustainable and just world.

Sincerely,

Jelena Mihić Munjić
Managing Director, Kreston MDM Revizija d.o.o

About the Report

This inaugural report of Kreston MDM Revizija d.o.o covers our sustainability initiatives and performance for the year 2023. This sustainability report has been created in accordance with the guidelines provided by Kreston Global. Our efforts in compiling this report reflect our adherence to these guidelines, ensuring that our sustainability

initiatives are aligned with the broader objectives and standards set by Kreston Global.

In line with the Global Reporting Initiative (GRI) Standards, we present information relevant to Environmental, Social, and Governance (ESG) aspects of our business.

About us

About Kreston Global

Kreston Global is an expansive network, comprising 25,000 individuals across 160 independent accounting firms in over 115 countries. Established over 50 years ago, its primary aim is to assist businesses

and individuals in succeeding internationally. Kreston Global prides itself on providing proactive business advice, navigating complex regulations, tax regimes, and compliance requirements, and

offering valuable business insights. The network is a member of the Forum of Firms, an association dedicated to high-quality standards in financial reporting and auditing practices worldwide. Founded by Dr. Gabriel Brösztl and Michael Ross, Kreston was initially set up to provide an alternative for

mid-sized organizations making their first steps into the international arena. In 2021, marking its 50th anniversary, it was rebranded as Kreston Global, reflecting its expanded network and commitment to supporting entrepreneurial businesses globally.

About Kreston MDM Revizija d.o.o

Kreston MDM Revizija d.o.o, founded in 2005, has its core focus on auditing activities. The firm emphasizes ethical behavior, independence, and client confidence, conducting its operations with utmost professionalism. In 2015, after rigorous due diligence, it became an exclusive member for Serbia in the Kreston International

network. As a part of this global network, Kreston MDM is recognized for its compliance and advisory services to entrepreneurial businesses, particularly in the SME and mid-market sectors. Their expertise is focused on solving real-world economic problems, offering transparent and objective economic analysis and insights.

Our Values

Nurturing Our Team

Core Values for Our Employees:

“Trust the Path, Know the Destination, Grow with Us”

- **Trust:** In our organization, trust is built through consistent, open communication and a commitment to ethical practices, ensuring that every team member is aligned and engaged in responsibly advancing our ESG objectives.
- **Knowledge:** Aligned with our goal of quality education, we support our employees’ aspirations and professional development, embodying the value of continuous learning and growth.
- **Growth:** Represented in our efforts for good health and well-being, we ensure our employees grow not just professionally but also personally, fostering a supportive environment for overall development.

Crafting Excellence

Our Commitment to Clients:

“Smart, Insightful, Unique”

- **Smart:** Echoes our responsible consumption and production practices, utilizing smart, digital tools like Kreston Konekt and Caseware PBC for efficient client services.
- **Insightful:** Our deep understanding extends to our partnership goals, where we collaborate across borders, offering insightful solutions rooted in comprehensive global and local knowledge.
- **Unique:** Mirrors our approach to decent work and economic growth, providing unique, tailored services that consider the individual needs and contexts of our clients, contributing to their economic success.

ESG Team

In our commitment to ESG principles, we have adopted a distinctive approach. Recognizing that the responsibility for ESG initiatives extends beyond a single role, we do not have a designated ESG officer. Instead, we embrace ESG as a collective endeavor, deeply embedded in our organizational culture. Each team member is actively engaged

in our ESG initiatives, ensuring that these values are reflected in every aspect of our operations.

Jelena Mihić Munjić, Managing Director, does not only support but also actively drives our ESG initiatives. Her leadership in recognizing the social impact of our actions and integrating sustainable practices into

our business strategy has been invaluable. Under her guidance, we have seen significant progress in our ESG goals, furthering our commitment to responsible and ethical business practices.

In tandem with Jelena’s leadership, **Biljana Sparavalo** has emerged as a leading enthusiast and pioneer in our ESG efforts. Her passion for and expertise in ESG principles have been fundamental in shaping our approach and inspiring our team.

Similarly, **Jovana Vlajić** has emerged as a key figure in promoting and implementing our ESG goals. Her commitment to these principles is evident in her daily work, where she actively pushes for adherence to ESG standards and motivates others to uphold these values. Jovana’s efforts complement Biljana’s inspiring leadership, together driving our team forward in our ongoing journey towards sustainability and responsible governance.



ESG Topics in Kreston MDM Revizija d.o.o

Good Health and Well-Being



- Emotional Intelligence Workshops and Leadership Coaching: In collaboration with Dr Tamara Tomović, we organize workshops focusing on emotional intelligence, a key

component of mental health. These sessions are designed to enhance self-awareness, empathy, and effective communication among our management team.

Quality Education



- Support for Professional Development: We actively support our employees' aspirations for higher education and professional qualifications. This includes providing dedicated time during working hours for studies related to professional exams, MSc, or PhD programs.
- Scholarships and Tuition Assistance: Our commitment to education extends to financial support through scholarships and tuition fee

assistance, emphasizing our investment in the long-term professional growth of our team.

- Learning opportunities: Continuous learning opportunities for our employees in accounting standards, Microsoft Office package, software usage, and English language proficiency, fostering a culture of ongoing professional development and ensuring our workforce remains adept, adaptable, and well-equipped in the dynamic business landscape.

Gender Equality



- Enhance the diversity of our team: In our commitment to advancing gender equality, we are actively engaging in a distinctive effort to enhance the diversity of our team by welcoming individuals of all genders. While our workforce has traditionally been predominantly female, we are dedicated to fostering a balanced and inclusive workplace that values the contributions of both men and women.
- Our strategy involves recognizing and appreciating the predominantly female nature of our firm, while simultaneously emphasizing our commitment to gender diversity. The introduction of male colleagues is not driven by a mere numerical target. Rather, it is a deliberate step toward enriching our team dynamics, expanding

our perspectives, and cultivating a workplace that is genuinely egalitarian.

- Acknowledging that discussions on gender equality often focus on empowering women, we understand the importance of embracing an all-encompassing approach. In our journey towards a more inclusive workplace, we believe that true gender equality goes beyond statistical representation. It involves creating an environment where diversity of thought, experience, and perspective is celebrated, fostering a workplace culture that reflects the richness of contributions from individuals of all genders. Through these efforts, we aim to build a workplace where everyone feels empowered, recognized, and integral to the success of our collective endeavors.

Decent Work and Economic Growth



- **Work-From-Home for Parents:** Understanding the challenges faced by working parents, we provide the option to work from home when children are ill. This policy ensures that parents can manage their professional and personal responsibilities effectively.
- **Flexible Working Hours:** Our commitment to Decent Work and Economic Growth is further enhanced by our Flexible Working Hours policy. This initiative is tailored to support our employees' diverse needs and lifestyles, offering them the freedom to choose their working hours within a given framework. Recognizing that a one-size-fits-all approach to work schedules does not accommodate the varying personal responsibilities and preferences of our team, we have introduced this policy to foster a more inclusive and supportive work environment. By accommodating different working styles and

life circumstances, we are actively promoting a healthy work-life balance, which is a key aspect of social responsibility in our ESG commitments.

- **Flexible Overtime Management:** Our Flexible Overtime Management initiative is designed to empower our team members with greater control over their work-life balance. We understand that there are times when employees might need to put in extra hours. To honor their dedication, we offer the option to convert these overtime hours into paid leave. This way, they can enjoy well-deserved time off during quieter periods, especially in August. This policy reflects our deep commitment to ensuring employee well-being and promoting decent work conditions. It's all about giving the choice and flexibility to balance your professional and personal life in a way that suits you best.

Partnerships for the Goals



- **Cross-Border Collaboration:** Our partnership with Letink de Jonge, a Kreston member firm, exemplifies our commitment to global collaboration.

This partnership focuses on audit projects, facilitating the transfer of knowledge and promoting the mobility of employees between firms.

Responsible Consumption and Production



- **Kreston Konekt Portal:** In collaboration with our Microsoft partner, Extreme d.o.o, we introduced Kreston Konekt, a client communication and document delivery portal. Developed using Microsoft tools, this innovative digital solution not only enhances our operational efficiency but also significantly reduces paper usage. This initiative is a testament to our commitment to responsible consumption and aligns with our sustainability objectives.
- **Caseware PBC for Audit Clients:** For our audit clients, we have adopted Caseware PBC, a digital platform that streamlines the audit process. This adoption not only improves our operational efficiency but also supports our goal of reducing environmental impact through less paper consumption.
- **New Office Space at Business Garden:** Recently, we have relocated to the Business

Garden office space, a building awarded the prestigious LEED Gold certificate. This move signifies our dedication to providing a quality work environment that adheres to high standards of construction, working conditions, and sustainability. Occupying a LEED-certified space demonstrates our commitment to responsible consumption and production, ensuring our operations align with environmental sustainability principles.

"It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you'll do things differently."

Warren Buffett
American investor and philanthropist

Future Sustainability Initiatives

As part of our ongoing commitment to sustainability, Kreston MDM Revizija d.o.o is looking forward to collaborating with NetZeroNow, the designated sustainability partner of Kreston Global. This

partnership marks a significant step in our journey towards environmental responsibility and aligns with our long-term sustainability goals.

Collaboration with NetZeroNow

NetZeroNow Platform Utilization: In our efforts to further enhance our environmental initiatives, we plan to start utilizing the NetZeroNow platform. This platform is designed to assist organizations in effectively measuring, managing, and mitigating their carbon footprint.

Alignment with Global Standards: Utilizing NetZeroNow's resources, we aim to align our environmental strategies with global standards and best practices. This collaboration will enable us to set more precise targets and track our progress in achieving carbon neutrality.

Impact of NetZeroNow Collaboration

Enhanced Carbon Footprint Management: By leveraging the tools and expertise provided by NetZeroNow, we will be better equipped to analyze and reduce our carbon emissions, moving towards a more sustainable operational model.

Contribution to Global Efforts: This initiative is not just a step forward for our firm, but also a contribution to the collective effort in combating climate change. As

part of the Kreston network, our actions resonate with the broader commitment to global sustainability goals.

Looking Forward

Commitment to Continuous Improvement: The adoption of NetZeroNow's platform is a testament to our commitment to continuous improvement in our sustainability practices. We are dedicated to exploring innovative solutions and partnerships that can drive positive change and a more sustainable future.

In giving, we gain - this simple truth guides us at Kreston MDM, as we strive to enrich our community and environment just as they enrich us.

Jelena Mihić Munjić
Managing Director
Kreston MDM Revizija d.o.o

Conclusion

As we begin our journey in the realm of ESG, this report serves as the foundation of our commitment to sustainability. We understand that this is a continuous process requiring dedication

and adaptability. We are determined to evolve our practices, enhance our impact, and contribute positively to the global sustainability agenda.



CONTACT US

Kreston MDM revizija doo
Starine Novaka 23, Belgrade, Serbia
(Business Garden)
office@krestonmdm.com
www.krestonmdm.com

+381 11 323 4377
+381 11 323 8095
+381 11 324 4242