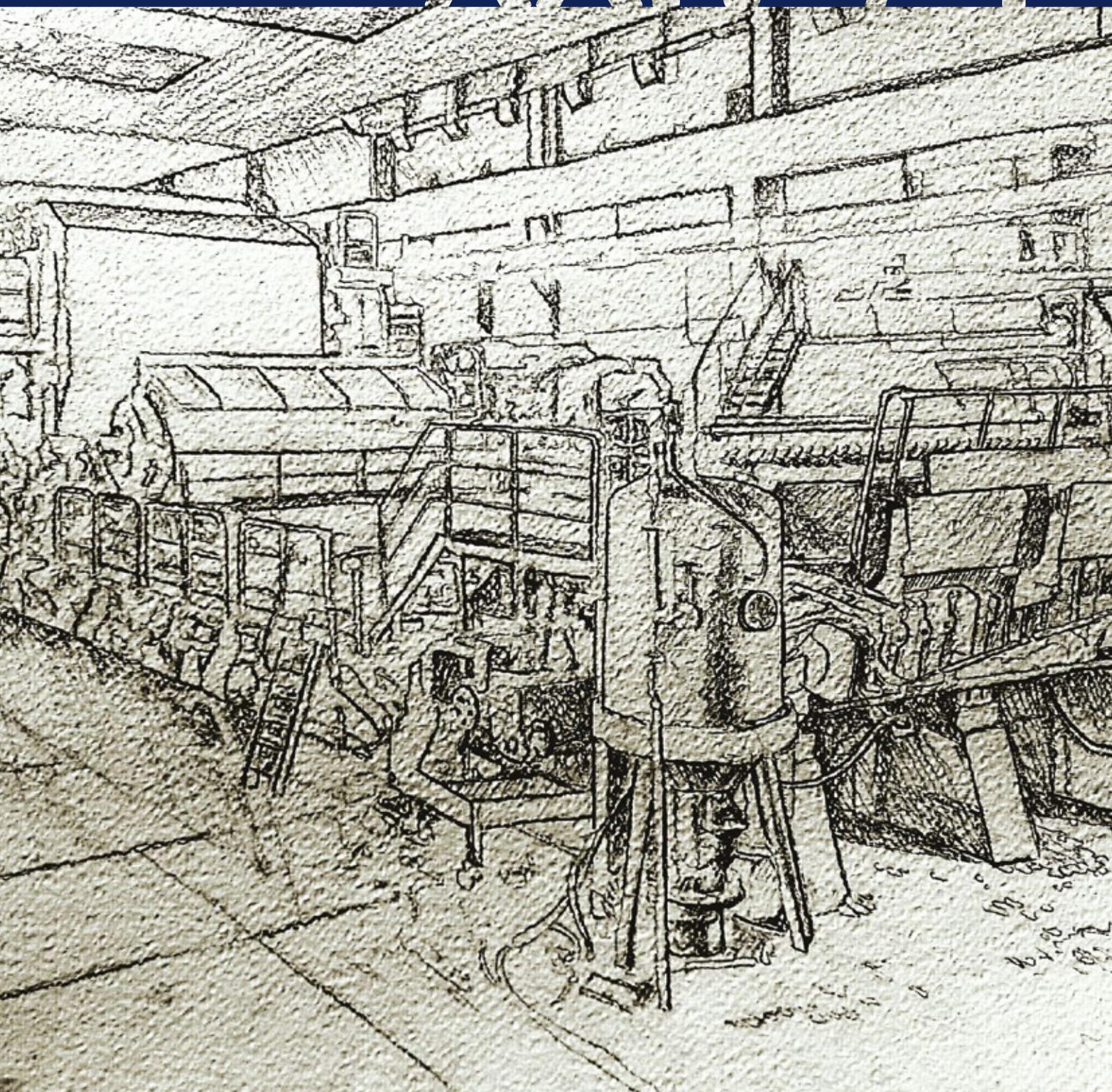


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ANNUAL GENERAL MEETING

Text: **Tea Rezelj**

The annual general meeting of Goričane d.d. was held on August 22, 2018.

The meeting was attended by 98.67% of shareholders with the right to vote.

The 2017 annual report and the report of the supervisory board were presented, followed by the adoption of decision proposals. Fiscal year 2017 was concluded with profit.

The assembly appointed a new member, Marjan Mahnič, who replaced the resigning Izidor Rejc in the supervisory board. The regularity of the assembly was ensured by Drago Škerget, the chairman of the assembly, and Bojan Podgoršek, a public notary.

98.67%

participation at the
annual general meeting

Papermaking is a cyclical industry

Text: **Andraž Stegu**

Year 2018 has definitely confirmed the claim about papermaking being a cyclical industry. Despite all the efforts that both the company and its employees are investing in our performance and development, cycles are a regular occurrence in papermaking.

2017 was a very successful year in terms of our papermill's performance, but was followed by 2018, a year of substantial price increases of both raw materials and energy products. The prices of pulp this year are historically high, even considerably higher than in 2011.

Despite everything, however, the Goričane company has again achieved positive results this year. Our liquidity burden was very high this year, and was caused by the situation in the pulp market as well as on the sales market, which - following the fall of the Turkish lira - experienced a complete temporary shutdown of sales in Turkey, one of

our biggest markets. Despite that, we managed to regularly pay all our liabilities to creditor banks in accordance with the agreement we signed in 2014.

Beside our employees, the growth and development of our papermill is also greatly contributed to by our long-term loyal suppliers whom I want to especially thank here for their patience and trust.

In the first 10 months of the year, 68,877 tonnes of paper were produced, and 63,500 tonnes were sold. Of that, 88.77% were exported abroad. Turkey, Austria and Italy are

currently our three main foreign markets. Although we will not meet our business plan for 2018, I believe that considering the situation in the market, we are doing well and will finish this year with profit.

To all the employees of papermill Goričane - have a successful ending of year 2018 both at work and in your private lives. Thanks to each and every one of you for your contribution to the company. I wish you a Merry Christmas and Happy New Year, enjoy the holidays with your family and loved ones!



Managing director: **Andraž Stegu, B. Sc.**

Eventful year 2018 in sales

Text: **Andrej Gradišek**

There are two things we will definitely remember this year by: an incredible growth in pulp prices and a very strong demand for practically all types of paper.



decreasing. The price situation in this segment was the worst in the first six months of the year when the supply far exceeded the market demand.

The devaluation of the Turkish lira really affected the whole situation and brought the market to a complete halt for almost two months. I can now say that the most important segment in which we operate has completely recovered and we are already selling the same volumes as before August. Coloured papers are still not completely following but still, there are real signs of the situation improving and settling to stable levels.

In this year, we managed to acquire new buyers in Algeria, Mexico, Russia and South Africa, which enables us to further grow in the lightweight paper segment. In addition, we have already engaged several new buyers for 2019, which will considerably increase the volume of this paper.

Due to the - considering the current situation - very unusual and extremely high prices of raw materials and energy products, this year may not be as successful as last year.

I do not expect the next year to be any calmer; we are seeing the first signs of an economic standstill and protectionism by some countries, which will definitely affect the paper market, and what is more, we do not have any influence whatsoever on these events. All we know is that we have to closely monitor the situation and be prepared to use any chance we can get on the market.

Comparing 2018 with 2017, the thing that stands out is that the demand for paper was so much higher than in 2017. Our prices were changed two, in some places even three times but the increase in pulp prices kept exceeding the price of paper that would be accepted on the market.

We have had a significant growth with the so-called strategic products – the volume of lightweight papers has increased considerably, especially for

Sora medico and Sora medico opaque grades, as well as for sublimation transfer paper which we produce together with the Kaspar papir company. A sizeable growth for both papers is expected in 2019 as well, and that is also our main goal for next year.

Due to the substantial growth in volume for the above mentioned papers, the volume of two-side coated papers, on the other hand, kept

Production speeds up tempo

Text: **Maja Mrgole**

The past few years in production have been more than effective. Whenever we ask ourselves whether we have already reached our limits, we always find new challenges; year after year, we prove to ourselves that our awareness of low broke level, high quality and excellent capacity utilisation has already become integral to how we approach the work we do.

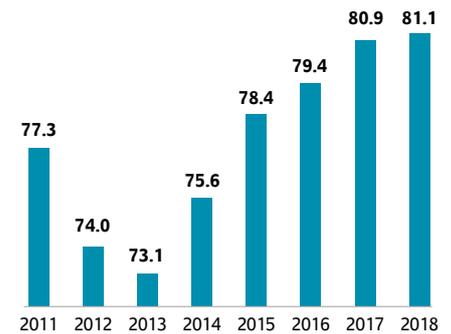
Yes, we are reaching the limits, that is why the improvements are smaller, which makes the satisfaction that much bigger. As we tend to say, “the devil is in the details», and increasing total capacity utilisation results from all the stakeholders involved in the process. And there are many.

The years of working hard to achieve an efficient and quality paper production with a higher added value, which includes all lightweight papers (below 50 g/m²), are gradually reducing the average grammage. The diagram shows the trend of grammage decrease; at the same time, the production is noticeably increasing.

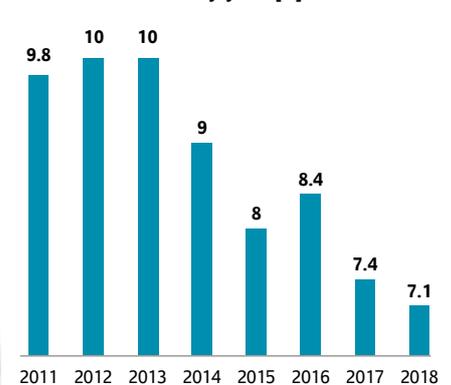
If only a few years ago, we dreaded producing paper with grammage below 40 g/m² and ash content exceeding 20%, it has now become a routine procedure. The paper machine runs smoothly, and the number of breaks and good mechanical properties are already providing for higher speeds, which should, however, include a proper choice of machine clothing. Together with suppliers, we are trying to find the right balance between the useful life and the quality, and we are being very successful with that. The average useful life of machine clothing has increased by more than 20%.

The paper production range is not being scaled down. If you use one machine to produce different papers, from silico base to colour grades, with considerable limits for each individual paper grade, an optimum plan of programme changes is the main precondition for good total capacity utilisation. We have made some big steps in doing so by maintaining and further upgrading good practices.

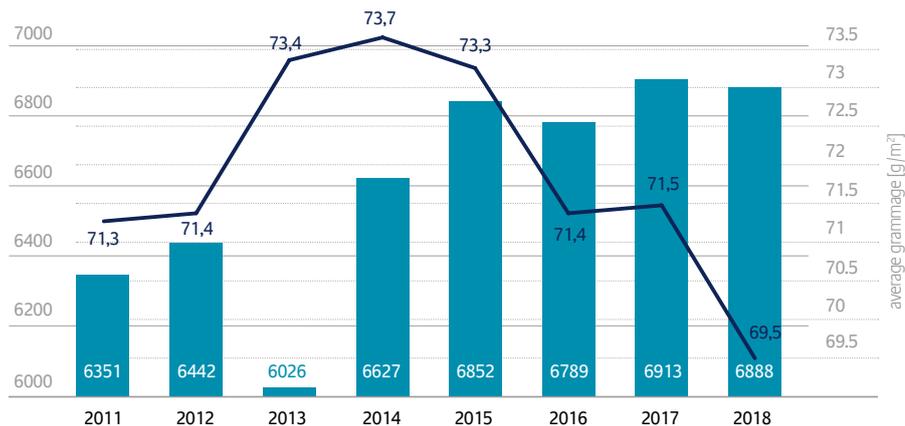
Total capacity utilisation on the PM by year [%]



Broke on the PM by year [%]



Net [T] / month in relation to grammage



Thorough cleaning as well as changes of programme done well and quickly provide quality already for the first products, which are always the most critical in any process. We have given them a lot of attention this year and the results are encouraging. A lower amount of broke and a smaller share of customer complaints seem to confirm the accuracy of our actions.

And what brings good results? EXCLUSIVELY PEOPLE. By that, I mean each and every one. Knowledge, teamwork, trust and responsibility are the foundations of our work both within the department and elsewhere. The work environment and atmosphere are of key importance for success, which is why we invest energy and money in that as well.

The last four years have been really dynamic and exceptional on all levels.

I believe it will stay the same in the future because the results are not a reflection of good luck but solely of knowledge and commitment.

Thank you to the team, both the immediate one and the company as a whole, for helping us create such positive stories.

NOVELTIES FROM RECENT YEARS THAT ENSURE A POSITIVE GROWTH:

- Upgrade of the dryer section.
- Proper selection of pulp and optimum refining.
- Stabilisation of the retention system.
- An ideal system of concentrated dyes without dilution.
- Optimisation of planning, transitions and cleaning.
- A three-angle supervisory system (transmission and bottom-upper reflection).
- Quick response in case of malfunctions (of known origin).
- Optimisation of shutdown planning and replacing the rolls and machine clothing.
- The quality of machine clothing.
- Staffing structure with a strong desire for improvement and a high level of responsibility.



Environmental legislation affects development of new products

Text: **Jerneja Pečnik**



a very good knowledge of the market and consumer habits to make sure new paper products do not undermine the existing habits. A market research has shown that the market can be most quickly entered with paper for carrier bags due to the important change on the market being implemented already on December 1, 2019 when free plastic carrier bags, thicker than 15 microns, will be completely withdrawn. Hence, the SORA pack paper for carrier bags was developed in 2018, and can replace the segment of plastic carrier bags used for textile. SORA pack is currently available in 120 gsm and is a one-side coated paper that provides excellent printability in both offset and flexo printing. A proper choice of fibre composition ensures a carrier bag with the necessary mechanical properties, whereas the newly developed coat provides for good absorption of the flexo printing ink, resulting in high-level printability even for demanding, fully printed surfaces. Going forward, we intend to focus our development on reducing paper weight and at the same time maintaining the mechanical properties in order to contribute to the overall effort for reducing the amount of packaging.

In addition, we are developing various barrier packaging papers appropriate for contact with food. Environmental legislation, however, prescribes limits for the use of certain barrier chemicals as well, so we have to choose the right direction for developing products that will be acceptable for both contact with food and for the environment - meaning that they will be not just recyclable but also biodegradable. It is important to establish connections with the producers of various environmentally friendly barriers that have the properties required for contact with food and for biodegradability. In 2019, our plan therefore is to expand the SORA pack line from the existing two products to other complex areas of producing bags that fail to absorb any oil or grease.

At the end of year 2018, I would like to thank all my colleagues as well as external institutions who were involved in the development of new papers. I wish you have a happy, healthy and successful year 2019, and I invite you to further participate in our future development projects.

People are increasingly aware of the urgency to limit the use of plastic, the major polluter, in everyday life. Scientists are finding microplastic everywhere; in oceans, rivers, the soil, plants, animals and even in human bodies. Plastic has become such a big part of our lives that it is very hard to change the habits and comfort offered by the plastic on the market. The goal of the paper and paper converting industry is to develop new products that would be as similar to plastic as possible so that their effect on the existing consumer habits would not be too strong.

The EU environmental legislation requires the Member States to adopt measures for reducing the use of plastic, starting with plastic carrier bags and followed by single-use plastic packaging. Directive 2015/720/EU imposes on Member States the adoption of proper measures for reducing the use of lightweight plastic carrier bags, eliminating

littering, and changing the consumer behaviour in order to prevent waste. An environmental goal has been set - to make sure the annual consumption level of lightweight plastic carrier does not exceed 90 bags per person by December 31, 2019, and 40 bags per person by December 31, 2025.

In accordance with Directive 2015/720/EU, however, this proposal exempts from all above listed measures the very lightweight plastic carrier bags with a wall thickness below 15 microns, provided as primary packaging for non-prepackaged food (fruit, vegetables, meat). These bags are exempted because any heavier packaging (plastic boxes, paper bags) would increase the amount of packaging waste.

At Goričane, we are following the opportunities arising on the packaging market. The gradual abolishment of plastic packaging opens up new possibilities for the development of new papers and market niches. Development of new products requires



Significant price jumps for pulp

Text: **Jure Zor**

The international economic environment stabilised towards the end of the second quarter of 2018, and towards the end of the third quarter, the expansion started to slow down. Certain macroeconomic indicators, especially the ones pertaining to the expectations and forecasts, indicate growth weakening and potentially decreasing economic activities.

Considering that in the paper industry, we have to be up to date with the situation on the global market, especially in China, I think it is fair to say that for the purchasing department, the year 2018 was definitely full of challenges. The fact is that the situation started getting worse in 2017 when China closed quite a few of its chemical factories due to pollution and the ban on the export of low-grade waste paper. In Northern Europe, tree cutting was

obstructed by a mild winter and considerable precipitation, resulting in a large demand for pulp, and an increase in the prices of other raw materials.

We are experiencing record prices of pulp; they have increased by 51% from the last cycle in the first quarter of 2016. The price rate between conifer and deciduous trees, on the other hand, is high as well. We have, however, noticed that the demand has stabilised in the second half of 2018, and that the supply has caught up with the demand. A market balance was established, causing the trend of price increases to stop. Despite the high prices of pulp, which is one of the essential raw materials, price increases, shorter time contracts and longer supply deadlines were also noticeable on the market of other raw materials used in paper production, ie. materials and packaging.

Due to the closure of chemical factories in China, resulting in the lack of the main raw ingredient needed for the optical whitener production, prices have gone up by 22% in one year. Not even kaolin and sizing agents avoided price increases; their prices have gone up by 3.3% on average. The price of latex has decreased by 7% in the first three quarters of 2018 in comparison with 2017. Droughts in Northern, Central and Western Europe resulted in crop losses, causing the prices of starch to increase by 10 to 15% in 2019.

Considering predictions and facts:

- that by 2035, the Chinese paper market will increase by more than 200%,
- that Europe will put a ban on the use of non-reusable plastic, and
- that the paper industry involves a combination of many different types of industries,

we should not be worried about the future evolvement of the industry; however, monitoring the market situation and ensuring a high level of responsiveness are of key importance for a successful development.

Technical investment cycle in 2018

Text: **Janez Gale**

Each business year is unique. Despite that or maybe exactly why, we are applying various parameters on company and department level that help us compare individual years and evaluate the results achieved.

Year 2018 brought new challenges in all areas and I think we tackled them well, however, in order to have a successful year, we need to be able to constantly adjust to new situations.

In the technical area, we did not experience any significant or very demanding challenges this year but we still had to adjust the technical interventions to the situation in sales and production. Despite that, no larger departures from the schedules and shutdowns planned were required. Just like in the past few years, any technical shutdowns were coordinated with the production cycle and performed approximately every six weeks. The shutdown duration was not always the same, it was mostly determined by the work that required the most amount of time. We had two pre-scheduled longer shutdowns, one in spring and one in autumn, which were used for a more extensive overhaul, cleaning and construction works. No significant upgrades were performed in production processes this year. During shutdowns, the work was going smoothly without any larger issues or interruptions despite the involvement of many external contractors both from Slovenia and abroad. Regular preventive works and measurements were performed during normal operation, and the production and maintenance crews were constantly

exchanging information, all of which contributed to proper planning and implementation of the shutdowns. Hopefully in the near future, we will be able to plan the activities and shutdowns with the help of the new business system tool.

As far as investments were concerned, this was probably a year of calm before the storm. We had no larger investments; most investments made were into minor fixed assets. We did, however, start analysing the condition of our devices and machinery in more detail, searched for bottlenecks in quality and volume, and defined our vision for sales and production in the next five-year period. Intense discussions with potential suppliers of machinery parts, equipment and technology were launched, as well as trial tests on pilot devices abroad.

The area of energy product supply, though, was far more dynamic and unpredictable than in the previous years. The energy market has become very unstable and full of unexpected events. Fortunately, with the way we manage our energy sector we can at least partially leverage the unfavourable

conditions in the energy market, but even this was not enough when the prices of all energy products started changing. In order to better manage our energy consumption, we conducted an inspection of our energy sector, based on which we have and will implement certain measures and investments that will contribute to a reliable, sustainable and efficient supply and consumption of all energy products. After all, we are already making preparations for the implementation of energy management, and checking the practical applicability of introducing the ISO 50001 standard.

Because we are constantly striving for product improvement and increasing the efficiency of our machines and devices, we would also really need staffing enforcements in all departments. We did get a few new colleagues but we definitely need more.

Development trends in maintenance and IT-supported maintenance

Text: Saša Ciglar

In the past few years, there has been a lot of talk about the so-called “Industry 4.0”, the 4th industrial revolution or the digitalisation of production, and extended reality. The extended reality is a technology combining the virtual and the real world. The main goal of Industry 4.0 is creating intelligent networks of products, machines, devices and production processes with the help of internet technologies. This would enable a constant insight into the actual condition of a product, assembly or process. Therefore, manufacturers are nowadays serially adding sensor systems to more and more products.

All these changes in the process industry that are being created with the development of Industry 4.0 definitely require adjustments in maintenance, some sort of “Maintenance 4.0”. Which direction, then, is right for maintenance development? Before we answer this question, we have to take a look at modern production. The contemporary production process has a high level of automatisation, and is composed of numerous smaller components that cannot perform their role on their own. This is what we would expertly refer to as the machine having a high degree of asset interlinking. A high degree of interlinking brings certain risks; just one component failing can cause a significant risk for disturbances or even a failure of the whole production process.

By developing Industry 4.0 or Maintenance 4.0, we want to affect the triggers of disturbances in order to prevent them as much as possible or, in case of malfunction, make sure it is detected and fixed as quickly as possible. Sensors and their interlinking into a virtual production process represent such a tool. Sensors are constantly sending information on the actual condition of a specific element or device, which is why we need efficient systems that can help us manage such a big volume. Some industries are already using such systems. The way

they function is – when performing his regular daily supervising inspections, a maintenance worker is guided by a tablet computer. The tablet computer displays real-time data on the condition of the device and if the numbers measured are in any way exceeded, the maintenance worker receives an immediate alert. In addition to the numbers reflecting the real-time condition of the device, the maintenance worker can touch this device on the tablet screen to check other important data and technical documentation. An example of a table computer is shown in figure 1.

Having the most contemporary equipment available, however, is not the only important factor. The key lies in changing the mindset in maintenance

and in close cooperation between production and maintenance. The first big mindset shift in maintenance is that maintenance workers nowadays know that the costs of maintenance are already determined during the planning and the construction of a machine. Maintenance, therefore, is no longer focused solely on performing preventive and corrective activities; instead, it should concentrate on the first phases in the useful life of a machine throughout the whole useful life, i.e. from the conceptual design to its purchase, construction and startup, and until the elimination of the machine from production, and its dismantling,



Figure 1: An example of a tablet displaying data during a supervising inspection.

Figure 2: Focusing maintenance explicitly on its primary role – maintenance.

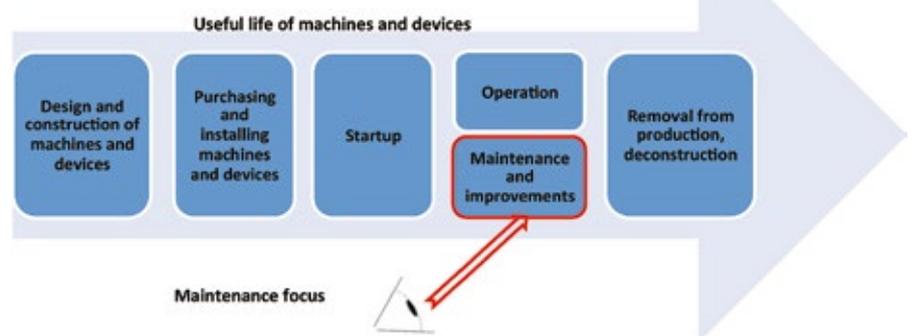
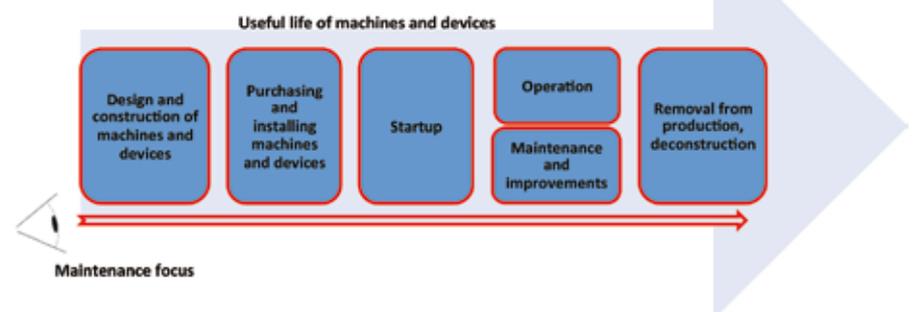


Figure 3: Focusing maintenance from the development phase to the machine dismantling.



as symbolically represented in figures 2 and 3.

As mentioned before, in order to increase the efficiency and effectiveness of maintenance, it is of key importance to have a comprehensive database containing the history and current data. Historical data includes data on damages, machinery breakdowns, failures of electronic components and other information, and current data can include anything from the operating time balance to the relevant value of the current on the electric motor, temperature or vibration. This data helps us establish an efficient plan of maintenance activities but for that, we need a special tool that enables us to manage this extensive database. We are talking about computer tools and computer-supported maintenance, which is one of the modern methods of maintenance. The majority of these applications offer a possibility to include data acquired from computer systems in production. That is how we get the data on the actual operating time of machines and devices. Using appropriate settings, we can also generate an alert that comes up when we reach a certain number of operating hours, which helps us plan a suitable preventive maintenance measure. Working with computer-supported maintenance software, we can eventually build a database or – as mentioned before – the whole history of machinery management. This data can serve as an important tool for planning or purchasing spare parts. It is especially valuable that we have the whole history saved in one place. Data written to history is at the same time linked to the device and the location where it is placed or was placed. Any time we select a location or a device in the application, its whole history gets displayed on the screen, which helps us determine the origin of the failures and disturbances. Our company owns a very convenient tool for computer-supported application. By gradually implementing the use of this tool, we will soon discover it is an indispensable assistant for the reorganisation of daily maintenance activities. Every new step brings us closer to our main goal – efficient maintenance.

Periodic inspections of both boilers successfully completed in 2018

Text: **Marko Žiberna**

A periodic internal inspection was performed on the Wagner Büro steam boiler. The interior of the smoke side was cleaned and the water side was dried so that the inspector was able to assess the state of the surfaces. No anomalies were found during the inspection. In addition to the periodic inspection, an exceptional pressure test was successfully completed as well. The pressure test was needed due to the replacement of the exhaust pipe from the upper drum of the steam boiler. The pipe in question was leaking but the place of leakage, fortunately, was outside the boiler, which made the intervention less demanding than it was the year before when we had to replace a pipe inside the boiler. Despite that, any boiler device operators are legally required to implement a prescribed process of remediation to be performed by certified welders supervised by inspectors.

To facilitate the chemical water preparation management, we improved the chemicals dosing system. On the energy sector's initiative, the small barrels were replaced with bigger ones, and a new clamping system for the pipe connection was added to reduce the operator's exposure to the negative effects of chemicals during decanting as much as possible. The acid container was replaced as well because it just didn't make sense to keep repairing the sheathing on the old container anymore.

In addition, maintenance funds were invested mainly into the renovation and replacement of worn-out pipelines and coolers. We replaced the generator cooler and ordered a turbine oil cooler. Since we have noticed a leakage of water in several locations within the energy sector

building, we will continue replacing worn-out pipes in the following year. This will involve preparing connection points for new heat exchangers which will serve as the basis for additional energy savings.

The first such exchanger will be used for utilising the heat of the reflux condensate from the paper machine, which will additionally heat the boiler feed water. This is a step-by-step approach to more rational energy consumption. One system of waste heat utilisation is used for heating whereas the other, just as important one, is intended for cooling with well water. Our plan is to use these measures and investments to reduce the consumption of cooling waters in the energy sector as close to the minimum amount as possible, and to close the water loop inside the energy sector building. This would contribute to the savings of freshly pumped water.

Next year will include a larger investment in the compressor station where we plan to replace the smallest compressor with a new one. The new compressor will take over the production of compressed air in the belt area, and other aggregates will regulate themselves in accordance with the air needs in production. With the wish to reduce the consumption of compressed air on the paper machine, the maintenance crew from the instrumental unit performed the first measurements of individual consumer branches. The data acquired will be used to determine major air consumers that could eventually be connected to the blowers. In addition, the data acquired will serve as the basis for establishing a system of energy management which we will use to monitor the company's energy consumption.

Environmental Report

Text: **Jerneja Pečnik**, Environmental Protection Agent

Introduction

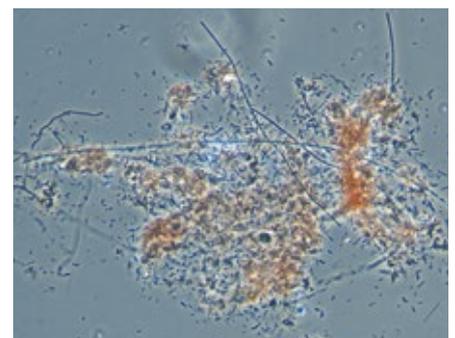
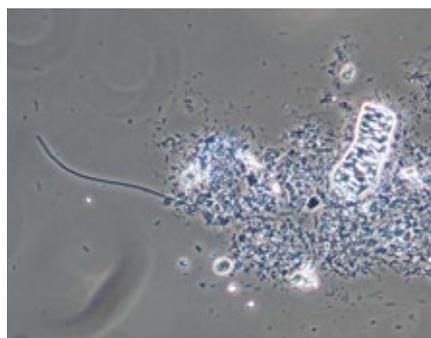
In 2018, Papermill Goričane submitted the documentation for the renewal of the environmental permit as required by the Slovenian Environment Agency. As operators of an IED plant which can cause large-scale environmental pollution, we were called upon to update our environmental permit in compliance with the new requirements of the IED Directive. An important novelty as per the IED Directive is a snapshot of the zero state of soil and groundwater. Based on the list of hazardous substances being stored and used in the area of our IED plant, we coordinated with a certified soil and groundwater monitoring authority to determine the hazardous substances that represent potential risks for soil and groundwater. The pre-monitoring preparations were quite extensive; first, we established a plan of transport ways and storage facilities for hazardous substances, followed by

setting sample locations for soil and groundwater monitoring. The monitoring was performed in winter and spring, and an initial report was created that included snapshots of the groundwater and soil condition on the site of our paper mill.

The biological waste water treatment plant was started up in 2018. Typical for our process waste waters is a low organic charge which indicates adverse conditions for the growth of microorganisms. The microorganisms were therefore often added from another waste treatment plant in order to accelerate the development of a biomass on the ceramic carriers in the biofilter. During startup, quite a few problems occurred which we were not able to fix without stopping the biofilters. Biological treatment was therefore temporarily shut down until all malfunctions are fixed.



Sample locations for soil monitoring



Microscopic images of water samples taken from biofilters with various visible water purifying microorganisms

Consumption of natural resources

A rational consumption of natural resources is measured by the index of material loss from the production process. Material loss calculated on the waste water treatment

plant is based on the amount of extracted sludge. Last year, material loss decreased below the target value of 0.7, and a similar trend continues in 2018.

TABLE 1: Average material loss from production process

	Indicator	Goal	2013	2014	2015	2016	2017	2018 / 1. half-year
Material loss	%	0,7	0,88	0,89	0,77	0,75	0,68	0,63
	(calculation acc. to gross production)							

The consumption of fresh well water in 2017 has been the lowest in the last three years. The level of consumption depends on the time of operation of individual boilers, Bosch and Wagner, which require different amounts of cooling water for their operation. Water used for cooling purposes by the Bosch steam boiler is treated as waste process water in the production process, whereas in the case of cogeneration and power generation, cooling water is treated as process water in thermal power plants. In the production process, we open the water loop containing waste cooling water from the Energy sector in order to keep any organic charges of waste process water within set limits. The specific consumption of water per net production was the lowest in the last five years but we did not achieve the goal of

10 m³/tonne of net production. In 2018, optimisation of water consumption in paper production during the biological waste water treatment plant operation was conducted. Due to the considerable fluctuations of the water's organic charge and the mechanical failures of the individual segments of biological waste water treatment, we failed to ensure the microorganism growth needed and as a result, did not reduce the specific water consumption. We will try again in 2019.

The energy efficiency of our production process in 2017 was once again on a high level, resulting in low electricity and heat specific consumption in comparison with the BAT techniques. Gas consumption and electricity purchased in 2017 were on the same level as in 2016.

TABLE 2: Consumption of energy products

	Indicator	Goal	2012	2013	2014	2015	2016	2017
Water consumption	Fresh water (water wells) 1000 m ³		4,401	4,189	3,760	2,272	2,463	2,163
	Fresh water (cooling in the power station) 1000 m ³	3,309	2,887	1,925 (cooling as thermal power plant)	1,279 (cooling as thermal power plant)	875 (cooling as thermal power plant)		
	Fresh water (technological purpose, paper production) 1000 m ³	1,091	1,302	485 (cooling as technological purposes)	1,063 (cooling as technological purposes)	19 (cooling as technological purposes)	237 (cooling as technological purposes)	
	Net spec. consumption of process water M ³ /ton net	10 (BAT 15)	12.1	18	17	14.7	14.3	12.7

	Indicator	Goal	2012	2013	2014	2015	2016	2017
Energy consumption	Natural gas 1000 Sm ³		15,937	14,628	13,462	10,591	12,510	12,110
	Electricity purchased MWh		28,809	26,328	36,791	50,851	44,143	45,768
	Emission coupons	32,834	29,868	27,416	25,229	19,850	23,446	22,696
	Net consumption of electricity MWh/ton	0.7 to 0.9	0.651	0.647	0.640	0.622	0.627	0.624
	Net consumption of heat GJ/ton	7 do 8	3.69	4.05	3.98	3.79	3.76	3.74

Emissions

TO AIR

Emissions to air result from steam generation and paper drying and cutting. The monitoring of emissions to air is stipulated by the environmental permit and has to be conducted by an accredited external institution every third year for boiler devices and every fifth year for dust collectors. By investing in the new Bosch steam boiler, we managed to significantly reduce emissions of NO_x to air; the guaranteed value is now below 100 mg of NO_x per m³ of air. The first measurements taken in 2015 confirmed an improved state of NO_x emissions (72 mg NO_x/m³), which has been reaffirmed by the 2018 monitoring (68 mg NO_x/m³).

Because - considering the market prices of electricity and gas - steam is also generated in the Wagner steam boiler, regular periodic monitoring is being performed every three

years for this boiler as well. Since we renovated the concrete chimney in 2017 and established a new measuring site for the Wagner boiler, another monitoring was conducted in 2018. With the new Decree on the Emission of Substances Into the Atmosphere from Medium-sized Combustion Plants, Gas Turbines and Stationary Engines (OG RS 17/18), a target NO_x value of 200 mg/m³ applies to any device older than 27 years. The Wagner boiler is thus in full compliance with the legislative requirements regarding NO_x as well.

TO WATER

Before it is discharged to the water flow, process waste water is treated on the mechanical chemical waste water treatment plant. Annual monitoring shows compliance with the environmental permit requirements.

TABLE 3: Emissions to air

	Indicator	Environmental permit	2013	2014	2015	2016	2017	2018
Emissions to air (Bosch boiler)	NO _x mg/m ³	150			72***	72***	72***	68*****
Emissions to air (Wagner boiler)	NO _x mg/m ³	200	152**	152**	152**	163****	163****	156*****
All emissions	Dust mg/m ³	150	11**	11**	11**	11**	11**	8*****

*monitoring 2009, **monitoring 2012, ***first measurements of emissions to air on the Bosch steam boiler, ****monitoring 2016, *****monitoring 2018

TABLE 4: Emissions of substances to water

Emissions to water	Indicator	Environmental permit (limits by 1.1.2013)	Environmental permit (limits after 1.1.2013)	2013	2014	2015	2016	2017	2018 / 1. half-year
Suspended solids	mg/l	35		11.8	7.4	10.1	8.2	6.7	6.6
	kg/ton	0.4	0.4	0.19	0.1	0.13	0.10	0.1	0.089
COD	mg/l			71	66.3	85	95.2	76.3	56
	kg/ton	4**	4**	1.15	1.0	1.04	1.23	0.98	0.74
BOD ₅	mg/l	50**	25**	18	15.5	13.5	17	12	8.2
	kg/ton			0.28	0.2	0.17	0.22	0.15	0.11
N tot	mg/l	10		6.1	5.6	4.6	4.3	4.0	2.5
	kg/ton		0.2	0.102	0.09	0.06	0.06	0.05	0.03
P tot	mg/l	2		0.07	0.34	0.06	0.07	0.09	0.1
	kg/ton		0.01	0.001	0.0047	0.0008	0.001	0.001	0.001
AOX	mg/l			0.071	0.086	0.06	0.11	0.12	0.085
	kg/ton	0.015	0.005	0.0011	0.0014	0.0007	0.0013	0.0015	0.0011

** The limit is defined for production with more than one production programme change a day

Noise

In accordance with the environmental permit, noise monitoring is conducted every third year by an accredited external institution. In 2016, the level of noise was measured on three locations in the vicinity of the papermill. It was below the maximum permitted limit for daytime, evening time and night-time, thus in compliance with the requirements of the environmental permit. The next monitoring of noise imissions to the environment is scheduled for 2019.

Waste

Papermill Goričane has a well-established system of separating waste at its source; we have smaller containers for separate types of waste being disposed of by our employees on a daily basis. There are waste disposal units available with separate containers for different types of waste. Waste packaging is contractually collected and treated by Dinos UNIREC company.

Hazardous substance management

In hazardous substance management, our well-kept and regularly maintained storage tanks and pumpings enabled us to retain a low risk rate. We have a well-established plan of hazardous chemicals management outlining all activities that are necessary in order to harmonise our operations with the legislation. Our employees are being regularly trained for hazardous substance management and the course of conduct in cases of accidental spillage of hazardous substance.

With migration to GHS labels, all emergency regulations (first aid and securing spillage sites) were updated in accordance with the new safety data sheets. The new safety data sheets with GHS labels were distributed to workplaces.

In 2017, an authorised institution conducted an inspection of storage facilities containing hazardous chemicals. All non-compliances on one of the storage facilities will be resolved by the end of 2018. The certificates issued to confirm

legislative compliance of storage facilities operation are included in the report on inspecting the technical measures for preventing soil and groundwater pollution.

Exceptional events

In 2018, there were no exceptional events that would have impacted the environment.

Environmental goals and projects

1. Reducing BOD5 process waste water at specific water consumption below 10 m³/tonne.

The startup operation of the biological wastewater treatment plant was performed in the first half of 2018. Due to a malfunctioning inlet valve, we did not manage to ensure a proper water flow in the biofilters, which prevented the optimisation of the retention time and impaired the growth of biomass. In addition, we experienced a mechanical failure of the ventilation system which forced us to empty the biofilters for pipeline remediation.

2. Maintaining noise emissions below the level required by legislation.

New noise silencers in the ventilator area and above the paper machine were installed in 2017. Noise monitoring will be conducted in 2019. Based on the results, we will decide whether we need to install additional noise silencers.

The company management is regularly reviewing the environmental aspects and potential risks, and implementing projects to achieve the environmental goals.

TABLE 5: Waste collected on the premises of Goričane, d.d.

	Indicator	Waste management plan	2013	2014	2015	2016	2017	2018 / 1. half-year
Paper sludge	tons	1,600	1,937	2,041	2,220	1,809	1,769	556
Municipal waste	tons	35	35	37	35	30	31	18,3
Paper packaging	tons	350	392	368	373	397	500	289
Metal packaging	tons	130	133	124	147	151	120	66
Plastic packaging	tons	40	43	37	37	19	23	11,6
Wood packaging	tons	50	45	58	51	53	37	22,5

NEW OPTICAL CONNECTION

Text: **Jože Malej**

In April this year, we updated our communication technology and switched from copper conductors to optical fibers. The previous technology or infrastructure simply could not handle the demand for an increasing amount of data transfer anymore, which is why our internet connection was often slow or completely cut off. Heavier rains frequently caused these interruptions and in those situations, we had to rely on the service provider to fix the connection. Since most business applications rely on internet technology, any interruption basically means an »information standstill“ for the company.

An analysis of the optical infrastructure showed a possibility for a connection in the engine room of the renovated small hydropower plant (MHE). Namely, Savske elektrarne, the Slovenian hydropower plant operator who did the renovations, have



The Enterasys network switch

installed the optical infrastructure for MHE's operation purposes already during the renovation. The optical connection was set up in coordination with our new service provider, Stelkom company from Ljubljana, and once the wall was broken through, we reactivated the optical connection that had been abandoned when the MHE renovation started, and that goes through the spare parts storage hall to the IT system room in the management building.

The optical connection is stable and reliable, with minimal susceptibility to the outside interruptions, and we have not recorded a single outage or shutdown in the six months since it was installed. We are also very happy with the responsiveness of our contract partners who use remote access via VPN to manage our IT system, both process and business applications.

BASIC LIFE SUPPORT USING AED*

Text: **Petra Hunjadi**

In the event of a cardiac arrest, knowing how to provide basic life support (BLS) is invaluable; with BLS, a heart in a cardiac arrest can be kick-started and restored to its regular rhythm by means of an automated external defibrillator (AED), thus saving the person's life.

An automated external defibrillator is a device preventing the heart rhythm dysfunction. It is equipped with graphic visual instructions and an audio system that loudly instructs the user how to proceed.

In the event of a cardiac arrest, an automated external defibrillator significantly increases the chances of survival since it provides immediate help and is very simple to use.

Our company has acquired an AED device as well, so we prepared a workshop for all employees with the following content:

- What is a cardiac arrest and how do we recognise it?
- Steps to take in the event of a cardiac arrest.
- Description and demonstration of basic resuscitation procedures on adults and children for non-professionals.
- Description and a practical demonstration of using the automated external defibrillator (AED).
- Recognising and responding to life-threatening conditions with practical examples.

Each participant was also able to try direct manual heart massage.



The universal sign indicating the location of a defibrillator.

Learn the basic procedures of resuscitation and use of AED, you never know when you will have to use them on your relatives, friends or passers-by. Encourage a heart-healthy lifestyle!

* Automated External Defibrillator

PAPIRNIČAR – New training programme

Text: **Petra Hunjadi**

The Papirničar programme has been created for students and apprentices interested in the manufacture of pulp and paper, paperboard and sanitary paper, stock preparation, paper and board quality assurance and machinery operation.



Candidates should have an interest in practical work but also organisational skills, technical understanding and a positive approach to environmental protection.

The theoretical part of the programme covers the basic premises of paper production, finishing and converting.

It also includes the basic requirements on the sheet cutting machine, calculations of machine productivity, the meaning of roll labelling and the main paper and paperboard formats.

In each single training module, a specific emphasis is placed on one of the job profiles. The practical part of the training combines theory with practice.

In the 1st year, students/apprentices are taught the basic principles of papermaking, and in 2nd and 3rd year, they further upgrade their knowledge by producing various paper grades.

The practical part of the training is organised at the company.

The theoretical part is covered by the Technical Education Centre Ljubljana and employers.

Practical training is performed in learning placements for students or in apprentice placements for apprentices, and partially (if needed) in intercompany educational and training centres.

The planning and implementation of the practical training part is based on the practical training catalogue.

Training programme for apprentices

- ✓ The apprentice is educated and trained through work.
- ✓ The practical part is organised in agreement with employers.

Entry requirements

The training programme accepts application from anyone who successfully concluded:

- ✓ primary education or
- ✓ lower vocational education or
- ✓ equivalent education per former regulations.

Finishing requirements

A positive grade in:

- ✓ general education courses,
- ✓ obligatory expert modules,
- ✓ optional expert modules,
- ✓ open part of the curriculum.

In addition, each application has to complete:

- ✓ extra-curricular activities,
- ✓ obligations arising from practical training,
- ✓ final exam.

The final exam consists of:

- ✓ an oral and written exam in Slovenian language,
- ✓ the final assignment.

The complete syllabus is available at <https://www.siclj.si/wp-content/uploads/2018/03/predmetnik-papirnicar-spi.pdf>.

(Only) two apprentices applied for the programme in this school year but we are hoping the programme gets more students in the future.

SOURCE: <https://www.siclj.si>

VERIFICATION OF LEARNING PLACEMENTS AND PLACEMENTS FOR APPRENTICES

Our company, acting as the applicant, has launched a verification process with the Slovenian Chamber of Commerce, and meets the requirements for implementing practical training of high-school students and apprentices on in placements for the papermakers and electricians programme.

The apprenticeship system can be joined by any company with a verified learning placement, meaning it has the adequate material (offering an appropriate training environment for the apprentice) and staffing conditions (a qualified mentor who will take care of the apprentices).

Health promotion in the workplace – a challenge for employers

Text: **Petra Hunjadi**

Sometimes in life, it is good if we stop for a little while, take a breath and think about the really important things. Do we take any time for ourselves? Do we ever think of our own health? Do we treat ourselves to rest, sleep and relaxation? Are we eating healthy? Are we stressed and in a bad mood most of the day? What do we want? What is it that really makes us happy and relaxed?

Sometimes it seems almost incredible how we are willing to take care of our cars - we clean them regularly, fill them with quality fuel and make sure they are serviced on a regular basis; and on the other hand, we can hardly find the time to take care of ourselves and our own bodies.

We decorate and organise our homes, yet we forget about our own mental and physical health.

What is even more unbelievable are the things we are prepared to do for our health once it is gone; from healthy eating to taking vitamins, hydrating ... dealing with consequences of bad habits is still far more popular than preventing them, and the health advice is simply ignored.

Our company already carries out certain activities with the goal of improving the well-being, health and safety for all employees.

In January and February, we have thus decided to organise a workshop, the purpose of which was to raise awareness of our employees about taking care of their well-being, especially in communication and relationships with others, as well as about recognising stress and its harmful effects on people.

These workshops were interactive and the attendees were being asked to actively participate by finding

practical examples and coming up with solutions. The goal was for employees to acquire the skills they can immediately use in practice.

The atmosphere in workshops was relaxed and focused on connecting with each other since the participants were encouraged to say how they feel about managing their daily assignments without the stressful effect from their surroundings. Because they were relaxed, they were able to communicate calmly and thus learn the skills of communication and recognising the effect their words can have on their colleagues.

The workshop was lead by Simona Ažman (Visit-A, d.o.o.), an experienced host of programmes and workshops about a healthy work environment and health promotion.

Detailed content of the workshop

HEALTH PROMOTION

- What is health promotion and why it is important.
- Activities in the company.

OUR ROLE IN PROMOTING HEALTH

- Typical examples of situations that subconsciously affect how we feel (both at work and at home).
- What can we do to improve our approach to health and well-being?

HEALTH AS A VALUE

- Who gets sick?
- The effects of pattern behaviour on our health (motivation).
- The environmental impact on self-care.

STRESS

- Recognising stress and what triggers it.
- General: recognising emotions, the changes in us and our behaviour and actions.
- Stress: work environment and home environment – the effects of stress on our relationships and communication.

Feedback about the workshop

“A few hours well spent. Talking about things we usually do not talk about ...”

“It was very nice. I wish we had more similar events ...”

“The workshop was very pleasant and interesting. It has given me food for thought and guidance for my everyday life. Thank you.”

“It is true, the only thing that matters in life is our health and good relationships. Sadly, we only realise that in hard times, if we do! Only a person with realistic expectations and a pure soul can have as much life energy as you do.”



A training course at Papertech

Text: **Lojze Bogataj** and **Andrej Bizant**

With the new Web Monitoring System (WMS) TotalVision, which completely replaced the old SmartAdvisor system, brand new software and hardware was also installed at our company.

The new system is a product of Papertech from Canada. To learn more about the basic system maintenance, we attended a training course at Papertech's headquarters in Vancouver, Canada. The course took place from April 10th to April 12th this year, and was divided into three parts. The first part included information about the basic

connectivity and system operation (cables and cabinets), camera features, lenses, synchronisation cards and LED-lighting. A smaller section was dedicated to software and the server's compatibility with other systems.

The second part focused on WebVision, a web inspection system (WIS) offered by Papertech as part of its product

range. We do not have this system installed at Goričane.

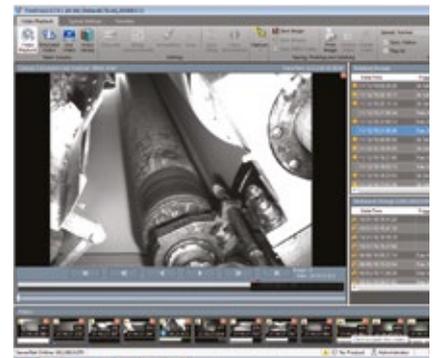
The third part included an overview of the training course, information on detecting defects and malfunctions, as well as a tour of the system's production process. In addition, we did some practical tests and tried the system's technical settings to learn more about the causes for defects, and ways to eliminate them. The causes for failure are divided to hardware and software. We focused mainly on hardware failures (camera, lens, power supply, synchronisation cards, computer system, connections etc.) Software issues are mostly dealt with by the IT support team using remote access. We concluded the course with a tour of the production facilities where we were shown the actual construction of the systems, the development laboratory where they test new hardware, and the unit for servicing any broken equipment.



Poduction of inspection systems



Camera and LED reflectors in the press section



User interface for the Web Inspection System (WIS)

PAPERMAKING SCHOOL

Text: **Andreja Kalan**

The second generation of Papermaking School has successfully completed their education programme this year.

The participants deepened their knowledge from the entire paper production process, and gained a number of specific skills for managing the individual phases of the processes.

In September we formed the third group of future papermakers who occupy work places in production, purchasing and development.



Second generation of paper making school



INTERVIEW: REFIKA KANTAREVIĆ

Text: **Andreja Kalan**

When did you start working at Papermill Goričane and how?

I was born as Refika Joldžić and I am originally from the Bosnian town of Cazin. Until I was 20 years old, I lived at home, on a farm, with my father and my brother Refik. I came to Medvode in 1978; at that time, people were massively migrating from Bosnia to Slovenia in search of a better life. Soon after I arrived, I got a job at Goričane. I still remember the date, it was June 21, 1978. By coincidence, I sent an application to the HR and was called in for a job interview. I remember being received by Majda Fras and Kristina Bertoncelej, who immediately took me to the finishing department where I was able to see my workplace and start the job. First, I worked as an assistant to the high-speed cutter operator, and later I moved to the position of a paper sorter where I worked until today.

How do you remember your first days in Goričane?

I have lovely memories of my early years

at Goričane. We were young, healthy, full of joy and excited about new adventures and a better life. We were hanging out after work as well and I really liked going to work every day. No assignment was a nuisance to me even though we used to work harder and faster back then because we had a set daily norm. Many things had to be done manually. It is quite different nowadays; the paper mill is more modern, we have top-notch machinery and technology that really makes our job easier. It used to be more physically demanding before but we were happy to work, we got along really well and we were young [laughing].

What did you like most about your work?

Everything, absolutely everything - I just really love paper. I have liked my job for all these years and I honestly do not resent any assignment despite the fact that I have had health problems and have been working only 4-hour days since 2000. I am very proud of the long-time service award that I received

from the company this year for my 40-year anniversary of working at Goričane. I am glad I spent both my younger and my older years here.

What was the one thing you remember most about the 40 years you worked here?

What I remember most is the year of 1992 when the company had to close down the pulp plant and many people lost their jobs. Personally, I was not afraid of being laid off but I felt sorry for my colleagues from work and for the company in general. No one wanted the papermill to go bankrupt. We were very committed to the company and considered it our own. This is something young people nowadays are unable to understand [laughing].

What do you do in your free time, do you have any interesting hobbies?

I enjoy walking, I like to hike up Mount Osolnik and I like picking mushrooms and chestnuts in autumn. I have the celiac disease so I have to be very mindful of what I eat. That is why I have my own little garden where I grow organic vegetables. I also have a grandson and I am always looking forward to his visits. I like to go to the seaside in summers, and I keep going back to my native Bosnia.

What are your values, what is important to you?

My biggest blessings are my health, my family, my friends and the Goričane Papermill; I sincerely wish the company to work well and with success for many years to come. I appreciate hard work, honesty and friendly relations.

Is there something you would like your colleagues to know?

To all my colleagues, I would like to say: we spend a lot of our time at work, and time flies, so do not bear grudges, help each other and listen to each other.

I would also like to use this opportunity to sincerely thank all my coworkers who have prepared such a beautiful farewell party for me when I retired, I will never forget it.

And last but not least, I would also like to thank our director, Mr. Andraž Stegu, for making the company so successful, and for his fair and honest attitude towards all employees.



INTERVIEW:
BENJAMIN HUKIĆ

Text: **Andreja Kalan**

In a nutshell, what would you tell us about yourself?

My name is Benjamin Hukić, I am 20 years old and I live in Medvode. I mostly do boxing in my free time.

When did you get a job at Goričane, which work position do you hold and what are your responsibilities?

I started working at Goričane as a student in 2016. I really liked working here and I met many new friends. In October this year, I took a step forward and got a full-time job as an assistant on the finishing machine.

What do you like about your work the most?

I am happy to have such good coworkers who are friendly and always ready to help. I also like working with machines.

Which work principles are important to you?

I am mostly focused on having a good relationship with my colleagues and doing my job well.

Where do you see yourself 10 years from now?

In ten years, I see myself as an experienced employee of the Goričane papermill.

Do you have a message for the whole team?

I would like to say that by giving me the job, the company has acquired a hard-working and friendly employee and I hope we will get along just as well in the future.



INTERVIEW:
KLEMEN PUČKO

Text: **Andreja Kalan**

In a nutshell, what would you tell us about yourself?

A short introduction: my name is Klemen Pučko, I am 37 years old and I have two daughters. I live in the village of Rakovnik near Medvode.

When did you get a job at Goričane, which work position do you hold and what are your responsibilities?

I started my job at Goričane in June. I work as the second assistant on the paper machine. My responsibilities include replacing the parent rolls, operating the calender and the reeler, assisting in paper sampling, coordinating with the sheet cutter regarding the length of paper on the parent roll, helping with the machine clothing replacements, and taking care of safety and cleanliness in the work area.

What do you like about your work the most?

I enjoy learning everything about the paper machine, which is quite a demanding task. Also, I am grateful for the opportunity to attend additional training courses within the programme for papermakers organised by the company.

Which work principles are important to you?

My work principles are: doing my job well, helping my colleagues and maintaining a clean and orderly work environment.

Where do you see yourself 10 years from now?

In ten years, I see myself at papermill Goričane, maybe in another job role.

Do you have a message for the whole team?

Don't worry, be happy.



INTERVIEW: SAŠA CIGLAR

Text: **Andreja Kalan**

In a nutshell, what would you tell us about yourself?

I live in the village of Zbilje with my family. I grew up in Germany where I lived for more than 23 years. After I finished the obligatory German primary and secondary school, I entered the dual system and, through apprenticeship, trained for an electro mechanic. Once I completed the vocational training, I enrolled at a technical gymnasium. After graduation, I was faced with a difficult decision – whether to stay in Germany and continue my studies, or return to Slovenia and continue my life here. I decided to come back to Slovenia. In 1995, I enrolled at the Faculty of Mechanical Engineering in Ljubljana where I completed both undergraduate and graduate degrees in management of maintenance technologies. During my career, I was constantly in some way connected to the paper industry both in Slovenia and elsewhere in Europe. As a young engineer, I worked for a company

that was installing the so-called computer-supported maintenance in various paper mills. In addition, we were designing and installing centralised lubrication systems, so I was always involved in maintenance and investments. And now, I'm looking forward to the challenges of my new job at Goričane.

When did you get a job at Goričane, which work position do you hold and what are your responsibilities?

I started on May 3rd 2018 and I work as the head of the supporting services sector. I am mainly responsible for all the technical aspects required for an uninterrupted production process, as well as complete maintenance and the preparation and management of investments.

What do you like about your work the most?

Having plenty of challenges is my favourite aspect of this job. Every day is different and my responsibilities

are very diverse. Not a day goes by without dealing with something completely new. This, perhaps, is what makes papermaking so exciting.

Which work principles are important to you?

I never leave work or projects unfinished – if I start something, I also make sure it is done. I always try to follow the global trends and novelties in our industry that can facilitate our work and improve efficiency. I am always looking for new challenges and ways to change or improve something. I always take full responsibility for my actions instead of blaming others. I am committed to professionalism at all times and I make sure to approach any task with the attention it requires.

Where do you see yourself 10 years from now?

In 10 years, I will still be employed at Goričane Papermill, coming to work with enthusiasm and a positive attitude. By then, the PM1 will already have some new upgrades, a higher speed, better efficiency and improved yield as well as other technical novelties for a more effective and flexible production.

Do you have a message for the whole team?

Communication and information sharing are essential for any quality cooperation. A high level of communication is the basis for good cooperation and creates a pleasant atmosphere within a team. Each of us has to be aware that we are all responsible for the common success. To put it simply - our common goal has to be getting as much paper as possible through the front door and out of the paper mill since this is in fact the product that we sell and that provides us with our livelihoods. Good communication also includes a transfer of knowledge from the older, more experienced generation to younger generations. In my career, I have often noticed that the majority of people are afraid of changes, novelties and different approaches to their work. So this is my message to the team: we should cooperate and talk to each other, and have the courage to accept changes.

PERSONNEL CHANGES IN 2018

Text: **Andreja Kalan**

Up until this issue of the newspaper was published, 10 employees left the company in 2018 and 12 were hired anew:

- BENJAMIN JERINA
Finishing Machine Assistant
- TANJA ORLIĆ
Secretary
- HARIS HOROZOVIĆ
Forklift Operator
- KRISTJAN REŠ
Electrician
- SAŠA CIGLAR
Technical Support Department
Manager
- KLEMEN PUČKO
PM Assistant II
- DAMJANA FURLAN LAZAR
Accounting Administrator
- MAJA ŠUŠTERŠIČ
Technologist in Development
Dept.
- PETER STEGU
General Services Administrator
- BENJAMIN HUKIĆ
Finishing Machine Assistant
- EVA MUNIH
Head of Quality Control
- ROK PRIMC
Electrician

In spring this year, Milan Zdešar got his well-deserved retirement, and Refika Kantarevič, Husein Bečić, Alija Handanagić and Anton Golar will follow him after the new year.

They all worked at Goričane for 40 years or more.

Thank you very much for your loyalty and we wish you all the best in this next period of your lives.

ANNIVERSARIES IN 2018

We were once again honoured to be able to bestow some long-service awards for loyalty to the company.

40 years of service

- Husein Bečić
- Refika Kantarevič
- Mirsad Samardžić
- Alija Handanagić
- Anton Golar

30 years of service

- Janez Zor
- Leon Ferk

20 years of service

- Boštjan Burnik
- Dejan Bogomolec
- Lidija Pervinšek

10 years of service

- Elvis Velić
- Boris Gotič
- Nina Ignjatović
- Robert Šetina
- Tadej Mihovec
- Lidija Kos
- Elma Budimlić
- Dejan Novak
- Hasan Avdić
- Anže Hunjadi
- Anita Babnik
- Isa Islamaj
- Šefik Dacić
- Marjanca Strupi
- Tadeja Pfajfar
- Zemira Šarić
- Izet Begović
- Anton Šivic
- Sašo Stoimenov
- Sonja Frahm
- Nisad Kaltak
- Mihael Šmid
- Janez Mihovec
- Marjan Zorko
- Ranka Čiča
- Desanka Banović

NEW FAMILY MEMBERS OF OUR COLLEAGUES

New family members were welcomed by:

- Daniel Dolderer (daughter Stella),
- Damir Huskić (son Daris),
- Anže Hunjadi (son Nik),
- Damijan Kozole (son Domen),
- Zemira Šarić (daughter Amanda) and
- Jan Janžovnik (son Anej).

Congratulations!



MERRY CHRISTMAS AND
HAPPY NEW YEAR



GORIČANE

