



mikropolo
Š PARTNER ZA LABORATORIJ



OUR CHEMISTRY

and

COMPANY PRESENTATION

mikropolo
YOUR PARTNER IN THE LABORATORY

Two stonemasons are chiseling granite blocks.

When asked, »*What are you doing?*« the first replies, »*I'm chiseling this damn stone.*«

The second, with pride, answers, »*I'm part of the team building a cathedral.*«

Jan Karlson

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THE COMPANY WITH THE MOST CHEMISTRY.

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Foreword



**MIKRO+POLO
IS ITS PEOPLE.**

MARKO PODGORNIK VERDEV
General Director

**I enjoy being surrounded
by genuine,
down-to-earth
people.**

People who energise me, inspire me, and complement me. People who are positive, honest, and trustworthy.

I like to be around creators – those who constantly learn, embrace change, and boldly bring it to life. People who are responsible yet curious and courageous. Those unafraid to explore the unknown.

Above all, I cherish being among people who accept diversity.



It may sound poetic, but that's who I am. Of course, not always and everywhere – exceptions prove the rule. When I took over the leadership of Mikro+Polo at the end of summer 2006, I unintentionally began shaping the company as a reflection of my values. Over the years, those values have become the company's values as well. Although we join Mikro+Polo primarily to work, I have always wished for something more to unite us – a shared mindset, a common culture.

That's why, in my first month at the helm, I wrote the document **Our Culture**, which combined the values of my predecessor with my own. The first edition was signed by Vojko and me. The 2025 edition has now been signed for the third time by my colleagues. I only add the introduction. Proudly.

MIKRO+POLO is people. Without us, it's just a combination of two words on paper. We are the ones who give it meaning, co-create it every day, and shape it with our chemistry into something greater. To continue entering it with joy and a smile, we must put the company first – a community that connects us. If the company grows and succeeds, so will we. MIKRO+POLO is us. **All of us. And always will be.**

Our chemistry is our testament. It is our constitution. It is our compass, always pointing us in the right direction.

Enjoy your reading!

A stylized, handwritten signature in orange ink that reads 'Marko Verder'.





COMPANY PRESENTATION



Solutions for the Laboratories of the Future



Mikro+Polo is today the largest and most comprehensive laboratory supplier in Slovenia

After more than thirty years, we continue to hold a leading position with a broad, customised range of products available in Slovenian through our modern online store. Our goal is not merely sales but building long-term partnerships, where we co-create customized solutions based on knowledge and experience. With our Lab Interior brand, we have expanded beyond Slovenia's borders.

WHERE SCIENCE
MEETS THE FUTURE.

Today, we design,
manufacture, and equip
laboratories worldwide –
from initial conceptual
designs to turnkey delivery.

We offer our customers a comprehensive service

We provide everything needed for modern laboratories – from high-quality laboratory furniture, instruments, and accessories to a wide range of chemicals and expert support. We are an engineering partner who understands researchers' needs and delivers solutions that enable groundbreaking achievements.

But our vision goes further. Through the Pregl Digital project, we are developing digital solutions for the laboratories of the future. Smart laboratory furniture, integrated systems for chemical and process monitoring, and automation of routine tasks are just some of the steps towards more efficient, safer, and more transparent workflows.

Digitalising laboratory processes is no longer a choice but a necessity – and Pregl Digital is our answer to this need.



Today, Mikro+Polo is more than just a supplier – we are a manufacturer, consultant, and innovator. We prioritise quality, flexibility, and effective communication.

Our customer interaction has reached a new level: we have implemented virtual agents, automated processes, and digital platforms that enable faster responses and an enhanced user experience.

Our development is future-focused. We adapt to rapid market changes, follow global trends, and actively shape them.

We believe that a company's success lies in continually seeking better ways – for today's laboratories and tomorrow's innovations.

Certificates and Awards

We hold numerous certificates and have received various awards and recognitions

These attest to our achievement of the highest quality standards and business objectives, while embodying our core values.

THERE IS CHEMISTRY AMONG US.

Comprehensive business quality is our priority, ensuring long-term success and a competitive edge, while providing our customers with fast, safe, economical, and reliable service. It is the result of our knowledge development, innovation, and continuous improvement.

◆ BUSINESS QUALITY

QUALITY CERTIFICATE ISO 9001

ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001

OCCUPATIONAL HEALTH AND SAFETY ISO 45001

ACCREDITATION CERTIFICATE ACCORDING TO ISO/IEC 17025

AAA PLATINUM CREDIT RATING

CERTIFICATE OF FINANCIAL RELIABILITY

EUROPEAN STANDARDS EN 16121, EN 13150, EN 14175

TRACE – EXCELLENCE IN BUSINESS ETHICS

From the very beginning, we have placed great emphasis on corporate social responsibility. Our business policy is based on sustainable development and operations. We recognise our moral duty to do good, create added value for society, and improve quality of life.

We are extremely proud of the business awards and recognitions we have received, as they demonstrate that our business philosophy, vision, mission, and values are successful.

◆ CORPORATE SOCIAL RESPONSIBILITY

SENIOR-FRIENDLY COMPANY

FAMILY-FRIENDLY COMPANY

SOCIALLY RESPONSIBLE EMPLOYER

LGBT-FRIENDLY COMPANY

DIVERSITY CHARTER

HRM PROJECT 2022 – STRONG AND HEALTHY

HRM PROJECT 2024 – DOGS IN THE WORKPLACE

ORAL HYGIENE-FRIENDLY COMPANY

◆ BUSINESS AWARDS

EUROPEAN BUSINESS AWARD (EBA) 2019

PODRAVJE COMPANY OF THE YEAR 2016

PODRAVJE COMPANY OF THE YEAR 2019

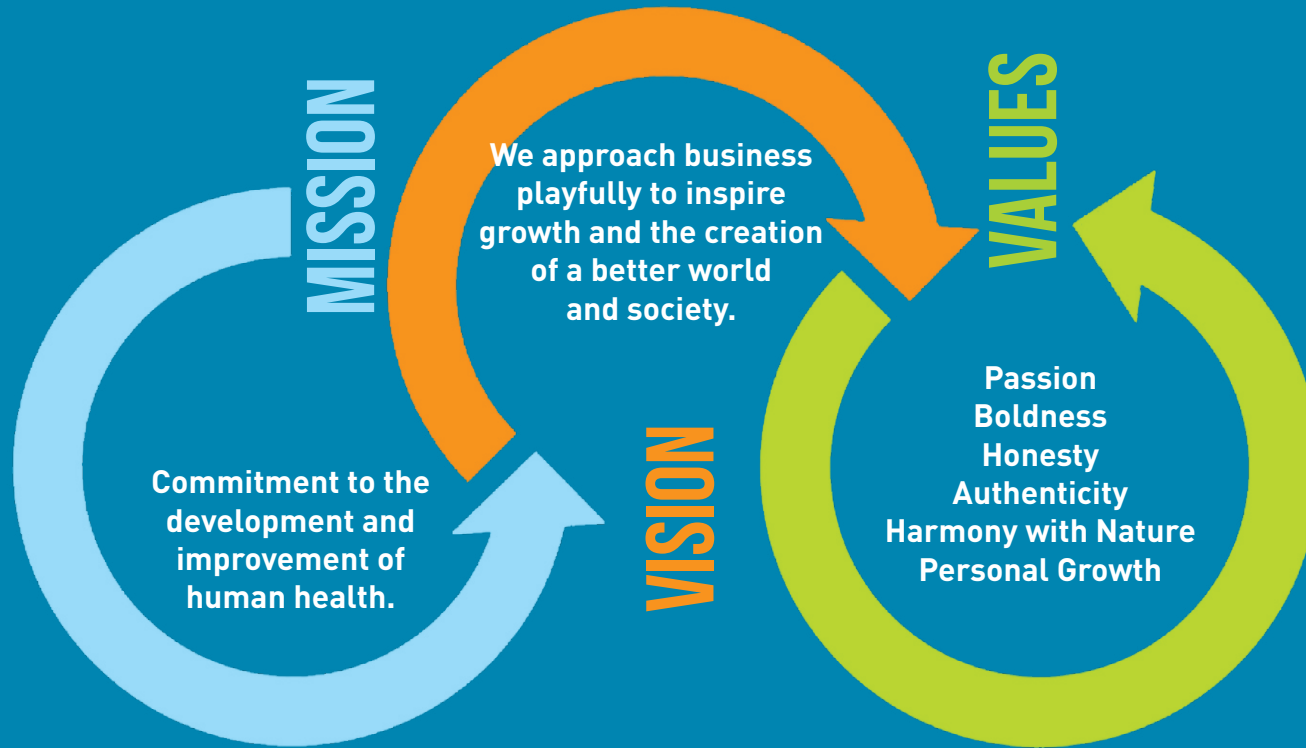
CREATORS FOR CENTURIES 2021

HONOURED INSTITUTION OF THE SLOVENIAN CHEMICAL SOCIETY 2022

RECOGNITION FROM THE MANAGERS' ASSOCIATION 2022

GENERALI SME ENTERPRISE 2023

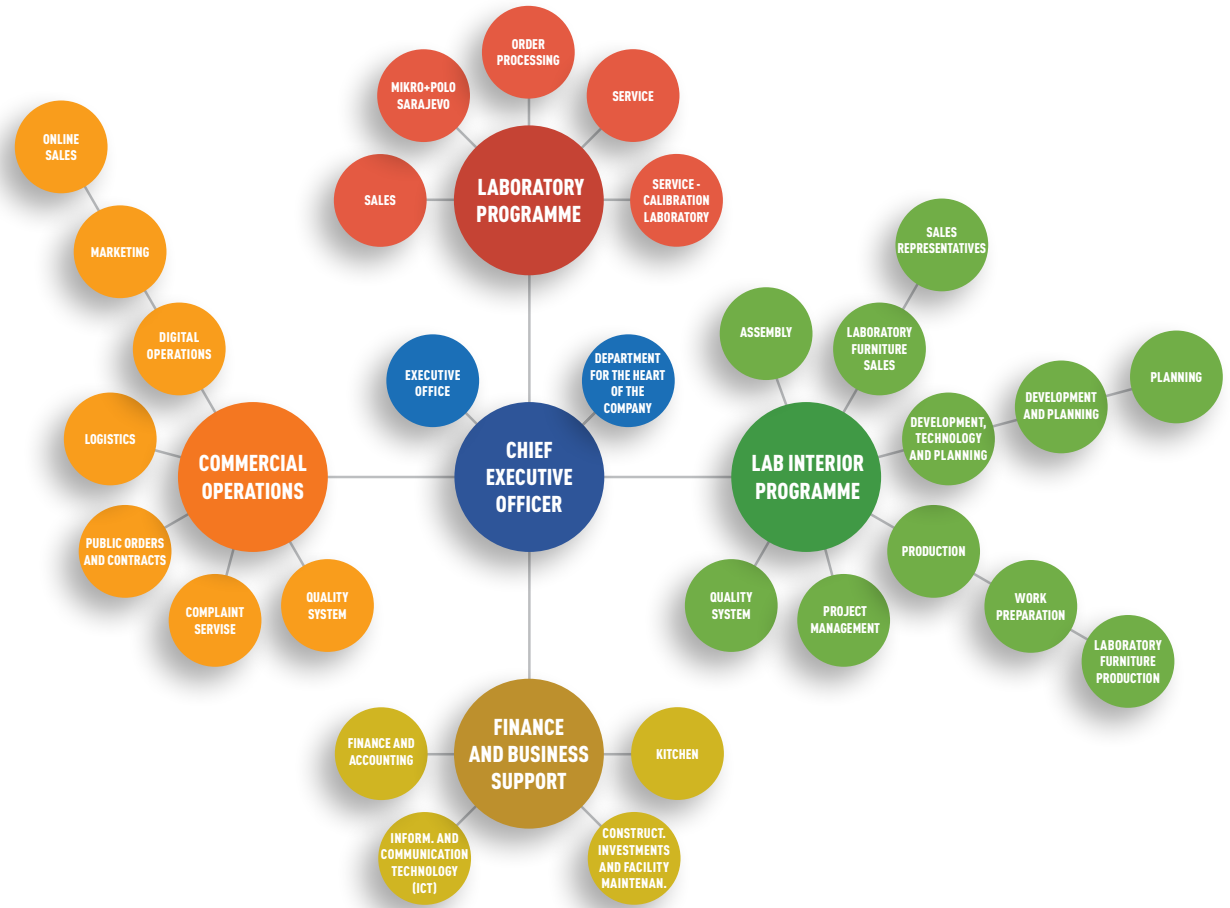
Why we are here, where we are headed, and what we believe in?



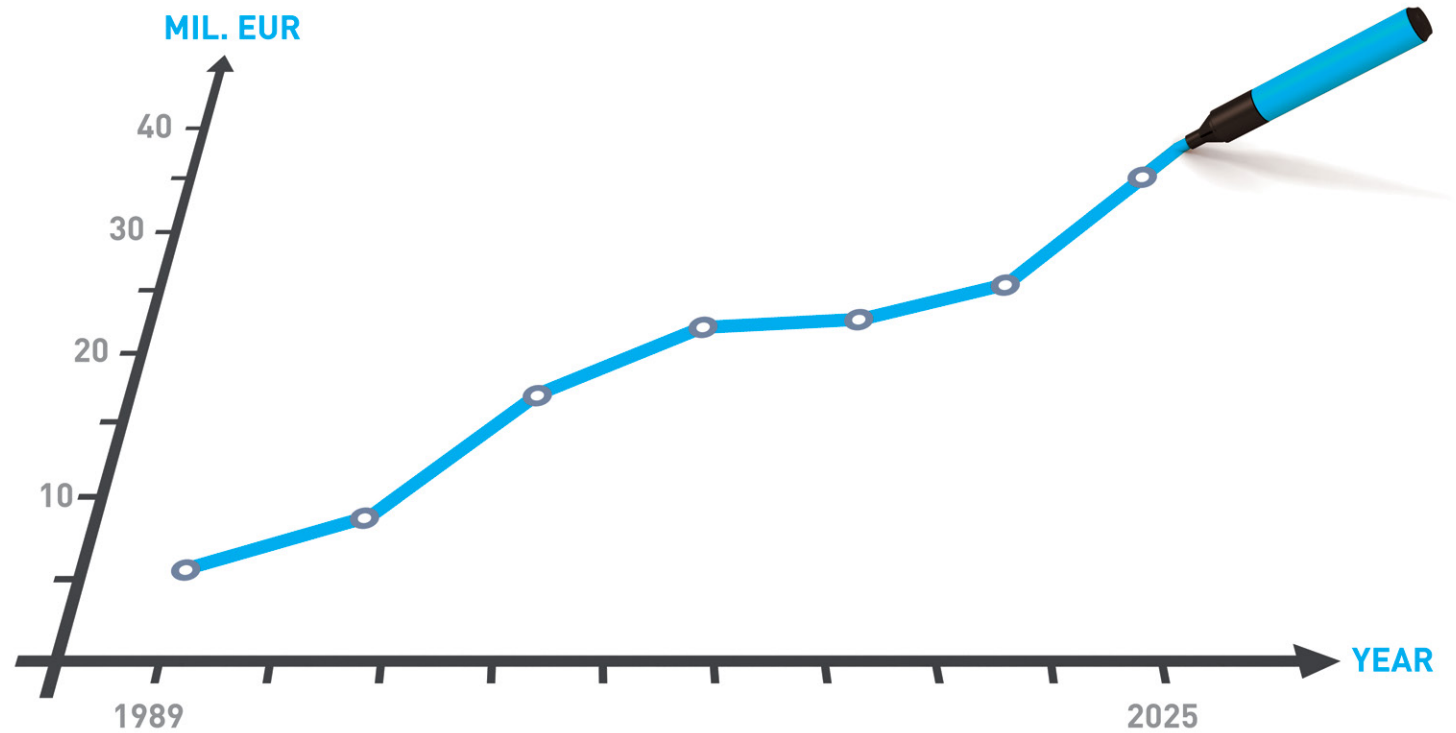
Organisational Chart

Structure and division of responsibilities among individual units

The organisational chart illustrates the hierarchy and connections between different parts of the company.



Sales Growth



Employee Growth



Laboratory Programme



**SALES MEANS
PEOPLE!**

SANELA GERMAN
Laboratory Programme Director

**Our sales team is built
on strong and genuine
relationships**

Employees are never just a number; we support the whole person. New ideas and initiatives are always welcome.

There are no crazy or impossible ideas – only those who allow themselves to dream and those who do not.

A strong team creates an outstanding experience

We always pass on best practices, and we are delighted that each year more and more business partners follow us. We recognise that it takes two to tango – and for the dance to be exceptional, both dancers must be excellent. Only with top knowledge, strong relationships, and modern operational systems can we be the best on the market – offering our customers a premium service.

Our sales team is an exceptional mix, diverse both in programmes and personalities. We are like a human periodic table, where each individual performs well, but together we are even more extraordinary. »The saying All for one, and one for all!« truly applies to us. With more than 15 sales representatives, equipped with scientific knowledge and unique qualities that make us stand out, we open doors to clients and weave strong, long-lasting relationships.

Strong internal team relationships
are reflected in genuine connections
with our customers.

**WE ARE BOLD,
DIFFERENT, AND
PASSIONATE.**



Own Representative Office in Bosnia and Herzegovina

Since 2008, we have maintained our own representative office in Sarajevo with a dedicated team of eight employees.

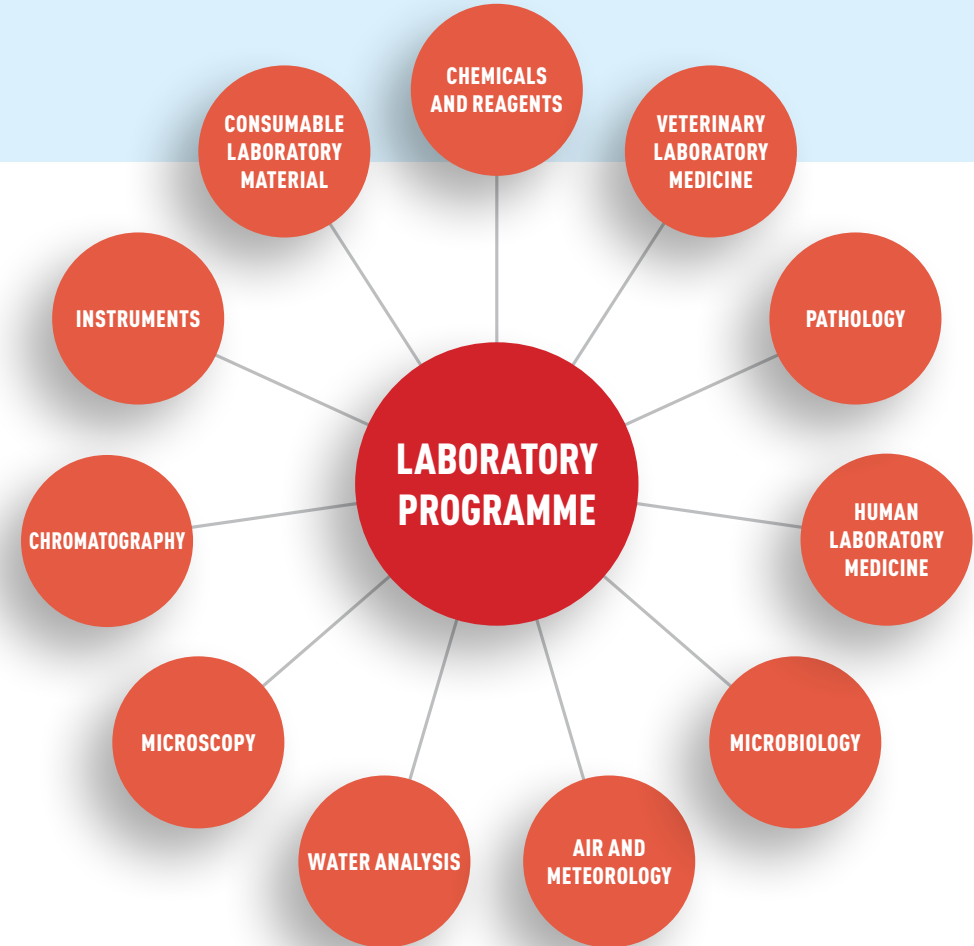
Commitment to a better tomorrow

◆ We sell with passion ...

Our sales representatives are not just sellers – they are primarily conversational partners, sometimes even friends, who know how to listen and understand what customers feel. They genuinely believe in the products they represent, and their honesty, curiosity, adaptability, and willingness to help build trust at every step.

◆ ... with responsibility to our customers

We ensure responsibility to our customers through high-quality products, short delivery times, and competitive prices. Above all, we build partnership relationships and keep our promises. We also provide our customers with specialised knowledge, industry-recognised methods, and tools to manage individual work processes effectively.





BECAUSE WE CARE.

◆ BIOPHARMACEUTICS

We help and advise our customers with top-quality products in developing innovative methods for a better tomorrow.

◆ MICROBIOLOGY

The focus of our business strategy is on the medical value of the products we offer, which is why we collaborate with a partner who is a pioneer in clinical microbiology. Through this partnership, we aim to improve patients' access to the best and most suitable technology and diagnostic solutions for their treatment. In doing so, we contribute to improving the health of the people around us.

◆ BIOLOGICAL SCIENCES

We collaborate with laboratories specializing in the diagnosis of genetic disorders, providing faster, more reliable, high-quality, and accessible results.

◆ RESEARCH

We support research at the highest levels in fields important to science, particularly in biopharmaceutics, analysis and detection of various materials, structures, and the dynamics of biologically significant (macro) molecules ... as well as their interactions.

Expert knowledge, relationships, and modern
technology = exceptional service!

Our suppliers

We carefully select our suppliers. We collaborate with established manufacturers who are leaders in their fields. Like us, they set high standards for the quality of their products.

We represent some of the most renowned global manufacturers and offer comprehensive solutions that cover all needs across all types of laboratories.



Order Processing



Every day, we build on trust, collaboration, and understanding

In the Order Processing Department, we provide exceptional customer support. Our primary task is the fast and accurate processing of orders, but our role goes far beyond that.

As the first contact for customers, we prioritize professional and friendly communication. By listening attentively to their needs, taking a proactive approach, and being reliable, we ensure an excellent user experience. Our work requires flexibility, resourcefulness, and quick responsiveness, as only then can we guarantee smooth and seamless processes.

Service



◆ RELIABILITY

A professionally trained and certified team of technicians ensures flawless operation of the equipment, from installation to decommissioning.

◆ SPEED

We take care of delivery, installation, basic training for end users, and of course, quick troubleshooting of any issues.

◆ PROFESSIONALISM

We regularly update our knowledge through professional service training with manufacturers to provide the best possible support to our customers and their equipment.

SPEED IS OUR STRENGTH.

Calibration Laboratory



Accurate and reliable calibrations

In our calibration laboratory, we provide precise and reliable calibrations of chemical measurement instruments (pH, oxygen, and conductivity), temperature, and relative humidity. All calibrations, both accredited and non-accredited, are performed in accordance with the SIST EN ISO/IEC 17025 standard, ensuring traceability and measurement quality.

Our experienced team ensures measurements are accurate, reliable, and timely. With expertise and dedication, we help customers maintain their measuring instruments' proper functioning.

Mikro+Polo is accredited by the Slovenian Accreditation Organization under accreditation number LK-023 for calibration services (SIST EN ISO/IEC 17025).

Commercial Operations



BREDA KODBA
Commercial Operations
Director

**WE ARE THE
FOUNDATION OF
SUCCESSFUL
OPERATIONS.**

A well-coordinated orchestra

Each department plays a vital role in creating harmony in business operations. We bring together public procurement, issue resolution, quality, logistics, marketing, and online sales (Market) – all support functions that ensure smooth and successful sales programs. We make sure every piece of the puzzle is in place. Every day, we prove that excellent results come from strong collaboration and strategic planning.

Online Store Market

- ▶ 100 % SAFE PURCHASE
- ▶ FAST DELIVERY
- ▶ LOYALTY GIFT PROGRAM



Our online store offers over 700,000 products from our sales range. Easy and fast ordering is regularly used by more than 6,500 registered users, with over 400 placing orders directly from their systems into our SAP system, ensuring even faster order processing and minimizing errors.

 Discover more at
market.mikro-polo.si

We reward loyalty

Every purchase earns loyalty points that users can redeem in the gift program or use to support our socially responsible projects.

Marketing

We manage the company's overall image and communication. Our focus is on boosting and increasing sales, creating creative campaigns, and generating new business opportunities through lead generation strategies.

Visual elements are key to the success of our campaigns

Our task is to convey the company's mission to business partners and the wider public through content-rich and visually appealing materials, whether on social media, at events, in publications, or through direct campaigns.

WE STRIVE TO BE DIFFERENT AND PUSH BOUNDARIES TO TURN THE IMPOSSIBLE INTO POSSIBLE.



Smart strategies for maximum reach

In the digital field, we use SEO and analytics to enhance our online presence and effectively engage our target audience. We regularly track campaign results with various analytical tools, allowing us to continuously optimize strategies for even greater reach.

Brands that are not just logos, but experiences

»In marketing, there are no good or bad products – only strong and weak brands.« We adhere to this principle too. Our brands are our most valuable assets.

LABORATORY PROGRAMME



WIDE RANGE OF
LABORATORY EQUIPMENT
AND CHEMICALS

SERVICE AND CALIBRATION



FOR THE FLAWLESS
OPERATION OF YOUR
EQUIPMENT

ONLINE SALES



THE FIRST LABORATORY
ONLINE STORE IN THE
SLOVENIAN LANGUAGE

LABORATORY FURNITURE



TECHNICALLY
ADVANCED LABORATORY
FURNITURE

Marketing is the heart of our story. Together, we build the company's image, create the future, and leave a mark. We strive to be innovative and authentic while supporting the growth of the company and its employees.

FASHION COLLECTION



COMFORTABLE
AND REFINED
LABORATORY APPAREL

SMART FURNITURE



LABORATORY
DIGITALIZATION
FOR GREATER EFFICIENCY

We create stories that inspire and build relationships that last

Effective internal communication is the cornerstone of successful operations and has a direct impact on a company's business performance. It helps our employees feel the pulse of the organisation. We are all part of the same story and share common goals, which is why staying connected matters. Since 2016, we have been publishing our own newspaper, MIKROFON, which has proven to be an excellent tool for internal communication.

Join us on social media – co-create a story that pushes boundaries!

Labsome

We have developed our own clothing and footwear brand for laboratories – LABSOME.

Our collection combines style and quality with exceptional wearing comfort.



besomeone.

Modern details that express and highlight individuality in the laboratory work environment. Elegance and comfort without compromise.

A Stylish Choice

We offer two distinct fashion lines:



SHINE

Classic elegance and appearance. Comfort and safety at an affordable price.

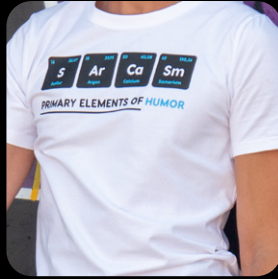


BRILLIANCE

A perfect blend of outstanding design, functionality, and premium quality.

DESIGNED BY
ATELIER
DH FASHION

T-shirts



labsome⁺
besomeone.

Sweaters



A Fashion Collection for Professionals



Certified
protective
workwear
according to
OEKO-TEX®
STANDARD 100



Certified
protective
work footwear
according to EN
ISO20347:2012
OB A E FO SRC



Coats

Skirts and Pants

Footwear

Logistics



A reliable team for fast and efficient delivery

We are a team that ensures all goods arrive quickly at your company and reach the customer as fast as possible.

We support one another, turning every challenge into a competitive advantage. Logistics is the final link in the chain – the finishing touch to the entire process.

WE KEEP GETTING BETTER
YEAR AFTER YEAR.

In 2024, we shipped
42,000 orders.

Professional Support for Seamless Operations

◆ PUBLIC PROCUREMENT AND CONTRACTS

In public procurement, we're skilled navigators through complex laws and procedures. Our team expertly weaves together legislation and client needs – swiftly and transparently. In our world, every decimal is treated with surgical precision, yet we maintain a positive approach and seek solutions that work for all parties involved.

◆ QUALITY DEPARTMENT

Quality is not just a word – it's our promise. Our team works tirelessly to ensure that everything leaving our house carries the mark of excellence. We hold key certifications that protect every detail in our processes. Quality sets the great apart – and that's our goal.

◆ COMPLAINT SERVICE

When something goes wrong, we act fast! Our team quickly resolves and prevents issues to keep everything running smoothly. Even with constant calls, we're always ready with a smile and a solution. Every mistake is a chance to improve and avoid future problems.



**PRECISION,
QUALITY, SOLUTIONS
– FOR FLAWLESS
OPERATIONS.**

Lab Interior Programme



**A WEALTH OF
EXPERIENCE
AND FRESH IDEAS.**

JUDITA RIGLER
Lab Interior Programme Director

**We develop modern,
Technologically Advanced
Laboratory Furniture.**

With over 30 years of experience in laboratory furniture manufacturing and a dedicated team of experts, we develop modern, safe, and flexible laboratory solutions. Through our own brand, we are setting new standards in the lab furniture sector – offering modular, technically advanced, and design-focused equipment that ensures optimal conditions for scientific work.

Development and Technology

We're capable of finding solutions even for the most impossible challenges.

Every solution starts with an idea

Every laboratory is a story of its own – and with us, each story begins with a carefully crafted plan. Our development is driven by listening to user needs, fostering innovation, and understanding lab workflows. With advanced 3D modeling software and BIM solutions, we deliver precise visualizations and full customisation for projects of all sizes and complexities.



**MODULARITY,
FLEXIBILITY,
VISION.**

In our design process, we integrate technical and safety components, shape optimal workflows, and prioritize ergonomics for everyday use.

Laboratory Furniture Sales

Our sales representatives help customers choose the best solutions for their space, based on process requirements and user needs. Our sales team understands laboratory work and is equipped to advise even on technically complex layouts.



**TOGETHER WITH OUR
CLIENTS – FROM
START TO FINISH.**

Consulting throughout all subsequent phases – planning, delivery, and installation – is essential to us.



Pregl System line

Product Range:

- ◆ Fume Hoods
- ◆ Service Supply Systems
- ◆ Laboratory Furniture

**P R E G L
S Y S T E M**

We are present on global stages

We are regular exhibitors at leading laboratory equipment trade fairs both at home and abroad. Our story was first presented in 2015 at Analytica in Munich, and since then, we've showcased our solutions at events such as Achema, Labvolution, ESCMID, Ilmac, and Arab Lab. Direct contact with the professional community allows us to stay on top of the latest trends and bring innovation straight into our partners' laboratories.

**INNOVATIONS
THAT TRAVEL
THE WORLD
WITH US.**



From Europe to Singapore

The majority of our laboratories operate abroad – from Austria and Germany to Norway and Singapore. For over 30 years, we have been producing furniture for microbiological, chemical, industrial, educational, and other types of laboratories. To date, we have equipped more than 2,500 laboratories of various purposes, scales, and demands.

**A PASSION
FOR WHAT
WE DO.**



A broad product portfolio

We offer everything from laboratory furniture systems, service supply units, worktops for lab benches, supporting metal frameworks, and mobile workstations, to storage cabinets, fume hoods, eye wash stations, safety showers, and other technical components. Our range also includes local exhaust systems, ecological units (filters, local neutralization devices, etc.), and various practical accessories that make daily work easier.

**DESIGN AND
AESTHETICS.**



◆ CABINETS AND WORKTOPS

PREGL SYSTEM storage cabinets are divided into three main categories, based on the type of under-bench units: base-mounted under-bench cabinets, mobile under-bench cabinets, and under-bench cabinets suspended from metal frameworks.

Worktops are among the most exposed surfaces in laboratories. That's why it's essential for customers to carefully choose the right type of worktop that fits their specific application.

◆ SERVICE SUPPLY SYSTEMS

A complete range of modular systems that supply laboratories with versatile utility installations. The core design is based on a modular system grid, with a focus on compatibility with other components – creating an ideal working environment in laboratories.

Our service supply systems are designed with a strong focus on ergonomics and safety. The high-quality structural components are made from powder-coated steel and aluminium.

◆ FUME HOODS

A safe working environment is the foundation of every modern laboratory. That's why PREGL SYSTEM fume hoods, equipped with the PREGL FUME BLOCK SYSTEM for support air inflow and the innovative PREGL DIGITAL technology, are the perfect choice for a safe and energy-efficient solution.

Many advanced features come as standard, adding extra value to our fume hoods – including integrated LED lighting, a control unit with a backup battery in case of power failure, fully integrated base units, and other features that significantly enhance safety during operation.

Their slim design offers a wide sash opening and improved visibility over the inner workspace, maximizing functionality without compromising safety.

PREGL FUME BLOCK SYSTEM
is an advanced support air inflow
system integrated into our fume hoods.

**PREMIUM
AS STANDARD.**



Our fume hood line

- ◆ Standard Fume Hoods
- ◆ Low-Ceiling Fume Hoods
- ◆ Walk-in Fume Hoods
- ◆ The Ghost – Filtration Fume Hood
- ◆ Fume Hoods for Strong Acids and High Thermal Loads

Production



In-house production for perfect execution

We manufacture our furniture in-house, giving us full control over quality. Each piece is designed and produced in line with modern standards and European guidelines. All components – wood, steel, and aluminium – are carefully selected to ensure a high level of stability and aesthetic appeal.

Trust the professionals

Our extensive experience and expertise give us the confidence to bring your vision of the laboratory of the future to life.

We like to do things ...



◆ ... DIFFERENTLY

We first introduced our own laboratory furniture brand, LAB INTERIOR, in 2015 at the Achema trade fair in Frankfurt, Germany.

◆ ... BETTER

Customised laboratories, tailored structural solutions, and full adaptation to workflow requirements. Available in 13 different colours.

◆ ... RELIABLE

We are proud to be one of the leading manufacturers of laboratory furniture, trusted by clients around the world – many of whom return to us with confidence and satisfaction.

BEAUTY LIES IN THE DETAILS.

Projects and Installation



Professional management and turnkey project execution

With our in-house project managers and installers, we ensure smooth execution – from client coordination and deadlines to documentation and installation. Every phase is carried out professionally, on time, and in full accordance with agreed standards. Our projects run on track and finish as scheduled.

PROJECT EXCELLENCE FOR DEMANDING ENVIRONMENTS.



Quality System



Our furniture system is specifically designed for laboratory use and manufactured in accordance with modern EU standards and guidelines for this type of equipment. The system emphasizes modularity, flexibility, and safety. All our products are certified according to EN standards. By combining built-in and carefully selected wood, steel, and aluminium components, we achieve a high level of durability and aesthetic appeal.

Our fume hoods are distinguished by low energy consumption, enabled by an optimized aerodynamic design with minimal airflow – verified by test reports and certifications.

With the PREGL FUME BLOCK SYSTEM, our advanced support air inflow technology, we are setting new trends in environmental and energy efficiency.



**WE USE ONLY MATERIALS FROM
RENOWNED MANUFACTURERS.**

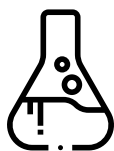


The standard of digital transformation in the laboratory

We have developed the world's first smart laboratory furniture for fully digital lab management. Pregl Digital is an advanced digital system designed to optimise daily operations in the lab. This innovative solution enables centralised control of laboratory equipment, consumables, and related documentation.

**SMART FURNITURE
FOR A DIGITALISED
LABORATORY.**

Pregl Digital enables faster,
better decision-making
and greater flexibility
in various situations.

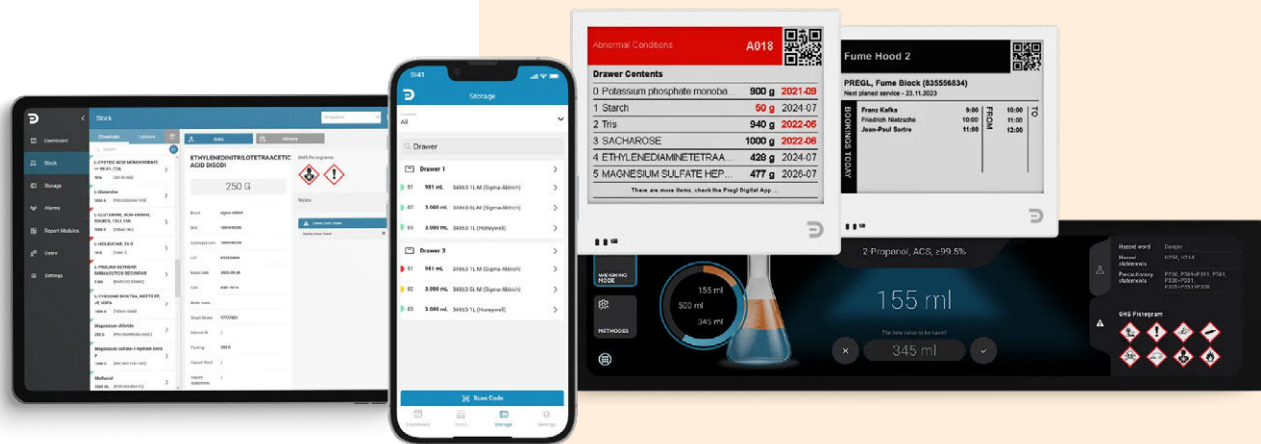


Materials



Equipment

- Increased Productivity
- Cost Optimization
- Green and Sustainable
- Automation

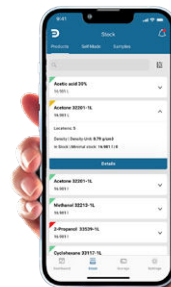


MATERIAL AND EQUIPMENT MANAGEMENT.

- Digitalisation
- Improved Transparency
- Flexibility
- Seamless Communication

PREGL DIGITAL enhances transparency and awareness, boosts productivity, and optimizes inventory and costs – all while ensuring full traceability of equipment and materials.

PREGL DIGITAL displays are the first of their kind, specifically designed for the complex demands of modern laboratories. Featuring advanced e-paper technology, they enable dynamic content and alert displays – anytime, anywhere.



Finance and Business Support



MATJAŽ PODGORNIK
Director of Finance
and Business Support

**INVISIBLE
FORCE WITH
VISIBLE IMPACT.**

**Support that builds
success – from finance
to technology and
good deeds**

Our departments for finance and accounting, information and communication technology, construction investments and maintenance, and kitchen services ensure smooth operations, technological security, and a pleasant, community-oriented work environment.

Together, we support stability, innovation, and the well-being of both our employees and the wider community.

ICT Department

A top-tier team of experts

Our outstanding team is dedicated to the development, innovation, and security of our information systems.

At the core of our digital operations is the SAP system – a powerful business software solution that ensures secure, unified communication and seamless execution of all key processes, both internally and in customer interactions.

We are also developing the PIM application, enabling centralised and efficient management of all product data across our sales portfolio.



Even the most advanced technology and top-tier software would be meaningless without our team. It's the friendly faces, expert advice, and occasional office visits that ensure everything runs just as it should.

Finance and Accounting

Our finance department ensures business stability and transparency. It manages cash flow, oversees timely payments and cost control, and secures the company's financial health. We don't just work with numbers – we turn them into a success story!

**WITH US,
NUMBERS
BECOME
VALUE.**



Construction Investments and Facility Maintenance

Two hardworking ants from our maintenance team make sure everything runs smoothly. Whether it's repairs, upkeep, or improving the work environment, they always ensure our colleagues have the optimal conditions for uninterrupted work.

**WE ENSURE
OPTIMAL
WORKING
CONDITIONS.**



Kitchen

We have our own kitchen, where we enjoy gathering over complimentary »all inclusive« breakfasts and delicious, seasonal lunches made from fresh, locally sourced ingredients.



**FOOD FOR PEOPLE,
NOT FOR WASTE!**

We handle food responsibly, making sure as little as possible goes to waste. Every day, we ensure that fresh, warm meals reach those who need them most. We firmly believe that good always comes back around.

Our customers help too

We've added a charitable touch to our loyalty program in the Market online store. Customers can use their collected points to help provide free meals for those in need.

To distribute the meal vouchers, we've partnered with Up-ornik Association, an organisation that ensures warm, high-quality food reaches the right hands.

Department for the Heart of the Company



People first

At Mikro+Polo, we believe that a company is not made of walls, but of people. Our Department for the Heart of the Company cares for employee well-being, professional growth, and personal satisfaction. We foster trust, a culture of collaboration, and a positive work environment where everyone can express their potential and contribute to our shared success.

We nurture a workplace culture where there's no room for mediocrity – only for heart, openness, and courage. We support employee initiatives, co-create shared events, and promote well-being. We believe the right energy in a company is created where people feel heard, valued, and connected.

THE BEST TEAMS DON'T JUST HAPPEN – WE BUILD THEM.



Growing together

Our mission isn't just to hire people – it's to create opportunities where they can grow, learn, and thrive. Through continuous training, mentoring, and open communication, we empower our employees to develop both personally and professionally, finding purpose in their work. We guide talents and build career paths that lead further.

**EVERY GREAT PROJECT
BEGINS WITH A HAPPY
EMPLOYEE.**

Employees co-create our company

We see our colleagues as active co-creators of our company's culture, vision, and future. Their ideas, initiatives, and personal approaches are not only welcome – they are essential for progress. We believe in the power of dialogue, respect, and inclusion – and we're building an environment where every voice matters.

**The best teams – and the best
results – are created through the
right balance of responsibility,
freedom, and trust.**

THE TALE OF THE WISE BAMBOO

Once upon a time, in a small village at the foot of high mountains, there stood a bamboo forest. Among all the bamboo stalks, one was especially proud and stubborn. It was known as the strongest in the forest – tall, straight, and unyielding. When the wind blew, the other bamboo would bend and sway, but this one always resisted, standing proudly upright.

One day, a strong wind began to blow. The sky darkened, clouds gathered, and soon a fierce storm erupted. The wind howled, rain poured in sheets, and lightning lit up the sky. The proud bamboo continued to defy the storm. It refused to bend, determined to prove it was stronger than the wind.

But the storm grew more violent. The gusts became relentless – until finally, the stubborn bamboo snapped in two. Broken and humbled, it lay on the ground.

When the storm passed, the other bamboo stalks were still standing – bent, but unharmed. Slowly, they straightened and greeted the sun as it peeked through the clouds.

»How is it that you all survived, while I broke?« the fallen bamboo asked sadly.

An old bamboo nearby replied gently: *»My friend, our strength lies not in resisting, but in adapting. When the wind blows, we bend. When the sun returns, we rise. Adaptability is not weakness – it is wisdom.«*

From that day on, the villagers remembered the lesson: Those who know how to bend will withstand even the fiercest storms in life.



OUR CHEMISTRY



There's Chemistry Between Us

**Together, we grow, adapt,
and shape the future**

Growth is not a coincidence – it's a conscious choice. At Mikro+Polo, we choose the path of development every single day – both personally and professionally. We grow because we dare to be different, authentic, and bold.

Adaptability is our strength. When the winds of change blow stronger, we don't seek shelter – we raise our sails. With Pregl Digital, we are digitalising laboratory processes. With our own solar power plant and EV charging station, we reduce our carbon footprint. And with innovative solutions, we stay one step ahead of the market.

Adaptability is not a weakness – it is wisdom. It means listening more, seeing more, feeling more – and finding the best solutions.



**OUR FUTURE
IS BRIGHT!**

We Are All Salespeople

**WE REPRESENT OUR
COMPANY EVERY DAY,
ALWAYS, AND EVERYWHERE.**

Shaping the future

Each of us is the face of the company. Sales is not just about sending offers – it's every call, every package, every solved problem.

Our voice is our business card.
Our responsiveness, our signature.
And our attitude – our greatest mark of quality.

Success isn't just in the numbers, but in the connections we build. When we build bridges of trust, we build the future.





Damjan Zupanič

Head of Service

- ◆ *I'm glad I have the opportunity to share my opinion and contribute ideas. After all, that's how we grow and support one another. Each of us sees things from a different perspective, and when we're able to express what we see, finding a solution becomes much easier. Two (or more) heads are better than one!*



**CUSTOMERS COME BACK
WHEN THEY FEEL HEARD.**

Flexible Energy is Our Strength

Energy is the invisible bridge between people – it connects, inspires, and drives us forward. We don't measure it in kilowatts, but in bright ideas, hallway smiles, and that thrilling spark when a new solution is born.

We're a team where the experience of seasoned professionals meets the fresh curiosity of younger minds – and it's this blend that gives us strength. The more experienced bring wisdom and patience, the younger add boldness and enthusiasm. We inspire each other and grow together.

We know that work without passion bears no fruit. That's why we encourage hobbies, explore the unknown, and help every team member find what drives them. Energy doesn't just happen – it's a conscious choice, made day after day.

When energy flows between us, we build more than a business – we build a community where work is a joy, and the future feels like play.



Amina Karić

Sales Representative - Sarajevo

- ◆ *In my work, I always strive to truly listen to the customer and offer full support – to let them know I've done everything I can to help and that they have my complete attention. Every customer who feels that always comes back. At the same time, it's important to value yourself and your company. When you know your own worth and take pride in the company you represent, others will respect it too. I'm convinced that this contributes to my satisfaction and happiness at work – and that's often the reason I can find the right solution more easily for our customers.*



**OUR POSITIVE ENERGY DRIVES
US FORWARD AND UPWARD.**

Our Superpower

Energy doesn't just happen – it's the inner engine that drives us when we step outside our comfort zone. And when we reach that place where we feel a slight twist in our stomach, we know we're on the right path.

Positive energy isn't just a smile in a meeting or a kind greeting in the hallway. It's a mindset – one that looks for solutions instead of excuses. It's the boldness to say, »Why not?« when others say, »It's never been done«.

We focus our energy where it matters most – on adaptability, innovation, and building strong relationships. Because we know that the best victories are the ones where no one loses – and everyone grows together.



Doroteja Ketiš

Assistant Production Manager

- ◆ *I see our company's flexibility as a positive trait – change brings new challenges and opportunities, and without it, we'd remain stagnant. Good energy means supporting one another, helping out, and connecting even beyond the workplace. Leaders play a key role – they are mentors, motivators, and the ones who encourage us to give our best. Mikro+Polo stands out because it respects individuality and fosters connection – from relaxed relationships to shared teambuilding experiences.*



Focus is Essential to Our Success

A general who fights too many battles at once is likely to be defeated. At Mikro+Polo, we've learned that we can't conquer every market, meet every need, or follow every trend at the same time. That's why we've chosen to focus – on key programs, on quality customer support, and on areas where our expertise can make the biggest impact.

Focus means saying »No« to things that don't contribute to our vision. It means directing our energy toward what matters most: developing laboratories that enable faster diagnostics, safer medicines, and better research.

**WE'RE ALL PART OF THE SAME
MOSAIC – EVERY PIECE MATTERS.**



Mojca Vek

Sales Representative

- ◆ *Looking back on my 16 years at Mikro+Polo, I see a company that has always found a way through even the most challenging changes. No matter how unpredictable the situation, we come together, focus, and find solutions that benefit both the employees and the company. The key is to maintain open communication and mutual trust – that's when our true strength shines through. For me, good energy at work means a relaxed yet respectful atmosphere, where colleagues feel free to be themselves, support one another, and share laughter. I believe honesty is the foundation of great teamwork, and it's essential that everyone feels accepted just as they are – with all their unique qualities.*



**THE RESULTS OF A TRUE TEAM ARE GREATER
THAN THE SUM OF INDIVIDUAL ACHIEVEMENTS.**

A Team That Goes Beyond Limits

At Mikro+Polo, we know that true victories can only be achieved together. Our success is no coincidence – it's the result of ideas, experience, and the courage of individuals who breathe as one team. It's not about who is right, but about what is right – for our community and our customers.

When we unite our strengths, we create momentum. Momentum that leads to innovation, achievement, and meaningful relationships. We believe that the power of a team doesn't lie in perfect individuals, but in the harmony of diverse talents.

Together, we are a team that moves mountains and builds bridges to the future.



Andreja Zimič

**System Administrator for Online Sales
and SAP Systems**

- ◆ *Since joining Mikro+Polo in 1992, I've learned a great deal – especially about work ethic, customer care, and most importantly, relationships with colleagues. Even though we're all very different – like colors – we must remember that only through collaboration can we create a rainbow together. That's why I believe knowledge and experience are meant to be shared – because only then can our team continue to grow and evolve.*



**WE MAKE EVERY DECISION AS
IF IT WERE OUR OWN COMPANY.**

Efficiency With Optimal Resources

Responsible Resource Management Is Our Guiding Principle
We believe that success is not measured by the amount of resources used, but by the value created. Our practice proves that outstanding results can be achieved through smart and efficient use

How do we do it? We optimise processes by applying best practices. We allocate material, time, and human resources responsibly. We continuously monitor key indicators and seek opportunities for improvement.

Let's ask ourselves: Are we using our resources effectively? Have we replaced printing with digital solutions? How much time do we spend finding problems instead of finding solutions?

Adapting to change and systematically improving processes form the foundation for long-term success. Together, we're building a future where innovation and responsible resource management go hand in hand.



Rene Gole

Sales Representative

- ◆ *I see adaptability in our company as a challenge – one that pushes me to grow and mature. Sometimes it's hard to swallow the lump in your throat, but I know that's how personal growth happens. Good energy, for me, means being able to speak openly, without fear of judgment. Maybe I'm a bit quirky and overly expressive – but that's exactly what helped me connect with both the team and our customers. What truly inspired me was realising that, as a typical chemist, I could bring my knowledge to life with clients and see their genuine excitement – a perfect full circle! Mikro+Polo is different because of its people. There's no expectation to be a robot. We're free to be who we are – and that's what truly matters.*



**ADAPTABILITY, COMMON SENSE,
AND THE COURAGE TO EMBRACE CHANGE.**

Adaptability is Our Virtue

The world is changing – and we know how to adapt. Adaptability is our virtue, guiding us toward better solutions, process optimisation, and consistent quality, even in unpredictable conditions.

For example: When we introduced a digital chemical tracking system, we reduced search time and admin work by 30 %. Adapting to modern technologies brought us greater efficiency and transparency.

Adaptability isn't a departure from our values – it's an evolution of them. Every employee has the opportunity and responsibility to contribute ideas and suggestions for improvement. Flexibility and openness to change are among our strongest competitive advantages.



Darja Kozar

Independent Accountant



My Personal Balance Sheet:

ASSETS (Value):

1. Happiness
2. Success
3. Fulfilment
4. Salary
5. Recognition
6. Health
7. Acceptance
8. Good Relationships
9. Vacation
10. Benefits

TOTAL BALANCE: ∞

LIABILITIES (Sources):

1. Dedication
2. Effort
3. Collaboration
4. Resourcefulness
5. Knowledge
6. Functionality
7. Problem-Solving
8. Openness
9. Cooperation
10. Profit

TOTAL BALANCE: ∞

There are no adjustments in accounting balances. Each item in my personal balance sheet is reflected in the company's balance – in real value. The shared goal of all Mikropolovci is to create a positive difference.



We Rely on Good Old Common Sense

We make decisions thoughtfully – calculating not only the financial cost, but also the environmental and time impact, while carefully considering the expected outcome. It's good common sense that leads us to effective, practical, and long-term sustainable solutions.

At Mikro+Polo, we prove that with innovative thinking and adaptability, outstanding results can be achieved even with limited resources. In 2023, our solar power plant generated 71,600 kWh of energy, significantly reducing our dependence on external sources. Through process optimisation, we cut electricity costs by 15%, while maintaining high service quality.

Every cost should be a conscious decision – one that supports sustainability and long-term business stability.

**WE RELY ON GOOD OLD
COMMON SENSE – EVERY DAY,
IN EVERYTHING WE DO.**



Valerija Šlamberger

Quality System Manager

- ◆ *Adaptability is one of our greatest strengths – not only do we follow trends, we help shape them. Change is part of our growth because we see it as an opportunity for improvement. At Mikro+Polo, we value open communication – it enables us to adapt quickly and co-create meaningful solutions. Good energy in the company means mutual respect, connection, and a sense of belonging. We nurture that through collaboration, shared moments – and even our four-legged friends. Our leaders aren't just managers – they're mentors, connectors, and inspiring role models who help us find purpose in our work. After more than three decades with the company, I can say: Mikro+Polo is not just a job – it's a community that values heart, innovation, and openness. That's our special quality – the reason we stand out and continue to grow stronger.*



**IF WE CAN'T FIND THE ANSWER,
IT'S TIME TO ADAPT.**

A Sign of Connection

Simplicity is reflected in the way we address each other – at Mikro+Polo, everyone is on a first-name basis, from the CEO to the maintenance team. This informal tone creates a sense of connection, trust, and belonging. But with that closeness comes the need for respect, understanding, and good manners in communication.

We respect differences and allow everyone to choose the communication style that suits them best. Because the essence isn't in formality, but in substance – honest, clear, and respectful communication.

We're not afraid to challenge established practices if we believe there's a better way. We look for solutions that are truly ours – tailored to our needs, capabilities, and values.



Tanja Nakov

Sales Representative

- ◆ *Mikro+Polo isn't just a follower of trends – we help set them. Adaptability is in our DNA – we respond quickly, develop new ideas, and never stand still. Good energy? It's the ease, the laughter, the mutual support, and the kind of leadership that inspires and values every contribution. Our leaders aren't just supervisors – they're mentors who encourage us to grow. Mikro+Polo is a community where professionalism and playfulness go hand in hand, creating a unique culture that's felt by everyone – employees and customers alike.*



HERE, WE DON'T ASK, »WHO'S TO BLAME?« – WE ASK, »WHAT HAVE WE LEARNED?«

Innovation and Growth: Responsible Adaptation

Adaptation without responsibility is chaos – responsibility without adaptation is stagnation. At Mikro+Polo, we successfully balance both – with courage, common sense, and a drive to build a better tomorrow.

Responsibility is a privilege – an opportunity to shape the future through action. Our best team members are those who see a challenge and take the initiative to solve it. During the pandemic, our warehouse team independently proposed a new workflow, ensuring uninterrupted supply to hospitals. That kind of proactivity is part of our culture.

At Mikro+Polo, responsibility knows no hierarchy. A colleague who suggests more sustainable packaging contributes just as much as a leader developing a new strategy.

Mistakes are part of learning. When we faced issues while implementing our chemical tracking app, we didn't look for someone to blame. Instead, we analysed the problem, fixed it, and laid the foundation for an even more efficient process.



Jasmina Zelenik

Head of Human Resources

- ◆ *Good energy in a company means that every employee feels valued, heard, and motivated. We nurture it through open communication, mutual respect, and a healthy balance between work and personal life. I'm inspired by those moments when we achieve something meaningful together – a successful project, a satisfied colleague or customer, a shared sense of accomplishment. At Mikro+Polo, our leaders are not just supervisors – they're mentors and role models for collegiality. With empathy and openness, they create an environment where everyone feels heard and encouraged. What makes Mikro+Polo different is its people-first mindset – putting employees and customers at the heart of everything. And that's what makes us truly exceptional.*



**LEADERS LEAD BY EXAMPLE –
GROUNDED IN REAL RESULTS.**

Leaders are the Architects of Change

The role of our leaders is to create an environment where adaptation is seen as an opportunity for progress, leading by example, with knowledge and commitment. They are the first to recognise market needs, innovations, and opportunities for improvement – and the first to act on them.

Every conversation with employees is a chance to share experience, exchange ideas, and find solutions. Through active listening and a proactive approach, our leaders build trust and a shared vision. Their success isn't measured by numbers alone – but by the people behind those numbers. Our leaders inspire with their dedication, flexibility, and ability to adapt.



Dejan Hojnik

Head of Marketing

- ◆ *Leadership is not a given – it's an honour and a responsibility. Every single day. The decisions we make aren't always easy – but they must be the right ones. For the team, for the company, and for the future we're building together. Leading people isn't about sitting in meetings or chasing targets and numbers. It's about understanding what drives someone, what holds them back – and most importantly, what lifts them up. I believe a strong team doesn't need constant supervision. It needs direction. Encouragement. Vision. Sometimes silence. And always – TRUST.*



**LISTENING TO EXPERIENCE MEANS
UNDERSTANDING THE FUTURE.**

Leaders Lead by Example: Courage in Big Shoes

A leader isn't someone who sits behind a desk giving orders. A true leader is the first to hear about change, the first to step into the unknown, and the one holding the light so others can follow safely behind. Leaders don't lead with commands – they lead by example, with courage, honesty, and a willingness to listen.

When new technologies emerged, our leaders were the first to face them. They stepped out of their comfort zones, put on the big shoes of responsibility, and stood in front of the team saying: »We're in this together. I know it's not easy – but I know we can do it.«

Conversations with employees aren't just routine – they're the heart of our leadership. In those moments, we don't just talk about results – we talk about people. About ideas, doubts, victories, and setbacks. We understand that the customer becomes the true focus of our business only when our employees feel heard and respected.



Tina Hohnjec

Head of Order Processing

- ◆ *Whenever I speak with a customer on the phone, I try to make them feel special. I focus fully on them – with a kind voice and positive intent. I avoid saying »I don't know« and instead do my best to find the right solution. I'm fully aware that my attitude – and even my smile – can be felt on the other end of the line.*



**CREATIVITY IS THE COURAGE TO DO
THINGS DIFFERENTLY – AND BETTER.**

Leaders Who Believe in the (Im)Possible

At Mikro+Polo, leadership isn't about hierarchy or a title on a business card – it's about courage, responsibility, and creativity. Our leaders are the ones who can see beyond the routine, explore new paths, and inspire their teams to believe in the impossible.

A true leader doesn't just lead others – they lead themselves first. They must first understand their own why. Not long ago, our Head of Production began thinking about how to reduce material waste. Nothing revolutionary, one might say. And yet, by simply adjusting the cutting process, she reduced waste by 15 % – reminding us that creativity often lies in small, yet bold decisions.

We Are a Socially Responsible Company



At Mikro+Polo, social responsibility isn't just a word – it's a mindset and a way of working

We believe that a company's success is directly tied to the well-being of its employees, care for the environment, support for the community, and fair cooperation with business partners. That's why we don't just meet legal requirements – we go beyond them. Because we believe that responsibility is a privilege.

**SOCIAL RESPONSIBILITY
IS THE ONLY TRUE PATH
TO SUSTAINABLE
BUSINESS GROWTH.**

**We are aware of our moral duty
to do good, create added value
for society, and improve quality
of life. Because we care.**

Towards Our Employees

Caring for our people's well-being isn't a perk – it's an investment in a long-term, successful, connected, and fulfilled team.



Employees are the heart of our company

Their ideas, dedication, and commitment drive our success – that's why we foster a work environment where everyone feels valued and heard.

◆ WE OFFER

Flexible working hours, free breakfast, top-quality lunches, and unlimited paid vacation.

◆ BALANCE

between professional and personal life is important, which is why we offer remote work options – especially during periods of increased respiratory illnesses.

◆ WE ARE PROUD

to be recipients of the Socially Responsible Employer and Family-Friendly Company certificates. We support our employees in maintaining an active lifestyle by allowing them to engage in physical activity during working hours – either independently or with a personal trainer.

Towards the Environment

The environment is not just our resource, it's our responsibility

At Mikro+Polo, we implement sustainable solutions thoughtfully, with the awareness that every step counts.

The solar power plant on our warehouse roof covers half of our energy needs. We recycle packaging, digitise documentation, and take full responsibility for chemical waste – collecting it from our customers and ensuring safe disposal.

For us, sustainability isn't a project – it's a mindset.



We've expanded our vehicle fleet with electric cars and installed our own EV charging stations in the parking area. These steps are part of our ongoing commitment to reducing our carbon footprint – and we continue to seek solutions that are as environmentally friendly as possible.

Towards the Community

Mikro+Polo is a company that gives back to the community. Our commitment to social responsibility is reflected in numerous initiatives through which we leave a positive mark on our local environment.



**THE TRUE WEALTH
OF A COMPANY
IS NOT IN THE
NUMBERS.**

We also care for those who find themselves in difficult situations. We work closely with the UP-ornik association – from providing warm meals for those in need to organising volunteer initiatives, where our employees are proud to take part.

We spread the love for science

For years, we've been inspiring young minds through our »Chemistry Rules« project and the »Science Promoter« competition, where we support three promising young researchers each year. Over the past decade, we've gifted desktop periodic tables to more than 200,000 Slovenian students, helping spark a passion for science and the natural world.

Towards Our Business Partners

**WE BUILD RELATIONSHIPS
BASED ON TRUST AND
SHARED VALUES.**

Creating a better world

Our business relationships are built on long-term trust and a shared commitment to sustainable solutions. We foster partnerships with suppliers that promote responsible business practices, and we work with our customers as advisors and co-creators.

Our business decisions are driven by the goal of delivering high-quality, sustainable solutions that create long-term value for all stakeholders.



Towards Animals

Positive energy

Pets are more than welcome in our company. They bring joy, relaxation, and help shape a positive atmosphere in our workplace. We even feature them in our internal magazine, Mikrofon.

We also care about animals that aren't as lucky in their furry lives. That's why we support local shelters and lend a helping hand through various contributions.



**PETS REDUCE STRESS
IN THE WORKPLACE.**



LAB INTERIOR, LABSOME, and PREGL DIGITAL are all part of the MIKRO+POLO group.

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OUR CHEMISTRY AND COMPANY PRESENTATION

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