



Nordicnews

Publication by the Nordic Chamber of Commerce in Croatia

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Dec 2013

Member Profile: CroNoMar



Interview with
H.E. Poul Erik Dam Kristensen,
Ambassador of Denmark to Croatia

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Letter from Executive Director



December 2013, No. 2

Nordicnews

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Dear members of Nordic Chamber of Commerce, Dear readers,

We are pleased to present you the last edition of Nordic News in 2013 in which we bring you an overview of the most important topics, events and activities from Nordic-Croatian business community in the period from summer to date. The pre-holiday atmosphere we are now in, surrounded by illuminated and decorated squares and streets is also the time to sum up business results of the year and focus on the opening of new pages in the forthcoming year.

Nordic Chamber of Commerce made also its own "wrap up" by holding on 11 December 2013 its Annual General Assembly in the presence of representatives from member companies and Nordic Ambassadors. The Assembly was an opportunity to summarize the work of the Chamber in 2013 and also to present the business plan for 2014, as well receive suggestions and inputs from members in regard to different topics that could be of interest for 2014. In addition, the new President and members of the Board of Governors were elected. Further information about the General Assembly is available on page 11.

On 1 July, Croatia officially became the 28th Member State of the European Union. To highlight the occasion, Nordic Chamber of Commerce in Croatia organized on 11 June at Esplanade

Zagreb Hotel working luncheon with H.E. Paul Vandoren, Head of EU Delegation to Croatia on the topic "Croatia's accession to the EU – key messages". On the occasion of the working luncheon, H.E. Paul Vandoren, gave an overview of the main messages in regard to Croatia's EU membership and stressed the importance to perceive the EU accession as a continuously process of development instead of a single episode. One of the main messages during H.E. Vandoren's presentation was that EU membership provides many opportunities and possibilities for Croatia and its citizens, in terms of trade and business, including the common EU market of 500 million people. The working luncheon raised huge interest among representatives of Nordic-Croatian business community, Nordic Embassies in Croatia and Croatian institutions who attended the event.

Having in mind the fact that one of these opportunities and possibilities are certainly EU funds that are available for companies in Croatia, Nordic Chamber organized on 17 October a business breakfast on the topic "EU funds and related opportunities for companies in Croatia" with member of the Chamber, company Sense Consulting. More about these two events but also other

Editorial

interesting activities organized by Nordic Chamber of Commerce and its members you will find in the section *Events in brief*.

Since this autumn Nordic countries have three new appointed Ambassadors; H.E. Lars Schmidt, Ambassador of Sweden, H.E. Poul Erik Dam Kristensen, Ambassador of Denmark and H.E. Timo Rajkangas, Ambassador of Finland. We are pleased to bring you on page 4 the interview with H.E. Poul Erik Kristensen, Ambassador of Denmark, while other Ambassadors will be introduced in the following issues of Nordic News.

We are happy to present you on page 5 our member company, Norwegian

company, CroNoMar and their operations in Croatia. Furthermore we are pleased to welcome our new members: Lindström, Pedersen & Partners, Sense Consulting, IMC agencija, Bisnode, Securitas Hrvatska, Navigare Yachting, Les Ponts (VeMaG), Zračna luka Split and Marit Holten Split by introducing them to you on page 6, as a part of our section "Introducing new members".

In this issue we have also prepared a novelty, which represents a guest column. In every new issue we will bring you some interesting topic with some of guest columnists from our member companies. Our first guest columnist is Mrs Ana VojnićTunić, Employer Partner

Certificate Project Manager at SELECTIO Ltd. with a topic on Human Resources Department as a Profitability Factor.

I wish you a pleasant reading of this last 2013 issue of Nordic News.

Last but not least, on behalf of Board of Governors and myself, I wish you a Merry Christmas and a Happy and Prosperous New 2014!

Sincerely,

Gordana Fuštar
Executive Director



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 CROATIA
 Croatian National Tourist Board

Interview

H.E. Poul Erik Dam Kristensen, Ambassador of Denmark to Croatia

H.E. Poul Erik Dam Kristensen has been appointed the new Ambassador of Denmark to Croatia in September 2013. Ambassador Kristensen succeeded in this position H.E. Bo Eric Weber.

Copyright Ministry of Foreign Affairs of Denmark



Your Excellency, you have been posted in Zagreb, Croatia, since September this year. What are your impressions so far?

My wife and I have enjoyed a very warm reception in beautiful Croatia. The country exudes hospitality towards guests. Professionally I had a quick start with the EU Committee of the Danish Parliament visiting in September for substantial meetings with their Croatian colleagues in the Sabor and in the Ministry of European and Foreign Affairs. I have also already had the opportunity as part of my work to visit different parts of Croatia like Dubrovnik, Bjelovar, Beli Manastir, Slavonski Brod, Varazdin and Rijeka. This has provided me a good impression of the variations of the country. Also of some of the challenges for Croatia to move the economy forward and sharpen competitiveness in a globalised world.

What is your assessment of Croatian-Danish economic relations? Which business areas are of most interest to both sides? At the same time, what areas are most covered and what areas should be given more attention?

The present level of Danish exports and investments to Croatia is the largest to the region and not at all bad, although the economic crisis has dampened figures and activities to some extent. The largest export numbers are to be found under pharmaceuticals and wind mills, but technical instruments, food products and furniture are also in some demand. To this should be added

services, especially maritime transportation and consulting engineering.

Croatia is a fairly developed economy, and hence providing a wide variety of interests and opportunities. The most important driver really is growth in general, and in particular in investments and private consumption. We have therefore eagerly been awaiting the projected pick up in growth. However, with most indicators pointing in the wrong direction recently, the outlook for that has darkened rather than the opposite. Hence, we have to look to the Croatian political system to seriously taking on structural reforms and accelerate the return to competitiveness and growth.

For the near future the most promising business opportunities business opportunities seems to be connected to Croatia's EU membership. There will be a variety of trade and investment opportunities flowing from the internal market. And from the privatization process. To which of course should be added all what follows from the very substantial level of EU financial funds for projects and activities in Croatia. Sectorwise they point not least to environment – e.g. water and waste – and energy including renewables and efficiency. But there will also be an interesting SMV productivity angle.

What areas will be the focus of your work in Croatia and what objectives would you personally like to fulfil during your mandate?

The nature and mandate of Danish Embassy in Zagreb is really of the "Lean and Mean" type. We have to prioritise, sometimes brutally. But I have a very dedicated, well selected local staff, as well as a small handful of great honorary consuls, and our joint ambition is to show that the lean Embassy model is one for a future with constant pressure on budgets.

In terms of substance our focus areas are: European Union policies and cooperation, trade and investment and public diplomacy, i.e. improving the knowledge and information about Denmark, while of course also supporting visiting Danes (approximately 100.000 annually) as needed.

Hence, a good deal of our work falls into the category of "Economic Diplomacy", and a good

guess is that this will only increase in a future characterized by global competition.

How do you see Croatian-Danish relations in near future and what are your expectations?

For the next year the relationship will be taken to a pinnacle by a Danish State Visit to Croatia, with Queen Margrethe II visiting President Josipovic. Such a visit entails a large and broad programme of events, covering not only political relations but also commercial, cultural etc. Before Croatian EU membership the bilateral relationship was in many respects concerned with supporting Croatia getting ready for the EU. Now the state visit will be an opportunity to meet as members of the EU and develop our future joint agenda. Hopefully it will also be an occasion to reenergize the trade and investment interest in Croatia and its regional perspectives. This is where we need a little help from our Croatian friends to lay the ground for renewed growth and competitiveness.

How do you in general see the potential of Croatian market from Danish investors' point of view?

The Croatian market is of course not in the category that attracts through sheer size, but there are specialties that can attract and there is a regional perspective of some interest. The general potential lays in increased demand by way of returning towards the 5 % pre-crisis growth level. Other potentials are related to the green dimension that is or will be transforming all, at least European societies, to transportation and – maybe longer term – to the as of now basically untapped opportunities in producing and processing food for exports.

So there should be quite a lot to work with. But there are many issues related to the Croatian investment climate that has to be resolved or improved before these potentials can be fully marketed and realised. The challenges have recently been summed up very precisely in the 2013 White Book by the foreign Investors Council. Danish investors – those already here and those hopefully interested in coming – will expect rapid improvements in the Croatian business and investment climate, and one important part of my job is to transmit that expectation to Croatian decision makers.

Member profile



About CroNoMar

CroNoMar was established as a Croatian company with Norwegian owners (SIVA AS – Norwegian governmental agency and LeivEirikssonNyskaping AS- business incubator in Norway) in 2009 with the purpose to actively participate in further development of Croatian maritime activities.

CroNoMar is marine/maritime oriented company with focus on creating new business activities and development of new products, services, business models within the marine/maritime field.

CroNoMar focus is on:

- stimulating ideas from companies and individuals
- creating business relationships
- supporting development of new projects and companies between Norway and Croatia.

After 4 years of successful business, CroNoMars results have been recognized through the quality of performed work both in Croatia and in Norway.

A summary of Cronomar achievements has been as follows:

- A new maritime innovations center created in cooperation with local and national authorities
- Development of new maritime products/services for employment and value creation in the region Creating maritime business relations between Norwegian and Croatian maritime industry; this activity will achieve export value of 50 mil HRK in 2013 (A

contract for building of workboats for the international Aquaculture industry)

- Development of R&D-networks between Croatian and Norwegian institutions in order to foster more longer term development in the region
- Establishment of the company Marin Globe Doo with services within purchasing and distribution of Croatian maritime equipment ensuring a strong take-off to the company leading to new business achievements and continues development.

CroNoMar is located in Innovation Incubator of Maritime Innovation Centre – iNavis, Šibenik, and is managing the Innovation Incubator focused towards technology oriented entrepreneurs in marine/maritime sector. Innovation incubator is per today one of the most innovative infrastructure of this kind in Croatia enabling users access to latest technical and technological innovative tools in their everyday business development. The Ministry of entrepreneurship and crafts has recognized the work of CroNoMar and its initiatives aimed towards raising the competitiveness of SMEs through the implementation of new, innovative technology tools and have approved grant support to CroNoMars Innovation Incubator from the "Poduzetničkiimpuls" Program for 2013.

Today, CroNoMar has 6 employees which are continuously educated in order to acquire new knowledge and skills. CroNoMar has recognized the potential ofCroatian



entrepreneurs and companies on the international marine/maritime market. CroNoMarsbusiness strategy is based on new, innovative business models aimed for business development. Through continuous work on different economically sustainable and environmentally friendly projects, CroNoMar follows the needs and trends in entrepreneurial infrastructure in order to be able to deliver quality projects to the market. The company is working together with international companies, universities, as well as with local and national authorities in order to contribute to a positive development on all levels. Its business structure enables CroNoMar to have a high degree of freedom for local, regional and national initiatives and projects. Company's visionis to become a longlasting commercial innovation company based in Sibenik with focus on creating new products, services and business models both for existing and new globally competitive maritime and marine businesses in Croatia.

Introducing: Mr. MalvinVillabo, CEO of CroNoMar

The successful CroNoMar team is leded by CEO MrMalvinVillabo (CEO of CroNoMarand CEO of LeivEirikssonNyskaping AS (LEN), Trondheim, Norway). He has finished his education onNTH – Trondheim (Technical University, Control Engineering). He is president of a committee board of a company that has annual turnover in more than billion NOK, CEO of 4 other successful companies, and is actively participating in managing 16 more prosperous companies. From 1995 til today, 120 companies have passed through LEN, by LEN intermediation 110 new companies have been opened, and LEN itself has invested in 80 of them. MrVillabo has a longexperience in international management and business development, especially in field's management in general, R&D management, Project management, Business development Strategies, financing, etc.



Introducing: Ms. Ana Zajc, manager of Innovation Incubator - iNavis, senior project consultant



Ms Ana Zajc is an Innovation area Manager and Senior Project Consultant in CroNoMar, Croatian. Educated in Economy/Nautical Tourism Management at University in Šibenik and Criminology science at University in Zagreb she is also certified for implementation of EU projects.

Ms Zajc has experience in business development consultancy services, management, marketing, market research, company analysis, export, transport and investmentopportunities.

Introducing new members

Lindström d.o.o.



Cares for your image

Lindström, the market leader in textile services, offers full service solution that covers the entire lifecycle of workwear; from purchasing, fitting and tailoring to rental, washing, maintenance and storage as well as replacement and disposal. The company operates in 21 country and about one million people around the world wear Lindström workwear every day.

Pedersen & Partners d.o.o.



Pedersen & Partners is a leading international Executive Search firm. The company attaches considerable importance to having an on-the-ground presence, as this enables them to stay in close touch with the candidate pool and to provide real guidance on cultural issues across the markets where they operate. Pedersen & Partners operates 50 wholly owned offices in 47 countries: 33 offices in Europe & CIS, 7 offices in the Middle East & Africa, 10 offices in Asia & the Americas. Their values Trust, Relationship and Professionalism apply to the company's interaction with clients as well as executives.

Sense Consulting d.o.o.



Sense Consulting is a Croatian consulting company providing financial advisory, investor support, consulting in EU and national funding area, business competitiveness and public sector. The company supports clients in increasing business efficiency, conquering new markets, maximizing return on investments, as well as creating tailor made financing model for investments

Bisnode d.o.o.



BisnodeCroatia, is a member of the international group, Bisnode AB, the greatest European provider of business and solvency information. Bisnode AB has been on the European information market since 1989 and it gathers more than 3,100 experts from 19 European countries. In Croatia, Bisnode brands are Poslovna.hr, Boniteti.hr and WLW with portfolio of almost 300 million entries related to business entities. Information we collect, we process analytically and turn them into the information required by our customers in order to enable them to make smart business decisions.

Introducing new members

IMC agencija d.o.o.



IM&C agency is a privately owned agency founded in 2002 with a long-term and significant experience in the field of providing services of public relations management and communication consulting. IM&C team consists of ten experts in various fields of communication science, economy, politics, journalism and social studies.

We provide following services to our clients:

- Media relations
- Corporate communications
- Financial public relations
- Investor relations
- Corporate social responsibility programs
- Reputation management
- Issues management and crisis communication
- Internal communications and change management
- Relations with interest pressure groups
- Relations with professional associations and interest groups
- Business to Business
- Business to Government
- Brand PR
- Event management

Securitas Hrvatska d.o.o.



Securitas Hrvatska protects your homes, the places where you work, where you buy and where you have fun. The Securitas corporation in Croatia operates throughout the country, has more than 2,100 employees and holds second position in the domestic market. Our business is based on three values: Integrity, Vigilance and Helpfulness.

Navigare Yachting d.o.o.



Navigare Yachting has been arranging yacht charters since 1995 and is now a well-known name. We operate more than 130 sailing yachts in Croatia, Greece, Turkey, Sweden, Thailand and BVI. Our core business is yacht sales for our own charter management program. The mother company Navigare Yachting Holding AB operates from the office in Malmö, Sweden.

Zračna luka Split d.o.o.



Split Airport is the main leader of air traffic development in Split-Dalmatian County and in Central Dalmatia. Due to its geo-strategic position, it is of key importance for traffic connection of the region with European countries tourist markets in particular.

Introducing new members

Les Ponts (VeMaG d.o.o.)



The first authentic French restaurant in Zagreb – LES PONTs. This beautiful restaurant will win you over immediately with its charming French interior and the dishes will delight you at first bite. The charming look of the restaurant Les Ponts can change many times during the day because of its led lights. Menu is composed by Jean Marc Tachet who learned about high gastronomy with Paul Bocuse, one of the world's greatest living chefs. French bourgeois cuisine is what we do at Les Ponts. It is, therefore, an entire encyclopedia of dishes which are not expensive and which allow you to enjoy in various flavors every day with two things guaranteed: elegance and pleasure. **Les Ponts is also the first restaurant in Croatia to have received Halal certification.** Halal quality encompasses the characteristics of products or services that comply with Islamic law and meet the quality attributes.

Marit Holten d.o.o. Split



Marit Holten Ltd Split brings together a team of expert engineers with years of experience in designing and supervision of installation of HVAC systems for homes, offices, hotels, schools, kindergartens, libraries, manufacturing and industrial plants, cruise ships etc.

Our specialties are the following installations:

- Heating installations with renewable and conventional energy sources (solar collectors, heat pumps, wood biomass, natural gas and LPG, fuel oil)
- Heating and cooling with heat pumps, VRV and split systems
- Installation of ventilation
- Domestic hot water preparation
- Food refrigeration chambers
- Automatic central control, intelligent rooms
- Compressed air, steam and gas installations

Other services:

- Energy certification of buildings
- Translation of technical specifications and other documentation by government-authorized translator.

Constant learning and energy saving are fundamental principles of our work.



Events in Brief by Nordic Chamber of Commerce

Zagreb, 11.06.2013

Working luncheon with H.E. Paul Vandoren, Head of EU Delegation to Croatia

Nordic Chamber of Commerce in Croatia organized on 11 June 2013 at Esplanade Zagreb Hotel working luncheon with H.E. Paul Vandoren, Head of EU Delegation to Croatia on the topic "Croatia's accession to the EU – key messages".

On the occasion of the working luncheon, H.E. Paul Vandoren, gave an overview of the main messages in regard to Croatia's EU membership and stressed the importance to perceive the EU accession as a continuously process of development instead of a single episode. One of the main messages during H.E. Vandoren's presentation was that EU membership provides many opportunities and possibilities for Croatia and its citizens, in terms of trade and business, including the common EU market of 500 million people. The luncheon was attended by the representatives of Nordic-Croatian business community, Nordic Embassies in Croatia and Croatian institutions.



From left to right: Gordana Fuštar, Executive director Nordic Chamber of Commerce, H.E. Paul Vandoren, Head of EU Delegation to Croatia, Darko Eisenhuth, President Nordic Chamber of Commerce. Photo by Nordic Chamber of Commerce

Zagreb, 17.10.2013

Business breakfast: EU funds and related opportunities for companies in Croatia



Nordic Chamber of Commerce in Croatia organized on 17 October 2013 at Esplanade Zagreb Hotel the business breakfast with member of the Chamber, company Sense Consulting. The topic was: "EU funds and related opportunities for companies in Croatia".

The guest speakers were Ms. Nataša Ćurić and Ms. Dragana Raić who addressed in their presentation the key areas in the field of EU funds with the aim to answer the question of how companies and entrepreneurs in Croatia can obtain EU funds. During the presentation representatives of the Nordic-Croatian business community were informed about investment and project co-financing opportunities from EU funds and national subsidies. Concrete examples and cases from the business practice were

used with the aim to show that, despite the complexity of application process and the subsequent implementation, obtaining EU funds is possible if properly and timely prepared and planned. Presentation was followed by discussion based on participant's individual questions related to the topic. The event raised huge interest and was attended by the representatives of Nordic-Croatian business community including some Embassies from EU countries represented in Croatia.



Events in Brief by Nordic Chamber of Commerce



Opening of the Consulate of Iceland in Zagreb, Croatia



From left to right: H.E. Gunnar Snorri Gunnarsson, Ambassador of Iceland to Croatia, Honorary Consul of Iceland, Mr. Marin Filipovic.

Photo by Consulate of Iceland in Croatia

On Monday, November 18th at 5 pm, Iceland officially opened its Consulate in Zagreb, Croatia. Mr. Marin Filipovic, the Honorary Consul of Iceland will be representing the government of Iceland in Croatia.

Guest of Honour was H.E. Ambassador Gunnar Snorri Gunnarsson, Icelandic Ambassador to Croatia based in Berlin. Other guests included all the Ambassadors of Nordic countries, representatives of Croatian government, members of Icelandic community, representatives of the Icelandic Football Association (KSI) and members of the Croatian business community including the Nordic Chamber of Commerce.

The opening of the Consulate coincided with the football match between Iceland and Croatia in Zagreb on Tuesday, November 19th. In the last qualifying match Croatia won 2-0 but much credit should be given to Iceland for having reached this far.

In his opening speech, Mr. Filipovic reiterated how it came to a historical decision of Iceland being the first internationally recognized country to recognize Croatia's sovereignty. Additionally, he followed upon a few aspects of Iceland's exemplary growth of success hoping Croatia would follow the same path of becoming a country that is open-minded, equality for all and respect for minorities. He pointed the importance of forward-thinking in the areas of investment and trade and success in education and training for the youth in Iceland where 50% have part-time jobs at ages 15-19 years.

Following his speech, H.E. Ambassador Gunnar Snorri Gunnarsson, spoke of commitment of Iceland to improve relations between the two countries. He pointed out that he was very pleased that finally after 22 years of Croatia's independence all the Nordic countries have diplomatic missions in the Croatian capital.



From left to right:
H.E. Timo Rajakangas, Ambassador of Finland to Croatia,
H.E. Gunnar Snorri Gunnarsson, Ambassador of Iceland to Croatia,
Mr. Marin Filipovic, Honorary Consul of Iceland,
H.E. Henrik Ofstad, Ambassador of Norway to Croatia,
H.E. Lars Schmidt, Ambassador of Sweden to Croatia.

Photo by Consulate of Iceland in Croatia
Source: Consulate of Iceland in Croatia



Events in Brief by Nordic Chamber of Commerce

Zagreb, 11.12.2013

Annual General Assembly of the Nordic Chamber of Commerce in Croatia



Nordic Chamber of Commerce in Croatia held on 11 December 2013 at Hotel DoubleTree by Hilton Zagreb its Annual General Assembly in the presence of representatives from member companies and Nordic Ambassadors. The Assembly was an opportunity to summarize the work of the Chamber in 2013 and also to present the business plan for 2014, as well receive suggestions and inputs from members in regard to different topics that could be of interest for 2014. Fifteen new member companies that joined Nordic Chamber of Commerce during this year, something we are very proud of, were also presented at the Assembly. Furthermore, the new President and members of the Board of Governors were elected.

In 2013, Nordic Chamber of Commerce continued to successfully implement its 2013-2015 Strategy which outlines the continuous

efforts of the Chamber to further strengthen its role of the Nordic-Croatian business platform, with emphasis on further efforts in increasing trade, commerce and successful business relations between Croatia as a new EU member state and Nordic region.

The Board of Governors elected for a one year period are:

President: Mr. Tibor Jerger (Individual member)
 Treasurer: Mrs. Dijana Spalatin (MacGregor Hrvatska)
 Executive Director: Ms. Gordana Fuštar
 (Nordic Chamber of Commerce)

Board members:

Mr. Darko Eisenhuth (Honorary member)
 Mr. Tonči Peović (Zračna luka Zagreb)
 Mr. Željko Štruglin (ABB)



We would like to thank Hotel DoubleTree by Hilton Zagreb for hosting the General Assembly!



Croatia joins the EEA



The negotiations between Norway and Croatia about Croatia's membership in the EEA Agreement have been concluded. As part of the agreement, Norway will receive improved market access for its fish exports to the EU and will contribute to social and economic cohesion in Croatia through the EEA Grants. The expansion of the EEA Agreement to Croatia is crucial for Norwegian business. The agreement ensures market access for Norwegian businesses equal to those of EU Member States. At the same time, the extension of the EEA Grants will strengthen contact and cooperation between Norway and Croatia, says Vidar Helgesen, Minister for EEA and EU Affairs at the Office of the Prime Minister. There will be approximately 79 million Norwegian Kroner, €9.6 million, in available funding under the EEA Grants for Croatia in the agreed period, which runs until 2016. The funds are allocated with the goal of reducing social and economic inequality and strengthening cooperation between Croatia and Norway. Negotiations regarding the allocation of funding to specific projects and programmes are currently on-going.

As a result of Croatia's membership in the EU, the free trade agreement between Croatia and the EFTA countries has been nullified. To compensate for the loss of this agreement, Norway and the EU have agreed on a compensatory quota for processed Norwegian herring to the EU market.

– We are satisfied with the solution in terms of market access for our fish exports. By raising the duty free quota for spiced and/or vinegar cured herring we have reached a compensatory agreement which improves the market access for a product which today faces a 20 % duty from Norway to the EU, says Elisabeth Aspaker, Minister of Fisheries.

The agreement also enables Norway to implement the transitional provisions included in the EU's membership agreement with Croatia. Most notably, this applies restrictions on the free movement of workers from Croatia for the duration of the transition period, which may be up to 7 years.

The agreement will enter into force once formally ratified by EU Member States and the EEA/EFTA countries; Norway, Iceland and Lichtenstein. In Norway, the Storting will have to finally ratify the agreement.


ERICSSON

Ericsson Nikola Tesla Summer Camp 2013

Ericsson Nikola Tesla held its, already a traditional 13th year in a row, International Summer Camp which aims at top graduate students of electrical engineering and computing. A total of 68 students participated in the Camp program. Under the expert supervision of mentors, coming from Croatia, Sweden, Hungary and China, students worked on 33 projects in Zagreb, Split and Budapest.

With the improvement of higher education quality, this project's added value is in preparing students, throughout working on real ICT projects, to gather valuable experience, which will be a precious for them in the labor market, they will soon enter. The 2013 Summer Camp was held under the working title "The Challenges of the Networked Society". Participants studied selected problems related to active R&D projects (M2M, IPTV & Multimedia) and worked on applications and tools intended for internal use. The basic idea was to enable suggesting innovative solutions and prototype applications, and improving the already existing ones as well, with students actively taking part in the research.

The end of the Summer Camp was marked with a day-long activities in the Company premises; demo sessions, during which the visitors could talk to the students and mentors, see several expert presentations and attend the Summer Camp gathering closure, which was streamed to the students and mentors in Split. The representatives of Academia, led by Prof. Dr. Melita Kovačević, University of Zagreb vice chancellor, also attended the ceremony and were hosted by the Company President, Gordana Kovačević, MSc. After closing the gathering, the guests took Ericsson Nikola Tesla Technology RoadTour with great interest, where they were introduced with the cutting edge Networked Society ICT solutions.

Source: Ericsson Nikola Tesla



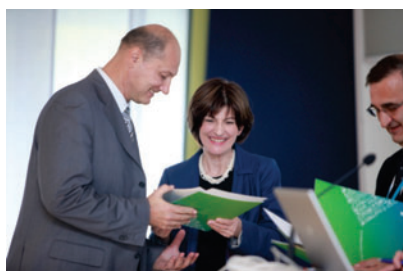
Ericsson Nikola Tesla President, Gordana Kovačević, MSc



Demo sessions where visitors could talk with students and mentors who worked on projects



Smart solutions for Industry and Society



ENT President is handing letter of thanks to Academia representatives



Presentation about networked society



Students and mentors gathered in front of Ericsson Nikola Tesla in Zagreb

KONČAR contracted transformers for Swedish



KONČAR – Distribution & Special Transformers (D&ST) will deliver medium power transformers to one of Europe's leading energy companies, Swedish Vattenfall. Among the world known and estimated producers of power transformers, D&ST contracted the production of 23 transformers of total power of 634 MVA, for the area of Sweden and Germany.

The contract is a continuation of a successful cooperation with Vattenfall which started in 1978.

Also, D&ST managed to enter one more Scandinavian market and the company delivered a transformer of the nominal power of 40 MVA for the Norwegian substation Glabak. It was the first of all together 12 power transformers with the total power of 429.5 for five different regional distributions and one industrial facility in Norway.

Source: Končar Elektroindustrija d.d.

DNV GL merger



The merger of DNV and GL is approved. The new company-DNV GL-is operational since 12 September.

DNV GL will be the world's largest ship and offshore classification society to the maritime industry, a leading provider of technical assurance and risk management services to the oil & gas industry and a leading expert in wind and power transmission and distribution. DNV GL also takes the position as one of the top three management system certification bodies in the world.

The competition authorities have cleared the merger between the two well-regarded companies, both of which will soon celebrate 150 years of independent operations. The new company, formally called DNV GL Group, will comprise 16,000 employees across 300 sites in more than 100 countries, and have revenues of EUR 2,500 million per year.

Driven by its purpose of safeguarding life, property and the environment, DNV GL enables organisations to advance the safety and sustainability of their business. DNV GL provides classification and technical assurance along with software and independent expert advisory services to the maritime, oil & gas and energy industries. It also provides certification services to customers across a wide range of industries.

Combining leading technical and operational expertise, risk methodology and in-depth industry knowledge, DNV GL empowers its customers' decisions and actions with trust and confidence and creates safer, smarter and greener future for its customers and society at large.

Source: Det Norske Veritas Adriatica d.o.o.

Holiday season at the Esplanade Zagreb Hotel



ESPLANADE ZAGREB

The Esplanade hotel announces its luxurious holiday season for everyone in search of quality celebrations, friendly service and reasonable prices.

The hotel provides the organization of Christmas parties for the individual needs of small firms, event agencies and large companies. For firms wishing to organize an office party without stress, the simplest solution is Esplanade catering, which will greatly facilitate the organization and save precious time.

Family Christmas Lunch with a visit by Santa Claus, has been a tradition for years. The sumptuous feast, with delicious holiday specialties and music in the background, will make this holiday memorable for the whole family. Kids can enjoy the play area with many games and cartoons, and every guest will receive a special Christmas gift.

For those who want to enjoy Christmas lunch in the warmth of their home, the hotel is offering again this year a Christmas turkey delivery, which can be delivered to your door step, hot and ready to be eaten.

Step into 2014 with a spectacular Back to 70's New Year's Eve show. A combination of energetic musical and theatrical performances and popular disco hits will complete Disco Inferno Magic 70's costumed band, attractive dancers, special Elvis Presley show, piano master and DJ, who will heat up the atmosphere with the selection of the greatest dance hits.

For the little ones, the Esplanade Zagreb Hotel has prepared Mini Disco – New Year's Eve for kids, great programme, under the professional guidance of an entertainer. The young ones will also enjoy a specially decorated area, great fun with their peers, party games, dance music and lots of surprises. And when they tire of fun and dancing, they can rest in a cool dormitory supervised by a super nanny.

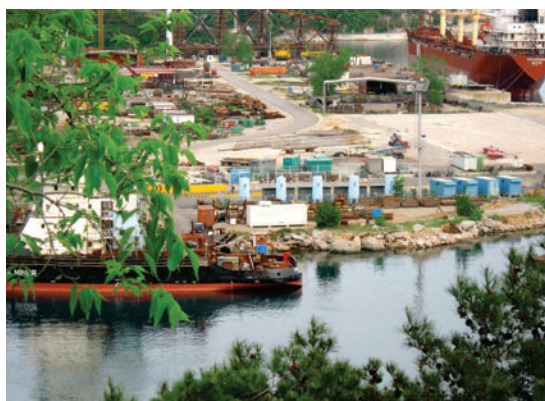
Find out more: www.esplanade.hr, xmas@esplanade.hr, 01 45 63 888



Source: Esplanade Zagreb Hotel



ABB innovation reduces pollution and saves costs at Viktor Lenac shipyard in Rijeka, Croatia



2013-11-06 - ABB in Croatia have provided a leading-edge solution consisting of two 1250 kVA PCS100 SFCs (Static Frequency Converters) to the shipyard Viktor Lenac in Rijeka, Croatia to help improve quality of power and reduce maintenance costs. Aside from reducing emissions, pollution and noise level, the solution is providing cost savings, by using grid power instead of diesel generator (DG) power.

Over the past years on several occasions, Viktor Lenac shipyard had the need for ABB's PCS100 SFC to power the ships that used a 60 Hz network. Previously the shipyard used diesel – generator sets. For larger units, as much as up to three units with 1 MW power parallel connected, it was necessary to use the DG for a longer period, in order to ensure operation without any interference. The prevailing issues in the past were related to, parallel operation with mutual synchronization of diesel – generator units, common problems during unexpected load changes and disconnection from individual unit synchronism. High fuel for diesel engines consumption (low efficiency of internal combustion engines in relation to energy converters), a high level of noise – especially at night in a relatively urban area, close proximity to residential buildings, pollution due to continuous operation of internal combustion engines like CO₂ emission, NO_x and other greenhouse gases were also contributing factors.

A complete package

The intention of the shipyard was to increase its competitiveness in an increasingly demanding market. Viktor Lenac shipyard identified the advantage the PCS100 SFC could provide. This was to keep equipment running through utility voltage sags and frequency variation. The first 375 kVA PCS100 SFC was commissioned and installed at the end of 2012. After insight and analysis of all the benefits, Viktor Lenac shipyard decided to purchase another PCS100 SFC, this time with a higher power rating of 2500 kVA. At the beginning of 2013 ABB in Croatia delivered a mobile container unit containing 2 x 1250 kVA PCS100 SFCs, a low voltage and medium voltage plant, a transformer and a local control system based on the ABB AC500 PLC platform. The PCS100 SFC features are that it can work in several modes – as a stand-alone supply unit, in parallel with other power sources and in load mode, for testing of the ship power plant.

Advantages and benefits

The new grid interconnection solution since installation has provided many advantages to Viktor Lenac. The proven benefits are;

- No noise pollution
- Lower operating and maintenance costs
- No CO₂ and nitrogen oxide pollution
- Easy to use and maintain
- Reliable operation
- Improved efficiency at the shipyard
- Ability to use the inverter during examination and loading of the diesel generator plant on the ship
- Restoring power to the ships own network, instead of using energy on resistors submerged in the sea

Proven results

Efficiency after installing the PCS100 SFC has drastically improved and the operating and maintenance cost of equipment over time has been reduced. This results in less maintenance issues with high reliability.



Source: ABB d.o.o.

For more information, please visit www.abb.com/pcs100-power-converters

Hartmann Forest Stewardship Council



Responsibility with consumer appeal:

The Hartmann study 2012 on customer segmentation proves the point around 73% of those questioned prefer moulded fibre over the plastic egg packaging.

Forest Stewardship Council

Is an international, non-governmental organisation that has introduced a quality mark to identify those products that support ecologically and socially responsible management worldwide. The number of FSC-certified companies is currently increasing at a rate of 40% per year. This is partly due to a growing awareness of environmental issues over the last ten years. Since 2013 all Hartmann production sites in Europe have been able to offer products with the FSC logo on demand. To this end, Hartmann offers benefits many times over: innovative FSC-certified egg packaging made from environmentally renewable resources.

Source: Hartmann Croatia



Rockwool obtains environmental permit



Ministry of Environmental Protection recently issued a decision on IPPC - Integrated Pollution Prevention and Control for ROCKWOOL stone wool factory. The factory spent all together 4 years in preparation of the documentation. Initially an entire team of experts was outsourced, and later a team of engineers from ROCKWOOL collaborated with an authorized firm in the field of environmental protection to complete this procedure.

Before issuing the decision, the so called environmental permit, the competent ministry submitted a report following the public hearing.

"This environmental permit is a confirmation that our factory in Istria meets the high standards of environmental protection and consequently also the standards of the protection of human health. It is the result of efforts and investments over many years, not only in the plant but also in the education of our people," commented Anđelka Toto-Ormuž, Head of Corporate Affairs.

Environmental standards in Europe are becoming more rigorous throughout the years, and

ROCKWOOL monitors and follows these trends, and in some areas it is even ahead of them. For example, today the factory meets certain standards and norms which will come into effect at the beginning of year 2016.

Unquestionably ROCKWOOL will continue to follow the best available techniques and fulfill environmental standards, as well as make investments in this sense.

Source: ROCKWOOL ADRIATIC d.o.o.

Nokia Solutions and Networks (NSN) - presence at IFA fair in Berlin



This year Deutsche Telekom's demonstration of VoLTE service powered by Nokia Solutions and Network VoLTE core network was conducted during IFA 2013 fair, 06th -11th of September 2013, in Berlin. The IFA fair is a must attend show for the professionals and technicians, around 200 000 visitors, who wish to see the new inventions made in electronic sector that incorporates home appliances, media and communication equipments and others. The equipments displayed in the show are designed by implementing the advanced

and latest technologies so that the attendees get the best range of lighting products in this platform. The show brought leading and established companies who are experts in designing and presenting these types of electrical equipments and ensured them to experience HD voice quality between LTE (4G) calling parties and VoLTE mobile to PSTN calls. Unforgettable HD voice experience was ensured by Nokia Solutions and Networks experts on NSN solution.

Source: Nokia Solutions and Networks

CroNoMar - Innovation Incubator of iNavis Centre



The Innovation Incubator of iNavis Centre is under CroNoMars management, and is one of business incubators and technology parks that have received grant support from the Ministry of entrepreneurship and crafts for 2013. In late October, CroNoMar has signed a Contract with the Ministry for the grant support in the amount of HRK 646,794.65.

The funds were received under Measure C "Development of business infrastructure and business environment," Activity C2 - Technology parks and incubators, from the Program for encouraging entrepreneurship and crafts "Poduzetnički impuls 2013" and are intended for the strengthening of the competitiveness and development of technological oriented and knowledge – based SMEs and entrepreneurs whose business is based on high technology and innovation, as well as raising the level of entrepreneurial skills.

The Ministry of entrepreneurship and crafts has recognized the work of CroNoMar and its initiatives aimed towards raising the competitiveness of SMEs through the implementation of new, innovative technology tools, like modern software for 2D and 3D design, a device for measurement and alignment system – shaft alignment, ultrasonic digital thickness gauge, device for determining the corrosion of subsea structures and others, accompanied with the transfer of knowledge, experience and best practice from Norway through organization of 2 workshops, as follows:

- Monitoring and handling of coastal traffic and other maritime activities – the Norwegian model and possibilities/potential for Croatia,
- How to Approach the Norwegian oil&gas-market.

Both workshops will be held by Norwegian experts from reference areas. The project will last from November 2013 til May 2014, while the conduction of mentioned workshops is planned for the spring 2014.

Source: CroNoMar



Events in Brief

Telektra - Lighting of combined children's institution

At the beginning of September this year in Zagreb, in the presence of mayor Mr Milan Bandic and his associates, in the new settlement Vrbani III, was officially opened combined children's institution - kindergarten "Kustošija" and elementary school "Alojzije Stepinec". The construction was funded through public-private partnership and according to design of the architectural company PROARH THREE Ltd. (author Davor Mateković with co-authors Tomislav Stojan and Vedran Jančić).

The institution is designed to have a greater share of daylight, with an emphasis on cheerful, playful colors, or insisting on "crystal cube of serenity" (Tin Ujević, Croatian poet). This concept was followed by the lighting project i.e. the light was skillfully designed in accordance with the design of the interior.

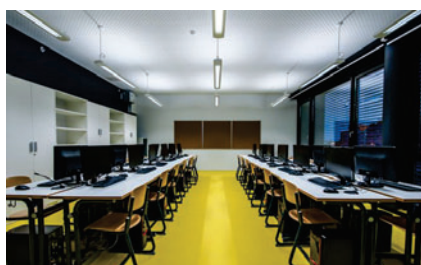


Luminaries of distinctive design and high energy efficiency were chosen. Products of reputable European manufacturers were used, including luminaries of the Swedish company Fagerhult which is known for contemporary design and technical innovations in the field of lighting.

Lighting design was made in close cooperation with architects by the company Telektra doo (Zagreb, Sesvete). Telektra is the company which supplied the lighting equipment and, among other things, is a member of the Nordic Chamber of Commerce in Croatia.

At the end should be pointed out that the electrical design for school and kindergarten made the company Leging d.o.o. from Zagreb (electrical planner Mr Ognjen Berg B.Sc.EE). Work on the building was performed the company Tehnika d.d. from Zagreb.

Source: Telektra d.o.o.



Selectio Kadrovi 60 Certified Companies since 2005



EMPLOYER PARTNER
HUMAN RESOURCES EXCELLENCE

Employer Partner Certificate, project aimed to promote quality in human resources management, is celebrating its eight anniversary. Since 2005, sixty companies have entered certification process in field of human resources management. 90% of them have reached the standards and have been awarded with Employer Partner Certificate.

The Certificate demonstrates the success of employer in an independent and measurable way, which, accompanied with media promotion, presents an excellent tool in the promotion of the organization and appealing to the best employees. Because of its well-developed methodology, Employer Partner Certificate is used as a remarkably efficient tool for assessment, design and development of human resources management processes as well as quality benchmark.

Currently 25 [companies](#) hold the Employer Partner Certificate standards: Atlantic Group, BelupoPharmaceuticals, CemexCroatia, Coca-Cola HBCroatia, Henkel Croatia, Croatian Bank for Reconstruction and Development, T-Hrvatski Telekom, INA, JGL, JT International Zagreb, JT International Bosnia and Herzegovina, Kozmo, LidlCroatia, Merck Sharp &Dohme, Microsoft Croatia, PlivaCroatia, Sandoz, Sberbank, SOSChildren's Village Croatia, SOSChildren's Villages Bosnia and Herzegovina, SuncaniHvar Hotels, Tele2, ValamarHotels and Resorts, Vipnet and Zagrebackapivovara.

Source: Selectio Kadrovi d.o.o.



Human Resources Department as a Profitability Factor

By Ana VojnićTunić,

Employer Partner Certificate Project Manager at SELECTIO Ltd.

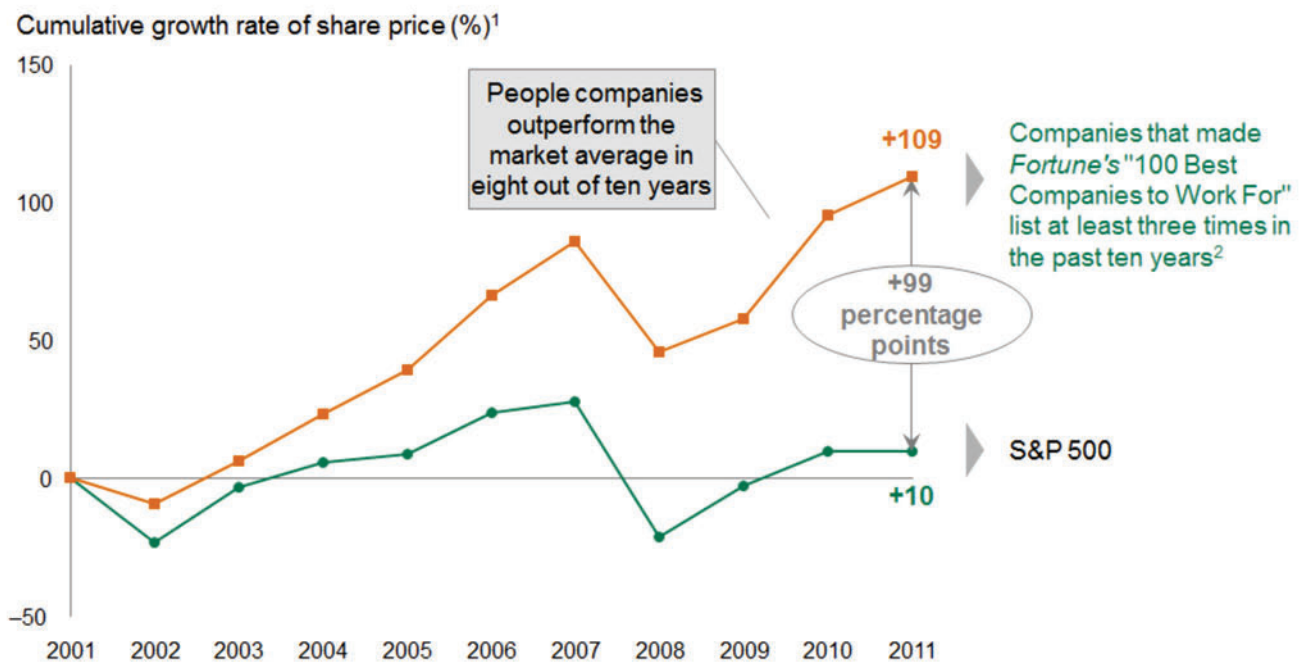
HR management has developed much in past decades and more and more companies value its contribution to business. But the recent recession has affected financial outcomes of companies leading to questioning necessity and profitability of all business functions. HR departments have challenging task of proving their results since great number of their projects are aimed at more difficult-to-measure changes regarding organizational culture, engagement, leadership style etc. That is why the management often undervalues HR projects and is hesitant of budgeting them.

In order to address the issue of connection between HR policies and profitability, Boston Consulting Group has conducted worldwide research with nearly 4300 executives.

Do companies most capable in HR practices experience better economic results?

First result of the analysis is shown in Picture 1. The companies that made Fortune's "100 Best companies to Work For" list at least three times in the past 10 years outperform S&P 500 average by 99 percentage points in cumulative growth of share price. This result indicates that engaged employees do contribute to financial outcomes of the company.

Picture 1: Comparison between "people" companies and S&P 500 companies in cumulative growth rate of share price in past ten years.



1. Based on end-of-year closing prices
Source: 2012 BCG/WFPMA proprietary web survey and analysis



Which HR practices have the greatest impact on economic results?

After determining the basic connection between implementing good HR policies and financial outcomes, the researchers analyzed which of the HR practices contribute business results the most. The results indicate that capability in all 22 observed HR areas is connected with higher revenue growth and profit margin. Still the six areas listed in Picture 2 below have the greatest impact. The conclusion is that the companies that are more capable in attracting talent based on their brand as an employer and are capable of retaining new hires have better economic performance. Also, companies more capable in managing talent and its performance as well as developing leaders outperform the ones that are less capable in those areas.

Picture 2: Difference in revenue growth and profit margin between most capable and least capable companies in six key areas.

Topic in which most capable and least capable companies were compared	The impact that the most capable companies achieve over the least capable companies in ...	
	... revenue growth	... profit margin
1 Delivering on recruiting	x 3.5	x 2.0
2 On-boarding and retaining new hires	x 2.5	x 1.9
3 Managing talent	x 2.2	x 2.1
4 Improving employer branding	x 2.4	x 1.8
5 Improving performance management	x 2.1	x 2.0
6 Improving leadership development	x 2.1	x 1.8

The situation in Croatia

SELECTIO has replicated the research in Croatia on a sample of 55 companies involved in the project the Employer Partner Certificate, the certification process for HRM system. 45 key HR areas were addressed and compared with financial results of companies included in the project.

The first finding is that over half of the current certificate winners are in **top 25% based on profit margin** average of Croatian companies. Additionally, companies that are more capable in HR management (based on certification results) have greater profit margin than those less capable in HR management. The key areas in which they differ are:

1. Positioning HR as a strategic partner
2. Leadership development and setting "people goals"
3. Transparent performance management connected with remuneration system
4. Defining and developing key competencies
5. Career and talent management

Implications

The results of both researches show that successful HR management is indeed connected with better financial outcome. In order to create advantage companies need to focus on attracting and retaining talent which will in return lead to better financial outcomes. In order to do that, companies need transparent performance management aligned with key competencies needed to lead to better results. These systems are the base for remuneration, development and career planning which involves programs for employees that show great potential. And last, but not least, all of those systems need to be supported by competent leaders that are people oriented and strive to inspire and enable employees to deliver better results.

Member to Member Program

Through its Member to Member Program, the Nordic Chamber of Commerce offers its members a number of different benefits. Member to Member Program is an extended tool aimed to additionally link company members among themselves and stimulate their active mutual cooperation.

Henceforth, we are pleased to present you the Nordic Chamber company members offering special benefits within their business activity to other members of the Chamber.

CMS Reich-Rohrwig Hainz, branch office Zagreb

Legal services at privileged rates to all members of the Nordic Chamber of Commerce in Croatia.



Esplanade Zagreb Hotel

Esplanade Zagreb Hotel is offering exclusive discounted room rates to all members of the Nordic Chamber of Commerce in Croatia. The rates are seasonal and are subject to availability.



ESPLANADE ZAGREB

Hotel DoubleTree by Hilton Zagreb

DoubleTree by Hilton Zagreb offers special corporate 15% discount on Best Available Room Rate for all members of the Nordic Chamber of Commerce in Croatia.



IMC agencija

IM&C agency provides special discount of 15% on media training to all members of the Nordic Chamber of Commerce in Croatia.



Media net

Individual presentation of company and 30% discount on a particular service within the company's media intelligence service program to all members of the Nordic Chamber of Commerce in Croatia.



Moto-Ris Volvo

15% discount on car service and spare parts to all members of the Nordic Chamber of Commerce in Croatia.



Posao.hr

Privileged rates for posao.hr services including job and educational announcements, company advertising, sponsorship packages and registration fees within posao.hr projects. These terms apply only to member companies that do not already have contract with posao.hr.



Radisson Blu Resort, Split

Radisson Blu Resort, Split is offering exclusive discounted room rates to all members of the Nordic Chamber of Commerce in Croatia. The rates are seasonal and are subject to availability.



Sense Consulting

Sense Consulting offers 15% discount on all their services to all members of the Nordic Chamber of Commerce in Croatia.



Telektra

Telektra is offering 25% discount on lighting fixtures of established European producers to all members of the Nordic Chamber of Commerce in Croatia. Telektra, the leading company in Croatia which deals with creation of lighting design solutions, distribution and sale of lighting fixtures of established European producers is offering to members of the Nordic Chamber of Commerce free of charge creation of lighting design and complete technical support, with feasibility study for the purpose of energy efficiency (replacement of existing inefficient lighting fixtures with the new ones).

Telektra is offering certain products from the outlet offer, lighting at special discount prices.



Notice for members:

For more information about the terms for using special membership benefits or for joining the membership discount program, please contact the Executive office at: Tel: +385 1 5393 751, Email: office@nordicchamber.hr

Membership information

Members of Nordic Chamber of Commerce

- ABB d.o.o.
- AZURNA UVALA d.o.o.
- Carlsberg Croatia d.o.o.
- Ciklopea d.o.o.
- Croatian Bank for Reconstruction and Development (HBOR)
- CroNoMar d.o.o.
- Det Norske Veritas Adriatica d.o.o.
- Divjak, Topić, Bahtijarevoć Law Firm
- Eco Consult d.o.o.
- Elkem d.o.o.
- Embassy of Denmark
- Embassy of Finland
- Embassy of Sweden
- Ericsson Nikola Tesla d.d.
- Esplanade Zagreb Hotel
- Hartmann d.o.o.
- Hilton Cluster Croatia – DoubleTree by Hilton Zagreb & Hilton Imperial Dubrovnik
- IKEA Hrvatska d.o.o.
- Internet Posao - Posao.hr
- Josip Vuko
- Končar-Elektroindustrija d.d.
- Law company CMS Reich-Rohrwig Hainz, branch office Zagreb
- Libertas Regis d.o.o.
- Lift Modus d.o.o.
- MacGregor Croatia d.o.o.
- Media Net d.o.o.
- MojPosao d.o.o.
- Moto-Ris d.o.o.
- Nokia Solutions and Networks d.o.o.
- Nordic Chamber - Executive office
- Patria Land Services Oy
- Podravka d.d.
- Radisson Blu Resort, Split
- Rockwool Adriatic d.o.o.
- Royal Norwegian Embassy
- Saab International AB, Podružnica Zagreb
- SELECTIO Kadrovi d.o.o.
- TELE2 d.o.o.
- Telekra d.o.o.
- Tetra Pak d.o.o.
- Tibor Jerger
- United Nations Development Program - UNDP
- Verdispar International d.o.o.
- Vukmir and Associates
- Zračna luka Zagreb d.o.o.

New members

- Lindström d.o.o.
- Pedersen & Partners d.o.o.
- Sense Consulting d.o.o.
- IMC agencija d.o.o.
- Bisnode d.o.o.
- SECURITAS HRVATSKA d.o.o.
- NAVIGARE YACHTING d.o.o.
- Les Ponts (VeMaG d.o.o.)
- Zračna luka Split d.o.o.
- Marit Holten Split d.o.o.

HR Days 2014: Are the today's talents sparser or are they just harder to discover?

The new generations of employees and ever improving business and technology environment set great challenges in everyday talent management process.

That is the reason why the second HR Days conference is dedicated to **talent identification and development** – the practice that requires very close cooperation of managers and human resources departments, their equal responsibility and mutual support.

HR Days conference that will take place in a beautiful design **hotel Lone in Rovinj on March 27th and 28th 2014**, is a perfect opportunity to meet some of the leading HR experts in the world and to gain an insight into specific tools that can be applied in human resources management regardless of a company size.

You can expect insightful lectures, interactive workshops and brisk debates with: **Sabine Engelmann**, Coach and Trainer; **Jon Ingham**, Global Executive HR Consultant, Cotrugli Business School; **Carl Segerstrom**, Executive Director - Global & Emerging Markets Staffing, Merck and many others.

You will also have the opportunity to participate at the award ceremony for the **best HR practices in Croatia**. Conference organizers are **MojPosao** – the leading job site in Croatia and **SELECTIO** – the leading Croatian company specialized in strategic human resources consulting.

Visit the official web site for additional information.

Early bird registration ends with February 15st 2014.



The Nordic Chamber of Commerce

The Nordic Chamber of Commerce is a non-profit organization established in November 2005. It is the only Chamber in the region gathering established Nordic companies. The Nordic Chamber of Commerce in Croatia has been founded with the purpose of establishing a platform for the exchange of ideas and experiences within the Nordic business community in Croatia, to promote and strengthen the network cooperation

between Nordic companies and the Republic of Croatia and to contribute to the development of business relations and activities between Nordic countries and the Republic of Croatia.

The activities in fulfilling the purpose of the Nordic Chamber of Commerce in Croatia are various : Supporting a constant improvement of the investment environment in Croatia, promoting Nordic companies in Croatia through

events, supporting and promoting activities which benefit the interest of the members of the Nordic Chamber of Commerce in Croatia, promoting economic, cultural and social relations between the Nordic countries and the Republic of Croatia, Striving for constructive solutions for trade between Nordic countries and the Republic of Croatia and organizing regular member meetings.

Benefits of becoming a member:

Network

- * Taking part in the experience groups
- * Contact to Nordic and Croatian companies on management level
- * Joining sector groups
- * Attending/ socializing at dinners, breakfast meetings, presentations and social events
- * Cooperation with Nordic embassies in Croatia

Business services

- * Access to the contacts of members and associates
- * Special offer to/from members and associates via Chamber publications
- * Using Chamber services for conferences, round tables and m2m meetings
- * Partner searches, opening new possibilities in Croatia and the Nordic markets

Marketing

- * Sponsorship of business and social/networking events
- * Advertisements to other members and associates
- * Direct mailing by the Chamber to members and associates
- * Promotion in our publications and on the web page

Membership categories:

Nordic member (patron, corporate, business, individual),
Associated member (institutional, business)



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