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Veliko Trgovišće, July 1st 2024

Child Labor Prevention and Prohibition Policy

Principle

Textile Factory Trgovišće (TTT) is fully committed to the protection of children and the respect of international human rights. Child labor is strictly prohibited in all of our business activities, as well as among our suppliers and business partners.

Definition

"Child labor" refers to any form of work involving persons under the age of 15, or under the age of 18 for work that is hazardous to health, safety, or moral development, in accordance with the International Labour Organization (ILO) Conventions No. 138 and 182, and the UN Convention on the Rights of the Child.

Age Verification of Employees

TTT maintains accurate personnel records and requires all employees to provide valid documentation (identity card, passport, birth certificate, or other official document) as proof of date of birth. This ensures that no one below the legally permitted age is employed.

Suppliers and Partners

We expect all our suppliers and business partners to comply with the same principles and standards. The prohibition of child labor is embedded in our Supplier Code of Conduct.

Action in Case of Violation

If it is discovered that a child is involved in work activities, TTT will immediately take measures to protect the child, including ensuring their return to the education system and terminating business relations with any supplier found to be in violation of this Policy.

Responsibility

The Management of TTT is responsible for implementing this Policy. The Policy is regularly reviewed and updated in line with Croatian legislation, EU directives, and international standards.

Mario Popić, Director

Textile Factory Trgovišće Ltd.

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