



Tvornica tekstila Trgovišće d.o.o.  
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Veliko Trgovišće, 1<sup>st</sup> July 2024

## CODE OF ETHICS

### 1. Introduction

The Code of Ethics of Textile Factory Trgovišće sets out the fundamental values, principles, and responsibilities that guide our business conduct. With more than one hundred years of tradition, we recognize that our products and practices shape not only the reputation of our company but also the quality of life of our employees, customers, suppliers, and the wider community. Through this document, we clearly express what we consider to be proper and acceptable behavior, as well as the principles we uphold in everything we do.

### 2. Our Values

Our business is built on five core values: respect, responsibility, quality, transparency, and sustainability.

- We respect every individual and their rights.
- We are responsible toward our employees, customers, and community.
- We ensure quality through expertise, knowledge, and tradition.
- Transparency fosters trust with our stakeholders.
- Sustainability ensures that we preserve our factory and resources for future generations.

### 3. Ethical Principles

The Factory adheres to the fundamental conventions of the International Labour Organization and international human rights instruments, including the UN Universal Declaration of Human Rights. We strictly reject child labor, forced labor, and any form of discrimination in our business operations, as well as in those of our partners and suppliers. We believe that all people are entitled to safe working conditions, fair wages, and equal opportunities. All decisions must be made in good faith and in line with the highest standards of integrity.

### 4. Relations with Employees

The Factory guarantees a safe and healthy working environment and ensures that every employee has the opportunity for development and advancement. We respect employees' rights to freedom of association and collective bargaining. We promote mutual respect, cooperation, and trust-based communication. Harassment, bullying, or any form of discrimination are strictly prohibited.

### 5. Relations with Customers and Partners

Our customers expect quality and reliability, and it is our duty to meet and exceed those expectations. We treat customers with respect and transparency, always providing accurate information about our products and services. In our relationships with suppliers and partners, we apply the same principles we expect from



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them: fairness, responsibility, and compliance with international standards. We do not tolerate corruption, bribery, or improper advantages of any kind.

## **6. Relations with Society and the Community**

We recognize the impact of our operations on the community in which we operate. We strive to employ local workers, cooperate with domestic partners, and support cultural, educational, and socially beneficial projects. In doing so, we strengthen our ties with the local community and affirm our social responsibility.

## **7. Environmental Responsibility**

As a textile manufacturer, we are aware that our processes may affect the environment. We are committed to reducing this impact by using water, energy, and raw materials responsibly, managing chemicals and waste carefully, and applying sustainable technologies. Special attention is given to sourcing certified materials to ensure that our products are safe for people and the environment.

## **8. Integrity and Transparency**

Integrity is the foundation of our business. All decisions are made openly, without hidden interests, and always in compliance with the law and our values. We report on our operations transparently and remain accessible to our stakeholders. We believe that the trust we build is just as important as the quality of our products.

## **9. Implementation and Accountability**

This Code of Ethics is binding on all employees and managers. Management is responsible for its implementation, monitoring, and regular review. Each employee must recognize their responsibility to respect this document and contribute to its enforcement through their behavior. Violations of the Code can be reported confidentially and will be addressed impartially, with appropriate measures taken to ensure consistent application.

## **10. Conclusion**

The Code of Ethics of Textile Factory Trgovišće reflects who we are, what we stand for, and the future we are building. By adhering to this Code, we ensure that our work delivers not only business results but also long-term value for people, society, and the environment.

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**Mario Popić, Director**

Textile Factory Trgovišće Ltd.