



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

## Equality and Non-Discrimination Policy

### Principles

At Textile Factory Trgovišće (TTT), we are committed to fostering a workplace culture that ensures equal rights and opportunities for all employees. We believe that diversity and inclusion drive innovation, strengthen collaboration, and contribute to the long-term sustainability and success of our organization.

### Commitment to Non-Discrimination

TTT strictly prohibits any form of discrimination, harassment, or unfair treatment based on gender, age, ethnic or national origin, language, religion or belief, disability, sexual orientation, marital or family status, pregnancy, political opinion, or any other personal characteristic. Respect for human dignity, fairness, and equal treatment is a cornerstone of our corporate culture.

### Employment and Development

- Recruitment and hiring decisions are based solely on qualifications, skills, and competencies.
- Career development, training, and promotion opportunities are accessible to all employees on an equal basis.
- We are committed to ensuring equal opportunities for women and men across all functions and levels of our business.

### Work Environment

- We strive to provide a workplace that promotes mutual respect, collaboration, and professional growth.
- We actively encourage open dialogue and maintain safe reporting mechanisms through which employees can raise concerns or report misconduct without fear of retaliation.

### Accountability and Implementation

- The Management of TTT is accountable for implementing and overseeing this Policy.
- All employees, from senior management to production staff, are expected to comply with and promote the principles of equal opportunity.
- This Policy is reviewed regularly and updated to reflect legal requirements and international best practices.

TVORNICA TEKSTILA<sup>10</sup>  
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