



Tvornica tekstila Trgovišće d.o.o.
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Forced Labor Prohibition Policy

Principle

Textile Factory Trgovišće (TTT or the "Factory") is fully committed to respecting human rights and international labor standards. Forced labor in any form is strictly prohibited within the Factory and throughout our entire supply chain.

Definition

Forced labor refers to any work or service that is demanded of a person under threat of penalty, debt, obligation, or coercion, and that is not offered voluntarily. This includes bonded labor, contract arrangements that restrict freedom of movement, and the abuse of recruitment intermediaries.

Principles and Implementation

- All TTT employees work on the basis of free choice and voluntarily signed employment contracts.
- TTT does not use any form of bonded, obligated, or coerced labor.
- Employees have the right to freely leave their employment in accordance with statutory notice periods.
- TTT does not engage recruitment agencies that charge fees or require workers to incur debt to obtain employment.
- Travel documents, personal identification, and private property of workers always remain in their possession.

Suppliers and Partners

We require all suppliers and business partners to adhere to the same principles. The prohibition of forced labor is included in our Supplier Code of Conduct and is a prerequisite for cooperation.

Responsibility

The Management of TTT is responsible for implementing this Policy and regularly conducts monitoring and reviews. The Policy is periodically reviewed and aligned with international standards (ILO Conventions No. 29 and 105), as well as with the legislation of the Republic of Croatia and the European Union.

Forced labor, bonded labor, or any form of work against the free will of employees will not be tolerated at any stage of our operations.

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Mario Popić, Director

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