



Tvornica tekstila Trgovišće d.o.o.
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Veliko Trgovišće, July 1st 2024

SUPPLIER CODE OF CONDUCT

1. Introduction

Textile Factory Trgovišće conducts its business based on responsibility, integrity, and sustainability. Our products are created in collaboration with suppliers and partners who share the same values and standards. This Supplier Code of Conduct defines the expectations and obligations we set for all suppliers, subcontractors, and business partners. Compliance with this document is a prerequisite for doing business with Textile Factory Trgovišće.

2. Compliance with Laws and International Standards

Suppliers are required to operate in compliance with all applicable laws and regulations, as well as international standards, including relevant conventions of the International Labour Organization (ILO), the UN Guiding Principles on Business and Human Rights (UNGP), and the OECD Guidelines for Multinational Enterprises. These obligations specifically relate to the prohibition of child and forced labor, respect for the right to freedom of association and collective bargaining, and equal treatment and non-discrimination.

3. Labor Rights and Working Conditions

Suppliers must ensure safe and healthy working conditions for all employees. This includes access to protective equipment, regular occupational health and safety training, fire safety measures, and the provision of first aid. Working hours, rest periods, and compensation must comply with national legislation and international standards. All forms of harassment, bullying, and discrimination are strictly prohibited.

4. Environmental Responsibility

Suppliers are required to operate in a way that protects the environment. This includes efficient use of energy, water, and raw materials, responsible management of chemicals and waste, and reduction of greenhouse gas emissions. Suppliers should strive to use safe and sustainable materials and processes and, where possible, certified according to recognized standards.

5. Business Ethics and Integrity

Suppliers must conduct business ethically and transparently. The giving or receiving of bribes, advantages, or any form of corruption is strictly prohibited. All transactions and reports must be accurate, truthful, and compliant with applicable regulations. Suppliers must safeguard the confidential information of Textile Factory Trgovišće and use it solely for the purposes of business cooperation, in line with GDPR and data protection laws.

6. Subcontractor Management

Suppliers are responsible for ensuring that their subcontractors also comply with the provisions of this Code. They are expected to conduct regular checks and ensure that the same standards are applied throughout the entire supply chain. If requested by Textile Factory Trgovišće, suppliers must provide information about subcontractors and how compliance is managed.



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7. Traceability and Transparency

At the request of Textile Factory Trgovišće, suppliers must ensure transparency and provide data on the origin of raw materials and components. The obligation of traceability applies throughout the supply chain, with the goal of ensuring that products are produced in line with our standards of quality, safety, and ethics.

8. Grievance Mechanism

Suppliers are required to provide their employees with the opportunity to confidentially report irregularities or violations of labor and human rights. They must also promptly inform Textile Factory Trgovišće of any breach of this Code or suspected misconduct. Whistleblowers must be protected from any consequences for reporting in good faith.

9. Monitoring and Sanctions

Textile Factory Trgovišće reserves the right to conduct annual or, if necessary, ad hoc checks and audits to verify compliance with this Code. Suppliers must provide access to relevant information, documentation, and facilities. If irregularities are identified, suppliers are expected to implement corrective measures within a reasonable timeframe. In cases where corrective measures are not implemented, or in the event of a serious violation of this Code, Textile Factory Trgovišće reserves the right to terminate the business relationship immediately.

10. Final Provisions

This Supplier Code of Conduct is an integral part of the business relationship between Textile Factory Trgovišće and its suppliers. By cooperating with our Factory, suppliers confirm that they accept and apply the obligations set out in this document and that they will pass on the same requirements throughout their supply chains. In this way, together we build a sustainable, ethical, and transparent value chain that respects people, the environment, and the highest standards of business conduct.

TVORNICA TEKSTILA¹⁰
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