



Tvornica tekstila Trgovišće d.o.o.
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Veliko Trgovišće, January 2nd 2024

Health and Safety Policy

Principle

Textile Factory Trgovišće (TTT) is committed to ensuring a safe, healthy, and supportive working environment for all employees, partners, and visitors. Occupational health and safety are a core value of our business and an integral part of responsible management. The implementation of this Policy is also based on the International Labour Organization (ILO) Convention No. 155 on Occupational Safety and Health and Convention No. 187 on the Promotional Framework for Occupational Safety and Health.

Obligations

- We comply with all laws and regulations of the Republic of Croatia, as well as the directives and standards of the European Union related to occupational safety and health.
- We actively cooperate with inspection authorities, accredited institutions, and experts to ensure compliance and to continuously improve working conditions.
- We systematically assess risks and take preventive measures to avoid accidents and occupational diseases.

Training and Awareness

- We organize regular training sessions for employees on safety, health, and proper use of protective equipment.
- We foster a culture of safety in which every employee takes responsibility for their own safety and that of others.
- Employees are given the right and duty to report hazards, incidents, or threats without fear of negative consequences.

Work Environment

- We maintain clean, safe, and ergonomic workspaces.
- We provide personal protective equipment and monitor its proper use.
- We pay special attention to safe environment, fire protection, and preventing injuries from machinery.
- We have established emergency plans (fire, evacuation, accidents) and provide accessible first-aid protocols.

Mental Health and Wellbeing

- We recognize the importance of employees' mental health and psychological safety.
- We support work-life balance and encourage open communication and mutual respect.



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Worker Representatives and Participation

- We actively cooperate with worker safety representatives and the occupational safety committee, in line with the Occupational Safety and Health Act.
- Employees have the right to participate in decision-making processes that affect their health and safety.

Suppliers, Contractors, and Visitors

- Occupational health and safety rules also apply to all suppliers, contractors, and visitors present in our production facilities.
- We expect our partners to adhere to the same health and safety standards that we apply.

Continuous Improvement

- We regularly analyze incidents, accidents, and near-miss situations to learn lessons and prevent recurrence.
- We set clear goals for improving safety and monitor progress.
- This Policy is regularly reviewed and updated in line with changes in legislation, technology, and business processes.

Responsibility

The Management of TTT assumes full responsibility for implementing this Policy. All employees are required to comply with safety rules, use protective equipment, and actively contribute to a safe and healthy working environment.

Mario Popić, Director

Textile Factory Trgovišće Ltd.