



Code of Ethics



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Introduction

The IVANČICA Code of Ethics describes the standards that we, as employees of the company, adhere to and applies to all of us. We are expected to be familiar with and apply the standards outlined in this document and to remind others of these standards when necessary.

All managers are expected to be role models in shaping the culture, and their teams are expected to behave in accordance with this code.

When we notice or experience a potential violation of the Code of Ethics, we commit to informing our immediate supervisor. We expect managers to listen carefully, take any concerns about potential violations of the code seriously, maintain confidentiality, and take appropriate action.

For any questions regarding compliance with the Code of Ethics, employees can reach out to the Human Resources department.

Any negative actions towards a colleague who reports an incident in good faith or participates in a potential investigation of law or code violations are strictly prohibited.



Our employees are our greatest strength

We are committed to a healthy and supportive environment where we feel valued. We value each other. We all uphold the culture and reputation of IVANČICA. We are building a company that values diversity, fulfills promises to our business partners and third parties.

We treat each other and our business partners with dignity and respect. We will not tolerate any harassment, offensive language, discrimination, or harassment and will take appropriate measures to protect our colleagues from any form of harassment or inappropriate behavior towards individuals or groups. We expect everyone to be aware of unacceptable behavior.

We all take responsibility for our own respect and ethical conduct, both internally and externally.

We support direct dialogue and constructive discussions between managers and all groups to learn from each other, make the best decisions, and build long-term sustainable relationships.

Together we are stronger.



Building trust with our partners

We collaborate and build long-term relationships with our business partners and third parties, adhering to the highest standards of integrity. We strive to gain the trust of our partners through our focus on results that benefit everyone (customers, suppliers, the community, shareholders, and IVANČICA). We are fair and humble, and we seek to understand what drives our partners.

We build long-term partnerships.



Our commitment to customers

The success of IVANČICA depends on the trust of our customers, which forms the foundation of our business success and reputation. As employees, we ensure that our products are safe and meet our quality management standards. In the process of creating our products, we promptly identify potential non-compliances and respond quickly to responsible individuals.

We handle customer data with the utmost care.

The client is always our top priority.



Creating a productive and healthy environment

At IVANČICA, we develop long-term plans to make the workplace technologically advanced, productive, greener, and more comfortable. We respect each other's cultural backgrounds and personal beliefs. We do not accept any behavior that could in any way jeopardize you and others, disrupt work, violate the law, or tarnish the reputation of IVANČICA.

Bringing alcohol into the workplace and consuming it during working hours, as well as coming to work in an intoxicated state, are strictly prohibited.

We have zero tolerance for the possession and use of illegal drugs, whether in the workplace or in any business-related context (e.g., business trips, celebrations of shared success).

Together, we create a healthy and productive work environment.



We avoid conflicts of interest

You are in a conflict of interest when you are in a situation where you pursue personal gain for yourself, your family, and friends at the expense of IVANČICA. This includes personal investments that conflict with business interests, personal relationships with suppliers, and gifts that exceed symbolic value and would not be considered customary tokens of appreciation in a business environment, as well as invitations to events that undermine IVANČICA's business interests due to high costs.

We should all avoid conflicts of interest or situations that could be perceived as such.

Integrity as the foundation of our actions.



We act in the best interest of IVANČICA

Everyone should act in the best interest of IVANČICA. We encourage you to contribute by giving suggestions, ideas, and constructive comments in the pursuit of a better company now and in the future.

We carefully manage all resources of IVANČICA, including financial resources, materials and equipment, intangible resources, energy, water, and our reputation. Preserving resources for future generations is our responsibility and imperative.

In developing business relationships, we strive for the best offer and collaboration with business partners whose reliability, quality, ethical standards, and sustainability efforts align with our level of sustainability care. We understand our risks and manage them effectively.

We are accountable to our stakeholders, diligently working towards long-term business sustainability and protecting assets and data security.

We care about the community we live in.



We promote sustainability

At IVANČICA, we are committed to promoting sustainable business practices and responsible use of natural resources. We strive to reduce our negative impact on the environment, support the communities in which we operate, and promote sustainability in all aspects of our business.

Preserving the planet for future generations.



We operate in compliance with laws

We operate in compliance with laws. Violating laws can lead to significant financial penalties, civil lawsuits, damage to the company's reputation, administrative or criminal proceedings. We expect all employees to exercise special attention in these areas of work to avoid unintentional violations of the law. We adhere to privacy, confidentiality, and data protection standards, ensuring that all data is managed in accordance with applicable laws and regulations. We operate in various markets and fulfill all legal and regulatory obligations.

Responsibility as an imperative.



Conclusion

The IVANČICA Code of Ethics obliges all our employees to adhere to ethical standards of behavior. As a company, we are committed to honesty, integrity, and responsible business practices. We build our business success on the trust of our customers. We promote sustainability in all aspects of our business. We are familiar with and adhere to this Code of Ethics, and in case of any violations, we will take all necessary measures to ensure that such behavior is not repeated in the future.