



CODE OF CONDUCT



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Our Approach

IVANČICA is committed to building strong partnerships in the value chain based on responsible corporate governance that respects human and labor rights, ethical standards, and laws, delivers a safe and quality product and service, and meets environmental protection standards. We expect our business partners to share our commitment to ethical standards and to adopt and apply this Code of Conduct in their business operations.

Our Expectations

This Code of Conduct provides guidelines that guide IVANČICA and our business partners in our joint efforts to develop our business in a socially and environmentally responsible manner. We encourage our business partners to integrate these standards throughout their value chain by implementing them with their business partners and by requiring them to be passed on to their partners in the value chain. We expect the minimum best practices to be respected for all individuals, from the field to the corporate office. The obligations set forth in this Code of Conduct are based on international standards, including the International Labour Organization (ILO) conventions and the Universal Declaration of Human Rights (UDHR), and we encourage business partners to move towards best practices. We expect our business partners to comply with all laws.

Applicability of the Code of Conduct

This Code of Conduct applies to all our business partners: suppliers of materials and goods, equipment, service providers, distributors, agents, and consultants. We also encourage our business partners to take additional steps to improve conditions within their own value chain.

Product Quality and Safety

We are committed to meeting the expectations of our clients and regulations regarding the production of children's footwear, as well as packaging, timely delivery, and maintenance of our products. We choose certified materials according to EU standards that contribute to the quality of children's footwear, the health and safety of children, and the long-term well-being of IVANČICA. We collaborate with factories and suppliers on material production, appearance, and quality. We control the quality of input materials and product quality at all stages of production. We require our business partners to comply with the agreed quality and delivery safety requirements.

Human and Labor Rights

All participants in the value chain, regardless of their role in the value chain, have the right to dignified treatment and fair and safe working conditions. We believe that all people should be treated equally and oppose discrimination based on nationality, religion, gender, sexual orientation, age, pregnancy, physical and mental disability, or union membership. In IVANČICA, any form of harassment, whether verbal, physical, or behavioral, is prohibited. We refrain from making remarks or offensive jokes that offend age, gender, race, religion, national origin, sexual orientation, disability, etc. In IVANČICA, we do not accept any form of forced labor carried out through intimidation. Workers from third countries can only be employed based on work permits and comply with all legal requirements regarding health and safety regulations. We expect our business partners to also protect fundamental human and labor rights and behave in accordance with our values and standards.

Safe and Healthy Workplace

IVANČICA prioritizes the safety and health of its employees. Work is conducted in accordance with safety and health protection standards and in a hygienic environment. Our goal is to prevent any workplace accidents by adhering to safety standards. Each of us is responsible for a safe and healthy working environment. Therefore, any behavior and activities that jeopardize employee safety should be avoided. Workers have access to free drinking water, clean toilets, first aid equipment, fire extinguishers, and protective equipment where necessary. We expect our business partners to provide conditions for a safe and healthy workplace and a safe and hygienic environment.

Working Environment

We are committed to building a working environment where all employees work together to achieve the company's goals. We understand that involving all our employees is necessary to achieve shared objectives. We provide support systems, organizational tools, and procedures. We ensure that information necessary for performing the job is available to all employees, and we are open to each other. We care about our employees and strive to improve their lives.

Caring for Children

Our mission is to respect the diversity of children and take care of their health by delivering a safe and healthy product. In IVANČICA, we do not employ children or young people under 18 years of age, nor do we tolerate such employment of children under 15 years of age by others.

Personal Responsibility for Compliance with Rules and Regulations, Ethical Business Practices

It is the responsibility of each of us to behave ethically, to respect laws and our rules. If you believe that you are being asked to act or perform a job in an unlawful or unethical manner, or if you suspect others of doing so, immediately report it to your immediate supervisor.

Avoiding conflicts of interest and preventing corruption

Members of the management and employees are obliged to avoid situations where their interests conflict with the interests of IVANČICA and act in accordance with sound business judgment in the best interest of IVANČICA. We refrain from using company resources, assets, or information for personal gain or leveraging our position. We may accept gifts to the extent permitted by law and without affecting our business relationships. We do not seek or accept personal payments from business partners as a condition for conducting business with IVANČICA. No employee from our company shall offer bribes or other inappropriate payments, or directly or indirectly promise any form of value. These values may include sponsoring individuals, making donations to political parties, lunches, dinners, gifts, etc. We expect business partners to comply with all anti-corruption laws applicable to them and IVANČICA.

Privacy and protection of personal data

In the course of our business activities, we may collect personal data about individuals, including employees and legal entities we engage with. IVANČICA collects and stores only those personal data that are necessary for business purposes and implements measures to protect such data. Unauthorized use or disclosure could harm the individuals concerned, our company, or our business partners. Therefore, we safeguard the confidentiality of personal data and expect the same from our business partners.

Freedom of thought, speech, association, and collective bargaining

We respect employees' right to freedom of association and collective bargaining, including union membership. We acknowledge that our employees have the right to freedom of thought and speech, provided it does not hinder the fulfillment of their job responsibilities and is not contrary to this Code and company policies. We also expect business partners to respect workers' rights to freedom of thought, speech, association, and collective bargaining.

Control and reporting measures

We are committed to providing accurate, complete, and timely business reports to relevant authorities, shareholders, and the general public. Annual financial statements are prepared in accordance with the Accounting Act and financial reporting standards, faithfully reflecting IVANČICA's financial position. Non-financial reporting is an integral part of the management's annual report. We establish criteria for measuring progress in non-financial reporting in the future.

Environmental protection

At IVANČICA, we continuously work towards reducing the impact of our processes on the environment. We have integrated the ISO 14001:2018 environmental protection standard into our operations. We use 100% green energy in production, sourced either internally or from other sources. We strive to increase the use of recyclable and recycled materials in the production and equipment of our products. Through product quality and durability, we positively influence their lifecycle. We comply with all applicable laws and regulations concerning environmental protection. In the future, we aim to further contribute to reducing greenhouse gas emissions, waste, air and water pollution, as well as water and energy consumption, to achieve a positive impact on the planet. We expect our business partners to also comply with all applicable laws and regulations regarding environmental protection and encourage them to pursue environmental goals in their operations, particularly in terms of reducing greenhouse gas emissions, waste, air and water pollution, as well as energy and water consumption.

Monitoring and complaints

At the corporate level, we require our business partners to be aware of all companies and other partners they collaborate with to have the ability to provide information on related processes and conduct in-depth analyses related to the topics mentioned in this Code of Conduct. It is also crucial to ensure that every individual within the value chain has the opportunity to express concerns regarding possible violations of any provision of this Code of Conduct. Each business partner should be directed towards resolving complaints. No one should suffer direct or indirect harm for reporting in good faith the violation of provisions of this Code of Conduct through behavior and actions. We also expect business partners to protect whistleblowers.

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