

## **CODE OF CONDUCT of company AVANT CAR d.o.o.**

AVANT CAR d.o.o., Savska Opatovina 36, 10000 Zagreb together with all its affiliated companies (hereinafter: *Avant car*) respects the law and human rights in the course of performing its business activities, acts with integrity and pays special attention to the protection of the environment.

In this Code of Conduct (hereinafter: the *Code*), Avant car sets out the fundamental principles and standards of ethical and business conduct that it advocates and adheres to in the course of its business.

### **1. Compliance with the law**

Avant car will comply with all applicable national laws and international regulations in the conduct of its business.

### **2. Respect of human and labour rights**

Caring for people and providing a healthy and safe working environment for Avant car employees and business partners is an important value of Avant car. We therefore ensure that human and labour rights are respected at all times.

**Employee Welfare:** Avant car respects the rights of its employees and treats them with respect and dignity.

**Combating harassment and discrimination:** Avant car co-creates a work environment free from psychological and physical violence. It is committed to promoting equal opportunities and treatment of its employees and to co-creating a work environment based on inclusion and diversity. Avant car does not tolerate any unacceptable behaviour in the business environment, which includes all forms of harassment as well as discrimination on the grounds of nationality, race, ethnic affiliation, religious belief, gender, sexual orientation, age, disability, social background, political affiliation or any other personal circumstance.

**Prohibition of forced labour:** Avant car does not support or use any form of forced or involuntary labour, including apprenticeship, dependent or slave labour.

**Prohibition of child labour:** Child labour is strictly prohibited.

**Fair pay:** Avant car provides employees with wages and benefits that are at least the minimum amount required by applicable laws/regulations.

**Freedom of Association:** Avant car respects the legal rights of employees to associate and does not discriminate or retaliate against any employee who exercises such rights.

**Employee health and safety:** Avant car ensures healthy and safe working conditions for its employees and has put in place appropriate organisational processes to ensure compliance with legal requirements in this area. Avant car has identified and assessed safety risks and takes appropriate measures to prevent them. It informs its employees of such potential risks

and provides them with appropriate training on how to act properly and safely and how to comply with the relevant safety precautions at work.

**Alcohol and drugs:** Avant car ensures that controls related to the prohibition of alcohol, drugs and other illegal substances are implemented in all cases and wherever its employees carry out their work, whether at Avant car's premises or elsewhere.

### 3. Fair business practices

**Business Licences:** Avant car holds all licences, registrations and certificates required and appropriate for the locations in which it operates.

**Competition Law:** Avant car conducts its business in compliance with national and international competition laws, and complies with the prohibition on abuse of dominant position and the prohibition on entering into restrictive agreements.

**Conflict of interest:** Avant car conducts its business in an open and transparent manner with the highest degree of integrity. Avant car is aware of its responsibility to inform its business partners of any potential conflict of interest prior to the commencement of the business relationship and/or during the business relationship.

**Prevention of bribery and corruption:** Avant car complies with high standards of integrity, including all applicable anti-corruption laws and does not tolerate any form of bribery or kickbacks and does not and will never give or accept bribes or kickbacks or make facilitation payments.

**Money Laundering and Terrorist Financing:** Avant car complies with the relevant legislation and takes appropriate measures to prevent money laundering and terrorist financing.

**Protection of trade secrets, personal data and intellectual property rights:** Avant car shall keep confidential all trade secrets and all other information and content that is marked as confidential and is not, in accordance with the law, exempted from the obligation of confidentiality, and shall ensure that all necessary mechanisms are in place to prevent unauthorised disclosure of such information. It also complies with the legislation on the protection of personal data and will not infringe the intellectual property rights of others.

**Tax Compliance:** Avant car complies with the applicable tax laws at all times.

**Trade and Customs Controls:** Avant car complies with export control and customs clearance regulations.

**Responsible sourcing of raw materials:** Avant car does not use raw materials sourced from areas where its operations contribute in any way to human rights abuses, corruption, the financing of armed groups or similar negative impacts.

**Use of assets:** Avant car uses assets (systems, networks, facilities, movable assets) with care and in an appropriate manner.

### 4. Sustainability and care for the environment

**Environmental impact:** Avant car strives to operate in a sustainable manner. It complies with all relevant environmental laws and shall ensure the efficient (re)use of raw materials, energy and other natural resources and the reduction of waste, emissions and noise.

**Society and community:** Avant car acts responsibly towards society and the environment and (co)creates positive impacts through the delivery of its products and services.

## **5. Final provisions**

Avant car respects its commitments, set out in this Code and expects them to be respected by its business partners, suppliers or subcontractors as well (to ensure accountability for the entire supply chain).

The provisions of the Code are published on the website <https://www.avantcar.hr>.

The Code shall be valid and applicable from 01. 08. 2024.