

ZMH HORVAT d.o.o.	POLITIKA ODRŽIVE NABAVE	Dokument: POL-IMS-06
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ZMH Horvat d.o.o. posvećen je odgovornom, transparentnom i održivom upravljanju nabavnim procesima, koji doprinose kvaliteti proizvoda, sigurnosti hrane, zaštiti okoliša, poštivanju ljudskih prava i etičnom poslovanju. Cilj politike je osigurati da svi dobavljači, partneri i kooperanti koji sudjeluju u lancu opskrbe posluju u skladu s načelima održivosti, društvene odgovornosti i zakonitosti. Ova politika usklađena je s Eco Vadis metodologijom (Sustainable Procurement pillar), Direktivom (EU) 2024/1760 o korporativnoj dužnoj pažnji u pogledu održivosti (CSDDD), Zakonom o javnoj nabavi RH, te s certifikacijskim zahtjevima MSC CoC, ASC CoC i EKO certifikata.

Uprava ZMH Horvat d.o.o. obvezuje se da će:

- 1) Uspostaviti transparentne i objektivne kriterije za odabir, ocjenjivanje i nadzor dobavljača,** utemeljene na kvaliteti, sukladnosti, održivosti i etičkom poslovanju.
- 2) Primjenjivati ESG pristup** (Environmental, Social, Governance) u svim fazama nabave, uzimajući u obzir utjecaj na okoliš, radna prava, sigurnost hrane, etiku i lokalnu zajednicu.
- 3) Zahtijevati od svih dobavljača i poslovnih partnera da poštuju ZMH Horvat Supplier Code of Conduct,** koji uključuje: zabranu korupcije, mita i sukoba interesa, mzabranu dječjeg i prisilnog rada, poštivanje ljudskih prava i prava radnika, odgovorno upravljanje okolišem, etično poslovanje i transparentnost.
- 4) Procjenjivati i klasificirati dobavljače prema ESG rizicima i Eco Vadis kriterijima** ili ekvivalentne interne politike i sustave verifikacije održivosti, koristeći dokumentirani postupak **SOP-IMS-07 Održiva nabava i ESG evaluacija dobavljača**, uključujući procjenu rizika u lancu opskrbe i vrijednosti.
- 5) Osigurati da svi dobavljači ambalaže, sirovina i usluga dostave važeće Izjave o sukladnosti, certifikate i dokaze o usklađenosti** (IFS, HACCP, MSC, ASC, EKO, EU regulative).
- 6) Preferirati dobavljače koji posjeduju certifikate održivosti** (npr. MSC/ASC, Fairtrade, EKO) ili dokumentirane politike o zaštiti okoliša, etici i društvenoj odgovornosti.
- 7) Uključiti kriterije održive nabave u planiranje, ugovaranje i nabavne odluke,** te promovirati lokalne i regionalne dobavljače kad god je to ekonomski i tehnički izvedivo.
- 8) Kontinuirano pratiti učinak dobavljača** putem ocjenjivanja, audita i redovite komunikacije, te zahtijevati izradu i provedbu plana korektivnih mjera u slučaju neusklađenosti, te zahtijevati izradu i provedbu plana korektivnih mjera u slučaju neusklađenosti. Rezultati ocjenjivanja evidentiraju se i analiziraju tijekom godišnje Upravine ocjene IMS-a.
- 9) Uključiti održivu nabavu u godišnje ciljeve i KPI-jeve IMS-a,** s naglaskom na broj ESG evaluiranih dobavljača i postotak usklađenosti s Code of Conductom.
- 10) Promicati transparentnost i integritet u lancu opskrbe,** osiguravajući da su svi odnosi s dobavljačima utemeljeni na poštenju, povjerenju i dugoročnoj suradnji.

Za provedbu i praćenje politike odgovorna je **Uprava**, u suradnji s **Voditeljem IMS-a i Voditeljem nabave**. Politika se preispituje najmanje **jednom godišnje** i po potrebi ažurira u sklopu **Upravine ocjene IMS-a**. Politika se provodi kroz dokumentirane postupke. Ovu politiku potpisuje i odobrava Uprava ZMH Horvat d.o.o. Politika predstavlja temelj za provedbu ESG due diligence procesa u lancu opskrbe te je javno dostupna na web-stranici ZMH Horvat d.o.o. i komunicirana svim dionicima.

Ova politika:

- obvezuje sve zaposlenike uključene u nabavu, dobavljače, partnere i kooperante,
- primjenjuje se na sve proizvode, materijale i usluge nabavljene za ZMH Horvat d.o.o.,
- javno je dostupna i komunicirana dobavljačima putem web-stranice i ugovornih dokumenata,
- redovito se revidira kako bi se osigurala učinkovitost i sukladnost sa standardima i propisima.

U Konjščini, 08.01.2024.

Direktor, Zoran Horvat

ZMH HORVAT d.o.o.	SUSTAINABLE PROCUREMENT POLICY	Dokument: POL-IMS-06
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ZMH Horvat d.o.o. is committed to responsible, transparent and sustainable management of procurement processes, which contribute to product quality, food safety, environmental protection, respect for human rights and ethical business. The aim of the policy is to ensure that all suppliers, partners and subcontractors participating in the supply chain operate in accordance with the principles of sustainability, social responsibility and legality. This policy is aligned with the Eco Vadis methodology (Sustainable Procurement pillar), Directive (EU) 2024/1760 on Corporate Sustainability Due Diligence (CSDDD), the Public Procurement Act of the Republic of Croatia, and with the certification requirements of MSC CoC, ASC CoC and EKO certificates.

The Management Board of ZMH Horvat d.o.o. undertakes to:

- 1) Establish transparent and objective criteria for the selection, evaluation and supervision of suppliers**, based on quality, compliance, sustainability and ethical business.
- 2) Apply the ESG approach** (Environmental, Social, Governance) in all stages of procurement, taking into account the impact on the environment, labor rights, food safety, ethics and the local community.
- 3) Require all suppliers and business partners to comply with the ZMH Horvat Supplier Code of Conduct**, which includes: prohibition of corruption, bribery and conflicts of interest, prohibition of child and forced labor, respect for human rights and workers' rights responsible environmental management, ethical business and transparency.
- 4) Assess and classify suppliers according to ESG risks and Eco Vadis criteria** or equivalent internal policies and sustainability verification systems, using the documented process **SOP-IMS-07 Sustainable Procurement and ESG Supplier Evaluation**, including risk assessment in the supply and value chain.
- 5) Ensure that all suppliers of packaging, raw materials and services submit valid Declarations of Conformity, certificates and evidence of compliance** (IFS, HACCP, MSC, ASC, EKO, EU regulations).
- 6) Prefer suppliers that have sustainability certificates** (eg MSC/ASC, Fairtrade, EKO) or documented policies on environmental protection, ethics and social responsibility.
- 7) Include sustainable procurement criteria in planning, contracting and procurement decisions**, and promote local and regional suppliers whenever economically and technically feasible.
- 8) Continuously monitor the supplier's performance** through evaluations, audits and regular communication, and demand the development and implementation of a plan of corrective measures in case of non-compliance, and require the development and implementation of a corrective action plan in case of non-compliance. The results of the assessment are recorded and analyzed during the annual Management Board assessment of the IMS.
- 9) Include sustainable procurement in IMS's annual goals and KPIs**, focusing on the number of ESG evaluated suppliers and the percentage of compliance with the Code of Conduct.
- 10) Promote transparency and integrity in the supply chain**, ensuring that all relationships with suppliers are based on honesty, trust and long-term cooperation.

The Management is responsible for the implementation and monitoring of the policy, in cooperation with the **Head of IMS and the Head of Procurement**. The policy is reviewed at **least once a year** and updated as necessary as part of the **Management's assessment of IMS**. The policy is implemented through documented procedures. This policy is signed and approved by the Management Board of ZMH Horvat d.o.o. The policy represents the basis for the implementation of the ESG due diligence process in the supply chain and is publicly available on the ZMH Horvat d.o.o. website and communicated to all stakeholders.

This policy:

- binds all employees involved in procurement, suppliers, partners and subcontractors,
- applies to all products, materials and services purchased for ZMH Horvat d.o.o.,
- is publicly available and communicated to suppliers through the website and contractual documents,
- is regularly reviewed to ensure effectiveness and compliance with standards and regulations.

In Konjščina, 08.01.2024. Director, Zoran Horvat