

COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement

From: March 2020 To: December 2022

Part I. Statement of Continued Support

Zagreb, January 18, 2023

To our members, partners and stakeholders,

I am pleased to confirm that Croatian Chamber of Economy supports the United Nations Global Compact. The Croatian Chamber of Economy will continue to support all initiatives of our members, partners, and stakeholders to foster sustainable development goals.

The business community has a significant role in the activities recognized to achieve the 17 goals of the Sustainable Development Agenda. For more than 15 years, we have been actively promoting the values of social responsibility and sustainability through our business network. We evaluate companies that include the sustainability criteria and organize a series of events on sustainable development goals (SDG) and corporate social responsibility (CSR), such as the We sustain sustainability Conference, ESG Academy workshops, participate in the CSR Index award ceremony and closely collaborate with companies within our Association for environmental protection and sustainable development in economy.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles, our commitment to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Tomislav Radoš
Vice-president



Contents

Contents	2
About Croatian Chamber of Economy.....	3
Corporate Social Responsibility (CSR) Affiliation	4
Association for Socially Responsible Business.....	4
Association for Environment and Sustainable development	5
Part II. Description of Actions	5
Education	6
ESG Academy	6
Trainings, Conferences, and Education	7
Promoting best practices.....	8
Zlatna kuna 2021.	8
Zlatna kuna 2022.	9
Contribution to SDG 17 — Partnership +for the Goals	9
Support Sustainability 2020.....	9
Support Sustainability 2021.....	9
Support Sustainability 2022 - Together For A More Resilient Future	10
CSR Index Award and Conference	12
HRIO Index.....	12
Initiatives and Partnerships	13
Analysis of the readiness of Croatian companies for the green transition for climate neutrality 13	
Anti-Corruption Day.....	14
UNICEF advisory board	14
Children's Rights and the ICT Sector	14
Challenges of Business Integrity and Compliance in the Covid-19 era	14
Target 16.5: Substantially reduce corruption and bribery in all their forms.....	15
Publication	15
Memberships.....	16
Croatian National Contact Point.....	16
Part III. Measurement of Outcomes	17
Table of Figures:	17

About Croatian Chamber of Economy

The Croatian Chamber of Economy (CCE) is an independent, professional business organisation for all legal entities engaging in business within the Republic of Croatia.

It was established in 1852, organised along European tradition as an institution which represents Croatian economic interests and on the so-called the continental Chamber system, with compulsory membership.

The Croatian Chamber Economy is the largest business network in Croatia that promotes the interests of its members to the state authorities and connects key sectors of the Croatian economy through a system of county chambers, communities and associations, international representative offices, and membership in international chambers.

Putting the members in the focus of our activities, we provide them with a whole range of services aimed at strengthening the capacities of domestic entrepreneurs and raising the competitiveness of the entire economy.

In order to successfully respond to the challenges and constant changes in the economy, our activities are focused on key areas for improving the entrepreneurial climate and on meeting the growing demands and ambitious plans at the EU level.

With the aim of turning towards a sustainable and socially responsible economy, we help members in the green transition to a low-carbon economy using the full potential of Industry 4.0, while by supporting the digital transformation of business processes, with the innovative contribution of the creative and cultural industry, we help companies create added value on all new products and services.

We systematically work on the development of modern labour legislation that is aligned with the needs of the labour market of the future. Through our international representative offices, we provide continuous support and promotion to companies entering foreign markets.

In this way, the Croatian Chamber of Economy invests its knowledge and experience, gathered through a rich history of 170 years of activity, in supporting economic entities and further improving the business climate in the country.

The Croatian Chamber of Economy is a part of the ICC and is a co-founder of ICC Croatia with which we share the same management structure. The secretariat operates at the Croatian Chamber of Economy, and membership is voluntary.

ICC Croatia, the National Committee of the International Chamber of Commerce in Croatia, established in 2003, operates within the Croatian Chamber of Economy. With numerous representatives and prominent experts from various sectors of the economy, ICC Croatia participates in the work of ICC global policy commissions, specialised working bodies who examine major issues of interest to the business world. The Anti-Corruption and Corporate Responsibility Commission's mandate is to develop policy recommendations and practical tools from a global business perspective on corporate responsibility and fighting corruption. The Environment and Energy Commission's mandate is to develop policy recommendations and tools to address major global environmental and energy issues, including climate change and

green economy within the framework of sustainable development, and make a substantive contribution to key intergovernmental discussions in these areas.

All the information about the CCE activities is available on the web page and social media.

Corporate Social Responsibility (CSR) Affiliation

CCE gathers numerous business entities in various affiliations and associations; CSR Affiliation, as a business entity of CCE, brings together companies that are national frontrunners of corporate social responsibility. The activity of the Affiliation is focused on awareness rising and promotion of companies that imbedded corporate social responsibility into their everyday practices. As of 2018, the work of the Affiliation is focused on promotion and implementation of SDGs in Croatia. The goals of the CSR Affiliation are:

- Creating guidelines on successful SDG implementation for Croatian business association through various publications
- Speeding up of SDGs understanding and implementation among Croatian business sectors
- Establishing dialogue and partnership with all sectors shaping up sustainable business association

CSR affiliation offers and organizes various educations and trainings regarding non-financial reporting while fostering sustainable practices.

Association for Socially Responsible Business

Until December 2021, there was an Association for Socially Responsible Business that promoted the partnership of the business sector, state institutions and the civil sector in achieving the goals of sustainable development in Croatia. From January 2022, the Association is affiliated to the Association for Environmental Protection and Sustainable Development in the Economy.

The activities of the Association for Socially Responsible Business in the mentioned period were:

- Collection of successful case studies on SDG implementation in the Croatian business sector and presentation and promotion of these cases
- Organization of conferences on sustainability
- Promoting the publication of successful case studies of SDG implementation in the Croatian business association.

Association for Environment and Sustainable development

Association for Environment and Sustainable development in the economy promotes the partnership of the business sector, state institutions and the civil sector in achieving the goals of sustainable development in Croatia.

The Association is managed by the Department for Energy and Environmental Protection and the Association for Marketing at CCE. It is a cooperative social incubator focused on the exchange of ideas and good practices, knowledge and skills needed to find solutions to achieve the 17 goals of sustainable development.

The association gathers companies that understand, follow and implement SDG principles in their business and promotes them at the national level. Through various workshops, lectures and conferences, the association aims to strengthen the understanding and importance of the goals of sustainable development in building an economically prosperous, socially inclusive and ecologically sustainable society.

The main advantages that companies have through the Association are:

- promoting their good practice in the implementation of the SDGs
- information and education on non-financial reporting and upcoming legislation on sustainable development policies
- increasing access to the national and international business network

Activities of the Association are:

- Voluntary national verification: CCE is a partner of national authorities in the preparation of voluntary national verification. The association is the focal point for collected successful case studies on the implementation of the SDGs in the Croatian business sector, collected through questionnaires prepared by CSR Affiliation and used for the preparation of the chapter in the Voluntary National Review on the contribution of the business sector to the implementation of the SDGs in Croatia
- We hold conferences on sustainability: with the aim of encouraging communication and implementation among key stakeholders at the national and international level and promoting the activities of the Croatian business sector
- Business leadership program in achieving sustainable development goals: We promote publications on successful case studies of SDG implementation in the Croatian business sector

Part II. Description of Actions

During the period of this report, Croatian Chamber of Economy and ICC Croatia organized numerous events for its members, issued a variety of publications, initiated projects with partners focused on the sustainability issues, established new databases fostering development and digitalization. Special focus was on the organization of trainings and seminars and on promotion of sustainable development.

Education

ESG Academy

The Croatian Chamber of Economy launched the ESG Academy, an educational platform for the transfer and exchange of knowledge, experience, and best ESG practices with the aim of creating a more resilient, sustainable economy. The Academy consists of monthly workshops for different sectors: tourism, financial sector, construction, traffic, metal industry, electro industry, commerce, food industry, IT. The speakers are Croatian as well as international experts and the focus is to gain applicable knowledge that will help businesses in the process of implementing ESG principles, such as Sasja Beslik (SDG Impact Japan), Prof. Ph.D. Mislav Ante Omazić, Angelika Brnada, Tamara Tarnik (HEP), Prof. Ph.D. Hana Horak, associate professor, Ph.D. Ana Ivanišević Hernaus, Hrvoje Galičić (HBOR), Ph.D. Silvija Vig, Tomislav Vuić (ATD Solucije), Lucia Ana Tomić (Wiener Insurance), Višnja Mrakovčić Supek (EBRD), Jasna Golubić (Commercial Court in Zagreb), Morana Plejić (Zagreb Stock Exchange), Stephanie Trpkov (World Bank), Slađana Ćosić (European Investment Bank).

In the light of the geopolitical, energy and resource crisis, the need for ESG transformation is becoming more pronounced, and the necessity of adapting business according to ESG principles is becoming a challenge in the context of the obligation of non-financial reporting.

The monthly workshops held as part of the ESG Academy aim to empower companies in their ESG processes in a practical way. The focus of the workshop is on the acquisition of concrete knowledge and tools, proactivity, sectoral approach, examples of good practice, and exchange of experiences and networking.

At the workshops, participants receive a comprehensive overview of the importance of investing in sustainable business, an overview of investment opportunities in sustainable business, financing and lending methods. They also learn useful advice on investing in sustainable business, get an overview of commercial strategies for integrating ESG in property, company and product management, hear about financing standards and get answers to questions related to ESG standards and practices.

Three workshops have been held so far, one strategic and two sectoral; Energetics and Industry of rubber and plastics.

Through 2023, more than 15 workshops are planned to be organized within the ESG Academy. The specialty of the academy is the sectoral approach, live work on concrete examples. The plan is to hold workshops from the banking, leasing, insurance, metal processing industry, tourism, IT industry, transport and food industry industries.



Figure 1 – ESG Academy, Workshop, October 13 - 14, 2022.

Trainings, Conferences, and Education

Croatian Chamber of Economy (CCE) the CSR Affiliation organized number of trainings, conferences, and education on UN sustainable development goals for its members. Public discussions on strategical documents related to the climate change and climate adaptation, environmental Issues, sustainable energy development and socially responsible and sustainable business were also conducted, contributing to the fulfilment of SDG 17- Partnership for the goals, but also other 16 SDS intertwined and connected with SDG 17.

CCE also supported partner institutions in organisation of conferences on environmental issues, round tables related the climate change and climate adaptation, workshops on corporate social responsibility and nonfinancial reporting. In all those activities, Croatian Chamber of Economy supported its members on active participation. The number of seminars, trainings, conferences, round tables, meetings, and other means of education through the period of this report is significant. As a part of educational process, Croatian Chamber of Economy organized study tours to specialized fairs related to the environmental topics and sustainable building, energy efficiency and renewable energy sources for members

ICC Croatia organized number of conferences, seminars and workshops on anticorruption, CSR, and SDGs. ICC Croatia Commission on Corporate Responsibility and Anti-corruption organized several seminars about anti-corruption.

ICC Croatia organized conferences, seminars and workshops on anti-corruption, CSR and SDGs. On 26 October 2020 ICC Croatia organized the online conference "Social Responsibility in Marketing". The main themes of the conference were the role of influencers as central actors in communication about CSR; the emerging environmental impact claims in the market, particularly in the context of the growing momentum of climate action globally and how to mitigate the threats of climate change and to promote sustainable consumption; the existing guidelines for advertising aimed at children and youth in the online environment or traditional media.

In 2021, ICC Croatia organized a webinar „How to Build 'G' in the ESG Business Concept – From Compliance to Integrity“ („Kako izgraditi 'G' u ESG konceptu poslovanja – od compliancea do integriteta“), on December 1, in cooperation with Codupo Compliance.

Considering the announcement of a new Law on whistleblowers in Croatia, ICC Croatia especially focused in 2021 and 2022 on the issue of whistleblowers through the organization of several events and translation into Croatian language of relevant documents. On 22 September 2021, a webinar on the whistleblowing management system („Sustav prijavljivanja nepravilnosti i uvođenje unutarnjeg prijavljivanja nepravilnosti“) was held, in cooperation with Ravecon Consulting.

On May 6, 2022 the Conference "New Law on the Protection of Reporters of Irregularities – What Changes Does It Bring and How to Build a System for Internal Reporting of Irregularities" was held. The new legislation transposes the EU Directive on the protection of reporting persons and entered into force on the 23 April 2022, making Croatia the ninth country to adopt transposition legislation.

On December 12, 2022 ICC Croatia marked the International Anti-Corruption Day by organizing its traditional annual conference "Strengthening Integrity by Preventing Corruption – Challenges and Opportunities" in partnership with the Croatian Business Council for Sustainable Development. The main objective was raising awareness of all layers of public and private sector on the necessity to combat corruption, foster the culture of integrity, transparency and ethics as the core of corporate responsibility.

Promoting best practices

Zlatna kuna 2021.

At the Zlatna Kuna award ceremony of the Croatian Chamber of Economy, held on November 9, 2021, the best in the Croatian economy were recognized for their exceptional work and success during the challenging year 2020. The award thus brought together Croatian businessmen, companies that invest in business development and innovation, that enter new markets and that do not agree to absolutely any compromises regarding the quality of their products and services.

The award was given in several categories, and this year 2021 a special category was created for sustainability, which today must be part of the business strategy of every company. Thus,

the award in a new category, the Zlatna Kuna for responsible and sustainable business, was presented to the company Jadran - galenski laboratory Rijeka.

Zlatna kuna 2022.

At the ceremony held in the Croatian National Theater, the Zlatna Kuna was awarded, the award given by the Croatian Chamber of Economy since 1993 to the most successful companies in Croatia.

This year, the Zlatna Kuna was awarded in six categories, and it is worth noting that, in addition to financial indicators, for the first time in the award categories for small, medium and large companies, indicators of sustainability are included, as one of the strategic areas that the Croatian Chamber of Economy recognizes and encourages in local companies. Sustainability was included as an indicator for the award, so more than 170 companies competing for the award were surveyed through a sustainability questionnaire. Sustainability accounted for 15% of the total number of points for the award.

Contribution to SDG 17 — Partnership +for the Goals

Support Sustainability 2020.

Support sustainably 2020 was supposed to be the second conference organized by the Croatian Chamber of Economy and co-organized by ICC Croatia, and was described in the previous report.

The focus of the conference is on starting a debate on how to save the planet and questioning some of the most prominent problems in the world today; on the discussion of the necessary changes in the approach to management in the next ten years; necessary tools and steps towards the fulfillment of the 17 goals of sustainable development will be the topics of the conference.

Unfortunately, due to the pandemic situation with the COVID-19 virus and the prevention of the spread of the virus, the event was postponed and was held in June 2021.

Support Sustainability 2021

Second conference on sustainable development goals Let's support sustainable_2020. The Croatian Chamber of Economy was held on March 23 at the Zagreb and hosted the charismatic former CEO of Unilever Paul Polman, today the head of the ICC, the world's largest business organization. He is a visionary of corporate sustainability who has shown that a change of approach in the corporate world is possible. We are talking about a top manager who, over the course of ten years, left an indelible mark by showing that sustainability and good business

results are one and the same. He made a personal contribution to shaping the 17 sustainable development goals of the UN, and is also their ambassador.

Another eminent guest of the conference was Jakob Trollbäck. He is the creative person behind the well-known visuals of the sustainable development goals, the man who made them globally recognizable through communication. At the conference, he gave a lecture entitled How to discard everything that means nothing - from the impersonal complexity of sustainable development goals to a clear, enthusiastic and accessible communication system.

CEE president Luka Burilović points out that the times of economic growth at any cost have passed. "Companies should not only focus on maximizing profits, but also solving some of the burning issues of the new decade in cooperation with governments and civil society. The economy must contribute more actively to the shaping of a more cohesive and sustainable world," stressed Burilović.

The conference starts from the 'hot potato' of the last World Economic Forum in Davos – how to save the planet. Therefore, he puts under a magnifying glass some of the burning problems of today, for example, what needs to be changed in the next ten years in our approach to management, and what ways of thinking and tools we need to implement the 17 sustainable development goals united in the plan for a better world for all of the UN by 2030. Participants will also find out what scientists and decision-makers think about the various aspects and links between the 17 goals and the economy, technology, climate, environment and planetary boundaries, and how successfully the EU implements the sustainable development goals.

A special thematic block of the conference was dedicated to the communication of sustainability, and the preferences of the millennial generation and generation Z towards sustainability will also be discussed - why these generations feel that companies have failed society, that their profit comes first, and why climate change and inequality are two topics that worry them the most. There was also talk about the need for simple and attractive sustainability communication and the rejection of visual clichés in sustainability communication.

The conference was held as part of the new platform CCE_COR AKCELERATOR, whose goal is to accelerate changes in the realization of the 17 global sustainability goals of the UN in Croatia. The organizers of the conference are the Croatian Chamber of Economy, the Association for Socially Responsible Business CCE and ICC Croatia. Program partners are the Embassy of Sweden, Ericsson Nikola Tesla, Hauska & Partner, MaNaBu Foundation and ECOLISE.

Support Sustainability 2022 - Together For A More Resilient Future

September 27, 2022 - The third CCE international conference on sustainability and socially responsible business "Support Sustainability 2022 - Together For A More Resilient Future" was held in Zagreb.

The central theme of the conference was the challenges of sustainable business in crisis conditions, but also the opportunities arising from the implementation of sustainable business policies, such as managing opportunities and business with a purpose, circular planning and directing business towards zero emissions and sustainable investing.

The central theme of the conference was the challenges and opportunities of sustainable business in crisis conditions, and the green transition, an imperative placed before entrepreneurs and decision-makers, is neither an easy nor a cheap process, especially in times when we are faced with the lack of availability and high prices of energy sources, which threaten individual companies and the economy as a whole. Investing and lending according to the criterion of sustainability is therefore one of the fundamental tools for fulfilling the goal of climate neutrality of the EU by 2050, as well as those set before us by 2030 by "Fit for 55".

What are green bonds, which aim for long-term capital gains with better management, responsibility towards the environment and society? How can they attract better financial conditions compared to conventional financing, how do they affect the image and market position of the company? Why are they still in their infancy in Croatia and how to encourage sustainable financing in a crisis? These are all questions answered by experts.

Some of the world's leading authorities on sustainability spoke at the conference on the challenges and opportunities of sustainable business in crisis conditions, such as:

- Andrew Winston, international sustainability expert, co-author of the book (with Paul Polman) "Net positive: How Courageous Companies Thrive by Giving More Than They Take" and author of the books "The Big Pivot" and "Green to Gold", declared One of the top 50 Management Thinkers in the World (Thinkers 50).
- Marc Buckley, ecological economist, regenerative futurist, sustainability advocate, UN and UNFCCC Resilient Lab advisor and World Economic Forum (WEF) expert.
- Daria Krivonos, executive director of the Copenhagen Institute for Futures Studies and expert in megatrends and strategic risk management,
- Sasja Beslik, international financial expert known for promoting financial sustainability worldwide, author of the book "Where the Money Tree Grows" and the weekly newsletter "ESG on a Sunday".
- Ladeja Godina Košir, founder and executive director of Circular Change, international expert on the circular economy and co-author of the first Map towards the circular economy.
- Dieter Vollkomer, as Vice President for Sustainability at Siemens Energy AG, is responsible for the company's global Sustainability Program, its implementation and reporting. He previously held the position of Vice President for Corporate Sustainability at Siemens AG from 2018 to 2020. He started working for Siemens IT Solutions and Services in 2006 in management positions in software sales and implementation. After joining the Energy Sector in 2009, he also held management positions for strategy, mergers and acquisitions, and regional business development. Before joining Siemens, Dieter managed a major change program in the public sector from 2002 to 2006.

At the panel discussion "Investing in sustainable projects and non-financial reporting (ESG)", about performance evaluations of green projects, which is necessary for a quality assessment of the climate impacts of companies, and examples of good practices and projects that have reduced their emissions and reported on it with quality. It is emphasized that all companies listed on the stock exchanges must report on their climate impacts, and with the new Directive on the preparation of sustainability reports, this circle of obligees is expanding significantly, so from 1.1.2026. these reports must also be prepared by small and medium-sized companies listed on the stock exchange. Furthermore, it was explained that reporting on the impact of

climate change on companies and the impact of companies on climate change will be a big challenge, due to the quality and verifiability of the data, due to the introduction of new processes and changing approaches to decision-making at the highest levels, due to the lack of sectoral analyses, which due to making transition plans for doing business in a world where the global temperature will not exceed 1.5 degrees Celsius. Climate change is becoming a decisive issue and business risk, but also an opportunity.

"Sustain sustainability in 2022: Together for a more resilient future" is a continuation of the successful cycle of previous meetings on the topic of sustainability, which have become the central event of this kind in Croatia, gathering participants from all sectors and industries.



Figure 2 - Support Sustainability 2022, September 27, 2022.

CSR Index Award and Conference

HRIO Index

During the reporting period, the Croatian Chamber of Economy, together with its partner organization, the Croatian Business Council for Sustainable Development (HR PSOR), conducted the "Croatian Sustainability Index" competition. The Croatian Sustainability Index (HRIO) is a methodology that provides a comprehensive insight into the sustainability of business practices, a review of compliance with the latest provisions of the European Union, and a comparison with the practices of other Croatian companies. Activities are evaluated in six areas, namely; sustainable corporate management, environmental management, working environment, community relations, human rights, children's rights.

It is the only rating that measures the level of sustainability of companies in Croatia, in which more than a hundred companies participate annually, and which has been carried out for the fifteenth year in a row (previously known as the CSR Index).

It is a practice by which a company, more than the legally prescribed obligations, integrates sustainable development into the decision-making system and thereby manages the impact of its operations on the environment and society. Thus, good business results cease to be the only criterion for evaluating the company's performance. It can be said that a successful company is one that takes equal care of its economic, social and environmental impact, and CSR is a tool for achieving a sustainable business model and a management method in which profits are made in a socially responsible and sustainable manner. Aligning with the latest European directives and standards, global ratings and Sustainable Development Goals, the former CSR Index is upgraded and modernized and becomes the Croatian Sustainability Index - HRIO.

The Croatian Business Council for Sustainable Development (HR PSOR) awarded the HRIO 2021 and 2022 awards as part of their conferences.

We also emphasize that we have developed special methodologies and evaluated companies within the framework of the Golden Kuna, so in 2021 we were awarded a special Golden Kuna for sustainability. The winner of the award is JGL, and in 2022, we incorporated sustainability into the criteria, so all research participants were evaluated according to the sustainability criteria.

Initiatives and Partnerships

Analysis of the readiness of Croatian companies for the green transition for climate neutrality

The Croatian Chamber of Economy, in cooperation with the consulting company Apsolon, in the summer of 2020 and before the European energy crisis, and in the light of the European Green Plan, the European Climate Act and the "Fit for 55" package, conducted research on the readiness of Croatian companies for a green transition for the climate neutrality. The main goal was to identify the readiness of our economy for the green transition and to assess how much impact it will have on the business and development of companies.

The economy as the bearer of the green transition has a difficult task ahead of it and the eyes of the public are turned towards the initiator, the business sector, but for now still isolated examples of good practice. The government is a big gap between bright examples of good practice and the final realization of the ambitious goals of strategic, sustainable decarbonization. The European Green Plan calls for a complete transformation of the economy and society towards a just, green and prosperous future, and the "Fit for 55" legislative package, which consists of 5 new legislative proposals and initiatives and 8 changes to the existing ones, in order to achieve by 2030 climate, energy, transport and tax policies and land use policies reduced net greenhouse gas emissions by a minimum of 55% compared to 1990 levels.

Planned investments relate to increasing energy efficiency through infrastructure, renewable energy sources and innovations and new technologies, and they mostly rely on the new multi-

year financial framework (2021-2027) as well as the support of HBOR. The companies made it clear to us that they want to participate in the strategic and legislative framework of the green transition, and in order for it to be transparent, applicable and fair, they believe that there should be greater synergy between the public and private sectors in order to effectively use the opportunities.

Anti-Corruption Day

On the occasion of the International Anti-Corruption Day, in December 2022, the International Chamber of Commerce (ICC) Croatia and the Croatian Chamber of Economy organized the conference "Prevention of corruption and strengthening of business dishonesty - challenges and opportunities".

UNICEF advisory board

The Croatian Chamber of Economy is part of the UNICEF advisory board. We highlight the work in the advisory board as very important and we constantly encourage cooperation on common topics because CCE has four of the five strategic topics in common with the work of UNICEF, namely sustainability, green and digital, the future of work and functional food.

Children's Rights and the ICT Sector

On May 12, 2020 ICC Croatia provided its support to UNICEF Croatia's initiative by co-organizing an online workshop on children's right in the ICT sector („Dječja prava i ICT sektor“). The UNICEF's guidelines, tools and recommendations that can help companies from the ICT sector in understanding the direct and indirect impact of business on children, in recognizing and responding to potential risks were presented striving in this way to contribute to the creation of a stimulating online environment that respects children's rights.

Challenges of Business Integrity and Compliance in the Covid-19 era

On November 19, 2020, ICC Croatia joined the global efforts against financial crime, fraud, and corruption, by organizing a webinar within Deloitte Croatia's International Fraud Awareness Week. The webinar "Challenges of Business Integrity and Compliance in the Covid-19 era" („Izazovi poslovnog integriteta i usklađenosti u COVID-19 krizi“) focused on how to effectively respond to the challenges of the crisis and recovery according to ICC recommendations and practical experience. It emphasized the necessity of preserving integrity in procurement and the use of in-depth analysis to solve the risk of corruption and the impact on human rights, which have manifested themselves in disruptions in the global supply chain.

In 2020, ICC Croatia provided its support/partnership to two other relevant events:

- The Third ICCrA (Institut for Compliance, Criminal Compliance & Anti-Money Laundering) Conference on Compliance "Working Group on Compliance Guidelines", held on 22 October 2020 and whose aim was to emphasize the importance of drafting Croatian guidelines for Compliance, one of the requirements set by GRECO in its Fifth Evaluation Round Compliance Report on Croatia. ICC Croatia gave its support as well to the 4th edition of this conference named "Criminal Compliance – ISO 37001", held on 2 November.
- ICC-PreCOP event "Global Challenges, International Climate Policy and the Role of Business", held on 15 and 16 September by ICC and ICC Germany. This two-day event focused on climate action involving international and national experts from the UN, EU, governments, COP-Presidency (UK), civil society, business and academia.

Target 16.5: Substantially reduce corruption and bribery in all their forms

The conference co-organized by CCE, ICC Croatia and the Royal Norwegian Embassy took place on in Zagreb and gathered participants from private and public sector.

The main objective was raising awareness of all layers of public and private sector on necessity to combat corruption, foster the culture of integrity, transparency and ethics as the core of corporate responsibility. Central theme of the conference was Conflicts of Interest. On this occasion the "ICC Guidelines on Conflicts of Interest in Enterprises" were presented as a useful practical tool for business. Simultaneously the Croatian translation of the "ICC Rules on Combating Corruption" were posted on CCE and ICC Croatia websites.

Publication

In the period of the report ICC Croatia translated the ICC 2022 Guidelines on Whistleblowing were translated into Croatian language and posted them on the global ICC website ([link](#)), as to provide practical guidance to help Croatian companies establish and implement a Whistleblowing Management System. The 2022 edition aligns with key international legal instruments as well as global standards and best practice such as the 2021 ISO 37002 Guidelines on Whistleblowing Management Systems and the 2019 European Directive on Whistleblower Protection. ICC Croatia also translated the ICC Guidelines on Conflicts of Interest in Enterprises and posted them on the global ICC website as well ([link](#)). These Guidelines provide recommendations to Enterprises on how to monitor and manage Conflicts of Interest facing their directors, officers, employees, agents and representatives. By advising Enterprises on how to put in place a policy preventing Conflicts of Interest, ICC helps them deter corrupt practices and other illegal behaviour and promote an ethical business culture.

In the period of the report, Croatian Chamber of Economy issued a number of publications.

To inform all members on latest SDG and CSR events, CCE's prepared the newsletter distributed via email to all members. The newsletter contains information on events, seminars, training and round table organized for our members on corporate - social responsibility topics, information on events organized and conducted by our members examples of best practices.

In the period of the report, a special publication on Case studies on good practices of Croatian enterprise on achieving 17 Sustainable Development Goals was prepared.

In the period of the report ICC Croatia translated the "ICC Rules on Combatting Corruption" and posted it on CCE and ICC Croatia websites. The Croatian translation is available [here](#). These Rules are intended as a method of self-regulation by business against the background of applicable national law and key international legal instruments. Their voluntary acceptance by Enterprises will promote high standards of integrity in business transactions, whether between Enterprises and public bodies or between Enterprises themselves.

Memberships

Croatian National Contact Point

At its 158th session held on 23 May 2019, the Government of the Republic of Croatia adopted the Decision on the Establishment of the National Contact Point as a Permanent Mechanism for Promoting and Implementing the Guidelines for Responsible Business of the Organization for Economic Cooperation and Development (OECD).

The National Contact Point consists of two bodies: Secretariat and External Body, of which the Croatian Chamber of Economy is a member.

The National Contact Point (NCP) is responsible for promoting and providing information on the Guidelines and procedures for applying them, providing their contribution to the resolution of issues related to the implementation of the Guidelines in specific instances, making initial assessments as to whether a specific issue deserves further examination, for offering good services, including access to conciliation or mediation procedures in order to assist parties in resolving issues.

Croatian Chamber of Economy is an active member of a number of expert committees through which we promote sustainable development. We are members of the Committee for Eco - labels and of Committee for green public procurement.

CCE is a member within a Think - tank on children's rights and CSR within UNICEF Croatia.

On the international level, CCE is member of the International Chamber of Commerce (ICC) and co-founder of ICC Croatia - the National Committee of the International Chamber of Commerce in Croatia which operates within the Croatian Chamber of Economy and which representatives actively participate in the work of its commissions, among which the Commission on

Environment and Energy as well as the Commission on Corporate Responsibility and Anti-corruption.

Part III. Measurement of Outcomes

Croatian Chamber of Economy uses indicators to measure the impact and effect of all workshops, conferences and trainings related to UN Global Compact Ten Principles and sustainable development. Those are:

- Number of participants at our events (at the SDG Conference more than 350 participants)
- Number of events (in the reporting period 7 events organized)
- More than 1000 companies
- 50 - 350 partners per event
- More than 50 speakers
- Number of companies participating at CSR Index (over 170 per year)

Additionally, we conduct qualitative feedback from each event through evaluation questioners for participants. On yearly bases all evaluation results are a part of report prepared for our Management Board.

Table of Figures:

Figure 1 – ESG Academy, Workshop, October 13 - 14, 2022.	7
Figure 2 - Support Sustainability 2022, September 27, 2022.	12