

## **Arijus, UAB**

### **Social Responsibility Policy**

We carry out work and conduct ourselves in a way to be trusted and appreciated. The following are the main provisions of the Company's business philosophy by which the Company states its position on the social responsibility issues and herewith undertakes:

#### **Child Labour**

The Company does not support or use child labour.

The Company ensures that young workers under the age of 18 will be provided with all the guarantees established by law and measures will be put in place to ensure their physical and mental health and safety.

#### **Forced and Compulsory Labour**

The Company does not support or use forced or compulsory labour. Employment contracts with all employees are concluded on voluntary basis.

The Company does not require the employee to pay any employment fees, does not withhold personal identification documents and does not restrict freedom of movement.

The Company does not support, engage in, or facilitate human trafficking.

The Company does not use forced labour of prisoners and does not support it.

#### **Health and Safety**

The Company ensures a safe and healthy working environment through a systematic assessment of potential risks by conducting risk factor assessments and applying permanent measures to eliminate the causes of those risks.

The Company appoints persons responsible for ensuring a safe and healthy workplace environment for all personnel and for implementing this policy and health and safety requirements.

The Company provides employees with personal protective equipment free of charge.

The Company takes care of the premises where employees rest and have meals by ensuring proper sanitary conditions in said premises.

#### **Freedom to Join/Form Associations, Trade Unions, and the Right to Collective Bargaining**

The Company respects the right of all employees to form trade unions or be a member of trade unions, as well as right to collective bargaining with the Company on behalf of such trade unions.

The Company's management ensures that there will be no discrimination against trade union members.

#### **Discrimination**

The Company does not practice or support any discrimination in the employment, remuneration for work, training, career, termination of employment, relationship or retirement issues based on an employee's race, national or social origin and its location, language, caste, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political views, age, or appearance.

The Company does not tolerate any threatening, harassing, exploitative, or sexually abusive behaviour among its employees.

## **Disciplinary Practices**

The Company is committed to treating all employees with respect and protecting their dignity.

The Company does not use or tolerate any physical punishments, psychological and physical abuse or verbal abuse of employees.

Company's disciplinary practices are in line with the requirements of the legal acts of the Republic of Lithuania.

## **Working Time**

The Company complies with the requirements of the applicable laws of the Republic of Lithuania that regulate working time.

The normal working week, including overtime, complies with the standards established by the law.

Overtime, night work and work on holidays is paid for according to the requirements of the law or the collective agreement.

## **Remuneration for Work**

The Company pays its employees the agreed remuneration for work on time.

The wage for a normal working week consisting of 40 working hours shall not be lower than the minimum wage established by the State and/or than the minimum living wage.

The Company does not make any deductions that are not provided for by the legal acts of the Republic of Lithuania.

The Company does not avoid fulfilling any of the employer's obligations to employees related to remuneration for work and social security that are provided for by the legal acts of the Republic of Lithuania.

The Company provides employees with clear information about the calculated and paid remuneration for work.

## **Obligations of the Management**

- ✓ The Company's management undertakes:
- ✓ To comply with all requirements of the SA8000 standard, legal acts of the Republic of Lithuania, internal rules and procedures of the Company in all areas of social responsibility, as well as to review periodically the relevance and adequacy of the Policy in order to improve it in accordance with any changes in the applicable requirements.
- ✓ To communicate this Policy to all employees so that the obligations of the Company are clear and understandable.
- ✓ If required, to present this Policy to all stakeholders: the employees, suppliers, representatives of local and national authorities, and clients.
- ✓ To carry out continuous supervision ensuring that this Policy is implemented in the daily activities of the Company.

Upon noticing any instances of non-compliance with any provisions of the Policy, employees are asked to inform the management in this regard using the appropriate information submission channels: SA8000 employee representatives, trade union, anonymous message box, the heads of departments or directly.