

UAB "Ergolain projektai" and its business partners aim to implement proper social standards in both our company and business relations. Based on that UAB "Ergolain projektai" has adopted its Code of Conduct, whereby we aim to improve the minimum social.

### **1. Human Dignity**

Human rights are a fundamental condition for human interaction.

### **2. Adherence to Provisions of Laws**

Valid national laws and other fundamental legal acts and regulations as well as Conventions of the International Labour Organization and the United Nations shall be complied with. Of all the applicable provisions, the most important are the ones ensuring protection.

Swindling, bribing and other forms of corruption shall be prohibited.

### **3. Prohibition of Child Labour**

Use of child labour, as defined by the International Labour Organization and the United Nations, the international SA8000 standard and national legal acts, shall be strictly prohibited in production of goods or provision of services to UAB "Ergolain projektai". Violation of this prohibition shall be eliminated by documented strategies and methods. Education of children is fully supported. Young workers, aged 15 to 18 as defined in the international SA8000 standard, may only work outside school hours. Under no circumstances shall any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours.

### **4. Prohibition of Forced Labour and Illegal Disciplinary Methods**

All forms of forced labour shall be prohibited. Corporal punishment, psychological and physical abuse as well as derogatory verbal insults shall also be prohibited.

### **5. Work Conditions and Remuneration**

National labour laws shall be complied with. Work salary and other benefits shall comply with the minimum legal requirements and/or standards of local industry. Salary and other remuneration shall be clearly defined and paid in a timely manner. The objective of this provision is to ensure that payment of salary is sufficient to cover living expenses, if the minimum salary established in laws is not sufficient. Only minor payment in kind for work and services shall be permitted, and only in fair proportion to the value of the work performed.

Regular maximum working hours shall be established in accordance with the provisions of law. They shall not constitute more than 40 hours a week. The overtime work of an employee shall not exceed four hours in two days in a row or one hundred twenty hours annually. Collective agreement may provide for a different maximum annual duration of overtime work, however, it may not exceed 180 (one hundred eighty) hours annually. Overtime work shall be remunerated in accordance with laws. After 6 (six) consecutive work days, an employee shall have a right to a continuous break of 35 hours. More consecutive work days without a break may only be permitted if such is permitted by national laws and collective agreements. In the event of any discrepancies between this Code and the provisions of national law; in any case, the rules and regulations established in the national law shall prevail.

## **6. Prohibition of Discrimination**

Any discrimination against employees on the grounds of gender, sexual orientation, age, religion or beliefs, race, nationality, ethnicity, national or social origin or disability shall be prohibited.

## **7. Freedom of Association and Assembly**

The right of employees to form labour organizations and join them as well as the right of collective bargaining, without prejudice to national laws and legal regulations and conventions of the International Labour Organization, shall not be restricted. Employees exercising the said rights shall not be discriminated against.

## **8. Safety and Health in the Work Environment**

Safe and healthy conditions shall be ensured in the working environment. Any workplace circumstances, equipment and work conditions which may violate the fundamental human rights shall be prohibited. Particularly young persons shall not work in a dangerous, unsafe and unhealthy environment which may be harmful to their health or development. Personnel shall be constantly informed about health and safety in the workplace.

A person responsible for health and safety of personnel shall be assigned from among the management of the company, who shall ensure introduction of health and social standards in the workplace and adherence thereto.

## **9. Environmental Protection**

Legal provisions of environmental protection shall be complied with in the management of waste and use of chemical or other dangerous substances. Employees shall be informed about the rules of work and dangerous substances.

## **10. Application in the Company**

The above-mentioned social standards shall be achieved through the inner social responsibility strategy of the company and respective processes. The company shall have a procedure for reporting of violations of the standards referred to above. Employees submitting such reports shall not be punished or discriminated against.

Contracting partners shall agree that the implementation of social standards may, at any time, be verified by UAB "Ergolain projektai" or authorized auditors appointed thereby.

Each contracting partner of UAB "Ergolain projektai" shall introduce the above social standards in their company and shall require their business partners to comply therewith and see to proper implementation of the standards.



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