

Director of  
UAB VAILIDA  
Confirms:



(Signature)

Vaidotas Mozūraitis

12/11/2022

(Date)

## UAB VAILIDA CSR/Supplier Sustainability Policy

### Introduction

UAB VAILIDA is committed to conducting business in a socially responsible and ethical manner. We recognize the importance of human rights, labor standards, environmental protection, and corporate integrity in building a sustainable business. This CSR/Supplier Sustainability Policy outlines our commitments and expectations from our suppliers to ensure that our business operations and supply chain contribute positively to society and the environment.

### Child Labour and Young Workers

- We strictly prohibit the use of child labor in our operations and supply chain. All supplier must comply with the minimum age provisions of national laws and regulations.
- Young workers must not perform work that is mentally, physically, socially, or morally dangerous or harmful.

### Wages and Benefits

- Suppliers must comply with all wage and hour laws, including minimum wage, overtime, and statutory benefits.
- Compensation should be enough to meet basic needs and provide some discretionary income.

### Modern Slavery

- We have zero tolerance for any form of modern slavery, human trafficking, or forced labor in our operations and supply chain.
- Suppliers must demonstrate that they provide fair employment conditions and respect the freedom of movement of their employees.

### Non-discrimination and Harassment

- We are committed to a workplace free of discrimination and harassment based on race, color, religion, sex, age, physical condition, national origin, sexual orientation, or any other basis protected by law.
- Suppliers are expected to adhere to the same principles and ensure a respectful and dignified work environment.

## **Women's Rights**

- We support the empowerment of women across our operations and supply chain. This includes equal opportunities for employment, advancement, and remuneration.
- Suppliers must ensure women's rights are respected and protected, including provisions for maternity leave and against gender-based violence.

## **Diversity, Equity, and Inclusion**

- We are committed to fostering a culture of diversity, equity, and inclusion within our workforce and expect our suppliers to do the same.
- Suppliers should have policies and practices that promote an inclusive workplace where diversity is valued.

## **Health and Safety**

- Ensuring a safe and healthy work environment for all employees is paramount. Suppliers must comply with all applicable health and safety laws and regulations.
- Suppliers are expected to provide proper safety information, training, and protective equipment to their workers.

## **Anti-corruption and Anti-money Laundering**

- We adhere to the highest standards of integrity and ethics in all business dealings and expect our suppliers to uphold these principles.
- Suppliers must have zero tolerance for any form of corruption, bribery, theft, embezzlement, or money laundering.

## **Fair Competition and Anti-trust**

- We are committed to fair competition and comply with all applicable anti-trust and competition laws.
- Suppliers must conduct their business in a manner that ensures fair competition and must not engage in anti-competitive practices.

## **Conflicts of Interest**

- Suppliers must disclose any situation that may appear as a conflict of interest during their engagement with UAB VAILIDA.
- Suppliers should avoid any action that may impair their ability to make objective and fair decisions when performing work for or on behalf of UAB VAILIDA.

## **Energy Efficiency and Responsible Chemical Management**

- We are committed to improving energy efficiency and minimizing the environmental impact of our operations and products.
- Suppliers are expected to actively manage energy consumption and chemical use in their operations, strive for improvements in environmental performance, and comply with all relevant environmental legislation.

## **Implementation and Compliance**

- Suppliers must communicate this policy within their organization and to their supply chain.

- UAB VAILIDA reserves the right to verify compliance with this policy through audits and assessments.
- Non-compliance with this policy may result in a reevaluation of our business relationship, including potential termination.

This policy reflects UAB VAILIDA's commitment to sustainable and responsible business practices. We expect our suppliers to share and uphold these principles, contributing to a more just, ethical, and sustainable global supply chain. Together, we can achieve meaningful progress towards our shared goals of social and environmental responsibility.