



# Code of Conduct

As one of the leading PE product manufacturers in Lithuania, we develop our activities honestly, transparently and adhere to high ethical standards. We are strongly committed to economic, environmental and socially sustainable development. The principles of the Code of Conduct are followed when maintaining sustainable business relations with Lithuanian and foreign companies, markets and society. At UAB PLAMIKA we value and support the people taking part in the manufacture of products and services therefore we set this requirement on our side that our suppliers with whom we have, or are considering negotiating agreements of cooperation, should comply with this code.

By maintaining this Code of Conduct we seek a constructive dialogue and partnership with our suppliers, to our mutual benefit.

We require our suppliers to take all relevant and necessary initiatives and measures to ensure the highest possible degree of compliance with this code, including all relevant information and documentation without undue delay.

## **Our principles:**

1. Honesty, compliance with legislations, prevention of corruption
2. Ethical competition and business solidarity
3. Human rights
4. Working environment
5. Sustainability, environmental protection
6. Ethical communication

## **Honesty, compliance with legislations, prevention of corruption**

At UAB PLAMIKA we distance ourselves from and strongly condemn corruption, bribery and other acts or activities contrary to the Constitution, laws, other legal acts, court decisions, instructions of state and municipal institutions and bodies of the Republic of Lithuania and the provisions of this code.

### **Ethical competition and business solidarity**

We support vigorous, legal and ethical competition, therefore, we follow all applicable competition supervision laws when carrying out any of our activities.

### **Human rights and Child Labour**

At UAB PLAMIKA we respect the entire society, as well as every citizen, his rights and freedoms, advocate and create safe working conditions for company employees.

Our company unequivocally supports the defence and protection of human rights, follows [European Convention of Human Rights](#) and all the principles mentioned in it: human rights must be respected; discrimination based on racial traits, gender, nationality, language, religious beliefs, financial or social status, etc., child labour is prohibited; the right to privacy is recognized; the right to fair remuneration for work, statutory working hours and working conditions is recognized.

### **Working Environment**

UAB PLAMIKA supports the fundamental human right to have sound working conditions. All suppliers to UAB PLAMIKA must secure a good working environment which complies with national rules and laws. Salaries for overtime work and goods shall be in accordance with the law.

### **Sustainability, environmental protection**

UAB PLAMIKA strives for sustainability and ensure a balance between the environment, its activities, satisfaction of public needs and business development.

The company complies with environmental protection laws and other regulatory documents, rationally uses material and energy resources, contributes to the development of a sustainable and green economy. Therefore, we require our suppliers to strive to reduce waste and emissions to air, ground and water, handle chemicals in an environmentally safe way, handle, store and dispose of hazardous waste in an environmentally safe manner, and contribute to the recycling and reuse of materials and products

### **Ethical communication**

UAB PLAMIKA supports ethical tone of voice, transparency and confidentiality when communicating with customers, business partners, competitors, shareholders, state institutions, media and other interested parties.