

HUMAN RIGHTS, NON-DISCRIMINATION, CHILD LABOUR AND FORCED LABOUR POLICY

4 September 2023

Vilnius

Vilniaus Pakuotė, UAB adheres to the Human Rights, Non-Discrimination and Child Labour and Forced Labour Policy throughout its operations.

PROTECTION OF HUMAN RIGHTS

The Company respects human rights and protects them in accordance with the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the fundamental conventions of the International Labour Organisation. These principles are applied and upheld in all areas of our business activities.

The Company's Code of Business Conduct provides that respect for human rights is an integral part of the Company's core values.

NON-DISCRIMINATION

The Company complies with its domestic and international legal obligations regarding non-discrimination. The organisation does not tolerate discrimination, humiliation or harassment on the basis of employees' gender, age, nationality, race, religious and political beliefs or other personal characteristics.

All employees have equal opportunities to work and develop, and their performance is evaluated on the basis of their work results. This principle is also strictly applied in the selection of staff and in the negotiation of remuneration.

We treat all employees equally, regardless of the characteristics listed above. We encourage every employee to observe the highest standards of mutual tolerance and respect for human rights.

CHILD LABOUR AND FORCED LABOUR

The Company complies with domestic and international prohibitions and restrictions on child and forced labour. The Company does not employ people under the age of 16. We do not engage in any form of forced labour, including involuntary employment or certain conditions thereof, involving taking of security deposits or personal documents, restrictions on freedom of movement. We do not tolerate or contribute to human trafficking.

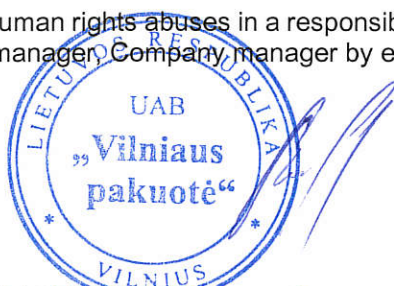
FREEDOM OF ASSOCIATION

The Company complies with the requirements of the Labour Code of the Republic of Lithuania and allows employees to enjoy their right to form or join associations. The Company respects the rights of workers to engage in lawful activities related to the establishment of a workers' organisation; it does not discriminate against or penalise workers for exercising these rights.

IMPLEMENTATION

We respond to reports of human rights abuses in a responsible manner. Employees can submit such reports to their line manager, HR manager, Company manager by emailing info@vilpak.lt or calling +37068782299.

Director



Darius Murauskas