

ETHICAL EMPLOYMENT POLICY

We are a flexible and sustainable textile dyeing and finishing enterprise that offers high-quality and value-added services. Our operations are based on the internationally recognised human and labour rights. We aim for socially responsible work and treat our employees fairly and with respect. We believe that by developing dialogues between the employer and employee, we can ensure sustainable success for the company and its staff. Our target is that the suppliers of our goods and services, and the subsequent significant network, will also comply with these principles.

CHILD LABOUR

To protect young persons from circumstances that may pose risks to their physical and mental health and development, we do not employ individuals under the age of 17. When employing young persons aged 17 and above, we ensure that they work only outside school hours and that safe working conditions are provided, appropriate to their health status and abilities, and without any adverse impact on their well-being.

FORCED OR COMPULSORY LABOUR

Because we respect human rights and freedoms, we do not resort to and do not tolerate any forced or compulsory labour, including non-voluntary labour relations or certain conditions, deposits, employment fees, the retention of personal documents and the restriction of free movement.

SAFETY AND HEALTH

The priority focus of our company is on ensuring occupational safety and health. We create a safe and healthy working environment for every employee. In order to enhance our occupational safety and health practices, we involve both an actively operating occupational safety and health committee and the employees in the development of this aspect of our operations.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We respect and unconditionally acknowledge the right of an employee to establish and join a trade union of their choice or to organise it, and to hold collective negotiations on its behalf regarding the labour conditions with the employer. We undertake not to use any measures against the employee which could restrict this right. We create a favorable environment for employee representation, we work with the established Works council.

DISCRIMINATION

We do not practice and do not support any forms of discrimination. Direct or indirect discrimination, harassment, sexual harassment, or an instruction to discriminate on the grounds of sex, race, nationality, citizenship, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnic origin, state of health, marital or family status, membership in a political party, trade union or association, religion, intention to have a child, as well as discrimination based on the fact that an employee exercises or has exercised their rights, or on circumstances not related to the employee's professional qualities, or on any other grounds established by law, is prohibited.

DISCIPLINARY PRACTICE

We treat every employee with respect. We do not tolerate or impose corporal punishment, or psychological, physical and verbal abuse. Our disciplinary practices are in line with the requirements of the legal acts of the Republic of Lithuania.

WORKING HOURS

We ensure that the working hours of our employees conform to the requirements of the legal acts of the Republic of Lithuania. We do not normally practice overtime work; however, if such work is required, the overtime work is voluntary and is paid at a rate higher than the regular working hours.

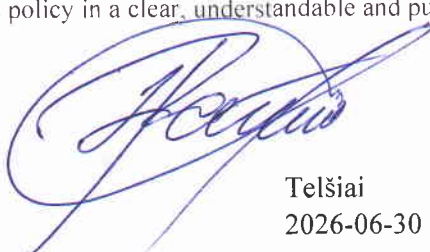
WAGES

We respect the right of our employees to a minimum subsistence wage. We ensure that the remuneration provided for a regular working week is never lower than the minimum wage established by law or by textile industry practices. We ensure that the wages are sufficient to meet the basic needs and to cover some other expenses of the employees. Salary payments are carried out on a regular basis and in conformity to the legal requirements, without the performance of any unlawful deductions from the employee wages.

OBLIGATIONS OF THE MANAGEMENT

- ✓ To implement the ethical employment policy;
- ✓ To perform the activity in a clear manner, not tolerating any expressions of corruption, including bribery, property extortion, improper private or professional gratitude to all interested parties related to the company's activity.
- ✓ To comply with the requirements of the legal acts of the Republic of Lithuania and other applicable international legislation, as well as the obligations assumed by the company in the area of social responsibility;
- ✓ To continuously improve the control of the management system implemented in the company, which was created in accordance with the requirements of the LST EN ISO 9001:2015, LST EN ISO 14001:2015, ISO 45001:2018 and SA8000:2014 standards;
- ✓ To declare this policy in a clear, understandable and public manner to all interested associated with the company's operations.

CEO



Rasa Ladyginienė

Telšiai
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