

APPROVED BY
the Order No.2018/VK-44 of 25 June 2018 of
P. Žukas, CEO of Grainmore UAB

GRAINMORE UAB CODE OF ACTIVITY

This Code serves as a declaration by Grainmore UAB of its commitment to comply with the legal requirements of the Republic of Lithuania in all areas of social responsibility, as well as to periodically review the relevance of this Code. We will communicate this Code to all relevant parties and ensure its implementation in the day-to-day operations of the Company.

GENERAL PROVISIONS

Grainmore UAB is committed to carrying out its activities responsibly while evaluating and respecting the needs of its clients, partners, and employees. We aim to ensure the efficiency of our economic, environmental, and social activities. Our suppliers and contractors play a vital role in achieving these goals. For this purpose, we have established a Supplier Code of Conduct, and we ask that they adhere to its principles.

OPERATING PRINCIPLES

Suppliers, clients, and partners of Grainmore UAB must comply with all legal requirements and regulations, ensuring honest and ethical operations while adhering to principles of anti-corruption and non-bribery. Our Company is guided by internationally recognised human and labour rights standards. We are committed to ensuring that all our employees are treated fairly and with respect. We expect our suppliers and subcontractors to uphold the same ethical standards in their working conditions.

WORKING PRINCIPLES

We treat all employees with respect and protect their dignity. We do not tolerate any form of physical or psychological abuse, rudeness, or insults. We ensure that working hours comply with the legal requirements of the Republic of Lithuania. Overtime is optional and is compensated at a higher rate than regular working hours. We pay all employees their agreed salaries on a regular schedule, and the salary for a standard working week (40 hours) is not less than the minimum salary established by the state. We commit to meeting all employer obligations to employees in accordance with the legislation of the Republic of Lithuania.

Grainmore UAB recognises employees' freedom of association, condemns forced labour, and adheres to legal regulations. We ensure fair working conditions and a transparent salary policy, encouraging our suppliers to uphold the same principles.

EMPLOYEE HEALTH AND SAFETY

Grainmore UAB is committed to providing its employees with safe and healthy working conditions and invests in appropriate and safe work equipment. Representatives of our employees participate in the safety committee and make proposals to management to ensure a safe and suitable working environment for everyone. We adhere to the principle: “You protect me, and I protect you.” Therefore, every employee must report any unsafe working conditions, accidents, or injuries. We also require our suppliers to create a safe environment for our employees and related parties, continuously improve working conditions, and comply with all applicable health and safety regulations and requirements.

ENVIRONMENTAL PROTECTION

Suppliers, clients, and partners of Grainmore UAB are expected to consider their environmental impact and sustainability, striving to reduce any negative effects on the environment. Whenever possible, we strongly encourage the adoption of new, greener production technologies. Suppliers, partners, and clients must comply with all applicable environmental protection laws and regulations. We also encourage all companies and individuals we work with to implement management systems that facilitate adherence to these requirements.
