

PLASTA HOLDINGS GROUP HUMAN RIGHTS AND LABOUR POLICY

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1. GENERAL PROVISIONS

- 1.1. Plasta Holdings UAB (the Company) together with its subsidiaries (the Group, Group companies), in respect of human rights and in order to implement the highest standards of business ethics in the Group, shall be guided in all its activities by the applicable laws, the Group's Code of Ethics and its supplementary documents, as well as by the following Human Rights and Labour Policy (the Policy).
- 1.2. The purpose of the Policy is to set out the principles for the promotion, implementation and monitoring of human rights and the main measures for the implementation of these principles in the Group.
- 1.3. The Policy applies to and covers the Group's business activities in all countries in which the PLASTA Group operates and applies to all members of the Group's board of directors, managers of the Group companies, employees and other persons acting on behalf of the Group (the Employee). This Policy also applies to all partners, customers and other stakeholders who have a relationship with the Group.
- 1.4. The Policy is based on the European Convention for the Protection of Human Rights and Fundamental Freedoms, the International Covenant on Civil and Political Rights, the United Nations Universal Declaration of Human Rights, the United Nations Resolution on Business and Human Rights, the core conventions of the International Labour Organisation, and other international and Republic of Lithuania legislation.
- 1.5. The following terms may be used in the Policy and in the additional documents:
 - 1.5.1. **Employee** means a person who has an employment relationship with the PLASTA Group, including managers, senior managers, members of the Board, and other persons acting on behalf of the Group.
 - 1.5.2. **Discrimination** - the restriction or denial of rights on the basis of Identity Characteristics.
 - 1.5.3. **Group, PLASTA Group**, means the Parent Company and its subsidiaries, as well as subsidiaries whose headquarters are located in foreign countries and where it directly and/or indirectly holds a majority of votes or can directly or indirectly exercise a dominant influence.
 - 1.5.4. **Global Compact** - The United Nations (UN) Global Compact is the largest voluntary social responsibility initiative since 1999. It is based on 10 principles in the areas of human rights, the environment, the economy and anti-corruption, as well as 17 Sustainable Development Goals, which form the basis of the UN's "2030 Agenda for Sustainable Development".

1.5.5. **Parent company** is Plasta Holdings UAB (legal entity code 305660999).

1.5.6. **Harassment** - unwanted offensive verbal, written or physical conduct of a potentially sexual nature towards a person, where such conduct is motivated by the intention or effect of damaging the dignity of a person, in particular by creating an intimidating, hostile, degrading or offensive environment.

1.5.7. **Identity Characteristics** - personal characteristics relating to sex, race, nationality, language, origin, social status, age, sexual orientation, (dis)ability, ethnicity, membership of a political party, association or trade unions, religion, faith, beliefs or opinions, intention to have a child(-ren), or any other trait that is not related to the Employee's work characteristics.

2. PROTECTION OF HUMAN RIGHTS

- 2.1. Respect for human rights is an integral part of the Group's core values. The Group's activities are guided by the principle of respect for human rights, which recognises the universality and integrity of human rights, and ensures that the Group's activities do not directly or indirectly violate human rights.
- 2.2. The Group acknowledges that diversity and equal opportunities are the foundation of an open, progressive and sustainable society. Therefore, it aims to create a working environment in which the dignity of everyone is upheld and protected, individuals are respected regardless of their individual Identity Characteristics, and Employees' performance is evaluated on the basis of results and behaviour according Group values.
- 2.3. We apply the principles of the protection of human rights to ourselves and to all stakeholders. We seek not to have a business relationship with partners who do not adhere to the principles set out in this Policy. Our partners, suppliers and contractors are encouraged to adhere to the core standards of the protection of human rights.

3. CHILD LABOUR AND FORCED LABOUR

- 3.1. The Group complies with the prohibitions and restrictions on child labour and forced labour set out in the legislation of the Republic of Lithuania and international law.
- 3.2. The Group does not tolerate child labour and applies national laws on the applicable statutory minimum age for workers. We are committed to prevent child labour in our operations and projects - we do not employ anyone below the legal minimum age.
- 3.3. The Group does not tolerate any form of forced or involuntary labour and any form of (modern) slavery. The Group does not tolerate or contribute to human trafficking.

4. NON-DISCRIMINATION AND RESPECT

- 4.1. The Group has a zero tolerance policy for humiliation, harassment, discrimination or other forms of oppression.
- 4.2. The Group's activities are guided by the principles of gender equality and non-discrimination on other grounds, which enshrine the equality of persons and the prohibition of restrictions on human rights and privileges on the basis of a person's Identity Characteristics. In any employment relationship with Employees, direct and indirect discrimination, humiliation, harassment, sexual harassment, and directing discrimination on the basis of a person's Identity Characteristics shall be prohibited within the Group.
- 4.3. We respect our employees and we feel responsible for them. We ask the same from each employee: respect and responsibility for each other.

- 4.4. Managers must set a personal example of ethical behaviour, follow through on decisions made, encourage initiative and diversity of opinion, take responsibility for failures, and give instructions in a clear and unambiguous manner.
- 4.5. Employees must be polite, respect their colleagues, subordinates, managers, customers, suppliers, partners and other persons, and try to keep professional and friendly environment in the Group, cooperate in solving emerging issues or disputes.
- 4.6. All employees of the Group have the right to form or join associations/trade unions of their choice as far as the employer-employee relationship is concerned and right to collective bargaining. The Group does not condone disciplinary or discriminatory action against employees who choose to peacefully and lawfully form or join associations or trade unions. The Group's employees are prohibited from using any form of intimidation to prevent other employees from exercising their right to form associations/ trade unions or belong to any association/ trade unions.

5. LABOUR PRACTICES AND EQUAL OPPORTUNITIES

- 5.1. PLASTA Group is committed to creating a diverse and inclusive workplace that challenges and inspires its employees to build their careers and fulfil their potential.
- 5.2. The Group implements equal opportunities irrespective of the Employee's Identity, selects Employees based on experience and competencies, assigns tasks accordingly, and defines the boundaries of responsibility, therefore:
 - Applies the same selection criteria and conditions for recruitment;
 - Provides equal working conditions, opportunities to raise qualifications, seek professional training, retrain, gain practical work experience, and also provides equal benefits;
 - Uses the same criteria for evaluating work performance;
 - Uses the same criteria for termination of employment;
 - Equal wages for equal work of equal value;
 - Takes measures to ensure that Employees are not subjected to harassment and discrimination in the workplace;
 - Takes action to prevent the Employee from being subjected to sexual harassment;
 - Appropriate measures are taken to enable persons with disabilities to get a job, work, pursue a career or study, including appropriate adaptation of premises, if such measures do not disproportionately affect Group companies;
 - Takes actions to ensure that an Employee as a whistle-blower or who is involved in a case of discrimination, or his/her representative, or a person who testifies and gives explanations on the grounds of discrimination, is not subject to harassment and is protected from hostile treatment or negative consequences;
- 5.3. The principle of diversity shall be followed in recruitment advertisements and in the selection of employees or candidates for positions as managers, directors, members of management and supervisory bodies of the Group's companies and divisions. Such selections do not include requirements that give preference on the basis of specific Identity Characteristics, nor do they require information about candidates' private lives or family plans.
- 5.4. Exceptions to the application of equal selection criteria and conditions are permitted in cases where there is a legitimate aim to do so, and where this is expressly provided for by law.

6. POLICY IMPLEMENTATION, MONITORING AND CONTROL

- 6.1. To ensure the effective and timely implementation of the Policy, the Group periodically shares information with Employees or organises training and consultations for Employees in order to raise Employees' awareness and knowledge of equal opportunities and diversity, to share current issues and to promote good practices.
- 6.2. All Employees who report possible cases of discrimination, harassment, sexual harassment or other forms of oppression and other violations of the Policy are supported.
- 6.3. Employees who feel that their equal opportunities are being violated have the right to ask the employer's representative in writing to investigate their situation.
- 6.4. The Group shall ensure the confidentiality of such persons and the protection of their identity as provided for in the relevant legislation.
- 6.5. All reports of potential violations must be properly investigated in line with the Group Whistleblower Procedures. Disciplinary action shall be taken immediately if any non-compliance with the provisions of the Policy is detected, including temporary suspension from ongoing duties or termination of employment or termination of contract with a third party.

7. FINAL PROVISIONS

- 7.1. The Policy shall be approved and, if necessary, amended by the CEO of Plasta Holdings UAB.
- 7.2. Any person who may need to adjust the Policy, explaining the need and the circumstances, shall report the possible need for adjustment to the Group's specialists responsible for the implementation and supervision of the Policy, who, after considering the report and deciding that an adjustment would be recommended, shall make the appropriate recommendations to the Company's CEO.
- 7.3. All current and newly recruited staff of the Group are required to familiarise themselves with the Policy and comply with its requirements.