

PLASTA HOLDINGS GROUP SUPPLIERS' CODE OF ETHICS

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Plasta Holdings UAB (the Company), together with its subsidiaries (the Group, Group companies), is responsible for the environmental and social impacts of its activities. We are sure that compliance with high ethical standards and responsible behavior is a guarantee of successful and sustainable business development and we seek for a sustainable cooperation with all our stakeholders, among which business partners are particularly important.

We give priority to long-term cooperation based on business transparency and sustainability principles. We choose our business partners on the basis of compliance and adherence to sustainable business principles, thus creating the conditions to implement the highest standards of business ethics in the Group's supply chain.

1. GENERAL PROVISIONS

- 1.1. **The Suppliers' Code of Ethics** (hereinafter - the Code) is a Group document that outlines guidelines and principles for ensuring the management of the Group's relationships with suppliers throughout the business cycle.
- 1.2. We expect our suppliers to conduct their activities in accordance with the Environmental, Social and Governance (ESG) Principles as well as the Sustainable Development Goals of the United Nations.
- 1.3. We expect our suppliers to comply fully with applicable laws and internationally recognised principles of ethical business.

2. ENVIRONMENTAL PROTECTION

- 2.1. To observe legal requirements and international standards related to environmental protection, and ensure that all business activities comply with their requirements.
- 2.2. To minimise impacts on the environment and constantly improve environmental protection.
- 2.3. To put efforts to reduce the consumption of energy and water, and to take a responsible approach to waste management.
- 2.4. To assess and control business environmental risks and to implement risk prevention.
- 2.5. To use environmentally friendly technologies.
- 2.6. To seek to reduce the amount of waste and harmful emissions.

3. SOCIAL POLICY

- 3.1. To comply with local and international labour legislation and regulations.
- 3.2. To take care of the health and safety of your employees and invest in improving working conditions.
- 3.3. Not to tolerate discrimination, humiliation, harassment or insults based on the sex, age, nationality, race, religious or political beliefs or other personal characteristics of employees.
- 3.4. Not to restrict employees freedom to establish trade unions or other statutory professional organisations, and to create all conditions required for the free operation of employees organisations.
- 3.5. To prohibit child and forced labour or any other form of coercion or restriction of human rights.
- 3.6. To provide their employees the opportunity to report existing problems or illegal activities.
- 3.7. To obey the legally fixed working hours and salary payment requirements.

4. GOVERNANCE PRACTICES

- 4.1. To comply with to all local and international legislation applicable to the business.
- 4.2. Not to tolerate corruption of any kind. Not to engage in any activity that has the appearance of corruption, either on behalf of the company or on the initiative of individual employees.
- 4.3. To avoid any conflicts of interest and do not engage in activities prohibited by law.
- 4.4. Not to use prohibited methods to influence private persons or State officials.
- 4.5. To prevent falsification of documents, ensure that documents comply with applicable requirements, and that they are properly filed and stored.
- 4.6. To comply with all applicable tax laws and continuously seek to ensure that obligations to the State are met in a transparent, responsible and timely manner.
- 4.7. Not to use tax avoidance schemes or to work with partners who use such schemes in their business.
- 4.8. To comply with competition laws and to apply only fair and ethical business practices.

5. IMPLEMENTATION OF THE CODE PRINCIPLES

- 5.1. The Group expects suppliers to take the necessary steps to ensure compliance with the provisions of the Code in all areas of their operations, in all departments.
- 5.2. The Group shall have the right at any time to request the Supplier to provide documentation demonstrating compliance with the provisions set out in this Code.
- 5.3. It is important for the Group that suppliers adhere to the provisions of this Code, therefore the Group reserves the right to terminate cooperation if suppliers violate the principles and requirements of the Code or fail to fulfil their obligation to co-operate.
- 5.4. Suppliers must inform about the risks or potential risks of non-compliance with the principles of this Code. In the event of complaints in the public domain, e.g. in the media, regarding a breach of the principles and requirements of the Supplier Code of Ethics or any other case that may result in damage to the reputation of the PLASTA Group, suppliers must, at the request of the PLASTA Group, immediately provide a written company statement to respond to such allegations.
- 5.5. The Company provides conditions for notifying violations of the Code and receiving the required information connected with the implementation of the Code through the channels set out in the

Whistleblowing Procedures of the Group (the Whistleblowing Procedures is published on the Group's website).

6. FINAL PROVISIONS

- 6.1. The Code shall be approved and, if necessary, amended by the CEO of Plasta Holdings UAB.
- 6.2. Any person who may need to adjust the Code shall, explaining the need and its circumstances, notify the Group Companies' CEO and/or head of Procurement Department of the potential need to adjust the Code, who shall, after considering the notification and deciding that an adjustment is advisable, make appropriate recommendations to the Company's CEO.
- 6.3. The head of each Group company shall, no later than January, collate information on the notifications, enquiries and complaints received under this Code during the previous calendar year and present a report to the CEO of the Company on the implementation of the Code and the need to amend it.