

## Code of Conduct

### **We support of the policy:**

“Corporate sustainability starts with a company’s value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success. “

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

**POLIPAKS GROUP Code of Conduct is based on the ten principles of the UN Global Compact.**

- **Human rights and labour**

The business should support and respect internationally proclaimed human rights, and should ensure that employees are treated fairly, equally and with respect.

- Forced labour

No form of forced labour or any form of work linked to punishment may occur.

- Child labour

We do not accept child labour, since every child should be protected from economic exploitation and from carrying out work that could be considered dangerous, negative, detrimental to their education or harmful to their health.

- Discrimination and oppression

We do not accept any form of harassment, threat or oppression.

- Working environment

The business operates a safe and secure working environment, and takes a preventive approach in connection with working environment initiatives. The business sets targets and monitors the effects of this work regularly.

- **Environment**

Business work actively to reduce the negative environmental impact of its operations, and should make more efficient use of resources. We should comply with national environmental legislation, and also set environmental targets and monitor these regularly.

- **Business ethics / Anti-Corruption**

We do not accept any form of corruption, including bribery, extortion and unlawful restrictive practices.

Andrejs Kologrejevs  
Head of the Board Polipaks Group