

SUPPLIER CODE OF CONDUCT - WHAT IT IS AND WHY IT IS IMPORTANT TO US

We want to create a common working relationship based on successful cooperation and development. **We believe** that our partnership can create mutual benefits as well as have a significant positive social and environmental impact.

In this rapidly developing world, more efforts and actions are needed to save our planet and its people, so we hope that you will walk this path with us. We are confident that **we can** continue to grow together and create a better world in the most efficient and sustainable way.

For this reason, we ask you to sign our approved "Supplier Code of Conduct" as a commitment to yourself, to us, and to the world at large. Our "Supplier Code of Conduct" is prepared based on the principles established by the United Nations Global Compact, International Labor Organization conventions, Economic Cooperation and Development Organization guidelines, Sustainable Development goals Goals, The Universal Declaration of Human Rights and UAB "MANTINGA GROUP" group of companies values, obligations also good practices of partners.

Let's create a better tomorrow **together**.



Next, the **Supplier Code of Conduct** of the UAB "MANTINGA GROUP" group of companies ►►►►►►►►►►

UAB “MANTINGA GROUP” SUPPLIER CODE OF CONDUCT

I. GENERAL PROVISIONS

1. UAB “MANTINGA GROUP” group of companies (hereinafter - **the Group**), in order to meet the highest quality requirements and progress with advanced technologies, uses IFS, BRC, ISO14001, RSPO and other certificates as well as risk factor analysis and important control points (HACCP) system. UAB “MANTINGA GROUP” group of companies has more than 25 years of experience in the market of bread, snacks and frozen products. Currently, there are three modern factories operating in Marijampolė that produce the highest quality food products.

2. Seeking customer satisfaction, by meeting their requirements and satisfying their expectations, the Group ensures that only safe, high-quality products are developed and produced. Any activity shall be carried out only in strict compliance with the requirements of national and international legislation.

3. Suppliers Code of Conduct (hereinafter - **the Code**) reflects the Group’s desire to strengthen cooperation with all its suppliers with the aim of ensuring responsible behaviour in the areas of labour and human rights, health and safety, environmental protection, ethics and governance. The aim is for suppliers to comply with the following code, so any violation of this Code may harm the business inter-relationships.

4. The Group is determined to build working relationships that would achieve success through cooperation and mutual development, consciously avoiding hostile or confrontational behaviour at all levels. The partnership between the Group and its suppliers is expected to benefit both parties while having a positive social and environmental impact.

5. This Code shall apply to the Group’s direct suppliers, as well as their subsidiaries, branches and subcontractors, providing goods or services to the Group, and the Code covers both legal requirements and desirable ways of working to create the most effective partnerships.

II. MANAGEMENT RESPONSIBILITY

6. The Group recommends that suppliers have a corporate social responsibility (CSR) or sustainability representative to manage social and environmental compliance requirements for businesses.

7. The Group believes that a strong management system and commitment enrich the social and environmental well-being of the supply chain.

8. Compliance with the provisions of the legislation:

8.1. Suppliers shall undertake to observe the requirements of national legislation, as well as the legislation of the European Union, the International Labour Organisation and the United

Nations conventions. In the event of conflicts between this Code and the above-mentioned legislation, the requirements of legislation shall apply;

8.2. The supplier shall endeavour to remedy any deficiencies or irregularities identified in the course of internal or external audits, evaluations, inspections, investigations or reviews.

9. Prevention of corruption:

9.1. Any forms of corruption, including but not limited to extortion, bribery, “urgent” taxes, fraud, money laundering, etc., shall be strictly prohibited;

9.2. The supplier may not, directly or indirectly, request, make or accept any personal payments or benefits in return for the creation of favourable conditions aimed at influencing a business transaction or gaining a business or personal advantage;

9.3. The supplier must prevent corruption, bribery, money laundering and unlawfully restricted trade in all its business activities.

10. Competition:

10.1. The supplier shall undertake to avoid any measures and/or actions which could prevent competition, restrict or distort thereof;

10.2. The supplier must conduct its activities ethically and responsibly, and compete fairly;

10.3. The supplier shall undertake not to maintain any business relationship with countries with which cooperation at the State level is prohibited under international law;

10.4. The supplier shall undertake not to engage in or develop business relations with companies that commit criminal offence or operate in the shadow economy.

11. Gifts:

11.1. The supplier must be aware that the employees of the Group can not behave in such a way that their conduct would harm the interests of the Group. Such conduct may include, but is not limited to, the acceptance of personal gifts and entertainment of high monetary value or any personal arrangements for consideration. Under no circumstances may the Group's employees accept monetary gifts, nor may they require the suppliers to make non-monetary gifts or any other personal gain or services of any kind.

III. OCCUPATIONAL SAFETY AND HEALTH

12. The supplier must guarantee a safe working environment for its employees, so the supplier must integrate sound health and safety management practices in its activities:

12.1. The supplier must create acceptable working conditions in the working environment that are safe in terms of both physical and psychosocial health. This shall include access to drinking



water, use of sanitation facilities; fire safety, preparedness for emergencies and response to them, occupational hygiene, adequate lighting and ventilation, and protection against occupational injuries and diseases. In any event, the employees must be provided with facilities that meet the requirements of national legislation;

12.2. The supplier must take appropriate preventive actions that allow reduction and/or prevention of accidents and injuries at work and the number of cases of psychosocial diseases. The supplier shall undertake to record accidents at work and information about occupational diseases in writing and to report them to the supplier's top management and, in case of need and necessity in accordance with the legislation, to the relevant authorities;

12.3. The supplier must provide employees with appropriate health and safety training at the workplace in the language that employees understand. Health and safety-related information shall be clearly understandable and easily accessible at the workplace.

13. Prevention of emergencies and response:

13.1. The supplier must identify and assess possible emergencies. For each situation, develop and implement an emergency plan and response procedures to reduce damage to health, the environment and property.

14. Working hours and remuneration:

14.1. The Supplier must ensure that the normal working week does not exceed the one established in the national legislation. Overtime work may be organised only with the agreement of the employees and may not last longer than is provided for in the legislation in force. The Supplier must ensure compliance with the work and rest time regime established by legislation;

14.2. Any forms of forced or illegal employment shall be strictly prohibited;

14.3. The Supplier must ensure that the remuneration established in the legislation, depending on the nature of the work, and the compulsory overtime allowances are paid to the employees in due time for all the time worked;

14.4. The supplier must ensure that all compulsory benefits established in the legislation are paid to the employee and that no unlawful deductions are applied to the benefits;

14.5. The supplier must guarantee payment of all taxes relating to the employment relationship in accordance with the requirements of national legislation.

15. Employment of children:

15.1. The supplier shall be prohibited from using any form of child labour as it is foreseen in national legislation and Principle Fifth of the UN Global Compact¹;

¹ Principle Fifth of the UN Global Compact <https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-5>



15.2. The supplier must respect the principle that every child must be protected against any work that may be dangerous to their health or hinder their education.

16. Discrimination:

16.1. The supplier must respect the freedom of self-expression and the right to privacy of employees, customers and other relevant persons. All employees must be provided with equal opportunities during their work;

16.2. Suppliers shall be prohibited from using any discrimination, including, but not limited to, on the basis of ethnic origin, gender, sexual orientation, marital or social status, parentage, religion, political opinion, nationality, disability, age or membership of various unions or organisations.

17. Freedom of associations:

17.1. Suppliers must grant employees the right to freely joint associations, organise and conduct collective negotiations in accordance with applicable laws.

IV. ENVIRONMENTAL PROTECTION

18. It is recommended that the supplier install an environmental management system that includes environmental protection objectives and their assessment and meets, for example, the requirements of ISO 14001 or an equivalent standard. The supplier should install monitoring processes for air pollution, wastewater, emissions and waste management, as required by national legislation.

19. The supplier must have all mandatory environmental permits and stick to the environmental requirements applicable to them.

20. Waste management:

20.1. All waste (hazardous and non-hazardous) must be properly handled or recycled in such a way that it can be traced back.

21. Wastewater management:

21.1. The supplier must develop a systematic approach to the identification, control and reduction of the wastewater generated during their activities and perform routine monitoring of the operation of wastewater treatment systems. He shall also prevent rainwater contamination and reduce the consumption of hazardous substances by implementing mitigation and replacement measures.

22. Air pollution:

22.1. The supplier should identify and exercise responsible control over its direct emissions



into the air and regularly monitor the functioning of its emission control systems.

23. Saving and using resources:

23.1. The supplier should gradually reduce the consumption of energy, water and other natural resources through the implementation of conservation and replacement measures;

23.2. The supplier must refrain from using materials from endangered trees, animals or plants listed in the Convention on International Trade in Endangered Species of Wild Fauna and Flora² (CITES).

V. SAFETY OF PRODUCTS

24. The supplier must use goods, articles and raw materials that comply with the requirements of the legislation, which do not contain prohibited substances and do not exceed the amounts of permitted substances determined by legal acts.

25. Suppliers shall be prohibited from using products, articles, raw materials and other products where genetically modified organisms can be detected or/and such products may not be exposed to radiation or other harmful radiation. The supplier must regularly assess the use of the chemical substances and investigate whether there is a possibility of replacement thereof by other, less hazardous substances. Chemical substances must be handled and destroyed in a safe and appropriate manner and they must be documented in accordance with the procedure laid down in legislation.

VI. CONTROLLING AND ENSURING THE PRINCIPLES OF THE CODE

26. The Group shall have the right to regularly review and update this Code in accordance with the changed requirements of legislation and/or the Group's needs and priorities. Suppliers will be informed of any amendments to the Code.

27. Requirements for suppliers of the supplier:

27.1. The supplier should ensure that its own suppliers implement and enforce the requirements set out in this Code.

28. Assurance of observance of the requirements:

28.1. The supplier shall be responsible for ensuring that the Code is properly implemented. In order to ensure the implementation of the Code, the Group reserves the right to conduct audits. An independent auditor appointed by the Group may also conduct such audits.

² List of Convention on International Trade in Endangered Species of Wild Fauna and Flora² (CITES) - [Checklist of CITES species](#)



28.2. The supplier must provide the information that may be necessary for the Group to assess the observance of the provisions of this Code;

28.3. The person signing the Code on behalf of the supplier confirms that the terms and conditions of the Code are understandable to the supplier and the supplier agrees to observe them;

28.4. The supplier must immediately take all necessary steps and measures to expeditiously eliminate any non-compliance with the requirements of this Code;

28.5. The Group reserves the right to terminate the business relationships with any supplier that does not comply with the provisions of this Code. Such conduct of the supplier can be considered a material breach of the agreement with the Group;

28.6. The Group representatives shall have the right to ask the supplier to share its policies or other documents explaining how the above statements are followed.



UAB „MANTINGA GROUP“

Legal entity code: 305572684

Office address: Stoties St. 51, Marijampolė

CONFIRMATION

UAB “MANTINGA GROUP” SUPPLIER CODE OF CONDUCT

The supplier confirms that he has received a copy of the UAB "MANTINGA GROUP" supplier code of conduct or had the opportunity to familiarize himself with it on the website (the current version is published at <https://www.mantinga.lt>).

The supplier also confirms that the standards established in the Code are acceptable and understandable to him and understands that relations with UAB "MANTINGA GROUP" company groups may depend on compliance with this code of conduct. In case of problems of compliance with the essential provisions of the Code, the supplier will openly, honestly and professionally communicate about it to the customer - UAB "MANTINGA GROUP" company groups.

Company name

Position

Name, surname

Signature, date