



APPROVED:  
AB „ROKIŠKIO SŪRIS“  
14 NOVEMBER 2022 BY THE  
DIRECTOR  
ORDER NO 60

## **HUMAN RIGHTS POLICY**

AB Rokiškio sūris (hereinafter referred to as the Company) is well aware of its responsibility to its customers, employees, partners, environment and society, and therefore, in conducting its business, it relies on internationally recognised human and workers' rights, based on the International Bill of Human Rights and the principles of fundamental rights as set out in the Declaration of Fundamental Principles and Rights at Work by the International Labour Organisation.

The Company respects and promotes international human rights protection in its business activities and ensures the protection of human rights in its operations and opposes any violation thereof.

The purpose of the Policy is to set out the principles for the promotion, implementation and enforcement of human rights and the main means of implementing these principles within the Company.

### **Dignity**

In order to create a positive working environment, we act with care to ensure that our activities do not violate the rights of others and uphold the core values of respect for employees, honesty and openness.

We do not tolerate any physical, sexual or verbal abuse, intimidation or threats, humiliating or rude behaviour. All employees of the Company are respected and their dignity is protected. The Company does not tolerate discriminatory treatment on the grounds of race, gender, nationality, political or religious beliefs, health or disability.

### **Freedoms and rights**

We respect the right of employees to form and join associations, (trade unions, works councils) without fear of persecution and without hindrance, and cooperate in collective bargaining in accordance with the laws of the Republic of Lithuania.

The Company does not condone disciplinary or discriminatory actions against employees who choose to peacefully and lawfully form or join associations. Employees of the Company are prohibited from using intimidation of any kind to prevent other employees from exercising their right to form or belong to any association.

We do not tolerate interference in employees' private family life or home life. In accordance with the laws of the Republic of Lithuania, we process and use personal data for specific purposes and only with the consent of the person concerned. Every person has the right to have access to his/her personal data collected.

### **Jobs**

We apply the principles of equality, fairness and transparency to all candidates. We try to ensure that there are no barriers to employment for suitable candidates.

Opportunities for personal development and career advancement are provided equally to all employees.

We ensure that the time worked by our employees complies with the provisions of the legislation of the Republic of Lithuania and the mandatory standards regarding working hours and overtime, breaks, rest periods, holidays, including parental leave.

Staff performance shall be evaluated using uniform procedures and clear, measurable and/or quantifiable, reliable and easily verifiable criteria known to staff.

Staff members shall be paid an agreed salary, at the time agreed, which shall not be less than the minimum wage set by the Government. Employees shall be paid the same remuneration for the same or equivalent work.

Employees on fixed-term contracts shall enjoy equivalent working conditions, including remuneration, as employees on open-ended contracts performing the same or a similar job function in terms of qualifications or skills.

The Company, in compliance with the prohibitions and restrictions on child and forced labour set out in the Republic of Lithuania and international instruments, shall not employ persons who are under the minimum age set out in the legislation of the Republic of Lithuania, shall not use any form of forced labour, including involuntary employment relationships or certain conditions thereof, which involve the taking of securities or personal documents, restrictions on freedom of movement.

We provide a safe, hygienic and non-hazardous working environment.

### **The public**

Product safety and quality is one of our top priorities and the Company's senior management has developed, implements and monitors a Food Safety, Quality and Environmental Policy.

### **Policy implementation**

In order to implement this Policy, the Company, in its dealings with its business partners, suppliers and customers, shall act diligently in the conduct of its business with a view to not infringing the rights of others.

The Policy is made publicly available on the Company's website so that not only every employee of the Company, but also our partners, suppliers, contractors, and other third parties dealing with the Company, are encouraged to observe similar principles and rights. Individual cases are investigated as necessary.

#### **Whistleblowing**

Any violations or suspected violations of the Policy must be reported to a supervisor for inquiry or in confidence through the following channels:

Email: [socialine.atsakomybe@rokiskio.com](mailto:socialine.atsakomybe@rokiskio.com)

Tel: 8458 55302

The Company undertakes not to disclose the identity of the person making the report.

The Company will deal with reports received in accordance with the Company's procedures: "Procedure for the submission and handling of complaints, problems, enquiries and requests" BP 10 P002-PS.

Prepared by:  
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