



Code of Conduct

In this Code of Conduct, we describe the requirements we have established for the actions and behaviors of our Board members, management and employees and which we also assume are respected by all of our business partners. Managers within B GROUP must always set a good example.

The foundation for our conduct is reflected in our values

Honesty

We are true to ourselves and to our partners we conduct business in a correct and responsible manner and we make sure that our partners can always rely on B GROUP

Respect

We value diversity and treat others respectfully we co-operate, value the opinion of others and we stand behind our decisions all resource are used with great care.

Trust

We trust each other, say what we mean and do what we say. We have the courage to be forthright and clear; we honor our commitments and strive towards high standards of quality, ethics and sustainability

Pioneering spirit

We take initiative, work proactively and with energy we have the courage to try new ways of thinking and working we drive development together with our partners

Human and labor rights

B GROUP follows the United Nations Universal Declaration of Human Rights. Individuals that interact with production transport or any other kind of service must not be discriminated against on the basis of national origin, race, sex, sexual orientation, religion or political views. We provide equal opportunities to all.

B GROUP does not allow child labor. B GROUP and its partners are required not to employ any workers below 15 years or the minimum age according to the national legislation, whichever is higher (in line with the ILO Convention 138 on child labor), to ensure that employing young people above minimum age under 18 does not jeopardize their education, health, safety or morals.

B GROUPS employees must be treated fairly with dignity and respect. Corporal punishment is strictly forbidden, as is harassment of any kind. B GROUP does not accept any form of mental or physical punishment, threat of punishment, bullying at the workplace forced labor or any other kinds of involuntary work.

B GROUP's employees are entitled to a reasonable wage, which at a minimum must be in line with national laws and industry standards. Reduction of wage as a form of punishment is prohibited. The number of hours may not exceed 48 hours per week, while voluntary overtime may not exceed 12 hours per week and must be compensated with an overtime premium. All employees are entitled to at least one full rest day in seven consecutive working days unless regulated otherwise by applicable laws.

Employers must recognize and respect the right of all employees to form or join any organization and to collective bargaining.



Health and safety

The workplace must be safe and hygienic in compliance with laws and provisions. Procedures for handling chemicals and other hazardous materials must meet or exceed legal minimum requirements. All employees must receive regular and documented health and safety training in the field, as well as adequate equipment. Clean drinking water and, where appropriate, viable housing must be available to the employees.

Environmental impact

B GROUP actively works to reduce environmental impact. Special areas of focus are chemical products, waste, energy and transportation.

B GROUP works to fulfill all environmental requirements defined in relevant laws, regulations and environmental permits, to assign responsibility for environmental issues within its organization, to ensure that its employees follow all required regulations.

Responsible business

B GROUP works towards good business ethics, long term relationships with the external environment that are based on trust and against all types of corruption.

B GROUP is committed to do business with a high degree of integrity and ethics.

B GROUP representatives shall always pay for their own travel and accommodation costs when visiting the supplier, customer, conferences, reference plants etc.

B GROUP employees are not permitted to engage in activities that could lead to conflicts of interest, or to exploit relations with business partners for personal gain. No form of extortion or bribery, including improper payments to or from employees or organizations, is tolerated. Gifts and other benefits as elements of expected hospitality may not exceed local custom, and must be in line with local legislation.

Approved by General Manager of B GROUP

A handwritten signature in blue ink, appearing to read 'Donatas Delažauskas', written over a horizontal line.

Donatas Delažauskas