



## UŽDAROJI AKCINĖ BENDROVĖ „BALDAI JUMS“

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21<sup>st</sup> of the September, 2015

### BUSINESS ETHIC POLICY

- UAB „BALDAI JUMS“ is responsible partner for suppliers and customers that secures safe and high quality production of furniture for final customer and oriented to long-term collaboration, and cares due employees as socially responsible company.
- UAB „BALDAI JUMS“ absolutely doesn't tolerate a corruption and bribery in relation with suppliers and customers, and employees.
- UAB „BALDAI JUMS“ confirms that:
  1. is obligated to keep honest activity avoidance any corruption included bribery;
  2. doesn't tolerate bribery or corruption of its employees or business partners;
  3. undertakes adequate actions to prevent bribery or corruption;
  4. is operated appropriate whistle-blowing procedures so that members of staff who believe or suspect that any bribes have been offered or given, are able to report this internally;
- UAB „BALDAI JUMS“ is obligated that not:
  5. give, offer or promise any bribe to any third party (including companies, partnerships, government departments or institutions, or employees);
  6. give offer or promise any bribe to its CUSTOMERS or any person employed or engaged by CUSTOMERS;
  7. seek, request or obtain any bribe from CUSTOMER or any third party;
  8. give, offer or take gifts except they correspond usual business practise and they aren't high value, and can't be understandable as bribe and is given or received without any obligations.
- UAB „BALDAI JUMS“ must avoid interests conflict situation and obligates: To avoid of private employees or their family members intersection with company's interests when employees actions don't secure independent and effective work or function performance and to perform some format work or competitors, customer or supplier activity benefit.
- UAB „BALDAI JUMS“ employees obligate not disclose information which considered as confidential in company for any third party and secure honest and open competition for customers.
- UAB „BALDAI JUMS“ management openly communicate for customers, suppliers, employees and society the all mentioned values above.

General manager

A handwritten signature in blue ink, appearing to read "Alfonsas Meškauskas", is written over a large, loopy blue scribble that partially obscures the text "General manager" and extends across the page.

Alfonsas Meškauskas