



UŽDAROJI AKCINĖ BENDROVĖ „BALDAI JUMS“

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SOCIAL RESPONSIBILITY IN RELATIONSHIP WITH WORKERS

- The workers are as the greatest asset and success factor in company, The JSC „BALDAI JUMS“ ensures a fair and timely wage, and social security in an unemployment case, also right to rest and yearly vacations.
- The JSC „BALDAI JUMS“ doesn't use child labour. All child labour preventive measures are applied depending on the interest of the child. All actions taken ensure that child labour would not be used at the Supplier and at the sub-suppliers. It is applicable by Lithuanian Republic international laws and regulations, and rights.
- The JSC „BALDAI JUMS“ strongly pronounces against forced, bonded or not free intention labour.
- The JSC „BALDAI JUMS“ doesn't discriminate workers by gender, religion, family status or maternity, race, age, and etc.
- The JSC „BALDAI JUMS“ respects the workers' right to join associations or unions, and right to bargain with employer.
- The JSC „BALDAI JUMS“ reaches to secure health and safety working conditions for workers, so it gives special attention to workers' health security, professional diseases prevention, physical activity. Safety and health working conditions in the company are consolidated in a Collective Agreement which is regulated by Lithuanian Republic Labour Code and other safety and health laws for workers.
- The JSC „BALDAI JUMS“ ensures equal rights for workers, it's applicable by LR Constitution, Employment Framework Directive (2000/78/EB) and labour laws set out non-discrimination by race, religion, conviction, sex, family status, age, political views, nationality, infirmity, health or sexual orientation.

General manager

A handwritten signature in blue ink, consisting of a large loop at the top and a series of horizontal strokes below.

Alfonsas Meškauskas

Prepared by: Work safety engineer Olga Mickevičienė