



EMEKO UAB'S CODE OF CONDUCT

This Code of Conduct of Emeko UAB (the 'Company') sets forth the main principles of conduct of the Company's employees in their communication and collaboration with both internal and external partners. Appropriate behaviour of each employee enhances reputation and value of the Company.

The Company respects fundamental rights of its employees, treats them fairly and with respect, provides safe working conditions, promotes best use and development of the employees' capabilities, and ensures equal career opportunities.

The employees are obliged to respect human rights, not to discriminate – either by words or in proposed solutions – against any individuals or groups on the basis of gender, race, nationality, citizenship, language, origin, social status, faith, convictions or views, age, sexual orientation, disability, health condition, ethnicity, religion etc.

Quality of service of clients and business partners and efficiency of operations provide grounds for the Company's success.

The Company supports honest business practices and competition, and does not attempt to prevent free competition by other enterprises. We promote fair competition according to the principles of transparency, business ethics and compliance with the law.

Observance of the Code of Conduct is based on the employees' self-awareness and conscientiousness. The Company offers full support to its employees who honestly comply with the principles of the Code of Conduct.