



## Social Responsibility Policy

Valid from 10 June 2022

The company UAB PUTOKŠNIS (brand DOLOOP), as a supplier of PET products to produce food and beverage packaging, maintains the philosophy of sustainable development and implements it through consistent activities in the following areas: **market activities, relations with employees and society, environmental protection.**

In order to be ambassadors for sustainable, socially responsible, transparent and fair business, **we are committed to:**

- Follow the highest standards of ethics and integrity ([ETI BASE CODE](#), [ILO Conventions](#), [Universal Declaration of Human Rights](#));
- Ensure fair competition, responsible and respectful relations with employees, business partners (customers, suppliers, subcontractors) and the state;
- Create an environment resistant to corruption, implement an ethical business culture, and share good practices with partners and the society;
- Follow all applicable local and national legislation requirements;
- Do not tolerate corruption (cheating, bribery, illegal actions that limit competition or other fraudulent activities);
- Achieve long term cooperation with business partners (clients, suppliers and contractors) based on fair business principles;
- Be an active member of industry and business associations and a participant in socially responsible initiatives;
- Ensure continuous compliance with safety and quality requirements for the supplied products;
- Respect all human rights and act in accordance with them;
- Ensure equal rights and equal opportunities at work (non-discrimination of employees);
- Ensure absence of any kind of forced labour and harassment at work;
- Non-use any child labour;
- Respect the free right of employees to form, join or not join any employee union or association and make collective agreement;
- Maintain constructive dialogue with freely elected representatives of employees and fairly follow the collective agreements;
- Ensure safe and healthy work environment, contribute to the improvement health and wellbeing of employees;
- Create a culture of continuous learning by systematically improving the knowledge and skills of employees and enabling them to implement improvement ideas;
- Create the environment where employees feel good;
- Ensure clear and transparent, fair wages system and additionally motivate employees;
- Ensure the right of employees to provide claims, proposals and requests without negative consequences and deal with them in a proper way;
- Protect confidential information obtained both from inside and outside of the company;
- Actively apply the principles of the circular economy in order to protect the environment and reduce the negative impact to it as well as contribute to the creation of positive value for society, the economy, and the environment in general;
- Share the good practices of production energy costs reduction with the clients and promote them to implement such initiatives;
- Maintain active relationship with local communities (sports, education, culture and etc), charities and support organizations;
- Control proper and effective execution of this policy.

The commitments consolidated in this policy and their execution are detailed in related procedures and internal documents of the Company (Rules of procedures, policies, and procedures of the management system).

This policy will be communicated throughout the company to all employees. All employees must adhere to it and encourage external business partners to follow the same principles. All managers must ensure that they and their employees comply with the policy.

The policy will be reviewed regularly to assess its relevance, monitor compliance, and promote continuous improvement.

Policy Name	Version #	Release Date	Review Date	Authorized by
Social Responsibility	2	June of 2022		CEO