

23.09.2015

APPROVING OF WORLD'S LARGEST CORPORATE SUSTAINABILITY INITIATIVE

UAB "Elqerta" team approved the invitation to join the UN Global Compact initiative, combining corporate strategies and operations with fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption taking steps to reflect the societal goals. By incorporating the Global Compact principles into further Company Compliance Program, Elqerta upholding basic responsibilities to people as a principled approach to doing business and making company's value system transparent.

The UN Global Compact's Ten Principles are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

The main principles of the UN Global Compact:

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

Human Rights

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

Labour

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Environment

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

UAB “Elgerta” staff and management are acquainted and placed under the obligation to comply with these principles. In the case of any known or suspected social, environmental and anti-corruption laws, norms and rules violations or non-compliance, company policy requires employees to report and discuss any questions, complaints or suggestions with their supervisor. Information about illegal behavior or violations related to any of the principles above published on the web: “Principles of the UN Global Compact” <https://www.unglobalcompact.org/what-is-gc/mission/principles> and other relevant sources.

In the event the Company becomes aware of any suspected non-compliance with the Global Compact principles or the relevant policies and procedures, through either routine monitoring or a reported violation, the responsible officer will investigate the circumstances surrounding the suspected noncompliance to determine whether a violation has occurred. If the investigation reveals a violation, the Company will take appropriate corrective action, which may involve disciplinary actions up to and including termination.

UAB “Elgerta” Director

A handwritten signature in blue ink, appearing to read 'Gerdas Žabas', written over a faint, larger blue outline of the same signature.

Gerdas Žabas