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## **HUMAN RIGHTS, NON-DISCRIMINATION, CHILDREN LABOUR AND FORCED LABOUR POLICIES**

2022-03-31

Vilnius

UAB Invictus adheres to the policy of human rights, non-discrimination and children labour and forced labour in all its areas of activity.

### **Protection of human rights**

The company respects human rights in accordance with the Universal Declaration of Human Rights adopted by the United Nations, the Resolution on Business and Human Rights adopted by the United Nations, and the core conventions of the International Labour Organization. Respect for human rights is one of the core values of the company.

### **Non-discrimination**

The company complies with national and international non-discrimination obligations. We do not tolerate discrimination, humiliation, harassment or insults based on an employee's age, nationality, race, religious or political beliefs, or other personal characteristics.

All employees have equal opportunities to work and improve, and their work is evaluated according to results. This principle is strictly observed in the selection of employees for wage negotiations.

Employees are treated equally regardless of the above characteristics. We encourage every employee to adhere to mutual tolerance and respect for human rights.

### **Children labour and forced labour**

The company complies with the prohibitions and restrictions on children labour and forced labour set out in national and international legislation. The company does not employ people younger than the minimum age of an employee set in the Republic of Lithuania. We do not use forced labour in any form, including involuntary employment or certain conditions related to the seizure of personal documents, restriction of free movement. We do not tolerate or contribute to human trafficking.

### **Freedom of association**

The company complies with the requirements of the Labour Code of the Republic of Lithuania and grants employees the right to establish or join associations. The company respects the rights of employees to engage in legal activities related to the establishment of an employees' organization; does not discriminate or penalize employees for exercising these rights.

We wish that employees comply with the provisions set out in the policy. We respond responsibly to reports of human rights violations that employees may make to their line manager, personnel, or company manager.

Director



Jevgenijus Kardis