



**TVIRTINO:**  
**Director Dalius Trumpa**  
**2024/11/29**

## **GUIDELINES FOR THE BEHAVIOUR OF SUPPLIERS OF ROKIŠKIO SŪRIS AB**

### ***OBJECTIVE***

We work to contribute to a responsible and sustainable supply chain. We encourage our suppliers to act in accordance with international standards, to reduce their environmental impact, to strengthen social responsibility and to promote ethical business practices. Our goal is to create a sustainable, transparent and innovative value chain that delivers benefits for society and the environment.

### ***SOCIAL RESPONSIBILITY***

- Ensuring human rights

Respect the human rights of every employee and the Universal Declaration of Human Rights. Ensure a safe working environment and non-discriminatory working conditions.

- Ensuring equality and zero tolerance of discrimination

Prevent any form of discrimination based on sex, age, religion, ethnic origin or disability. Provide equal opportunities for development and career advancement for all staff.

- Involving communities

Acting in a socially responsible way by strengthening local communities, participating in various social impact programmes and adding value to their well-being.

- Conditions for employees

Ensuring that all staff are working under correctly defined contracts. Prohibit all cases of forced labour or child exploitation.

### ***ANIMAL WELFARE AND HEALTH***

- Comply with all national and international legislation on animal welfare.
- Ensuring that animals have access to clean water, quality food and adequate exercise during growth and care.
- Apply preventive animal health care methods and use veterinary medicines responsibly.

### ***ENVIRONMENTAL LIABILITY***

- Climate change mitigation

Reduce greenhouse gas emissions. Actively implement climate change mitigation measures, switch to renewable energy and support zero emission targets.

- Resource

Ensure efficient use of water and energy resources and promote reuse practices

Suppliers are encouraged to reduce environmental pollution and implement prevention and control measures.

Aim to comply with EU legislation, including on the supply and export of certain commodities and products related to deforestation and forest degradation to and from the EU market.

- Waste reduction and recycling

Aim to reduce waste generation in all areas of our operations, proactively adopt recycling practices and adopt environmentally friendly technologies.

- Environmental protection on the farms concerned

Raw milk producers are encouraged to ensure that their milk production activities meet environmental standards and ensure sustainable dairy farming.

### ***ETHICAL BUSINESS RESPONSIBILITY***

- Prevention of corruption

Prohibit any corrupt practices, such as bribery or hiding conflicts of interest.

- Free competition

Ensure fair market competition and avoid monopolistic or restrictive practices.

- Transparency and accountability

All processes related to sourcing must be transparent, documented and properly audited. Suppliers are obliged to report regularly on their social, economic and environmental performance.

- Strengthening partnerships

Promote long-term collaborative relationships with suppliers and partners through smart business solutions and the sharing of sustainability practices.

### ***FINAL PROVISIONS***

Any violations or suspected violations of this Code of Ethics must be reported to the Company's Director directly or through the following channels: [www.rokiskio.com](http://www.rokiskio.com); [socialine.atsakomybe@rokiskio.com](mailto:socialine.atsakomybe@rokiskio.com) Tel +370 458 55200.

The Company undertakes not to disclose the data of the person who submitted the notification.

The Company deals with the notifications received in accordance with its procedures: "Procedure for the submission and handling of complaints, problems, enquiries and requests" BP 10 P002-PS.