



VILVI GROUP HUMAN RIGHTS POLICY

For us, at Vilvi Group (hereinafter referred to as the Group), a person is of the utmost importance. This is applicable in Lithuania, where we offer high quality dairy products every day, as well as in the most distant markets, which need solutions to make good quality products available to everyone. This Policy, based on the United Nations' Universal Declaration of Human Rights, defines the basic principles we follow when working with and for people. We are guided by this document not only in our activities, but also seek and monitor that our partners and suppliers do not violate human rights.

1. We respect the inherent freedom, dignity and right to equality of every human being.
2. We do not tolerate discrimination in any form. We accept and respect all people, we do not discriminate based on race, skin colour, gender, language, nationality, religion, political or other beliefs, property, social or other status.
3. We aim for people to feel safe and free to make decisions at work, to freely express their opinions, so that no one humiliates them, belittles their dignity, or harms them either physically or psychologically.
4. We respect everyone's right to privacy.
5. People who perform the same or equivalent work and whose competencies, seniority or other measurable indicators of performance or abilities match shall receive the same salary without any kind of discrimination.
6. We support and respect the right and freedom of every person to assemble in peaceful assemblies, associations, trade unions.

This Policy is public and available on the Group's website, as we aim for all interested parties to be aware of our operating principles and values. The Personnel Manager shall be responsible for monitoring human rights in the Group. Group managers shall be obliged to acquaint their team members with this document so that everyone working in the Group is aware of their rights and our aim to respect them.

The Group is committed to respecting human rights in all areas of its activities and ensures that the core values listed in this document are not violated. You may anonymously and confidentially report questionable activities in the field of human rights by filling out the Trust Line form on our website www.vilvigroup.lt/pasitikejimo-linija or by e-mailing pasitikejimo.linija@vilvi.eu. You may confidentially report illegal actions in Group companies that pose a threat to the public interest by sending a report in accordance with the procedure provided for in the Republic of Lithuania Law on the Protection of Whistleblowers. You can find more information at www.vilvigroup.lt/praneseju-apsauga. All reports of possible violations shall be examined in accordance with the procedure for receiving and examining the information of the relevant reporting channel through which the information was received. Disciplinary measures shall be taken immediately if actions that do not comply with the Policy are identified.



This Policy shall be reviewed annually and updated as necessary.

*Approved in the Vilvi Group companies,
by Order of the General Manager of AB Vilkyškių pieninė of 18 August 2022.*