



Kauno Grūdai

**AB "KAUNO GRŪDAI"
CODE OF CONDUCT**

	Date	First name, Surname	Position
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1. PURPOSE AND SCOPE

- 1.1. AB "Kauno grūdai" (hereinafter – the Company) conducts its business responsibly, ethically and in compliance with legal requirements. This Code of Conduct (hereinafter referred to as the 'Code') sets out the fundamental principles of conduct and behaviour to be followed by the Company's employees, managers, members of the governing bodies and other persons acting on behalf of the Company. The Company also expects its business partners to adhere to the principles of responsible and ethical conduct set out in this Code.
- 1.2. The Code helps to facilitate responsible decision-making in day-to-day operations, foster a working environment based on respect and trust, and ensure the Company's long-term sustainability.
- 1.3. In our operations, we are guided by the corporate policies of AB Akola Group ([link](#)), the Company's internal documents, applicable legislation and international principles of responsible business.

2. MISSION, VISION AND VALUES

- 2.1. **Mission:** Better food for a better future.
- 2.2. **Vision:** An efficiently integrated, sustainably operating, innovative leader in food production.
- 2.3. **Values:** Moving forward, Being responsible, Celebrating together, Acting wisely
- 2.4. These values form the basis of our decisions, behaviour and collaboration.

3. COMPLIANCE AND BUSINESS ETHICS

- 3.1. In all our activities, we comply with applicable laws, regulations and the Company's internal requirements:
 - 3.1.1. we operate honestly, professionally and transparently;
 - 3.1.2. we adhere to the principles of fair competition;
 - 3.1.3. we safeguard the Company's assets, information and reputation;
 - 3.1.4. we ensure that data and records are managed accurately and reliably;
 - 3.1.5. we avoid conflicts of interest and always act in the Company's best interests.
- 3.2. Every employee is responsible for behaving ethically and making decisions that are in line with the Company's values.

4. ZERO TOLERANCE FOR CORRUPTION

- 4.1. The Company does not tolerate any form of corruption.
- 4.2. It is prohibited to:
 - 4.2.1. offering, giving, accepting or demanding bribes;
 - 4.2.2. using one's position for personal gain;
 - 4.2.3. making decisions based on personal rather than business interests;
 - 4.2.4. to give or accept gifts or hospitality that may influence objective decision-making.
- 4.3. All employees must act transparently and report any suspected breaches immediately.

5. RESPECT FOR HUMAN DIGNITY

- 5.1. We respect human rights and dignity.
- 5.2. We do not tolerate:
 - 5.2.1. discrimination;
 - 5.2.2. harassment;
 - 5.2.3. bullying;
 - 5.2.4. psychological or physical abuse;
 - 5.2.5. demeaning or disrespectful behaviour.
- 5.3. We treat our employees, customers, partners and other stakeholders with respect, honesty and responsibility.
- 5.4. We promote an inclusive working environment that values diversity of opinion, collaboration and professional development.



6. EMPLOYMENT RIGHTS, EQUAL OPPORTUNITIES AND EMPLOYEE WELL-BEING

- 6.1. We respect our employees' rights and provide conditions for safe and dignified work.
- 6.2. We ensure:
 - 6.2.1. equal opportunities;
 - 6.2.2. fair remuneration practices;
 - 6.2.3. the right to join employee representative organisations;
 - 6.2.4. opportunities for professional development;
 - 6.2.5. promoting the physical and emotional well-being of our staff.
- 6.3. We do not tolerate child labour, forced labour, human trafficking or other human rights violations.

7. EMPLOYEE HEALTH AND SAFETY

- 7.1. Employee health and safety is one of the Company's top priorities:
 - 7.1.1. we ensure safe and healthy working conditions;
 - 7.1.2. we identify and manage occupational risks;
 - 7.1.3. we implement measures to prevent accidents and occupational diseases;
 - 7.1.4. we foster a culture of safety throughout the organisation.
- 7.2. Every employee is responsible for behaving safely and must comply with the established health and safety requirements.

8. ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

- 8.1. We are committed to operating responsibly and minimising our impact on the environment.
- 8.2. In our operations:
 - 8.2.1. we comply with environmental protection requirements;
 - 8.2.2. we use resources efficiently;
 - 8.2.3. we minimise waste;
 - 8.2.4. we strive for greater energy efficiency;
 - 8.2.5. we contribute to climate change mitigation targets;
 - 8.2.6. we promote sustainable solutions throughout the value chain.
- 8.3. We aim to minimise the environmental impact of our operations and use natural resources responsibly.

9. RELATIONSHIPS WITH CUSTOMERS, PARTNERS AND SUPPLIERS

- 9.1. We value long-term, reliable relationships based on mutual respect.
- 9.2. We expect our business partners to:
 - 9.2.1. comply with legislation;
 - 9.2.2. respect human rights;
 - 9.2.3. conduct their business ethically;
 - 9.2.4. will ensure the safety of their employees and protect the environment.
- 9.3. The principles governing the selection of partners and cooperation are set out in detail in other Company documents.
- 9.4. Detailed requirements for suppliers and other business partners are set out in AB "Kauno grūdai"'s Supplier Code of Conduct ([link](#)) and other relevant Company documents.

10. REPORTING BREACHES AND ACCOUNTABILITY

- 10.1. Every employee has the right and duty to report potential breaches of legislation, this Code or other Company requirements via electronic means of communication: by email to pranesk@kaunogrudai.lt.
- 10.2. Reports are investigated confidentially and impartially. The Company prohibits any form of retaliation, pressure or other adverse consequences against individuals who in good faith report potential breaches or participate in their investigation.

11. RELATED DOCUMENTS



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- 11.1. This Code applies in conjunction with the corporate policies of AB Akola Group, the internal documents of AB "Kauno grūdai" and applicable legislation. More detailed provisions regarding specific areas are set out in the following documents:
- 11.1.1. AB Akola Group corporate policies: <https://www.akolagroup.lt/politikos/>
 - 11.1.2. AB "Kauno grūdai" environmental protection policy
https://backend.kaunogrudai.lt/uploads/AB_Kauno_grudai_aplinkos_apsaugos_politika_7eb007dc88.pdf
 - 11.1.3. AB "Kauno grūdai" Health and Safety Policy
https://backend.kaunogrudai.lt/uploads/Darbuotoju_saugos_ir_sveikatos_politika_2e873668ce.pdf
 - 11.1.4. AB "Kauno grūdai" Procurement Policy <https://kaunogrudai.lt/pirkimu-politika>
 - 11.1.5. AB "Kauno grūdai" Supplier Code of Conduct <https://kaunogrudai.lt/tiekeju-elgesio-kodeksas>
 - 11.1.6. AB "Kauno grūdai" Whistleblower Protection Procedure <https://kaunogrudai.lt/praneseju-apsauga>
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