UAB „Plieno Spektras“

Company code 142150178 | Dubysos g. 37A, LT-91181 Klaipeda, Lithuania

SUPPLIER CODE OF CONDUCT

Requirements for Suppliers and Business Partners

Version 1.0 | Approved 01-07-2026

1. Introduction and Scope

UAB „Plieno Spektras“ is committed to ensuring that its operations and its entire supply chain are based on ethical, socially and environmentally responsible principles. This Supplier Code of Conduct (the „Code“) sets out the minimum requirements we expect from all our suppliers, contractors, subcontractors and business partners (the „Suppliers“).

We expect Suppliers to adhere to the principles of this Code and to ensure compliance within their own supply chains. Compliance with this Code is an important condition of doing business with us.

2. Compliance with Laws and Sanctions

- Comply with all applicable laws of the countries in which they operate and with international norms;
- Comply with international sanctions, including EU, US (OFAC) and UN requirements, and with export-control rules;
- Not engage in money laundering or terrorist financing;
- Hold all permits and licences required for their activities.

3. Human Rights and Labour Conditions

3.1. Prohibition of Forced and Child Labour

Suppliers must not use forced, compulsory or prison labour. Child labour and any form of human trafficking are strictly prohibited. Minimum employment age requirements must be observed.

3.2. Non-Discrimination and Respect

Suppliers must ensure a working environment free from discrimination, harassment or bullying. All employees must be treated with respect and dignity.

3.3. Fair Working Conditions

- Pay at least the statutory minimum wage and comply with working-time requirements;
- Respect employees' right to freedom of association and collective bargaining;
- Ensure safe and healthy working conditions and appropriate personal protective equipment;
- Provide employees with the necessary health and safety training.

4. Environment

- Comply with all applicable environmental laws and hold the necessary permits;
- Use resources efficiently and reduce waste and pollution;
- Manage waste and hazardous substances appropriately;
- Seek to reduce the environmental impact of their operations and promote sustainability.

5. Business Ethics

5.1. Anti-Corruption

Suppliers must not engage in any corruption, bribery or improper payments. Offering or providing improper benefits to UAB „Plieno Spektras“ employees or third parties is prohibited.

5.2. Conflicts of Interest

Suppliers must inform us of any potential conflict of interest that could affect the business relationship.

5.3. Fair Competition

Suppliers must compete fairly and comply with competition law.

6. Confidentiality and Data Protection

Suppliers must protect confidential information received, use it only for the agreed purposes, and process personal data in accordance with the GDPR and other applicable legislation. Suppliers must also respect intellectual property rights.

7. Quality and Traceability

- Supply quality goods and services meeting the agreed requirements and standards;
- Ensure traceability of material origin and quality where required (e.g. material certificates);
- Cooperate in quality inspections and audits.

8. Compliance and Monitoring

- UAB „Plieno Spektras“ reserves the right to assess Suppliers' compliance with this Code;
- Suppliers are encouraged to report possible breaches through the designated channel;
- A material and unremedied breach of this Code may be grounds for terminating the business relationship;
- We expect Suppliers to cooperate in resolving any identified non-conformities.

I have read this Supplier Code of Conduct and undertake to comply with it.

Supplier name: _____

Name, surname, position: _____

Signature: _____ Date: _____