

Ethics & Code of Conduct Policy

Stafa Group requires that all employees, abide by the fundamental principles of ethical behaviour listed here in performing their duties. We also expect the same from all our business partners and other stakeholders.

1. Obeying the law

We respect and obey the laws, rules and regulations applying to our businesses wherever we do business.

2. Human rights

We respect human rights.

3. Ethical competition

We gain competitive advantage through our good performance. We do not engage in unethical or illegal business practices.

4. Delivering quality

We commit to produce quality products and provide quality services.

5. Zero tolerance for discrimination on grounds of sex or any other grounds

We have zero tolerance for discrimination on grounds of employment, salary, studies, career, employment termination or retirement, race, gender, ethnicity, religion, beliefs, origin, nationality, age, disability, marital status, sexual orientation, membership in a union or association, or political views. We implement legitimate measures to stop any identified discrimination.

6. Integrity of recording and reporting our financial results

We properly maintain accurate and complete financial and other business records and communicate full, fair, accurate, timely and understandable financial results and other material information. We have developed a system of internal controls designed to preserve the integrity of our records and information.

7. Avoiding conflicts of interest

We avoid relationships or conduct that might compromise judgment or create actual or apparent conflicts between our personal interests and our loyalty to Stafa Group. We do not use our position with Stafa Group to obtain improper benefits for others or ourselves.

8. Protecting assets and information

We use Stafa Group property, information and opportunities for Stafa Group business purposes only. We properly maintain the confidentiality of information entrusted to us by Stafa Group or others.

9. Data Privacy

When we are entrusted with personal information about individuals, we safeguard it and take appropriate steps to protect it from misuse. We observe all applicable privacy laws when we collect, use, and share personal information about individuals.

10. Integrity

We do not offer or accept bribes, non-formalized contracted kickbacks or inappropriate gifts or entertainment. We engage in business practices that are consistent with our ethics and values.

11. Environmental principles

Our products and processes are designed in such a way that energy and raw materials are used efficiently, and waste and residual products are minimized over the products' life cycles. We support the precautionary principle by avoiding materials and methods posing environmental and health risks.

12. Reporting

Stafa Group employee may anonymously inform the management of the company or the Stafa Group Management about unethical behaviour related to a potential or actual legal violation (violation of the laws, rules and regulations of the Republic of Lithuania applicable to the company, breach of human rights, violation of gender and other grounds of protection of personal data, etc. using the link <http://www.surveymonkey.com/r/TPVV5NT>.

General manager
Virginijus Jukna

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