

HUMAN RIGHTS POLICY

This Policy, prepared on the basis of the United Nations Universal Declaration of Human Rights, defines the main principles that we follow when carrying out activities within the GBY group of companies (hereinafter - the Company), because every day we work to help people. We make no distinction on the basis of the country or territory to which a person belongs, or its political, legal or international status, whether that country or territory is independent, under trusteeship or its sovereignty is otherwise limited. The human rights of all persons are respected equally.

We follow these human rights protection principles not only in our own operations, but also seek and monitor that our partners and suppliers follow them as well:

1. We respect every person's inherent freedom, dignity and right to equality.
2. We do not tolerate discrimination in any form. We accept and respect all people and do not distinguish between them on the basis of race, skin colour, sex, language, nationality, religion, political or other opinion, property, social or other status. Everyone has the right to equal protection against any discrimination and against any incitement to such discrimination.
3. We seek to ensure that people feel safe at work and are free to make decisions and express their opinions, and that no one humiliates them, diminishes their dignity or harms them physically or psychologically.
4. We strictly oppose and are prepared to respond promptly and stop any situation where a person in our Company or in companies related to our activities is subjected to torture, cruel, inhuman or degrading treatment or punishment.
5. All people are equal before the law and, without discrimination, have the right to equal protection of the law. Everyone whose fundamental rights granted by the Constitution or law have been violated has the right to defend them before competent national courts.
6. No one may be arbitrarily arrested, detained or exiled.
7. Everyone has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including their own, and to return to their country.
8. We respect every person's right to the presumption of innocence. Everyone charged with a criminal offence has the right to be presumed innocent until proven guilty according to law in a public trial at which they have had all the guarantees necessary for their defence.
9. Everyone has the right to seek and enjoy asylum from persecution in other countries, except where prosecution genuinely arises from non-political crimes or acts contrary to the purposes and principles of the United Nations and national laws.
10. No one may be arbitrarily deprived of their nationality or denied the right to change their nationality.
11. We respect every person's right to privacy. No one may be subjected to arbitrary interference with their privacy, family life, home or correspondence, or attacks upon their honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.
12. Everyone has the right to freedom of thought, conscience and religion. This right includes freedom to change their religion or belief, and freedom, either alone or in community with others and in public or private, to manifest and teach their religion or belief, practise worship and perform observances.
13. People who perform the same or equivalent work and whose competence, length of service or other objectively measurable performance or ability indicators are equivalent shall receive equal pay without any discrimination.
14. Everyone has the right to work, to free choice of employment, to just and favourable working conditions and to protection against unemployment.
15. Everyone who works has the right to just and favourable remuneration ensuring an existence worthy of human dignity.
16. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic paid holidays.



17. We support and respect every person's right and freedom to assemble peacefully and to join associations and trade unions.

18. Everyone has the right to hold and express their beliefs freely. This right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

19. Everyone exercising their rights and freedoms may be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the lawful requirements of morality, public order and the general welfare in a democratic society.

This Policy is public and available on the Company's website www.gby.lt, as we seek to ensure that all stakeholders are aware of our operating principles and values. The Human Resources Manager is responsible for monitoring human rights in the Company. Every person working in or with our Company is familiarised with this document so that they know their rights and our commitment to respect them.

The Company undertakes to respect human rights in all areas of its operations and monitors that the fundamental values listed in this document are not violated. You may report any questionable activities or violations in the field of human rights by contacting the person responsible for this Policy directly, by writing to trust@gby.lt, or anonymously through the Company's internal reporting channels available on the Company's website. All reports of potential violations are examined confidentially in accordance with the procedure for receiving and examining information through the reporting channel.