

CODE OF ETHICS OF THE LITHUANIAN INDUSTRY TRADE UNION FEDERATION

Adopted during the Council meeting of 20 May 2021

This Code of Ethics (hereinafter - the Code) defines the principles and standards of activity ethics on which the Lithuanian Industry Trade Union Federation (hereinafter - the Federation) and its members are based. The Code sets out to all stakeholders the principles of ethical and responsible conduct that the Federation follows in carrying out its activities and the conduct it expects from its partners, colleagues, members and authorities.

The aspiration of the Federation is to carry out activities in which everyone can participate in an inclusive, respectful and safe environment. All members and participants of the Federation, Board and Council meetings and other meetings and events are expected to follow this approach.

Applicability

The Code of Conduct of the Federation shall apply to all meetings, events and activities, including congresses, board, council and other committee meetings, conferences, receptions, expert meetings, courses, trainings, actions and any other type of event organized in whole or partially by the Federation, wherever it takes place.

The Federation believes that all those involved in the activities and events will uphold the values of the trade unions and work to create an environment that does not violate the rights of the participants.

We ensure respect for human rights

We respect and protect human rights and freedoms, and promote and uphold democratic values in accordance with the guidelines set out in the Universal Declaration of Human Rights. In our words, actions and proposed solutions, we demonstrate goodwill, mutual trust and create a favorable legal environment for labor relations. We are fair and objective, we rely on facts and we ask others to do the same.

We do not tolerate any form of discrimination, including, but not limited to, discrimination based on age, gender, race, nationality, language, origin, social status, religion, belief, sexual orientation, disability, ethnicity, religion and/or other statutory characteristics.

We are constantly improving and learning

We see opportunities and problems, offer solutions and implement them. We ask what is important to the particular member. We perform our duties responsibly and are ready to cooperate and help others. We share experience and competencies, consult and, if necessary, inquire and ask for help.

We support colleagues

We value each other's ideas and acknowledge efforts. We do not compete where our colleagues already work, leaving the right to decide on membership to the employees themselves. We show solidarity with other trade unions, non-governmental organizations in pursuit of common goals.

We choose reliable partners

We do not cooperate with partners whose activities do not comply with our values and most important principles. Our partners must act lawfully, credibly, transparently, do not engage in any fraudulent activities and do not tolerate, support, encourage or participate in any form of corruption.

In selecting partners, we follow the requirements of laws and regulations and the provisions of this Code, the principles of equality, non-discrimination, mutual recognition, proportionality and transparency.

We work with international organizations to achieve our goals. By cooperating with partners in other countries, we ourselves adhere to and set the highest standards of responsibility and transparency applicable to them in those countries. We strive to ensure that all persons acting on our behalf understand and adhere to the principles of this Code.

We are accountable for the activities

Through transparency and public accountability, we ensure that we receive our revenue ethically and legally, and our processes and procedures ensure that we do not engage in any activities related to money laundering and terrorist financing.

We professionally represent the interests of trade union members

We do not tolerate the use of members' names or other circumstances arising from representation for purposes that are not in the best interests of the members or for the personal purposes of the representative.

Public comments on the activities of the Federation shall be made by the President or other staff authorized to do so. By sharing work-related information on personal social networking accounts, we care about the reputation of the Federation.

We do not share confidential work information, as well as photos and videos that capture images from places where photography and filming are prohibited.

We have zero tolerance for corruption

We do not tolerate bribery, money laundering, abuse of office and/or other forms of corruption. We do not, directly or indirectly, offer, promise, give, solicit or provoke to give or accept a bribe, either directly or indirectly.

We can only accept and donate representative and/or low-value symbolic gifts and hospitality in accordance with normal business or international practices. We do not provide gifts or other similar benefits to civil servants, employees, officials, politicians or other public and/or persons with administrative or public authority.

We ensure the privacy of the individual and the protection of his or her data

We process the personal data of members, employees, partners and other entities only with a legal basis and purpose. We process data to ensure its privacy, security and confidentiality, and to take appropriate technical and organizational measures to protect the data from unauthorized access,

disclosure, accidental loss, alteration, destruction or other unlawful processing. We promptly and in accordance with the requirements of legal acts resolve personal requests and other issues related to the processing of personal data and/or the rights of individuals.

We protect against any unauthorized disclosure of any confidential information about companies, employees, customers and social partners that is collected by the Federation and obtained in the course of our activities. We follow the "need to know" principle when collecting, storing and sharing information.

Relations with legislators, institutions and non - governmental organizations

We do not illegally influence legislators. We present our comments, suggestions and position on draft legislation that could have an impact on workers, companies and social policy in a transparent manner.

We communicate with state institutions openly and respectfully in order to establish and maintain cooperation based on mutual understanding, trust, openness to ideas and opinions.

We strive for open dialogue and maintain close contact with the communities in which we operate and develop projects. We report consistently and transparently on our activities and, in cooperation with various organizations, actively contribute to the social development and well-being of society.