



TRANSIMEKSA

Logistics
Pure and Simple

SUPPLIER SUSTAINABILITY POLICY



Foreword

- Transimeksa seeks to be a trusted partner.
- Therefore, it has the aim to run an ethical business. Supplier involvement in nourishing the same values, mission and vision. Transimeksa supplier sustainability requirements are defined in this policy, by the commitment to this document we expect full involvement and respect for the rules and expectations deprived here.
- By this document, we expect that our trusted suppliers and their partners will respect the principles of this document. In addition, our suppliers must be sure that their subcontractors and partners will perform in accordance with the same principles as our business values.

Business

- Transimeksa suppliers must follow and adopt an anti-corruption environment. Any form of bribery, corruption, money laundering, fraud, theft of intellectual or material property, and tax evasion -cannot be accepted and/or tolerated.
- A reporting system or „Whistle-blowing" machine must be in place to uncover any grievance that can occur. Any form of retaliation or persecution is not by any means tolerated in Transimeksa. The same approach is expected from all of the suppliers.



Human rights

Transimeksa expects its suppliers that will be committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Transimeksa demands from their suppliers that they will not discriminate against people because of their religion, race, skin colour, origin, age, nationality, ethnicity, health, disability, gender, sexual orientation, participation in unions or similar institutions and/or political views. Suppliers must respect the rights of minorities and indigenous peoples.

In our supply chain rights of indigenous peoples and local communities must be respected. We strongly encourage our suppliers will act under the “UN Declaration on the Rights of Indigenous Peoples”.

Transimeksa suppliers will ensure proper working conditions concerning working hours, rest times, sick leaves, and maternity leaves. The wages and benefits must be paid on time and under all local and national legislations.

Suppliers must respect the right to privacy and act under GDP regulations.

Suppliers must respect and let their employees organise collective bargaining and other agreements that are under national legislation. Any related work issues or questions regarding that must be consulted with. Any restrictions towards the beforementioned rules must not be tolerated.

Forced or child labour must be strongly discouraged and prohibited by Transimeksa suppliers or their suppliers. Any form of forced work or slavery against people's will are forbidden as well.

National Labour legislation must be followed at all times by any means necessary.

Suppliers must respect and foster a safe working environment and therefore must pay proper attention to the health and safety of employees. Preventive and corrective measures must be implemented to minimize work related incidents and accidents.

Fair and Ethical recruiting

We expect from our partners to follow 5 basic rules in their recruitment process:

- No discrimination by gender, age or any other grounds
- No violation of privacy
- Do not forget to leave any feedback to the candidates
- No lies or embellishment
- No poaching

Intellectual property

In the business between Transimeksa and suppliers, certain verbal, commercial, technical, operational and financial information can be shared. Mentioned information can be considered confidential, therefore suppliers must recognize and implement strict measures in order not to disclose any stated information to third parties through oral, verbal or written sorts of communication channels. Any breaches of Transimeksa's rights in confidential information in relation to their suppliers must be reported to Transimeksa without any delay.

Fair competition

All applicable laws and regulations of competition must be followed at all times. Transimeksa suppliers must compete fairly.

Land, Forest and Water Rights and Forced Eviction Policy

The rights to land, forest and water are as much a collective right as a private one. Therefore, our supply chain must respect this policy and not threaten the habitat of people which can lead to forced eviction.



Privacy policy

Customer, employee and supplier rights to privacy must be respected. All rules and regulations of data protection must be followed in terms of lawful business means. Secondary copies must be done to be sure that lost information could be recovered.

Access to personal and sensitive data must be protected. Supplier employees that are in relation to personal data means must have signed the confidentiality agreements.

Financial responsibility

As a trustworthy partner, we require our suppliers and partners to show financial stability and be financially stable and transparent. In this case, our supply chain must act and show accurate records and this policy must be followed.

Use of public or security forces

In some countries the public security personnel are working for private security forces – in this case, confusion might be caused and may lead to inappropriate practices, which may lead to the particular use of force, apprehension and detention. These cases are strictly forbidden in our supply chain.

Anti – Counterfeit policy

Counterfeit products and any parts are illegal and not allowed on Transimeksa supply chain. Counterfeit items may infringe on someone's copyright or trademark.





Supplier environmental sustainability

At Transimeksa we have environmental targets that our suppliers' must follow. Our suppliers must follow international and their own environmental rules, and policies. Air, water and ground pollution must be avoided or minimized at all costs, and environmentally friendly techniques must be considered or adopted to protect these sources. The priority of business must be considered waste reduction and management of sustainable resources. Suppliers must calculate their Green House Gas (GHG) emissions and act and work to lower their emissions. When choosing our suppliers we prioritize the ones who have an environmental management system in place or are certified with ISO 14001:2015. Suppliers are expected to align with Transimeksa commitments by developing and implementing their environmental sustainability program focused on the conservation of natural resources, including but not limited to:

- Carbon Reduction
- Energy Efficiency
- Noise emission reduction
- Water Usage Reduction
- Air Quality Improvement
- Reusing of materials, Recycling and Waste Reduction
- Hazardous Material and Chemical Management and Control
- Protecting Biodiversity
- Employee and Supplier Training

Renewable energy

As we are working in the transportation business, reducing our carbon footprint is a key factor in contributing to a better future for all of us and the generations ahead. So it's vital for us and our supply chain to use energy from renewable sources. We and our suppliers must generate energy that produces no greenhouse gas emissions and use alternative sources apart from fossil fuels for energy from solar, wind and water.

Biodiversity and Deforestation

We are completely aware that our activities can affect but we must protect natural ecosystems, water, land, forests and the natural habitat of animals in respect of biodiversity. Forest degradation based on the identification and management of natural forests and other natural ecosystems must be preserved by complying with all legal regulating bodies and best practices available.

Animal welfare

In accordance to the mentioned above, to Transimeksa it is vital and crucial that our partners and their activities consider animal welfare as important component to all others as well. We expect that the “3R” principle is kept – reduce, refine, replace.

Conflict minerals

Extraction, production, transport, trade or processing of raw materials from conflict affected or high-risk countries are not accepted in Transimeksa business.

Export controls and Economic Sanctions

In Lithuania and other countries in which Transimeksa does business, such as the United Kingdom, and European Union member states, maintain controls on the export, reexport, or transfer of goods, software, technology, and services (“export controls”) as well economic sanctions on transactions with sanctioned countries and individuals. Violations of these laws can result in severe civil and criminal penalties, as well as denial of participation in government contracts and other administrative and civil penalties. To avoid potential violations, it is critical that our suppliers are undertaking all required precautions.

Conflicts of interest

Our suppliers are expected to be fair and any means of personal interest in relations with Transimeksa that can lead to conflicts of interest will lead to contract or relationship termination.

Report system

A management system must be in place to ensure full commitment and monitoring of applicability to this supplier policy.

Requirements binding along the supply chain

We strongly believe and require that similar requirements will be passed by our suppliers along their supply chain and the main factors will be followed at all times.

