

## UAB "Orion Global Pet" Social Accountability Policy

The following provisions announces JSC "Orion Global pet" position on Social Accountability issues and commitments on:

Child Labor	The Company does not endorse and does not use child labor. The Company is committed to ensure if young employees under 18 years are employed, there will be provided them all the guarantees fixed in the laws.
Forced Labor	The Company does not use forced or compulsory labor. Employment contracts with employees are made on a voluntary basis agreeing to working conditions. The Company does not demand from the employee to pay any employment fees to the Company or the employment broker. The Company does not endorse and is not involved in trafficking in human beings and not contribute to it. The Company does not used forced prisoners' labor and does not approve it.
Health And Safety	The Company creates a safe and healthy workplace environment; take for positive measures to prevent potential employees' accidents and injuries at work. The Company appointed the responsible persons to ensure a safe work organization and staff training. The Company supplies free personal safety items to the employees. The Company maintains employees rest and dining premises ensuring the sanitary conditions in them.
Freedom Of Association And Right To Collective Bargaining	The Company announced that all the employees have the right to form trade unions or to be members of trade unions and to negotiate collectively with the Company on the behalf of them. The Company's management shall ensure that discriminative measures are not subject to trade union members.
Discrimination	The Company does not practice and does not endorse discrimination in employment, remuneration, training, career, employment termination or retirement of the employees in the fields of their race, ethnical or social origin, place of origin, language, caste, believes, disability, gender, sexual orientations, family responsibilities, marital status, trade union membership, political affiliation, age, looks.
Disciplinary Practices	The Company undertakes to treat all the employees with respect and protecting their dignity. The Company does not use and does not tolerate physical punishment, psychological and physical coercion or verbal abuse to the employees.
Working Hours	The Company is committed to comply with the applicable requirements and regulations of laws regards working time. The regular working week including overtime must comply with the legislation. Overtime work is paid as per law or as per collective agreement.
Remuneration	The Company undertakes to pay to the employee the agreed wage. The wage is being paid at the terms fixed in the collective agreement. The Company is committed to provide the employees with clear information about the calculated and paid wage.
Management Systems	The Company's management undertakes to comply all the requirements of the SA8000 standard, national legislation and other requirements that apply to it, taking into account international documents. The Company's management is committed to continually improving of the SA system by periodical review of SA policy assessing its relevance to the Company and adequacy of laws and to inform of the SA policies all the employees and interested parties.

General Director

19<sup>th</sup> of April, 2017,



 Jitendra Kumar Malik

**UAB Orion Global pet**

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