

## **SOCIAL RESPONSIBILITY REPORT OF ŠIAULIŲ BANKAS FOR 2010**

Social responsibility reflects the core values of the company and its employees with the aim of contribution to the development of the society's well-being. It is now three years since Šiaulių bankas is the member of the United Nations World Agreement; therefore, social responsibility, using of canons of the World Agreement in its activity as well as motivation of employees and partners to comply with the principles of responsible business is inseparable part of the Bank's activity. Šiaulių bankas seeks to be responsible to society, take charge of its employees, be honest and open with customers and environment friendly.

### **HUMAN AND EMPLOYEES' RIGHTS**

Principle 1: to support and respect an international protection of human rights;

Principle 2: not to contribute to violation of human rights;

Principle 3: to support freedom of association and acknowledge the right to the efficient common negotiations;

Principle 4: to eliminate any compulsory or forced labour;

Principle 5: to eradicate children's work;

Principle 6: to eradicate discrimination related to the employment and profession.

### **Human Resource Programs**

Šiaulių bankas is fostering responsible relations with employees. During the recession the enterprises belonging to the Bank's Group did not implement redundancy policy, did not force the employees to go on unpaid leave: it was some intellectual investment into the future, motivation of employees and ensuring of social guaranties. The Bank supports and honors the world human rights defense and is against the violation of human rights. The principles of democracy, person's physical and social safety as well as respect for individual freedom are fostered in the enterprises of Šiaulių bankas' Group.

Implementing the Human Resource Policy the bank seeks creating and developing the long-term collaboration with its employees. The bank's employees form the professional and well-balanced team, which pays the special attention to the clients, partnership as well as efficient and flexible decisions. The employees are provided with the opportunities to improve their competencies and skills in the internal and external seminars. The competent and talented employees have career development possibilities. Organization of internal contest helps combining the employees' satisfaction and their commitments and thus insuring the good quality of the performed tasks. The employees are motivated by the privileges to use some of the banking services. All the employees of Šiaulių bankas are insured with the insurance from accidents at work, which is valid 24 hours a day. Each year the employees of Šiaulių bankas are provided with a right to have a vaccination against influenza. The Bank provides good conditions to attend sports clubs for the ones wishing to actively spend their leisure.

Šiaulių bankas is the family-friendly company. Each year summer sport event and Christmas events are organized to the employees and their family members.

Šiaulių bankas always welcomes students wishing to do practical work in the bank. During their practical work students gain useful and practical knowledge, get acquainted with the bank's activity as well as perform tasks entrusted to them.

## **ENVIRONMENTAL PROTECTION**

Principle 7: to support preventive programs, which ensure environmental protection;

Principle 8: take the initiative to increase the environmental responsibility;

Principle 9: to encourage the development and expansion of environmentally friendly technologies.

### **Environmental actions of the companies and employees**

Environmental actions of Šiaulių bankas are related with the reduction of paper use. With the usage of electronic documents' management systems the Bank motivates the employees to reduce printing of unimportant documents, invites the customers to use electronic applications and suggests performing a lot of usual services via the Internet. The Bank motivates society by such actions to pay attention to certain unreasonable printing costs of documents and reminds on saving ways of money and time.

Since 2008 for environmental reasons as well as implementing social responsibility principles the bank sends electronic greetings on Christmas to its customers and partners.

## **SOCIALLY RESPONSIBLE TO SOCIETY AND BUSINESS**

In 2010 Šiaulių bankas was actively working with small and medium-sized businesses by providing preferential loans to entrepreneurs, farmers and communities of multi-apartment buildings. The Bank together with the partners: Šiauliai Chamber of Commerce, Industry and Crafts, local authorities, business incubators, Public Institution Lithuanian Innovation Centre, Investicijų ir verslo garantijos UAB (INVEGA) and the European Investment Fund organized cycles of seminars, which lasted two months, where it was presented crediting opportunities in detail as well as new financial engineering instruments in Lithuania.

Participation in social campaigns and provision of support are also inseparable part of the Bank's activity. The Bank supports the culture of the country, projects implemented by local communities or individuals as well as takes part in charity campaigns. For a number of years Šiaulių bankas and Šiauliai University are joined by a successful and mutual partnership. During the contest "For the best projects for Šiauliai city and business" organised by the City Municipalities, Šiauliai Chamber of Commerce, Industry and Crafts and Association of Šiauliai Industrialists since 2005 Šiaulių bankas each year grants premiums and incentive prizes to the students of the best ideas. In 2010 Šiaulių bankas supported "The sea festival, 2010", "The days of Šiauliai 2010", the opening night of "Vilnius Ballet" of the Theatre of Choreographic Project, a concert "Žvaigždžių ir žvaigždučių" organized by the Lithuanian Musicians' Support Fund and the International commemoration of disabled people "We are together". The Bank also contributed to the republican academic competition "F.IX. Junior'2010" to the pupils of gymnasium organized by Šiauliai University, to