



CORPORATE SOCIAL RESPONSIBILITY REPORT

2016/2017



NEW MILESTONES

This year *Scandye* celebrates the company's fifteenth anniversary. Throughout the years, the company has embraced the ideals of sustainable development. We are committed to fostering a happy and safe environment for our employees. We are focused on progress, and are always ready to adapt to changing conditions.

The concept of sustainability is inseparable from creating value for our clients, our employees, our shareholders, our partners, our community, and our environment. We remain committed to this vision in the different aspects of our activities:

- We build on innovations to develop state-of-the-art products in the field of textile dyeing and finishing.
- We collaborate closely with our partners to satisfy the demands and expectations of our clients.
- We seek knowledge. We introduce the good practices. And we always find new ways to optimize our production processes.
- We see safety, renewable energy and the preservation of natural resources as our company's top priorities.
- We adhere to regulations set out in ISO 8001:2015; ISO 14001:2015; OHSAS 18001:2007; SA 8000:2014 standards.



What is truly crucial in further developing the corporate culture of social responsibility is strict adherence to the social responsibility standard SA8000. In the sphere of social responsibility, *Scandye* is never just about words. We apply our convictions in real life. In 2016/2017, our utmost attention was dedicated to **safe working environment**, **environmental protection** and **product quality**:

- The company purchased automatic dyeing machines which preserve energy and materials, and allow for greater production efficiency and work safety. In 2016/2017, *Scandye* invested 1 million euros to acquire advanced production technologies. Roughly the same amount will be invested this year.
- An automatic dye and chemical dosage system was installed to eliminate direct employee contact with dyes and chemicals. The system also reduced chemical concentration in the working area. Furthermore, the usage of dyes and chemicals was optimized, and the need for reprocessing reduced.
- We are strongly committed to the programme of DSS risk prevention. The *Lock out Test* is applied in working areas. What's more, we set in place a monitoring system to evaluate and react to employee experiences, observations and suggestions regarding work safety and safety-conscious behaviour.
- The company remains committed to the system of indirect, anonymous and confidential messaging, which allows employees to offer their insights regarding safety and social responsibility. Employee initiatives are also encouraged through the LEAN tool *Kaizen Teian*. This tool encourages employees to offer suggestions regarding the improvement of their own work places. *Kaizen Teian* has already helped improve tens of work places (time waste reduction, safety improvement, product quality improvement, environmental protection improvement).
- By fostering close ties with the local community, the company has contributed to a variety of social, cultural, educational and sport projects in the region of Telšiai. Our beneficiaries include: Lithuanian Free Market Institute and their project of providing the gymnasiums of Telšiai city with new economics textbooks; public organization "Telšių futbolo ateitis" and their football team "Džiugas"; Telšiai district Drama Theatre of Žemaitė; vocal instrumental ensemble „Unoravi“ of the Telšiai Society for Disabled Seniors and other Disabled Persons.

Plans for 2017/2018:

- Increase the use of renewable eclectic energy by installing a solar power station.
- Preserve natural resources. *Scandye* is working on the water treatment project "Waste Water Treatment and the Secondary Usage of Water in Production", which will allow us to reuse at least half of the water used in production.

This is *Scandye's* fourth social responsibility report, prepared according to the principles of the UN *Global Compact*. These principles are in the areas of human rights, labour, the environment and anti-corruption. This report documents the company's financial and social results in 2016/2017.

Sincerely,
Violeta Jurkevičienė
CEO

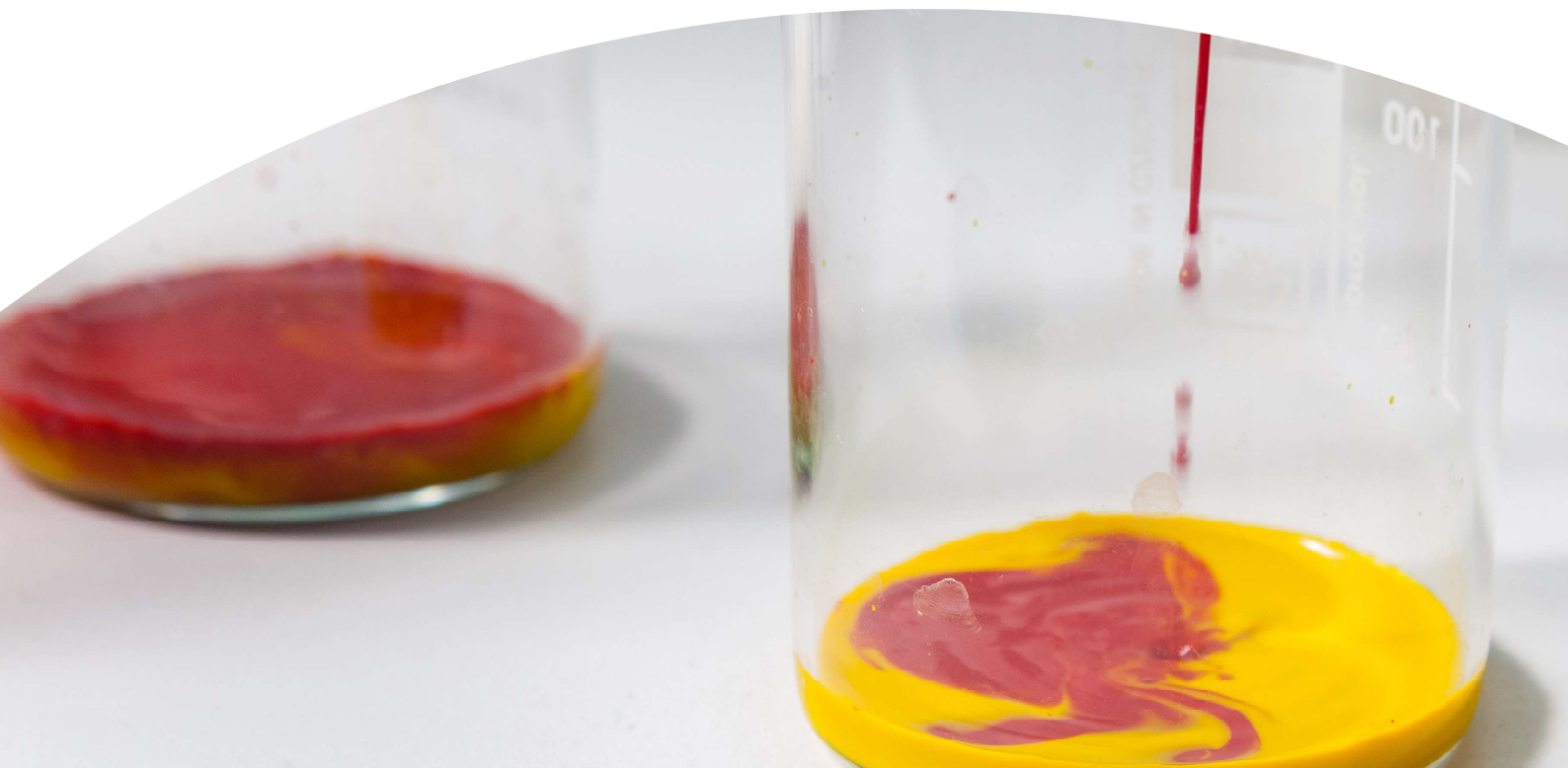
2017/2018 STRATEGY

The broadening of services for partners-shareholders.

The optimization of innovation and product development processes.

The optimization of production process using the good practices.

The implementation of environmental projects for more efficient saving of natural and energy resources.



The Publication and Public Accessibility of Social Responsibility Report

The corporate social responsibility report of JSC "Scandye" is available at www.scandye.lt in both Lithuanian and English.

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JSC "SCANDYE" BUSINESS PHILOSOPHY

MISSION – we are a flexible and sustainable company creating high quality and high value products in the field of textile dyeing and finishing.

VISION – to be an appreciated, reliable and reputable provider of wool dyeing and finishing services.

VALUES:

Cooperation – We are united by our common goals. We are open to cooperation. And we enjoy succeeding together.

Responsibility– Our activities are transparent. Every decision is made with a sense of responsibility for the results.

Reliability – We always keep our word. And we practice openness in our daily work. We respect the universal principles of morality.

Progress – We seek new knowledge. And we always seek to implement the good practices.



"GLOBAL COMPACT" PRINCIPLES:

Human Rights

Principle 1: support and respect the protection of internationally proclaimed human rights;

Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

Principle 3: the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour;

Principle 6: the elimination of discrimination in employment and occupation.

Environment

Principle 7: support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote environmental responsibility;

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

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

[<http://www.unglobalcompact.org/aboutTheGC/TheTenPrinciples/index.html>]

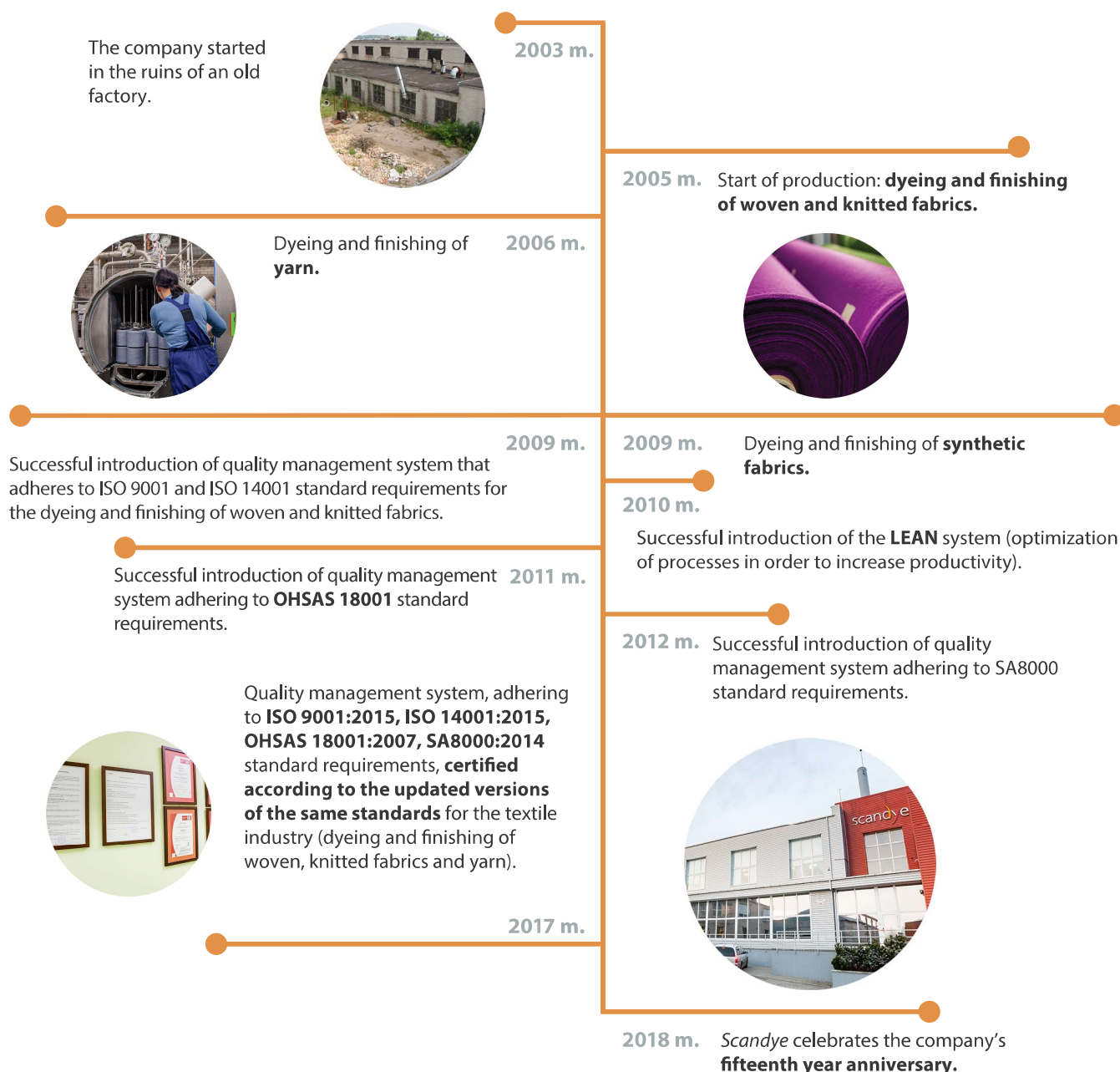


JSC "SCANDYE" HISTORY

For fifteen years now, JSC "Scandye" has been upholding the best Scandinavian traditions in the field of textile dyeing and finishing. *Scandye* continues the traditions of one of the oldest of Denmark's textile companies Gabriel A/S, established in 1851, and Norwegian company Devold of Norway AS, established in 1853.

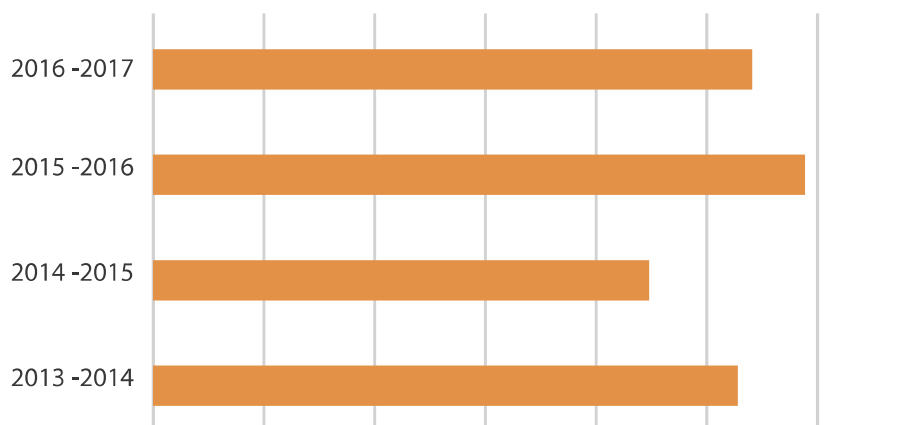
The shareholders of *Scandye* are Danish company Gabriel A/S (49.29%), Norwegian companies Flakk International A/S and Solberg Eiendom A/S JSC "Devold" (47.18%), JSC "Amber Holding" (3.53%). Our key clients are A/S Gabriel, JSC "Devold", and JSC "Baltijos tekstilė".

The company invests in economically efficient technologies, the optimization of information management and technological development, profesinį tobulėjimą and the professional growth of its employees. These commitments are fundamental to the high quality of our production. The company's workforce consists of 93 employees. This number represents a 3% growth in 2016/2017 compared to the previous year.



JSC “SCANDYE” PRODUCTION AND REVENUE RESULTS

JSC “Scandye” annual revenues (EUR)

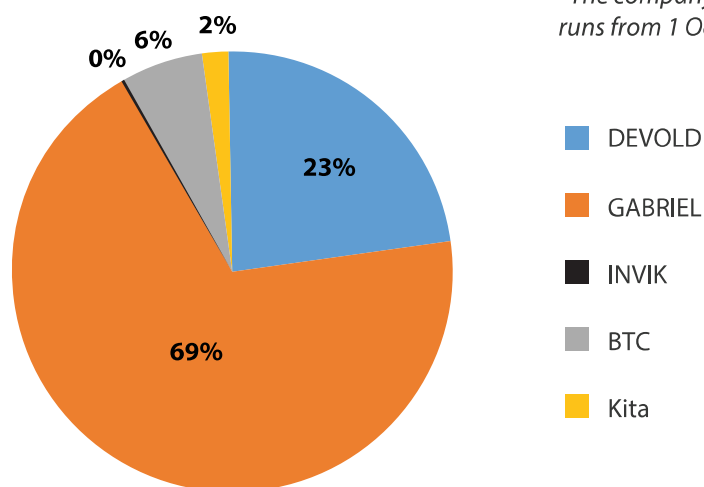


> In 2017/2018, shareholders are transferring more of their orders to *Scandye*, which will result in revenue growth.

> In 2016/2017, annual revenues amounted to 5.354 million euros, which represents a 7% annual decrease compared to 2015/2016 (5.745 million euros).

> In 2016/2017, the total annual production output amounted to 1680 tons. This number represents a 0.3% growth compared to 2015/2016 (1675 tons)

MAIN BUYERS IN 2016/2017



**The company's financial year runs from 1 October to 30 September.*

THE CULTURE OF UNCEASING PROGRESS

Throughout the years, *Scandye* has managed to maintain the high quality of services, while gradually increasing production efficiency. Each year we have made new investments in technological advancements, information management tools, and integrated management systems. The daily tools that help secure the efficiency of the management system are: daily accountability boards; entries in the discrepancy journal in all production zones; annual revision of production objectives and discussions on discrepancies; internal audits; annual evaluations of the workings of the management system (undertaken by the upper management); quality days with the clients; client satisfaction surveys.

JSC “*Scandye*” is open to receiving complaints, and suggestions from all interested parties. All complaints, observations and suggestions are carefully analysed and evaluated. If found necessary, preventive or corrective measures are taken. What’s more, in 2016/2017, *Scandye* worked very hard to improve the dialogue on social responsibility with suppliers.



INTEGRATED AND DOCUMENTED MANAGEMENT SYSTEM

Certification Renewal in 2016/2017:

ISO 9001:2015

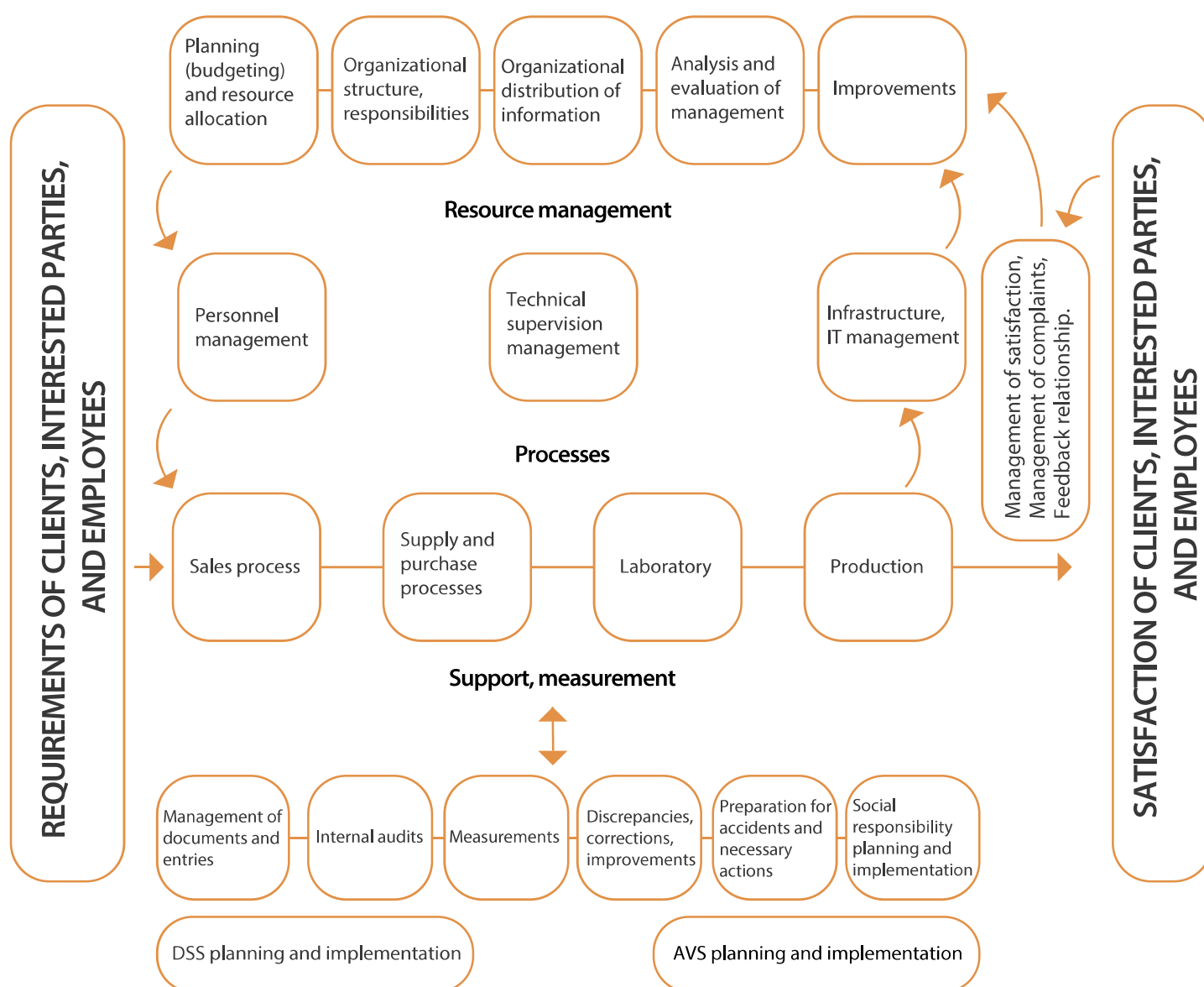
ISO 14001:2015

OHSAS 18001:2007

SA8000:2014



Process scheme of management system



Management systems ISO 9001, ISO 14001, OHSAS 18001, SA 8000 are the standards for quality, environmental protection, employee safety and health, and social responsibility. The standards are based on the principle of progress in the implementation of the full cycle: evaluation of the present situation, the setting of objectives, policy forming, implementation of necessary measures, result measurement. The results demonstrate whether the objectives and the measures were correctly chosen.

ISO 9001 – attention to key quality parameters.

ISO 14001 – attention to the systematic management of environmental commitments and efficiency optimization.

OHSAS 18001 – attention to the management of employee safety and health, as well as the efficiency of the work safety system.

SA 8000 – attention to employee rights and the betterment of work conditions, as well as the improvement of the social responsibility management system.

Key measures in monitoring the efficiency of the integrated management system are: internal audit, analysis and evaluation of management, external audit. These measures help to determine if the system is working according to plan.

Lean mokykla

In 2016/2017, Scandye organized a LEAN seminar for the employees. The seminar was supervised by professional LEAN experts. Scandye has been committed to LEAN methods since 2010. These methods have contributed to the optimization of the company's overall productivity.

OBJECTIVE 2017/2018

To start implementing the ISO 31000 "Risk management" in order to strengthen systematic risk management.



JSC “SCANDYE” CERTIFICATES AND LABELS

Scandye production meets the requirements of our main client “Gabriel”. These requirements prohibit the unsafe use of chemically hazardous materials. Most of the products are certified and come with organic labels. These labels prove that products are safe and environment-friendly: “European eco label”, “The Nordic eco label”, “Oeko-tex” and “C2C” (Cradle to Cradle) certificates. Production has also achieved labels from „Ecolabeling” (Denmark), Danish Technological Institute, and MBDC (McDonough Braungart Design Chemistry, USA).



This is a label for green Lithuanian energy. It means that 100 % of electric energy was produced from renewable energy sources. Renewable energy is a way to reduce atmospheric waste which contributes to climate change.



This label (Oeko Tex) ensures that the products were made without using environmentally harmful chemicals or dyes. The label is a guarantee that the product was tested according to the international requirements of Oeko-Tex association. These requirements relate to chemicals which are or may be harmful: formaldehyde, chemical waste with acidic or basic properties, pesticides, phenols, heavy metals, special colorants, and phthalates. There are four basic groups of requirements that apply to different usage (relation to body) of textile.



The flower label is the “EU Ecolabel”. It means that production meets the strict criteria for organic certification, and that production processes were based on principles of renewable energy, resource preservation, and reduction of hazardous materials. In the field of textile, the label refers to the quality of the materials, care of untreated wool, and the elimination of chemically hazardous or toxic materials, as well as heavy materials (in both the end-product, and the production processes). In other words, not only the product itself, but the whole life cycle of the product must be environmentally friendly.



“Cradle to Cradle” is a label that relates to the life cycle of the product. Products must be biodegradable, whereas other products used in the production should be reusable in new production processes. The idea was developed by the team of Michael Braungart (Germany), and William McDonough (USA) in 2002.

For “Cradle to Cradle” certification, the product undergoes testing in five different classes: renewable energy; water consumption; identification of health risks; social responsibility; recycling.



“The Nordic Swan” is an environmental label that also encompasses certain aspect of social responsibility. Production processes must respect the environment and comply with the requirements of social responsibility: from the extraction of raw materials to the final product. These requirements apply to all countries of the

CULTURE OF SOCIAL RESPONSIBILITY

At *Scandye*, we believe that financial goals should go hand in hand with the principles of social responsibility. The principles of social responsibility guide us in our relationships with employees, clients, suppliers, and all other interested parties.

Equal opportunities

Adhering to the sixth principal of the *Global Compact*, *Scandye* has created a working environment that is free from all forms of discrimination. Our commitments in this respect are expressed in our *Ethical Employment Policy*. Specific measures are set out in our *Rules of the Workplace*. We are proud to say that, in 2016/2017, there were no internal, or external reports of discrimination.

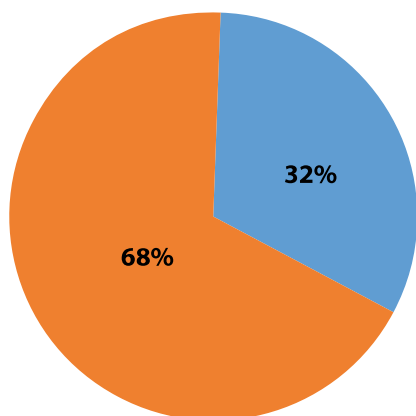
Fair Pay

Monthly wages, bonuses and other result-related payments are determined according to our internal rules. These rules are based on strong anti-discriminatory principles. The company has a special method for calculating the *Minimum living wage*. Not a single employee earns less than the minimum living wage.



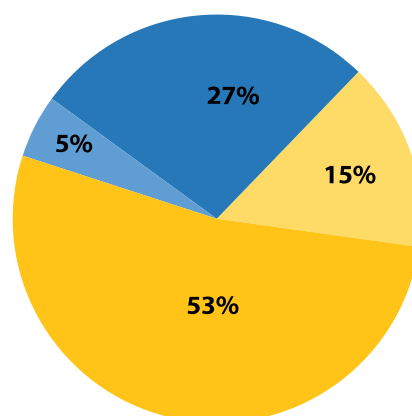
Gender

Employee Breakdown by Gender, 2016/2017



- MALE
- FEMALE

Employee Breakdown by Position and Gender, 2016/2017

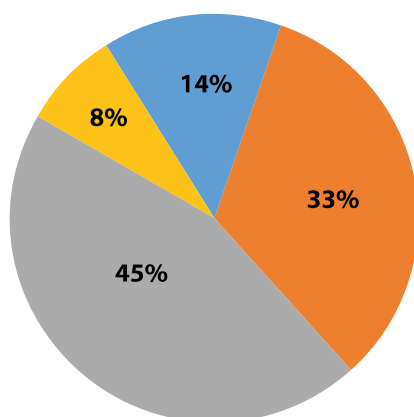


- Female administrative employees
- Female non-administrative employees
- Male administrative employees
- Male non-administrative employees

Important: as of September 30, 2017, Scandye had a workforce of 93 employees. This number represents a 3% growth compared to the previous financial year. Gender distribution trends remain stable. Women outnumber men by a ratio of 2-to-1. This is not a sign of discrimination, but rather a reflection of the fact that employment at is more often sought by women than by men.

Age

Employee breakdown by age, 2016/2017



- under 30;
- 31-45;
- 46-60;
- 61 and older;

Average age in 2016-2017:

Administrative employees – 40 years.
Non-administrative employees – 47 years.
All employees – 44 years.

Important: employees aged 46 to 60 make for about 45% of the entire workforce. Most of them are employees with many years of experience working for *Scandye*. Because staff turnover is low, average age is increasing. Average age is similar in both groups of employees (administrative and non-administrative).

Employee evaluation

Employee evaluations are conducted once a year. Managers and employees discuss these topics:

- Fulfilment of key performance criteria and planned actions
- Employee competences
- Mutual expectations
- Career opportunities
- Training needs (which are subsequently included in the *Employee Training and Attestation Plan*)

Employee training and transfer of experience

In 2016/2017, as in previous years, the company has allocated a total of 1000 hours for formal and informal training (615 hours for production, and 385 hours for administration).

In order to secure efficient, safe and uninterrupted activity, special attention is dedicated to the training of newly hired employees (agreement on trial period, setting of goals, assignment of a trainer).

Since 2013, the company has in place a LEAN-based visualized method for the monitoring of everyday activities (boards of accountability). The method has proved to be an efficient way to monitor production process and improve employee performance.

Communication and collaboration

Scandye has made available a variety of ways for employees to speak out, make a complaint, and offer suggestions for workplace improvements:

- Direct communication with managers and employee representatives (regular meetings).
- In 2017, a team was brought together to deliberate and evaluate the company's compliance with SA8000 standard requirements for social responsibility. The social efficiency team comes up with suggestions for improvements.
- Indirect, anonymous and confidential sharing of information through the "Questions-Answers" boxes. The messages are addressed to the management, and the social efficiency team.
- Discrepancies related to social responsibility, employee safety and health, environment, and quality, are entered in F28 discrepancy journals.
- Employee initiatives are also encouraged through the LEAN tool *Kaizen Teian*. This tool encourages employees to offer suggestions regarding the improvement of their own work places. *Kaizen Teian* has already helped improve tens of work places (time waste reduction, safety improvement, production quality improvement, environmental protection improvement). Initiative employees are financially rewarded.



Community feeling



Christmas event



European Cycling Challenge 2017

A team consisting of *Scandye* employees participated in the urban cyclists' team competition "European Cycling Challenge 2017". *Scandye* team achieved the best result among the teams from the city of Telšiai.

Viking boat race 2017

Scandye participated in the regatta on lake Mastis.



Thank you!

Initiative for mutual appreciation.

Scandye facebook profile:



one more way for employees to socialize and communicate.

<https://www.facebook.com/scandye/>



Extra benefits for employees:

- Insurance against accidents.
- Acknowledgements from management (oral and written).
- Support in case of accidents and misfortunes.
- Annual bonuses for great annual corporate results.
- In 2016/2017, the company started paying bonuses for great monthly corporate results.

Employee opinion survey

According to the results of the 2016/2017 opinion survey, 87% of *Scandye* employees are happy with their work environment, and with their employment at the company. The results of the survey are also important in terms of suggesting how employee satisfaction can be further improved. Next year *Scandye* will invest in new sports facilities. In the future, an in-house canteen may also be opened.

A safe and healthy employee

Two different teams are in charge of employee safety and health: the **Employee safety and health council**, and the **Employee safety and health committee**. All employees are entitled to free-of-charge prophylactic health check-ups. The company is well prepared for accidents: the facilities are equipped with first-aid kits; there are special emergency showers for employees to use in case of accidental direct contact with chemicals.

Hygiene is also seen as a top priority: there is plenty of drinking water; employees are free to use the changing rooms equipped with restrooms and showers; employees can dry their shoes in special shoe dryers. In 2016/2017, a new rest zone was opened so that employees can have a place to rest and eat during breaks. The rest zone is equipped with all the necessary kitchen equipment, as well as an automatic coffee and soup machine (most of the hot drinks are available free of charge).

At *Scandye*, we pay special attention to preventive measures. One of them is a system for immediate communication in case of potentially dangerous situations. To reduce professional risks, we employ a special method for behaviour monitoring. We evaluate if employees have the necessary experience for certain tasks. We also make sure to hear the ideas of the employees regarding safety concerns.

In 2016/2017, during the annual evaluation of professional risks, more than 50 new measures were adopted to tackle potential sources of danger. This number represents a 40 % increase compared to the previous year. 91% of these measures have already been applied. For example, to minimize the risk of slipping and falling, the factory-floor water collection system was expanded. Another example is the new protective structures in the factory-floor. These structures help prevent falling accidents. Furthermore, new LED luminaires were installed to improve visibility in certain working areas.



Implemented measures 2016/2017

- **Safe machinery:** 8 new machines were purchased to improve safety. For example, a new chemical control station drastically improved the safety of tasks related to chemical materials.
- **Preparedness for accidents:**
 - With the help of the Telšiai district municipality administration, the company has updated its **Plan for the management of extreme situations**.
 - Employees took a training course based on the civil safety training program. The training seminar was supervised by certified fire and rescue experts from Telšiai county.
 - Employees took a training course in evacuation and the use of fire extinguishers.
 - New luminaires were installed to increase visibility in the area surrounding the fire taps.

Objectives 2017/2018

- External evaluation of professional risk factors.
- Improvement of work places in the chemical control station and the unloading section.
- Improvement of microclimate in production facilities (warm air curtains, secondary use of excess warmth).
- Training courses for production specialists (EU-funded project *KompetencijosLT*)
- Focus on sports and physical activity (new zone for sports and physical activity).
- Continuation of community support projects.



Ties with local community 2016/2017

Financial support:

- Lithuanian Free Market Institute and their project of providing the gymnasiums of Telšiai city with new economics textbooks.
- Telšiai district Drama Theatre of Žemaitė.
- Public organization "Telšių futbolo ateitis" and their football team "Džiugas".
- Vocal instrumental ensemble „Unoravi“ of the Telšiai Society for Disabled Persons and Disabled Seniors.

Non-financial support (production scraps):

- Telšiai Faculty of Vilnius Academy of Arts
- Telšiai district Drama Theatre of Žemaitė
- Apeiron Theatre
- Telšiai special school.
- Sub district of Varniai

Sharing of knowledge and experience:

Scandye invites students to visit the factory and learn about the industry.

TRANSPARENCY

At *Scandye*, we care deeply about transparency and honesty. We strive to build stable and trust-based relations with employees, suppliers, clients, the community, and the public institutions. We do not tolerate corruption. We do not accept gifts of any kind from job applicants. We encourage the culture of fair competition and honest behaviour.

On the dates of September 11-13, 2017, while undergoing an external audit of the company's compliance with the SA8000 standard, *Scandye* and the external audit firm signed a mutual act of commitment regarding anti-bribery.



ENVIRONMENT-FRIENDLY SOLUTIONS

KEY ENVIRONMENTAL ASPECTS 2016/2017



**Industrial waste
Water**



**Use of ground
Water**



**Chemical and dye
Control**



Pes Waste



**Use of Natural
Gas**



**Electricity
Consumption**

Consumption of energy resources						
	Water usage m3/kg		Electricity usage KWh/kg production		Natural gas usage m3/kg production	
	target	fact	target	fact	target	fact
2014-2015	0.158	0.142	1,55	1.53	1,10	1.03
2015-2016	0.14	0.131	1.50	1.38	1.05	0.93
2016-2017	0.13	0.124	1.18	1.231	0.8	0,815
2017-2018	0,12		1,18		0,80	

2016/2017 targets for the preservation of energy resources.

Implemented measures 2016/2017:

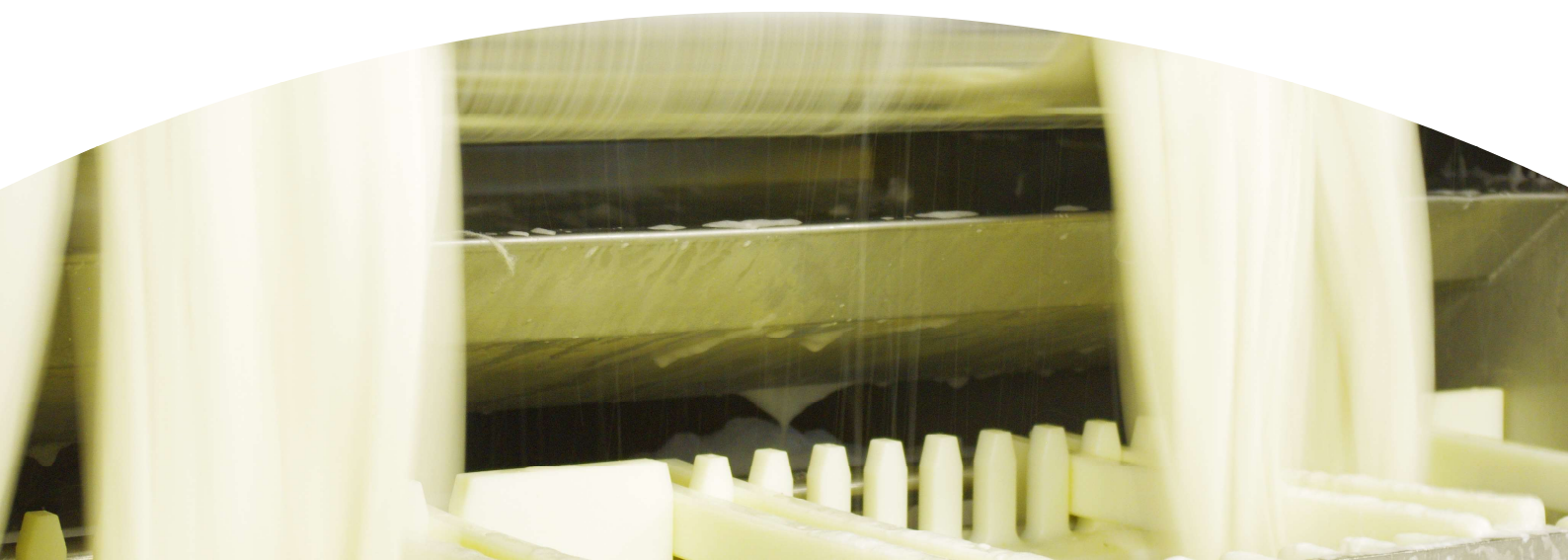
- **Employee inclusion:** employees can receive bonuses for great energy saving results.
- **New automatic machinery:** improvements not only in productive efficiency, but also in the conservation of energy resources and raw materials.
- New high-pressure dyeing machines from producers "Thies" and "Alliance".
- New washing machine *Cimi* (water saving investment).
- New generation washing line "*Menzel*", which allows us to cut on resource consumption, and to expand our product assortment.
- New textile cutting machine *Corino* (helps save electricity).

Water

- All dark coloured woven, knitted fabric and yarn products are now being dyed in the same tub. In this way, the company has reduced time waste, increased productivity, and decreased energy resource waste.
- *Scandye* is a proud participant in the initiative that aims to reduce the pollution of the Baltic sea. The project is based on a bold ambition to eliminate all prohibited waste by 2020.

Electricity

- 50% of luminescence lighting was replaced with LED lighting, which is much more efficient and does not contain such environmentally dangerous components as mercury.
- We extended our contract with Kaunas Hydroelectric Power Plant, from which we are buying 100 % green Lithuanian energy. "Green Lithuanian Energy" is a label that marks electric energy produced in Lithuania from renewable energy sources.



Natural gas

- Technological optimization of production process.

Chemical and dye control

- New chemical and dye supply system has proved to be very efficient in terms of managing dyes and chemicals: improved weighing accuracy; reduced need for corrections; improved product quality; improved energy saving results; eliminated need for direct human contact with dyes and chemicals; reduced chemical concentration in the working area.
- Monthly measurements of pollutants in sewage and wastewater; regular sewage sludge treatment procedures.
- All dyes and chemicals used in production correspond to both EU regulations for chemical materials (REACH), and EcoTex standards.

Waste management

- We have extended our contract with the public agency "Žaliasis taškas" (*Green Point*) regarding the recycling of packaging waste. As a result, more than 85% of our paper and plastic packaging waste gets recycled.
- *Scandye* actively promotes waste sorting habits, waste reduction and recycling. Posters in the working areas encourage employees to be conscious about energy conservation and recycling. Special signs are used to mark the spots for sorting and storing waste.
- Strict adherence to textile waste management rules: special marking of production defects is used to optimize the process of defect elimination in both the factory, and the laboratory. This system helps reduce waste and the amount of scraps.
- Specially sorted wool waste is made available for secondary use. Textile PES waste is burned. Unrecycled waste is used as a fuel. The burning of waste is one of the most ecological ways of waste management with very low levels of negative environmental effects.
- New paper saving initiative "Think before printing – save paper!". The slogan is used at the bottom of every e-mail sent by *Scandye*.



OBJECTIVES 2017/2018

1. Saving natural and energy resources:

Gas target: 0,8 m³/kg (current average: 0.808 m³/kg).

Electricity target: 1,18 kWh/kg (current average 1,22kWh/kg).

Water target: 0.12 m³/kg (current average: 0.122 m³/kg)

2. Increase the use of renewable electric energy by installing a solar power station.

3. Implement the water treatment project "Waste Water Treatment and the Secondary Usage of Water in Production", which will help reuse at least half of the water used in production.

4. Install a new, lower-power steam boiler which will enable the secondary use of steam for water and space heating.

5. Continue LEAN training in order to optimize production, save energy resources, and reduce the waste of time and materials.



ETHICAL EMPLOYMENT POLICY

Seeking to conform to the updated social responsivity standard SA8000 (year 2014), in 2016-2017 *Scandye* renewed its Ethical Employment Policy. The company's management is committed to:

- Upholding internationally recognized human and labour rights, and adhering to social responsibility principles that are reflected in the laws of the Lithuanian Republic, International laws, and internal rules of the company.
- Conducting relationships with employees in a manner that is ethical, transparent and clear to all interested parties.
- Improving the working of integrated management systems according to ISO 9001:2015, ISO 14001:2015, BS OHSAS 18001:2007, SA8000:2014 standards.

Child labour

In order to protect young persons from factors that may be harmful to their physical and mental development, *Scandye* does not employ persons under the age of 18.

Forced labour

Our respect for human rights and freedoms is incompatible with any forms of forced labour, including unlawful employment conditions, employments fees, unlawful use of personal data, and restrictions of movement.

Safety and health

We see it as our utmost priority to protect the safety and health of our employees. We guarantee a safe and healthy work environment. To further make improvements in this sphere, we always follow the suggestions of the Employee Safety and Health Committee, and we always listen to complaints and suggestions from individual employees.

Freedom of association, and the right to collective bargaining

We respect and acknowledge the right of our employees to form or join trade unions, and to use unions as platforms for collective bargaining regarding work conditions. We abstain from any kind of measures that could be seen as restrictions of these rights.

Discrimination

We do not tolerate, and we fight against all forms of discrimination.

Discipline

We treat our employees with respect. We do not tolerate, and we do not practice physical punishments, nor do we practice psychological and verbal abuse. All disciplinary measures must, and do conform to the laws of the Republic of Lithuania.

Working hours

Working hours conform to the laws and working time regulations of the Republic of Lithuania. At *Scandye*, overtime work is not a common practice. When it is practiced, we make sure to pay bonuses, and to adhere to the laws regulating work and overtime hours.

Fair pay

We respect the right of the employees to a fair pay. Weekly rates must never be inferior to the national or industry-specific minimal wage standards. Employee salaries must be sufficient to cover all basic expenses, as well as unexpected necessary expenses. Salaries are paid on time and according to agreed time intervals, and with full compliance with the laws and regulations of the Republic of Lithuania. We do not tolerate, and we do not practice unlawful payments.

