

REPORT ON THE PROGRESS OF SOCIAL RESPONSIBILITY

2017



interlux
GROUP

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DIRECTOR WORD

2017 were truly extraordinary for Interlux – as we provided wings to several subsidiaries, we acquired the structure of Holding company. We paid a lot of attention to the sustainable genesis of subsidiaries, further development and strengthening of values and socially responsible business culture across a whole corporate group.

In 2017 our efforts to create sustainable value and to take care of the environment and people, as well as Interlux contribution to the development of the sustainable business culture in Lithuania were noticed and evaluated – Interlux has won honorable nomination „Responsible business 2017“ from the main business newsletter „Verslo žinios“ in Lithuania.

As the other „Verslo žinios“ candidates for the „Responsible Business“ nomination, we were evaluated by company's social responsibility questionnaire developed by PROBE Network LLP, Swedish and UK experts, which was adapted in Lithuania. In the second selection stage, we participated in a memorable interview with our country's sustainability experts dedicated that were dedicated by the organizers. The interview ended in an inspirational discussion about the perspectives of sustainable business in Lithuania.

The „responsible business“ nomination was announced for the first time last year and became part of the annual project „Lithuanian Business Leaders“. This nomination was already pleasant by itself - it's great that attention is paid to the sustainable business in Lithuania. We hope that this beautiful initiative will help to grow the number of companies that have chosen a sustainable business model in Lithuania as well as help them from the ground up.

„Sustainable Business 2017“ is an extremely important assessment that encourages us to focus even more on the implementation of sustainable initiatives, share good experience and encourage more colleagues to choose this business practice.

A sustainable and socially responsible company is like a nest in which human and environmentally-friendly ideas are born, and its organizational culture helps to develop these ideas safely and become a standard for collective behavior and a part of work ethics. The social environment accepts and appreciates this.

Six years ago, as Interlux joined the United Nations Global Compact, it flawlessly complies with ten principles of the Global Compact on human and workers' rights, environmental protection and the fight against corruption.

And this year, we are making a responsible declaration that we will continue to firmly comply with our provisions and commitments of the 10 World Compact principles in the areas of human and workers' rights, environmental protection and fight against corruption, and support the initiatives of the United Nations Global Compact Network.

As we approach the 25th anniversary of the company's foundation, we value sustainable business as a strategic foundation for our development. We do not restrict ourselves solely to the contractual obligations of sustainability imperatives - in daily activities we try to minimize the negative impact on the environment, to choose sustainable business partners and suppliers, to be responsible employers and to annually raise our bar of sustainability indicators.

Sincerely,
dr. A. Matuzevičius
Interlux Director

ABOUT THE REPORT



WE KINDLY INVITE YOU TO GET ACQUAINTED WITH 6TH report of development of social responsibility of Interlux, that overviews achievements of 2017 in the fields of human rights, employment relationships, environmental protection, corruption prevention and contribution to the development of social initiatives in Lithuania.

In the context of sustainability we evaluate and develop our social responsibility reports from 2012, when Interlux joined the United Nations Global Compact.

The reports are presented in Lithuanian and English. Electronic report documents are published on www.interlux.lt and on the Global Compact website at www.globalcompact.org.

This social responsibility progress report is dedicated not only to the audiences interested in company's activities - partners, employees, shareholders, community, institutions, but also to anyone who wants to know more about Interlux.

MAIN AREAS OF INTERLUX SOCIAL RESPONSIBILITY

TRANSPARENT and responsible activity

SOCIALLY RESPONSIBLE employment

REDUCTION OF NEGATIVE EFFECTS ON environment

PROMOTION OF SOCIAL INITIATIVES in areas such as healthy lifestyle, sports, art, safe medicine, scientific advancement, education of young scientists, ecology, human rights protection, corruption prevention, ethical and responsible business education.

ABOUT THE COMPANY

INTERLUX – INTERNATIONAL COMPANY, that provides Baltic States region with innovative technology and solutions for medicine, education and biotechnology market.



The main segments of the solutions provided by the Interlux corporate group are conservative medicine, surgery and laboratory approach technologies, the company has many years of experience in its implementation and has earned the trust of its customers and partners. The company ensures not only the smooth delivery of top quality, certified, environmentally friendly products, but also provides professional 24/7 technical maintenance and service.

INTERLUX STRENGTHS:

- responsible, under sustainable business principles working staff
- A sustainable supply chain guaranteeing a competitive advantage - over 300 partners of socially responsible, top quality innovative solutions, global medical, surgical and laboratory technology creating companies;
- Long term experience that enabled offering of solutions that are most suited to clients' needs; 24 years of successful fundamental values and a socially responsible business culture.

Interlux has begun strategic development in 2017 by optimizing its activities and focusing on strengthening individual businesses by developing their dedicated companies. In that way Medita and Laborama joined the Interlux corporate group, and in 2010 subsidiaries Sormedica were founded – these companies are suppliers of oncology, radiotherapy and surgical solutions - the areas of therapeutics and image diagnostics technologies were added.

MISSION

To improve human health, create value for patients and medicine staff, meet their needs with the new generation of advanced, safe and efficient technologies.

INTERLUX IN NUMBERS:

FOUNDED in 1994.

STAFF: >100 employees

INCOME: >16 million EURO

PRODUCTS ASSORTMENT: >1 million of different products

CLIENTS: >1000 health care, veterinary, science and industry enterprises and institutions in Lithuania, Latvia and Estonia

PARTNERS: >300 business partners around the world

Following the strategic restructuring, Interlux corporate group consists of UAB Interlux, UAB Sormedica, UAB Laborama, UAB Medita.

In the other Baltic States - Latvia and Estonia, operates the local companies Interlux SIA and Interlux OU, which work closely with the Interlux corporate group and help to ensure efficient customer service in the Baltic region.

VISSION

To be the first choice for clients and partners in the implementation of medical and scientific research technologies in the Baltic States.



1 image. Structure of Interlux group



UAB Interlux not only develops marketing of in vitro diagnostics and analytical and industrial diagnostic technology segments, but also organizes and ensures the activities of Supply, Service, Customer Support, Finance departments that serve clients of the corporate group. We invite you to know more in our website www.interlux.lt.



Medita Company (www.medita.lt) obtains its experience in the field of medical products since 1992 and has a wide assortment of products for the primary health care units, physiotherapy and rehabilitation. As Interlux corporate group acquired Medita and in 2017 successfully integrated the former Interlux Family medicine and Healthy lifestyle technology unit into the structure of this company, the new Medita product assortment has become even wider and more suitable for the very diverse needs of the primary health care or rehabilitation specialists.



Sormedica specializes in visual and functional diagnostics; radiology, radiotherapy and nuclear medicine; minimally in interventional medicine, surgery and therapy, providing innovative, top-notch technologies and implementing sophisticated patient care and treatment solutions. More information – www.sormedica.lt.



The Interlux subsidiary **Laborama (www.laborama.lt)** was established in the end of 2017. It specializes in the science and laboratory research segment. Laborama introduces innovative flow cytometry, cell biology, industrial and clinical microbiology, molecular biology solutions, supplies various supplies to researchers and users of laboratory technology.



The Interlux corporate group also owns **Labdata LT (www.labdata.lt)**, a specialist in the development and implementation of laboratory information technology solutions, specializing in IT integration and process automation and quality assurance, software application in the medical and industrial fields.

The operating standards of the Interlux corporate group meet the highest standards of world-wide standards of quality, ethics and sustainability - one of the main reasons why the world's medical and scientific technology and diagnostic systems manufacturers choose Interlux as their representative in the Baltic region.

Interlux is also certified according to the quality management system LST EN ISO 9001: 2008 standard, which proves that the company's services meet the highest standards.

HUMAN RIGHTS



The INTERLUX CORPORATE GROUP and its staff are against any human rights violations, discrimination, violence, harassment, forced and child labor, intolerance to views, lifestyles and health conditions.

The provisions and principles of these internal and external activities are enshrined in the Code of Conduct of Interlux and the Code of Conduct of subsidiaries, which are respected by all employees of the Interlux corporate group. Human rights are also enshrined in the company's staff policy documents. Human rights are respected in the collective and in dealing with clients.

As Interlux takes care of human rights, it has designated the person responsible for the prevention of human rights violations. The Company's Personnel Manager has the right to coordinate preventive actions and to inform new employees about the company's values.

The Interlux corporate group has an email where any employee can notify the management about any manifestation of any form of discrimination or human rights violations. There is a confirmed and publicly communicated Complaints management procedure, which states the period of time over which complaints about potential human rights violations have to be investigated.

There were no observed manifestations of discrimination in Interlux corporate group in 2017 and any form of discrimination is intolerable. In 2017, there were also no discrepancies regarding the principles of the Global Compact.

Human rights are respected in the internal and external communication of the Interlux corporate group. The informational, promotional, and other communicative material distributed by Interlux is strictly controlled and cannot be associated with any form of visual or audible discrimination, violence, or the promotion of discrimination or intolerance, lifestyles and health conditions.

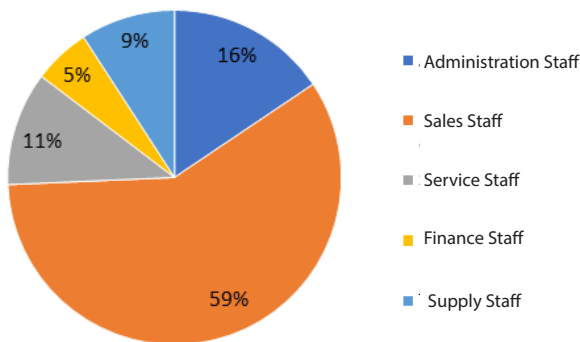
WORK RELATIONS

STAFF OVERVIEW



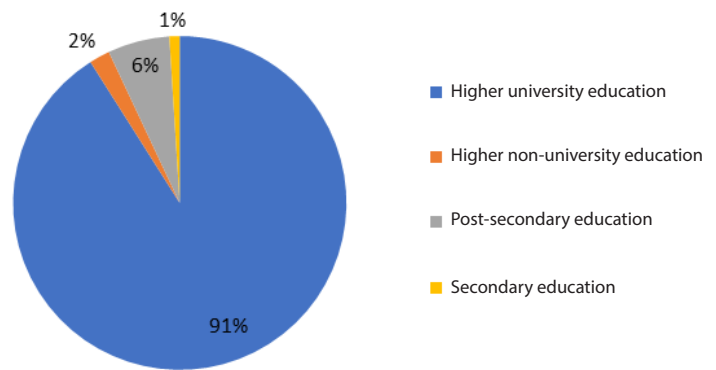
In 2017 in Interlux corporate group worked 109 employees, of which UAB Interlux – 55 %, UAB Medita – 12 %, UAB Sormedica – 16 %, UAB Laborama – 12 %, UAB Labdata – 5 % employees.

In terms of functional areas of activity, there were 17 administration staff, 64 sales staff, 12 service staff, 6 finance staff and 10 supply staff the Interlux corporate group.



2 image. Staff of the Interlux corporate group in terms of functional areas of activity

In terms of education, in Interlux corporate group worked 91 % staff with higher university education, 2% - with higher non-university education, 6% - with post-secondary education and 1% employees with secondary or specialist secondary education.



3 image. The staff distribution of the Interlux company group in terms of education

SOCIALLY RESPONSIBLE EMPLOYMENT



Interlux pays special attention to its employees, responsible employment is one of our main values. We believe that by choosing people responsibly and enabling them to grow and helping them to achieve their goals, we build a strong, trustworthy and responsible relationship between the company and the employee.

The combination of overlapping values of staff and company is one of the essential conditions for the sustainable development of a company.

Our staff policy priorities:

- Values and knowledge-based selection;
- Absolute rights assurance of workers;
- Effective motivational system;
- Growth of employee loyalty and job satisfaction
- Responsible employment

In 2017 as part of the strategic development and reorganization, part of the employees from one legal entity transferred employment to other units within corporate group. The smooth transferred employment process and proper staff communication last year were the key aspects of staff challenges.

Every employee who signed an employment contract with a company belonging to the Interlux corporate group was briefed on:

- Job safety and Health introductory coaching and Coaching at workplace log;
- Rules of procedures;
- Code of Ethics;
- Filled „Public - Private interests declaration“ to ensure transparency of activities.

As every year, all new employees received the „Beginner Book“, which introduces not only the structure of the company, staff policy, but also organizational culture, values and traditions. An experienced employee – mentor - was appointed to help with easier integration.

REGULAR DEVELOPMENT OF EMPLOYEES



Interlux is committed to ensuring that employees have every chance of continuous improvement.

Main areas of career development:

- professional development;
- team building;
- Deeper knowledge of sustainability.

As every year, in 2017, all Interlux employees were given the opportunity to improve their field of expertise by participating in various professional seminars and conferences in Lithuania and in trainings organized by foreign partners as well as in international conferences.

All corporate group employees also participated in anti-corruption training organized by Transparency International, an internationally accredited anti-corruption company.

The sales staff took part in training on Competition Law and Public Procurement.

In 2017, there were also two annual events organized by the Interlux company group and partners from Latvia and Estonia. The so-called „team-building“ events were also organized by separate Interlux structural units and companies.

Sustainability knowledge is also being developed at Interlux, for example, Sustainability Policy Communications and Marketing Manager shares knowledge gained in conferences with departmental executives, and the Sustainability Report also became part of a semi-annual general meeting last year.

ATTENTION TO INNER-COMMUNICATION

Information about the company's activities, achievements, and staff news - all of this must be delivered at the same time and as expeditiously as possible throughout the corporate group. Internal communication takes place in electronic space, by emails or company accounts on the LinkedIn.com platform, the company tells about:

- structural, management-related, financial, other internal changes and regulations of the company; newly issued policies and procedures;
- staff news - announcements about new employees and those who leave the company;
- Internal communication, event impressions, etc.

The aforementioned information is also distributed during the internal meetings of the company's departments.



EMPLOYEES ARE A PART OF DECISION MAKING

Interlux operates a Labor Council, an independent body whose objective is to strengthen communication between staff and management. The Work Council meets at least once a month or when there are issues to be solved.

The Work Council encourages the members of the team to communicate with the management, to report significant violations of the Code of Conduct, possible human rights violations or other issues. The Work Council's mission is to propose changes in the company, mediate, represent employees in negotiations with management.

The members of the Work Council communicate with the employees and during the meetings, issues the concerns and questions, suggest changes to the management.

The company carry out various surveys in order to find out the needs of employees and to incorporate them into decision-making.

Employees are also encouraged to express their opinions and make suggestions in developing various internal rules of the company, assessment and promotion systems.

OBJECTIVE, PERSONAL GROWTH-ORIENTED EVALUATION

As every year, in 2017, all employees were evaluated at the end of the calendar year when an Interlux company organizes employees' assessment, that is carried out in interview between the employees and their direct supervisor.

In this private conversation, based on clear and pre-agreed criteria, the achievements of the goals of the previous period and the competencies and personal qualities of the evaluated employee that influence the performance of the work are evaluated. It also sets out the challenges and areas of improvement for the upcoming period.

The annual interview also seeks to find out how the employee feels in the company, whether his needs are met, whether the employee is discriminated or his rights are restricted in other ways in the organization.

The evaluation of employees' performance is carried out in UAB Interlux and Interlux corporate group: UAB Sormedica, UAB Medita, UAB Laborama, UAB LabdataLT.

MOTIVATION



Realizing that material motivation promotes better work only temporarily, we also aim to motivate the team with organizational, educational, internal cultural and value forms in order for our employees to develop and internal motivation to work better.

Internal motivation is the desire of the employee to make efforts to do their job as best as possible, the desire to create value together with the company.

We strengthen the inner motivation first and foremost by creating safe, sincere, ergonomic working conditions.

We strive for every employee to feel appreciated, listened, able to contribute to the task creation and growth of the organization.

Every year, the company pays tribute and encourages employees who have done their very best: the best-selling sales managers, the most initiative employees, or in other way outstanding members of the team.

One of the most important priorities of Interlux corporate group – THE HEALTH AND WELL-BEING OF EMPLOYEES

Sport, a nutritious vitamin enriched diet, the ability to carry out the most innovative diagnostic tests, or to obtain the necessary non-state-funded medical services - all this is guaranteed by additional health insurance, which is provided to employees who work for the company in the Interlux corporate group for 3 months.

All corporate group are constantly supplied with healthy natural fruit juices to enhance the body.

Like every year in 2017 Interlux also organized an annual prophylactic medical examination of all workers, before the beginning of active flu season, all staff members that desired were vaccinated against influenza, and for women, Interlux made it possible to anonymously test for cervical cancer through the most sensitive liquid cytology study in BD SurePath.

WE HEAR AND CARRY OUT THE NEEDS OF EMPLOYEE

Interlux makes it possible for employees to combine work and family responsibilities. Here you can choose flexible work schedules, combining work and personal, family responsibilities.

Students have the opportunity to combine studies and work.

The company provides additional social benefits to employees, for example, to pay one-time benefits when a employees child is born, on the death of a family member or on the occasion of the first wedding.

EQUAL OPPORTUNITIES MONITORING



Gender distribution in the company: in 2017 The Interlux corporate group employed 109 people, including:

- 61 men;
- 48 women



4 image. Staff distribution in Interlux corporate group by gender

Division of managing staff by gender: 4 women, 14 men.

No employee worked under fixed-term contracts.

Both women and men in the Interlux corporate group can enjoy unlimited additional rest days, such as the so-called „mother days“ and „father days“.

In 2017 the total number of used mother and father days was 163.

Interlux also ensures free and unrestricted use of maternity and parental leave for parents, for example, in 2017 the Interlux corporate group provided 923 days of parental leave and 42 days of parents' vacation.

There is an equal provision of sick leave for women and men.

It should be noted that women spend more days on illness or caring for a sick person, which is usually related to the responsibilities of the mother for the child:

- Men in 2017 spent 107 days off, women - 56;
- Men spent 13 days off for nursing a patient, women – 70.

PROMOTION OF SOCIALLY RESPONSIBLE ACTIVITY

Interlux employees also engage in various social activities on their own initiative, such as charitable sports events, healthy lifestyles, gender equality promoting events, and the company promotes such initiative and, if possible, supports it.

ENVIRONMENT

BUSINESS AND SOCIAL ENVIRONMENT



By working transparently and responsibly in partnering and communicating with clients, we are only trying to positively influence the country's business and social environment.

In cooperation with healthcare professionals, we aim to promote the advancement of medical science, improvement of treatment and care for patients, and follow the following principles:

- Separation: : we ensure that cooperation with healthcare specialists is not misused to obtain unfair or unreasonable benefit; such cooperation cannot depend on whether the client chooses, uses, recommends the use of the products offered by the Company
- Transparency: We instruct our staff to ensure that the form and content of the communication with representatives of healthcare or other institutions are transparent and ethical;
- Equivalence: in case of need to hire a healthcare specialist to perform services, the Company must pay them remuneration proportionate to the work performed, evaluating the services in good faith, according to the market value;
- Justification documents: any cooperation with the authorities is based on documents that are stored and archived.

In pursuit of a sustainable relationship with the social environment, as every year in production of visual, audio, electronic and other forms of advertising, we have ensured that the outsourcing of our products and services or other disseminated information is scientifically valid, non-adventitious, complete and professional.

We also ensure that medical, scientific and other institutions get only high-quality technologies and tools, and encourage the development of personalized medicine in Lithuania.

We are actively involved not only in the activities of the United Nations Global Compact, but also we are members of other sustainable organizations based on the principles of transparency, reduction of harmful environmental impact, resource conservation, equal opportunities, and corruption prevention:

- MIGA (Lithuanian Association of Medical Equipment Manufacturers) - membership from 2013;
- LAVA (Lithuanian Responsible Business Association) - membership from 2013;
- LVK (Lithuanian Business Confederation) - membership from 2016;
- MPGA (Association of Food Additives Manufacturers) - membership since 2016.

WORK IN THE FIELD OF ENVIRONMENTAL PROTECTION



We care about the environment therefore we contribute to reducing the negative impact on the environment, and we seek to reduce air and environmental pollution, slow down climate change, and preserve a healthier environment for future generations.

Direct environmental impacts from the work of our company arise from the use of Interlux goods and the utilization of them, also when employees need to use cars while working.

Sustainable use of natural resources remains a priority for the Interlux. Interlux ensures that all packages of goods sold by the company are recycled. We have signed an agreement with the PTO (Packaging Organization) and pay for as many packages as we sell to our customers.

In 2017 was paid for (figures in tons):

- Glass – 2,8 t;
- Plastic – 4 t;
- Paper – 28,8 t;
- Wooden pack – 4,5 t;
- Combined (mainly paper) – 4,6 t;
- Combined (without paper) – 4,5 t.

The batteries, electrical and electronic equipment that Interlux use, are safely collected and handled to the Electronics Manufacturers, Importers and Distributors Association (EPA).

The company only selects cars that meet the highest environmental pollution prevention standards, with the least fuel consumption.

Interlux continues to participate in an electronic, rather than paper-based procurement process, in order to save the company's paper. In addition, the company often chooses to buy the products from recycled paper, rationally use paper and, whenever possible, switch to electronic documentation.

INTERLUX IN THE SOCIETY

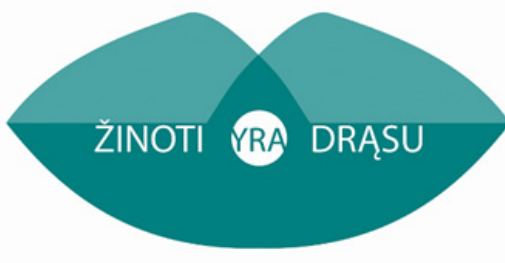
EFFECTIVE ILLNESS PROPHYLAXIS AND
EARLY DIAGNOSIS – A FOUNDATION FOR
A HEALTHIER SOCIETY – INTERLUX SOCIAL
INITIATIVES PRIORITY

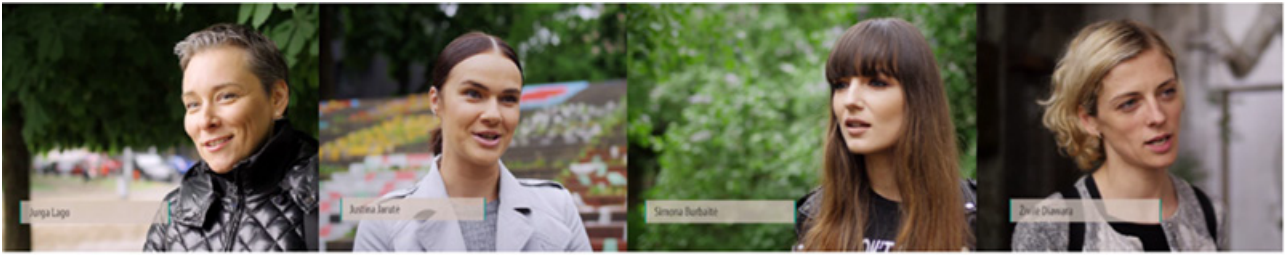


Strengthening of awareness of the benefits and implications of preventive health checks in society is a very important area of social responsibility that Interlux pays special attention to every year.

In 2017 we have contributed to the “Knowing is Brave” social initiative, which aims to encourage women to check for cervical cancer in a preventive way.

This project was initiated by the women’s movement “Women speak”. During the project, not only information materials were prepared or articles with gynecologist comments from doctors published, but also 4 videos of cervical cancer, pathways, symptoms and preventive studies, and their significance were created.





Jurga Lago

Garsi juvelyrė bei nuomonės lyderė soc. tinkluose.

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Živilė Diawara

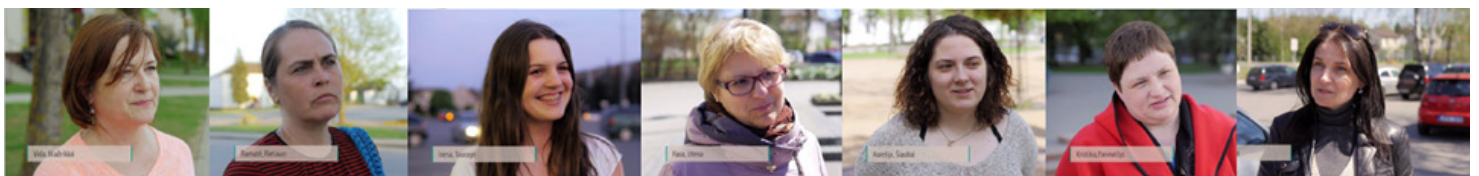
Visuomenininkė, menų fabriko „Loftas“ bendrąjūrėja.

- Facebook <https://goo.gl/svWHSU>
- Instagram <https://goo.gl/v37Ezo>

Not only the doctors, but ordinary women on the street were asked what they knew about this death-related illness. Also, the famous women of Lithuania - from cultural, artistic, scientific and entertainment world - responded to the same questions.

Later, this series of films was shared online, in the social network Facebook, and received a particularly high interest and, we believe, contributed to a significant increase

in preventive checks for cervical cancer in Lithuania. Several opinion leaders in Lithuania have also received information packages containing information on prevention of cervical cancer, and these, in turn, have spoken about the information in their Facebook accounts.



WE SUPPORT HEALTH-STRENGTHENING INITIATIVES



In 2017 We have also contributed to prophylactic of many other diseases, healthy lifestyles and innovative treatment-oriented initiatives.

For several years now, Interlux has contributed to the prevention of diabetes and helping people with this disease become valuable members of the community.

Last year, in the run “DiAthlete”, we made it possible for participants to test blood sugar levels.

Also, as sponsors of the Women and Diabetes conference, we helped organizers educate women who have dealt with this serious illness.

Interlux contributed to the organization of diabetes camps, training sessions and seminars last year.

Interlux is also socially responsible for helping to contribute to the educational activities of associations created by patients who are infected with other illnesses.

For example, in order to contribute to dissemination of information on the possibilities of modern rehabilitation, we supported the creation of a video film for specialists and the general public on the rehabilitation of cardiologic and neurological patients.

EDUCATED, VERY PROFESSIONAL, FREE AND INDEPENDENT – GENERATION OF HEALTHY TOMORROW

In 2017, in order to contribute to the improvement of the feelings and emotions of the young sick people, we supported the establishment of the Children’s Diseases Clinic, Children’s Diseases Unit in Žibutė sector (Kačerginė) and a leisure area for small patients in Šiauliai.

Interlux also supports various initiatives that raise the professional knowledge of professionals in the medical sector.

SPORT - HEALTH

SPORTY, ACTIVE SOCIETY – HEALTHY SOCIETY

Interlux also supports federations and clubs of various sports. The company contributes to the development of biathlon, rowing, basketball, tennis and squash.

The support provided by Interlux to the Vilnius Youth Basketball Club has enabled young people to participate in international tournaments.

SUPPORT FOR IMPROVEMENT OF THE QUALITY OF EDUCATION AND STUDIES

Interlux has supported various educational institutions and university initiatives to encourage students to deepen their knowledge, develop curiosity and contribute to improving the quality of the younger generation.

CORRUPTION PREVENTION



We are glad that in 2017, as in previous years, there was no violation of the Code of Conduct in the Interlux corporate group.

However, the company continues to consistently encourage employees to detect and report cases of potential Code Violations.

Another Interlux lever is a declaration of working and private interests - each new employee must fill in a declaration of public and private interests.

The company's values and the models and principles of transparent, anti-corruption behavior are set out in our Code of Conduct, for example: "We act transparently, reliably and honestly, separating public and private interests. We avoid conflicts of interest".

ANTI-CORRUPTION TRAINING

In 2017 anti-corruption training "Transparency International" were organized for all Interlux corporate group employees, providing new information for further raising of the sustainability bar.

These trainings and the subsequent discussion led to the appointment of a staff member responsible for the prevention of corruption in the corporate group - this has been accomplished and, we believe, will bring great results in the long run.

TRANSPARENT BUSINESS RELATIONS AND COMPETITION

In 2017, as in previous years, Interlux's had no corruption cases. Interlux 2017 worked ethically, transparently, without violation of ten principles of the United Nations Global Compact Agreement and will strive to maintain the highest levels of responsibility, reliability, sustainability and anti-corruption in the long term.

The concept of transparency in the Interlux corporate group includes a transparent and ethical business culture, transparent relationships with business partners and customers, transparent procurement, transparent payroll, tax policy, transparent and fair competition, and compliance with competition laws



Thank you for your time and attention, while reading the Interlux Group Social Responsibility Report!