

UAB "SCT LUBRICANTS"
HUMAN RIGHTS

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POLICY
UAB “SCT Lubricants” and HUMAN RIGHTS

Human rights are fully part of the ambition to continuously develop an **economy that will serve people without harming the environment.**

UAB "SCT Lubricants" attachment to human rights can be found in our company's commitments to the sustainable development of and to its fundamental values and principles as set forth in its Ethics Guide. Such values include solidarity, respect, innovation, customer focus and responsibility. They guide our relations with internal and external stakeholders. For many years, UAB "SCT Lubricants" has been committed to respecting employees' human rights, but also those of the individuals and communities where the company operates.

"Businesses are increasingly required to include the respect of human rights in their global strategy"

Why a human rights policy is important?

Human rights are universal. They include rights and freedom for every human being. Each individual or body in the society must respect and preserve the rights of others. For this reason, an enterprise that has an impact on people's rights (employees, commercial relations or communities) is not without responsibility in the matter of human rights. Consequently, businesses are increasingly required to include the respect of human rights in their global strategy. It is an unavoidable corporate governance and regulation issue for which expectations from governments, international organizations and civil society are growing.

Businesses must make strong commitments to Human rights and these have to be associated with the will to learn and to continuously improve in order to steadily reinforce good practices.

This policy details what human rights mean for UAB "SCT Lubricants" in the context of its activities and defines the priority issues. For several years UAB "SCT Lubricants" has been formalizing many actions and approaches in favor of human rights and this policy is meant to gather and consolidate them. It also contains an action guide specifying the practical procedures for their implementation and describing the continuous improvement process to which UAB "SCT Lubricants" is committed in accordance with international reference texts.

HUMAN RIGHTS AND BUSINESSES FRAMEWORK

Respecting human rights fits into the international reference texts framework:

- International laws in the matter of human rights (the Universal Declaration of Human Rights and the two additional covenants on civil and political rights; on economic, social and cultural rights);
- The (ILO) International Labor Organization Declaration on Fundamental Principles and Rights at Work;
- The OECD (Organization for Economic Co-operation and Development) Guidelines for Multinational Enterprises;
- The United Nations 10 guiding principles on business and human rights;
- And the respect of local legislation.

"Respecting human rights is an essential condition for the development and durability of business activities"

In what way are firms concerned by human rights?

The methodological framework for enterprises and human rights, set out in the UN guiding principles, is built on a three-pillar structure:

- The State duty to protect human rights;
- The corporate responsibility to respect human rights and due diligence;
- The need for greater access to remedy for victims of business-related abuse.

Human rights in enterprises find their balance between voluntary actions and legal frameworks. Particular attention is paid to voluntary commitments to avoiding any infringement of the rights of others due to businesses' activities.

In essence, beyond the moral or legal engagement, the respect of human rights is an essential condition for the long-lasting development of business activities. Commitments to the respect of human rights are an enterprise's pledge of trust and legitimacy as they ensure cohesion within the enterprise and a quality dialogue with all its stakeholders.

Addressing human rights in the enterprise refers to responsibility, performance and legitimacy to act.

HUMAN RIGHTS FOR UAB “SCT LUBRICANTS”

UAB "SCT Lubricants" is intent on carrying on its activities in the respect of human rights and fundamental internationally recognized social rights.

UAB "SCT Lubricants" human rights policy endeavors to improve its principles and actions readability in this matter. UAB "SCT Lubricants" is striving to continuously and consistently progress in order to meet the challenges it faces.

In this framework, the UAB "SCT Lubricants" human rights policy is based on the following actions:

- A governance and steering device;
- Annual risk analysis;
- Right to whistleblowing to the Ethics Committee;
- Implementation of local whistleblowing when necessary within the frame of each entity's governance;
- Performance assessment tools;
- Dialogue with local and international stakeholders;
- Transparency of non-confidential data and actions.

UAB "SCT Lubricants" is a Lithuanian company operating in many countries and as such is determined to deploy and uphold its human rights policy and promote it among all its stakeholders, clients, sub-contractors and suppliers.

Priority issues in terms of human rights are at the heart of the UAB "SCT Lubricants" commitments to sustainable development, its ethics policy and its actions toward compliance have been for years:

Respecting the populations affected by our activities

a. Right to a safe environment and protection of resources
b. Rights for communities to their local ways of life

Respecting the fundamental labor rights

a. Elimination of forced or compulsory labor
b. Abolition of child labor
c. Elimination of discriminations
d. Promotion of the freedom of association and the right to collective bargaining
e. The right to work in a healthy safe environment

"We pay particular attention to local rights while co-building progressively and on a case-by-case basis solutions respectful of human rights"



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