



3T - Transfers technologies for textile

Code of Ethics

1. Work is freely chosen

1.1. There is no forced, compulsory, or involuntary prison labor.

1.2. Workers are not required to leave a deposit or personal documents with the employer and may terminate their employment freely after giving reasonable notice.

2. Respect for freedom of association and the right to collective bargaining

2.1. All workers, without exception, have the right to join or form a trade union of their choice and to engage in collective bargaining.

2.2. Employers have no unfavorable opinions towards trade union activities and their organizational work.

2.3. Workers' representatives are not discriminated against and are able to perform their representative duties at the workplace.

2.4. Where freedom of association and collective bargaining are restricted by law, employers facilitate and do not obstruct the development of parallel means for independent and free associations and negotiations.

3. Working conditions are safe, and sanitary standards are respected

3.1. A safe and hygienic working environment must be ensured, taking into account the available knowledge of the industry and its specific hazards. Adequate steps must be taken to prevent accidents and health damage related to or occurring in the course of work, reducing workplace hazards as much as reasonably practicable.

3.2. Workers must receive regular training on safety and health matters, and such training should be recorded and repeated for new workers and those assigned to new roles.

3.3. Access to clean toilets, drinking water, and sanitary food storage facilities (where applicable) must be provided.

3.4. When accommodation is provided, it must be clean, safe, and meet the workers' basic needs.

3.5. A member of senior management must be assigned responsibility for health and safety compliance.

4. Child labor is not used

4.1. No child recruitment is permitted.

4.2. Companies must establish or participate in programs to transition any child found to be performing child labor into quality education until they are no longer considered a child; definitions of "child" and "child labor" are provided in the annexes.

4.3. Children and young people under the age of 18 are not employed for night shifts or in hazardous conditions.

4.4. These provisions must conform to relevant ILO (International Labour Organization) standards.

5. Living wages are paid

5.1. Wages and benefits for a standard workweek must meet or exceed national legal requirements or industry standards, whichever provides greater protection. In any case, wages must always be sufficient to meet basic needs and allow for discretionary spending.

5.2. Workers must be provided with clear, written information about their wage conditions before signing a contract, and detailed wage information must be provided with each payment period.

5.3. Wage deductions as a disciplinary measure or any deductions not authorized by national law without the worker's consent are not permitted. All disciplinary measures must be recorded.

6. Working hours are not excessive

6.1. Working hours must comply with national laws, collective agreements, and the provisions in points 6.2 - 6.6, depending on which offers greater worker protection.

6.2. Working hours, including overtime, must be defined in the employment contract and not exceed 48 hours per week.*

6.3. Overtime is voluntary. It must be used responsibly, considering the volume, frequency, and hours worked by individual and all workers. Overtime cannot replace permanent employment, and overtime pay must be at least 125% of the normal wage rate.

6.4. The total number of working hours per week must not exceed 60 hours, except as specified in point 6.5.

6.5. Working hours exceeding 60 hours in any seven-day period are allowed only in exceptional circumstances if:

- National laws allow it,
- A collective agreement, freely negotiated with a workers' organization representing a significant portion of all workers, allows it,
- Appropriate measures are taken to protect workers' health and safety,

- The employer can demonstrate exceptional circumstances such as unexpected production peaks, accidents, or emergencies.

6.6. Workers must have at least one rest day per week, or where national law permits, two rest days every 14 days.

*International standards recommend, where appropriate, a gradual reduction of normal working hours to 40 hours per week without reducing workers' wages.

7. No discrimination is practiced

7.1. There is no discrimination in hiring, wage payments, training, promotion, termination, or retirement on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political opinion.

8. Regular employment is provided

8.1. Work performed must be based on formal employment relationships, as defined by national laws and practices, wherever possible.

8.2. Obligations to workers under labor or social security laws and regulations must not be avoided by using sub-contracting or home-based work arrangements, nor through training programs without the genuine purpose of providing skills or permanent employment. Frequent use of fixed-term contracts to evade these obligations is also prohibited.

9. No harsh or inhumane treatment is allowed

9.1. Physical abuse or punishment, threats of physical abuse, sexual or other harassment, verbal abuse, or other forms of intimidation are prohibited.

The provisions of this code establish only minimum standards and should not prevent companies from adhering to higher standards. Companies applying this code must comply with national and other applicable laws, and where both the law and this code cover the same issue, the higher protection for workers should apply.

Note: Efforts are made to ensure that translations of this ETI Base Code and its Implementation Principles into other languages are as comprehensive and accurate as possible. However, it should be noted that the official versions of both documents are the ones in English.

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