

SIA "Aizkraukles Saldumi"
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Code of Conduct
Developed 04.01.2023.

Our objective as a profit-oriented, commercial enterprise is to permanently strengthen our position as the broad spectrume sweets producer providing quality product for affordable prices in Baltic States, Europe and abroad. Our two main fields of activity is the production of cocoa glaze and zephyr. Our goal is to continue our international development (export) to maintain economical stability.

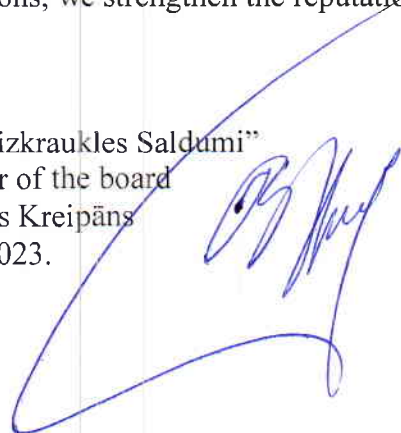
The SIA "Aizkraukles Saldumi" is a slow but steady growing, medium size company with simple values: Honesty, Respect, Responsibility, Quality, Ethics and Sustainability.

We care about the members and employees of our company, and in return we expect all our company's members, employees and business partners to preserve these values of ours.

For this purpose, we have prepared a corresponding Code of Conduct. This Code of Conduct forms our company's charters and contains our fundamental values.

By making ethically flawless decisions and acting responsibly in compliance with the regulations, we strengthen the reputation and success of the brand "Torņu Saldumi".

SIA "Aizkraukles Saldumi"
Member of the board
Aleksejs Kreipāns
04.01.2023.



1. LEGAL COMPLIANCE AND BUSINESS ETHICS

We conduct our business within the framework of applicable laws, this Code of Conduct and our internal policies and guidelines.

We must always act in accordance with the legislation in each country where we operate. When this Code of Conduct sets standards that are higher than national legislation, we apply this Code of Conduct as long as our standards do not conflict with national laws. Local customs or practices can never take precedence over our standards, and we will never act in an illegal or unethical way, even if everyone else does so.

Corruption undermines legitimate business activities, distorts competition, ruins the reputation of companies and individuals, entails imprisonment and other civil and criminal liability, and prevents the realisation of human rights. Therefore, we must always comply with applicable anti-corruption laws and must not offer, nor accept, anything that could call into question our professionalism and ethical way of doing business. SIA "Aizkraukles Saldumi" prohibits bribery and corruption in every form.

We must never disclose confidential information to anyone outside the company, unless such disclosure is required by law. Confidential information is information which is not, or should not be, known to the public. Examples of such information include business plans, budgets, marketing and sales programmes, recipes, design specifications and customer records.

SIA "Aizkraukles Saldumi" is committed to correct and accurate accounting and reporting in accordance with applicable legislation in each country. All transactions must be fully and accurately documented and recorded in accordance with applicable laws and generally accepted accounting principles. False or misleading entries can be treated as fraud and are never acceptable.

We recognise the importance of personal data entrusted to us by customers, employees and others and must always respect the privacy of all individuals and the confidentiality of personal data. Therefore, we will process personal data honestly, ethically, with integrity and always /in compliance with applicable laws.

SIA "Aizkraukles Saldumi" regards protecting people from adverse effects on their safety and health and dealing responsibly with the environment as fundamental elements of corporate activity. Waste must be disposed of in accordance with the statutory provisions.

2. CARE FOR PEOPLE

Protecting the health and safety of SIA "Aizkraukles Saldumi" employees is a top priority.

SIA "Aizkraukles Saldumi" aims for an inclusive working environment characterised by diversity and equality. To reach this goal, we must treat colleagues, customers, business partners and others with respect and be sensitive to and respectful of cultural differences. We must not engage in any form of harassment or other behaviour which could be perceived as offensive, threatening or degrading, including any form of unwanted attention of a sexual nature. Discrimination is never accepted. Discrimination includes any unequal treatment, preference or exclusion based on age, gender identity or expression, disability, sexual orientation, ethnicity, political or religious belief or any other characteristic.

3. SUSTAINABILITY AND HUMAN RIGHTS

SIA "Aizkraukles Saldumi" is committed to responsible business practices and to contributing to solve global health and sustainability challenges. We perform due diligence to identify, prevent and reduce the risk of being involved in breaches of human rights or environmental legislation within our own operations and value chains. We have established common policies, standards and procedures to manage our responsibility for food safety, environment, health and safety, responsible sourcing and for being a responsible employer.

We respect internationally recognised human rights in our operations, including our supply chain. We support the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the International Bill of Human Rights, as well as the core conventions of the International Labor Organization (ILO).

4. HOW WE UPHOLD THIS CODE OF CONDUCT

This Code of Conduct is approved by the member of the board annually. It is the responsibility of the board member to ensure that this Code of Conduct is implemented and complied with. Managers at all levels have a particular responsibility to ensure that employees and other relevant parties are informed of this Code of Conduct and internal policies and guidelines and that activities in their area of responsibility are carried out in accordance with the foregoing and applicable laws.

SIA "Aizkraukles Saldumi", as employer, is responsible for providing to you, as employee, the information necessary for you to do your job. At the same time, you as employee have a responsibility to ensure that you understand the laws applicable to your work, as well as this Code of Conduct and SIA "Aizkraukles Saldumi" internal policies and guidelines. It is your obligation to apply these principles in your daily work. You fulfil this obligation by actively searching for information that is relevant to your work and by participating in trainings offered by SIA "Aizkraukles Saldumi".

6. WE SEEK ADVICE AND REPORT CONCERNS

We all strive to do the right thing but knowing what is right can sometimes be difficult. Please use the Grievance mechanism if you need advice, wish to file a complaint or suggestion. We will be happy to hear from you as it is our opportunity to be better.

Information on grievance mechanism can be found on our web page: www.tornu-saldumi.lv.

Any report will be investigated properly and appropriate remedial measures will be taken.