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GRK's partners

To ensure that GRK not only maintains its own social standards but also positively impacts the entire supply chain, a process has been implemented within the company.

Purpose

The purpose of the Social Requirements Policy is to ensure that our partners are not only financially successful, but also socially and ethically responsible. By working actively with these issues, GRK promotes sustainability and positive societal change across the supply chain. In addition, this policy aims to ensure that our company complies with international sanctions against Russia and meets social requirements to promote human rights and sustainable development.

Labour law conditions

The partners that GRK works with must maintain high labour law standards in their operations. This includes demands for fair wages, reasonable working hours, and safe working conditions for all employees, and ensuring that their operations and supply chains do not involve Russian companies or individuals who are subject to sanctions. GRK's suppliers and partners are expected to actively work to ensure that their staff are treated with respect and dignity, and that their work environment promotes health and safety.

In concrete terms, this means that GRK expects all partners to comply with all applicable laws and regulations relating to working conditions and international conventions, including minimum wages and working time regulations. Furthermore, they are expected to offer employees reasonable benefits and protections such as healthcare and the right to leave.

Child and forced labour

GRK promotes to combat child and forced labour at all stages of the production and distribution chain. We categorically prohibit the use of child labor and expect all our partners to share and comply with this policy. GRK expects partners not to employ people under the legal age limit for work according to local legislation and international standards. In addition, we demand that they do not exploit or force anyone to work against their will, whether through threats of violence, physical or psychological impact or any other form of coercion.

Diversity and inclusion

GRK knows that diversity is an asset and a driver of innovation and growth, and we are committed to creating a workplace where everyone feels included and valued regardless of gender, gender identity



or expression, ethnicity, age, sexual orientation, religion or other belief, disability. Our suppliers and partners are expected to actively work to promote diversity and inclusion in their workplaces and to counteract all forms of discrimination and harassment. This means creating an atmosphere of respect and openness where all employees can thrive and contribute to the company's success.

We also strive to ensure that our partners take steps to provide equal opportunities for all employees, including recruitment, promotion, and development. We expect them to implement fair and transparent processes to ensure equal treatment for all.

By promoting diversity and inclusion throughout our supply chain, GRK demonstrates its commitment to creating a positive and inclusive work environment where everyone has the opportunity to flourish and contribute to the company's success.

Environmental liability

This policy also includes environmental responsibility to ensure sustainability and minimizing environmental impact at all stages of our operations and supply chain. We see our responsibility to act responsibly to protect and preserve the environment for future generations.

According to our policy, all our partners are expected to comply with GRK's environmental aspects (use of natural resources, impact of operations on the environment, emissions to nature) and work actively to minimize their environmental impact. This includes promoting the use of renewable energy sources, reducing greenhouse gas and chemical emissions, as well as reducing waste and promoting recycling and reuse.

We expect our partners to take action to reduce their carbon emissions and adapt to changes in the climate.

By incorporating environmental responsibility into our social requirements, the company demonstrates its commitment to protecting and preserving the environment while promoting sustainability and responsibility throughout our operations and supply chain.

Follow-up

To ensure compliance with the policy, GRK may conduct regular audits and evaluations of partner workplaces. Any deviations or deficiencies are expected to be rectified immediately in collaboration with the supplier to ensure a quick and efficient solution. Based on the severity of the deviations, GRK can take legal action.

By monitoring and evaluating our social responsibility, we strive to constantly improve and strengthen our efforts to promote a fairer and more sustainable development of society.