

Fulfilling our purpose and values

VESTA's Code of Conduct





This Code of Conduct is based on the mission and core values of Vesta Consulting. This Code is our guidelines of conduct for our communication, operation, and behaviour on an enterprise-wide and internal and external basis. It is our responsibility as VESTA employees to know, understand, and act in accordance with the Code of Conduct.

What we achieve as VESTA depends entirely on how we all focus on setting and achieving our individual goals and linking our values with the purified values of the organisation – by every act and every day. Let us work together, foster cooperation, develop curiosity and innovations, act honestly, and nurture a sense of care. The trust of our customers, communities, and people in VESTA and our high standards of ethical conduct are key drivers that motivate us to act.

When working with our colleagues, clients, and partners in order to earn trust in society and solve important problems, we are guided by the values that are important to us and we follow them in our everyday life:

we operate ethically – we create a sustainable legacy for our customers, society, and the world through honest and transparent communication;

we work with passion – we burn with passion for what we do, how we do it, and why we do it;

we improve ourselves – we constantly use our creativity and knowledge, inspiring and creating innovative solutions; we provide high-quality services professionally;

we care – we value people and we base our way of working on a strong belief that people play a key role in stimulating developments.

The Code of Conduct is one of the many tools we as professionals have for monitoring our behaviour. It is not a mere set of rules but serves as guidelines for our daily behaviour. The Code of Conduct cannot and does not cover each and every situation you may encounter, but seeks to incorporate our values into our day-to-day behaviour and ethical decision-making.

The Code of Conduct is based on the assumption that everything we do will and should be judged according to the highest standards of ethical business conduct. Our commitment to the highest standards helps us to recruit competent people, build services, and attract loyal customers. Respect for all stakeholders, opportunities and each other is the foundation of our success and it is what we want to support and maintain every day. Let us be enthusiastic and work each day to inspire the environment around us.

Signed by the CEO and Board members:
Evaldas Savickis, Asta Liepienė, Stepas Telešius



We operate
ethically



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Communicating with colleagues

Regardless of their positions, all colleagues are first and foremost conscious people who treat each other with care, courtesy, dignity, honesty, and respect. We listen to and hear each other.

We operate transparently – we share the information needed for work, and we communicate openly with the team.

We tolerate people's differences, but we say no to the following inappropriate conduct that destroys relationships between colleagues and negatively affects the organisation's internal culture:

- harassment and bullying;
- lying;
- spreading rumours, slander;
- discrimination on any grounds;
- non-compliance with internal rules, standards, and laws;
- manipulating data on project time and costs;
- damage to the company's property and its use for personal needs;
- degrading the company's reputation;
- nepotism, unfair patronage of friends and relatives.

Communicating with customers, competitors, partners, suppliers, and other third parties

We communicate openly, respectfully, and constructively.

We are objective and independent in our professional activities, and if anybody tries to influence our independence, we immediately inform a line manager or the head of the company.

We comply with professional standards and legislation.

We comply with contracts and agreements, respect the privacy of our customers and other persons with whom we cooperate, and the confidentiality of information.

We constantly communicate to interested parties about the progress, stages, and results of our cooperation, as stipulated in the provisions of the cooperation agreements.

We communicate the principles of pricing our services to our customers in a transparent manner. We accurately record our time and costs for dedicated projects.

We do not advise on matters for which we lack competence.

We avoid conflicts of interest, and in the event of a probability or upon the occurrence of a conflict of interest, we honestly declare it to a line manager or the head of the company and withdraw ourselves from related decision-making.

We do not tolerate corruption and bribery. We do not accept gifts from third parties that could influence our decisions related to them.

We compete fairly. We do not enter into any formal or informal agreements with competitors. We follow the company's guidelines on the communication strategy, we do not comment on behalf of the company if we are not authorised to do so.



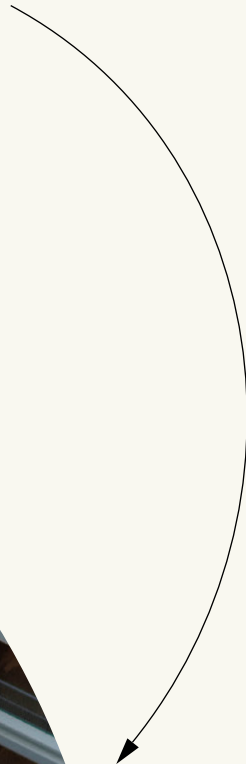


In society

As a company, we do not participate in political activities, but we respect our colleagues' political views. When we declare our views publicly, we make it clear that they are a personal position and not that of VESTA.

We exercise our rights to freedom of expression and diversity of opinion responsibly, i.e. we express our personal opinion in public (on the Internet, social networks, in personal conversations, etc.) in a way that does not damage VESTA's business reputation.

We keep in mind that our personal behaviour outside of work can have a direct impact on VESTA's business reputation, so we behave in a way that does not cause harm to it.



We operate ethically



Vesta Consulting



We work
with passion



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Communicating with colleagues

We set ourselves high goals, we are not limiting ourselves to average results.

We motivate and inspire colleagues by example, ideas, and work.

We are curious.

We are not afraid of raising questions about established things and testing innovations.

Communicating with customers, competitors, partners, suppliers, and other third parties

By advising our clients, we enjoy the opportunity to help them discover, understand, and implement the principles of sustainability.

We try to exceed customers' expectations.

We inspire customers and partners to sustainability ideas.

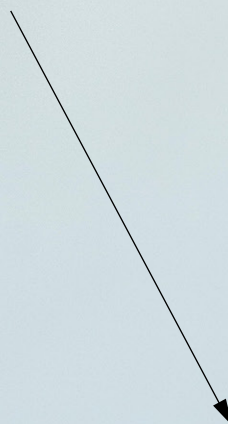
We are open to any new idea.

In society

We inspire those around us to pursue sustainability ideas and behave more consciously through personal behaviour/by example.



We improve
ourselves



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Communicating with colleagues

We are curious about new experiences and knowledge and share them with each other.

We provide and ask for feedback so that we can improve ourselves and help others to do the same.

We assess improvement not by comparing ourselves to others but by analysing our progress over time.

We nurture each other and we are an inspiration to each other.

Communicating with customers, competitors, partners, suppliers, and other third parties

We are constantly learning to achieve high qualifications and competencies in Vesta's dynamic activities, where requirements, standards and market trends are continuously changing.

We create, test, check innovations and learn from failures.

We seek feedback from customers, with the help of which we improve our work processes.

We challenge ourselves to work better and better every time.

We strive to have a thorough knowledge of and apply modern work tools.

In society

We change not only as professionals but also as personalities; we broaden our horizons and approaches to a variety of things that are not necessarily relevant to our professional activities.



We care



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Communicating with colleagues

We initiate changes within the company to improve our satisfaction with our daily activities.

We treat everyone with respect and empathy, we maintain a tone of respectful communication.

We do not tolerate stereotypical behaviour based on gender, age, nationality, appearance, position, etc.

If we notice that something does not look right or fair, we talk about it. We are not insensitive to each other and the activities of VESTA.

We try to understand each personality and what is important to the person.

Communicating with customers, competitors, partners, suppliers, and other third parties

If we encounter problems, we take the initiative to address them.

We take responsibility for our actions and results.

We strive to better understand and delve into our customers' activities as much as possible to maximise the positive impact of our cooperation on our customers and their stakeholders.

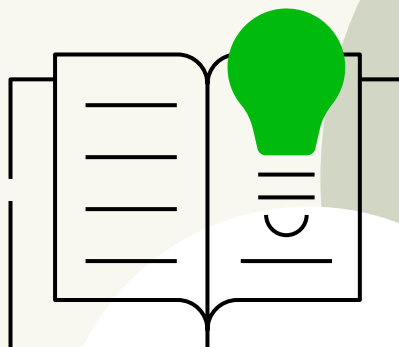
We value long-term cooperation with suppliers and partners, so we work on mutually acceptable and equivalent terms and conditions.

We respect competitors who compete in the market fairly.

In society

We are interested in global developments and raise questions about the future of the world in which we live.

We are not insensitive to the processes taking place in society and in the close community, and create a positive impact on the well-being of society by our actions.



We care

Vesta Consulting





It is impossible to describe all possible ethical scenarios we may face. Instead, we rely on each other to maintain high standards of honesty in respect of ourselves and our company.

We are proud of everything we have done together. We are a team of strong personalities and professionals who are confident that we will continue to create positive changes together. We are VESTA, no matter what position we hold or where we are. Let us think about it as we nurture business relationships, implement every transaction, and render every service. Let us make sure our actions always reflect our values. This Code of Conduct is a living document that changes over time due to changes in the market, the business environment, and the company and is supplemented with the new experiences and insights we gain.

If we notice inappropriate, dishonest conduct which is inconsistent with the spirit of this Code:

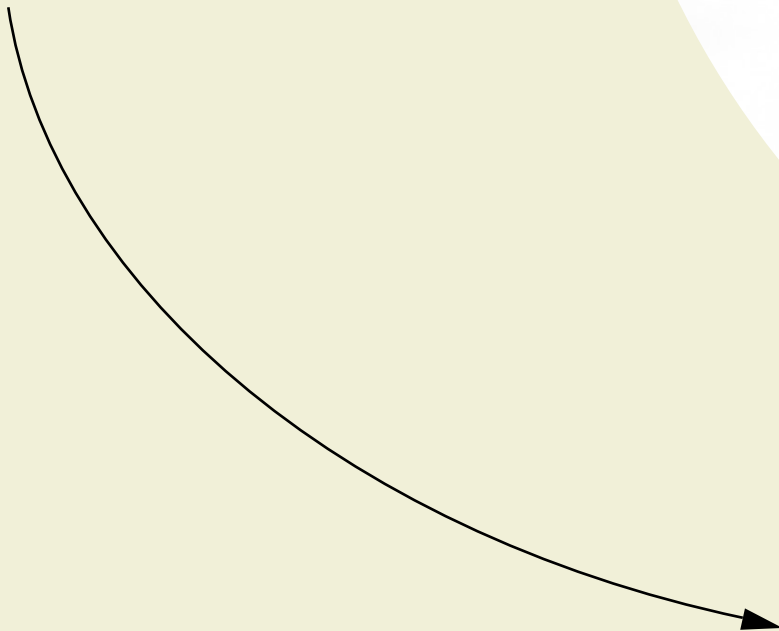
- we explicitly tell any colleague/partner if his/her behaviour is unacceptable to us, discipline him/her, and suggest him/her refrain from inappropriate actions in the future;
- we report to the colleague's line manager or the head of Vesta by e-mail evaldas@vestaconsulting.it. We report complaints regarding violations of the Code of Conduct by the head of Vesta to the Chairperson of the Board by e-mail stepas.telesius@acme.lt;
- if a violation is serious or you fear a negative reaction, keep in mind that Vesta provides a safe way to report cases of misconduct [according to our [grievance/whistleblowing policies](#)];



We turn



your focus to the future



vesta sustainability consulting