

AmCham Latvia

American Chamber of Commerce in Latvia

Statement on Good Corporate Citizenship

We – as members of the American Chamber of Commerce in Latvia – accept our responsibility to operate our enterprise legally, ethically and with social responsibility. In fulfilling this duty, we intend to lead by example and demonstrate Good Corporate Citizenship through concrete actions and words.

Our first responsibility is to our shareholders. We also recognize that our enterprise's continued success depends on its conduct toward its employees, other stakeholders, partners and communities. Within this context, we:

- BELIEVE** best in class performance must include honesty, integrity, transparency and accountability;
- RECOGNIZE** our employees must thrive for our enterprise to succeed. To foster this, we must encourage self-development, reward merit, provide a safe working environment and treat our employees with respect and fairness;
- SERVE** the communities to which we belong. That service should include the generous use of our time, expertise, financial or organizational resources;
- ARE RESPONSIBLE** to protect the environment in which we live and work, and to conserve the limited natural resources we may use.

In support of the foregoing credo, we and our enterprises aspire to adhere to the following principles of Good Corporate Citizenship:

Transparency & Ethics

An enterprise should:

- Comply with the law – in both letter and spirit;
- Behave ethically and honestly;
- Work against corruption in all its forms;
- Treat customers and others with fairness and respect;
- Honor its obligations with professionalism and integrity.

Human Resources

An enterprise should:

- Ensure equal opportunities and fair treatment for all employees;
- Evaluate employees based on merit and performance alone, without discrimination;
- Provide employees a decent, safe and respectful working environment – both physically and socially;
- Provide training, mentoring and support sufficient for employees to develop themselves and their careers.

Philanthropy

An enterprise should:

- Include corporate social responsibility in its business strategy;
- Encourage the donation of time, expertise or money by its employees, partners and community;
- Recognize and support the communities in which it operates, especially the people of these communities living in need;
- Demonstrate commitment to its community through the support of civic life, health care, education or the arts;
- Leverage its position within its community to raise awareness of best practices of corporate social responsibility.

The Environment

An enterprise should:

- Meet or exceed legal requirements intended to protect the environment and conserve limited natural resources;
- Promote sustainable environmental practices by its employees, and use the most appropriate and efficient environmental technologies in its operations;
- Undertake or support initiatives to promote greater environmental responsibility and to develop environmentally friendly technologies.

Member Company

Signature

Date