

**APPROVED**

By the Resolution of the Board of AB Grigeo of  
26 October 2023

(Minutes No 23/03 of the Board Meeting of 26  
October 2023)

## **HEALTH AND SAFETY POLICY OF AB GRIGEO GROUP**

### **1. GENERAL PROVISIONS**

- 1.1. The health and safety Policy of AB Grigeo Group (the '**Policy**') sets out the basic principles and guidelines for occupational safety and health provisions and guidelines by AB Grigeo Group. The aim of the policy is to define the general provisions and principles of the occupational health and safety management system of the AB Grigeo Group, in the context of the culture and practices of the developing business.
- 1.2. The Policy applies to AB Grigeo Group, which consists of AB Grigeo (the '**Company**') and its subsidiaries, including but not limited to UAB Grigeo Packaging, UAB Grigeo Baltwood, AB Grigeo Klaipėda, UAB Grigeo Recycling, SIA Grigeo Recycling and AT Mena Pak (the '**Group**').
- 1.3. The Policy is an integral part of the Group's strategy, the mission of that strategy – to provide employees a safe and healthy working environment, to eliminate hazards and reduce risks to occupational health and safety, and to implement control measures to prevent injuries and fatalities.
- 1.4. The following definitions are used in the Policy:
  - 1.4.1. **Occupational health and safety (OSH)** – all preventive measures intended to preserve workers' working ability, health and life at work, which are used or planned at all stages of the Group's activities, in order to protect workers from occupational risks or to reduce them as far as possible.
  - 1.4.2. **ISO 45001** – the standard for occupational safety and health management systems adopted by the International Organisation for Standardization (ISO).
  - 1.4.3. **Accident** – an incident at work, including a traffic accident, during the performance of the functions of the work or while the worker is at the place of work, or during the worker's journey to or from the place of work, which causes damage to the worker's health and disablement of the worker's ability to work for at least one day, or which leads to the worker's death, and which has been investigated in accordance with the prescribed procedure and declared to have occurred.
  - 1.4.4. **Incident** – a work-related occurrence that does not result in damage to the worker's health or incapacity for work.
  - 1.4.5. **Unsafe situation** – inappropriate, unsafe behaviour by a worker, or a situation that, if left unresolved, could compromise the worker's safety and health.

### **2. OCCUPATIONAL SAFETY AND HEALTH PRINCIPLES AND GROUP COMMITMENTS**

- 2.1. The Group accepts responsibility for providing a safe and healthy working environment for its employees and undertakes to:
  - 2.1.1. Continuously improve the health and safety conditions of employees.
  - 2.1.2. Comply with the requirements of occupational safety and health legislation and the LST ISO 45001:2018 standard.
  - 2.1.3. Reduce the number of accidents at work.
  - 2.1.4. Provide safe working conditions that comply with legal requirements.

- 2.1.5. Ensure that quantitative and qualitative targets are set to maintain and improve occupational safety and health and develop a culture of zero tolerance for occupational safety violations and accidents.
- 2.1.6. Promote the use of technical innovation and advanced technologies to create a safe working environment by selecting safe working and protective equipment appropriate to the nature of the work.
- 2.1.7. Periodic instruction and training to ensure the safety of employees in all operational activities.
- 2.1.8. Continuously improve the qualifications and competences of employees, encourage creative initiative of employees, thus achieving quality results and safety awareness.
- 2.1.9. Identify, assess and manage process and occupational risks, prevent accidents, incidents and occupational diseases. Introduce advanced and digital technologies and working methods to reduce risk factors for occupational safety and health.
- 2.1.10. Monitor occupational safety and health.
- 2.1.11. To ensure the safety and health of employees, to continuously improve the OSH management system in accordance with the legislation of the Republic of Lithuania and international requirements.
- 2.1.12. Allocate sufficient resources for the implementation of the Occupational Health and Safety Policy and promote employee involvement in the implementation of the OSH Policy.
- 2.1.13. To cooperate with business partners, governmental institutions and other interested parties on occupational safety and health issues.
- 2.1.14. Communicate openly to all stakeholders about the company's occupational safety and health activities and the results achieved.

### **3. IMPLEMENTING THE PRINCIPLES OF OCCUPATIONAL SAFETY AND HEALTH**

- 3.1. The implementation of this policy is the responsibility of the Company's managers, heads of departments and occupational safety and health specialists, who shall ensure that OSH issues are identified in a timely manner, OSH objectives are set, plans are developed, OSH improvement targets are set, and sufficient resources are allocated to implement them. Periodically monitor OSH processes, technologies and methods used.
- 3.2. The company's OSH specialists systematically identify occupational safety risks, collect data on incidents and unsafe situations, and carry out investigations of fire incidents and accidents at work, which helps to assess the status of OSH, the effectiveness of the policy, and to make decisions to improve OSH.
- 3.3. Every employee of the Company contributes to the OSH policy by their responsible behaviour and involvement in OSH improvement processes.
- 3.4. In accordance with the principles of ISO 45001 put in place by the Group's companies, the Group maintains and strives to continuously improve its integrated environmental management system.
- 3.5. Following the principles of this Policy, the Group companies shall, in accordance with the applicable legislation and the established/implemented standards, adopt internal regulations (procedures, provisions, policies, etc.) setting out the rights and obligations of the Group company and its responsible employees in the field of the Occupational Health and Safety.

### **4. FINAL PROVISIONS**

- 4.1. This Policy shall be approved and amended by the Board of the Company.
- 4.2. This Policy shall be reviewed on an annual basis and updated as necessary.

- 4.3. The responsibility for drafting and updating the Policy shall rest with the AB "Grigeo" Occupational Safety and Health Officer.
  - 4.4. The Policy shall apply to the extent that it does not contradict the laws of the Republic of Lithuania and/or other applicable regulations.
  - 4.5. The Policy or any amendments thereto shall be submitted to the Group companies and published on the Company's web site immediately after their approval by the Company's Board. The responsibility for the publication of the Policy and its amendments shall rest with the Occupational Safety and Health Officer.
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