



## **THE OCCUPATIONAL SAFETY AND HEALTH POLICY OF AUGA GROUP**

### **INTRODUCTION**

AUGA Group, AB (the Company), together with its subsidiaries (the Group), operates in a field in which the safety of workers is of key importance. The Company and the Group therefore closely adhere to the prescribed occupational safety requirements, improve the working environment on an ongoing basis, implement preventive measures and seek to minimise factors that may negatively affect occupational safety or health.

In the process of creating a safe working environment, the Group adheres to laws and good practices in order to prevent accidents at work.

### **PURPOSE**

The purpose of the policy is to identify threats and risks that exist in the enterprise and that may be encountered by employees and to provide for measures aimed to minimise the number of accidents.

### **PRINCIPLES**

- Risks encountered by employees are assessed responsibly. Risk assessment is important in order to be able to properly inform employees about the necessary precautions.
- The working environment is enhanced and the occupational safety rules and mechanisms of implementing the rules are improved on an ongoing basis. It is the Company's duty to provide employees with all the required tools to enable employees to properly perform their duties. The Company takes care of occupational safety and health and therefore continues to invest in the improvement of working conditions. This is done in adherence to laws and with consideration of proposals received from employees.
- Employee responsibility and dutifulness are encouraged. It is a duty of every employee to adhere to the requirements of the enterprise's occupational safety and health documents and ensure the best possible care for one's own safety and health and those of other employees based on one's knowledge and the employer's instructions.
- Prior to starting work in the Company, every employee is comprehensively familiarised with safety at work rules. Employees are encouraged to update their knowledge on a regular basis. This policy and all other documents related to safety at work are always accessible to all employees of AUGA Group.
- Regular audits are conducted in enterprises of AUGA Group. The control of occupational safety and health is ensured by qualified external consultants.
- The Company expects that all of its partners ensure a safe working environment for their employees and improve it on an ongoing basis. These principles are stipulated in the Supplier Code of Conduct of AUGA Group, AB.

### **IMPLEMENTATION AND CONTROL PROCEDURE**

Heads of each of the structural units and subsidiaries of AUGA are responsible for assuring that their subordinates and reporting persons be familiarised with this policy.

AUGA Group provides conditions for notifying violations of the policy and annexes thereto and for receiving information related to the implementation of the policy by e-mailing to the address created for this purpose (etika@auga.lt). AUGA Group implements all measures to protect employees who communicate violations of the principles of the policy against any negative consequences: the e-mail address specified above is only accessible to the Head of the AUGA HR Department who has the obligation to not disclose the identities of employees who communicate violations to other employees or third parties.

All notifications about possible violations must be properly examined by persons appointed by the Head of the AUGA HR Department. Where any actions not complying with the provisions of the policy are identified,

disciplinary measures are imposed immediately, including temporary suspension from work, or dismissal from work, or termination of agreements with the relevant third party.

All documents related to safety at work are stored in every enterprise of the Group, and employees are familiarised with the general safety requirements and safety requirements prescribed for specific positions and sign to confirm the familiarisation.