

## EMEKO UAB'S SUSTAINABILITY POLICY

This sustainability policy is aimed at improving living environment and is implemented through the application of the management systems in place at Emeko UAB (the 'Company') as well as through the focus on advancing operations and risk assessments.

The use of approved business processes in routine activities ensures efficiency of operations, safety at work and product quality; it contributes to the reduction of the operations' impact on the environment and implementation of smart and safe methods of work.

Reputation of the Company and customer trust are built by the employees' adherence with the principles of business ethics, meeting of customers' expectations and needs, open communication, compliance with the law and risk management, which all result in the creation of value added.

Main principles of the sustainability policy:

- Health and safety at work. The Company seeks to provide safe working conditions for its employees, therefore, workplace security is always in the focus of attention; risk assessments are carried out; employees are provided with safe means of work and personal protection equipment. Compliance with the health and safety at work regulations is constantly monitored;
- Quality. Quality assurance covers all cycles of operations, starting from understanding of customer's needs and customer-oriented result. Quality is constantly monitored. Committed to ongoing improvement of work processes, the Company focusses on ongoing employee training, development and skills improvement. For this purpose, the Company collaborates with educational establishments, laboratories and other entities providing skills improvement services;
- Efficiency. The Company employs smart working methods and technologies and seeks constant improvement of its working processes in order to maximise efficiency of its operations and customer satisfaction. In order to attain strategic and financial objectives of the Company's activities and their continuity, main operating risks are assessed and measures to manage them are identified. Efficiency of the quality, environmental, and occupational health and safety management systems is under constant improvement; preventive action is planned.

The Company promotes sustainability both within and beyond its environment. The duty of each employee is to comply with the quality, environmental protection, and occupational health and safety standards.