

Health and safety policy

LT Energija develops renewable energy solutions and thus seeks to contribute to Lithuania's energy independence, the country's long-term sustainable development goals, and the European ambition of a climate-neutral economy.

LT Energija is committed to ensuring the health and safety of all employees, contractors, subcontractors, other business partners and stakeholders. This policy outlines LT Energija's approach to ensuring that all operations meet the highest health and safety standards. The management team at LT Energija is responsible for setting health and safety objectives and providing the necessary resources to implement and maintain this policy. All LT Energija employees, contractors and subcontractors are responsible for complying with this health and safety policy and cooperating in its implementation.

LT Energija follows the principle of zero tolerance for health and safety violations and commits to managing and minimizing health and safety risks associated with a wind farm or other renewable infrastructure construction and operations by:

- Complying with all applicable health and safety regulations, laws, and industry standards related to wind farms or other renewable infrastructure construction and operations. LT Energija will monitor changes in legislation and update its health and safety policies and procedures accordingly.
- Conducting risk assessments to identify and evaluate potential health and safety hazards associated with the construction and operations of wind farms or other renewable infrastructure. LT Energija management or designated safety officers will implement control measures to eliminate or minimize risks to an acceptable level.
- Ensuring that all employees, contractors, and subcontractors will adhere to the identified control measures and use provided personal protective equipment (PPE) appropriately.
- Providing adequate training to all employees, contractors and subcontractors on safe work practices related to their tasks, including but not limited to working at heights, electrical safety, machinery operation, and emergency procedures. Comprehensive health and safety training programs shall be provided to all employees, contractors, and subcontractors, covering general safety awareness, job-specific hazards, emergency procedures, and the proper use of safety equipment. Ongoing communication channels, such as safety meetings and bulletin boards, will be established to promote awareness and exchange safety-related information.
- Ensuring that all work permits and authorizations are obtained before commencing any high-risk activities, ensuring proper planning and control, establishing clear procedures and guidelines for specific tasks, and ensuring that employees will follow these procedures to minimize risks.
- Establishing clear procedures for any incidents, accidents, near-misses, and hazards would be promptly reported to the designated safety officers or LT Energija management. Investigations will be conducted to determine the root causes of any incidents and implement corrective actions to prevent their recurrence.
- Ensuring that emergency response plans are developed and maintained, including procedures for evacuations, medical emergencies, severe weather events, and fire incidents. Adequate emergency response equipment, such as fire extinguishers, first aid kits, and emergency contact information, should be readily available and regularly maintained at all construction sites.
- Conducting regular audits and inspections to assess compliance with health and safety policies, regulations, and procedures.
- Ensuring that temporary off-site worker accommodation (if needed) would meet minimum standards, health and safety, hygiene, smoke, fire and electrical equipment legislation and regulations.
- Encouraging employees, contractors, and subcontractors to provide suggestions for improving health and safety practices. Feedback will be actively sought to identify areas for improvement.

Any possible violation of this health and safety policy can be reported via the hotline channel on www.ltenergija.lt. LT Energija employees, business partners, suppliers, their employees, representatives of communities and all interested parties can submit anonymous and non-anonymous messages through this channel. LT Energija annually reviews the implemented health and safety policy, follows its provisions, and sets specific goals and objectives for ensuring that all operations meet the highest health and safety standards.