

Human resources 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 human resources policy aims to define the main principles of maintaining and improving the worker-management relationship, promoting the fair treatment, non-discrimination, and equal opportunity of workers, and compliance with national labor and employment laws, protecting the workforce by addressing child labor and forced labor and promoting safe and healthy working conditions, and to protect and promote the health of workers.

The obligations of this LT Energija human resources policy cover not only company employees but also the employees of contractors, subcontractors, suppliers, and other business partners. Every contractor or business partner of LT Energija must undergo a supply chain screening procedure and comply with LT Energija Supplier Code of Conduct.

These Human resources policies are implemented via LT Energija Labour management procedure and in accordance with LT Energija Human rights policy. The principles of this Human resources policy are based on Lithuanian Labour Code and international standards, in particular – International Financial Corporation's Performance standard 2: Labor and Working Conditions (2012).

LT Energija undertakes to fulfil Lithuanian Labour Code and international obligations regarding labour conditions and labour relations by:

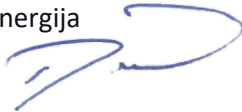
- Having a written employment contract with all employees, complying with the Lithuanian Labour Code requirements and other labour regulations laws.
- Ensuring that the maximum working duration is 40 hours a week, and the average working time, including overtime but excluding work done according to an agreement on additional work, may not exceed 48 hours over seven days.
- Ensuring that daily working duration cannot exceed 12 hours in any case (excluding lunch breaks, per workday/shift and 60 hours over each period of seven days) and that no more than six days can be worked over seven consecutive days.
- Ensuring that in the employment contract, the parties shall establish the remuneration per month (monthly wage) or working hour (hourly rate), which cannot be lower than the minimum monthly wage or the minimum hourly rate approved by the Government of the Republic of Lithuania. The parties to the employment contract may also agree upon extra pay, allowances, bonuses, or other additional payments according to various remuneration systems.
- Preparing the remuneration system in such a way as to avoid any gender-based discrimination: equal pay for the same or similar work. The remuneration system will be audited on the annual basis to make sure there is no gender-based discrimination.
- Prohibiting discrimination against any employee or applicant for employment because of the individual's race, color, religion, gender, national origin, age, disability, sexual orientation, or any other characteristic protected by Lithuanian law.
- Ensuring that during the hiring process, all necessary actions would be taken to accommodate the needs of people with disabilities.
- Ensuring that children and young employees under 18 won't be employed as the Lithuanian Labour Code prohibits them from participating in activities related to the possible dangers of falling constructions, electrocution, etc.
- Ensuring that no forced labour practices are used as the Lithuanian law prohibits it.
- Ensuring the appropriate protection of the rights of migrant workers if they will be hired by LT Energija or its suppliers.
- Respecting the rights of employees to freedom of association and collective bargaining.
- Ensuring that every employee would be provided with the appropriate, safe and healthy working conditions as established in the Republic of Lithuania Law on Safety and Health at Work. Employees have the right to refuse to work in case there is a danger to their safety and health, as well as to perform work they have not been trained to perform safely or when collective protective equipment has not been installed, or necessary personal protective equipment has not been provided.

- Compensating for the damage caused to the employee's health due to injury or any other health impairment, or the employee's death or an occupational disease.
- Providing appropriate facilities for those employees who will need on-site accommodation. Ensuring workers' accommodation arrangements would not restrict workers' freedom of movement or association.
- Ensuring that all workers receive notice of dismissal and severance payments mandated by law and collective agreements in a timely manner during the contract termination.
- Carry out an analysis of alternatives to retrenchment prior to implementing any collective dismissals, and if no viable alternatives are identified to retrenchment, develop and implement a retrenchment plan to reduce the adverse impacts of retrenchment on workers.
- Using reasonable efforts to apply all listed requirements to non-employee workers directly contracted by LT Energija, except retrenchment.
- Providing a grievance mechanism for workers to raise workplace related concerns and informing the workers of the grievance mechanism at the time of recruitment and make it easily accessible to them.

Any possible violation of this human resources policy or any related grievances 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 human resources policy, follows its provisions, and sets specific goals and objectives for improving labour conditions and labour relations.

Mindaugas Juodis
CEO of LT Energija



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