

Human rights 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 respecting and protecting human rights in all operations and processes. LT Energija follows the United Nations Guiding Principles on Business and Human Rights and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises as globally recognized standards by which it seeks to shape its daily business practices.

Human rights are fundamental principles that protect people's dignity, freedom, and mutual respect. These principles are also inseparable from the green transition, without which it could not proceed smoothly and be just. LT Energija recognizes and undertakes to fulfil international obligations, which ensure the social sustainability of its activities:

- Universal Declaration of Human Rights
- The Eight International Labour Organization Core Conventions on Labour Standards
- UN Guiding Principles on Business and Human Rights
- Children's Rights and Business Principles
- OECD Guidelines for Multinational Enterprises
- Equator Principles
- Other International Labor Organization Conventions related to ensuring equal pay, abolition of forced and child labour, abolition of discrimination in the field of work and professional activity, the right to form unions and collective agreement negotiations, etc.

In addition to these international obligations, LT Energija constantly complies with all the requirements of national legal acts regulating the protection of human rights. In its activities, LT Energija does not tolerate discrimination, sexual and other forms of harassment, or forced or child labour. LT Energija is guided by the principles of ensuring equal remuneration, the right of employees to unionize and collective bargaining.

The obligations of this LT Energija human rights policy cover not only company employees but also the employees of contractors, subcontractors and other business partners, as well as the communities in which LT Energija operates.

LT Energija aims to identify and prevent existing or potential negative impacts on human rights in direct operations and supply chain. LT Energija seeks to assess impacts on human rights before starting any new renewable energy development project. Based on the identified risks, the company develops and implements mitigation action plans, monitors them, and informs interested parties about the progress.

For its own employees LT Energija aims for periodic training and educational initiatives based on tailored human rights content. LT Energija wants to ensure that all employees understand LT Energija's responsibilities in human rights and how human rights issues can positively or negatively affect our business.

LT Energija aims to share information explaining its human rights protection commitments and expectations with external stakeholders - suppliers, contractors, and communities. LT Energija reserves the right to oblige the selected suppliers and business partners to implement additional measures, which are planned to consider the identified deficiencies that can be improved.

Any possible violation of this human rights policy can be reported via the hotline channel on www.ltenergija.lt. LT Energija employees, business partners, contractors and subcontractors, 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 rights policy, follows its provisions, and sets specific goals and objectives for protecting human rights.