



Supplier code of conduct

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.

The purpose of this supplier code of conduct is to define the basic sustainability requirements placed on LT Energija suppliers. The supplier of conduct reflects the principles of the United Nations Global Compact and is divided into four sections: human rights, responsible business principles, labour standards and environment.

This supplier code of conduct is an integral part of our agreements with our business partners. It applies to any supplier that delivers goods, services, works and other business activities to LT Energija. All LT Energija suppliers are obligated to implement the principles of the supplier code of conduct throughout their whole business. Suppliers are also responsible for ensuring and monitoring that their sub-suppliers and subcontractors comply with this supplier code of conduct. LT Energija suppliers shall confirm compliance with this supplier code of conduct by continuously documenting compliance, providing information to LT Energija, upon request, and allowing audits at site by LT Energija or by an accredited auditor company representing LT Energija.

HUMAN RIGHTS

LT Energija suppliers shall support, and respect internationally proclaimed human rights. LT Energija suppliers shall identify and mitigate their human rights impacts whenever it is needed and provide remedial actions in case of human rights violations.

RESPONSIBLE BUSINESS PRINCIPLES

- Legal compliance. LT Energija suppliers shall comply with all the applicable laws and regulations in all locations where they conduct business. In addition to complying with all applicable legal and regulatory requirements, LT Energija suppliers are expected to act in accordance with high standards of business ethics. Suppliers agree to safeguard the confidentiality of confidential information concerning LT Energija business partners and customers, issue accurate and relevant financial and other information on LT Energija business operations and compete fairly and ethically in all other respects as well.
- Anti-corruption and anti-bribery. The highest standards of integrity are to be expected from LT Energija suppliers, including its sub-contractors, and other entities acting on behalf of the supplier, in all business interactions. Any form of extortion, bribery, and corruption, including improper offers for payments to or from employees or organizations, is prohibited. The supplier shall establish and maintain policies and procedures designed to prevent bribery and corruption, applicable to the supplier and its group companies as well as its suppliers and contractors.

LABOR STANDARDS

- Freedom of association. LT Energija suppliers shall recognize and respect employees' freedom of association and their right to freely choose their representatives. The suppliers shall also recognize employees' right to collective bargaining.
- Forced labour. LT Energija suppliers shall not use forced labour and employees shall be free to leave their employment after reasonable notice as required by national law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer.
- Wages and working hours. The employees of LT Energija suppliers understand their employment conditions. Salary and terms shall be fair and reasonable and comply at a minimum with national laws or industry standards, whichever are higher. Working hours shall comply with national laws. Employees should have at least one day off per seven-day week.
- Child labour and young workers. LT Energija suppliers shall not, under any condition, employ children who are below the minimum legal age for employment. Children over minimum age shall not be employed for any hazardous work or work that is inconsistent with the child's personal development. If suppliers are employing young people above the minimum age but under 18 years, suppliers shall not jeopardize their health, safety, or morals.

- Non-discrimination. LT Energija suppliers should treat their employees with respect and dignity. All kinds of discrimination based on partiality or prejudice are prohibited such as discrimination based on race, ethnicity, gender, marital status, pregnancy, parental status, religion, etc. Threats of violence, corporal punishment, physical or verbal abuse or other unlawful harassment are strictly prohibited.
- Health and safety. LT Energija suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Suppliers shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and that relevant training and equipment is provided. Suppliers shall also comply with any additional safety requirements agreed in the contract documents. At a minimum, suppliers shall provide employees and suppliers with drinking water, clean toilets, adequate ventilation, emergency exits, proper lighting and access to first aid supplies or other provisions for emergency care.
- Prevention of alcohol and drug use at work. Suppliers' employees and their sub-suppliers are permitted to work at LT Energija sites only if they are sober and drug-free. Suppliers shall have a policy or guideline to take precautionary action of alcohol and drug abuse.

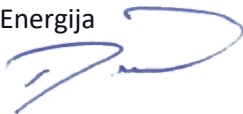
ENVIRONMENT

LT Energija suppliers shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. At a minimum, suppliers shall comply with all applicable environmental laws and regulations. Suppliers are encouraged to implement their own management systems to meet these requirements.

Any possible violation of this supplier code of conduct 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 supplier code of conduct, follows its provisions, and sets specific goals and objectives for ensuring responsible business practices in the value chain.

Mindaugas Juodis
CEO of LT Energija



2023 12 04