

## PLASTA HOLDINGS GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

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### 1. GENERAL PROVISIONS

- 1.1. One of the key strengths of Plasta Holdings UAB (the Company) and its subsidiaries (PLASTA Group, the Group, Group Companies) is the highly skilled and experienced employees, whose safe working environment, well-being and health are a key factor for the achievement of the Group and the Group Companies' strategies and goals, as well as for the assurance of an excellent reputation for business conduct.
- 1.2. The safety vision of PLASTA Group is to provide employees with safe and healthy working conditions in their workplace that complies with legal requirements, prevent work-related injuries and occupational diseases, and to create a global culture within the Group of developing a safe and healthy environment that commits every employee to strive for and contribute to this culture.
- 1.3. The Group's ultimate goal is zero major injuries and work-related accidents.
- 1.4. The purpose of the Occupational Health and Safety Policy (the Policy) is to set out the Group's general principles of occupational health and safety and the guidelines for their implementation. To ensure the health of employees in the workplace and to create a healthy, safe and productive working environment.
- 1.5. The Group shall contribute to the achievement of the Sustainable Development Goals in the area of occupational safety and health in accordance with the principles set out in this Policy.
- 1.6. The Policy has been compiled in accordance with legislation and the International Standard ISO 45001 "Occupational Health and Safety Management Systems, Requirements with guidance for use", good practices.
- 1.7. The following terms may be used in the Policy and in the additional documents:
  - 1.5.1. **Accident** - unexpected situation resulting from the failure of work equipment, the disruption of work or technological processes or other unexpected circumstances, which has caused danger to persons or the environment and has caused or may cause damage to the health of workers and/or the environment.
  - 1.5.2. **Intoxication** - a state of mind or behavioural disturbance of a person caused by psychoactive substances other than ethyl alcohol.

- 1.5.3. **Employee** - a person who has an employment relationship with the PLASTA Group, including managers, senior managers, members of the Board, and other persons acting on behalf of the Group.
- 1.5.4. **OHS** – occupational health and safety.
- 1.5.5. **Incident** - a work-related occurrence which does not result in damage to the worker's health or disability.
- 1.5.6. **Drunkenness** - the state of a person, when the concentration of ethyl alcohol in exhaled air, blood and other body fluids is higher than 0.00 ppm during working hours, during non-working hours at the workplace and company territory.
- 1.5.7. **Accident at work** – an incident at work, including a traffic accident, while performing work functions or being at the workplace, as a result of which the employee suffers health damage and loses the ability to work for at least one day or as a result of which the employee dies, investigated in accordance with the prescribed procedure and has been declared to be an occupational accident.
- 1.5.8. **Zero tolerance** – absolute (or unconditional) intolerance of any violations of occupational safety and health within the Group (non-compliance with the requirements of occupational safety and health regulations, processes, procedures, etc., and deliberate violations). Zero tolerance means that I do not do it myself and I do not tolerate it if I see my colleague doing it.
- 1.5.9. **Contractor** – a private individual or legal entity wishing to carry out contractual works and provide services on the Company's facilities on the basis of contracts concluded between it and the Company.

## 2. OCCUPATIONAL HEALTH AND SAFETY PRINCIPLES

- 2.1. The Group's guiding principle for OHS is to ensure the safety and health of every employee of the Group, the commitment of employees themselves to OHS requirements and their involvement in improving safe and healthy working conditions in their workplaces.
- 2.2. Employee responsibility and accountability is encouraged. It is the responsibility of each employee to comply with the requirements of the Group's approved OHS documents and to take the maximum possible care of his/her own safety and health and that of other employees, in accordance with his/her own knowledge and the instructions given by his/her employer.
- 2.3. The principle of Zero tolerance for accidents at work and breaches of work discipline (in particular Employees' drunkenness and/or intoxication), work duties, and OHS shall be understood as one of the Group's goals and as a component of the organisational culture, which is characterised by the employees' perception and responsibility.
- 2.4. The Group expects all its partners to provide a safe working environment for their employees and to continuously improve it. These principles are set out in the Supplier Code of Ethics for Plasta Holdings Group Companies.

## 3. GROUP COMMITMENTS

The Group takes responsibility for creating a safe and healthy working environment for its employees and commits to:

- 3.1. conduct its activities in compliance with all mandatory occupational safety and health legislation;
- 3.2. continuously analyse the effectiveness of the OHS management system, review the goals set and allocate resources for their implementation;

- 3.3. continuously improve the safety and health competence of its employees and to make the safety and health of oneself and of other employees the highest value of each employee;
- 3.4. systematically provide employees with all the necessary information, instruction and training to ensure their safety and health;
- 3.5. constantly assess risk factors in all workplaces, provide risk factor management measures and strive to avoid accidents at work, incidents or unsafe actions in the Group's activities;
- 3.6. establish processes to ensure that accidents, workplace accidents, incidents, unsafe acts or other events at work which cause or may cause harm to the health of employees are reported;
- 3.7. ensure that all reports of OHS violations received are investigated, analysed and the necessary preventive measures are taken to avoid violations;
- 3.8. implement advanced technologies and working methods to reduce risks to the safety and health of workers;
- 3.9. ensure that employees are aware of this Policy and encourage, through various means, responsible behaviour and involvement of employees in OHS activities both inside and outside the workplace;
- 3.10. seek to oblige contractors and other partners to comply with the principles of this Policy (including zero tolerance for accidents at work), to comply with applicable OHS legislation and standards, and to take responsibility for providing safe working conditions;
- 3.11. cooperate with business partners, public authorities and institutions and other interested parties on OHS issues;
- 3.12. communicate openly to all interested parties the Group's activities in the field of OHS and the indicators achieved;
- 3.13. review the Occupational Health and Safety Policy on an annual basis and amend it as necessary.

#### **4. RELIABLE AND RESPONSIBLE BUSINESS PARTNERS**

- 4.1. Only reliable and socially responsible Contractors in the field of OHS who comply with the OHS requirements of the Group's companies shall be selected for works/services on behalf of the Group.
- 4.2. Contractors shall be required to follow/adhere to the Group's zero tolerance policy for occupational accidents, OHS violations, employee drunkenness and/or intoxication in OHS based on personal responsibility and cooperation.
- 4.3. The aim is to ensure that all Employees of the Contractors working at the Group's facilities are qualified (trained), instructed, provided with appropriate personal and collective protective equipment, and use reliable and safe work equipment. Work must be organised in accordance with the principles of OHS and safe working practices.
- 4.4. PLASTA Group companies shall organise monitoring of Contractors' works and inspections of workplaces with the aim of identifying OHS violations and eliminating them as soon as possible.

#### **5. POLICY IMPLEMENTATION, MONITORING AND CONTROL**

- 5.1. To ensure the safety and health of employees, the Group has a system in place that includes: occupational risk assessment, mandatory training and certification of employees, instruction of employees, health checking and supervision of employees, provision of personal and collective protective equipment and other processes related to OHS.
- 5.2. Each year, the planned budgets of the Group's companies shall include resources for priority/mandatory OHS measures (identification and reduction of risk factors in the workplace, compulsory training and certification of employees, enforcement of OHS requirements, provision of protection and work

equipment, and counselling/training, creation of a healthy psychological climate, etc.)..

- 5.3. Risk assessments and audits are carried out in the Group's companies to implement the Policy. Occupational health and safety control is ensured by qualified external consultants, as well as by the Group's occupational health and safety officers and the Heads of Departments.
- 5.4. Reports and data on Incidents, Accidents at work, OHS violations shall be provided to the management of the Group companies to assess the status of OHS, the effectiveness of the Policy and to make decisions to improve OHS.
- 5.5. Identification of new risks and opportunities, implementation of best practices and technical innovations from other countries and organizations, investigation results and analyses of Incidents, Accidents at work, are the basis for learning and initiation of change.
- 5.6. Information/reporting/suggestion tools have been implemented in the Company's processes to provide all Employees with the opportunity to make suggestions, observations, and recommendations on how to improve work processes to prevent Incidents and Accidents at work.
- 5.7. Managers of each PLASTA Group company and its structural units are responsible for ensuring that the Policy is communicated to their subordinate employees and accountable persons.
- 5.8. All occupational safety documents are kept at each Group company and Employees are made aware of the general safety requirements and the safety requirements for individual positions by signing the document.
- 5.9. The Policy is made publicly available on the Group's website [www.plastagroup.com](http://www.plastagroup.com).
- 5.10. The proper implementation of the Policy shall be the personal responsibility of each Employee within the scope of his/her functions and authority, and responsible for the Policy as a whole lies with the Group CEO.
- 5.11. The Group shall make it possible to report breaches of the Policy and to obtain the necessary information related to its implementation through the information channels set out in the Whistleblowing Procedures adopted by each Group Company.

## **6. FINAL PROVISIONS**

- 6.1. The Policy shall be approved and, if necessary, amended by the CEO of the Group.
- 6.2. Suggestions for adjustments, amendments or clarifications to the Policy may be made by the Heads of Group companies, Heads of Departments and Group Employees.