

## **PLASTA HOLDINGS GROUP ENVIRONMENTAL POLICY**

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### **1. GENERAL PROVISIONS**

- 1.1. This Environmental Policy (the Policy) of Plasta Holdings UAB (the Company) shall apply to the Company and all its subsidiaries (PLASTA Group, the Group Companies).
- 1.2. The purpose of the Policy is to set out the PLASTA Group's quality management and product safety guidelines and principles in order to minimise environmental impacts, manage environmental risks and to promote a culture of sustainable development within the Group and its environment.
- 1.3. Environmental policy is an integral part of the PLASTA Group's strategy. Guided by the values of sustainability, innovation and positive impact, and in line with its strategic goals, the Group strives to reduce its environmental impact and develop environmentally friendly, emission-reducing production technologies. In pursuing its Sustainable Development Goals, the Group takes into account the interests of all stakeholders: shareholders, consumers, partners, employees and the communities in which it operates.
- 1.4. The policy is prepared based on the Paris Agreement on climate change, the Company's ESG strategy, the ISO 14001 standard and other national, European Union and international legislation regulating environmental protection.

### **2. THE MAIN ENVIRONMENTAL PRINCIPLES AND OBLIGATIONS OF THE GROUP**

- 2.1. PLASTA GROUP is one of the largest European polyethylene recyclers, producers, and suppliers of sustainable plastic products. Aiming to minimize worldwide plastic waste and ensure circularity, we are using waste plastics as a raw material to produce new products for everyday use. We produce garbage bags and other PE film products. In order to meet set environmental goals, the Group undertakes to:
  - 2.1.1. reduce the environmental impact of its activities and the resources it uses, and to follow the principles of sustainable operations;
  - 2.1.2. use natural resources efficiently, focusing on the use of renewable natural resources;
  - 2.1.3. improve waste sorting solutions;
  - 2.1.4. work only with responsible, pro-environmental partners, subcontractors and suppliers;
  - 2.1.5. optimise product design for end-of-life recyclability, ensuring that our product components and materials can be easily and economically recycled;

- 2.1.6. to ensure the health and safety of our customers by minimizing environmental hazards associated with our products, services, and operations while promoting sustainability throughout our supply chain;
- 2.1.7. encourage its customers and the society to choose environmentally friendly solutions.
- 2.2. PLASTA Group aims to organise its business activities in such a way as to minimise the negative impact on the environment:
  - 2.2.1. to comply with all applicable national environmental legal requirements;
  - 2.2.2. to carry out environmental prevention and control relating to the Group's environmental protection;
  - 2.2.3. allocate the necessary resources to meet the environmental goals and tasks set;
  - 2.2.4. to ensure that the Group's environmental issues are dealt with in accordance with the highest international standards, using the best available technologies and practices and implementing efficient processes;
  - 2.2.5. to contribute to the solutions to climate change problems and to achieve a zero GHG emissions balance;
  - 2.2.6. contribute to the global transition towards a circular economy, applying its principles throughout the company's activities, taking resource efficiency into account at the planning stage, working to reduce environmental impacts, based on a Life-Cycle Assessment (LCA) perspective;
  - 2.2.7. periodically analyse, evaluate and control the environmental impact of business processes;
  - 2.2.8. to develop the competence of Employees and a responsible attitude towards environmental protection;
  - 2.2.9. to reduce waste generated by the Group's activities;
  - 2.2.10. to review annually and, where necessary, modify the Environmental Policy.
- 2.3. Plasta Group formalised its ESG strategy which includes tangible goals it has set itself to reach with regards to waste management, CO2 emissions reduction, waste water management. This Environmental Policy together with ESG strategic goals form main direction of environmental protection areas that Plasta Group will follow.

### **3. ENVIRONMENTAL MANAGEMENT SYSTEM**

- 3.1. PLASTA Group has developed and implemented an integrated environmental management system following the principles of ISO 14001.
- 3.2. The Group shall review and aim to improve its integrated environmental management system on an ongoing basis.
- 3.3. The Group shall implement environmental management system procedures: conduct internal environmental audits on a yearly basis, and the results of the audits shall be used for evaluation and analysis of environmental management and assurance of improvement of the organisation's operations; the Group shall also hold annual meetings and review and update a list of environmental protection criteria.

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

- 4.1. The CEO of the PLASTA Group, together with the management of the Group Companies, shall conduct a periodic review of the implementation and provisions of the Policy. The Policy may be amended by revising or updating individual provisions of the Policy or by approving a new version of the Policy. The

Group's CEO is responsible for ensuring that the provisions of the Policy comply with the law, applicable standards and the Group's strategy.

- 4.2. The implementation of the Policy and its provisions shall be periodically reviewed once a year. Amendments to the Policy shall be made as and when necessary, whatever the review cycle of the Policy.
- 4.3. The heads of each department and subsidiary of the Group shall be responsible for introducing their subordinate staff with principles of this Policy.
- 4.4. The Policy is made available to the public on the Group's website.
- 4.5. The Group shall make it possible to report breaches of the Policy and to obtain the necessary information related to its fulfilment in accordance with the Whistleblowing Procedures approved in every Group's Company.
- 4.6. All reports of potential violations must be properly investigated in line with the Group Whistleblowing Procedures. Disciplinary action shall be taken immediately if any non-compliance with the provisions of the Policy is detected, including temporary suspension from ongoing duties or termination of employment or termination of contract with a third party.

## **5. FINAL PROVISIONS**

- 5.1. The Policy shall be approved and, if necessary, amended by the CEO of Plasta Holdings UAB.
- 5.2. Any person who may need to adjust the Policy, explaining the need and the circumstances, shall report the possible need for adjustment to the Group's specialists responsible for the implementation and supervision of the Policy, who, after considering the report and deciding that an adjustment would be recommended, shall make the appropriate recommendations to the Company's CEO.
- 5.3. All current and newly recruited staff of the Group are required to familiarise themselves with the Policy and comply with its requirements.
- 5.4. The Policy shall apply to the extent that it does not contravene the laws of the Republic of Lithuania and/or other applicable legal acts.