



## ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY POLICY OF COMPANIES OF THE VMG GROUP

The VMG Group, in creating global effective and environmentally friendly solutions for a comfortable life, operates in accordance with the expectations of stakeholders, protects the environment, ensures the health and safety of employees at the workplace, and protects property and the image of the Group. The VMG Group commits undertakes to:

- Pursue ethical, responsible and sustainable development;
- Ensure compliance with legal requirements and meet the expectations of stakeholders in relation to environmental protection and the health and safety of employees;
- Develop environmentally friendly production processes, introduce circular processes and state-of-the-art technologies, reduce the impact on climate change and prevent any pollution, in particular focusing on reduction of air pollution, wastewater and waste volumes, and the intensity of consumption of natural and energy resources;
- Keep improving working conditions by eliminating hazards and risks at work, continuously improving methods for risk assessment and prevention of occupational diseases, accidents and other incidents, implementing ergonomic solutions, ensuring minimisation of accidents and adequate emergency preparedness to protect all employees, contractors and visitors against potential injuries and health problems;
- Engage employees into active participation in adopting, implementing and improving solutions concerning the occupational health and safety and environmental protection issues;
- Continuously improve technologies, efficiency of business processes and solutions, optimizing processes and their management to maximize benefits for customers, employees and the environment;
- Improve and maintain the management system that meets the requirements of EN ISO 14001:2015 and EN ISO 45001:2018, increase the operational efficiency of this system, and regularly assess the suitability, adequacy and effectiveness of the management system;
- Continuously improve and learn, promote innovation, safe behaviour, involvement, and success-oriented approach.

The responsibility for the successful implementation of this policy lies with all employees of the VMG Group.

CEO  
VMGcorp, UAB  
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