



## **UAB "VMG LIGNUM CONSTRUCTION" ENVIRONMENTAL PROTECTION, EMPLOYEE HEALTH AND SAFETY POLICY**

UAB "VMG Lignum Construction" is committed to achieving sustainable growth, continuously improving, and responsibly conducting its operations by producing sustainable wooden construction products. We carry out our activities while considering stakeholders' expectations, conserving the environment, ensuring the health and safety of employees in their workplace, safeguarding property, and maintaining the reputation of the company.

UAB "VMG Lignum Construction" commits to:

- strive for ethical, responsible, and sustainable development;
- ensure compliance with legal requirements and other obligations, as well as meet the expectations of stakeholders related to environmental protection, employee health, and safety;
- develop production processes that are environmentally friendly, incorporating circular processes and advanced technologies, reducing the impact on climate change and preventing any pollution, with particular attention to reducing air pollution, the quantity of wastewater and waste, and the intensity of natural and energy resource use, as well as safe use of chemicals;
- constantly work towards reducing fossil carbon dioxide emissions and maximizing organic carbon preservation in products;
- improve working conditions by eliminating hazards and reducing risks at work, continuously enhancing risk assessment and methods for preventing occupational diseases, accidents, and other incidents, implementing ergonomic solutions, ensuring reduction of accidents and adequate preparedness for extreme situations to protect all employees, contractors, and visitors from possible injuries and health issues;
- provide opportunities for employees to actively participate in decision-making, implementation, and improvement of solutions related to employee health and safety, and environmental protection;
- continuously improve technologies, business process efficiency, solutions, optimizing processes and their management to achieve maximum benefits for customers, employees, and the environment;
- enhance and maintain a management system that meets the requirements of EN ISO 14001:2015 and EN ISO 45001:2018 standards, increase its performance, regularly assess the suitability, adequacy, and effectiveness of the management system;
- constantly strive for improvement, learning, innovation, promoting safe behavior, engagement, and a focus on success.

Responsibility for successfully implementing this policy lies with all UAB "VMG Lignum Construction" employees.

Direktor  
"VMG Lignum Construction"  
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Paulius Sereikis