

JOINT STOCK COMPANY KAUNO GRŪDAI EMPLOYEE SAFETY AND HEALTH POLICY

1. POLICY OBJECTIVE

- 1.1. The objective of the Occupational Health and Safety Policy (hereinafter referred to as the OHS Policy) of AB Kauno Grūdai is to define the most important provisions in the field of occupational health and safety, creating a culture of safe work at AB Kauno Grūdai (hereinafter referred to as the Company).
- 1.2. Every employee of the Company is responsible for the implementation of the provisions of the OHS Policy.
- 1.3. To ensure the safety and health of all company employees in the workplace by creating appropriate working conditions that comply with the laws of the Republic of Lithuania, employee expectations, and best practices. To promote employee awareness in the field of safety and health.

2. TERMS AND ABBREVIATIONS USED IN THE POLICY

Company	Kauno Grūdai Joint Stock Company.
Employee	A person working for the Company on the basis of an employment contract or other basis, providing services to the Company on a permanent basis.
Employee safety and health (OSH)	Conditions and factors that affect or could affect the safety and health of the Company's employees or other employees (including temporary employees and contractors' personnel), visitors, or any other persons present at the workplace where the Company's supervised activities are carried out.
Employee safety and health policy (ESS policy)	The set of the Company's obligations and operating principles aimed at ensuring the safety and health of employees in the workplace.
DSS	The Company has implemented a document management system for the administration, systematization, and accumulation of documents.
Chief Executive Officer	The head of the Company appointed in accordance with the Company's Articles of Association or another person temporarily performing the duties of the head of the Company.

3. GENERAL PROVISIONS

- 3.1. The OHS policy defines the responsibilities, objectives, actions, and measures that contribute to the creation of a safe and healthy working environment.
- 3.2. The policy has been approved by the General Director.
- 3.3. Employees are familiarized with the OHS Policy through the employee training and information system

- 3.4. E SAFETY, by posting it on employee bulletin boards, in the Company's document management system, and on the website.
- 3.5. Employee safety and health violations can be reported via the complaints and feedback section of the Company's website ([link](#)) by selecting the "Safety and Environmental Non-Compliance" category, or by other means: directly to the manager, employee safety and health service specialist, anonymously to the suggestion box or by email to pranesk@kaunogrudai.lt
- 3.6. Suggestions for improving employee safety and health and information about incidents that have occurred can be submitted: by scanning the QR code, verbally or in writing to your immediate supervisor, employee safety and health specialist, in writing to the suggestion box, or by email [to pranesk@kaunogrudai.lt](mailto:to_pranesk@kaunogrudai.lt)

4. OHS POLICY PRINCIPLES

- 4.1. Employee safety and health is a key priority for the Company. We strive to create and maintain a safe, healthy and employee-friendly working environment that prevents accidents and occupational diseases.
- 4.2. The Company considers the employee safety and health requirements set forth in laws and regulations to be a minimum standard that is observed in all areas of the Company's activities with the aim of continuously improving it.
- 4.3. The Company's management assumes responsibility for creating a safe and healthy working environment for employees in its activities and undertakes to:
 - 4.3.1. Ensure that employee safety and health requirements are integrated into all operational processes;
 - 4.3.2. Ensure that quantitative and qualitative targets are set for strengthening and maintaining OHS;
 - 4.3.3. Total recorded accident rate (annual) 2026-2027 TRIR <0.62;
 - 4.3.4. Foster a culture of zero tolerance for unsafe behavior at work; 0 cases of unsafe behavior
 - 4.3.5. Allocate sufficient resources for the implementation of safety and health measures; Personal protective equipment usage rate -100%;
 - 4.3.6. Ensure that all employees are properly instructed, trained, and informed about potential hazards;
 - 4.3.7. Consult with employees and their representatives on employee safety and health issues.
 - 4.3.8. Promote employee competence and responsibility in the field of employee safety and health, and involve them in the creation of a safe working environment.
 - 4.3.9. Continuously improve employee qualifications and competence, encourage employee creativity and initiative in order to achieve high-quality results and awareness;
 - 4.3.10. Identify, assess, and manage occupational risks, and prevent accidents, incidents, and occupational diseases. Implement advanced technologies and working methods that reduce risk factors to employee safety and health.
- 4.4. Employee responsibilities
 - 4.4.1. Comply with established safety and health requirements;
 - 4.4.2. Immediately report any hazards or incidents observed;
 - 4.4.3. Use personal protective equipment as intended;
 - 4.4.4. Participate in training on employee safety and health topics;
 - 4.4.5. Participate in the occupational risk assessment process;
 - 4.4.6. Cooperate with persons authorized by the employer and other employees to ensure a safe working environment.

5. SUPERVISION AND CONTROL OF POLICY PROVISIONS



- 5.1. Each employee of the Company contributes to the implementation of the OHS Policy provisions through their responsible behavior and involvement in the processes of improving employee safety and health.
- 5.2. The OHS Policy is reviewed at least once a year or when there are changes in legislation, the nature of the organization's activities, or its internal structure.
- 5.3. The following persons are responsible for the implementation of this policy Company managers, OSH specialists, and heads of departments and divisions, who ensure that OSH aspects are identified in a timely manner, OSH objectives are set, plans are prepared, tasks for improving the OSH situation are formulated, and sufficient resources are allocated for their implementation. They periodically monitor OHS processes, technologies, and methods used.
- 5.4. The company's OHS department specialists systematically identify occupational safety risks, collect data on incidents and OHS violations, and investigate emergencies and accidents at work, which helps to assess the state of OHS, the effectiveness of policies, and make decisions to improve OHS.

6. FINAL PROVISIONS

- 6.1. This OHS Policy has been approved by the Company's CEO. All Company employees are familiarized with this OHS Policy.
 - 6.2. Employees are considered to be familiar with this OHS Policy and it becomes effective for them:
 - 6.2.1. For employees with email addresses – from the moment the Policy is sent by email.
 - 6.2.2. For employees who do not have email addresses – from the moment the Policy is posted on information boards.
 - 6.3. This document is publicly available on the Company's website.
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