

Occupational Health And Safety Policy of UMEGA GROUP AB

CHAPTER I

GENERAL PROVISIONS

1. The safety vision of **Umega Group AB** is to provide safe working conditions that comply with all relevant legislation for every person involved in the company's activities. Safety is a core value in all companies of **Umega Group AB** (hereinafter referred to as the "Group"): **Hennordic UAB, Hentech UAB, Umega Agro UAB, SnoiTherm UAB, SnoiValda UAB, Walter Th. Hennecke GmbH, Snoi Therm GmbH**.
2. The Group's main goal is zero accidents and occupational diseases.
3. The purpose of the Occupational Health and Safety Policy (hereinafter referred to as the "Policy") is to ensure that the Group's health and safety culture is part of every employee's daily work.
4. The Policy defines the Group's basic health and safety principles that all employees must be aware of and apply in their work.
5. The Policy applies to the entire Group and all its activities, including its employees, the selection of work equipment and materials, the way work is carried out and the way products and services are provided, taking into account the design stage.

CHAPTER II

PRINCIPLES OF THE POLICY

6. In order to implement the Occupational Health and Safety Policy, the Group's management undertakes the following:
 - 6.1. to comply with the health and safety requirements established in the regulations;
 - 6.2. to appoint occupational health and safety specialists and occupational health specialists in accordance with the Model Regulations for Occupational Health and Safety Services of Companies;
 - 6.3. to analyse the circumstances and causes of accidents at work, occupational diseases and incidents and carry out continuous prevention of accidents at work and occupational diseases;
 - 6.4. to identify and assess occupational risks in the Group companies and, based on the assessment results, identify preventive measures to reduce physical, chemical, ergonomic, biological and psychological hazards at work;
 - 6.5. to continuously conduct internal controls of occupational health and safety;
 - 6.6. to periodically monitor the work environment and the work of employees to see whether they present a risk of hurt or injury;
 - 6.7. to continually develop the qualification and competence of and raise awareness of employees, and encourage their initiative in the field of occupational health and safety;
 - 6.8. to require every employee to perform their work safely and responsibly, without

- 6.9. endangering themselves or those around them;
to cooperate with the authorities controlling occupational health and safety.

CHAPTER III

DUTIES AND RESPONSIBILITIES

7. The heads and line managers of the Group and the Group companies shall:
 - 7.1. be responsible for the proper publication and implementation of this Policy and for ensuring that subordinate employees familiarise themselves and comply with this Policy;
 - 7.2. ensure that employees of other companies who work temporarily for or provide services in the Group companies receive the necessary instructions, resources and training to perform their work in accordance with the principles of occupational health and safety;
 - 7.3. regularly take actions that contribute to a safe and healthy work environment.
8. The Group's managers at all levels must be leaders, enthusiastic and open in their communication with employees on occupational health and safety issues.
9. All employees of the Group companies shall take responsibility for the successful implementation of this Policy.
10. Every employee of the Group companies must behave in a responsible and exemplary manner with regard to occupational health and safety.
11. You can report violations of this Policy or any questionable activity by directly contacting the person responsible for this Policy – the head of the company – or anonymously and confidentially by completing the form on our website or by sending an email to skaidrumas@umegagroup.com.
12. You can confidentially report any unlawful actions in the Group companies that threaten the public interest by sending a report in accordance with the procedure provided for in the Law on the Protection of Whistleblowers of the Republic of Lithuania to praneseju.apsauga@umegagroup.com.
More information: www.umegagroup.com/lt/praneseju-apsauga.
All reports of possible violations shall be examined in accordance with the procedure for receiving and examining information of the relevant reporting channel through which the information was received. If any actions are found to be in violation of the Policy, disciplinary measures shall be taken immediately.

CHAPTER VI

FINAL PROVISIONS

13. Employees shall be familiarised with this document and/or any amendments thereto either against a signature or by electronic means.
14. The Group has the right to change this Policy in part or in full.
15. This Policy is publicly available on the Group's website at www.umegagroup.com.

Approved in Umea Group AB,
by the Order of 21 February 2025 of
Gediminas Čeika, CEO of Umea Group AB.