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Health and Safety Policy Statement

Ignitis Renewables UAB regards the health and safety of its people, and the integrity of its operations as the highest priorities. We are committed to conducting our business in a way that protects the health and safety of people and the protection of the environment, while delivering high-quality projects and services across our home markets.

We believe all incidents affecting people, the environment, and assets are preventable. Preventing injuries, illness, and incidents is integral to how we work driven by leadership, accountability, compliance, risk mitigation and continuous improvement.

Our Policy in Action

Leadership Commitment

We will:

- Lead and actively promote a safe, healthy and empowering work environment where everyone contributes to our objectives.
- Educate, support, and motivate people to perform their work safely and responsibly.
- Enable open consultation and participation for all stakeholders.
- Drive improvement through the BE SAFE framework, setting and reviewing clear objectives and targets.
- Provide the necessary resources to protect the health, safety, and wellbeing of all involved in our operations.
- Regularly monitor, measure, and enhance our health and safety performance.

Compliance Commitment

We will:

- Comply with all relevant legal legislation, stakeholder, and industry standards.
- Set transparent targets, monitor progress, and communicate results openly.

Risk Mitigation Commitment

We will:

- Identify, eliminate, or control risks to prevent harm and minimise environmental impact.
- Maintain a fit-for-purpose ISO 45001 compliant management system tailored to our operations and risk profile.
- Learn from feedback, adopt best practices, and pursue continual improvement in health and safety performance.

Everyone will:

<p>1. Think Health and safety is a daily responsibility. Think responsibly about protecting yourself and others. Stay alert, lead by example, and support your colleagues. Safety and wellbeing must never be compromised. If improvements can be made, raise them and own them.</p>	<p>2. Act Always act safely. Stop immediately if you think the situation is not safe and report any concerns without delay. No target justifies unsafe actions. Protect yourself and others, challenge unsafe behaviour, and promote a positive, safe workplace.</p>	<p>3. Protect We are all expected to model safe, healthy behaviours and take ownership of our actions. We shape each other's work environment, so care for yourself and those around you. Everyone has a responsibility to contribute to an open, active, and positive culture.</p>
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Ignitis Renewables UAB stresses its commitment to health and safety wilful disregard for safe working practices by an employee will lead to just and fair action. A copy of this policy statement will be made available to all employees and interested parties and reviewed annually.

This policy establishes the framework to attain a healthy, safe and secure working environment for the staff and stakeholders of Ignitis Renewables UAB. This Document applies to all companies under Ignitis Renewables UAB including the subsidiaries and trading names.

Chief Executive Officer

