

Sustainability policy

04/12/2024

General provisions

Private limited liability company “TRANSMĖJA”, its group of companies and related companies (hereinafter referred to as the Company) has approved a sustainable operations policy (hereinafter referred to as the “Policy”), which establishes the main sustainability principles applied in the Company and the procedure for their implementation.

The purpose of the Policy is to ensure that the Company’s activities are carried out responsibly, taking into account economic, social and environmental aspects. This includes long-term value creation for the company, its employees, customers, the community and the environment.

The Policy is an internal procedure document of the Company, mandatory for all employees. This Policy is communicated to all employees of the Company by signature or by e-mail (with confirmation). Employees when performing their work functions must comply with the obligations and principles set out in the Policy.

Principles

Environmental principles

Energy efficiency: reduce energy consumption and use renewable energy sources.

Waste reduction: promote waste sorting, recycling and reduction.

Sustainable procurement: prioritize environmentally friendly products and services.

Environmental impact reduction: reduce the environmental impact of own operations, including greenhouse gas emissions, by implementing advanced technologies and efficiently using our own fleet of transport.

Principles of Social Responsibility

Employee wellbeing: Ensure safe and healthy working conditions, fair remuneration and development opportunities.

Community support: Actively support local communities and social initiatives.

Equality and diversity: Promote gender equality within the organization. Ensure equal treatment of employees regardless of the employee’s race, nationality, gender, language, origin, social status, beliefs or opinions, age, sexual orientation, disability, ethnicity or religion.

Metalisty St. 3
LT-78109 Šiauliai, Lithuania
Company number: 145130191
VAT number: LT451301917

AB SEB bank
LT317044060002208618
Bank code 70440
SWIFT: CBVILT2X

AB SWEDBANK bank
LT877300010078698179
Bank code 73000
SWIFT: HABALT22

Principles of Economic Responsibility

Long-term value creation: to pursue long-term growth and profit consistent with the principles of sustainability.

Ethical performance: to adhere to the highest ethical standards and principles of transparency. Avoid and do not tolerate all forms of corruption, bribery, money laundering and abuse.

Innovation: to invest in technologies that will help achieve sustainable operations.

Implementation

Setting goals: Set specific, measurable goals for sustainable performance.

Monitoring performance: Periodically assess and publicly communicate your progress.

Training and awareness raising: Provide training to employees and educate the public on the importance of sustainability.

Partnerships: Collaborate with other organizations to achieve sustainability goals.

Review and update

This policy is periodically reviewed and updated to reflect the latest sustainability practices and changes in the operations of our organization.

Responsibility

All employees in the organization are responsible for complying with this policy. Management ensures that the policy is integrated into daily operations and that all processes are in line with the established sustainability principles.

Managing director

Nikolajus Roganovas

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