

H-02

SCHWENK Latvia SIA INTEGRATED POLICY



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Created/ Updated (underline the appropriate) and harmonised by

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SCHWENK Latvija SIA Integrated Health and Safety, Quality, Environmental and Energy Policy

As a responsible resource and energy intensive manufacturing company, SCHWENK Latvija SIA emphasises the need for continuous improvement of its performance. Our operation is based on our company values – for future generations, two steps ahead, stronger together.

To live out our values, we have implemented our Integrated Health and Safety, Quality, Environmental and Energy Management System (IMS) which has been developed in accordance with international standards.

Nothing is more important than our commitment to health and safety and injury prevention. We believe that a ZERO accident goal is possible, and its achieving is our individual responsibility. We are fully committed to operate in a safe manner and to take care of the well-being of our employees, subcontractors and other stakeholders who may be affected by our operation. By striving for zero harm to human health and safety, the environment and the climate, by continuously monitoring and improving processes, and by using the best technologies and equipment in the industry, we live out our value – for future generations.

Staying two steps ahead means being aware of and implementing social changes, anticipating the needs of partners, promoting innovation and growth, researching and developing new products and processes, and supporting professional curiosity every day.

Stronger together – this value is lived out by respecting individuality and diversity, promoting the growth and development of our people, creating value together as a team in the community, with customers and other influencers, and by sharing knowledge and experience with colleagues.

We are fully committed to providing the highest quality products and services to meet our customers' needs now and in the future. We are proud to carry on the tradition of responsible cement production, passing down it to future generations.

Managing our ecological footprint and energy efficiency is an integral part of our business philosophy and profitability. We are committed to operate in a responsible manner regarding the climate and the environment, social factors and good governance, introducing innovative technologies and carefully assessing sustainability risks and opportunities (including climate risks).

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To meet these commitments:

- 1) We assess, design, develop and manage our processes and equipment to ensure:
 - a. a safe and healthy workplace for our employees and subcontractors;
 - b. high quality products and services and innovative solutions;
 - c. the prevention of pollution and reduction of environmental and climate effects caused by emissions;
 - d. the protection of ecosystems and biodiversity and contribution to nature conservation;
 - e. prudent consumption of natural and energy resources;
 - f. a focus on energy efficiency in our procurement and production processes.
- 2) We provide the necessary resources and leadership to:
 - a. develop a positive health and safety culture in the company and the surrounding community;
 - b. guarantee adequate training, preparation and supervision of staff and subcontractors;
 - c. encourage staff and subcontractors to actively engage in continuous improvement of the IMS;
 - d. emphasise staff cooperation in their daily work.
- 3) We maintain open and effective communication channels with our stakeholders with the goal of:
 - a. identifying their needs and requirements;
 - b. raising their awareness of our operation principles and values;
 - c. assessing risks and opportunities for our business;
 - d. promoting fruitful mutual cooperation.
- 4) We work in accordance with the organisation's policies, the IMS, procedures and all relevant laws and regulations.
- 5) We regularly plan, monitor and report on our IMS performance, taking into account our measurable goals and industry best practice to ensure continuous improvement.

Everyone who works for the organisation is responsible for:

- * acting in accordance with our values;
- * reporting potential risks;
- * complying with the IMS in their activities.

Managers are held accountable for:

- * meeting health and safety, quality, environmental and energy goals;
- * effective leadership;
- * developing a positive work culture;
- * clear definition of roles and responsibilities;
- * providing adequate resources to improve the performance of the IMS.

THE DOCUMENT IS SIGNED BY SECURE ELECTRONIC SIGNATURE AND CONTAINS A TIME STAMP

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