

# H-02

## SCHWENK Latvia SIA INTEGRATED POLICY



Handbook chapter ID	H-02
Version	7
Created on	17.04.2012
Updated on	18.08.2025



**Developed/Updated (please tick as appropriate) and approved**

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## **SCHWENK Latvia SIA Integrated Health and Safety, Quality, Environment, Energy and Anti-Bribery Policy**

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

To put these values into practice, we have implemented an integrated management system (IMS) for health and safety, quality, environment, energy and anti-bribery, which has been developed in accordance with international standards.

Nothing is more important than our commitment to health and safety and accident prevention. We believe that ZERO accidents is not only a possible goal, but also our individual responsibility. We are fully committed to conducting our operations in a safe manner and to caring for the well-being of our employees, subcontractors and other stakeholders who may be affected by our operations. By striving for zero harm to human health and safety, the environment and climate, ensuring zero tolerance for bribery, continuously monitoring and improving processes, and using the best technology and equipment in the industry, we are realising our value – for future generations.

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

Stronger together – this value is realised 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 stakeholders, 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 continue the tradition of cement production and are committed to passing it on to future generations.

Managing our ecological footprint and energy efficiency is an integral part of our business philosophy and profitability. We are committed to conducting our operations with responsibility towards the climate and the environment, social factors and good governance, introducing innovative technologies and carefully assessing sustainability risks and opportunities (including climate risks).

<i>Form ID:</i>	CEM 10.1 F-3	<i>Version:</i>	5
<i>Developed:</i>	01.03.2016	<i>Updated:</i>	18

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**To fulfil these commitments, we:**

- 1) Assess, design, establish 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 the reduction of emissions' impact on the climate and the environment;
  - d. protection of ecosystems and biodiversity and contribution to nature conservation;
  - e. careful consumption of natural and energy resources;
  - f. focus on energy efficiency in procurement and production processes;
  - g. prevention of corruption and corruption-related offences.
- 2) We provide the necessary resources and leadership to:
  - a. develop a positive health and safety culture within the company and the surrounding community;
  - b. ensure adequate training, preparation and supervision of employees and subcontractors;
  - c. encourage employees and subcontractors to actively participate in ongoing IMS improvement activities;
  - d. emphasise cooperation between employees in their daily work.
- 3) We maintain open and effective channels of communication with our stakeholders with the aim of:
  - a. identify their requirements and needs;
  - b. improve their awareness of our operating principles and values;
  - c. assess our business risks and opportunities;
  - d. promote fruitful mutual cooperation.
- 4) We operate in accordance with the organisation's policies, IMS, procedures and all applicable laws and regulations.
- 5) We regularly plan, monitor and report on our IMS performance against measurable objectives and industry best practices to ensure continuous improvement.

Everyone who works for the organisation is responsible for:

- \* acting in accordance with our values;
- \* reporting potential risks;
- \* considering IMS aspects in their activities.

Managers are required to take responsibility for:

- \* achieving health and safety, quality, environmental, energy and anti-bribery targets;
- \* effective leadership;
- \* developing a positive work culture;
- \* defining clear roles and responsibilities;
- \* providing adequate resources to improve IMS performance.

THE DOCUMENT IS SIGNED WITH SECURE ELECTRONIC SIGNATURES AND CONTAINS TIME STAMPS.

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