

Forbis, UAB

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ENVIRONMENTAL POLICY

General provisions

The companies of the Forbis Group acknowledge that environmental protection improves business efficiency and is useful in the Company's activity. The benefits include reduced environmental impact of the Company's production processes, creation and maintenance of a safer working environment, promotion of environmental awareness among employees, and compliance with the requirements of environmental legislation.

The purpose of the Group's environmental policy is to define the key environmental provisions by introducing a culture and practice of sustainable business development in the Group's companies and its environment. The aim is to apply the principles of this policy to all companies of the Group and at all stages of the life cycle of the services provided to customers.

Obligations

The companies of the Forbis Group undertake to:

- Implement environmental legislation and regulations applicable to companies' activities.
- Consistently limit the environmental impact of their activities by reducing the consumption of energy and other resources, by choosing environmentally advanced technical solutions and by responsibly choosing service providers.
- Use and encourage the development of environmentally friendly technologies, products and services, and use high quality and environmentally less harmful materials and equipment in their activities.
- Promote the reasonable and efficient use of water and other resources and the responsible and efficient use of energy in the Group's activities.
- Reduce the amount of waste produced by their activities and ensure its safe and responsible management.
- Prioritise less polluting transport by applying the principles of pollution prevention, encourage the use of public transport, reduce the amount of business trips by car and plane and replace them with environmentally friendly ways of communication.
- Develop employees' competence and responsible attitudes towards their work and the environment, both inside and outside the workplace.
- Analyse the environmental impacts and potential negative impacts of the Group's activities and to provide measures to reduce or avoid them.

Measures

To reduce negative impacts on the environment in the most effective way, the Group is focused on those areas where the impact is greatest and where it can achieve the best results.

In accordance with the principles of this policy, environmental aspects are periodically identified and the environmental measures applied in the Group's activity are reviewed.

Final provisions

The Policy shall be approved and amended by a decision of the Board of Forbis group.

All employees of the Group shall be made acquainted with the Policy and shall apply the principles of the Policy in their work.

Preparation and updating of the policy shall be the responsibility of the Head of Legal and Compliance Management Department.

Implementation and control of the measures set out in the policy shall be the responsibility of the Head of Administration and Economy Division.

ENVIRONMENTAL MEASURES TAKEN BY THE FORBIS GROUP

Resource use

When acquiring the necessary tools for our activity, we aim to choose tools that are produced from renewable resources or are easily recyclable.

We avoid materials that are hazardous to the environment and human health, and for cleaning and hygiene purposes, we try to use environmentally friendly products and, whenever available, we choose eco-labelled products.

By going paperless, we are reducing our use of office paper every year.

We have also stopped using plastic bottles for drinks, and offer our office guests to refresh with table water.

We are also reducing the CO2 footprint by optimising workstations: we strive to reduce the number of workstations in the office by allocating some of the desks to non-fixed workstations that are shared by employees working in a hybrid mode.

Waste management

When maintaining our office equipment, we aim to use items for as long as they perform their function, and when they break down, we follow the "repair or recycle" principle.

We try to reduce the amount of waste and to manage and sort the waste we produce responsibly: office paper, packaging cardboard and plastic waste are treated as secondary raw materials.

We give e-waste to specialised companies for recycling.

Energy consumption in the office

Although the Forbis Group is not yet able to choose green energy as its main energy option, we are seeking to reduce our energy consumption by other means: using energy-saving light bulbs wherever possible, switching off air conditioners and other equipment when they are not in use, and purchasing office equipment or electrical devices with respect to their energy efficiency class.

Transport

If business needs can be met and goals achieved through a remote meeting, we refuse business trips by plane or car. We always organise remote meetings and discussions via video or audio conferences whenever possible.

We give our employees the possibility to work from home, thus avoiding the environmental impact of travel to work.

We encourage employees to travel to work in the most cost-effective and environmentally friendly way by reimbursing the cost of travel by public transport.

Relations

We strive for responsible suppliers who apply the principles of sustainable development in their strategy and activity.

We use a variety of measures to encourage responsible employee behaviour and involvement in environmental activities, both inside and outside the workplace.

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OUR APPROACH TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

General provisions

As a privately owned small and medium-sized company, Forbis is not a subject to Directive (EU) 2024/1760 of the European Parliament and of the Council of 13 June 2024 on corporate sustainability due diligence and amending Directive (EU) 2019/1937 and Regulation (EU) 2023/2859 or similar regulation, therefore we have not produced a standardized sustainability report.

However, Forbis acts in good faith and follows responsible business conduct. Forbis is ISO 9001, ISO 20000, and ISO 27001 certified, and ISO provides a robust set of standards that supports ESG goals and practices across three pillars: Environment, Social, and Governance.

By adopting these frameworks, Forbis works towards emissions reduction, fosters employee well-being, and ensures ethical governance, contributing to a more sustainable future.

1. Environment (E): Driving Sustainability Through Structured Systems

Forbis has deployed Environmental policy that focuses on resource management and provides applicable measures to reduce environmental impact of the Company's production processes, creation and maintenance of a safer working environment, promotion of environmental awareness among employees, and compliance with the requirements of applied environmental legislation.

2. Social (S): Building a Responsible and Resilient Workforce and Community

The social pillar of ESG emphasizes employee well-being, ethical operations, providing frameworks to build a responsible and resilient workforce and community.

Forbis addresses fair labour practices in several internal policies and procedures, deployed in within the company. Such procedures collectively promote fair and just working environment.

Physical and occupational safety:

- Occupational safety and fire safety rules.
- Access to the office premises and office premises security.
- Procedure and safety for remote work.
- Description of the procedure for using information and communication means and of monitoring and control at the workplace.
- Action plan for company employees who have tested positive for COVID-19.
- Policy for environmental protection.

Measures to ensure fair and just working conditions:

- Work regulations.
- Policy for equal opportunities and non-discrimination and implementation thereof
- Policy for preventing violence and harassment.
- Policy for processing personal data of employees.
- Procedure for reporting violations.
- Procedure for handling complaints.

3. Governance (G): Ensuring Ethical Leadership and Organizational Integrity

The governance pillar of ESG ensures ethical leadership, transparency, and accountability, with ISO standards providing tools to safeguard organizational integrity and long-term value. By embedding accountability into operation and business processes, Forbis supports the governance pillar of ESG.

Forbis is certified with ISO 9001 Quality Management standard, which supports ESG goals by providing a structured framework for continuous improvement, risk management, stakeholder engagement, and transparent reporting, which are essential for fulfilling ESG criteria and enhancing credibility. The structured approach of ISO 9001 helps Forbis identify inefficiencies and sustainability opportunities, including better data management and more efficient resource use, which contribute to managing risks and achieving ESG targets.

ISO 27001, the Information Security Management standard, protects sensitive data. This standard provides a framework for Forbis to establish, implement, maintain, and continually improve systems that ensure the confidentiality, integrity, and availability of sensitive information assets, leading to better data protection and regulatory compliance.