

**UAB „NORDIC METROLOGY SCIENCE“  
ENVIRONMENTAL PROTECTION AND OCCUPATIONAL HEALTH AND SAFETY POLICY**

**CHAPTER I  
GENERAL PROVISIONS**

1. Environmental protection and occupational health and safety policy of UAB Nordic Metrology Science (hereinafter referred to as the *Company*) (hereinafter referred to as the *Policy*) – an internal regulatory legal act of the Company, the purpose of which is to organize the activities of the Company in such a way as to minimize the negative impact on the environment, identify hazards and risks, and make efforts to implement the goal of zero tolerance for accidents at work.
2. To achieve this goal, the Company has implemented and is continuously improving an environmental protection and occupational health and safety management system in accordance with the requirements of ISO 14001:2015 and ISO 45001:2018 standards.
3. The Company assumes responsibility for the safe and healthy working environment created for its employees and the environmental impact of its activities and undertakes to ensure compliance of the Company's activities with national and international legal acts, as well as the requirements of ISO/IEC 14001 and ISO/IEC 45001 standards.

**CHAPTER II  
BASIC PRINCIPALS**

4. When implementing the provisions of the Policy, the Company undertakes to:
  - 4.1. To ensure a safe and healthy working environment for employees in its activities, to prevent accidents, incidents and occupational diseases.
  - 4.2. To provide an opportunity for employees and their representatives to consult and participate in the improvement of the management system, to develop employees' personal responsibility for safety and health, to promote continuous improvement and updating of knowledge.
  - 4.3. To maintain a physical and psychological working environment in which all employees can develop and work without experiencing physical or emotional injuries. The Company does not tolerate discrimination and actively supports equal rights and opportunities in the workplace.
  - 4.4. To conduct its activities in such a way that safety and health information, instructions and training are provided to employees in accordance with the vision of zero accidents at work.
  - 4.5. Set high environmental standards and apply innovative, safe and environmentally friendly technologies to support and ensure the reliability of service delivery processes.
  - 4.6. Optimize service delivery processes by reducing negative environmental impacts, i.e.: prevent environmental pollution, use natural and energy resources economically and

rationally, reduce emissions to the environment as much as possible, and promote the secondary use of waste generated.

- 4.7. Increase control and reduce risk by establishing environmental protection and occupational health and safety goals, objectives, and related responsibilities.

### **CHAPTER III FINAL PROVISIONS**

5. The Policy shall enter into force on the date specified in the order approving this Policy and shall be mandatory on all employees of the Company.
  6. The Policy may be amended or supplemented by order of the Company's Chief Executive Officer. The Chief Executive Officer shall monitor compliance with the principles set out in the Policy, and the Head of Health, Safety and Environmental shall be responsible for the timely review and implementation of the Policy.
-