UAB „Plieno Spektras“

Company code 142150178 | Dubysos g. 37A, LT-91181 Klaipeda, Lithuania

ESG POLICY

Environmental, Social and Governance Policy

Version 1.0 | Approved 01-07-2026

1. Introduction and Purpose

UAB „Plieno Spektras“ is a full-cycle engineering company that designs, manufactures, installs and services food processing equipment and systems. In carrying out our activities, we recognise our responsibility to the environment, to society, and to good governance.

This ESG Policy sets out the core principles and commitments that guide all areas of our business. It applies to all employees and management and, as far as reasonably possible, to our partners and suppliers.

Our goal is to create long-term value not only for the company and its clients, but also for the environment and the communities in which we operate.

2. Environmental

We are committed to reducing the environmental impact of our operations and to promoting sustainable solutions across our value chain.

2.1. Our Commitments

- Comply with all applicable environmental laws, regulations and standards;
- Use resources – energy, water, materials – efficiently and reduce waste;
- Promote circular-economy principles: our production relies on stainless steel and aluminium – fully recyclable materials;
- Design energy-efficient equipment that helps our clients reduce the environmental footprint of their own operations;
- Minimise production waste and manage it responsibly through licensed waste handlers;
- Continuously seek more sustainable technologies and production methods.

2.2. Innovation for Sustainability

The technologies we have developed – such as the Coolnova thawing systems and intelligent fish-farming systems – contribute to more sustainable food production and resource efficiency. These technologies help reduce food waste, save energy and improve product yield.

3. Social

Our people and communities are the foundation of the company's success. We are committed to providing a safe, fair and respectful working environment.

3.1. Employees and Occupational Safety

- Ensure safe and healthy working conditions in line with occupational health and safety legislation;
- Respect human and labour rights and comply with employment law;
- Not tolerate any discrimination based on age, gender, race, nationality, religion, disability, sexual orientation or any other grounds;
- Not tolerate forced labour, child labour or human trafficking in any form;
- Provide fair remuneration and respect employees' right to freedom of association;
- Invest in employee training, upskilling and professional development.

3.2. Community and Clients

- Deliver safe, high-quality products meeting the highest food industry standards;
- Act honestly and transparently with clients, partners and the community;
- Contribute to the well-being and economy of the local community.

4. Governance

Good governance and ethical business are the foundation of our activities. We are committed to acting transparently, honestly and responsibly.

4.1. Our Principles

- Comply with all applicable laws, including Lithuanian, EU, US (OFAC), UN and other international sanctions and export-control requirements;
- Not tolerate corruption, bribery, fraud or any unethical conduct;
- Ensure transparent and responsible decision-making;
- Protect confidential information and personal data in accordance with the GDPR and other legislation;
- Avoid and properly manage conflicts of interest;
- Promote ethical conduct throughout the supply chain via our Supplier Code of Conduct.

4.2. Accountability

This Policy is approved by the company's management and reviewed periodically. Management is responsible for its implementation and ensures that adequate resources are allocated to achieve its objectives.

5. Implementation and Review

- This Policy is communicated to all employees and is publicly available;
- Employees are encouraged to report possible breaches without fear of retaliation;
- The Policy is reviewed and updated periodically, taking into account legal developments and best practice;
- Management is responsible for the implementation of this Policy.

Approved by the management of the company.

Artūras Marcinkus, Director

01-07-2026, Klaipėda, Lithuania