



# OCCUPATIONAL HEALTH AND SAFETY POLICY

A.S.Holding UAB companies apply an occupational health and safety policy in order to ensure safe and healthy working conditions for each employee, prevent work-related injuries and occupational diseases, and create a safe and healthy work environment culture based on personal responsibility and cooperation.

**The goal** is to define the main principles of occupational health and safety of A.S.Holding UAB companies.

## ***1. Principles of ensuring employee health and safety and obligations of A.S.Holding UAB companies:***

- 1.1. The main principle of Occupational Health and Safety - we strive to ensure the safety and health of employees at work, and to prevent accidents, occupational diseases and other work-related risks.
- 1.2. Occupational health and safety is considered a valuable organizational asset because it ensures not only the well-being of employees, but also contributes to the success of the company.
- 1.3. A.S.Holding UAB companies carries out an active engagement process that ensures the implementation of the safety policy in all companies of the group.
- 1.4. A.S.Holding UAB companies have prepared a clear plan for continuous improvement and Internal Control for all workplaces. The plan of planned preventive measures indicates the areas of assessment, responsible persons, and periodicity of how to reduce the risks of harm to health and accidents.

## ***2. A.S.Holding companies assume responsibility for creating a healthy and safe working environment for their employees and undertake to:***

- 2.1. comply with the requirements of occupational health and safety legislation and the principles of this Policy, ensuring that employees are familiar with this Policy;
- 2.2. ensure that employee health and safety objectives are set at all levels of A.S.Holding UAB companies;
- 2.3. ensure that employees are instructed in occupational health and safety issues before starting work;
- 2.4. assess risk factors in all workplaces and determine the number of problem areas where risk assessments have been carried out, and provide risk management measures and strive to prevent accidents at work and incidents in the activities;
- 2.5. ensure that reports received about violations of employee health and safety are investigated, analyzed, and necessary preventive measures are taken to prevent violations;
- 2.6. ensure compliance of occupational health and safety in A.S.Holding UAB companies with the ISO 45001:2018 standard (applies only to Certified Companies);
- 2.7. to determine the areas of responsibility for occupational health and safety in A.S.Holding UAB companies and to assign relevant functions and grant powers to responsible employees;
- 2.8. ensure opportunities for employees and their representatives to consult on occupational health and safety issues and participate in the activities of the occupational health and safety management system. Support the establishment and activities of occupational health and safety committees;
- 2.9. to seek to oblige contractors and business partners to comply with the principles of this Policy, to follow applicable occupational safety and health legislation and standards, and to assume responsibility for creating safe working conditions for their employees;



2.10. to cooperate on occupational health and safety issues with business partners, state institutions and bodies, and other interested parties.

**3. *The main areas of employee health and safety of A.S.Holding UAB companies are:***

- 3.1. personal protective equipment;
- 3.2. machinery safety;
- 3.3. emergency preparedness;
- 3.4. incident and accident management;
- 3.5. workplace ergonomics;
- 3.6. handling of chemical and/or biological substances;
- 3.7. fire safety.

**4. *A.S.Holding UAB companies health and safety KPI:***

- 4.1. number of employees trained in health and safety education issues;
- 4.2. number of identified problem areas where risk assessments have been carried out;
- 4.3. the number of incidents, unsafe situations and unsafe behaviour reported;
- 4.4. Number of LTA/NLTA.

**5. *Final provisions***

- 5.1. The managers of the Companies and/or their appointed responsible employees are responsible for the implementation and proper execution of the Policy provisions in A.S.Holding UAB Companies.
- 5.2. All employees of A.S.Holding UAB Companies are familiarized with the Policy and must comply with the provisions of the Policy and actively participate in its implementation.
- 5.3. The policy is reviewed annually to ensure it remains relevant and up-to-date.
- 5.4. The policy applies to all A.S.Holding UAB Companies.

ANNEX No. 1

1	UAB Hegelmann Transporte
2	UAB Hegelmann Autotransporte
3	Special Transport UAB
4	UAB Hegelmann Logistics
5	UAB Hegelmann Rental
6	UAB Express Heroes
7	UAB Legal Experts
8	UADBB HBrokers
9	UAB Hegelmann Multimodal
10	UAB HG Intermodal
11	UAB HGFS
12	UAB HT Trucks and Parts
13	UAB HT Ferry Service
14	UAB Transkelta
15	UAB Ivetra and KO
16	UAB Aerogeodesy Institute
17	UAB Trans compass
18	UAB Express Heroes Logistics
19	UAB Notus Trans
20	UAB HGF PRO

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