

Implementation in Group companies

In line with the Group's strategic sustainability objectives, we are implementing socially responsible procurement in the Group from 1st of January 2022.

Socially responsible procurement

It is procurement that seeks to consider the impact of procured goods, services and works on society by contributing to social issues.

A photograph of a family—a man, a woman, and a young girl—huddled together in a field of tall grass. The man is covering his eyes with his hands, and the woman and girl are looking towards him with smiles. In the background, several wind turbines are visible against a cloudy sky.

**IGNITIS Group
companies' socially
responsible procurement**

In procurement, we apply social criteria



We set social criteria and requirements for suppliers when procuring goods, services and works.

We make reserved procurement



In accordance with the legal acts regulating Public Procurement of the Republic of Lithuania (*Article 23 of the Public Procurement Law, Article 35 of the Procurement Law*), we establish conditions in procurement that enable the participation of suppliers who meet the requirements provided for in the law (responding to social aspects).



Social criteria applied in procurement (I)



1. Working conditions

- We encourage suppliers to be socially responsible and conscious, paying fair wages to their employees.
- We encourage suppliers to offer flexible working hours, individual working time, remote and/or hybrid working where the nature of the work allows, additional paid holidays, the possibility for employees to bring their children to the workplace, etc.



2. Occupational safety and health

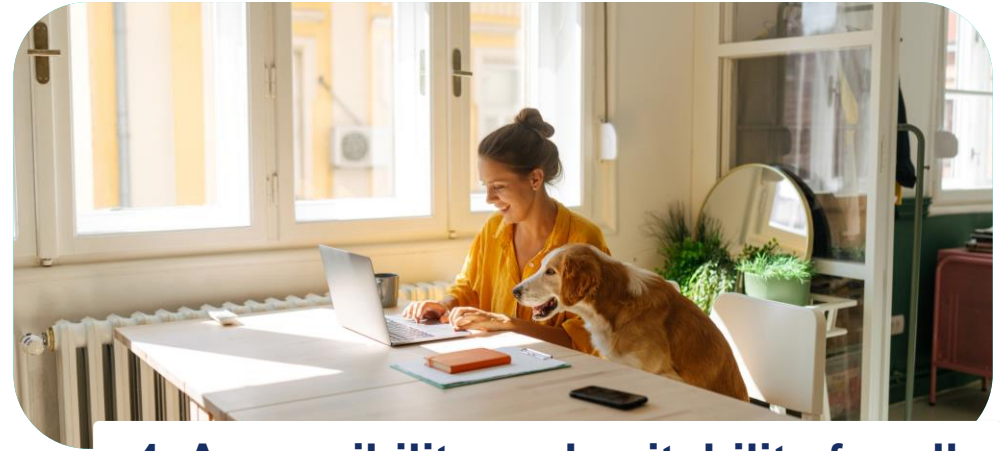
- We encourage suppliers to ensure safe working conditions for their employees and to apply the requirements of the Occupational Health and Safety Management System in accordance with the LST EN ISO 45001 standard.
- We encourage suppliers to implement measures to prevent psychological violence and harassment in the workplace, to educate staff on violence and harassment prevention topics, and to implement other related measures
- We encourage suppliers to provide their employees with supplementary health insurance, which would enable them to seek psychological services from health facilities.

Social criteria applied in procurement (II)



3. Human rights

- We encourage suppliers to increase employment opportunities for people with disabilities and disadvantages - by employing and giving them the opportunity to develop their skills.
- We encourage suppliers to implement the principles of gender equality and non-discrimination on other grounds in their workplace, organise an inclusion day, educate staff on gender equality and non-discrimination on other grounds topics, implement other related measures.



4. Accessibility and suitability for all users

- We encourage suppliers to adapt environments, products, services and everything else that can be accessible and useful to all people, including people with disabilities, other people with functional consents, parents with young children and others.

Social criteria applied in procurement (III)



5. Business ethics and governance

- We encourage suppliers to implement anti-corruption and anti-bribery measures in their workplace, and to apply the requirements of an anti-corruption management system in accordance with the LST EN ISO 37001 standard.
- We encourage suppliers to use fair trade criteria (*Fairtrade*, *UTZ*, *Rainforest Alliance*, etc.) that contribute to more sustainable, socially responsible practices.
- We encourage suppliers to provide opportunities for their employees to volunteer at least once a year.
- We encourage suppliers to apply supply chain management tools and principles in their business operations, to ensure the social well-being of their employees.