



AB Rokiškio sūris Sustainability Policy

Our approach to sustainability

For us, sustainability is our commitment to our customers, our employees, our raw milk producers, our other suppliers and partners, the communities in which we operate, and the planet as a whole, because by doing small things, we are contributing to the big goal of preserving the world for future generations. We don't chase fashion, we responsibly produce quality, safe, wholesome dairy products.

This policy integrates all aspects of sustainability - environment, social responsibility, governance - through the areas of influence, perceived risks and opportunities to achieve our objectives.

Environment: Pollution and emissions

We care about what we do, and we take responsibility for reducing the environmental impact of our activities, and we strive to ensure that all stakeholders in the value chain contribute to this:

- We contribute to climate change mitigation and adaptation by minimising greenhouse gas emissions.
- We support and commit to zero emission targets.
- We commit to the adoption of the Science Based Targets Initiative (SBTi).
- We are increasing the use of energy from renewable sources.
- We improve water efficiency through technological solutions, promoting water reuse and raising awareness of our employees.
- We organise waste management in a way that contributes to the circular economy and the re-use of resources.
- We audit the supply chain for the use of restricted or prohibited ingredients.
- We ensure that the ingredients used in our supply chains comply with EU legislation on the supply and export of certain commodities and products related to deforestation and forest degradation to and from the EU market.
- In certain product categories where ingredients containing oil are used, we ensure that these ingredients are RSPO certified.
- We are working with raw milk suppliers to calculate emissions at farm level and find ways to reduce them.

Social responsibility: Caring for people

The strength of our company lies in its people. Our mission - "Trusted Dairy Professionals" - encapsulates our core values: the expertise we have developed over many years of experience and the trust placed in us as a business partner and as a producer of quality products.

Respect for human rights: we respect and protect human rights and freedoms in accordance with the guidelines set out in the Universal Declaration of Human Rights.

Equal opportunities:



- We want all employees to feel safe and valued, regardless of their background, gender or beliefs.
- We use objective criteria such as competence, qualifications and experience for recruitment, remuneration, promotion and working conditions.
- We ensure a uniform pay policy for equal or equivalent work.
- We provide equal opportunities for personal development and career advancement.
- We provide a safe, hygienic and non-hazardous working environment for all employees and contractors, in compliance with the requirements of national laws.

Intolerance of discrimination and harassment:

- We do not tolerate harassment, violence, bullying or disrespect, no matter what form it takes.
- We promote diversity among our employees and do not tolerate any form of discrimination, including, but not limited to, discrimination on the basis of age, gender, race, nationality, language, origin, social status, religion, beliefs or opinions, sexual orientation, disability, religion and/or other legally protected characteristics.
- Employees have the opportunity to report discrimination or equal opportunities violations confidentially or anonymously. Harassment of employees for filing complaints or participating in discrimination investigations is prohibited.

Child and forced labour: We do not tolerate abuse, child labour or human trafficking.

Employee representation: We respect the right of employees to join trade unions or other organisations representing their views and to participate in collective bargaining.

Personal data privacy: We comply with the General Data Protection Regulation and ensure the security of personal data.

Fostering a food culture: We comply with food safety, quality and environmental policies. We are aware of our great responsibility to develop safe and quality dairy products for the daily consumer table.

Engaging communities: We strive for open dialogue and make a meaningful contribution to the well-being of the communities in which we operate.

Governance: transparency, innovation and accountability

We are a trusted and innovative leader in the dairy industry that operates in a transparent and responsible way

- **Transparency:** We ensure that all financial, operational and social impact information is clear, fair and easily accessible to both internal and external stakeholders. We publish regular reports on sustainability indicators, including environmental impact, employee well-being and community partnerships
- **Anti-corruption:** We believe in high morale and awareness among managers. We prohibit bribery, influence peddling and abuse of office. We conduct all purchases and sales in accordance with established procedures, transparently and responsibly.
- **Innovation:** We are constantly investing in new technologies and processes that increase production efficiency, reduce environmental impact and ensure the highest product quality. Our innovation strategy focuses on long-term sustainability and reduced resource use.

- **Responsibility:** We make decisions that reflect not only our financial, but also our social and environmental responsibilities. We work with suppliers, customers and communities to promote responsible business practices throughout the supply chain. In addition, we regularly conduct internal and external audit programmes to ensure responsible management at all levels.
- **Confidentiality:** We do not disclose confidential business or inside information to unauthorised persons.

Animal welfare: Integrating sustainability principles at the upstream end of the value chain

- We work with dairy farmers to ensure transparency in the supply chain and carry out inspections of dairy farms.
- We ensure that animal welfare standards are met on the dairy farms from which we buy raw materials.

Supply chain: We encourage our partners and suppliers to implement sustainability practices in their operations. We strive to ensure that our customers, suppliers and other partners act legally, reliably, transparently and do not engage in any unfair practices.

Infringement notifications:

The Company encourages employees to report possible breaches of the Policy through the channels indicated:

- E-mail: socialine.atsakomybe@rokiskio.com
- Anonymous suggestion and complaint channels. Ensure the protection of whistleblowers and the handling of reports in accordance with established procedures.

Policy implementation and monitoring

- All employees are made aware of the policies and changes and are responsible for their implementation.
- The Sustainable Operations Group shall ensure that these provisions are properly communicated and monitored.
- The Company's Management is committed to continuously monitor and update the Sustainability Policy to ensure that it is in line with legislation and best practices.

Dalius Trumpa
CEO of Rokiškio sūris AB
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