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APPROVED
by the Order No. IsTa-370
of the Director General
of the State Enterprise
Ignalina Nuclear Power Plant
dated 31 December 2019

POLICY OF THE CORPORATE SOCIAL RESPONSIBILITY OF THE STATE ENTERPRISE IGNALINA NUCLEAR POWER PLANT

1. The State Enterprise Ignalina Nuclear Power Plant (hereafter referred to as the SE INPP, the enterprise) is the enterprise implementing a unique project and is assigned with the task of the safe implementation of the decommissioning of the nuclear power plant with RMBK-1500 type reactors and to manage the generated radioactive waste. Therefore, in implementing the activity, the principle underlining that the methods to reach the set goals shall encompass social, environmental protection, economic aspects and shall enhance the public confidence in the enterprise and shall generate a positive reputation of the SE INPP is consistently observed.
2. The objective of the Policy of the Corporate Social Responsibility of the State Enterprise Ignalina Nuclear Power Plant (hereafter referred to as the social responsibility) shall be to establish the principles, trends and milestones to be followed in creating and developing the reputation of a trustworthy, transparent, sustainable and progressive enterprise, in forming the activity culture and the practice that is the environment-conscious and the public minded, respecting human rights and giving special consideration to the safety.
3. The present Policy is developed in compliance with the provisions laid down in the official letter “On the State Expectations related to the Activity of the State Enterprise Ignalina Nuclear Power Plant” (agreed by the Order No 1-80 of 22 March 2019 of the Minister of Energy of the Republic of Lithuania).
4. The social responsibility shall be interpreted as an integral part of the enterprise activity and the principles consolidated in its provisions directed towards becoming the socially responsible enterprise are implemented and established in detail in the internal legal acts of the enterprise.
5. The enterprise shall strive to apply higher standards of the activity, responsibility and transparency than those minimum standards prescribed by the legal acts and to ensure realisation of expectations of all the parties concerned in relation to the enterprise activity.

6. The social responsibility in the **economic area** shall encompass transparent and efficient enterprise management trends, efficient consumption of resources, reasoned and well-grounded finance management and shall be directly related with the realisation of all the expectations of all the parties concerned, as well as it shall be inseparable from meeting of the social interest and shall be directed towards the perspective of the enterprise as a sustainable organisation.

7. The social responsibility in the area of the **environmental protection** shall encompass such trends as nuclear, radiation safety assurance, pollution minimisation, responsible consumption of natural resources and application of innovative, environmentally and climate friendly technologies.

8. The social responsibility in the **social area** shall encompass such trends as responsibility to employees, the local community and the entire society for the activities undertaken by the enterprise, the ethic employment development trends and the cooperation with all the parties concerned grounded by the general interests of sustainable development.

9. Considering the importance of all the areas of the social responsibility and with a view to ensure sustainable activity, the enterprise in the **economic area** shall pursue these principles and shall strive:

9.1. To ensure compliance with the transparent and efficient management principles, transparent decision making and variation management process, as well as to promote involvement and responsibility of the parties concerned;

9.2. To ensure reasoned management of the enterprise finance based on the factual needs;

9.3. To promote zero tolerance towards any manifestations of bribery and corruption at the enterprise, to clearly declare and follow the principles of the anticorruption practice at all levels of the enterprise management, to plan and implement the preventive measures, to continuously analyse and control the likeliness of manifestations of corruption;

9.4. To develop and maintain such organisational structure of the enterprise that shall ensure the efficient, safe and responsible activity of the enterprise;

9.5. To ensure ethical and business-like cooperation with suppliers and contractors, transparent organisation of the public procurement by applying the equality, non-discrimination, mutual recognition, proportionality, transparency principles by rationally using the financial resources;

9.6. To ensure access to the information on essential and major contracts concluded by the enterprise pursuant to the requirements of the regulating legal acts, contractual obligations and the personal data security requirements; to ensure visibility, access to and circulation of the

information related to the results of the enterprise performance and the independent auditing of the financial activity;

9.7. To increase efficiency of the undertaken activity by ensuring its quality and the generated value, by promoting implementation of technological innovations based on the scientific progress and making lower negative impact to the environment rather than by extensive consumption of resources, to promote development and implementation of innovative systems;

9.8. To implement the world-wide recognised principles of the good corporate governance as recommended by the Organisation for Economic Co-operation and Development;

9.9. To integrate the social responsibility principles into the enterprise management elements, the management system tools, to ensure rationality of implemented processes and procedures, efficient supervision over the enterprise management bodies, their responsibility and the responsibility to the parties concerned.

10. Considering the importance of all the areas of the social responsibility and in striving to ensure the sustainable activity, the enterprise in the area of the **environmental protection** shall pursue these principles and shall strive:

10.1. To conduct environmental impact monitoring of the enterprise activity and the control of the environmental protection indicators, to improve environmental protection in all areas of the enterprise activity, to plan and implement pollution reduction measures, promote and support initiatives reducing the environment pollution and impact to the climate change;

10.2. To minimise the volume of radioactive waste, manage them by applying up-to-date technologies, to implement the modern radioactive waste management infrastructure and to ensure the highest-level safety during the radioactive waste management and storage;

10.3. To extend application of new innovative technologies and innovations, to introduce processes meeting the ecological standards, to reduce the trace of carbon dioxide released into the atmosphere from the enterprise by directing the enterprise activity towards the eco-efficiency, as well as by increasing efficiency of consumed resources and by reducing the enterprise costs and the generated waste;

10.4. To contribute to and to promote initiatives of the employees of the enterprise and the local community enabling to save energy and the natural resources and to develop awareness and responsibility of the employees and communities as the consumers of these resources.

11. Considering the importance of all the areas of the social responsibility and with a view to ensure the sustainable activity, the enterprise in the **social** area shall pursue these principles and shall strive:

11.1. To foster the values-based organisational culture, justified by the principles of respect to human rights, to ensure the equal rights of the employees, fair remuneration and equal possibilities at work, regardless of their gender, race, nationality, ethnic origin, social status, age, disability, religious or political beliefs, sexual orientation or identity, to promote zero toleration to any manifestations of inequality of any form, nepotism, discrimination, harassment, mockery, violence or abuse of power of the held position;

11.2. To ensure safety and health of the employees of the enterprise, prevention of professional diseases, take care of and improve working conditions, promote initiatives that would enable to contribute to fostering of the physical activity and healthy lifestyle of the employees;

11.3. To provide conditions for development of the employees' competencies, knowledge transfer, training and qualification upgrade, to increase the employees' motivation, involvement and enabling, to promote and maintain the employees' pro-activeness, to provide conditions for the employees to combine the corporate and the family liabilities;

11.4. To promote and support innovative ideas of the employees in improving the activity performance and saving of the enterprise resources;

11.5. To enhance relations with the educational institutions of all levels, other organisations and institutions, to provide possibilities for undergoing practical training of students and other persons at the enterprise in order to attract potential specialists;

11.6. To promote and support the initiatives of the local communities in the field of education, civil, economic welfare or culture that would enable to develop awareness, sociality and involvement of the communities;

11.7. To ensure freedom to the employees' organisations and associations, the employees' right to join the trade unions.

12. The management of the enterprise shall ensure that the Policy of the Corporate Social Responsibility of the SE INPP is available, known and comprehensible to each employee of the enterprise.

13. The Policy is a public document and is published at the enterprise website.

14. The Policy shall be amended, revoked by the order of the SE INPP Director General.

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