

## **STAKEHOLDER ENGAGEMENT POLICY OF THE STATE ENTERPRISE IGNALINA NUCLEAR POWER PLANT**

1. The stakeholder engagement policy (hereinafter referred to as the Policy) of the State Enterprise Ignalina Nuclear Power Plant (hereinafter referred to as the enterprise, the INPP) sets out the general principles and guidelines for communication with stakeholders. The policy is developed in accordance with the provisions of the international standard AA1000SES (2015) (*Stakeholder Engagement Standard*) and the main principles of the standard AA1000APS (2018) (*Accountability Principles Standard*):

- **Engagement** – individuals have the right to express their opinion before decisions are made that impact on them.
- **Significance** (materiality) – individuals making decisions should identify and clearly understand the main impacts of such decisions.
- **Reactivity** (responsiveness) – organisations should act transparently regarding the most significant impacts of their activities and the sustainability issues.
- **Impact** – organisations should monitor, measure, and take responsibility for the impact of their activities on the environment and people.

2. In developing its activities, INPP is aware of the impacts on the environment and the various stakeholders who may have different interests. Therefore, the reasonable expectations of stakeholders must be considered and met in order to ensure the long-term success of the activities and the value created by the company.

### **Policy purpose**

3. The purpose of this Policy is to provide a common structure and standard for maintaining relationships with stakeholders in all activities or operations carried out by the enterprise in order to:

- to promote dialog with stakeholders, their engagement, enabling stakeholders to express reasonable expectations regarding the enterprise,
- to strengthen the confidence of stakeholders in the enterprise and in the projects, which it develops, building long-term, stable, and strong relationships,

- to create a holistic (comprehensive), sustainable and long-term value for all stakeholders,
  - to build a positive reputation of the INPP by ensuring transparency of activities and decisions taken, and by promoting a value-based organisational culture,
  - to reduce risks by identifying stakeholder concerns about the INPP activities at the earliest possible stage and identifying potential conflicts with stakeholders.
4. Notwithstanding the above, the enterprise may deviate from the established standard of communication depending on the specific problem, location, or stakeholder.

### **Identification of the stakeholders**

5. Stakeholders are individuals, groups of individuals or organisations that are impacted by the activities of the enterprise and/or they can impact on the activities and results to be achieved by the INPP. Individuals who have only general knowledge, opinion, or views about the INPP are not considered as stakeholders unless they do not impact on the activities of the enterprise or the activities of the INPP have no real impact on them.

6. During the development of its activities, the INPP interacts with groups, organisations, institutions, etc. of people with various and different interests. Therefore, successful engagement and effective communication with stakeholders requires proper identification of stakeholders in terms of their interests, scope of impact, level of competence and other characteristics.

7. Below is the list of stakeholder criteria that are recommended for stakeholder identification:

- interest in the activities of the INPP,
- the degree of impact or power to impact on the activities carried out, the projects implemented, or the objectives pursued by the INPP,
- competence in issues or problems relevant to the INPP,
- willingness to cooperate with the INPP or its representatives,
- dependence of the stakeholder on the INPP, i.e., the extent to which the INPP position, activity, etc. is relevant to the activities of the stakeholder,
- the value to the enterprise of communicating with the stakeholder,
- the expectations of the stakeholder in the cooperation with the INPP,
- other criteria.

8. The INPP structural units and employees responsible for the management of the organisation or project stakeholders, taking into account the above criteria, shall prepare the main stakeholder maps. As the technologies, the regulatory or business environment, and the priorities of individuals and organisations change, the stakeholders may change, so it is recommended to update

the stakeholder maps regularly through a re-identification process. The main categories of stakeholders with whom the INPP maintains dialog are listed in the Annex to this Policy. Detailed lists of stakeholders may be included in the enterprise's procedure descriptions, procedures, and other internal legal acts according to their impact on the INPP or topics.

### **Principles, practices, and methods of the stakeholder engagement**

9. In order to increase the confidence of the stakeholders in the enterprise, the INPP representatives must adhere to the following principles in every communication with the stakeholder:

- **Responsibility** – we are responsible for our actions and words, our relationships are based on mutual respect, ethical communication, we follow the rules and customs of the local community.

- **Transparency** – we share correct, complete, sufficient, and relevant information, do not withhold significant details or positions, we clearly state the reasons why certain information cannot be disclosed (if any).

- **Active listening** – we seek to hear the expectations and opinions expressed, encourage two-way communication, and support constructive, engaging, and diverse dialogue.

- **Seeking consensus** – we encourage diversity of opinion, listen to, and take different approaches, seek for common solutions, agreements, and consensus in our communication.

- **Cooperation** – we look for opportunities to create value for all communicating parties, we encourage and engage those who want to contribute to the goals of the INPP and the implementation of projects.

10. Depending on the characteristics of the stakeholders and the purpose of the engagement, the following engagement practices are possible (this list is not final):

<b>Engagement level</b>	<b>Engagement means/methods</b>
1. Information (one-way communication: the INPP provides information to stakeholders)	Press releases, publications, articles Social networks Public activity reports, safety reports, etc.
2. Listening (one-way communication: stakeholders provide information to the INPP)	Surveys, interviews, and other feedback E-mail, comments on social networks Opinions in media, review articles
3. Engagement (two-way communication)	Meetings with stakeholders, joint discussions Focus groups Workshops, days of suppliers
4. Cooperation	Partnerships, joint projects A common public position on specific issues Joint activities

11. Stakeholder practices can be applied individually or jointly, considering the expectations, needs and operational context of the stakeholder.

### **Stakeholder engagement risks**

12. The successful management of the stakeholder engagement process must be assessed and considered the potential risks of engagement. Possible risks may include conflicts of interest, stakeholder unwillingness or fatigue to engage, volatile or changing expectations, inappropriate stakeholder identification or setting of expectations.

13. The employees of the enterprise responsible for the stakeholder engagement must assess potential risks and take them into account in the development of communication. The INPP Risk Management Division consults on risk identification, risk reducing measures and the compilation of the risk register concerning the risks associated with stakeholders.

14. The INPP Sustainable Development Manager consults on the application of the policy implementation means and, if necessary, reviews and updates this policy.

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## **THE MAIN STAKEHOLDER CATEGORIES OF THE SE INPP**

1. Citizens of the Republic of Lithuania (the public).
  2. Employees of the SE INPP, their representatives and trade unions.
  3. European Union institutions, international organisations.
  4. State and municipal institutions.
  5. Financial donors, agencies managing their funds.
  6. Institutions regulating and supervising the activities of the enterprise.
  7. Suppliers of goods, services and works.
  8. Clients, business partners.
  9. Local and regional communities.
  10. Neighbouring countries and their institutions.
  11. Associations, non-governmental organisations.
  12. Media, influencers.
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