

## ENVIRONMENTAL POLICY

2025-08-14

### 1. Objective & Scope

**Purpose:** To affirm VENTMATIKA commitment to environmental stewardship across all areas of operation—from product design and manufacturing to lifecycle management and stakeholder engagement.

**Scope:** This policy applies to all business activities, employees, product lines, supply chains, and partners. Implementation depth is scaled to match our company's size and global market reach.

### 2. Environmental Management System (EMS)

VENTMATIKA sustains and continually improves its adherence to ISO 14001:2015, ensuring the proactive identification, management, and mitigation of environmental risks. Regular performance reviews and audits are conducted to ensure compliance and drive improvement.

### 3. Emissions & Energy Efficiency

- Maintain and expand ongoing efforts to reduce greenhouse gas emissions.
- Implement further measures to monitor and reduce energy consumption, optimize production efficiency, and invest in energy-saving technologies.

### 4. Responsible Product Design & Disposal

- Integrate eco-design principles into all new products: prioritize energy efficiency, select recyclable materials, and minimize the use of harmful substances.
- Focus on **repairability and modularity** — ensuring products can be serviced rather than replaced.
- Provide spare parts and detailed documentation to support long-term use and repair.
- Ensure product disposal aligns with local regulations and recycling protocols.

### Geographical limitations and support approach:

Due to the geographical dispersion of our markets, centralized product take-back schemes are currently not feasible. Instead, VENTMATIKA supports localized repair through design and operational support. We provide comprehensive repair documentation, remote technical assistance, and spare parts to regional representatives, enabling repairs to be carried out efficiently without needing to return the product to Lithuania — ensuring environmental and economic logic is maintained.

### 5. Supply Chain & Procurement

- Favor suppliers who demonstrate sustainable practices and hold relevant environmental certifications.
- Include environmental performance as a one of the factor in supplier selection, and conduct periodic reviews to ensure compliance with VENTMATIKA values.

### 6. Waste Management & Resource Efficiency

- Minimize waste generation across all operations through process optimization and material planning.
- Increase recycling and reuse rates, particularly for energy, water, and key materials.
- Reduce packaging volumes and prioritize recyclable or environmentally friendly materials in all packaging solutions.

## 7. Compliance & Certification

- Maintain full compliance with EU and local environmental regulations.
- Preserve ISO 14001:2015 certification and continue to integrate environmental practices within ISO 9001 quality management systems.

## 8. Training & Awareness

- Deliver continuous training on environmental policies and ISO standards to all relevant staff.
- Foster a company-wide culture of eco-innovation, encouraging employees to integrate sustainability into everyday decisions.

## 9. Targets & Monitoring

- Set and monitor key environmental performance indicators, including:
  - Annual greenhouse gas emissions
  - Energy consumption per unit of output
  - Waste diversion and recycling rates
- Report progress transparently via internal reviews and external communication channels.

## 10. Stakeholder Engagement

- Actively collaborate with clients, suppliers, regulators, and community members to promote environmental responsibility.
- Encourage transparency, feedback, and open dialogue regarding environmental performance and areas for improvement.

## 11. Continual Improvement

- Review and update this policy to reflect changes in legislation, stakeholder expectations, and technological advancements.
- Continue to explore alignment with emerging frameworks as organizational capacity and market demands evolve.

Managing director



Tadas Tamošaitis