



**UAB „Meditecha“**

**I./k. 303411878, PVM m./k. LT100010924113, Barčių g. 35, Vilnius**

Suinteresuotiems asmenims

## TIEKĖJO DEKLARACIJA

2023-06-23

Vilnius

Šiuo raštu patvirtiname, kad mūsų atstovaujamas gamintojas BALT EXTRUSION SAS, kuriuo adresas yra 10, rue de la Croix Vigneron, 95160 Montmorency, Prancūzija, atitinka LR Aplinkos apsaugos ministro 2011-06-28 įsakymo Nr. D1-508 (2022-12-13 įsakymo Nr. D1-401 redakcija) 4.4.4 p. reikalavimus ir mūsų atstovaujamo gamintojo prekė ir prekės pakuotė atitinka šiame įsakyme numatytus aplinkosauginius principus įvairiuose produkto gyvavimo ciklo etapuose.

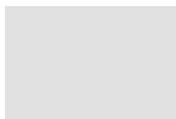
Šiuo raštu patvirtiname, kad BALT EXTRUSION SAS prekei ir pakuotei pagaminti sunaudojama mažiau elektros energijos ir pakuotei pagaminti nenaudojama pavojingųjų cheminių medžiagų, toksinų ir kitų aplinkos apsaugos požiūriu kenksmingų medžiagų, neteršiama aplinka.

Mūsų atstovaujamas gamintojas BALT EXTRUSION SAS savo internetinėje svetainėje (<https://baltgroup.com/our-impact/>) oficialiai deklaruoja apie elektros energijos suvartojimo mažinimą vieno gaminio vieneto pagaminimui. Taip pat yra patvirtinta gamyklos aplinkos apsaugos politika.

Šiuo raštu patvirtiname ir deklaruojame, kad UAB „Meditecha“ savo veikloje laikose aplinkosaugos reikalavimų: mažina popieriaus sunaudojimą, veikloje yra atsisakyta nebūtino dokumentų kopijavimo ir spausdinimo, dokumentai pasirašome elektroniniu parašu.

Šiuo raštu patvirtiname, kad UAB „Meditecha“ prekių saugojimo patalpose yra naudojama elektros energija iš atsinaujinančių elektros energijos išteklių ir šiais veiksmis UAB „Meditecha“ prisideda prie prekės ir/ar pakuotės visose gyvavimo etapuose sunaudojamos elektros energijos mažinimo, kaip yra numatyta LR Aplinkos apsaugos ministro 2011-06-28 įsakymo Nr. D1-508 (2022-12-13 įsakymo Nr. D1-401 redakcija).

Direktorius



Andžej Likša

[info@meditecha.lt](mailto:info@meditecha.lt) / +370 60171304

# Balt

## Environmental, Social and Governance Policy

## A Message from our President and CEO



The core of Balt's business is to provide physicians with life-saving devices, but our corporate responsibilities extend even further. Balt is committed to continuously integrating sustainability across its entire business to address global climate and environmental challenges and to protect the planet, for the benefit of our stakeholders, customers, employees, and society in general.

**Pascal Girin**

*President and CEO*

# Our Shared Purpose: to impact 150,000 lives in 2026

## Company Mission

Balt aspires to be the most respected neurovascular physicians’ partner by bringing to the market differentiated and clinically relevant solutions through excellence in execution. We follow this directive mission driven by common values, respect, integrity, teamwork.

## Quality Policy

Balt is committed to the design, development, realization, and support of medical devices that conform to established requirements to satisfy the needs and expectations of our customers. For more information, please refer to Balt’s **quality policy** and product **safety policy**.

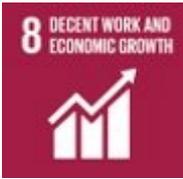
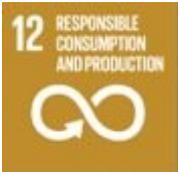
## Our Scope

We are conscious of our impact on the world in which we operate. Being genuinely sustainable means balancing profitability with environmental and social responsibilities. Balt and all its subsidiaries are committed to continuous improvement. This Policy sets out the environmental, social and governance (ESG) topics which are most material for Balt and our operations and how we manage these. It will act as the umbrella policy that will sit above any specific environmental, social and/or governance related policies.

## Our targets

At Balt, we are dedicated to developing and manufacturing a sustainable comprehensive portfolio of medical devices for interventional radiology. Our sustainability framework will be guided by the United Nations Global Compact and its 10 universal principles of human rights, labor, environment and anti-corruption and the Global Sustainable Development Goals (SDG).

Goal	Target Addressed	Indicators	Description
	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment.	<ol style="list-style-type: none"> <li>1. Patients treated</li> <li>2. R&amp;D spending</li> <li>3. Training support of medical professionals</li> </ol>	Balt is a pioneer medical device company. We support the development of novel technologies in the interventional radiology field to reduce the risk of surgery and increase the outcome of patient treatment. Our goal is simple: to positively impact and save as many lives as possible with our products. With one of the most comprehensive product portfolios available, Balt products are used around the world to access and treat multiple disease states including arterial venous

			malformations, aneurysms, and ischemic stroke.
	<p>Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making</p>	<ol style="list-style-type: none"> <li>1. Proportion of women in managerial positions</li> <li>2. Percentage of women working at Balt</li> </ol>	<p>Balt is committed to creating a diverse and inclusive environment. Our employees and our company thrive when we get this right. We aim to create a workplace that celebrates the diversity of our employees, customers, and partners. Balt provides equal opportunity for everyone, including women, in recruitment, training access, employment, compensation, welfare, development, internal mobility and career advancement.</p>
	<p>Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation.</p> <p>By 2030, achieve full and productive employment and decent work for all people, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>Protect labor rights and promote safe and secure working environments for all workers.</p>	<ol style="list-style-type: none"> <li>1. Carbon Footprint measurement and reduction</li> <li>2. Average hourly earnings of female and male employees, by occupation, age, and persons with disabilities</li> <li>3. Fatal and non-fatal occupational injuries</li> </ol>	<p>Balt promotes an inclusive economic growth full of productive employment and decent work for all. The group is committed to ensuring compliance with all federal, local and governmental regulations and legislation as they pertain to the health, safety and productivity of workers and environmental impact of local operations.</p>
	<p>By 2030, reduce waste generation through prevention, reduction, recycling and reuse.</p>	<ol style="list-style-type: none"> <li>1. Tons of material recycled.</li> <li>2. Carbon footprint</li> </ol>	<p>Balt integrates sustainable consumption and production patterns.</p>

	By 2030, achieve sustainable management and efficient use of natural resources.	3. Rethinking packaging design; thoughtful supply chain selection	
--	---	---	--

## Our Commitments

### Protecting our Planet

Balt is devoted to seeking continuous improvements to ensure the preservation of natural resources for future generations by doing more than just complying with all requirements of environmental laws and regulations.

We are committed to measuring annually the environmental footprint of our group’s activities to measure our progress. Measuring our impact is the first step in our climate strategy. It empowers us to assess potential emission reduction levers and set clear action plans with reduction objectives.

#### Our commitments include:

- ✓ Applying appropriate waste minimization and waste management processes and practices
- ✓ Promoting sustainable travel strategies for the business trips of our customers and employees
- ✓ Reimbursement of public transport fees
- ✓ Sustainable car policies for our sales representatives

### Supporting our People

Balt is committed to creating a diverse and inclusive environment. Our employees, and our company thrive when we get this right. We aim to create a workplace that celebrates the diversity of our employees, customers, and partners.

Everyone at Balt plays a part in promoting a culture of mutual trust, respect, and transparency so that employees can work as a team, a community, in a safe, diverse, and inclusive work environment. We all have the right to respect and human dignity, and Balt prohibits any behavior that may negatively impact a person’s dignity, in the workplace or in any other work-related setting. The group has a zero tolerance for discrimination or harassment.

#### Our commitments include:

- ✓ Undergoing a group audit to generate an unbiased look at the conditions of our workforce and continuously improve our actions in our efforts to create a diverse workplace.

- ✓ Ensuring our diversity initiatives reflect everywhere, from our recruitment policies to ongoing education and training all the way to flexible work arrangements and teamwork.
- ✓ Ensuring compliance with all federal, local and governmental regulations and legislation as they pertain to the health, safety and productivity of workers and environmental impact of local operations.
- ✓ Maintaining at least 42% of women in leadership positions across the group.

## Responsibility in Leadership

Balt is committed to always act with integrity. We carefully select our business partners around the globe who also adhere to high quality and safety standards and operate in compliance with applicable regulatory laws and regulations.

Since 2021, all our employees across the globe must undergo mandatory trainings. Our system is transparent and auditable.

Training	Taux de participation
IP and confidential information	95.79%
Conflict of interest	97.24%
Ethics & Business Code of Conduct	96.32%
Anti-Bribery and Corruption	95.78%
GDPR and Data Laws	95.55%
Workplace Harassment	96.45%

Our employees are recertified annually, and new training courses are added over time. In 2023, for example, we added specific training on cybersecurity as well as on Environment, Health and Safety.

Additionally, Balt maintains a hotline to provide all our talent with the opportunity to report concerns by filing a Report. This line is intended to manage the reporting of serious situations that could have a significant negative impact on Balt, such as those relating to actions that:

- May lead to incorrect financial reporting ;
- Are illegal;
- Do not comply with Balt policies, including the Code of Ethics and Business Conduct; Or
- Constitute serious misconduct.

### Our commitments include:

- ✓ Respecting and promoting human rights through exemplary behavior in the operation of its business. Balt does not tolerate all forms of discrimination, forced labor and child labor
- ✓ Rejecting all forms of corrupt business practice and is committed to fostering a culture of ethics and integrity, with success based on the quality of our products, services and people.
- ✓ Acting professionally and making business decisions based on what is best for Balt, without any consideration of personal gain or benefit.