

Latvijas Loto's Environmental Protection Policy and Employee Engagement



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Latvijas Loto implemented an Environmental Protection Policy with the goal of setting companywide environmental objectives and engaging employees in sustainability efforts. In this case study, Environmental Protection and Sustainability Specialist, Marija Dūduma shares an outline of the steps taken to communicate and integrate this policy across the organisation.

Policy Communication and Integration

01 Informing Employees

Once the Environmental Protection Policy was approved, all employees were informed about its key elements. This ensured everyone understood the policy's importance and how their role contributes to delivering it.

02 Annual Action Plan

A detailed action plan is developed annually as part of this policy. This plan outlines specific tasks to achieve the company's environmental objectives. The plan is reviewed and approved each year during Board meetings to ensure it remains relevant and actionable.

03 Ongoing Awareness and Training

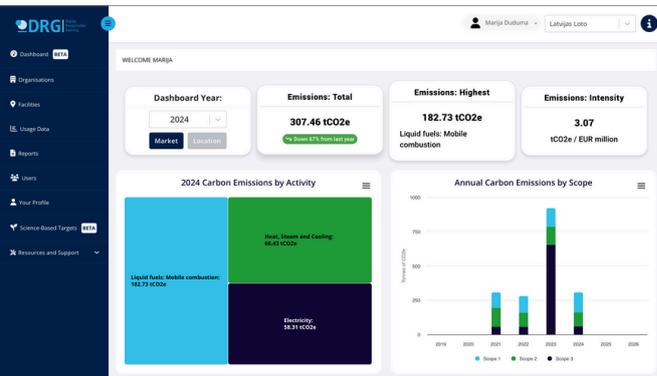


- **Annual Training Sessions:** The importance of environmental goals is reinforced through yearly training programs, ensuring continuous employee engagement and understanding.
- **Awareness Campaigns:** Initiatives are organised to promote energy conservation, such as saving electricity and heat, and encouraging the responsible use of resources.

04 Building a Culture of Sustainability

To integrate sustainability into the company culture, Latvijas Loto took the following steps:

- **Introduction to Emissions Calculations:** A presentation was conducted for all employees before beginning emissions calculations. This session explained the process, its purpose, and its importance.
- **Message of Urgency:** The presentation emphasised that sustainability is no longer optional but essential, stressing the role of every department in achieving the company's environmental goals.





This approach has successfully created a sense of collective responsibility, embedding sustainability into the organisational mindset and securing commitment from employees at all levels.

Latvijas Loto's systematic approach to introducing and integrating its Environmental Protection Policy demonstrates the value of clear communication, ongoing training, and inclusive involvement. By engaging employees across the organisation, the company has fostered a culture that prioritises sustainability.

**Thank you to Marija Dūduma for
sharing this case study**

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