



**REPORT**  
**on corporate social responsibility**  
**Ekoplast LLC**  
**2021**



## CONTENT

Management's appeal

Chapter 1. About Ekoplast LLC

- ✓ Principles of Ekoplast LLC business ethics;
- ✓ Ethics and business conduct;
- ✓ Corporate social responsibility;
- ✓ Environmental protection;
- ✓ Confidential information.

Chapter 2. Our employees

Chapter 3. Quality, food safety, risk analysis:

- ✓ General information;
- ✓ Risk management at Ekoplast LLC;
- ✓ Product quality;
- ✓ Food safety.

Chapter 4. Labor protection, fire safety, and civil protection

Chapter 5. Contribution to the development of society



## Chapter 1:

### About Ekoplast LLC

EKOPLAST LLC - is a Ukrainian manufacturer of polymer materials.

EKOPLAST LLC was founded on April 28, 2001. EKOPLAST LLC started its production with polymer garbage bags, and within a few years had expanded the variety of household products. Starting in 2008 the main activity of the company has been the manufacturing of oven cooking bags. It took a few years for the company to develop and put into production a clip made of heat-resistant polymer films for tightening the cooking bags.

During the whole period of its activity, the company has rightly received about fifty awards, distinctions, and thanks, which testifies to the reputation of a reliable manufacturer and supplier.

We are proud of the key advantages of the company, well-established service of European level, use of modern technologies and equipment in production, highly qualified staff, constant quality control, flexible and individual approach to each partner.

The company cooperates only with proven and reliable suppliers of raw materials and only on official terms. Our partners are powerful companies operating in the markets of Europe, Latin America, Africa, and Southwest Asia.

Ekoplast has implemented an integrated quality management system and food safety, which is certified in accordance with the requirements of the Quality Management System ISO 9001: 2015 and the Food Safety System FSSC 22000 ISO - International Organization for Standardization. ISO International Standards promote trade, disseminate knowledge and innovative advances in technology, and help manage natural resources and conformity assessment practices.

FSSC 22000 is one of the certification schemes for food safety management systems (FMS), which is fully recognized by accreditation bodies around the world and created to harmonize certification requirements and methods in the chain of suppliers and manufacturers of food products.

Passing the FSSC 22000 certification procedure and having a certificate allows our company to cooperate with large network companies around the world, due to the application of uniform rules on food safety.

Built on the requirements of the FSSC 22000 scheme, the food safety management system and the availability of a certificate of conformity have provided our company:

- an increase of competitiveness, in particular, in the presence of the FSSC 22000 certificate recognized in the international market;
- the opportunity to participate in the chain of food production for large international retail chains and to supply customers who require independent verification;
- elimination of barriers to trade in European and international markets and problems of mutual recognition of the results of conformity assessment in the field of food safety;
- acquisition of a marketing tool to increase the involvement of loyal customers and new business partners;
- formation of the reputation of the manufacturer of quality and safe products.

Demonstration of EKOPLAST LLC's ability to meet the requirements of ISO 9001 and FSSC 22000 has been repeatedly confirmed by passing the certification procedure and obtaining certificates of conformity from independent competent and authorized international bodies.



As of today, EKOPLAST LLC is one of the leaders in the production of composite packages for baking food in the world.

EKOPLAST LLC's policy is based on openness and flexibility, the company strives to fully meet and even exceed the



expectations of our customers and business partners, while conducting business honestly, transparently, and professionally.

Our mission is 100% customer satisfaction from convenient and fast cooking using quality products of our company.

## **Ethics and business conduct**



We are convinced that the success and stability of our company mainly depend on the professionalism of those who work in it. That is why our company recognizes its employees as its main competitive advantage and assets.

We treat each other with respect and expect that all employees of EKOPLAST LLC will be guided by a sense of personal responsibility. We employ competent, motivated people who respect our values and to whom the company provides equal opportunities for development and career growth.

Our efforts are aimed at maintaining a safe and healthy working environment, so it is very important for us to comply with all laws and regulations of labor law.

One of our principles is equal employment opportunities for all categories of employees, which means that EKOPLAST LLC does not and cannot have a place of discrimination or any pressure.

It is our responsibility to create a comfortable work environment in which employees will feel respected, regardless of individual differences, talents and personal qualities. Our goal is to evaluate the work of each employee objectively, based on personal contribution to the achievement of the common result.

We welcome differences between employees and make the most of the associated benefits of individual differences and everyone's contribution while treating each other with respect and maintaining an atmosphere of trust and openness.



We recognize the need for each employee to achieve a balance between personal and professional aspects of their lives.

We respect the privacy of employees, so we ask to provide only personal information that is necessary for our company's business processes or required by applicable law.

Ekoplast LLC does not allow:

- aggression, intimidation, verbal abuse;
- pressure on management's decision to work or attempted blackmail, inviting close relatives to work and promoting them;
- use of company resources for personal purposes;
- expressions and actions that may cause damage to the company.

Our "open door" approach allows employees at all levels to communicate openly with each other and seamlessly engage in work processes. The participation of staff in the work of the company at all levels begins with an open exchange of views, both on certain aspects of the business and on the company's activities.

The company welcomes and encourages constructive suggestions from employees to change or improve existing business practices.

Our principled position: we treat all colleagues in the company as well as our customers and business partners with respect and friendliness. Each of us strives to fulfill our responsibilities as fully and responsibly as possible, contributing to the achievement of the company's strategic goals.

## **Corporate social responsibility**



One of the main areas of implementation of corporate social responsibility of EKOPLAST LLC is the policy of development and improvement of staff conditions.

Our company annually publishes a report on corporate social responsibility on the company's website, which covers all its activities, achievements, and accomplishments.

Ekoplast LLC cannot successfully develop by isolating itself from the social development processes taking place in the country as a whole and in the territories where our company operates. We take responsibility for adhering to ethical standards in our dealings with those on whom the company directly depends in its professional activities.

Ekoplast LLC considers it important to build a socially responsible business and undertakes the following commitments:

- effectively interact with state and public institutions to respect mutual interests. The company seeks to establish partnerships with the state based on compliance with the law;
- to promote the prosperity of the economy through timely and full payment of all taxes and fees in accordance with the laws of Ukraine;
- participate in solving social problems that he considers important and financially supports non-profit organizations.

The charitable activity of EKOPLAST LLC is also one of the directions of realization of corporate social responsibility of our company.

EKOPLAST's charitable contributions to charitable organizations or our company's direct investments in non-profit





programs in the places where it operates (including disaster relief, funding for education, health care, important research, and other non-commercial investments), pre-approved by the company's top management and subject to written approval. At the same time, EKOPLAST obliges charitable and non-profit organizations to report on the targeted use of these funds to prevent corruption and comply with obligations to people in need.

## **Environmental protection**



Ekoplast implements principles, programs, and methods aimed at environmental protection in all areas of activity as important elements of management and takes into account the need for efficient use of materials and electricity, careful treatment of resources, minimization of adverse environmental impact during the commissioning of new equipment.

Ekoplast LLC pays significant attention to waste reduction, sorting, use of safe disposal methods, as well as respects and adheres to current laws and regulations in the field of environmental legislation, including environmental protection.

We are improving environmental measures, the need for which is caused by the activities of our company:

- detect, evaluate, and carry out constant control and possible limitation of emissions of harmful elements into the atmosphere.

- we are reviewing normative legal acts in accordance with changes in the legislation and improving the set of environmental protection measures.

All norms and rules of ecological and labor safety are defined and fixed in the Ecological passport of the EKOPLAST LLC which contains the general information on the enterprise, the used raw materials, the description of technological schemes of production of the basic kinds of production, schemes of sewage treatment and emissions, their characteristics. after cleaning, data on solid and other wastes, as well as information on the availability of technologies in the world that ensure the achievement of the best environmental performance.



An employee of the company responsible for compliance with environmental legislation is involved in filling out and issuing an environmental passport, taking into account the total impact of harmful emissions on the environment.

Ekoplast includes only objective environmental indicators in its reports to the Department of Environmental Resources and Ecology.

## Confidential information



To protect business information, Ekoplast has implemented a policy on trade secrets, confidential information, and its protection.

Confidential company information is information that is in the possession, use, disposal of the company contained in contracts, agreements, letters, reports, analytical materials, statements of accounts, charts, schedules, specifications, etc., and the disclosure of which may be harmful, both to the interests of the company and to our partners, customers, or suppliers.

A company's trade secret is information that is not a state secret and that reveals classified information about production technology, equipment, innovations, projects, and development, management, financial and other activities of the company, the disclosure of which may cause significant economic or other harm to the company.

Access to confidential information is available to several employees of the company with whom they have agreed not to disclose trade secrets.

All employees of our company are obliged to promote the protection of confidential information of Ekoplast and its business partners, which became known to them during their employment in the company.

It is forbidden to disclose confidential information and disclose its composition in private conversations or in the circle of persons who are not employees of the company, including family members.

In order to protect personal data, Ekoplast has developed and implemented a policy on personal data protection of employees and contractors since 2017, which is based on the Law of Ukraine "On Personal Data Protection".



Ekoplast owns the personal data of its employees and contractors, which includes any information or set of information about an individual by which he is identified or can be specifically identified.

The company does not process information about the racial, national or ethnic origin of employees, their political, ideological beliefs, membership in political parties, intimate information about private life.

We are committed to protecting the personal data of employees and contractors, so all employees who have access to personal data and process it in the course of their work, but are not managers of this data, enter into an obligation not to disclose personal data and preventing their accidental loss or destruction.

We guarantee the protection of personal data of our employees and contractors from unlawful processing and accidental loss, destruction, damage due to intentional concealment, non-provision or untimely provision, as well as protection against providing information that is inaccurate or discredits honor, dignity and business reputation of the person.

## Chapter 2

### Our employees

EKOPLAST builds its relations with the staff on the principles of long-term cooperation, mutual respect, and strict fulfillment of mutual obligations.

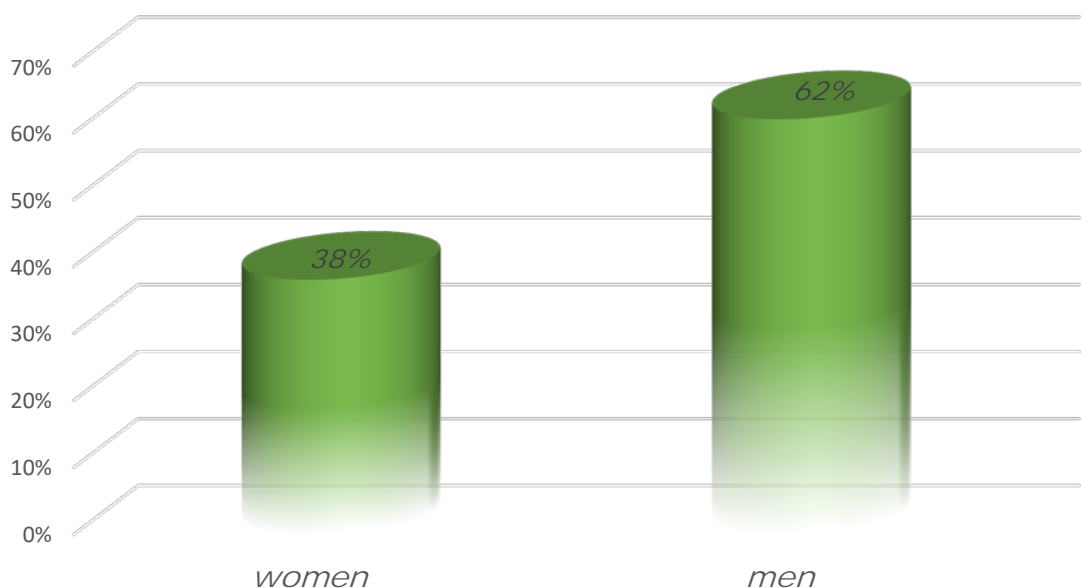
Business relations in the company are built in such a way that:

- establish relationships with staff based on trust, decency, and honesty;
  - ensure correct behavior and respect for basic human values and aspirations;
  - ensure the privacy of employees;
  - ensure the protection of personal data of employees;
  - to form in the employee a sense of belonging to the company;
- stimulate continuous development of employees at all levels through training;
  - create safe, healthy, and comfortable working conditions for each employee.

Our company's personnel policy is aimed at creating a cohesive and highly professional team of like-minded people who are able to respond objectively and responsibly to changing market demands.

Staff structure in 2021:

#### STAFF COMPOSITION



In 2021, the structure of staff holding managerial positions has not changed compared to 2020. Female employees who have become leaders are consistently in the lead, which emphasizes the company's attention to gender equality and compliance with European gender policy.

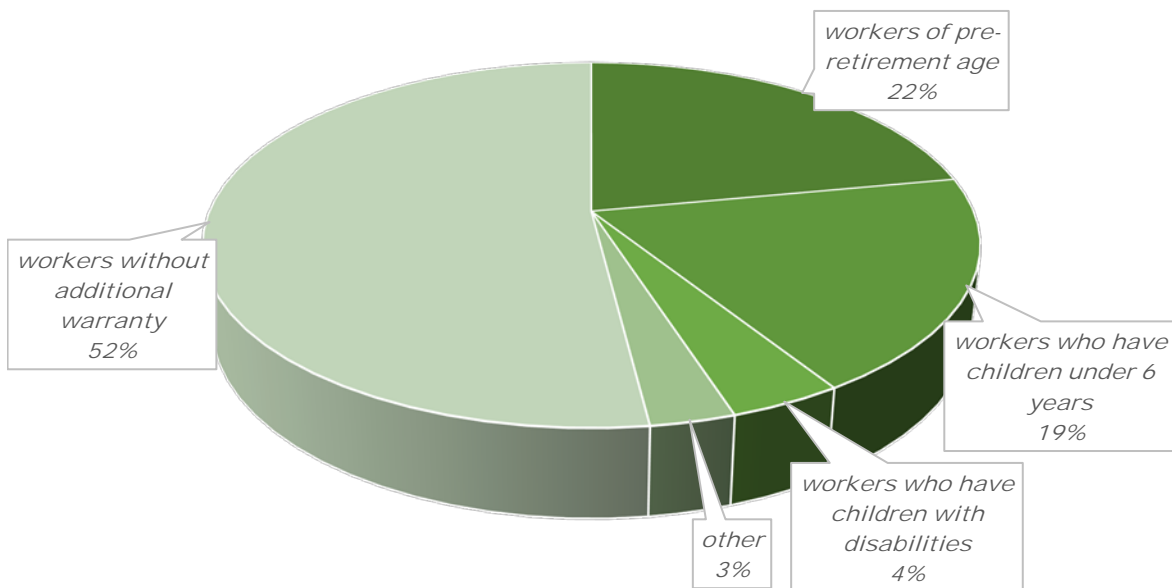


Strict 100% compliance with Ukrainian labor law and human rights allows us to maintain a safe and healthy working environment. We do not face complaints about late payment of wages, holidays, disability benefits, etc., because we are conscious of the rights of our employees through compliance with Ukrainian law.

Ekoplast promotes the implementation of state policy in the field of employment and labor migration, so it considers the quota for employment of persons who are among those who are uncompetitive in the labor market.

At the end of 2021, the company had 48% of employees who have an additional guarantee in promoting employment.

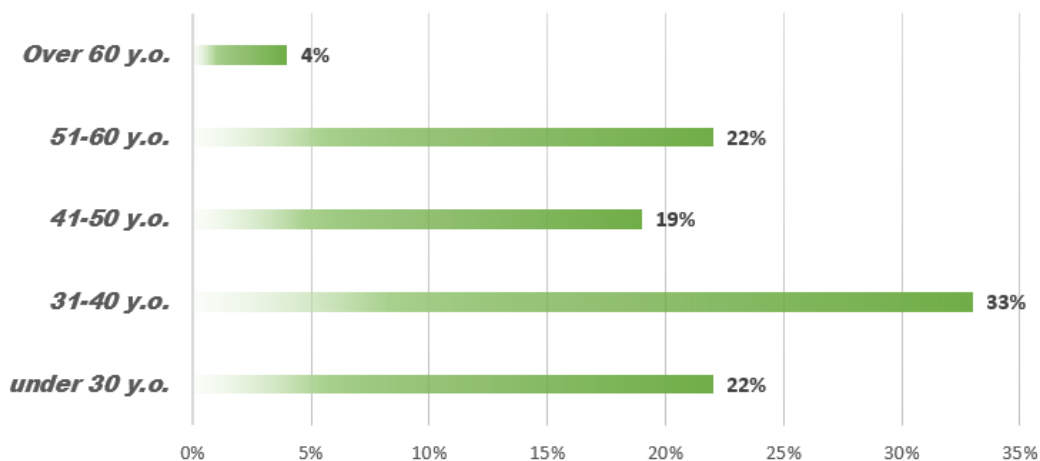
## EMPLOYEES WITH ADDITIONAL WARRANTY



We have employees of all ages. Ekoplast's personnel policy does not limit the age requirement of any of the candidates for the company's vacancies.

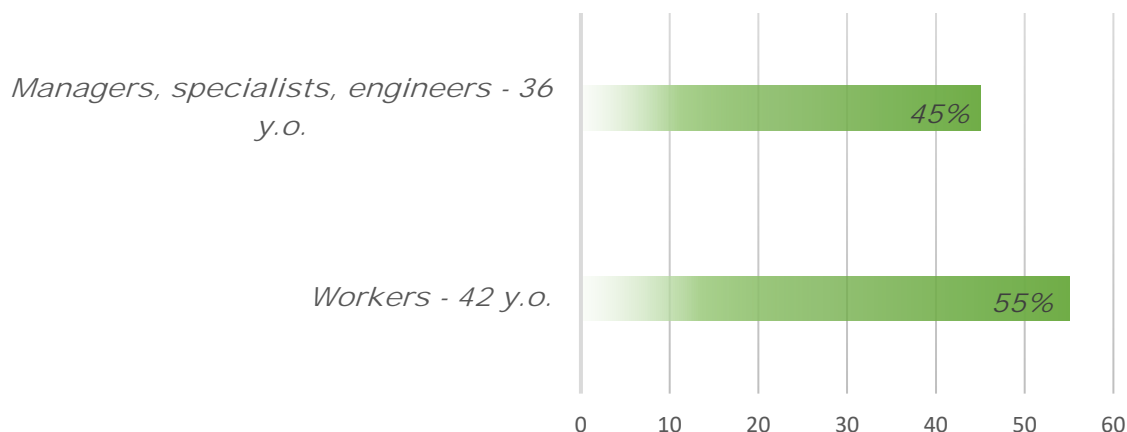
An employee of Ekoplast can be any adult whose values coincide with the values of our company, and the level of education, personal qualities, professional experience - in accordance with the requirements of the vacant profession or position.

## AGE STRUCTURE



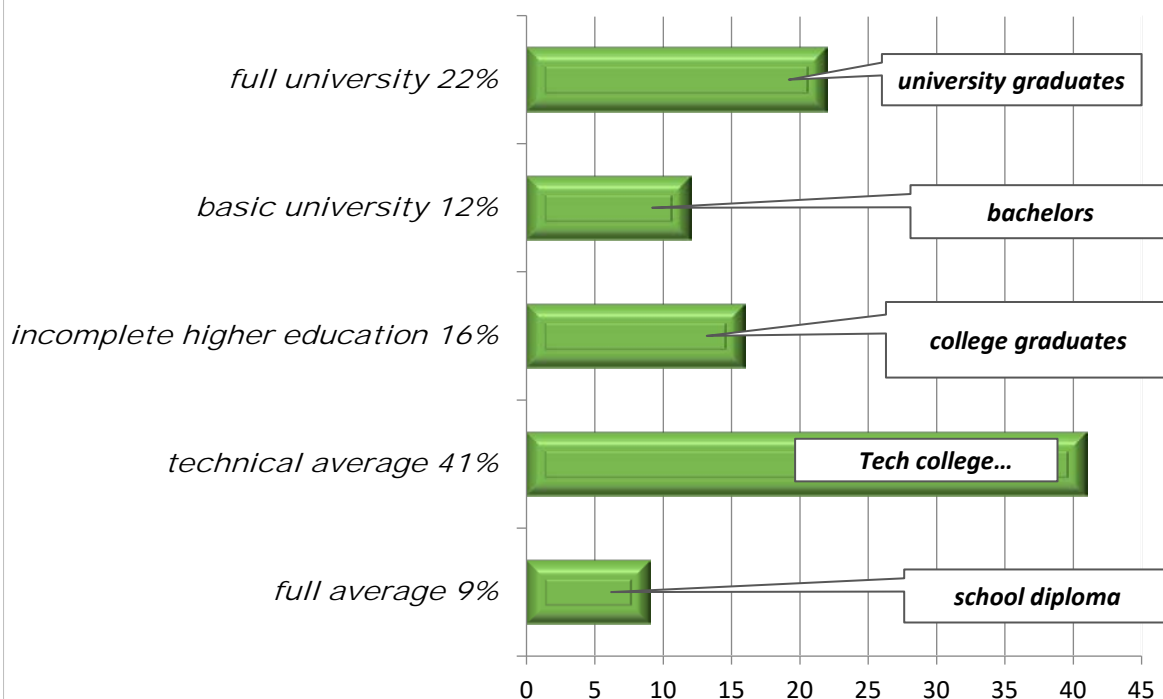


## EMPLOYEES' AVERAGE AGE PER CATEGORY:



We recognize that the most important element of our company's success is its human resources, i.e. employment opportunities and highly qualified staff with relevant knowledge, skills and abilities, a certain level of education, and effectively performs tasks, generates new ideas, and contributes to strategic goals of our company.

## WORKERS' EDUCATIONAL LEVEL

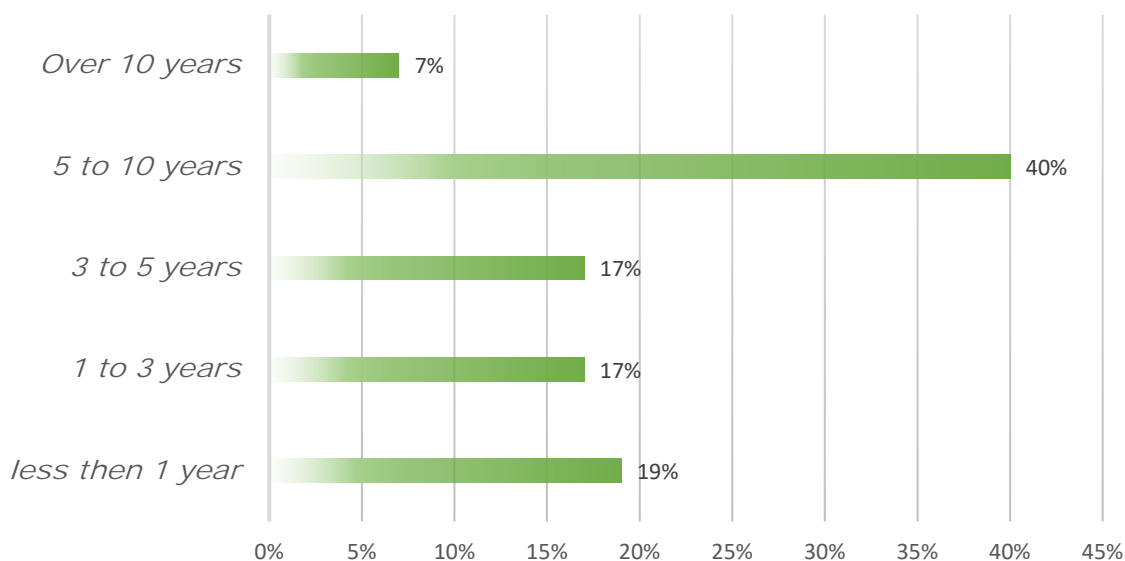




The personnel policy of Ekoplast is aimed at building long-term employment relationships with all categories of staff. We do not practice fixed-term employment contracts for temporary or seasonal work, except for the temporary replacement of an absent employee.

47% of the staff have been working for our company for more than 5 years, which testifies to their trust and loyalty to Ekoplast.

### *TOTAL YEARS WORKED*



Thanks to the well-established system of staff adaptation, Ekoplast LLC provides a quick entry into positions of new employees, which allows them during the first months of work to achieve the established standards of performance. With the participation of curators, new specialists successfully pass the adaptation program developed specifically for their positions and take professional testing. Thus, we determine the success of the adaptation or the need for additional measures to improve the process of adaptation of a new employee.

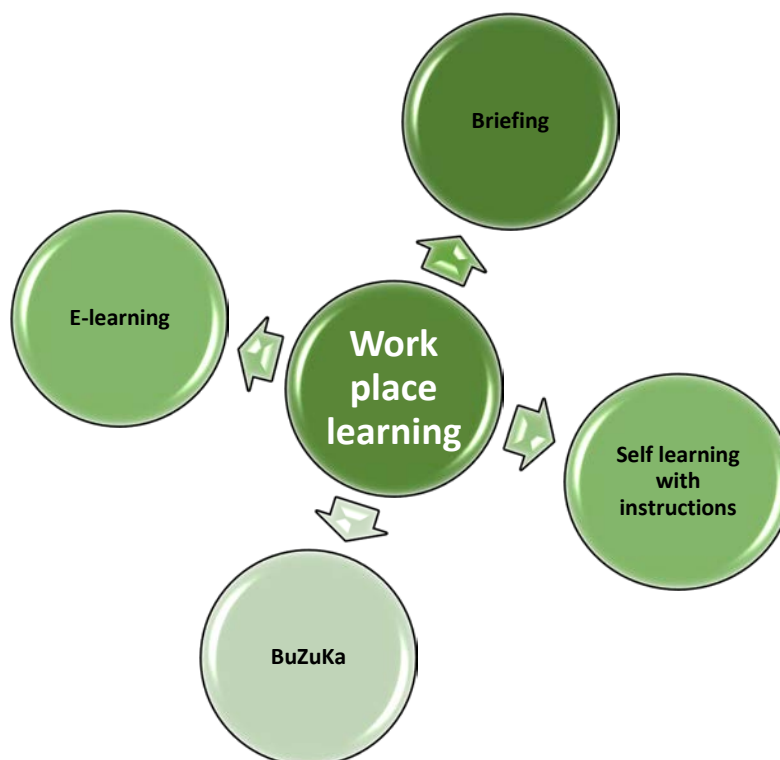
By 2021, 100% of the employees of Ekoplast LLC, who are scheduled for training, have undergone internal training on topics according to the training schedule.

Conducted internal training, lectures, and briefings, in total, on 24 topics of training, which involved employees of various

departments of the company in accordance with their qualifications, work performed and functional area.

Due to quarantine restrictions due to the COVID-19 pandemic, our employees were unable to attend training companies in person and were forced to conduct distance learning on planned topics. However, this did not affect the quality of learning outcomes, and we successfully implemented the innovations we had planned.

The continuous process of training employees in the workplace remains a key aspect of maintaining staff skills.



In 2021, Ekoplast implemented a number of measures to evaluate staff, conducted evaluation activities by the Evaluation Center, namely:

- assessment of managerial competencies and personal and business qualities of production managers;
- assessment of competencies in the framework of updating the personnel reserve;
- understanding of written instructions by employees;
- assessment of working behavior, understanding of instructions, and technical aspects of the machinery.

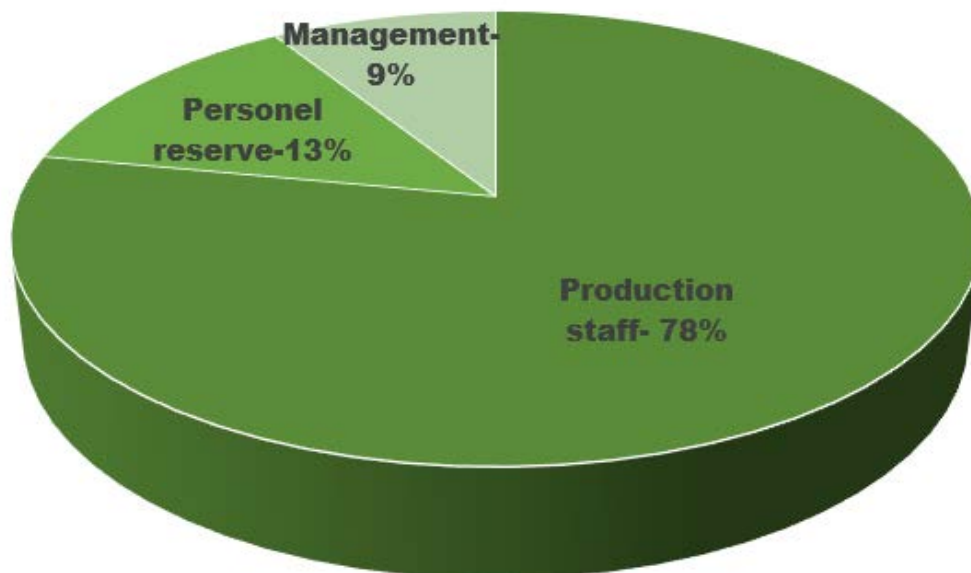
The results of the personnel evaluation have so far made it possible to find out:

- compliance of employees with positions held;

- ways to work with areas of employee development;
- the need for change in office;
- the need to increase or adjust wages;
- readiness for enrollment in the personnel reserve.

In total, we evaluated 40% of the company's staff.

### ***STAFF ASSESMENT***



The results of the evaluation became the basis for the development of corporate training programs for production workers for 2022.





Thus, the presence of a certified ISU is one of the factors that allows the company to count on successfully overcoming today's problems.

## Risk management at Ekoplast LLC

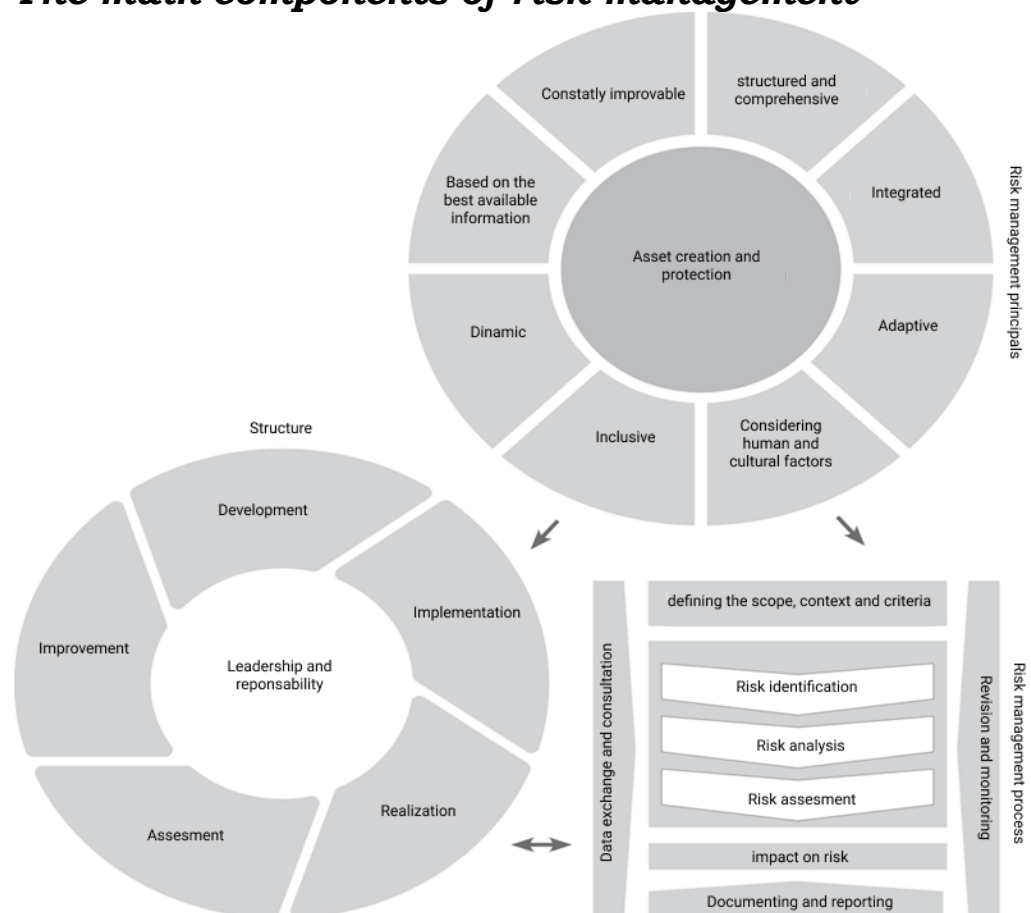


Businesses, regardless of type and size, are always dealing with external and internal influences that create uncertainty.

Risk management is part of general management, significantly affects how the organization is managed at all levels and provides an opportunity to: define strategy, achieve goals, make informed decisions, improve the enterprise management system.

Risk management is based on the principles, structure and process described in ISO 31000: 2018.

### *The main components of risk management*





In 2021, work was carried out to update the risk assessment methodology, external training on risk management was conducted, and internal training was conducted for all employees of the enterprise. Process managers conducted risk assessments in their areas of responsibility, updated information on risks in the context of the organization.



## **Product quality**

One of the most important factors determining the success of the enterprise and ensuring the competitiveness of its products is its high quality, which must meet not only domestic but also international standards.

Product competitiveness reflects a set of properties, which shows the degree of satisfaction of competitive needs in relation to similar products on the market.

Product quality is often understood as a set of its properties that determine the level of ability to meet certain needs of consumers in accordance with their purpose. Also, quality can be described as a set of characteristic forms, appearance and conditions of use, which must be endowed with goods in accordance with their purpose.

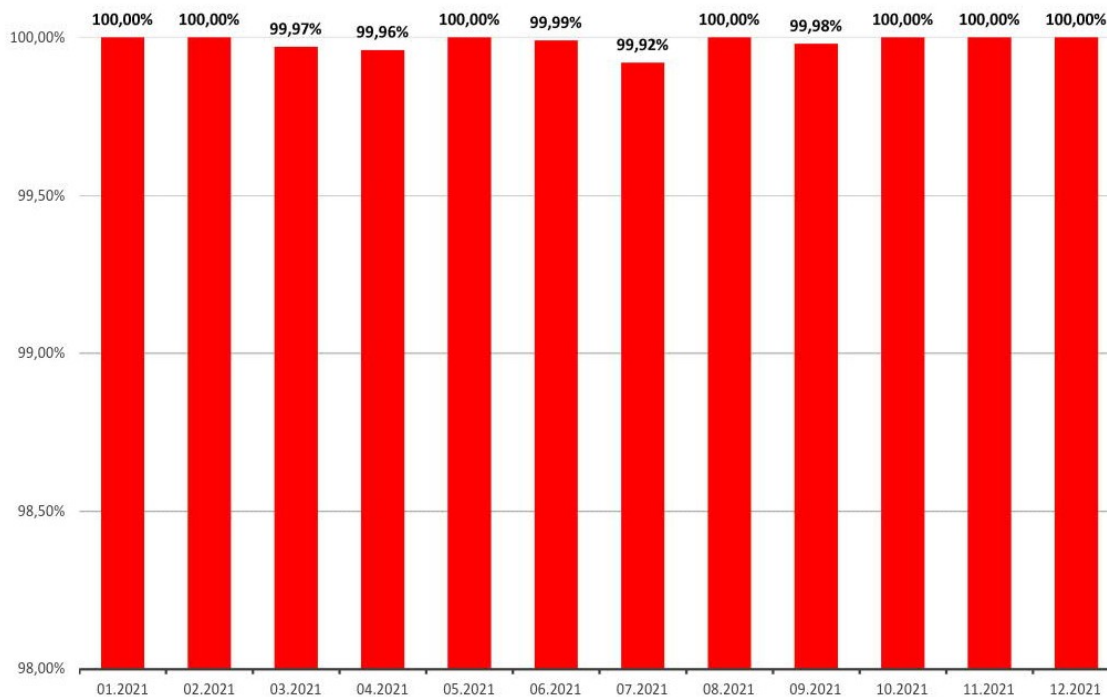
The level of quality improves with the interested participation of employees of all divisions of the enterprise because 80-90% of measures aimed at improving quality are controlled not only by the technical control department. To improve the quality of products, it is important to constantly train staff and increase motivation.

In this regard, it is necessary to note the role of senior management in the development of a system that promotes quality work of staff. The role of management is that it is fully responsible for key issues of the enterprise:

- allocation of resources;
- the creation of organizational structure;
- selection and training of personnel;
- policy definition;
- development of standards, rules, and procedures;
- analysis of the content and methods of work;
- evaluation and promotion of performance;
- development of the management team.

Quality and food safety remains one of the priority aspects in the activities of Ekoplast LLC.

The average value of the level of product quality produced in 2021 was determined during the current and acceptance control and is 99.99%. The monthly values are presented in Diagram 1.



**Diagram 1. The level of product quality produced by Ekoplast in 2021**

The value of the indicator "Customer satisfaction with the level of product quality" for 2021 is 100%. This indicator is formed based on monthly internal estimates and indicators received from buyers.

## Food safety



The HACCP (Hazard Analysis and Critical Control Point) system, or Hazard Analysis and Critical Control Point System, is a science-based system that enables the safe production of hazard identification and control products. The HACCP system is the only food safety management system that has proven its effectiveness and has been adopted by international organizations.

The goal of the Food Safety Management System (FMS) is to manage the factors that cause hazards to products in order to ensure that the products are safe to consume.

Management of hazardous factors is carried out through the management of the production environment and the management of the parameters of production processes.

As part of the current MIS, procedures to confirm the safety of products manufactured by Ekoplast LLC, tests of finished products, raw materials, and microbiological factors were conducted in an accredited laboratory - "Etalon" (Ukraine).

The purpose of conducting periodic tests in 2021 was to obtain confirmation of product conformity.

Ekoplast LLC adheres to the requirements of the legislation of Ukraine, which regulates the contact of polymeric materials with food, as well as control of the absence of risks to food safety from raw materials and the production environment. The results of the test protocols confirm the compliance of the products manufactured by Ekoplast LLC with the requirements of the legislation in the field of food safety.

On a regular basis, Ekoplast LLC provides its customers with a Declaration of Conformity in contact with food products and accompanies each batch with documents confirming the quality and food safety of products.

## Chapter 4:

### Labor protection, fire safety and civil protection

Today Ekoplast LLC is one of the largest domestic exporters of polymer containers (oven cooking bags), one of the leaders of the domestic market in this area. To adhere to the fundamental principles of its activity, the company pursues a socially important policy, including in the field of labor protection. Caring for people is an important task of Ekoplast as one of the representatives of domestic socially responsible business.

Ekoplast's policy in the field of labor protection is based on the principles of priority of life and health of employees concerning the results of production activities of the enterprise and the complex solution of problematic tasks in labor protection. Therefore, the company implements a set of measures to prevent injuries and occupational diseases of organizational, technical, sanitary, socio-economic, legal, and treatment-and-prophylactic nature. Every year, comprehensive measures are developed and improved to achieve the established standards of safety, occupational health, and the working environment, increase the existing level of labor protection, prevention of occupational injuries, occupational diseases, accidents, and fires in Ekoplast LLC.

The financial basis of corporate social policy is social investment. Traditionally, companies' social investments are divided into two large groups: internal (focused on supporting their staff) and external (related to local community development and environmental protection). Internal social investment of the business covers the following areas:

- staff development - investments to ensure the achievement of qualitative and quantitative changes in the staff of the organization (attracting qualified professionals and talented youth; adaptation of new employees; training, retraining, and advanced training of staff; evaluation and certification of staff; formation of personnel reserve; development of organizational culture and internal communication);

- labor protection - investments related to ensuring safe working conditions for life and health of workers (control and certification of workplaces; purchase of personal and collective protection, clothing and equipment; sanitary and hygienic measures; fire safety; improvement of workplaces; training of employees in the field of labor protection);



Ekoplast LLC adheres to the conceptual principles of corporate social responsibility in the field of labor protection: regular professional inspections; certification of jobs; stimulating employees in compliance with occupational safety and health requirements; creation of ergonomic workspaces; certification according to international standards; medical rehabilitation of victims; providing means of individual and collective protection under norms and European standards; occupational safety and health briefings.

Results of Ekoplast LLC: improvement of the quality of working life; ensuring decent working conditions; prevention of risks in labor relations; prevention of accidents and incidents; reduction of occupational injuries and occupational diseases; reduction of economic, social, and environmental damage from possible accidents; safe operation of production facilities, etc.

The purpose of Ekoplast LLC is to create healthy and safe working conditions by ensuring transparency and efficiency of the labor protection management system based on the concept of corporate social responsibility.

Principles of Ekoplast LLC: compliance with the legislation of Ukraine and international norms, voluntariness, equality of the parties, consistency, complexity, transparency, accountability, dialogue with stakeholders.

Missions of Ekoplast LLC: implementation of the principles of decent work; improving labor performance by ensuring proper working conditions; development of a culture of active protection and prevention; ensuring transparency and efficiency of the occupational safety and health management system by developing preventive measures to regulate the risks of occupational injuries; ensuring the stability and loyalty of staff; formation of a positive image of the employer in the labor market; increasing the competitiveness of the organization.

Labor protection simultaneously solves two main tasks:

One of them is - technical engineering - involves the prevention of dangerous events during the labor process by:

- replacement of hazardous materials with non-hazardous,
- transition to new technologies that reduce the risk of injury,
- design and construction of equipment considering the requirements of occupational safety,
- development of means of individual and collective protection.

Based on the tasks set before it, labor protection, based on legal and organizational bases, solves the issues of industrial sanitation, manufacturing, and fire safety.



Thus, in April 2021, a scheduled certification of workplaces was carried out for the calibration specialist of machines and automatic lines for the production of plastic products, electrician for repair and maintenance of electrical

equipment with positive conclusions on the quality of certification of jobs for working conditions in Ekoplast LLC.

Among the organizational measures, in particular, an important place is occupied by the rational organization of work, alternation of working hours, and rest. The set of measures of sanitary and hygienic nature - the creation of normal meteorological conditions of the production environment, sufficient lighting of workplaces and areas, reducing noise levels. In the social aspect - all employees of the company are insured against accidents and occupational diseases. According to the Law of Ukraine "On labor protection," the management of Ekoplast LLC provides labor protection and fire safety to organize the implementation of legal, organizational, and technical, sanitary and hygienic, socio-economic, and treatment and prevention measures aimed at preventing accidents and occupational diseases. and accidents in the process of work.

To this end, the company organizes training on occupational safety of officials and employees involved in high-risk assignments. In 2021, most workers who perform high-risk work (including work at height, maintenance of equipment that works under pressure, forklift drivers, work in electrical installations, etc.) were trained in occupational safety. Heads of structural subdivisions, specialists in labor protection, as well as other officials of the enterprise periodically (once every 3 years) undergo training and testing of knowledge on labor protection in training and methodological centers of the State Supervision of Ukraine and at the enterprise.

The person responsible for labor protection at Ekoplast LLC is a labor protection engineer. A specially trained specialist appointed by Ekoplast LLC is responsible for fire safety. Director of Ekoplast LLC - heads the company's civil protection service.

The main goal of Ekoplast LLC in the field of labor protection and industrial safety is to create a system of legal, socio-economic, organizational and technical, sanitary and hygienic and therapeutic and preventive measures and tools aimed at preserving human life, health, and efficiency in the process labor activity, which provides not only compliance with domestic and international law and the provision of additional guarantees in the field of industrial safety.

The effect of the use of corporate social responsibility in the management system of labor protection can be obtained only if the observance of socially responsible behavior by heads of departments and all employees of the enterprise will be carried out regularly by implementing CSR principles in daily business. This approach in Ekoplast LLC is aimed at ensuring decent working conditions and continuous improvement of the management system in this area.

**The company's concern for employee health.**

According to the current legislation, the company conducts medical examinations of employees working in hazardous working conditions, persons under the age of 21, and drivers of motor vehicles.

In 2021, a total of 18 employees underwent a medical examination. Psychophysiological examination for professional suitability was passed by 8 employees of the enterprise who perform high-risk work and where there is a need for professional selection.

To ensure timely medical care in case of injuries because of accidents, the validity and availability of medicines and first aid kits at workplaces, which are regularly supplemented with the necessary medicines, are systematically monitored.

**Work-place safety is at the center of attention.**

Every employee, regardless of age or gender, has the right to safe working conditions - this rule is followed by Ekoplast LLC. The company takes care that the work does not harm the health of members of the workforce. And remember this not only on World Health Day, which is celebrated on April 28 but every single day!

For Ekoplast LLC, the life and health of its employees have always been a top priority. It is impossible to achieve high



production rates, especially at the cost of members of the workforce health. Safe working conditions are always our number one priority. This is the basis for the fruitful and productive work of the whole enterprise.

Due to the COVID-19 pandemic, governments, employers, employees, and the general public have faced unprecedented challenges with the SARS-CoV-2 virus and the many consequences it has spawned in the work environment.

The pandemic has affected almost every aspect of the world of labor, from the risk of transmitting the virus in the workplace to the risks to safety and health at work that have arisen as a result of measures taken to reduce the spread of the virus. Shifting towards new forms of labor organization, in particular large-scale transition to teleworking.

Accordingly, Ekoplast LLC provides its employees with means of personal protection, specifically: disinfectant solutions and respirators.

An important area in this work is a comprehensive assessment of the factors of the production environment and the nature of work on the compliance of their characteristics with occupational safety standards. Therefore, the company systematically conducts work on the certification of jobs under working conditions.

The set of measures, under the requirements of regulatory documents, includes introductory briefings on occupational safety with hired individuals, as well as with employees of contractors performing work commissioned by Ekoplast LLC.

To comply with applicable law and protect employees from harmful factors and prevent accidents at the company, the company regularly provides and updates overalls, footwear, and other personal protective equipment for its employees under the requirements of applicable law.

Under the terms of the Collective Agreement between Ekoplast LLC and its employees - in 2021 all employees were provided with a sufficient number of necessary overalls. In 2021, new special footwear and overalls for production staff were purchased.

To prevent accidents and accidents in the gas industry, Ekoplast LLC has implemented a set of measures, including a system of maintenance and repair, which ensure the use of the gas supply system in good condition and compliance with the requirements of the "Safety Rules of Gas Supply Systems of



Ukraine". Ekoplast LLC pays attention to every detail. Therefore, to protect the health of workers in the workplace, as well as to warn workers about the presence/occurrence of risk or danger in the workplace, appropriate signs are installed that prohibit dangerous actions or indicate how to avoid them. To prevent traffic accidents, traffic signs are installed on the territories of structural subdivisions of the enterprise for proper organization of traffic.

In March 2021, the Training and Methodological Center for Civil Protection and Life Safety in the Khmelnytskyi region conducted civil protection training for the staff of Ekoplast LLC. The training addressed issues related to the state of man-made safety in the Khmelnytskyi region and Ukraine as a whole.



Underwent special training on the conduct of employees of Ekoplast LLC in the event of an anthropogenic accident in the region: chemical contamination and radiation contamination of the area.

Methods and means of possible protection of people in the conditions of threat and emergence of an emergency are considered.

Also in February 2021, internal training was conducted on the evacuation of workers in the event of an emergency at work.

The risks and possible accidents at work were identified, the actions of the employees of Ekoplast LLC in their occurrence, and methods of their elimination and prevention were discussed.

The evacuation was practiced under the developed and approved evacuation plan and route.

In the third quarter of 2021, fire safety training was conducted for the Ekoplast LLC staff. Specialists of the 101st Rescue Service of the State Emergency Service of Ukraine were invited to the exercise. To maintain the appropriate level of fire safety, all fire extinguishers have been maintained and certified in a specialized institution.



In January-September 2021, training was provided to specialists and specialists of Ekoplast LLC at the Labor Protection Training and Methodological Center.

In December 2020 - February 2021, the training of production staff on occupational safety was started by specialists of Ekoplast LLC following the developed and approved Training Program.

Employees of Ekoplast LLC studied legislation on labor protection, electrical safety, fire safety; were acquainted with the basic requirements of industrial sanitation and personal hygiene, the circumstances and causes of certain accidents and accidents that occurred at enterprises and other industries due to safety violations, namely: with employees of high-risk enterprises, scheduled training on special. production in the areas of their activities.

In accordance with the requirements of the law, Ekoplast LLC insures employees against accidents and occupational diseases. The company pays a single social contribution of 22%



of the number of accrued wages by type of payment, which includes basic and additional wages.

In 2021, Ekoplast LLC was inspected by the State Labor Inspectorate and the State Emergency Service and has all the necessary permits in accordance with the requirements of Ukrainian legislation in the field of labor protection, fire safety, and civil protection.

## Chapter 5. Contribution to the development of society

Corporate social responsibility is an integral part of EKOPLAST LLC. The company takes an active part in the social life of our country.



The main purpose of the company's charitable activities is not only to create a positive image of the company but real help, empathy, desire to help, and take an active part in the social life and development of the country.

In 2021, within the framework of the charitable activity of EKOPLAST LLC, UAH 135,299.00 was allocated, in particular:

1. Assistance to persons with disabilities in the total amount of UAH 22,500 was provided:

1.1. Charitable assistance in the amount of UAH 10,000:

- to organize a holiday for children with disabilities in the Khmelnytskyi region, timed to the Day of Protection of Children;
- to celebrate December 3 - International Day of Persons with Disabilities, and the purchase of food for the formation of food kits;

1.2. Funds in the amount of UAH 12,500 were transferred for the purchase of food products for the formation of food kits for Victory Day for the visually impaired in Khmelnytskyi region.

2. Assistance in the amount of UAH 31,299 was provided for the purchase of a refrigerator and repayment of debts for electricity in the house where orphans, children from low-income families, and families of migrants from the ATO zone live.

3. UAH 36,000 was allocated for the purchase of school supplies for orphans, children from large and low-income families, as part of the charity event "School Bag".

4. Assistance in the amount of UAH 45,500 was provided. for the purchase of gifts for St. Nicholas Day for orphans, children from large and low-income families, as part of the charity event "Letters to St. Nicholas".





## **Contact information**

Additional up-to-date information on the corporate social responsibility of Ekoplast LLC, as well as answers to any of your questions, can be found on the website <http://ekoplast.ua/> or obtained from the company's employees.

### **Ekoplast LLC**

**Legal address:**

29015, Ukraine, Khmelnytsky region, Khmelnytsky city,  
Prospect Mira 99/1-B

**Email address:** [info@ekoplast.ua](mailto:info@ekoplast.ua)

**Phone number:** +38 (0382) 637081

Ukraine, Khmelnytskyi,  
2022