



REPORT
on corporate social responsibility
Ekoplast LLC
2022



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Management's appeal

Ekoplast LLC continues to publish reports on the implementation of social responsibility principles in practice and presents you the Corporate Social Responsibility Report for 2022.

2022 was a difficult year for Ukraine and the company.

The reason is the large-scale war waged by the Russian Federation against Ukraine. Since the beginning of the invasion, Russia has been violating the rules of warfare and committing war crimes on a massive scale, including using the territory and infrastructure of the Republic of Belarus.

Since the first day of the war, Ekoplast LLC has ceased all cooperation with:

- Russian and Belarusian companies;
- companies located in the territory of the Russian Federation and Belarus;
- subdivisions of companies located in the territory of the Russian Federation and Belarus.

Internal procedures were introduced to verify the owners and beneficiaries of counterparties to block cooperation with Russia and Belarus.

Despite all the difficulties, we ensured the smooth operation of our company and completed 2022 with decent operating and financial results.

We adhered to our strategic goals and commitments in terms of social, economic, environmental, and corporate governance, while supporting our employees and local communities during the war.

In 2022, our main tasks were:

- helping the country's economy, the Armed Forces of Ukraine, and internally displaced persons;
- fulfilling our contractual obligations to our partners;
- preserving jobs and providing employees with the job.

We have paid a great attention to the safety of our main resource - the employees of Ekoplast LLC, namely:

- transferred part of the staff to remote work and flexible working hours;
- conducted training on the procedure for staff actions in case of an air raid alert;
- updated and re-approved the Emergency Response Plan adjusted to the current situation.

During the year of war, we have become convinced that, even under such conditions, a strategic approach to sustainable development is the basis for successful business and helps to



overcome crisis situations. Therefore, Ekoplast LLC continuously improves its sustainability efforts and increases the efficiency of the company as a whole.

This report is available in electronic format on the corporate website <http://www.ekoplast.ua/> in the Policy section.

We thank all our colleagues and partners for cooperation, adherence to and improvement of the principles of social responsibility in partnership.

Ukraine will win!

Chapter 1. About Ekoplast LLC



EKOPLAST LLC was founded on April 28, 2001.

EKOPLAST LLC has started its production with polymer garbage bags, and since 2008, the company's main activity 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.

For 22 years of successful operation, Ekoplast LLC has gained and strengthened its reputation as a reliable manufacturer and supplier that always promptly addresses the needs of its partners and customers.

During the whole period of its activity, the company has rightfully received about fifty awards, honors, and acknowledgments, which demonstrates the right approach to doing business.

Today, Ekoplast LLC is one of the world's leading manufacturers of folded cooking bags.

We are also proud to say that the company's key advantages include a well-established European-level service. The company cooperates only with proven and reliable suppliers of raw materials and only on official terms.

In its activities, Ekoplast LLC is guided by the current legislation of Ukraine, fully fulfills its obligations to customers, suppliers, and staff, ensuring transparent and public financial activities and reporting, timely payment of all taxes and official salaries to its employees.

Structure of Ekoplast LLC



During the years of the company's activity, its structure has undoubtedly changed and improved, based on strategic goals and market requirements.

The structure of the company is our internal structure, which characterizes the composition of the departments and the system of interconnected relationships to ensure the achievement of strategic goals of the company

Ekoplast is operated by a team of professional managers under the supervision of a director.

Organizational structure of Ekoplast LLC is built on the principle of subordination by hierarchy (vertical).

The company's employees are grouped into departments and subordinate to their department head, which allows to clearly understand their place in the organization for teamwork to achieve the company's goals.

Therefore, we evaluate the effectiveness of the organizational structure in its capabilities in achieving the strategic goals of Ekoplast LLC.

If it is necessary and in the interests of business, the structure of the company can be changed. In this case HR department develops optimal proposals that are submitted for the approval of the director.

Interaction between the company's senior management and staff is regulated by the Collective Bargaining Agreement and Internal Labor Rules, which define the rights and obligations of the employer and employees, as well as by the standards of the Human Resources Management System, which specify the priority areas for implementing the HR strategy.



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

- establish relationships with the staff, based on trust, decency and honesty;
- ensure correct treatment and respect for basic human values and aspirations;
- ensure the privacy of the employees;
- ensure the protection of personal data of the employees;
- form an employee's sense of belonging to the company;
- stimulate the continuous development of employees at all levels through trainings;
- ensure a competitive level of wages;
- to create safe, healthy and comfortable working conditions for each employee; treat each employee with respect, do not limit their self-esteem, prevent abuse in the workplace, in particular sexual harassment, physical or psychological abuse or humiliation of employees in any form;
- prevent the use of forced labor and involuntary labor of prisoners.

In its relations with the personnel Ekoplast uses the principles of equal opportunities regardless of race, skin color, gender, religion, political beliefs, social origin, age, or health status (disability). Discrimination is not allowed according to the above criteria. The company's employees are evaluated only in accordance with their work skills, qualifications, treatment, and level of performance of their duties.



Policy of Ekoplast LLC in the field of quality, food safety, labor and the environmental protection

On January 18, 2022, Ekoplast LLC updated its policy in the field of quality, food safety, labor, and the environmental protection, according to which the activities of Ekoplast LLC are focused on the modern and efficient production and sale of high-quality PET films for food preparation.

The mission of Ekoplast LLC is to provide customers with 100% satisfaction with the products and service level.

The goal of Ekoplast LLC is continuous development: expansion of sales markets and product range, long-term and mutually beneficial cooperation with partners, trust and choice of consumers, constant profitability, and leading position of Ekoplast LLC in the markets where our products are represented!

Ekoplast company has implemented an integrated quality and food safety management system, which is certified in accordance with the requirements of ISO 9001:2015 and the FSSC 22000 certification scheme and is based on the following principles:

1. The level of quality is determined by the consumer. Consumers who are 100% satisfied with the quality, food safety and level of service are the main source of financial resources of Ekoplast LLC.
2. The process approach is the basis for managing all processes in the company. The company is focused on the process approach, and everyone treats their colleagues at the next stage as internal customers.
3. Leadership and personal responsibility for the results are the key to the company's success. The company bases its activities on leadership and staff involvement. The company's management initiates and supports its employees in their professional growth, takes care of the favorable environment in the company necessary for the effective implementation of the tasks.
4. Honesty, consistency, and objectivity are the basis of relations with partners. Ekoplast LLC builds cooperation with reliable suppliers of high-quality and safe raw materials on a



mutually beneficial and long-term basis. Ekoplast LLC informs the public about the results of its activities through the company's website: www.ekoplast.ua.

5. Frugality, efficient use, reduction of losses and waste are the basis for preserving all types of the company's resources and environmental impact. Ekoplast LLC is responsible for its environmental impact through the rational use of resources and energy and proper waste management.

6. Observance of human rights through safe and proper working conditions is the main direction of implementation of occupational safety and corporate social responsibility at Ekoplast LLC.

7. The principle of "Plan - Do - Check - Act" is the basis for improving all business processes of the integrated quality and food safety management system of Ekoplast LLC, based on the analysis of key performance indicators (KPIs), risk analysis (in the context of the organization, HACCP). KPIs), risk analysis (in the context of the organization, HACCP, TACCP, VACCP), decision-making based only on the analysis of information about the company's activities, the use of Kaizen and 5C methods to improve processes.

The management of Ekoplast LLC is the guarantor of the Policy implementation.

Data Protection

To protect business information, Ekoplast LLC 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.

Each employee of the company is obliged to familiarize himself/herself with the policy on trade secrets, confidential information and its protection and strictly comply with its provisions upon entering into employment.



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.

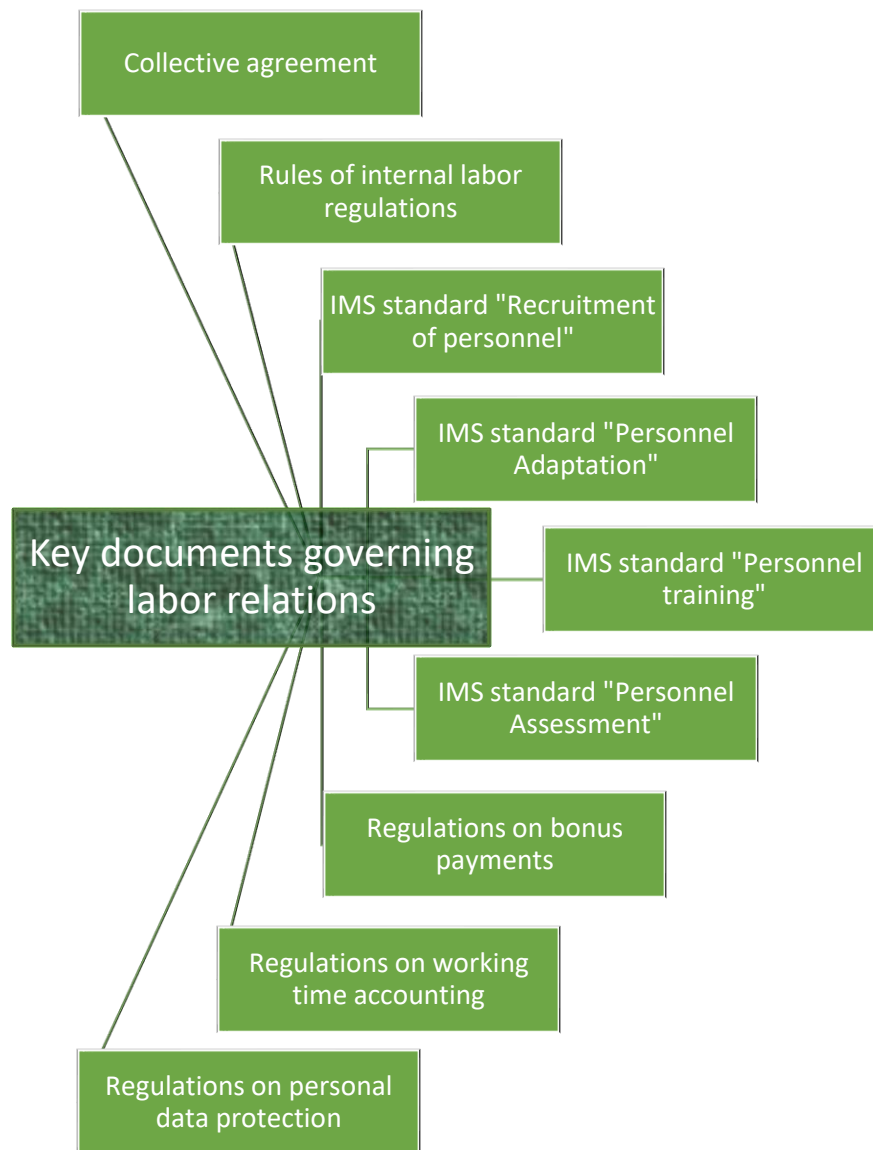
We guarantee the protection of personal data of our employees and contractors from unlawful processing and accidental loss, destruction, damage due to intentional concealment, non-provision, or untimely provision, as well as protection against providing information that is inaccurate or discredits honor,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

Chapter 2: Our employees

One of the main areas of Ekoplast's corporate social responsibility is labor relations, namely improving working conditions and staff development.

Adherence to social responsibility in 2022 has become more fundamentally important for us than ever before: in the year of the continuation of the Covid-19 pandemic and the beginning of a full-scale war with the Russian Federation.

Ekoplast LLC has successfully implemented and maintained a number of documents regulating labor relations, which ensures a transparent HR policy and compliance with all obligations to employees.



During the challenging year of 2022, Ekoplast LLC managed to maintain its achievements, which emphasize the care of its employees and people in need.

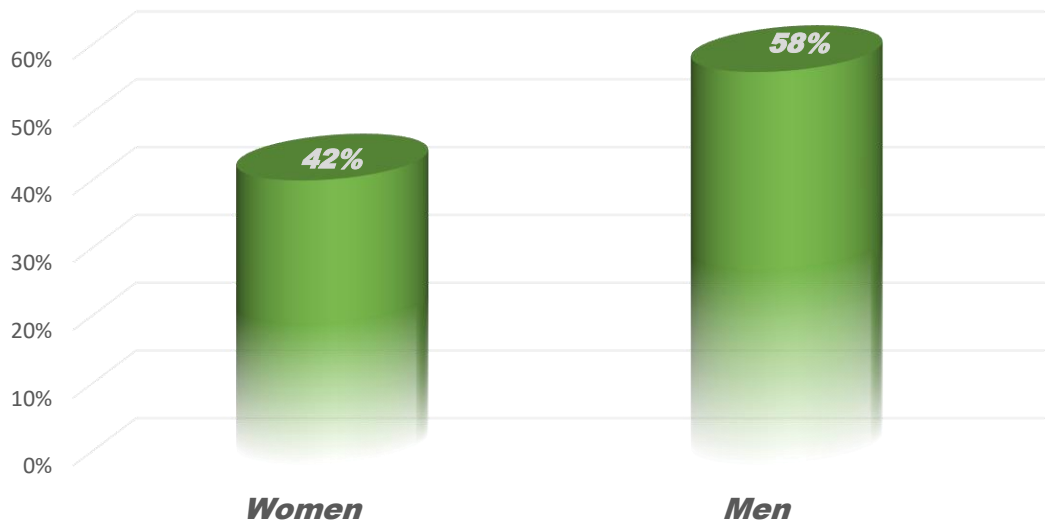


During this year, we preserved all jobs as much as possible and provided employees with jobs, as we understood how much our employees and their families needed material and emotional support from the company.



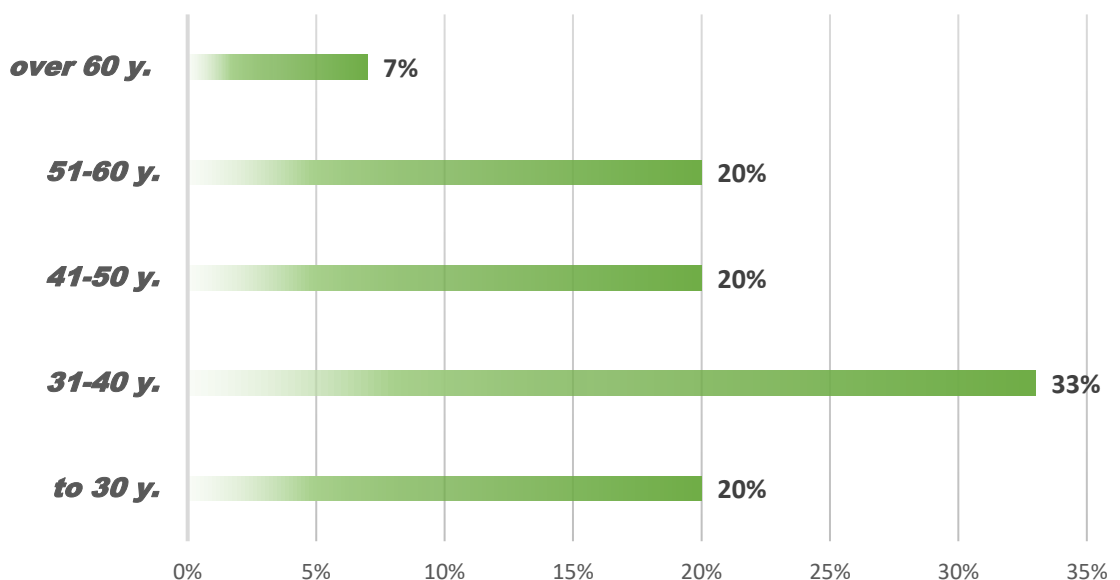
Staff structure of Ekoplast in 2022:

STAFF COMPOSITION



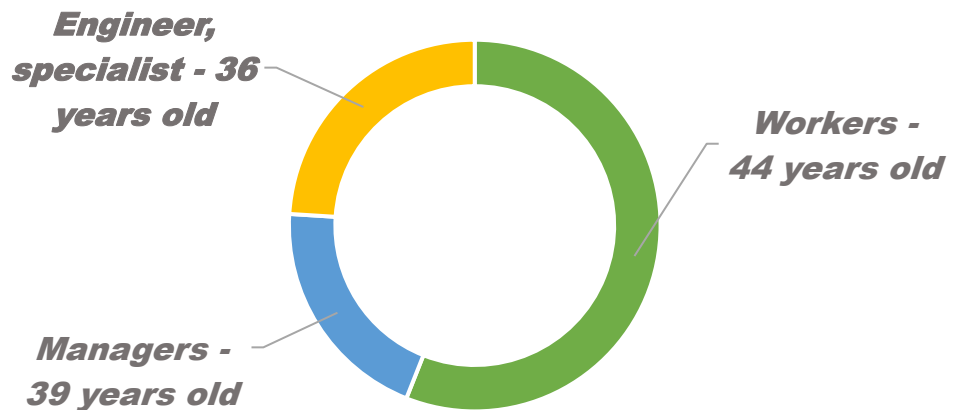
The age structure of the company's staff makes an optimal balance between energy and experience. The largest percentage of employees are aged 31 to 40.

AGE STRUCTURE



The average age of an employee at Ekoplast LLC is 41 years. The average age of an employee when divided into the categories of workers, engineers, specialists, and managers is:

EMPLOYEES' AVERAGE AGE PER CATEGORY



We value each employee and make every effort to create a safe and decent environment in which employees can work without endangering their health and are not subject to harassment or any form of discrimination.

In accordance with the Code of Corporate Ethics, we treat each employee with respect, without infringing on their dignity, and without mobbing any employee.

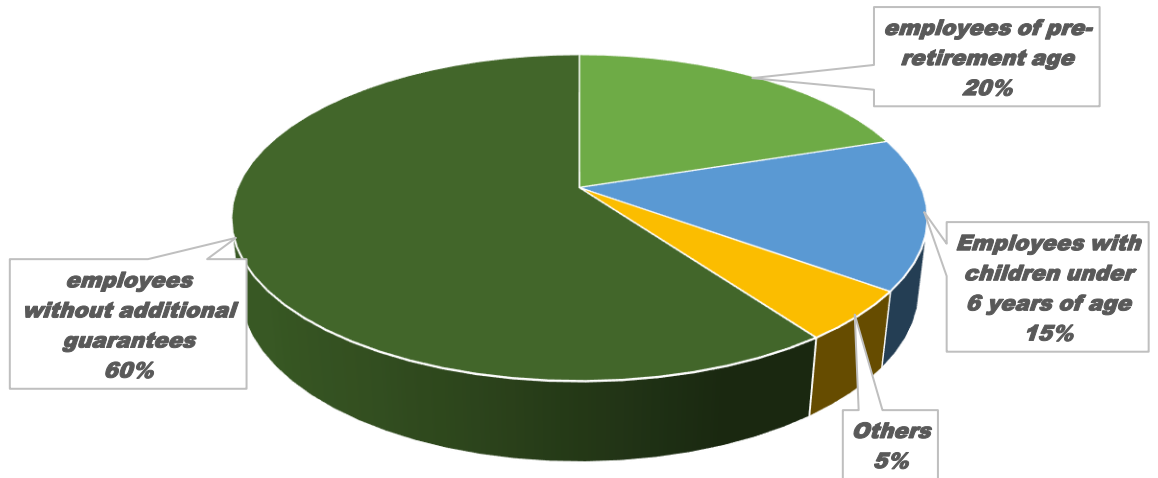
We do not allow the use of forced labor and child labor.

Our company supports the principles of universal respect for human rights and labor principles.

One of our principles is equal employment opportunities for all categories of employees.

Ekoplast LLC adheres to the principles of equal opportunities when recruiting personnel. We do not discriminate against persons with special needs (disabilities) or persons with additional social guarantees in facilitating employment.

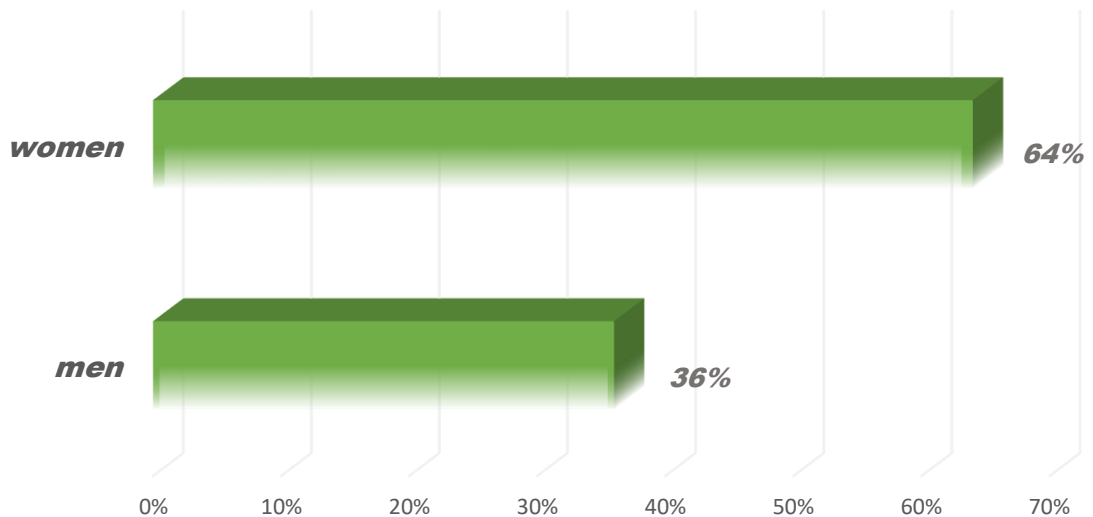
persons with additional social guarantees



Ekoplast LLC adheres to the principles of gender equality, which ensures equal opportunities for recruitment, career advancement and appointment to management positions.

The company promotes women's leadership, with about 64% of management positions held by women.

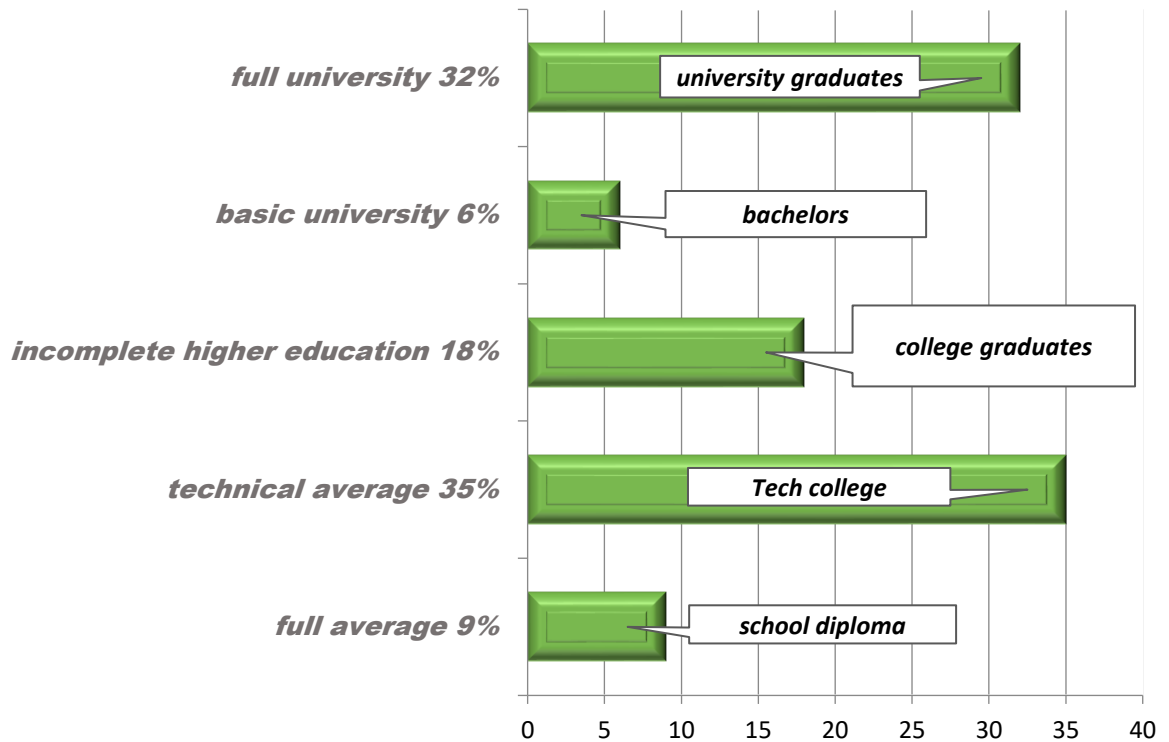
STAFF COMPOSITION





Ekoplast LLC is a successful company because it employs highly qualified personnel.

WORKERS' EDUCATIONAL LEVEL



Despite the pandemic and the full-scale war with the Russian Federation, during 2022, the company's employees continued to learn and develop their skills.

Some of our employees became speakers for their colleagues within the company. The planned staff training schedule for 2022 was 100% fulfilled, including training outside the company, in the workplace, and online.

Due to frequent changes in legislation during the martial law, our employees regularly monitored the changes and attended webinars by competent speakers to ensure 100% compliance with Ukrainian legislation.

Despite the difficult period in Ukraine, compliance with labor laws at Ekoplast is fundamentally important and unchanged.

A key aspect of maintaining the level of staff qualifications and further development is the continuous process of on-the-job training.



Ekoplast is a stable company because it has motivated and loyal employees.

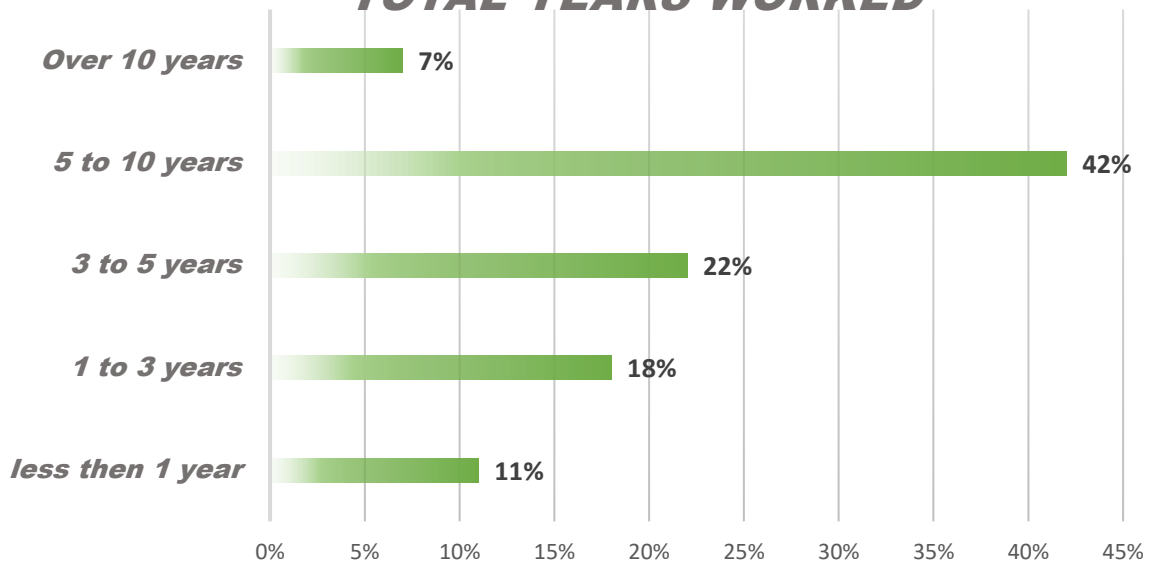
Comfortable workplaces and favorable working conditions, fair and responsible attitude to its employees ensure long-term labor relations with the staff.

Ekoplast does not hire staff for temporary work, only in case of temporary absence of the main employee. We are interested in the career development of our employees and the selection of personnel for long-term employment.

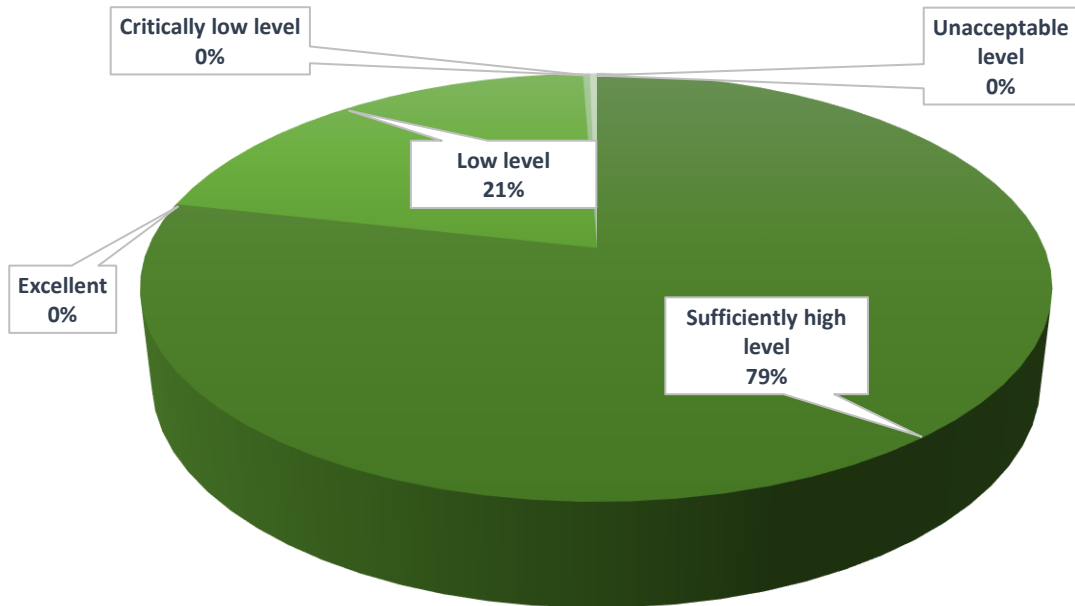
All our employees are full-time employees of the company, so they comply with all approved rules and norms of professional behavior and form a close-knit team of like-minded people.

The highest percentage of employees working for Ekoplast is from 5 to 10 years.

TOTAL YEARS WORKED



In the 4th quarter of 2022, employees who were employed by the company during 2021-2022 were assessed for their loyalty to the company and understanding of the Ekoplast Code of Corporate Ethics.



associated with the hostilities in Ukraine. Based on the results of the analysis, measures were planned, including the organization of shipment of finished products through the ports of European countries: Poland and Germany.

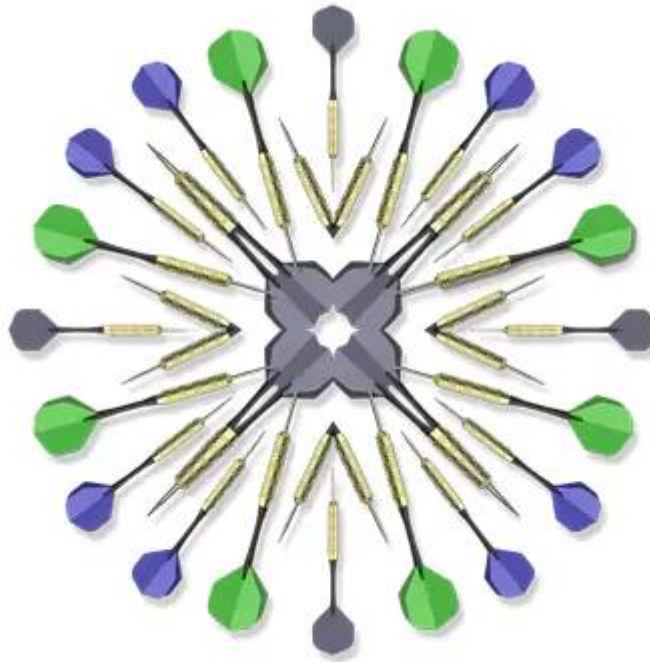
Attention was paid to improving the qualifications of internal auditors, and internal training and calibration were conducted. The system for evaluating the processes and sub-processes of the company's departments was improved, which provides for a monthly percentage assessment of performance.

The company continues to cooperate with its business partners. According to the top management, the integrated management system implemented at the company plays an important role. Thanks to a risk-oriented approach and analysis of internal and external factors, the company manages to find new opportunities and realize them.

Considering the risks of disruptions in the supply chain:

- stocks of raw materials, packaging and components were significantly increased;
- an alternative supplier for each type of goods and materials is ensured;
- constant communication with suppliers, carriers and customers;
- continuous monitoring and analysis of the situation.

Thus, the availability of a certified IMS is one of the factors that allows the company to count on successfully overcoming today's problems and challenges.



Risk management is a risk management system that covers the strategy and tactics of management aimed at achieving the company's main business goals.

Modern economic science presents risk as a probable event that may result in positive, neutral or negative consequences.

Risk management in the company is integrated into all processes and is an integral part of any decision-making process. Risk management is carried out at different levels of management - this allows the company to best control risks and take preventive measures. That is why risk management is integrated rather than being an independent system within an organization. The greatest attention is paid to risk management when making decisions on the most important issues for the development of the organization - during strategic planning and changes in company policy, when implementing new projects, processes, and procedures, before large financial investments or optimization measures.

Risk management can be divided into areas of application that correspond to the organization's business lines:

- planning at the strategic and operational level, budgeting
- resource planning and asset management;
- changes in organizational business processes related to technology or management;
- research and development;
- quality management and food safety of products;



- ecology and occupational health and safety;
- social aspects of the organization's activities, relations with employees and society;
- information security;
- management of interaction with suppliers and partners of the organization;
- analysis of market trends and requests of potential customers.

A risk management strategy is the art of managing enterprise risks in uncertain situations, which is based on risk forecasting and implementation of risk mitigation methods. Such a strategy includes rules on the basis of which risk decisions are made and ways to identify options for their solution.

Based on the results of the risk analysis, which is regularly carried out in the company, in accordance with the existing integrated quality and food safety management system and the decisions taken in case of emergency, Ekoplast LLC purchased and commissioned a powerful diesel generator in advance, which fully ensures the power supply of the entire production complex.

Product Quality

Product quality is one of the most important tools for gaining and maintaining market positions and winning in the competition, so the company pays special attention to ensuring a high level of product quality.

Product quality is a set of product properties that determine its suitability to meet certain needs in accordance with its intended use.

Quality is determined by the degree to which goods, works, and services comply with the terms and requirements of standards, agreements, contracts, and consumer requests. It is customary to distinguish between the quality of products, work, labor, materials, goods, and services.

Product quality is an economic category, as it is one of the most important concepts of economic science that reflects the essential aspects of economic phenomena and processes. This is due to the fact that in the modern world, the activities of any enterprise and its strong position in the market of goods and services are determined by the level of competitiveness.

Product quality is a set of its properties that characterize the extent to which a given product can meet the needs of consumers in accordance with its intended purpose. International experience shows that product quality is a function of the level of development of scientific and technological progress and the degree of implementation of its results in production. The higher the quality of products, the more fully the needs of consumers are met and the more effectively the socio-economic problems of society are solved.

Quality and food safety remain one of the priority aspects of Ekoplast LLC's activities.

The average quality level of the products manufactured in 2022 was determined during the current and acceptance control and amounts to 99.99%. Monthly values are shown in Chart 1.

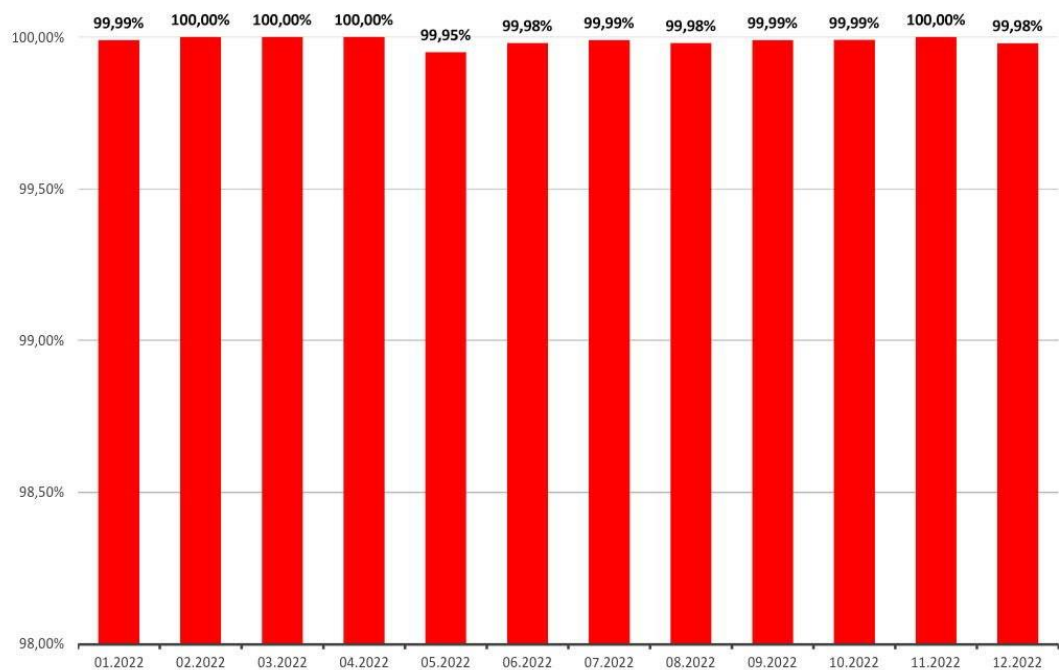


Chart 1: Quality level of products manufactured by Ekoplast in 2022.

The value of the indicator "Customer satisfaction with product quality" for 2022 is 100%. This indicator is formed on the basis of monthly internal assessments and indicators received from customers.

Food Safety



The HACCP (Hazard Analysis and Critical Control Point) is a system of hazard analysis, dangerous factors and critical control points. It is a globally recognized systematic and preventive approach that identifies biological, chemical and physical hazards in products.

The HACCP system is based on seven main principles:

- identification of hazards that need to be prevented or eliminated or reduced to an acceptable level
- determination of critical control points at the stages at which management control is crucial for preventing the occurrence of hazards, eliminating them or reducing them to an acceptable level;
- establishing critical limits at critical control points that allow to distinguish the acceptability of a food product from its unacceptability in terms of safety;
- Conducting monitoring procedures at critical control points that provide data for the operational management of hazards;
- implementing corrective actions that should be taken if the monitoring results indicate that a particular critical control point is out of control;
- development of procedures to be applied on an ongoing basis to verify the effectiveness of the measures;
- Developing documents and maintaining records appropriate to the type of activity and production volumes to prove the effective application of the measures.

For many years, industry and regulators have been developing approaches to designing and implementing food safety management systems to avoid food poisoning outbreaks.

These systems usually use the HACCP principles implemented around the world. HACCP has been proven to be

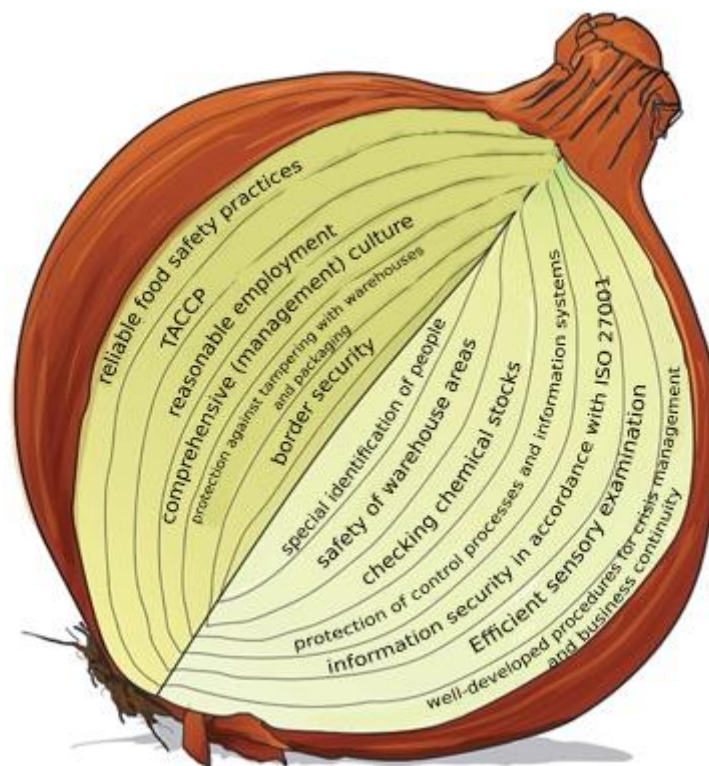
effective in preventing and detecting accidental unintentional contamination of food products and reducing the impact of hazards to an acceptable level.

Recently, much attention has been paid to combating intentional contamination/contamination of products, as well as developing effective measures to protect products from this threat (Food Defense program).

Intentional actions can have consequences for food safety, as well as harm companies in other ways, such as by damaging business reputation or undermining business.

To implement the Food Defense program in practice, it will be useful to apply a multi-level "Safety Onion" approach to ensure the protection of food products from intentional contamination.

"Safety Onion"



As part of the current IMS procedures, testing of finished products in accredited laboratories was carried out to confirm the safety of Ekoplast's products:

- "Etalon" (Ukraine).
- "Institut pro testování a certifikaci, a. s. No (Czech Republic).

The purpose of the periodic tests in 2022 was to obtain confirmation of compliance of Ekoplast LLC products with the



requirements of Ukrainian legislation governing the contact of polymeric materials with food, as well as to control the absence of food safety risks from raw materials and the production environment. The results of the testing protocols confirm the compliance of the products manufactured by Ekoplast LLC with the requirements of the food safety legislation.

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

Chapter 4

Labor protection, fire safety and civil protection.

EKOPLAST LLC is a Ukrainian manufacturer of polymer materials, which today is one of the largest domestic exporters of food baking bags and one of the world market leaders in this segment. 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.



In the near future, Ukraine will integrate with political and economic Euro-Atlantic structures. Improving the level of occupational health and safety, preventing accidents and incidents at work, and strengthening the prevention of occupational injuries and occupational diseases requires further adaptation of regulations to European and international legislation, as well as the use of global scientific and practical experience and deepening international cooperation in the field of occupational health and safety.

Occupational health and safety is an integral part of the strategies of the EU countries. The strategy is aimed at achieving a high level of understanding that employee health and workplace safety are a systemic element of modern competitive business.

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 workplaces;
- certification in accordance with international standards;
- medical rehabilitation of victims;
- providing means of individual and collective protection under norms and European standards;
- health and safety briefings.



The goal of Ekoplast LLC is to develop a conceptual framework for the implementation of corporate social responsibility in the field of occupational health and safety, namely the creation of healthy and safe working conditions by ensuring transparency and efficiency of the occupational health and safety management system based on the concept of corporate social responsibility.

Ekoplast's methodology includes statistical analysis to assess occupational injuries and working conditions in Ukraine; structural, logical, dialectical approaches and system analysis to develop a conceptual framework for implementing corporate social responsibility in the field of occupational safety.

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.

Results of Ekoplast LLC:

- based on the generalization and systematization of approaches to defining the essence of corporate social responsibility in labor relations, analysis of social reporting of Ukrainian business entities, the components of corporate social responsibility in the field of labor protection were identified;

The practical significance of Ekoplast LLC is that the developed and substantiated conceptual framework for

improving occupational health and safety management based on corporate social responsibility can be used to develop measures to prevent occupational injuries, improve working conditions and safety, and reduce the level of temporary disability. They will also serve as a basis for improving the interaction of social partners and ensuring the competitive advantages of the organization.

At an enterprise, occupational health and safety, based on the legal and organizational framework, addresses issues of occupational sanitation, industrial and fire safety.



Thus, in February 2022, we conducted a study of the air in the working area and the illumination of workplaces at 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 2022, 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. Director of Ekoplast LLC - heads the company's civil protection

service. The company has established a voluntary fire brigade, whose members are insured against accidents at the company in accordance with applicable law.

The main goal of Ekoplast LLC in the field of labor protection and industrial safety is to create a system of legal, socioeconomic, 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.



In accordance with the current legislation, the company conducts medical examinations of employees. A total of 18 employees underwent medical examinations.

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 32 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.



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 2022 all employees were provided with a sufficient number of necessary overalls. In 2022, 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 July-September 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.



In the third quarter of 2022, 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 February - November 2022, training was provided to specialists and specialists of Ekoplast LLC at the Labor Protection Training and Methodological Center.

From February till November 2022 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% 35 of the number of accrued wages by type of payment, which includes basic and additional wages.

Ekoplast LLC has all the necessary permits in accordance with the requirements of Ukrainian legislation in the field of labor protection, fire safety and civil protection and closely cooperates with the State Labor Service in Khmelnytskyi region. In 2022, the inspectors of the regional department carried out methodological and advisory activities to improve communication and work towards compliance with labor protection legislation.

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 real help empathy, and the desire to help and actively participate in the social life and development of the country, including in this difficult time for Ukraine.

In 2022, more than 1 million UAH was donated to charity, including:

1. 120.0 thousand UAH of assistance was provided to the Armed Forces of Ukraine.

2. 632.4 thousand UAH was spent on construction materials, auto parts, computer equipment and other goods for the needs of the Territorial Defense of Khmelnytskyi and the region.

3. 99.8 thousand UAH was spent on food packages for internally displaced persons were purchased and handed over to the Volunteers of Podillya Charitable Foundation.

4. Provided assistance to people with disabilities in the total amount of 23.0 thousand UAH:

- charitable assistance in the amount of 5.0 thousand UAH to organize a holiday for children with disabilities in Khmelnytskyi region dedicated to the Children's Day;

- 18.0 thousand UAH was transferred for the purchase of food to form food packages for visually impaired people in Khmelnytskyi region.

5. Funds in the amount of 47.4 thousand UAH were allocated. 47 thousand UAH was allocated to the Children's Hope Center, which hosted women with children who were forced to leave their homes due to shelling and bombing:

- 16.3 thousand UAH to pay for electricity;

- 31.1 thousand UAH for the purchase of a stove for heating and cooking, which will help them survive the winter in this difficult time.

6. 32.0 thousand UAH was transferred to purchase school supplies for children from crisis families and children from families of internally displaced persons as part of the Schoolbag charity campaign.

7. 52.5 thousand UAH was provided to purchase gifts for St. Nicholas Day for orphans, children from large and low-income families, children with disabilities from among internally displaced persons, and children of fallen soldiers 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

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