



**REPORT**  
**On Corporate Social Responsibility**  
**Ekoplast LLC**  
**2023**



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## Management's Appeal

Ekoplast LLC continues to share with you the results in the sphere of corporate social responsibility. Today, we bring you the 2023 Corporate Social Responsibility Report. This year, our company faced numerous challenges, which we successfully coped with and are happy to share with you the results of our work.

Over the past year, Ekoplast LLC has actively contributed to the economic development of Ukraine and provided support to the Armed Forces of Ukraine. We believe that our activities make a significant contribution to the well-being of the country.

Our commitment to the principles of the United Nations Global Compact (<https://globalcompact.org.ua/desjat-principiv-gd-oon/>) and our focus on quality have become our main focus, and they are key factors in overcoming the various challenges that the company may face in today's world. We are convinced that compliance with these principles and quality assurance will help the development of Ekoplast LLC.

We are constantly improving our processes and producing products that meet the highest quality and food safety standards. Each unit of our products carries advanced technological solutions and meets the most stringent standards.

Ensuring the timely delivery of products to the market is another key aspect of our work. Our team works hard to ensure that our goods are delivered reliably and quickly to customers.

We are also proud that our employees work in a stable environment where their rights and interests are respected. Our activities are aimed at ensuring the stability and safety of our employees, and additional education and training help us prepare our team for emergencies.

We always strive for the most efficient use of resources and implementation of advanced technologies, considering the needs of future generations and ensuring that our activities do not harm the environment.

May our joint work and dedication help strengthen our country and set it on the path of peace and prosperity. We sincerely thank all our employees and partners for their dedication and support during this difficult time.

Ukraine will win!

The report is available in electronic format on our corporate website at: <http://www.ekoplast.ua/> under the "Policy" section.

## **Section 1: About Ekoplast LLC**

Ekoplast LLC is one of the world leaders in the production and exporting of oven bags and sleeves for baking food products, as well as products made of polymeric materials resistant to high temperatures. The company has always set itself the task of producing high-quality products that meet the customers' needs and help improve the quality of life. In this section we'll take an in-depth look at the company's history, values, and achievements.

Ekoplast LLC was founded on April 28, 2001. The company started by producing polyethylene garbage bags and later expanded its range of household products.

Since 2008, the main activity of Ekoplast LLC has been the production of products from polymeric materials, such as cooking sleeves and oven bags for food preparations.

In addition, the company produces clips that are designed to complete sleeves and bags for baking, as well as for packaging confectionery, pastries and other goods. For 22 years of successful activity, the company has gained and strengthened its reputation as a reliable manufacturer and supplier.

In 2023, Ekoplast LLC entered the TOP-25 of the best enterprises in the city of Khmelnytskyi, thanks to its resilience, social responsibility, mobility and ability to overcome obstacles.



The main advantages of Ekoplast LLC are:

- modern technologies and equipment;
- constant innovation and development;
- highly qualified personnel;
- constant quality control;
- high level of service and individual approach to each partner.

The company cooperates only with trusted and reliable suppliers, exclusively in the legal field.



Ekoplast LLC has implemented an integrated quality management system, which is certified in accordance with the requirements of the ISO 9001 Quality Management System and the FSSC 22000 Food Safety System.

Today, Ekoplast LLC is one of the world leaders in the production of folded cooking bags.

The policy of Ekoplast LLC is based on the principles of openness and flexibility. The company aims to fully meet and even exceed the expectations of its consumers and business partners. At the same time, we conduct our business honestly, transparently, and professionally.

The company's mission is to achieve 100% customer satisfaction through convenient and fast cooking using high-quality Ekoplast's products.

The main goals of the company are:

- continuous development;
- expansion of sales markets and product range;
- long-term and mutually beneficial cooperation with partners;
- maintaining leadership in the markets where Ekoplast products are present;
- ensuring profitability and economic growth.

The key value of the company is its staff. Employees are the main competitive advantage and asset of the company. The company systematically invests in the training and development of its personnel to ensure and improve their professional level, which is one of the main goals for maintaining the company's top position on the global market.

Ekoplast provides its employees with safe working conditions, fair wages, and opportunities for professional growth.

Ekoplast LLC considers the importance of adhering to the highest quality standards and environmental principles as its moral and professional responsibility. We are committed to continuous improvement and maintaining the highest standards at all stages of production.

Our company is always ready to cooperate with new partners and consumers. We believe in the importance of developing long-lasting and mutually beneficial relationships that foster shared prosperity.

## **Sustainability**

"Sustainable development" is a concept that assumes that the development of society and the economy should take place in harmony with natural resources and the ability of ecosystems to regenerate. Ekoplast LLC shares this idea and considers sustainable development as an important component of its activities.



We understand that sustainable development is about ensuring a balance between the economic and environmental interests of society. Disruption of this balance can lead to a deterioration of life quality. Therefore, our company uses energy-saving technologies and cares about the environment.

One of our key goals is to ensure an uninterrupted supply of products that contribute to further economic growth. In doing so, we carefully consider the impact of our activities on the local economy, the environment and the community. Our approach to sustainability is based on principles such as occupational safety, environmental protection, public engagement and respect for human rights.

We strive to achieve these goals through effective corporate governance, rational use of natural resources and minimization of waste and pollution. Our philosophy of sustainable development envisages the active role of all employees of the company in the formation of strategies and decision-making for the implementation of sustainable activities.

We also look at the impact of our operations on the local community and economy. We create jobs, pay taxes, and actively support local initiatives.



Our philosophy of sustainable development is to formulate forecasts, assumptions about the future and discuss them with the team. We believe that progress can be made by empowering all our employees to meet their sustainability commitments. Ekoplast LLC operates transparently, adhering to ethical management behavior in relation to sustainable development and financial issues.

We are committed to achieving sustainable development that meets the needs of our customers, employees, suppliers, and society, while reducing the negative impact on the environment. We believe that only through careful analysis, forecasting and awareness of our impact will we be able to maintain a balance between economic and environmental interests and ensure sustainable development."

## **Anti-corruption**

Ekoplast has a policy aimed at preventing and combating corruption, as well as preventing the legalization of illegally obtained funds. According to these principles, all our employees are obliged to strictly comply with the Regulation on the Corruption Prevention and Combating, which defines the standards of conduct for employees of Ekoplast LLC. This underscores our commitment to conducting honest and transparent business.

Ekoplast refuses to pay or offer improper incentives (known as bribes), which may lead to illegal activities. It is important to note that every employee who encounters bribery requests has a duty to immediately notify their immediate supervisor or the company's legal counsel.



Our employees are regularly trained on the principles of ethical conduct and anti-corruption standards. We contribute to the development of their skills in identifying and avoiding situations that may contribute to corruption and provide support in dealing with ethical issues that arise during the work process.

Ekoplast strives to be an example for other companies in implementing the highest standards of honesty and openness. We believe that this approach will contribute to the improvement of the business environment and help build trust with both our business partners and consumers of our products and services.

Our company adheres to the principle of non-involvement of third parties, such as intermediaries, agents, consultants, partners and contractors, in cases where there is a risk of their involvement in corrupt or other illegal activities. When selecting partners and contractors, a thorough legal and accounting audit is carried out to determine their business reputation, as well as to ensure that their activities comply with legal regulations.





Ekoplast strictly adheres to a policy that prohibits contracting with suppliers based on employees' personal preferences, as well as demanding any personal benefits from contractors. Employees of our company do not have the right to collect bribes or demand remuneration for simplifying formalities, this practice is unacceptable in Ekoplast.

Our company cooperates only with those business partners who have an honest business reputation and carry out legal activities. Money laundering is a serious crime, and we carefully follow all accounting and financial reporting requirements to prevent our company from being used for this purpose. Our legal and accounting departments closely monitor all financial transactions and respond to any suspicions or questions that may arise regarding the legality of transactions.

Gifts and representative events for government officials, customers, or auditors in our company are strictly prohibited, and our employees are not allowed to accept any personal gifts from suppliers or others who may have a business relationship with the company.

Ethics and honesty are the core values on which Ekoplast's activities are based. We strive to ensure transparent and lawful business, as well as to fight any manifestations of corruption and legalization of illegally obtained funds.

The overall goal of our activities is to create a fairer and more honest world, where corruption has no place and money only circulates in legal and transparent transactions. We try to be an example in this matter and pay due attention to our obligations to society.

## **Chapter 2. Our People**

In 2023, care for personnel, which is based on the principles of respect, fairness, and support, has become, more than ever before, one of the foundations of Ekoplast's social responsibility.

In the conditions of war and unforeseen circumstances, despite all the difficulties, we primarily strive to maintain an attractive working environment that develops and motivates our employees, gives them confidence in providing a job, a stable income, professional growth, and career building.

At the same time, our goal is to ensure that the work of employees in the company complies with all applicable labor laws, is fairly remunerated and promotes personal and professional growth, without discrimination on the basis of gender, race, health, marital status, national origin, sexual orientation, age or religious beliefs or on any other grounds not related to the ability to perform effectively in their work.

Of course, at this time, taking care of our staff has focused us on strengthening internal communications in the company and maintaining the mental health of employees, creating good working relationships, understanding of the work situations, innovations, maintaining an environment, in which employees can communicate openly and honestly with all stakeholders.

We inform and involve employees in understanding our strategic goals, current plans and events related to their work and safety. We communicate regularly with our employees and actively promote two-way dialogue.

During the periods of making important management decisions in 2023, we always took into account the requests of the staff, considered all the risks and took the steps to preserve the physical and mental health of employees.

Showing concern for employees is also about respecting agreements and keeping the job of an employee who has been on maternal leave to take care of 2 children for 6 years. The company used significant human and material resources to adapt the employee after 6 years of social leave: setting part-time work at her request, payment for all days of temporary disability in case of children sickness, internal training, mentoring, support, creating a career plan, external training.



Schedule optimization



Payment of sick leaves



Training, mentoring



Support

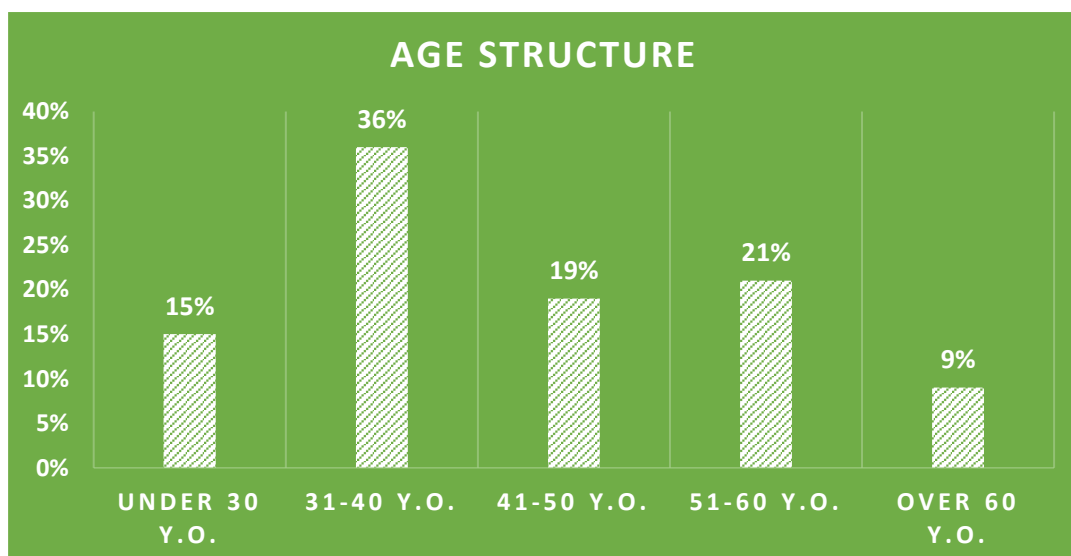
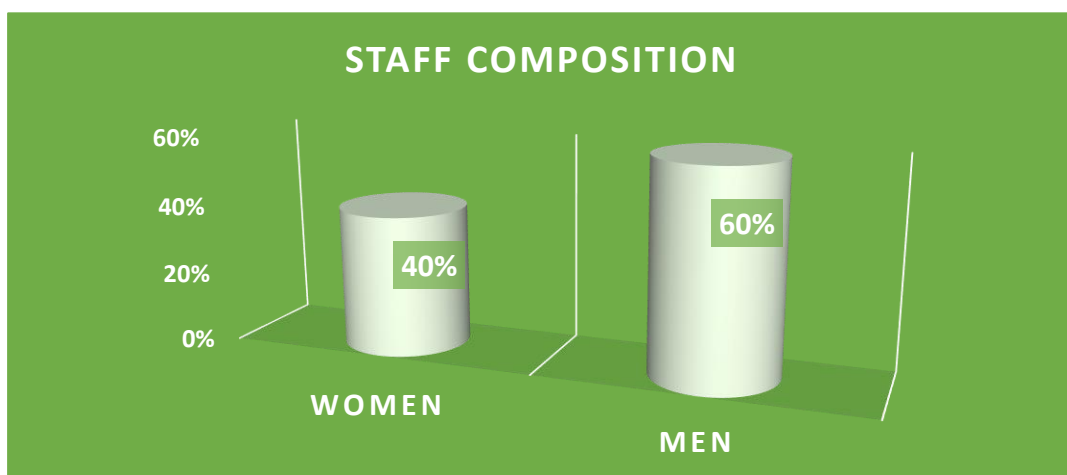


Individual career plan

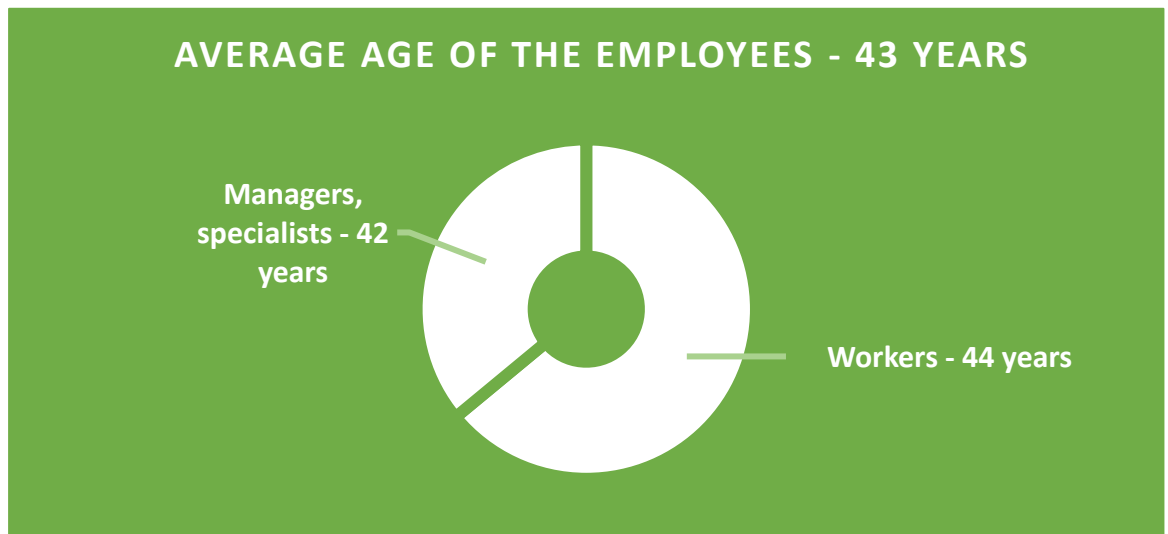


Advanced training

In 2023, the organizational structure of Ekoplast has been fully preserved without changes and optimization of the number of personnel.



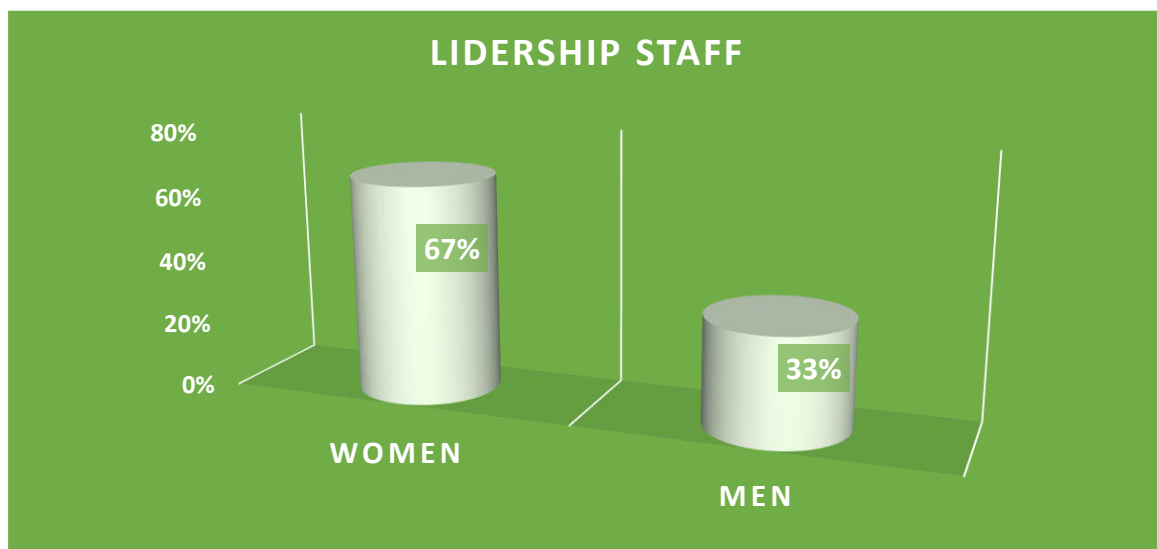
Currently, the average age of the Ekoplast employee is:



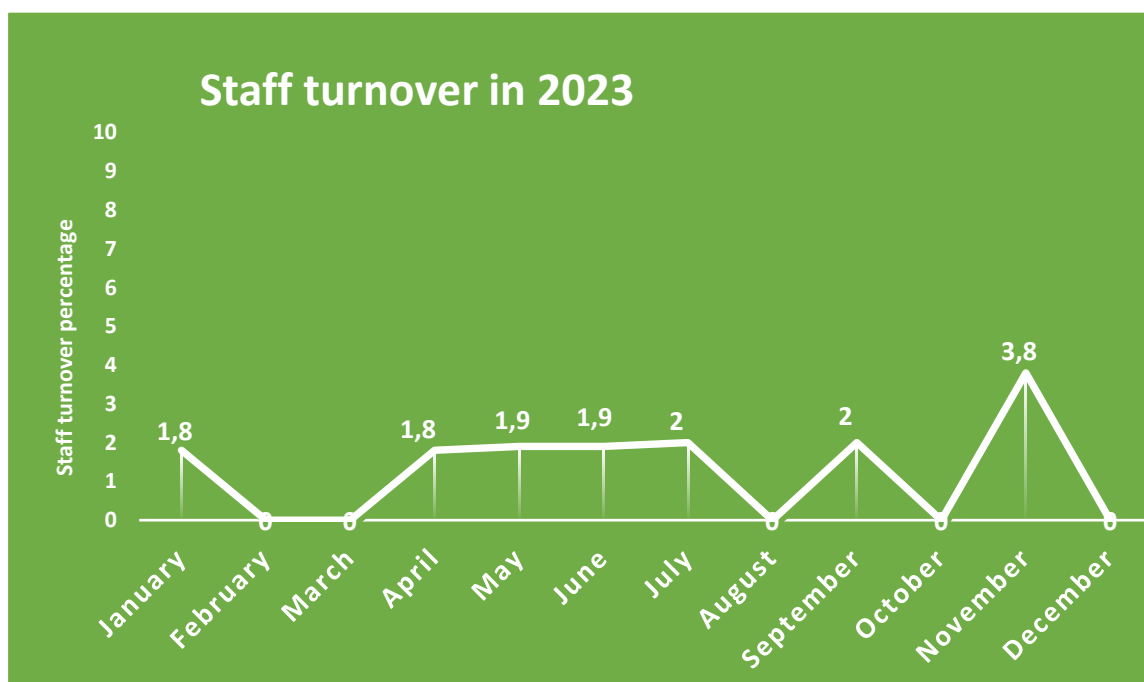
In order to maintain the number of personnel and provide them with work, since the beginning of 2023, Ekoplast has changed the working hours of the staff to adapt to the conditions of planned energy constraints and the use of an electric generator.

We have planned workplaces for office employees to provide them with uninterrupted internet, electricity, and warm rooms. Some employees switched to remote work for the period of martial law.

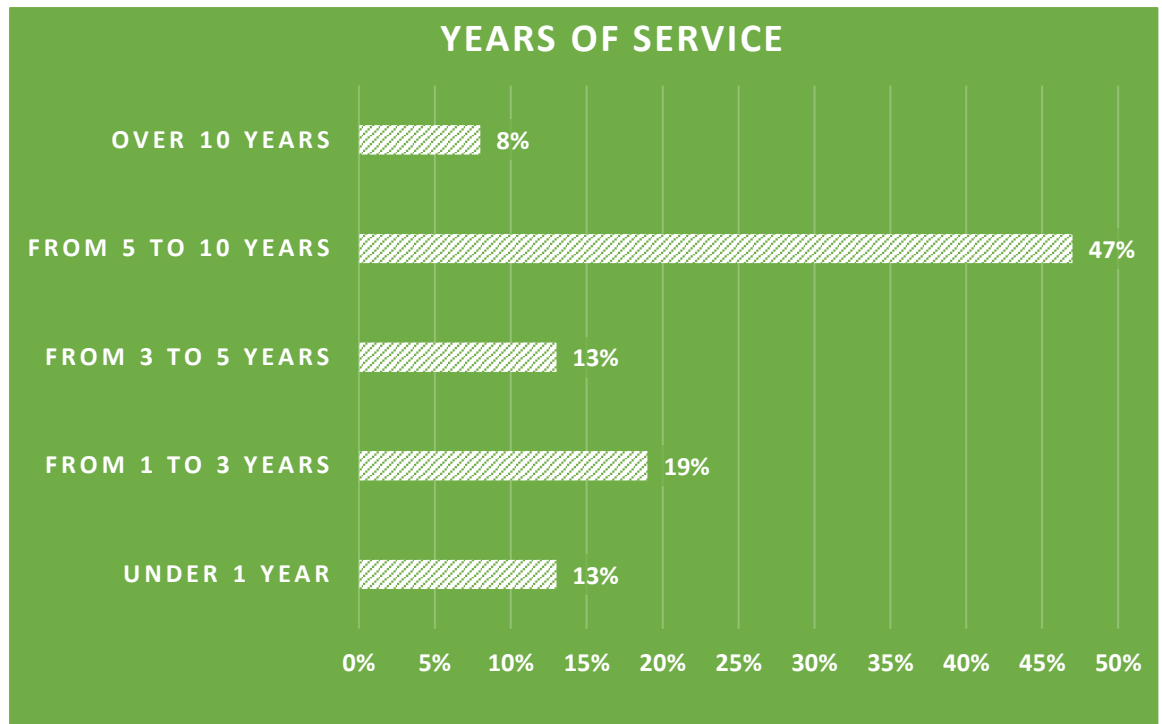
Martial law in the country dictates new requirements for staff qualifications and HR management methods. Ekoplast has always adhered to equal gender rights in career building, as evidenced by the predominance of women in the company's leadership positions. During 2023, the company showed a tendency to increase the number of women in management positions, including due to the general mobilization of men liable for military service.



A comfortable working environment created for our employees provides us with long-term employment relations and low staff turnover (voluntary dismissal, by agreement of the parties, etc.).



The company's employees and its management are mutually focused on long-term cooperation based on a business approach, trust, and honesty in doing business.



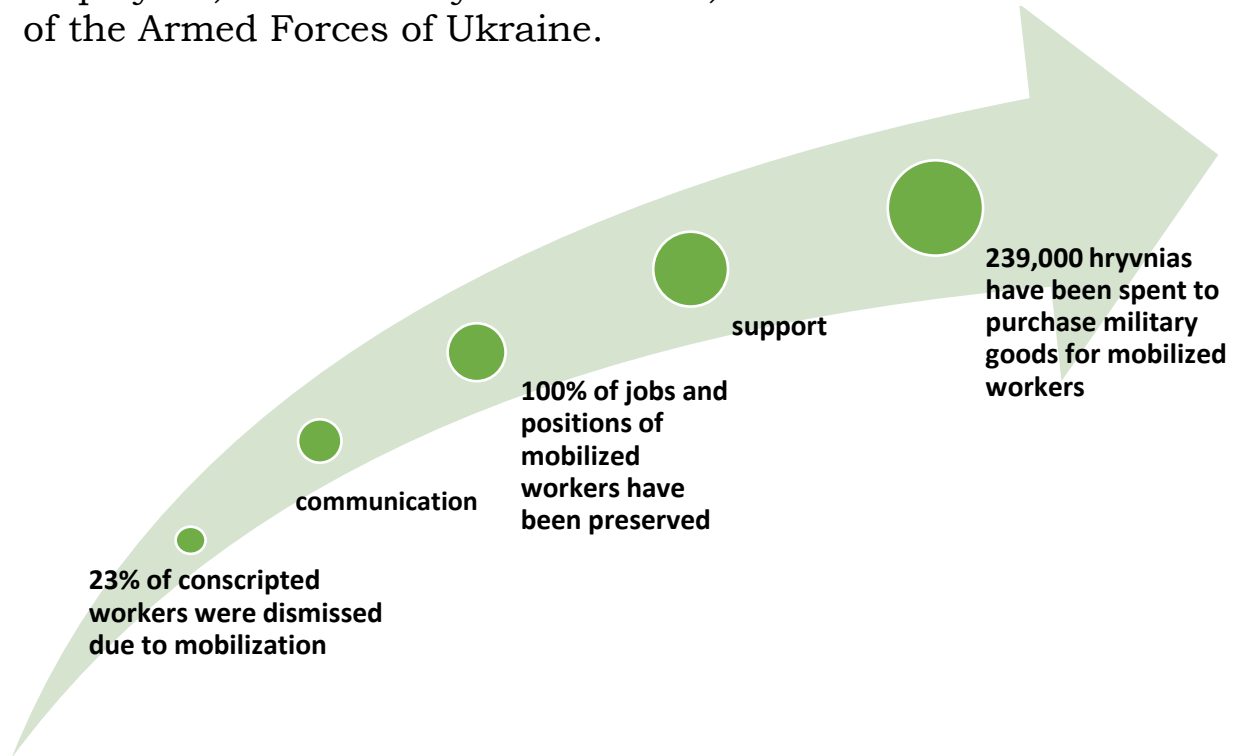
At the same time, one of the main tasks of the company's HR department in 2023 was to provide personnel under martial law and mobilization. Many risks associated with hiring and adaptation were worked out, optimal or preventive measures were found that have become effective in today's difficult conditions.

We have successfully coped with the challenges of difficult hiring due to the general mobilization of men liable for military service, the departure of women abroad, as well as the mobilization of our employees.

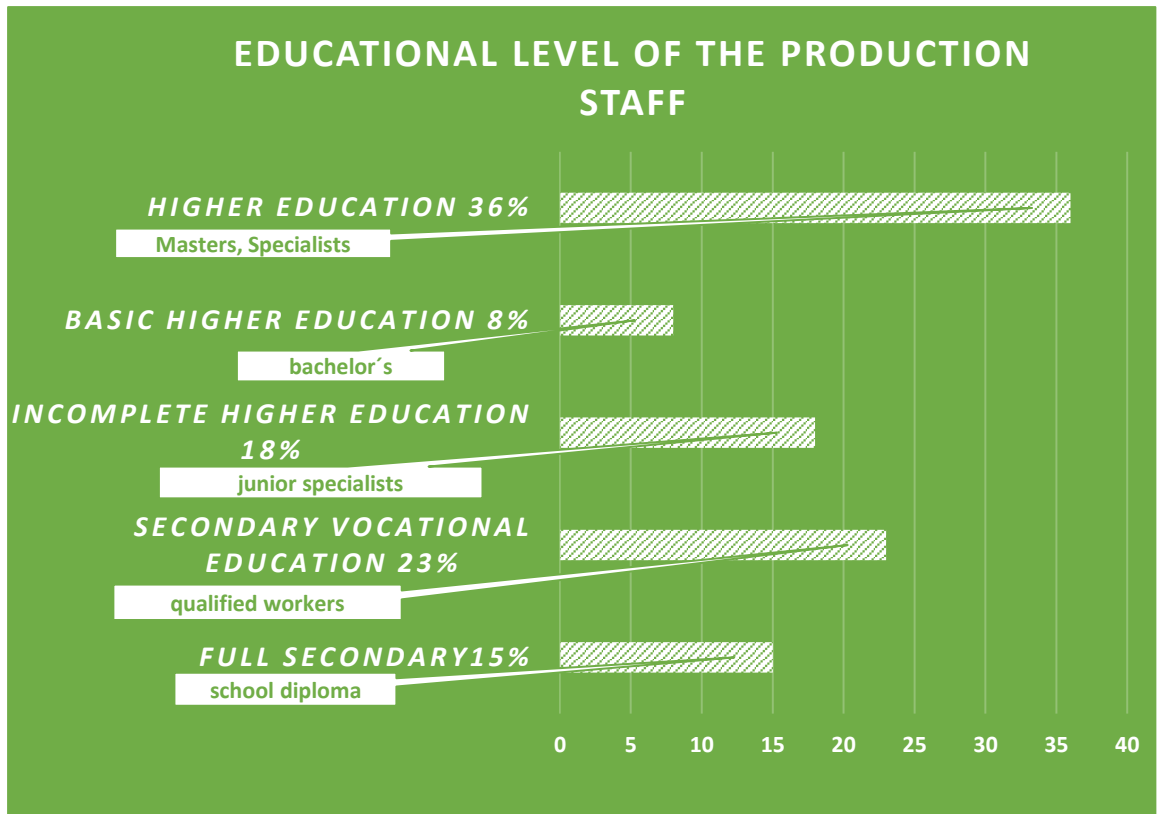
In 2023, we managed to fill 100% of vacancies and hire 13% of the necessary personnel, including department heads, specialists, and skilled production workers. We have successfully managed to maintain a balance between the dismissal of our employees and the closure of vacancies, between the redistribution of responsibilities and the creation of new positions.

During 2023, Ekoplast responsibly and transparently cooperated with the territorial center for recruitment and social support.

We also remember and support in every possible way our employees, dismissed by mobilization, who are now servicemen of the Armed Forces of Ukraine.



The qualifications and awareness of Ekoplast personnel remain among the priority goals of the company's HR department. The level of professional education of the company's personnel is quite high, including the production staff.



The high level of professional education of our staff allows us to plan and create a strategic and operational talent pool for key positions.

During 2023, we actively involved the company's employees in training and professional development, using electronic resources and online platforms for professional development. We continue to learn and develop our skills by gaining new information through lectures, trainings, and briefings.

The Company's Knowledge Base is successfully operating and continues to be filled with training materials and work instructions for the development and rapid adaptation of the personnel.







The achievement of Ekoplast this year is the preservation of a professional team, thanks to which it was possible to overcome difficulties, save business, actively work on the further development of the company, strengthen the economy of Ukraine and the local community, and help the Defense Forces of Ukraine.

## Chapter 3:

### Quality, Food Safety, Risk Analysis General Information



In May 2023, Ekoplast LLC successfully passed a recertification audit for compliance with ISO 9001:2015 and the FSSC 22000 certification scheme, version 5.1. The audit was conducted by the Ukrainian representative office of the international certification body QSCert, spol. s r.o. - QSCert-Ukraine B.V.

Proven technological and business processes, planning using risk-oriented thinking, and personnel management help the company not only survive in the conditions of war and voluntary refusal to partner with Russian companies, but also gradually reorient itself to new customers and expand sales markets. The company demonstrates the ability to increase production, successfully mastering new logistics supply chains for raw materials and finished products.

Ekoplast LLC actively supports and constantly helps the Defense Forces of Ukraine and low-income segments of the population. Funds for such assistance are included in the budget of the company. In addition, the company actively cooperates with local governments in the social sphere.

## Risk management at Ekoplast LLC



Fierce competition, uncertainty of the external environment obliges modern enterprises to consider risk in the process of planning their activities, both from a positive and negative point of view.

Risk management is the management of the enterprise as a whole, taking into account the impact of risks based on the process of their identification, assessment and analysis, as well as the selection and use of methods to neutralize their consequences in order to achieve an optimal ratio between the level of risk and the strategic capabilities of the enterprise. Thus, risk management is aimed at finding the optimal balance between a high level of risk, which can lead to the collapse of the enterprise, and a complete rejection of it, which leads to a loss of competitiveness.

An effective risk management process cannot be a set of fragmented actions, as it must be formed into a set of actions that are part of the overall management of the business. The features of systemic risk management are:

- a continuous process that involves the entire organization;
- it is carried out by employees at all levels of the organization;
- it is used in the development and formation of a strategy;
- it is used by the entire organization at every level and by every department and includes an organization-level risk portfolio analysis.
- It is aimed at identifying events that may affect the enterprise and manage risks in such a way that they do not exceed acceptable levels;
- it provides management with reasonable guarantees for the achievement of goals.

The risk-based approach is one of the conceptual requirements of the standard, which is based on the application of a systematic approach to risk consideration, instead of introducing prevention as a separate component of the quality and food safety management system.

Of course, risk is a probable event that can have a positive (opportunity) or negative impact (threats) on the achievement of the organization's goals. Some risks can have both positive and negative effects at the same time. Risk management involves risk management with any effect.

Risk is inherent in all aspects, risks are present in the entire system, its processes, and individual functions. In this regard, risk-based thinking provides confidence that risks are identified, considered, and managed during the design and implementation of an integrated management system.

## **Product Quality**

Quality is a set of characteristics of an object in relation to its ability to satisfy established and anticipated needs.

An object is a general concept that can be individually described and considered, that is, it includes not only products, but also an activity or process, an organization or a person.

Products are considered as the result of an activity or process.

In the conditions of market relations, quality is ensured and guaranteed by the enterprise.

The world is actively working on the problem of quality assurance.

Product quality is a set of its properties that determine the degree of suitability of products for their intended use.

The quality of products is influenced by a significant number of factors that act both independently and in interconnection with each other, both at individual stages of the product life cycle and at several.

The quality of products is influenced by a significant number of factors, which are conditionally combined into 4 groups: technical, organizational, economic, and subjective.

Technical factors: design, sequential connection diagram of elements, redundancy system, circuit solutions, manufacturing technology, maintenance and repair facilities, technical level of the base for design, manufacture, operation, and others.

Organizational factors: division of labor and specialization, forms of organization of production processes, rhythm of production, forms and methods of control, procedure for presentation and delivery of products, forms and methods of transportation, storage, operation (consumption), maintenance, repair, etc. If due attention is not paid to organizational factors, then often well-designed and manufactured products lose their high quality because of poor organization of production, transportation, operation, and repair.

Economic factors: price, cost, forms and level of wages, the level of maintenance and repair costs, the degree of increase in the productivity of social labor, etc.

Subjective factors: a person with their professional training, physiological and emotional characteristics. The level of use of technical factors depends on the professional training of people who are engaged in the design, manufacture, and operation of products.

The average value of the quality level of products manufactured by Ekoplast LLC in 2023 was determined during current and acceptance control and is 99.96%. Monthly values are presented on the Diagram 1.

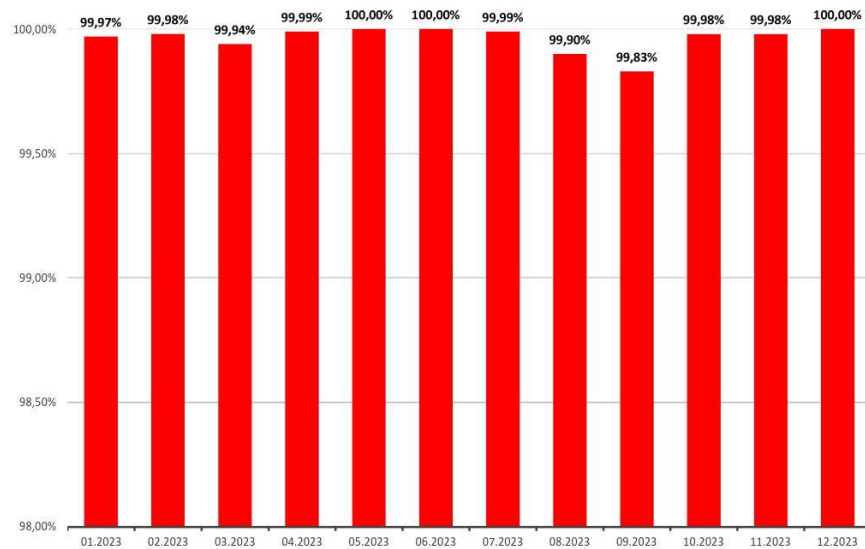


Diagram 1. The level of quality of products manufactured by Ekoplast in 2023

The value of the "Customer satisfaction with the level of product quality" indicator for 2023 is 100%. This indicator is formed based on monthly internal assessments and indicators, received from customers.

## Food Safety



Food Defense – procedures in place to ensure that raw materials and food products are protected from intentional contamination or theft.

Organizations certified in accordance with the requirements of FSSC oblige, in addition to the HACCP Plan, to develop and implement a Food Protection Plan against adulteration. These measures will help reduce the risk of such incidents and, accordingly, reduce the risks of financial losses to organizations.

The company has implemented food protection, a weapon that helps reduce the potential risks of intentional contamination and fraud with products.

It is the protection of food products from adulteration or intentional contamination by biological, chemical, physical, or radiological agents added with the intention of causing harm.

Food safety covers the following issues:

- the impact of intentional or unintentional circumstances on the safety of products;
- environmental pollution that can cause harm;
- product fraud based on deliberate deception for economic gain;
- the influence of the behavior of persons, focused on making a profit, but without the intention of harming products.

In the company, risk assessment takes into account the infliction of harm that may be carried out by a disgruntled employee, an experienced insider or a competitor for a specific purpose, which may consist in influencing the:

- public;
- reputation;
- company.

- To protect products, the company uses various measures:
- physical measures (fencing of the territory, installation of video surveillance);
  - internal policies of the enterprise (employees background check);
  - management (keeping records that make it easy to track the product).

Within the framework of the current integrated management system procedures, to confirm the safety of the products manufactured by Ekoplast LLC, tests of finished products were carried out in accredited laboratories:

- "Etalon" (Ukraine);
- Center for Preventive Medicine of the State Administration of Affairs (Ukraine);
- "Institut pro testování a certifikaci, a. s. (Czech Republic).

The purpose of the periodic tests in 2023 was to obtain confirmation of Ekoplast LLC products compliance with the requirements of the legislation of Ukraine, which regulates the contact of polymeric materials with food, as well as to control the absence of risks to food safety 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 legislation in the field of food safety.



## Chapter 4 Labor Protection, Fire Safety and Civil Protection



The growing popularity of corporate social responsibility around the world actualizes Ukraine's transition to new formats of doing business related to the rethinking of its social role in the development of society. Corporate social responsibility allows you to translate the company's values into society through specific actions in the widest areas, while the most widespread areas are labor protection.

Voluntary participation of the company in socially significant events or projects, development of its own programs and policies on social problems - all this is the basis of the concept of CSR, reflects the basic essence of the concept of CSR.

The implemented concept of social responsibility provides the following important aspects for our company:

- increased employee satisfaction and interest in overall results;
- reducing staff turnover;
- improving performance and quality indicators.

### ***The main elements of our company's CSR concept on occupational health and safety:***

CSR includes, but is not limited to, the requirements of legislation and relevant regulatory documents and represents the voluntary acceptance by business of additional obligations in socially significant areas. The concept of social responsibility in the field of labor protection consists of the following basic elements:

- health care;
- labor protection, social guarantees for personnel, human rights;
- ecology;
- communication with society and the state;
- investment and development;
- transparency of activities, reporting.



Occupational health and safety issues are an integral part of the company's strategy. 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 medical examinations;
- certification of workplaces;
- incentives for employees who comply with health and safety requirements;
- creation of ergonomic workplaces;
- certification according to the international standards;
- medical rehabilitation of victims;
- provision of personal and collective protective equipment in accordance with norms and European standards;
- health and safety briefings.



Ekoplast LLC pays special attention to safe working conditions. At the enterprise, labor protection, based on the legal and organizational framework, solves the issues of industrial sanitation, industrial and fire safety. Organizational and technical measures are being taken to preserve the health and life of employees.

An important place is taken by the rational organization of labor, the alternation of working hours and rest. In the social aspect, all employees of the enterprise are insured against accidents and occupational diseases. In accordance with the Law of Ukraine "On Labor Protection", the management of Ekoplast LLC provides labor protection and fire safety for the organization of legal, organizational and technical, sanitary and hygienic, socio-economic, medical and preventive measures aimed at preventing accidents, occupational diseases and accidents in the work process.



To ensure that employees comply with the requirements for safe performance of work, the company organizes training on labor protection for officials and employees involved in high-risk work. In 2023, most of the employees involved in high-risk work were trained in occupational safety. Heads of structural subdivisions, labor protection specialists, as well as other officials of the enterprise are trained and tested on labor protection in the training and methodological centers of the State Labor Service of Ukraine and at the enterprise.

The person responsible for labor protection and fire safety at Ekoplast LLC is an occupational safety engineer. Director of Ekoplast LLC is the head of the company's civil protection service. The company has created a voluntary fire brigade, whose members are insured against accidents at the enterprise, in accordance with the current legislation.

The effect of the use of corporate social responsibility in the occupational health and safety management system can be obtained only if the observance of socially responsible behavior by the heads of structural divisions and all employees of the enterprise is carried out regularly, through the implementation of CSR principles in daily economic activities. 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 the health of employees***



The company's management pays great attention to the health of its employees, for this it provides decent and comfortable working and leisure conditions. The company conducts periodic medical examinations of employees. A total of 18 employees underwent a medical examination.

Psychophysiological examination for professional suitability was passed by 6 employees of the enterprise, who perform high-risk work and where there is a need for professional selection.

The company's management especially takes care of employees in the autumn-winter period. This year, work was carried out to replace heating equipment in production facilities. Temperature monitoring is carried out in production and office premises to prevent illness of employees.

The availability of medicines in first aid kits at workplaces is constantly monitored, and the kits are regularly replenished with the necessary medicines.

## ***Focus on workplace safety!***



The company is constantly improving the basic principles of corporate social responsibility in the field of labor protection,

which reveal the key role of social responsibility in the labor protection management system.

In contrast to the principles of the current legislation in the field of labor protection, the international principles contain management tools, the use of which allows you to create effective prerequisites for preventing risks in labor relations. Therefore, in its activities, Ekoplast adheres to international principles.

The company develops goals, objectives, plans, schedules of labor protection inspections, draws up the plans for equipment examination, maintenance, and repair.

For Ekoplast LLC, the life and health of its employees has always been the highest priority.

It is impossible to achieve high performance at any cost, especially at the expense of the health of members of the workforce.

Safe working conditions are always in the first place for us. This is the basis for the fruitful and effective work of the entire enterprise.



To ensure safe working conditions, a comprehensive assessment of the factors of the production environment and the nature of work is carried out for compliance of their characteristics with labor safety standards. Therefore, the company systematically carries out work on certification of workplaces in terms of working conditions.

The company conducts introductory briefings on labor protection with persons who are hired, as well as with employees of contractors who perform work on the order of Ekoplast LLC.

The company provides its employees with overalls, footwear, and other personal protective equipment in accordance with the requirements provided for by the current legislation.



Ekoplast LLC pays attention to every little thing. Therefore, in order to protect the health of employees in the workplace, as well as to warn employees 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.

In April 2023, the Educational and Methodological Center for Civil Protection and Life Safety in the Khmelnytskyi region conducted training for 3 specialists of Ekoplast LLC in the field of radiation and chemical surveillance.

In the third quarter of 2023, theoretical fire safety training was conducted for the staff of Ekoplast LLC. Specialists of PE "Security V.S.E." were invited for the training. In order to maintain the proper level of fire safety, all fire extinguishing equipment has undergone maintenance and examination in a specialized institution.

In February - November 2023, training was conducted for Ekoplast LLC specialists at the Educational and Methodological Center "Labor Protection" on labor protection issues.

From January to December 2023, production personnel were trained on labor protection issues by specialists of Ekoplast LLC in accordance with the developed and approved Training Program.

Employees of Ekoplast LLC studied legislative acts on labor protection, electrical safety, fire safety; were familiarized with the basic requirements of industrial sanitation and personal hygiene, the circumstances and causes of individual accidents and accidents that occurred at enterprises and other industries due to violations of safety requirements, namely: planned training on special training was conducted with employees of the enterprise performing high-risk work.

In accordance with the requirements of the law, Ekoplast LLC insures employees against accidents and occupational diseases. The company pays a single social contribution in the amount of 22% on the number of accrued wages by types of payments, which include basic and additional wages.

Ekoplast LLC has all the necessary permits in accordance with the requirements of the legislation of Ukraine in the field of labor protection, fire safety and civil protection and closely cooperates with the Department of the State Labor Service in Khmelnytskyi region.



### ***Innovating***

The company has implemented innovations to solve environmental problems associated with the disposal of household waste. Separate collection, storage and disposal of such garbage has been introduced.

### ***Cost savings due to the introduction of the "green office" concept***

We know that the earth's resources are not infinite. Therefore, we must take care not to use a lot of water, electricity, paper, etc. At the same time, with responsible consumption, a company can save large sums of money. Sometimes, employees only need to change their habits a little, but this will significantly affect environmental and economic resources.

In 2023, we focused on the problem of saving land resources and spent time informing colleagues about turning off the lights in the meeting rooms, leaving them, or about turning off computers before leaving the office and using heating devices, water and paper sparingly, thereby being involved in the storage of forests in Ukraine.

To reduce paper purchases, setting up double-sided printing on printers helps, as well as encouraging colleagues to use electronic versions of presentations or printing on drafts for meetings.

The implementation of the Green Office concept helps the company save money, prevent environmental disasters, and foster an eco-culture of responsible consumption among colleagues, which they transfer to their families. We have examples when people started sorting garbage at home because they got used to it in the office.

## Chapter 5. Contribution to the development of society

Corporate social responsibility is a prerequisite for the activities of Ekoplast LLC. The company takes an active part in the social life of our country and the local community.

In 2023, we continued to support socially important initiatives, launched earlier, cooperated with charitable foundations and organizations. In addition, in this difficult time for Ukraine, assistance to the Armed Forces of Ukraine and the Territorial Defense of Khmelnytskyi region remains a priority.



In 2023, 1,259.7 thousand UAH were transferred to charity, of which:

Three StarLink network access systems were purchased and handed over to the units of the Armed Forces. General cost of the systems is 59.2 thousand UAH.

Handheld monocular thermal imager "AGM Taipan TM25-384" purchased for 65.5 thousand UAH.

An electric generator and auto parts were purchased for the needs of the Territorial Defense of Khmelnytskyi region in the total amount of 860.9 thousand UAH.

Cleaning equipment and detergents were purchased and handed over to the military hospital – 91.1 thousand UAH.

80.0 thousand UAH were transferred to the Charity Fund "Volunteers of Podilya" for the purchase of DJI Mavic quadcopters for the needs of the Armed Forces of Ukraine.

Aid was provided to persons with disabilities in the total amount of 37,0 thousand UAH:

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



- 5,0 thousand UAH allocated for the purchase of food kits for people with disabilities, low-income people and lonely elderly people;

- 27.0 thousand UAH transferred for the purchase of food for the formation of food kits for people with visual impairments in Khmelnytskyi region.

30 thousand UAH allocated for the purchase of school supplies for children from crisis families and children from families of internally displaced persons as the part of the "School Bag" charity event.

Every year, on the St. Nicholas Eve, Ekoplast LLC helps to purchase gifts for orphans, children from large and low-income families, children with disabilities among internally displaced persons, children of fallen soldiers, as part of the charity event "Letters to St. Nicholas". Thus, this year 36 thousand UAH were transferred.





## 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 <http://ekoplast.ua/> website or obtained from the company's employees.

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