



**REPORT**  
**Corporate social responsibility**  
**Ekoplast LLC**  
**2024**

## CONTENTS

Management's appeal

Chapter 1. About Ekoplast LLC

- History and Mission of the Company;
- Anti-corruption policy;
- Protection of information and confidentiality;
- Ethics and corporate culture.

Chapter 2. Our employees

Chapter 3. Quality, food safety, risk analysis

Chapter 4. Labor protection, fire safety and civil defense

Chapter 5. Contribution to the development of society

## **Management's appeal**

Dear partners and colleagues,

We are presenting you the Corporate Social Responsibility Report of Ekoplast LLC for 2024. This year, like the previous ones, was not easy. The ongoing war requires extraordinary endurance, flexibility, and the ability to anticipate challenges. Nevertheless, we are confident that even in the most difficult times, the Ten Principles of the UN Global Compact remain the basis for effective and responsible work. Thanks to our team, partners and community, we are proving that together we can move forward and create positive change.

In 2024, we not only maintained stability in our work but also reached new heights in our activity. Each of our projects and decisions is based on careful planning and calculations. We work to provide our customers with the highest quality products and our partners with confidence in the reliability of our cooperation.

Our work is always based on the highest quality standards. We understand how important it is to ensure uninterrupted supply of products, accuracy and timeliness in today's environment.

Our team is the heart of the company. We create conditions for stable, safe and comfortable work, because people are our most valuable resource. The education and training programs we implement help our employees adapt to changes and develop.

We pay special attention to the environmental component. In our work, we implement resource-saving technologies and solutions aimed at minimizing the harmful impact on the environment. This year we took an important step by installing our own solar power station. This solution helps us reduce our CO<sub>2</sub> emissions and contribute to preserving the planet for future generations.

Our team, partners and clients are the ones who help us remain resilient and succeed even in turbulent times. Thank you for your support, faith and joint efforts on the path to victory.

**The report is available for review on our website: [www.ekoplast.ua](http://www.ekoplast.ua) in the “Policy” chapter.**

**Slava Ukraini!**

## **Chapter 1. About Ekoplast LLC**

### **History and Mission of the Company**

Ekoplast LLC was founded in 2001. Since 2008, the company has been specializing in the production of PET film products, including cooking sleeves and bags. For more than two decades, Ekoplast has achieved a leading position in the global market thanks to its innovation and commitment to high quality standards.

During its development, Ekoplast LLC has focused on expanding its product range to include various types of polymeric materials that can withstand high temperatures. The main areas of activity are not only the production of cooking sleeves and bags, but also the production of clips for packaging confectionery and food products. Thanks to the quality of its products, the introduction of advanced technologies and the automation of production processes, the company has taken a leading position in the market both in Ukraine and abroad.



Mission of Ekoplas LLC is to provide consumers with convenient and safe products that help to make cooking process easier and more environmentally friendly process. The company strives not only to meet but also to exceed the expectations of its customers by creating products that meet the most advanced quality and safety standards.

The company's core values include:

- honesty and transparency in all business processes;
- responsibility to consumers, partners and society;
- innovation as a constant driver of development;
- professionalism and high qualification of employees.

Strategic goals of the company are aimed at:

- maintaining of leading positions in the market;
- expanding the geography of sales and developing new markets;
- establishing long-term mutually beneficial partnerships with customers and suppliers.

Ekoplast LLC is certified according to the international standards ISO 9001 and FSSC 22000, which indicates a high level of quality control at all stages of production. The company ensures constant monitoring of product quality, adhering to strict hygiene and safety standards.

Quality management system of company is based on the principles of continuous improvement, which ensures the stability of processes and compliance with the requirements of international markets.

Sustainable development is an integral part of Ekoplast's LLC strategy. The company is aware of its impact on the environment and strives to minimize it through the introduction of energy-saving technologies, the use of environmentally friendly materials and the rational use of resources.

Ekoplast LLC supports the initiatives of responsible business in reducing greenhouse gas emissions, strengthening energy independence and sustainability.

To this end, the company is implementing measures aimed at decarbonizing production and improving energy efficiency, using electricity generated from renewable sources, and gradually switching to less energy-intensive processes.

In June 2024, Ekoplast LLC commissioned an autonomous solar power station with a capacity of 102.39 MWh per year. It is capable of replacing about 32.5 tons of CO<sub>2</sub> emissions per year. The company's dependence on fossil fuel energy sources is reduced. The process of electricity generation by a solar power station does not involve soil and water pollution, and also saves water resources used in the production of electricity from non-renewable sources.

In addition, Ekoplast LLC plans to improve the efficiency of its operations, starting with LED lighting systems and ending with optimization of energy consumption during non-production periods and heat energy recovery. It is also planned to increase the share of renewable electricity for the company's needs through power purchase agreements, green tariffs, and renewable energy certificates.

The company actively supports its employees by providing safe working conditions, fair pay, and opportunities for professional growth. An important part of the company's strategy is systematic training and professional development of personnel to maintain competitive advantages in the market.



Ekoplast LLC builds long-term and mutually beneficial relationships with its business partners, both nationally and internationally. The company works exclusively with trusted suppliers who meet quality and ethical requirements.

The company believes in the importance of honesty and transparency in its operations. These principles underpin every aspect of our work - from internal operations to interactions with partners, customers and communities. We are convinced that long-term business success is only possible if we comply with ethical standards, use resources responsibly and care for social welfare.



## **2. Anti-corruption policy**

Ekoplast LLC has implemented a strict policy of preventing and anti-corruption efforts. All employees are required to comply with internal rules and procedures aimed at maintaining ethical behavior and fair business practices. Adherence to these standards is a key element of the company's business and demonstrates its commitment to transparency and legality.

Any forms of bribery, corruption or receipt of improper benefits is strictly prohibited. Ekoplast LLC employees must immediately report to management any attempts to receive illegal offers or requests for bribes. Such employee responsibility helps maintain the trust of our partners and customers in the company.



The Company conducts regular internal audits of its financial processes to prevent possible violations. All monetary transactions are carried out in accordance with international and national regulations on financial reporting to avoid participation in illegal schemes or money laundering.

The practice of accepting gifts or incentive bonuses from suppliers or customers is strictly prohibited. Any offers of bribes or illegal benefits that may arise in the course of a business relationship must be rejected immediately and the facts of such offers must be reported to management or legal counsel.

Ekoplast's LLC policy also prohibits cooperation with intermediaries, agents or consultants if there is a suspicion that they are involved in illegal activities or corruption schemes. The company does not allow employees to make personal decisions when selecting suppliers or concluding agreements based on their own benefits.

Ekoplast LLC is actively working to build a culture of integrity and transparency. All employees of the company are obliged to maintain high standards of ethical behavior and ensure compliance with corporate ethics in their activities.

The company aims to be an example in the fight against corruption and actively promotes responsible business practices. The goal of Ekoplast LLC is to create a business environment where there is no room for corruption and unethical actions, and all operations are carried out in full compliance with the law.

Thus, the main priority of Ekoplast LLC is to maintain conscientious and honest activities that help to increase the trust in the company on the part of its partners, customers and society as a whole.





### **3. Protection of information and confidentiality**

Ekoplast LLC considers information to be its most valuable asset. To protect this resource, we have implemented a comprehensive information security policy that covers confidential data, trade secrets, and personal data of employees and partners. The policy is aimed at ensuring reliable storage of information, controlling access and minimizing the risk of leakage.

Our basic principles:

- ensuring the protection of information at all stages of its processing and transmission;
- establishing clear procedures for employee access to data;
- using of modern technologies to monitor and prevent cyber attacks.



Confidential information includes agreements, financial reports, correspondence with partners, research results, and product specifications.

Trade secrets include strategic information about new technologies, developments, and investment projects. It defines our competitive advantage in the market and is accessible only to key employees who have signed non-disclosure agreements.

The personal data protection policy is based on the Law of Ukraine “On Personal Data Protection”. The company does not collect information that is not related to work processes, such as race or political views.

All employees who work with personal data are trained to prevent information leaks.

To ensure information security, we conduct regular audits and process monitoring. This includes:

- checking the compliance of employees with internal rules;
- risk analysis and timely identification of potential threats;
- updating security protocols to reflect current challenges.



Each employee is personally responsible for the safety of the information to which he or she has access. In case of violation of the internal policy, disciplinary measures are envisaged, including termination of employment and legal liability.

## **4. Ethics and corporate culture**

Ethics and business behavior are the basis of our success. Ekoplast adheres to high standards in its relations with employees, customers and partners. We create a corporate environment where everyone has the opportunity to express their ideas, realize their professional potential and achieve career growth.

The main principles of our corporate culture are:

- mutual respect and trust between all participants of business process;
- openness to new ideas and innovations;
- maintaining a balance between personal life and work.



At Ekoplast LLC we support the principle of equality: regardless of gender, age, nationality or other characteristics, every employee has equal rights and opportunities. We prohibit any form of discrimination and ensure equal access to resources for all employees.

The Company opposes any form of aggression, intimidation or pressure. Our employees have the right to a secured work environment where their opinions are valued and any conflicts are resolved through open dialogue.

We prohibit:

- using of company resources for personal purposes;
- hiring of close relatives bypassing standard procedures;
- blackmail or pressure on management to obtain privileges.

The company follows the principle of “open doors”, which allows employees to make the management proposals or comments free. We value initiative and encourage constructive ideas for improving business processes.

Ekoplast invests in the development of its employees by providing opportunities for training and professional development. We support programs aimed at professional growth and personal development of each employee.

The company also takes an active part in the life of local communities by investing in social projects and supporting charity initiatives. We believe that a successful business is a business that benefits society.

We do our business in an honest and open manner, complying with all legal requirements. Relations with clients and partners are based on mutual trust and respect. Any attempts to influence decision-making through unethical methods are strictly prohibited.

## Chapter 2. Our employees

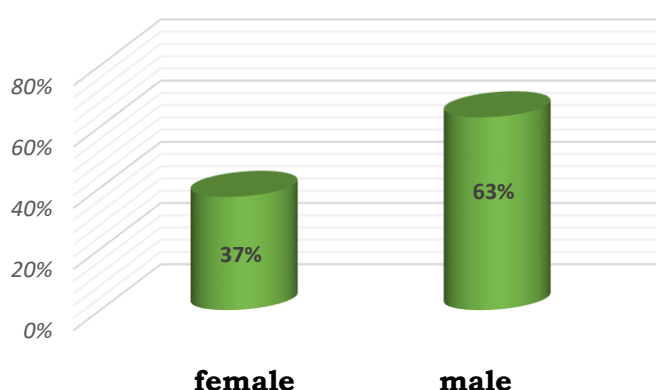
Our corporate social responsibility is aimed at developing the internal potential of our employees and creating comfortable working conditions.

We are convinced that our staff is the main asset that ensures the sustainable development of the company and contributes to the achievement of strategic goals.

### Compliance with legislation and human rights

The Company complies with all applicable labor and social

#### Staff structure



responsibility laws and regulations. We strictly respect human rights, guarantee equal opportunities and protect the rights of our employees.

The company strongly condemns and does not use child labor. All our employees are of legal age for employment in accordance with international standards and applicable laws.

### Gender equality

Gender equality is one of the fundamental principles of our business.

#### Management team



Women make up 50% of the company's management team, which demonstrates our commitment to equal opportunities for all employees regardless of gender.

### **Equal opportunities**

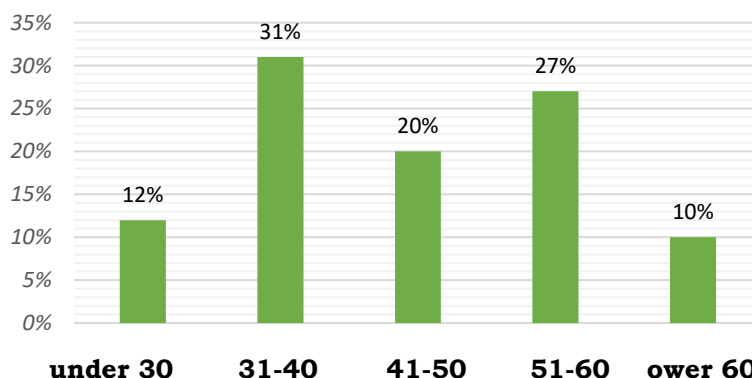
We support the policy of equal opportunities by creating an inclusive environment for our employees who are persons with disabilities or parents of children with disabilities. The share of such employees is 10% of the company's total workforce. At the same time, we create a working environment for our employees who are war veterans returning to civilian life and need professional and social adaptation.

### **Age characteristics of the staff**

The company does not have any manifestations of ageism or adultism. We do not support recruiting methods that target only young people.

We have employees of different age groups, thanks to whom we create a balance of energy and experience.

#### **Age structure**



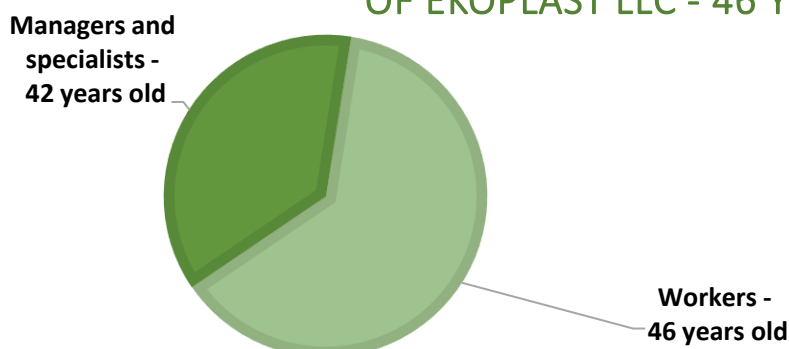
Almost a third of all employees are aged 30 to 40, which is

- 👍 professional experience
- 👍 flexibility and adaptability
- 👍 good adaptation to new working methods and changes in the company's business processes
- 👍 stability and responsibility
- 👍 high productivity
- 👍 desire for career growth
- 👍 mature communication skills



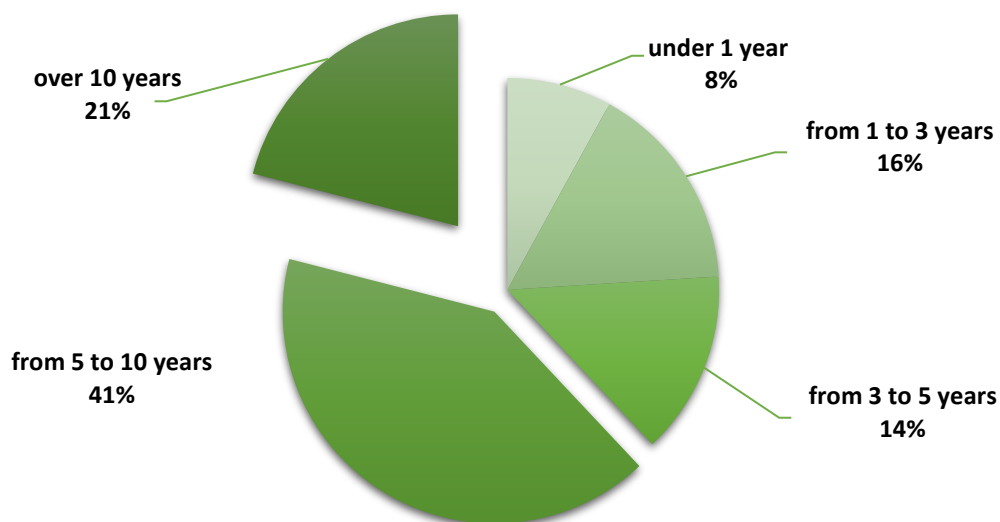
- 👍 teamwork skills, building professional relationships
- 👍 technological literacy

### THE AVERAGE AGE OF AN EMPLOYEE OF EKOPLAST LLC - 46 YEARS



### Duration of employment in the company

One of our key values is the stability and development of our team. We are particularly proud of our veterans who have been with the company for over 10 years and demonstrate high loyalty, professionalism and commitment to the common business. Today, they make up one fifth of the company's total staff.



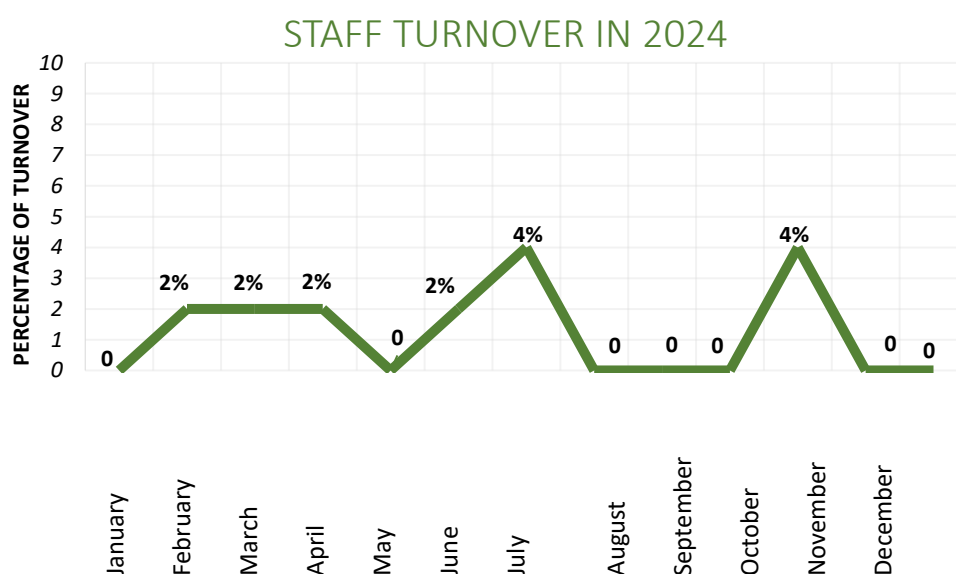
Veterans of the company have unique knowledge and skills that they pass to new employees. This helps maintain process continuity and quality of work. They demonstrate sustainable results by performing tasks at the highest level due to their deep understanding of the company's business processes.

The company's veterans are not only valuable specialists, but also examples of loyalty and dedication that inspire the entire team to further development and success.

Our long-serving and experienced employees play a key role in building a culture of cooperation, helping to develop team spirit and maintain a positive atmosphere in the team.

41% of employees have been with the company for 5 to 10 years, the largest category of employees whose long work experience indicates reliability and satisfaction with working conditions, corporate culture and opportunities for professional development.

By providing our employees with a comfortable working environment, decent salaries and a social package, we have low staff turnover in 2024.

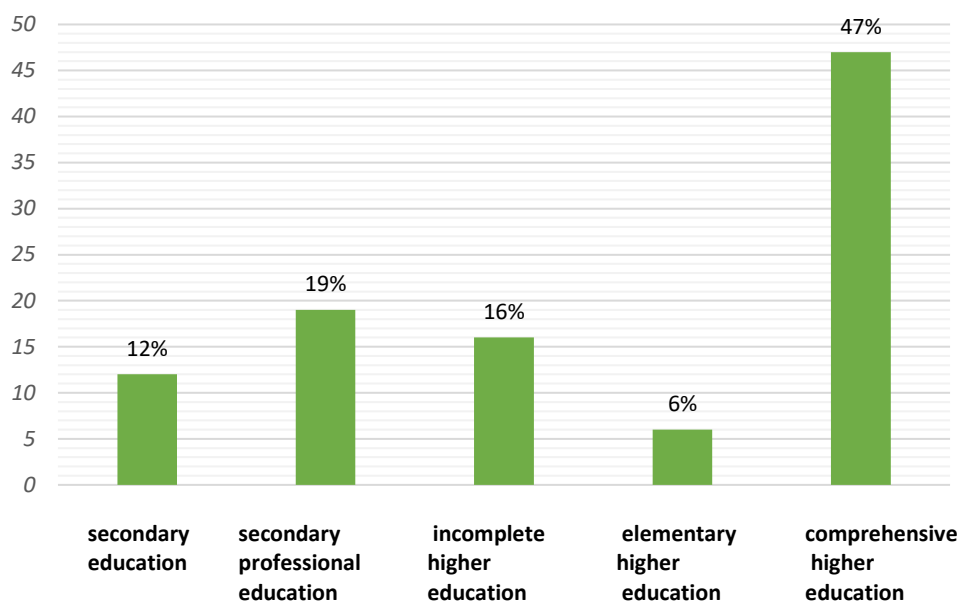


Employees do not look for alternative options because they are afraid of losing their jobs, because we offer stability and confidence in the future.

### **Qualified staff**

Our team consists of highly qualified professionals who work to achieve the company's strategic goals. We are proud of the competencies of our employees and their contribution to business development.

## Education level of employees



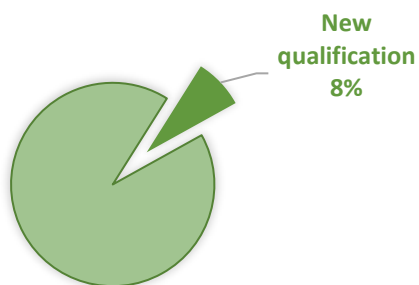
About 50% of the company's staff have comprehensive higher education. These are employees of different age groups and professions, but, given the challenges of the modern market, technological changes and the need to improve skills, they continue to learn, develop and improve professionally.



### **Education and development of employees**

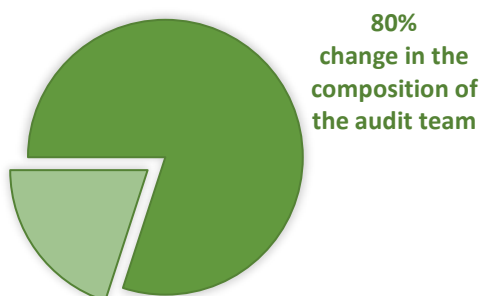
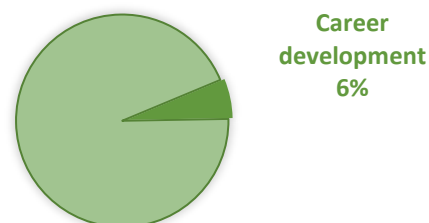
One of the main goals of the company is to support and develop our employees. We regularly conduct trainings, briefings, and send our employees to external training courses to improve their skills.

In 2024 we implemented the staff training plan by 100%.



8% of the staff additionally received new qualifications at external accredited training centers at the company's expense. The acquired knowledge and skills were effectively implemented in the management of the company's business processes and improvement of working methods.

6% of the company's staff received career advancement, including promotion, as a result of professional development.



The structure of the company's internal audit team was changed by 80%. All new auditors have undergone extensive training in an accredited company and internships under the guidance of experienced auditors from Ekoplast LLC.

### **Personnel reserve and young talents support**

We create and always update our personnel reserve to provide the sustainability and continuity of management competencies. In addition, the company actively supports young talents by attracting promising specialists and providing them with opportunities for professional development. We create conditions for them to realize their potential by investing in the future of our team.

In order to improve the efficiency of managing the company's production processes and introduce new business ideas, we initiated the creation of a young production management team from among the employees of the personnel

reserve. This approach is aimed at forming a modern management approach, introducing innovations and ensuring management continuity.

Creating a production management team from the personnel reserve is an important step for the development of our company. It allows us not only to solve current management tasks but also to increase the motivation of our personnel reserve employees through career growth prospects.



Ekoplast LLC aims to create a work environment based on trust, mutual respect and development. By investing in our staff, we not only strengthen our image, but also lay the foundation for long-term economic growth.

Adherence to the principles of social responsibility in relation to personnel is an indispensable condition of our strategy, which demonstrates a high level of business ethics and helps to build trust between the employer and employees.



## **Chapter 3**

### **Quality, food safety, risk analysis**

#### **General information**



In June 2024, Ekoplast LLC successfully passed the first surveillance audit for compliance with ISO 9001:2015 and the FSSC 22000 version 6.0 certification scheme. The audit was conducted by CuEsSert-Ukraine LLC, acting on behalf of the international certification body QSCert, spol. s r.o.

Based on the audit results, it was determined that the food safety management system meets the requirements of the updated FSSC 22000 version 6.0 certification scheme and is effective. The processes and elements of food products safety management system are established, implemented and maintained in accordance with the requirements of ISO 22000. Key process efficiency indicators are continuously monitored and evaluated.

The company's goals are set not only for safety and quality of product manufacturing, but also for a culture of food safety and quality, which are supported by an appropriate plan. The organization demonstrates that the food products safety management system is effective and capable of achieving its food safety objectives.

The company's food products safety management system is supported by all necessary resources, energy and production infrastructure, human resources and finances.

Despite the challenges of wartime and a conscious decision to refuse to cooperate with companies from the Russian Federation and the Republic of Belarus, Ekoplast LLC demonstrates an example of sustainability and adaptability. Thanks to well-thought-out risk-oriented planning, effective management of technological and business processes, the company is paving new ways for development. The company is successfully reorienting itself to new markets, strengthening customer relationships and expanding its horizons, while



building reliable logistics chains for the supply of raw materials and delivery of finished products.

Significant attention is paid to ensuring the company's energy sustainability and independence. In particular, in 2024, an autonomous solar power station with a capacity of 102.39 MWh per year and an additional diesel generator were put into operation, which allows us to work completely autonomously and fulfill customer orders in full.

Despite all the challenges, Ekoplast LLC is developing, demonstrating flexibility and a strategic approach to change. Innovativeness, professionalism and ability to adapt to new conditions allow the company to remain a reliable partner, confidently moving to strengthen its market position and open up new opportunities.

## **Risk management in Ekoplast LLC**



Today, risk is one of the key elements of modern businesses. Risks exist all the time, even under the most favorable development conditions, and play a significant role in the activities of companies. Therefore, risks analysis, assessment of their impact and consideration of possible consequences are important for ensuring effective economic activity of each organization.

Effective risk management is a key factor in achieving stability and prosperity of the company.

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

The risk management strategy is the art of managing the company's risks in uncertain business situations, based on risk forecasting and implementation of risk reduction methods.

Risk management is the process of developing and implementing consistent logical management decisions designed to reduce as much as possible the possibility of a negative result and minimize possible losses associated with the occurrence (impact) of a risk.

The risk management process of Ekoplast LLC is a process of anticipation, analysis, decision-making and neutralization of the negative consequences caused by the risks.

Our company has a systematic and effective process for identifying and managing risks to reduce their impact on the company's viability and sustainability.

On a regular basis, we analyze potential risks and threats that our company may face in the course of its activities, including technological, reputational, operational, regulatory, financial, risks associated with military operations in our country, etc.

Risks are managed on the basis of their relation to

external and internal factors arising from the political, economic, production, competitive, market, social, environmental situation at the local and global levels, etc., and taking into account the requirements and expectations of stakeholders.

Risk management in the company is integrated into all processes and is an integral part of any decision-making process.

To effectively manage risks, the organization has developed a set of measures aimed at minimizing and controlling them. The measures include the creation of clear risk response plans, continuous monitoring and control of the effectiveness of the measures taken, thereby creating a risk management culture among all employees of the company.

## **Product quality**

One of the most influential tools a company can use to position itself in the market is the quality of its products.

Quality is the degree to which the set of own characteristics of an object meets the requirements.

Product quality is a set of characteristics of a product (process, service) that relate to its ability to meet established and foreseen needs.

Product quality is influenced by a variety of internal and external factors. Internal factors include:

1) technical: type of producing product; state of technical documentation; quality of process equipment, tooling, tools; quality of measuring and control equipment; quality of raw materials, materials and components;

2) organizational: availability of materials, raw materials, etc.; maintenance of equipment, tooling; regularity and rhythm of work; organization of work with suppliers; organization of information support; organization of catering and recreation;

3) economic: forms of labor remuneration and the amount of wages; the relationship between product quality, cost and price;

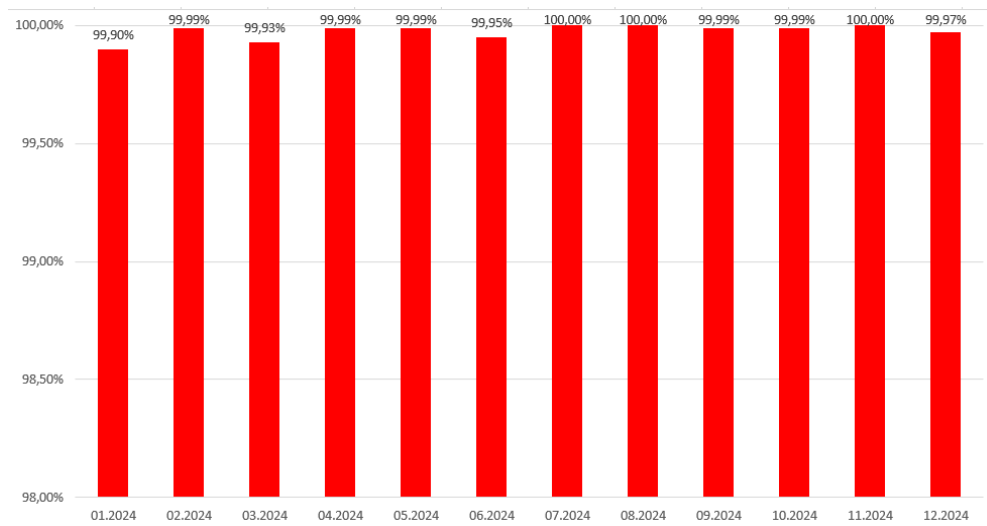
4) social: recruitment, placement and transfer of personnel; organization of training; professional development; organization of recreation; team relations.

External factors influencing product quality include: consumer needs; regulatory documents in the field of product quality; competition; conquest of domestic and foreign markets; ensuring the company's reputation among consumers.

In accordance with the company's internal procedures, all raw materials used in the production of products are subject to mandatory incoming control to prevent the use of inappropriate materials (those that do not meet the requirements of regulatory and technical documentation, technical specifications for the supply).

Incoming control of product is also carried out, which includes current (operational) and acceptance control. Finished products are transferred from production to the warehouse only after verification of compliance with clearly defined control requirements.

The average quality level of the products manufactured in 2024 (determined during current and acceptance control) is 99,98%. Monthly values are shown at Chart 1.



**Picture 1. Quality level of products manufactured in 2024  
(determined during current and acceptance control)**

The value of indicator “Customer Satisfaction with Product Quality Level” for 2024 is 100%. This indicator is formed on the basis of monthly internal evaluation and indicators received from customers.

## **Food safety**



Food safety is one of the most important components of consumer satisfaction and the main problem that will always worry them.

One of the most reliable means of protecting food products consumers is the HACCP system.

HACCP - Hazard Analysis and Critical Control Points - is a system that allows to predict, evaluate risks and prevent the release of hazardous food products, thereby providing consumers with product safety guarantees. The HACCP system is a scientifically based system that guarantees the production of safe products by identifying and controlling hazards of biological, chemical, and physical origin, from raw materials to circulation and consumption of finished products.

The HACCP system is the only food safety management system that has proven its effectiveness and is accepted by international organizations.

Advantages of implementing HACCP:

- optimization of production processes at all stages of technological processes;
- early detection of inconsistencies and the possibility of eliminating their impact in the future;
- rational use of equipment and material resources;
- compliance of the final product with all the requirements of the client (consumer), including quality and safety indicators;
- confirmation of the manufacturer's compliance with legal and regulatory requirements;
- evidence of a high level of consciousness and responsibility of the manufacturer to the consumer;
- maintaining and expanding market share;
- access to new markets.



In order to ensure a high level of quality and food safety, as well as compliance with consumer requirements, Ekoplast LLC products are manufactured under the conditions of good manufacturing practice (GMP) and an integrated quality and food safety management system that meets ISO 9001:2015 standards and the FSSC 22000 certification scheme.

In building its business processes, Ekoplast LLC pays priority attention to compliance with the requirements of these standards, especially in those aspects where the processes affect food safety, including:

- management of received services;
- use of marks for goods and services (logos, trademarks, tradenames);
- product labeling;
- prevention of product falsification;
- prevention of bioterrorism;
- allergen management;
- environmental and internal (production) environment management.

An essential component of compliance with the food safety of manufactured products is the food safety culture in the organization.

Food safety culture is the general principles, beliefs and norms that influence the thinking and behavior of personnel regarding food safety in all departments of the organization.

The company is developing in this direction and provides all the necessary conditions for the formation of an appropriate level of food safety culture, taking into account information exchange, training, employee feedback and involvement.

Under the current procedures of integrated management system, testing of finished products in accredited laboratories was carried out to confirm the safety of Ekoplast's LLC products:

- Independent laboratory research center “Etalon” (Ukraine);
- “Institut pro testování a certifikaci, a. s.” (Czech Republic).

The purpose of the periodic tests in 2024 was to obtain confirmation of the 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 a regular 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 the products.

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

The principles of corporate social responsibility (CSR) are one of the key areas of activity of Ekoplast LLC. We strive to be not only economically successful, but also to play an active role in supporting sustainable development of society, environmental protection and to provide proper conditions for our employees.



### ***The main elements of our company's CSR concept of labor protection issues:***

CSR includes, but is not limited to, the requirements of the law and relevant regulations and is a voluntary assumption of additional obligations by a business in socially significant areas. The concept of social responsibility in the area of labor protection issues consists of the following basic elements:

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

Labor protection and health of employees is an essential 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 framework for the implementation of corporate social responsibility in the field of labor protection:

- regular medical examinations;
- certification of workplaces;
- creation of ergonomic workplaces;
- certification according to international standards;

- provision of individual and collective protective equipment in accordance with the norms and european standards;
- labor protection and safety instructions.

### **Caring for employees**

We understand that our employees are the company's main resource. That is why taking care of their well-being and safety is our top priority.

Ekoplast LLC pays special attention to safe working conditions. Based on the legal and organizational framework, the company's labor protection department solves issues of industrial sanitation, occupational and fire safety. Organizational and technical measures are taken to protect the health and lives of employees.

Rational organization of work, alternation of working hours and rest is of great importance. In the social aspect, all employees are insured against accidents and professional diseases. In accordance with the Law of Ukraine "On Labor Protection", the management of Ekoplast LLC ensures labor protection and fire safety to organize the implementation of legal, organizational, technical, sanitary, hygienic, socio-economic, medical and preventive measures aimed at preventing accidents, professional diseases and accidents in the workplace.

To ensure that employees comply with the requirements for safe work performance, the company organizes labor protection training for officials and employees involved in high-risk work. In 2024, the majority of employees involved in high-risk work were trained in labor protection. Heads of structural divisions, labor protection specialists and other company officials are trained and tested on labor protection at the training centers of the State Labor Service of Ukraine and at the company.

The person responsible for labor protection and fire safety at Ekoplast LLC is the labor protection engineer. The 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 company, in accordance with the current legislation.



The effect of using corporate social responsibility in the labor protection management system can only be achieved if the heads of structural units and all employees of the enterprise comply with socially responsible behavior on a regular basis, by implementing CSR principles in their daily business activities. This approach at Ekoplast LLC is aimed at ensuring decent working conditions and continuous improvement of the management system in this area.

The company's management pays great attention to the health of its employees, providing decent and comfortable working and leisure conditions. The company conducts periodic medical examinations of its employees. In 2024, 19 employees underwent medical examinations.

Psychophysiological examination for occupational suitability was carried out for 7 employees of the company who perform high-risk work and where there is a need for professional selection.

In 2024, we replaced the heating equipment in production facilities. The temperature in production and office is monitored to prevent employee illnesses.

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

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.



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



The company develops goals, objectives, plans, and schedules for labor protection inspections, and draws up work plans for equipment maintenance and repair, as well as for equipment maintenance and expert inspection.

The life and health of employees has always been a top priority for Ekoplast LLC.

High production indicators cannot be achieved at any cost, especially not at the expense of the health of our employees.

Safe working conditions always come first for us. This is the basis for the fruitful and efficient 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 to ensure that their characteristics meet occupational safety standards. For this reason, the company systematically assesses workplaces in terms of working conditions.

The company conducts introductory briefings on labor protection for new hires, as well as for employees of contractors performing work on behalf of Ekoplast LLC.

The company provides working clothes, work shoes and other personal protective equipment to its employees in accordance with the requirements of the current legislation.

Ekoplast LLC pays attention to every detail. 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 June 2024, the Training and Methodological Center for Civil Protection and Life Safety in Khmelnytskyi Oblast trained 1 specialist of Ekoplast LLC as a person leading civil protection object formations and points of issue of personal protective equipment, radiation and chemical observation post, and material support.



In the third quarter of 2024, theoretical fire safety training was held for the staff of Ekoplast LLC. Specialists of the private enterprise “Bezpeka V.S.E.” were invited for the training. In order to maintain the proper level of fire safety, all fire extinguishing equipment has been maintained and certified by a specialized institution.

In February - June 2024, managers and specialists of Ekoplast LLC were trained in labor protection at the Training and Methodological Center “Labor Protection”.

From January to December 2024, the specialists of Ekoplast LLC trained production personnel on labor protection issues in accordance with the created and approved Training Program.

Employees of Ekoplast LLC studied the legislation on labor protection, electrical safety, and fire safety; they were informed 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 violations of safety requirements, namely: employees of the company performing high-risk work were given scheduled training in special production in their areas of activity.

In accordance with the requirements of the law, Ekoplast LLC insures its employees against accidents and professional diseases. The company pays a unified social contribution of 22% on the amount of accrued salary by type of payment, which includes basic and additional salaries.

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.



## **Chapter 5. Contribution to the development of society**

Corporate social responsibility is an indispensable condition for Ekoplast LLC. The company is actively involved in the social life of our country and the local community.

In 2024, we continued to support socially important initiatives launched earlier and cooperated with charitable foundations and organizations. In addition, in this difficult time for Ukraine, our priority remains to help the Armed Forces of Ukraine and the Territorial Defense of Khmelnytskyi region.



In 2024, 1 362 597,99 UAH was donated to charity, including:

- 1 242 597,99 UAH was used to purchase auto parts, household goods and drones for the needs of the Ukrainian Defense Forces.

The aid was provided to people with disabilities for a total amount of 30,0 thousand UAH:

- charity aid in the amount of 10,0 thousand UAH to organize a holiday for children with disabilities in Khmelnytskyi region, dedicated to the Children's Day;

- 10,0 thousand UAH was transferred for the purchase of food products to form food parcels for people with visual disabilities in Khmelnytskyi region;

- 10,0 thousand UAH was allocated for the purchase of food packages for people with disabilities, low-income and single elderly people.

30,0 thousand UAH was allocated for the purchase of school supplies for children from crisis families and children from families of internally replaced persons as part of the charity campaign "School Briefcase".

Every year on the eve of St. Nicholas Day, Ekoplast LLC helps to fulfill the dreams of orphans, children from big and low-income families, children with disabilities from among internally replaced persons, and children of fallen soldiers, as part of the charity campaign "Letters to St. Nicholas". Thus, this year, funds in the amount of 60,0 thousand UAH were transferred.



## **Contact information**

Additional up-to-date information about 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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