



## Environmental and Social Policy

### 1. Introduction

Central Plains Group Limited, headquartered in the UK, along with its subsidiaries LLC “Strong Energy Zakhid” and LLC “Central Plains Group Ukraine”, is dedicated to fostering a socially responsible and inclusive work environment. This Environmental and Social Policy outlines our commitment to ecological and social responsibility, community engagement, and the well-being of our employees and stakeholders. This being an important tool for increasing employee’s motivation, loyalty, and satisfaction as well as reducing staff turnover and increasing productivity.

### 2. Objective

The objective of this Environmental and Social Policy is to establish guidelines that promote ecological and social responsibility, ensure fair treatment of employees, support team development, and uphold ethical standards across all our operations

### 3. Scope

This policy applies to all employees of Central Plains Group Limited and its subsidiaries, including full-time, part-time, temporary, and contract workers.

### 4. Policy Statements

#### 4.1 Environmental Responsibility

- **Sustainable Practices:** We are committed to minimizing our environmental impact through sustainable practices in all our operations. This includes efficient use of resources, waste reduction, and pollution prevention.
- **Community Health:** We will take measures to ensure that our operations do not adversely affect the health and well-being of local communities. This includes managing emissions, waste, and other potential environmental hazards.

#### 4.2 Employee Well-being

- **Health and Safety:**

We are committed to providing a safe and healthy work environment. All employees will receive training on workplace safety practices, and regular safety audits will be conducted. Employee well-being is a key aspect for successful activities of our organization including physical, mental and social well-being, as well as providing favorable and safe working conditions, occupational health and safety trainings, and regular medical check-ups.

- **Work-Life Balance:** We support work-life balance through flexible working arrangements where possible. Employees are encouraged to manage their work responsibilities alongside personal commitments effectively. Company provides opportunities to work remotely from home, which saves travel time and increases flexibility by using modern technologies to arrange work at distance (video conferencing, online communication)

- **Mental Health:** We promote mental health awareness and provide access to resources and support for employees experiencing mental health challenges. Employees are provided with the opportunity to receive individual consultations with qualified psychologists to solve personal



and professional problems. We grant sufficient duration of paid vacations and breaks during the working day for rest and recuperation.

#### 4.3 Equal Opportunity and Diversity

- **Non-Discrimination:** we are committed to equal opportunities in all aspects of employment and prohibit discrimination based on race, gender, age, religion, nationality, disability, or any other characteristic protected by law.
- **Diversity and Inclusion:** we value diversity and strive to create an inclusive environment where all employees feel respected and valued. Initiatives to promote diversity and inclusion will be actively pursued. Diversity and inclusion initiatives are aimed at creating a favorable working environment where all employees are valued, regardless of their personal features.

#### 4.4 Fair Labour Practices

- **Wages and Benefits:** Employees will receive fair wages and benefits in accordance with local laws and industry standards. Regular reviews will ensure competitiveness and fairness.
- **Working Conditions:** We ensure that working conditions are safe, hygienic, and conducive to productivity and well-being. Any form of forced labour or child labour is strictly prohibited.
- Company policy embraces provision of additional social benefits, such as insurance, pension programs, maternity benefits and sick leave payments, advanced training courses and workshops to promote their personal development and reduce professional burnout. In order to enhance team spirit and communication skills, team meetings and team building events are held.

#### 4.5 Community Engagement

- **Local Communities:** We are committed to engaging with and supporting the communities where we operate. Initiatives may include community development projects, educational programs, and local employment opportunities.
- **Stakeholder Engagement:** Regular dialogue with stakeholders, including employees, local communities, and other relevant parties, will be maintained to understand and address their concerns and expectations.

#### 4.6 Ethical Conduct

- **Code of Conduct:** All employees are expected to adhere to the company's Code of Conduct, which promotes integrity, transparency, and ethical behaviour in all business dealings.
- **Reporting and Accountability:** Mechanisms will be in place for employees and stakeholders to report unethical behaviour or violations of this policy. Reports will be handled confidentially and investigated thoroughly.

### 5. Implementation and Monitoring

**Responsibility:** The Human Resources Department, in collaboration with the Corporate Social Responsibility (CSR) team, is responsible for implementing this policy and monitoring its effectiveness



**Training:** All employees will receive training on this policy during their induction and through ongoing professional development programs.

**Review and Update:** This policy will be reviewed annually and updated as necessary to ensure it remains relevant and effective in promoting social responsibility

## **6. Compliance**

### **Legal Compliance:**

All ecological and social practices comply with applicable laws and regulations in the UK and Ukraine.

### **International Standards:**

Where possible, we align our practices with international standards, including the International Labour Organization (ILO) conventions and the United Nations Global Compact principles and ISO 14001 «Environmental management systems».

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This Environmental and Social Policy ensures that Central Plains Group Limited and its subsidiaries operate in a socially responsible manner, promoting the well-being of employees, supporting community development, and upholding high ethical and environmental standards.

