



## **Health and Safety Policy**

Central Plains Group Limited, based in the United Kingdom, along with its subsidiaries LLC "Strong Energy West" and LLC "Central Plains Group Ukraine," is committed to providing a safe and healthy working environment for all employees, contractors, and visitors. This Health and Safety Policy outlines our commitments to managing health and safety and establishes procedures to ensure the well-being of all individuals associated with our operations.

The purpose of this policy is to prevent accidents, injuries, and illnesses by promoting a culture of safety, ensuring compliance with legal requirements, and implementing effective health and safety management systems.

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

### **1. Policy Statements**

#### **1.1 Compliance with Laws and Regulations**

- We comply with all relevant health and safety laws and regulations in the United Kingdom and Ukraine.
- Where appropriate, we will adhere to international standards and best practices in health and safety.

#### **1.2 Responsibilities of Management**

- Senior management is responsible for providing leadership and allocating resources for the effective implementation of this policy.
- Managers and supervisors are responsible for maintaining a safe working environment, conducting regular risk assessments, and ensuring compliance with health and safety procedures.

#### **1.3 Responsibilities of Employees**

- Employees are personally responsible for their own health and safety, as well as that of others.
- Employees must adhere to all safety procedures, use personal protective equipment (PPE) as necessary, and promptly report any hazardous conditions or incidents.

#### **1.4 Risk Assessment and Management**

- Regular risk assessments are conducted to identify potential hazards and implement appropriate control measures.
- Risk assessments are periodically reviewed and updated as necessary to reflect changes in operations or regulatory requirements.

### **1.5 Training and Competence**

- All employees undergo training in occupational health and safety according to their roles and responsibilities.
- Training programs include induction training for new employees, continuous professional development, and specialized training for specific tasks or equipment handling.

### **1.6 Incident Reporting and Investigation**

- Personnel must promptly report accidents, incidents, and emergencies to their immediate supervisor or manager.
- Incidents will be investigated to determine their causes and implement corrective actions to prevent recurrence.

### **1.7 Emergency Preparedness**

- An emergency response plan has been developed and communicated to all employees.
- Regular training on the emergency response plan is conducted to ensure employees are prepared to respond effectively in case of emergencies.

### **1.8 Health and Well-being**

- We promote the health and well-being of our employees through various initiatives, including workplace health services, wellness programs, and support for mental health.
- Employees receive medical examinations, health services, and consultations.

### **1.9 Workplace Safety**

- Safety procedures have been developed for all operations, particularly in high-risk areas such as potato starch production and agricultural work.
- Regular safety audits and inspections are conducted to ensure compliance with safety standards and identify areas needing improvement.

### **1.10 Environmental Aspects**

- We minimize the impact of our activities on the environment through waste management, emissions reduction, and resource conservation.
- Environmental health and safety issues are integrated into all aspects of our operations.

## **2. Implementation and Monitoring**

- Regular monitoring and audits are conducted to assess the effectiveness of health and safety measures and ensure continuous improvement.

## **3. Review and Update**

- This policy will be reviewed and updated as necessary to ensure its ongoing relevance and effectiveness.
- Feedback from employees, audit results, and incident investigations are utilized to update this policy.

#### **4. Communication**

- This policy has been communicated to all employees, contractors, and visitors.
- Indicators and initiatives in the field of health and safety are regularly discussed in meetings.

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This Health and Safety Policy demonstrates Central Plains Group Limited's commitment to maintaining a safe and healthy work environment, ensuring compliance with legislative requirements, and promoting a culture of safety across all its operations.