



Gender Policy

1. **Introduction.** Central Plains Group Limited, including its subsidiaries LLC Strong Energy Zakhid, LLC Central Plains Group Ukraine, and LLC «CPG Biopolymers Ukraine», is committed to promoting gender equality and fostering a work environment that respects and values diversity at all company levels. This policy outlines our approach to creating a balanced work environment where all employees have equal opportunities for both professional and personal growth.
2. **Goal.** The purpose of this gender policy is to ensure that all practices - from hiring to an employee's subsequent career development - are carried out in a fair, transparent, and gender-bias-free manner. We are committed to fostering an inclusive culture that actively supports gender diversity in all professional endeavors.
3. **Scope of application.** This policy applies to all employees of Central Plains Group Limited and its subsidiaries, including full-time and part-time employees, as well as permanent and temporary staff.
4. **Policy Provisions.**
 - 4.1. **Equal opportunities:** We provide equal opportunities for employment and career advancement to all individuals, regardless of their sex, gender identity, or sexual orientation. Hiring decisions and career development are based solely on job-related criteria and individual contributions.
 - 4.2. **Fair wages:** We are committed to ensuring equal pay for work of equal value.
 - 4.3. **A harassment-free workplace:** We adhere to a strict zero-tolerance policy regarding sexual harassment and any form of gender-based harassment. We ensure confidential and prompt handling of all complaints regarding harassment.
 - 4.4. **Training and awareness:** All employees will be informed of the company's gender policy
 - 4.5. **Representation and participation:** We are committed to ensuring gender representation and participation in all decision-making processes at every company level.
 - 4.6. **Priorities in recruitment:** When searching for candidates for vacant positions, the company gives priority to: female employees, war veterans (provided they are able to perform their job duties), and internally displaced persons (IDPs). This decision is in line with the company's principles of social responsibility and takes into account current wartime conditions in the country.
5. **Implementation**
 - 5.1. **Liability:** Human Resources Department is responsible for implementation and relevance of this policy.
 - 5.2. **Reporting and monitoring:** Employees are encouraged to report any instances of noncompliance with this policy. All reports will be handled confidentially. To ensure compliance with the Gender Policy, a plan to ensure its implementation has been developed and implemented.
 - 5.3. **Disciplinary measures:** Gross infringement of this policy may result in disciplinary measures, up to and including employment termination.
6. **Review and update.** This policy will be reviewed annually to ensure its relevance and compliance with the UN's Sustainable Development Goals.