

Corporate Responsibility

For Vitmark-Ukraine, corporate social responsibility is a voluntary initiative to develop and implement socially oriented, non-commercial events that aim to qualitatively improve the Company's internal and external environment.

This Policy's concept is that businesses should be socially oriented about their employees, the state, society, the environment, and product consumers. The Company believes that responsibility to consumers is an important part of a socially responsible business.

Vitmark-Ukraine carries out its activities in strict accordance with the requirements of not only Ukrainian legislation in the field of labor but also in accordance with the requirements of international standards.

The corporate social responsibility policy was developed as a tool for the implementation of the Company's goal: to take care of an individual's development at different stages of his/her life, starting from the very first months and to become a leader in providing the population of Ukraine with high-quality and affordable products. The Company carries out its activities based on the following provisions:

- **Legality.** The Company adheres to legal principles to ensure safety and integrity. Every partnership and collaboration is open and transparent. The Company always acts in accordance with Ukraine's current legislation and the regulatory documents adopted by the Company.
- **Business ethics.** The Company establishes appropriate policies and procedures to ensure proper business ethics, such as consumer respect, ethical corporate governance, and an anti-corruption program.
- **Environmental protection.** Preserving the environment and preventing pollution are one of the basic principles of the Company's operation. The Company operates in accordance with national legislation on waste and chemical management.
- **Human protection.** The Company provides its employees with a safe working environment that complies with applicable laws and regulations and ensures their full-scale occupational health and safety training.
- **Human rights protection.** The Company treats every employee with dignity and respect and does not tolerate threats, violence, or other forms of physical, sexual, psychological, or verbal abuse or misconduct.

- **Communities.** The Company respects the rights of its employees to associate, join organizations, and bargain collectively in legal and peaceful ways.
- **Non-discrimination.** The Company does not tolerate workplace discrimination against people based on the basis of their race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion, or disability/work incapacity.
- **Remuneration and standard labor hours.** The Company implements a fair and transparent remuneration system guided by the legislation in force in Ukraine. The salary of the employees is set not lower than the minimum salary approved by the legislation of Ukraine. The Labor Code of Ukraine sets the labor hours. In addition, the Company is one of the largest employers in the region and has been among the top employers in Ukraine for several years in a row.
- **Charity.** The Company is actively involved in sponsoring and materially supporting charitable social projects and initiatives related to employees and the local community. The Company promotes the development of strategic corporate philanthropy in Ukraine, which contributes to the development of social responsibility in society.

Based on this Policy, the Company chooses a community-minded position, initiates its social projects, joins government and non-government social initiatives, and, since 2007, has been maintaining its status as a member of the UN Global Compact before the global community.