

SOCIAL RESPONSIBILITY POLICY of FARM ULAR

Human Rights

Human rights are the fundamental rights and freedoms inherent to every person in the world, including dignity, equality, and respect. We are committed to respecting and protecting human rights. The Farm conducts its activities in accordance with the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the conventions of the International Labour Organization (Conventions Nos. 29, 87, 98, 102, 135, 138, 146, 182, 183), the International Covenant on Civil and Political Rights, the UN Convention on the Rights of the Child, and the UN Global Compact (1999).

This Policy develops and specifies the provisions of the Code of Ethics of Farm “ULAR”, which guides all employees of the Farm in their daily activities.

To implement the above, the Farm:

1. Organizes work processes and labor relations based on the following principles:

- **Freedom of association and collective dialogue:** The Farm respects the right of employees to freely choose representatives of their interests. The Farm guarantees opportunities for discussions with representatives voluntarily elected by employees.
- **Decent working conditions and fair remuneration:** The Farm is committed to providing safe and comfortable working conditions for its personnel. Every employee is guaranteed protection from internal and external factors that may arise during the performance of their duties and may harm their health or property.
- **Prohibition of forced and child labor:** Forced labor is strictly prohibited. Child labor is prohibited. Employment of persons under the age of 18 and the performance of work by such persons are permitted only in cases provided for by the legislation of Ukraine. Child labor in any form prohibited by law is not allowed.

2. Protection of Employees' Rights

The Farm guarantees that the lawful rights of its personnel will not be violated under any circumstances.

The Farm continuously analyzes risks that may lead to violations of employees' rights and takes all possible measures to prevent them.

The Farm continuously monitors compliance with the principles set forth in this Policy.

Non-Discrimination and Employee Relations

The Farm treats its personnel with respect and provides equal opportunities for professional development, the exercise of labor rights, and the realization of professional and creative potential.

Any distinction, exclusion, or preference based on race, color, political, religious or other beliefs, sex, gender identity, sexual orientation, ethnic, social or foreign origin, age, health condition, disability, actual or suspected HIV/AIDS status, marital or property status, family responsibilities, place of residence, membership in a trade union or other association of citizens, participation in a strike, application or intention to apply to a court or other authorities for the protection of rights, assistance to other employees in protecting their rights, language, or any other characteristics unrelated to the nature of the work or the conditions of its performance, which results in the impairment of equality of opportunity or unequal treatment in employment, is unacceptable. The Farm operates in accordance with the conventions of the International Labour Organization (Conventions Nos. 100, 111, 131, 159, 169), the ILO Code of Practice on HIV/AIDS and the World of Work, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the UN Convention on the Elimination of All Forms of Racial Discrimination.

To implement the above, the Farm:

- introduces and develops employee training, motivation, and performance evaluation systems and provides opportunities for qualification improvement, professional growth, and effective work;
- ensures equal rights for all employees and applicants during recruitment and employment;
- prohibits all forms of discrimination against personnel, including workplace bullying (mobbing).

Occupational Health and Safety

This Policy provides for:

- identification of hazards and risks through systematic hazard identification, risk assessment, and analysis of accidents and occupational diseases related to the Farm's activities;
- compliance with all applicable legislative and regulatory requirements relevant to the Farm's operations;
- creation of safe working conditions for personnel and safe conditions for all stakeholders visiting the Farm's premises;
- provision of emergency medical assistance when necessary;
- conducting appropriate inspections and evaluations of activities to assess progress and ensure compliance with this Policy;
- implementation of voluntary health promotion programs aimed at improving employee well-being, productivity, and personal safety.

Psychosocial Support for Employees

Mental health is a state of well-being in which a person can realize their potential, cope with the stresses of life, work productively, and contribute to their community. Mental and physical health, together with social well-being, are important components of overall human health.

Psychological counseling, psychotherapy, or “talk therapy” involves discussing one's thoughts with a qualified professional in order to better understand thinking and behavior, address psychological challenges, assess emotional well-being to prevent or reduce the risk of mental disorders, and make behavioral changes that improve quality of life.

Psychological first aid is provided to support and stabilize individuals experiencing acute stress during or after a traumatic event. Such individuals may experience emotional reactions such as aggression, panic, fear, anxiety, apathy, stupor, nervous trembling, agitation, hysteria, or crying.

Through this Policy, the Farm demonstrates its support for every employee.

The Farm's management:

- recognizes that the mental and social well-being of employees is an important component of a healthy and productive work environment. Under martial law, people may experience panic, anxiety, stress, fear, depression, despair, and other emotions;
 - encourages anyone experiencing psychological or social difficulties to inform the person responsible for occupational safety and employee welfare;
 - strives to provide effective psychosocial support to everyone who needs it;
 - seeks to better understand employee needs during these challenging times, enabling the Farm to evaluate what measures and adjustments can be made to help address urgent concerns and support psychological recovery.
- The Farm encourages personnel to care for themselves and for other members of the workforce and requires everyone to adhere to the principles of ethical behavior, confidentiality, and reasonable accommodation. These principles form the basis of a supportive culture and create a psychologically safe workplace where employees feel comfortable openly discussing urgent needs and mental health concerns with their managers and/or authorized representatives without fear of stigma or judgment.

Environment

The Farm recognizes its responsibility to current and future generations for the environmental impact of its activities. Therefore, it conducts its operations in an environmentally responsible manner, adheres to the principle of rational use of natural resources, preserves biodiversity, and seeks to reduce emissions and waste.

All of the Farm's waste management activities are aimed at reducing waste generation, implementing low-waste and waste-free technologies, converting waste into secondary raw materials, producing useful products from waste, minimizing waste that cannot be further processed, and ensuring its disposal in accordance with applicable legislation.

The Farm is committed to the continuous improvement of its environmental performance.

To implement the above, the Farm:

- complies with applicable national environmental legislation and regulatory requirements;
- encourages every employee to treat the environment responsibly, observe environmental rules, and personally contribute to reducing the environmental impact of the Farm's activities;
- installs containers and receptacles in designated and prepared locations for specific waste types and ensures separate waste collection based on the principle of maximum recycling;
- maintains primary waste records and enters into agreements with specialized waste management organizations;
- aims to prevent emergencies and control emissions and waste generation;
- maintains communication with stakeholders on environmental matters;
- regularly monitors and evaluates its activities to ensure compliance with this Policy;
- uses land resources in a balanced and sustainable manner;
- preserves existing areas planted with trees and other natural vegetation.

Anti-Corruption

The Farm declares zero tolerance and the absolute unacceptability of any form of corruption. The Farm does not engage in corruption to obtain advantages in its activities from governmental or international organizations, does not make illegal facilitation payments or unofficial payments to expedite administrative processes, and operates in strict compliance with anti-corruption legislation.

To implement this Policy, the Farm:

- complies with anti-corruption and anti-money laundering legislation in all countries where it operates;
 - cooperates only with organizations and partners that comply with anti-corruption requirements;
 - monitors financial and accounting reporting.
- The Farm does not engage in activities related to the legalization (laundering) of proceeds derived from criminal activity. The Farm does not enter into transactions where there are doubts regarding the origin or intended purpose of funds to be received or paid.

The Farm complies with economic sanctions imposed by the Government of Ukraine, as well as sanctions imposed by the United States, the United Nations, and the European Union that prohibit business relations with legal entities or individuals connected with sanctioned states, terrorist activities, or other unlawful activities.

Supplier Relations

The Farm values the development and maintenance of partnerships based on long-term cooperation, mutual benefit, respect, trust, fairness, objectivity, and the conscientious fulfillment of contractual obligations.

In its relations with suppliers, the Farm:

- seeks to cooperate with partners that have an impeccable reputation and are not subject to sanctions;
- conducts thorough partner due diligence and selection procedures;
- resolves misunderstandings arising in the course of business through negotiation and mutual compromise;
- complies with applicable legislation, including environmental, occupational health, and safety requirements;
- does not disclose information about business partners that may cause material or reputational damage to the Farm and/or the business partner, except where disclosure is required by law.

Information Protection

The Farm takes a responsible approach to information protection in compliance with the legislation of Ukraine (the Law of Ukraine “On Information,” the Law of Ukraine “On Personal Data Protection”) and the GDPR.

To implement this Policy, the Farm:

- complies with confidentiality requirements regarding information received from third parties (partners, contractors, and others);
- does not permit the dissemination of false information or distortion of facts that may harm the Farm or its partners;
- protects its own information assets;
- keeps employee personal data confidential, and collects and processes personal and medical data in compliance with Ukrainian legislation and GDPR requirements.

Head of FE “ULAR”

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O. V. PUPA