



Approved by Joint organization
members meeting of
GREEN COOL LTD
02.02.2023
Vinnytsia, Ukraine

Labor and Human Rights Policy

1. About the Policy:

At LLC Green Cool, we are committed to upholding the highest standards of labor and human rights across all areas of our business. This policy is aligned with international labor standards, ethical business practices, and a commitment to sustainability. The following topics are critical to our operations:

Employee Health and Safety: We prioritize the physical and mental well-being of our employees by ensuring a safe working environment, implementing proactive health measures, and promoting work-life balance.

Working Conditions: We are committed to providing fair, comfortable, and respectful working conditions, which include ensuring a clean, well-equipped, and hazard-free workplace.

Social Dialogue: We encourage open and transparent communication between management and employees. We support the right to freely form unions or employee representation groups and foster regular dialogue to address workplace concerns.

Career Management and Training: We are committed to providing opportunities for professional growth and development. This includes access to

training programs, career advancement initiatives, and mentoring opportunities for all employees.

Child and Forced Labor: LLC Green Cool has a strict zero-tolerance policy toward child labor and forced labor. We will not tolerate any form of exploitation and will ensure that all employees are employed voluntarily and of legal working age.

Diversity, Equity, and Inclusion (DEI): We value diversity and inclusion in the workplace, ensuring that all employees, regardless of gender, race, ethnicity, religion, disability, or other characteristics, are treated with fairness, respect, and equality.

Fair Wages and Compensation: We will ensure all employees receive fair wages, benefits, and bonuses in line with industry standards and Ukrainian legal requirements. We 100% of our employees are paid a living wage.

External Stakeholders' Human Rights: We will also work with suppliers, contractors, and other business partners who uphold similar human rights and labor standards, ensuring they meet our criteria for ethical and responsible business practices.

2. Scope of the Policy:

Employees: All full-time, part-time, and temporary staff at LLC Green Cool, including those working at our manufacturing facilities, offices, and remote locations.

Management: All levels of management within the company, from supervisors to senior leadership, who are responsible for enforcing and modeling adherence to this policy.

Visitors: Contractors, consultants, and other external stakeholders visiting or working within our premises must adhere to the standards outlined in this policy.

Customers and Suppliers: We expect that our clients and suppliers adhere to the same labor and human rights standards as set forth in this policy, and we encourage them to follow similar ethical practices in their operations.

3. Accountability and Responsibility for Implementation:

The following individuals and teams are accountable for the management and implementation of this policy:

Human Resources (HR) Manager: The HR Manager is responsible for ensuring that all employees are aware of and understand this policy, and for monitoring the recruitment, training, and development practices in line with labor and human rights standards. Responsible for promoting diversity, equity, and inclusion initiatives within the workplace and ensuring that all practices are inclusive and non-discriminatory.

Labor Safety Manager: Responsible for implementing and overseeing safety protocols, conducting regular workplace risk assessments, and ensuring compliance with health and safety laws and guidelines.

Compliance Officer: Ensures that all suppliers, contractors, and external stakeholders adhere to the company's labor and human rights policy and conduct due diligence on their labor practices.

Senior Management Team: Responsible for fostering a culture that supports human rights and labor standards across the organization, including ensuring resources and support for compliance.

4. Commitments to High Labor and Human Rights Standards and Continuous Improvement:

LLC Green Cool is committed to maintaining the highest labor and human rights standards in our operations and continually improving in the following ways:

Ongoing Training and Awareness: We will ensure all employees are trained on labor and human rights policies, including anti-discrimination, health and safety practices, and the prevention of forced and child labor. This will be an ongoing process to ensure the highest standards are upheld.

Regular Monitoring and Auditing: We will conduct regular internal audits and employee surveys to assess the effectiveness of this policy, identify areas for improvement, and make necessary changes. We will also conduct audits of our suppliers and contractors to ensure compliance with human rights and labor standards.

Grievance Mechanism: We will provide accessible, confidential, and effective channels for employees to report concerns related to human rights and labor standards without fear of retaliation. Reports will be investigated promptly and thoroughly.

Continuous Improvement: We are committed to reviewing and improving this policy regularly to adapt to evolving labor laws, international standards, and best practices. This includes responding to employee feedback, legislative changes, and changes in societal expectations around human rights, labor conditions and wages.

By adhering to these commitments, LLC Green Cool aims to create a workplace where all employees are treated with dignity and respect, human rights are upheld, and a culture of continuous improvement is fostered. Our commitment to maintaining high labor standards will not only enhance the well-being of our employees but also contribute to the broader community and to the sustainability of our business.