

Sustainability Report (CSR)

GREEN COOL LTD
2022



APRIL 2023

GREEN COOL LTD (The part of UBC Group)

Foreword

Dear Stakeholders!

We present to your attention a public Corporate Social Responsibility report of GREEN COOL LTD.

The 2021-2022 period seemed very difficult for the country and our company. We have experienced huge changes in business processes and in private life. It is not the first time that our team faces changes, but we, as always, believe that difficulties only make us stronger.

We can already say that we achieved a lot in 2021-2022, which we can convert into a positive for our company:

- We have expanded the range of manufactured products;
- Increased production capacity and increased production volumes.
- Increased expertise;
- We increased the team to almost 600 employees
- Became participants in the Beverage Industry Environmental Roundtable (BIER), a technical coalition of global beverage industry leaders working together to strengthen sustainability in the business sector.

With our close-knit team we have achieved significant results thanks to our professionalism and determination. This is the merit of each member of our friendly team. And I want to thank everyone who became part of the common cause. I also want to express my gratitude to our partners and customers. Your understanding and support are very valuable to us!

GREEN COOL LTD continues to stick to the 13 of 17 goals of the UN in its sustainable development programs. It is very important for us to implement CSR and ESG projects. We are eager to provide assistance to society in solving socially significant problems, to protect ecology and the environment, to work with young people, to cooperate with educational institutions, to interact with sponsorship and charity projects.

GREEN COOL LTD strives for a prosperous future for its employees, partners, Ukraine and the world!

Best regards,
Director of GREEN COOL LTD
Valentin Kovalenko



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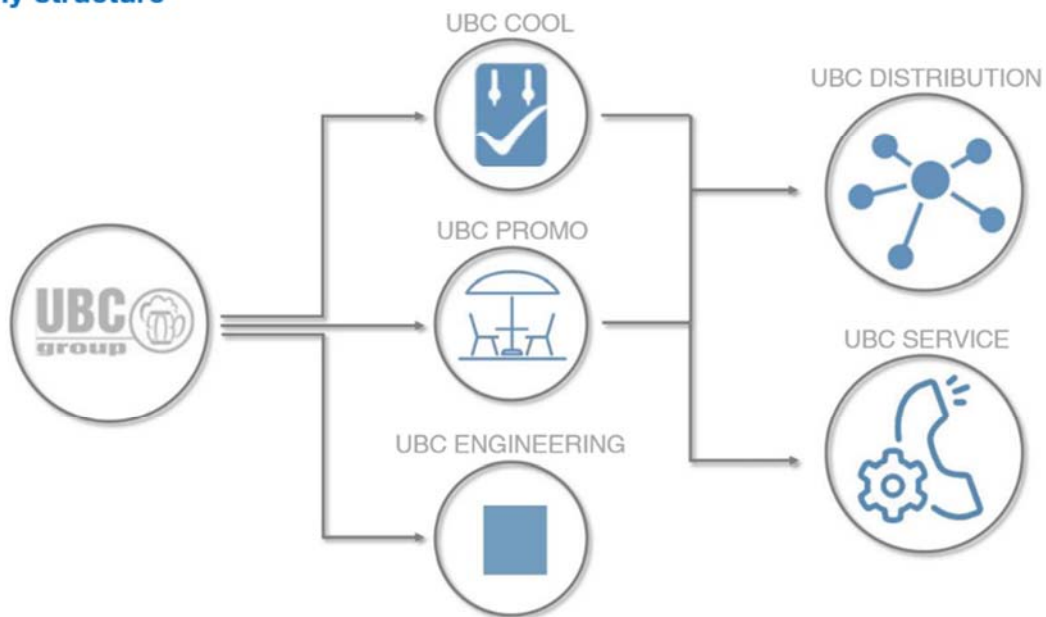
About the company

GREEN COOL LTD is a part of the "UBC Group"



Company structure

UBC Company overview



"UBC Group" is, first of all, a distribution company operating in the B2B segment (business to business).

- We realize our market goals by creating an effective direct sales system.
- Our main goal is complete and effective satisfaction of customer needs.
- We offer our services and products in the most convenient format for the client.
- We open our branches in such a way that the client receives the maximum service.
- We always try to anticipate the wishes of the client. For the client, we are a «supermarket of services and goods», a place where the client will receive the necessary goods and services in the shortest possible time and at the lowest price.

"UBC Cool" is a division of the holding, which is engaged in the development and production of refrigeration equipment for drinks and products. Includes the "UBC Cool" plant in the city of Derhachi, Kharkiv region, and the "UBC Green Cool" plant in the city of Vinnytsia, Ukraine (**GREEN COOL LTD**).



UBC Cool

UBC Cool is a holding division, developing and manufacturing refrigeration equipment.

300 000
Total units/year (valid for 2023)

120 000
Glass door coolers/year (valid for 2023)

In Q1 2023, we have produced c. 22 000 pcs of glass door coolers

UBC group

«UBC Cool»:

- No. 1 manufacturer of coolers in the world.
- No. 1 manufacturer of refrigerating cabinets in Ukraine.
- No. 2 manufacturer of refrigerating cabinets in Eastern Europe.

Our philosophy

Working in a company is an exciting game. Playing in childhood, we got carried away, even forgot about lunches and dinners. Our goal is to achieve that our employees are passionate about work, as they were in childhood about play. A successful person does not pay attention to time, while playing (working), he finds courage. Our dream is for every employee to find courage at his workplace.

We are looking for people who are able to dedicate themselves to work, to be passionate about it. We will provide such people with opportunities to grow within the company and with the company. We will provide such people with maximum opportunities for self-realization. We are looking for ambitious people who want to change the world. We are

changing markets, we are succeeding all over the world, we are leaders. We are looking for people who want to become «world champions» in their field of activity.

We believe that business should bring something more than money. It should be a part of life, bring pleasure, passion, desire, be a state of mind. The company has wider interests than just manufacturing and selling. Business is only part of our expressive life, our game. We change ourselves, society and the world.

We do not separate employees by gender, age, nationality, gender identity or other characteristics. We support the universal principles laid down in the Universal Declaration of Human Rights. We also recognize and respect the principles and rules of other peoples, countries, religions and cultures.

UBC Cool Production

- Vertical glass door fridges
- Vertical/Horizontal Freezers
- Beer and Beverage dispensers
- Retail Cooling equipment



CSR Activities

GREEN COOL LTD is a world-renowned manufacturer of refrigeration equipment. A powerful enterprise that is constantly developing, improves technologies, uses the latest equipment and attracts qualified personnel. The company is able to quickly respond to today's requirements, adapt to new realities in the conditions of the global crisis, providing the world markets with consistently high-quality products.

Quality is the main criterion for all production processes and activities, from the search for suppliers and equipment, to the selection of personnel and the creation of finished products. In the word "quality" we put a whole system of "quality" management: forecasting quality, achieving and consistently maintaining its high level, assessing and preventing any risks that may affect its established level, as well as risks related to ecology, health care I and labor safety and other Corporate social responsibility initiatives (CSR).

The main goal of the enterprise is the production of competitive, high-quality products in safe working conditions with minimal and legally permitted impacts on the environment. This is achieved by implementing and certifying a quality management system according to ISO 9001:2015, a health and safety management system according to ISO 45001:2019, as well as an environmental management system according to ISO 14001:2015.

The totality and interaction of these Systems forms an Integrated Enterprise Management System – an effective tool for achieving set goals, a source of success and continuous improvement.

The integrated management system is guaranteed to be provided by:

- Compliance to legal requirements;
- Maximum satisfaction of customer requirements;
- Use of modern production technologies;
- Prevention of inconsistencies, careful control of risks, as well as use of new opportunities;
- Expanding the range of manufacturing products;
- Reducing the impact on ecology, preserving natural resources;

- Ensuring health protection at the enterprise, safety of working conditions, prevention of occupational diseases and industrial injuries;
- Involvement of each employee, his understanding and personal responsibility;
- Continuous improvement of the effectiveness of the System, establishment of new Goals in the field of quality, ecology, health protection and occupational safety and their achievement.

GREEN COOL LTD assumed the responsibility to adhere to the main principles of Sustainability at all stages of production and in commercial relations. The Company also undertakes to constantly make all possible efforts to implement the principles and to take measures and monitor that all its employees, representatives, suppliers and subcontractors comply with the aforementioned principles within the limits of their powers and responsibilities.



Join us!

Responsibility to employees

Opportunity for everyone

GREEN COOL LTD pays great attention to creating comfortable working conditions, development and ensuring the well-being of its employees. These processes bring significant results and are important for building a successful business. The programs affect not only the employees themselves, but also their families, children, and surroundings. That is why GREEN COOL LTD pays a lot of attention to this.

In 2021-2022, the company made a significant jump in the growth of the number of employees.

Currently, there are 578 employees at GREEN COOL LTD. About 47% of the our team are women. Wages for identical positions are equal for men and women. The same applies to career growth. Every employee has the right to count on promotion on the career ladder, based only on the level of his competences, experience and contribution to the company's affairs. We actively promote the idea of equal conditions for all employees, regardless of gender, age, nationality and social status.

Wages policy

GREEN COOL LTD recognizes that recompense for work should allow those working to a decent standard of living without dependence on outside subsidies.

A living wage is one which allows individuals to meet their everyday needs to a basic but decent standard. 'Everyday needs' means essentials such as food, housing and utilities, with a margin for unforeseen events such as the replacement of white goods. It is based on living costs. The living wage is distinct from the National Minimum Wage, which is based on median national income, and as such allows individuals to live without other subsidies such as those provided by the Government or charities.

Principals of the policy GREEN COOL LTD:

- The company comes into contact with those working for a wage directly through employment and sub-contracting and indirectly through procurement and collaboration.
- The company will pay employees and subcontractors a living wage, based on the local cost of living for the employee or subcontractor.
- The company will pay for expenses incurred when doing work for them.

- The company will be transparent about its wage-setting policies. It will encourage employees to raise concerns about their wages and expenses and will handle those concerns in an open and non-discriminatory way.
- The company will encourage other organizations it works with to pay their employees a living wage, and will consider whether suppliers pay a living wage when procuring goods and services.
- The Director of GREEN COOL LTD has responsibility for ensuring that a living wage is paid to direct employees. Anyone within the organization who is managing a sub-contractor has responsibility for ensuring that sub-contractors are paid a living wage. Anyone within the organization involved in procurement has a responsibility to consider the living wage as an element in their decision-making.

Healthy lifestyle

The company encourages its employees in every possible way to a healthy lifestyle and supports this aspiration by organizing sports competitions in football and basketball.

In periods of seasonal diseases, vaccination points against flu and others are created on the basis of the our enterprise.

On the territory of the company's office there are comfortable premises for employees' meals with everything necessary for convenient meals and snacks - furniture, refrigerators, kettles, coolers, bathrooms for washing dishes.

Family values

Employees' families are one of the most important priorities of the company.

Employees of our company combine work, family and personal life. GREEN COOL LTD has all the conditions for this:

- Flexible schedule;
- Ability to work remotely;
- Organization of children's holidays;
- Material assistance before the birth of a child and the burial of relatives, etc.

GREEN COOL LTD understands that both parents are involved in raising children and taking care of them, so there is always an opportunity to adapt the work schedule. If a

father working remotely still has to come to the office, for example, to a meeting, he can bring the child with him.

Training and development

Mechanical engineering is a field that requires continuous development from all involved simply to maintain their level. To grow, you need to expand the list of your competencies and increase the level of expertise at once in Soft and Hard Skills.

Training and development is one of the most prioritized CSR activities of GREEN COOL LTD.

- More than 80% of employees participate in educational formats (conferences, internal courses);
- Some employees attend external foreign language courses, the company pays 100% of this training;

Internal metamaps

The company has its own MBA UBC Group*. Its meetings are held twice a year. Speakers include our employees, anyone willing to share useful information, as well as representatives of Ukrainian and foreign business leaders.

Also, during the meetings, express acting courses are held based on the staging of their own plays. If we learn to vibrate organically, as a team in acting, music and humor, in the most stressful situations, then in life we will be able to do any work at this level. And we always work as a team.

Important Note: Due to the ongoing war in Ukraine, MBA UBC Group temporarily does not hold annual live-meetings.*

Adaptation of employees

The company has created and implemented an adaptation program. Its essence is a friendly attitude towards each employee. Interviews are held periodically with each employee - after 3, 6, 12 months of work in the company. At these conversations, the employee's needs are clarified and development goals for the next period are drawn up.

Thus, the company helps the employee not only to adapt, but also to develop systematically.

During the 3-month trial period, the company takes care of the onboarding of the employee. On the first working day, the company's HR introduces the newcomer to the company and its rules. If necessary, he is given access to the corporate internal website and corporate mail. He is also "attach" to a more experienced employee, who initially helps to navigate the work and the flow of new information.

In our company, the trial period is a time when both parties have the opportunity to understand how suitable they are for each other. We are interested in every specialist. We try to create all the conditions so that employees feel confident and stable and can work effectively. LTD "GREEN COOL" for long-term cooperation.

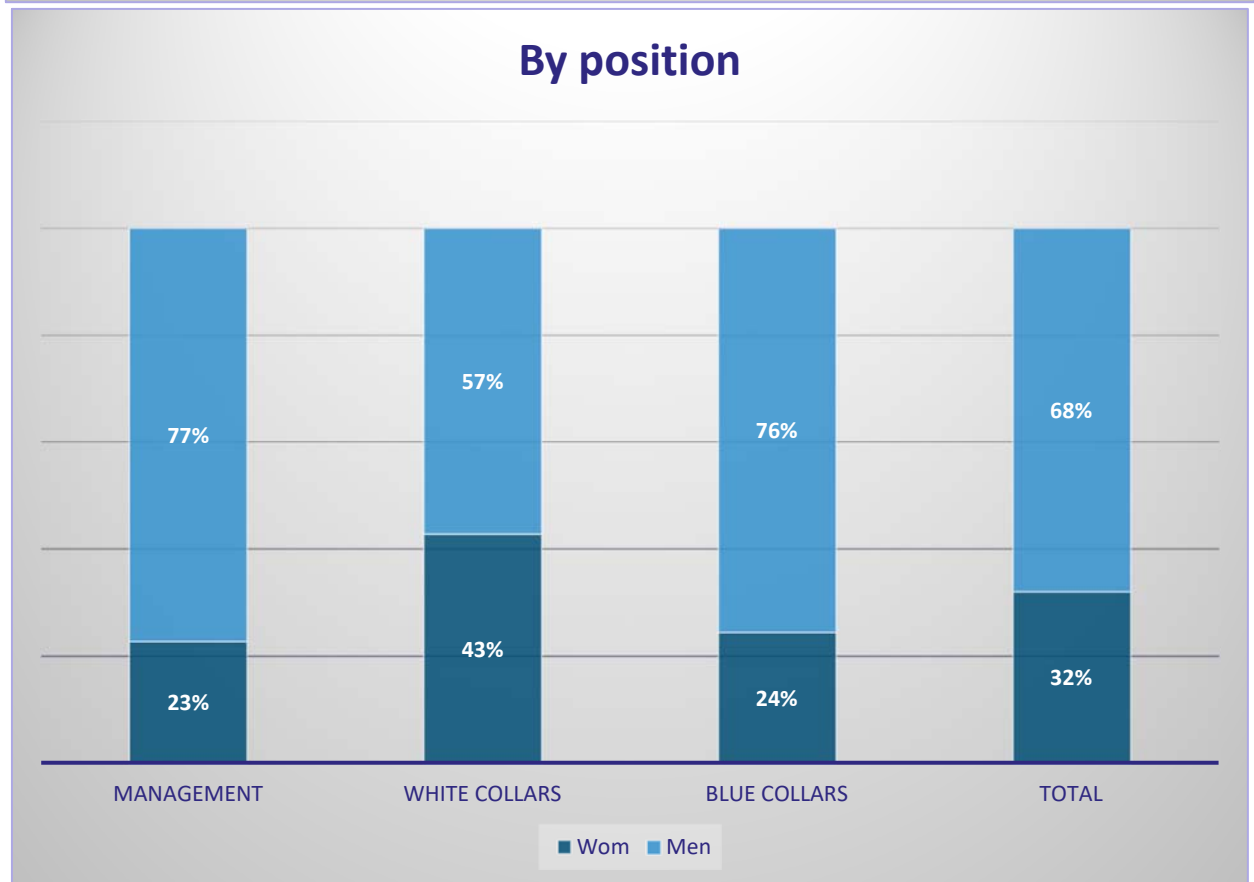
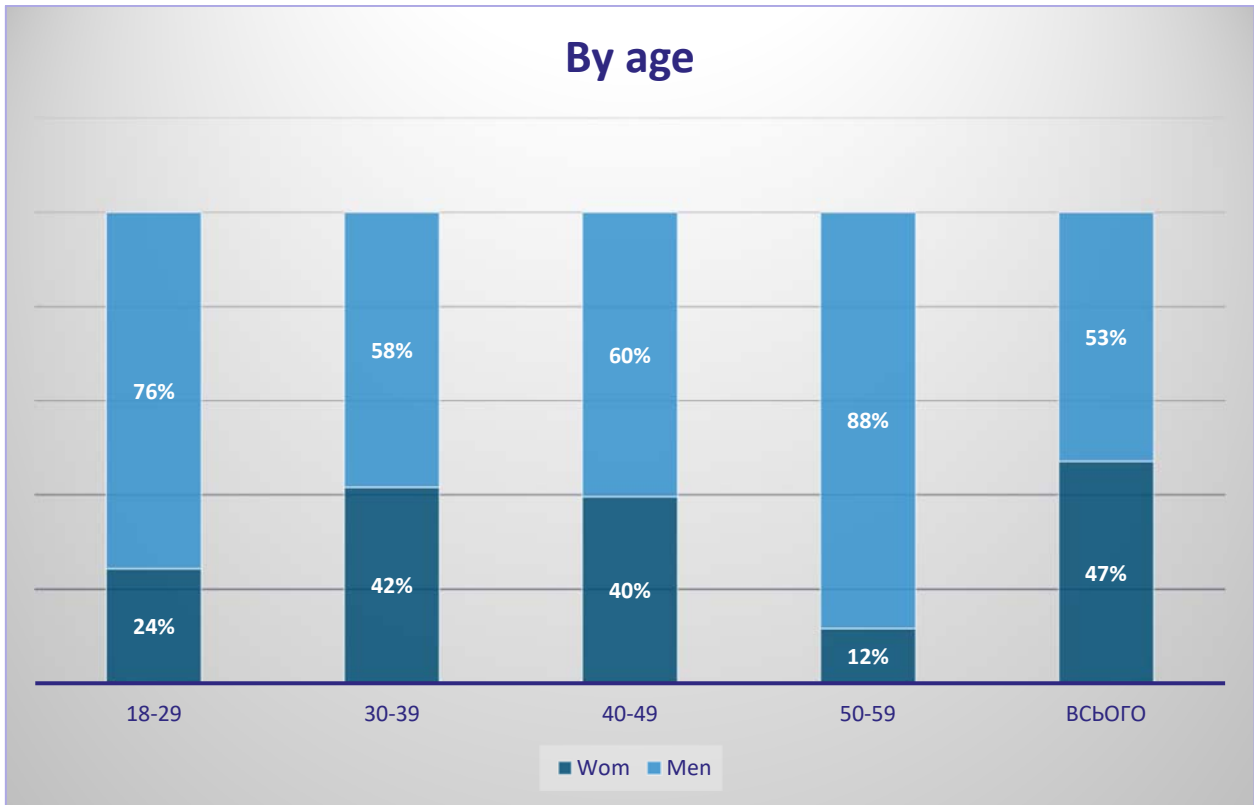
Informing employees and studying their opinion

GREEN COOL LTD is a company with a transparent policy. All employees have access to the necessary information. Every important decision is made together through discussion and voting. The company has a Collective agreement.

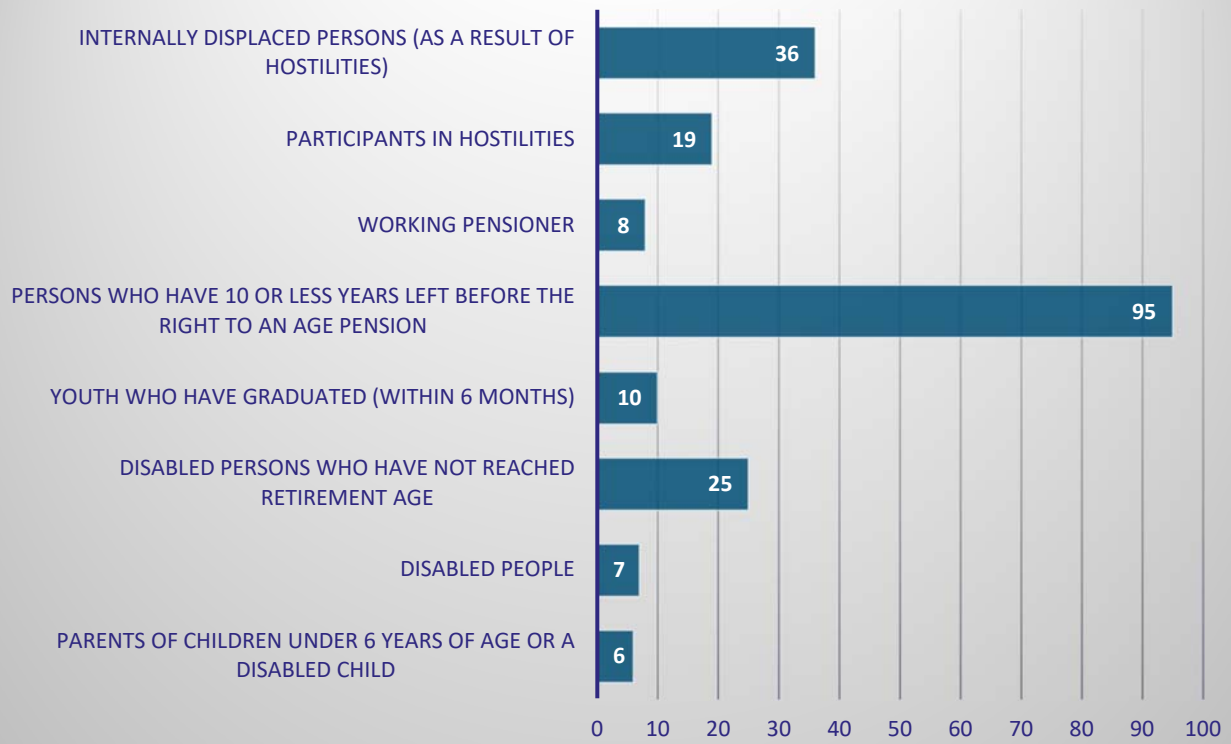
It is important for us to initiate the discussion and involve the team in it. Employees are aware of the processes taking place in the company, which ensures a healthy microclimate in the team, gives a sense of belonging, involvement and security. Informing and studying the opinion of employees takes place in different ways:

- Newsletters by e-mail;
- Internal company chats by topic.
- Social networks;
- Anonymous support contact;

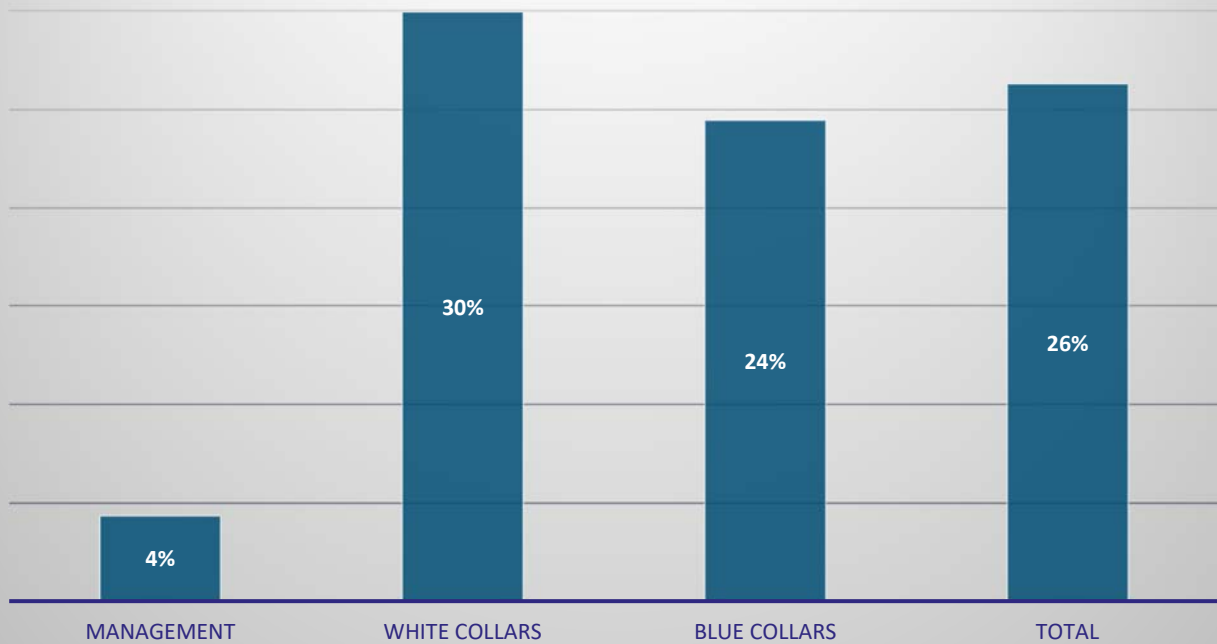
✓ Results of activity 2022:

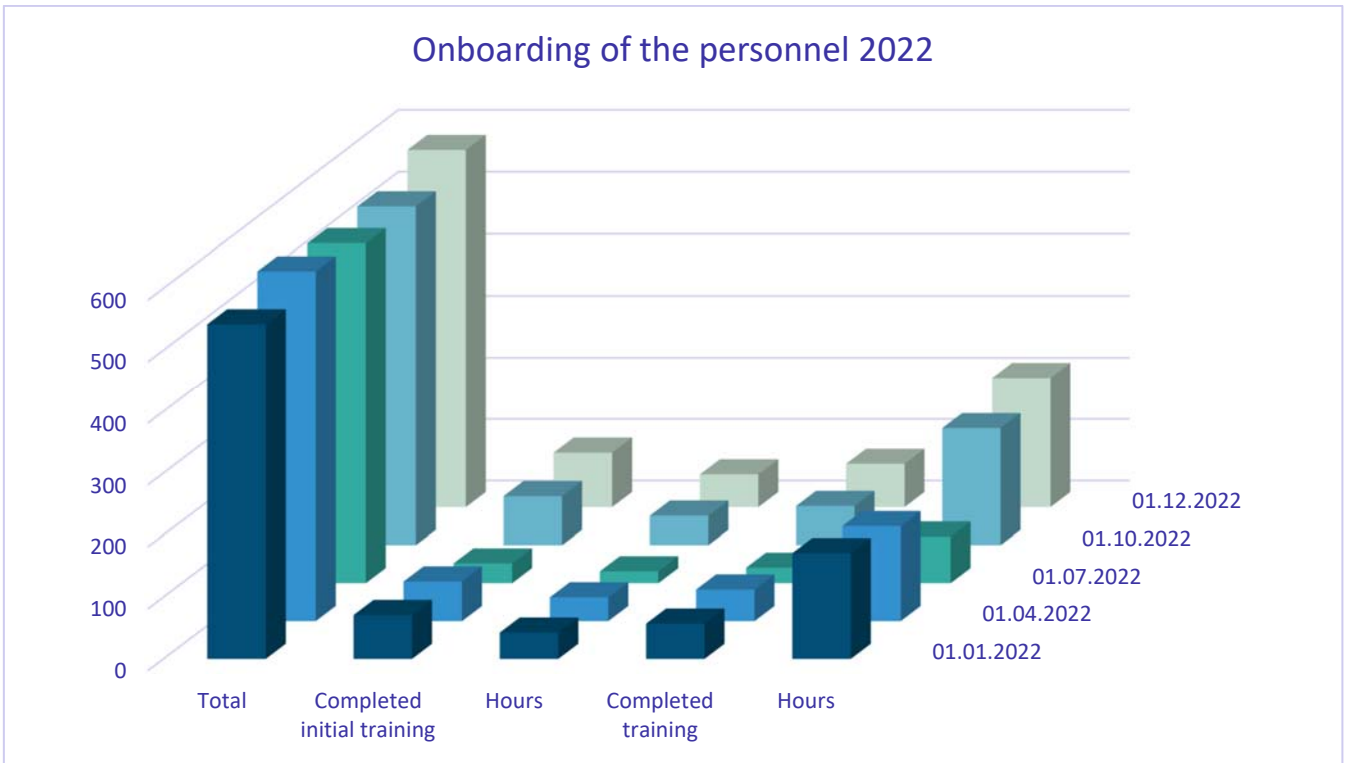


Inclusivity, Total



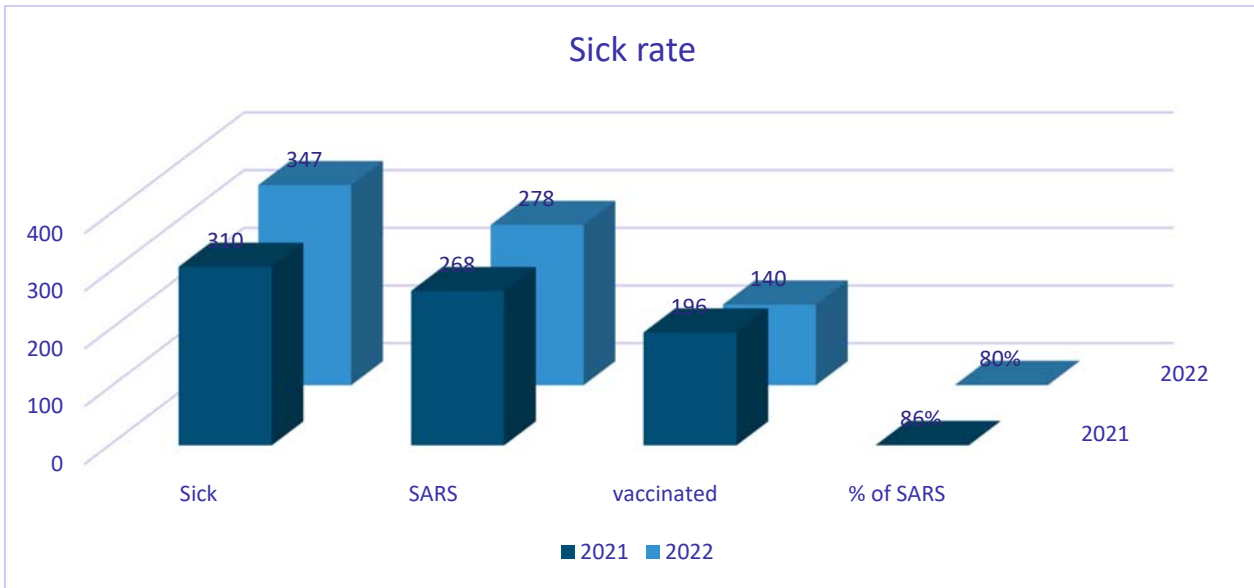
Inclusivity, By position





Courses attended by our employees:





26.09. and 09.29.2022, on the territory of GREEN COOL LTD, an influenza vaccination was carried out by a mobile medical team. "GC Flu" vaccine (GC Flu quadrivalent), manufactured by South Korean Pharm. "Green Cross Corporation" firm. Influenza vaccination is in the "Recommended" category and was carried out on a voluntary basis.



Responsibility to society and nature

The whole world makes non-financial reports along with financial reports. They are also important to the international business community. The non-financial report talks about the social activities of the company, shows its involvement in solving important local and global problems of humanity, characterizes the business as mature and helps to evaluate the corporate social sustainability of the company. This is not a new trend for UBC Group. The company has been an influencer and a carrier of values for its employees for more than 25 years. For our colleagues, partners and clients, not only our success in business plays an important role, but also our corporate sustainability, participation in social life.

Charity

Most of **UBC Group** facilities were located in Ukraine, in particular in the east in the zone of active hostilities, was directly affected by the war and is well aware of the importance of supporting the state and society in this difficult time.

GREEN COOL LTD, in addition to managing to save jobs for its own employees, contributed to the employment of colleagues from the warfare zone. We supported the holding's structural divisions that were relocated from Kharkiv. Today, 4 companies have relocated to Vinnytsia and have become active participants in the life of the local community.

Partnership and work with youth

In 2021-2022. We continue to actively develop partnerships with Vinnytsia and Ukrainian universities:

- ❖ Higher Art Vocational Technical School
- ❖ Vinnytsia Higher Vocational School
- ❖ Vinnytsia Higher Professional School of the Service Sector
- ❖ Vinnytsia Interregional Higher Vocational School
- ❖ Vinnytsia College National University of Food Technologies
- ❖ Vinnytsia National Agrarian University
- ❖ Vinnytsia National Technical University
- ❖ Vinnytsia Trade and Economic Institute
- ❖ Donetsk National University named after V. Stus
- ❖ Kalinovska technological technical school
- ❖ Odesa National Academy of Food Technologies
- ❖ Vocational and technical education center

GREEN COOL LTD has signed an agreement on basic organization with the listed universities, which allows students and graduates to undergo internships, internships and placements in our company. And also GREEN COOL LTD participates in the development of educational plans for informational meetings.

✓ Results of activity 2022:

We hold technical career guidance meetings for apprentices and students, talk about work in mechanical engineering, and help make decisions. During the reporting period, 3 such meetings were held.

Participant of the industrial park

The development of industrial parks creates an opportunity to fully reveal the investment potential of the regions. First of all, the industrial park concentrates industrial production outside the historical center of the city and residential areas. Conditions are created for high-tech production and production of products with high added value, unification of production in clusters, which gives impetus to the development of SMART-specialization in the region. For the state and local communities, industrial parks ensure the socio-economic development of the respective territories.

The Vinnytsia Industrial Park was created with the aim of attracting investments into the economy of the city of Vinnytsia, improving the city's investment image, creating new jobs, ensuring favorable conditions for the development of industrial enterprises and related types of business activity. The industrial park is located on a plot with an area of 35.7 hectares, located at 213 Nemyrivskoho Shosse Street, equipped with all necessary technical communications. The term for which the industrial park was created is 30 years.

✓ Results of activity 2022:

As participants of the industrial park launched in Vinnytsia in 2022, **GREEN COOL LTD** initiated the following projects and initiatives:

- Construction of a bomb shelter for 500 people.
- Development of a project for a solar power plant with a capacity of 600 MW on the roof of the enterprise. To cover both own and community needs.



Environmental policy

The state of the environment plays an important role in the evolution of the biosphere, in accelerating the development of some forms or the disappearance of other forms of life.

Recently, the imbalance in the use of natural resources and their reproduction has led to large-scale destructive processes that pose a threat to the existence of humanity. The unsparing exploitation of natural resources by people creates an excessive burden on the environment, which has global consequences. Among them are the destruction of the ozone layer and climate change, pollution of the natural environment, acid rain, desertification, land degradation and loss of biodiversity. As a result of human economic activity, soil fertility decreases, the area of cultivated land increases, and the area of deserts increases.

The unstoppable desire for economic growth at any cost turns into the destruction of natural resources. **GREEN COOL LTD** strives for a balanced development in which production and consumption enable natural ecosystems to recover and support the livelihoods of current and future generations.

Garbage sorting and water saving

The significant amount of garbage from the full volume of human activity ends up in landfills. Although most of the waste is recyclable. It is worth realizing that only by

learning how to deal with garbage and producing it in smaller quantities, everyone will contribute to ecological development.

Recent years have shown how vulnerable we are when the supply of something we take for granted becomes limited. In our part of the world, water scarcity is probably not an issue, but that doesn't mean we don't need to worry about it. Moderate water consumption is still an important part of any environmentally conscious thinking.

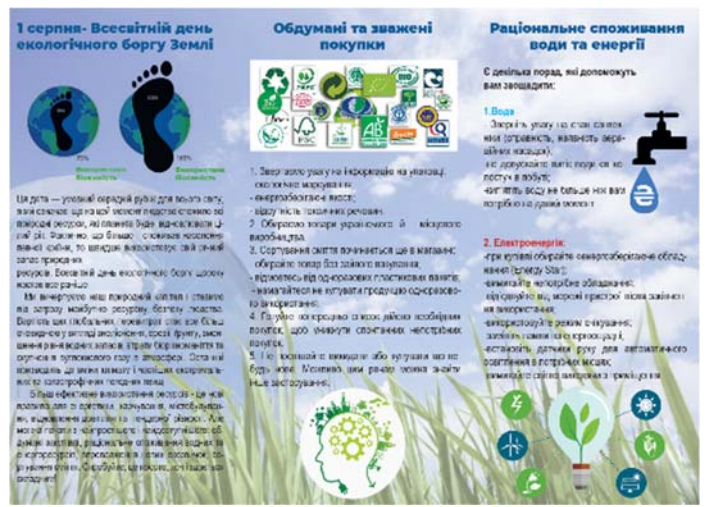
In fact, separate collection of garbage and saving water does not require special efforts and quickly becomes a habit, for this GREEN COOL LTD encourages its employees to practice simple skills.



The company has waste sorting areas and handouts to inculcate water-saving habits in users.

A contract has been concluded with a company for the disposal of used batteries, and a reception point has been set up.

There are also a sorting and receiving points for used PET containers.



Point of reception of PET containers and batteries. Ecological bulletin for employees.



Participant of the The Science-Based Targets Initiative



GREEN COOL LTD joined to The Science-Based Targets Initiative (SBTi) is a global organization that enables businesses to set ambitious emission reduction targets based on the latest climate science. It aims to accelerate companies and financial institutions worldwide to halve emissions by 2030 and achieve net zero emissions by 2050.

The initiative is the result of a collaboration between CDP, the UN Global Compact and the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and one of the organizations We Mean Business.

Coalition obligations:

The initiative advocates science-based goal-setting as a powerful way to stimulate the competitive advantage of companies and financial institutions in the transition to a net-zero economy.

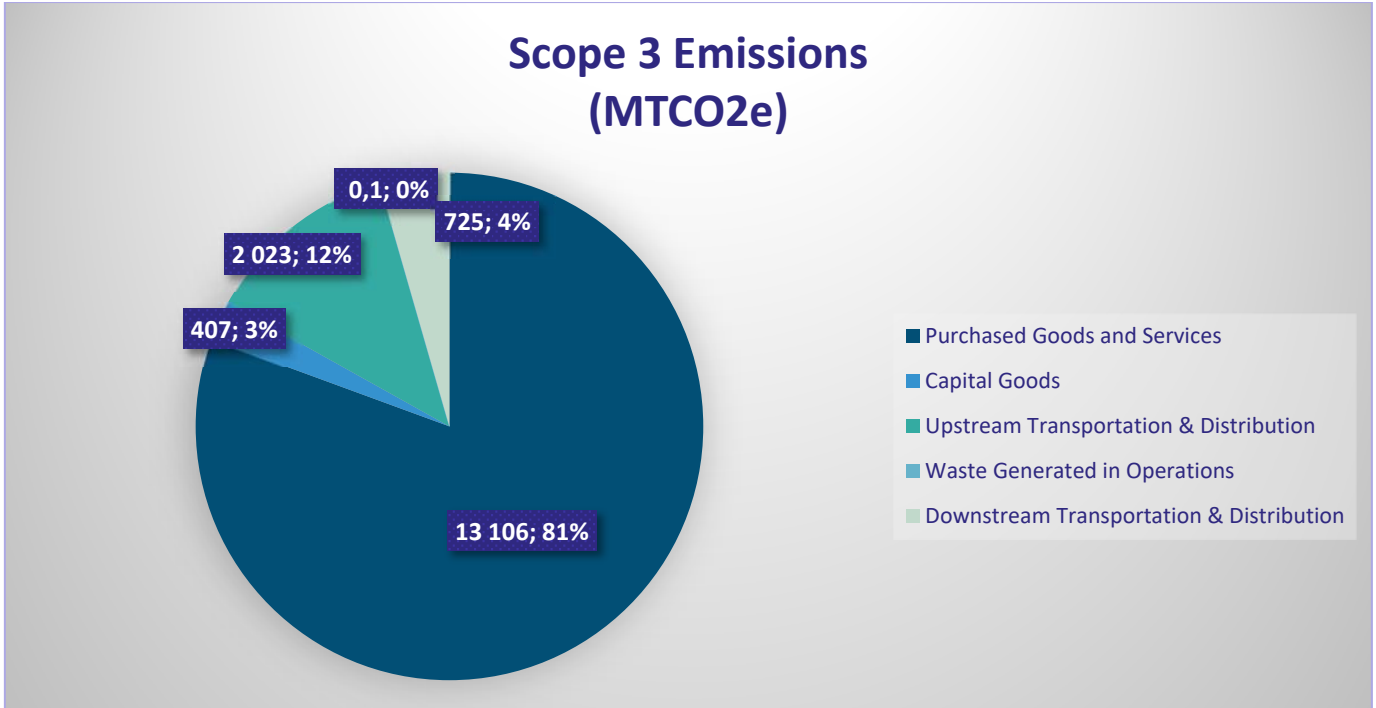
Science-based targets are greenhouse gas reduction targets that meet the level of decarbonisation needed to achieve the Paris Agreement's goals of limiting global warming to 1.5°C above pre-industrial levels



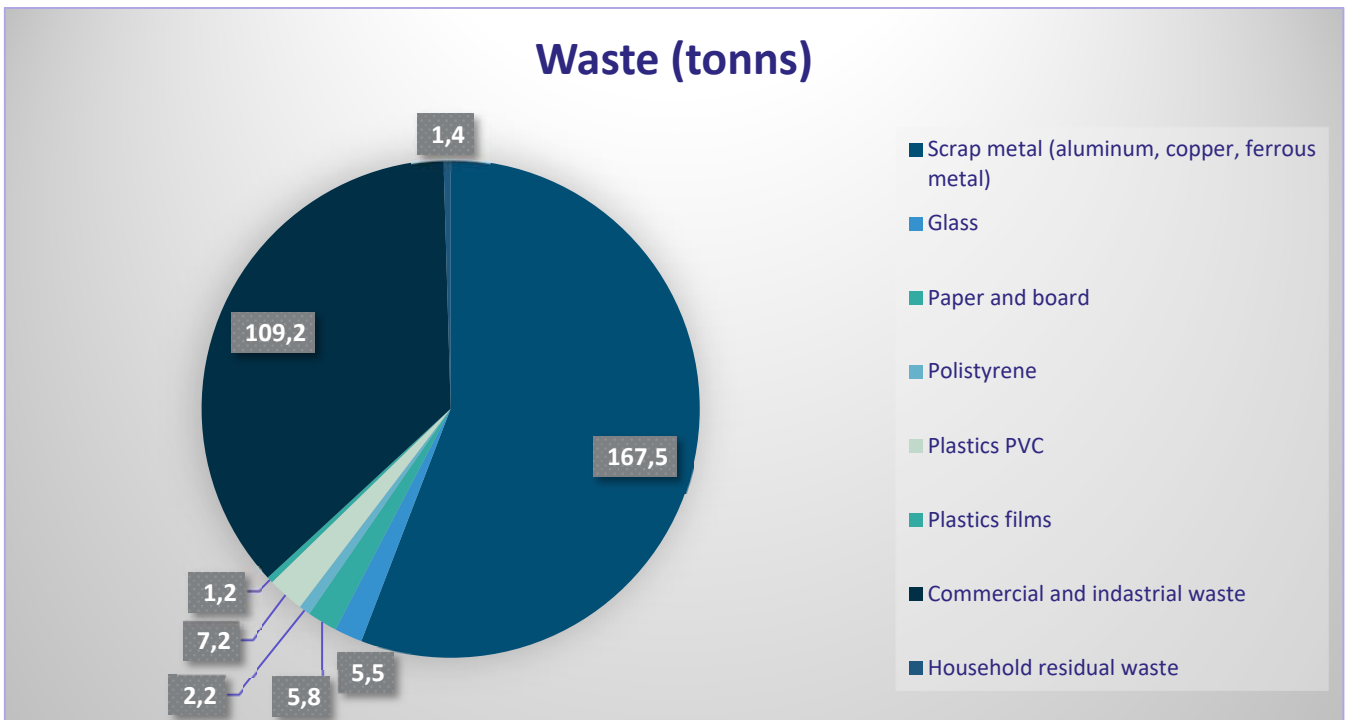
✓ Results of activity 2022:

Scope 1 & 2 Emissions – 287 MTCO₂e (less than 2% of total)

Scope 3 Emissions:

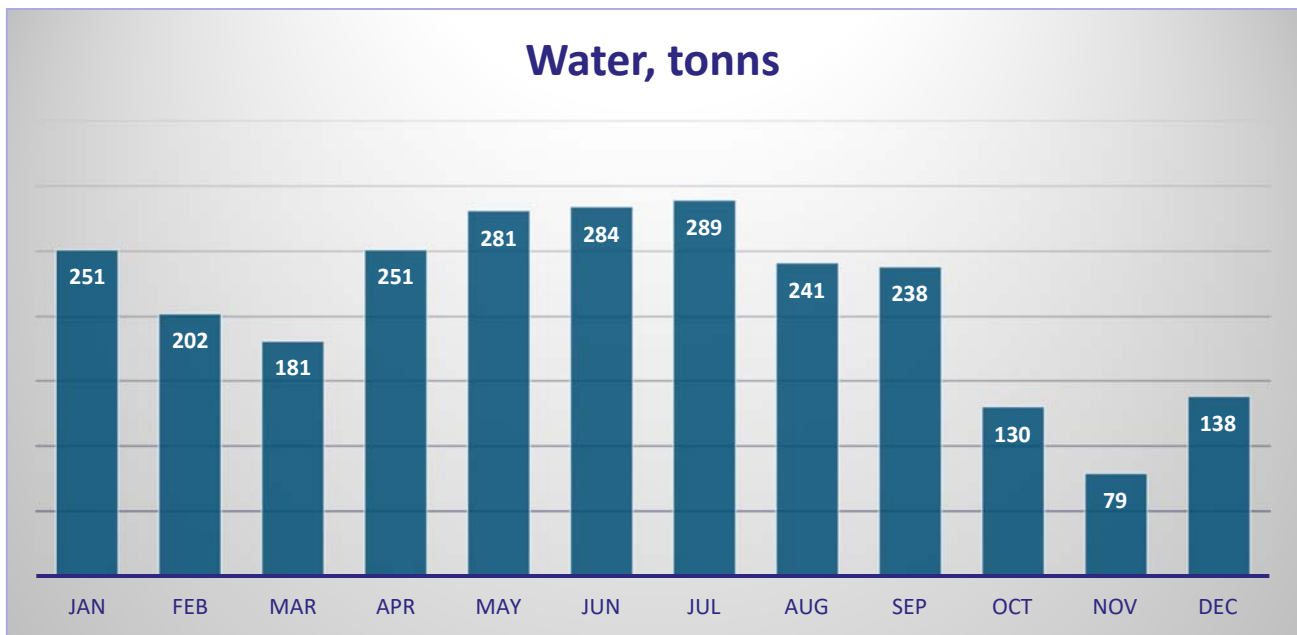


Waste Generated in Operations*. We recycle 100% of recycable waste.



*Total weight of hazardous waste – 0 tonns.

Water consumption from own well:



Total 2022 – 2565 m3 (tonns)

For uninterrupted and safe water supply, the enterprise has its own well, which fully supplies the enterprise with drinking and technical water. Water is not used for the production of products at the enterprise.

Advantages of solid water over central water supply:

- Clean water without mechanical impurities or unpleasant smell. It needs minimal cleaning with filters, after which it can be used for household needs, preparation of drinks and food.
- Stable composition of water. Due to the peculiarities of the location of the aquifer and the method of its replenishment, the composition of artesian water changes minimally. This is an important advantage of a limestone source compared to sand wells. Due to the stability of the composition, it is enough to choose the right purification system once and enjoy high quality water.
- High productivity. Regardless of the number of water distribution points.
- Stable pressure. The water level in the well does not depend on the season, so the pressure does not change throughout the year.
- Durability. The service life of an artesian well is more than 50 years.
- Ease of maintenance. If a sandy spring is often silted up and needs cleaning, the artesian spring is not at risk. In order for the well to serve for a long time, it is enough to carry out timely maintenance of the pumping and auxiliary equipment.

Responsibility to partners and clients

Quality and conscientious performance of duties



The refrigeration plant uses an international Quality Management System (QMS).

ISO 14001:2015 ISO 45001:2018 ISO 9001:2015 standards are implemented in the company's processes and procedures.



The results of the company's activity depend on successful interaction with customers. In this regard, the basis of the adopted Policy in the field of quality is the principle of "Consumer Orientation". Aimed at studying the current and future needs of customers, fulfilling their requirements, striving to exceed their expectations.

The company, in the person of the Director of Quality, carries out constant control over the fulfillment of the conditions agreed with the customer at all stages of project implementation.

The degree of customer satisfaction is one of the performance indicators of **GREEN COOL LTD**. The company's management takes measures to create a production environment necessary to ensure the quality of the work performed in accordance with the established requirements, including to create safe and comfortable working conditions.

✓ Results of activity 2022:

Passed the Annual Supervisory Audit with ISO 14001:2015 ISO 45001:2018 ISO 9001:2015

Partnership and participation in Sustainable initiatives



GREEN COOL LTD, as a manufacturer of refrigeration equipment for beverage manufacturers worldwide, became a member of the Beverage Industry Environmental Roundtable (BIER Coolition Sustainability in Commercial Refrigeration), which created a supply chain coalition after the Cool BIER conference on October 6-7, 2022 in Amsterdam, The Netherlands . BIER is a technical coalition of 15 global beverage companies founded in 2006 to jointly promote environmental sustainability in the beverage sector and is supported by Antea Group. At the Cool BIER conference, we jointly agreed to create Coolition for future collaboration on several topics. Participants include BIER members, commercial refrigeration suppliers and other interested parties. Coolition aims to explore ways among all stakeholders to reduce the environmental impact of commercial refrigeration in the beverage sector.

- Standards and legislation
 - Standardization of testing procedures
 - Lobbying for strengthening EU requirements for commercial refrigeration equipment
- Refirbishment and recycling
 - Technical discussion of recycling and creation of guidelines
 - Analysis of the trade-off between refurbished and recycled chillers and new chillers in terms of carbon emissions
 - Studying the experience of other industries and creating a road map for commercial refrigeration equipment
- Outreach
 - Increasing the awareness of the end user
 - Involvement and awareness in the value chain

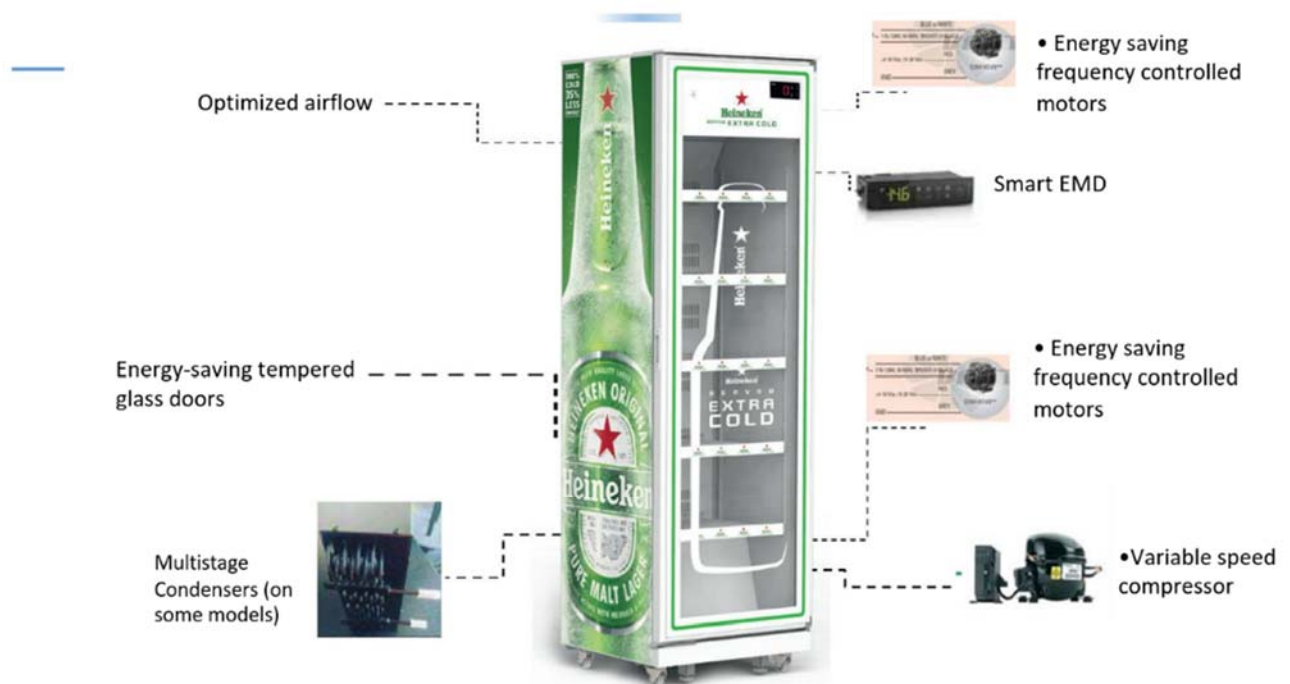
In accordance with the commitments made to our clients, we have implemented the eco-design elements into the product development process (for example, increasing energy efficiency)

R&D update

UBC Sustainability Strategy 2021-2030

- We developed our EEI strategy to achieve the most ambitious sustainability targets in the industry:
 - Provide glass door coolers with EEI <35 (Class C) **by 2023**
 - Provide glass door coolers with EEI <20 (Class B) **by 2026**
- We closely cooperate with the industry-leading Dutch lab ReGen/T to achieve our next EEI targets (Class A)
- **By 2023**, we aim to produce >99% recyclable fridges
- **By 2020**, we are aiming to develop **Carbon neutral** fridges
- Strong focus on offering turnkey **System solutions**

ENERGY EFFICIENCY CLASS	EEI
A	EEI < 10
B	10 ≤ EEI < 20
C	20 ≤ EEI < 35
D	35 ≤ EEI < 50
E	50 ≤ EEI < 65
F	65 ≤ EEI < 80
G	100 > EEI ≥ 80



B Class models we already supplied to our customers



EPREL - European Product Registry for Energy Labelling

UBC group

"ICE STREAM" Dynamic Subzero - BA9K3CC3

General information

B
A
↑
G

GENERAL PRODUCT PARAMETERS

Annual energy consumption	464,28 kWh/annum
Energy efficiency Index (EEI)	19,8

LIGHT SOURCES

LIGHT SOURCE PARAMETERS

Light technology used	LED
Energy efficiency class	G (A - G)

464 kWh/annum

503 L -1°C

Coolers are an Important Driver for Consumption...

Consumers want to consume the beverages they love **COLD**

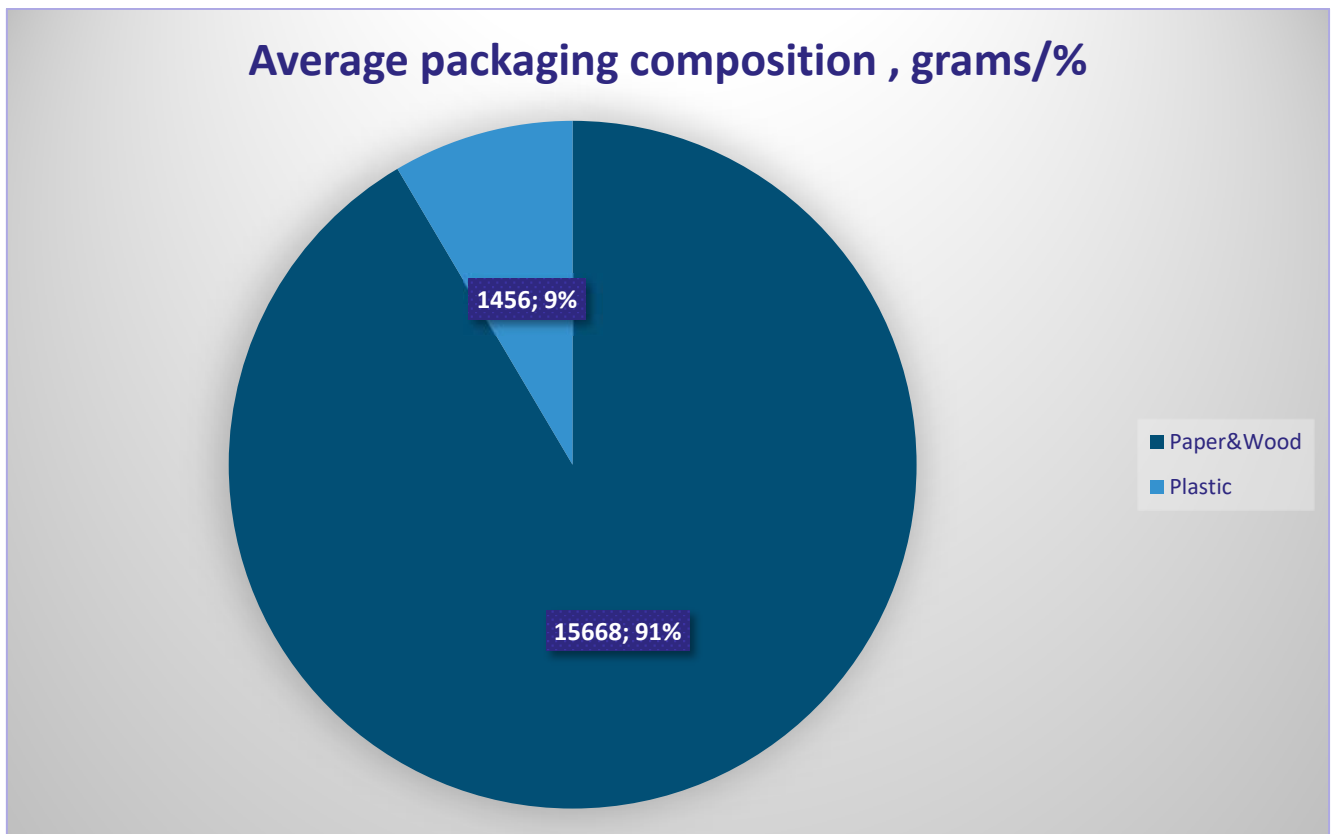
Important touchpoint for consumers to engage with our brands

Increased freshness and shelf-life favors drinkability

...but they also represent an important challenge in our Sustainability journey

Coolers represent 20%-30% of CO2 emissions (scope 3)		20%-30% CO2 reduction commitment for 2025-2030 with different baselines		International regulations setting the pace for more sustainable solutions	
	High Energy Consumption as main driver (not refrigerants)		No clear GHG accounting rules and calculations		Innovation in Cooler Industry is reaching a plateau

Our packaging is eco-friendly and made of recyclable materials for 91%



This includes the individual packaging of the product, without the contents (e.g. product packaging, label, cap, lid, foil, paper wrapping, etc.) and materials used for the collective packaging of the product (e.g.: product collective carton packaging, shrink wrap), as well as materials used for transport packaging (e.g.: pallet, shrink wrap around pallet, wooden container, edge protectors, foil, separator sheets, straps).



Ethical responsibility and Code of Business Conduct

In our professional activity, **GREEN COOL LTD** is guided by the principles of openness and trust. In 2018, the company became a resident of Vinnytsia Industrial Park. This high rank imposes special obligations on us. Our business is "transparent". Information about the company's Code of Business Conduct and the Code of Conduct of Suppliers is publicly available on the website <https://beer-co.com/ua/site/green-reports>

GREEN COOL LTD operates in the legal field and strictly complies with the requirements of Ukrainian legislation. We support the fight against corruption, bribery and extortion. We build honest long-term relationships with our partners and customers. These relations are regulated by the legislation of Ukraine and the Code of Business Conduct and Ethics.

Requirements for suppliers and customers:

There are four areas in which we would like your support and understanding.

SAFETY AND HEALTH PROTECTION	PEOPLE AND SOCIETY	ENVIRONMENT AND CLIMATE CHANGES	MANAGEMENT AND COMPLIANCE WITH REGULATORY REQUIREMENTS
<ul style="list-style-type: none"> • Compliance with at least all applicable health and safety legislation. • Continually improving health and safety performance in line with industry best practice. 	<ul style="list-style-type: none"> • Respect for human rights and their protection in the relevant spheres of influence. • Respect for people's rights to participate in associations and effective recognition of workers' rights to collective bargaining. • Adherence to the principles of equality, fairness, inclusiveness and respect in the process of recruitment and selection of employees. 	<ul style="list-style-type: none"> • Compliance with at least all environmental protection laws. • Taking active measures to solve environmental problems, including the following: <ul style="list-style-type: none"> • optimization of energy consumption; • efficient use of resources; • control and disposal of waste / recycling. 	<ul style="list-style-type: none"> • Honesty and the fight against corruption • Interaction with civil servants • All relevant anti-money laundering laws • Implementation of European and global management standards in business processes

GREEN COOL LTD adheres to the highest legal, ethical and moral standards set forth in our Code of Business Conduct and Ethics.

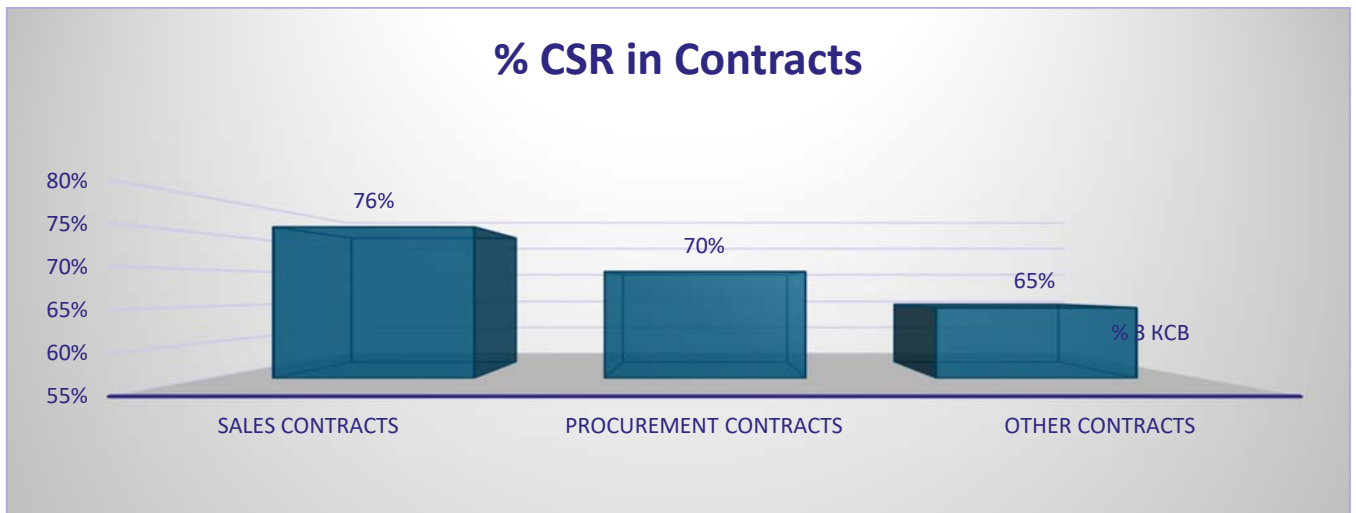
Business ethics and corporate social responsibility (CSR) are a priority in all our business dealings, including with our suppliers, both direct and indirect, as we understand that they are key stakeholders in the success of our business. It is therefore not surprising that our requirements for the procurement process are very high - we expect our suppliers to share our commitment to leadership, innovation, efficiency and quality.

Above all, we only work with suppliers who share our unwavering commitment to good ethical practice and meet our health and safety, human rights and environmental standards. This Supplier Code of Conduct sets out the relevant requirements for

corporate social responsibility and how our suppliers must comply with regulatory requirements. For our part, we strive to be a fair and honest partner, firmly believing that relationships built on trust and honesty will be strong and beneficial for all.

✓ Results of activity 2022:

Contracts* have been signed with suppliers and customers that include clauses on supporting the principles of Sustainability principles and CSR (Code of Conduct for suppliers):



Note: Cases when an agreement with clauses on supporting the Sustainability principles are not signed with the counterparty occur when the counterparty is the initiator of the removal of these clauses, or the amount of the contract with this counterparty is lower than specified in the code of business conduct of LTD "GREEN COOL".

Zero cases of corruption, both external and internal, were recorded



Thank you!



Compliance with the principles of the UN Global Compact

Ten principles of the UN Global Compact & 17 UN Sustainable Development Goals

“In September 2015, all 193 members of the United Nations adopted a plan to achieve a better future together. For the next 15 years, joint efforts are aimed at overcoming extreme poverty, fighting inequality and injustice, and protecting our planet. 17 Sustainable Development Goals (SDGs) that clearly define the world we seek for all nations without exception. We all share a vision of where the world should go. Achieving these ambitions will require an unprecedented effort from all sectors of society – and business must play an extremely important role in this process.”

Responsibility to employees (Principle 1-2 Human rights, Principle 3-6 Labor relations)



Responsibility to society & nature (Principle 1-2 Human rights, Principle 3-6 Labor relations, Principle 7-9 – Environment)



Responsibility to partners and clients (Principle 10 – Anti-corruption)

