CORPORATE SOCIAL RESPONSIBILITY POLICY
OF MYRONIVSKY HLIBOPRODUCT PJSC

Approved by:
Chairman of the Board
of Myronivsky Hliboprodut PJSC
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DEFINITIONS

Group of Companies MHP - all enterprises and companies comprising Myronivsky Hliboproduct PJSC both on the territory of Ukraine and other countries, including the headquarters.

Stakeholder - an individual or legal entity/group of persons (entities), interested and/or involved in cooperation with Group of Companies MHP.

Complete information on stakeholders: [link]

1. SOCIAL RESPONSIBILITY OBJECTIVE AND PRINCIPLES

1.1. Corporate social responsibility policy of Group of Companies MHP aims at defining stakeholders, objective and principles of cooperation, as well as responsibility for this Policy implementation. Company corporate social responsibility is an integral part of Group of Companies MHP's business.

1.2. The main task of supporting and planning social corporate responsibility of Group of Companies MHP is the mutually profitable partnership with all stakeholders.

Corporate social responsibility policy priorities are the following:

1. Stakeholder mutually profitable partnership.

2. Improving welfare and living standard of Ukrainian population.

3. Holding leading positions in the agricultural sector of Ukraine to implement long-term social initiatives.

4. Environmental protection and improvement of Group of Companies MHP's energy efficiency.

1.3. Corporate social responsibility policy principles are the following

While elaborating and planning corporate social responsibility policy, Myronivsky Hliboproduct PJSC shall apply the following principles:

1.3.1. Stakeholder cooperation

The key principle of Group of Companies MHP activity is a constructive dialogue with all stakeholders to solve social, economic and ecological issues, important both for Group of Companies MHP presence regions and the state in general.

Company global objective in the sphere of stakeholder cooperation is to conduct successful business in order to improve living standards for each certain person and state in general.

In cooperation with stakeholders, and the public being among them, the company shall be guided by the principles of mutually profitable partnership, leading to implementation of valuable projects and rise the living standards of Ukrainian citizens.

1.3.2. Strategic development

One of priority investment of Group of Companies MHP shall be strategically valuable projects, bringing the benefit and having the influence both for the public in general, and each certain individual in particular. The development strategy of Group of Companies MHP consists in expanding the land bank in Ukraine, increasing production capacities, outlet diversification. Achievement of established business-objectives will increase the number of workplaces, improving economy on a local and all-Ukrainian scale; it will also enable greater investments into development of communities and Group of Companies MHP presence territory.
1.3.3. Consistency and innovations

While conducting enterprise activity, the companies elaborated own methods and ways of development and significant improvement of social sphere in the regions of Ukraine. However, dynamic changes in modern economy and social life require application of new technologies not only in industrial processes, but in solving public issues as well. Therefore, Group of Companies MHP will offer and implement innovation steps to rising community living standards and improve social and economic relations in places of their presence.

1.3.4. Environmental protection

Qualitative, safe and ecologically clean production, "green" energy and clean nature - these are the global standards we seek to implement at our enterprises.

Company objective in the sphere of environment shall be resources conservation and gradual reduce of energy consumption from non-renewable resources at the account of energy from renewable ones; strengthening of the role of environmental management in the management system of Group of Companies MHP in order to achieve equality of three development components (economic, environmental and social).

Environmental protection principles:
- respect for human rights;
- regard to environmental consequences when adopting managerial decisions;
- sustainability;
- accessibility, accuracy and expediency of receiving ecological information;
- openness and publicity in stakeholder cooperation.

The company conducts its activity in way so as to meet undertaken ecological responsibilities before society and other stakeholders. Measures we take to preserve environment and ensure life safety of population of Ukraine are, among others, the following: reduction of emissions of pollutants into the atmospheric air; reduction of waste production volume; reduction of waste water volume; minimization of man-made load on land resources etc.

1.3.5. Transparency and openness

Group of Companies MHP is the leading company of agricultural sector of Ukraine. Realizing its influence on the economy of the country and being responsible before society, Group of Companies MHP shall be guided by the principle of openness and readiness to dialogue with all stakeholders. This includes both individuals addressing the company or its structural subdivisions, and establishments or organizations, acting in Ukraine or beyond its borders as well. The transparency principle also provides for a strict compliance with Ukrainian and international business operation standards.

1.4. Exclusions

According to the principle of mutual profitable partnership with publicity and strategic development of corporate social liability, Group of Companies MHP reserves the right to restrain from supporting projects in any way related to politics, religion, national issues and personal interests of separate entities or groups, or restricting the rights of the said groups, acting in Ukraine or beyond its borders.

2. TARGET AUDIENCE/STAKEHOLDERS

Stakeholder cooperation is one of the company's key business directions. The process involves partnership and agreements concerning consultancy and reporting, as well as cooperation and communication with groups and individuals, interested in
company's business or enterprises. The main criterion for stakeholder definition shall be geographical position of certain enterprise, as well as its business segment.

2.1. Government/State bodies

While conducting its business the company cooperates with state bodies and authority of all levels. Namely, they are the following: local, district, oblast and city authorities (deputies and chairmen of village councils, district state administrations etc.); state kindergartens, schools, higher education establishments, medical and obstetrical stations, emergency subdivisions and other state and municipal establishments.

Cooperation objective:

- profitable partnership;
- social and economic partnership;
- implementation of joint programs and projects to increase the living standards of population, solving current regional issues;
- partnership in the sphere of economic and business activities of Group of Companies MHP

Cooperation with authorities and state bodies of Ukraine shall be the key element of Group of Companies MHP's work. Effective cooperation with state bodies is beneficial for the population of the presence territory of Group of Companies MHP and allows state bodies to fully carry out their own development programs, raise additional funds for the budget and financial projects.

2.2. Society, local communities

Local communities on the presence territory of Group of Companies MHP shall be the key stakeholder defined by the company. Cooperation with population, building partnership relations to implement mutually beneficial objectives, as well as providing reliable and timely information to public shall be the key cooperation aspects.

Cooperation objective:

- building trusting and mutually profitable partnership relations with communities in the regions of presence of Group of Companies MHP;
- development of projects and initiatives leading to improvement of living standards of local population;
- active support and development of cooperation with public, stipulating implementation of infrastructure projects, facilitation of the development of social and cultural areas, implementation of energy-saving projects and other arrangements that would ensure higher living standards and development of communities in the regions of presence of Group of Companies MHP;
- reliable and current provision of information regarding the plans and activity of Group of Companies MHP, as well as timely feedback.

Public cooperation strategy of MHP PJSC consists in enhancing clarification work and building trust-based relations. In this regard the company undertakes to be open, respond the requests, notify of the plans and not to conceal issues of concern.

2.3. Employees

Being one of the largest employers in Ukraine, Group of Companies MHP seeks to create safe and supportive facilities for all the employees, organize their professional development, improve their health and well-being in general.

Cooperation objective:

- creating conditions for objective evaluation and credit of its all and any employee;
- formation of education system and mentoring development;
• development of staff compensation scheme and engagement;

Professional and motivated employees are the guaranty for company’s success and prosperity. (Staffing policy of Myronivsky Hliboproduct PJSC: https://www.mhp.com.ua/library/file/kadrovaja-rus.PDF)

2.4. Non-governmental organizations, citizen associations.

Group of Companies MHP shall be always ready and open for cooperation with non-governmental organizations and citizen associations in order to implement socially valuable projects, improvements of industrial processes and branch development.

Cooperation objective:
• Effective cooperation for improvement of citizens' living standards;
• elaboration and implementation of environmental, social and cultural programs;
• informing of Group of Companies MHP’s activity.

Non-governmental organization cooperation (hereinafter "the NGO") allows to implement useful projects and initiatives leading to the improvement of population living, as well as joint discussions and meetings optimize and enhance the quality of industrial processes of Group of Companies MHP.

NGO cooperation shall be an important and priority direction of Corporate social responsibility policy of Group of Companies MHP.

2.5. Mass media

Cooperation with international, all-Ukrainian and regional mass media shall be made on a permanent basis.

Cooperation objective:
• distribution of reliable and true information on Group of Companies MHP’s activity;
• distribution of information on plans, changes and news of Group of Companies MHP;
• on-the spot comments, answers to requests.

Mass media is an important stakeholder since it, actually is a public opinion formation tool. The company plans to support permanent cooperation with mass media and provide current information on its activity. (Communication policy: https://www.mhp.com.ua/ru/responsibility/communication/politiki

2.6. Business entities

Group of Companies MHP is a leading Ukrainian company with its activity being based on international standards of business practice and ethics. Business-partners, customers and consumers are the key stakeholders the company develops and maintains mutually profitable partnership with.

Cooperation objective:
• fair and transparent business relations, treating business-partners in good faith;
• compliance with undertaken responsibilities;
• prevention of corruption;
• profitable partnership;
• improvement of client service;
• satisfaction of the needs of various consumer groups.

We value our partners helping us to keep our leading agricultural positions at the internal market, and continue to expand at the international level, opening new markets and
increasing export with the main accent being made at the improvement of our customer and consumer service.

2.7. International organizations

Cooperation with international organizations allows the company to apply and implement successful international practices into industrial processes and social sphere.

Cooperation objective:

- implementation of programs and campaigns in order to improve production quality, industrial processes at Group of Companies MHP's enterprises;
- implementation in Ukraine of socially-valuable international projects to improve the living quality of population and certain population groups (the vulnerable, children, the disabled etc.).

Cooperation with international organizations leads not only to qualitative improvement changes in Ukraine, but allows to announce the company in the dedicated international community.

2.8. Investors

The company aims at compliance with advanced standards and practices in the sphere of financial communications and relations with investors.

Cooperation objective:

- support of regular contacts with investors;
- providing investors with current and full information of campaigns, financial statements, financial calendars, itemization etc.

Detailed information on the investors' cooperation: https://www.mhp.com.ua/en/investor-relations

3. DESIGNATED PERSONS

3.1. Persons responsible for implementing the Corporate responsibility policy at the level of the headquarters of Myronivsky Hloboprodct PJSC shall be the Chairman of the Management Board, Heads of Departments and Public Relations Specialists.

3.2. At the level of enterprises - Heads of enterprises and respective specialists, appointed by the order of the Heads of enterprises.

4. REGULATORY DOCUMENTS

4.1. Corporate social responsibility policy shall be the voluntary initiative of Group of Companies MHP and shall be based on the applicable legislation of Ukraine, by-laws already developed and implemented into company enterprises, as well as international organizations recommendations.

4.2. The company maintains by-laws regulating communication and cooperation with various stakeholders.

Indeed, the Cooperation plan document defines the stakeholders of key enterprises of Group of Companies MHP and includes the cooperation plan with stakeholders for the current year: https://www.mhp.com.ua/ru/responsibility/communication/plan-vzaimodejstvija-s-zainteresovannimi-storonami

Communication policy defines the principles of transparency and openness in providing information, as well as determines individuals responsible for communication: https://www.mhp.com.ua/ru/responsibility/communication/politiki

In 2017 Regulation on registration of petitions and claims of citizens, defining the mechanism for submitting, considering and providing feedback therefor was implemented within the Group of Companies MHP. Given document also defines persons
responsible for the submission, consideration and providing feedback, as well as persons controlling the performance of the Regulation. The instruments for registering petitions and claims, as well as reporting periods according to which the Group of Companies MHP shall provide information of petitions and claims received are defined in the document. Detailed information on the mechanism of considering claims is provided at: 

Also, in 2017 3 types of registers were introduced at the enterprises of Group of Companies MHP: 1) Stakeholders' register; 2) Register of contacts with stakeholders; 3) Address Register.

Given instruments allow making the common stakeholder contact database within the Group of Companies MHP; registering amount of contacts of Group of Companies MHP made with stakeholders, as well as maintaining statistics of petitions and claims received and the essence of the feedback provided.

Group of Companies MHP has the Address log book still functioning at its enterprises, as one more instrument of registering petitions and claims from the stakeholders. Given instrument also is accountable.

Given documents are introduced at all key enterprises of Group of Companies MHP and shall be revised once per year.

4.3. Detailed information on the stakeholder cooperation methods, communication channels, frequency of information and reports provision is set forth in the Stakeholder Cooperation Plan for the year 2017:


5. RESPONSIBILITIES IN COMPLYING WITH GIVEN POLICY

5.1. The content of Corporate social responsibility policy of Group of Companies MHP, as well as possible further changes thereto shall be approved by the Chairman of the Management Board of MHP PJSC and published through corporate communication channels.

5.2. Given document enters into force upon approving by the Chairman of the Management Board of MHP PJSC.

5.3. Solution on certain issues, initiatives and arrangements in the sphere of corporate social responsibility shall fall within the competence of Group of Companies MHP. At the enterprises, the implementation of given policy shall be the responsibility of the following persons:

- the compliance - Head of Group of Companies MHP enterprise;
- the implementation - person appointed by internal order of the head of enterprise.

Contact details on persons authorized to receive and consider petitions of the stakeholders shall be provided in the Cooperation plan for the year 2017 and shall be subject to regular review.

5.4. Compliance with the said Policy shall be the responsibility of each employee of Myronivsky Hliboproduct PJSC regardless of the position. None of the company employees shall directly or indirectly violate the Corporate social responsibility policy. Directors of all levels shall with their own example demonstrate devotion to the key principles of MHP PJSC in the sphere of social responsibility, business ethics, corporate management, divide and exercise the rules of given document.