

COMMUNICATION ON PROGRESS

DESCRIPTION OF ACTIONS:
HUMAN RIGHTS
<ol style="list-style-type: none"> 1. In the context of the Covid-19 pandemic, the company provided employees with the opportunity to work remotely, and for employees whose presence in the office was obligatory, transportation was organized by the company's vehicles from home to work and back. 2. The company has developed a plan of organizational and technical measures for labor protection, which is being successfully implemented. 3. For safe carrying out of works people are fully provided with means of individual and collective protection (overalls, special footwear, safety belts, protective helmets, etc.). 4. In order to prevent injuries at work, staff are trained in occupational safety, operational control of work performance, occupational safety days and comprehensive inspections. An effective tool and motivating factor in the training of personnel in terms of industrial safety is the competition of professional skills of crews for the maintenance of transmission lines and substation equipment. 5. To prevent the impact of harmful factors on production, certification of workplaces and a set of medical examinations of staff are carried out.
LABOR
<ol style="list-style-type: none"> 1. The majority of the company's staff works on a permanent employment contract and full employment. 2. During the year the remuneration system was improved, competency assessment was initiated, and a system of employee adaptation was introduced. And also the program of succession and a personnel reserve was started. 3. Ukrenergo has a program of support during dismissal, thanks to which the dismissed employees can receive consultations on job search (if necessary), as well as material support of up to five average monthly salaries, which is fixed in the collective agreement of the company.
ENVIRONMENT
<ol style="list-style-type: none"> 1. Ukrenergo supports the implementation of sustainable solutions in the production and consumption of electricity and encourages market participants to do so by developing a project of "smart" networks (smart grid), energy storage systems, and promotes the development of renewable energy sources to reduce anthropogenic load on the environment. 2. As a result of NPC Ukrenergo activity, household and industrial wastes of various hazard classes are generated. The largest amount of waste is generated during the construction / reconstruction of networks and major repairs of equipment. In all divisions of the company plans of the organization of works concerning waste management are developed and approved and selective collection of waste, in particular household was introduced. Waste is stored and sorted by hazard class, type and possibility of their use as secondary raw materials. Temporary storage of waste is provided in accordance with the requirements of environmental legislation in such a way as to prevent as much as possible the risks that arise during storage and to prevent improper waste management. Wastes of hazard classes I-III under the concluded agreements are transferred to specialized enterprises that have a license for hazardous waste management for the relevant type of waste. Class IV hazardous waste, which may have a negligible negative impact on the environment, is also transferred under concluded agreements to specialized waste management organizations for further utilization. Reusable waste reduces the burden on the environment and reduces the cost of handling it, while generating added value. 3. Ukrenergo has developed and implemented a system of internal environmental inspections; 4. The company has revised the approach to waste inventory, passports for all types of waste, register cards of waste generation facilities, developed and approved instructions on waste management, temporary waste disposal schemes, provided primary current accounting of the amount, type and composition of waste for form №1-VT and selective waste collection, waste storage in accordance with the requirements, approved a plan of measures for waste management;

5. Ukrenergo has received permits for emissions of pollutants into the atmosphere from stationary sources and permits for special water use and compliance with permit conditions has been ensured;
6. NEC Ukrenergo successfully implemented the concept of a green office and was the first state-owned company to switch to 100% use of recycled paper.

ANTI-CORRUPTION

1. Ukrenergo has a code of corporate ethics, which is a basic document that regulates standards of conduct during the interaction of Ukrenergo employees.
2. NPC Ukrenergo adheres to the principle of zero tolerance for corruption, emphasizing the prevention and counteraction of prohibited actions and practices, as well as adherence to the rules and requirements for combating corruption.
3. To ensure the implementation of the Anti-Corruption Program and national anti-corruption legislation, Ukrenergo conducts regular communication campaigns, covering all employees, regardless of category or production unit. In the reporting year, employees were acquainted with the provisions of the Anti-Corruption Program at meetings of heads of functional units, as well as employees underwent mandatory online training on the company's educational platform.
4. In implementing anti-corruption practices, Ukrenergo does not limit itself to the purely internal environment of the company, extending its own experience to cooperation with contractors and other stakeholders. This helps to reduce economic and social risks of interaction with the external environment, business security in general, the development of fair and transparent relations with business partners and fair competition.
5. The company has a hotline to which every employee of the company can turn and get help in resolving disputes. Ukrenergo advocates maximum transparency and implements leading international practices - engages an independent external company to receive reports of violations in the field of ethics and compliance.

MEASUREMENT OF OUTCOMES

1. 100% of Ukrenergo employees are familiar with the Anti-Corruption Program.
2. For the last year increase in the average salary by 21%.
3. Over the last year, the level of staff involvement has grown to 60%.
4. Gender distribution of staff - 28% of women, 72% of men among the total number of staff.
5. 70% of full-time employees participated in vocational training programs (excluding distance learning).
6. 1598 employees were trained in fire safety and technical operation; 550 comprehensive job evaluations; 7781 medical examination; 30 permits for work, operation of special machinery and high-risk equipment.
7. Reduction of methane emissions due to the transition to the use of recycled paper by 4 tons.
8. Ukrenergo confirmed the certificate of compliance with the requirements of ISO 14001:2015.
9. The system was introduced after project monitoring of Ukrenergo reconstruction projects.
10. Due to rational consumption of resources, Ukrenergo managed to reduce gas consumption for heating by 10.5%; electricity consumption by 9.6%; thermal energy consumption 7.5%, gasoline use 6.5%, and water use decreased by 12%.