



SAFETY & QUALITY ASSURANCE POLICY

To value quality and safety means to value the life!

The scope of our food safety and quality management system developed by ENZYM COMPANY PJSC in reliance upon the guidelines of HACCP and in compliance the provisions of the FSSC 22000 international certification scheme extends to the production and sale of yeast, baking additives and additional raw materials to meet the needs of bakers and the baking industry.

Mission of Enzym Company PJSC:

- Enzyme Company PJSC extends to its Ukrainian and European consumers assurances of the safety and consistently high quality of the products manufactured by the Company in line with their expectations and applicable legal provisions. Product quality is a key prerequisite to a growing competitiveness and a continuing success of our Company.
- Enzyme Company PJSC is a responsible employer that guarantees its employees proper working conditions and a competitive compensation.
- Enzyme Company PJSC is a socially responsible business that uses resources sustainably and cares about the environment.

Strategic Vision of Development:

- maintain and strengthen the leadership in the markets the Company has in Ukraine and Europe, build a consistently strong image in new markets thanks to its high-quality and safe products and its capacity to meet consumers' needs.
- constantly and consistently improve technology by introducing innovation in the production, service and after-sales support systems to increase the safety, quality and competitiveness of products;
- continuously improve the food safety system developed and certified in compliance with the provisions of the FSSC 22000 international certification scheme through the use of advanced information technology, i.e. the creation and improvement of electronic databases, implementation of automated document management systems;
- new production technology, energy saving and environmental safety are, and will remain, one of the central priorities of our Company;
- establish new connections and set up cooperation with domestic and European research institutes and centres to develop partnerships with suppliers and customers on an on-going basis;
- ensure optimal capacity utilisation;
- make the most efficient use of secondary resources obtained in the process of wastewater treatment (sludge and biogas);
- launch new fermentation-based products.

The corporate policies of Enzyme Company PJSC are based on the following corporate values:

- **corporate resilience** (The Company takes a balanced approach to doing business: it only develops those areas or products, for which it has sufficient expertise, competencies and resources);
- **high standards** (The Company sets high standards in all respects: production technology, processes, ways to ensure the safety and quality of its products; use of the experience of the world's top companies in the production of competitive and high quality products. Improvements to technology, products, services are an on-going process);
- **solid reputation** (The company takes responsibility in its interactions with business partners, customers, employees and the wider community at large) – cooperation is based on long-term relationships, mutual trust and loyalty;
- **result-oriented team** (an objective set for the team is the objective of each team member);
- **career and professional development opportunities** (The company allocates appropriate resources; actively implements on-the-job internships and their evaluation; the Company values employees who seek professional and personal development and are willing to dedicate their resources (effort, time)).

The purpose of this Policy is to demonstrate and reaffirm our commitment to a wider community and each of our customers.

General Director of ENZYME COMPANY PJSC
A.H. Tsehelyk

