



Policy on the Responsible Use of Palm Oil by Schedro LLC

Schedro LLC recognizes the importance of responsible palm oil use and its impact on the environment, society, and the economy. We are committed to implementing and adhering to the principles and criteria of the Roundtable on Sustainable Palm Oil (RSPO), contributing to the conservation of natural resources, ensuring workers' and local communities' rights, and integrating best sustainability practices into our operations.

This Policy defines our commitments to sustainable palm oil production and supply, transparency, legal compliance, human rights and labor rights protection, minimizing environmental impact, and supporting ethical business principles.

We believe that a responsible approach to palm oil use is a key factor in achieving a sustainable future for our company, partners, consumers, and society as a whole.

To implement this Policy, Schedro LLC adheres to the following principles and criteria:

1. Transparency

Schedro LLC strives for full transparency in its palm oil supply chain. We provide stakeholders with regular updates on palm oil sourcing, sustainability commitments, and RSPO certification progress.

2. Legal Compliance

We comply with all applicable national and international laws regarding palm oil supply, environmental protection, and corporate governance. Regular compliance audits are conducted to ensure adherence to RSPO principles.

3. Claims and Labeling

Schedro LLC ensures that all RSPO-related claims and labels are accurate and comply with RSPO trademark usage rules. We do not engage in misleading or false advertising regarding sustainable palm oil production.

4. Information Activities and Knowledge Dissemination

We actively cooperate with stakeholders, including suppliers, clients, and consumers, to raise awareness of sustainable palm oil production. Internal training is conducted regularly to promote best practices and RSPO standards.

5. Waste Management Plan

Schedro LLC implements a comprehensive waste management plan to minimize waste generation and promote recycling.

6. Water Resource Management

We prioritize the sustainable use of water, ensuring efficient consumption and preventing negative impacts on local communities.

7. Energy Use

Schedro LLC is committed to energy efficiency and reducing greenhouse gas emissions. We continuously seek opportunities to optimize energy consumption.

8. Sustainable Palm Oil Production Policy

Schedro LLC sources palm oil only from RSPO-certified suppliers. We aim for full traceability in our supply chain.

9. Support and Resources

We allocate sufficient financial and human resources to fulfill our RSPO commitments. Training programs and skill development initiatives for employees are conducted to ensure effective policy implementation.

10. Human Rights

Schedro LLC upholds human rights principles, ensuring that our activities and supply chain do not contribute to human rights violations.

11. Labor and Workers' Rights

We respect all international labor standards, ensuring fair wages, safe working conditions, and freedom of association. Child labor and forced labor are strictly prohibited in our operations and supply chain.

12. Ethical Conduct

Schedro LLC adheres to the highest ethical standards in all business practices. We maintain a zero-tolerance policy for corruption, bribery, and unethical behavior, ensuring compliance through regular audits and training.

13. Land Use and FPIC Principle (Free, Prior, and Informed Consent)

We respect the land rights of indigenous peoples and local communities. Any land acquisition is conducted following the FPIC principles, ensuring consultations with affected communities and adherence to their rights.

14. Occupational Health and Safety

Schedro LLC prioritizes workplace safety by implementing strict occupational health and safety policies. Employees undergo regular safety training, and our production facilities comply with international occupational safety standards.

15. Climate Change and Greenhouse Gases

We aim to reduce our carbon footprint by improving energy efficiency, minimizing deforestation, and investing in sustainable production methods.

16. Smallholder Integration

Schedro LLC supports small farmers by integrating them into sustainable supply chains. We provide technical assistance and fair prices to help them comply with RSPO standards and improve their well-being.

17. Complaints and Grievances

We have a structured grievance mechanism to address stakeholder concerns. Complaints are handled transparently and fairly, following clear resolution procedures.

18. Self-Assessment

Schedro LLC conducts regular internal audits and self-assessments to ensure compliance with RSPO principles. Independent external audits are also conducted to confirm our sustainability commitments.

The Company's Management is committed to implementing this Policy and ensuring the necessary resources for its execution.

Director of Schedro LLC

M.V. Shcherbyna