

Sustainable Development Practices Report

Ukrpol printing company

2019-2023



Ukrpol printing company is a leader among printing companies in Ukraine. In 2022, Ukrpol printing company LLC was ranked No. 1 in the market of major cardboard packaging manufacturers in Ukraine.

As of 2023, the company operates three production sites equipped with state-of-the-art machinery from the world's leading manufacturers. The company employs more than 600 skilled workers.



Serhii Kovalchuk

Co-founder and CEO
of Ukrpol printing company LLC

Our company has always strived to meet modern standards and the high demands of our customers. We understand that sustainable development is not only a fashionable trend, but also a prerequisite for successful operations in the modern world. In our work, we actively implement the principles of environmental responsibility, social justice and economic efficiency.

We are proud to improve our practices, reduce our environmental footprint and contribute to the development of the community. Our team is always ready for challenges and open to new ideas and initiatives. We believe that only by working together can we achieve great results and contribute to the sustainability and prosperity of our society.

A stylized, handwritten signature in blue ink, consisting of several fluid, overlapping strokes.

company in numbers

25+ years of experience in the printing market

3 production sites

23 000 m² of production space

600+ employees

50+ units of advanced printing equipment

12 units – own vehicle fleet

11 billion pieces of packaging produced per year (2023)



“You are always right. When you say you can do something, and when you say you can't. However, remember that by taking the “I can't” position, you deprive yourself of omnipotence. UKRPOL lives by the principle “I can. I don't know how yet, but I will find a way”. It drives you and gives you faith in your own strength. And our success story is the best proof of that.”

Anna Mykhailynyn,
Chief Financial Officer

UKRPOL

printing company

UKRPOL.UA

UKRPOL

printing company

printing

UKRPOL.UA

activity segments



Cardboard packaging

Advertising products
(brochures, flyers, posters)




Flexible packaging

Books,
magazines,
newspapers



Label

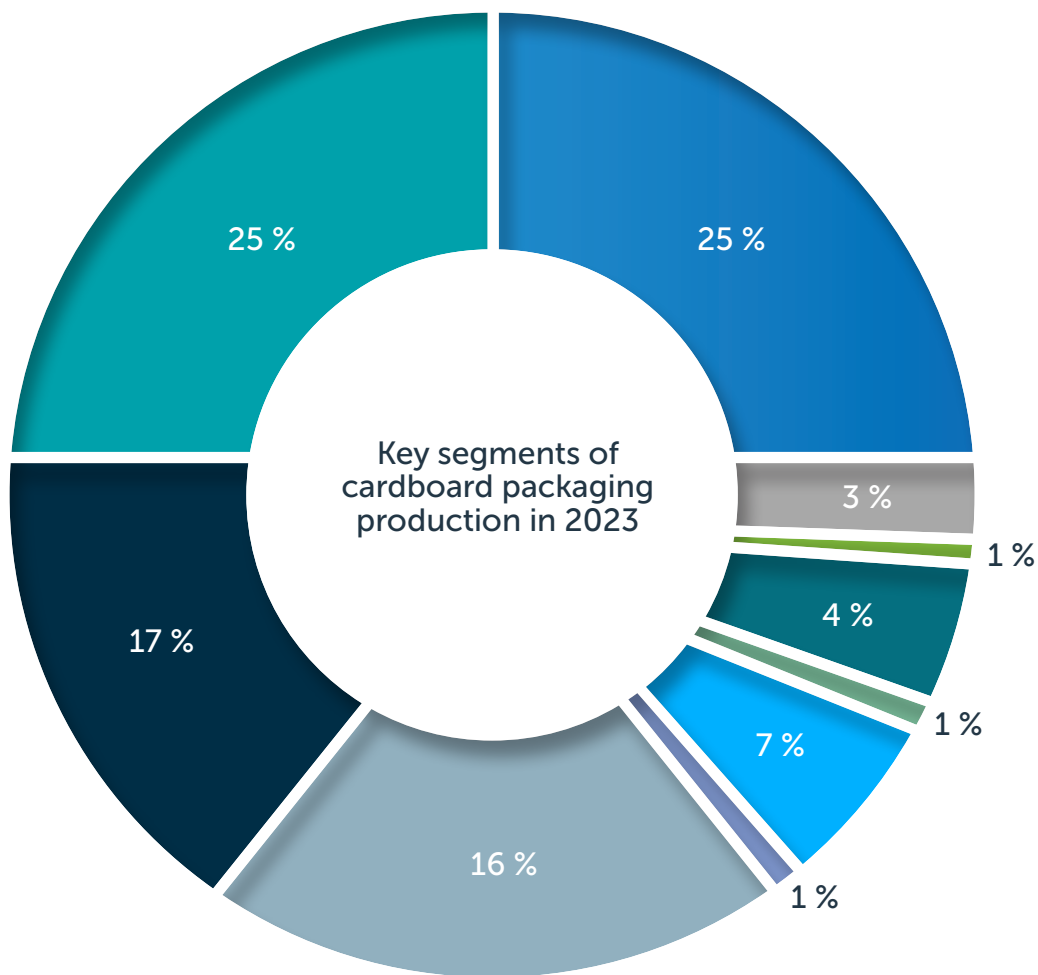
Packaging for bank
cards, starter packs
and loyalty cards





“Packaging is the face of any product, so Ukrpol's role in the success of our customers' brands can hardly be overestimated. Furthermore, given the amount of packaging we produce annually, we have a significant impact on the country's total GDP.”

Oleh Matsyshyn,
director pf the enterprise



- Pharmacy
- Other
- Other food industry
- Tea and coffee
- Confectionery industry
- Cereals
- Household goods
- Bank cards, starter packs
- Household chemicals
- Cosmetics and perfumes



production capacity

100 million

Production capacity in units of packages per month

23 000

Production area m²

4000

Pallet spaces for storage of products

1200 tons

Production capacity for cardboard processing per month

600+

Number of employees

25+

Years of experience in the market

3

Production sites

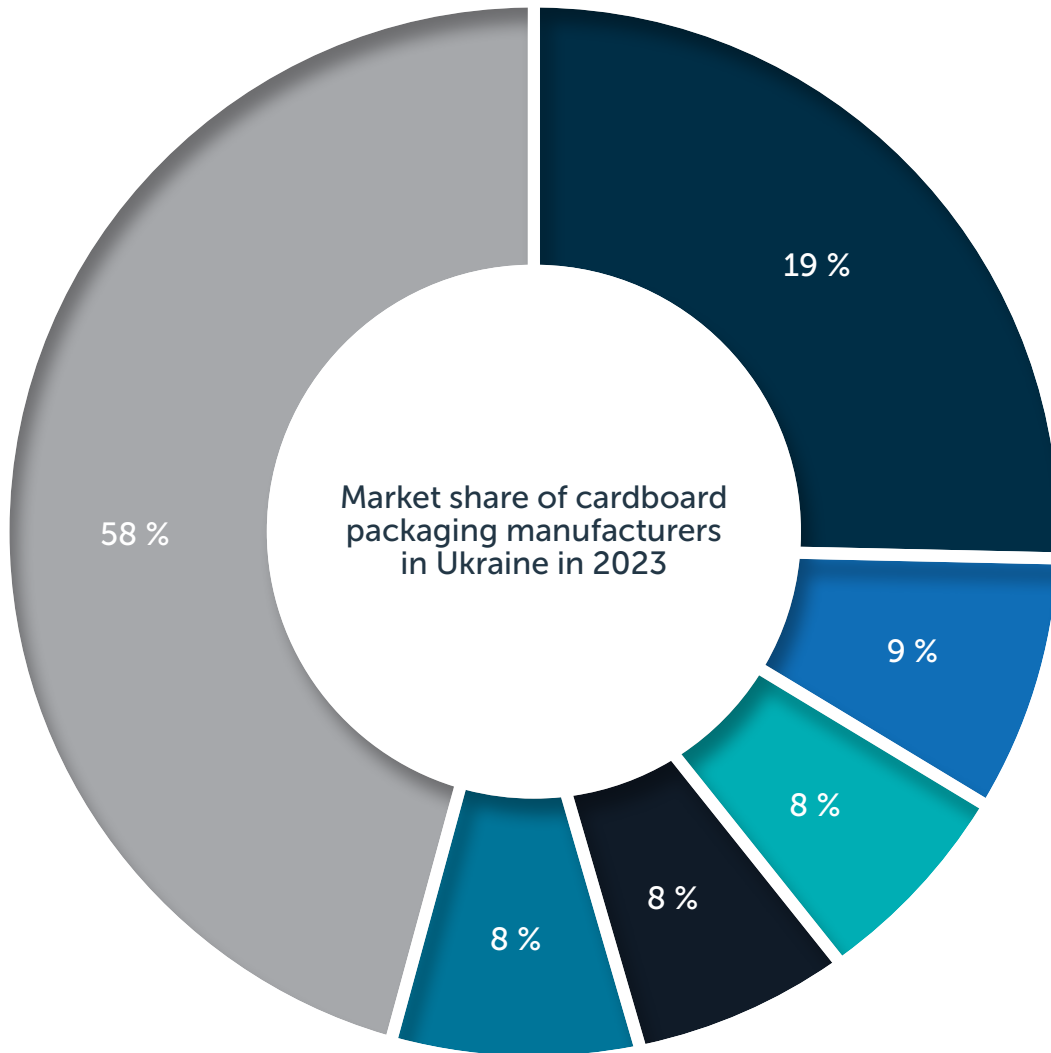




market leader

Ukrpol is the market leader in cardboard packaging in Ukraine

*According to the research of the cardboard packaging market in Ukraine 2023 by AR Group



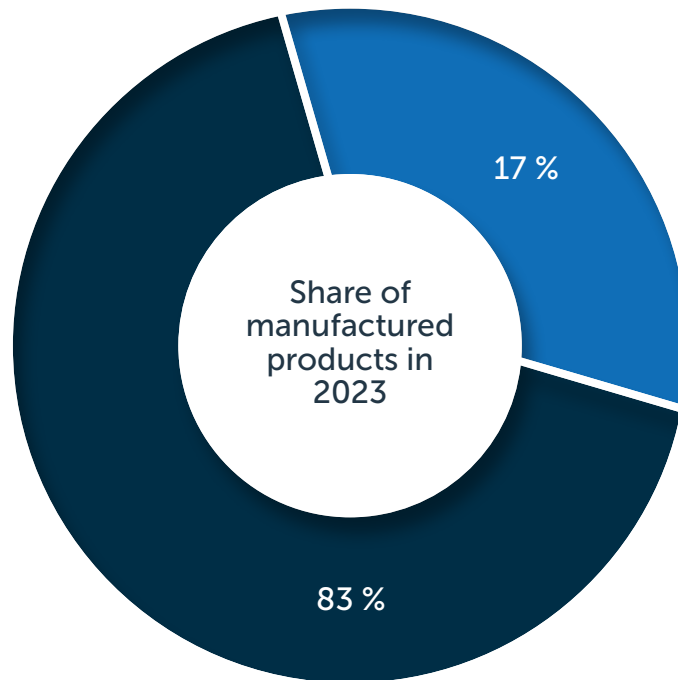
● Ukrpol printing company LLC 19%



*Sample of packaging produced by Ukrpol



representative offices



 In Ukraine  Exports

stakeholders



“Well-being of employees, well-being of customers, well-being of our community, and well-being of our country – this is the great mission to which we contribute through our daily activities.”

Oleh Kanivets,
Mayor of Stryi



our values

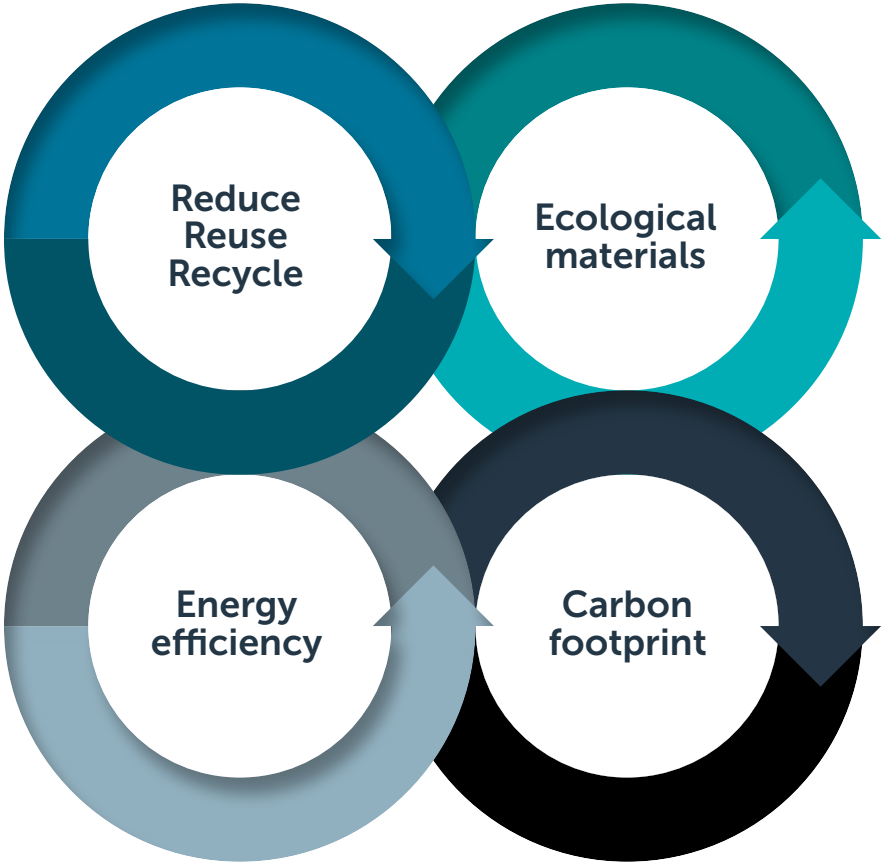






sustainable development of Ukrpol







environmental policy

In 2023, the company developed and adopted an Environmental Policy, the key aspects of which are:

- Energy efficiency and use of renewable energy sources
- Carbon emissions management
- Reducing paper usage and using environmentally friendly materials
- Waste management and recycling
- Environmental education and awareness
- Cooperation with specialists and experts
- Setting specific goals
- Reporting and communication

*Source: company website



“We process a large amount of cardboard, and therefore we understand that with volumes like these it is important to minimize waste, reuse everything that can be reused, and send production waste to our partners for recycling. All departments – from purchasing to sales, as well as our customers and partners – are working on this complex task, because the issue of resource use and the environment is high on the agenda for everyone.”

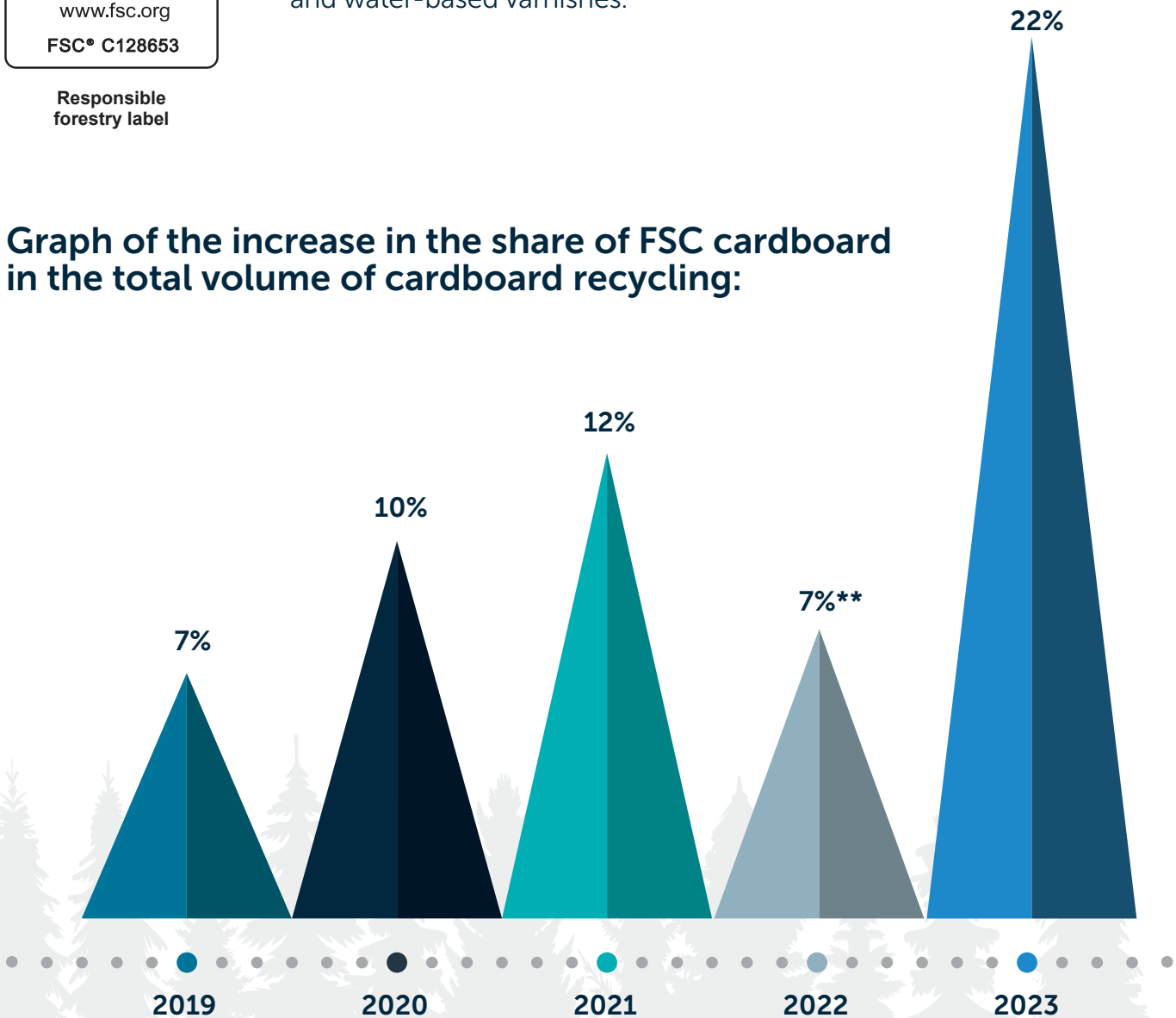
Pavlo Hatailo,
Ecologist



Responsible forestry label

FSC® helps to protect forests for future generations. The share of FSC cardboard in production is constantly growing, for example, in 2016 it was only 78 tons, and in 2023 it will be 1,656 tons. In addition, when choosing materials, the company is guided by the specifications of advanced customers who choose paints with low migration based on vegetable oils, so-called food-grade paints and water-based varnishes.

Graph of the increase in the share of FSC cardboard in the total volume of cardboard recycling:

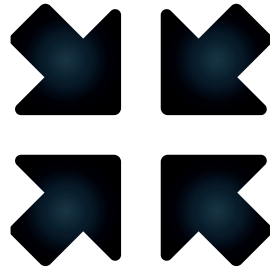


* Forest Stewardship Council® (FSC®) is an international non-profit organization that promotes responsible forestry worldwide. FSC defines standards based on agreed principles of responsible forestry that are supported by stakeholders representing environmental, social and economic interests. To learn more, visit www.fsc.org.

** Reduced or temporarily suspended business activity of key customers due to full-scale war.



reduce – reuse – recycle

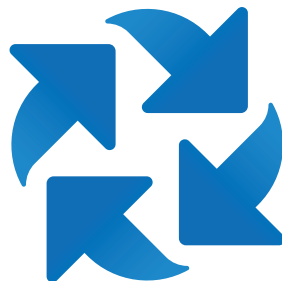


REDUCE

Optimize your cardboard stocks

By ordering in rolls and then cutting them into sheets of the required size in 2022, we managed to **optimize warehouse stocks and increase cardboard turnover by 20%**.

The cardboard is stored in the warehouse for no more than 90 days and then sold.



REUSE

Reuse of packaging materials

Cardboard boxes and packaging film **are reused** in the sorting and packaging of finished products.



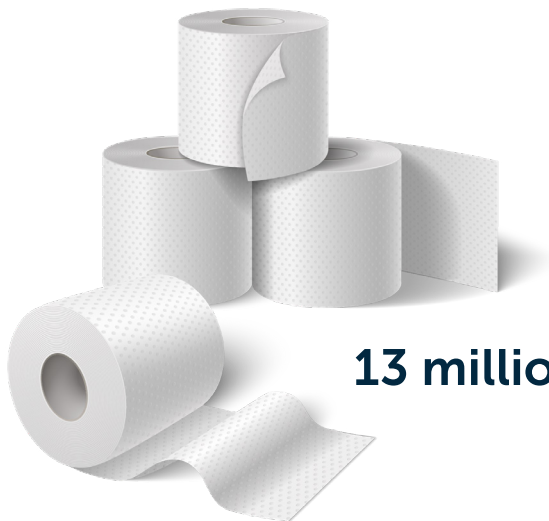
RECYCLE

Recycling of production waste

All 100% of the waste from the production of cardboard packaging is sent to partners for **recycling**, which is more than **2,000 tons** of cardboard residues per year.

One of our recycling partners is **Kokhavynka Paper Mill PJSC**, which produces Kokhavynka toilet paper.

Our annual production waste is transformed into more than 13 million rolls of toilet paper.

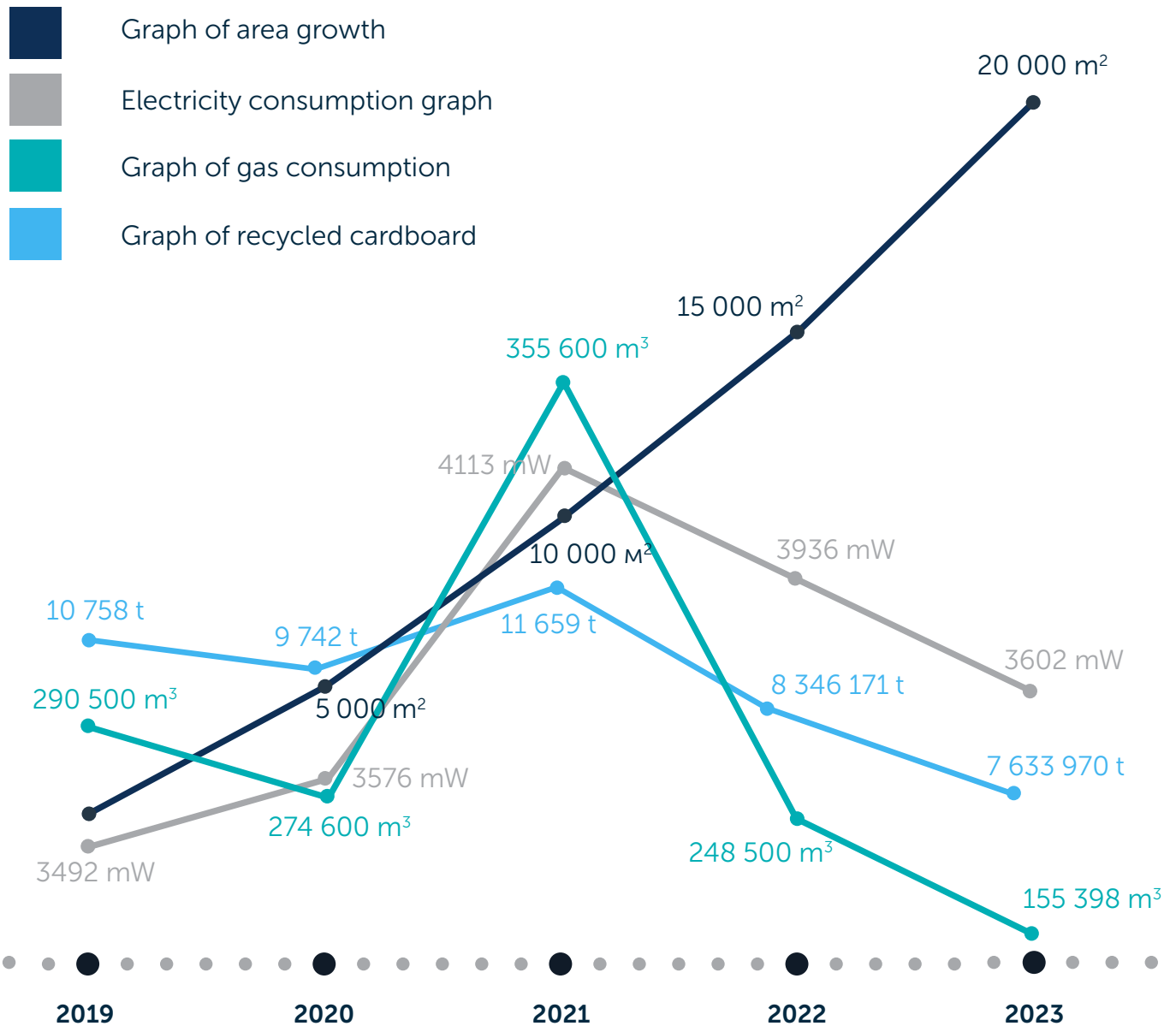


13 million rolls per year



energy efficiency

The company is constantly developing and expanding its production facilities. Over the past 5 years, the production area has increased by **70%** to **23 000 m²**. In 2024, the company plans to launch another **3200 m²** of production space by expanding the flexible packaging section. At the same time, electricity and gas consumption has decreased significantly.



environment

*Data provided by the company. Data for 2023 – for the last 11 months of 2023

alternative energy sources



The company is designing a **1.2 MW** solar power plant near the production facility.

A set of energy efficiency measures has been implemented:

01

Energy efficiency of production equipment provided by world-leading manufacturers

02

Automation and optimization of production processes

03

Energy saving boilers

04

Air recuperation

05

LED lighting



“The approach of choosing advanced equipment applies not only to production equipment, but also to all technical equipment of our enterprise. Automation of space heating systems and air recuperation are the measures that ensure the company's energy efficiency today.”

Bohdan Matviyiv,
Chief Power Engineer



carbon footprint

Measures to reduce the carbon footprint of logistics:



Certification of trucks.

Currently, the company's fleet includes: Euro 5 – 9 cars and Euro 6 – 3 cars



All freight transportation is **round-trip** - delivery of products in one direction and delivery of raw materials in the opposite direction.



Purchase of small cars for urgent deliveries and flexibility.

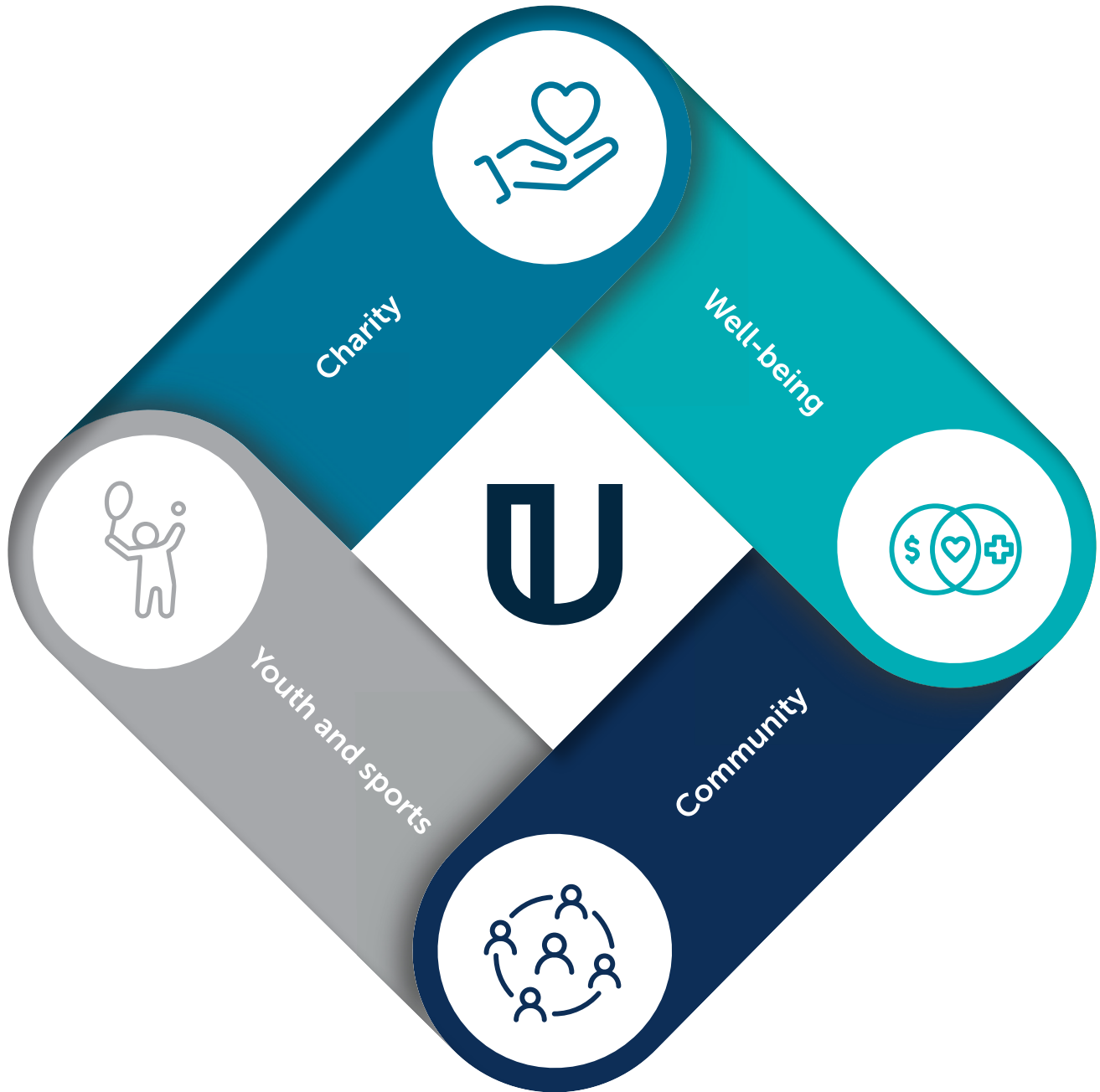


GPS tracking on all vehicles.



“For our customers, the transport department is a guarantee of timely receipt of orders, and for us, it is a matter of mobility. We carefully think through routes and vehicle loads to make the most of every meter of space and every kilometer of road.”

Ihor Dolishnii,
Head of Transportation and Forwarding Department



U

military aid



4

cars to the front



1

ambulance car



1

ATV



1

Starlink terminal



10

power plants and

20 powerful power banks



2

thermal imagers



100

bulletproof vests, gloves, thermal underwear, goggles, boots and overboots



2240

liters of fuel transferred to the Armed Forces of Ukraine



rehabilitation of the military

Regular delivery of **humanitarian aid and material support** for volunteer labor, support for volunteers in the community of Stryi and fuel for the military.

In 2023, the Oberih Dobroty Charitable Foundation was established, which continues to provide systematic assistance to the military and their families.



“Oberih Dobroty Charitable Foundation was established in response to the challenges of a full-scale war to respond to the needs of our military even more and faster. In the future, the fund's activities will include the implementation of other projects to support the community, youth, sports...”

Ivan Mokrytskyi,
Executive Director of Oberih Dobroty Charitable Foundation
and Head of Legal Department



In the first months of the war, active employees of the company got together in their free time and **wove 56 m² of camouflage netting, shelled 30 kg of nuts and made goodies** for our military and continue their volunteer initiatives.

Ukrpol also provides materials to the volunteer community of Stryi, which makes trench candles and anti-chill ointments for our military at the front line.



“Since 2014, we have been actively helping the military. We buy them drones, weapons, night vision, everything they ask for. Over the years, I don't even remember everything we have sent them. All the Ukrainian companies I know do the same. It is clear to us that we must do everything in our power to win the war.”

Serhii Kovalchuk,
CEO of Ukrpol



find out more



Ronald McDonald
House Foundation
in Ukraine

UKRPOL

Ukrpol is a permanent partner of the Ronald McDonald House Foundation

6 family rooms in children's clinical hospitals in **Lviv, Kyiv, Kharkiv, Vinnytsia, Rivne and Sumy**. Families can be together, support each other and feel at home.



"Support for family rooms is our contribution to the development of family-oriented medicine, which allows us to involve the child's family in the treatment of the child. Surrounded by love and parental care, a child recovers faster. Parents become partners with doctors during treatment: they help determine the child's condition, learn to provide the necessary support and care after returning home."

Serhii Kovalchuk,
CEO of Ukrpol

Construction of Ukraine's first Ronald McDonald House for families with seriously ill children.



Construction work will begin in 2024 on the territory of the National Children's Specialized Hospital "Okhmatdyt" in Kyiv. The house will enable families to live close to their children when they come for treatment. It will have an area of about **3500 m²**, five floors with **50 rooms**, and will accommodate **2,600 children and their families** annually. The first Ronald McDonald House was opened in Philadelphia (USA) back in 1974 with money from the sale of Shamrock Shake cocktails at McDonald's restaurants. There are already **384** such houses in the world.



"When a child gets sick, the whole family is tense and anxious. And staying in the hospital is a serious stress for the child and parents. However, there are hospitals with Ronald McDonald Family Rooms, where parents and children forget that they are in a hospital and feel at home. In the Family Rooms, friendly hospital administrators empathize with and support families of sick children, prepare delicious meals together, and families enjoy aromatic coffee or tea, breakfast and dinner. It's like being at home in a friendly, warm environment."

Halyna Solovei,

Director of the Ronald McDonald House Foundation



find out more

Ronald McDonald
House Foundation
in Ukraine

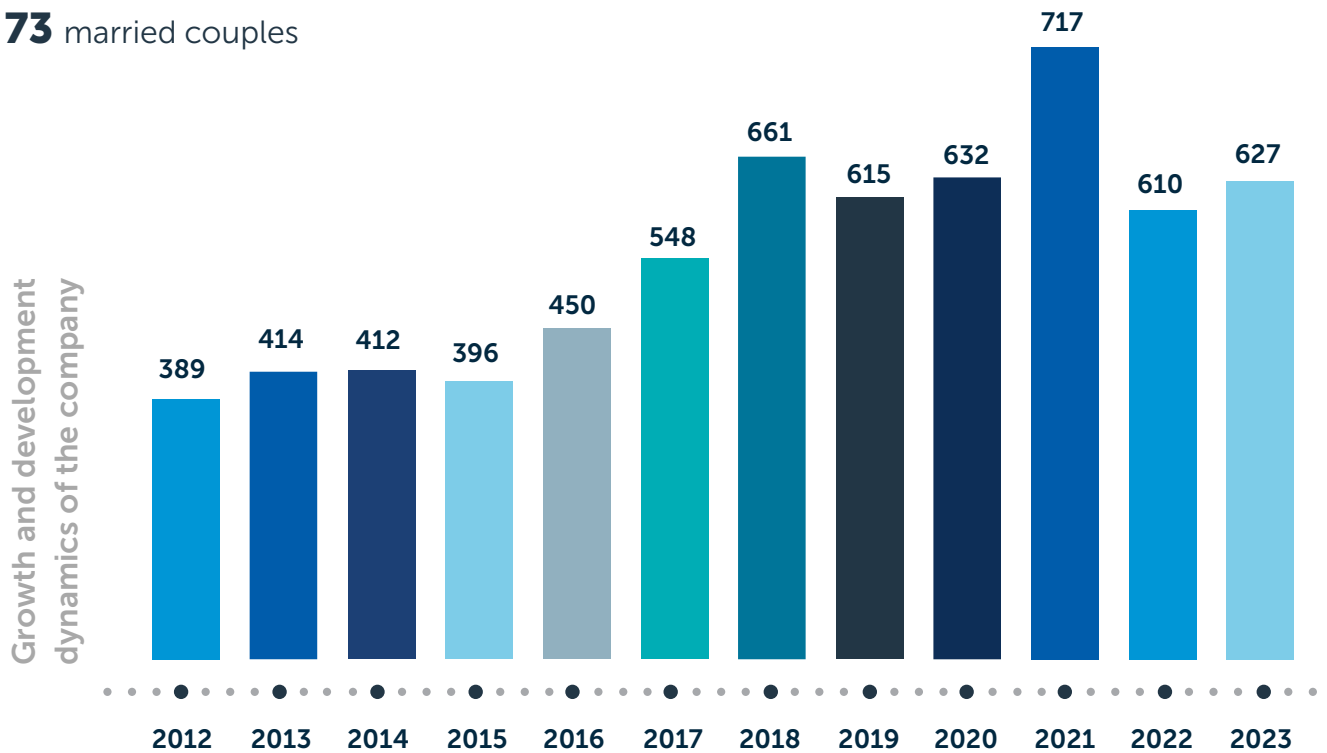




employee well-being – well-being

236 employees who have been working for more than **10** years

73 married couples



well-being



“Our company grew from a few people in 1997. We have always treated each other and our customers like family. We have families and generations working for us, so we see this as a kind of sign of trust and well-being. Now it’s a big family where openness, sincerity and attention to each other are valued.”

Svitlana Kovalchuk,
Director of Administrative and Human Resources

Decent work

- Remuneration is based on uniform principles and transparency.
- Performance-based motivation system.
- Normalized working hours, thanks to a variable schedule.
- Comfortable working conditions in compliance with the highest standards and sanitary norms.
- Advanced equipment and continuous development.



< Fill out the candidate's application form.
You can also fill out the application form at the company's reception.

Attracting employees through cooperation with:

- Higher education institutions (for more details, see pp. 38-39)
- Young technicians' station
- Stryi Association of the Disabled
- Stryi territorial organization of the Ukrainian Society of the Deaf

The town's disabled residents are given the opportunity to return to active life and work, and integrate into society.

As of the end of 2023, the company employs **27** people with disabilities.

The company's policy does not allow for any discrimination: racial, sexual, religious, skin color, gender, political opinion, social origin, or national independence.



gender equality



The company supports motherhood, and as of the end of 2023, **16 women** were on maternity leave with full benefits.

Woman driving a forklift

Ruslana Krushelnytska joined the company in November 2017.

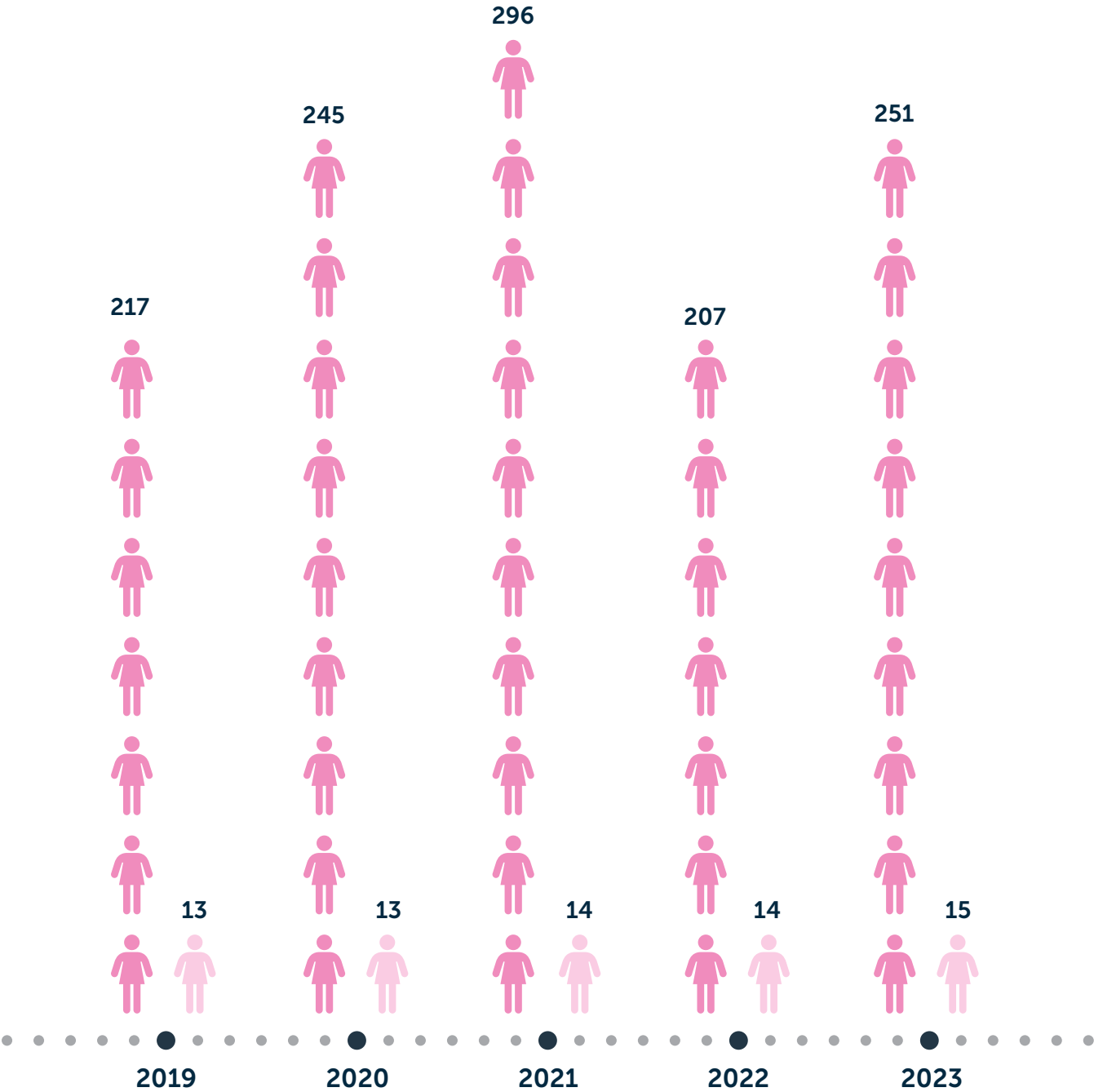
She worked as a stacker-packer at the post-press department.



When they were looking for a candidate for a forklift driver for the production department, Ruslana was among the first to express a desire to try it out, as she had a driver's license and experience in driving.

And why not? And now, more than a year after completing special training, we have our first female forklift driver.



Number of women in management – **15-37%**
 Total number of employees – **627**
 Women – **40%**



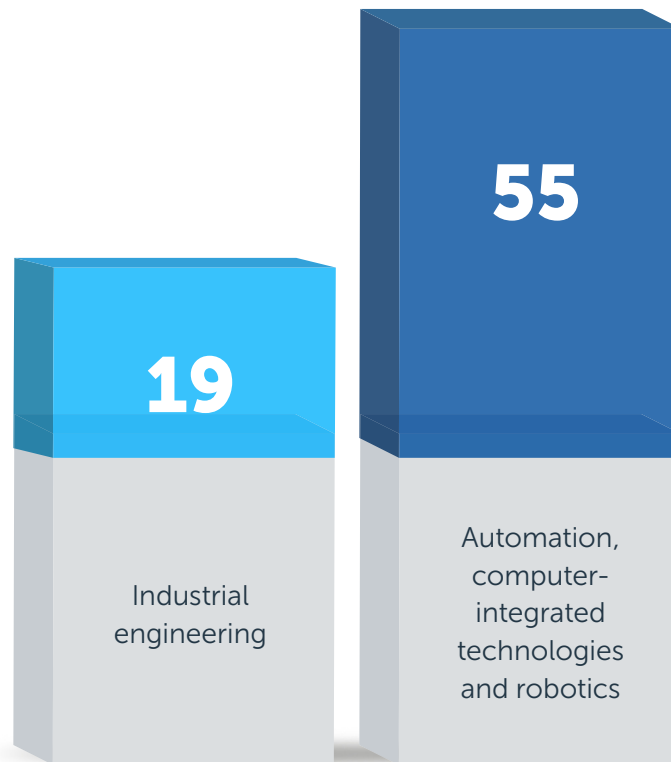
-  - Total number of women in the company
-  - Number of women in management



training of employees

Employees of the company have the opportunity to receive higher education or advanced training at **the Ukrainian Academy of Printing**.

Currently, **74** employees are studying in the following specialties:



Additional regular trainings:



- training according to company standards
- **training from equipment manufacturers:**
 - Specialized training for key employees
 - On-site training on equipment from manufacturers
 - Visits to leading equipment manufacturers
 - Exchange of experience with foreign partners

During training:

- Job and average earnings are retained during training
- Mentor support



Taking the next step
in your career



“The company's desire to develop human potential, master new technologies and improve processes encourages the team to be in a state of constant development.”

Svitlana Palko,
Advisor to the CEO



Popularization of the printing profession

39 excursions to Ukrpol were conducted for high school and university students

Also, participation in:

- career forums
- conferences
- job fairs in Stryi and Lviv
- presentations of the profession to schoolchildren and students

Student internships

Partnership with higher education institutions:

- Ukrainian Academy of Printing
- Stauropegion Higher Vocational School
- Bila Tserkva Printing School
- Stryi Vocational College of Lviv National Agrarian University

Since 2018, **32 students** have completed internships at the company





“We are actively involved in all initiatives and events where we can tell more about the printing profession, show our production with advanced equipment and the products we make that can be seen in stores and pharmacies every day. It is important for us that students acquire relevant skills and knowledge, so we invite them to practice, and we have recently launched a class for dual training at our production site.”

Iryna Zhavko,
Head of the Human Resources Department

Classes with groups of students of the Ukrainian Academy of Printing under the guidance of the Head of the Department of Printing and Packaging Machines and Packaging Technology, Doctor of Technical Sciences, Professor – Rehei I. I.

Specially equipped classroom for training





Social package includes:



01

Transportation to and from the place of work



02

Equipped public transport stop



03

Employee meals
(canteen, improved menu)



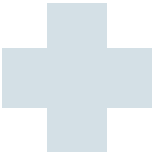
04

Overalls and work clothes

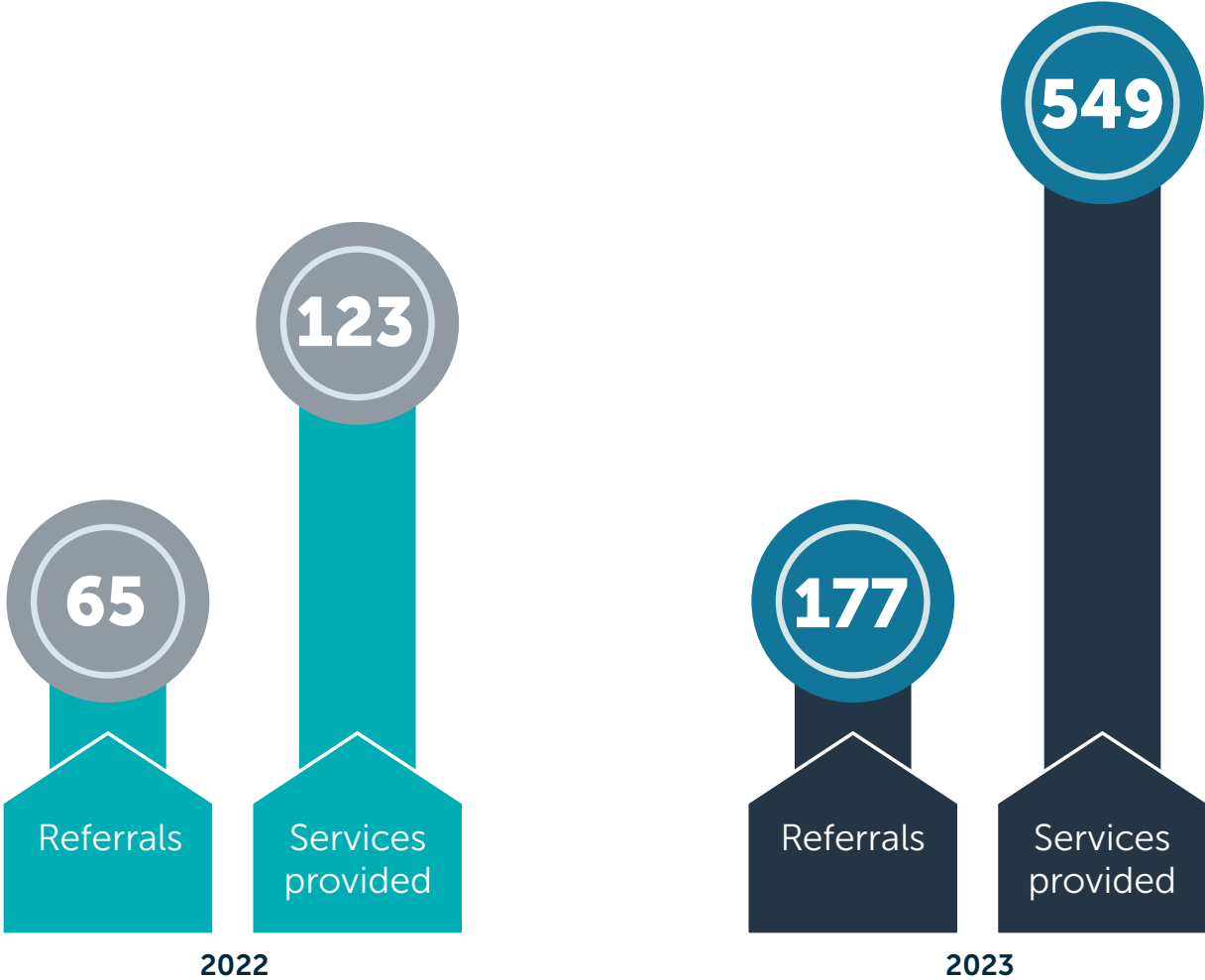


05

Medical checkup



Each employee has the opportunity to seek medical advice **free of charge 3 times a year at St. James Medical Center in Stryi**, and receive not only qualified advice but also high-quality services.



*For each visit, there are 1-3 services provided at St. Iakiv Medical Center

The most popular services:

- Ultrasound of internal organs, heart, joints and blood vessels.
- Consultations of gastroenterologist, cardiologist, neurologist, traumatologist.



“ When the drive of one multiplies by dozens

Excursions around the region – Castles of Transcarpathia



Conquest of the peaks – Parashka mountain



Winter tubing



Excursions around the region – Carpathian tram

“ Where laughter and fun unite hearts, the best collective vacation is born

Summer vacation in the countryside



Conquest of the peaks – Parashka mountain



Conquering the peaks – Parashka mountain

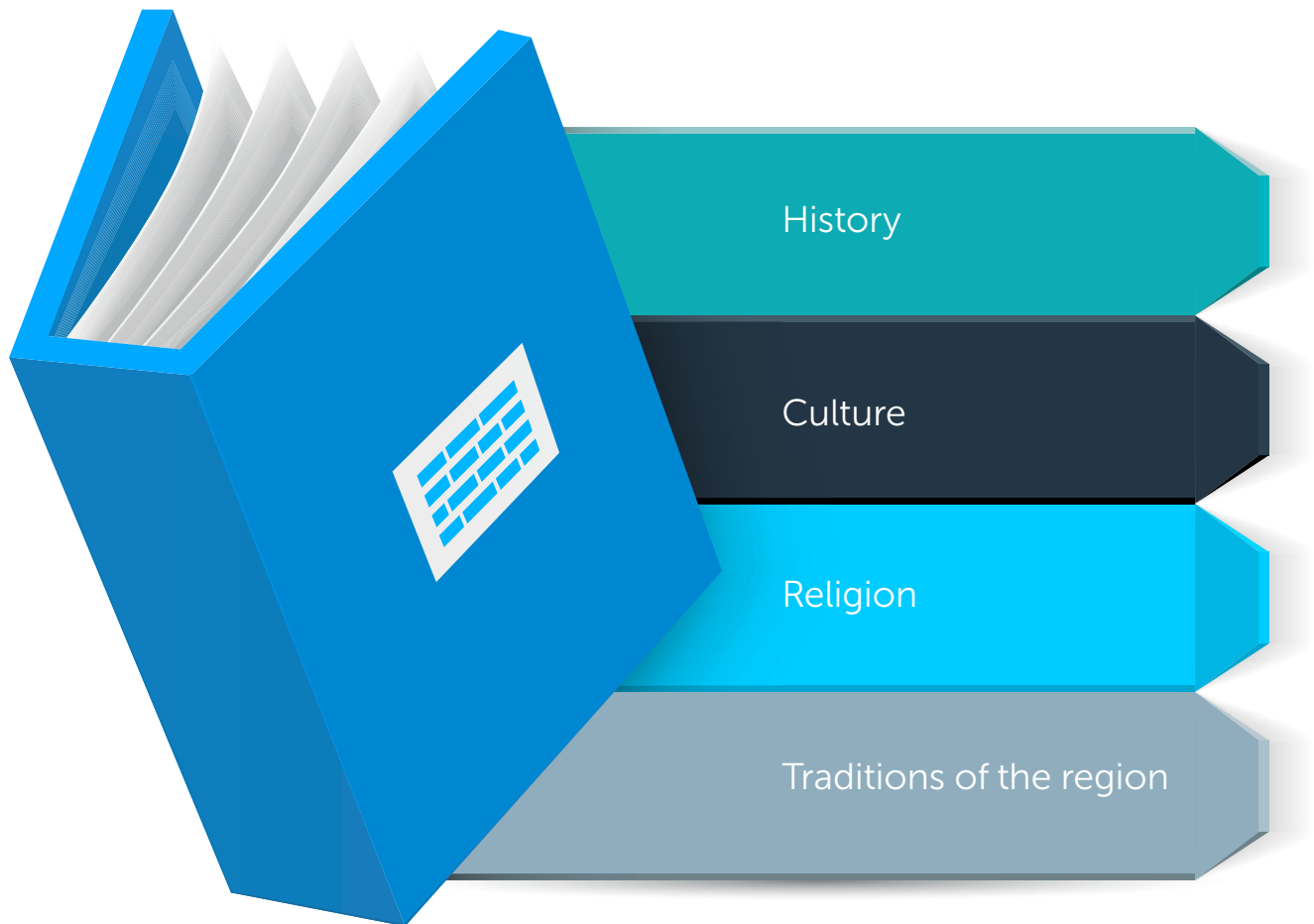


Excursions around the region – Carpathian tram

“ Traveling in a good company is always an adventure and new experiences



book printing

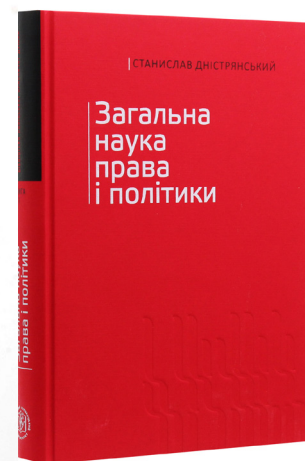
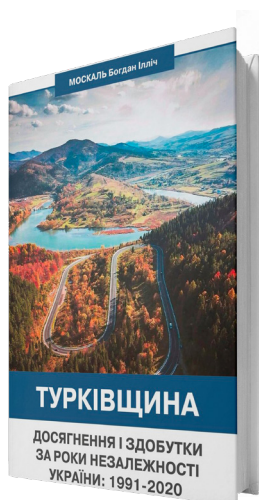
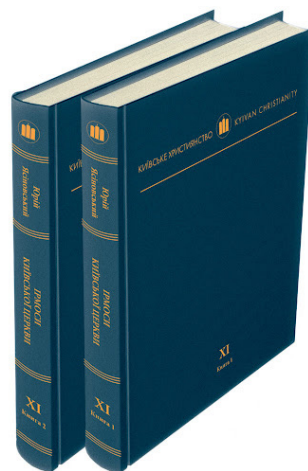


“We are not a book printing company, but we understand that there are books that may not be as attractive as a commercial project, but are very important for preserving our history, religion, and traditions. That is why we support such projects where the meanings prevail over the market demand.”

Ihor Parada,
Deputy Director

The company has published more than **15 books** at its own expense, including:

- 10 volumes of “Kyivan Christianity”
- “Andrei Sheptytsky. Metropolitan of Galicia. Harbinger of Ecumenism”, Liubomyr Huzar
- Small Kobzarik
- Oleksa Dovbush – P. Zborovsky
- Turkivshchyna – Bohdan Moskal
- General science of law and politics – Stanislav Dnistriansky
- Cathedral on the River – father Myron Hrynshyn





The Fortuna newspaper is for and about Stryi and has been the pulse of Stryi and the region for **23 years**. It has gone through periods of transformation, responding to the challenges of time, but has always been there for those who cannot do without it!



Fortune before October 30, 2021
Emphasis on ads



Fortune before February 24, 2022
Focus on successful strategies



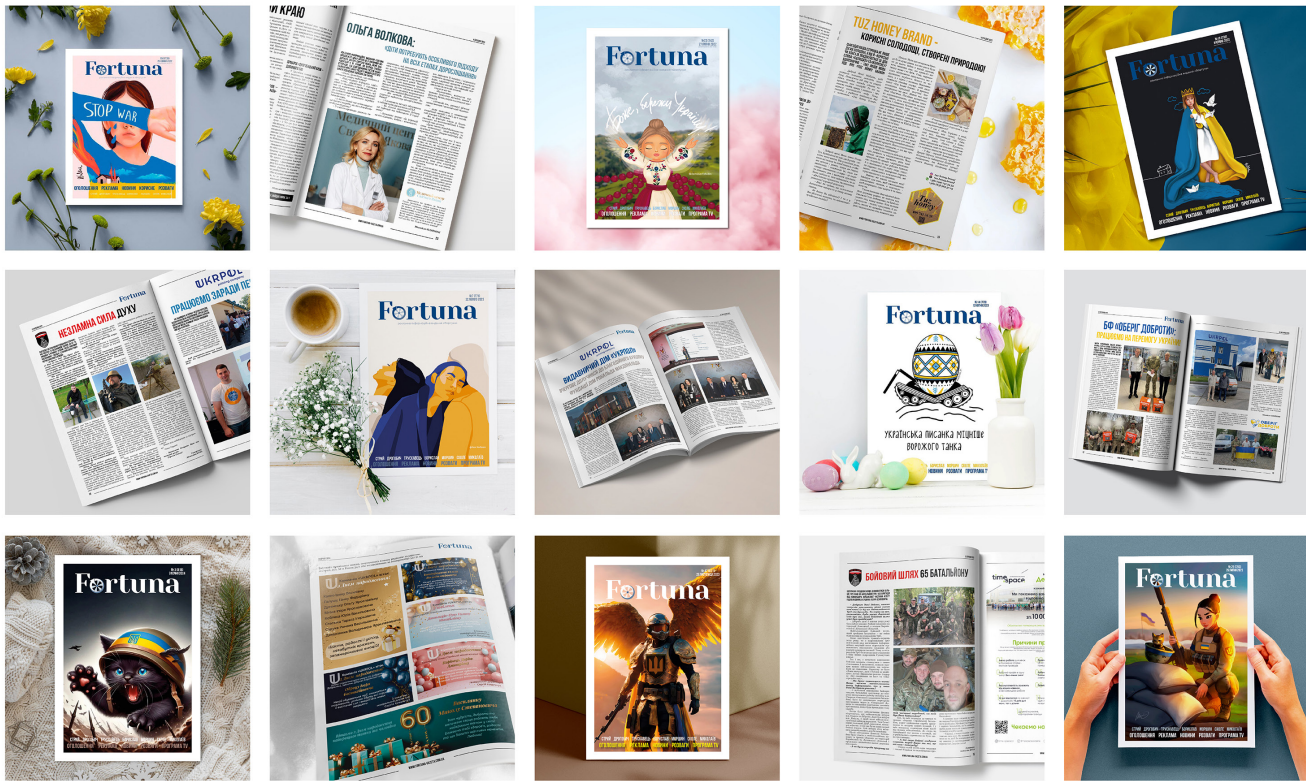
Fortune after February 24, 2022
Emphasis on war

Newspaper content after February 24, 2022:

- Covers on war and Ukraine
- News of the town and region
- Interviews with the military and the commander of the 103rd Tank Division of the 65th Battalion of the Armed Forces of Ukraine
- Sporting achievements of the countrymen
- Meet the volunteers
- Success stories of local entrepreneurs and companies
- Articles for self-development
- Tips from multidisciplinary doctors of St. Iakiv Medical Center
- Announcements and advertising of services
- Entertainment content: birthday greetings, crossword puzzles, astrological forecasts, cooking recipes, TV program, anti-stress coloring pages, book and movie selections.



find out more



In 2024, thanks to the support of Ukrpol, the project received a new website and a new life in the digital space!

 www.frtn.com.ua



“Fortuna newspaper is the heart and pulse of the town of Stryi. Our mission is to be not only a source of news, but also a reflection of the life of Stryi residents. For Stryi and about Stryi: Fortuna unites us in a common rhythm of events and stories that shape our town. We believe in the power of words and the importance of uniting through information.”

Oksana Palamar,
Director of Ukrpol Media LLC



response to COVID

Ukrpol has purchased a ventilator for Stryi Town Hospital:

- ventilator made in Australia
- portable suction pump ac/dc, SUF01-A01



find out more



“These are modern devices of a new generation, which are actually designed to help seriously ill patients with pneumonia and COVID-19, and which we did not have.”

Osyp Behei,
Director of Stryi Central Town Hospital



“At a critical time in the fight against the pandemic, we consider it necessary to concentrate all our efforts to fight the coronavirus and support doctors and nurses in their hard work. Of course, I would like to see this medical equipment used as little as possible.”

Serhiy Kovalchuk,
CEO of Ukrpol

- Arrangement of bomb shelters in schools
- Arrangement of the park of the fallen hero R. Sunak in Stryi
- Support for **the Easter Basket** project from Caritas Stryi Eparchy – **food packages for lonely people** living in Stryi Eparchy – **100** food packages in 2023



project "Leader in me"

from the CF "Intellect of the Nation" with the support of Ukrpol and other sponsors



120 children



find out more

more than 50 – children from socially vulnerable categories: orphans, children of military personnel, children from IDP families, whose participation was made possible by the support of sponsors.

An internationally recognized educational program, which is an adaptation of the leadership program for schoolchildren by the famous **Stephen R. Covey** and has been conducted for **more than 20 years in 72 countries**. In Ukraine, the program is implemented by **Franklin Covey Education Ukraine**.



"The Leader in Me" is about teaching children to rely on themselves (to be independent) and to cooperate with others (to be interdependent). It is about their activity, initiative, responsibility, planning, win-win thinking (maintaining a balance between what the child wants and what others want), developing empathetic listening, and creating synergy. In other words, young Ukrainians need to learn the skills of the twenty-first century in order to be successful in the modern world. At the same time, based on the realities of our time, it is important to overcome the post-traumatic syndrome of many children."

Iryna Karpinska,

Head of the Intellect of the Nation Foundation

station of young technicians



The Ukrpol printing company supports the activities of the Stryi Sports and Technical School (Stryi Station of Young Technicians):



find out more

- material support
- financing of trips to foreign competitions
- opportunity for internships and further employment at Ukrpol

260

children and young people



6

teachers



“Children involved in technical sports are the future technical elite of Ukraine. Our car modelers from Stryi are among the first of the first thanks to a simple truth: work, work and more work.” (pictured)

Ihor Safiyanyk,
Director of the Stryi Station of Young Technicians

Technical sports:

1. Automobile:

- cordon models
- track models
- indoor cord models

2. Ship modeling

3. Karts (mini-cars)

4. Motorcycles

And for younger children in grades 1-3 – **classes in technical creativity, technical design and drawing.**

Achievements and victories of students:

- 1st place at the 2022 World Championships in cord models,
- silver medal in Switzerland 2023,
- gold medal at the Ukrainian Championship in cord models in 2023,
- 4 gold + 3 silver + 3 bronze medals at the Ukrainian Youth Championships.

Achievements and victories of coaches:

- gold at the Ukrainian Senior Championships,
- Ukrainian Senior Cup,
- 1 gold, 1 silver and 1 bronze medal at the World Championships in Basel, Switzerland



Car modeling

Car modeling or automotive modeling is a technical art of modeling, constructing and testing small-scale models of land vehicles: cars, ATVs, motorcycles, tanks, etc. Modeling involves reproducing not only the appearance, but also the operation of mechanisms, so these can be very accurate copies of real machines in a certain scale, as well as operating models.

station of young technicians



In **2002**, Serhii Kovalchuk, CEO of Ukrpol, initiated and united the town's entrepreneurs around the construction of a **border guard training center**, which has already hosted **four European Cup finals and three World Championships** in 2008, 2014, and 2017.



Since the beginning of the full-scale war, the Young Technicians' Station has been actively involved in **volunteer work**. Here, they sew pillows, harnesses, balaclavas, hats, knit socks, make trench candles and anti-chill ointments. And Stryi car modelers involved their fellow athletes from abroad in fundraising and as of the end of 2023 raised **more than UAH 10 million 300 thousand**.



football - both sport and team building



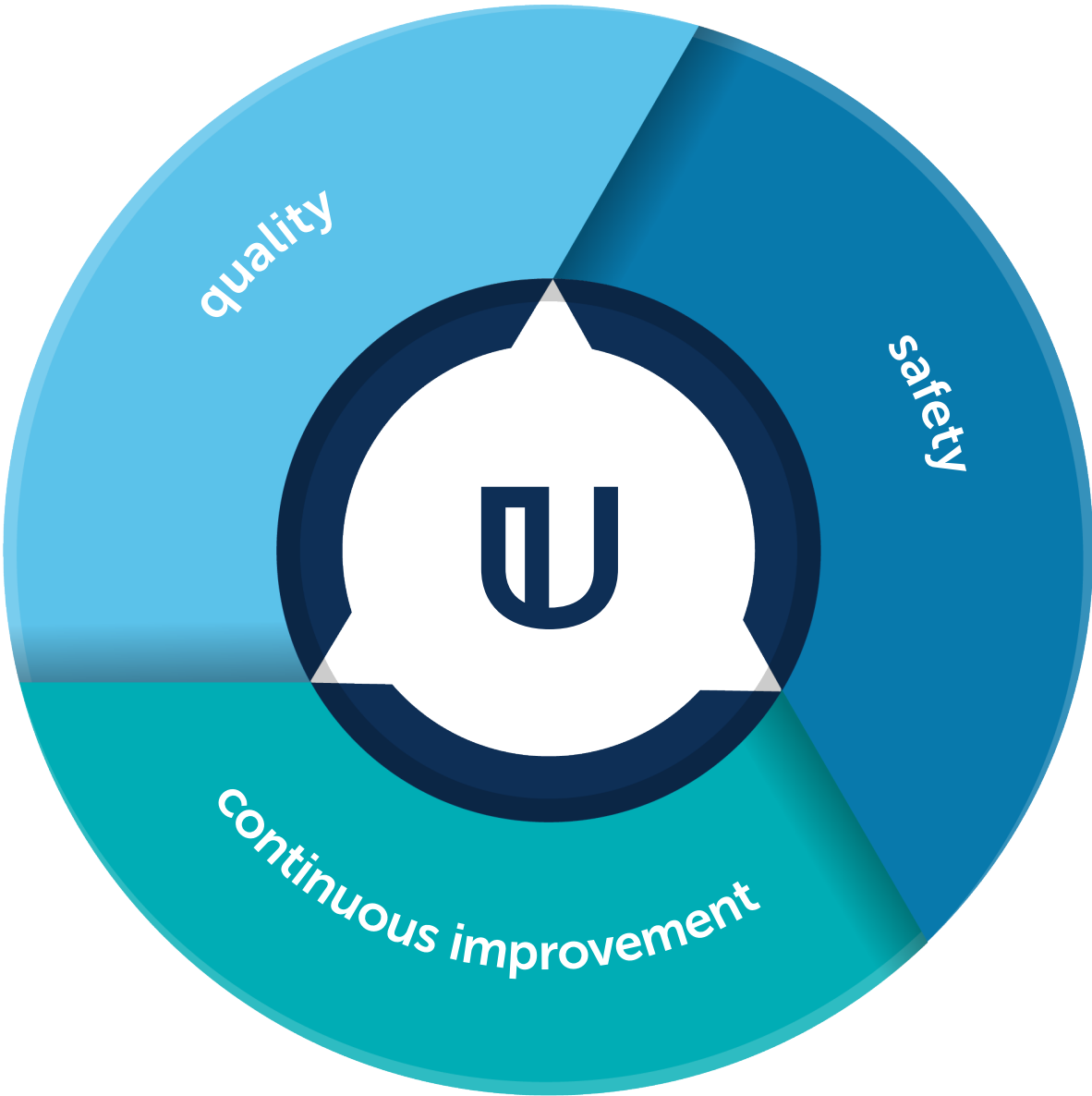
Cup Ukrpol:

- 4 teams
- 20 people
- from 2023
- annual
- held on the Day of the Polygraph Worker (last Saturday in May)
- first tournament – end of 2022.



“It’s no secret that the guys like football, they started gathering and playing a long time ago, and I joined in and we organized it at the company level: renting a stadium, uniforms, support. We now have our own team, with which we take part in district tournaments, and we also founded the Ukrpol Cup on the occasion of our professional holiday, the Day of the Polygraph Worker. The national team consists of people from different production sites, departments and warehouses, so it really unites the team, both those who play and those who cheer!”

Andrii Svintsitskyi,
Production Director





quality



Timeliness of production and shipment of products – **95 %** of the annual target, which is exceeded every year.



Print quality – **98,1 %**



Reject rate - **1,9 %**



Reliability – redundant equipment, energy resources



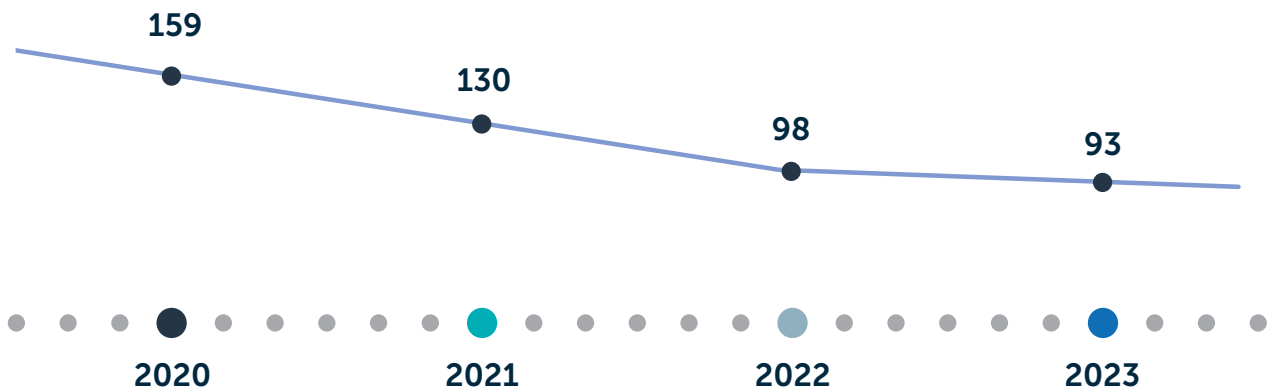
Customer satisfaction - **88%** - rated the company's service as **excellent 96%** rated the **quality of products** as excellent or **very good**

*Based on the results of 2023



Number of non-conformities is declining

Number of discrepancies in pieces, with a turnover of 11 billion per year



International standards



BRCGS is a global standard for packaging materials recognized by the Global Food Safety Initiative Group (GFSI), which confirms that products meet the highest quality and safety standards.



find out more



ISO 9001:2015 is a quality management system that guarantees consistently high quality of goods or services provided, regardless of changes in external or internal conditions.



Знак відповідального лісництва

Forest Stewardship Council® (FSC®) is an international non-profit organization that promotes responsible forestry worldwide.



AEO is a special status that certifies a high degree of trust in the company and provides it with significant simplifications in customs formalities, confirms its safety and reliability.



“The Institute of Authorized Economic Operator is an international practice that promotes transparent and stable business operations. And responsible leadership, which each of you has demonstrated at a high level, plays a key role in this. Thanks to your decisions, you are bringing Ukraine closer to the Agreement on Mutual Recognition of AEO Status with the European Union. Special thanks to the team of Ukrpol printing company, who dared and successfully passed the assessment procedure to obtain the first AEO-B status in Ukraine.”

Vladyslav Suvorov,

Deputy Head of the State Customs Service of Ukraine Quality, safety and continuous improvement



find out more

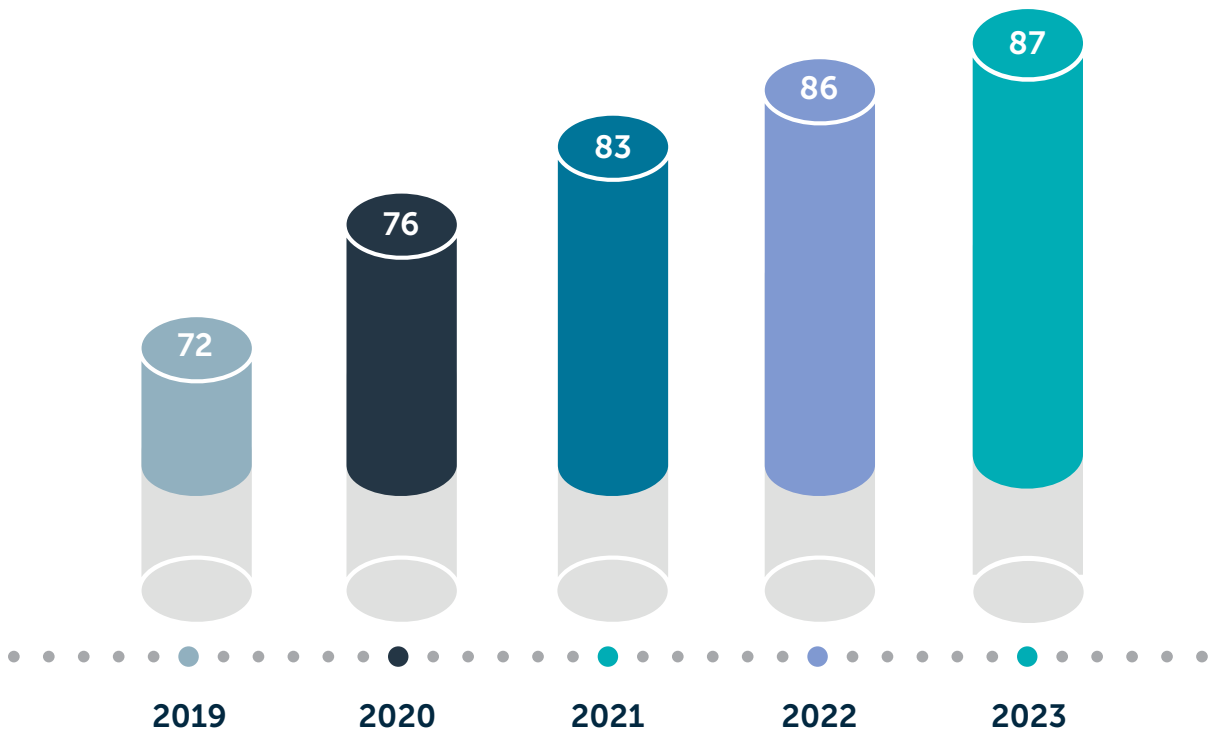


The principle of "Safety first"

Continuous review and upgrade of production equipment for quality and safety purposes

14 units of new equipment over the past 5 years – **27%** of the total.

Increase in the main production equipment:



We work with the best equipment manufacturers:

- Printing equipment: Heidelberg, KBA, Germany
- Post-press equipment: Bobst, Switzerland



Advanced equipment from the world's leading manufacturers has:

- integrated security systems,
- protective installations,
- automatic shutdown systems

which guarantees quality, saves energy, and prevents injuries during the production process.



“Occupational safety is integrated at all levels, starting with timely inspection, maintenance and updating of the best possible equipment, which has built-in safety and security systems that reduce the likelihood of injuries to 0.”

Iaroslav Bartkiv,
Occupational Health and Safety Engineer



continuous improvement

Continuous improvement is part of the corporate culture and is also driven by demanding customers and numerous audits according to international standards. **An integrated management system** according to international quality standards is in place, and **Lean** and **Kaizen** are integrated into the production process.

Key improvements:



Opening of a flexible packaging section.
Use of TOC (theory of constraints) in the production process

Targeted warehousing at the raw material warehouse



Implementation of the international **BRCGS standard** for packaging materials

Own transportation and logistics department.
Cardboard cutting section for sheets.
Electronic document management.



Obtaining the status of Authorized Economic Operator

Implementation of a targeted warehousing system at the finished goods warehouse.
Implementation of ERP systems.
Expansion of the flexible packaging area + 3200 m²





“International standards and quality management systems allow us to continuously improve and meet the high demands and expectations of our customers.

Self-inspections, audits by customers and certification bodies are always an opportunity to review processes and find potential improvements.”

Olesia Pozhar,
Director of Quality Management

Production improvement story

How small process improvements have a big impact at scale:

“Stepan Pleshka works on equipment that cuts out packaging. The design of the equipment allowed us to work with a 540 mm wide sheet, which was exactly the width we needed for the packaging itself, which left us with 2 options: 1. cut off the technical side, which is a prerequisite for quality control, or 2. reduce the number of packages on the sheet from 6 to 3, which is 50% of the material that will go to waste. But Stepan was not satisfied with this compromise of quantity and quality, so he analyzed the design of the equipment and expanded the required zone from 540 to 543 mm. These 3 mm made it possible to increase the width of the format to accommodate the maximum number of products on a sheet without significant waste and without cutting off the technical side for quality control.”



“Using an automated control system allows the company to make timely and correct decisions and save resources.”

Svetlana Palko,
Advisor to the CEO

Digital transformation of the company - implementation of a new ERP system 2022-2024

Digital Twin, optimized business processes digitized and implementation of a number of modern management tools.

- 19 out of 24 main business processes will be automated
- Implementation of a new ERP system:
- Electronic document management
- Unified financial reporting
- Real-time management reporting
- Integration of internal accounting systems
- Process automation



find out more



suppliers of cardboard

working with the best for the best!



MM board and paper



Stora Enso



Kyiv Cardboard and Paper Mill



Asia Pulp & Paper



Metsa Board



Umka



Holmen Igggesund



Reno De Medici S.p.A.



Baiersbronn Frischfaser Karton GmbH



“Direct cooperation with leading cardboard and paper producers allows us to get a competitive price for raw materials and fully control the process from order to delivery to Ukrposhta’s warehouse.”

Oleh Bandurovych,
Head of Supply Chain



“When you work with such globally renowned companies, you have to meet their requirements and expectations in everything. Our clients and their requirements are our constant driver for change and improvement.”

Roman Petryliak,
Commercial Director



international experience

The company's representatives regularly attend specialized exhibitions abroad to keep abreast of the latest technologies and trends in the industry.

- Druppa, Düsseldorf, Germany
- Interpack, Düsseldorf, Germany
- Taropack, Poznan, Poland
- Eurasia Packaging, Istanbul, Turkey
- Working visits to partners and leading printing companies in Europe

Moreover, present products and capabilities at professional events in Ukraine, such as the **International Economic Forum and Big Business Day**



We are proud!



Ukrpol printing company is in the Forbes Next 250 ranking!

The Next250 is a list of 250 promising small and medium-sized companies in Ukraine that are the future. The list includes 250 companies from the following categories: manufacturing, services, food industry, light industry, creative industries, HoReCa, and retail.

The total revenue of **250** companies in 2022 is over **UAH 39 billion**.

The ranking was first created by Forbes Ukraine and published on June 29, 2023.



partnership



17 sustainable development goals



Ukrpol printing company reports on its sustainable practices with reference to the Global Sustainable Development Goals

	Cooperation with charitable organizations to provide food packages to single people	Page 47
	Free medical services for employees at the medical center, medical examinations, high-quality ventilation system in production facilities. Program to support the local hospital during Covid. Programs for employee development and leisure.	Page 32, 38-39, 40-41, 46
	Through partnerships with specialized higher education institutions, we offer employees the opportunity to receive higher specialized education, dual training and internship programs, and excursions for students and pupils to popularize the printing profession.	Page 34-37
	The company adheres to the principles of gender equality, with the share of women in production and management constantly increasing. We ensure equal opportunities and access for women to all specialties, training and mentoring.	Page 34-35
	The company has implemented a number of energy saving measures at its production facilities and plans to install a solar power plant.	Page 24-26
	Continuous improvement of working conditions, decent remuneration, social package for employees, medical package, opportunities for training, professional development and career development. Taking care of employees' well-being.	Page 35-37

17 sustainable development goals



Continuous upgrades and investments in advanced equipment and technologies, our own vehicle fleet, and the introduction of automated processes.

Page 54-59



Measures to popularize the profession among pupils and students, internship opportunities for students with subsequent employment. Employment of people with disabilities.

Page 33



The company supports the development of the town and community in every possible way: projects for the improvement of the town, support for youth and sports, local media and book publishing.

Page 42-45,
47-52



We have implemented systems to minimize waste in production, reuse packaging, and send all production waste to partners for recycling. The company also uses raw materials from regenerative forests.

Page 20-23



Energy efficiency measures have been implemented. The company's newly created vehicle fleet minimizes its carbon footprint from logistics thanks to the implemented practices.

Page 24-26



Using environmentally friendly materials in production, increasing the share of cardboard sourced from reforestation.

Page 21



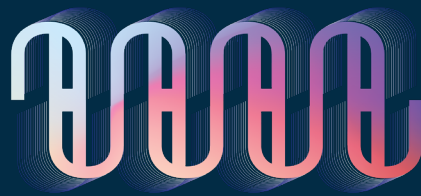
Compliance with the law and numerous international standards. Supporting the military with material resources and employee volunteer initiatives.

Page 28-29



Numerous partnership projects with customers, educational institutions, local authorities, charitable foundations and NGOs. One example of a partnership project is cooperation with the Ronald McDonald Foundation in the arrangement of family rooms in hospitals.

Page 30-31,
36-37



www.ukropol.ua

The Sustainable Development Practices Report of Ukrpol printing company was prepared by the company's sustainability consultant, Olena Sozanska-Ivankiv, at the request of the company

www.esepconsulting.com