

## Communication on Progress Report

Name of the participating company/organization: **TNT Bulgaria Ltd.**

Country: **Bulgaria**

Sector: **Transport**

Reported period: **01.2006 – 12.2006**

Structure of the Report:

Part I. Communication on Progress Report:

1. Statement of continued support for the Global Compact by the CEO or other senior executive

I confirm that TNT Bulgaria continues to entirely support the ten principles of the Global Compact in respect to human rights, labour rights, and the protection of the environment and anti-corruption practices. We further support and advance those principles within our activities and business practices by fully complying with TNT Business Principles. Here attached our written commitment is as well as information regarding our practices in order to support the initiative.

Ivan Vassilev  
Country General Manager  
TNT Bulgaria

2. Description of practical actions taken to implement the Global Compact principles and measurement of performance

- 1 - Commitment

TNT Bulgaria is a part of TNT Express, a leading provider of business-to-business express delivery services. We provide on-demand time-definite and day-certain door-to-door delivery services for documents, parcels and freight. It is our ambition to be recognized as a quality-focused company, which is a good corporate citizen and have positive and sustainable contribution towards society in an economic, ecological and social aspects.

We as a part of TNT are committed to sound business conduct and fully comply with the company standards and TNT Business Principles. It is within our TNT Business Principles where our responsibility towards all our stakeholders is expressed (you can view TNT Business Principles at [www.tnt.com](http://www.tnt.com))

- **2 - Systems**

In order to support our ambition we have implemented and maintain an integrated management system based on ISO 9001, SA 8000, Investor in People, ISO14001 and OHSAS 18000 standards and thus have a fully deployed integrated system, which covers all aspects of corporate social responsibility. In addition to this we support various other socially oriented external projects (Bulgarian Business Leaders Forum, UNGC, etc.)

- **3 - Actions and Performance**

Since August 2001 TNT Bulgaria Management System has been certified to ISO9001 and Investor in People. In 2005 the management system was further developed by adding the requirements of Social Accountability 8000 and officially certified in August the same year. Then in 2006 IMS was fully deployed by implementing the requirements of OHSAS18001 and ISO14001. Since November 2006 the Integrated Management System has been officially certified to the last two standards.

While auditing the company for compliance with the requirements of SA8000 the auditors seek for proves that the company practices correspond to the standard prescriptions. The standard elements themselves are: not using child or forced labour, ensuring health and safety working conditions, freedom of association and right to collective bargaining, not practicing discrimination or disciplinary actions humiliating personality, complying with applicable laws and industry standards on working hours and remuneration. No non-conformances were raised during the audits and the audit trail showed that the management system was very well maintained.

While implementing the principles of ISO14001 the company carried out a detailed analysis of its environmental aspects and impacts and mapped out targets for minimizing its harmful impacts. A program for environmental protection and minimizing negative impacts was developed and the management engaged with its completion. During the certification audit it was found out that the policy was in line with the company activities and the objectives were actual and measurable. One of the first steps to be undertaken was the separate collection of paper waste for recycling and further paper consumption reduction. Special waste bins for paper were placed around the office and staff was trained on separate collection of paper. Another step mapped was carrying out a community survey targeting our neighbours and asking for their opinion about our organisation and the role we play in this community. The results of the survey will be ready in January, the outcomes will be analyzed and corrective measures taken where necessary.

Another project that TNT Bulgaria has started in November 2005 and has further developed in 2006 is a Memorandum of Long-term Cooperation signed between TNT Bulgaria and the University of National and World Economics (UNWE). As a part of this initiative TNT Bulgaria fully refurbished and equipped one of the halls used by students from the Department of Economics of Transport at UNWE. Students specializing in Economics of Transport are able to do internships with the

company and even one of those students is now full-time working for TNT Bulgaria. “The initiative of TNT Bulgaria marks the beginning of a good cooperation between the Bulgarian business community and Bulgarian education. I am thankful to TNT Bulgaria for extending a helping hand to our students and for its engagement to address the problems faced by the educational system of our country”, UNWE Rector Professor Borislav Borisov said.

TNT Bulgaria is also further supporting TNT corporate partnership with UN World Food Program aiming at eliminating world hunger. There are two main initiatives we support in this program: Walk the World and Colour the World. On 21 May 2006 we “walked the world” with many of our families, friends and colleagues from abroad to join the battle against child hunger and the collected money are transferred to a WFP dedicated bank account to help feeding children going to school in the developing countries. In 13 October 2006 we joined the Colour the World competition – a drawing contest for the children of our employees aiming at raising the awareness about the hunger problem among the youngest. TNT Bulgaria has a long-term partnership with children from the orphanage in the village of Krushuna and regularly initiates various events for the children – Christmas parties, social events, donations, etc.

TNT as a group is also committed to UN Global Compact and has included the Global Compact principles in its corporate business principles. In TNT the focus is laid on compliance to international standards for governance, social entrepreneurship, environmental care and business excellence. TNT Group fulfils its annual commitment through the annual CSR report. More information on this could be found at [www.tnt.com](http://www.tnt.com).

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3. Sharing the COP with the company's stakeholders – available links to the company's Communication on Progress and additional information on the location of the COP report

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