

**RENCENTRE JOIN  
FORCES TO ACHIEVE A  
COMMON GOAL**

**2011-2012**

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## **I. GENERAL INFORMATION**

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**RENEWABLE ENERGY CENTER (RENCENTRE)** IS AN INFORMATIONAL AND TECHNOLOGICAL CORE OF INDUSTRY, PART OF IBCENTRE, WHICH AIMS AT CREATING AN EFFECTIVE BUSINESS PLATFORM FOR DEVELOPMENT OF ALTERNATIVE ENERGY PROJECTS, AS WELL AS THE INTRODUCTION OF NEW SOLUTIONS IN THE ENERGY SECTOR. REFLECTION OF THE SUCCESSFUL STRATEGIES OF COMPANIES IS THE GROWTH OF THEIR ECONOMIC PERFORMANCE. THE TASK OF RENEWABLE ENERGY CENTRE – TO ACHIEVE THIS RESULT FOR RENEWABLE ENERGY COMPANIES AS QUICKLY AS POSSIBLE.

**MISSION OF RENEWABLE ENERGY CENTRE** IS THE DEVELOPMENT OF MODEL OF SUSTAINABLE DEVELOPMENT IN ENERGY SECTOR.

**LINES OF ACTIVITIES:**

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- MARKETING CONSULTING;
- DESIGN CONSULTING;
- ENGINEERING;
- PRICE MONITORING AND MARKET INDEXATION;
- MANAGEMENT OF RENEWABLE ENERGY;
- ORGANIZATION OF INTERNATIONAL INDUSTRY EVENTS;
- DEVELOPMENT OF INFORMATION PROJECTS IN RENEWABLE ENERGY

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**RENEWABLE ENERGY CENTRE** (FORMERLY FUEL ALTERNATIVE) WAS LAUNCHED IN 2006, BRINGING TOGETHER A TEAM OF PROFESSIONALS OF THE FUEL AND ENERGY COMPLEX.

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- SINCE 2006 – THE DEVELOPMENT OF CONSULTANCY AND RESEARCH DIRECTIONS.
- IN 2006, TOGETHER WITH THE FRENCH PETROLEUM INSTITUTE (IFP), THE FIRST INTERNATIONAL BUSINESS CONFERENCE IN THE FIELD OF ALTERNATIVE ENERGY IN UKRAINE – “ALTERNATIVE FUELS-2006”, ORGANIZED BY US WAS HELD IN KIEV.
- IN 2007 – THE PUBLISHING OF “ALTERNATIVE FUELS” MAGAZINE WAS STARTED. THE PUBLICATION QUICKLY BECAME A LEADING INDUSTRY MAGAZINE IN THE CIS. LAUNCHED A YEAR AGO [WWW.FUELALTERNATIVE.COM.UA](http://WWW.FUELALTERNATIVE.COM.UA) INFORMATION PORTAL HAS BECOME THE LEADING SOURCE OF INFORMATION ON RENEWABLE ENERGY AND ENERGY EFFICIENCY IN UKRAINE.
- IN THE YEARS 2007 -2008, THE NUMBER OF CONSULTING PROJECTS AND RESEARCH FOR THE MAJOR PLAYERS IN ENERGY SECTOR WERE DONE. AT THE SAME TIME, WE LAUNCHED NEW INFORMATIONAL PROJECTS DUE TO PURPOSES OF THE CLIENTS.

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IN 2009, A SERIES OF NEW PROJECTS FOR DIRECTIONS WAS LAUNCHED:

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- CONSULTING: WE HAVE EXTENDED THEIR WORK TO THE ENTIRE SEGMENT OF CLEAN TECHNOLOGIES

- INFORMATION PROJECTS: OUTPUT OF THE FIRST REFERENCE BOOK "RENEWABLE ENERGY OF UKRAINE", THE LAUNCH OF CLEANTECH MAGAZINE, THE PROFESSIONAL JOURNAL ABOUT "GREEN" BUSINESS, RUN STATISTICAL AND ANALYTICAL MONTHLY NEWSLETTER "THE BIOFUEL MARKET", ETC.

LAUNCH OF NEW INDUSTRIAL BUSINESS PLATFORMS SUCH AS THE UKRAINIAN BIOFUEL FORUM, UKRAINIAN FORUM ON RENEWABLE ENERGY, RANGE OF WORKSHOPS FOR FUEL AND ENERGY INDUSTRY.

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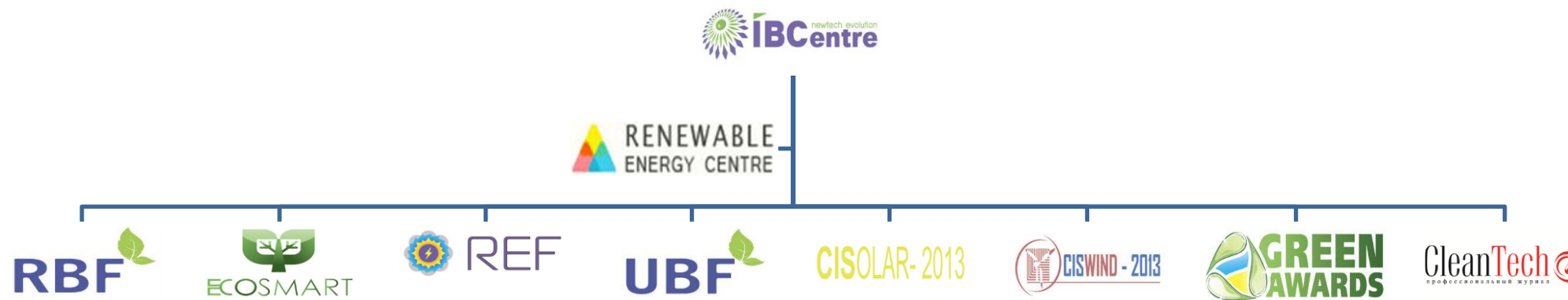
- 2009 ALSO MADE HISTORY WITH THE AMBITIOUS AND THE FIRST PROJECT IN EASTERN EUROPE AS A SWIM ON A BOAT, FUELED WITH BIOFUELS. IT IS NOTEWORTHY THAT IMMEDIATELY AFTER THE EVENT, AS SHOWN BY ALL TOP-END CHANNELS, THE PRESIDENT OF UKRAINE SIGNED A LAW TO FORCE THE DEVELOPMENT OF ALTERNATIVE FUELS.
- IN 2010, AS A RESULT OF EXPERIENCE GAINED IN THE SEGMENT OF CONSULTING, FUNDAMENTALLY NEW DIRECTION – ENGINEERING PROJECTS IN THE FIELD OF ENERGY EFFICIENCY AND RENEWABLE ENERGY – WAS LAUNCHED. THE CONSTRUCTION OF A FUEL PELLET BOILER (WITH INSTALLED CAPACITY OF 2.2 MW) IN KIEV WAS THE FIRST SUCCESSFULLY IMPLEMENTED PROJECT.
- IN 2011, NEW AMBITIOUS PROJECTS IN ALL MAJOR AREAS OF OUR ACTIVITY WERE DEVELOPED.
- THE DEVELOPMENT OF ENGINEERING DIRECTION AND MORE DEEP SPECIALITY ON THE RENEWABLE ENERGY SECTOR, ON THE ONE HAND, AND THE DEVELOPMENT OF NEW PROJECTS IN THE FIELD OF CLEAN TECHNOLOGIES, IN ADDITION TO FUEL AND ENERGY, ON THE OTHER HAND, WERE THE REASONS TO CHANGE THE ORGANIZATIONAL STRUCTURE.
- FROM JANUARY 2012, RENEWABLE ENERGY CENTRE HAS BECOME THE UNIT OF IBCENTRE.

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IBCENTRE (INNOVATIVE BUSINESS CENTRE) – A DYNAMIC RESEARCH AND CONSULTING ORGANIZATION, FOCUSED ON THE THEME OF DEVELOPMENT PROJECTS FOR BUSINESS INNOVATION BASED ON CLEAN TECHNOLOGIES IN THE FIELD OF "GREEN" BUSINESS, RENEWABLE ENERGY AND ENERGY EFFICIENCY (A DIVISION OF **RENEWABLE ENERGY CENTRE**, **WWW.RENCE.NTRE.COM**), PROJECTS IN THE FIELD OF "GREEN" MARKETING IN EASTERN EUROPE AND THE CIS.

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## IBCentre Structure



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## II. CORPORATE RESPONSIBILITY

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THE PRINCIPLES OF OUR DAILY WORK IN THE FIELD OF HUMAN RIGHTS, LABOR RELATIONS TO THE ENVIRONMENT BASED ON INTERNATIONAL DOCUMENTS:

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- GENERAL DECLARATION OF HUMAN RIGHTS
- DECLARATION OF FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK INTERNATIONAL HUMAN
- DECLARATION OF RIO DE JANEIRO ON SUSTAINABLE DEVELOPMENT ARE INTEGRAL TO OUR OPERATIONS, AS WELL AS THE RELATIONSHIP WITH OUR CUSTOMERS, PARTNERS AND EMPLOYEES

STANDARDS OF **THE RENEWABLE ENERGY CENTRE** – IT'S WHEN WE EXCEED EXPECTATIONS OF OUR CLIENTS. WE GIVE MORE THAN WE PROMISE. WE OFFER THE MOST FAVORABLE DECISION. WE BUILD ONLY LONG-TERM RELATIONSHIP.

CORPORATE SOCIAL RESPONSIBILITY IS AN INTEGRAL COMPONENT OF THE SUCCESSFUL DEVELOPMENT OF ANY BUSINESS. FOR US, BEING A RESPONSIBLE BUSINESS IS UNDERPINNED BY STRONG VALUES AND A COMPELLING VISION OF CORPORATE SOCIAL RESPONSIBILITY. THE COMPANY'S REPUTATION IS DEFINED BY ITS RESPONSIBLE ACTIONS AND PLAYS AN IMPORTANT ROLE IN ACHIEVING ALL OF OUR GOALS.

### KEY AREAS OF CORPORATE RESPONSIBILITY

#### CARING FOR OUR EMPLOYEES

FOR RENCENTRE (PART OF IBCENTRE), BEING SOCIALLY RESPONSIBLE MEANS, FIRST AND FOREMOST, TAKING RESPONSIBILITY FOR ITS EMPLOYEES. THE COMPANY STRIVES TO CREATE AND MAINTAIN A PLEASANT AND REWARDING WORKING ENVIRONMENT, TO DEVELOP A STRONG CORPORATE CULTURE AND TO ENSURE HIGH STANDARDS OF OCCUPATIONAL HEALTH AND SAFETY. WE PAYS SPECIAL ATTENTION TO THE PROFESSIONAL DEVELOPMENT OF ITS EMPLOYEES AND PROVIDES OPPORTUNITIES FOR THEIR ONGOING PROFESSIONAL GROWTH.

#### PARTNERS AND CLIENTS

RENCENTRE PLAYS AN IMPORTANT ROLE IN SOCIAL AND ECONOMIC LIFE OF UKRAINE. WE SUPPORT AND PROMOTE MARKET DEVELOPMENT OF RENEWABLE ENERGY, ENERGY EFFICIENCY AND CLEAN TECHNOLOGIES. THE COMPANY'S SUCCESS IS BUILT ON STRONG SOCIAL AND MORAL PRINCIPLES THAT FORM THE OVERALL STRUCTURE OF VALUES AND JOIN FORCES TO ACHIEVE A COMMON GOAL.

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*WE BELIEVE THAT THE LIST OF OUR ACHIEVEMENTS IN THE FIELD OF CORPORATE RESPONSIBILITY IS VERY SIGNIFICANT, BUT CONTINUALLY STRIVE TO IMPROVE OUR PERFORMANCE, BY ADDRESSING NEW CHALLENGES AND THE NEW OPPORTUNITIES. WE ARE COMMITTED TO SUSTAINABLE DEVELOPMENT, USING A PRECAUTIONARY APPROACH TO ENVIRONMENTAL PROTECTION, SOCIAL RESPONSIBILITY AND SUSTAINABLE ECONOMIC PROGRESS.*

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### III. ECOLOGICAL RESPONSIBILITY

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IN THE AGE OF INFORMATION – THE LACK OF KNOWLEDGE WITH REGARD TO ALL LATEST TRENDS OF DYNAMICALLY DEVELOPING «CLEANTECH» MARKET IS NOT IGNORANCE BUT THE BEGINNING OF THE END AND WAY TOWARDS COLLAPSE. THEREFORE, THE RENEWABLE ENERGY CENTRE TEAM ANALYZES, FILTERS AND TAKE THE MOST VALUABLE INFORMATION ON RECENT CHANGES IN LEGISLATION, IMPORTANT EVENTS, NEW TECHNOLOGIES AND HISTORIES ON SUCCESS STORIES AND FAILURES.

WE CREATE OUR PRODUCTS WITH A VIEW TO CONCENTRATE USEFUL KNOWLEDGE, SEPARATION OF UNNECESSARY FEARS AND CREATION OF CONFIDENCE FOR OUR CLIENTS ABOUT TOMORROW. BY KNOWING, WHAT IS GOING ON THE MARKET, OUR CLIENTS GET A POSSIBILITY TO ADAPT THEIR OUT-OF-DATE STRATEGIES IN TIME, EMBRACE NEW SPHERES OF ACTIVITIES AND GET THE MOST OUT OF BUSINESS.

**RENEWABLE ENERGY CENTER** DOES NOT CLAIM TO BE THE FINAL ARBITER OF “GREEN” ECONOMIC AND SOCIAL PROCESSES, BUT OUR EXPERT OPINION IS FORMED ON THE BASIS OF OBJECTIVE INFORMATION AND UNBIASED CONCLUSIONS. WE BELIEVE THAT THIS APPROACH ALLOWS TIME TO IDENTIFY THE DESTRUCTIVE PROCESSES OF THE MARKET AND EFFECTIVELY INFLUENCE THE DEVELOPMENT OF THE INDUSTRY.

ALL OF OUR WORK AND ONGOING PROJECTS AIMED AT PROMOTING SUSTAINABLE ENERGY DEVELOPMENT IN PARTICULAR AND THE “GREEN ECONOMY” IN UKRAINE, RUSSIA, CIS AND EASTERN EUROPE – TO SAVE AND RESTORE THE ENVIRONMENT, ENSURING THE HIGHEST STANDARDS OF HUMAN LIFE AND HEALTH, AS WELL AS THE NATURE OF THE EARTH WITHOUT WHICH LIFE ITSELF IS IMPOSSIBLE

OUR GOAL IS TO LOOK FOR AND ATTRACT PROJECTS FOR REALIZATION WITH THE USE OF THE BEST IDEAS AND TECHNOLOGIES THAT HAVE BEEN PROVED TO BE REASONABLE. THUS, WE THOROUGHLY MONITOR THE INTERNATIONAL MARKET OF ECOLOGICALLY FRIENDLY TECHNOLOGIES AND EXERT EVERY OFFER IN ORDER TO ATTRACT THEM TO UKRAINE.

IN OUR WORK WE NOT ONLY SUPPORT THE ENVIRONMENTAL PRINCIPLES OF THE UN GLOBAL COMPACT, AS FOLLOWS:

- A PROACTIVE APPROACH IN ADDRESSING ENVIRONMENTAL PROBLEMS,
- IMPLEMENTATION OF INITIATIVES FOR PURPOSE INCREASING THE RESPONSIBILITY FOR THE ENVIRONMENT,
- THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY SOUND TECHNOLOGIES.

SINCE SUSTAINABLE DEVELOPMENT IS A PRIORITY OF OUR WORK, IN THE QUEST FOR ENVIRONMENTAL RESPONSIBILITY, WE GO EVEN FURTHER. EACH OF OUR PROJECTS HAVE ENVIRONMENTAL AND SOCIAL COMPONENT, WHILE IN THE FIRST QUARTER OF 2012, WE INTEND TO PRESENT A CONSIDERABLY NEW BUSINESS MODEL FOR OUR REGION, WHICH, AS WE HOPE, WILL BE PICKED UP BY MANY OF THE BUSINESS AND SOCIAL CIRCLES.

**RENEWABLE ENERGY CENTRE** IS THE MEMBER OF GLOBAL COMPACT NETWORK OF UN



THE LEADING BUSINESS EVENT BIOFUEL INDUSTRY IN UKRAINE AND ONE OF THE LARGEST INDUSTRY FORUMS EASTERN EUROPE. FOR FIVE YEARS, **UKRAINIAN BIOFUEL FORUM** HAS BECOME A RECOGNIZED BUSINESS PLATFORM FOR MANUFACTURERS, TRADERS, CONSUMERS, FUEL PELLETS AND BRIQUETTES, AND PRODUCERS AND CONSUMERS OF HEAT AND ELECTRICITY FROM BIOMASS. ANOTHER IMPORTANT COMPONENT OF THE FORUM IS THE ISSUE OF PRODUCTION AND USE OF BIOGAS, MOTOR FUELS WITH BIOLOGICAL ADDITIVES, AS WELL AS INVESTMENT PROJECTS IN THE FIELD OF BIOMASS AS AN ENERGY SOURCE.

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THE CONTINUED SUCCESS OF THE FORUM **ECOSMART-2011**, CALLED THE UKRAINIAN EVENT AWARDS BEST INTERNATIONAL EVENT IN UKRAINE IN THE PREVIOUS YEAR, ECOSMART-2012 GATHERS TOP MANAGEMENT OF ENVIRONMENTALLY RESPONSIBLE COMPANIES AND ORGANIZATIONS, AS WELL AS OWNERS AND MANAGERS OF "GREEN" BUSINESSES TO CREATE A POWERFUL IMPETUS FOR DEVELOPMENT OF A SUSTAINABLE ECONOMY, CREATING AND STIMULATING THE DEVELOPMENT OF NEW NICHES IN LEADING INDUSTRIES OF UKRAINE, DEVELOPMENT OF A FULL SEGMENT OF CLEAN TECHNOLOGIES IN EASTERN EUROPE.

IN 2011, DURING **ECOSMART** IN EASTERN EUROPE WAS FIRST CALCULATED CARBON TRAIL FORUM, AND HELD ITS SUBSEQUENT NEUTRALIZATION - PLANTING AN ORCHARD AT THE SCHOOL IN THE CENTRAL DISTRICT OF KYIV. AMONG THE SPEAKERS AND GUESTS OF THE FORUM IN 2011 - FORMER SECRETARY GENERAL OF THE UN CLIMATE CHANGE YVO DE BORON, HEAD OF THE INTERNATIONAL SOLID WASTE ASSOCIATION OF JEFF COOPER AND OTHER AUTHORITATIVE INTERNATIONAL EXPERTS.

PORTABLE LABORATORY INSTALLED AT THE SITE OF THE 2ND INTERNATIONAL FORUM OF CLEAN TECHNOLOGIES ECOSMART 2012, ALLOWED ANYONE WITH PARTICIPANTS TO TEST WATER QUALITY.

WANTING TO MINIMIZE THE IMPACT OF THE FORUM ON THE ENVIRONMENT, WE HAVE PROVIDED TRANSPORT SUPPORT MEASURE ELECTRIC VEHICLES AND CARS ON BIOFUEL.

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PLACE OF PROFESSIONALS WHOSE WORK IS RELATED TO THE MARKET OF ALTERNATIVE ENERGY. FORUM CREATES A BUSINESS PLATFORM FOR THE EXCHANGE OF EXPERIENCES, ESTABLISHING COMMUNICATIONS, PRESENTATION OF INVESTMENT PROJECTS AND TO FIND INVESTORS IN SOLAR AND WIND ENERGY, HEAT PUMPS AND SMALL HYDROPOWER.

COMPANIES "EUROINDEX" AND IBCENTRE JOINTLY INITIATED AND CONDUCTED RENEWABLE ENERGY WEEK, HELD FROM 16 TO KIEV OCTOBER 19, 2012

DURING THE RENEWABLE ENERGY WEEK HELD FOURTH INTERNATIONAL EXHIBITION «GREENEXPO | ALTERNATIVE ENERGY 2012". WEEK OPENED BY RENEWABLE ENERGY FORUM **REF-2012**, WHICH STARTED OCT. 16 AT THE HOTEL "HYATT". FOR TWO DAYS THE OWNERS AND TOP MANAGEMENT OF COMPANIES - LEADERS OF WORLD AND UKRAINIAN MARKETS, THE BEST INTERNATIONAL EXPERTS, REPRESENTATIVES OF LINE MINISTRIES, AGENCIES AND MAJOR INTERNATIONAL ASSOCIATIONS DISCUSSED STRATEGIC SECTOR FOR RENEWABLE ENERGY ISSUES.



**GREEN AWARDS UKRAINE** IS AN UNPRECEDENTED PROJECT FOR UKRAINE, WHICH COMMENDS THE EFFORTS OF ORGANIZATIONS AND COMPANIES IN IMPLEMENTING SAFE FOR THE ENVIRONMENT AND HUMAN HEALTH PROJECTS IN ALL AREAS OF BUSINESS AND SOCIAL ACTIVITY IN UKRAINE.

THE PREMIUM **GREEN AWARDS UKRAINE** IS A RECOGNITION OF PROFESSIONAL ORGANIZATIONS AND COMPANIES IN PROJECTS ON SUSTAINABLE DEVELOPMENT, CLEAN TECHNOLOGIES, "GREEN" POLICY, ENVIRONMENTAL MANAGEMENT INITIATIVES FOR ENVIRONMENTAL COMPANIES AND ORGANIZATIONS.

THE AWARD AIMS TO DEMONSTRATE THE IMPORTANCE OF BUSINESS AND SOCIAL "GREEN" PROJECTS FOR THE DEVELOPMENT OF NOT ONLY UKRAINIAN BUT ALSO INTERNATIONAL MARKET OF HIGH-QUALITY PROJECTS AND SERVICES TO PROMOTE THE BEST "GREEN" PROJECTS AND PRACTICES - TO DEVELOP "GREEN" ECONOMY IN UKRAINE AND BETTER POSITIONING OF UKRAINIAN PROJECTS THE WORLD MARKET.

AS PART OF UKRAINIAN FASHION WEEK IN KIEV WAS IMPLEMENTED CHARITY PROJECT TO PROVIDE CLEAN WATER FOR THE HEALTH IN THE VILLAGE REVNO. THE PROJECT WAS IMPLEMENTED JOINTLY BY THE UKRAINIAN COMPANY "ECOSOFT" (GRAND PRIX GREEN AWARDS UKRAINE 2011), THE ORGANIZING COMMITTEE OF THE UKRAINIAN FASHION WEEK AND IBCENTRE. THE PROJECT IS ACTUALLY INITIATED THE IMPLEMENTATION OF A COMPREHENSIVE PROGRAM TO ENSURE SAFE DRINKING WATER TO THE SOCIAL SPHERE BY PRIVATE INITIATIVES. TECHNOLOGY AND EQUIPMENT FOR WATER PURIFICATION FROM UKRAINIAN PRODUCER SPC "ECOSOFT." INITIATOR AND COORDINATOR OF THE CHARITY PROJECT TOOK JULIA BEREZOVSKI, CEO IBCENTRE, FOUNDER OF **GREEN AWARDS UKRAINE**.

## CISOLAR-2012

**CISOLAR** – THE MOST IMPORTANT MEETING PLACE FOR PLAYERS IN THE SOLAR ENERGY MARKET, WHOSE ACTIVITIES ARE RELATED TO THE OPERATION AND DEVELOPMENT OF NEW PROJECTS IN THE CIS AND EASTERN EUROPE.

CONFERENCE WAS SUCCESSFULLY HELD ON APRIL 5-6 IN ODESSA, ON THE BLACK SEA AND IN THE REGION OF THE RAPID DEVELOPMENT OF THE SOLAR INDUSTRY, AND ATTRACTED OVER 150 DELEGATES FROM MORE THAN 20 COUNTRIES.

CONFERENCE DELEGATES WERE ABLE TO GET THE ANSWERS WHAT WE NEED FOR SUCCESSFUL PROJECT IMPLEMENTATION NOT ONLY IN UKRAINE, BUT ALSO THROUGHOUT THE REGION: WHAT PLACE TAKES SOLAR ENERGY IN THE ENERGY BALANCE OF THE REGION IN 2030? WHAT ARE THE MOST SUCCESSFUL SCHEMES OF FINANCING INVESTMENT PROJECTS AND PROGRAMS FOR THE DEVELOPMENT OF SOLAR ENERGY IN THE REGION? WHAT PLACE TAKES SOLAR ENERGY IN STATE PROGRAMS AND PLANS OF THE GOVERNMENTS OF THE CIS AND EASTERN EUROPE? WHAT COMPETITIVE PV-PROJECTS IN THE ENERGY SECTOR OF THE REGION? WHAT IS THE IMPACT OF GLOBAL MARKET TRENDS ON THE DEVELOPMENT OF SOLAR ENERGY PROJECTS IN EASTERN EUROPE AND THE CIS?

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- ONE OF THE LEADING PROFESSIONAL'S PERIODICALS OF THE CIS IN THE FIELD OF CLEAN TECHNOLOGIES. IT IS BILINGUAL (PUBLISHED IN RUSSIAN AND ENGLISH) AND PROVIDES THE CURRENT REPORTING, REVIEWS AND INVESTIGATIONS "GREEN" INNOVATION POLICY INITIATIVES AND COMPANIES, AS WELL AS OTHER PRODUCTS AND SERVICES IN THE FIGHT AGAINST GLOBAL WARMING, ENERGY SECURITY, FOOD, QUALITY OF LIFE IN CONNECTION WITH THE INCREASE OF POPULATION. WE DO OUR BEST TO BE THE PRIMARY SOURCE OF OBJECTIVE AND USEFUL MARKET INFORMATION TO MARKET PLAYERS CLEAN TECHNOLOGIES CIS.

IN CONSTANT SIGHT OF MAGAZINE: WATER TECHNOLOGIES, WASTE TREATMENT TECHNOLOGIES, GREEN BUILDING, ORGANIC PRODUCTS, WASTE MANAGEMENT, AND INNOVATION IN THE AUTO INDUSTRY, AGRICULTURE, SUSTAINABLE CONSTRUCTION, AIR CLEANING TECHNOLOGY, MARKET CARBON OFFSETS, RENEWABLE ENERGY, ENERGY TECHNOLOGY COMPANIES AND POLICY STATES IN THE FIELD OF ENVIRONMENT.

THE MAGAZINE IS A SOURCE OF DEEP ANALYTICS, REVIEWS, AND REPORTS FROM KEY INDUSTRY EVENTS IN THE WORLD AND THE CIS

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## IV. HUMAN RIGHTS

- IN ITS ACTIVITY DOES NOT ALLOW HUMAN RIGHTS VIOLATIONS, AND IS RESPONSIBLE TO THE NEEDS OF EMPLOYEES, CUSTOMERS AND PARTNERS. THE BASIS FOR THE OBSERVANCE OF THE PRINCIPLE OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS ADOPTED AND PROCLAIMED BY RESOLUTION 217 A (III) OF THE UN GENERAL ASSEMBLY ON DECEMBER 10, 1948.
- COMPANY IN RELATION TO EMPLOYEES DOES NOT ALLOW DISCRIMINATION ON POLITICAL, RELIGIOUS, ETHNIC AND OTHER SIMILAR MOTIVES IN HIRING, REMUNERATION, CAREER ADVANCEMENT.
- THE COMPANY MAKES EFFORTS ON HEALTH CARE, LABOR AND SECURITY EMPLOYEES. THE COMPANY CREATES ALL THE NECESSARY CONDITIONS FOR PROFESSIONAL GROWTH, IMPROVE SOCIAL WELL-BEING OF EMPLOYEES.
- THE COMPANY UNDERSTANDS THE PARTICIPATION OF THEIR EMPLOYEES IN PUBLIC LIFE. PARTICIPATION OF COMPANY IN THE ACTIVITIES OF POLITICAL, RELIGIOUS AND CIVIC ORGANIZATIONS - THEIR INALIENABLE CONSTITUTIONAL RIGHT. SUCH ACTIVITIES SHOULD BE CARRIED OUT OUTSIDE THE COMPANY OUTSIDE WORKING HOURS. IN THIS CASE THE EMPLOYEE ACTING AS A PRIVATE PERSON AND NOT A REPRESENTATIVE OF THE COMPANY WITHOUT THE COMPANY'S REPUTATION AND ITS FINANCIAL AND ORGANIZATIONAL CAPACITY.

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## V. THE LABOR RELATIONS

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**OUR COMPANY - A TEAM OF LIKE-MINDED PROFESSIONALS. EVERY EMPLOYEE IS PART OF A TEAM THAT HAS COMMON GOALS.**

EVERY EMPLOYEE IN DEALING WITH CUSTOMERS, BUSINESS PARTNERS REPRESENTS THE COMPANY. EACH OF US IS FULLY AWARE THAT BY THEIR BEHAVIOR AS IN THE PERFORMANCE OF THEIR DUTIES, AND OUTSIDE THE COMPANY MAINTAINS THE REPUTATION AND PRESTIGE OF OUR COMPANY. WE REMEMBER THAT OUR ACTIONS AND DEEDS ARE PERCEIVED AS ACTIONS AND DEEDS OF THE COMPANY.

CORPORATE STANDARDS OF OUR COMPANY ARE REQUIRED AND CONTRIBUTE TO THE CREATION OF A CORPORATE CULTURE BASED ON OPENNESS, PROFESSIONALISM AND UNIFIED CORPORATE VALUES.

TO REGULATE THE BUSINESS RELATIONSHIP AND PREVENT VIOLATIONS OF LABOR LAWS, THE COMPANY HAS CODE OF CORPORATE ETHICS

### **GOALS AND OBJECTIVES OF CODE OF CORPORATE ETHICS:**

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- CODE OF CORPORATE ETHICS (HEREINAFTER - THE CODE) DEFINES THE BASIC STANDARDS OF THE COMPANY AND THE RULES OF CONDUCT FOR ALL ITS EMPLOYEES TO IMPROVE PROFITABILITY, QUALITY OF SERVICE, CORPORATE CULTURE AND EFFICIENCY OF THE COMPANY.
- ALL EMPLOYEES OF THE COMPANY MUST ADHERE TO HIGH ETHICAL STANDARDS IN BUSINESS AND CORPORATE RELATIONS. BASED ON THESE STANDARDS OUTLINED IN THIS CODE.
- THE OBJECTIVE OF THE CODE IS TO ENSURE AWARENESS OF EMPLOYEES OF THE COMPANY OF PERSONAL RESPONSIBILITY TO CLIENTS, BUSINESS PARTNERS AND SHAREHOLDERS FOR THE PERFORMANCE OF THEIR DUTIES, THEIR ROLE IN THE REALIZATION OF THE GOALS OF THE COMPANY. МОРАЛЬНІ ЦІННОСТІ ТА ПРИНЦИПИ РОБОТИ КОМПАНІЇ ТА ЇЇ СПІВРОБІТНИКІВ

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CODE OF CORPORATE ETHICS (HEREINAFTER - THE CODE) DEFINES THE BASIC STANDARDS OF THE COMPANY AND THE RULES OF CONDUCT FOR ALL ITS EMPLOYEES TO IMPROVE PROFITABILITY, QUALITY OF SERVICE, CORPORATE CULTURE AND EFFECTIVENESS

**ALL EMPLOYEES OF RENCENTRE, IN ITS ACTIVITIES ARE GUIDED BY SUCH MORAL VALUES AND PRINCIPLES:**

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- **TEAMWORK.** WE WORK TOGETHER, UNITED AND COHESIVE TEAM. WE BUILD COMMUNICATION WITH COLLEAGUES AND CLIENTS ON THE PRINCIPLES OF RESPECT AND MUTUAL UNDERSTANDING.

- **ORIENTATION TO CUSTOMER.** WE WANT TO GIVE CUSTOMERS A FULL RANGE OF HIGH QUALITY AND INDIVIDUAL APPROACH TO EVERY. OUR CUSTOMERS - IS THE BASIS OF OUR SUCCESS.
- **DEDICATION.** WE ARE DEVOTED TO A COMMON CAUSE AND EACH OF US STRIVES TO ACHIEVE THE OVERALL OBJECTIVES OF THE COMPANY.
- **RESPONSIBILITY.** WE ARE RESPONSIBLE TO THE SHAREHOLDERS, CUSTOMERS AND BUSINESS PARTNERS FOR THE RESULTS OF OUR WORK, THE QUALITY OF SERVICES PROVIDED, PROPER PERFORMANCE OF THEIR DUTIES, AND THE COMMUNITY - FOR CONTRIBUTING TO A CULTURE OF HEALTHY LIVING IN UKRAINE.

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- EACH OF US, AS PART OF THE COMPANY, REPRESENTING ITS INTERESTS AND ACTING ON ITS BEHALF, MUST:
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- CARRY OUT THEIR DUTIES IN ACCORDANCE WITH OUR RULES, VALUES AND PRINCIPLES.
- MEET THE REQUIREMENTS THAT APPLY TO EMPLOYEES OF THE COMPANY, NAMELY PROFESSIONALISM, COMMITMENT TO SUCCESS, INITIATIVE, RESPONSIBILITY, CREATIVITY, ABILITY TO QUICKLY ADAPT TO NEW BUSINESS CONDITIONS, THE WILLINGNESS TO IMPLEMENT THE IDEAS, THE ABILITY TO WORK IN A TEAM.
- STRIVE TO IMPROVE THE EFFICIENCY AND QUALITY OF THEIR WORK.
- PLAN AND CARRY OUT ITS WORK IN ACCORDANCE WITH THE LAWS OF UKRAINE AND INTERNAL DOCUMENTS OF THE COMPANY.
- DO NOT DISCLOSE CONFIDENTIAL INFORMATION OF THE COMPANY: THE TRANSFER OF INFORMATION TO THIRD PARTIES OR USE IT FOR PERSONAL PURPOSES IS INADMISSIBLE.
- MAINTAIN AND RETAIN ALL DOCUMENTATION AND ALL OFFICIAL RECORDS IN FULL COMPLIANCE WITH THE REQUIREMENTS OF APPLICABLE LAW, THE CODE AND CORPORATE STANDARDS.
- BUILD THEIR RELATIONSHIPS WITH CUSTOMERS AND BUSINESS PARTNERS ON THE PRINCIPLES OF INTEGRITY, HONESTY AND TRUST, AVOID SITUATIONS THAT MIGHT HARM THE INTERESTS OR REPUTATION OF THE COMPANY.
- BUILD RELATIONSHIPS WITH YOUR COLLEAGUES ON THE BASIS OF EQUALITY AND EFFECTIVE COOPERATION.

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- **RELATIONSHIPS WITH CUSTOMERS**
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- OUR RELATIONSHIPS WITH CUSTOMERS, BUSINESS PARTNERS AND GOVERNMENT BASED ON THE PRINCIPLES OF INTEGRITY, HONESTY, PROFESSIONALISM, MUTUAL TRUST AND RESPECT, PRIORITY CLIENT'S INTERESTS, THE INVIOABILITY OF OBLIGATIONS, COMPLETENESS

DISCLOSURE OF RELEVANT INFORMATION, PRIORITY NEGOTIATIONS BEFORE TRIAL.

- EMPLOYEE OF THE COMPANY MAKES EVERY EFFORT TO MINIMIZE ANY RISKS TO CUSTOMERS, BUSINESS PARTNERS.
- EMPLOYEE OF THE COMPANY CAREFULLY CONSIDERS AND RESPONDS PROMPTLY TO CONCERNS, COMPLAINTS AND CLAIMS AGAINST THE COMPANY.
- EMPLOYEES OF THE COMPANY WILL NOT DISCLOSE INFORMATION ABOUT CUSTOMERS AND BUSINESS PARTNERS, GOVERNMENT REPRESENTATIVES, AND OTHER INFORMATION THAT MAY DAMAGE THEIR REPUTATION OR OTHER INTANGIBLE OR TANGIBLE INTEREST, IF SUCH DISCLOSURE IS NOT PROVIDED BY THE LEGISLATION OF UKRAINE.

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➤ THE ATTITUDE OF THE COMPANY TO EMPLOYEES

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- ☑ THE COMPANY BUILDS RELATIONSHIPS WITH ITS EMPLOYEES ON THE BASIS OF LONG-TERM COOPERATION, MUTUAL RESPECT AND STRICT FULFILLMENT OF MUTUAL OBLIGATIONS.
- COMPANY IN RELATION TO EMPLOYEES DOES NOT ALLOW DISCRIMINATION ON POLITICAL, RELIGIOUS, ETHNIC AND OTHER SIMILAR MOTIVES IN HIRING, REMUNERATION, CAREER ADVANCEMENT.
- THE COMPANY MAKES EFFORTS ON HEALTH CARE, LABOR AND SECURITY EMPLOYEES. THE COMPANY CREATES ALL THE NECESSARY CONDITIONS FOR PROFESSIONAL GROWTH, IMPROVE SOCIAL WELL-BEING OF EMPLOYEES.
- THE COMPANY UNDERSTANDS THE PARTICIPATION OF THEIR EMPLOYEES IN PUBLIC LIFE. PARTICIPATION OF COMPANY IN THE ACTIVITIES OF POLITICAL, RELIGIOUS AND CIVIC ORGANIZATIONS - THEIR INALIENABLE CONSTITUTIONAL RIGHT. SUCH ACTIVITIES SHOULD BE CARRIED OUT OUTSIDE THE COMPANY OUTSIDE WORKING HOURS. IN THIS CASE THE EMPLOYEE ACTING AS A PRIVATE PERSON AND NOT A REPRESENTATIVE OF THE COMPANY WITHOUT THE COMPANY'S REPUTATION AND ITS FINANCIAL AND ORGANIZATIONAL CAPACITY.
- THE COMPANY ENCOURAGES INITIATIVE, AIMED AT THE REALIZATION OF SOCIAL PROJECTS IN THE FIELD OF ENVIRONMENTAL PROTECTION AND ECOLOGICAL RESPONSIBILITY, HEALTHY LIFESTYLES AND QUALITY IMPROVEMENTS OF THE OFFICE.
- THE COMPANY ENCOURAGES EMPLOYEES TO DEVELOP LEADERSHIP AND PRESENTATION OF NEW IDEAS AND PROJECTS, AND THE WAYS OF MOTIVATING STAFF IS PROFESSIONAL, CAREER DEVELOPMENT AND GROWTH OF WAGES.
- EMPLOYEE OF THE COMPANY MAINTAINS AND RETAINS ALL RECORDS THAT CONTAIN PROPRIETARY INFORMATION, IN FULL COMPLIANCE WITH THE PROVISIONS OF THE LEGISLATION OF UKRAINE, THE CODE, THE INTERNAL DOCUMENTS OF THE COMPANY, WILL NOT DISCLOSE OR SHARE PROPRIETARY INFORMATION ABOUT THE COMPANY AND DEPENDENT STRUCTURES, AND DOES NOT USE PROPRIETARY

INFORMATION TO PERSONAL PURPOSES OR THE INTERESTS OF ITS AFFILIATES.

➤ HIRING

- EMPLOYEE CAN BECOME A PERSON WHOSE VALUES COMPATIBLE WITH COMPANY VALUES. EMPLOYEE MUST HAVE PROFESSIONAL EXPERIENCE, EDUCATION, PERSONAL QUALITIES THAT MEET THE REQUIREMENTS OF POSITIONS AND ALLOWS HIM TO BE SUCCESSFUL AT WORK.
- COMPETITIVE SELECTION IS CARRIED OUT BY USING BOTH INTERNAL RESERVES, SUCH AS ROTATION OF STAFF AND EXTERNAL: AGENCY FOR RECRUITMENT, EMPLOYMENT AGENCIES, INTERNET ETC
- WE ENCOURAGE PROFESSIONAL GROWTH OF ITS EMPLOYEES, WE STRIVE TO SELECT AND PROMOTE HONEST, DEDICATED, CAPABLE, THOUGHTFUL AND EXPERIENCED INDIVIDUALS.
- RECRUITMENT MADE ON COMPETITIVE BASIS. WE WELCOME THE HIRING OF FRIENDS AND ACQUAINTANCES, WHICH RECOMMEND ALREADY WORKING EMPLOYEES, BUT WE DO NOT TAKE "AN ACQUAINTANCE." WE HIRE CAPABLE PEOPLE. THEREFORE, ALL ARE COMPETITIVELY SELECTED.
- TO INCREASE THE EFFICIENCY OF SELECTION PRACTICED MULTI INTERVIEW.
- COMPANY INTERACTS WITH SOCIETY IS BASED ON A CLEAR UNDERSTANDING OF THE MISSION AND THE SOCIAL ROLE THAT THE COMPANY PERFORMS. THE COMPANY PROFESSES PHILOSOPHY OF SOCIAL RESPONSIBILITY AND CONTRIBUTES TO SOLVING CRITICAL SOCIAL PROBLEMS IN RESPONSE TO SOCIAL NEEDS.

## VI. ANTI-CORRUPTION PRINCIPLE

- **RECENTRE** NOT ACCEPT ANY CORRUPT ACTS - EMPLOYEES AND BUSINESS PARTNERS.
- EMPLOYEES OF THE COMPANY WILL NOT ACCEPT, TRANSFER TO THIRD PARTIES GIFTS IN ANY FORM FROM CUSTOMERS, BUSINESS PARTNERS, THEIR REPRESENTATIVES OR AFFILIATES WHEN THEIR RECEIPT OR TRANSMISSION MAY CREATE A CONFLICT OF PERSONAL AND CORPORATE INTERESTS. THIS REFERS TO THE BRIBERY OF PUBLIC OFFICIALS, POLITICIANS), AND CORRUPTION IN THE PRIVATE SECTOR (CORRUPTION, WHICH IS NOT INVOLVED CIVIL SERVANTS), AS WELL AS REMUNERATION FOR FACILITATION.
- HIRING EMPLOYEES IS MADE ON A COMPETITIVE BASIS. WE ENDORSE THE HIRING OF FRIENDS AND ACQUAINTANCES WHO RECOMMENDED WORKING EMPLOYEES, BUT WE DO NOT TAKE "AN ACQUAINTANCE." WE HIRE TALENTED PEOPLE. THEREFORE, ALL ARE COMPETITIVELY SELECTED.



## CONTACTS

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