

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS 2007
MAKPETROL AD SKOPJE

Company name	Makpetrol AD Skopje Mito	Date	2007 2004
Address	Hadzivasilev Jasmin 4; 1000 Skopje	Member since	
Country	Macedonia	Employees	Cca. 2000
Chief Executive Officer	Andreja Josifovski	e-mail:	
Contact person	Nikolina Manova	e-mail:	Nikolina.manova@makpetrol.com.mk
Position of the contact person	Assistant in Department of development	Division	Department of development and investment
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Short description of the business

Makpetrol AD Skopje is the largest distributor of oil and oil products in the Republic of Macedonia. During the past sixty years it has played an important role in the whole energy system, continuously following the requirements of the Macedonian market as well as of the markets of our neighboring countries and wider.

Makpetrol AD qualifies as a dominant economic subject, continuously following the new trends in the energy field.

Until now, Makpetrol is the owner of 120 gas stations with modern facilities and modern fuel delivery and handling system, storage capacities with modern equipment for receiving, storage and measuring fuels.

Makpetrol AD establish its own laboratory which is of key importance for the positioning on the oil product market.

Makpetrol is the investor and constructor of the gas pipeline system in Macedonia that is now spread for more than 150 km principal gas pipeline.

Today (more specifically in 2007), Makpetrol did a strategic entry on the market of biofuels. Following this trend, Makpetrol AD is positioning itself as a producer of biodiesel and a distributor of the blend of biodiesel and petro diesel. The first plant for production of 30,000 tons biodiesel per year has been constructed. Thus the only possible vertical integration of the main business activity from raw material to fuels is achieved.

STATEMENT OF SUPPORT

Makpetrol AD bases its sustainable development approach on principle of transparency and progress. In 2004, it committed itself through the United Nations Global Compact to support and translate into acts the ten principles on human rights, labor rights, the environment and the fight against corruption.

With this communication we express our intent to support and advance those principles within our sphere of influence. We commit to making Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment-both to our employees, partners, clients, and to the public. We support public accountability and transparency and will report on progress made in a public manner.

Andreja Josifovski
President of MAKPETROL AD

HUMAN RIGHTS

PRINCIPLE 1

BUSINESSES SHOULD SUPPORT AND RESPECT PROTECTION OF THE INTERNATIONALLY ACKNOWLEDGED HUMAN RIGHTS

Our commitment and policy

In Makpetrol AD one of the most important duties is to offer its employees satisfactory working conditions and to insure their safety.

We abide by the laws of the countries where we operate, and we strive to uphold the principles of the Universal Declaration of Human Rights. The internationally acknowledged human rights are a universal value and we constantly strive for them to be respected and protected.

Makpetrol AD strives to work not only in accordance with the appropriate legal legislative, but also our behavior is in accordance with the basic values of Makpetrol AD- sincerity, integrity, as well as, respect towards people.

Measurable Results or Outcomes

Makpetrol AD has implemented human rights protection policy.

Our company is providing good working environment. We create safe and healthy working conditions. The company has its own human rights management system, health and safety management system and monitoring system.

The professional health and safety management of Makpetrol AD is based on the principles of prevention, ensuring our employees healthy and safe working environment in accordance with the industrial standards and the appropriate applicable laws and regulations. The senior management of Makpetrol AD entrusts the responsibility to its local affiliates or subsidiaries to implement this policy and to guarantee observance of the applicable laws and regulations for health protection and safety at work. Makpetrol AD provides its employees appropriate training in all health and safety relevant areas.

Transparent in its operations, Makpetrol AD cooperates with suppliers that share the same responsible attitude; equal approach opportunities to the products, services, funding, donations and sponsorships etc.

Makpetrol AD guaranteed freedom of association and the company does not use forced work force.

PRINCIPLE 2

BUSINESSES SHOULD PROVIDE GUARANTEE THAT THEY SHALL NOT PARTICIPATE IN THE ABUSE OF THE HUMAN RIGHTS

Our commitment and policy

Makpetrol AD respect and have implemented the human rights protection and development system. We do not participate in any form of human rights abuse. We see as our main responsibility to protect our employees of any kind of abuse. Makpetrol AD respect the human rights of our employees and obtaining good and safe working conditions. We create satisfactory and safe working conditions, where the employee

s will be given equal possibilities for development of their skills and talent.

Makpetrol AD have clear and strict standards for doing business. We protect and respect our employees during work of any kind of human abuse.

We do not cooperate with partners which take part of all the forms of human abuse. Creating business relations that will result with mutual benefit for Makpetrol AD, as well as for the business partners.

Measurable Results or Outcomes

Code of professional conduct is implemented as a strategic policy in Makpetrol AD.

We strengthen the rights of equality, safety, personal, economic, social and cultural freedom.

We constantly provide full and transparent information to all our employees, customers and our partners.

Makpetrol AD as a company has defined several areas of responsibility towards: shareholders, buyers, employees, business partners and society. The Management has a task to continuously define the priorities and to change them, when it is necessary.

Makpetrol AD continuously makes efforts to provide safe conditions of work wherein occurrence of possible risk of any kind is being eliminated.

We are aware that safe operation does not depend only on technically operative equipment, but also on the competent people and on the appropriate behavior towards safety.

LABOR STANDARDS

PRINCIPLE 3

BUSSINESSES SHOULD SUPPORT FREEDOM OF ASSOCIATION AND EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE AGREEMENT

Our commitment and policy

Makpetrol AD regulates the labor contracts with employees in accordance with the collective agreement and it fully in compliance with the Law on Labor Rights of the Republic of Macedonia, as well as the European Union's standards on Labor Rights.

Makeptrol AD within its scope of work tends to create working area that is safe, composed of professionals who within their working rely on team work and confidence.

Makpetrol AD is committed to enable and support professional development of its employees; we are keeping our employees informed and involved.

Measurable Results or Outcomes

Within our company there is a representative Syndicate organization.

Due to the need of the employees and their rights, our company supports and participates to the collective agreement ensuring to the employees freedom of association.

Makpetrol AD respects the right of all employees to form or to join trade unions according to their choice and it shall monitor the results of the individual corporate agreements in accordance with the local laws and regulations.

PRINCIPLE 4

BUSINESSES SHOULD SUPPORT ELIMINATION OF ALL TYPES OF FORCED WORK AND WORK UNDER THREAT BY FORCE

Our commitment and policy

Our business policy excludes any form of forced work and work under threat by force.

A brief description of our Processes or Systems

Employment is on a voluntary basis, and each employee may leave its work post under clearly defined rules. All our employees have freedom of making decisions. The working hours are determined, according to the law, and each employee is pension, health and socially insured.

Measurable Results or Outcomes

Makpetrol AD has established Code of Conduct, and as a document clearly defines the elimination of all types of forced work and work under threat by force.

PRINCIPLE 5

BUSINESSES SHULD SUPPORT EFFECTIVE ABOLITION OF CHILD LABOR

Our commitment and policy

In Makpetrol AD exists clear written rules not to use child labor especially working at phases related with operations with dangerous liquid and gases.

A brief description of our Processes or Systems

Child labor is not policy and practice of our company. Our policy of employment does not allow the engagement of child labor in any segments of our business especially in the hazardous areas where Makeptrol AD is doing its core business (exp. Dangerous liquid and gases).

In the past year, Makpetrol AD gave donations to Orphanage, as a part of hole donation program of Makpetrol AD.

PRINCIPLE 6

BUSINESSES SHOULD SUPPORT ELIMINATION OF DISCRIMINATION IN RELATION TO EMPLOYMENT AND PROFESSION

Our commitment and policy

The company shall not be involved in or support any discrimination upon employment, payment, training, and promotion, termination of employment or retirement based on race, class, nationality, religion, sex, disability, sexual orientation, trade union membership, political orientation and age.

Makpetrol AD will employ and promote the employees on the basis of the necessary qualifications and working capabilities without any discrimination in reference to the race, class religion, nationality, political orientation, skin color, gender, age and marital status.

Makpetrol AD shall not allow or tolerate any behavior, including gestures, verbal and physical contact considered as sexual harassment, threats, abuse and exploitation and it is determined to protect its employees in the activities against this kind of behavior.

Each employee who works for Makpetrol AD contributes to our success and to the creation respectable company. By working together, we create new possibilities for our business.

Measurable Results or Outcomes

We are obliged to create working environment based on mutual confidence, whereby each individual who works for Makpetrol AD will be treated with respect and dignity.

Makpetrol AD obtains equal possibilities for all employees through precisely defined and consistently applicable standards and with established management system.

Makpetrol AD makes efforts to provide fair treatment and respect towards all employees. No harassment, discrimination and degradation of any kind will be tolerated at the working position towards the employees, suppliers and others.

ENVIRONMENTAL PROTECTION

PRINCIPLE 7

BUSINESSES SHOULD SUPPORT PREVENTIVE ACCESS TOWARDS THE CHALLENGES OF THE HUMAN ENVIRONMENT

PRINCIPLE 8

BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

PRINCIPLE 9

BUSINESSES SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our commitment and policy

The environmental protection, observing the legal requirements and the common industrial standards are at the top of the management agenda of Makpetrol AD. The objective of the company is to combine the factors for quality, environment and human aspects in one integrated management system which strives towards sustainable economic success.

Maintaining business within the frames of good corporate management, in accordance with the appropriate laws and regulations (the internal acts of the Company) thereby taking in regard the basic human rights and environmental protection.

One of the fundamental business principles of Makpetrol AD is to achieve success in all business activities of its scope of work, thereby taking maximal concern for health, safety, as well as for environmental protection.

Protection of the human environment is the integral part of the policy and practice in Makpetrol AD. Our company is implementing technical solutions and equipment which are decreasing the possibilities of environmental attack.

A brief description of our Processes or Systems

In Makpetrol AD we have divisions which are devoted to environmental protection.

Makpetrol AD invests in upgrading their technical systems for storages, transport and retails for fuels. This equipment reduces GHG emission and prevents accidents like spilling out fuels etc. This applied technology is in accordance with the latest accomplishments in this field (mass flow metering devices, wireless level meters etc.).

Actions implemented in the last year/planned for next year

Makpetrol AD develops and realizes projects which are improving employees' awareness of the importance of energy efficiency and other important resources.

Makpetrol AD organizes training for our employees and we are taking participation in larger events organized by the Governmental authorities devoted to Ecology and protection of the environment.

Measurable Results or Outcomes

In practice, it is installing level meters in our underground tanks at petrol stations and storages and other sophisticated devices.

The company is investing in plants for producing bio fuels. The output, biodiesel is the fuel which has lower emission of green house gases (GHG) when it is burning in engine. With such a project we are participating and increasing the protection of the environment and all over the climate changing.

FIGHT AGAINST CORRUPTION

PRINCIPLE 10

**BUSINESSES SHOULD WORK AGAINST ALL FORMS OF CORRUPTION,
INCLUDING EXTORTION AND BRIBE**

Our commitment and policy

Makpetrol AD rejects bribery and corruption in all forms, whether public or private, active or passive. Makpetrol AD will not resort bribery and corruption in order to obtain or retain business or other improper advantage in the conduct of international business.

Makpetrol AD has clear stand in relation to bribery and corruption, that is, the employees must not offer or accept bribery. Direct or indirect offer, payment, asking for and accepting bribe in any form by the employees is unacceptable.

Makpetrol AD promotes its policy of non accepting bribe and corruption among its business partners.

The corruption is the enemy of the development and to the human progress; therefore Makpetrol AD bases its entire work on transparency.

Makpetrol AD works in accordance with the positive national and international legal regulation which deals with the given problems.

Measurable Results or Outcomes

Raising employee awareness of bribery and corruption risks is therefore a priority of Makpetrol AD. One way we do this is through a stance that is clearly spelled out in the corporate Code of conduct. In addition, employees in position of responsibility or potentially more exposed, including purchasing agents, legal officers and senior managers, received dedicated training.

Makpetrol AD cooperate with the Government in a constructive manner and we do not participate in the activities of the political parties.