

## **COMMUNICATION ON PROGRESS REPORT**

**Name of the participating company:** KOMIN Ltd.

**Country:** Latvia

**Sector:** Business consulting (Human Resource, Job Safety, Customs & IT Solutions)

**Reported period:** 10/2006 – 11/2007

**Content of Report:**

1. Statement of continued support for the Global Compact by the CEO
2. Description of practical actions taken to implement the Global Compact principles and outcomes of actions.

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STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT  
BY THE CEO

*Demand is the common drive for our daily business activities. Our wish for Global Compact is to become a similar drive for entrepreneur's social activities.*

**Andris Spulis**  
**C.E.O.**  
**KOMIN LTD**

## DESCRIPTION OF PRACTICAL ACTIONS TAKEN TO IMPLEMENT THE GLOBAL COMPACT PRINCIPLES AND OUTCOMES OF ACTIONS

KOMIN Ltd. has continued to follow previous set principles.

### Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights; and
- make sure that they are not complicit in human rights abuses.

KOMIN Ltd. during particular period has continued its support for human rights respect performed in external and internal environment of organisation. Externally as a human resources company majoring in recruitment business we have strongly followed up our Clients activities regarding gender and ethnicity equality principle. In all possible cases of gender discrimination Client was guided towards decision made not based on gender/ethnicity but qualification. The same principles are followed within the company. The composition of KOMIN employees reflects the local community. We do not discriminate against any person regardless of sex, religion, ethnicity, etc.

### Labour Standards

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced and compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

As a company, being involved in numerous projects connected with job safety and legislation issues, KOMIN Ltd. has always suggested other companies to follow the general principle of safe work environment and increase of the well-being of employees. A number of projects have been successfully managed and a number of employers have discovered the essence and importance of the principles mentioned above.

KOMIN Ltd. by itself is trying to show a good example for partners as being effective and responsible company in labour standards issues towards its employees.

KOMIN Ltd. policy is to encourage all employees to actively engage in a team building. KOMIN Ltd. ensures that employees have:

- competitive salary including all the taxes;
- duties, responsibility and given potentialities upon each individual quality;
- company facilitates further education and life-long learning;
- ergonomic work stations;
- support of retired personnel in case of illnesses and other situations.

We believe that efficient and targeted work performance can be gained through positive attitude, individual challenges and teamwork.

### **Environment and social responsibility**

- Businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies

Like in previous years KOMIN Ltd. has supported a number organisation to increase social responsibility and has taken an active part in it by itself. We have contributed monetary support to orphans and low income people support foundation, as well made presents in terms of personal computers to a number of children in country side in order to increase their IT knowledge.

KOMIN specialists have taken part in career days of universities in order to supply students with basic information concerning job market tendencies and basic principles of finding the right job.

In terms of environment protection – we are reducing the use of printed-paper, electric energy, having really good heat isolation, which is one of the essential threats for nature. Bureau of Komin corresponds to environmentally friendly one. In Christmas time our office is decorate with a live Christmas tree, which is planted in a wood afterwards.

### **Anti-Corruption**

Businesses should work against all forms of corruption, including extortion and bribery.

This always has been a cornerstone of our company business philosophy.