



PRIBALT

Communication on Progress

Year: 2009

STATEMENT

In our company, as we are a member of Global Compact, we believe that our business practices, in all levels of our business, are in the process of incorporation of all ten principles of human rights. We strictly look after our every day processes to be sure that in all of them, including collaboration with employees and in the many Communities in which we operate on daily basis, human rights would be considered. Our business culture is developed in a way that it corresponds to all ethical norms and manners, and we strictly condemn human rights abuses and ignorance.

29TH of January, 2010, Mr. Rihards
Svelpe, CEO

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Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<p>1: Businesses should support and respect the protection of internationally proclaimed human rights;</p>	<p>We are providing safe and healthy working conditions to our employees as well as insuring non-discrimination in personnel practices. We treat our employees with respect and dignity and we prefer business partners who treat their employees similarly. Plans for the year 2010 – to develop and provide regular staff training program on human rights issues.</p>
<p>2: and make sure that they are not complicit in human rights abuses;</p>	<p>We are continually consulting within the company with relevant stakeholders during both pre-investment and post-investment stages. We are working on identifying those functions within the company that are most at risk of becoming linked to human rights abuses, by this we are looking on how to improve our internal system and comply with human rights.</p>
<p>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>We do not constrain our employees – their choice of joining to a trade union they prefer. We have always supported activities of their growth of the career and personal wealth.</p>
<p>4: the elimination of all forms of forced and compulsory labour;</p>	<p>We make available employment contracts to all employees stating the terms and conditions of service, the voluntary nature of employment, the freedom to leave (including the appropriate procedures) and any penalties that may be associated with a departure or cessation of work. We write employment contracts in languages easily understood by workers, indicating the scope of and procedures for leaving the job. We are aware of economic activities where forced labour is more likely to be a practice.</p>
<p>5: the effective abolition of child labour;</p>	<p>We are aware economic activities where there is a greater likelihood of child labour and we respond accordingly with policies and procedures. We adhere to minimum age provisions of national labour laws and regulations and, where national law is insufficient, take account of international standards. We use adequate and verifiable mechanisms for age verification in recruitment procedures</p>
<p>6: and the elimination of discrimination in respect of employment and occupation;</p>	<p>We are aware of formal structures and informal cultural issues that can prevent employees from raising concerns and grievances. We do assign responsibility for equal employment issues at a high level. We are against any kind of discrimination in our company and we act strictly if such is being noticed.</p>
<p>7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>We are a green thinking company from the days of our foundation and we did establish several environmentally friendly measures as our everyday practice e. g. waste sorting and reasonable saving of natural resources</p>
<p>8: undertake initiatives to promote greater environmental responsibility;</p>	<p>We are planning to re-define company vision, policies and strategies to include the 'triple bottom line' of sustainable development - economic prosperity, environmental quality and social equity</p>

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9: and encourage the development and diffusion of environmentally friendly technologies;	We are striving to use all available recourses in more sustainable manner.
10: Businesses should work against all forms of corruption, including extortion and bribery;	For the year 2010 we have planned to develop and introduce anti-corruption policies and programs and business operations.