



ARHICONI GRUP
THE KEY TO YOUR NEW HOME
NEW LIFE INCLUDED

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Corporate Social Responsibility

Communication on Progress

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Arhiconi-Grup is a leading real estate developer, specialized in turn-key architecture and construction services. The company combines industry best practices, proven technologies and rigorous processes to offer top-quality services and products to meet its customers' most intricate and complex needs in the area of construction and design.

In November 2006, **Arhiconi-Grup** officially joined the United Nations Global Compact, when the first Moldovan companies formed the local network. During the first two years of membership, **Arhiconi-Grup** developed and contributed to a number of actions aimed at implementing the ten principles of the UN Global Compact; the company has also participated actively in the event organized by the local network.



"We see corporate social responsibility as a concept that encourages companies to provide more attention to the interests of society, by taking responsibility for the impact they have on their communities, in particular on customers and employees, and the environment. Moreover, this commitment must be manifested in the voluntary actions to improve the quality of life of employees and, in general, the entire society. We strive for our business activity to incorporate the ten underlying principles of the Global Compact and we commit to making real progress in terms of corporate social responsibility."

Radu Eremciuc
Owner, CEO

Summary:

COMPANY PROFILE	4
COMPANY PROGRESS	5
Principle 1 and 2: Protection of Human Rights	5
Principle 5: Business should support the effective abolition of child labor	5
Principle 6: Business should support the elimination of discrimination in respect of employment and occupation	5
Principles 7, 8 and 9: Environment	6
Principle 10: Business should work against corruption in all its forms, including extortion and bribery	7

Company profile

Since 1998, **Arhiconi-Grup** has quickly expanded the array of services to meet the demand of the local and foreign markets. From industrial building design and engineering to custom-made furniture, **Arhiconi-Grup** has completed important projects both in Moldova and abroad. The company has a proven track record of collaborating with numerous international organizations and foreign companies, including USAID-funded projects, the US Embassy, the World Bank, the American International Health Alliance, UNDP, Union Fenosa and many others.

In addition, **Arhiconi-Grup** has been implementing several real estate development projects in collaboration with private investors, capitalizing on local residential and commercial property opportunities. These include roof-story addition apartments, premium office buildings, logistics centers, shopping malls and suburb residences. Initially founded as a limited liability company, **Arhiconi-Grup** has been re-organizing into a holding structure, consisting of interdependent business units, covering the wide range of activities currently run by a professional and dedicated management team.

Arhiconi-Grup uses innovative and modern technology in providing its customers with top-quality services and products. From specialized computer software to proven experience conducting B2B transactions on-line, to over 2,000m² of production space, the company has everything it takes to service clients in Moldova and abroad. **Arhiconi-Grup**'s team is comprised of over 300 professionals with combined experience in architecture, engineering, interior design, and furniture and accessory manufacturing. To complement internal experience and capacity, **Arhiconi-Grup** has established close collaboration with other specialists from Moldova and abroad, sharing skills and knowledge with companies and associations from Russia, Romania, Ukraine and Canada.

Company Progress

Principle 1 and 2: Protection of Human Rights

Business should support and respect the protection of proclaimed human rights

Business should ensure that they are not complicit in human rights abuses

The company continues to observe protection of human rights, by ensuring fair labor conditions, a safe work environment, an open communication within the company, where each and every staff member is welcome to express his/her concerns about personal beliefs, opinions and challenges. The management team has made a commitment to organize regular team-building events, in order to facilitate an open and stress-free environment, where employees develop a stronger sense of human relations and are treated equally well.

To ensure that staff members are able to balance their work requirements with a healthy family life, the management has developed flexible work schedules, depending on employees' needs and special requirements.

Principle 5: Business should support the effective abolition of child labor

In 2008, the Global Compact Network in Moldova initiated a round of discussions about adopting a *Code for Abolition of Child Labor*. **Arhiconi-Grup** has participated in all discussions and has committed to adhering to the principles of the said regulatory document, as soon as it is publicly adopted in the regular meeting held in December 2008. In the meantime, the company's hiring policy is very strict in regards to eliminating any involvement of child labor.

Principle 6: Business should support the elimination of discrimination in respect of employment and occupation

Arhiconi-Grup has implemented and followed an open, objective and transparent system for personnel recruitment, evaluation and development. Thus, in the process of hiring specialists, the company's HR manager is looking to the candidates' experience, skills and ability to meet job requirements specified in the job opening description. The latter is posted in the media, on specialized recruitment sites and through public networks. Applicants that meet selection criteria are short-listed and interviewed by at least 2 management-level staff members. During this stage, each

applicant is screened for specific skill ability, previous relevant work history and other technical requirements, based on job specifications. No discriminatory factors, such as race, colour, language, religion or belonging to a national minority, can be applied to making a final choice toward a certain job applicant.

Furthermore, being a company that serves many international clients, which, in turn, come from various cultural, religious and political backgrounds, the management team constantly discusses with the staff involved in project communication about cultural tolerance, international business ethics and respect towards different views and opinions. This has also influenced the internal environment, whereas employees feel free to express their personal, religious or other private beliefs, without being afraid to be judged or criticized. To the contrary, the management encourages open discussion and learning about each other's interests and values.

Finally, this year the company implemented the "Opinion Box" tool, which encourages employees to speak out about their concerns, improvement proposals and other ideas regarding their own work environment and conditions. During the first 3 months of using this tool, the management has learned about specific issues some workers had, such as salary review procedures, evaluation criteria and improved facilities. All questions were addressed openly and distributed widely to all staff members.

Principles 7, 8 and 9: Environment

Business should support a precautionary approach to environmental challenges

Business should undertake initiatives to promote greater environmental responsibility

Business should encourage the development and diffusion of environmentally friendly technologies

All relationships that are established between man and nature, and their interdependence influence ecological balance, leading to life and work in good conditions for humans, as well as prospects for the development of society as a whole. These reports aim at both content and creating business conditions for human existence.

Arhiconi-Grup recognizes the effects it produces on the environment, being involved in wood processing activities and construction. In this respect, the company enforces a policy for recycling and reusing processing industrial debris – wood remains are sent for re-processing into OSB boards, which are also used widely in

construction. An example of such construction is one of the company's workshops built of OSB sandwich panels.

In 2008, **Arhiconi-Grup** participated at the annual event "Green Day", which is organized and monitored by the Global Compact Network in Moldova. A group of **Arhiconi-Grup** employees were actively involved in planting of trees and cleaning activities in the Public Park "Valea Trandafirilor".

Another direct action aims at reducing use of paper. The company office has a strict policy about re-using scrap paper and limiting unnecessary printing and Xeroxing. **Arhiconi-Grup** also promptly adopted the promotional campaign for reducing paper use by adding a standard footer to the email signature:



Principle 10: Business should work against corruption in all its forms, including extortion and bribery

While the company does not have a detailed policy or statement regarding anti-corruption rules, the management strictly enforces and communicates to the staff that no employee can engage in corrupt activities, especially when it comes to dealing with sub-contractors, clients and public authorities. This is cross-checked randomly to verify open and transparent procurement practices, license and authorization verifications, and other tools.