



INFORMATION ON THE ACHIEVED PROGRESS

The Republic of Belarus

Sector:

*Production of natural dairy and
juice products*

Reporting period:

2013

2013

Socially responsible business

Content

<i>Message from the CEO.....</i>	<i>2</i>
<i>About the company.....</i>	<i>4</i>
<i>The UN Global Compact.....</i>	<i>10</i>
<i>Human rights.....</i>	<i>11</i>
<i>Labor relations.....</i>	<i>19</i>
<i>Environment.....</i>	<i>34</i>
<i>Fight against corruption.....</i>	<i>40</i>

2013



Message from the CEO

2

Dear colleagues and partners!

"Savushkin Product" company is pleased to present the regular progress report on the achievement made in the area of social responsibility.

2013 has been another difficult year for the company, with many advantages, but also with its disadvantages. But have there ever been simple times in the dairy market? However, the company continues developing and rushing ahead. This year we have begun the construction of a new building - the fifth production facility. This is good news not only for the company's employees but also for our entire region, for the whole country and for our customers. It means creating additional comfortable vacancies, increasing the efficiency of production and export potential, expanding possibilities for the application of the latest technologies and production of new and unique dairy products.

Today "Savushkin Product" is the largest dairy company in the Republic of Belarus. We are aware of the large scale of our business and its place in the community, and we are making every effort to reduce our impact on the environment.

The mission of "Savushkin Product" company is "To give people pleasure and health by producing high-quality, natural and healthy dairy products!" Every day 3,000 employees of the joint company are working to ensure that our customers will always have natural dairy products on their table, which are beneficial to health. Therefore, one of the main activities of the company in the field of CSR is to promote principles of healthy nutrition. We take highest responsibility for informing our customers about the content of the products manufactured by our company.



2013



Message from the CEO

Using the mass media and corporate communication channels, we transmit the principles of proper balanced nutrition and the place of dairy products in it. We believe that the buyer is the chief expert of the produce we make. Thus, buyers should get as much information as possible about the products, in order to make a conscious choice.

Our products are known and loved by consumers in 75 regions of Russia, Ukraine, Kazakhstan, Azerbaijan, Uzbekistan, the United Arab Emirates, Jordan and other countries of near and far abroad. However, we do not stop on our achievements but are continuing to steadily develop and explore new trade markets. As you remember, we have a special unlimited license of the EU Standing Committee on the Food Chain and Animal Health, which enables us to supply dairy products to the EU. This year in May, our production facilities were certified according to the international food safety system FSSC- 22000, which allowed us to start the supplies of whole milk dairy products in to the European Union countries - Lithuania, Latvia and Estonia. This is a real breakthrough for Belarusian dairy industry as a whole, as no Belarussian company has ever exported its whole milk products to the EU up to this point.

In this social report, we are presenting our work and activities performed in the field of CSR for the past period of 2013.

Enjoy your reading!

Alexander Savchits, CEO of JSC "Savushkin Product"

2013



About the company

4

JSC "Savushkin Product" is one of the largest dairy companies in Belarus, which has been stably occupying the leading position in the country's dairy industry for over 10 years. All of our activities are focused on the creation and adoption of the universal values of care, respect, diligence, honesty, openness, kindness and love.

The company's mission is "To bring people pleasure and health by creating high-quality natural dairy products." Driven by the desire to care for the health of its consumers, "Savushkin Product" team always puts on the cornerstone the provision of the highest quality, one hundred percent natural and healthy products. And this task is being successfully carried out.

The combination of high quality raw materials, natural ingredients, original recipes, the latest technology, strict quality control throughout the entire process chain, as well as highly skilled and responsible staff, is the key to success in all the endeavors.



2013

Socially responsible business



About the company

5

Today, the produce of "Savushkin Product" is being made at 4 *production facilities* - in Brest, Kamenetz, Pinsk and Stolin.

The total production capacity of the company allows to process up to 2,500 tons of milk daily.

In April 2013, "Savushkin Product" company began the construction of the 5th production facility. The new production building is being built in Brest close to the head office of the enterprise. The start-up of the plant at a full capacity is planned for 2015. The launching of the 5th "Savushkin Product" facility will enable to create new jobs, to significantly improve the operational efficiency and increase the export potential, which in its turn will strengthen the positive image of the country on the world markets.



2013



About the company

6

The company's resource area consists of 92 farms in Brest region (all in all 309 dairy cash farms). JSC "Savushkin Product" processes about 40% of all the raw milk in the region. It is important to note that about 80% of the milk supplied for processing corresponds to the highest grade and extra grade, which is crucial for the production of high quality products.

In 2013, there has been created the Agricultural Board of JSC "Savushkin Product". It systematically works with the farms of the resource area to improve the quality parameters of raw milk. The farms are using modern European methods of loose housing of cattle, computer technologies for milking, reduction of manual labor and, consequently, direct contact of the product with humans.

For 9 months of 2013, the investments in the development of "Savushkin Product" resource area have accounted for more than 88 billion rubles (10 million USD). These funds were used to purchase refrigeration equipment, pasteurizers, filter elements, cleaning and disinfection means for laboratory equipment, whole milk substitutes, schrots and crop seeds.



2013



About the company

7

During the first 9 months of 2013, "Savushkin Product" company processed more than 369,000 tons of raw milk. The growth rate compared to the same period of the last year is 100.8%. Currently, the total average daily volume of milk for processing is about 1,300 tons. The value of the manufactured produce has accounted for 2,554,437 million rubles (292.1 million USD) (at current prices), which is by 23.5% higher comparing to the same period of the last year.

"Savushkin Product" produce is manufactured under 5 brands - "Savushkin Product", "Brest-Litovsk", "Optimal", "Laskovoye Leto" and "Na100yashchy." The products range is constantly expanding.

Caring for the strengthening of the health of its consumers, the company has developed a series of products for functional nutrition. The Institute of Physiology of the National Academy of Sciences of Belarus confirmed that the range of such products made by our company includes yoghurt, enriched with bifidus bacteria, "Optimal"; soft curd "Nezhniy" and based on it curd dessert pastes "Savushkin Product"; kefir product, enriched with probiotics and lactulose; and "Savushkin Product" UHT milk.



2013



About the company

8

JSC "Savushkin Product" is in line with the world's leading companies as regards business principles and technical equipment of the company. Manufacturing, supply and packaging of products are fully automated, which allows to reduce to zero the influence of the "human" factor on the technological process and to ensure stable high quality of the end product. Today JSC "Savushkin Product" is an automated plant, where computer-aided manufacturing index is 99%.

The investment policy of the company is primarily focused on the constant technical re-equipment of production and the introduction of modern technological processes. The volume of investments for the first 9 months of 2013 has already exceeded one billion rubles (114 thousand USD).

In order to preserve the quality and consumer properties of dairy products (and therefore also to provide for the safety of the consumer), the "cold chain" is ensured at the "Savushkin Product" company all the way from production, storage and shipment, up to delivery to sales organizations. Trucks that deliver products to retail net are equipped with thermal recording devices that control the temperature of product delivery throughout the route of the vehicle.



2013



About the company

9

Having managed to gain consumer recognition and a strong position in the domestic market (the company's share in Belarusian market of whole-milk products is 16.7%), JSC "Savushkin Product" continues growing rapidly, not only improving the quality and assortment, but also expanding the trade area.

By introducing modern technologies that enable deep processing of milk, and a delicate marketing strategy, "Savushkin Product" now occupies a worthy place among dairy manufacturers in world markets. In 2012, JSC "Savushkin Product" received an unlimited export license issued by the EU Standing Committee on the Food Chain and Animal Health, which allowed the company to successfully enter the European market.

The company currently supplies to 75 regions of the Russian Federation, Ukraine, Kazakhstan, Azerbaijan, Uzbekistan, United Arab Emirates, Jordan, and other countries of near and far abroad.

Whole-milk products are regularly supplied to the EU since July 1, 2013. This is a major breakthrough, which in fact proved that the company's produce meets the highest European standards.

The share of exports in the total production for the first 9 months of 2013 has been 48.2%, which is 1.1 percentage point higher than in the same period last year.



2013

In November 2006, "Savushkin Product" joined the UN "Global Compact" International Initiative, which promotes the principles of social responsibility and creates a platform for the establishment of a multilateral cooperation between the state, business, society and international organizations.

It calls on business leaders to support and guide the practice in their field by the **10 principles** of doing business in the area of

human rights;

labor relations;

environmental protection;

fight against corruption.



WE SUPPORT
2013

➔ Principle number 1: ***Businesses should support and respect the human rights proclaimed by the international community.***

➔ Principle number 2: ***Businesses should take steps to prevent human rights violations.***

"Savushkin Product" supports the principles of respect and promotion of human rights, which are laid down in the international as well as in the national legislation. This helps the company to earn the trust and respect of customers, partners, employees and society as a whole.

Responsibility to consumers is one of the fundamental principles of "Savushkin Product" activity. We are actively exploring the tastes and preferences of consumers so that to reflect them most fully in the range of manufactured products.

We're striving for excellence and constantly improving our professionalism.

Our customers have the right and opportunity to receive complete and accurate information on the activities and products of the company. In this regard, a lot of work is being done in the field of informing and building peer communication between the company, its partners and customers.



2013

Human rights

Information transparency

"Savushkin Product" is a company which appreciates its consumer. Everyone's opinion is important to us, and we are grateful to everyone who has regarded our company.

Since 2009, there is a "hotline" phone number at JSC "Savushkin Product", which is printed on each package. Consumers can call free of charge from any location in Belarus and express their views and wishes or ask questions about the products and the company's work. During the first 9 months of 2013, the hotline has received more than 550 calls.

Implementing an open policy of running business, the company holds annual Open Days. While in the early years it these were only the residents of Brest region, now the company receives guests from all over the country. In 2013, more than 600 people visited the production facilities of JSC "Savushkin Product" in Brest and Pinsk.

The format of Open Days in 2013 can't be called traditional. The guided tour program was added by a mini-seminar with the company's specialists, a demonstration of a corporate film, and an exhibition and tasting of the manufactured produce. During the Open Days, a special emphasis was put on the work with the sales departments and the representatives of sales nets.



2013



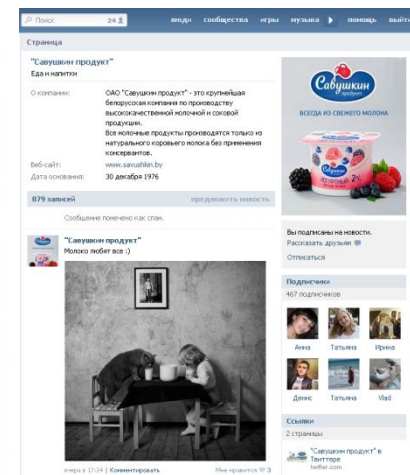
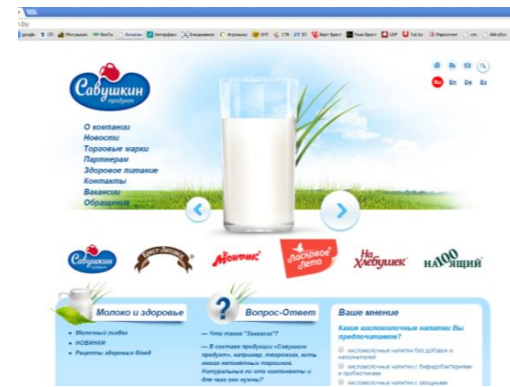
Human rights

13

"Savushkin Product" company promptly informs its customers and the wide public about its work. The information on the corporate website - www.savushkin.by is constantly updated. The company has its own pages in «Facebook», «Twitter» and «Vkontakte» social networks. Everyone can subscribe and get useful and interesting information on milk production and activity of JSC "Savushkin Product."

Reports from the most exciting events, interviews with prominent people, and announcements of upcoming events are reflected on the pages of the corporate newspaper "Savushkin info". Each employee can participate in its creation.

Moreover, the news about the company are regularly published in the national and regional media, among which are "ONT" (public national television), national newspapers - "Sovietskaya Belorussia", "Komsomolskaya Pravda", "Argumenty i Fakty", local newspapers - "Zarya", "Brestski Kurier", "Vecherni Brest", "Brestski vestnik", news websites - Tut.by, DairyNews.ru, Interfax.by, etc.



2013



Human rights

14

"Savushkin Product" is for the health of the nation!

"Savushkin Product" has chosen the health of the nation as a top priority of its concern and set a goal to popularize the principles of healthy nutrition, and to intergrate a culture of consuming milk and dairy products. The company continues to implement a long-term project "Savushkin Product" - for the health of the nation" initiated in 2005. The project still continues to live and grow.

The realization of the project touched (without exaggeration) all the spheres of the company's life including: the issuing of a product line under the brand "Optimal" for yogurts and curd&yoghurt cream pastes enriched with bifidus bacteria; the introduction of new packaging technologies; the activities (round tables, seminars, lectures, tastings, distribution of information booklets and brochures) with the aim to unite leading experts in the field of nutrition, health care, manufacturing and technologies around the issue of healthy eating; as well as the widespread public informing on the role of dairy products in a healthy diet, as well as new global trends in this field.

Thus, "Savushkin Product" concern about the health of the nation is not just words - it is the company's lifestyle, backed up by real deeds, the principle of its activities and its relationship with the consumer.



ПРО ПИТАНИЕ »

Кефирный продукт для иммунитета

В нашей семье все пьют кефир. А недавно обратила внимание, что на прилавках появился кефирный «Савушкин продукт» с пробиотиком и лактулозой. Скажите, пожалуйста, чем этот продукт отличается от кефира?

Л. Близнюк, Витебск

Кефирный «Савушкин продукт», обогащенный пробиотиком и лактулозой, производится на основе кефира. Но в отличие от кефира этот новый продукт дополнительно обогащен пробиотиком (бифидобактериями) и пребиотиком (лактuloзой). И, следовательно, сочетает в себе удвоенную пользу.

Бифидобактерии способствуют нормализации работы желудочно-кишечного тракта и росту полезных бактерий, при этом по-

2013

Charity

Even in tough and difficult times of crisis "Savushkin Product" lends a helping hand to those who need it. For the first half of the year, JSC "Savushkin Product" has provided charity care to 22 organizations with a total amount of 2,951 million rubles (341,000 USD).

Among them, Brest public organisation "The Union of Large Families," Brest public organisation "Belarusian Society of the Visually Impaired," Brest District Organization "Belarusian Public Association of Veterans, Holy Transfiguration Church in village Oltush, public organization "Brest region Traffic Safety Fund" and others.



2013

Quality of products

The company "Savushkin Product" is liable to the consumer for the quality of its products. All of our work is aimed at the buyer's receiving only the best and high quality products. We are constantly working to improve the quality indicators, starting from production technology to standards used in customer service and product deliveries. In this regard, "Savushkin Product" managing board decided to develop and implement international management systems.

Currently, the company operates the quality management system in compliance with national STB ISO 9001-2009 standards, the management system for quality and food safety based on the principles of HACCP, the environmental management system in accordance with international ISO 14001 standards, and the occupational safety and health management system in accordance with OHSAS 18001.

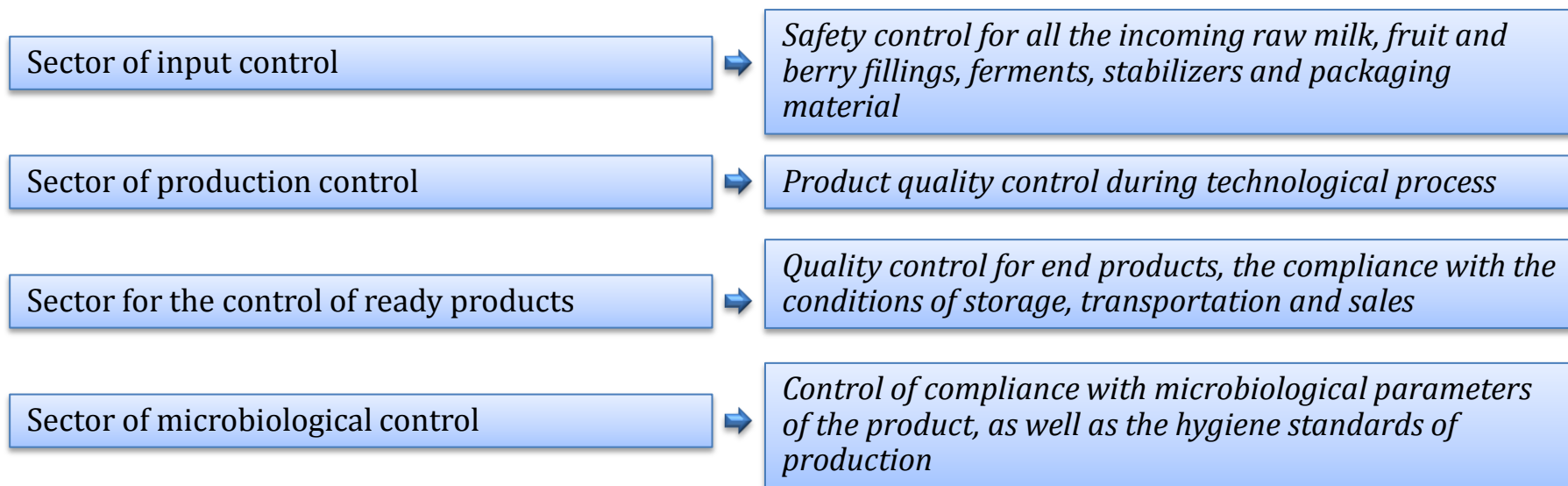
In 2013, JSC "Savushkin Product" production facilities in Brest and Pinsk have passed certification audit according to the international food safety system FSSC- 22000, on the basis of which the company has received a certificate of compliance with the new system of food safety management based on ISO standards and recognized internationally. The purpose of the FSSC-22000 standard is to ensure food security for all companies participating in the food chain.



2013

Strict sanitary control is necessary for the production of high-quality dairy products. The company's specialists have studied the experience of leading enterprises in European countries and improved their own system of compliance with the strictest hygiene.

Control of quality and safety of raw materials and end products with the hazard analysis and critical control points is managed by the Laboratory Control Department of JSC "Savushkin Product."



In addition to the laboratory in the city of Brest, the Laboratory Control Department also includes the laboratories at our production branches - in Pinsk, Stolin and Kamenetz.

2013



Human rights

18

High quality and excellent taste of our products have repeatedly been noted by consumers and professional experts.

Today, the company has more than 400 awards of national and international level. Among them, the Prize of the Government of the Republic of Belarus for achievements in quality, the Commonwealth of Independent States Award for achievement in the field of quality products and services, "Brand - Heritage of the Republic."

During the reporting period of 2013, "Savushkin Product" has received 12 First Degree Diplomas and 3 Grand Prix of the "Product of the Year 2012" competition. At the conclusion of "Brand of the Year 2012" contest, the company has won four top awards - the title of "Brand Leader" in the categories "Yogurt" and "Dairy products," gold medals for the brand "Brest-Litovsk" and in the "Socially Responsible Business" category ("For the care for the health of consumers"). In the "Champion of Taste 2013" degustation competition, "Savushkin Product" produce received six awards, including two Grand Prix.

At the International Exhibition "WorldFood Moscow", the company received three gold medals for "Brest-Litovsk" sour cream, "Savushkin Khutorok" cottage cheese and "101 grain + cream" grained curd.



2013

→ Principle number 3: ***Businesses should uphold the freedom of association and actually recognize the right for collective agreements.***

→ Principle number 4: ***Businesses should uphold the elimination of all forms of forced labor.***

→ Principle number 5: ***Businesses should uphold the elimination of child labor.***

→ Principle number 6: ***Businesses should encourage the elimination of discrimination in the sphere of employment and occupation.***

The policy in the field of labor relations, providing a comfortable working environment, health improvement and recreation, the right for professional growth and ensuring transparent terms of labor payment at JSC "Savushkin Product" is reflected in the Collective Agreement; the Regulation on bonuses for managers, professionals and workers for the main results of operations for the current year; the Internal labor regulations; the Regulation on recruitment and selection of employees; Standard of the organization "Continuous professional training"; the Program for professional training of "Savushkin Product" personeel. Each year the documents are being finalized and improved.



2013



Labor relations

20

The company's team

Today the company employs 3,014 people. Of these, 1,606 (53.3%) women, and 1,408 (46.7%) men. The average age of employees is 34. The contract form of hiring covers 1,803 people.

There are 807 employees with higher education, 809 with specialized secondary education, and 730 have vocational education, accounting for 77.9% of the total staff of JSC "Savushkin Product".

The current company's continuing professional education program provides each employee the opportunity for professional fulfillment and the acquisition of new knowledge. 113 people are currently enrolled in universities, and 19 - in colleges.

In case there is a certificate-request and an application from the manager of the department, students may receive a leave without pay, as well as paid holidays to 13 employees that have signed contracts.

During the first 9 months of 2013, training costs amounted for 491 million rubles (56,000 USD). Training was conducted by the organization's curriculum specialists. They have organized corporate training, inviting teachers and coaches from educational centers, educational institutions and other organizations.

When hiring new employees, the company pays special attention to the professional qualities and rejects discrimination based on sex, age and other characteristics. The company provides equal opportunities and equal treatment in employment and occupation.



2013

Working conditions

"Savushkin Product" company seeks to provide its employees with the most comfortable working conditions in all areas of its operation. The proof for this is the recognition of the Collective Agreement of our company as one of the best in Belarus. At the present moment the company has a Collective Agreement for the period from March 1, 2013 to February 29, 2016.

The Collective Agreement of JSC "Savushkin Product" is the most important local normative act, the purpose of which is to ensure sustainable socio-economic development, the establishment of additional social guarantees, compensations and benefits in the area of wages, employment of staff, labor protection, industrial and environmental safety, health care and resort recreation, provision with accommodation.

The terms of the Collective Agreement are applied to the employer, to the employees, who are trade union members and on whose behalf it is signed, and on full-time trade union workers. The control of for the implementation of the Collective Agreement is carried out on an equal basis by the authorized representatives of the trade union committee and the administration.



2013

The trade union organization of JSC "Savushkin Product" currently includes 99.6% of employees. Its major business lines are:

- *protection of professional, labor and socio-economic rights and legitimate interests of trade union members;*
- *promotion of healthy and safe working conditions;*
- *implementation of public control over the observance of labor legislation and labor protection;*
- *participation in the implementation of housing policies and public control over the observance of the housing legislation;*
- *participation in health improvement of workers;*
- *promotion of mass physical culture and sports among the employees;*
- *participation in the preparation and signing of the Collective Agreement, and supervision of its execution.*

The issues and the results of the trade union activities were presented at the meetings of trade union association and trade union conferences with the participation of delegates from all the divisions, departments and sections. During the first 9 months of 2013 there were held 7 meetings.



2013



Labor relations

23

In its activities, the company is guided by the Labor Code of the Republic of Belarus, the internal labor regulations and by the Charter of JSC "Savushkin Product." According to these documents, the duration of working time is limited to no more than 40 hours a week, there are flexible working schedules and a summarized account of working time with a full working off of the statutory annual statement.

Employees receive a paid annual holiday leave of at least 24 calendar days, and an additional leave for people working in hazardous conditions - 4 or 7 days.

An additional day off per week is granted upon request for mothers (or fathers), bringing up three or more children. All pregnant women are transferred to easy jobs, keeping the average salary of the main job and are free from working night shifts.



For the 6 months of 2013, there have been restated 30 labor standards and 39 have been developed anew. They have been agreed with the trade union committee and communicated to employees no later than 1 month prior to their implementation. "Savushkin Product" doesn't allow reduction of workers and jobs without economic or social grounds.

The trade union shall be notified about the intention to implement the changes in the production structure, full or partial suspending of production, if it will cause job losses or deterioration of working conditions, at least 2 months prior to those changes. Also, when reducing the number of employees and working staff, an employee is informed in writing and the Employment Service is notified not later than 2 months prior to the dismissal.

2013

Bonuses for the main results of operations were given to workers, managers and specialists in accordance with the applicable provisions.

According to the Collective Agreement, the following payments have been made to employees (total amount - 2,159 million rubles (249.5 million USD) for the first half of 2013.):

- financial assistance on anniversaries;
- financial assistance for the length of service;
- for funeral services;
- in connection with marriage;
- in connection with the birth of a child;
- fin. assistance on retirement;
- fin. assistance upon the decision of the CEO;
- in connection with the celebration of the 23d of February, the 8th of March, the Day of Medical Worker;
- to internationalist soldiers;
- to liquidators of the Chernobyl disaster;
- to non-working pensioners;
- to large families, having 3 or more children under the age of 18, and to parents with disabled children.



2013

Health protection and occupational safety

In order to ensure safety, health protection and human performance in the labor process, the company has developed and implemented policies in the area of health protection and occupational safety.

Compliance with safety and health requirements is provided by the introduced in 2006 management system for health and safety at work, which is aimed at ensuring a healthy and safe working environment within the organization. The company has successfully implemented the system of occupational health and safety in compliance with the requirements of OHSAS 18001. To meet the requirements of statutory and regulatory technical legal acts in the field of health and safety at work, "Savushkin Product" has developed, implemented and executed the procedure of identification and access to legal and other requirements in the area of health and safety at work, on the basis of which the Register of legal acts and technical legal acts is developed, and the Foundation of legal acts and technical legal acts is formed.



2013

The monitoring of working conditions in the company is conducted by a specialized agency under the contract in accordance with the scheme of control of harmful occupational factors of "Savushkin Product", approved by the chief engineer of the organization. According to the results of monitoring, in case of discrepancies, a plan of measures is developed to eliminate them. According to the flow chart of production control, measurements in the production environment are carried out in all workplaces, in all industrial and commercial branches.

Discrepancies by such factors of the production environment as "ammonia in a residential area", "illumination", "vibration", "fumes", "dust", and "electromagnetic radiation" have not been identified during 6 months of 2013. There are exceedings by a the factor of "noise" in the boiler and compressor shops, in the dried dairy products workshop and receiving and equipment room, which is due to the technological process, and therefore, the employees of these workshops are provided with personal hearing protection.



2013



Labor relations

27

During 6 months of 2013, there has been spent 1,980 million rubles (228.8 million USD) in accordance with the plan of measures to improve working conditions and safety, and the following activities have been held:

introduced a system of air-conditioning in the liquid dairy filling and packaging shop;

renewed the identification color for piping of the ammonia-refrigeration unit;

purchased protective clothing of the L-1 type in the amount of 3 pieces for repair and emergency work in areas polluted with ammonia;

constructed and installed a service platform for tanks № 7 to 9 in the equipment room;

reparation of household premises for workers of auxiliary services at the manufacturing branch of JSC "Savushkin Product" in Stolin;

the administrative building of JSC "Savushkin Product" production branch in Stolin has been equipped with an automatic fire alarm system and fire alarm facilities;

a classroom for occupational safety has been equipped in the manufacturing branch of JSC "Savushkin Product" in Stolin, etc.

Moreover, in accordance with the protocols of the "Day of Labor and Environmental Safety", additional steps for protection of labor are being carried out, which have helped to improve the working conditions of employees.

2013

Training and knowledge monitoring are constantly carried out within the organization in the field of occupational safety and health:

- when working with a mobile lifting working platform;
- when working at heights;
- when operating electric forklifts;
- during tire service;
- in connection with the introduction of new rules;
- on electrical safety of foremen of primary production;
- of the persons responsible for the release of electric forklifts to the line;
- when working with a jackhammer;
- on the environmental management system;
- on the management system for health and safety;
- with public inspectors for occupational safety, etc.



Preliminary and annual periodic medical examinations are being carried out for workers exposed to harmful and (or) hazardous environment factors.

2013

According to the results of the competition for the best organization of labor protection in the first and second quarters of 2013, based on the Regulation on the annual bonuses for the best organization of labor protection (application of the Collective Agreement), first place among groups of the main production units was awarded to the team of the dry milk products shop, and among auxiliary units of production – to the team of the boiler shop.



In addition to worthy working conditions, "Savushkin Product" offers its employees a substantial social package. Close cooperation of the organization's trade union with the administration enables to create the most favorable conditions for work and rest of every member of our team.

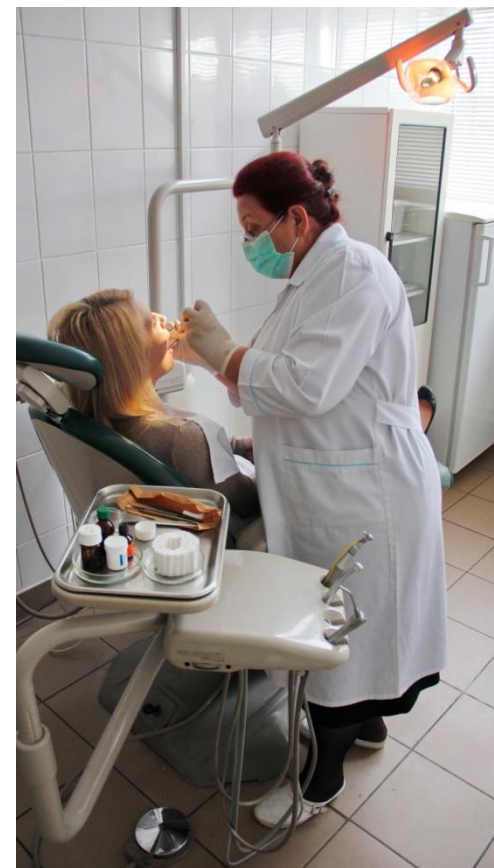
2013

Great Great attention is paid to health strengthening of the team members.

Morbidity with temporary disability amounted in the first half of 2013 to a total of 1,415 cases (47 cases per 100 employees). Work-related injuries have not been identified during this period.

Medicines amounting at 295 million rubles (34,000 USD) have been given to patients for curing and treatment.

For the health improvement of workers there is a possibility to visit a sauna, a massage room, the "underwater massage" procedure and a solarium directly at the company. Medical services performed by the medical staff at the healthcare department are free for the company's employees.



2013

In 2013, the company has purchased 74 vacation vouchers to child health and sports camps for children of JSC "Savushkin Product" employees from Brest, Kamenets, Pinsk, Minsk, Dzerzhinsk, Grodno, Mogilev, Gomel and Vitebsk.

Parental fee for a vacation voucher was only 10% of its total value.

20 vacation vouchers have been given free of charge to children from single-parent families and large families. Transport for the delivery of children to the camp is provided for free. The Center for sanatorium treatment of population also allocated 1 vacation voucher to the sanatorium of the "Mother and Child" Profile.

According to the Collective Agreement, during the reporting period there have been purchased 58 vacation packages from the profits of the company for recreation and rehabilitation of workers, withholding 50% of the cost from their wages, of which 8 vouchers have been of the "Mother and Child" Profile.



2013

Sports movement

An important task of the trade union within the framework of social partnership is the development of mass physical culture and sports, as health is not only a social but also an economic category!

During 7 months of 2013, 50.9% of the costs of the trade union organization have been spent on mass cultural and sports activities. Sports gyms and tracks in swimming pools are rented for employees engaged in physical culture and sports.

Our sports teams participate annually in regional championships and open championships in the "Health" Program. The company's employees regularly take an active part in tourist meetings.

The women's team of the industrial branch of JSC "Savushkin Product" in Pinsk took part in competitions of a year-round program of sports and athletics among the employees and took the 1st place in the City Championship in volleyball. Athletes who won prizes in city competitions and championships received one-time cash payments.



2013

The creation of the corporate spirit

Spiritual development of the staff is not ignored either. The trade union committee has organized collective visits to theaters for adults and children.

Weekend sightseeings and guided tours are very popular in the team. In January 2013, the company's employees have visited the National Park "Beloviezhskaya Pushcha" and the Residence of Belarussian Santa Claus. In March, April and June the team visited the palaces, parks and museums of Nesvizh and Mir. In April, the company's employees according to their desire, were in pilgrimage to holy places in the cities of Moscow and Sergiev-Posad.

In April 2013, there were held celebrations to mark the 10th anniversary of the founding of JSC "Savushkin Product" trading branches in the cities of Vitebsk and Gomel.

Such events are very popular among the trade union members. They help to consolidate the team and have an important cultural and educational value.



2013

➡ Principle number 7: ***Businesses should support a precautionary approach to the environment.***

➡ Principle number 8: ***Businesses should undertake initiatives aimed at increasing the responsibility for the environment.***

➡ Principle number 9: ***Businesses should encourage the development and spreading of environmentally friendly technologies.***



Environmental protection is an integral part of the company's production activities. JSC "Savushkin Product" cares about the environment and natural resources and their rational use. We strive to minimize the company's impact on the environment.

The company operates the *Department of Safety and Ecology*, which is guided by normative legal acts of the Republic of Belarus in the field of environmental protection and safety at work, as well as the technical normative regulations of the Republic of Belarus.

2013

The Environmental Management System

The Environmental Management System (EMS) is a part of the system of "Savushkin Product" administration management used for the development and implementation of policies in the field of environmental protection and the management of its environmental aspects.

In accordance with the requirements of the EMS, in order to reduce the negative impact of our operations on the environment, we annually analyze the implementation of activities in this area, as well as achieving objectives and environmental targets. Based on the analysis of the functioning of the EMS, the company takes measures to improve environmental performance.

Since 2006, the company operates and annually confirms the International Certificate of Conformity ISO 14001:2004 from 10.11.2006, valid until 09.11.2015. To improve technological processes and implement resource-saving and energy-saving technology.

In 2005, the company received a national environmental certificate of compliance to the requirements of STB ISO 14001-2005 number BY / 112 06.01.074 00043 from 08.04.2005, valid until 08.04.2014.



2013

JSC "Savushkin Product" developed a policy in the field of environmental protection, occupational health and safety, the purpose of which is the maximum possible reduction and prevention of adverse impacts of operations on the environment, as well as the company's basic principles of environmental protection:

To introduce measures aimed at improving working conditions and increasing safety at work, reducing the negative impact of our operations on the environment.

To work on the identification, estimation, management and reduction of risks to health and safety, as well as environmental aspects.

To analyze and improve the effectiveness of the Environmental Management System, occupational health and safety management, and to provide the necessary tools and resources to ensure the functioning of the systems.

Соблюдать To comply with legal and other requirements in this area, applicable to the organization.

Привлекать персонал To involve members of the organization to actively participate in implementing the objectives in this area; to raise staff's qualifications based on continuous learning in the field of environmental protection, occupational health and safety.

Совершенствовать To improve technological processes by implementing resource-saving and energy-saving technology.

2013



Environment

37

Recycling

The company's activities of the waste management are aimed to maximize the recovery of secondary material resources from waste products. Sorting and accounting of waste by type and grade of danger are carried out at the company for its environmentally safe disposal or use as secondary material resources.

The following products are to be collected and transmitted for the further utilization: uncontaminated waste of cardboard/paper, polyethylene, polystyrene (polystyrene tape die-cutting, plastic packaging), PET bottles, used tires with metal cord, used lead-acid batteries with a non-fused electrolyte, synthetic and mineral oil waste, scrap and waste of ferrous, non-ferrous metals, waste cable, and enameled wire.

The following products are to be disposed: used fluorescent and mercury lamps, used mercury thermometers. All the acid and sweet whey, as well as buttermilk gained when manufacturing butter, are fully processed at the plant, thereby increasing the efficiency of production and having no negative impact on the environment.



2013

Environment

Emissions to the air

During the reporting period, the company conducted an adjustment of the inventory act of stationary sources of emissions, revised draft standards for maximum permissible emissions and the ecological passport.

Every year we carry out the production analytical control of emissions into the air from stationary sources, based on an agreement with a third party accredited institution, as well as of the developed analytical control program. No excess of the maximum permissible concentration of pollutants from controlled sources has been found.

Cleaning of industrial emissions containing solid particles is carried out in the gas cleaning equipment.

Annually, we carry out aerodynamic testing of gas treatment plants with the determination of the effectiveness of their work by an external accredited organization.

On the basis of the technical report on testing, adjusting and determining the effectiveness of abatement equipment, the conclusions are that the ventilation systems are working well, the cleaning efficiency has not decreased as compared with the previous year.

In order to comply with the regulations on pollutants content in the exhaust gases of motor vehicles and the requirements of technical normative legal acts, transportation department specialists carry out monitoring standards of pollutants in accordance with the developed by the organization schedule.



2013

JSC "Savushkin Product" annually develops a plan of measures on air protection, rational use of water resources and reduction of waste production. During 8 months of 2013, the following measures have been introduced:

- an additional platform for collection and temporary storage of recycled materials of the organization has been isolated and equipped with a canopy;
- gas cleaning equipment has been purchased to clean the air discharged from the drying equipment at the manufacturing subsidiary in Pinsk;
- works on the replacement of equipment and launch of the new modules at the milk-tanker cleaning unit, and the upgrade of washing stations were done;
- sewer drains of the curd shop were replaced at the outlet to trap solids and organic matter;
- the thermal exchange surface of condensers was cleaned, which reduced condensing pressure and reduced the risk of refrigerant leakage.

Each year, the organization's staff receives instructions in the field of environmental protection and attends staff training on "Requirements of STB ISO 14001-2005. The Environmental Management System."

2013



Principle number 10: ***Businesses should work against all forms of corruption, including extortion and bribery.***

"Savushkin Product" values its business reputation, and strives to be a trusted and respected partner and employer.

In its daily work, the company maintains the highest ethical business standards. JSC "Savushkin Product" employs responsible and dedicated people, professionals who love their work and adhere to the principles of openness and humanity.

We believe in fair and transparent business practices, adhere to the moral standards of doing business, and build long-term and stable relationships with all stakeholders based on mutual trust and full commitment and openness.

The company strives to create and maintain a corporate culture based on trust, which involves intolerance to all manifestations of corruption, including extortion and bribery, as well as prevention of the phenomenon of "black payments" to employees. Wages are transferred via "Belagroprombank" and "Vnesheconombank" to electronic plastic cards.



2013



Fight against corruption

41

The company stands for transparent business and strict compliance with the requirements of national legislation in the field of combating corruption. Not only internal relations within the company are based on the principles of honesty, fairness and integrity but also its external communication connections.

Today, "Savushkin Product" maintains business relationships with a large number of organizations in Belarus and abroad. And relationships with them are based solely on trust and mutual respect. A transparent system in relations with the partners allows companies to choose with whom and how to implement its cooperation with the maximum balance of price and quality. The company practices a tendering system for procurement and delivery of services.

Suppliers of packaging, fillings, equipment and other partners are selected through a tender process and must comply, above all, with the quality requirements of their work, provided products and services. The company settles with its partners on account only.

JSC "Savushkin Product" is working effectively to prevent fraud on the part of employees and third parties. Property and funds are used only for the purposes of the company and never for personal gain.

2013



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WE SUPPORT

2013
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Socially responsible business