



**BIBLOMODEL, SA DE CV**

**UNITED NATIONS GLOBAL COMPACT**

**COP (COMMUNICATION ON PROGRESS) from 2008 to 2009**

<b>Company Name</b>	Biblomodel, S.A. de C.V.	<b>Date</b>	<b>January 06, 2010</b>
<b>Address</b>	Ocampo No.167 Col. Las Encinas	<b>Membership Date</b>	<b>September 24, 2008</b>
	CP 66050 General Escobedo, NL		
<b>Country</b>	México	<b>Number of Employees</b>	<b>427</b>
<b>Phone</b>	81 8384 1743	<b>Sector</b>	<b>Manufacturing</b>

**Brief description of business nature**

**Statement of support**

**Biblomodel**, manufacture the finest steel shelving system available for libraries in the market today. Since its foundation in 1981 Biblomodel has specialized in designing and manufacturing high quality products with the most attractive designs. Biblomodel's shelving system has been installed in many libraries around the world; more than 55% of our steel shelving production is exported out of Mexico. In the last ten years Biblomodel has increased its production in new markets like OEM market (sheet metal) due to the implementation of Lean Manufacturing, ISO14001 and 18001(we will be certified in May 2010), We also made furniture for the Institutional Market (furniture made to order with our own design) for Commercial Chains (Banks, Stores, Etc.).

Biblomodel has made a commitment to promote the integral development of our employees, their families and communities, caring that our processes do not harm the environment.

As a consistent act towards to achieve this commitment, we adhered to the Global Compact on September 24th 2008, whose principles, we apply and implement, thus endorsing, our commitment to continue acting according to them.

A global initiative of the Global Compact magnitude, allows us to recognize that the task of making the world a better place for our children and future generations requires the commitment and contribution of everyone, always with a focus on continuous improvement.

Biblomodel assume this commitment and we know that any action however small, increase this task.

The following report is our Communication on Progress (COP)

  
**Signature**

  
**Position: Director**

## **PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS**

### **Our commitment or policy:**

Biblomodel is committed to support and respect the protection of internationally recognized human rights.

### **Actions implemented:**

Biblomodel maintains the Index of Customer Satisfaction up to the requirement of the goal set in ISO 9001. 98% of Satisfaction.

Also Biblomodel seeks to build mutually beneficial relations with our suppliers and contractors. By keeping our transactions fair and ethical, we hope to develop our long term business together with our suppliers and contractors, and achieve our common goal of providing excellent products.

## **PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHT ABUSES**

### **Our commitment or policy:**

Biblomodel is committed to ensuring they are not complicit in human rights abuses.

### **Actions implemented:**

During the 2009 year, 33 training courses were given to the employees with an average of 1.5 hours per each one.

Our training courses includes

- Health & Safety
- Work processes
- continuous improvement and quality

We comply with all the Mexicans Laws, Biblomodel compliance for respect towards others, enshrined in the Federal Labor Law article 47, paragraphs I, II, III and IV.

## **PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING**

### **Our commitment or policy:**

Biblomodel is committed to upholding freedom of association and the effective right to collective bargaining.

**Actions implemented:**

Biblomodel Review annually "the collective bargaining agreement". Through a Union review committee made by the workers themselves.

In 2009 Biblomodel increased 4.5% the salary and some benefits for salary workers. That the company offers by its own initiative, such as Attendance and Productivity Award to recognize those who always arrive on time.

**PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR**

**Our commitment or policy:**

Biblomodel is committed to effectively support the abolition of child labor.

**Actions implemented:**

Our company makes no recruitment of minors. Biblomodel does not permit child labor and will not engage children under the age of 16 in our operations.

We comply with all relevant Mexican Laws, including those relating to human rights.

**PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION**

**Our commitment or policy:**

Biblomodel is committed to support the elimination of discrimination in employment and occupation.

**Actions implemented:**

There was no discrimination or violation of human rights. Biblomodel believes that our people are our most valuable asset and we aim to create safe and sustainable employment conditions.

We comply with all the Mexican Laws.

**PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES**

**Our commitment or policy:**

Biblomodel supports a precautionary approach to environmental challenges.

**Actions implemented:**

Our corporate environmental philosophies and practices include:

- Monitoring emissions to the atmosphere from chimneys
- Recycling of wooden pallets
- Recycling of stainless steel scrap
- Recycling of galvanized scrap,
- Recycling of alkaline batteries and solvents.

**PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY**

**Our commitment or policy:**

Biblomodel is committed to undertake initiatives to promote greater environmental responsibility.

**Actions implemented:**

We are in process of certification ISO 14000 and 18000, which will be in may 2010.

**PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES**

**Our commitment or policy:**

Biblomodel is committed to promoting development and diffusion of environmentally harmless.

**Actions implemented:**

We have achieve a 12.3% decrease in water consumption

We have achieve a 19.0% decrease in electricity consumption

**PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY**

**Our commitment or policy:**

Biblomodel pledges to work against corruption in all its forms.

**Actions implemented:**

It was forbidden to accept gifts from suppliers and customers to the employees or seniors executive of the company, which generally are sent in Christmas season, if any supplier send a gift we use them as a present for the employees in the annual Christmas Party.

Biblomodel COP (Communication on Progress) will be available through:

- Website [www.biblomodel.com](http://www.biblomodel.com)