

# COMMUNICATION ON PROGRESS

**Company:** UNIMASTERS LOGISTICS PLC  
**Country:** BULGARIA  
**Sector:** TRANSPORTATION & STORAGE  
**Reported Period:** 2007






## Statement for Continued Support

Today we operate in a fully globalised market that has changed dramatically over the last few years. It requires new vision and agility to respond quickly to market changes in order to survive, to grow and to thrive in our businesses. This is particularly true in Central & Eastern Europe, where firms must often grapple with logistics constraints or frequent legislative change, while trying to remain focused on new opportunities.

With customers becoming more demanding and the intensity of social and environmental challenges becoming more pressing, corporate responsibility has moved from being a philanthropic sideline to something much more fundamental to the long term survival of the business. That's why, as a signatory of the Global Compact Initiative since 2003, we have implemented and adhered to the ten principles of the initiative not only in our Code of Business Ethics, but in our everyday work as well.



Nowadays, too many people see business as a big part of the problem and not a big part of the solution. In fact, business can be and in many circumstances is a part of the solution, but it also shows that there's only so much that business can do, and how partnerships with business, government agencies and civil society can and do work together to benefit all.

Unimasters Logistics is committed to running its business in an environmentally sound and sustainable manner. It aims to ensure that its activities cause minimum adverse impact on the environment.

We maintain a policy of strong commitment on health and safety issues. As a responsible employer, Unimasters Logistics ensures the highest standards both in physical conditions, such as lighting, heating, ventilation and air-conditioning, and in safest work practices, thus promoting employee welfare and health. We continuously monitor the effectiveness of health and safety procedures and training.



N. Bozhilov  
President / CEO

The report describes our policies and activities in key areas and explains the measures that we are taking to integrate environmental and corporate responsibility into all aspects of our business. We are constantly reassessing our performance and seeking new ways to actively contribute to our global and local communities.

## Communication on Progress

Unimasters Logistics is a well-known supplier of high quality port and marine services, freight management and integrated logistic services. Through its subsidiaries, partnerships and networks, the company has achieved an enviable track record for delivering on a commitment to excellence in every area of development.

Through innovation and foresight, Unimasters Logistics has built a formidable logistics capability that spans many industries and sectors. Unimasters' combination of strategic acumen, professional capability and commitment to industry leadership makes it uniquely qualified to serve not only leading retailers and suppliers of fast-moving consumer goods (FMCG), consumer packaged goods (CPG), hi-tech equipment and healthcare products, but also small suppliers who require top quality service.

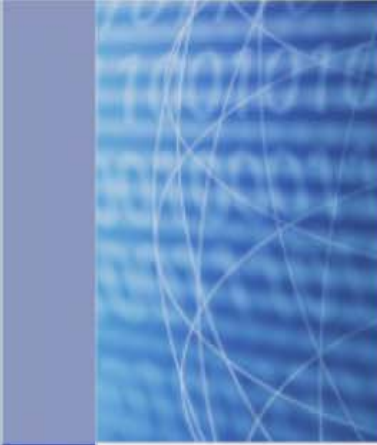
We are aware of the responsibility that such a position entails. Unimasters Logistics actively works to reduce the environmental impact of its business operations and strives to use energy and natural resources sensibly.

At Unimasters, we strive to exercise care throughout all aspects of operations and to promote sustainable business by doing so. We support initiatives that foster economic development without depleting natural resources, harming the environment or contributing to social inequality.

Unimasters Logistics has been a signatory of U.N. Global Compact since 2003 thus joining the world's largest voluntary corporate responsibility initiative. The Global Compact brings together companies with U.N. agencies, labour and civil society to support universal environmental and social principles.

Through the power of the collective action, the Global Compact seeks to promote responsible corporate citizenship so that business can be part of the solution to the challenges of globalisation.





The Global Compact defines 10 universal principles and asks companies to embrace, support and enact within their sphere of influence a set of core values in the areas of human rights, labour standards, the environment and anti-corruption. We consider these principles to be a natural part of our company's values and Code of Conduct.

Our offices are the centres of activity for much of our operations. We have identified the key performance indicators in relation to the operations of our offices – direct energy consumption, energy efficiency, paper consumption and non-hazardous waste.

### **Energy Efficiency**

UML encourages energy efficiency at our offices. Most offices currently practice simple ways to reduce energy consumption, including: switching to more energy-efficient light bulbs; turning off lights and computers when leaving the office; switching off computer monitors during lunch break and meetings; controlling the indoor climate (indoor air-conditioning for proper work conditions).



### **Paper Consumption**

Reducing paper consumption is an ongoing company-wide environmental activity. We are making effort to reduce paper consumption by double-sided printing (on both sides of a sheet of paper), not only for internal usage, but for customers as well. According to a widely used equation of 500 sheets of paper uses approximately 6% of a tree. All our offices use similar paper-saving measures since double-sided printing is possible on all company printers and copiers.

### **Waste**

Our offices do not produce any hazardous waste. Non-hazardous waste is disposed according to local laws and regulations.

### **Company Cars**

UML encourages purchase and use of greener company cars, whether smaller, or more fuel-efficient.

### **Environment**

Unimasters Logistics plc is a leading provider of third-party logistics services in Central and Eastern Europe. Our logistics services combine ocean-going transportation with air and inland activities such as port and marine logistics, storage and land-distribution. Our partnership networks make our business global and our ambition is to have a global perspective for all our environmental activities. We focus our environmental activities on those areas which have a major

impact on the environment. We assume that accidents and environmental harm can be prevented. Continuous improvement and prevention of pollution is an inherent part of all areas of our activities.

As a major participant in the transport sector we are actively working to decrease the environmental impact of our activities and reduce the use of energy and natural resources per transported unit. Our aim is to reduce the waste from our activities through efficient recycling and continuous improvement of the management of our resources.

We are committed to complying with both national and international environmental legislation, regulations and other requirements.

### **Workforce**

By the end of 2007, our workforce numbers more than 320 people, including our offices in Romania. All of our business units have equal opportunity plans in compliance with legislation related to the employment practices in Bulgaria and Romania.

We ensure that each qualified candidate is given equal opportunity during the recruitment process, regardless of race, colour, religion, gender, age, nationality or any status protected by the law.

At Unimasters we provide equal opportunity for employment and advancement of people whilst all employment MUST be in compliance with all applicable laws, including working hours' regulations, protection of health and human rights, compensation and safe working conditions.

We are striving to provide safe working environment to all our workplaces and take due measures to prevent accidents and occupational injuries by minimizing the risks to the greatest possible extent. All our offices have Contingency Plans that are prepared in accordance with the law and certified by the relevant local authorities.

### **Human Rights**

Unimasters Logistics is determined to support and work in compliance with internationally recognised human rights, proclaimed in the European Convention of Human Rights.






### **Code of Business Ethics**

The CBE of Unimasters Logistics embodies our commitment to corporate responsibility and defines our company values. All our employees are responsible for adherence to the Code and company policies and are expected to act with the highest sense of integrity on behalf of the company. Employees must comply with the laws and regulations not only in Bulgaria and Romania, but of the countries in which we are doing business as well. Each employee is expected to deal with all our customers, suppliers and competitors in an ethical way, to use company's assets and resources wisely and for the mutual benefit, to treat each other respectfully.

### **Competition**



Unimasters Logistics complies with the laws of each country in which we do business, especially when it comes to the issue of competition. Breaches of competition laws can lead to severe sanctions. The competition rules apply to all our national and international activities and transactions. It is clearly stated in our CBE that we insist on honesty and integrity in all aspects of our business and expect the same in our relationships with all those with whom we do business. The direct or indirect offer, payment, soliciting and acceptance of bribes, personal commissions or inducements in any form are totally unacceptable practices.

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