



**CONTACT AND RESPONSIBLE
PERSON FOR CSR ACTIVITIES,**

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GLOBAL COMPACT SUPPORT DECLARATION



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Being a part of this society, we, as a company, have certain privileges, have a high level of training, have access to resources, and we have been entrusted with these resources which actually means that we have taken the responsibility to use them for the better of community, to help the surrounding community to prosper.

At personal level, efficient use of resources represents the attitude towards everything that surrounds us, thus, creating the possibility to efficiently use the current resource fund. BIOPROTECT Company's commitment in whole is to contribute to the sustainable economic development cooperating with employees, their families, local community and society in its whole with a view to improving the quality of their life.

Within the Social Responsibility Report for 2008-2009, BIOPROTECT has undertaken to respect and implement the principles of the Global Compact, thus contributing to the building of a healthy society for children, youth and older people. BIOPROTECT considers that by means of activity carried out it has achieved its goals, thus, having contributed to a better cooperation with its employees and partners in the light of this motivation.

For the following reporting period, BIOPROTECT will continue to respecting and implementing within its activity aspects of the Global Compact by promoting respect for human rights, promoting Labor Standards, Improving community life, Environment and other actions of promoting cultural values among both young and older people.

Modern society facing its own development limits, needs to find efficient mechanisms to implement sustainable development principles. In this sense, formation of the social responsibility concept is represented as one of the essential factors, however, less implemented, of the process of building of sustainable society.

CEO FPC BIOPROTECT

Veaceslav Osipov

A handwritten signature in blue ink, appearing to be 'V. Osipov', with a long horizontal stroke extending to the left.

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Social Responsibility Report for 2010 calendar year aims at presenting actions taken by BIOPROTECT Company this year. From the moment of adherence to the Global Compact Network, the Company has undertaken to promote and support those 10 principles of the Global Compact. Practical application of principles implies respect for Human Rights, Labor Standards, Environment Protection and Combating of Corruption.

For 2010, we decided to continue undertaking a number of social responsibility actions dedicated especially to the Company's Employees. Being convinced that employees are a driving force of the Company's viability, we are sure that effects of the economic crisis can be better overcome thanks to growing achievements of employees. Thus, each member of the Company had the possibility both to be involved in activities carried out within the Global Compact Network of Moldova, as well as to benefit from Company's internal activity.

The involvement of each employee in the activity of Corporate Social Responsibility has contributed to formation of a strong team, willing to promote social environmental responsibility initiatives.

Thus, together with employees we took part in activities on the improvement of recreation areas we live in; we were beside people from the rest home who needed good talk, ingenuous smile or just a little attention; we came to help the distressed who have suffered from floods this year. In the context of call for solidarity with the distressed launched by the Prime Minister of Moldova addressed to all people of good will there was transferred financial assistance in the form of money resources to the special account of the Government to help the distressed. Thus, in cooperation with the Government of the Republic of Moldova, BIOPROTECT supported activities of construction or reconstruction of drowned dwelling houses.

BIOPROTECT WILL CONTINUE RESPECTING AND PROTECTING HUMAN RIGHTS AND LABOR STANDARDS; SUPPORTING AND PROMOTING THE ENVIRONMENTAL RESPONSIBILITY.



2 CARE FOR EMPLOYEES - DRIVING FORCE FOR THE COMPANY'S SUCCESS

The commitment to respect human rights that BIOPROTECT has undertaken implies the manifestation of care towards working and environmental conditions in which the company's employees work. Thus, BIOPROTECT continues to observe and support the protection of internationally proclaimed human rights in all its basic activities as well as in those that interact with other spheres of activity.

BIOPROTECT is carrying out its activities based on several fundamental principles:

- The company's employees perform functional duties based on their desire to work or from necessity and not because they are forced to do so.
- We recognize, respect and accept cultural differences. The working place we offer is merit based, that is why our goal is to attract, qualify, promote and retain people based on their abilities. We do not tolerate, under any circumstance, discrimination or harassment.
- We ensure that the remuneration complies or surpasses the minimum provided by the law and is competitive with the standards of our activity field.
- We recognize and respect employee freedom to associate or not at other institutions legally authorized.

The Company management manifests care towards its employees by proper remuneration. Thus, the employees' activity is monitored in the context of stimulation of competition to obtain remuneration proportional to efficiency and efforts made which allows financial recompense based on the made achievements. It should be mentioned that in conditions of global economic crisis, it was not resorted to release and salary reductions. For 2010, the same number of employees as in 2009 was maintained, and no dismissal was recorded.

According to our social responsibility policy, we contribute to the creation of a favorable framework of personal and professional development of our employees, by encouraging their performance, contribution to innovation, with the company supporting creation of innovatory ideas.

2.1 VIABLE AND HEALTHY ENVIRONMENT FOR THE EMPLOYEES – OBLIGATION VS. ATTITUDE

The Company is careful about the working and environmental conditions of its employees and makes sure that its activity is carried out within a viable and healthy climate. Thus, according to the Law of the Republic of Moldova "On State Supervision of Public Health" No.10- XVI of 3.02.2009 and the Law „On Safety and Health at Work” No. 186-XVI of 10.07.2008, norms of labor protection for use of phytosanitary products were brought to employees' notice. Thus, for each employee apart that has direct contact with phytosanitary products, dairy products are daily provided.

BIOPROTECT management facilitates organization and carrying-out of periodical medical examination of employees, since care towards the personnel constitutes a priority. The Company continues caring about its employees' health in conditions of epidemics of pandemic influenza of winter 2010, employees benefited from prophylactic medicines which allowed termination of virus spread at work.

Care and concern for health of the Company's employees is considered to be of primary priority, since these, in their turn, shall take care of the Company's clients, and the good running of the current activity shall become a natural result.

2.2 TEAM BUILDING – WE DEVELOP THE TEAM SPIRIT

Based on the wish to manifest respect and gratitude towards its employees, the Company organizes leisure and cultural education activities. Thus, in summer of this year, 15 out of 28 employees had the possibility to go to rest in Ukraine for 4 days. Transport, alimentation, accommodation and leisure expenses were undertaken by the Company.

BIOPROTECT Company's employees mostly appreciate corporate gatherings, that is why the Company has undertaken to organize collective meetings more often in different recreation areas within the warm period of the year.





3 | SUPPORT OF SOCIAL RESPONSIBILITY ACTIVITIES BY PERMANENT INVOLVEMENT OF THE EMPLOYEES

One of the principal objectives of the social policy of BIOPROTECT Company is to provide support in various actions aimed at promoting tolerance; to participate in charity and welfare actions; to support actions of educational and cultural nature or other social assistance projects directed at the solution of various social problems. Achievement of these objectives is possible due to employees' involvement.

BIOPROTECT CONTINUES TO SUPPORT THE SAME PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES AND PROMOTION OF ENVIRONMENTAL RESPONSIBILITY INITIATIVES.

3.1 GREEN DAY – BECAUSE WE CARE

BIOPROTECT considers that each member of the society can undertake actions that would make the city we live in more green and clean. Thus, participation and organization of these events aim not only at promoting social environmental responsibility initiatives, but also at sensitizing the society as regards environmental pollution issue. The Company is acceptive to the initiatives of environmental responsibility promotion, organized within the Global Compact Network in Moldova.

Public utility initiative – „The Green Day” carried out this year in the Valea Trandafirilor park (Botanica sector) gathered about 200 persons from various companies – members of Global Compact Network Moldova (Moldova Agroindbank, Carpets-Ungheni, Grada Logistica, Foto Rapid, Endava etc.), among which there are 14 BIOPROTECT employees.



The Company's employees dedicated their days-off to activities of park improvement and collection of wastes, thus, displaying initiative, involvement and team spirit. By its involvement, the BIOPROTECT encourages all members of civil society to manifest their environmental care and join initiatives organized within the **GO GREEN** National Campaign.





3.2 WE ENCOURAGE YOUNG GENERATION – WE CREATE FUTURE OPPORTUNITIES

BIOPROTECT, by having undertaken the commitment to support young generation and ensuring of protection of rights of the child continues to be beside youth talents from **IEDERA** Ethno and Folk Studio, within the Republican Centre for Children and Youth. Thus, the provided support has facilitated the organization of annual concerts of the ensemble.



BIOPROTECT also manifests its care for the employees' children by giving Christmas and New Year gifts in order to bring joy and wellbeing to the employees' families. Besides the employees' children, the children from IEDERA Ethno and Folk Studio, that came with a folk concert within the Christmas corporate ceremony, were also given toy-shaped gift sets ("De la lepuras" and "Strengarel").





3.3 OLDER PEOPLE – PERMANENT CARE OF THE COMPANY

Together with the “NEOUMANIST” Association for Education, BIOPROTECT on October 1, 2010 was beside older people from Day Center for Older People and from Permanent placement center for older people of Straseni village, when celebrating the International Older People’s Day. Within the second consecutive year, we managed to bring smile on older people’s faces again by means of folk music of our people, performed by IEDERA folk ensemble.



Thanks to the involvement and receptivity of the company's personnel, funds of 23 employees were collected to purchase personal items, food and hygienic products which older people of the Placement Center have benefited from. Thus, we are sure that each of us can contribute to the improvement of life quality by eliminating the problem of loneliness and integrating older people.





4

WE PROMOTE THE CONCEPT OF CORPORATE SOCIAL RESPONSIBILITY BY USING THE EXPERIENCE OF OTHER COUNTRIES

By invitation of the Global Compact Network, BIOPROTECT participates in the seminar organized on June 01, 2010 by the Pontis Foundation of Slovakia – „Promotion of Corporate Volunteering“. Within the seminar, participants had the possibility to familiarize themselves with the experience of Slovakia in the field of Corporate Volunteering as a component of Corporate Social Responsibility in the context of NGO and business.

Together with the launch of ISO 26000 International Standard, on November 15, 2010 BIOPROTECT shall participate in the Training - “ISO 26000 – Step by Step guidance to improve your CSR Practices” organized by the American Chamber of Commerce. The goal of the training is focused on the practical guidance of Companies regarding application field and correct implementation of the Standard.

As a member of the Global Compact Network of Moldova, BIOPROTECT participates in the International Conference - Integrating CSR into your Business organized by UNDP Moldova, American Chamber of Commerce, East Europe Foundation. Experience and good practices of national and international experts within organizations: **Lafarge Ciment, Moldova; AstonEco Management, Romania; PPV Knowledge Networks, Ukraine; Managerial Development Center, Romania; AXA Management Consulting, Moldova** have contributed to identification of new directions for promotion and development of the Corporate Social Responsibility concept.