



ANNUAL PERFORMANCE AND PROGRESS REPORT FOR THE GLOBAL COMPACT

Company name

Edipresse Ukraine LLC

Address

5 Dymytrova St., building 10A,
Kyiv, 03680, Ukraine

Country

Ukraine

Contact person**Contact person post**

Miroslava Makarevich,
PR director,
Edipresse Ukraine publishing house

Contacts (telephone, fax, e-mail)

Tel.: + 380 44 498 98 80

Fax: + 380 44 498 98 81

Miroslava.Makarevich@edipresse.com.ua,

Date

November 22, 2010

**Global Compact
member since**

June 14, 2007

**Number of
employees**

220 by November
2010

Edipresse Ukraine (www.edipresse.com.ua) is a member of Edipresse Group, an international media group headquartered in Switzerland.

The Edipresse media group promotes humanistic values and implements the principles of the Global Compact. Edipresse pays great attention to ecology and social problems, particularly in Ukraine. Social initiatives and nationwide projects are actively carried out in most countries of the world (18 countries) where the company operates its offices.

Edipresse Ukraine's mission is "We create high-quality products that make the lives of Ukrainians more vivid, interesting and full".

Edipresse Ukraine is a team of professionals.

The company supports and respects protection of global human rights.

The long-term program "Path to Success" stands out among various charity initiatives carried out by Edipresse Ukraine. The program, which has been running for five years, unites efforts paid by the company's employees alongside business partners, psychologists, trainers and well-known people from different walks of life to help orphanage and boarding school graduates adapt to independent existence outside the walls of the mentioned institutions. The program provides for vocational and recreation camps for orphans, communication and motivation trainings in orphanages, and internships with Ukraine's leading companies, particularly with Edipresse Ukraine. The "Path to Success" program builds children's confidence, makes them feel needed and

useful for society, and introduces them to various jobs and kinds of business. Around 3,000 children took part in the “Path to Success” program of social adaptation.

A year ago, in 2009, the Edipresse Ukraine publishing house launched the nationwide social program “Modern House: Economy, Ecology and Energy Efficiency” which consists of the following projects: public awareness campaigns (a series of educational and how-to articles about how to build, buy or run a house in an energy efficient and ecological way); round tables, conferences, business forums; partnership with international and Ukrainian experts; manufacturers and other organizations in ecological initiatives.

Edipresse Ukraine has been drawing attention of millions of its readers to numerous social problems by repeatedly raising them in its publications since 2000. The emphasis is made on the problems of children and ecology. This way the Edipresse company makes its educational contribution to public perception of the problems of orphaned children and environmental protection, which, in its turn, facilitates the country’s sustainable development.

The Edipresse Ukraine publishing house is a member of the Ukrainian Association of Periodical Publishers, the European Business Association (EBA), the American Chamber of Commerce, and the Ukrainian Construction Association.

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

While pursuing the goal of successfully implementing the principles of the Global Compact in protection of human rights, Edipresse Ukraine relies on the Constitution of Ukraine, the Universal Declaration of Human Rights, and the UN Global Compact Principles.

Principle 2: Business should make sure they are not complicit in human rights abuses.

The Edipresse Ukraine publishing house carries out its activities based on the following principles:

- transparent and open operations;
- respect for international and national environment and healthcare legislation;
- social responsibility for the production of printed publications;
- guarantee of equal employment opportunities regardless of religious beliefs, ethnicity, age and gender.

Labor

Principle 3: Businesses should uphold the freedom of association & effective recognition of the right to collective bargaining;

Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor;

Principle 5: Businesses should support the abolition of child labor;

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

Any business relations within the framework of Edipresse Ukraine comply with the Law of Ukraine on employment, which rules out any form of forced or compulsory labor. The company acts in accordance with the Constitution of Ukraine, the Labor Code of Ukraine, international and domestic legal norms, the Universal Declaration of Human Rights, and the principles of the UN Global Compact.

The company's HR policy rules out any form of children's labor.

The company's recruitment and employment policy is built with regard to requirements of the Labor Law of Ukraine. There is an open competition for every vacancy, involving internal (the company's employees) and external candidates. The main criteria of selection are professional competence, and the level of knowledge and skills. The company rules out any discrimination by gender, religion, race, age or any other characteristics. The company's top management consists of women by 85 per cent.

Edipresse Ukraine ensures that the normal work schedule includes a 40-hour working week and that there are two days off per week; employees are entitled to paid annual vacation and additional paid and unpaid vacations. Parents of two and more children aged under 15 are guaranteed an additional paid social vacation.

As of 2010, the company introduced a flexible work schedule as requested by several experts due to family reasons (for example, a shorter working day or a shorter working week for people with small children or disabled parents).

The Edipresse Ukraine publishing house pays salaries on the basis of the Remuneration Regulations in line with the law in effect. Salaries of Edipresse Ukraine employees are higher than the living minimum set in Ukraine. Salaries are paid regularly on a particular working day.

Edipresse Ukraine allocates funding for medical examination and regular recreation of its employees.

All employees are guaranteed jobs in accordance with all the standards set by the Labor Ministry. They have direct full-time access to clean drinking water.

The social responsibility management system has been designed and implemented.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;

Principle 9: Businesses should encourage the development and promotion of environmentally friendly technologies.

To help save the environment, Edipresse Ukraine obeys the Constitution of Ukraine, the Labor Code of Ukraine, international and domestic legal norms, the Universal Declaration of Human Rights, and the principles of the UN Global Compact.

Edipresse Ukraine is a member of the ecological commission of the UN Global Compact in Ukraine.

Edipresse Ukraine is considering the opportunities of a virtual office.

Edipresse Ukraine has been an active supporter of international web conferences for several years already.

Edipresse Ukraine's corporate policy is aimed at implementing the principles of a green office.

Edipresse Ukraine implements the principle of economic approach to paper use: printing on both sides, promotion of the wider use of electronic documents by means of email and Internet, TV conferences.

Since February 2010, Edipresse Ukraine has been cooperating with the Socially Responsible Business community within the framework of the Waste Reduction Program: Club A4 program. The program seeks to put into practice the green office concept, particularly by facilitating more effective use of paper resources and assistance to the collection, sorting and recycling of paper waste accumulated by the office.

Info stickers are posted all around the office and special email distribution lists are arranged in order to improve ecological literacy and responsibility of the company's personnel and create a mechanism of self-control.

Energy saving. In 2008-2010 the company at its own expense installed double-glazed windows to ensure better insulation and save on energy bills.

Edipresse Ukraine uses energy-saving light bulbs, water meters and bathroom equipment offering an economic flush option.

The company uses technical equipment which meets international standards and regularly updates it. For example, the Edipresse Ukraine publishing house uses power-saving LCD screens, computers, conditioning systems and responsibly disposes of cartridges.

Corporate use of transport: the company has introduced a plan to reduce the use of cars (in 2009 the company cut the number of cars in use; top managers increasingly often skip cars for subway or walk by foot).

Anti-corruption

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

The Edipresse Ukraine publishing house supports transparent business operations and fight against corruption at all levels.

Being an active member of national and international organizations and associations, Edipresse Ukraine takes an active part in formulating requirements to professional standards and principles of mass media operation.

Successful social projects by the Edipresse Ukraine publishing house:

1. The all-Ukrainian social project "Golden Heart" is carried out by the Tvoy Malysh (Your Baby) magazine. Its goal is to tell about people whose actions are characteristic of high social responsibility and professionalism. Candidates are selected and awarded on an annual basis. The fifth anniversary event was held in 2010.
2. The long-term program "Path to Success" is carried out by the charity fund of the Yedinstvennaya (The Only) magazine under the patronage of Edipresse Ukraine. Its goal is to help orphanage and boarding school graduates adapt to their independent life outside these institutions, give children knowledge and practical skills required for independent existence in a competitive environment.
3. Magazines for parents hold their own charity projects. The Mama i Ya (Mom and Me) magazine runs the "Saving Children's Lives" project, the Tvoy Malysh (Your Baby) magazine organizes monthly visits to orphanages. The Khoroshiye Roditeli (Good Parents) magazine runs the charity project "Helping Foster Families" and transfers 1% of its monthly profits to accounts of needy families, thus responding to the appeal made by the League of Foster Families and the charity fund SOS Children's Town.
4. In September 2008 Edipresse Ukraine launched a social program "Healthy Heart-Kind Heart!". This is the first long-term nationwide program in Ukraine seeking to change public opinion about the risks of cardiovascular diseases. The program is called to unite experts, journalists, state, public and commercial organizations.