



# **REPORT**

**about social responsibility**  
**CJSC «MZBN»**

2015 г.



CJSC «MZBN» (Closed joint-stock company «Minsk factory of soft beverages») is founded in 1966 as a separate department of the brewery «Belarus» with a design capacity of 600 thousand. decaliters a year.



Production is based on its own sources of natural mineral and drinking water, located on the premises.

Today the company is one of the largest producers of mineral and drinking water, non-alcoholic beverages in Belarus with total capacity over 22 million. decaliters a year and is the only manufacturer in the Republic of Belarus which has the technology «hot filling», which allows to produce products in PET bottles without the addition of preservatives.



The company is operating the international system of quality management ISO9001 and Hazard Analysis and Critical Control Points, as well as control management in activities in the sphere of environmental standards. The company has the right of labeling mineral and drinking water by the mark «Bio-natural product.»



Today CJSC «MZBN» — is not only one of the leaders of non-alcoholic food industry in Belarus. Minsk factory of non-alcoholic drinks — is a team of highly qualified professionals, a team of like-minded people, which joins 610 people. In order to maintain its leading position tomorrow in the increasingly fierce competition, it is necessary to think through every detail of strategic decisions today without fear of risk and radical transformations. The result of our work depends not only on the contribution of each to the common goal, but also on how accurately and efficiently all parts of the plant interact. We must use all means to improve the efficiency of the enterprise. The report on social responsibility will be one of the steps

towards improving the organization of work at the factory. Besides the informative task the Global agreement will facilitate further team building and become a fertile ground for new ideas and proposals.

This report, which contains specific examples and information about the progress attained by the enterprise in this area over the past year will allow you to evaluate the consistency and thorough approach of CJSC «MZBN» in implementing the principles of corporate social responsibility.

Compliance with the 10 principles of the UN Global Compact on human rights, labor relations, environment protection and the fight against corruption will continue to be the indisputable priority of CJSC «MZBN.»

**A.A.Artyuhovsky**

*director of Closed Joint Stock Company «Minsk factory of soft beverages»*

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# History and today's world

## CJSC «Minsk factory of soft beverages»

We are one of the leading enterprises in Belarus for the production of carbonated and non-carbonated mineral and drinking water, non-alcoholic and alcoholic beverages. High product quality, relevance, innovation and a wide product range — are the main principles of the company's work. Main specialization — is the production of mineral water.

Closed Joint-Stock Company «Minsk factory of soft beverages» was created as a state enterprise in 1966 with the aim of producing mineral water, soft drinks and kvass, as one of the largest enterprise of such format in Belarus in 1966. On the outskirts of Minsk, near the Park Chelyuskintsev 418-meter high pilot down hole for water production was drilled, the same year separate work-

shop for the production of soft drinks on brewery «Belarus» was established.



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## History and today's world

### CJSC «Minsk factory of soft beverages»



The plant was originally placed on the site of down holes drilled to a huge underground reservoir of artesian and mineral waters. The first products on this industrial site was released on 23th of January in 1966 (it was originally a workshop of soft drinks on brewery «Belarus» is now JSC»Olivariya«).

The workshop was modified into a Minsk factory of soft beverages on 14th of April in 1967. In October 1967, the factory was incorporated into the body of created national association of brewing and non-alcoholic industry «Belpivo.»

# 1

## History and today's world CJSC «Minsk factory of soft beverages»



1973 set up the production of drinks based on natural fruit juices.

1975 marked the beginning of the production of beverages on the basis of medicinal aromatic herbs and tea.

In April 1976 factory was included as a production unit into the body of the production association «Minskpivprom», renamed in 1986 into production association «Krynica». By the Order of Minsk City Council number 75 dated 03.06.1991 the factory was separated from the association «Krynica» and became an independent enterprise.

In 1978 down hole of 390 meters depth was set to work.

In the period from 1979 to 1985 main and auxiliary equipment in the company was upgraded, the territory was expanded, a new bottling cellar and storage facilities were built. Then after 1985, and — es-

pecially — in the first half of the 90s the traditional range of enterprise's products was supplemented with clean drinking water, production of alcoholic and soft drinks, as well as natural juices and nectars., expand the territory, built a new bottling and warehouse. Even after 1985, and — especially — in the first half of the 90s the traditional range of enterprise was supplemented with clean drinking water, production of alcoholic and soft drinks, as well as natural juices and nectars.



1

## History and today's world

### CJSC «Minsk factory of soft beverages»

Simultaneously there was an absorption of the new modern packaging of products, in particular PET bottles. The dynamic development of the company attracted the attention of Coca-Cola, which has signed an agreement of joint bottling. The result of a brief but mutually beneficial cooperation has become enriching of managerial and technological experience, commissioning of the latest equipment, which enabled the production of high-quality drinks, in accordance with international quality standards and in compliance with high standards of hygiene and sanitation production.

Currently the company's range has more than 70 items in product list (bottled in items of different capacity), which is

constantly and rapidly changing according to market requirements, the development of technological, scientific and productive capacity of the enterprise. All products are certified, complies with international and domestic standards of quality.



**QUALITY, RELIABILITY, RESPECT, OPENNESS, THE VALUE OF REPUTATION, EXPERIENCE AND PROFESSIONALISM – THE CATEGORIES THAT SPECIFY THE DIRECTION OF ALL OUR ACTIVITIES AND FORMING A PERCEPTION OF THE COMPANY ON THE MARKET**

## **OUR MISSION**

**to hold leading positions in the beverage industry**

### **WE ARE CONFIDENT THAT WE ACHIEVE THIS BY**

- Meeting the needs and expectations of our customers;
- Providing high quality products. Taking care of the customers health , we produce beverages exclusively from artesian water from own underground sources, essentially not using chemical sweeteners and sugar substitutes;
- Ensuring the organization of production, safe for the environment;
- Keeping partnership agreements ensuring reliability and stability of co-operation;
- Conscientiously conducting business under the current legislation.

CJSC «MZBN» has its own distribution and logistics system, coincided with the best standards in the sector of goods FMCG, covering regional offices in al regional cities

A complete range from one supplier



Convinient placement of orders



Regular and timely delivery



Delivery to the warehouse or directly to outlets



Support with commercial equipment  
and advertising materials

JSC «MZBN» strictly adheres to the principles of social responsibility in all the regions where its offices are represented. These principles are an integral part of all business solutions activities that is taken by the head office in Minsk.

Altogether in the reporting 2014 the plant produced **12,018 thousand** decalitres of products worth **463 billion. 954 million rubles**.

**Sustainable Development Program of CJSC «MZBN» implemented in four areas:  
Workplace, Marketplace, Community and Environment.**

- Minsk: (+375 17) 267-64-06,  
267-37-44,  
267-64-47
- Minsk region: (+375 17) 237-07-49
- Moghylev region: (+375 17) 266-26-18
- Grodno region: (+375 17) 237-07-58
- Gomel region: (+375 17) 219-36-19
- Brest region: (+375 17) 266-26-19
- Vitebsk region: (+375 212) 24-72-98

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## **Responsibility towards employees**

**WORKPLACE**

## 2

## Work relationship

Work relations in the CJSC 'MZBN' are building in strict accordance with the legislation of the Republic of Belarus, as well as corporate policies.

On 5th of December 2013 at the conference of the labor collective of Closed Joint Stock Company «Minsk factory of soft beverages» the «Collective agreement» was adopted. In accordance with the agreement are spelled out the duties of the employer and the employee, remuneration of labor and its regulation, additional guarantees and compensation of employees, work and rest, guarantee of labor discipline, order of provision of labor and social holiday. There's also spelled out guidelines on occupational safety, job security, the issues of property, life and health services, recreation and spa treatment, social protection, youth, cultural, sports and recreation activities.

The company also undertakes to ensure that its activities did not contribute to human rights violations in relation to third parties.

The company has agreed and adhere to: Regulations

on payment of material assistance to employees, Regulations on employee's benefit to jubilee dates of work on the enterprise, the Regulation on one-time benefits to employees for the performing of especial tasks, Regulation on one-time benefits to workers to the Day of agriculture workers and processing industry, the International Women's Day on March 8th, the Day of Defender of the Fatherland and the New Year

Regulation on the establishment of seniority payments

Average number of employees (including seasonal workers) in 2014 compared with 2013 year increased by 0.5% and amounted to 611 people.

## 2

## Workplace safety

Safety management system of the enterprise is functioning successfully and is focused on the search for opportunities for improvement and development of working conditions at the workplaces.

To ensure the health of factory workers above the mandatory requirements of the Belarusian legislation, in 2014 the following things were made:

- 200 employees took advantage of the opportunity to make a free flu vaccination, which is organized on the territory of CJSC «MZBN» since 2008.
- In 2014, the average duration of temporary disability of employees of CJSC «MZBN» in comparison with the previous period decreased by 26%.
- The enterprise has continued its cooperation with the Belarusian Red Cross Society. Employees of CJSC «MZBN» organize volunteer squads (patrols).

In 2014 the primary test of knowledge on labor protection passed 322 employees.

There has conducted fire trainings on the enterprise, as well as classes in conjunction with the Ministry of Emergency Situations of the Pervomaisky district of Minsk on exercising personnel actions in cases of emergency.

For each employee of CJSC «MZBN» effective safety management system serves to minimize the risk of car wrecks, accidents and professional diseases. Unfortunately, during 2014 there was registered one accident on the enterprise.

It is worth noting that one of the conditions of improving labor terms is the work of the dining room at the central office of the enterprise, approved pricing policy of which makes it convenient for the staff to consume hot food daily.

In 2015 it is planned to start the stage of development of locker rooms and dressing rooms, which will improve the working conditions of employees and increase operational safety.

## 2

# Place of work

## Training in economical and safe driving

From 18 to 21 November 2014 by LLC «Beltrakendbas» there were conducted consultation workshops on the basics of economical driving MAN trucks under the program MAN ProfiDrive. The event was held in Minsk with the participation of own certified trainer of economical and safe driving MAN ProfiDrive, who repeatedly has passed trainings at the training courses MAN ProfiDrive in Germany. The event was attended by 18 drivers of CJSC «Minsk factory of soft beverages.»

The course is aimed at deepening the knowledge of the drivers about the technical features and principles of functioning of MAN car equipment with the purpose of its correct operation, raising practical skills of driving and significant reduction in fuel consumption, extending the life of major vehicle component parts, as well as improving the safety of driving.

During seminars and workshops drivers received the necessary additional knowledge, qualified consultation on all the delicacies of MAN trucks operating and answers to many interesting questions, also they

have the opportunity to compare and analyze changes in the figures of driving in trial races and achieved tangible results in economical driving.



## 2

# Place of work

## Training in economical and safe driving

Thus, the results of test runs demonstrated the decline in the average fuel consumption to 20%, which with annual trucking distance of about 100 000 km gives saving of more than 5.4 thousand. liters of fuel, or 4.7 thousand euro per car.

Upon completion of the program as evidence of gained qualification all the participants received certificates.

CJSC «MZBN» pays great attention to the implementation of various types of organizational measures and decisions aimed at improving traffic safety.

Laying a new road, installation of a traffic sign directed to the CJSC «MZBN», as well as the construction of the second checkpoint allow to reduce the flow of heavy vehicles along Makaenka street.

In the autumn of 2013 traffic signalization on the exit road from the territory of the enterprise on Filimonova street was organized.



# 2

## Cooperation with traffic police

On the promotion of road safety among pupils and students CJSC «MZBN» actively cooperates with the traffic police of Directorate of Internal Affairs of Pervomaisky district in Minsk, carrying out joint actions.



## 2

## Advanced trainings

Business success directly depends on the professionalism of each employee. Therefore, CJSC «MZBN» seeks to attract to work on the enterprise highly qualified specialists, to create conditions for full implementation of the professional potential of each employee.

The enterprise aims at promotion to senior positions its own employees. This approach allows to unlock the full leadership abilities of each and, ultimately, is the key factor of efficient work of the enterprise today and in the future.

Heads of departments provide training for enterprise's employees in the relevant areas of professional activity. Mentoring Institute finds its application in the «field of practical study» of sales professionals.

In 2014 CJSC «MZBN» ensured the organization of training for 51 employees.

The company has a distance learning system for employees working in the branches.

In order to meet the challenges of automation of accounting and data management facing our company, we has developed and implemented the software on the platform «1C: Enterprise 8» for LLC «Optimark» consisting of sub-systems, «Trade Management», «My Accounting», «My salary».

The integration of existing software on CJSC «MZBN» and software based on the platform «1C: Enterprise 8» complex «Manufacturing Enterprise Management» has been implemented.

CJSC «MZBN» gives employees a real career prospects: over 90% managers of middle and senior-level began their careers as ordinary employees.

Students of higher educational institutions of the country are held annually industrial practice in various departments of the enterprise, many of which became full-fledged members of the factory.

The number of staff is growing, and the enterprise uses the latest technology for more efficient and rapid recruiting. In 2013, a special web site for the placement of new jobs was created.

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**Responsibility to customers  
and business partners**  
MARKET

# 3

## Product range

In 2014 joint-stock company celebrated its 20 year anniversary

During these long years the main goal of the enterprise was to produce high quality products, which indicates consumer confidence. That is why in the industrial sector in 2014, the main efforts were concentrated on improving the system of management of basic processes, automation of the most critical

stages of technology cycle and optimization of production in terms of energy efficiency.

Currently the range products of the enterprise has more than 70 items (bottled in items of different capacity):

- Mineral and drinking water under the trademark «Minskaya»;
- Carbonated drinks under trademarks «Bela-Cola», «Fan Fan», «Rosinka», «Kvasych», etc.;
- Non-carbonated beverages under the trademark «Ice tea», IcedTea «Dilmah»;
- Juice drinks under the trademark «Multitel»;
- Birch juice under the trademark «Byarozavik»;
- Фруктовые соки под ТМ «Ассорти»;
- Fruit juices under the trademark «Assorty»;
- Energy drink «BiZON»



# 3

## Corporate liability

Relationships within the team based on the principles of openness, enthusiasm in common goal, fair reward of achievements.

Evident proof of this is the cooperation with MJF-

Beverages company on production of «cold black tea Dilmah». So, on 10th of October with an official visit to CJSC «MZBN» came the founder of tea empire Merrill J. Fernando and his sales director RoshanTassaratchi.



# 3

## «Best Employee»

Every year, each division of the enterprise determined workers demonstrated the highest professional results. The award is held in a solemn ceremony, photos of employees placed on the Honor Board.

CJSC «MZBN» seeks to establish a long-term employment relationship with the employees. Each year, employees who has work experience on the enterprise 10, 15 and more years are awarded with valuable gifts.

## Information about collective life

The most rapid mean of transmitting information to employees is an internal e-mail.

For employees who do not have access to e-mail messages are placed in hard copy at the information boards installed in the office, industrial prem-

ises, near the dining room.

Collective campaigns on sport and cultural events further team building of different departments of the enterprise.

## Feedback

For CJSC «MZBN» atmosphere of trust and commitment of each employee to the common goal is essential. Internal communication in the team is built on the principles of dialogue: employees receive information on the activities of the enterprise and

can express their views on any issue.

Management of the company adheres to the principle of «open doors»: every employee can freely consult with their problem or suggestion to any leader, including the Director.

4

## **Responsibility towards nature** **ENVIRONMENT**

# 4

## Responsibility towards nature

One of the basic principles of business to CJSC «MZBN» — is the preservation and improvement of the environment. Because of the primary responsibility to future generations, the enterprise provides priority to environmental safety and energy conservation before any planned or ongoing activities.

In its daily work CJSC «MZBN» guides by the requirements of environmental legislation of the Republic of Belarus, minimizing the negative impact and preventing pollution, taking affordable and timely steps to improve its condition.

The main directions in the field of environmental protection, taking into account the nature

of production, are:

- Resource saving and climate protection;
- Development of system of separate collection and recycling of waste;
- Support of Social environmental programs: CJSC «MZBN» implements the State program for the collection (storage) and processing of secondary raw materials in the Republic of Belarus for 2009-2015.

The work on the collection of BMP by maximum recovery of secondary material resources from waste products in the fields of education in all divisions is organized on the enterprise, including the holding of activities among employees.



## 4

## Resource saving

CJSC «MZBN» ensures the growth and modernization of production, taking steps to reduce its energy and material consumption, reduction of waste, the loss of raw and materials at all stages of production, and also carries tight control over the rational use of fuel-energy resources.

Each year the enterprise manage to reduce energy consumption. Reducing energy costs in 2014 compared to 2013 amounted to 188.137 thousand kW. Also decrease in consumption of city water and down hole water to 6299, and 11,283 cubic meters respectively is observed.

CJSC «MZBN» pays great attention to waste minimization and ensure their re-use. There is a tendency to reduce the amount of waste moving out to disposal. Thus, compared to 2013, the number of waste products such as life wastage (code of waste 9120400) reduced from 118.0 t. to 73.37 t. and enterprises and organizations cleanup waste (waste code 9120800) from 82.0 t. to 73.9 t.

More and more waste is transferred to use. There were signed contracts for processing of filtered treated cardboard (waste code 1870800) and mixed construction waste, demolition of buildings and struc-

tures (waste code 3991300), which previously were exported for disposal.

A preliminary environmental analysis has been already lead on CJSC «MZBN». All the inconsistencies identified during this analysis were fixed.

Currently the work on introduction of the environment protection management systems matching STB 14001-2005 is in progress

The work on identification of environmental aspects for development of inventory of important environmental criteria for the enterprise is organized in all the divisions.

In 2014 the company started a project to transition into lighter preforms for blowing bottles. In the process of manufacture of 1 liter bottle it is planned to use a preform mass of 30 gr, instead of '36 gr.

In 2014 the audit on compliance of the system of environmental management to the international standard ISO was conducted.

# 4

## Transport

CJSC «MZBN» has its own distribution and logistics system, corresponding with the best standards in the sector of goods FMCG, covering regional offices in all regional cities. In addition, for direct delivery of products in retail outlets own and hired transport is used.

Large car fleet imposes additional obligations on the enterprise in the sphere of environment protection.

Timely car maintenance allows to significantly reduce the negative impact of transport on the environment.

That's why one of the main criteria for updating the fleet, is to match the acquired technology to Belarusian and international environmental standards.

CJSC «MZBN» has launched a project of replacing vehicles. So, in 2014, 18 trucks MAN TGL weighing 12 tons were purchased, they are equipped with modern engines MAN Common-Rail capacity of 180 h.p. and have excellent maneuverability and high comfort. Cars MAN TGL possess the necessary dynamic properties and high load, reducing the number of flights and reduce total fuel consumption and emissions.

In 2014, a project on developing a new router was launched. It will allow to run routes for drivers with the help of electronic card, thus optimizing the work of regional storages and vehicle load.

Control of fuel consumption - continuous work of the factory.

For heavy vehicles sensors of fuel consumption were fixed, standards of which can be traced online thanks to the satellite system.

During 2014 drivers of CJSC «MZBN» managed to save 8652 liters of fuel.

The company pays attention to the training of employees on methods of work that reduce the negative impact on the environment.

# 4

## Introduction of new information technologies and reduction of paper documents

CJSC «MZBN» undertakes comprehensive measures to reduce the negative impact on the environment, using the latest information technology. Work is conducted on several directions:

1. The introduction of new information technologies which optimizing production processes.
2. The use of office equipment that meets the requirements of environmental safety. Instead of overage equipment we set the latest equipment, which has the best energy efficiency and energy conservation.
3. Trainings of environmentally correct methods for employees. Purchasing office equipment has improved surface quality, that reduces toner consumption and extends the period of cartridges use.



# 4

## Culture of employees in the field of ecology

Actual information about environmental problems and simple guidelines that everyone can make to save resources and to secure nature regularly are communicated to employees through internal communications.

The company implements the system of rational use of paper.

Employees are informed about the importance of sorting waste by type. In every office there are separate containers for paper waste.



# 4

## Social ecological programs

CJSC «MZBN» annually increases the efficiency of resource consumption, prevent pollution, support social projects aimed at preserving natural resources in Belarus.

Employees of CJSC «MZBN» actively participate in all social enterprise projects aimed at environmental protection.

In 2013, there was held an action «Plant a Tree». On the territory of GLHU «Begoml Forestry» Dokshitsy district, Vitebsk region.

As a result of completion of the action 350 seedlings of spruce and alder were planted.

On 19th of December 2014 inaugurated opening of memorial sign to mineral water «Minsk-4» took place in Central Children's Park named Gorky in Minsk, the installation of which was organized by Minsk factory of soft beverages and also took an active part in its realization.



4

## **Social Responsibility** **SOCIETY**

**CJSC «MZBN» follow concept of corporate social responsibility, taking active part in life of Belarusian society. The enterprise has a patriotic social position and the desire to help change lives of their fellow citizens for the better.**

5

## **Support of healthy lifestyle**

### **Cooperation with basketball club «Minsk-2006»**

Sport — is one of the national priorities of Belarus. Support of sport for CJSC «MZBN» — is an important area of social policy. The company aims to promote a healthy lifestyle and support not only professional athletes but also amateurs.

In this regard, the «MZBN» participation in supporting of government institute of physical culture and sport «Basketball club» Minsk-2006 «is regarded by Minsk city executive committee as an important step in the implementation of common social policy in Minsk. This support has concrete results.

During these seven years of collaboration BC «Minsk-2006» created an infrastructure that enabled the club to concentrate practically all complex of organizational

and practical measures to promote basketball, to develop youth and professional sports in Minsk

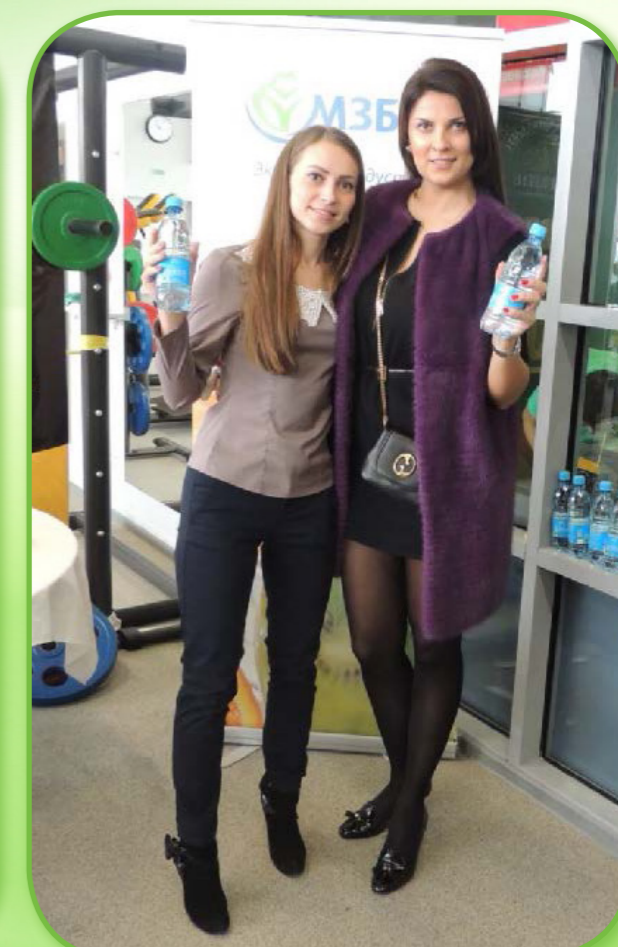
In 2014 reconstruction of the sport complex BC «Minsk-2006» was completed, in school of sport club the number of children involved increased by 100 people and reached 490 students. Men's professional team of the club over the past five years won five titles of champion and winner of the Cup of the Republic of Belarus. For the second year in a row the club qualifies in the 16 top basketball clubs of FIBA Eurochallenge Cup and this season pretends to hit the «play-off» of one of the strongest European Club Championship in basketball on the continent, «VTB United League.»

<http://www.bc-tsmoki.by/ru/sponsors>

## «Bison»

With the support of Minsk factory of soft beverages from 10th to 13th December 2014 in Gomel (Belarus) the 4th New Year's International Festival of force «Bison» was held by Public Association «Belarusian Federation of combined heaving events» in terms of which 7th tournament on classical power lifting took

place with award in each exercise «Bison» (under the auspices of IPF). Partnership relations connect CJSC «MZBN» with «PRIDE» FITNESSHOUSE» — the first in Belarus largest network of sport fitness clubs of premium class. At the opening of the first club in water park «Lebyazhiy» took part over 100 people.



## Cooperation with «Belarusian Red Cross Society»

CJSC «MZBN» and Voluntary republican public association «Belarusian Red Cross Society» (BRCS) have assistance to persons affected by emergencies, the dissemination of knowledge about healthy lifestyle. The company's employees are members of a voluntary

militia, which takes control of compliance with legal order on the territory of Pervomaisky district in Minsk.

Annually MZBN assists orphans by providing them with factory's products for the holidays, thus bringing joy to kids, sense of usefulness and care.

## Education

Each year management of CJSC «MZBN» considers and signs Agreements for internship.

Minsk factory of soft beverages took part in organization of international visit of professor Hanoch Ben-Yami, the head of department of philosophy of Central European University in Budapest.

The visit took place on 16-19th October 2014. The professor made 2 lectures in English: at the Faculty of Philosophy and Social Sciences, Belorussian State University (BSU), and also at one of the galleries in Minsk. In organizing the event helped professor of BSU, Head of the Philosopher space of Belarus, Pavel Barkovskii.

<http://www.belcommunity.org/>



## «National mark of Belarus in 2015»

Responsibility to consumers for product quality and safety - the most important part of social responsibility of the enterprise. In December 2014 «Minsk-4», the main brand of CJSC «MZBN» once again confirmed its status as the most popular

mineral water, received the award of consumer recognition «National mark of Belarus 2015».

The award will determine the market leaders of goods and services in 108 commodity categories by mass voting of population of Belarus in the media.



## Introduction to enterprise's activities

CJSC «MZBN» on weekdays is pleased to welcome pupils, students, partners and everyone to familiarize with their activities. The excursion begins with studying the territory, where the down holes for the extraction of mineral and drinking water are situated, on the basis of which the production of beverage companies is conducted. Then goes the introduction to the production of products: here visitors get to know about the preparation of water, cooking the syrup, the production of plastic bottles, the process

labeling, as well as quality control. At the end of the excursion all guests receive souvenirs and the opportunity to taste the products of the enterprise.

During 2014, the company was visited by over 700 people. Particular attention is paid to visits of high school students. For them, a visit to the current production — is the possibility of career guidance. It is worth noting the increasing interest in visiting of the enterprise from students of Belarusian universities.



Students and teachers  
of «Belarusian State  
Economic University»

## Charity and support of socially disadvantaged groups

Historically: CJSC «MZBN» is charity help to those who are in need.

Thus, within the socio-cultural project «Steps to Health» supported by MZBN urban youth campaign «Life without drugs» was held to the International Day against Drugs and also youth action «Laboratory of health» to World Health Day. The campaigns were attended by nearly 600 people (students of educational institutions of Minsk and their parents and teachers). Products of MZBN were given as prizes for the winning teams.

Belarusian Republican Fund «Understanding and Reconciliation» held an event dedicated to the International Day of liberation of Nazi concentration camps prisoners, the factory, in turn, held an extended tasting of products to former prisoners of fascism and Nazism.

With the support of International Public Charity Association «Independent assistance to children», a charity spring concert «Life without pain» took place. All the money from ticket sales and those, collected at the ball came to the charity account of 2 girls with the disease «juvenile rheumatoid arthritis»

Minsk factory of soft beverages provided products

to participants and spectators of the concert, about 300-400 people.

Charity Society Association «World without Borders» holds annual festival of creativity of children and young people with disabilities living in institutions of our country, its name -» Dreams Come True. «Festival — is 3 days of joy, creativity and communication. The factory annually supports this festival and provides products for gifts and comfortable participating in the festival.

Each year in the wellness center «AIST» public charity organization «Belarusian Children's Hospice» improve their health handicapped children, their brothers and sisters, children who have suffered psychological trauma as a result of the death of a brother or sister. All in all in summer during 5 shifts managed to rest 60 disabled children and 14 of their brothers and sisters. As a charity for camp duration there were given drinks and mineral water of «Minsk factory of soft beverages»

## Promotion of social responsibility principles

In its production activity CJSC «MZBN» strictly adheres to the principles of social responsibility. These principles are an integral part of all business decisions and operations undertaken by the enterprise.

MZBN takes care of various aspects of corporate responsibility, guided by a number of politics. They concerns issues of equal opportunities, human rights, product quality and safety, packaging waste and recycling, working with suppliers, transport security, water resource management.

CJSC «MZBN» actively promote the principles of corporate social responsibility within the UN Global Compact.



# REPORT

## about social responsibility

### CJSC «MZBN»

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