



Corporate Social Responsibility Report - 2015



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

I am pleased to present to you Bioprotect company's 2015 United Nations Global Compact Communication on Progress, which shows once again the importance we attach to sustainability.

We acknowledge our corporate responsibility in general as well as in terms of the sustainable development of our business. Commitment to the ten principles of the Global Compact is an important foundation in this regard and offer us effective guidelines as we seek to embed responsible business practices more firmly within our core processes and we are also prepared to move beyond the horizons of our own company in developing and implementing measures and helping secure recognition of these principles.

Analyzing objectively our performances during 2015, we can safely say that Bioprotect is a company-citizen through constant involvement in various projects with a positive impact on the community, respecting the standards of business conduct, and maintaining a transparent dialogue with customers, employees, suppliers and state authorities.

We will continue the growth of our business in a responsible manner, balancing the financial results with social and environmental responsibilities. Thus, on behalf of Bioprotect's employees, I reaffirm our commitment to compliance with the 10 Principles of the Global Compact.

CEO PTC BIOPROTECT LTD,

Sergiu Cretu





HUMAN AND LABOR RIGHTS

Principles 1, 2, 3, 4, 5 and 6

Bioprotect bases its actions on the principles of professionalism, transparency, ethical behavior, respect for the law, honesty and dedication. We support the principles set forth in the Universal Declaration of Human Rights and maintain the high standards of integrity. Therefore, the internal Code of Conduct sets up the basic rules outlining our approach to the business ethics, and is built upon nine fundamental principles, among which are: legality, impartiality (non-discrimination), moral integrity, credibility, information transparency, fair competition, environmental responsibility and community.

Bioprotect company respects internationally proclaimed human rights and we strive to make sure that we are not complicit in any form of human rights abuse. Therefore, we

exercise the right to freedom of association and we do not conduct or condone forced, compulsory or child labor. We respect our employees and we support them for their continuous improvement and it is very important to reward them fairly and competitively and invest in their personal and professional development, to listen and take their views into account, to keep us connected to the changes taking place globally. Our goal is to attract, retain and develop effective and efficient workforce, able to create a transparent and welcoming working environment, enabling us current and future objectives.

Since 2014, within company, we perform an internal satisfaction survey among our employees. The survey is anonymous and it evaluates aspects regarding to the working environment, and tackle specifically the human rights and discrimination at workplace. The survey is a result of a subjective and personal evaluation of our company by each individual employee and, as such, the objectivity may be called into question. In 2015 it was our company's ambition to score good results as positive answers, we believe that this is a clear indication that we are in compliance with human and labor rights principles.

"BIOPROTECT" does not tolerate manifestations of discriminatory attitudes within the company neither towards the Clients of the Company, which are the expression of the services that we offer. These benefit from equal and respectful treatment from the entire personnel involved in the servicing process. Thus, as a result of these short internal trainings, in 2015 no claims have been recorded from our clients, which make us believe there is always place for continuous improvement.

We strive to provide a safe workplace for proper all employees. New employees take a course in Health and Safety at Work. We believe that increased attention to a safe working environment, healthy and based on dialogue contributes to our positive results in terms of safety.

We provide people with the opportunity to develop their professional and personal skills, offering a range of development opportunities and training courses. Periodically are organized internal sessions where are discussed internal and external developments, this generates a well-informed team that is always aligned with the company strategy.

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.



ENVIRONMENT

Principles 7, 8 and 9

We all want a healthy life and a healthy and ecologically balanced environment and therefore we are concerned with everything that surrounds us, and in this context

BIOPROTECT approaches the environment with highest precaution. We focus our attention towards our own health, safety and environmental performance. We do this by endeavoring to implement high environmental standards in our operations.

The Company is aware of the effects that the pesticides have on the environment, for this reason, we are trying to identify opportunities of developing new products of the last generation, with decreased toxicity and high selectivity that have a decreased impact upon the environment.

All products are stored according to the general norms of storing pesticides, and in compliance with the internal regulations of products storing in special rooms assured with ventilation systems, in order to avoid affecting in any way the environment.

Bioprotect continue to engage each year in the implementation of environmental projects. Educating our employees on environmental protection and efficient use of resources is a priority for Bioprotect. We keep our employees informed about issues of corporate environmental protection through the employee newsletter.

Reducing energy consumption is a priority of our company. Always take all necessary steps to use energy in a more efficient manner, thus having a positive environmental contribution. Under the 'Go Green' We encourage employees to take part in daily actions to protect the environment developed within our offices and facilities. In the office were posted leaflets reminding employees to adopt green behavior.

Change in paper consumption In 2015, absolute paper consumption declined year by year. The company has taken steps for the reduction of paper products by recycling, having every employee aware of our recycling policy in the office and providing everyone to do so.



ANTI-CORRUPTION

Principle 10

Bribery and corruption in all forms are prohibited at Bioprotect. This basic rule strengthens the brand and helps contribute to fair market competition.

Our employees and contractors are required to keep accurate and complete transaction records, and they are prohibited from making payments to, or engaging in transactions with, government officials to inappropriately influence the performance of their official duties.

All managers in Bioprotect's have the responsibility of making sure that employees are not complicit in corruption of any kind and it is a part of the performance evaluations of our managers. Compliance with Bioprotect's corporate ethics is one of the important criteria in all employees' job descriptions and execution appraisals. Bioprotect also expects its business partners to be honest and to comply with the law. It therefore includes integrity clauses in its agreements with suppliers, service providers and other contractual parties that oblige them to prevent corruption and report any case of

corruption that they identify. Bioprotect does not offer to distributors, customers or potential customers, governments any benefits or rewards in violation of either applicable law or reasonable and generally accepted business practice.