



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2017

Interstate Corporation for Development

Period covered by our Communication on Progress January 2017 to March 2018



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



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Interstate Corporation for Development

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

To our stakeholders:

I am pleased to confirm that Interstate Corporation for Development reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

In this Communication on Progress, we describe our efforts to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and day-to-day operations.



The Interstate Corporation for Development is engaged in development of improvement of the activity in spheres of human rights, labour, environmental protection and anti-corruption.

We also commit ourselves to sharing this information with our stakeholders through our main channels of communication.

Sincerely yours,

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IVAN POLYAKOV

CEO of the Interstate Corporation for Development



INTRODUCTION

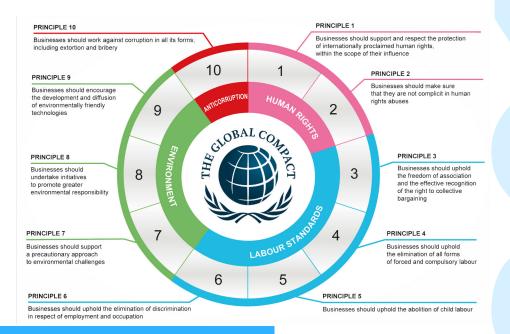
Interstate Corporation for Development, JSC is a holding company, founded in 2011, carries out scientific and production, investment and management activities, mass media and sociocultural development in Russia, and the member states of Eurasian Economic Union (EAEU), European Union (EU), BRICS group, Association of Southeast Asian Nations (ASEAN).

The mission of Interstate Corporation for Development is to contribute to the scientific and industrial and hightech cooperation between entrepreneurs all over the world aimed at creation of principally new global markets and disruptive products and services.

The Corporation's innovation portfolio size is \$ 2.5 billion. Representative offices are functioning in Saint Petersburg and Moscow (Russia). Corporation as a member of United Nations Global Compact promotes the establishment of sustainable and open economy as well as responsible civil society.











Interstate Corporation for

HUMAN RIGHTS

Assessment

We have ensured that workers and employees are provided with safe, suitable and sanitary working conditions and that we are not involved in any form of forced or bonded labour or child labour. We provide a safe and healthy working conditions.

Implementation

Upon commencement, each staff member is provided with an overview of the company's policies and procedures, which includes a code of conduct and anti-money-laundering policy, as well as a staff member's manual setting out the rights and benefits of the staff member.

Evaluation of results

Measurements of results are evaluated as part of our HR management Department.





LABOUR

Assessment

The Company complies with the minimum wage standards and offers pension contributions to all eligible employees. In 2017, the Company conducted a comprehensive health check of all employees, and made the first aid course available to all employees.

We offer full pay for maternity leave and maternity leave duration 2 months 10 days leave to care for the child duration of 2 month and 10 days with payment in this period of social insurance benefit in the amount of average earnings. (according to the standards established by the Russian financial collective agreement) and our company is represented by 3/4 men and 1/4 women.



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The company supports employees in developing skills and further professional developments on an ongoing basis.

Implementation

Culture has a high priority in our organization and to support this, our employee directory is regularly updated and fully implemented in our organization.

Evaluation of results

HR has a firm commitment to support employees on a daily basis. It is also supported by annual employee reviews with HR and direct reports where goals and performance are discussed and agreed by all parties.

Labor matters are a high priority in our organization and we adapt to market standards.



Interstate Corporation for Development

Environment

Assessment

Interstate Corporation for Development strives to minimize the impact of its activities on the environment. During 2017, we have focused on reducing emissions of carbon dioxide.

Implementation

One method is to work paperless during internal meetings within the organization. In addition, we recycle cartridges and plastic and glass bottles.

Evaluation of results

It was noticeable that switching to paperless reduced paper consumption as well as the use of cartridges and element waste.





Anti-Corruption

Assessment

On an ongoing basis, we assess the risk of the Interstate Corporation for Development being misused to combat money-laundering. We assess the risk of bribery, corruption and money laundering in accordance with our internal Policies and procedures when doing business.



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Implementation

Internally, we have in place an informant system and security service for any suspicion of compliance violations in our organization.

Evaluation of results

The presence of its own information system and security service identifies suspicious circumstances related to violations of requirements.