



PROMIDEA SRL

Bd. Pipera Tunari nr. 1B,  
Voluntari, Jud Ilfov, Romania

## COMMUNICATION ON PROGRESS

**From 01.01.2017 to 31.12.2017**

To our stakeholders

Promidea SRL is pleased to confirm that is supporting the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Environment and Anti-Corruption.

We describe here below our actions to continually improve our commitment to include in our business the principles of Global Compact. Our commitment is shared to our stakeholders using company channels of communications.

Kapatos Ioannis  
CEO

A large, stylized handwritten signature in black ink, written over the printed name and title of the CEO.

## **HUMAN RIGHTS**

**PROMIDEA S.R.L.** supports the protection of human rights by implementing a Code of Conduct to assure our respect of human rights on a daily basis.

Protection of human rights is set not only in the Code of Conduct but also in Internal Regulations in order for employees to comply with it.

Safety of our employees is in high regard, we take the compliance of our office with legal requirements very serious, on a monthly basis employees undertake a safety course in order to avoid any risks.

Being a company involved in trading with far east countries, we have in place an audit system to assure that none of our suppliers are involved in forced labor, child labor.

Our Code of Conduct is intended to implement a certain way of dealing with clients, co-workers, suppliers and competitors.

The principles of Code of Conduct covers also areas of intellectual property, information security, anti-bribery, environment protection.

## **LABOUR**

In order to achieve our goals in satisfying our clients we put much value in developing ourselves to achieve this goal.

Our employees undertake training to assure first for the new employees the contact with our business and the basic knowledge in order to perform their tasks, and for senior employees we perform scheduled training to enhance their skills which at the end will pay off in providing better services to our clients.

By knowing the requests of our clients we managed to build up a team of professionals that manage to meet the expectations of our clients.

All employees are assessed by the management and based on the results they may move up.

We are a diverse company, having an array of nationalities, including like Greek, French, Russian, Nigerian, British, in a way that we like to develop a closer support to our clients by employees of the same native speaking language.

Our goal is to develop our team with more nationals from the countries where the company is conducting business.

## **ENVIRONMENT**

Our goal is to have the less possible impact on the environment and for this purpose we try to offer the clients the products with less ecological impact.

We concluded agreements with companies which recycle the type of items we bring on market and so they will be complementing the quantities which are recycled.

Our offices are located in office buildings which are classified as A plus in terms of environmental impact.

More than 50% of our employees are using public transportation for coming and leaving from the office and we have as goal in the coming year to reach 70%.

We are committed to protect the environment and the health and safety of our employees, customers and neighbors.

One of the most popular products in our field are textiles.

T-shirts, jackets, home&kitchen textiles. The textile industry uses a vast amount of water throughout all processing operations. Almost all dyes are applied to textiles in water baths.

We cooperate with external companies as SGS, to conduct water consumption audits, providing to suppliers efficient and affordable water management solutions.

Promidea is educating our employees on good water habits through newsletters and announcements in the offices.

We perform energy audits to most often used factories. The results of these audits provides a clear understanding of energy consumption in the buildings and facilities.

Promidea has received Gold recognition level in the renowned program from Ecovadis.

## **ANTI-CORRUPTION**

We do not condone or participate in bribery or other form of corruption. We never offer anything of value to obtain an improper advantage in selling goods and services, conducting financial transactions or representing our Company interests to governmental authorities or international agencies. All countries prohibit the bribery of their own public officials.

Promidea policy goes beyond these laws by prohibiting improper payments in all of our activities, with governments, international agencies and in private sector. Promidea policy requires proper accounting for all financial transactions, including payment of commissions, fees, as well as proper record keeping. We maintain a system of internal control to ensure that all such transactions are properly and fully recorded.

In the last year we implemented a whistle-blow policy in order to assure full confidentiality in matters presented.

We are involved in charity activities, we supported an initiative of foreign business womens in Bucharest for supporting people in need.