

ANNUAL REPORT



**SYNERGY
DEVELOPMENT
CONSULTING**

Kyiv, 2018

HUMAN RIGHTS

In 2017 LLC "Synergy Development Consulting" continued to support the principles of Sustainability Goals.

- Workers are provided safe, suitable and sanitary work facilities.
- Workers are protected from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.
- Approved the code of honor of the workers of "Synergy Development Consulting".



LABOUR

- Synergy Development Consulting does not participate in any form of forced or bonded labour.

- Salaries of all workers are complied with minimum wage standards.

- Ensure that employment-related decisions are based on relevant and objective criteria, without any prejudice against any population groups.

- There are no manifestations of gender discrimination in the company.

- The company is fully responsible for the timely and full payment of employees.

- The labor relations with the employees are clearly regulated and comply with international standards and legislation of Ukraine.



ENVIRONMENT



- If possible, all documentation of the company is translated into electronic format.
- Separate sorting of garbage is supported in the office of the company.
- All stationery and consumables for employees are made from recyclable materials.

- The company does not cooperate with organizations that pollute the environment.

- The company helps public organizations that deal with environmental issues.

- One of the priority areas of the company's work is the development and attraction of investments in the waste processing sector.

SUPPORT

TO ECO-PROJECTS



The company provides full consulting support to the project for the production and installation of unique wind turbines.

The main feature of the project is that the cost of these wind generators is 3 times lower than the standard indicators for the market, while the efficiency of the generators remains at a high level.

Another eco-project, which enjoys the stable support of the company "Synergy Development Consulting" - a device for filtering water from the atmosphere, making the water suitable for use in almost any climatic conditions.

In the future, this project will significantly ease the situation with the supply of clean water in various regions of the planet.



SOCIAL IMPACT

The company provides employment for internally displaced persons who were forced to leave the Donbass region because of military actions in the territory of Ukraine.

At the moment, the company employs 3 employees with the status of internally displaced persons.



Every month, "Synergy Development Consulting" pays out 10% of its net profit for the activities of the public organization "International Agency for Change."

The mission of organization is the development of communities through social integration.

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**FEEL FREE TO
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