

COMMUNICATION ON PROGRESS

We are pleased to confirm that BPC AG (BPC) reaffirms its support of the Principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labor, Environment and Anti-Corruption. Since BPC became a member, we have made efforts to integrate the principles of the United Nations Global Compact in our everyday work and ensure that BPC operates in a sustainable manner as much as possible. Submitting our annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our strategy, culture and daily operations.

Vasily Volynsky

Member of the board of Directors

HUMAN RIGHTS PRINCIPLES

BPC supports the UNGC on Human Rights. BPC is highly committed to providing an equal opportunity work environment. BPC encourages openness and honesty, and aims to provide an environment that is supportive, and where everyone is treated fairly, and with courtesy and respect. The company provides a safe and healthy environment, and is committed to the privacy of its staff. Reporting of any violations of human rights is done through communicating such violations to the employee's management and/or to Human Resources Department, where proper investigation is conducted accordingly. BPC does not support any retaliation against an employee for reporting misconduct in good faith.

LABOR PRINCIPLES

BPC supports the UNGC principles on Labor. BPC is an equal opportunity employer. All employment decisions at BPC are made based solely on job requirements and qualifications of applicants. BPC does not permit any discrimination based on age, race, color, gender, religion, beliefs, origin, disability, sexual orientation, or any other basis as protected and applicable by law. BPC believes in the significance of women participation in the workforce and as such is highly committed to gender equity.

Reporting of any violations, discrimination or inappropriate conduct is done to the employee's management and/or to Human Resources Department, and proper investigation is conducted accordingly. BPC does not support any retaliation against an employee for reporting misconduct in good faith.

ENVIRONMENTAL PRINCIPLES

BPC supports the UNGC principles on Environment. We have clear policies, messaging and positions supporting environmental principles. BPC encourages all its employees to be responsible individuals, and act accordingly internally and externally, towards the community and the environment.

BPC is committed to promoting and encouraging environmentally responsible actions. This goes beyond government laws and regulations. Our employees are encouraged to help protect the environment and act to the best of their ability to demonstrate such a responsibility through conservation of energy and water, recycling, minimizing waste, maintaining a clean environment, etc.

BPC will work on further developing environmental programs within the company, encourage staff to implement, and build related procedures to ensure implementation as applicable, especially related to recycling and energy conservation.

ANTI-CORRUPTION PRINCIPLES

BPC supports the UNGC principles on anti-corruption, and has a zero tolerance policy towards corruption. Staffs of BPC are made aware of the requirement to abide at all times by applicable laws and regulations. The company has clear policies on anti-corruption that are presented and communicated to its staff.

Anti-corruption provisions are included in employment contracts with our employees. In our business activities BPC always embraces the inclusion of anti-corruption clause in contracts with counterparties.

GOOD HEALTH AND WELL-BEING

BPC Ensures healthy lives and promotes well-being for all at all ages. Great importance in the company is paid to sport and healthy lifestyle. Annually the company BPC is held a sports event-regatta. Employees of the company have the opportunity to take part in an exciting race and plunge into the atmosphere of yachting sports all over the world. Greece, Italy, Caribbean, France –are just a few of the many places where BPC had a competition. .

EDUCATION

IT is a very knowledge-intensive sphere, which is rapidly developing. Therefore, all of us must constantly study. BPC's business, in particular, is changing constantly, and to respond to the changes, BPC Training team needs to keep abreast of them and be able to offer the right services to the clients, both external and internal. BPC develops each training material according to the needs of a wide range of potential consumers, in order to keep the "knowledge factory" effective and efficient.

BPC is a permanent participant and sponsor of various forums and events held on the subject of business activities of the company, such as, for example, CITEX events held in Mexico. This activity allows BPC to learn the necessary knowledge and experience in the field of IT and always stay at a high professional level.