

Biogrow Substrates
The natural choice

ANNUAL Report 2019-2020

Bio Grow has been operating in the field of coconut based organic substrates for now 23 years in Sri Lanka. Thanks to the work of more than 300 employees we produce annually more than four and half million slabs





Communication on Progress-UN Global Compact 2020

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CEO Message.

« Building a sustainable model for Biogrow »

« There will be about 9 billion people to feed by 2050 in the world according to the Food and Agriculture Organization. Behind this problematic lies another issue: what agricultural model and practices will we implement to feed the world's population? At the origin of Biogrow, was the desire to produce alternatives to current types of substrates that would have lower environmental impacts. We want to contribute to and promote the development of an environmentally responsible agriculture using natural organic substrates.



We developed our first production site in Sri Lanka back in 1998 benefiting from the country's large coconut resources. We experienced new ways to produce and adapted to a different culture. Since 1998, Biogrow's development has been continuous, increasing its production capacity and volumes (multiplied by 4), gaining new markets and improving its production process. The company's workforce even grew from about 50 employees in 1998 to about 300 in high season in 2013. Nevertheless, we are now looking for ways to continuously develop our business while limiting our environmental and social impacts. By limiting our energy consumption, promoting responsible farming and a sustainable agricultural production model with less fertilizers and pesticides, improving the wellbeing of our employees and local communities, we want to contribute to the management of more global issues, such as climate change, access to food and the economic and social development of a post-war Sri Lanka. These issues may induce direct impacts on our development, such as decreasing productivity of coconut estates due to climate change strengthening competition or the deterioration of the quality of our raw material supplies. If we do not start to address them correctly, these issues could become risks in the long-term.

We decided to develop a corporate social responsibility strategy to promote sustainable development within our business but also to our external partners. We believe that a formalized strategy and the implementation of actions will help us improve our impacts on our local environment while contributing to the management of more global issues. We see sustainable development as an opportunity to develop our company by reducing some of our operational costs (e.g. energy consumption, waste production) and by promoting our responsible behavior towards our stakeholders. It is our responsibility to encourage the development of more sustainable behaviors and corporate culture, and to integrate every employee in this great movement.

Our 2017 action plan aims at giving the tools to our managers to reach our targets and to change the company's impacts. We hope to reach these targets and to have every employee completely involved into this movement. We know the way may get complicated sometimes, but we will do our best to respect our commitments and to reach our objectives. »

A handwritten signature in blue ink, consisting of a stylized 'B' followed by a horizontal line and a loop.




Bruno Vila, CEO Biogrow Lanka

Profile and History

Bio grow Lanka (pvt) Ltd is a Sri Lanka subsidiary of SARL Vila, which produces fruits and vegetables in green houses in the south of France. Other subsidiaries of SARL Vila are located in India and in Brazil. Bio grow has been operating in the field of coconut –based organic substrates for now 20 years in Sri Lanka. The company has three main operating sites in Sri Lanka: Negombo for its administrative center, Wariyapola and Madurankuliya for its production. Thanks to the work of more than 300 employees in Sri Lanka during high season, Biogrow produce annually more than four and half million slabs of coconut-based organic substrates serving more than 180 customers worldwide. In addition, the company employs about 50 workers through its subcontractors.

Production Details Map



-  Production Factories
-  Major Market Places
-  Headquarters



QUALITY POLICY

Improving our processes & raising our quality standards is our main commitment. We do believe that the road to success is to get every day closer to perfect coir based substrate through quality betterment. For us the key to a brighter future is customer delight.

We Respect For Human Rights & Labour Rights

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. Respect for human rights is a fundamental value of The Biogrow Company. For more than 20 years, the Company has built a reputation on trust and respect and we are committed to earning that trust with a set of values that represent the highest standards of integrity and excellence.

Our human right policies include the following components:

- Respect for human rights
- Safe and healthy work place
- Workplace security
- Child labour
- Work hours, wages and benefits
- Paid leaves
- Employee contracts



Employees & Working Environment

Our labour force is the strength of the company and they are acting a major aspect of the production. More than One hundreds of workers work with us and we never accept the child labors.

Having understood the validity of our labours, Bio grow is always try to keep very peaceful, secure, safety and friendly working environment. As a result of that, we have not reported any employee discrepancies in the last year and we are doing machine repairs on time and last year we thought more about workers safety and last year we have not reported any major accident while the production practices.

All of the workers are monthly salary workers and we always have done payments on time for them, additionally they are taking benefits package.

With an idea of keep growing the friendly work place, annually Bio grow is organizing events such as New Year cultural program, annual cricket match, charity programs and annual batch trip.



Bio grow production area premises, Jan 03 2020



Annual Cricket Match, BRC Ground | Madurankuliya

BIOGROW Community And Charity Work

Bio Grow our company have a good community. As a result of that we have made the opportunity to offer them jobs. So they have grown up their living standards because of this. Not only that we fulfill additional food, transport requirements through our community. As well as we actively organize many kind of program and charity works for the welfare of that people. In this year we successfully organized following works.

* Offering Water filtering machine for the “අමම” Elder Home



11 th of Dec 2019 @ Kolambagama Temple

* Support Two Children Who are suffering from a rare skin condition in Mahiyanganaya area



30 th of June 2019 @ Mahiyanganaya area



Helping camp for school childrens who take the admission for the Grade 1 class

This year we supported more than 200 students who are studying in law facilitated school near the company. All those students are coming from very poor families and even their parents cannot fulfill basic needs of the children. We provided them a package of school stationaries and school bags, water bottle and pencil box. Additionally, we offered desktop computer for Malawana Junior School and supported to build school building in Katagamuwa Junior school.



Offered Desktop Computer for Malawana Junior School

07th Jan 2020

Environment

In the Bio grow factory we mainly focused on our surrounding and always keep very clean nature. To doing that, we always be organized to minimize harmful effects to the environment within our manufacturing practices. Biogrow's business is based on the growing of coconuts regular supply of coconut husks. Acting on environmental issues, at our production sites and at our supplier's plantations, contributes to securing the manufacturing of quality products.

Bio grow has a role to play in contributing to the protection of the country's natural resources, environment and bio diversity. Therefore it is of utmost importance that Bio grow limits its impact on the environment, through notably the reduction of energy and water consumption, and the promotion of sustainable agricultural practices.



Bio grow Lanka Factory Premises

Monthly Cleaning Program

We monthly organize cleaning program

To keep our environment clean. Always

We use environment friendly raw

Materials for the production.



Anti-Corruptive Work Environment

Bio grow, we always pay attention on every aspect to keep anti corruptive environment. In all steps of purchasing raw material we always give the attention to supply quality raw materials under our quality policies and we are not accepting in other corruptive paths.

As a result of that previous year, we could have access the customer satisfaction and did not report any complain for our products.

As well as all the step of starting to finish product we ensure that all are keeping under an official procedure and all employees have taken used to respect for all the policies of the company.



Thanks and Best Regards



We are Bio grow Lanka (pvt) Ltd. We hope to develop not only our production but also, customer satisfaction, employee's satisfaction, environment and working background according to the global compact 10 principles.

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