



Blossom for
Global Compact

B L O S S O M

SUSTAIN-

ABILITY

REPORT

2019

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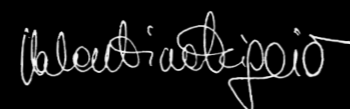
Blossom has been offering creative services to a broad array of UN agencies for over a decade. Our goal has always been to provide those fighting for a better world with unique tools and creative ideas able to engage people on global issues and drive change.

Our intense collaboration with UN agencies has, in time, reinforced and permeated our mission: we have fought, side by side with our Clients, to disseminate the Sustainable Development Goals, harnessing the strength of the initiatives that spur sustainable change by providing strong narrative and visuals able to leverage political will.

In 2019, we have adhered to the UN Global Compact, expliciting our support to the Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This adherence has been a natural evolution of the continuous affirmation of the GC principles into our business strategy, culture and daily operations.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact in our activities and we reaffirm our support to the Ten Principles of the Global Compact.

This information will also be shared with our stakeholders, using our main channels of communication.



Valentina Frigerio
General, Ministry of Beauty,
Blossom.

WE ARE BLOSSOM,
AN INDEPENDENT
CREATIVE FIRM
FOCUSED ON UNCOVERING
THE BEAUTY THAT BRINGS
MEANING TO IDEAS,
BRANDS AND PEOPLE.

Since 2008, we help brands discover and express their power, so they can conquer their unique place in the world.

Based in Milan (Italy), we are a service-oriented, client-driven agency: we strive to make our content relevant to the client's business goals, mission and culture. We develop a deep understanding of our clients, of their mission and of their audience, to make sure our work is always "on brand" and "on message".

Since our foundation, we have been working on communication projects for EU/UN/ international organizations, as well as for major private commercial brands. These projects have included the design of creative concepts and the execution of communication campaigns, the ideation of visual identities, the design of full advertising campaigns and of a broad array of communication products both for print and digital use.

Blossom was born out of rebellion against the status quo: against the "already seen it", "already heard it", against the "good enough" and the "little bit of everything", against the "it's ok like that" and the "more or less". It starts with a relentless passion for beauty.

Blossom creates projects that make their owners confident and proud. It offers an identity, visual and strategic, to whom has lost it and to whom is searching for it, to whom never had it or didn't know they needed it.

REBELLION
AGAINST THE
STATUS QUO

Blossom tells stories: exciting, emotional, epic, serious or funny, but also informative and timely. Be they films, animations, documentaries or songs. They are whatever is needed to make one understand or reflect, to make one cry or dream.

PASSION
FOR
BEAUTY

STORIES

Blossom researches to understand where the world is going. And in that world it flourishes. It thinks both in and out of the box, to find the right direction, that which seemed impossible to unearth yet was always there, behind the intuition of a sleepless night.

BRANDS
BEYOND
THEIR **(CONFINES)**

Blossom creates layouts: thousands of words and hundreds of graphs. Blossom takes photos, writes books, creates stories, transforms products into experiences, accompanies brands beyond their confines, or selects the right journey for them at the time.

HUNGRY
CREW OF
BROKEN HEART

Blossom is a hungry crew of broken hearts, throbbing minds, open eyes. Some call it an agency. Others just call it.

**We fight for Beauty
to make the world
a better place.**



USE YOUR HEART

You have felt it beat, more than once. During a film which spoke to you, upon the return of someone from far away, before a painting with colors you couldn't imagine existed, at the thrill of an incredible goal, in the face of a cold, violent and unexpected wave, before a plate of spaghetti which tasted so much of home.

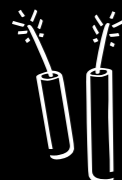
You have felt it beat, your heart. And it was beautiful. And it wants to beat again. So you, put it out there everyday. To feel it, once again, vibrating, in everything you do.



HELP OTHERS GROW

There was a day when you felt lost, ill-suited, incapable, hopelessly misunderstood. When, despite all your efforts, you continued to fall into a deeper abyss. And you couldn't find a way out. There was also a day when someone found you and helped you up. They helped you see the right path. They helped you understand that, with all of your limits, you could still get up and go forward. And do great things.

Today is the day when another lost soul is looking to yours for help, to grow together.



BE FIERCE

If he had imagined all that could have happened, the captain would never have set sail from the safety of his port; the racing pilot would never have driven the Formula One; the twenty-four year old would never have written that song; the small agency would never have accepted that job that was bigger than them.

But had they all stopped to think about it, the world would never have known about the other world across the ocean; the racer would never have known the joy of speed and rebirth; thousands of young people would never have felt so free singing Lithium at the top of their lungs. And the small agency would never have grown up into something bigger.



GET CURIOUS

Unexpected tastes, unimaginable beauty, strong odors penetrating your head forever. Books that transport you to extraordinary worlds, both far and near at the same time, stories of courage and passion, ideas, discoveries, useful inventions but also simple things, which make the everyday world richer and more beautiful, or sometimes just more functional.

It's up to you to open that damn window, get on that airplane, open that book with pages that smell of paper, have the courage to turn off Whatsapp, try a different plate of food, search until you're exhausted, raise your hand and ask. Relentlessly. Because "there are more things in heaven and earth, Horatio, than are dreamt of in your philosophy", said a wise man five hundred years ago.



OWN IT

It's up to you: you can remain behind the scenes, opening the curtain only when you are told, to let other perform on the creaky stage. Or you can prepare and train, fall down and maybe hurt yourself, figure out the tricks of the trade from more experienced than you, throw yourself into acrobatic feats which seem reasonable but perhaps aren't so much, propose alternative choreography, watch the public's reaction, stand tall in the face of heckling and boos, take responsibility for failure, adjust the stage boards.

Only then will the applause, warm and toiled, also belong to you. And you will be stronger, better and prouder.



DON'T BE AN ASSHOLE

Whether you like almond chicken or are a committed vegan. Whether you dress like a rockabilly or in monochrome. Whether you listen to heavy metal or classical music. Whether you're a mathematical mind or an experimental barista. Whether you write projects that save the world or find solutions to go faster.

If we have met up it's because we have something in common: a project, a friend, a dream, a vision or, perhaps, simply a need. "Nothing of what is human is alien to me", Terence once said. "And it deserves all of our respect", we would add.

Our best practices

Value added design:

We don't just do great design, we make content and copy relevant and meaningful to the client's business goals, mission and culture. That means we study and "know" our clients and research their audience to make sure our work is always "on brand" and "on message".

Quality mindfulness:

Our end goal is fluid and faultless delivery. Quality is pursued internally both as a collective and individual effort, so we enhance attention to the quality of outputs by each team member (whether from the Art Director, Junior Designer or Project Manager) as the first step to achieve the overall quality of the entire team's work.

How you say it matters:

We are a communications agency, so we give the same importance to the way we communicate with the outside world as to our project work. We stop and take the time to proofread our e-mails – checking correct grammar and spelling, perfecting tone and style, ensuring messages are clear and subject lines are appropriate, whether in Italian or in English.

Time management:

The only way to ensure that things run smoothly is to plan and manage time. Managing time for us is much more than making a list of daily tasks or writing reminder notes: it's all about organizing, prioritizing, setting targets and tracking time. We invest time in planning our time to limit job stress, increase flexibility and productivity whilst setting healthy boundaries for our personal life and relationships.

Good housekeeping:

Working quickly and under pressure on multiple projects demands scrupulous organization to ensure rapid access to client briefs / requests, supporting files and project work files. We dedicate time to organizing project material and archiving our work with proper file names because that saves us from losing time later to search for the right file or redo the work in line with lost indications.

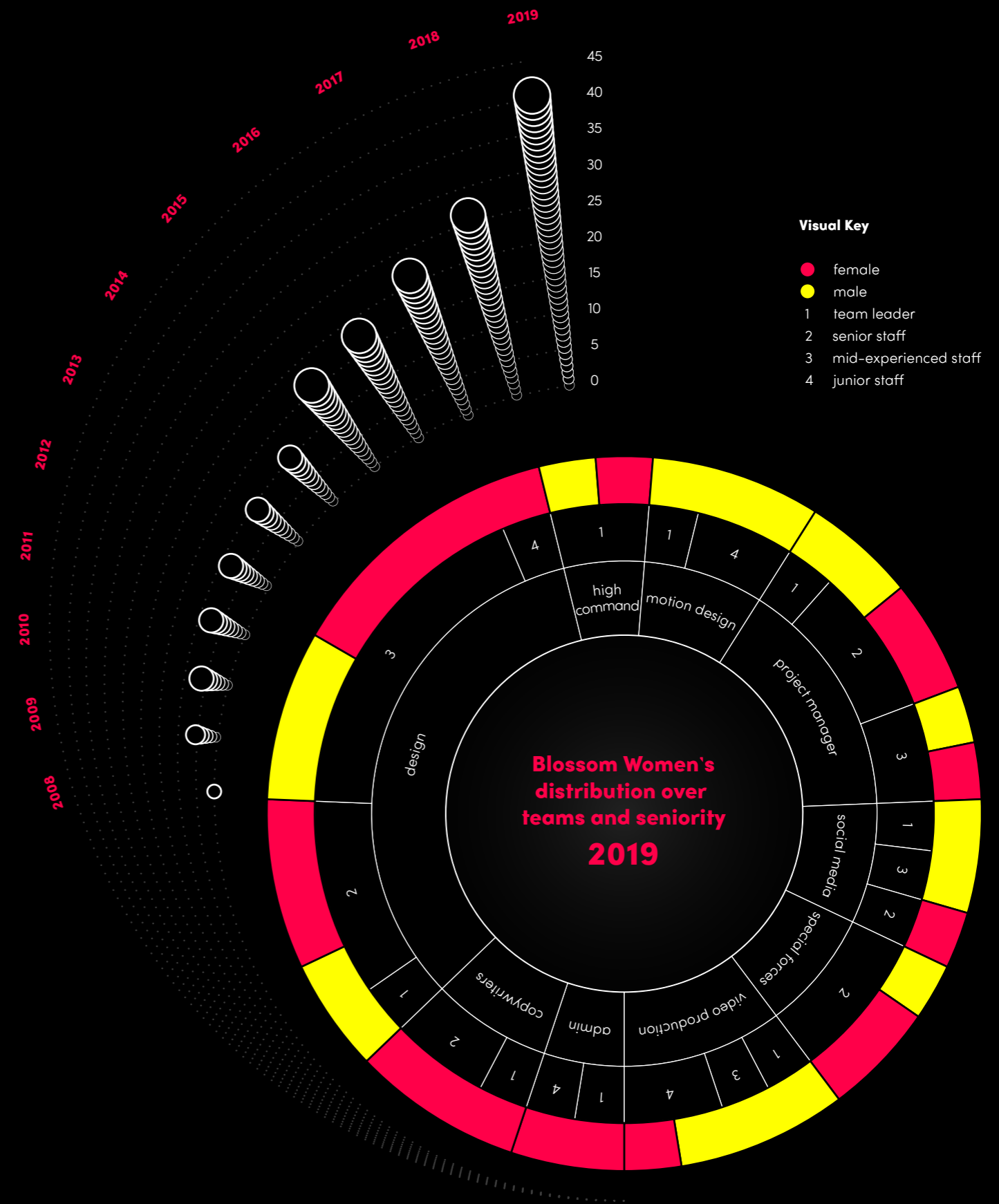
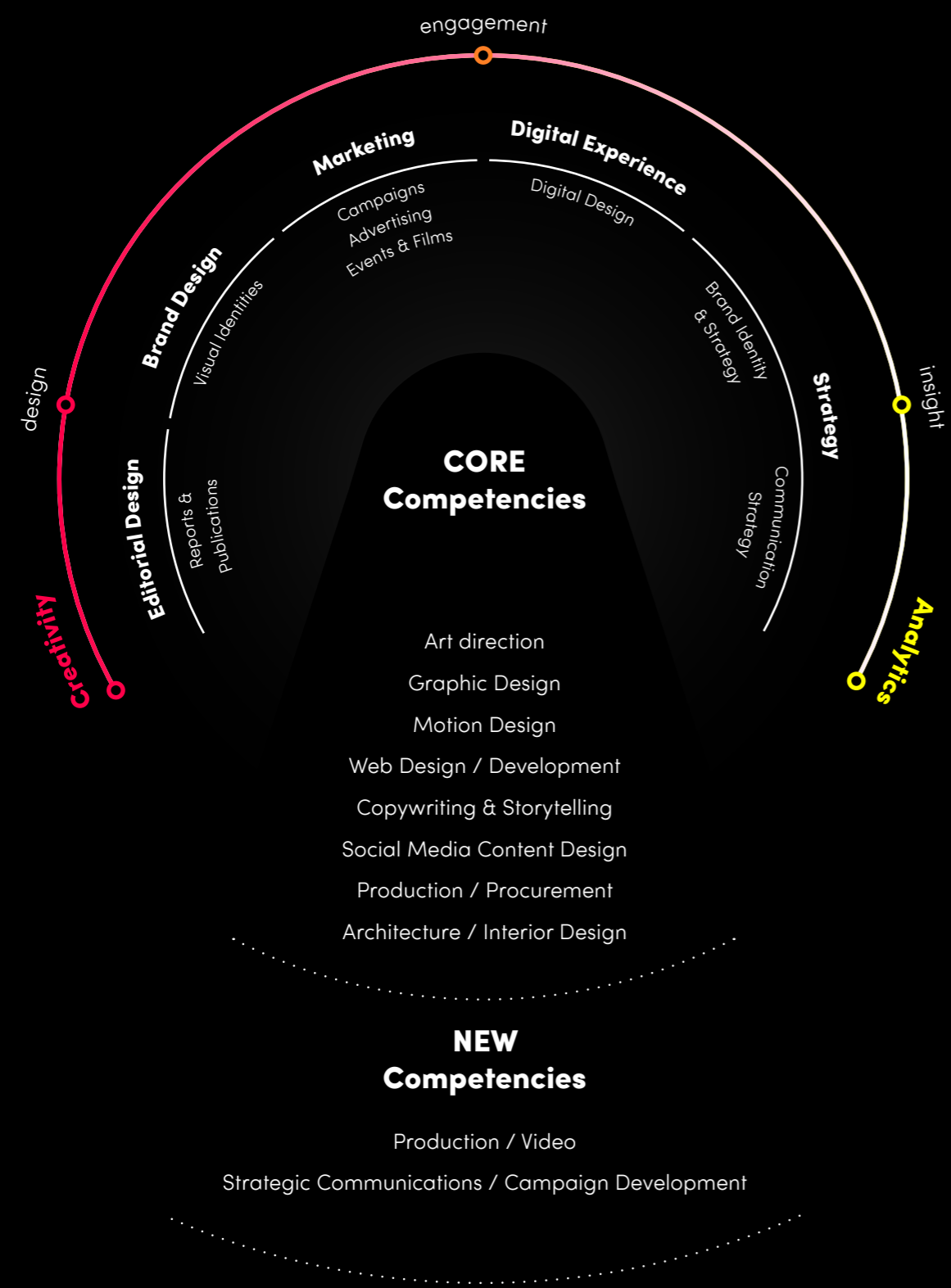
U S E
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C E T
(C U R I O U S)
O W N I T

We are a team of 39 people: dynamic, flexible, alert to new design trends and digital solutions, able to constantly respond to any needs arising from clients.

WE ARE A GROUP
OF FIGHTERS

Our weapons are open eyes, hungry minds and wounded hearts, leading us every day in a tireless search for Beauty.



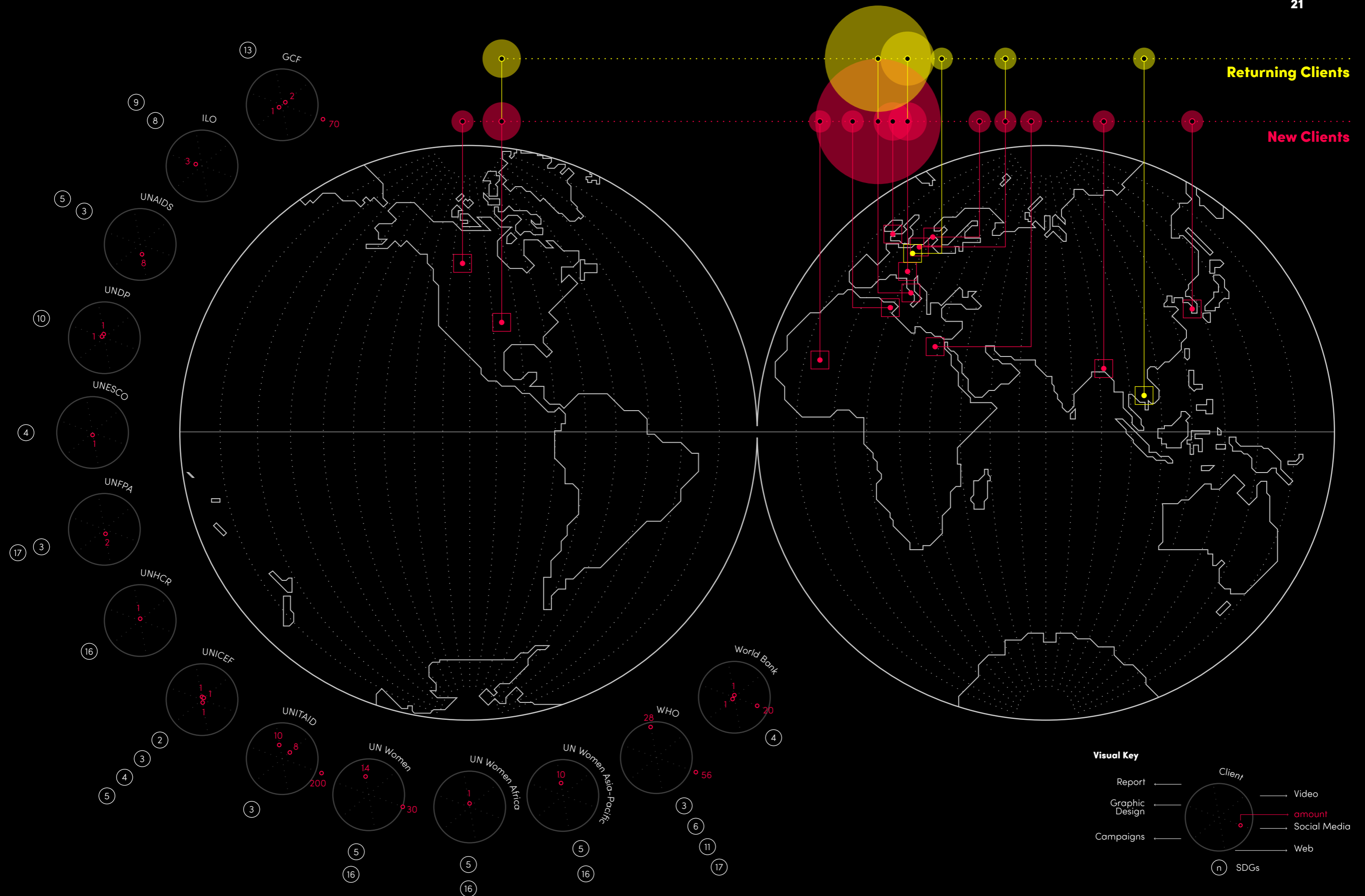


We believe everyone we meet has a great value, especially if they ask us to do what we are good at: having the right intuition, finding the perfect words, creating design with a meaning, moving the right objects, telling untold stories, making them accessible to the whole world and making them proud of their own work.

That's why we don't call them Clients, but Allies, in our daily fight.

Organizations who have vision, create value and inspire. People with purpose who are looking to find their voice and spread their message.

- Agire Onlus
- AIRC
- A.C.Milan
- Associazione Promozionale Turistica Bormio Marketing
- Bologna F.C.
- Ducati Motor
- Fondazione Milan – Onlus
- Illumia
- IFAD
- IOM
- QC Terme
- Sodexo
- Spotify
- UNHCR
- Yamaha
- Africa Progress Panel
- Agra
- DNDI
- ECA
- European Forest Institute
- Find
- Federal Food Safety And Veterinary Office
- Fondation D'Harcourt
- GREEN CLIMATE FUND
- GCERF - Global Community Engagement And Resilience Fund
- University College London
- Internet Society
- ILO
- International Union
- LDC - Louis Dreyfus Company
- Kofi Annan Foundation
- The Brookings Institution
- The Royal Institute Of International Affairs
- The World Bank Group
- UNAIDS
- United Nations Foundation
- United Nations Office Geneva
- UN Women
- UNDP
- UNFPA
- UNICEF
- UNESCO
- United Nations Statistics Division
- UNOPS
- WHO
- Unitaid



DESCRIPTION

OF ACTIONS

As a small-size strategic communications firm inspired by sustainable principles, we have promoted the UN Global Compact by focusing on the areas on which we can have a real impact.

Mainly, we continuously promote human rights and labour standards, achieving great success especially in terms of gender equality and in fostering our staff's growth; we carefully choose environmental sustainable options every time we can; we fight against corruption and clientelism, keeping our procurement and human resources procedures transparent.

A

Promoting human rights and labour standards

- 1 Ensuring that all workers are provided safe, suitable and sanitary work facilities
- 2 Ensuring fair treatment, fair working hours, wages and leave
- 3 Fostering our staff's growth
- 4 Promoting gender equality

B

Promoting environmental responsibility

- 1 Reduction, reuse and recycling
- 2 Reducing emissions through sustainable mobility

C

Working against corruption

A

Promoting human rights and labour standards

B

Promoting environmental responsibility

C

Working against corruption

3
DESCRIPTION
OF ACTIONS

25

1

Ensuring that all workers are provided safe, suitable and sanitary work facilities

Our policy

As a creative agency, granting a safe and pleasant working environment is fundamental to offer our staff the right conditions to express at the fullest its creative potential. Functional workstations, accessible facilities, convivial amenities such as game stations, libraries and sofas are an integral part of our working environment. Blossom's staff is encouraged to take advantage of the benefits offered by the working space, but also to respect it. Good housekeeping is one of our best practices, not only in the way we manage documents, briefs and project materials but also in how we manage our physical habitat: a tidy-minded environment helps us stimulating the outbreak of creative, innovative and resilient thoughts.

Our activities

- Blossom has effective health and safety procedures in place, which comply with industry, national and international standards. This includes the provision of **regular trainings** to all workers on health and safety at work procedures. Responsibilities for health and safety tasks are clearly defined internally.
- Blossom's headquarters have been designed to ensure that workers have **the best possible equipment and workstation** to perform their tasks safely and comfortably. Providing suitable lighting, ventilation and temperature are part of Blossom's internal policy to optimize working conditions and to implement environmental sustainability principles.
- Blossom provides **safe drinking water** for all workers, facilities for clean and sanitary food storage and eating.

Our results in 2019

10

of Blossom's staff members have participated to **health and safety at work trainings**

4

meeting rooms with natural lighting, all equipped with different characteristics according to meeting needs:

- **Main meeting room** (for formal meetings)
- **Stand-up table room** (for quick and effective meetings)
- **Sofas meeting room** (for informal brainstorming sessions)
- **Roof Top meeting room** (for brainstorming sessions)

40

workstations + 3 spare laptops to be provided to staff who needs to travel / to activate smart working

3

sanitation facilities (1 male, 1 female, 1 gender neutral)

1

kitchen



● P I R E L L I

Before, it was home to a huge Pirelli factory. Then, it was abandoned for years.

As in our style, envisioning a lot of potential, we took it and gave a new life. Keeping its industrial and rough style, we have added some contemporary touches.





WORK



Today our studio is a huge open space, hosting 39 people plus our daily guests and with a professional kitchen for our lunches together. The rooftop is the place to be to enjoy the best sunsets of the neighborhood.

And the best summer parties.



KITCHEN

PLAY



A

Promoting human rights and labour standards

B

Promoting environmental responsibility

C

Working against corruption

2

Ensuring fair treatment, fair working hours, wages and leave

Our policy

Human capital is the most important resource for Blossom: our people are the pulsating engine of our creative proposals. To this end, we are committed to ensuring **the best possible contractual conditions** to all our collaborators, explicitly acknowledging the great value that each single worker represents in the overall value chain. Blossom was born from the desire of its founders to create **a different workplace:** a place where everybody could express him/herself, where rules exist but are written together, where individual thinking is encouraged but collective action is essential. Only within an equal opportunity and a fair working environment, able to recognize the great value of individual effort, the right of collective bargaining, the absence of all forms of forced and compulsory labour, this freedom of thinking can truly blossom. Blossom has grown in time, but the desire of contributing to making the world a better place, starting from within our design agency itself and from the way human resources are treated, has never changed.

Our activities

- All workers have an official employment status, receiving an employment contract prior to starting work for Blossom. Each new staff member is also provided with the "Blossom Book", a manual containing the company's internal policies. New employees are assigned a Mentor for an initial period to help them understand how to implement their daily tasks coherently with Blossom's business culture.
- Workers have access to all personal data collected about them, excluding confidential management specific information related to other workers' performance evaluations, salary negotiations, promotions, rotation and similar employment decisions.
- Blossom provides to all workers living wages that enable them to meet the needs of themselves and their dependents by granting salaries above the national minimum wage and by ensuring that part-time workers have wages and benefits proportionate to those of full-time workers.

- Workweek is limited to 40 hours and workers have no less than a 30-minute break for every 4 hours of work.
- We have a system to plan, record and monitor hours worked by each employee. We regularly evaluate if number of workers is sufficient to meet production targets without resorting to overtime.
- Overtime occasionally happens, but it is remunerated at premium rate.
- All workers who have dependent children are granted compassionate or parental leave when needed.

Our results in 2019

20 days worked in weekends, remunerated at premium rate

16 hours/month overtime maximum for each staff figure

+18 new people hired in 2019 to respond to increasing business turnover

21 months of maternity leave granted to 3 staff members (male and female) in 2019

15 average staff participate daily to collective lunch break

→ Production of Blossom Book, distributed to all workers, to spread the company's culture

BLOSSOM BOOK

A black tiny book, that you can keep in your pocket.

A book that you receive when you start working at Blossom, together with a welcome kit: branded T-shirt, jacket, mug, water bottle, socks and notebooks. It is a book that tells the story behind Blossom, its purpose, beliefs and best practices. You will understand that everything in Blossom is moved by its purpose: the endless fight for Beauty.

You will understand that you are not alone in your new journey.

If you read it, you will find yourself described somewhere.

It's the first time that someone writes a book for you, to welcome you, to make you feel part of a group, a story, a team.

It is another way to make the workplace a better place to spend most of your time and to live a great part of your life.



CHILDREN ARE GOOD FOR US

→ 23

It is the number of Blossom staff's sons and daughters. We believe that every new life is an enrichment not only for the family where he/she arrives, but also for the community to which the mother or father belongs.

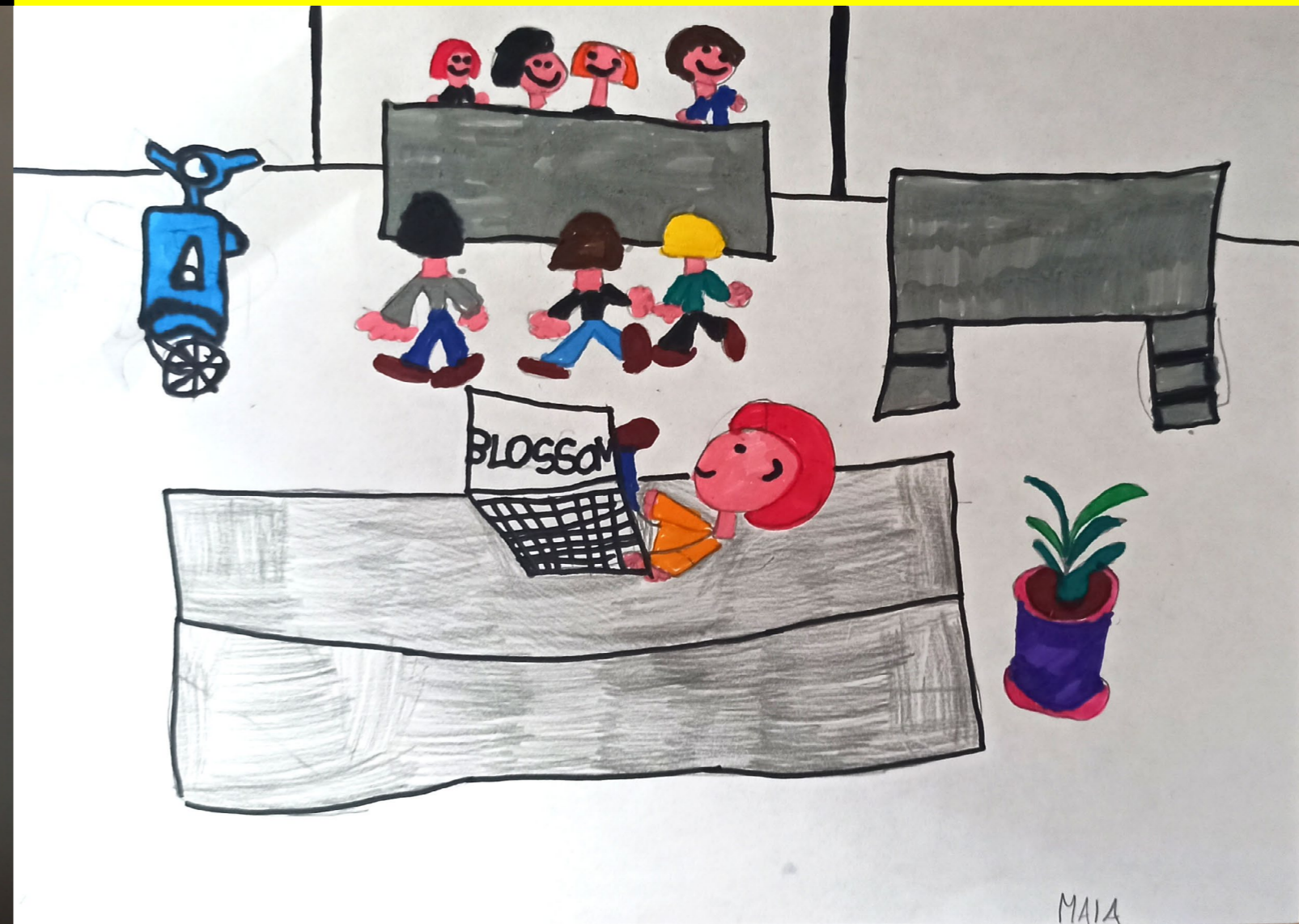
Children are virgin eyes, giving us the opportunity to watch differently the world where we daily live.

3
DESCRIPTION
OF ACTIONS

33

Children are words without filters, to get back to the origin of things, without superstructures. Children train us to be more curious, more emotional, more creative. Children are good for us.

That is why we strongly support our staff's desire to expand their families, allowing them to take all the time that better responds to their maternity or paternity needs.



A

Promoting human rights and labour standards

B

Promoting environmental responsibility

C

Working against corruption

3

DESCRIPTION OF ACTIONS

35

3

Fostering our staff's growth

Our policy

Although Blossom does not have a rigid hierarchy, it has a clear definition of roles that allows for each individual to envisage professional growth paths whilst maintaining creative and cultural freedom. **Blossom respects everybody's aspirations**, offering those who thrive for a stimulating career to confront themselves with new challenges - but respecting the pace of those who prefer being stable in their role. The individual professional path in Blossom is not necessarily a hike up to a mountain top: it is more a non-linear, different journey tailored by each staff member on the basis of his/her aspirations and inputs received. Blossom also has set the policy of assigning to each project **interdisciplinary working teams**, to encourage the free flow of expertise and contaminations among figures with different roles and distinct levels of seniority. Blossom does not employ workers under 18 years of age: however, it has established partnerships with local schools whose students are obliged by Italian law to undertake professional internships (Alternanza Scuola Lavoro) to offer youth the opportunity to be immersed in a creative and productive environment.

Our activities

Career path: We design together with our staff a career path tailored on the ambitions and capacities of the single individual. This path is characterized by 3 main junctions that each represent new challenges, responsibilities and goals:

- Learning = becoming excellent in what one does
- Sharpening = defining talent and broadening experience and expertise
- Leading = bringing new ideas and contributing to all colleagues' growth

Twice a year, the management meets staff members individually to discuss the accomplishments, challenges and to eventually redesign together the next steps of the path to make the necessary adjustments to achieve career objectives. Work-related problems are discussed, and management collects any concerns / complaints employees might wish to raise.

Knowledge sharing and learning moments: As creativity is the trait-d-union among all of Blossom's workers, no matter the role, we promote knowledge sharing and learning moments, e.g. a series of structured meetings to support common vision, new thinking, creativity and learning. We have some "routine" moments, such as the

"Daily Priorities" meeting among Project Managers and the Full Blossom Progress Meetings (once a month), but we also have set some specific "innovation" moments:

- **A Food for Thought moment**, once a month, in which we nourish and stimulate new thinking, explore new trends in design and digital, learn about best practices in expertise areas, discuss and discover state-of-the-art work.
- The **Combat Ready days**, that take place once per year, in which we encourage creativity and innovation, and develop internal and personal dream projects.

These activities are extremely effective both for teambuilding, as well as for individual professional growth.

Blossom ensures that apprenticeship programmes or professional internships of scholars constitute a minor portion of the workforce, are limited in duration (maximum 6 months), are performed in conjunction with mandatory school programmes or supervised by Labour Organisations, and do not interfere with the young worker's compulsory education.

Our results in 2019

12

Full Blossom Progress Meetings including:

- 18 individual presentations of new team members
- 24 presentations of work implemented to share inspiration and thoughts with other working groups

5 **Food for Thought Moments**

2

professional training activities: participation to international conferences and festivals

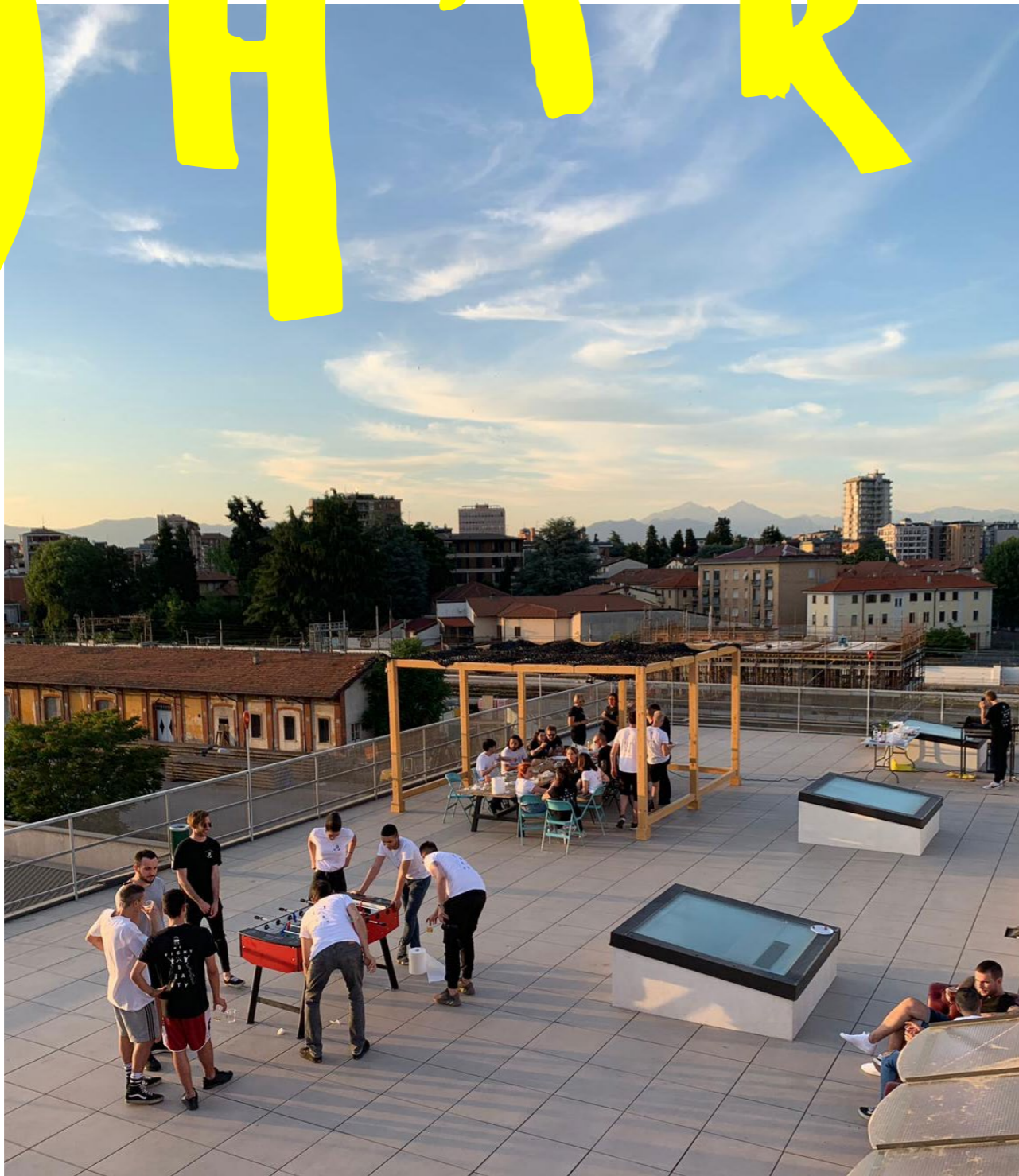
3

professional trainings through **internships**

2

interns became employed staff

SHAR



INC.

A
Promoting human rights and labour standards

B
Promoting environmental responsibility

C
Working against corruption

4
Promoting gender equality

Our policy

Blossom's **commitment to gender** shows in our acknowledgment of values and principles of gender equality and of women's empowerment. 41% of management roles and senior-level employees are represented by women.

Our activities

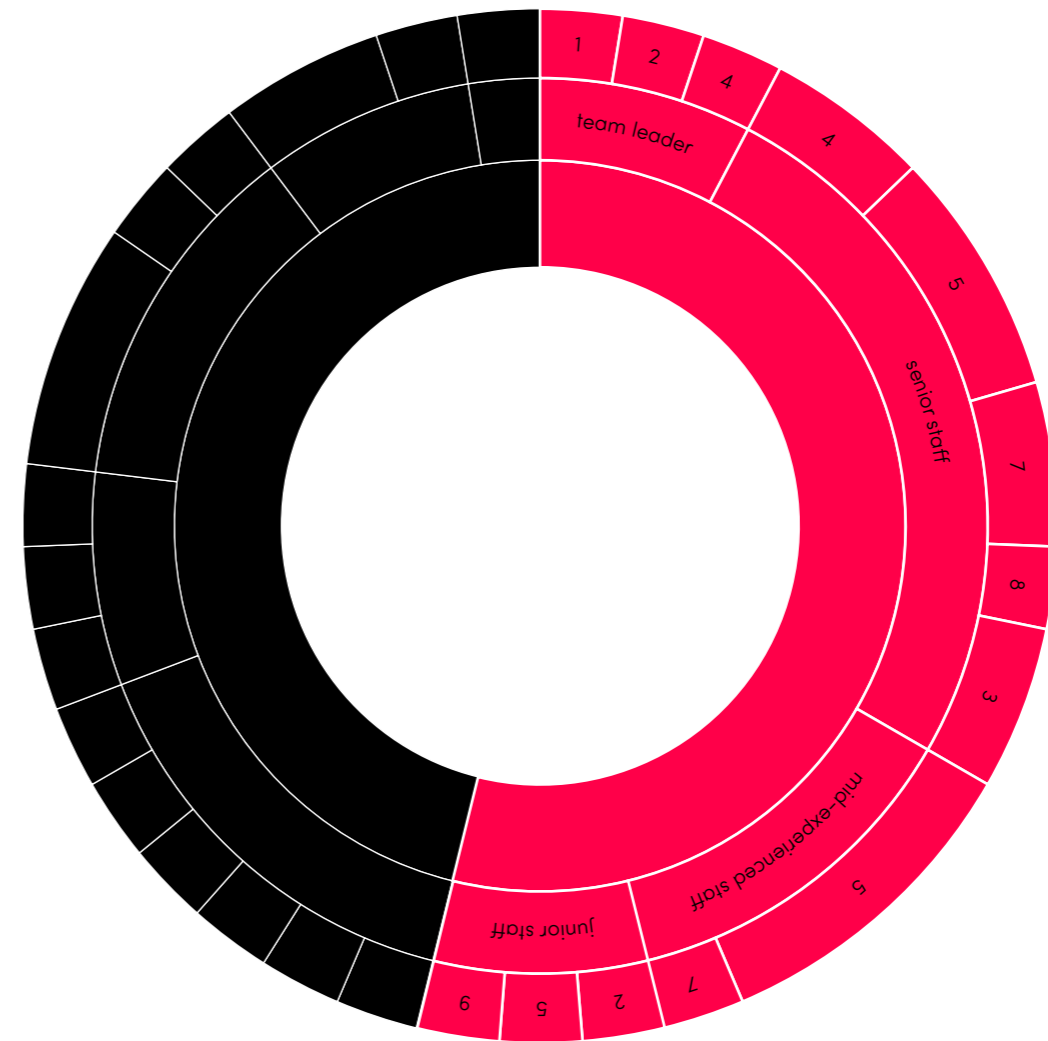
- Blossom has established high-level corporate leadership for gender equality: Blossom is jointly led by Giacomo Frigerio and by Valentina Frigerio, the latter being the legal representative of the company.
- We value gender balance in overall staffing, as well as in assigning both gender members to project teams for each new activity.
- We treat women and men fairly at work, respect and support human rights and non-discrimination, including through equal pay policies.
- We promote education, training and professional development for all women and men staff.

Our results in 2019

21 over 39 staff members are female

Of the 21 female staff members,

10 occupy **Senior positions**



- Visual Key**
- female
 - 1 high command
 - 2 admin
 - 3 special forces
 - 4 copywriters
 - 5 design
 - 6 motion design
 - 7 project manager
 - 8 social media
 - 9 video production

SEEING THE EXAMPLE OF WOMEN AROUND
THE WORLD STANDING FOR THEIR RIGHTS, I FELT
THE "AUTHORIZATION" TO KEEP ON DREAMING!

In the creative sector, one of the big challenges is that only 12% of creative directors are women. In Blossom, women cover leading roles, maintaining their ability to be at the same time happy wives, partners and mothers.

It was a natural process having women becoming landmarks due to their dedication, their empathy, their determination in understanding the meaning behind each new project. The partnership with UN Women has been important for us in better understanding how the workplace can be the first place where women can express all their potential and greatly contribute to its prosperity.

"By keeping on working on the design of reports talking about Gender Equality, I have started believing more and more in myself", says Francesca, Blossom Design Officer.



>50%
OF BLOSSOM
STAFF ARE
WOMEN

A

Promoting human rights and labour standards

B

Promoting environmental responsibility

C

Working against corruption

1 Reduction, Reuse and Recycling

Our policy

Blossom promotes **Zero Waste policies**, focusing on waste prevention, reduction, reuse and recycling. An internal survey carried on in 2018 among employees revealed that staff are keenly aware of the waste generated within the working environment, and that it is a major issue. To this end, we have reinforced our internal environmental policy to limit waste production, especially that of plastic and extend recycling. We are also dedicated to sourcing goods and services from sustainable sources and collaborating with partners who share our values and commitments towards sustainable procurement.

Our activities

Waste management: Blossom's policy is strict in terms of correct separate waste collection. Our staff's members dispose their waste separately under the surveillance of the Office Manager, who delivers separate waste collected to recycling companies.

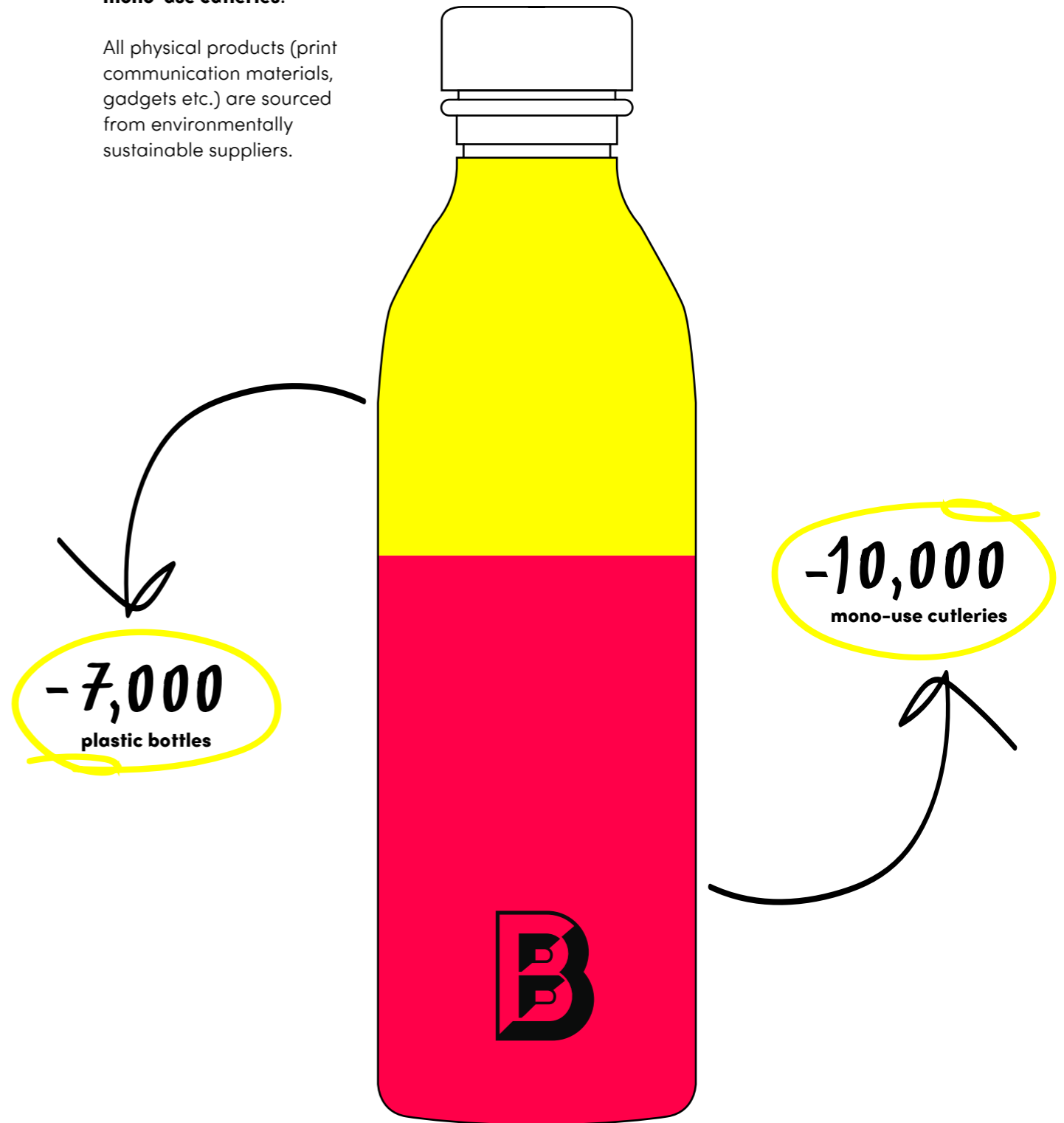
Waste reduction: Blossom has banned single use plastics by introducing a drinkable water dispenser that provides natural, sparkling and hot water. Our Christmas gift to staff was a branded reusable bottle, to be used when staff is outside of office premises. Mono-use cutleries have also been banned in the common kitchen. We also fight against food waste: our staff uses a common kitchen to cook meals and leftovers are either taken home or reused the following day. We promote dematerialization wherever possible. No printing is allowed, unless strictly needed; we promote both with our staff and clients the use of digital tools for communication.

Recycling: as a visual design studio, a great share of our work implies the printing of communication materials. To this end, we only use suppliers that provide us with recycled paper or paper products that are certified as coming from responsibly managed forests.

Our results in 2019

We have avoided the use of an estimated **7,000 plastic bottles** and of **10,000 mono-use cutleries**.

All physical products (print communication materials, gadgets etc.) are sourced from environmentally sustainable suppliers.



-7,000
plastic bottles

-10,000
mono-use cutleries

A

Promoting human rights and labour standards

B

Promoting environmental responsibility

C

Working against corruption

3

DESCRIPTION OF ACTIONS

45

2

Reducing emissions through sustainable mobility

Our policy

A report by the World Health Organisation has placed Milan as one of the 3 European cities with the worst levels of atmospheric pollution. Milan "scored" an average of 37µg (micrograms) of PM10 particulate per cubic metre – significantly above the recommended upper rate. In the frame of our commitment to environmental responsibility – and also for the sake of our own health, Blossom targeted transport as one of the sectors on which to directly intervene to reduce our CO2 emissions.

Our activities

- Blossom promotes sustainable mobility by encouraging its staff to commute via public transportation, by using car-pooling or by riding the bike to work. Our headquarters' location was chosen also in relation to its proximity to the train station, that easily connects our office with the metropolitan city of Milan. We have also developed a simple internal tool that allows workers to weekly plan car-pooling with other colleagues. Staff members are also encouraged the use of Blossom's 9-seater van whenever suitable.
- Blossom promotes virtual meetings and conferences with all of its clients: although we recognized the immense value of face-to-face meetings, we try to promote video conferencing instead to reduce our overall CO2 emissions.

Our results in 2019

2

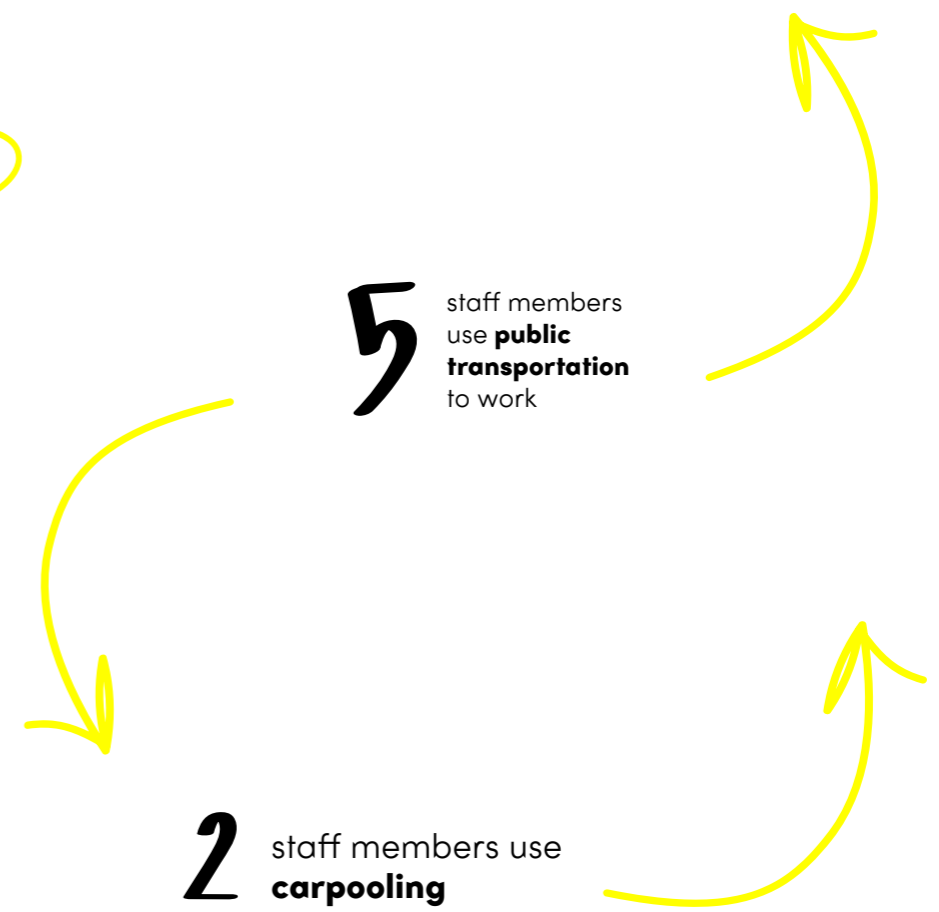
staff members regularly **ride their bike** to come to work

5

staff members use **public transportation** to work

2

staff members use **carpooling**



Biking

Two wheels are better than four.

In a town where everybody owns a car, where there are no bike trails and the traffic jam is quite massive, riding a bike is an act of courage. When the bike is a cargo one, you are a fool. Well, two of these fools work in Blossom. And commute every day to work after dropping their kids to school. "Having four daughters, I had two options: buying a big SUV comfortably hosting all of them, or "stealing" from the northern European countries the cargo bike mood",

Valentina explains. "I have no regret for having gone with the latter option: on the bike my daughters have a lot of fun, I enjoy the fresh morning air on my face, I always find parking in front of the school and the office, I save money from fuel and I contribute to a better air in my town". According to Mauro, people underevaluate the advantages of riding a bike in the north Milan area. "I hope that, with my example, more dads will choose the bike and become less stressed".



3
DESCRIPTION
OF ACTIONS
47



"I hope that, with my example, more dads will choose the bike and become less stressed".

LESS
STRESS

A

Promoting human rights and labour standards

Our policy

As a relatively small purchaser of goods, Blossom has a limited footprint as it relates to our supply chain. However, we expect our suppliers to understand and comply with our expectations regarding human rights and other provisions that apply to our third-party service providers. On the other side, as Blossom numbers among its main clients UN agencies, we ourselves adhere to the UN Supplier code of conduct. Blossom does not pay, solicit or accept bribes. This includes prohibition of providing payments or anything of value directly or indirectly to any government official, business partner, or individual for purposes of obtaining business in violation or applicable anti-corruption regulations and standards.

B

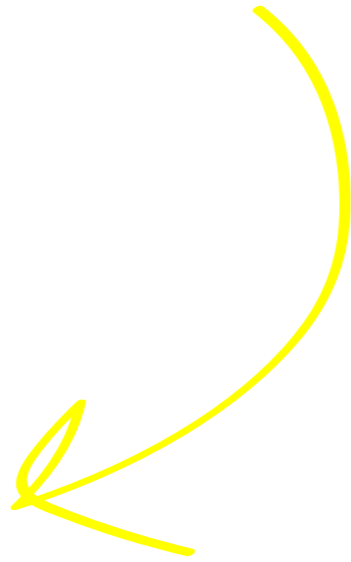
Promoting environmental responsibility

Our activities

- Blossom has assigned different individuals or departments to be responsible for handling contracts, placing orders, receiving goods, processing invoices and making payments. The Senior Tender Manager develops proposals; the Senior Administration officer processes invoices and makes payments; the Procurement Manager deals with suppliers and oversees internal procurement of goods and services.
- Blossom prohibits informal employment and any 'off the books' record-keeping
- Blossom has set an internal procedure foreseeing that for supplies exceeding the overall value of 10.000€, at least 3 different offers have to be asked to just as many potential suppliers.
- Blossom mentions "anti-corruption" and/or "ethical behaviour" in its contracts with business partners.

C

Working against corruption



(ON(LUSION)

Blossom has been fostering sustainability since its foundation, promoting it both through individual and corporate action. This attitude has been enhanced, in the past 10 years, also thanks to the collaboration with our UN allies, whose work inspires us every day.

In 2019, we have decided to make a step forward in this direction, by adhering to the UN Global Compact. This adhesion and the development of this Communication on Progress was a chance to think in a systematic way to our contribution to sustainability: what we have done, what we have achieved, but mostly what we still can do.

In our continuous quest for Beauty, we are constantly developing new ideas to strengthen our path towards sustainability. And our 2020 will be even more inspiring.

