

DEC 2020

# BIO GROW ANNUAL REPORT



COMIUNICATION ON  
PROGRESS-2020/2021

**BIO GROW LANKA (PVT) LTD**

COCONUT BASED ORGANIC  
SUBSTATES FOR NOW 23 YEARS IN  
SRI LANKA

HIDAGOLLAWATTA  
KANATTEWEWA, SRI LANKA

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# OUR VISION AND MISSION

## Mission

Pursuing the highest level of work quality and product excellence in our field of specialization with optimal use of resources

## Vision

To be the world's leading producer and provider of Cocopeat based growing substrates

## Quality Policy

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



# 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' and 'V' followed by a horizontal line.

*Bruno Vila, CEO Biogrow Lanka*



# PRODUCTION DETAILS MAP



-  Production Factories
-  Major Market Places
-  Headquarters

## 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. 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, Bio grow 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.



# LABOUR RIGHTS



## We Respect for our employees

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 Bio Grow 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

1. Respect for human rights
2. Safe and healthy work place
3. Workplace security
4. No Child labour
5. Work hours, wages and benefits
6. Paid leaves
7. Employee contracts







# EMPLOYEES

**" Strength of the company is our labour force "**

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.





**Cultural Events**



**"Our employee satisfaction have increased, which is why we have friendly working environment"**



**Employee Skills**



**Supporting for school children**



**Musical Events**



# Best Practices

- Support for MOH and forces by giving sanitizers , computers and other health equipment.
- Giving technical support using our company electrical and electronic engineers.
- Employee awareness program about Covid pandemic with the support of health department.



**"Bio Grow our team actively support as a organization to prevent from**

# COVID 19





# ENVIRONMENT

**Our production is 100% organic**

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.





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





## 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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