



WE SUPPORT

ME SUPPORT

2021-2022

**BIO  
GROW**

NATURAL CHOICE



**UNITED NATIONS GLOBAL  
COMPACT**

# CEO Message

*With the Food and Agriculture Organization estimating that there will be around 9 billion people to feed by 2050, the question of what agricultural models and practices will be able to support this population boom, remains a significant one. At Biogrow, we aim to produce alternatives to current types of non-natural, non-organic substrates, and consequently, contribute to, and promote the development of more environmentally responsible methods of agriculture.*



BRUNO VILLA

CEO of Biogrow India

# CEO Message

*Our first production site was developed in India back in 2014, where we benefited (and continue to benefit) from the country's vast coconut reserves. Since then, Bio grow's development has been on a continuous upward scale, with an increase in production capacity and volumes (by 4), the gaining of new markets, and improvements to our entire production process. Our workforce also expanded from a mere 50 employees in 2014, to almost 250 in the high season of 2021.*

*Nevertheless, we are continually searching for new and innovative ways to develop our business while limiting our environmental and social impact. By limiting our energy consumption, promoting responsible farming and a sustainable production model with less fertilizers and pesticides, improving the wellbeing of our employees and local communities, we hope to contribute to the management of more global issues, such as climate change.*

*This issue is a huge concern for us, as if coconut estates experience decreased productivity or the quality of the raw material deteriorates due to climate change, then there is no doubt that our development opportunities will be directly impacted. If we do not start to address them appropriately, and soon, these issues could well become significant risks in the future.*

# CEO Message

*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 responsible behavior towards our stakeholders.*

*It is our responsibility as a modern, forward thinking and ethical company to encourage such actions, and to ensure that every employee is involved. Our 2021 action plan aims to give our managers the tools to reach their sustainability targets and to positively alter the company's impact from a global perspective. We have every confidence that as a team - and as an environmentally sound and responsible company - we will remain true to our commitments and reach all our objectives.*

**-Bruno Vila,  
CEO of Biogrow India**

# OUR MISSION

*Offering top Quality cocopeat substrates for farmers across the world. The substrates created by growers for growers. Pursuing the highest level of work quality and product excellence in our field of specialization with optimal use of resources. Maximizing returns for stake holders ensuring sustainable development.*

***“We Care We Perform”***

# Profile and History

*Biogrow India (Pvt) Ltd is an India subsidiary of SARL Vila - A company belonging to French fruit and vegetable growers in the south of France. We have our own production sites in Brazil, Philippines India and Sri Lanka*

*Biogrow has been operating in the field of coconut-based organic substrates for 6 years in India and has two main operating sites: Coimbatore for administrative needs, and both Poosaripatti and Nallampalli for production.*

*Thanks to the hard work of more than 200 employees in India during high season, Biogrow annually produces more than three million slabs of coconut-based organic substrates and serves more than 180 customers worldwide. Additionally, the company employs about 20 workers through its subcontractors.*

## Community and Charity work

### Providing UPS for Govt Hospital



*We donated a backup battery system to a local hospital (Kanjampatti) that has been converted into a temporary covid care center, to help them avoid potentially deadly power cuts.*



### Providing Drinking Water Pipe Lines



*We Donated a sub mergeable pump and wire to local village Poosaripatti, it helps to distribute the water to the house of village.*

## *Providing Drinking Water Pipe Lines*

*Biogrow recognizes the importance of helping local villages and their communities with essential needs for survival, such as drinking water, and as such, we have donated drinking water pipelines to a nearby village called Nallampalli.*



## *Providing Drinking Water Pipe Lines*



*Biogrow has also donated drinking water tanks to the village of Poosaripatti, providing them with 1000ltrs of clean, safe drinking water.*



## Employees

### Organizing Vaccination Camps



*To ensure the safety and wellbeing of all our employees, we organized an onsite COVID-19 vaccination camp, and only those who are fully vaccinated, are permitted to work, company covered all vaccination costs and now working only with 100% vaccinated employees.*

### Constructing Modern Office



*Hats off to our team in India for this brand-new office made out of a recycled shipping container. It's always good to think outside of the box (no pun intended) when it comes to installing new office space.*

## Suppliers & Subcontractors

*We believe that the suppliers and subcontractors that we do business with, are part of our success and sustainability, and we rely heavily on a growing network of small, medium and large businesses to supply us with the raw materials that we require.*

*We understand the situation of our every supplier during lockdown period we pay advance payment for them to help in pandemic situation.*

*We also plan to help suppliers by installing the machinery that suppliers need, the cost of installation & machineries are covered by our companies*

## Customers

*For us, providing our customers with a quality product is our absolute priority, and we have several systems in place to ensure that we always deliver on our promise.*

*Some of these include frequent checks to manage moisture levels, water retention capacity, sand content, mix of coconut chips and fibers, electric conductivity, expansion level, size, weight, etc. while loading we also check the quality of packing and stuff the pallet safely to avoid the damage by transportation.*

# The United Nations Global Compact Principles

We also concentrate on the 10 principles of the United Nations Global Compact:

- *Businesses should support and respect the protection of internationally proclaimed human rights.*
- *Businesses should make sure that they are not complicit in human rights issues.*
- *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.*
- *Businesses should support the elimination of all forms of forced and compulsory labour.*
- *Businesses should support the effective abolition of child labour.*
- *Businesses should support the elimination of discrimination in respect of employment and occupation.*
- *Businesses should support a precautionary approach to environmental challenges.*
- *Businesses should undertake initiatives to promote greater environmental responsibility.*
- *Businesses should encourage the development and diffusion of environmentally friendly technologies.*
- *Businesses should work against corruption in all its forms, including extortion and bribery.*

# ANTI-CORRUPTION

*We are committed to maintaining the highest ethical standards within our company and comply with all anti-corruption laws whenever we conduct our business.*

*With our long-standing commitment to conducting business with integrity, we avoid all forms of corruption, including bribery, and encourage our partners and suppliers to do the same. Our anti-corruption compliance program encompasses numerous reporting, monitoring and certification controls, as well as providing education to our employees.*

