



Транспортно-логистическое предприятие
Transport & Logistics company

Minsk, 2022

COMMUNICATION ON PROGRESS (COP)

From: 01.01.2021

To: 31.12.2021

To our stakeholders:

I am pleased to confirm that Belgruz Cargo Master reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Andrej V.Zyrianov

Director

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Human Rights

Belgruz ensures workers are provided safe, suitable and sanitary work facilities.

The company protects workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

Belgruz takes measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during usage or disposal of products.

Labour

Belgruz ensures that the company does not participate in any form of forced or bonded labour.

The company complies with minimum wage standards.

Belgruz ensures that employment-related decisions are based on relevant and objective criteria.

Environment

Belgruz avoids environmental damage via regular maintenance of processes and environmental protection system (air pollution control, waste, water treatment systems, etc.).

The company ensures emergency procedures to prevent and address accidents affecting the environment and human health.

Belgruz minimizes the use and ensures safe handling and storage of chemical and other dangerous substances.

Examples of the company's relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendlier trucks with Euro 6 engines

Anti-Corruption

Belgruz assesses the risk of corruption when doing business.

The company mentions "anti-corruption" and/or "ethical behavior" in contracts with business partners.

Belgruz ensures that internal procedures support the company's anti-corruption commitment.

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Diversity

Belgruz realizes the importance of embracing diversity in workplace, including in terms of age, generational heterogeneity, gender and ethnicity. More than 50% of the office staff are women, while drivers are predominantly men. Belgruz hires people of various age groups: from very young to mature. People from Belarus, Lebanon, Russia and Kazakhstan work here.

Waste management

Belgruz has designed and implemented an instruction on waste management which specifies the generated waste, secondary resources, storage limits, storage facilities, people responsible for waste management. All this information is fixed in job descriptions. Over the last year we handed over tires (0,5 ton), lead scrap (0,149 ton), waste paper (0,09 ton), scrap metal (0,504) for recycling.

Occupational safety

In order to ensure and monitor compliance with occupational safety and health standards Belgruz has a suitably qualified and experienced safety officer. A new procedure for instructing, training and testing of the knowledge of the staff has been recently elaborated. There are no cases of occupational diseases, injuries, and absenteeism.

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