

January 2022

BIOGROW ANNUAL REPORT

Global Compact - Year 2022



What 's Inside

[CEO Message](#)

[Profile and History](#)

[Biogrow CSR Project](#)

[Working Environment](#)

WHAT'S INSIDE?

CEO MESSAGE

PROFILE AND HISTORY

**LOOKING BACK AT
2021**

**EMPLOYEES AND
WORKING ENVIRONMENT**

**HUMAN RIGHT AND
LABOUR RIGHT**

**BIO GROW COMMUNITY
AND CHARITY WORK**

ENVIRONMENT

**ANTI-CORRUPTIVE
WORK ENVIRONMENT**

COMPANY DETAILS

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, appearing to be 'Bruno Vila', written over a light blue circular stamp.

Bruno Vila, CEO Biogrow Lanka




Profile and History

HISTORY

Bio Grow Lanka (Pvt) Ltd is a Sri Lanka subsidiary of SARL Vila, which produces fruits and vegetables in greenhouses in the south of France. Other subsidiaries of SARL Vila are located in India and Brazil. Bio Grow has been operating in the field of coconut-based organic substrates for now 21 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 produces annually more than four and a 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 and 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 substrate through quality betterment. For us the key to a brighter future is customer delight.

LOOKING BACK AT 2021



Looking back over the past year,

In the year 2021, On the 7th of January we offered school bags and stationaries to school children and donate computers to Malwana Primary School. Also, On April 7, a project was launched to provide drinking water to the "Amma" elder home. They are still reaping the benefits as a result of that support. In May, the annual Pirith chanting program was held to bless the world. On April 22nd, in conjunction with World Earth Day, a tree-planting program was held at the organizational Garden. As a further step to increase the safety of the employees of the company, corona vaccination was given to all the employees on the premises of the company. Other companies suffer from corona but through this, we were able to continue production very successfully. Also last year our company implemented many projects for the welfare of the employees. It specializes in providing restroom building for employees, providing fitness center, and more. Thus, it is happy to say that Bio grow has been passed a year of positive growth in many areas.

Employees & Working Environment

Bio grow is a good organization to work, because organization always try to keep a peaceful, secure, and safe environment. Looking back at last year, there are not any employee discrepancies. As well as the organization has established safety working environment, therefore there are not any major accidents were reported in the factory. All the employees are monthly salary workers and they take their salary on time, additionally, allowances package has included to the salary. The organization always pays attention to making a very friendly workforce in the factory. To do that Bio grow arrange special events and each and every employee enjoy those events with the interest.

Cultural Events



Vesak Poya day



Christmas Day

Support for Sports



Volleyball match



EMPLOYEE RECOGNITION



The employees of our company are very efficient and provide their services with a sense of organization. Every month Bio grow offers valuable gifts for the employees



Samagi team



Araliya team

TRAINING AND DEVELOPMENT



Road Safety Awareness Program

A special driver awareness workshop was held on 18th October at Bio grow Wariyapola. At the invitation of Mr.Dinesh Nalaka, Mr. Bandara, who is the General Coach of the Puttalam District Public Transport Division, delivered the keynote address.

This program was successfully conducted with the participation of our Lorrys drivers, including drivers from the Quality Control Division who travel to the sub factory. There, everyone was able to learn about the important aspects of proper driving habits, road rules and accident prevention.



CSR Projects 2021

SUPPORT FOR MOH-NEGOMBO



EVENT OF HANDING OVER 10 PE KITS AND A STOCK OF FACE MASKS TO THE NEGOMBO HEALTH OFFICE ON 28TH OF SEPTEMBER 2021.

Bio grow is an organization that regularly pays attention to contributing to social works. As a step forward, we donated 10 PE sets and a large stock of face masks to Health office Negambo. As well as a water dispenser was handed over to the newly established Special Covid Control Center, Negambo.



DONATING WATER DISPENSER FOR COVID 19 Health UNIT, NEGAMBO

ROAD RECONSTRUCTION

-KANAMULLA MADURANKULIYA -



Kanamulla village road

"There has been no definite road to Kanamulla village for more than 10 years.

This road was completed at the request of the villagers with the full financial support of our company and with the assistance of the Madurankuliya Pradeshiya Sabha. This was opened to the public on 08.09.2021 at a cost of Rs. 97500. Special thanks to Mr. Nicolas and the Chairman of the Pradeshiya Sabha- Madurankuliya"



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



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.



CELEBRATING WORLD EARTH DAY

22 nd OF APRIL



The 21st of last month was a very special day for all the people of the world. That is World Earth Day. This is a very special day for all eco-friendly people around the world. It is the duty of all of us to protect the habitat of all flora and fauna. Recognizing its value and importance, the administrative staff including the General Superintendent of Operations of our company conducted a planting program in parallel to this day.

This was spearheaded by Mr. Supun Wijebandara, Production Manager of our company, who worked hard to make this program a success. Thus, 150 new plants were added to our population. 40 Kubuk plants, 80 Karada plants, 15 Cristina plants and 15 Atteria plants were planted by all the staff. Kubuk and Karada plants are in the opinion of our scientists. Such plants provide a great deal of oxygen to the environment, absorb polluted air, and contribute greatly to the balance of the atmosphere. These plants also help to protect the water catchment areas of the soil and maintain proper moisture. This sets a great example for many companies that are simply trying to achieve their commercial goals by destroying the environment.

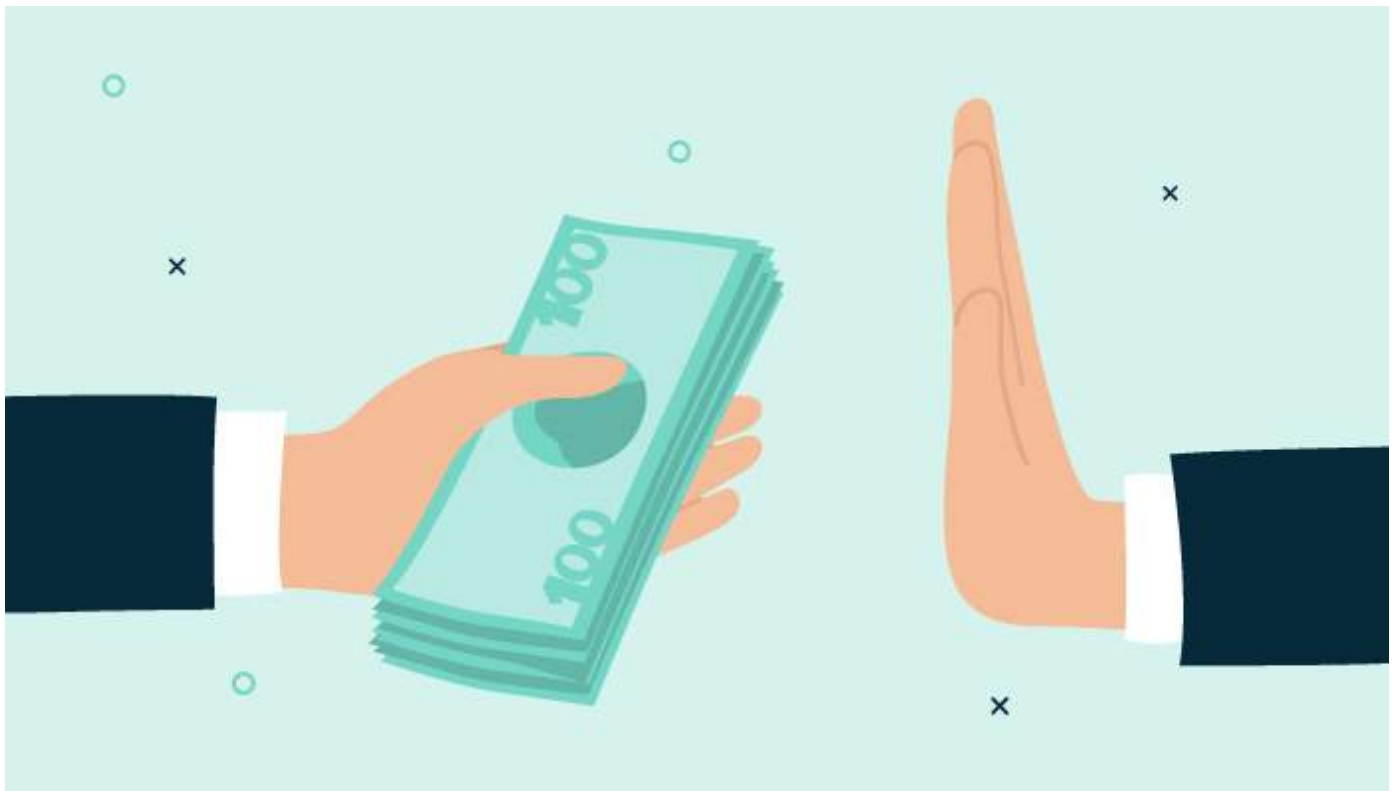


Give new life to the earth-Biogrow We are a force

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.





Administrative Office (Sri Lanka)
311/2 sadasarana Place, Kimbulapitiya Road
Kadirana Negambo
Tel: 94(0)314933906

Administrative Office (France)
Biogrow
Mas De La Febregue, 66200 montescot
France
Tel: 33(0)486373939

2022

THANKS AND BEST REGARDS