

# UNITED NATIONS GLOBAL COMPACT

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2022-2023



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# CEO Message



BRUNO VILLA  
CEO of Biogrow India

*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 Bio grow, 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.*



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# Head Of India



Benjamin George Blanchard  
Head of India

*Our first production site was developed in India back in 2015, 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 2015, to almost 250 in the high season of 2022.*

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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.

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# Our Mission

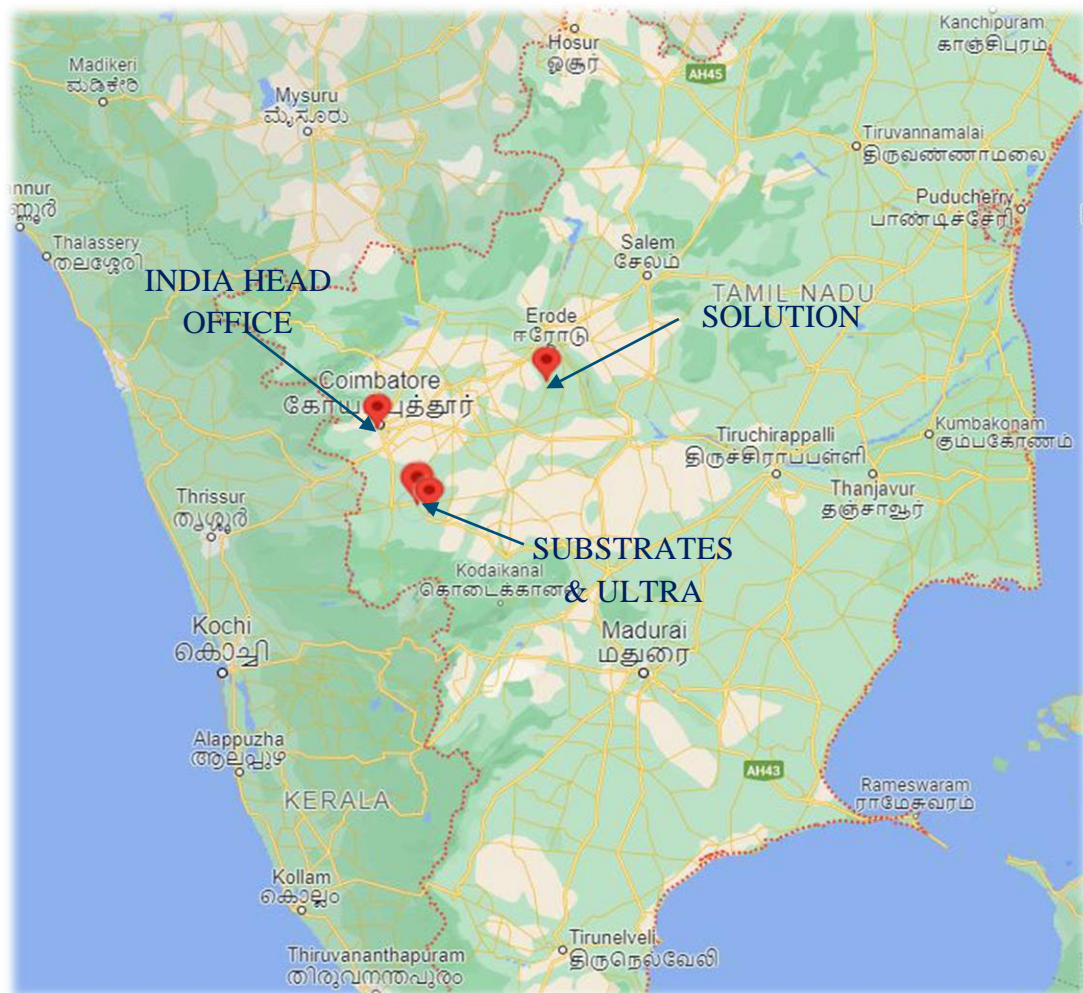
*Offering top Quality cocopeat substrates for farmers across the world. The substrates created by growers for growers. Pursuing the highest level of work quality and product excellence in our field of specialization with optimal use of resources. Maximizing returns for stake holders ensuring sustainable 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 7 years in India and has three main operating sites: Poosaripatti (Substrates), Nallampalli (Ultra) and Arachalur (Solution) for production. Coimbatore for administrative needs.



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*Thanks to the hard work of more than 200 employees in India during high season and pandemic situation, 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.*



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# OUR COMMITMENTS

## Constructing Modern LAB

To improve the already high-quality checking standards that Biogrow has, we have completed phase two of the quality control lab by using and recycling old containers. It's always good to think outside of the box (no pun intended) when it comes to installing new office space.





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## Constructing Refurbished Staff Area

Because we value our staff and want them to be comfortable and safe while at work, we are always striving to upgrade the facilities we offer them. Here are some of our newly refurbished staff areas, which we hope will make our staff much more comfortable, and which might even boost productivity.



## Promote Gender Equality

Always we keep to promote gender equality within the workplace, by appointing the women's staff into the Biogrow factory team



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## Organized Vaccination Booster Camps

With the threat of covid 19 still a risk, we at Biogrow are very proud that our staff & labors have taken the booster dose at our organized vaccination camp in factory for both labors and staffs



Company covered all vaccination and transport price for this camp and now working only with 100% fully vaccinated employees.



## Organized Health & Safety Training

To keep both our employees and our products safe from harm, an up-to-date fire prevention, and health and safety training program was organized for all staff, labors and drivers of our raw material suppliers.





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## Suppliers & Subcontractors

Biogrow are proud to announce the kickstarting of our Rural Development Scheme, in which we helped a small business owner set up his own fiber processing unit.



With a combination of smart investments to empower local people, and the sharing of knowledge accumulated over many years within the industry, we hope the scheme will help many more small businesses in our rural community to thrive and support themselves in a sustainable way.

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## **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.



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- 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 out 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 ant-corruption compliance program encompasses numerous reporting, monitoring and certification controls, as well as providing education to our employees.