

Communication on Progress Report

Name of the participating company/organization: **POVVIK**

Country: **Bulgaria**

Sector: **engineering and constancy on sustainable development**

Reported period: **2009**

Part I. **Communication on Progress Report.**

1. Statement of continued support for the Global Compact by the CEO or other senior executive

Extract of POVVIK's corporate policy signed by the Executive director of the company:

“POVVIK as a member of Global Compact Initiative is committed to respect and support the ten Global Compact Principles within the sphere of its control and influence. It is obliged to communicate its relevant activities with its employees and other relevant stakeholders”

2. Description of practical actions taken to implement the Global Compact principles and Quantitative measurement of performance

GC Principle	Commitment	Systems	Actions	Performance
Principle 1: Business should support and respect the protection of internationally proclaimed human rights	POVVIK is committed to support and respect the protection of internationally proclaimed human rights within the sphere of its control and influence.	Included in the POVVIK's corporate policy.	Communications with employees and relevant stakeholders. Communication during Annual company's retreats.	No complaints (verbal or in written) have ever been made about POVVIK's non-respect of the protection of internationally proclaimed human rights. POVVIK believes that a growing moral imperative to behave responsibly is allied to the recognition that a good human rights record can support improved business performance
Principle 2: Business should ensure that they are not complicit in human right abuses	POVVIK is committed to take preventive measures not be complicit in human rights abuses.	POVVIK corporate culture and policy. Communications with all employees and	Part of the POVVIK's corporate policy. Communication during Annual company's retreats.	No complaint (verbal or in written) has ever been made about POVVIK's any kind of complicit in any human right abuses.

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		relevant stakeholders.		
Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	POVVIK is committed to uphold the freedom of association and the effective recognition of the right to collective bargaining within the sphere of its control and influence.	Included in the POVVIK's corporate policy.	Communication during Annual company's retreats.	No complaints (verbal or in written) have ever been made about POVVIK's lack of support of the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4: Business should support the elimination of all forms of forced and compulsory labour	POVVIK is committed NOT to support any forms of forced and/or compulsory labor within the organization, its external or internal consultants its partners, sub-consultants, or any other organization POVVIK has influence on.	Considered into all Employment contracts, Consultancy contracts, Agreements with sub-consultants and clients, and other relevant documents.	Communication during the weekly meetings with employees; kick-off and progress meetings with partners, clients and sub-consultants. Annual company retreats, e-mails, control systems. etc.	No complaints (either verbal or written) or sanctions have ever been made by employees, consultants, partners, sub-consultants, clients, NGOs, Competent Authorities or/and anybody else regarding compulsory and/or forced labour used by POVVIK.
Principle 5: Business should support the effective abolition of child labour	POVVIK is committed NOT to support child labor within the organization, its external or internal consultants or any other organization POVVIK has influence on.	POVVIK strictly follows the requirements of Labour Code related to abolition of child labour. This Principle is considered into the Employment contracts, Consultancy contracts, Agreements with sub-consultants, and other relevant documents.	Communication during the weekly meetings with employees; kick-off and progress meetings with partners, clients and sub-consultants; Annual company retreats, e-mails, internal orders, control systems. etc.	There are no children among POVVIK's employees, partners and sub-consultants. No complaints, either verbal or written, or sanctions have been ever made by employees, consultants, partners, sub-consultants, clients, NGOs, Competent Authorities or/and anybody else regarding use of child labour (directly or indirectly) by POVVIK.
Principle 6: Business should support the elimination of discrimination in respect of employment and occupation	POVVIK is committed NOT to support any discrimination in respect of employment and occupation within the organization, its external	POVVIK strictly follows the requirements of Labour Code related to discrimination in	Communication during the weekly meetings with employees, kick-off and progress meetings with	There are no discrimination among POVVIK's employees, consultants, partners and sub-consultants, in respect with employment and occupation

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	<p>or internal consultants or any other organization POVVIK has influence on.</p>	<p>respect of employment and occupation. This Principle is considered into the Employment contracts, Consultancy contracts, Agreements with sub-consultants.</p>	<p>partners, clients and sub-consultants. Annual company retreats, e-mails, control systems. etc.</p>	<p>opportunities. No complaints, either verbal or written, or sanctions have been ever made by employees, consultants, partners, sub-consultants, clients, NGOs, Competent Authorities or/and anybody else regarding un-equal occupational and employment opportunities or sexual discrimination (directly or indirectly) by POVVIK. POVVIK's staff comprises of 43% male and 57% female employees. There are incentive programs for all employees. The incentive programs are reviewed periodically.</p>
<p>Principle 7: Business should support a precautionary approach to environmental challenges</p>	<p>POVVIK is committed to support any precautionary approach to environmental challenges within the organization, its external or internal consultants or any other organization POVVIK has influence on (including Clients). POVVIK is environmental consultancy business and as such it supports introduction of environmentally-sound solutions in other companies.</p>	<p>Part of POVVIK's business activities in the field of environmental protection and sustainable development. Respective clauses in the relevant contracts/agreements.</p>	<p>Communication during the weekly meetings with employees, kick-off and progress meetings with partners, clients and sub-consultants. Annual company retreats, e-mails, internal orders, control systems. etc.</p>	<p>POVVIK developed many IPPC applications, Environmental Impact Assessments, and ISO 14000 documents (including procedures and instructions for environmental protective actions) for its clients. POVVIK always use a precautionary approach to environmental challenges faced by POVVIK since its establishment. There are no complaints, either verbal or written, or sanctions have been ever made by employees, consultants, partners, sub-consultants, clients, NGOs, Competent Authorities or/and anybody else regarding any existing or potential environmental problems created or influenced by POVVIK.</p>

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Principle 8: Business should undertake initiatives to promote greater environmental responsibility	POVVIK is committed to support, promote and undertake environmental responsibility activities within the sphere of its control and influence.	Part of POVVIK's business activities in the field of environmental protection and sustainable development. Voluntary participation in relevant conferences, Workshops and summer schools. Introduction of environmentally-sound solutions within the company.	Communication during the weekly meetings with employees. Communication with relevant stakeholders. Annual company retreats, e-mails, internal orders, control systems, etc.	POVVIK initiated and participated in several events for promotion of greater environmental responsibility in 2006 and participated very actively in the discussions on relevant draft legislation. Since 2009 POVVIK established department "Sustainable development".
Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies	POVVIK is committed to encourage the development and diffusion of environmentally friendly technologies, within the sphere of its activities, control and influence.	Part of POVVIK's business activities in the field of environmental protection and sustainable development. Voluntary participation in relevant conferences, Workshops and summer schools. Work on projects encouraging the development and diffusion of environmentally friendly technologies	Part of the activities of the organization. Communication during the weekly meetings with employees, communication with relevant stakeholders. Annual company retreats, e-mails, internal orders, control systems. Etc.	POVVIK participated in several projects for development and diffusion of environmentally friendly technologies in the waste management sector and water sector in 2008. In 2009 POVVIK implemented new equipment and energy saving consumable in its office saving energy, electricity and other resources.
Principle 10: Businesses	POVVIK is committed	Part of	Communication	No complaints (verbal or in

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should work against corruption in all its forms, including extortion and bribery	against corruption in all its forms, and to encourage all anti-corruption activities within the sphere of its control and influence.	POVVIK's corporate policy.	during the weekly meetings with employees, communication with relevant stakeholders. Annual company retreats, e-mails, internal orders, control systems, etc.	written) or sanctions have ever been made about POVVIK's involvement in any kind of corruption activities. POVVIK is a member of: Bulgarian Confederation of Employers and Industrials; Bulgarian Industrial Association, and Bulgarian Commercial and Industrial Chamber and committed to and signed their relevant clauses for anti-corruption practices.

3. Sharing the COP with the company's stakeholders – available links to the company's Communication on Progress and additional information on the location of the COP report

POVVIK's COP could be found on the following link: www.povvik.com

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