

## INFORMATION ON THE ACHIEVED PROGRESS

JSC Savushkin product Republic of Belarus

Sector: production of natural dairy products and juices



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# 66 GENERAL DIRECTOR ADDRESS

#### Dear all and fellow partners!

We are pleased to present you the annual report on the progress made in the field of corporate social responsibility of the company "Savushkin product."

People will always drink milk: regardless of age, gender, financial position and economic situation in the world. Our company establishes a goal constantly to improve our noble-mind business and adhere to quality strategy. We follow our mission with dignity: to give people joy and health – producing natural dairy products with care for our customers.

Being among the first companies that participated in the Global Compact in Belarus, we have always strived to make a significant contribution to the society development. Being a leading company in the dairy industry in our country, we are proud to have the responsibility for every step we take that conforms to the highest world standards.

I hope that the examples shown in this report will allow you to estimate the progress of our company in the field of corporate social responsibility as well as the conformity to 10 principles of the Global Compact.

Alexander Savtchits, General Director JSC «Savushkin product»





JSC «Savushkin product» – dairy industry leader of the Republic of Belarus, one of the largest manufacturers of natural dairy products of the Eastern European region. The company not only tops the list of efficient enterprises of the food industry in the country, but also for more than 15 years, is a favorite of the consumer preferences of Belarusians.



## **COMPANY BY NUMBERS**









PER DAY WE PRODUCE:
1000 t -whole milk products
(natural dairy products)
25 t -butter
70 t-cheese
near 100 t- dry milk
products (mostly dry whey)
100 t - juice

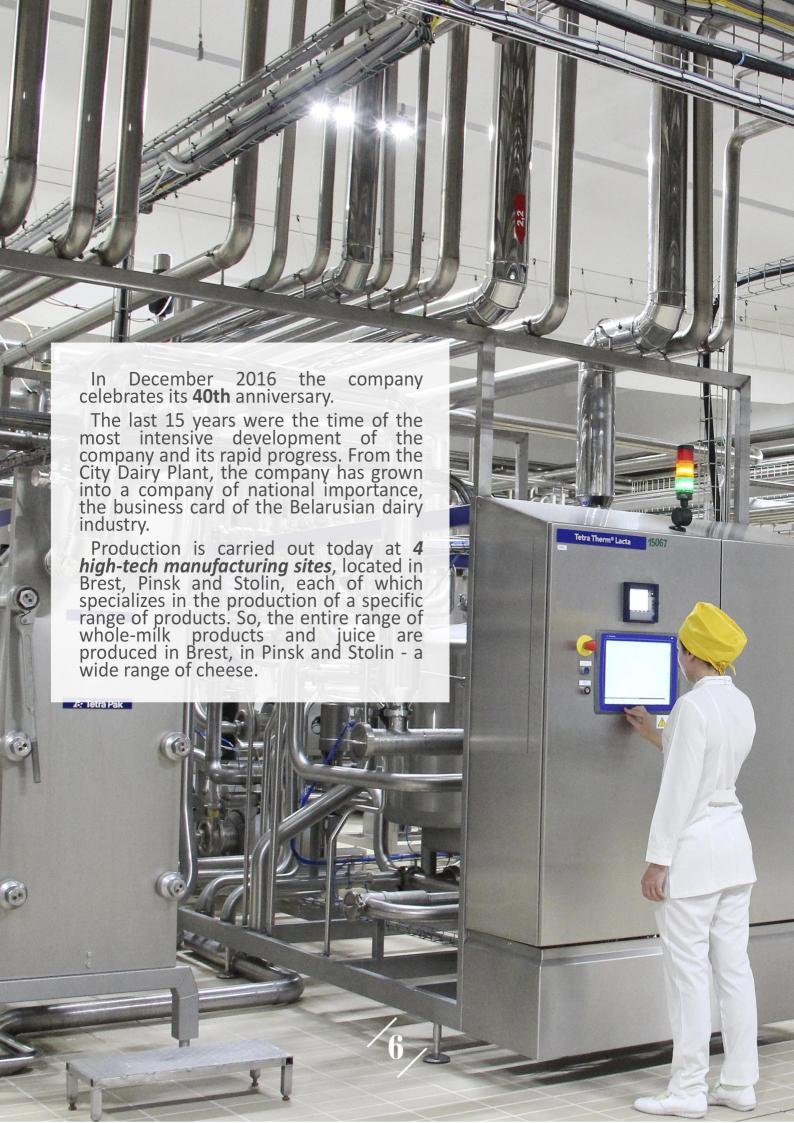














The company uses the best production technologies in the world diary industry, providing with long enough shelf life of natural dairy products without the use of preservatives in a strict compliance with temperature requirements of transportation and storage from +2 to+6 °C.

The investment policy of the company is aimed at constant technical re-equipment of production and the introduction of the most advanced technological processes.

This ensures consistently high quality and safety of the food products produced in the company and production of natural cheese and dairy products with a long shelf life without the use of preservatives.

In 2016, there was the modernization of the production site for whole-milk products and production unit of cheese-milk products. This has allowed us not only to increase the production capacity, but also to make production completely without waste. Today, the company completely recycles the so-called by-products (cheese and cottage cheese whey and buttermilk), turning them into competitive and high-demand at the market of goods with high added value.

We have increased capacity for packaging butter in Pinsk, established a line for automatic packaging of cheese in Stolin (it allowed us to exclude manual work and facilitate the work of employees at this site of the production process) Industrial process control at production site is fully computarized. No contact of

site is fully computerized. No contact of milk with the external environment and people in the production process allows to guarantee maximum safety of produced products and positive effect on the quality of the finished products.

All the products are manufactured using modern production equipment from leading manufacturers, including Tetra Pak, Westfalia, Alfa Laval, Obram, Bosch, Dzhenerel Electrics (GE) and others.

#### **ABOUT VALUES**

All dairy products is made of fresh cow milk without the use of artificial fillers and without the use of preservatives. We are engaged in the noble-mind business: provide people with natural dairy products. Products, regular consumption of which will help people to improve their health.

MISSION OF THE COMPANY: «To give people joy and health!»

Leadership



Quality



Responsibility



Honest and open business conduct policy



Tactful attitude towards people



**Partnership** 



**Professionalism** 



Independence

## RAW MATERIALS BASE

«Savushkin product» together with the commercial dairy farms systematically work to ensure the high quality parameters of milk. In this regard, specialists of the company have developed a long-term program for cooperation with the raw area farms in the field of improving the grade of milk, which is realized more than one year. We constantly modernize commercial dairy farms, reconstruct cow barns, and install milk lines, laboratory equipment with modern instruments for determination of the quality of milk.





The main platform for the development of methods of increase of dairy cattle efficiency is our own farm UE "Savushkin", investments in the development of which allowed us to build a modern farm for 3000 cows, calf house and a c rib for young animals, we reconstructed the farm for growing heifers to upgrade the milking herd.

Cumulative experience is extended to theto the whole raw material area as a whole.

more
3000
heads, the capacity of modern farm

7200 heads of cattle

2600 dairy herd, head

7700 milk yield per cow/year



On the farms of raw material base, we focus on the use of European techniques of cattle loose housing. It lets us significantly increase the productivity of dairy herd. Cows can move freely in boxing, so it improves milk production. In addition, each cow through the chip is connected with the host computer, which allows not only to establish the optimal mode of milking, but never miss a sick animal in a milking house with the whole herd. This prevents the ingress of a sick animal milk to the milk of a healthy herd. In such a way, the quality of dairy raw materials will be provided.

The milking process is computerized, excluding human contact with the product, even at the stage of getting raw materials. Operator's task is to wash the udder of cows thoroughly before milking and to connect the milking machine. Milk goes immediately from the cow into container where the temperature is cooled down to 3-4 degrees. Today, all farms of raw material base are provided with refrigeration equipment. In fact, if the milk within 2 hours after milking is not

cooled, the raw materials will be unsuitable for processing (in warm milk, the bacteria multiply exponentially).

There are also laboratories on each supplier's farm, where every batch of loaded milk is controlled. Then raw materials from the refrigerator get directly into container of company-issued milk truck, which has a structure similar to thermos, which keeps milk temperature to the destination.

All milk trucks are equipped with satellite GPS-navigators, which allow to control the location of the vehicle, route and travel time. Only after our employees of incoming control laboratories ensure the seal integrity of the tanker of milk truck, delivered the milk, they carry out sampling and strict control on compliance with the quality parameters for raw materials. Modern laboratory equipment is used at all production sites, it allows accurately and efficiently to conduct the research of incoming raw materials. Only 100% safe and clean milk is supplied for processing.

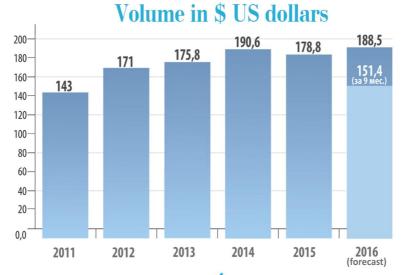
## EXPORT DELIVERIES JSC «SAVUSHKIN PRODUCT»

Thanks to the competent industrial and transport logistics of the company, as well as to our own distribution network, our products are delivered in the shortest possible time, not only throughout the territory of Belarus, but also to international markets. The geography of export deliveries of the company today is more than 20 countries. JSC "Savushkin product" - the only one of Belarusian dairy companies, carrying out regular deliveries of its whole-milk products to the European market.

Generally known fact, that our company has termless export license, issued by the Standing Committee of the EU on the Food Chain and Animal Health, and more than a year carries out its regular supply of dairy products to the European market. To confirm the quality of our products, every year the company is under audit of food safety management system according to international scheme of FSSC 22000. The latest test for compliance with uniform standards, recognized worldwide, was held at the end of April this year at all production sites of the company "Savushkin product": Brest, Pinsk and Stolin.

#### **Export volume**





# EXPORT DELIVERIES JSC «SAVUSHKIN PRODUCT»





Belarusians, on average consume at least 90 kg of dairy products during a year; it is less than the WHO recommended standards

Today JSC "Savushkin product" – it is not only "An the producer of natural high-quality dairy educational program", etc. products — the company in practice carries out its mission— «To give people joy and health».

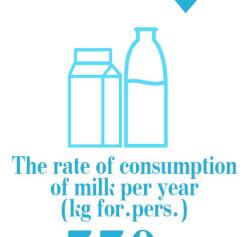
principles of healthy nutrition of the against diseases that are associated with a population of the Republic of Belarus and to sedentary lifestyle, nonobservance of the provide the most complete and reliable principles of a healthy diet and bad habits. awareness properties and indispensability in the diet of scientists from the Institute of Physiology of dairy products.

Having chosen the basic strategy development, care for the health consumers; in 2005, the company developed a essential part of human nutrition. long-term program "Savushkin product" - for the health of the nation". During this time, as "dairy" issues— difficult, but extremely part of this program, there have been important task. It is necessary to work organized many informational educational constantly in order to solve it, so we set it as a projects and events, "School Milk", "Healthy goal of the company "Savushkin product". food school", "Healthy food - Healthy Nation",

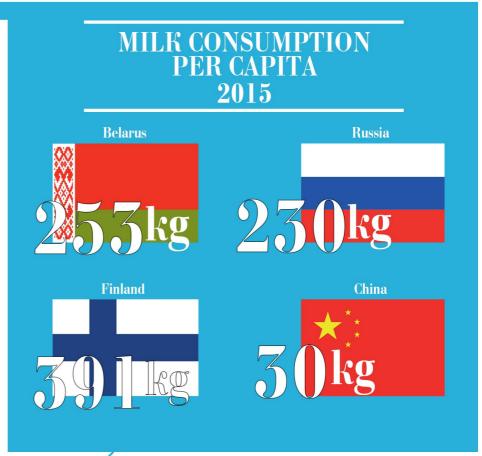
experienced consumer", "Milk

Statistics shows insufficient consumption by most people. Hence, the ealth». growth of diseases.Company «Savushkin Our experts work a lot to promote the product» tries to contribute to the fight about the useful Therefore, we build partnerships the National Academy of Science of Belarus, of to learn more about the health benefits of of milk and dairy products, which are an

Consumer awareness about the important



according to WHO\*





SOCIAL PROJECT





\*Deficiency of dairy products leads to that a person does not receive a significant amount of useful elements contained in milk: protein, amino acids, fatty acids, sugars, vitamins, minerals, enzymes, hormones. And, first of all calcium - an essential mineral required for growth and formation of bone structures. Calcium from milk and dairy products 97% absorbed by the human body. To get 80% of the daily rate of calcium people should consume 3 dairy products a day. Which products it will be - it is an individual choice of each person. And we want this choice to be conscious, that is why we arm our consumers with knowledge≯

Elena Babkina, PR -director

held meetings

near 100
people participated

of the club

The project of this year within "Savushkin product" - for the health of the nation"- "Milk fans club", which became a new turning point in drawing attention to the milk.

The main objective of the Club - to teach customers intelligently to orient themselves in the vast world of dairy products, in order to get the maximum benefit from their use.

The company also tries to dispel myths about milk and dairy products. It tells and shows whereby the company guarantees a long shelf life and 100% natural products without preservatives. At every meeting of "Milk fans club", its members can enjoy a fascinating lecture, tasting of new products, as well as excursion around production.

Those who filled the contest form on the official pages of the company on social networks become club members. Everyone who correctly answer questions about dairy products, are invited to the next meeting.

## MILK FESTIVAL «CLOUDS OF FRESH MILK»

July 29 in Park of Peace in Brest was held the first dairy festival "Clouds of fresh milk." The organizer of the festival was the company "Savushkin product", with the support of the Brest City Executive Committee and it became a significant gift to all residents and visitors of Brest within the City Day celebrations.





Festival "Clouds of fresh milk" set simple but important goals: to talk about natural dairy products, once again to draw attention to the role and place of milk in the daily diet of people of all ages and help everyone to find their favorite product made of fresh milk. And arrange for guests an interesting and informative healthy leisure, aimed at promoting active family holiday.

am for my city, for its residents and my company. We take care of our consumers, create for them new delicious, and the most important – natural products. And customers from year to year increasingly are falling in love with us and buying products of our company. And this love has bright future because it is mutual love»

V.Savtchits, General Director A. v. Savienis, JSC «Savushkin product»

During the festival Park of Peace was filled with special thematic grounds — Clouds, which were opened for guests from 16:00 to 20:00. On one of them was placed an improvised dairy farm with an open lawn and grazing on it Cows. Everyone learned the technology of production of natural products, and tasted them. dairy Participants of the festival over 7 years old also waited the milk quest, after passing which they would be able to visit with a guided tour of the production of "Savushkin product."

> from 18:00 to 23:00 guided tours schedule

30 minutes duration of an excursion

about number of people excursionists visited production

Dairy Café will welcome every visitor, where they will be able to taste special dairy desserts and cocktails made of dairy products "Savushkin product".

Nobody will be indifferent to "Workshops in the cloud." Here, guests were able to participate in various master classes: on vytinanka, biscuit painting, clay modeling, food preparation from dairy products.

Cloud of leisure was devoted to the healthy lifestyle theme, where were organized and conducted a series of master classes on fitness and yoga. And young residents of Brest were pleased by cheerful chipmunk SuperKid who will teach children to spend free time with benefit and pleasure. The most nimble and strong participated in the dairy relay race, all winners were given pleasant gifts.

In addition to all the entertainments during the festival, guests were able to visit **4 tasting areas** and visit **3 music venues.** In the social accounts of the company "Savushkin product" (Vkontakte, Facebook and

Instagram) was conducted a continuous photo-video broadcast from different areas of activities. The official hashtag of the event was - #oblakamoloka. People could share their impressions about the festival not only in social networks, but also in improvised guest book, that looks like a chalkboard.

At 20:00 was organized gala concert for all festival participants at the stadium «Yunost» (near the Park of Peace) with the best musicians and performers. Special guest was the popular group «J: MORS». The evening ended at 23:00 with fireworks.



thematic areas

12 000 men visited dairy festival

5000 of them – children

1500 men became viewers of gala concert



#### HOT LINE

The company "Savushkin product" is open for a dialogue with the consumers. Since January 2009, the company has a "hotline", which number is indicated on every product package (telephone call 8-801-201-7777 within the Republic of Belarus is free of charge).

Calling the "hot line", any consumer will be able to give their comments and suggestions to the work of the company and its products, as well as to receive any interesting information. Operation of "Hot line" is registered in the internal corporate standard "Feedback".

The company receives electronic treatments of consumers, sent via the form on the website, as well as through corporate social networks (Vkontakte, Facebook, Classmates).

221

поступил на «Горячую линию за 9 месяцев 2016 года

198

писем и сообщений поступило на официальную электронную почту и социальные сети компании за 9 месяцев 2016 года

#### **PUBLICATIONS IN MASS MEDIA**

With the aim of consumer awareness about the importance of healthy nutrition and the role of dairy products in it, responses to current issues and increase of customer loyalty, "Savushkin product" actively works with leading national and accredited mass media in Belarus. These are weekly columns "about food" in "Komsomolskaya Pravda of Belarus" and "O Zdorov'e" in "Argumenty I facty" (most published papers), popular online resources tut.by, Rebenok.by etc. In addition, we provide awareness building on the pages of the Brest regional mass media (Zarya, Vecherniy Brest, Brestskiy kurier, Narodnaya trybuna, Virtyalnyi Brest and etc.)

21/

#### PARTICIPATION IN EXHIBITIONS



Participation in the international exhibition fair of food SIAL China -2016 in Shanghai is the next logical step on the way to capture of the Asian market. It is remarkable that in China, where the culture of consumption of dairy products just arises, highly appreciated the products of our company. Though, if truth be told, birch juice "Nastoyashchiy" attracted most attention of the visitors of "Savushkin product" stand. Also Chinese tasters estimated UHT milk «Savushkin» and cheese «Brest-Litovsk».

Bright events were international forum-exhibition of business contacts «Brest - 2016» and the 23d International specialized agricultural exhibition "Belagro-2016".

Today "Brest - 2016" - it is the largest regional exhibition in Belarus. It is attended by over 130 exhibitors from all over the country, as well as companies from neighboring countries. On its stand, the company "Savushkin Product" gave out tastes during all exhibition days. Guests can try juice, nectars and fruit drinks under the trademark "Nastoyashchy", greek yogurt "Savushkin", cheese "Brest-Litovsk" and new lines "Osobo skvasheny".





Momentous event for Belarus was recently held "Forum of regions of Belarus and Russia" with the participation of the Presidents of two countries. And agricultural exhibition "Belagro 2016" became an integral part of it, and was remembered for an extraordinary scale. This year the event was attended by more than 500 companies. The stand of company "Savushkin product" visited almost all high-ranking participants of the Forum, noting the high quality of the product, its demand and good recognition in the market of the Russian Federation. The Chairman of Belarus National Assembly Council Mikhail Myasnikovich and the head of the Federation Council of the federal assembly of the Russian Federation Valentina Matvienko estimated our production in a special way. estimated our production in a special way.

The last event of the exhibition Olympus became traditional annual international exhibition-fair "Promotion of a healthy lifestyle". Visitors and residents of Brest gathered in athletics arena, to learn about innovations in the field of beauty and health. Brest residents had an opportunity to undergo diagnostic tests; goods for a healthy lifestyle were in good demand.

"Savushkin Product" traditionally took part in the health fair, because the main mission of the company - to give people health and joy, creating high-quality dairy products exclusively from natural milk without any preservatives, artificial colors

and flavorings.







product» «Savushkin Company traditionally took part in regional "Dozhinki" and prepared in addition to rich grain harvest a welcoming table made from natural, tasty and various dairy products for the heroes and guests of the harvest festival. We prepared a lot of interesting. There was the realization of dairy products, tasting, dairy cafe, recreation areas for adults and children...

Employees of the company offered to try everyone interested well-loved by all products: healthy fermented baked milk and curdled milk «Brest —Litovsk», novelties from "Savushkin product" - yogurt and cocktail "Osoboe udovolstvie" with extra large pieces of fruit and berries, tender cheese desserts - double layer of pasta and cheese pasta, topped with chocolate "Savushkin" and a whole new series of children "SuperKid". This year, the company managed to touch a variety of flavors strings of the soul of its guests.

The visitors can shelter themselves from the bad weather and gray sky in a cozy diary café "Savushkin", where the guests of this holiday could enjoy original dairy desserts and cocktails made of fresh milk and enjoy live music.

A special place among the entire exhibition of the company "Savushkin Product" took a bright and cheerful, full of joy and light pavilion "SuperKid" with a game area for children. It caused a real buzz not only among the younger generation of the festival, but the parents were also happy to participate in the festival program.

Real Superhero chipmunk Kid energized and amused all men around. The joyful atmosphere reigning on the playground was very helpful on this bad Saturday. Kids were happy to participate in a drawing contest; Kid personally gave tasty prizes to the winners. So in memory of visitors "Dazhynki" celebration will be really warm and bright!



## НАГРАДЫ ОАО «САВУШКИН ПРОДУКТ»



The most significant among all awards are those, which were given on the basis of the consumer vote. In particular, such contests as "The brand of the year", award "People's Brand" and others. For the 15th time in a row, JSC «Savushkin product» is recognized as "brand leader" in the category "Dairy products" and brand №1 in the separately highlighted category "Yogurts".

Upon the expiry of 3 years from the date of the last award of the title of laureate of the Prize of the Government of the Republic of Belarus for achievements in the field of quality, the company "Savushkin product" reaffirmed the honorary status of a leader in quality among manufacturers of consumer goods.

Awarding latest Prize of the Government of the Republic of Belarus for achievements in the field of quality testified that the production of JSC "Savushkin product" meets the highest quality and safety standards, and consumer acceptance - the best proof of the correctness of the chosen strategy.





The main event of autumn in the food industry - the International exhibition World food - completed its work on September 16 in Moscow. Every year, more than 1,500 companies from all over the world take part in the prestigious international World food exhibition. It enables companies to introduce consumers to their activities, present products, get feedback and evaluation of both ordinary customers and the world's food industry experts.

Within the Food Forum summarized the results of the competition "Product of the Year 2016".

Professional tasting competition of food and drinks "Product of the Year 2016" - the most anticipated event of the exhibition to its visitors and all the participants. International experts determine the most qualitative and tasty products of the global food industry, and call the best manufacturers.

The main competitive advantages of the company at all its targeting markets are a serious marketing strategy and, a priori, the highest quality and naturalness of the products. Today, the company's products are exported not only throughout the territory of Belarus, but also to 24 countries of the world.

The main principle of the company "Savushkin product" remains unchanged: the production of natural healthy dairy products. Products that are completely correspond to the needs of consumers and adequately compete not only with Belarusian producers, but also with the world's leading brands, both in the Republic and abroad.



Superior taste
AWARD

Among them are truly unique, received from the hands of the global tasting elite - "Golden Stars" International Tasting Competition «Superior Taste Award» (Belgium). Products of JSC "Savushkin product" (the only one of dairy companies of the CIS countries) was awarded with the highest award "Three gold stars" (of the three possible) for the exceptional taste of greek yogurt "Savushkin".

We are very pleased to see the continuous growth of quality and the desire to improve our products of Belarusian dairy company" Savushkin product. We are pleased that Belarus comes to such high rates and is not inferior to other European countries either in quality or in taste. International Taste and Quality Institute set a goal to differentiate and promote products with excellent taste, so we are pleased to announce to the whole world that the dairy products from Belarus from "Savushkin product" company received the highest recognition from the best European chefs

Christian De Bauw, co-director of the International Institute of taste and quality

Three Stars of the Superior Taste Award contest are awarded only to products that successfully pass testing by three different panel of judges with the rate of 90% or higher and receive the title of "Exceptional." Products submitted for the contest are evaluated within the blind tasting, the tasters do not have information about brands and producing countries. Each member of numerous jury gives his own assessment of the appearance, smell, texture, taste and aftertaste of products submitted for the competition.

«Our company has got the highest awards of the prestigious European contest «Superior Taste Award for the third time in a row. It proves that the dairy products of the company "Savushkin product" meets the highest international standards of quality and with honor withstand tough competition with leading global brands. Golden Stars from chefs hands restaurant guides of Michelin - a great evaluation of our work. And for consumers - additional unique and the certificate of quality recommendation from the world tasting elite», – / mentioned Elena PR-Director JSC «Savushkin product»

## **ENVIRONMENTAL CONCERN**

JSC «Savushkin product» is careful not only with the processing of the incoming milk, but we also don't forget about the preservation of the environment. Production of the company is none waste. The modernization of the shop for the production of dry dairy products was fully carried out in 2016. Today, the company "Savushkin product" completely recycles "by-products" (cheese and cottage cheese whey and buttermilk), turning them into a competitive and marketable product at the market. The organization closely follows the environmental friendliness of its production, minimizing harmful emissions into the atmosphere.



At JSC «Savushkin product» the environmental management system (EMS) is implemented, functions and is annually confirmed for compliance, according to the results of the certification audit in 2005, the national certification body RUE "Ekologiyainvest" issued the National Environmental Certificate of conformity STB ISO 14001, based on the results of the certification audit in 2006, the international certification body IOOO "Bureau Veritas Bel LTD" issued international ecological certificate of conformity ISO 14001.

In the organization, we have developed environmental policy, operational health and safety, the work of our company is based on the compliance with the following commitments:

- to comply with legal and other requirements in the field of environmental protection, occupational health and safety applicable to the work of organization;
- •to introduce actions aimed at improving working conditions and increase of the level of safety, reducing the risk of occupational accidents and diseases, prevention and reduction of negative impact of industrial operations on the environment;
- constantly to analyze, improve the effectiveness of the environmental

management system, management of occupational health and safety, to provide the necessary means and resources to ensure the functioning of the systems;

- to carry out the work on identifying, assessment, management and reduction of risks in the field of health and safety and environmental aspects;
- to encourage the staff to take part in the achievement of objectives in the field of protection of the environment, health and safety;
- •to improve technological processes and introduce resource-saving and energy-saving technologies, to aspire to the rational use of material and energy resources;
- constantly to advance skills of the staff on the basis of a continuous process of training in the field of environmental protection, occupational health and safety;
- to conduct an open dialogue with the staff of the organization and the public about their activities in the field of environmental protection, occupational health and safety;
- to bring the requirements in the field of environmental policy, health and safety to the notice of the staff of organization, contractors and stakeholders.

#### For 2011-2015 fully implemented the following measures:

229 planted flora objects

-15,798 tons/year

reduction of emissions of pollutants into the air because of modernization of the exhaust air purification system from packaging shop, drying equipment of dry milk product shop of production branch in Pinsk -27,545 tons/year

reduction of pollutant emissions into the atmosphere, including CO, because of replacement of boiler DKVR-10/13 for boiler Vitomax-200HS-16000, liquidation of storage tanks of reserve residual fuel oil

Reducing the probability of freon leak

performed cleaning of the heat exchange surface of condensers

#### In 2016, fully implemented the following measures:

- equipped storage space for PCB containing equipment, withdrawn from service;
- installed the filter for regeneration of gas mixture of the dryer shop MPS.

Production of the company is none waste. The modernization of the shop for the production of dry dairy products was fully carried out in 2016.

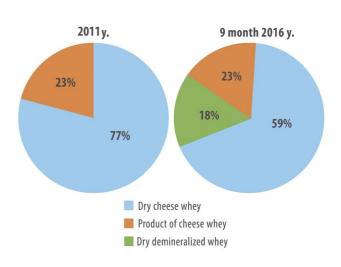
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Whey processing area

#### Volume of whey processing, tn. 40360 35 000 30 000 Production capacity — 25 000 20325 20 000 15971 16097 12851 15 000 11736 11740 10 000 8111 5000 2012 2013 2014 2015 2011 2016

#### Whey processing structure, %



## Electricity consumption per 1 ton of raw kWh

2011	65,3
2012	60,3
2013	60
2014	<b>57</b> ]
2015	<b>49,7</b>
9 month 2016	<b>49,2</b>

### Water consumption 1 ton of raw materials, M3

2011	2,7
2012	2,2
2013	1,8
2014	2,1
2015	2,9
9 month 2016	2,5





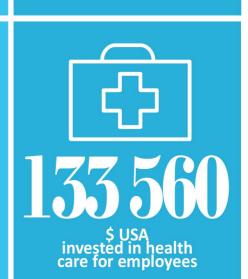












The company "Savushkin product" appreciates its employees and daily surrounds them with care.

Each employee has an opportunity within the company to receive hot meals and medical care, visit sauna, massage room and solarium. Functioning in the company health center is open daily. Health center staff provides medical services free of charge.

The company takes into account the interests and hobbies of each member of the team.

If an employee is actively engaged in sports - he has free access to gym and swimming pool. If you prefer cultural rest - welcome to performances and concerts!

The trade union organization of the company "Savushkin product" gives you an opportunity to develop physically and spiritually, and therefore rents gyms and tracks in swimming pools and arranges lot of cultural events, such as - collective visits

of theaters, excursions and guided tours at weekends, corporate parties, health Days, tourist rallies.

The company gives everyone an opportunity to acquire new skills and develop professionally.

Due to the current program of continuing professional education, corporate trainings as well as trips to the international professional conferences and training seminars are regularly organized for our employees.

Our company has a valid collective agreement - one of the best in Belarus.

Collective agreement - a document establishing additional social guarantees, compensation and benefits for employees. Thanks to it every member of a union, can expect financial assistance and a place in the residence hall, the payment of medical care costs, a ticket to the children's summer camp or sanatorium for adults, etc.

"Savushkin Product" one of the first in the country has been certified OHSAS 18001 - health and safety at each workplace, which is aimed at creating the necessary conditions for safety at work in general, aims at maintaining safety at the workplace, contributing to the prevention of injury cases and accidents.

In each unit is made hazard identification and risk assessment. Each risk controlled by performing preventive actions that can prevent the occurrence of injuries.

In 2016 were carried out the following safety measures:

reconstruction of inflow exhaust

ventilationin in the washing department of hardware section, dairy storage, installation of sterilization room № 6, drying section of a new drying equipment;

- put into service a centralized system of nitrogen supply;
- installation of caustics supply line in automatic mode for oxydation of whey;
- equipped a fire alarm in the auxiliary building of production branch in Stolin;
- trestle of heat-treated mixture storage section of production branch in Stolin was equipped with railing;
- service area of whey storage tank of production branch in Pinsk was equipped with railing and etc.

We always carry out preliminary and periodic medical examinations of workers connected with the impact of harmful and (or) hazardous working-environment factors. Employees of the organization are provided with personal protective equipment according to the standards of individual safety equipment approved by the General Director, in full. Special commission established by the organization always controls the quality of the received personal protective equipment.

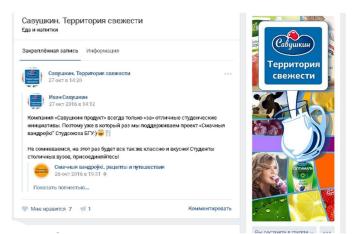
We constantly educate and examine the personnel of the organization in the field of occupational safety and health.

#### STAFF AWARENESS

The inner life is public and open for all employees of the company and stakeholders.

JSC "Savushkin product" constantly develops pages on social networks: Vkontakte, Facebook, Classmates, YouTube, FaceBook. The information on these sites is available for both employees and visitors. The company also publishes corporate newspaper "Savushkin info». Main landmarks, events, famous people, holidays and weekdays of JSC "Savushkin product" are reflected at pages of this corporate newspaper, which has been publishing since 2008 and somehow sums up each elapsed quarter.









Corporate sport - that is a new way of expression of a successful team, it is a movement to new victories, absolutely fair fight with their colleagues. Experience shows that a healthy lifestyle more than actual today: sport - is a guarantee of good health and mood of employees, and therefore, their high efficiency and labor productivity.

Such competitions open in the participants true features of their character: determination and inflexibility in the implementation of the tasks. Even rare failure and light injuries did not become the reason to abandon the fight because of the individual parameters of each participant depended the result of the whole team. And it proves once again that the company "Savushkin product" workers are extremely talented people with diverse talents and incredible willpower.

«This year we started a large-scale project - Spartakiad to attract employees of" Savushkin product "to an active lifestyle, as well as unite and introduce them to each other. For a whole year, we plan to hold the tournament in volleyball, football, checkers, darts, table tennis and shooting. And a lot of ideas for the future: we plan to include in the program also paintball and ice stock sport».

Anatoliy Lishuga, sport instructor JSC «Sayushkin product»

about 250
people participated
in Spartakiad

§ kind of sports

15 teams

The main participants of the Spartakiad - the activists of our company. The company creates all the conditions for the employees to join our team: rents sports fields and tracks in a swimming pool. In addition, the staff of JSC "Savushkin product" hopes to form a team in the future, which will represent the company "Savushkin Product" at the city competition.



"Savushkin Product" this year opened its doors to the representatives of trade organizations of the country. After all, employees of stores and retail chains are the first to meet customer questions. And who, if not they should competently and correctly answer them. After all, for teamwork it is not enough just to execute applications on time and deliver products to shops and supermarkets. Trust of our customers that appears as a result of a frank dialogue is important for our company.

The program for Open Days participants included a tasting of new products, an excursion to the production, as well as the presentation and answers to questions.

Within the Open Days for trade JSC "Savushkin Product" was attended by over 600 trade representatives from all regions of Belarus.

representatives of trade visit the company "Savushkin Product"

from sixteen cities

months continued Open Days for trade

«I was impressed by sterile cleanness and «Thanks to the Open Days, I have an excellent idea minimalism, as a wide range of products is produced of the industry, where high-quality, useful, tasty in the shops with a small number of workers. Also I products are produced. Now when I enter the was impressed by the scale of storage space and a trading floor, I am proud to advise customers products of "Savushkin Product".

Oksana Boyarina, shop Nº3 JŚC «Vésta-Borisov»

Elena Saveleva, hypermarket «Evroopt», Lida





### DAY OF OLDER PERSONS

Doors of the Company "Savushkin product" are always open for those who devoted many years of their lives having worked there and contributed a lot so that today we can rightly be called a leader company of the dairy industry of Belarus.

Therefore, on September 30 on the eve of the International Day of Older Persons the company organized a traditional meeting for pensioners and veterans of production. There are more than 460 such honary guests at JSC "Savushkin product".

Behind them more than a dozen years of hard, creative work for the good of the company, a large baggage of wisdom and experience. That is why we greeted them with a special warmth, they had raised us, taught, helped to survive in difficult circumstances in a period when "Savushkin product" had been just at beginning of its development, and we prepared for them a rich holiday program.

Someone went on a tour around the production, to see firsthand the continuous development of the own company and plunge

into nostalgic memories of the everyday work of the past.

Someone was interested in the presentation of the company today about its achievements and aspirations. Someone just talked about the most memorable with former colleagues. Unfortunately, not all of our veterans of labor could visit holiday, as some of them have crossed the 90-year mark. But those who were looking forward to this meeting, met at the festive table in a warm atmosphere.

At the same time, meetings for the already non-working employees of the company "Savushkin Product" were organized also in Pinsk, Stolin, Malaryta and Kamenetz.

Such events are very important for our company, because they keep the continuity of generations, and for older people who dedicated themselves to work for the good of the company, it is a reason once again to make sure: old age can be a joy, if there is a place where everyone is happy to see you - native, always friendly and not indifferent company "Savushkin product."

#### **CORRUPTION MANAGEMENT**

The company "Savushkin product" supports the highest ethical business standards, values the reputation and uses in its operations only those methods that are based on the principles of openness and humanity, which are recognized by the international community.

The company "Savushkin product" leads an honest and transparent business practices, adheres to the moral norms of doing business, building long-term and stable relationships with all stakeholders, based on mutual trust, the full implementation of the commitments and openness.

The company strives to create and maintain corporate culture based on trust and intolerance towards all manifestations of corruption, including extortion and bribery, as well as the prevention of the phenomenon of "black payments" to employees. Salary is transferred through the "Belagroprombank", "Belarusbank", "BelVEB" and "Alfa-Bank" on the electronic card.

"Savushkin product" stands for transparent business dealing and strict compliance with the requirements of national legislation in the field of corruption management. On the principles of honesty, fairness and integrity are built not only internal relations in the company, but also its external communication.

All payments with its partners the company carries out by bank transfer.

Today, the company "Savushkin product" maintains business relations with a large number of organizations in Belarus and abroad. And relations with them are based exclusively on trust and mutual respect. The company practices tender system while pursuing the procurement and providing services.

Suppliers of packaging, filling, equipment, and other partners are selected through a tender and must comply with the requirements of the quality of their work, provided products and services. All payments with its partners the company carries out by bank transfer.

Company "Savushkin Product" carries out an effective work to prevent fraud on the part of employees and third parties. The property and funds of the company are only used in order to achieve the company's goals and never for personal benefit.





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WE SUPPORT