



Making people happy and healthy

Sustainable Development Report
Savushkin Product OJSC

2023

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Foreword

by the General Director

Dear colleagues, partners, and customers!

I would like to present you with Savushkin Product's report, which outlines our main achievements in sustainable development in 2023.

As before, adhering to our values and keeping dedicated to the main principles of socially responsible business, the company continues to develop in the production of natural dairy products and remains the leader in the industry.

Each member of the company's team, which consists of thousands of people, does their best every day to ensure that our joint results meet the requirements of the constantly developing dairy market and the highest standards of product quality and safety.

Caring for consumers, protecting the environment, being responsive and attentive to people, partners and employees, and operating in a fair, responsible and transparent way are our ongoing priorities.

The Sustainable Development Report presents facts and figures that demonstrate the main development vectors of Savushkin Product in 2023 and the key points that we have been able to achieve thanks to our joint efforts.

We sincerely hope that it will inspire you to join us in making the world a better place, step by step.

Aliaksandr Sauchyts
General Director
Savushkin Product OJSC



Savushkin Product today



About the company

Savushkin Product is the leader of the dairy industry in Belarus, one of the leading producers of natural dairy products in Eastern Europe, one of the top three dairy companies in the CIS. We are in the noble business of providing people with dairy products that, when consumed regularly, help to maintain and improve health.

LEADERSHIP

We aim to be the best in our business

QUALITY

Our employees know that everyone's efforts have a direct impact on product quality and safety

RESPONSIBILITY

We operate in a socially responsible manner and fulfil our obligations to society

FAIR AND OPEN BUSINESS POLICY

We focus on consumer needs, excellent service, naturalness and high product quality



Our mission

"Making people happy and healthy by creating natural, healthy, and tasty products".

PARTNERSHIP

We work as a single team, showing commitment and dedication

CARING ATTITUDE TOWARDS PEOPLE

Our employees are our most important asset

PROFESSIONALISM

We value the professional skills of our team; contributions to the common business are always appreciated

INDEPENDENCE

Each employee is free to make decisions within their area of competence

The company in figures

One of the **top 3**
dairy companies
in the CIS

47 years
of experience in the production
of dairy products

**The Savushkin Product
team:**

8,074
experts
united by a single goal –
to make people happy and healthy

Production capacities:

7 modern high-tech plants
in Brest, Pinsk, Stolin, Biaroza, Ivanava,
Baranavichy, Orsha

**Supply of raw
materials:**

159
agricultural enterprises
(454 commercial dairy farms
in ecologically clean regions of Belarus)

Including

4 own agricultural
enterprises
in the Brest region –
9 commercial dairy farms



Production facilities:

In 2023, the company processed

1,646,142
tonnes of milk

On average
4,500 tonnes per day

1,029,546
tonnes of whey

On average
2,800 tonnes per day

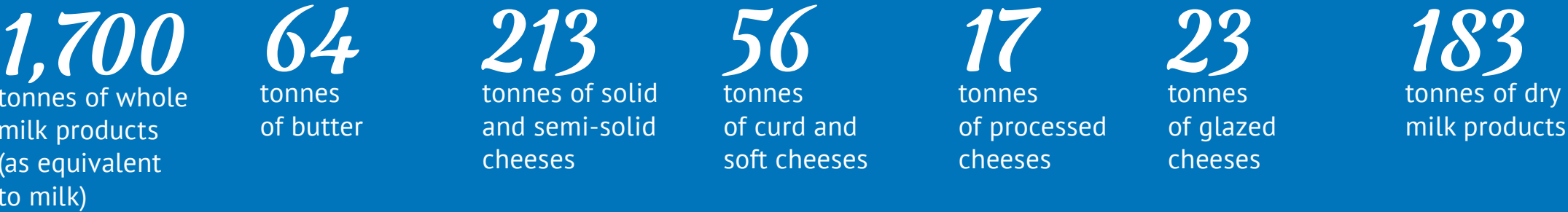
The company in figures

7

Each of the high-tech production sites has its own specialisation



The company's production sites produce per day:



The company in figures

The company continuously develops a balanced competitive product portfolio and creates string brands, with special attention to constantly changing needs of the consumers.

13
product categories:

cottage cheese	traditional dairy products
milk cocktails	yogurts
glazed cheeses	curd desserts
curd cheese	whey drinks
solid cheese, semi-solid cheese	fresh cheese
butter	processed cheese
	dry milk products

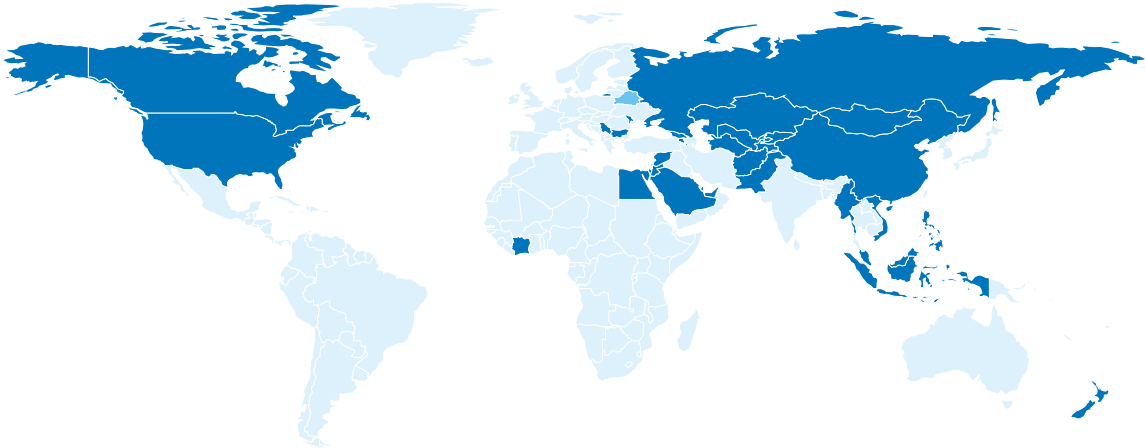
Product portfolio

>350
product names

11
well-known brands:



Export
to 34
countries



About the products

Only healthy and tasty products

Proper nutrition is fundamental to human health. Recently, there has been a noticeable trend towards a healthier lifestyle in the world, with a growing demand for natural foods, balanced rations, and foods that are both useful and enjoyable, foods that not only satisfy the biological need for food but also have additional properties, such as reducing the risk of various diseases.

We manufacture high quality natural dairy products and strive to make our products as varied and available as possible, motivating people to enjoy their food and inspiring them to experiment with cooking. To this end, we develop, produce and bring to market the healthiest fresh milk products, regularly analysing, optimising and improving product composition, reducing sugar content and adding beneficial nutrients and micronutrients.



The company's product portfolio includes products that meet the individual needs of each consumer or are based on the recommendations of experts: low-fat, low or no-sugar, high-protein and functional foods, etc.



More protein, less sugar

- Natural TEOS Greek yoghurt, with no sugar or additives, contains only two ingredients – milk and starter – and twice the amount of natural protein (8 g of protein per 100 g of product) compared to traditional yoghurts.
- SuperKid yoghurts and curd cheeses contain calcium and vitamin D: 15-18% of the daily requirement for children aged 3-11 years¹.
- Products with low sugar content include Savushkin drinking and thick yoghurts, and Optimal drinking yoghurts (sugar content reduced by 10-14%).
- Savushkin and TOP brand glazed cheeses are developed and produced with lower sucrose content compared to other Belarusian manufacturers.

¹ The SuperKid yoghurt and pudding packs state the vitamin D and calcium content per 100 g as well as the correlating percentage values of the daily requirements for children of different ages. Requirements for daily vitamin D and calcium intake in different age categories of children are set out "Requirements for the Nutrition of the Population: Physiological Need Standards for Energy and Food Substances of Various Population Groups of the Republic of Belarus" approved by Resolution No. 180 of the Ministry of Health of the Republic of Belarus dated 20 November 2012. In accordance with the values of the daily requirements of schoolchildren and preschoolers, a vitamin and mineral complex with the specified content of vitamin D and calcium is added during the production of yoghurt and cottage cheese. The content of vitamin D and calcium is checked with a certain frequency in the company's production laboratory and in a third-party laboratory.

About the products

New products 2023

In 2023, [unique Detox lines](#) for Optimal drinking yoghurts and Svezhest whey drinks were developed and put into production. These lines contain components that promote body cleansing and are used in popular detox diet programmes.

The Svezhest Detox drink is based on whey, which has undeniable benefits. For example, whey helps to normalise metabolism. It contains an important carbohydrate – lactose. It is quickly digested and practically not used by the body to store fat. The whey drink is also useful for people suffering from swelling: whey normalises the water and salt balance and encourages the removal of excess fluid.



According to the surveys conducted among the consumers in November 2022, the most popular detox programmes contain the following ingredients (top 15): banana, apple, lemon, kiwi, strawberry, spinach, celery, mint, carrot, ginger, basil, orange, cucumber, pineapple, blueberry. Based on these findings, we have chosen the following flavours for Svezhest Detox: lemon – mint – cucumber, sea buckthorn – orange – ginger. Optimal Detox yoghurts are enriched with bifidobacteria and have the following flavour combinations: apple – banana – carrot, orange – sea buckthorn – ginger.



► [Bolshaya Peremena glazed cheese](#) with natural chocolate and low in carbohydrates (carbohydrates – 28.5 g, including sucrose – 25.9 g per 100 g of product) has been developed and produced especially for school meals throughout the Republic of Belarus.

► [SVEŽA Vozdushnyi curd cheese](#) with natural avocado is a healthy and pleasant breakfast or a quick snack. Avocado is a popular healthy product, a superfood, which contains irreplaceable vitamins and microelements, is rich in calories and provides full saturation in one meal.



Comfort food

Comfort food is another trend of the 2020s. They are everyday meals that not only satisfy hunger and give a feeling of fullness, but also bring back warm memories of childhood, act as the strongest anti-stress agent and rapidly increase the level of endorphins.

► An example of such Savushkin food from is [Derenvensky cottage cheese](#). It contains only soft curd cheese and lightly salted cream in an optimal ratio, which makes the product thick and tastes as fresh and creamy as it has just been made. Derevensky is more than a cottage cheese. It makes you feel good and brings back pleasant memories of your childhood in the country.



Investments

The company's investment policy is aimed at implementing the latest, most efficient and resource-saving technologies.

Most of the technological processes in the company's plants are fully automated and computerised. The milk has practically no contact with the environment during the production process. All this ensures stable high quality, safety and long shelf life without preservatives.

Investment volume in 2023

BYN **346,890,000**
(USD 115,280,000)

To increase the production capacity and modernise production, the company purchases high-tech equipment from leading global manufacturers.

Reconstruction of the existing and construction of a new infrastructure, production premises, installation of automated production lines ensure not only an increase in production, but also minimisation of manual operations, easier work for employees, the most comfortable working conditions at all points of the production process, and the minimum human factor.

Key factors of stable development of the company

- LONG-TERM DEVELOPMENT STRATEGY;
- SMART INVESTMENT POLICY;
- HIGH QUALITY RAW MILK;
- PRODUCTION OF POPULAR NATURAL PRODUCTS CONTAINING NO PRESERVING AGENTS;
- BALANCED PRODUCT PORTFOLIO;
- STRICT QUALITY AND SAFETY CONTROL SYSTEM FOR RAW MATERIALS AND FINISHED PRODUCTS;
- OWN RAW MATERIAL DISTRIBUTION NETWORK;
- DIVERSIFICATION OF SALES MARKETS;
- OPTIMAL TRANSPORT LOGISTICS SYSTEM;
- CARE FOR PEOPLE AND THE ENVIRONMENT.



Main investment projects in 2023

Savushkin Product branch in Biaroza

The branch has been extensively renovated. Today, the Biaroza production branch of Savushkin Product is the largest production in the CIS.

We carried out complete renovation of the workshop for the production of dry milk products

► A new cooling tower with an increased capacity of up to 4,659 kWh was built.

A cooling tower is a special equipment for cooling large volumes of whey in the process of whey concentration. It is the most efficient water cooling installation in the circulating water supply systems.

A whey protein concentrate is a fraction obtained from cheese whey in a concentrated form. It is used to enrich foods with soluble proteins. It is widely used in the production of sports foods, meat and confectionery, products for baby food and dietary therapy.

► We installed a modern ultrafiltration unit for the production of protein whey concentrate, with a production capacity of 40,000 kg per hour; an NF nanofiltration unit for the thickening of permeate mixtures and whey thickening, with a production capacity of 35,000 litres per hour, and a set of crystalisers, which increased the existing whey processing capacity by 2.5 times. Previously, we were able to process 900 tonnes of liquid whey, and now we are able to process our own whey (by-product) and additional raw materials from other companies. In addition to thickening whey protein concentrates, we dry curd whey, produce permeate and other dry ingredients.

We carried out a complete reconstruction and conversion of the workshop previously used for whole milk products

► It is now used for the production of glazed cheeses, with a range that is constantly changing and expanding. We now produce 29 different types of glazed cheeses.

► We installed three additional automated production lines for glazed cheeses, with a production capacity of up to 14,000 pieces per hour on the same line, and **three packaging machines for automated packaging of cheeses in boxes**. The automation of the filling process resulted in a significant reduction in manual operations.

► The production processes were fully automated. As a result, milk processing in this plant increased to 500,000 tonnes per year.

We carried out a technical modernisation of the automatic cooling system for curd cheeses on pallets with a capacity of up to 30 pallet spaces (previously 10 pallet spaces)

As a result, we have increased the production capacity for filling of SVEŽA curd cheeses on an automated line made in Germany. It is about 7 tonnes of products per day (previously – 18 tonnes, now – 25 tonnes), growth – up to 40%.

We significantly expanded the workshop for cheese production

We installed a new automated line for the production of 80 tonnes of cheese per day, which allowed us to increase the capacity for the semi-solid cheese to 140 tonnes per day (growth: up to 60%) and to expand the product range.

We installed a new packaging and filling unit for filling of curd cheeses and curds (100 g bricket)

The production capacity of curd cheeses (bricket) was doubled (previously: 3.2 tonnes, now: 6.4 tonnes).

We carried out an extensive reconstruction of the power supply system

We built three transformer substations: PTP-1 with the power of 10,000 kVA, PTP-2 with the power of 5,000 kVA, PTP-3 with the power of 5,000 kVA. It allowed to increase of the power capacity up to 20,000 kVA.



Main investment projects in 2023

Savushkin Product production plant in Brest

› We completed the construction and put into operation a new administrative building with comfortable workplaces for 403 people on six floors.

6
floors

403
workplaces

› A pallet conveyor system for pallets with the production capacity of 120 pallets per hour increased the delivery of finished products from the cooling workshop to the high-bay warehouse.

› The conversion of the warehouse building into a second-level pumping station with water purification, wells and water reservoirs ensured reduction of the company's water expenses, as the municipal tariff for water is higher than the prime cost of well water.



Main investment projects in 2023

Savushkin Product production plant in Pinsk

► We reconstructed and renovated the administrative complex, where we have arranged modern offices on three floors.

► We substantially renovated (extended) the first aid station. We added a dental surgery and a physiotherapy room.



We installed:

- two automated lines for slicing and wrapping slab cheese, with a production capacity of up to 10 tonnes per day;
- a line for the production of processed cheese, with a production capacity of up to 10 tonnes per day;
- a universal thermal chamber for hot smoking, with the production capacity of up to 10 tonnes per day.

This enabled the company to increase its production capacity for everyday products that are very popular with consumers.

Main investment projects in 2023

Savushkin Product production plant in Ivanava

► We started reconstruction of a production building. We plan to double the production capacity and re-equip the workshops to ensure the production of dry milk food for animals. Commissioning is planned for May 2024.



Savushkin Product production facility in Stolin

► We completed the technical modernisation of the finished products workshop. We installed a loading and unloading ramp with a cooling chain.

Main investment projects in 2023

Savushkin Product production plant in Baranavichy

- In order to maintain the hygienic conditions of the microclimate in the workshops, we purchased three devices for ultraviolet bactericidal treatment.
- To ensure quality control of packaged products, we purchased a hermeticity tester and a control system for the tester.
- In the area of cheese slicing, we installed a special machine for slicing round cheeses into disks and a belt machine for slicing cheese disks into slabs or cubes – a new convenient format popular with consumers.
- A vacuum lifter was purchased and installed to facilitate the packaging of "Euroblock" cheeses.



Main investment projects in 2023

Savushkin-Orsha LLC in Orsha

Savushkin-Orsha has efficiently implemented new formats of cheese production and packaging.

- ▶ We installed a new line for the production of mozzarella, with a capacity of up to 14 tonnes per day, doubling the total cheese production capacity.
- ▶ We installed a new automatic machine for cutting semi-solid mozzarella cheese into cubes/sticks, increasing the cutting capacity to 27 tonnes per day.



- ▶ We installed a new tunnel freezer, with a capacity of 1 tonne per hour for the production of frozen mozzarella cubes/sticks in order to expand the product range and develop exports abroad.

- ▶ We installed a new automatic packaging line for mozzarella cubes, with packaging formats ranging from 250 g to 1 kg (cooled cheese or frozen cheese), with a production capacity of up to 10 tonnes per day. This doubled the packaging of mozzarella cubes.

Raw milk

Savushkin Product has been working exclusively with high quality natural fresh cow milk for over 47 years.

The company's
raw material
base includes

159
agricultural
companies

454
commercial dairy
farms

All of them are located in ecologically clean regions of Belarus – Brest and Vitebsk regions. Many of them are located near the Belovezhskaya Pushcha National Park.



We purchase high quality raw milk from reliable and conscientious suppliers.

Best practices to improve milk quality and increase milk yield are regularly tested on the basis of our own agricultural organisations, such as Savushkino, Savushkina Pushcha, Savushkin-Lutch, Utes, that are located in the Brest region. Our experience is applied to the entire raw material base.

In addition, the agricultural organisations of the raw material base receive substantial financial support. These efforts are yielding good results. The annual growth of the milk volume in the raw material base is more than 6%.

98%
of the milk delivered
for processing is of
extra and premium
quality grade



Foreword
by the General
Director

Savushkin
Product
Today

People
are the core value
of the company

Environmental
responsibility

Sustainable
procurement

Supporting
communities,
organisations,
institutions, and
partners

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Raw milk

Animal welfare

We have strict controls in place to ensure comfortable conditions and balanced diets for the cattle, as well as correct handling of the cows and to prevent sick or treated cows from entering the milking process.

Considerable effort and resources are invested to ensure the high quality of fresh cow's milk.

We carry out regular audits of raw milk suppliers, commercial dairies, at least once a year, assessing housing conditions, animal food and treatment (if necessary).

Our experts provide practical, methodological and advisory support to all farms that supply raw materials:

- herd and milking conditions: training of operators in modern milking techniques on all types of milking equipment; control milking and examination of animals for latent mastitis; control cleaning with equipment washing technicians, washing control by luminometry and wipe sampling; milk sampling and laboratory testing;
- animal health: diagnosis of bovine diseases (clinical and latent mastitis, etc.), preventive hoof trimming and cleaning, treatment of limb diseases; detection of early gestation, pathologies and diseases of the reproductive organs;
- detection of factors affecting milk quality;
- express testing of food and creation of balanced diets, food quality control;
- organisation of various training programmes based on advanced farms.

The company does not use reconstituted milk in its production.

We are able to avoid significant seasonal fluctuations in the raw milk supplied for processing by using European loafing technologies. This allows the company to work exclusively with fresh milk throughout the year.



Raw milk

Each batch undergoes thorough laboratory testing before being delivered for processing.

Initial milk quality tests are carried out at a commercial dairy farm.

After successful testing, the raw materials are delivered to sterile milk tanks on branded milk trucks, which are then sealed and transported to our plants.

After the tested milk has passed through the pipes to the production, the milk tank is cleaned, treated with hot steam, sealed and sent to a new batch.

Before the raw milk is delivered to the production process, it undergoes a main incoming control test at independent accredited laboratories. The milk is checked for quality and safety on the basis of 50 parameters. Modern laboratory equipment ensures that even the smallest deviations from the standards are detected.



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A maximum of **20** minutes
is spent testing a batch of milk. Even the slightest
deviation from the standard causes the milk
to be rejected – it is returned to the supplier with
an accompanying letter.

100%
Only one hundred percent safe, high
quality milk is delivered to production.

A maximum of **12** hours
between laboratory testing and milk
acceptance for processing.



Quality control system

Modern equipment, the highest level of hygiene and production culture help us to guarantee the quality and safety of our products. Experienced technicians and production laboratory staff exercise strict control over the technological process. They taste and check the finished products for compliance with the specified physical and chemical parameters, and then approve the delivery of the finished products to the distribution networks.

The company's laboratories¹ perform control of not only the raw materials delivered for production, but also transport and consumer packaging! We select and store control samples of the products from each batch released until the end of their shelf life.

The company's production cycle is strictly divided into three access areas: "green", "yellow", and "red" – in terms of the risk of possible product contamination.

We use advanced production and storage technologies that ensure long shelf-life of natural dairy products without preservatives, together with strict compliance with temperature conditions during transport and storage.

As a responsible manufacturer, we are always concerned about the health of our consumers, and we know and follow the rules to make all production processes safe.

In order to ensure the high quality and safety of our food products, we have implemented and use the following management systems:

- **The Food Quality Management System is certified according to ISO 9001-2015 and CTB ISO 9001-2015;**
- **The Food Safety Management System was certified according to the international certification scheme – FSSC 22000.**



In 2023, we purchased 63 units of modern equipment for our production laboratories, 32 names: water baths, thermometers and temperature loggers, air samplers (for air sampling for microbiological tests), muffle and electrical ovens, distillers and redistillators (for water preparation), centrifuge (for fat content determination), dosimeter-radiometer (for radiometric measurements), refrigerators, humidity testers (for moisture content measurements in products), etc.

We pay a special attention to the selection and purchase of laboratory equipment, as well as to the renewal and expansion of laboratory facilities: modern equipment ensures maximum automation of laboratory processes, faster and more accurate testing, which leaves more time for analysing information and making the best decisions in each case.

¹ Laboratories of Savushkin Product were accredited according to the National Accreditation System of the Republic of Belarus under a state standard.

Logistics and distribution

The company has its own logistics system.

The logistics centre is unique in the CIS. It is unrivalled in the processing industry in terms of automation of all processes. It takes about 30 minutes to load a standard truck.

After a routine laboratory check, a batch of finished products is delivered to the logistics centre. The work process is fully automated: orders are processed automatically, finished products are registered online, which ensures the tracking of the real remaining stock in the warehouse, forms the actual shipment and eliminates errors caused by the human factor.

Capacity of the company's logistics centre

11,712
pallet spaces

Today it is the largest among similar infrastructures items of the food industry in the Republic of Belarus.

Temperature conditions are +2 to 6°C.



Logistics and distribution

Customised batches of products are loaded into refrigerated trucks and delivered to distribution networks and supermarkets at a temperature of +2 to 6°C. In this way, we are able to maintain strict control of the cold chain from the raw material to the store shelf.

More than 500 trucks are equipped with GPS devices with online monitoring.

Loading a 20-tonne truck takes

~30 minutes!



Our own truck fleet

163
trucks

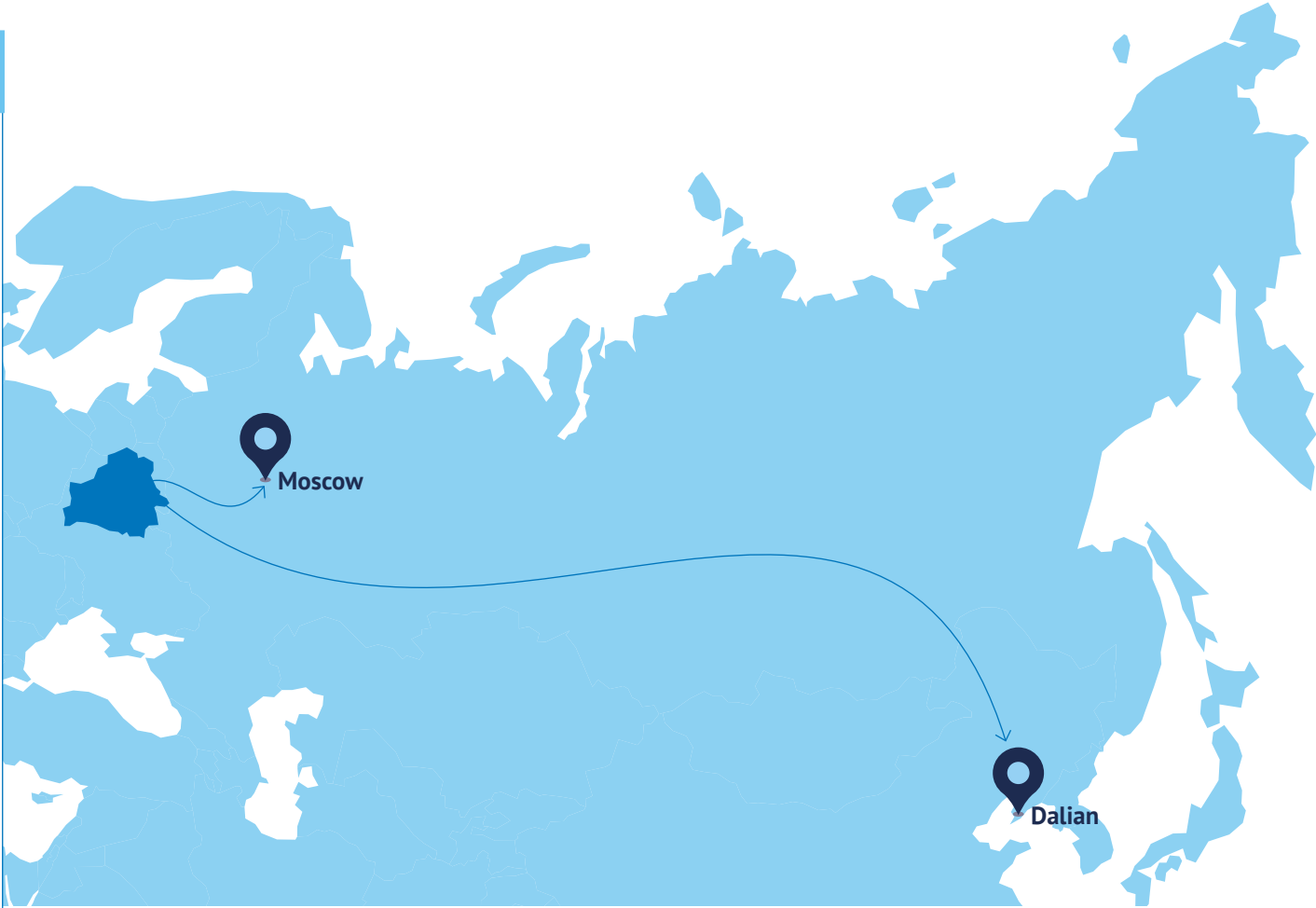
116
milk trucks
(105 of which have
a capacity of 25 tonnes)

Logistics and distribution

The company has its own efficient network of goods distribution:

- trade branches in all regions of the Republic of Belarus: in Minsk, Homel, Hrodna, Vitebsk, Mahilou, Homel, Pinsk;
- trading house in the Russian Federation (Moscow);
- numerous partners represent the interests of the company abroad.

All this ensures the timely delivery of high quality products to all distribution networks, keeping natural dairy products fresh at all times.



In 2023, a trading company was established in China (joint enterprise – Savushkin (Dalian) Intl Trading Co.Ltd). The branch deals with distribution of dry dairy products (whey powder, milk powder).

Export

The company has a multi-faceted export policy.

34 countries –
the company's export market
in 2023

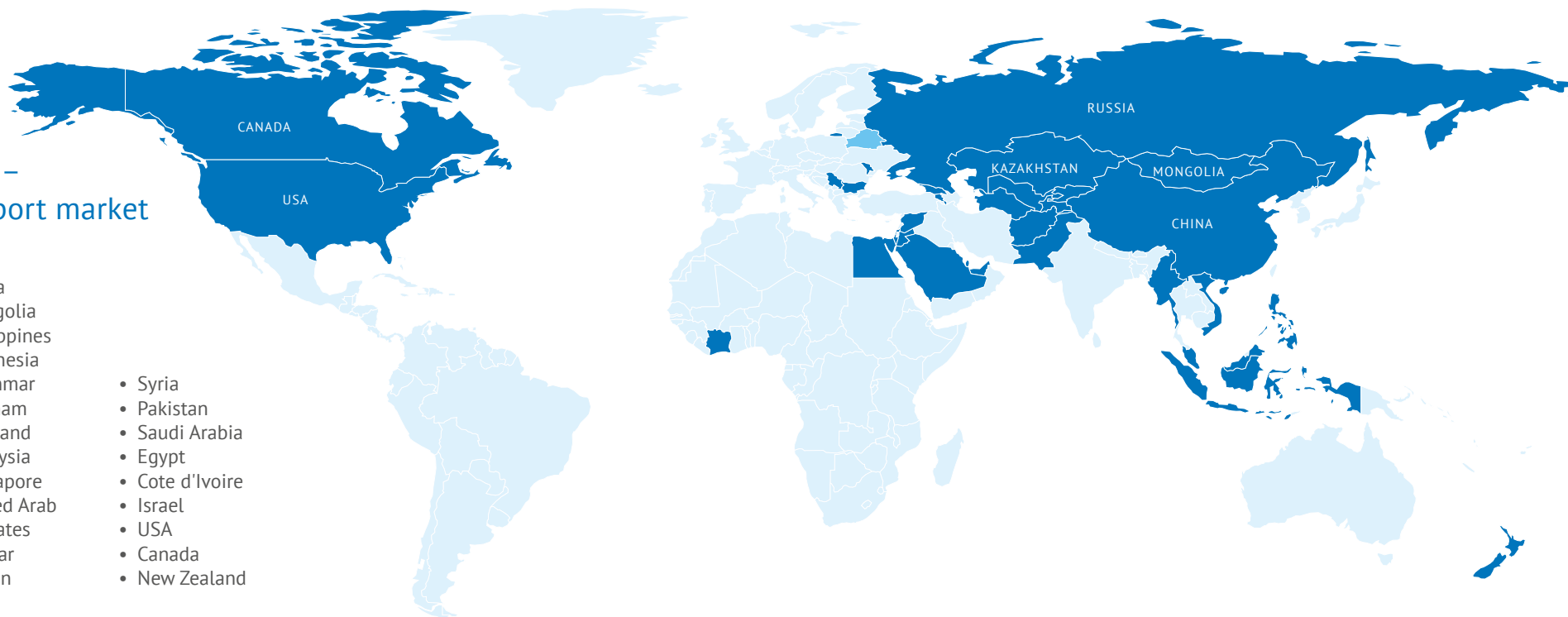
- Russia
- Azerbaijan
- Armenia
- Georgia
- Moldova
- Bulgaria
- Serbia
- Afghanistan
- Kazakhstan
- Kyrgyzstan
- Turkmenistan
- Tajikistan
- Uzbekistan
- China
- Mongolia
- Philippines
- Indonesia
- Myanmar
- Vietnam
- Thailand
- Malaysia
- Singapore
- United Arab Emirates
- Qatar
- Jordan
- Syria
- Pakistan
- Saudi Arabia
- Egypt
- Cote d'Ivoire
- Israel
- USA
- Canada
- New Zealand

65.5%
export ratio in 2023
total sales volume

A smart balance between
saturation of the domestic market
and development of export
potential is our top priority.

Thanks to a flexible market strategy based on a thorough analysis of the main trends in the global dairy market, the company has maintained its leading position in the Belarusian market in all product categories and is strengthening its position in export markets.

Our main competitive advantages are naturalness, product quality and the absence of preservatives. Cheese, butter, cottage cheese, sour cream, fermented milk drinks, drinkable and thick desserts and dry milk products are in stable high demand abroad.



Acknowledgment

The company has won **more than 850 prestigious** awards at international and national professional, consumer, tasting and industry competitions.

Our products

In June 2023, in Dubai (United Arab Emirates), the company's products once again won the **Superior Taste Award international taste certification** (Belgium). The jury of this most prestigious competition in the food industry, organised by the International Taste Institute and composed of world-renowned restaurateurs, chefs and sommeliers from 20 countries, including those awarded Michelin stars and the Gault & Millau Cook of the Year title, highly appreciated the TEOS yoghurt (three stars), SVEŽA Slivochnyi curd cheese (three stars), Brest-Litovsk Vyderzhannyi Extra cheese (two stars), Laskovoye Leto processed cheese (one star).

High-protein TEOS yoghurt received the highest rating (three gold stars) for six years and a crystal award "For Outstanding Taste and Quality".



57 awards
in 2023.

These include a certificate of consumer recognition and the highest ratings from world-renowned experts.

As the best food producer in the Republic of Belarus, Savushkin Product once again won the main prize of the **National Brand Consumer Acknowledgement Premium** – Grand Prix in the Food category, and according to the national open public voting, the company won six higher awards in various competitions, including a special one – a "Socially Responsible Brand".

In February 2023, the most successful brands in Belarus were determined. Savushkin Product received ten highest awards and the Grand Prix of the professional competition "Brand of the Year". For three years in a row, Savushkin Product has been the most successful brand in the "Consumer Preferences Premium". The brands Savushkin, Brest-Litovsk, SVEŽA, TEOS, SuperKid, Laskovoye Leto brands also received golden awards for 2022.

The best products of the Republic of Belarus in 2022 in the Food competition were TEOS Greek yoghurt 2%, Savushkin cottage cheese, sweet processed cheeses with cocoa and "chocolate" and "chocolate-nut" flavours with "caramel" filling, and the company was awarded the "Stable Quality" prize in the same competition.

The company's products were awarded eight gold medals and a laureate diploma in the international competition "Best Product 2023" within the 30th International Exhibition of Food, Beverages and Raw Materials Prodexpo (Russian Federation, Moscow).



Acknowledgment

Professionals

In 2023, Savushkin Product became a winner in the republican competition "Digital Economy Leaders 2022". The company won the Grand Prix for large-scale comprehensive efforts in implementation of innovative digital solutions, and the "Company of the Year in Process Digitalisation and Digital Transformation of Production Activities" award for the company's comprehensive project – "From digitalisation of fields to automation of storage and dispatch of finished products".

The digital products include the company's own Savushkin Product SCADA system and the Automated Logistic Centre, which won first prizes in the Agroindustrial Complex and Transport and Logistics categories.

The production laboratories in Brest and Biaroza received the main awards in the prestigious republican competition – **Competence 2022** in the nomination of the best testing laboratory. This competition, which is organised by the Belarusian State Accreditation Centre, traditionally takes into account the equipment and facilities of the laboratories and the competence of the specialists.



In October 2023, at the XI International Forum "Milky Belarus", the company's employees became laureates of the "Milky Way Big Stars" award for their personal contribution to the development of the company and the industry as a whole, the "Golden Hands" nomination for participation in the development and implementation of a number of major technological projects, the "Engineering Estimate" nomination for reconstruction and modernisation of the equipment in the workshop for the production of dry milk products.

In November 2023, the company won the republican competition "Leader of Energy Efficiency in the Republic of Belarus". The large-scale project of reconstruction of the air compressor station in the main production building in Brest was presented at the competition.

The implementation of a heat recovery system ensured full coverage of the company's hot water needs and, at the same time, doubled savings on gas and electricity, which were previously used to dissipate excess heat from the cooling system mechanisms into the atmosphere. The project received a first-degree diploma in the field of energy-efficient systems based on the use of secondary resources.

The Savushkin product was included in the Republican Honour List (Decree of the President of the Republic of Belarus No. 120 dated 20 April 2023) for the best values in social and economic development in 2022.



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by the General
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Environmental
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*People are the
core value
of the company*



Taking care of people is our main priority: we invest in everyone's potential

Being an employee of the company means working in a team of co-thinkers, where professionalism and commitment are undoubtedly the top priority.

Following the principles of corporate social responsibility in labour relations, comfortable working conditions are the most important components of Savushkin Product, as they help to create a close-knit team of professionals.

BYN **5,778,733**
(USD 1,926,244)
social package in 2023

Results in 2023

BYN **587,007**
(USD 195,591)
investment in training and upskilling of employees

BYN **2,327,040**
(USD 775,370)
on adequate medical care for employees

39.8
average age of the team

8,074
number of employees



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Savushkin Product is a responsible employer



The company operates in accordance with international principles of labour relations:

➤ There is a **combined trade union organisation, to which 99.9% of the company's employees belong.**

The company has a collective bargaining agreement, which is one of the best in Belarus. It regulates all key issues related to payment for work, employees' activities, safety at work, production and ecological safety, medical services, treatment in resorts, provision of housing. This document ensures that employees feel protected in any situation.

➤ forced labour is excluded;

➤ child labour is excluded.

The employment procedure is strictly regulated by the Labour Code of the Republic of Belarus. An employment contract may be concluded only with persons who have reached the age of 16 (in accordance with Article 21 of the Labour Code of the Republic of Belarus);

➤ discrimination in employment is unacceptable.

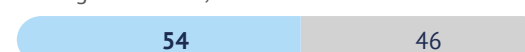
Gender balance

In our company, women have the same rights and development opportunities as men.

Total number of employees, %



Management staff, %



● Women ● Men

We provide fair and equal payments to men and women for comparable work.

We pay particular attention to recruitment. Vacancies are open to all candidates and are advertised in a special section of our official website
<https://www.savushkin.com/career/vacancies>.

Health and welfare

We value our employees, care for them every day and support their health and welfare.



Results of 2023

BYN **2,327,040**
(USD 775,370)

used to provide proper medical care for employees, who receive free medical services at the company's first aid stations.

All production sites have first aid stations provided with modern, certified equipment and qualified medical staff. Physiotherapy, dental and massage rooms are also available to employees.

BYN **185,000**
(USD 61,060)

used to treat staff at resorts in the Republic of Belarus. A total of 153 adults and 28 children of the company's employees have taken advantage of this opportunity.

The company paid for 525 children to spend their holidays in children's holiday camps (their parents paid only 10% of the cost; in addition, employees with three or more children, children with disabilities or single parents did not have to pay anything).

All production sites provide hot meals for employees. There are modern canteens and diners offering a wide range of home-cooked meals at affordable prices.

Safe and healthy environment

Savushkin Product provides a safe and healthy environment for each employee; it is based on constructive, ethical, and respectful labour relations. Any form of discrimination is inappropriate for us.

The company has a **Corporate Code of Conduct**, which is **binding for all employees**. It reflects the values and rules of the company, the values of the employees, the standards of corporate behaviour, work communication and appearance.



Working with young people

We actively attract young people and provide them with all the necessary conditions for professional growth and development.

The training of future professionals begins with high school and university students. As part of a **career counselling project**, we hold regular meetings with senior students from high schools, lyceums and gymnasiums. The students get to know the company, take part in tours of the production sites and learn about the professions required in the country's agro-industrial complex.

270
schoolchildren
took part in the project
in 2023

The staff managers regularly visit colleges, universities, career fairs, target training fairs and open days at educational institutions.

In 2023,
>3,000
students
participated in such
events

We conducted
30
meetings
in 15 educational institutions
of the Republic of Belarus

Students of secondary vocational and higher educational institutions have the opportunity to visit the company's plants and take part in a detailed tour, where they can get acquainted with production activities, working conditions, a list of popular specialties, a list of current job offers, a package of social benefits for young specialists.

The aim is to motivate students from industry-oriented educational institutions to complete a work placement or internship in our company and then join us as young specialists.

107
young
specialists –
university and college
graduates joined our
company in 2023, including
56 young men and 51
young women.

Working with young people: adaptation in the workplace

The company has a mentoring policy, which means that each young specialist has a mentor – an experienced employee who helps the newcomer to learn the specifics of the profession in the workplace.

The mentor develops a one-year professional development plan with the young specialist, organises and controls the process of acquiring practical and organisational skills.

31 young specialists with higher education received assistance in adapting to the workplace in 2023.

76 young specialists employed as workers were also provided with mentors and individual plans for their profession/position for three months.



Training and development

Savushkin Product has a programme of continuous professional development that includes participation in company training sessions, international conferences, training seminars and upgrading training courses. We guarantee the opportunity of growth and development for all our employees.

Investments in the future and upgrading training for the company's employees in 2023 amounted to

BYN **587,007**
(USD 195,591)

Staff training is carried out in accordance with the annual plan on the basis of educational institutions, training centres, online and in-house. Training can also be arranged at the request of employees – in case of requests for new training programmes.

We conduct professional training on a regular basis:

100%
of the
production staff

93%
of the total number
of employees in all
departments of the
company

15,160
people/times
passed training in different
areas in 2023

In 2023, the company's employees completed training in the following areas:

- Sensory analysis of food;
- Technological training in production. Ways to improve efficiency;
- Review of requirements for labeling food of animal origin according to EAEU technological regulations;
- Professional marketing;
- Implementation and administration of Cisco solutions Cisco (CCNA) v 1.0;
- Kaspersky Security Centre. System scaling and control (comprehensive course);
- Diagnosis, treatment and prevention of diseases of animal limbs under modern production conditions for animal breeding products;
- Innovative technologies to increase animal productivity and improve the quality of animal products;
- Evaluation of measurement uncertainty when using titrimetric, spectrophotometric and gravimetric methods;
- Verification of heat-based measuring instruments;
- Improvement of production organisation, planning and management in the company;
- Lifting cranes. Persons responsible for maintaining lifting cranes in good working condition, etc.

Since September 2023, we have been regularly holding internal training seminars for cheese-making technicians: 20 employees from the company's branches meet to share their experiences, helpful advice, professional discoveries, opinions and to participate in joint tasting activities.

In November 2023, our cheese-making technicians, specialists from production laboratories, and other employees took part in a training seminar dedicated to cheese-making which was held in Toruń (the Republic of Poland).

In November, the company's Automation Service held a seminar on digital engineering at the Brest Technical Park. More than 200 employees were trained in electronic document flow and labelling, automation and digitalisation.



Managing career development

In accordance with the Regulation on the Evaluation of Managers and Specialists, employees are evaluated at least every three years in order to ensure an objective assessment of their professional level, professional and personal qualities, and the results of their practical activities.

According to the results of the successful assessment, a specialist may be awarded a qualification category (or the existing category may be upgraded); the expert commission may recommend to the manager that the employee be appointed to a higher position or included in the reverse list, etc.

The company uses a system of regular assessment of employees by means of a qualification examination. If the exam is passed, the employee receives a higher qualification level.



100% of employees

from all parts of the company regularly pass the assessment and evaluation of career development opportunities

Health and safety at work

A healthy and safe environment

There is nothing more valuable or important than people's lives and health. Therefore, the main principle and the main task of the company's occupational safety system is to prevent occupational accidents and diseases and to provide comfortable and safe working conditions.

The safety of our employees and those who cooperate with us is a necessary business condition. Strict safety standards are implemented in all of our production plants and sales offices.

The company has developed and applies a policy of environmental protection, health promotion and occupational safety.

We have established and maintain processes to identify hazards, assess risks associated with identified hazards, and develop and implement preventive measures for other risks.

The standards and processes are supported by life-safety rules. The rules define safe working practices at milk production sites, warehouses, offices and on the road.

Information on identified hazards and risk assessment is provided to employees as part of an introductory health and safety training.

The company provides clear instructions and training to enable people to work in safe conditions and to take measures to prevent hazardous behaviour.

We do everything we can to create a safe environment and improve it every year to eliminate accidents.

100%
of production facilities
of the company have been certified for compliance with the international standard ISO 45001:2018 – the system aimed at creating the necessary conditions for safety at work in general, supporting safety at work, preventing trauma or accidents.

The company's health and safety policy also covers employees of contractors and subcontractors who carry out work or provide services on the company's premises. They are provided with the induction briefing, which includes information on identified hazards and risk assessments.

We conduct regular health and safety training:

- When performing construction or tyre fitting activities;
- When working at height and on earthworks;
- When working with chemicals;
- When working on mobile elevated work platforms;
- With public health and safety inspectors;
- Regarding environmental control systems;
- Regarding the health and safety management system, etc.



Health and safety at work

Health and safety projects

In 2023, in accordance with the annual work safety plan attached to the collective bargaining agreement, we carried out 49 work safety activities aimed at providing healthy and safe working conditions and fire safety conditions in the company.

BYN **410,000**
(USD 136,667)
spent on the 49 occupational safety activities



Savushkin Product in Brest

- We installed a fall arrest system at two washing stations in the reception area, the reception workshop, to ensure safe operation when washing milk tanks at height.
- For the soft cheese and curd production workshop, we installed a lifting device to prevent the manual movement of detached elements during cleaning of the Ishida machine.
- The metal steps leading from the gallery to the main production area – the workshops where dry milk products, desserts, bottling and packaging are made – were replaced with steps made of non-slip composite material to ensure safe movement of employees.

Savushkin Product in Pinsk

- To ensure safe working at height, we installed a platform for economiser maintenance.
- To ensure safe operation of trackless transport in the cheese-cutting workshop and in places with limited visibility, we installed spherical mirrors.

Savushkin Product in Stolin

Mobile scaffolding was installed at the whey sampling points to ensure safe operation.

Savushkin Product in Bjaroza

To ensure safe working conditions in the workshop intended for cheese production:

- special mobile movable platforms for the maintenance of presses in the Tetra Pak line;
- a platform for maintenance of Fibosa crate washers was installed in the crate cleaning area.

Savushkin Product in Baranavichy

In order to improve lighting conditions and reduce electricity consumption, the lighting system in the cheese storage rooms was updated (LED lamps were installed).



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Health and safety at work

We continuously carry out activities aimed at reducing the number of employees working in hazardous conditions. We pay particular attention to this process.

70 employees (5.5%)
dismissed in 2023:
29 – according to the planned
assessment of workplace conditions;
41 – during the planned activities.

- In the equipment area of the acceptance workshop in Brest, a remote format for the equipment control system was established: the workplaces of units 3, 4, 12 were moved to a separate room (operator's room), which reduced the time of exposure to excessive noise;
- In the Brest dessert production unit, the operator's room was reconstructed with additional soundproofing;
- in the Baranavichy production unit, in the workshop for the production of dry milk products, we installed a vacuum lifter for loading and unloading activities. It has eliminated the need for manual lifting of heavy objects.

The company's employees are provided with free personal protective equipment and bottled drinking water, detergents and disinfectants.



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Internal communications

The life of the company is open to all employees and interested parties.

We are developing our official website www.savushkin.com and the company's pages in social networks

 VKontakte

 Instagram

 Facebook

 Odnoklassniki

The corporate website of Savushkin Product is constantly renewed with up-to-date information about the company, its history, manufactured products, brands, current events, as well as important information for business partners.

To inform employees:

- There is a **corporate SPS portal** with internal company documents;
- We actively maintain **our corporate Telegram channel** with relevant news and a chat bot for incoming messages. The number of subscribers at the beginning of 2024 was 2,400 people;
- We publish **Savushkin magazine**. Relevant facts, figures, key milestones, events, life, work and hobbies of colleagues – in other words, all the holiday and weekday life is reflected on the pages of the corporate magazine. It has been published since 2008 (first as a newspaper and since 2019 as a magazine);
- Information materials on current events in the public, political, social and economic life of Belarus and its regions are placed **on stands and electronic displays** in administrative buildings, workshops, hostels, in all production and trade branches;
- **E-mails** with news are sent out;
- In order to receive feedback from our employees, in April 2023 we created a **corporate e-mail obratnaya_svyaz@savushkin.com**: each employee can ask a question, make an offer, comment, provide useful information.



Corporate life

Leisure time

We pay great attention to the creation of a corporate culture and a healthy lifestyle for our employees, and we organise varied and extensive leisure activities.



76 tourist and sightseeing events

in different parts of Belarus, which provide an insight into the culture and peculiarities of the Belarusian nation, traditions, rites, and history, were arranged in 2023.

- Dudutki museum complex dedicated to old folk crafts and technologies;
- Grand Duchy of Sula – a park dedicated to the medieval history;
- Dukorski palace museum complex;
- Palaces in Mir and Niasvizh;
- Puslovski castle;
- Tadeush Kostiuszko Manor Museum;
- Khatyn State Memorial Complex;
- Belarusian State Museum of the History of the Great Patriotic War;
- Brest Fortress Memorial Complex.

Industrial and gastronomic tourism:

- Belshyna Plant OJSC;
- Krasnyi Pishchevik OJSC;
- Alivaria Brewery Plant;
- GrandMilk Cheese Factory;
- Kommunarka Confectionery Factory, etc.

Our employees attended theatre performances, concerts and cinema. The most memorable events were the Belaya Viezha Theatre Festival and concerts of popular music bands. **In total, we organised 89 events.**

For preschool and school children of the employees of all production and trading divisions and departments of Savushkin Product, we organised New Year and Christmas events.

Corporate life

Company sports competition

We care about the health of our employees. Together with cultural events, this is one of our priorities. Sport is a guarantee of good health and team spirit in our large company.

The biggest event in this area is a company sports competition, which is held throughout the year and includes competitions in various types of sports, taking into account the preferences of employees. We have organised seven sports competitions in eight years.



In 2023, we held the 7th corporate sports competition – Savushkin Unites

- We had competitions in:
- bowling (February),
 - rock-climbing (March),
 - swimming (April),
 - multicross – Bison Race (May);
 - bicycle race and rowing (July);
 - carting (August);
 - hiking (September).

1,254 employees participated in the company sports competition in 2023



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Corporate Events

We organised Health Days, Family Days, games, competitions and other events for our employees and their families.

Health Day (30 June – 2 July) at the Kolos recreation centre in 2023 (Brest region). Participants – 300 people from all production and trade departments, agricultural organisations. The programme included sports competitions and music festival.

Health Day at the camp near Minsk (September) for the employees of the company's trade branch. More than 100 participants. Format – Fort Boyard game show.

Health Day in Babruisk (September) for employees of the Homeľ trade branch. Format – Fort Boyard game show.

For Healthy Generation Sports Festival (September) in Biaroza district for the employees of the Biaroza and Ivanava production units. More than 100 participants. The programme included contests and sports competitions.

Family Day (14 May – International Family Day) in the indoor track facility in Brest for the employees' families – We are the Savushkin Product Family. The participants were from Brest, Biaroza, Ivanava, Pinsk, Stolin, Orsha, Baranavichy, and agricultural enterprises.

Mother is not a Father, Father is not a Mother – sports family festival (14 October) in Brest. The participants were families of the employees from the production branches and agricultural enterprises. The programme included unusual funny competitions.

Friendly football mini-game (November) in Stolin for the employees of the Stolin and Pinsk production branches.

Intellectual Diary Quiz (November). The participants were young employees of the Biaroza production branch.

Re-create a Photo from the Past – a corporate photo competition (September – October) dedicated to the Mother's Day and Father's Day.



Supporting our employees

We value each employee and remember the dates and events that are important to them.

According to the collective bargaining agreement, the employees receive financial assistance in the following cases: first marriage, birth of a child, reaching generally established retirement age, work experience and jubilee date of birth, death of an employee and (or) his/her family member, long-time disease, etc.

The financial assistance was provided in connection with the Day of the Defender of the Fatherland, the Day of the Armed Forces of the Republic of Belarus, Women's Day, the Day of Agriculture and Processing Industry of the Agroindustrial Complex, professional holidays of medical personnel, trade workers, construction workers, peacekeepers and liquidators of the Chernobyl nuclear power plant.

We paid prizes the top places in competitions and contests.

Support for employees and their children in connection with schooling

In 2023, 137 parents received financial assistance to purchase school supplies and uniforms for 183 children.

The budget was

BYN **37,200**
(USD 12,400)

Help for employees in difficult situations

Each employee of Savushkin Product knows that they will always be supported in any difficult situation.

The budget was

BYN **26,900**
(USD 8,970)

In 2023, the financial assistance was provided to 90 employees and their family members who were in a difficult situation due to a long-term illness, operations, etc.



Support for veterans and retirees

We provide support to honoured veterans and pensioners of the company.

In 2023, the labour veterans received a financial aid to the Women's Day (8th of March), Defenders of the Fatherland Day and Armed Forces of the Republic of Belarus Day of the Republic of Belarus (23rd of February), International Day of the Elderly (1st of October), and the professional holiday – the Day of Agriculture and Processing Industry of the Agroindustrial Complex (November).

In case of death, we paid and provided support for funeral services.

In connection with the Victory Day, we congratulated veterans of the Great Patriotic War and concentration camp prisoners.

Together with the trade union, the company participates in the implementation of the National Strategy – Active Longevity 2030. Veterans take part in all celebrations, festivals and sports events, tourist trips, swimming pools, concerts, theatre performances.

Environmental responsibility



Environmental responsibility

In order to contribute to the preservation of the ecological balance, the company obtained ISO 14001 certification in 2024.

This international standard ensures a reduction in the negative impact of the company's production activities on the environment:

- › Establishing environmentally safe working conditions in the company;
- › Complying with international requirements for environmental protection;
- › Continually improving methods to prevent and reduce negative impact on the environment;
- › Keeping every employee aware of their responsibility for the environment and share this idea with the public.

The environmental management system was certified in accordance with CTB ISO 14001-2017 national standard and ISO 14001:2015 international standard.

The company has implemented and applies the policy of environmental protection, health promotion and work safety.



Environmental responsibility

We pay great attention to environmental protection and follow international principles in this area:

- we support an approach to the ecological issues based on the precautionary principle;
- we minimise and prevent the negative environmental impact of our activities;
- we try to use environmentally friendly technologies in our production processes.

Waste-free production

We pay attention not only to the processing of incoming raw milk, but also to the protection of the environment.

We use completely waste-free production.

Today Savushkin Product uses 100% of its production by-products (cheese and curd whey, and curd milk) and turns them into competitive and popular goods.

1,030,000

tonnes of whey
were processed by the company in 2023

Conserving resources

The company develops an annual environmental protection plan.

In accordance with the environmental management system, in order to reduce the negative impact of the company's production activities on the environment, we set target and planned ecological parameters, develop environmental protection measures aimed at the implementation of resource- and energy-saving technologies and the rational use of material and energy resources.

Energy saving

Regular power supply and improvement of energy efficiency of the fuel and power resources for production are of strategic importance for Savushkin Product.

In accordance with the Law On Energy-Saving of the Republic of Belarus No. 239-3 dated 8 January 2015, the company prepares and approves an annual energy saving plan in accordance with the established procedure.

The energy saving target for 2023, which was set at 8.7%, was achieved at 8.9%, which corresponds to 6,720 tonnes of fuel equivalent saved. Quarterly state statistical reports are submitted to the National Statistical Committee of the Republic of Belarus (Belstat) in the form of Form 4 Energy Saving (Gosstandart).

In accordance with the Regulation on the Procedure of Development, Establishment and Review of Standards for Consumption of Fuel and Energy Resources approved by Resolution No. 216 of the Council of Ministers of the Republic of Belarus dated 18 March 2016, the company develops and approves specific standards for consumption of fuel and energy resources and submits quarterly reports "Information on Consumption of Fuel and Energy Resources for Production (Works, Services)" to the Brest Regional Directorate for Rational Use of Fuel and Energy Resources.



Environmental improvement projects

The projects implemented in 2023 were related to the development of green technologies in the energy industry.

Solar power plant

Savushkin Product put into operation the first photoelectric solar power plant at the Pinsk plant with the annual economic effect of 92 tonnes of fuel equivalent. The use of renewable energy sources (in our case – sunlight) ensures the substitution of imported fuels for power generation.

The solar power plant on the roof of the company's logistics centre at the Pinsk production branch is one of the most energy-efficient in the country: it will provide an annual yield of about 240,000 kWh. The new "green" complex is the next eco-mark for the Pinsk plant. It will reduce the consumption of energy from non-renewable sources (natural gas) and significantly reduce the carbon footprint of production. In particular, carbon dioxide emissions will be reduced by more than 90 tonnes per year. On a clear day, the power generated by the complex will be sufficient to run

the to run the production compressor. It will also be enough to supply a family home with electricity for three months.

In the construction of the "green" power plant, we used 370 modern, highly efficient solar panels combined in chains of 15-16 panels each. The 2.58 m² modules are double-sided: the front part receives the sun's rays from the sky and the back part receives the reflected rays. Network inverters convert them into 400 volt industrial electricity.

Conserving resources

Waste heat recovery systems for air compressor station

The implementation of waste heat recovery systems for the air compressor station for hot water supply at the Brest production site shows an annual economic effect of 523 tonnes of fuel equivalent. This implementation provided hot water by recovering waste heat from the operation of air compressors. It resulted in a reduction of gas consumption in the boiler house for hot water supply to 455,000 m³ per year and a corresponding reduction of CO₂ emissions from fuel combustion by 723 tonnes per year.

The Ministry of Natural Resources and Environmental Protection of the Republic of Belarus issued a certificate confirming the use of electricity from renewable sources.



Conserving resources

Secondary resources

To protect the environment, we aim to recover as many secondary resources as possible from production waste. We collect production waste separately by hazard type and class to ensure environmentally safe disposal or use as secondary resources.

Waste cardboard, polyethylene, polystyrene, PET bottles, used lead-acid batteries with unmelted electrolyte, used synthetic and mineral oils, scrap metal, ferrous and non-ferrous metal waste, wood waste and other waste are **delivered for further processing**.

Reducing material consumption through cost optimisation

The company constantly carries out comprehensive activities aimed at reducing material consumption through cost optimisation. We replace multi-layer packaging with single-layer packaging without additional labels. More modern technologies are used for cheese ripening, which eliminate or minimise the use of disposable materials (polymer film, cardboard boxes, etc.).

We have implemented and maintain management systems that comply with international standards, as evidenced by the relevant certificates.

National Certificate of Compliance
No. BY/112 05.10.087.01 00103 dated 30 March 2023, valid until 29 March 2026, issued by BEL NITS Ekologiya, Republican Scientific Research Enterprise of the Republic of Belarus (inspection control for compliance confirmation is performed on an annual basis);



International Certificate of Compliance
No. BY 229505 dated 10 November 2006, valid until 9 November 2024, issued by Bureau Veritas Bel Ltd (annual verification of compliance).





Sustainable procurement



Sustainable procurement



We are working with our partners to reduce greenhouse gas emissions in the supply chain in a number of areas: optimisation of logistical deliveries to reduce fuel consumption; reconstruction of commercial dairy farms; use of new technologies; optimised collection of organic waste from animals on commercial dairy farms, etc.

100%

our main target suppliers have been assessed for corporate social responsibility.

100%

of main target suppliers of raw milk concluded typical contracts approved by all services involved during the purchase process. The contracts include provision on requirements regarding environmental protection, labour conditions and human rights.

100%

of raw milk suppliers are assessed annually by the committee and an assessment certificate is issued with critical comments and corrective actions for potential strengthening.

100%

of target suppliers of materials are regularly assessed by the company by in-house and desktop audits, and a control sheet and other assessment documents are drawn up, reflecting critical comments and corrective actions for potential strengthening. An online audit of suppliers is carried out when it is not possible to visit the company for reasons beyond the company's control.

100%

of the purchase department employees regularly undergo training to improve their skills, including training on sustainable purchasing.

Anti-corruption management

Savushkin Product maintains high standards of business ethics, cares about its goodwill and uses in its activities only the methods based on the principles of openness and humanism. All forms of corruption, including extortion and bribery, are unacceptable to us.

We maintain fair and transparent business practices, moral business standards, and establish long-term and stable relationships with all stakeholders based on mutual trust, fulfilment of obligations and openness.

We strive to create and maintain a corporate culture based on trust and intolerance of all forms of corruption, including extortion and bribery, and do not allow off-the-books payments to our employees. Salaries are paid into bank accounts at leading banks in the Republic of Belarus.

We stand for transparent business conduct and strict compliance with the requirements of national legislation, as well as the anti-corruption legislation of all partner countries. Not only internal, but also external communication relationships are built on the principles of honesty, objectivity and integrity.

The company maintains business relations with most organisations in the Republic of Belarus and abroad. These relations are based on trust and mutual respect, as well as on the conditions of precise fulfilment of contractual obligations. We use a tender system based on the principles of open competition to select our business partners for purchasing and concluding service contracts. All settlements with our partners are cashless.

In order to prevent corruption and bribery, we have implemented a special programme of anti-corruption checks of third parties; we have issued a decree dated 18 July 2007: "On Arrangement of Checks of Counterparties by Savushkin Product OJSC"; established the algorithm for checking third parties and monitoring compliance by all responsible employees. The Security Service regularly (four times a year) conducts preventive group and individual work with all employees responsible for interaction with counterparties.

The company has an Internal Audit Department, which monitors compliance with the principles of corporate governance, ensures that the company's business is conducted in a legal and transparent manner, and prevents abusive practices by counterparties, managers and employees. The department carries out scheduled and unscheduled audits of the divisions, inventories the remaining stock, searches for weaknesses in the existing business processes and offers possible solutions. All of these measures are designed to prevent non-compliance and corruption.

There have been no cases of corruption in the past five years.

Information security

We have implemented a comprehensive information security system. There is a Security Service that continuously carries out audits, strict internal controls and a series of preventive measures aimed at preventing information security breaches, using a comprehensive approach and the latest technologies.



Business ethics

100%

of employees are covered by the Corporate Ethics System. We continuously carry out collective and individual preventive activities to prevent the violation of business ethics.

100%

of employees have read the Code of Business Ethics and completed business ethics training.

A transparent system of the company's business does not allow any opportunity for fraudulent actions by employees or third parties.

*Supporting communities,
organisations,
institutions, and partners*



Supporting communities, organisations, institutions, and partners

We work closely with local authorities, public organisations and business partners to ensure that we contribute to solving economic and social problems. We regularly allocate funds to support health, education, sports, cultural and social institutions in the regions where we operate.

The company supported in 2023:

5 sports facilities and clubs

We provided money to support playing sports, health and fitness activities for the general public by organisations engaged in physical culture and sports, sports events and participation in them, modernisation of facilities, etc

The budget was
BYN 1,240,712 (USD 413,570).

8 healthcare facilities

We provided money to upgrade the facilities; purchased up-to-date diagnostic equipment, special furniture, medical devices, medical equipment, surgical instruments, means for social rehabilitation of sight-disabled people, etc.

The budget was
BYN 18,155 (USD 139,385).

8 cultural institutions

We provided funds for the development of music, variety, etc., for the support and development of folk art, festivals, cultural events and shows dedicated to the Day of Brest, for the repair of the Brest Fortress Memorial Complex, for the 13th Brest Festival, etc.

The budget was
BYN 124,220 (USD 41,407).

11 social institutions

Services, housing and rehabilitation of vulnerable social groups. We allocated funds to modernise facilities, improve the conditions of care and accommodation for the disabled, ensure more efficient functioning of institutions, support festive and creative events, purchase gifts.

The budget was
BYN 31,943 (USD 10,648).

7 educational facilities

In order to improve the facilities, we purchased modern laboratory furniture for a university laboratory (Department of Milk and Dairy Technology), an interactive touch system (Multiboard), equipment for chemistry and biology rooms, a modern set of practice-oriented equipment for the university research laboratory – Digital Engineering. We purchased state-of-the-art educational equipment for a new Cosmic Laboratory of the Baranavichy Technical Park, where children can explore the cosmos, learn the basics of robotics, 3D modelling, etc.

The budget was BYN 80,831 (USD 26,943).

Supporting communities, organisations, institutions, and partners



Promotion of a healthy and active lifestyle; beautification, improvement of urban infrastructure

On the occasion of the 30th anniversary of the All-Union Leninist Young Communist League in Baranavichy, we built a large sports ground with modern outdoor fitness equipment for amateur athletes and a playground for children. This is a continuation of a long-term project aimed at strengthening family values and healthy lifestyles.

The budget was BYN 254,000 (USD 84,667).

In July 2023, we presented a leisure centre to the children of Zarechye village, Biaroza district. This village is included in the raw material area of the company, which supplies milk.

We have also implemented other forms of necessary social support.



For the New Year, the company decorates and illuminates the surroundings of all production sites and the city park in Brest.

In 2023, the starry sky covered the New Year's tree and the 100-metre-long main avenue. The magnificent fir trees were illuminated with a soft blue light from modern projectors; we installed numerous fairy tale objects to make them even brighter. The total length of the New Year garlands in the park was about 40,000 metres. The decorated New Year's Eve park was a popular place for family outings and photo sessions among the citizens of Brest and visitors to the city.

The budget was BYN 162,000 (USD 49,700).

The total budget used for the social support was

BYN **2,456,000**
(USD 814,500)

Contacts

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