



“SYNTHESIS OF TECHNOLOGIES” LTD  
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“SYNTHESIS OF TECHNOLOGIES” LTD



## “Synthesis of Technologies” LTD is a part of Imperia Holding Company Group

### Imperia Holding activities:

- Distribution services
- Trade marketing services
- Representation services in CIS countries
- Retail trade networks
- FMCG Import
- Logistics services
- Production&packaging
- Private labels

### Imperia Holding Company Group

- Group of companies with more than 19 years history and total annual turnover of 110 million U.S. dollars
- One of the leader of distribution services market in Ukraine with strong business reputation
- Has its own logistic and packaging complex with an area of 2.5 hectares
- Strong regional distribution structures throughout Ukraine
- Cooperation with all national and regional retail networks

“Synthesis of Technologies” LTD – leading company in packaging industry

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## Key Partners of Imperia Holding Company Group



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## Imperia – more than a company

### 2017 goals:

- Be a number one in its business area
- Become transnational company
- Conduct successful IPO (Initial Public Offering) as a major step to business growth
- Set trends in the market
- Get into the top-20 of best employers
- Improve policy of equality and non-discrimination



Imperia Holding Company Group





“Synthesis of Technologies” LTD was founded in 2004

## Company activities

- Copacker and Contract Manufacturing
- Packaging, repackaging and integration into consumer packaging
- Development and promotion of promo offers
- Design, production and implementation of promo strappings, promo sets, shrink-wrapping
- Design, production and implementation of blister projects
- Promotion and producing of Private labels
- Storage

“Synthesis of Technologies” LTD

One of leading companies in manufacturing of household chemical goods, perfumes, cosmetics, hygiene goods, sanitation goods and other FMCG by repacking, packaging and integration into consumer packaging

Constant partner of leading international companies producing high quality services according to European standards

Private labels: production of air fresheners, smell absorbs, bath sponges, anti-moth substances

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## Our Mission

- Providing exceptional service to meet customer and market demands
- Developing new technologies and business process conducive to progress
- Creating new workplaces and providing employees with opportunity to achieve their potential
- Environmental protection





## “SYNTHESIS OF TECHNOLOGIES” LTD



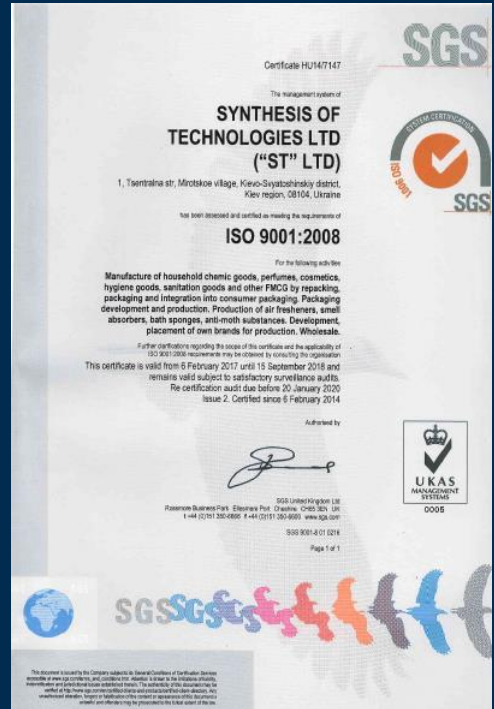
### “Synthesis of Technologies” LTD has the ISO 9001 certificate (Quality Management Systems).

**Certification:** according to the international standards of quality **ISO 9001** is one of appreciated tools, which is credible to consumers.

Certificate ISO 9001 confirms high quality of company services for our consumers, high organization of internal business process system, provides an opportunity to take part in tenders.

Certification was provided by **SGS** company\*

\*SGS is a multinational company headquartered in Geneva, Switzerland which provides inspection, verification, testing and certification services. It has more than 35,000 employees and operates over 2,000 offices and laboratories worldwide.



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## Quality policy

**The aim of our quality policy is achieving maximum satisfaction of customers and consumers needs by means of:**

- Constant consumer demands monitoring, high quality of goods and services, expansion of product line according to market trends and improvement product eco-characteristics
- Expansion of product lines and development of more ergonomic design of private labels
- Expansion of products' market and services in Europe and CIS countries



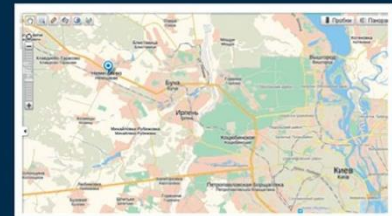


**Our manufacture and warehouse complex is located at Warsaw highway, 20 kilometers from Kyiv**

Total plant area is 2,5 ha. Half of the area is used for logistic services, which meet high standards:

- Modern manufacturing&warehouse facilities totalling 3400 sq.m.
- Production facility №1 totalling 800 sq.m.
- Production facility №2 totalling 400 sq.m.
- Local Warehouse totalling 800 sq.m.

**The complex is under control of own security service**





**Manufacturing&warehouse capacities are 3810 pallet positions**

**Local warehouse capacities are 1000 pallet positions**

- There are stackers, reach trucks, pallet trucks
- On the other part of the territory (an area of more than 1 hectare) it is planned to construct new office and storage buildings with an area of 8,000 sq.m.

### **The warehouse capabilities:**

- Multitier racks as well as video cameras with 24-hour video monitoring
- The ability to view the work of the warehouse and production facility from different angles
- Videorecording the work of the warehouse and the production facility in case of force majeure
- Fire signal system, supply and exhaust ventilation systems with heat recovery





## Our goals in 2017

- Automatization of technological processes (reducing 20% production expenses per unit)
- Private label development (releasing additional 50 SKU)
- Expansion the worldwide market (15% of the total our company turnover)
- Moving to new version of quality management system ISO 9001:2015 standard with integrated management system OHSAS 18001 (occupational health and safety)





## Our Guiding Principles

Our reputation is built on trust and respect

We strive for continuous improvement to comply with high standards of corporate behaviour towards everyone we work with, the communities where we operate, and the environment on which we have an impact

We are required to comply with all national laws and regulations. We conduct our operations with honesty, integrity and with respect for the human rights and interests of our employees. Our values inspire us to sustainable growth

We are partnering with Suppliers Ethical Data Exchange (SEDEX) to identify assess and manage the social and ethical risks in our supply chain.



## Labour and Human Rights

- We provide safe and healthy working conditions for all employees
- Employees are treated with equal respect and dignity and provided with the opportunity to develop themselves and their careers
- We work with respect for human rights and non-discrimination
- We provide safe operation of the object and necessary sanitary and hygienic conditions of employees





## Safety, Health and Environment

- Safety is significant priority for our company. We comply with all applicable national and local laws and regulations relating to worker safety and protection
- Every employee must know and follow all health and safety rules, policies and procedures in their work area. Experienced leader for Safety ensures that Safety regulations are applied and employees are provided with adequate training and necessary safety equipment
- We aim to rational use of the natural resources, reduction of the quantity of production waste and timely disposal
- We constantly improve in the field of environmental protection





## Business Ethics

We behave accordingly to our corporate values and principles in every operation

- We are open, honest and reliable when working with our customers, consumers and the communities where we have an impact. We never commit fraud, pay bribes or cheat
- We are committed to establishing mutually beneficial relations with customers and business partners
- We work in an environment where equal opportunities to succeed are provided
- We are accountable — individually and in teams — for our behavior, actions and results





“SYNTHESIS OF TECHNOLOGIES” LTD



Looking forward to seeing you at our production

### “Synthesis of Technologies” LTD

1, Tsentralna str, Myrotske village  
Kyiv region, 08104, Ukraine

Tel.: +38 (044) 492-09-74

Tel.: +38 (067) 219-13-76

E-mail: [sintez@imperiaholding.com](mailto:sintez@imperiaholding.com)



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