

Global Compact Communication on Progress 30/11/2013 PKE

Addit BV  
 Contract Manufacturer  
 Archimedesweg 2  
 Industrienummer 4145  
 5928 PP Venlo  
 T: +31(0)773203400  
 F: +31(0)773874535  
 E: [info@addit.nl](mailto:info@addit.nl)  
 I: [www.addit.nl](http://www.addit.nl)



Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<p><b>1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;</p>	<p><b>Assessment, Policy and Goals</b>                      Addit BV explicitly supports the United Nations' Universal Declaration of human rights.  <b>Progress / Implementation:</b>                      In our policy the human rights are integrated en respected.  <b>Measurement of outcomes:</b>                      In 2012 and 2013 (until this publication) there were no reported incidents to human rights abuse.</p>
<p><b>2:</b> and make sure that they are not complicit in human rights abuses.</p>	<p><b>Assessment, Policy and Goals:</b>                      All employees of Addit BV comply to the United Nations' Universal Declaration of human rights.  <b>Progress / Implementation:</b>  <b>Measurement of outcomes:</b>                      In 2012 and 2013 (until this publication) there were no reported incidents to human rights abuse.</p>
<p><b>3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p><b>Assessment, Policy and Goals:</b>                      Addit BV has organized it's processes in such a way that employees are able to develop themselves by participating in networks outside the company.  <b>Progress / Implementation:</b>  <b>Measurement of outcomes:</b>                      The Addit BV workforce is fully covered under collective bargaining agreements.</p>

<p><b>4:</b> the elimination of all forms of forced and compulsory labour;</p>	<p><b>Assessment, Policy and Goals:</b>  All employees of Addit BV work for the company out of free will. Nobody is forced to work for Addit BV and we prohibit the use of any forced labour, including slavery, servitude, or prison labour. Addit BV supports the movement to eliminate all forms of forced and compulsory labour in any form.</p> <p><b>Progress / Implementation:</b>  No specific actions were taken regarding the elimination of all forms of forced and compulsory labour, either minors or adults, at Addit BV in the last year.</p> <p><b>Measurement of outcomes:</b>  In 2012 and 2013 (until this publication) there were no reported incidents regarding forced or compulsory labour.</p>
<p><b>5:</b> the effective abolition of child labour;</p>	<p><b>Assessment, Policy and Goals:</b>  Addit BV does not employ children or support the use of child labour nor will do business with companies, which could be associated with child labour.</p> <p><b>Progress / Implementation:</b></p> <p><b>Measurement of outcomes:</b>  In 2012 and 2013 (until this publication) there were no reported incidents regarding child labour.</p>
<p><b>6:</b> and the elimination of discrimination in respect of employment and occupation.</p>	<p><b>Assessment, Policy and Goals:</b>  Addit BV's policy states that the company views as unacceptable any form of harassment or unfair or unlawful discrimination based on race, age, gender, colour, sexual orientation, disability or national origin, whether by employees, temporary employees, managers, customers, vendors or Addit BV companies' visitors.</p> <p><b>Progress / Implementation:</b></p> <p><b>Measurement of outcomes:</b>  In 2012 and 2013 (until this publication) there were no reported incidents regarding discrimination in any form.</p>

<p><b>7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p><b>Assessment, Policy and Goals:</b> Regarding a precautionary approach to environmental challenges and risks Addit BV has implemented the ISO 14001 guidelines and undergoes a external audit yearly to assure its (re) certification. ISO 14001 guarantees a professional environmental management system (EMS) with the objectives and procedures for evaluating progress, minimising negative impacts or risks and transferring good practices.</p> <p>Furthermore the company is supported by a professional external party, which advises on sustainable use of natural resource, energy use and (new) production technologies.</p> <p><b>Progress / Implementation:</b></p> <ul style="list-style-type: none"> <li>- Awareness raising of employees</li> <li>- Activities aimed to reduce waste materials (e.g. recycling) and consumption of resources (energy, fossil fuels, water, electricity, paper, packaging, etc.)</li> <li>- Raise awareness with our suppliers regarding their EMS and intending to audit these aspects in the future.</li> <li>- Measure and report environmental impacts in a number of areas including raw material use, energy consumption, greenhouse gas generation, water use and discharge and waste generation and disposal.</li> </ul> <p><b>Measurement of outcomes:</b> Ongoing; reduction of energy usage of &gt; 10% realized</p>
<p><b>8:</b> undertake initiatives to promote greater environmental responsibility;</p>	<p><b>Assessment, Policy and Goals</b> <b>Progress / Implementation:</b> Addit informs their suppliers and customers regarding usage of alternative materials, optimization of logistics and re-usage of materials.</p> <p><b>Measurement of outcomes:</b> Ongoing.</p>
<p><b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.</p>	<p><b>Assessment, Policy and Goals</b> <b>Progress / Implementation:</b> Addit stimulates suppliers of machines which Addit invests in to develop environmentally friendly machines.</p> <p><b>Measurement of outcomes:</b> Ongoing.</p>

<p><b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p><b>Assessment, Policy and Goals:</b> Addit BV's policy states that the company views as unacceptable any form of corruption, extortion and bribery whether by employees, temporary employees, managers, customers, vendors or Addit BV companies' visitors.</p> <p>Quarterly / yearly audit of the companies financial procedures by a professional external party which reports to the CEO.</p> <p><b>Progress / Implementation:</b> <b>Measurement of outcomes:</b> In 2012 and 2013 (until this publication) there were no reported incidents of corruption.</p>
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