



**B&S**

**United Nations Global Compact**

**Communication on process 2011**



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## Contents

<b>LETTER OF THE CEO</b>	<b>3</b>
<b>GOOD PRACTICES AND SOCIAL RESPONSIBILITY</b>	<b>4</b>
<b>HUMAN RIGHTS PRINCIPLES</b>	<b>6</b>
<b>LABOUR PRINCIPLES</b>	<b>6</b>
<b>ENVIRONMENTAL PRINCIPLES</b>	<b>7</b>
<b>ANTICORRUPTION</b>	<b>7</b>



in good hands

United Nations Global Compact

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## B&S Communication on progress 2011

Dear fellow stakeholders,

I am very pleased to present a first update on Corporate Social Responsibility for our company B&S.

In September 2010, B&S joined the UN Global compact and committed itself to integrating the ten principles into its daily work. After one year of membership we share a first update. This report therefore provides a first glance of the various actions that were taken by the company since we became a member of the United Nations Global Compact.

Our company is fueled by a proud heritage and driven by strong principles for quality, honesty, and integrity. On these principles we earned the respect of our stakeholders and conducted our business.

"We strive to maintain good relationship with all our stakeholders and the community. We further continuously strive to an enterprising, well-respected and trustworthy organisation that makes a sustainable contribution towards society. In the interest of all stakeholders we try to achieve an optimum balance between our achievements in the field of long-term sustainability and our company's core objectives." This is how we described our principles for good business practice in the company's 'Code of Conduct' that was reviewed and revised last year, shortly before we entered the membership.

The membership has brought a further process in motion, starting with a research on the status of Corporate Social Responsibility within our company. The conclusion of the research gave good confirmation that the company is continuously making progress with respect to Corporate Social Responsibility activities.

Overseeing the actions that were taken in the course of last year, I see the outcome of the research as an excellent foundation for the next steps on the CSR road. In this respect, I confirm our continued support to the 'Ten Principles of the United Nations Global Compact'.

Bert Meulman  
CEO  
B&S B.V.

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## Good practices and social responsibility

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The Company is focused on generating added-value for all its stakeholders: clients, shareholders, suppliers and all its other business partners.

It is the responsibility of our Company to continuously apply sustainable practices in order to rank among the leading enterprises in our industry.

The Company strives to maintain good relationships with both its direct stakeholders and the community in its immediate vicinity. We further continuously strive to an enterprising, well-respected and trustworthy organisation that makes a sustainable contribution towards society.

In the interest of all stakeholders we aim to achieve an optimum balance between our achievements in the field of long-term sustainability and our Company's core objectives.

To this end the Company constantly invests in the most up-to-date logistics facilities, innovative logistic concepts and ICT solutions and seeks improvements to entrepreneurial policies, working methods and best practices so as to enhance its leading positions in its respective markets.

Safe working environments and a professional Corporate Code of Conduct are priorities in our day-to-day working methods. During 2011 we have been awarded with the ISO22000, a proof of our professionalism and responsible approach towards food safety and transparency.

### Mission

We aim to be the preferred partner for niche markets around the globe, which need consumer goods delivered to the right place at the right time.

### Vision

Our vision is to be the leader in the consumer goods wholesale industry. We continuously strive to increase the strength of our concept assortment, operations management and delivery ability.

## Human Rights principles

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Our company is a modern and professional company that adheres to national laws, rules and regulations in the countries that we are active in. With respect to the working conditions of all our staff members, we offer the best possible conditions, which exceed the ILO labour conventions at the minimum.

Our company respects the human rights and always treats people with respect and human dignity. Moreover our company has never been involved in any child labour, nor any forced labour.

Our overall view on 'working conditions and working environment' was described in the Company's 'Code of Conduct'. We make reference to this section as well.

In the past year, we continued the high values for these principles.

## Labour principles

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The success of the B&S organisation is based on the dedication, entrepreneurial involvement, creativity and passion of our employees.

This is why we pay considerable attention to human resource management within our Company. Career development, recruitment, retention, training, safety, quality and personal well-being of the Company's staff are considered key priorities within our firm.

Our overall view on 'working conditions and working environment' was described in the Company's 'Code of Conduct', which amongst others comprise of the following main aspects.

- The principles of equal opportunities are well embedded in our Company's approach and objectives in respect of our workforce. Recruitment of staff is done on the basis of equal opportunity, irrespective of gender, marital status, sexuality, color, sex, ethnic origin, religion or physical ability.
- Employees are entitled to become a member of a trade union or works council.
- The safety and quality of employment conditions are a high priority. Our policy is to offer our workers a healthy and safe working environment.
- All our staff members have standard working hours, based on local regulations and industry standards and are in accordance with the ILO conventions.
- All our staff members are fairly compensated for their work in line with local minimum requirements set by law and by industry standards in relevant countries as well as by ILO conventions.

For further details, we make reference to this section of the 'Code of Conduct' as well. In 2011, the company has made further progress in social reporting, comprising all sort of social developments and statistics that provide in-depth information on all the relevant Human Resource Management aspects. On these aspects will be reported in great detail, in the Company's Annual Report.

## Environmental principles

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B&S considers itself as a green company. We take good care for the environment by exceeding the regular compliance with local environmental regulations. If possible, our company is committed to adopt practices of reduction, reuse, recycling and recovery.

### Green investments

Our investments in warehouses and offices are done in accordance with the most modern standards, whereby we try to save energy and use recycled material, a great example is our facility in Dordrecht, constructed with recycled concrete.

### Material use in the office and stores

In our facilities and retail locations several measurements have been taken place, Our military shops in the Netherlands (Brunssum and Eibergen) are not printing flyers every two weeks anymore; we have decided to send the offers online to our clients. This step was announced online as well in [www.bs-centralstore.com](http://www.bs-centralstore.com)

For our airport store Shop&Fly other measurements have been taken: normal plastic bags have been substituted for 100% recyclable bags and the flyers (valid for 2 months) are printed in FSC paper.

The rest of printed material used by B&S: other flyers, company brochures, annual report and business cards among others is 100% FSC paper.

## Anticorruption

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Our company is used to do business on the basis of honest and ethical management, trust and integrity. We expect the same from everyone with whom we do business.

In the company's "Code of Conduct" we addressed the following main aspects:

- Our Company will not accept any influence in the decision making by people based on promises, gifts, bribes or kickbacks, or by any other measure that is unethical or that will tarnish our reputation for honesty and integrity. Even the appearance of such conduct is to be avoided.
- Our integrity should be beyond all doubt. In view of the important social role of our Company, it is imperative that all our employees comply with the legislation and regulations of the countries in which we are active and also comply with the values and standards that apply within our Company and which have been laid down in this Corporate Code of Conduct.
- Our Company will not cooperate in illegal transactions or transactions suspected to aim on the laundry of money.

For further details, we refer to the 'Code of Conduct.'

The company is focused on the wholesale of and trading in luxury and fast moving consumer goods in niche markets, such as liquors, food, cosmetics, tobacco etc. We pursue long-term relationships with over 16,000 clients. With our main clients (particular in the field of we sensitive products) we are used to comply to audits and 'know your customer' procedures in order to avoid anticorruption. Similar as in previous years audits were passed successfully.