


## United Nations Global Compact – Communication on Progress (COP)

### Statement of continuing support by the Managing Director

In November 2011 JCL Logistics The Netherlands BV have committed themselves to support the ten principles of the UN Global Compact.

I am pleased to confirm that JCL Logistics The Netherlands BV reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption. In this Communication on Progress we describe our actions to continually improve the integration of the Global Compact and its principles into our company strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Erwin Cootjans

Managing Director

### Description of practical actions

#### 1 Human rights

##### 1.1 Assessment, Policy & Goals

JCL Logistics The Netherlands BV respects and actively supports the Universal Declaration of Human Rights. The respect for human rights is integrated in both internal and external operations. Internally, our detailed Human Resources Handbook clearly describes rights and responsibilities of employees and management. The handbook contains a separate guideline on equal rights and anti-discrimination that lists potential aspects, such as access to training and information, with defined responsibilities of employees, human resource department and management.

##### 1.2 Implementation

All employees are subject to a detailed year-end-meeting with their manager. If requested, there is also the option to have this meeting with participation or face-to-face with a confidant representative of the Human Resources department.

### 1.3 Measurement of outcomes

JCL Logistics The Netherlands BV has not received any complaints from employees, suppliers, business partners or customers in relation to any human rights violations, nor has it been involved in any investigation, legal case or incident involving human rights.

## 2 Labour

### 2.1 Assessment, Policy & Goals

All working conditions are defined not only through our detailed Human Resources handbook, but the legal framework is also given, where applicable, through the Dutch logistics union guidebook ("CAO=collectieve arbeidsovereenkomst"), covering all work-related topics like wages, working hours, benefits, workplace health & safety, etc. In addition to that we strive continually to assess our employees' skills, goals and training requirements and to provide guidance or training to support the personal development of each individual.

### 2.2 Implementation

Since the beginning of 2012 every member of the staff on all levels is trained in the JCL Academy (Drivers, warehouse staff, office staff, managers and directors). There are various specific courses for each group available and every staff member is expected to participate in the courses. To further encourage participation, all courses are held during normal working hours.

JCL is an officially certified training company that is audited and licensed to employ and train students who are looking for a career in logistics.

Every branch of JCL Logistics The Netherlands BV is subject to several independent external audits per year. Although they are mostly quality audits, like HACCP (food), GMP+ (animal feed) or SQAS (chemicals), each of them also requires information about health and safety and work conditions, which allows us to receive a neutral assessment of our working conditions.

### 2.3 Measurement of outcomes

Part of the internal training is a Personal Development Plan ("Persoonlijk Ontwikkelings Plan" – POP). Based on this self-assessment of each individual's goals and ambitions, a Personal Action Plan ("Persoonlijk Actie Plan" – PAP) is created. This is filled and discussed together with the responsible manager. The purpose is to assist the employee (e.g. with internal or external training) in reaching the goals defined in the Personal Development Plan.

Agency workers are being introduced in full detail and are also given clear information regarding working hours and expectations. They have the same rights and access levels to facilities as regular workers in a similar position.

JCL Logistics The Netherlands BV has not been involved in any investigations or legal cases related to the UN Global Compact Labour principles and it has not been subject to any health and safety statutory notices in the last year.

### 3 Environment

#### 3.1 Assessment, Policy & Goals

JCL Logistics The Netherlands BV has a detailed environmental policy that is communicated to staff, customers, suppliers and other stakeholders on all levels. Focus on sustainability is a fundamental part of the company's mission and vision. It is lived throughout the company and is present at all levels.

#### 3.2 Implementation

JCL is one of the first members of Green Freight Europe, an initiative of European shippers and transport companies that aims for creating a neutral platform for analyzing and evaluating GHG-emission measure and reduction initiatives.

JCL is actively participating in several workgroups and sends delegates to various meetings and exhibitions to be up-to-date about new developments in the logistic markets.

JCL operates an own fleet of more than 300 trucks, which are since Q3 2012 all classified according to the latest lowest emission class Euro V. The first EURO VI vehicles (that are not available yet), will be added to the truck fleet by the end of 2012.

All employees are instructed to avoid waste wherever possible. Waste is always separated in both the warehouse and office areas, and recycled wherever possible. Information about environmental issues are published and updated regularly on every notice board on every floor and in the warehouse area.

We measure the carbon footprint of the transport for every key customer. Every continuous improvement proposal that we make to these customers also always evaluates the impact on GHG emissions.

#### 3.3 Measurement of outcomes

We promote and support environmentally friendly modes of transport, such as rail, barge and short-sea, and achieved Co2-emission-savings in several areas and for various customers.

##### Examples of Co2-emission-saving-projects:

JCL participates as one of five partners in a rail-service to Italy called "Shuttlewise", which we use on a daily basis with several vehicles.

Analysis has shown that through using this rail service, we save on every journey approximately 390 kg of Co2-emission, which cumulates in a year a saving of 45% (compared to traditional road transport) or more than 195 tons of Co2.

For a pharmaceutical customer we have initiated several projects, for example:

- switch to environmentally friendly modes-of-transport, such as rail, barge or short-sea
- reduce transport frequencies (and transport mileage)
- Use smaller vehicles for lower-volume-transports
- Increase vehicle utilization through innovative ways of load securing

Overall, we will have managed in 2012 to reduce this customer's Co2-emissions by 35% and avoid a total of Co2 emissions of 1.950 tons.

For an electronics customer we have re-designed the supply chain to send vehicles to Russia instead of by road via short-sea (Rotterdam – St Petersburg). With this measure we save between 500 and 630 kg of Co2 emissions, which will amount to an annual saving in 2012 of more than 400 tons of Co2 emissions.

Our warehouse premises are built and maintained according to the latest economical standards. This includes natural lighting, speed-reduced forklifts, moving-sensitive lighting in the offices and energy-saving sanitary installations.

We are certified and audited by many authorities. Amongst others, several of our branches have recently successfully completed the ISO 14001 environmental re-audit.

## **4 Anti-Corruption**

### **4.1 Assessment, Policy & Goals**

JCL has clear guidelines with regards to unlawful behavior, including corruption and bribery. The organization does not engage with customers, suppliers or any business partners which are known to have a track record of corruption.

### **4.2 Implementation**

Employees are encouraged within our "Whistleblower"-policy to report any unlawful behavior in a confidential manner through our HR-department to the Managing Director. This explicitly includes cases of attempted bribery or corruption.

### **4.3 Measurement of outcomes**

JCL Logistics The Netherlands has agreed codes-of-conduct with many business partners and customers, that often include clauses about anti-corruption and are always accepted and signed by the management. National rules of anti-corruption are strictly monitored by Dutch tax authorities. JCL Logistics the Netherlands BV has never been involved in any investigations or cases of corruption or bribery.