

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

ASR Nederland N.V.

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Subject United Nations Global Compact
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Dear Mr. Secretary General,

ASR Nederland N.V. decided in 2011 to support the ten principles of the Global Compact with respect to human rights, labour standards, protection of environment and anti-corruption, and to advance those principles within our company.

We are today happy to confirm our continued support for the Global Compact and renew our ongoing commitment to the initiative and its principles.

ASR Nederland wants to make a clear statement of this commitment to its stakeholders and the general public. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP). In this our first annual COP we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

On behalf of all ASR Nederland employees, very truly yours,

ASR Nederland N.V.



J.P.M. Baeten
CEO

I. Human Rights Principles

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2	make sure that they are not complicit in human rights abuses

Assessment, Policy and Goals

At ASR Nederland N.V. we adhere to the Universal Declaration of Human Rights. ASR Nederland N.V. core values underline the profound respect that we have to every person, whether an employee, a client or a business partner. Those values are embedded in our Corporate Social Responsibility which is published on our website, to make our position clear for all our suppliers, employees and partners.

Implementation and Measurement of Outcomes

ASR Nederland N.V. respects and protects the Human Rights in our daily operations and encourages all our relations to do the same.

Internally, we have a range of Human Resources Policies which reflect ASR Nederland N.V. pro-active stance on human rights, including our Equal Opportunities policy, the right to work for a fair wage, a safe environment, the right to join a trade union, etc. As complement to these policies, ASR Nederland N.V. has established different roles to support all employees to improve the work environment. These roles are available both internally, with the Ombudsman, as externally with a Confident Person and the Company Social Worker.

ASR Nederland N.V. has not received any complaint from employees, business partners or clients in relation to potential Human Rights violations, nor was the organization involved in any human rights incidences during the reporting period.

Towards external relations ASR Nederland N.V. shows full endorsement to the Human Rights in the business dialogues and by implementing different policies as the voting policy or the Socially Responsible Investment Policy. ASR Nederland N.V. signed the United Nations Principles for Responsible Investments (UNPRI) in 2011 and we shall always verify, with the support of an independent international screening institute, that the companies included in the investment portfolio are not involved in Human Rights abuses.

II. Labour Principles

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4	the elimination of all forms of forced and compulsory labour;
Principle 5	the effective abolition of child labour; and
Principle 6	the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

ASR Nederland N.V. strives to create a positive working environment for its employees. A working environment where all colleagues – wherever they come from – feel at home and have the chance to grow. In different ways we strive to bring diversity to our company. Employees are encouraged to be active in various networks, to achieve personal growth and vision. And we also pay a great deal of attention to equal treatment of each employee.

Implementation and Measurement of Outcomes

ASR Nederland N.V. employs about 4,500 people. All employees are granted a contract of employment clearly stating the terms and conditions of the contract, including the pay rates. The contracts are fully regulated in the framework set at the ASR Nederland N.V. Collective Labour Agreement which is provided to all the employees, containing information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures. ASR Nederland N.V. has a 100% compliance on approved employment contracts.

ASR Nederland N.V. has a broad set of specific policies to grant a respectful and good working place for all ASR employees, for instance Flexible Working policy, Pregnancy, Illness, Training and career development, etc.

ASR Nederland N.V. encourages the right to assemble. All employees are represented by the Working Council with 19 members from all different business areas. In addition there are other active networks, representing different employee bands: Colorful Ambitions (for bicultural employees), M! (for female employees), Nexus (for younger employees up to 36 years old), ASR Talent pool (for talented and ambitious employees), Secretaress-Netwerk (for secretarial employees) and VrouwenNetwerk 7² (for female employees above 49 years old).

Good working conditions are crucial for ASR Nederland N.V. A health and safety committee is responsible, among other, for the preparation and implementation of the annual plan for occupational health.

One of the business functions from ASR Nederland N.V. is Asset Management. From this function, we follow our Socially Responsible Investment policy over all our investment portfolios and take action towards those companies identified as breaching seriously these labour rights.

III. Environmental Principles

Principle 7	Businesses should support a precautionary approach to environmental challenges;
Principle 8	undertake initiatives to promote greater environmental responsibility; and
Principle 9	encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

ASR Nederland pays big deal of attention to the Environment and has outlined a clear course of action in order to minimize the burden to the environment as much as possible. We have active policies regarding resources, energy and water efficiency, procurement, waste management, mobility and CO2 emissions, amongst others.

Implementation and Measurement of Outcomes

In 2008 we signed the 'Long-Term agreement 3'. This kind of long-term agreement by the government with the private sector includes agreements to reduce energy, sustainable purchasing, improving data centre and purchasing green energy. The goal of 'Long-Term agreement 3' is to save 30% energy per FTE by 2020.

We are working to achieve this through a number of measures, including:

- Long term Energy Storage: Energy is saved at our headquarters in the Netherlands, by using a system that draws energy from the earth.
- No Carbon footprint: In April 2010 we signed an letter of intent to participate in the Utrecht Energy Covenant. This agreement aims to reduce CO2 emissions. As it turns out, our CO2 emissions are largely caused by mobility. We will investigate how and why, and take concrete measures to reduce the impact on the environment. We have the ambition to have no carbon footprint in 2030.
- Building and office equipment: Partly for environmental reasons, we have chosen to renovate the current headquarters instead of a new building. Renovation starts mid 2012 and should be finished at the end of 2015. We encourage recycling for office supplies. Used furniture and office equipment are promoted internally. Whatever remains is sent to Stichting Betuwe Wereldwijd (Foundation Betuwe Worldwide), who mainly use these office supplies for developmental projects in African countries.
- Reducing paper use: Since the start of the project Volledig Digitaal (Fully Digital), ASR has seen a significant reduction in the amount of prints with more than 10 million in the last 2 years.
- Sustainable procurement: Sustainable business means that ASR purchases sustainable goods. An important principle is to reduce the environmental impact of used goods and services. Whereby we take note of international human rights in the entire production process. Sustainability plays an important role in all new contracts and revisions of contracts. Thus, the coffee we drink has the Fair Trade label and we use FSC certified paper.

IV. Anti - Corruption Principles

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery
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Assessment, Policy and Goals

Integrity is a vital part in the way to conduct business at ASR Nederland N.V. Naturally, all ASR employees are expected to abide laws, regulations and ethical standards. Human Resource policy as well as the Code of Conduct of ASR Nederland N.V. The personnel of ASR Nederland N.V. can not accept any form of corruption. Therefore, neither employees nor member of the Management accept remuneration outside of the agreed quotation unless it is formally agreed upon.

Implementation and Measurement of Outcomes

For ASR Nederland N.V. it is key to have and to actively show an integer code of conduct at all levels in the organization.

The goal of Compliance is to promote and monitor the integrity of the management of ASR Nederland N.V. and to monitor the reputation of ASR Nederland N.V. and its brands. To ensure this behaviour we have developed a number of policies which promote the awareness and provide a framework to employees and business partners where they could also report any potential breach in the desired way of conduct. We have an extensive Compliance Charter, with specific integrity policies for the following themes: employees, clients, intermediaries, mediators, financial services role and organization behaviour. Examples of these policies are: the Integrity code, the Suppliers policy, Insider trading regulation, Whistle blower procedure, Incentive policy, etc.

Failure to observe the rules of conduct will be considered as a serious breach of the trust that the employer has on the employee, and will lead to disciplinary actions, including the termination of the contract. Compliance produces quarterly reports and ad-hoc reports which are discussed by the Executive Board and/or the Audit Committee.

There have been no cases of corruption being detected in the line of our work over the course of the reporting period.