

Helios

Food service solutions

Global Compact

Communication on progress

From start of participation (July 2006) to July 2008

Letter of support

At Helios we acknowledge the social and environmental challenges we are facing today. As a company we strongly believe in a conscious approach. This consciousness is not limited to the people within our company, but is also extended to the people outside the company but inside our sphere of influence: the supply chain. We strongly believe that progress can be most effectively achieved in joint effort.

Within this conscious approach the Global Compact is of high value for us. Not only do we fully support the ten principles, the Global Compact also gives us direction in developing, implementing and improving our sustainability policy. We will therefore continue our support to the Global Compact and we will keep on developing and improving our results on the ten principles.

Jons Hensel, CEO Helios

July 30, 2008

Human Rights

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

The internationally proclaimed human rights are incorporated in the Dutch national law. Helios respects and operates conform the national law.

Helios values the internationally proclaimed human rights and wants to stimulate its support throughout the supply chain. Currently, the company is developing a code of conduct for her suppliers. In this code of conduct the topic of human rights will be addressed and requirements for suppliers will be formulated.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

The Dutch national law grants the freedom of association and the right to collective bargaining, which is effectively recognized by Helios. Being a small company with approximately 50 employees, a separate works council is not in place. However, the Human Resources department facilitates the distribution of information and functions as

the contact desk for questions, ideas and complaints. During the periodic management meetings social issues are addressed as well.

Complaints can also be submitted through the general complaint system that is active at Helios. Currently this system is being digitalized, which will optimize the complaint handling as well as the monitoring of the results.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

The Dutch national law prohibits all forms of forced and/or compulsory labour. Helios respects and operates conform the national law and is not involved in any form of forced labour.

As mentioned before, complaints can be submitted through the general complaint system at Helios, which is currently being digitalized. Until now, no record of complaints concerning forced labour exists.

Because Helios wants to create awareness about forced and compulsory labour throughout the supply chain, the company is currently developing a code of conduct for suppliers in which the topic will be addressed.

Principle 5: Businesses should uphold the effective abolition of child labour

The Dutch national law prohibits child labour. Helios respects and operates conform the national law and is not involved in child labour.

As mentioned before, complaints can be submitted through the general complaint system at Helios, which is currently being digitalized. Until now, no record of complaints concerning child labour exists.

Because Helios wants to create awareness about child labour throughout the supply chain, the company is currently developing a code of conduct for suppliers in which the topic will be addressed.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

The code of conduct that is currently being developed will address discrimination. In the meantime, complaints can be submitted through the company's complaint system. Until now, no record of complaints concerning discrimination exists.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Helios acknowledges the environmental challenges the company and the industry are facing today.

Concerning her core business, food service solutions, Helios has developed eco-friendly products that can be delivered to customers at request. Furthermore, the company herself is operating climate neutral. Through offsetting projects the emissions produced by the company herself and by her employee's business flights are compensated.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Helios is promoting greater environmental responsibility in different ways, both within the company as with her customers as well.

One of the actions taken on the promotion is the appointment of a responsible person for the environmental approach of the company. This person is responsible for monitoring and warranting the environmental performance of Helios. Furthermore, this employee is developing an action plan on environmental issues.

Furthermore, Helios is trying to promote greater environmental responsibility with her customers. During the product presentations, eco-friendly products are explicitly brought under the attention of customers. Even more, Helios has developed a tool to calculate the carbon footprint of her products. The calculations have been performed for several of the products, and will be done for the other products at request. These calculations give the customers insight in the environmental impact of the products they are purchasing and help them make environmental responsible decisions.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Helios has been granted an allowance by the Dutch national government. This allowance will support Helios in performing a research on the eco-friendliness of the materials in the food service industry. This will help Helios and the industry in identifying the most eco-friendly materials and thereby in facing some of today's environmental challenges.

Anti-corruption

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

As mentioned before, complaints can be submitted through the general complaint system at Helios, which is currently being digitalized. Until now, no record of complaints concerning corruption exists.

Because Helios wants to create awareness about corruption throughout the supply chain, the company is currently developing a code of conduct for suppliers in which the topic will be addressed.