

Royal Auping – Communication on Progress



It is our conviction that good sleep is fundamental for a healthy and energetic life.

We consciously strive for sustainable relationships with the environment, our stakeholders and the individual

With passion and curiosity we work on the ultimate sleep comfort of tomorrow

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Stand alone document – Basic COP Template

Statement of continued support by the Chief Executive Officer

Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

15 July 2014

To our stakeholders:

I am pleased to confirm that Koninklijke Auping 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 annual Communication on Progress, we describe our actions to continually improve the integration of 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.

Sincerely yours,



Aart Roos

CEO Koninklijke Auping bv

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

Our policy:

Auping acknowledges the importance of supporting and protecting the UN Human Rights Charter.

Activities implemented:

- _ Auping provides a safe and pleasant working environment to all its employees.
- _ Auping has incorporated the UN Global Compact code in its Code of Conduct.
- _ Auping has successfully implemented flexworking, allowing its employees to balance private life with working time more efficiently.

Activities planned:

- _ In progress

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

Auping has incorporated the ILO Core Conventions as part of its Supplier Code of Conduct.

All our employees are issued with a contract of employment which clearly states their terms and conditions including wages, working hours, leave, benefits etc.

Auping has an active works council and encourages employees to participate in this.

Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

Examples

Auping has an active Health and Safety program in which all employee's are encouraged to report safety issues.

Measurements of Outcomes

Auping has received no grievances or complaints from employees or others in relation to (potential) labour rights violations, nor has Auping been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles. Auping has measured employee satisfaction successfully.

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

Auping is a Cradle to Cradle company. We strive to have our products C2C gold certified by 2020. We consciously strive for sustainable relationships with the environment, our stakeholders and the individual.

Examples

- We assess annually the footprint of our production site.
- Our Strategic Partners are asked to sign our Code of Conduct which is based upon the 10 principles.

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents.

Examples

- We operate within a factory site in which we have incorporated numerous environmental positive solutions such as Earth warmth, earth cooling, Day light catching.
- We actively are re-shoring products to The Netherlands to start a circular business approach.

Measurements of Outcomes

The Auping factory scores above 8 on all measurements in the GPR building assessment GPR Building assesses both the environmental impact, energy performance and the design quality of new and existing buildings on five indicators is measured a GRI norm of above. We have launched products based upon PET recycled fabrics.

Anti-Corruption Principles

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

Assessment, Policy and Goals

Auping stands for fair business and avoids any form of corruption.

Auping is committed to comply to all relevant business laws.

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

Examples

- An Anti-Corruption statement has been incorporated in the Auping Supplier Code of Conduct.

Measurement of outcomes

Auping is undergoing complete financial auditing at least once a year. Furthermore a proper separation of the ability to order and the ability to pay ensure that suspicious corrupt behaviour can be quickly identified.