

Communication on Progress report

UN Global Compact Network

Period from December 2014 until December 2015

General

This communication covers the period from December 2014 until December 2015.

Statement of continued support by the Chief Executive Officer (CEO)

Diegem, September 10th 2016,

To our stakeholders:

Concerning: Continued support UN Global Compact Network

I am pleased to confirm that Independent Moving Company NV 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,

Bart Coppens,
Gedelegeerd bestuurder
Independent Moving Company NV

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

Human rights are already relatively good preserved in the legislation in Western Europe and Belgium. The first step is to make sure we enforce the application of these rights by respecting the local and national legislation in our internal operations and with our suppliers.

- Reference to (statement of support for) the Universal Declaration of Human Rights or other international standards are already present in our internal employee guidelines.
- Our company has policies on topics as (sexual) abuse, non-discriminations,...
- We have policy in place to check basic rights with our subcontractors
- In 2015 our policies were checked and no major issues were discovered. The goal for 2016 is have external parties to check our policies to help us improve them where possible.

Implementation

The implementation of human rights are through the human resources policies.

Examples are

- appointment of an independent person who will handle grievances
- Non-discrimination policies are updated in 2015 to be in line with legislation.
- Anonymous opportunities to report abuse

Measurement of outcomes

- Internal audits on Human rights are incorporated in our quality management system. This system is also audited at least once a year by an external company.
- Periodic review of results by senior management
- No violations have been reported

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

Belgium has a very good social system and labour rights are very well protected by national legislation.

- Reference to ILO Core Conventions or other international instruments are incorporated in national legislation
- Written company policies to uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination are incorporated in our Human resources policies.
- Written policies that clearly state employee rights and responsibilities and their compensation and benefits are described in the job descriptions of every employee
- Policies are in place to check if subcontractors respect these principals.

Implementation

- appointment of an independent person who will handle grievances
- Anonymous opportunities to report abuse
- Safety awareness training was organised for operational managers
- In 2016 safety awareness training was organised for other operational employees
- discrimination policies are updated

Measurement of outcomes

- Diversity has increased in the last year. Not only in age or ethnicity but also in gender.
- Internal audits on labour rights are incorporated in our quality management system. This system is also audited at least once a year by an external company.
- Periodic review of results by senior management
- No violations have been reported

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

- Written company policy on environmental issues, including prevention and management of environmental risks is in place
- Policy requiring business partners and suppliers to adhere to the environmental principles is in place
- An environmental control system will be implemented end of 2016

Implementation

- appointment of an independent person who will handle grievances
- Anonymous opportunities to report abuse
- Awareness raising or training of employees on environmental protection
- Procedures have been implemented to increase the amount waste that can be recycled.
- Activities aimed at improving the energy efficiency of products, services and processes and reduce the use of fossil energy

Measurement of outcomes

- Specific progress made in the area of the environmental protection during the last reporting period
- Periodic review of results by senior management
- External audits of environmental performance will be ordered

Anti-Corruption Principles

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

Assessment, Policy and Goals

- Written company policy of zero-tolerance for corruption, bribery and extortion is in place
- Protocol to guide staff in situations where they are confronted with extortion or bribery has been established
- Policy requiring business partners and suppliers to adhere to the anti-corruption principles are in place

Implementation

- appointment of an independent person who will handle grievances
- Anonymous opportunities to report abuse
- Awareness raising or training of employees about company's policies regarding anti-corruption and extortion (e.g. mailings, internet, internal communication, etc.)
- Additional areas of risk have been identified and mitigated. It had to do with opportunities of employees to “convince” customers to prolong the labour time.
- Reference to (or statement of support for) the UN Convention Against Corruption and other international instruments needs to be added to the policy

Measurement of outcomes

- Internal audits on anti-corruption are incorporated in our quality management system. This system is also audited at least once a year by an external company.
- Periodic review of results by senior management
- No violations have been reported