

An overhead view of a business meeting around a large wooden table. Several people are seated around the table, each engaged with a mobile device. One person in the center is using a laptop. The scene is brightly lit, and the wood grain of the table is clearly visible. The text 'Declaration on Corporate Social Responsibilities' is overlaid in the center of the image.

Declaration on Corporate Social Responsibilities

XIMÉDES

Communication

This is document version 20160601_Declaration_CSR

All communication with respect to this document should be addressed to Ximedes B.V.

Referrals

- a. United Nations Global Compact
- b. Ximedes Employee Handbook
- c. Ximedes UN progress report 2015
- d. Ecovadis score 2015
- e. External accountant audit report 2015

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Contribution CSR

We, XIMEDES a state of the art IT company , take initiative to contribute to harmonious and sustainable development of society and the earth through all business activities that we carry out regardless place or time, based on our own Principles and those of the United Nations Global compact.

We comply with local, national and international laws and regulations as well as the spirit thereof and we conduct our business operations with honesty and integrity.

In order to contribute to sustainable development, we believe that management interacting with its stakeholders as described in the following sheets is of considerable importance, and we will endeavor to build and maintain sound relationships with our stakeholders through open and fair communication. We expect our business partners to support this initiative and act in according with it.

Corporate sustainability starts with a company's value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

Employees & Shareholders

Employees

- We respect our employees and believe that the success of our business is led by each individual's creativity and good teamwork. We stimulate personal growth for our employees.
- We support equal employment opportunities, diversity and inclusion for our employees and do not discriminate against them. We strive to provide fair working conditions and to maintain a safe and healthy working environment for all our employees.
- We respect and honor the human rights of people involved in our business and, in particular, do not use or tolerate any form of forced or child labor.
- Through communication and dialogue with our employees, we build and share the value "Mutual Trust and Mutual Responsibility" and work together for the success of our employees and the company.
- We recognize our employees' right to freely associate complying with the laws of the countries in which we operate
- Management of our company takes leadership in fostering a corporate culture, and implementing policies, that promote ethical behaviour.

Shareholders

We strive to enhance corporate value while achieving a stable and long-term growth for the benefit of our shareholders.

We provide our shareholders and investors with timely and fair disclosure on our operating results and financial condition.

Customers & Business Partners

Customers

Based on our philosophy of "Customer First," we develop and provide innovative, safe and outstanding high quality products and services that meet a wide variety of customers' demands to enrich their position.

We will endeavor to protect the personal information of customers and everyone else we are engaged in business with, in accordance with the letter and spirit of the country's privacy laws.

Business Partners

We respect our business partners such as suppliers and dealers and work with them through long-term relationships to realize mutual growth based on mutual trust.

Whenever we seek a new business partner, we are open to any and all candidates, regardless of nationality or size, and evaluate them based on their overall strengths.

We maintain fair and free competition in accordance with the letter and spirit of the country's competition laws.

Society / Local Communities

Environment

We aim for growth that is in harmony with the environment by seeking to minimize the environmental impact of our business operations, such as by working to reduce the effect of our activities and operations on climate change and biodiversity.

We strive to develop, establish and promote technologies enabling the environment and economy to coexist harmoniously, and to build close and cooperative relationships with a wide spectrum of individuals and organizations involved in environmental preservation.

Community

We implement our philosophy of “respect for people” by honoring the culture, customs, history and laws of the country.

We constantly search for safer, cleaner and superior technology that satisfy the evolving needs of society for sustainable mobility.

We do not tolerate bribery of or by any business partner, government agency or public authority and maintain honest and fair relationships with government agencies and public authorities.

Social Contribution

Wherever we do business, we actively promote and engage, with our employees and with partners, in social contribution activities that help strengthen communities and contribute to the enrichment of society.

United Nations Global Compact

Ximedes is an active member of the world wide United Nations Global Compact since 2013.

See <https://www.unglobalcompact.org/about>

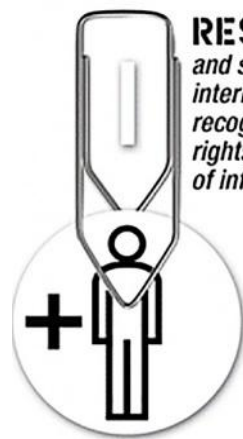
We have incorporated the principles in our process and employee workbook .Yearly we communicate our progress in a yearly COP Report which we deliver to the UN.

The United Nations Global Compact is a United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The UN Global Compact is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption. Under the Global Compact, companies are brought together with UN agencies, labour groups and civil society.

The UN Global Compact is the world's largest corporate sustainability (aka corporate social responsibility) initiative with 13000 corporate participants and other stakeholders over 170 countries with two objectives: "Mainstream the ten principles in business activities around the world" and "Catalyse actions in support of broader UN goals, such as the Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs)".Moving forward, The UN Global Compact and its signatories are deeply invested and enthusiastic about supporting work towards the SDGs.

The UN Global Compact's Ten Principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

GLOBAL COMPACT PRINCIPLES



RESPECT

and support internationally recognized human rights in your area of influence



2

ENSURE

that your company does not participate in any way in the violation of human rights



3

SUPPORT

freedom of association and recognize to open collective bargaining



4

ELIMINATE

all forms of forced or compulsory labour



5

ERRADICATE

all forms of child labour in your productive chain



6

STIMULATE

all practices that eliminate any form of discrimination at the workplace



7

ASSUME

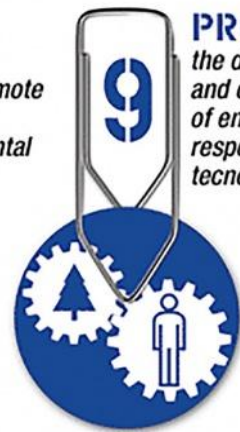
a responsible, preventive and proactive posture towards environmental challenges



8

DEVELOP

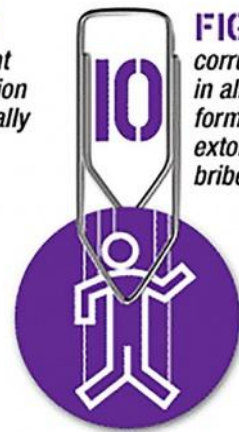
initiatives and practices to promote and divulge socioenvironmental responsibility



9

PROMOTE

the development and dissemination of environmentally responsible technologies



10

FIGHT

corruption in all of its forms, including extortion and bribery

10 Principles United Nations Global Compact

Human Rights

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.

Labour

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.

Environment

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.

Anti-Corruption

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



United Nations
Global Compact

Implementation

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The world's largest corporate sustainability initiative

A call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals.

[OUR MISSION](#)

XIMÉDES

Implementation Organisation

Our CSR representative, responsible for ensuring CSR processes are followed is the Ximedes HR manager as contactperson for the CSR, UN Global Compact and Employee handbook.

Our CEO personally signs off the yearly communication on progress report to the UN and the Employee Workbook

Ximedes has an by employees elected and active employee council that on monthly basis meets with the management of Ximedes.

Note: In the Netherlands it is obliged for companys with more then 50 employees to have a Work Council with a participation of elected employees, there is a Work Council (OR) law that adresses obligations and powers of such a council

Ximedes successfully meet all applicable legal responsibilities with regard to employee working hours (daily/weekly hour limits, rest breaks, paid leave entitlement etc).All this items are part of our Employee Handbook and every employee writes on weekly basis his/her hours in our hour registration system (Timelog). Acces is also measured by our access control system.

See also the Dutch law at <https://www.rijksoverheid.nl/documenten/brochures/2010/05/10/de-arbeidstijdenwet-engels>

Ximedes conduct a fair policy outlining our responsibilities to employees to provide fair compensation in line with industry and market norms i.e Living Wage. We have implemented a matrix with roles and bandwidth rewards (in Euro) that is annually reviewed against industry developments,. This is followed and audited by our Workers council and is yealy audited with the annual audit by E&Y (external accountant audit).

Ximedes follows all legal responsibilities with regards to workforce rights, i.e equal opportunities, employment policies and no discrimination in hiring, compensation, training, promotion, age, disabilities, retirement and we donot discriminate in relation to union membership and/or political affiliation race, gender, beliefs, orientation, age, disabilities? How are these communicated to employees?

Not only our employee handbook states this, our workers council controls this during the year and we report this in our yearly progress report for the UN global compact and and is also yearly audited with the annual audit by E&Y (external accountant audit)

Safety and Health

Ximedes has a BHV team, an active work council and an employee workbook which foresee in a safe and healthy work environment. Also a contract with an external OSH company specialised in services for a safe and healthy working environment is in place.

In the Netherlands it is obliged that every company has an Emergency response Team (BHV), which is in place.

In the Netherlands there is working conditions legislation in place that foresees in obliged working environments

See also the english versions on <https://www.arboineuropa.nl/en/legislation/wetgeving-in-het-engels>

Some typical elements in the Dutch occupational safety and health legislation:

The employer is obliged to contract an occupational safety and health service or an occupational physician. The OSH-service or the occupational physician has to perform four tasks for the employer:

- Assisting employees who are not able to work because of illness;
- Reviewing the risk assessment and evaluation;
- Conduction the periodic occupational health examination;
- Conduction the pre-employment medical examination.

Environment

Ximedes is very aware of our company environmental responsibilities and we act in an environmentally friendly manner.

Our office is located in an energy friendly building with a hot/cold storage exchange system, This results in a 40 – 80% save on electrical usage. We are supplied with green electric power. We have equipped all rooms with sensors that activate the lights when someone is near and turn off when nobody is in the room We use as many energy saving lamps as possible

All waste is collected separately, batteries get special attention and is proceeded to a specialized waste disposal center

We choose the most sustainable solutions for mobility, starting by reducing the number of lease cars and only allowing employees to choose A rated label cars, hybrid or electric cars. In 2017 we have all 30 lease cars electrical or hybrid. We have brought down the number of company cars with 25%. Outside our office three double we placed charging stations for max 6 electrical cars

We install only energy saving laptops and computer screens, 75% of our computer hardware is energy saving.

We encourage employees to work from home, video conferencing instead of traveling to work, partners and clients.

We encourage employees to recycle and discourage them to print, we recycle old PC's and printers

We produce environmental friendly (for instance lead-free) and ask our suppliers to do the same

We use green datacenters for hosting and Virtualization is applied and 100% converted in 2015.

Our billing process is digitalized to save paper

We use fair trade coffee in a biodegradable bag and our lunch is compose of biological food.

Supply Chain

For every supplier we conduct financial checks on published records at the CoC records. We keep track of the % turnover each supplier in our monthly Planning & Control meetings. We work also with freelancers in a Tax authorities approved contract , but never on critical roles. Be aware that Ximedes use of suppliers is limited to 10% of our turnover, and is limited to hiring some freelancers and production of our readers and chipsets.

We want to produce environmental friendly (for instance lead-free) and ask our suppliers to do the same

We communicate our UN global compact commitment and states that we review our suppliers on the 10 principles from the UN global compact. We review our suppliers and partners yearly . In subcontracting / insource model contracts we have implemented a paragraph addressing this topic.

Local community activities

Our food for lunch is contracted at local biological/green-suppliers, this not only foster healthy food but is also good for the environment.

Regarding activities designed around supporting the local community we firmly believe in employee initiatives that comes up, that we review and then decide to actively support. Year after year there are new activities that we support, see a list under:

- We have 3 years in a row participated in the Rotterdam-Paris relay race run , the benefits of this sponsor relay race is for children with a terminal disease
- We have participated in Young Africa that aims to educate young Africans in Zimbabwe on various craftsmanship, we supplied the website, PC's and ICT labour for free
- We have 2 years in a row participated in sponsor cycling Alpe d'Huez and Mont Ventoux to collect funds for diseases like cancer.
- We support local schools in the region with guest courses/colleges
- We have on continuous basis various trainee positions filled in so that young ICT students get acquainted with the profession

Steun stichting De Hond Kan De Was Doen



ANBI

Hulphond Butler

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Dankzij Butler heb ik mijn vrijheid terug, hij is mijn "mantelzorg4voeter"

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FUJITSU

FLUOR

SMIT'S BOUWBEDRIJF BV

SELMERS

imbema

HET WATERLABORATORIUM

Horsveld

Administration and Review

We have incorporated the principles in our process and employee workbook;

Our Ximedes Work Council has the legal power to review working conditions in a broad sense;

Yearly we communicate our progress regarding the principles of the UN global compact in a yearly COP Report which we deliver to the UN. Attached is the latest COP report 2015.

Ximedes is member of the Ecovadis platform for CSR ratings ; <http://www.ecovadis.com/what-we-do/>

Ecovadis supports reliable CSR Ratings and Scorecards Covering 21 CSR Indicators, 150 commodities, and 110 countries, built on 3 Pillars: People, Process, and Platform.

Our last audit on behalf of ING groep was in November 2015, scorecard is on request available.

Our financial and policy administration is yearly audited by an external and independent accountant audit by E&Y. They report their findings in an accountant report.

XIMEDES

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