

## COMMUNICATION ON PROGRESS GLOBAL COMPACT

### GENERAL INFO

Participant  
Orakel

Published  
May 2017

Time period  
May 2016 – May 2017

Format  
Stand alone document – Basic COP Template for Global Compact Active Level

### 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.

To our stakeholders:

I am pleased to confirm that Orakel 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,

Dirk Spooren  
Managing Director  
Date:

04/2017



## HUMAN RIGHTS

### ASSESSMENT, POLICY AND GOALS

Orakel's goal is to raise awareness about human rights principles by organising in-company initiatives related to human rights issues. Furthermore, we want to take human rights principles into account throughout our production processes and business ethics.

### IMPLEMENTATION

- ✓ Orakel raises awareness on Fairtrade and hosts a yearly fair trade breakfast for its employees. On this day, employees leave their car at home and come to work by bike or public transport. Upon arrival, they can all join in on a breakfast with fair trade products and receive information about the principles and importance of fair trade.  
In 2016 we obtained the Fairtrade@work label from Fairtrade Belgium and chose to exclusively use fairtrade coffee, tea and sugar in the company.
- ✓ Through the Foster Parents Plan ([www.planbelgie.be](http://www.planbelgie.be)) Orakel continues its support to child-focused community development in third world countries. We keep our employees aware of this by communicating with our "foster child", Jose from Ecuador, through letters and postcards.
- ✓ Orakel commits itself to strict ethical principles during the production process. Eco-tokens can be made from a variety of organic raw materials, but Orakel chooses to manufacture them strictly from organic waste products like potato peels, rather than taking products away from the food chain.
- ✓ Orakel actively engages in volunteership, every 2 year a team of employees help out at the local Special Olympics.
- ✓ We actively promote initiatives of our employees to raise money for charity goals.
- ✓ We promote among our employees to donate blood to the local blood donation centrum, by teaming up for a carpool to the donor centrum during working hours.

### MEASUREMENT OF OUTCOMES

- ✓ We obtained the Fairtrade@work label in 2016 and use exclusively 100% fairtrade coffee in our company, tea and sugar. We announced this at our annual Fairtrade breakfast in September 2016 and grasped the opportunity to explain the principles of Fairtrade.
- ✓ We continue to support a child in Ecuador through the Foster Parents Plan for an amount of 25 euro per month.
- ✓ In December 2016 we raised money for a local organisation that offers professional help to children with burn wounds and in March 2017 we donated the amount of our monthly company pizza to the Belgian consortium of NGO's (Caritas international, Handicap International, Doctors of the World, Oxfam-Solidarité, Plan Belgium, Unicef Belgium) in order to combat hunger in South Sudan, Yemen, Nigeria and Somalia. Both initiatives were launched by employees and supported by the company while raising awareness.
- ✓ We organized another carpool to the local blood donation centrum in August 2016.
- ✓ A team of 8 employees will volunteer at the Belgian Special Olympics in May 2017.



## LABOUR PRINCIPLES

### ASSESSMENT, POLICY AND GOALS

Orakel supports the UN Global Compact principles regarding labour rights and applies these principles within the company. Orakel cares for the well-being of its employees and actively engages in initiatives to constantly improve the employee's personal health, safety and well-being within the company and beyond, as well as the general atmosphere within the company.

### IMPLEMENTATION

- ✓ Orakel perceives diversity as an asset and has an equal opportunities policy which prevents discrimination of all kinds and ensures comparable pay for comparable work. On all our vacancies we publish our equal opportunities approach: *Orakel is an equal opportunities employer. As such, we want to reflect our diversity values in our recruitment procedures as well as our work ethics. We are committed to a policy of equal opportunities for all.*
- ✓ Orakel continuously works on prevention and more safety at the work place while creating awareness on these topics, such as organizing first aid courses at work, installing an AED (Automatic External Defibrillator) at the front entrance, safety meetings and monthly safety messages on the intranet.
- ✓ Orakel provides fresh seasonal fruit or fresh soup to its employees on a regular basis.
- ✓ We promote sport at work by launching weekly walks during lunch time.
- ✓ Orakel has installed ergonomical office furniture at which you can switch to a stand desk and keeps its employees informed about the optimal way of executing tasks to avoid injury. Furthermore we have invested in professional lifting equipment in our production to avoid injuries.
- ✓ Orakel yearly organizes a massage@work initiative.

### MEASUREMENT OF OUTCOMES

- ✓ The equal opportunities policy has led to a high degree of diversity within our organization. Out of 37 employees we employ 20 women and 17 men, 4 out of 6 board members are women, 9 people of non-Belgian origin, 3 employees with a disability.
- ✓ We organize a yearly massage@work and our employees can use our shiatsu shoulder massage belt.
- ✓ 32 of our employees took part in the first aid programme in December 2016 and March 2017 and all of them took part in a workshop to demonstrate the use of the AED.
- ✓ In March 2017 we have launched a weekly walk during lunch time to get colleagues out in the air for a healthy walk together.

## ENVIRONMENTAL PRINCIPLES

### ASSESSMENT, POLICY AND GOALS

We are committed to the environment and sustainability is our trademark. We are constantly challenging ourselves to produce safe, eco-friendly and sustainable products. We are closely monitoring the energy we use and the waste we generate. We frequently educate our employees with regard to environmental issues.



## IMPLEMENTATION

- ✓ In April 2016 we obtained an ISO 14001 certificate, which implicates we are continuously working within the requirements of environmental law and pro-actively working on reducing waste and protecting the environment with follow-up on Key Performance Indicators. We are audited 2 times a year by an external auditing agency to follow up that we remain on track.
- ✓ We create awareness among our employees on energy use by organizing yearly activities such as Warm sweater day where we decrease our heating, Earth hour on which we don't switch on lights in the office building and a yearly check-ups for cold inflation pressure of our employees' vehicles, since optimal tire pressure greatly increases fuel economy and reduces emissions.
- ✓ One thing we cannot avoid is sending packages. To compensate for these carbon emissions, we continue to send with UPS Carbon Neutral. We pay a bit more per package and thereby support various projects, e.g. about reforestation.
- ✓ In May 2014 we finished our ecological garden in cooperation with the Province of Antwerp, a lovely haven of peace where our employees can have their lunch at noon on a sunny day.
- ✓ We try to switch to energy efficient lighting, cooling and heating throughout the facilities.
- ✓ We continuously monitor the use of energy of our production units and our office unit. Several energy meters have been added in 2016 and the dashboard system is helping us to monitor and adjust where energy savings can be made.
- ✓ We have implemented the use of a paperless office, printing as little documents as possible and also encouraging others to do so by adding a reference (be green, keep it on the screen) to our e-mail signature.

## MEASUREMENT OF OUTCOMES

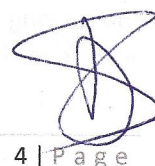
- ✓ We received our ISO 14001 certification in April 2016 and were re-audited in December 2016 and May 2017 with success.
- ✓ In cooperation with the Thomas More high school we have installed an energy dashboard system, an online app which allows us to monitor the energy use of our production and office units. This enabled us to detect problems, invest in energy saving actions and follow up the decrease of energy use (in relation to our increased production).
- ✓ In 2016 a new office building was built and the production facility was partially renovated. All the lighting has been changed to LED lights and on crucial places sensors have been set in place to reduce the use of energy.
- ✓ In October 2016 we organized our yearly check-up of inflation pressure of our employees' vehicles.
- ✓ In March 2017 we participated in the yearly Earth Hour event, during which we created awareness on reducing the use of our natural resources.

## ANTI-CORRUPTION

### ASSESSMENT, POLICY AND GOALS

Orakel supports the United Nations Global Compact principles on anti-corruption. We work diligently to prevent corruption in all its forms, including extortion and bribery.

### IMPLEMENTATION





- ✓ Our policies on corruption are part of our employee handbook and the introductory brochure for new employees. It also clearly indicates the counselor to whom employees can go to in the case of guideline violation.

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## MEASUREMENT OF OUTCOMES

- ✓ So far, there has not been any incident regarding corruption reported to the counselor.
- ✓ Since 2016 our introduction procedure is also given to trainees and holiday workers, including the explanation of our view on trust and working diligently. All of our employees, trainees, holiday workers, external partners sign an agreement to work by the same ethical standards.
- ✓ In March 2017 we have installed an automatic system to pay back clients that payed too much by accident, to symbolize our policy on business ethics.

A handwritten signature in blue ink, located at the bottom right of the page. It appears to be a stylized, cursive signature.

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