



**WINTER & COMPANY**  
CULTURE IN COVERING

125 YEARS



COMMUNICATION ON  
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

**Global Compact**  
**Communication on Progress**  
**Year 2016 /17**



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**STATEMENT OF CONTINUED SUPPORT**

We herewith declare that Winter & Company AG and the group members continue to support the United Nations Global Compact and its ten principles and to include them into our business activities. Winter & Company AG is in the first year of participation of the initiative. We believe strongly in the value of such a global network and the emphasis on the self interest of all relevant social actors and companies.

Sustainability represents a key factor of our activity, therefore we feel constrained to work towards a more sustainable global economy and to advance corporate responsibility. In pursuit of this goal, Winter & Company AG, as an International Group of companies, commit to make the Global Compact and its principles part of our continuous strategy and culture.

As a signatory of the UN Global Compact, we know the importance of an annual Communication on Progress (COP) as a demonstration of the commitment to the Global Compact and its stakeholders. Our first COP reports on our implementation of the ten principles.

**Introduction**

Winter & Company AG is a privately owned enterprise. In 125 years the company has evolved from leather merchants to the local shoe, luggage and leather goods industry to a global supplier of decorative cover materials for printing, publishing, packaging and jewellery shop displays. The Winter & Company Group consists of the Head Office in Basel, Switzerland as well as affiliates in Germany, France, The Netherlands, United Kingdom, Spain, USA, Russia and China with associated members in Italy and in the Republic of South Africa.

The fourth generation of the Winter family has recently joined the board of directors and are getting more and more involved in the day to day running of the business. Their commitment assures continuation to our stakeholders and members of staff. Sustainability has and will continue to be a main factor in our business behaviour.

Jean-Pierre C. Borrini  
CEO / Managing Director  
(Until 1<sup>st</sup> July 2017)

Christoph Borer  
CEO / Managing Director  
(From 1<sup>st</sup> July 2017)

## **Part I: Human Rights Principles**

**Principle 1:** Business should support and respect the protection of internationally proclaimed rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

### **Policies, Evaluation and Goals:**

Winter & Company complies with the Universal Declaration of Human Rights and national laws. In the past year no internal human rights issues were identified or reported throughout the Winter Group of companies. We will continue to monitor with a clear goal to maintain a zero abuse record and to remain a fair and attractive employer who the employees like to work for.

### **Implementation:**

Winter & Company enforces Human Right policies. Employers have access to all relevant details to their rights, duties and resources within the organisation through the companies own Intranet. This includes overtime regulations (monitored by a time system), pregnancy, illness, health, further education as well as guidelines related to professional ethics, best management practices and standard processes and procedures.

### **Measurement of Performance:**

At Winter & Company we strongly believe in participatory governance and management. We operate an open door policy with regular structured appraisal meetings to encourage employees to directly express ideas, questions and concerns. We actively support a culture of trust and organisational learning. Our employees are the key asset for our business to succeed.

Winter & Company AG has not received any complaints from employees or business partners in relation to human rights violation, nor was the enterprise involved in any human rights incidences before or during this reporting period.

## **Part II: Labour Principles**

**Principle 3:** Business 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.

### **Policies, Evaluation and Goals:**

Winter & Company adhere to all required labour rights, including none discrimination and equal opportunities, the freedom of association and the effective recognition to collective bargaining, health and safety at the work place as well as conditions of employment (remuneration, working hours, leave and benefits). Winter & Company is an equal opportunities employer that judges its employees by merits, not on grounds of gender, sexual orientation, race or religion. Our company has developed policies and measures to underline our strong believe that our employees are the most valuable asset of the company and are encouraged to unfold their full potential as individuals and members of the team.

### **Implementation:**

Winter & Company adhere to all national rules and regulations concerning health and safety at the workplace with annual auditing and consultation. Winter & Company provides the best possible office equipment to ensure correct posture and comfort. This includes natural lighting to avoid stress to the eye as well as adjustable desks that allow change to the body position throughout the day (sit / standing). We offer free beverages in form of coffee, tea & water and hold voluntary activity events for all members of staff.

Winter & Company supports family friendly working conditions and career opportunities for women. A high percentage of female employees work part time to accommodate family needs.

The company rewards the employees for their loyalty and length of employment. In return the company is used to counting the length of service in decades rather than single years in many cases. A goal for the next reporting is to detail this fact in statistics across the Group members. Furthermore, "Gebrüder Winter & Co." was one of the first family enterprises to set up an independent pension fund for employees after World War I in 1919.

Winter & Company believe in and encourage further education and high quality training to advance individuals. We are registered with the local College for business studies to employ and educate apprentices and guide them to their final exam.

Continuing the high standard and an extensive variety of professional development opportunities offered to our employees has been a core goal of our company.

We lay emphasis in an open corporate culture that allows for mistakes to be made, promoting the strength of each member of the Winter & Company team. Participation is a core principle that guides us in our work with partners, customers and internally. We practise open communication, regular and structured feedback and an appraisal mechanism. All our employees should experience appreciation, regardless of gender, race, nationality, ethnic believes, religion, disability, age, sexual orientation or identity. Recognising and promoting this diverse potential creates economic advantages for our company. We actively work to create a climate of acceptance and mutual trust. This has a positive influence for the recognition we receive from our customers and partners around the globe.

Winter & Company is a strong supporter for the abolition of child labour. There is no under aged employee within the Winter Group of companies.

#### **Measurement of outcomes:**

Winter & Company has received no grievance or complaint from employees, the external advisory board or others in relation to labour rights violations, nor was the organisation involved in any labour rights incidence before or during the reporting period. Based on the objective to eliminate discrimination and promoting organisational learning and feedback we are constantly evaluating the feedback mechanisms within the group of companies. Every year, all employees have a structured interview and discussion with their direct report to set and discuss professional goals and assess personal strength and opportunities for improvement.

## **Part III: Environment**

**Principle 7:** Business 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, Policies and Goals:**

Winter & company understands that we have an impact on the environment through our activities. Upholding the relevant regulations and standards is, naturally, considered an obligation. With an integrated environmental management and judicious measures we can reduce the ecological "footprint" of our products. Thus, Winter products are REACH compliant and FSC accredited where applicable. Above and beyond this framework, we plan to establish an internal sustainability award to encourage all departments to uphold the highest ecological standards.

### **Implementation:**

With carbon dioxide the primary cause of human induced global warming, we work to analyse, identify and substitute our impact as much as possible.

- We are working towards reducing CO2 emission upon renewal of company vehicles.
- The fleet of hybrid powered company cars is increasing
- Air miles are kept to a minimum
- Staff are encouraged to use public transport
- Paper and card board waste is collected for recycling
- Our products are developed to be ecologically friendly by means of containing recycled fibres or are made for longevity!
- Strategic central warehousing to avoid extensive transportation

### **Measurement of outcome:**

Winter & Company will maintain FSC accreditation with annual audits. We will continue to ensure our products are free of SVHC's (Substances of Very High Concern) listed in the REACH (Registration, Evaluation, Authorisation and registration of Chemicals) regulations administered by ECHA (European Chemical Agency). The aim is to optimise the use of renewable energy where possible within the Winter Group as well as our customers and stakeholders.

## **Part IV: Anti-Corruption**

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

### **Assessment, Policies and Goals:**

Winter & Company and our employees do not accept corruption in any form including bribery and extortion. No employee nor member of the management accept remuneration outside the agreed quotation unless it is formally agreed.

We have not had any issues with corruption.

### **Implementation:**

Winter & Company only accepts contracts that are within the range of our expertise and experience and are compatible with our vision and beliefs. Should a contract move in a direction that is inconsistent with our conduct, we seek discussions with the customer and, if necessary, withdraw from the contract.

Winter & Company strongly supports transparency in all its engagements with all clients and enforces open communication to prevent conflict of interests. In cases where conflicts occur, our company will, if necessary, withdraw from the contract.

**Measurement of outcome:**

There has not been a case of corruption at Winter & Company. Should an incident occur Winter & Company will take appropriate action and ultimately terminate the contract. The case will then be assessed and evaluated with the aim to avoid such incidents in the future.