

COMMUNICATION ON PROGRESS GLOBAL COMPACT

GENERAL INFO

Participant

Orakel

Published

May 2018

Time period

May 2017 – May 2018

Format

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

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

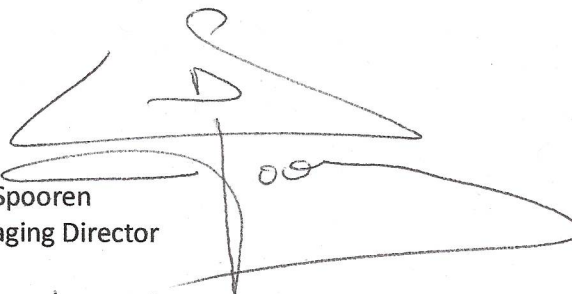
Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

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:

11/5/2018

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.*
- ✓ We ensure we recruit people who don't have the technical skills or don't speak our language fluently yet and invest thoroughly in training on the workplace.
- ✓ Orakel continuously works on prevention and more safety at the work place while creating awareness on these topics. In 2016 we started with a quarterly safety meeting in which co-workers of every team are represented and bring ideas in. We take measures such as first aid courses at work, installing an AED (Automatic External Defibrillator) at the front entrance, safety meetings and frequent 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 or 7-minute workouts at the workplace.
- ✓ 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.
- ✓ We continue to monitor closely that we implement the appropriate social protection systems and measures for our staff both in the head office and all other countries where we have local staff.

MEASUREMENT OF OUTCOMES

- ✓ The equal opportunities policy has led to a high degree of diversity within our organization. Out of 43 we employ 30 women and 13 men, 4 out of 6 board members are women, 8 employees are of non-Belgian origin, 3 employees have a labour disability.
- ✓ In 2017 we organized 4 safety meetings and we held our first meeting of 2018 in April.
- ✓ In October 2017 we organised a training in the correct use of fire extinguishers. 15 of our employees took part in the first aid programme in March 2018 and all of them took part in a workshop to demonstrate the use of the AED in 2017.
- ✓ In February 2018 we organized our yearly massage@work and our employees can use our shiatsu shoulder massage belt while working whenever there is a need.
- ✓ In March 2018 we gave an informative session on resilience during the team meetings to create awareness on how employees can increase their own resilience.

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 book 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.

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.