

# COP

## UN Global Compact

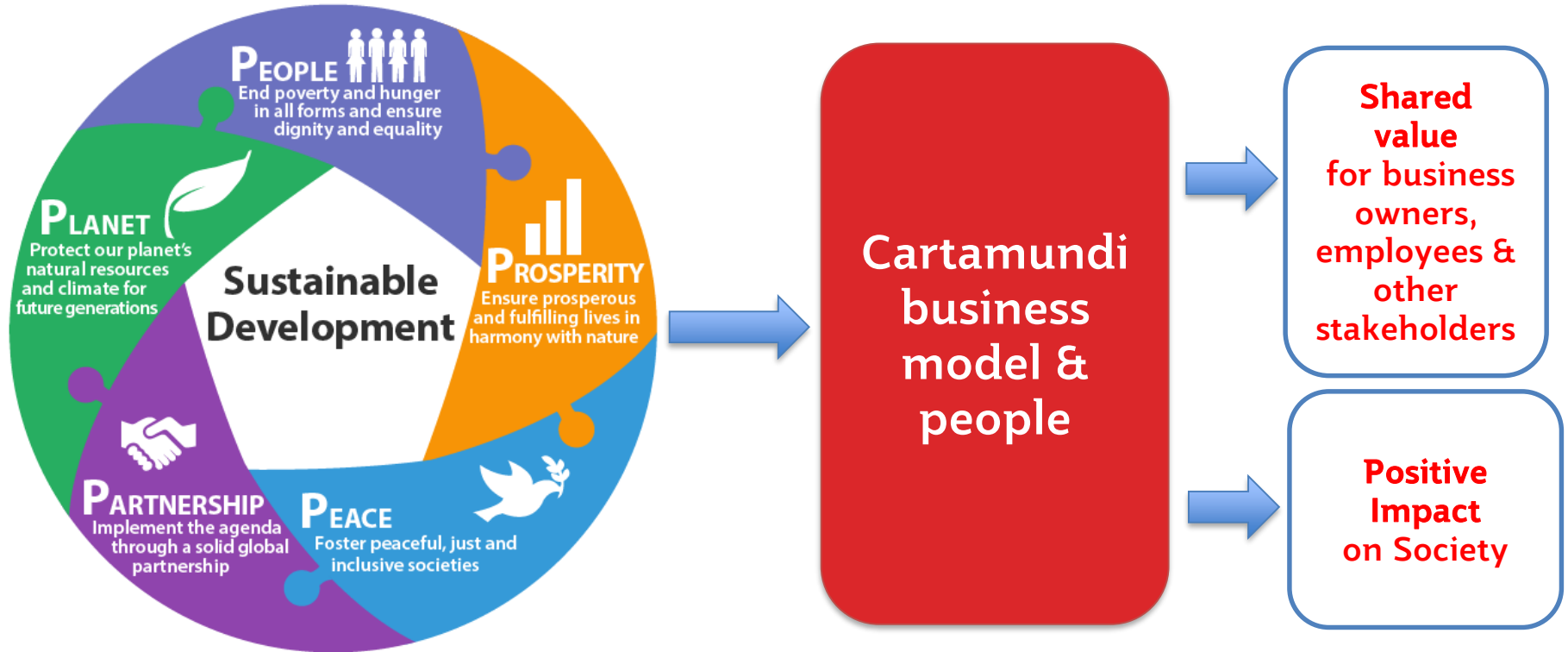
An Christiaen  
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Cartamundi  
13/11/2018

## Our inspiration and strategic guide for sustainability



- September 2015
- UN Global Compact
- 17 goals for 2030

# csr model



# COP

## UN Global Compact

Where do we stand ?

# Voka Charter

“Duurzaam Ondernemen”

- 3 year commitment
  - 10 actions/year
  - All SDG's covered
- 
- Start Audit:  
November 2018



**VOKA CHARTER**  
DUURZAAM  
ONDERNEMEN

Samen ondernemen  
voor een duurzame  
toekomst



Vlaams  
netwerk van  
ondernemingen



**SUSTAINABLE  
DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD

# CSR & Cartamundi Subsidiaries

- International alignment CSR policy
- Share (& repeat) best practices in other countries

## geographical spread

4 continents — 11 production plants — 13 sales offices



# Our public commitment

www.cartamundi.com

- Public Commitment published on cartamundi.com
- Focus on topics
  - Global Ethics Policy
  - SDG 2: Good Health
  - SDG 4: Quality Education
  - SDG 7: Affordable & Clean Energy
  - SDG 11: Sustainable Cities & Communities
  - SDG 15: Life on Land
  - SDG 16: Peace



The screenshot shows a web browser displaying the Cartamundi website. The address bar shows 'cartamundi.com'. The website header includes the 'Cartamundi' logo and a hamburger menu icon. The main content area features a large group photo of people holding white signs. Below the photo, the text 'Other' is displayed in a small font, followed by the title 'Corporate Social Responsibility' in a large, bold font. A paragraph of text states: 'Cartamundi is convinced to make a positive contribution to the people, society and planet. Cartamundi has chosen to pursue a global corporate social responsibility policy.' At the bottom, there is a link that says '< Back to all cases'.

cartamundi.com

Cartamundi

Other

## Corporate Social Responsibility

Cartamundi is convinced to make a positive contribution to the people, society and planet. Cartamundi has chosen to pursue a global corporate social responsibility policy.

< Back to all cases



# Global Ethics Policy

- Communicated & signed off by employees and suppliers
- Published on Cartamundi Website (revision 11/18)
- Topics:
  - 1. Forced Labor
  - 2. Child Labor
  - 3. Working Hours and Compensation
  - 4. Health and Safety
  - 5. Diversity/Inclusion
  - 6. Harassment/Dignity/Respect
  - 7. Personal Information Protection
  - 8. IP Protection
  - 9. Communication of Principles
  - 10. Acceptance of Advantages
  - 11. Environmental Impact
  - 12. Product Quality
  - 13. Conflict Minerals –
  - 14. Freedom of Association
  - 15. Monitoring
  - 16. Certification
  - 17. Compliance with Applicable Laws

CSR at Cartamundi

## Global Business Ethics Principles

Cartamundi, together with its subsidiaries and affiliates strives to conduct its business in accordance with high ethical and business standards, and seeks to have its vendors, suppliers and licensees conduct themselves in the same manner. Cartamundi has long recognized concerns about the quality and character of working conditions around the world. We are continually striving to improve the working environment for those involved in the production of our cards and games. Cartamundi wants its consumers to have confidence that products manufactured by Cartamundi, or its vendors, suppliers and licensees, are produced in accordance with the principles set forth herein and are not made under inhumane or exploitative conditions. Implementation of the Global Business Ethics Principles enables Cartamundi to ensure that manufacturing facilities involved in the production of Cartamundi products ("Facilities") understand and adhere to Cartamundi's requirements in this area. Participation in this program and adherence to these principles is mandatory for all Facilities.

**1. Forced Labor** - There will not be any use of forced, prison or indentured labor in the production of Cartamundi products (\*) All employment, including overtime, shall be on a voluntary basis.

**2. Child Labor** - The use of child labor is prohibited. No person shall be employed in a factory that produces or manufactures any Cartamundi product at an age younger than sixteen (\*2), or younger than the age for completing compulsory education in the country of manufacture where such age is higher.

**3. Working Hours and Compensation** - Facilities must comply with all applicable national and local wage and hour laws, including minimum wage laws, or shall be consistent with the prevailing industry wage standards, if higher. Employee benefits shall be provided in accordance with national and local requirements.

Normal working hours should not exceed forty-eight (48) hours/week with one day off in every seven-day period. Overtime work in necessary business circumstances shall be conducted in such a way as to adequately compensate workers for all work performed beyond the normal working hour standard.

**4. Health and Safety** - Facilities shall ensure that all employees have a healthy and safe environment, including in dormitories, where provided. Cartamundi expects all facilities to promote an awareness of health and safety issues to their employees including issues surrounding fire prevention, emergency evacuation, proper use of safety equipment, basic first-aid and the proper use and disposal of hazardous waste materials.



# SDG 2: Good Health HR- 45+ programm

- Actions in factory & offices (targetgroup +45 year employees)
- Ergonomy, communication workflow, stress/burnout prevention, ...
- Partnership with Idewe



## Actieplan 2018

Naast het verder werken op een aantal acties van de voorbije jaren wordt er ook gewerkt rond een aantal nieuwe thema's.



### Vervolgacties

- SAP: feedback & vertrouwen geven over status SAP
- Vervolg trainingen tillen van lasten
- Tochtstrippen laadkades magazijn
- Lawaai op kantoor sensibilisering management en werknemers
- Ergonomie beeldschermwerkers: aankoop bureaustoelen en sta-zittafels waar nodig

### Nieuwe acties

- Preventiebeleid stress & burn-out
- Studie "Omgaan met ouder worden in ploegdienst"
- Oplossing voor snipperbakken aan kleine schaar
- Efficiënt beheer transpalletten kaartmakerij
- Procedure aankoop bureaumateriaal en -meubilair
- Aankoop nieuw type transpallet voor order Pickers
- Liftputten in de drukkerij
- Ergonomische stoelen aan flowpacks



## SDG 2: Good Health cartamotion

- For all employees - low threshold
- Positive effects
- Communication starter between white & blue colored people
- Partnership with Idewe

### Actions

- healthy food
- infrastructure
- sport
- 10.000 steps



# SDG 4: Quality Education

- Collaboration with University Colleges
- Goal: close gap between education and enterprises
- How:
  - Participation in advisory commissions
  - Lectures
  - Internships
  - Projects (see ex. Welcome Game)



Welcome Game (integration game refugee children in primary schools):  
collaboration Cartamundi – Thomas More

4 QUALITY  
EDUCATION



11 SUSTAINABLE CITIES  
AND COMMUNITIES



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS





## SDG 7 : Affordable and clean energy

- Leaseplan (electrical) bikes
  - For “fixed” employees
  - 20% travel/bike
  - Entry 1/year (fixed period)
  - 18 % participation rate
- Car Policy Company Cars:  
Encouraging use of hybrid or electrical cars
- Cartamundi is using solar energy



# SDG 11 : Sustainable cities & communities

## Project Stad Turnhout

- Integrate gaming- & printing industry in city marketing plan
  - Integrate game elements in landmark
  - Fablab for game inventors in the city with 3D-printer, lasercutter, plotter, large scale printer, etc...
- Good causes-charity
  - Support local charities
  - Main focus: children
  - Financial Donations & Donations of card/board games



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES  
AND COMMUNITIES



## SDG 15: Life on Land

- European Cartamundi plants are FSC certified
- 100% of board we use is FSC/PEFC
- Implementation of waste management, recycling programs, ...





# SDG 16: Peace and Justice

- Cartamundi co-founder of Children's Rights and Business Principles (CRBP)
- Collaboration with Unicef
- Cluster of Belgian companies
- Why:
  - Make Belgian companies aware of the CRBP's
  - **Engage** other companies to become member
  - **Action plans** for members

