



BRILL



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.

Communication on Progress 2018

Leiden, 15 March 2019

To our stakeholders:

I am pleased to confirm that *Koninklijke Brill NV* ("*Brill*") reaffirms its support to 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 sharing this information with our stakeholders using our primary channels of communication. The progress will also be communicated in our Annual Report of this year.

Sincerely yours,


Mr. Peter Coebergh
CEO
Koninklijke Brill NV

BRILL CORE VALUES and GENERAL BUSINESS PRINCIPLES

Last year we published our Core Values and General Business Principles in our Communication on Progress (CoP), as well as on our website. In 2018, we reiterated the message by communicating and sharing these Core Values and General Business Principles to our key stakeholders, through our website, our annual report, and directly to trade partners, sales representatives and suppliers.

DESCRIPTION OF ACTIONS AND MEASURED OUTCOMES

As part of Brill's membership of the UNGC awareness of the SDGs was increased within the organization and reporting lines of responsibility within organization were established for each of the companies and core departments.

The following specific actions have been taken in the four core areas of the UN Global Compact for Businesses with measured outcomes reported where already applicable and visible.

Human Rights

Diversity is an important aspect of the corporate management culture, as expressed in Brill's Core Values, where Brill states the importance of diversity and inclusiveness. Consequently, it is Brill's objective to achieve a balanced composition of all its governance bodies. As of May 2018, the company's key management body, the Executive Committee consists of two statutory directors, both male, and a female Chief Publishing Officer (CPO). The extended Management Team (which includes the Executive Committee) consists of seven people of which three are female. The company has a Supervisory Board consisting of three persons, of which one is currently female. Given the current composition of the management layers below the Executive Committee, Brill believes that maintaining this balanced distribution will be feasible in the future.

Brill Companies globally have all established, written policies as an Equal Opportunity Employer regardless of age, gender, color, race, creed, national origin, religious beliefs, marital status, sexual orientation or disability.

Further, Brill Companies have an established, written policy detailing Standards of Conduct expected from all employees including prohibition of sexual harassment or harassment of any other form.

To increase the awareness among employees on our Code of Conduct, a company-wide training session on "Maintaining a Respectful Workplace" was held in the USA office.

In 2019 a greater emphasis will be placed on (gender) diversity and inclusion in the work place.



Global Online Access to Legal Information (GOALI)

contributing to SDGs

As part of Brill's Corporate Sustainability program and active participation in the public-private partnership: [Research4Life](#), a new program "[Global Online Access to Legal Information](#)" (GOALI), focusing on Global Research for Justice, was launched on 6 March 2018. This is a multi-stake-holder initiative between the International Labour Organization (ILO), academic libraries of Cornell and Yale Law School and academic publishers, among which Brill is the founding partner. This program is helping to implement SDGs 8, 16 and 17, as well as promote and serve Access to Justice and Access to Information, and further the Rule of Law.

Celebrating the 1st anniversary of GOALI on 6 March 2019, a user-feedback survey was conducted and an [article](#) highlighting the most important outcomes was published on the ILO website. The conclusion is that GOALI helps librarians and researchers "to know our rights and respect the rights of others" in its mission to realize: Research for Global Justice. Brill, under its Law imprint, Brill Nijhoff, is happy to continue to contribute its legal online publications to realize this goal.

Brill's Adopt a Library in Afghanistan

[Brill's Adopt a Library Program](#) continues to fill a need and help build partnerships with key research and library institutions in developing countries. The 2018 adoption focuses on Afghanistan and Access to Justice in line with the GOALI Initiative as outlined above.



[Kabul University](#) (KUA) and the [American University of Afghanistan](#) (AUAF) are the primary receivers of this donation that will be concluded in April 2019 with the help of the [Keihan Foundation](#), which a.o. seeks to foster academic and cultural relations between the Netherlands and Afghanistan.

The adoption of Kabul University comprises of c. 350 books in the following subject areas: History, Culture, Sociology, Anthropology, Religion, Islamic Studies, Language and Linguistics, as well as books on Afghanistan and the Central Asian region. In addition, the [Afghanistan Centre at Kabul University](#) (ACKU) have been given complementary access to Brill's [The History of Afghanistan Online](#) in support of their efforts to digitize the history of Afghanistan.

The American University of Afghanistan (AUAF) receives a donation of c. 700 books in the subject areas: International law, including Human Rights and Humanitarian Law, Rule of Law, Children's and Youth Rights and Islamic Law, Gender & Minority rights.

This adoption strengthens the [Afghanistan Legal Education Project](#) (ALEP), which implements legal capacity building at the American University of Afghanistan in close partnership with [Stanford University's Law School's](#) Rule of Law Program. In addition, both institutions are eligible to access legal content from GOALI through the Research4Life partnership in which Brill actively participates as an academic publishing partner.

Environment

Brill Companies have an active recycling program and encourage its employees to use office resources like paper, plastic utensils, etc. prudently.

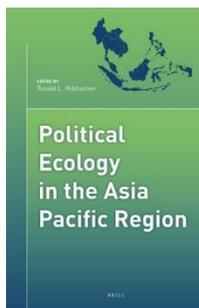
With employee education and engagement, Brill USA in 2018 eliminated all use of plastic "K-cups" in favor of bio-degradable products. All offices are encouraged to take further measures, where possible, to reduce office waste, particularly that generated by the canteen (e.g. replace paper towels and napkins with reusable counterparts).

Print Marketing Materials CO₂ neutral

In 2018 the marketing department continued to work with sustainable partners for our print materials to ensure the production is CO₂ neutral (as reported in the last CoP). Furthermore, we took further measures to print more materials locally to reduce unnecessary transport and shipping. These measure will continue to take full effect in 2019.

Research and the Environment

Our publisher in the Brill Asia office in Singapore launched a new book series that draws academic attention to environmental and sustainable development in Southeast Asia and the wider Asia-Pacific region. The first topical volume was launched last year at an expert meeting of key stakeholders in Brussels.



[Political Ecology in the Asia Pacific Region](#)

Editor: [Ronald Holzhacker](#)

This series focuses on environmental and sustainable development in Southeast Asia and the wider Asia-Pacific region, where many scientific, governance, and societal questions emerge at the local, national, regional and global levels. Such questions call for research and publications with theoretical perspectives, as well as studies that provide rich empirical and comparative analysis originated from the region.

Labour

Brill Companies ensure that its employees are well-informed about their legal rights. Brill USA, for example, does so by having its state and federal labor laws and employee rights prominently displayed within the office, and easily accessible online. Further, Brill Companies have comprehensive, written Employee Manuals which outline employee rights and responsibilities for all its subsidiary offices.

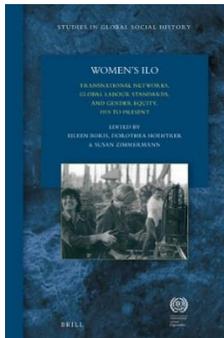
Brill Companies offer a variety of employee benefits, including contributions to pensions, medical and dental plans, short- and long-term disability insurance, and maternity leave.

Brill is an Equal Opportunity Employer which takes its employees safety and wellbeing very seriously, and assures that its workplace is safe and healthy. Training is (continuously) given on work safety, and in HQ health and safety prevention personnel have been assigned their respective roles and are the first point of referral in case of questions of employees.

Research and Labour

In 2018, to celebrate International Women's Day (IWD), Brill published the International Labour Organization's (ILO) publication on gender and global labour standards to mark a centenary of women's rights.

[Women's ILO: Transnational Networks, Global Labour Standards, and Gender Equity, 1919 to Present.](#)



What is the place of women in global labour policies? *Women's ILO: Transnational Networks, Global Labour Standards, and Gender Equity, 1919 to Present* gathers new research on a century of ILO engagement with women's work. It asks: what was the role of women's networks in shaping ILO policies and what were the gendered meanings of international labour law in a world of uneven and unequal development? *Women's ILO* explores issues like equal remuneration, home-based labour, and social welfare internationally and in places such as Argentina, Italy, and Ghana. It scrutinizes the impact of both power relations and global feminisms on the making of global labour policies in a world shaped by colonialism, the Cold War and post-colonial inequality. It further charts the disparate advancement of gender equity, highlighting the significant role of women experts and activists in the process.

This year (2019) the ILO is celebrating its centenary, and their anniversary publication on labour and social protection will be also published by Brill in *open access*.

[The ILO @ 100](#)

Addressing the past and future of work and social protection

Series: [International Development Policy](#) Volume: 11

On the occasion of the centenary of the International Labour Organization (ILO), this 11th special issue of *International Development Policy* explores the Organization's capacity for action, its effectiveness and its ability to adapt and innovate. The collection of thirteen articles, written by authors from around the world, covers three broad areas: the ILO's historic context and contemporary challenges; approaches and results in relation to labour and social protection; and the changes shaping the future of work. The articles highlight the progress and gaps to date, as well as the context and constraints faced by the ILO in its efforts to respond to the new dilemmas and challenges of the fourth industrial revolution, with regard to labour and social protection.

Activities in 2018 in Publishing

Improvement of peer review

Diligent peer review of publications is a key activity of the publishing process and crucial to guaranteeing quality, innovation and advancement in science. All journals and book series published by Brill are peer reviewed according to international standards.

In 2018 we started with a pilot to use anti-plagiarism software (iThenticate) for several of our journals. This software helps peer reviewers and editors to detect suspicious articles that may include material from others without proper reference. After having created the technical conditions and implemented the software, we will develop policies and work with editorial boards to use the software. A review of the pilot will take place in the second half 2019.

Activities in planning for 2019

Diversity in editorial boards

The quality of journals depends on the quality of its editorial boards. Editors and editorial board members are appointed based on their expertise, academic ability and international network. At the same time, we aim for a balanced representation of gender, age and country of origin. At Brill we firmly believe that diversity in editorial boards will improve the quality of the journals and book series we publish. In 2019 a review will take place to determine quantitative data around the current composition of editorial boards. Depending on the outcome of this review a strategy will be devised to maintain or improve diversity in our boards.

Publishing ethics and policies

For 2019 a revision of our policies for publishing research on unprovenanced artifacts is planned. We are concerned about the influence that the publication of unprovenanced material has on the illicit trade in antiquities. Publications might legitimize artifacts that are potentially looted, forged, or illegally imported. In April 2017, the American Schools of Oriental Research (ASOR) have developed guidelines on the provenance of artifacts. Our revision will be based on these policies and supported by leading scholars in the field.

For information not included in this report, please refer to www.brill.com