



GLOBAL COMPACT COMMUNICATION ON PROGRESS YEAR 2019/2020

STATEMENT OF CONTINUED SUPPORT

February 10th, 2021

To our stakeholders:

We are pleased to confirm that L. van Heek Textiles BV 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 sharing this information with our stake holders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'H Brookhuis', with a long horizontal line extending from the end of the signature towards the right.

Henri Brookhuis
Director Production & Logistics

A handwritten signature in blue ink, appearing to read 'Yvonne van den Berg', with a long horizontal line extending from the end of the signature towards the left.

Yvonne van den Berg
Commercial Director

Our first COP reports on our implementation of the then principles.

INTRODUCTION

L. van Heek Textiles BV is a privately owned enterprise specialized in producing exclusive woven and knitted fabrics for the worldwide industrial market with an experience of over 160 years.. The entire weaving, knitting, upgrading and finishing process takes place in the factory in the Netherlands. A vast variety of textile bookbinding materials for books and luxury packaging is produced and sold on a global scale. Also technical textiles for various industries are produced like insect repellent mesh fabric and Poll-Tex®, a patented product that prevents the access of airborne pollens. A complete range of transparent and blackout window decoration products are also produced in addition amongst other textiles for digital printing.

Van Heek Textiles wishes to pursue its business activities in a sustainable and responsible manner. Working conditions, environmental awareness as well as continuity, profit/margin/result and employment form an integral part of our corporate policy.

Please feel free to visit our website www.vanheektextiles.com

DESCRIPTION OF ACTIONS

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.

Van Heek Textiles respects and supports the Universal Declaration of Human Rights and national laws. We endeavour to ensure we do not infringe on human rights and comply with the laws of the countries in which we operate. We do not tolerate any type of discrimination or harassment.

Within VHT an active policy is pursued in the field of prevention and combating aggression, violence, discrimination, bullying, abuse of power and sexual harassment. A complaints procedure has been put into place where the individual employee can submit a complaint to the functionary and confidential counsellor designated by the employer and reports are handled by the complaints committee.

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.

All these topics are part of the constitution of the Netherlands.

L. van Heek Textiles enforces Human Right policies. Employers have access to all relevant details to their rights, duties and resources within the organisation through the personnel handbook of rules.

Goals for next year are reinstating the intranet and updating this personnel handbook of rules.

L. van Heek Textiles has not received any complaints from employees or business partners in relation to human rights violation, nor was she involved in any human rights incidences before or during this reporting period.

Not only for our employees by paying attention to working conditions and materials we use, but also outside our premises we find it important to be socially involved as a company and to work towards a better world. That is why we choose to support the work of Oxfam Novib as company ambassador. Oxfam Novib's Entrepreneurs for Entrepreneurs Network supports people in developing countries in their entrepreneurial dreams. They support small and start-up entrepreneurs and the growth of small and medium-sized enterprises because we believe in the power of entrepreneurship. In this way we help them to work on a abetter future. For themselves, their families, and their communities.

LABOUR

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.

Van Heek Textiles adheres 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). Van Heek textiles is an equal opportunities employer that judges its employees by merits, not on grounds of gender, sexual orientation, race or religion.

Van Heek Textiles is against discrimination and exploitation of vulnerable people. Within Van Heek Textiles there is a great diversity of nationalities. Everybody has equal opportunities. We comply with the Universal Declaration of Human Rights and national laws. In the past year no internal human rights issues were identified or reported.

We are, and will remain, responsible for the safety, health and welfare of our valued employees.

We pursue an active personnel and environmental policy: on the one hand based on the common interest of good cooperation, and, on the other, on the requirements of the Working Conditions Act (Arbowet), Environmental Management Act and the Pollution of Surfaces Waters Act (WVOW).

All rights and responsibilities of the employees are written down in the employee handbook.

Van Heek Textiles is a company with an open and informal communication structure. If anyone has any questions they always can be asked. If there are any issues in relation to labour everybody can,

and should, inform their supervisor, HR or the confident/counsellor. Van Heek Textiles also has a designated employee with specialised knowledge about health and safety aspects, for supporting and advising management and employees, and to identify and fulfil legal requirements.

Within Van Heek Textiles there are also employee councils representing the employees. All employees have the right to stand candidate for election and have the right to vote for the employee council candidates. Access for union members is granted by national laws. It is mandatory for the management to inform the employee council and ask advice or approval for subjects related to occupational health, safety and social aspects.

ENVIRONMENT

Principle 7: Businesses 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

Van Heek Textiles 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, Van Heek Textiles products are REACH compliant and FSC accredited where applicable.

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

- Staff are encouraged to use their bicycle by facilitating them buying them tax friendly through handing in holiday hours.
- Yarns and woven material waste and 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 production, warehousing and sales centrally and all under one roof to avoid extensive transportation

Van Heek Textiles is making further steps towards lowering its environmental impact by switching to renewable energy. Starting from January 2021 Van Heek Textiles is using green energy accumulated from windmills. With the switch the carbon footprint caused by the production processes will be reduced by 37.9 % a year. The overall company's carbon footprint will be reduced by 19.8%.

ANTI-CORRUPTION

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

Van Heek Textiles 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 upon.

Van Heek Textiles 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.

There has not been a case of corruption at L. van Heek Textiles. Should an incident occur, Van Heek Textiles 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.

Our financial statement and corresponding processes and policies are independently audited by independent accountants resulting in a financial statement report. Our actions are completely transparent, all payments are done by bank transfers.

MEASUREMENTS OF OUTCOME

In the past year no internal human rights issues were identified or reported.

We have not received any complaints from employees or business partners in relation to human rights violation, nor were we involved in any human rights incidences before or during this reporting period.

We have received no grievance or complaint from employees in relation to labour rights violations, nor was Van Heek Textiles involved in any labour rights incidence before or during the reporting period.

Van Heek Textiles will maintain FSC accreditation with annual audits. We will continue to ensure our products are compliant to REACH, not using animal derivatives and keeping all products phthalate free, lead-free, heavy metal-free, non toxic, free of ozone depleting chemicals, chlorine free.

The aim is to further optimise the use of renewable energy.

We have not had any issues with corruption.