

## COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP) From: 01-01-2022 To: 31-12-2022

### 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

01-02-2022

To our stakeholders:

I am pleased to confirm that Zinnige Zaken 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 stakeholders using our primary channels of communication.

Sincerely yours,



Pascal Bouwman  
Zakelijke Vent



## 2. DESCRIPTION OF ACTIONS

### Human Rights

- We consider our people as our own. Much like a parent we protect them for any harm, meanwhile stimulate them to surpass us in all what we've achieved.
- This ideology is part of our company statement. The document called '*Zeven Zinnige Zaken*' forms the base of how we want to work together amongst ourselves and worth others.
- This year extra attention is given to Diversity and Inclusion in this statement. As a whole we've rewritten the statement to make sure that everybody is welcome and feels part of our group.

### Labour

- We require all our suppliers to operate with a high degree of social and global responsibility. This is also stated in our buying terms and conditions and we require every supplier to declare to comply with this statement.
- This declaration contains:
  - The prevention of usage of any form of forced or bonded labor in the supply chain.
  - Actively promoting a safe and healthy working environment within the supply chain.
  - Making sure every worker in the supply chain earns a proper living wage.

### Environment

- Our mission statement is "Making the world a better place". This is guaranteed in our company statement. We use the definition in which we declare that we will do business without compromising the interests and needs of current and future generations.
- This year we changed our car-policy so every new company car will have a minimal footprint on the world we live in. The first car is already sourced under this new policy.
- At the beginning of this year we replaced our out-dated fluorescent lighting with led lightning. Saving up to 80% on energy usage.

### Anti-Corruption

- We require all our suppliers to operate with a high degree of social and global responsibility. This is also stated in our buying terms and conditions and we require every supplier to declare to comply with this statement.
- This declaration contains:
  - Preventing corruption by implementing a zero-tolerance-policy.
  - Obtain the highest possible ethical standards in the entire supply chain.
- Within our own organization we've revised our policy on gifts and relationships with suppliers and clients. To prevent even the slightest form of corruption and maintain a high level of ethical standards.

### 3. MEASUREMENT OF OUTCOMES

- The company is owned by three male shareholders and at the moment they fulfill the management tasks within the organization. Due to the effects of the COVID pandemic we have to let go half of our people. So with the first sentence in mind we realize we are not a truly diversified organization.  
We are aware of this fact and have stated we will become a more diverse organization as soon as the situation allows us to hire new people again. Just like we were before the pandemic.
- We've invested in reducing the energy consumption of the office we make use of. Our goal is a reduction of 50% in 2022.  
In order to follow up on this goal, we are keeping measurements on a monthly basis.
- Business wise our goal is set on activating 150.000 employees before the end of 2030 to become more sustainable. We've reached the level of 62.000 employees at the beginning of this year. This year we aim to activate 10.000 employees so we can catch up on the year we've lost during the pandemic.