



**van Heek** textiles

# COMMUNICATION ON PROGRESS (COP)

From January 2021 – December 2021 (Year 2021)

# STATEMENT OF CONTINUED SUPPORT

March 10th, 2022

To our stakeholder,


We are pleased to confirm that L. Van Heek Textiles 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 integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.

Yours sincerely,



Yvonne van den Berg  
Commercial Director



Henri Brookhuis  
Director Production&Logistics

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## HUMAN RIGHTS PRINCIPLES

Principle 1): Business should support and respect the protection of internationally proclaimed rights;

Principle 2): Make sure that they are not complicit in human rights abuses

### **ASSESSMENT, POLICY AND GOALS**

L. van Heek Textiles complies with the Universal Declaration of Human Rights and national laws.

Van Heek Textiles is committed to respecting human rights as stated in the human declaration of human rights in both internal and external operations. We do not tolerate any type of discrimination or harassment.

Based on our commitment our goal this year is to set up a code of conduct, to make our position clear for all our suppliers, employees and partners. We will also ask all our employees to take this conduct into account when interacting with clients, colleagues and community.

### **IMPLEMENTATION**

Within Van Heek Textiles we have an active policy based on the prevention and combating aggression, violence, discrimination, bullying, abuse of power and sexual harassment. A complaints procedure is put into place so that an individual employee can submit a complaint to the functionary and confidential counsellor designated by the employer. Complaints are handled by the complaints committee.

Van Heek Textiles enforces Human Right policies. All our employees have access to all relevant details to their rights, duties and resources within the organization. Every new employee receives the company's guidelines at his/her career start at Van Heek Textiles. This is all laid down in the personnel handbook of rules and will be refined as needed. Our digital web portal Intranet can also be consulted 24/7.

Our company has an open communication structure, we encourage employees to directly express ideas, questions and concerns. We accomplish this by having an open door policy and regular structures meetings. This also creates more openness towards a culture of trust. We believe that our employees are the key asset for our business to succeed.



Van Heek Textiles supports Oxfam Novib's initiative: 'Entrepreneurs for Entrepreneurs' network. This initiative is meant to support small and medium-sized businesses, so that men and women in poor countries can develop a better way of supporting themselves economically. By supporting this, we try to be socially involved by looking forward to a better world.

## **MEASUREMENT OF OUTCOMES**

In the past year no internal human rights issues were identified or reported from our employees or business partners. We will continue to monitor and to maintain a zero abuse record so that we can remain a fair and attractive employer.

## LABOUR PRINCIPLES

- 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;
- Principle 6): the elimination of discrimination in respect of employment and occupation.

### ASSESSMENT, POLICY AND GOALS

L. 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.

Van Heek Textiles is an equal opportunities employer that judges its employees by merits not on grounds of gender, sexual orientation, race or religion. Our company has developed policies and measures to underline our strong believe that our employees are the most valuable asset of the company and are encourage to unfold their full potential as individuals and members of the team.

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 aim to keep the work environment a safe place where there is respect for each other, everybody is equal and we encourage personal development.

### IMPLEMENTATION

The company handbook covers policies concerning our employee rights and compensation and responsibilities. L. van Heek Textiles adheres to all national rules and regulations concerning health and safety.

Our company provides the best possible office equipment to ensure correct posture and comfort. Natural lightning to avoid stress to the eye as well as adjustable desks that allows changing the body position throughout the day by sitting or standing.

We offer beverages in form of coffee, tea and water and hold voluntary activity events for all staff members.

We reward our employees for their loyalty and length of employment. We believe and encourage further education and training for our employees. We practice open communication by having regular and structured feedback and an appraisal mechanism. We believe that all our employees should be appreciated regardless of gender, race, nationality, ethnic beliefs, religion, disability, age, sexual orientation or identity. Recognizing and promoting diverse potentials creates economic advantages for our company. We actively work to create a climate of acceptance and mutual trust.

If there are any issues in relation to labour, our policy is to inform the supervisor, HR or our confident counsellor. L. van Heek Textiles also has a designated employee which is specialized in health and safety aspects, for supporting and advising management and employees and to identify and fulfill legal requirements.

Our company has an employee council of seven members that represent all of our employees. All employees have the right to stand candidate for election which is every 3 years, and they 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 in the decisions the company is making. The council represents and defends the interests of the staff, in this way they can contribute to the proper functioning of our organization. This year our employees will elect a new council.

## **MEASUREMENT OF OUTCOMES**

L. van Heek Textiles has received no grievance or complaint from employees in relation to labour rights violations, nor was it involved in any labour rights incidents before or during the report period.

Every year we have structured interviews and discussions with our employees, to set and discuss professional goals, personal strengths and opportunities for improvement.

## ENVIRONMENT

Principle 7): Businesses should support a precautionary approach to environmental challenges;

Principle 8): undertake initiatives to promote greater environmental responsibility;

Principle 9): encourage the development and diffusion of environmentally friendly technologies.

### ASSESSMENT, POLICIES AND GOALS

L. van Heek textiles understand that we have an impact on the environment through our activities. Upholding relevant regulations and standards are considered naturally an obligation. By integrating sustainability in our management and taking judicious measures, we try to reduce the ecological footprint of our products. We work to analyze, identify and substitute our impact as much as possible.

Our aim for next year is to expand our ecofriendly product range and to have a working waste water treatment system for our dying process. This installation will purify any harmful substances in our waste water by separating substances without the use of any chemicals. By then we also would like to have implemented the reuse of this waste water in our dying process, e.g. cleaning machines.

The installation is already installed but not fully working yet.

### IMPLEMENTATION

Carbon dioxide is the primary cause of human induced global warming. Van Heek Textiles is making more steps every year towards lowering its environmental impact.

- Our staff is encouraged to use their bicycle. They can buy their bicycle tax friendly through handing in holiday hours.
- We try as much as possible to separate our waste for recycling. Our yarns, woven and paper waste are collected for recycling.
- In January 2021 we starting using green energy accumulated from windmills. This will reduce the production processes by 37,9% a year. This reduces our carbon footprint by 19,8%.
- Our products are REACH compliant and FSC accredited where applicable, they are also made for longevity and we use natural yarns for our cover materials.



- In November 2021 we gradually started the transition to switch over to FSC Lenzing Ecovero. Colour by colour, to avoid wasting the materials we already had in stock. By choosing FSC, Lenzing and Ecovero, we consciously are choosing nature friendly viscose, while maintaining the same quality.
- We are continually testing new materials that could contribute to even more sustainable processes and have less environmental impact. Currently, a new material consisting of recycled resources is in the pipeline to be soon introduced into our product assortment.

#### **MEASUREMENT OF OUTCOME**

L. van Heek Textiles maintains FSC accreditation by having the annual audits. Our company continues to ensure our products are free of substances of very high concern listed in the REACH regulations, administered by ECHA (European Chemical Agency).

## ANTI- CORRUPTION

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

### **ASSESSMENT, POLICIES AND GOALS**

L. van Heek Textiles has a zero-tolerance policy for corruption, bribery and extortion. We do not tolerate remuneration outside agreed quotation, unless this is formally agreed upon.

We did not have any issues with corruption this year. Our goal for next year is to maintain zero incidents concerning anti-corruption.

### **IMPLEMENTATION**

L. van Heek Textiles only accepts contracts that are within the range of our expertise and experience and which are compatible with our vision and beliefs. Should a contract move in a direction that is inconsistent with our conduct, we will seek discussion with the customer and if necessary withdraw from the contract.

### **MEASUREMENT OF OUTCOME**

There has not been a case of corruption at our company. Should an incident occur, appropriate action will be taken and ultimately the contract will be terminated. The case will then be assessed and evaluated with the aim to avoid such incidents in the future. This will also be put in our Code of Conduct.

Our financial statement and corresponding processes and policies are independently audited by independent accountants resulting in a financial statement report. All payments are done by bank transfers. In this way our actions will be completely transparent.