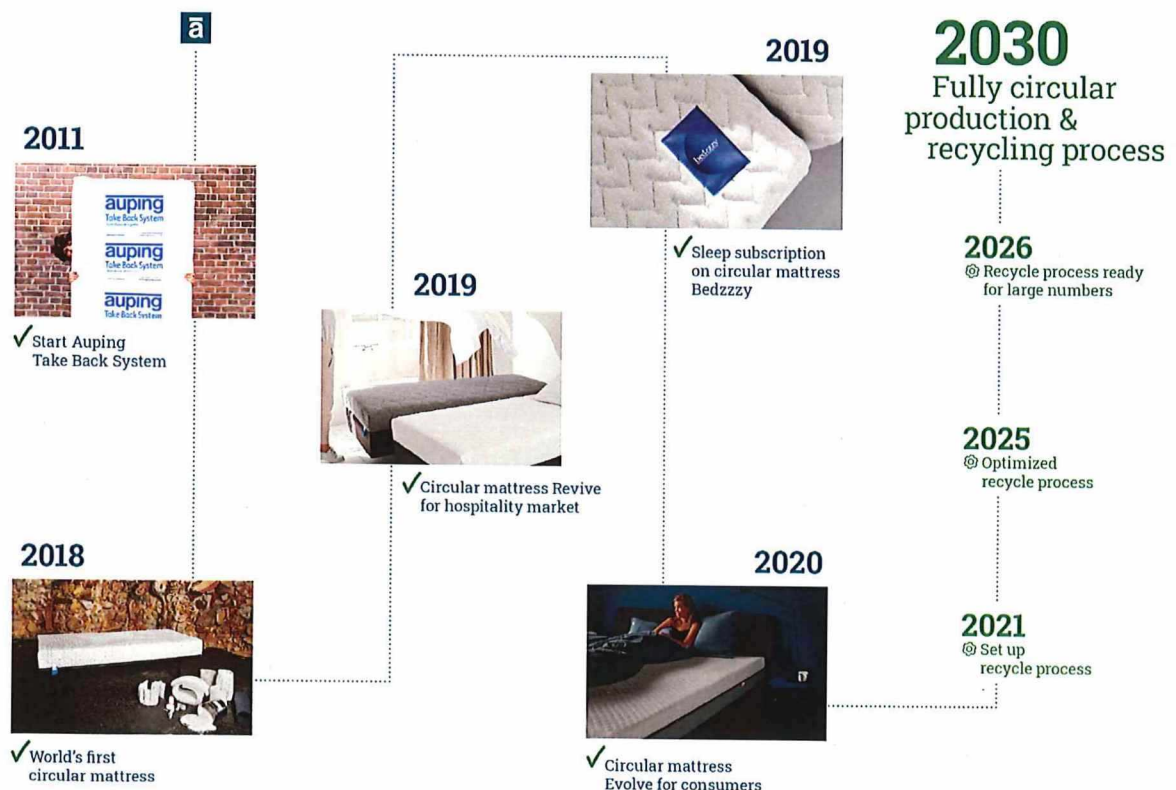


## Royal Auping – Communication on Progress

It is our conviction that good sleep is fundamental for a healthy and energetic life.

We consciously strive for sustainable relationships with the environment, our stakeholders and the individual.

With passion and curiosity we work on the ultimate sleep comfort of tomorrow.



Deventer, May 2022

To our stakeholders,


We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report because we are in the process of further professionalizing our CSR-reporting and broadening the content, which we would like to finish, so it can be added in our description.

We hereby ask for an extension period in order to be able to post a COP that describes our company's effort and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by August 16 2022 at the latest

Sincerely yours,

Koninklijke Auping bv



Linda Hoebe  
CFO

### **Human Rights Principles**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.

### **Assessment, Policy and Goals**

Our policy: Auping acknowledges the importance of supporting and protecting the UN Human Rights Charter. Activities implemented:

- Auping provides a safe and pleasant working environment to all its employees.
- Auping has incorporated the UN Global Compact code in its Code of Conduct.
- Auping has successfully implemented flex working, allowing its employees to balance private life with working time more efficiently.
- Auping has implemented having employees plan their own activities, holiday time etc.

### **Labour Principles**

Principle 3: Businesses 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.

### **Assessment, Policy and Goals**

Auping has incorporated the ILO Core Conventions as part of its Supplier Code of Conduct. All our employees are issued with a contract of employment which clearly states their terms and conditions including wages, working hours, leave, benefits etc. Auping has an active works council and encourages employees to participate in this. Auping has signed the Charter Talent to the Top, the treaty for gender diversification within organizations.

### **Implementation**

Auping has an active Health and Safety program in which all employees are encouraged to report safety issues.

### **Measurements of Outcomes**

Auping has received no grievances or complaints from employees or others in relation to (potential) labour rights violations, nor has Auping been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles. Auping has measured employee satisfaction successfully.

### **Environmental Principles**

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

### **Assessment, Policy and Goals**

Auping is a B corp. certified March 2020, living up to the highest standards of social and environmental impact. We strive to have a fully circular business model by 2030. We consciously strive for sustainable relationships with the environment, our stakeholders and the individual. Examples:

- We assess annually the footprint of our production site.
- Our Strategic Partners are asked to sign our Code of Conduct which is based upon the 10 principles.

### **Implementation**

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents. Examples:

- We operate within a factory site in which we have incorporated numerous environmental positive solutions such as Earth warmth, earth cooling, Day light catching.
- We actively are re-shoring products to The Netherlands to start a circular business approach.
- We actively are designing new products which are based upon circular economy principles.

#### **Measurements of Outcomes**

The Auping factory scores above 8 on all measurements in the GPR building assessment. GPR Building assesses both the environmental impact, energy performance and the design quality of new and existing buildings on five indicators is measured a GRI norm of above.

- We have launched products based upon PET recycled fabrics.
- We have launched products based upon Clothing recycled fabrics.
- We have set a goal to reach 100% recyclability of our products by 2023.
- We won the circular business award 2019 by the Dutch government.

#### **Anti-Corruption Principles**

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

#### **Assessment, Policy and Goals**

Auping stands for fair business and avoids any form of corruption. Auping is committed to comply to all relevant business laws.

#### **Implementation**

Description of concrete actions to implement anti-corruption policies, reduce anticorruption risks and respond to incidents. Examples:

- An Anti-Corruption statement has been incorporated in the Auping Supplier Code of Conduct.

#### **Measurement of outcomes**

Auping is undergoing complete financial auditing at least once a year. Furthermore, a proper separation of the ability to order and the ability to pay ensure that suspicious corrupt behaviour can be quickly identified.