



United Nations Global Compact

COMMUNICATION ON PROGRESS 2022

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Message from our CEO

In recent times, also following the enactment of the UN Sustainable Development Goals, sustainability has become a pivotal business factor across all industries, and its importance is only set to grow as time goes by.

When evaluating a business and its role in society, purely economic outcomes are no longer the sole elements to be taken into account, as increasingly environmental, social, and governance factors step in.

Sustainability and corporate responsibility represent an ongoing challenge involving all of us. We recognize our role in helping protect the planet and reach sustainable development.

Therefore, we are deeply invested in doing our part, among others minimizing the impact our company has on the environment and supporting those who are working to improve global environmental sustainability.

Since 2021, **van Berings** has been committed to the UN Global Compact corporate responsibility initiative and its Ten Principles in the areas of human rights, labor, the environment and anti-corruption.

By submitting this Communication on Progress, we are delighted to renew and continue this commitment.

Best regards,

van Berings Consulting

Armando Sech
Chairman





Human Rights

Principle 1:

“Businesses should support and respect the protection of internationally proclaimed human rights”.

Principle 2:

“Make sure that they are not complicit in human rights abuses”.



Sustainable Supply Chain

As part of the **Sustainable Supply Chain Policy**, our company requires its suppliers to comply with certain principles, which range from human and labor rights, occupational H&S, and compliance to environment.

In particular, **van Berings** expects its suppliers to:

- to comply with applicable national laws and regulations regarding human and labor rights, as well as with the principles of the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work; and
- to pay at least the minimum wage, as required by national law; and
- not to employ or do business with subcontractors or suppliers that employ persons under the minimum age; and
- not to rely on forced labor; and
- not to discriminate on the basis of race, religion, national or ethnic origin, sex, gender identity, age, sexual orientation, disability, political affiliation, or other comparable reasons; and
- not to perform or tolerate any type of physical punishment or physical, sexual, psychological or verbal harassment or abuse.

van Berings reserves the right to cut or refuse partnerships with suppliers that do not achieve, do not maintain, or are unable to demonstrate progress towards these principles.

The **Sustainable Supply Chain Policy** is freely accessible on our [WEBSITE](#)



Sustainability-Related Services

van Berings offers a wide array of sustainability-related services, which are intended to help local and multinational corporations understand, embrace, implement and manage the core principles of a sustainable development.

In particular, our **ESG toolkit** is aimed to evaluate the current ESG positioning of a business and provide for tailored-made prescriptions enabling the business to improve its ESG positioning.

Our sustainability@vanberings.eu information service provides pro bono preliminary advice to any person interested in finding new strategies and opportunities towards a sustainable development.

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Community Outreach

van Berings endorses Amazon's initiative "*Un click per la Scuola*" in order to support local schools and kindergartens in purchasing equipment and supplies.

In addition, our company regularly contributes to non-profit organizations aimed, in particular, at assisting and sheltering people in need.





Results:

- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.
- Through the Amazon's initiative "*Un click per la Scuola*", van Berings donated Euro 3,000 worth in equipment and supplies for schools and kindergartens.
- For each FY, our company allocates a dedicated budget to fund sustainability-related initiatives.



Labor

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 labor”.

Principle 5:

“The effective abolition of child labor”.

Principle 6:

“The elimination of discrimination in respect of employment and occupation”.



Right to Collective Bargaining

van Berings applies to all its employees the national collective bargaining agreement for the reference sector. The individual employment agreements are stipulated in writing. Complementary policies and rules are, made available through the intranet, easily accessible to all employees, and regularly updated. Occupational hygiene and safety regulations are strictly complied with, as are the laws regarding protected categories of workers.



Work Environment

van Berings:

- complies with all applicable H&S regulations; and
- is committed to ensure a decent workplace for all its employees and consultants.

The company's size and culture allow a collegial atmosphere where directors, consultants and employees collaborate freely and frequently across practice areas.

State-of-the-art equipment is at disposal of all our consultants and employees.

Training

van Berings is always available to invest in its consultants and employees to develop their professional knowledge and skills, as well as to foster their talents.

To this purpose, the company constantly encourages and sponsors its consultants and employees to enroll in training programs and initiatives of various kind and nature.



Forced and Compulsory Labor - Child Labor

van Berings rejects any form of forced and compulsory labor, as well as child labor, and requires all its suppliers to act accordingly.

In that respect, our **Sustainable Supply Chain Policy** requires all our suppliers:

- not to employ or do business with subcontractors or suppliers that employ persons under the minimum age; and
- not to rely on forced labor; and
- not to perform or tolerate any type of physical punishment or physical, sexual, psychological or verbal harassment or abuse.

van Berings reserves the right to cut or refuse partnerships with suppliers that do not achieve, do not maintain, or are unable to demonstrate progress towards these principles.

The **Sustainable Supply Chain Policy** is freely accessible on our

WEBSITE



Dignity, Diversity, and Inclusion

At **van Berings** we recognize and appreciate all the differences that make each of us unique. Upholding a culture of inclusion that fosters these differences is imperative for our business, our clients, and the communities in which we live and work. Embracing a diversity of perspectives, backgrounds and experience allows us to attract and retain the best talents and to provide our Clients with the most considered and innovative advice.

From the very beginning we have strongly valued diversity and inclusion at the director, consultant and staff level, as we firmly believe that addressing diversity and equality is not only an ethical principle but also an appropriate asset to efficiently deal with variety and complexity, both in life and at work, in an increasingly globalized world.

van Berings strives to guarantee equal accessibility and opportunity for all while seeking to ensure that everyone reaches their fullest potential.

For **van Berings**, dignity means mutual respect, as well as creating a positive and productive work environment. It also translates to not exposing each other to any harm in the form of abuse, bullying or harassment.

van Berings adheres to the following Policy Principles:

- we provide equal employment opportunities to all employees and applicants, without regard to race, religion, national or ethnic origin, sex, gender identity, age, sexual orientation, disability, political affiliation, or other comparable reasons;
- everyone is offered equal access to learning opportunities in order to fulfill their individual potential;
- our meritocracy-based reward structures are fair and equitable;
- we are committed to being an inclusive and diverse organization which celebrates difference and creates relationships of mutual respect;



- discriminatory, intimidating, humiliating or harm-causing behaviors, such as bullying or harassment of any kind, are not being tolerated;
- everyone has a responsibility to uphold these principles and speak out about negative behaviors and practices (either directly through informal discussion or by reporting them).

By implementing and following these principles, we strive to create a positive and productive environment that values each individual's contributions to the benefit and success of all: our Clients, our community and our company.

As a result, at **van Berings** you can expect:

- a workplace that promotes equality and diversity;
- a workplace free from abuse, bullying, harassment or victimization;
- dignity, respect and courtesy;
- fair treatment and equal opportunities;
- experience no form of unlawful or unfair discrimination;
- feel valued, listened to and supported when concern is raised.

The **Dignity, Diversity, and Inclusion Policy** is freely accessible on our [WEBSITE](#)



Results:

- The collective bargaining agreement for companies belonging to the commercial sector applies to 100% of our employees.
- No claims for breaches of H&S regulations occurred in the reference period.
- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.



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”.



Responsible Consumption, Near Sourcing, and Use of Recycled Materials

At **van Berings** we encourage and implement an efficient and sustainable use of resources in order to reduce the overall waste generation.

Responsible consumption constitutes a core value at our company. In order to significantly reduce waste generation, and in general the environmental impacts of our purchases, we at **van Berings** prioritize reusable products over disposable ones and put in place an efficient waste segregation management for all offices.

When purchasing goods, environmental factors are deeply taken into account: in fact, given comparable quality, it is our policy to choose eco-friendly goods (both in terms of reusability and recyclability) over alternative ones, no matter if more expensive.





Our Initiatives:

- Our premises are equipped with water filtering systems and reusable water bottles, ceramic mugs and dishes as well as drinking glasses are made available to all our consultants and employees, as well as to our clients, thus effectively reducing plastic waste.
- We encourage the reduction of paper use and file, share and archive documents digitally wherever possible.
- **van Berings** signed up for “**CO2 Neutral Website**” in order to neutralize vanberings.eu carbon emissions.
- We strive to minimize energy consumption wherever and whenever possible.
- In order to promote green mobility and provide an effective transport alternative, van Berings:
 - prefers alternatives to travel whenever possible or encourage the use of eco-friendly travel options; and
 - financially supports its employees and consultants in shifting from combustion engine cars to hybrid or electric vehicles; and
 - makes available to all of them bike sharing passes to enhance urban sustainable mobility.



Results:

- Our water filtering systems lead to the saving of 1,125 PET bottles per year.
- All of our partners and associates are equipped with Vegan Backpacks, made 100% from recycled PET bottles, which allowed us to contribute to the recycling of approximately 225 PET bottles.
- Each of our Recycled Bottles funds the collection of ocean-bound plastic bottles. This allowed us to contribute to the collection of more than 12,000 ocean-bound plastic bottles.
- By replacing plastic cups with reusable ones made of glass and ceramic, we were able to eliminate the use of roughly 325 plastic cups per year.
- Through the initiative “[CO2 Neutral Website](#)”, we set off 100% of [vanberings.eu](#) carbon emissions.
- Our premises are equipped with 100% LED lighting systems.
- 100% of our consultants and employees commute to work through eco-friendly travel options (e.g. bikes, public transport, electric vehicles etc.), or do not commute at all by working from home.



Anti-Corruption

Principle 10:

“Businesses should work against corruption in all its forms, including extortion and bribery”.



Our statement

van Berings firmly rejects any form of corruption.

As part of the **Sustainable Supply Chain Policy**, our company expects its suppliers:

- to comply with applicable national and international laws, regulations, as well as generally accepted practices; and
- not to participate in or support any form of corruption, bribery or money laundering; and
- to disclose any material information related to its business with van Berings in a timely manner, as well as to report actively any deficiency related to the information provided; and
- to act with integrity in all business relationships.

In addition, we expect all our clients to adhere to national and international money laundering regulations. To this purpose, when engaging with new clients, we require them to fill out a specific form disclosing certain material information for anti-money laundering purposes.



Results:

- 100% of our top 10 suppliers have been notified and made aware of our Sustainable Supply Chain Policy and we are committed to cease any business relationships with those suppliers which will not accept such policy.
- 100% of our clients filled out a dedicated anti-money laundering form.



About van Berings Consulting

The hallmark of **van Berings**' success has always been and continues to be an uncompromising commitment to excellence, extraordinary Client service, full understanding of our Clients' business and culture, a sharp focus on the issues that matter most and a commitment to addressing our Clients' immediate needs and advancing their longer-term strategic goals.

Pursuing this goal requires a constant focus on our Clients, a deep understanding of their markets and businesses, globally minded and committed professionals and responsibility and integrity in the way they interact with our communities and manage our impact on the environment.

van Berings strives to provide its Clients with strategic, proactive, practical, timely and cost-effective corporate advice and transaction services that help them succeed and that meet the highest standards, always thinking strategically and considering creative approaches to provide transaction services that resolve matters or improve the outcome of matters in which our Clients are involved.

van Berings is a consulting firm representing Clients ranging from public companies, multinational corporations and private equity funds to entrepreneurs and private companies. We have been consistently recognized for our expertise in corporate advice and domestic and cross-border transaction services. Although primarily based in Milan, van Berings represent clients nationally and internationally.

van Berings is well positioned to serve Clients from almost anywhere in the world. We embrace diverse work environments with professional on staff who are fluent in English, German, Italian, French, Russian and Spanish and a sophisticated international network of partner consulting firms strategically located worldwide enabling us to provide our Clients with fully integrated cross-border services with respect to multi-jurisdiction transactions and local advice.

At **van Berings** solution-oriented thinking, insights and long-standing international experience come together to create the business value our Clients are looking for to thrive their business.

Visit us at vanberings.eu



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