



Visscher-Caravelle Sustainability Report 2019

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Introduction

About this report

This is the third publication of our annual sustainability report. This report includes all activities on corporate social responsibility.

Period of reporting

This report includes our social and environmental activities between 1st January and 31st December in 2019.

Reporting scope

This report covers all activities in our headquarters in the Netherlands and our production sites in Poland and Mexico.

Reporting standards

This report was prepared in accordance with the United Nations Global Compact (UNGC) – Communication on Progress (COP) guide.

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CEO message

The automotive industry is shifting rapidly towards sustainability. Many electric vehicles will soon be entering the market, and some car models use sustainable materials to preserve natural resources and reduce waste.

As a world-leading car mats company, we also feel responsible for the environmental impact we could give to the world. Therefore we have conducted different research and projects to reduce our carbon footprints. Our sustainability team is investigating different types of sustainable materials and technologies. A stepping stone achievement which we feel proud of is the start-up of our local supply chain in Mexico. This, for example, significantly reduces emissions from transport. We are now measuring its contribution to the environment.

In addition, we are making changes with our employees and local communities. All our activities come from the initiatives from our employees and cooperation with local communities. An event of planting trees continue annually because of the passion of our Polish employees and their families.

Sustainability and trust will be always the most important values for us. This report contains our thoughts and actions from 2019. We hope you enjoy reading this report.

Tiemen van Dijk
CEO

Company Overview

Performance Highlights

Visscher-Caravelle is a global car mats manufacturer. We are mainly producing carpet mats and injection-moulded mats. As a result of our efforts for operational excellence and customer satisfaction, we are the leading company in our segment. We want to make a positive impact wherever we operate.

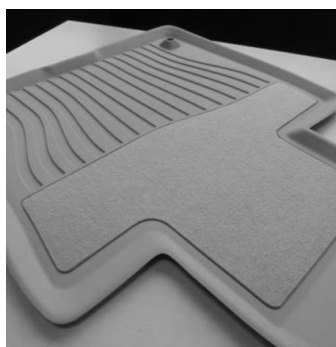


Market leader in Europe



7 production sites
(Poland, Mexico,
China, Malaysia)

7 sales office
(EU, US, Asia,
Australia)



10,5M
Sets of
Floor mats
(Carpet & All-weather)



1,700
Employees
Worldwide



Founded
in 1952



Tier 1 supplier to
All major OEMs



Corporate core values

Our business stands on the basis of core values – operational excellence, global presence, design & innovation, and sustainability. These values are our focus and guidance of every activity.

Operational excellence

Operational excellence has always been the most important value for us. We have continuously focused on top performance in quality, cost, and delivery. Continuous improvement, strong cooperation in our supply chain, team cooperation, and lean management are the key drivers of our operational excellence.

Global presence

Global presence has successfully supported operational excellence. We have located ourselves in multiple areas – from Europe to America and Asia. This helped us to get closer to our customers in the world. As the end of 2019, Visscher-Caravell maintains 5 production sites in 4 countries and sales offices in 5 countries.

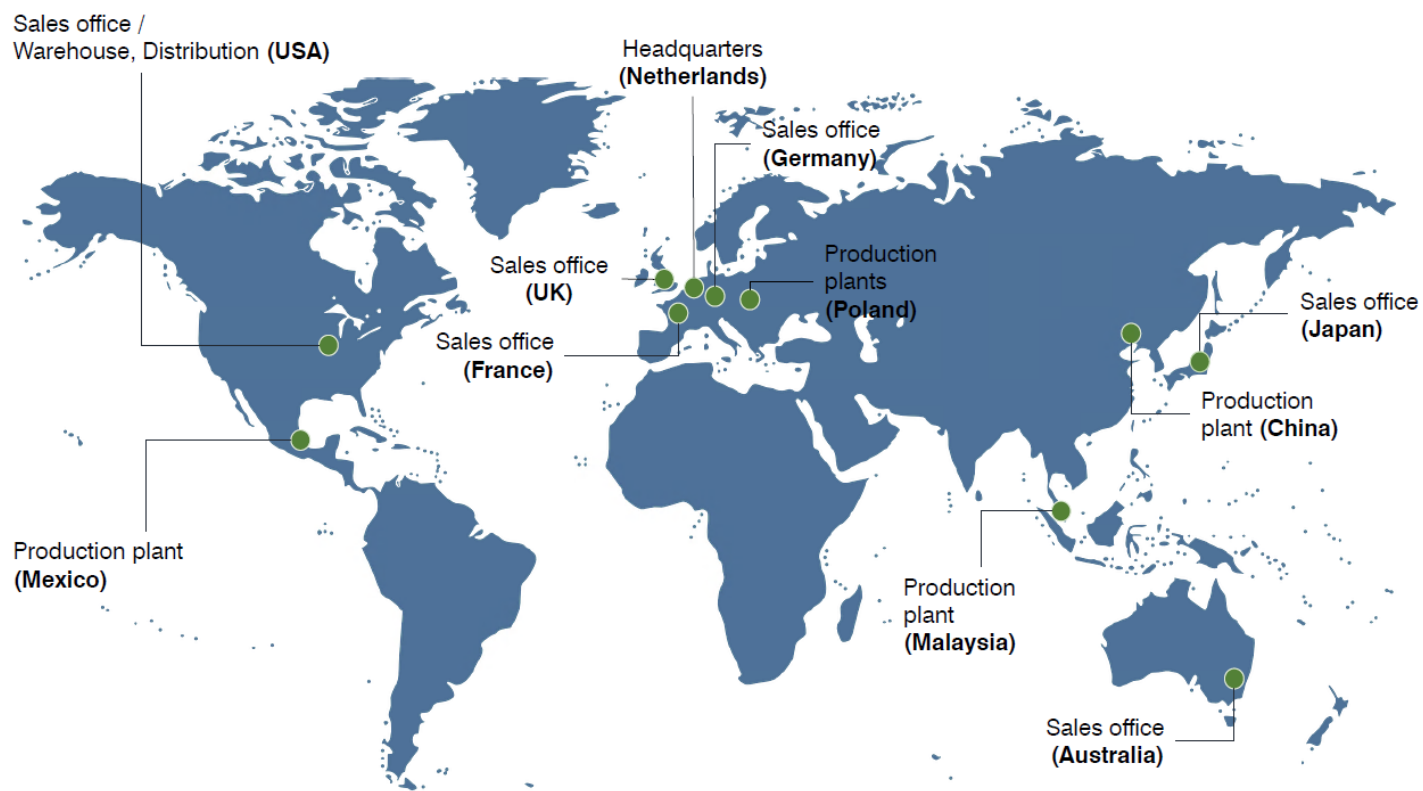
Design & Innovation

Design gets bigger attention than previous time for future mobility. We are also investigating new design possibilities by following customers' design philosophy and trends. We believe design can create a good synergy with sustainability and try to keep finding

Sustainability

We acknowledge our role and position in the value chain and the influence that we can exert. We are committed to the sustainable growth and aim to work with our employees and business partners to generate a positive impact on human, social, and ecological level. We believe sustainable products and services should be in harmony with wishes and experiences of the customers.

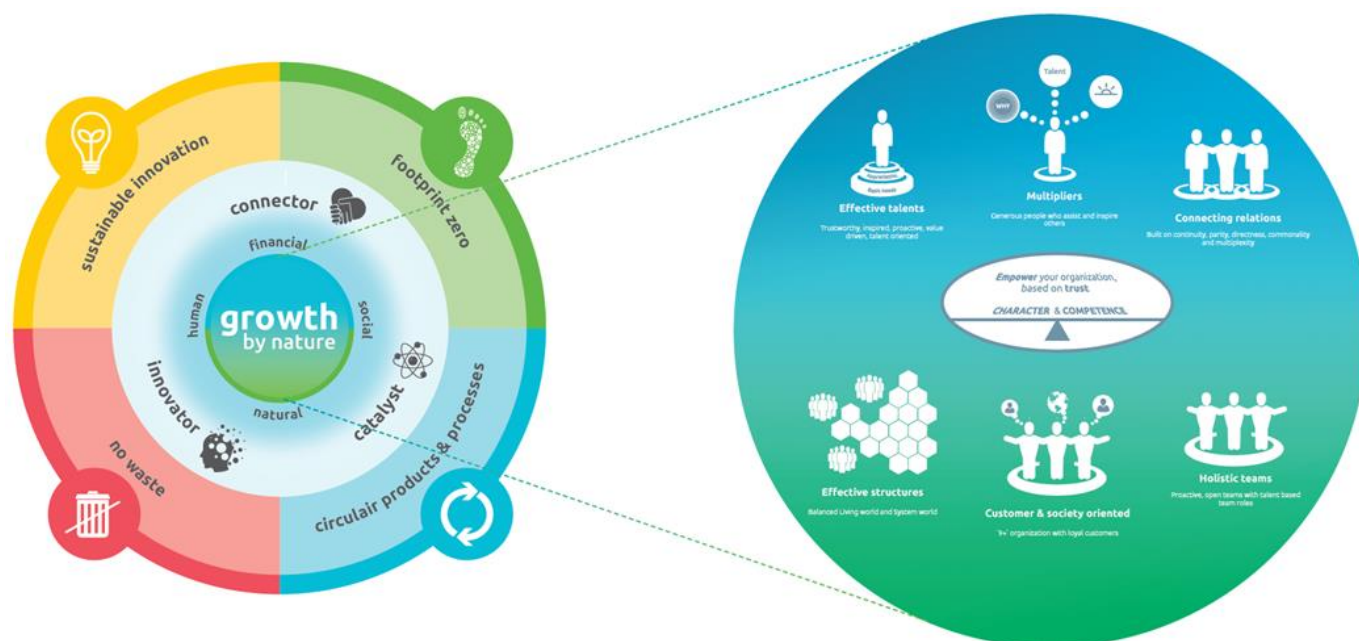
Global presence



Organisational vision

Our vision

“Empower your organisation based on a culture of trust”



Vischer-Caravelle has corporate vision “Growth by nature”. It embraces our will to contribute to the greener society and cooperate with employees and social environments. We want to grow based on the harmony of sustainability and our culture of trust. We are passionate to spread this philosophy globally.

What we optimally aim for is

Autonomy : Freedom and responsibility in balance

Involvement : Between each other and with the work

Self-development : Developing your talents and identity

These three can be realized only under the “culture of trust”. We believe trust is one of the most powerful motivational and inspirational forces.

This trust consists of character and competence.

Character : People / employees have the right intentions and that these are in line with their own personal values; their integrity

Competence : People / employees have the capacity (talents, attitudes, skills and knowledge) to do what they should do. They deliver the right results in the right way

Organisational values

Within Visscher-Caravelle, we base our actions on the following organizational values. It is our goal to make Visscher-Caravelle full of these values, and we are working on it every day.

I am honest	<ul style="list-style-type: none"> • I am open and transparent, without damaging the interest of the company • I refuse to accept or initiate any form of dishonesty • I behave in accordance with current code of conduct
I perform	<ul style="list-style-type: none"> • I understand my profession and realize sustainable results with a professional attitude • I take the responsibility that comes with the freedom I get • I strive for joint results and success
I serve	<ul style="list-style-type: none"> • I know, respect and appreciate my stakeholders • I create long-lasting connecting relationships with my stakeholders • I take my stakeholders interests into account (Take win-win)



Effective talents

To make sure everyone delivers result that match their capacity, we continuously discover, understand, develop and align available and necessary talents, values and drives.



Multipliers

Leadership starts with yourself. Whether or not you have a position as a leader, your behavior always influences your surroundings. We want others to be successful and we have the intention to make each other better.



Holistic teams

Our teams are proactive teams, which means they operate autonomously, take initiative, look for new possibilities and take responsibility for their results. Team member roles are continuously adjusted to their talents, keeping in mind that all roles in the team are fulfilled and that there is a balance.



Effective structures

We always look for the right balance between the “living world” and the “system world”. The living world is here and now, in which everything actually takes place. The system world consists of rules, procedures and systems. We try to keep the system world as small as possible, adjusting it to stay in line with the real world.



Connecting relationships

An organization can become strong based on the complementary effect which happens when strength, knowledge and skills are combined, in order to reach a common goal. When relationships are good, things can be arranged quickly and don't make much energy.



Customer & society-oriented organization

Because our customers are the reason that our organization exists, we focus on understanding our customers. We always try to find new possibilities to add value for them. Also, we realize that we are a part of our society. We make use of people and means from our society and we have an influence on our surroundings.

Human rights

VC human rights principles

Visscher-Caravelle always takes all stakeholders into consideration in the process of business operations. Our beliefs and principles about corporate social responsibility are included in VC Global Code of Conduct. These principles apply to all employees working for and on behalf of all of the Visscher-Caravelle companies in the world.

Human rights

“Visscher-Caravelle recognizes the importance of maintaining and promoting fundamental human rights in all of our operations and throughout our supply chain.

Visscher-Caravelle opposes the illegal use of child labor, human exploitation and all other forms of unacceptable treatment of workers.

Visscher-Caravelle does not want to work with any supplier or contractor known to utilize inhumane labor practices including exploitation, physical punishment, abuse, involuntary servitude or other forms of mistreatment.

Visscher-Caravelle does not condone the violation of other labor laws and if any violation becomes known to the company, it may be considered grounds for terminating the business relationship.”

Anti-discrimination

“Visscher-Caravelle wants to respect the personal dignity, privacy and personal rights of every employee and is committed to maintaining a workplace free from discrimination. Therefore, employees must not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation. Employees who feel that their workplace does not comply with above principles are encouraged to raise their concerns with the HR department.”

Anti-harrassment

“Visscher-Caravelle seeks to provide a work environment that is free from harassment of any kind and/or any other offensive or disrespectful conduct.

Visscher-Caravelle complies with all country and local laws prohibiting harassment. Harassment includes unwelcome verbal, visual, physical or other conduct of any kind that creates an intimidating, offensive or hostile work environment.

Employees should never act in a harassing manner or otherwise cause your colleagues to feel uncomfortable in their work environment. It is important to remember that harassment, sexual or otherwise, is determined by your actions and how they impact others, regardless of your intentions. If you or someone else is the subject of discrimination or harassment, speak up and report it to the HR department.”

Implemented activities & Outcome

Regular donation



We believe we can have positive influence on our society and change the world by supporting young generation's rights.

We have regularly donated for two organizations: Kids rights, Compassion. They both are working to improve children's well-being and education.

Labor

VC labor principles

As mentioned before, employees are one of the most important parts in Visscher-Caravelle. Our employees must get good opportunities for personal development. Also working environment must be safe and jobs should be sustainable. This is also mentioned company policies and applicable local laws on Global Code of Conduct.

Freedom of association

“Employees of Visscher-Caravelle have the possibility to be a member of a trade union. Besides this, the company encourages to meet each other in all kind of situations (connecting relations and holistic teams). The company wants to be a flat organization because of this it is easy to approach the managers and board members of the organization. The organization have implemented so-called informal conversations. HR department have these informal conversations with the employees. Employees have the possibility to talk and to discuss about all kinds of issues in a familiar environment.”

Forced labor

“Forced or compulsory labor is strictly forbidden at Visscher-Caravelle. The company will do everything to avoid all kind of forced labor. There are no examples of forced labor in the organization till now.”

Child labor

“Even as forced labor is child labor strictly forbidden at Visscher-Caravelle. Visscher-Caravelle observes the labor laws in each country related to minors.”

Discrimination of employment

“When hiring new employees, only one thing is important for Visscher-Caravelle: competence and character in balance. The company does not allow any form of discrimination based on race, gender, religion, national origin, age, and sexual orientation, physical or mental disability.”

Healthy and safety

“Visscher-Caravelle expects from its employees no matter where they work or what they do for the company, that they will put safety first. Visscher-Caravelle is continuously working on providing a safe and healthy working environment, to prevent workplace injuries. Employees are expected to behave in a safe and proper manner and to comply with rules on health and safety at work.”

In addition, we do not tolerate by-passing health and safety procedures. Employees are required to report any incident and/or broken equipment and/or machinery which could create a health and safety hazard.

When employees work under the influence of drugs or alcohol, they pose an unacceptable safety risk to yourself and others. Drugs may include illegal drugs, controlled substances or misused prescription medication. The company expects from its employees to perform their job duties free from the influence of any substances that could impair job performance.

Implemented activities & Outcome

Teambuilding activity

Every year we organize team activities, such as board speech walk and team building day to reinforce our teamwork and friendly relations between colleagues.



↑ Board speech walk 2019 (NL)



↑ Team building 2019 (NL)



↑ Company sport team (PL)



↑ Marathon with colleagues (PL)

Employees satisfaction index

We regularly measures satisfaction level of our employees. In 2019, we conducted in Vicim and Visscher-Caravelle NL.

In Vicim, satisfaction rate about their tasks and working environments was 78%. In VC Netherlands, it was 74%. Both were higher than our target rate 70%.

Employee Satisfaction Survey 2019	
	Score
VC Poland	
Vicim	78%
Vanprotech	
VC Mexico	
VC NL	74%
Total	76%

Training/education 2019		
	Total number of people trained	Total hours of training
VC Poland	71	2444
Vicim	50	1000
VC Mexico	580	679
VC NL	19	440
Total	720	4563

Training and education

We are enthusiastic with helping our employees' development in both personal and career aspect. Compared to 2018 more employees received trainings in 2019, but training hours were less than 2018.

Child labor / Discrimination of employment

Visscher-Caravelle does not allow any chance of exploiting child labor. We also strongly avoid any discriminative factors in terms of salary.

Age range 2019	Total number				
	18 - 25 years	26 - 35 years	36 -45 years	46 - 55 years	56 - 67 years
VC Poland	170	266	252	187	51
Vicim	59	107	80	31	9
Vanprotech	16	19	8	8	3
VC Mexico	102	171	130	53	8
VC NL	4	17	25	14	6
Total	351	580	495	293	77

↑ Age range of Visscher-Caravelle employees

2019		2018	
Men	Women	Men	Women
737	986	719	941

↑ The number of employees by gender in VCNL, VCPL, Vicim, VC Mexico, Vanprotech*

*Vanprotech is our new commercial vehicle accessories company

Anti-corruption

VC anti-corruption principles

For Visscher-Caravelle, doing business in an honest and respectful way is a key condition and the only way of doing business. This is not limited into a certain country or customer, but includes all situations where Visscher-Caravelle is involved. Our Global Code of Conduct is obviously showing our principles.

Anti-corruption

“Visscher-Caravelle doesn’t want to be involved in any way of corruption. The company expects from its employees that doing business should never being influenced by corruption.

Corrupt arrangements with customers, suppliers, government, officials, or other third parties are strictly prohibited. Corruption generally refers to obtaining, or attempting to obtain, a personal benefit or business advantage through improper or illegal means.

Corruption may involve payments or the exchange of anything of value and includes the following activities: bribery (bribery of a government official or commercial bribery), extortion and kickbacks.”

Whistle-blower

“For Visscher-Caravelle this global code of conduct is very important. When employees suspect, or when they have evidence that there is any misuse of subjects related to this code of conduct, or any other subject which are not mentioned in this report, but can be named as illegal, criminal, or that will bring the company into discredit, the company expects from its employees to report these misuse. If there is a confidant in the company, employees can report to this confidant. If there is not a confidant employees can report to the head of HR department. When this is also not possible, employees can report to the confidant of VC Netherlands.”

Political activities

“It is prohibited that employees from Visscher-Caravelle are using company resources for personal political activities. The company expects from its employees that they will not use company funds or resources, or receive company reimbursement, for personal political activities, including contributions to political candidates or parties. Employees should avoid even the appearance of doing so. When employees decide to contribute their own time and money to any political or community activity are entirely personal and voluntary.”

Anti-bribery

“Visscher-Caravelle expects that its employees comply with all anti-bribery laws. Employees must never, directly or through intermediaries, offer or promise any personal or improper financial or other advantage in order to obtain or retain a business or other advantages from a third party, whether public or private. Nor must they accept any such advantage in return for any preferential treatment of a third party.

Moreover, employees must refrain from any activity or behavior that could give rise to the appearance or suspicion of such conduct or the attempt thereof. Employees should be aware that offering or giving of improper benefits in order to influence the decision of the recipient, even if he or she is not a government official, may not only entail disciplinary sanctions but also result in criminal charges. Improper benefits may consist of anything of value for the recipient, including employment or consultancy contracts for closely related parties.”

Sensitive company / product information

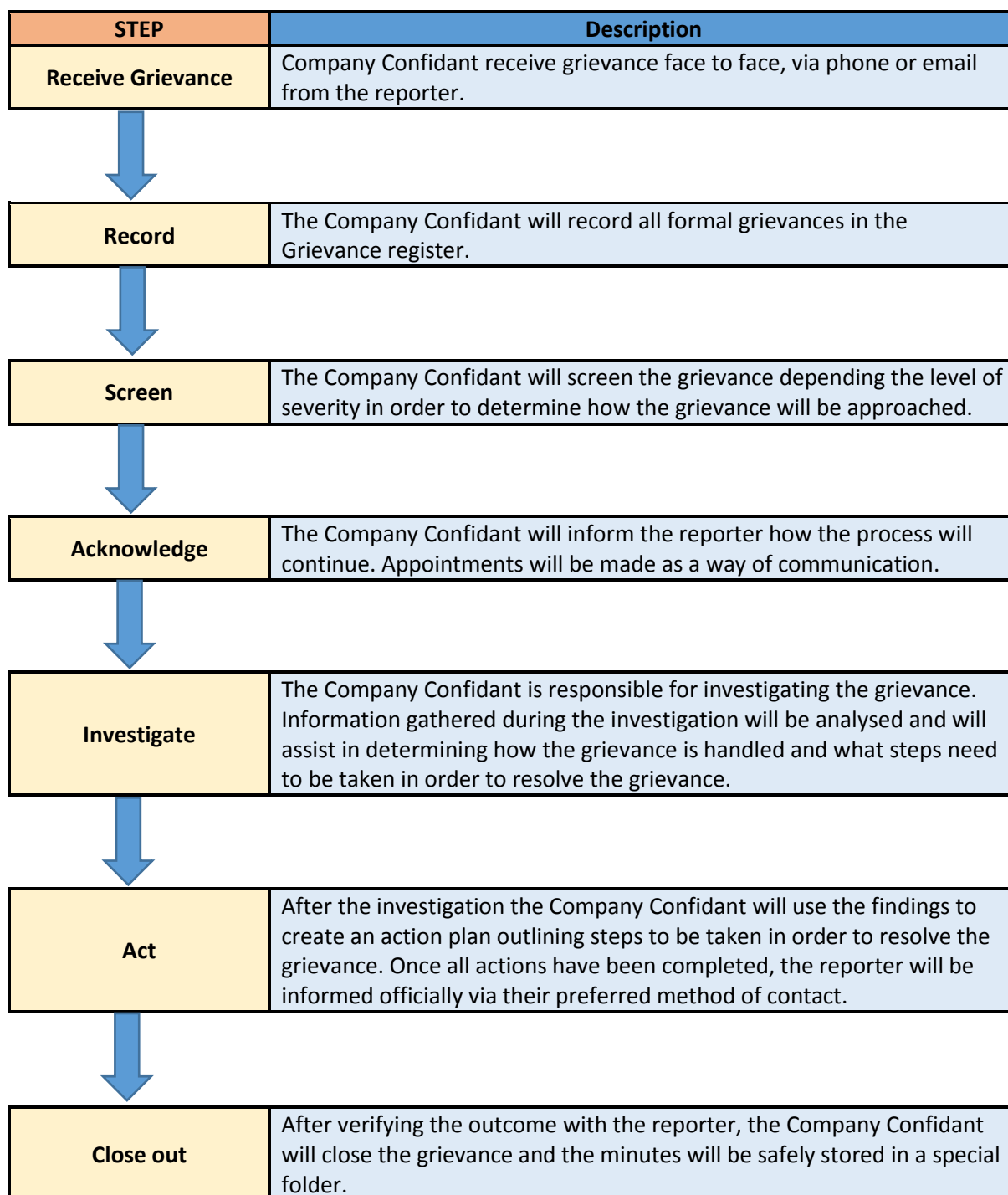
“Visscher-Caravelle expects from its employees that they value and protect confidential information and that they respect the confidential information of others. Confidential information consist of any information that is not or not yet public information. It includes trade secrets, business, marketing and service plans, consumer insights, engineering and manufacturing ideas, product specifications, designs, databases, records, salary information and any non-published financial or other data.”

“Unless required by law or authorized by management, the company expects that employees will not disclose confidential information or allow such disclosure. This obligation continues beyond the termination of employment. Furthermore, employees must use best efforts to avoid unintentional disclosure by applying special care when storing or transmitting confidential information.”

“Visscher-Caravelle respects that third parties have a similar interest in protecting their confidential information. In case that third parties, such as joint venture partners, suppliers or customers, share with Visscher-Caravelle confidential information, such information shall be treated with the same care as if it was information of Visscher-Caravelle. In that same spirit, employees shall protect confidential information that they have obtained in the course of their prior employment”

Implemented activities & Outcome

Since 2018, we have VC Grievance Mechanism to address grievances related to employees, organization, and workplaces. The grievance includes any legal and non-legal issues, and these are processed based on formal steps. In 2019, we had 1 grievance case, and this is addressed by our mechanism.



Environment

VC sustainability vision

Sustainability gets more and more attention in society level, and Visscher-Caravelle has already regarded sustainability as one of the important core values.



Sustainable innovation

Commercialize sustainable innovation: Creating communities (supply chain, end users, social ecosystem), working with new business models

Footprint zero

Resource-efficient product design, production process, and transport

Circular products & processes

Minimal harmful output (air, water, soil)

No waste

We collaborate across the value chain to reduce waste.

Implemented activities & Outcome

Mexico supply chain

We set up local supply chain for our Mexico plant. This helps to make the delivery of materials as short as possible and eventually reduce CO2 emission in logistics.

Based on our calculation, 428 ton of CO2 emission is reduced every year.



Renewal of ISO 14001

We shared our philosophy and projects related with sustainability, and we gladly inform that we got ISO 14001:2015 re-certified.

LCA (Life Cycle Assessment)

Every year, we publish the report of Life Cycle Assessment (LCA). We can see how much CO2 we have emitted for a year.

The amount of CO2 emission in 2019 maintained the same level with previous year. The waste is increased because figures from our new company, Vanprotech are added.

	2019 (CO2 ton)	2018 (CO2 ton)
Materials	93,374	98,233
Utilities	3,857	4,268
Waste	13,809	10,594

Viischer-Caravelle Sustainable Implementation, Measuring & Monitoring		2019		
		SETS (million):	8.9Mio textile & 2.9Mio TPE	
		CO2 (ton)	Contribution to total	REMARKS
equals average CO2 production of		20.533,80	Households	145.897 100,00%
Utilities			5.430	3,62%
Electricity		kWh	7.815.713	3.190 2,13%
	IVC NL		80.704	30 0,02%
	IVC PL		2.497.898	1.137 0,76%
	IVC Mexico		1.163.759	530 0,35%
	IVC China		34.900	16 0,01%
	Vicim injection molding		1.421.582	647 0,43%
	Vicim compounding		1.826.319	831 0,55%
	IVC Malaysia			- 0,00%
	Vanprotech		804.581	0,00%
Gas		m3	167.091	1.818 1,21%
	IVC NL		33.101	60 0,04%
	IVC PL		133.160	243 0,16%
	IVC Mexico		-	- 0,00%
	IVC China		-	- 0,00%
	Vicim injection molding		-	- 0,00%
	Vicim compounding		-	- 0,00%
	IVC Malaysia		-	- 0,00%
	Vanprotech		830	1.515 1,01%

Electricity generation from solar panels

Visscher-Caravelle HQ in the Netherlands installed solar panels in 2017. Majority part of our electricity consumption in the HQ come from these solar panels. In 2019, we produced 202,532kWh. It is almost same with 211,377kWh in 2018.

Saving energy

We implemented a number of projects to save the energy.

At first, all old lightings were changed into LED units in the Netherlands. We target to change all lightings before July 2020. Also, climate system of the spaces that are not often used by company members is changed into more energy-efficient one.

We hired a company that checks our energy consumption and can suggest small actions for saving energy. This would help our headquarters run in more sustainable way.



Planting trees

Visscher-Caravelle Poland and Vicim employees have planted trees in the forest every year. In 2019, our Polish employees and their family members participated in the activity.

Donation to WWF

Visscher-Caravelle is one of the donators for World Wildlife Fund (WWF). We support their activities to protect endangered species and keep the diversity of life on earth.



