



Visscher-Caravelle Sustainability report 2020



Visscher-Caravelle



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Introduction

About this report

Each year, Visscher-Caravelle publishes a sustainability report that includes all activities on social and environmental responsibility. This is the fourth publication.

Period of reporting

This report includes our social and environmental activities between 1st January 2020 and 31st December 2020.

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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Introduction

CEO message

2020 was a challenging year for everyone due to the COVID-19 crisis. Pandemic disrupted our lives, and it also influenced our company and employees. We put all our efforts into care for our employees and community while we support our customers.

In Poland, we produced N95 masks at our plant and donated them to the local community. Also, We provided COVID tests to our employees in Mexico. Thanks to these kinds of actions, we could protect our people and secure the business.

Coronacrisis did not become an obstacle to our passion for sustainability. Investigation about sustainable products and processes continued. We also acquired ISO 14001 certification. We are proud of what we achieved during the turbulence.

We will keep working to make our business more sustainable and, at the same time, make a positive contribution to our people and society. We hope you enjoy reading the report.

Tiemen van Dijk

CEO, Visscher-Caravelle

Company overview

Corporate core values

Our core values form the basis of everything we do. We have four core values: operational excellence, global presence, design & innovation, and sustainability. We aim to make a positive impact on our value chain and society.



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 2020, we have 5 production sites in 3 countries and sales offices in 5 countries.



Design & Innovation

Design gets bigger attention than previous times for future mobility. We are also investigating new design possibilities from customers' design philosophy and industry trends.

We believe design can create a good synergy with sustainability and try to keep finding diverse resources.



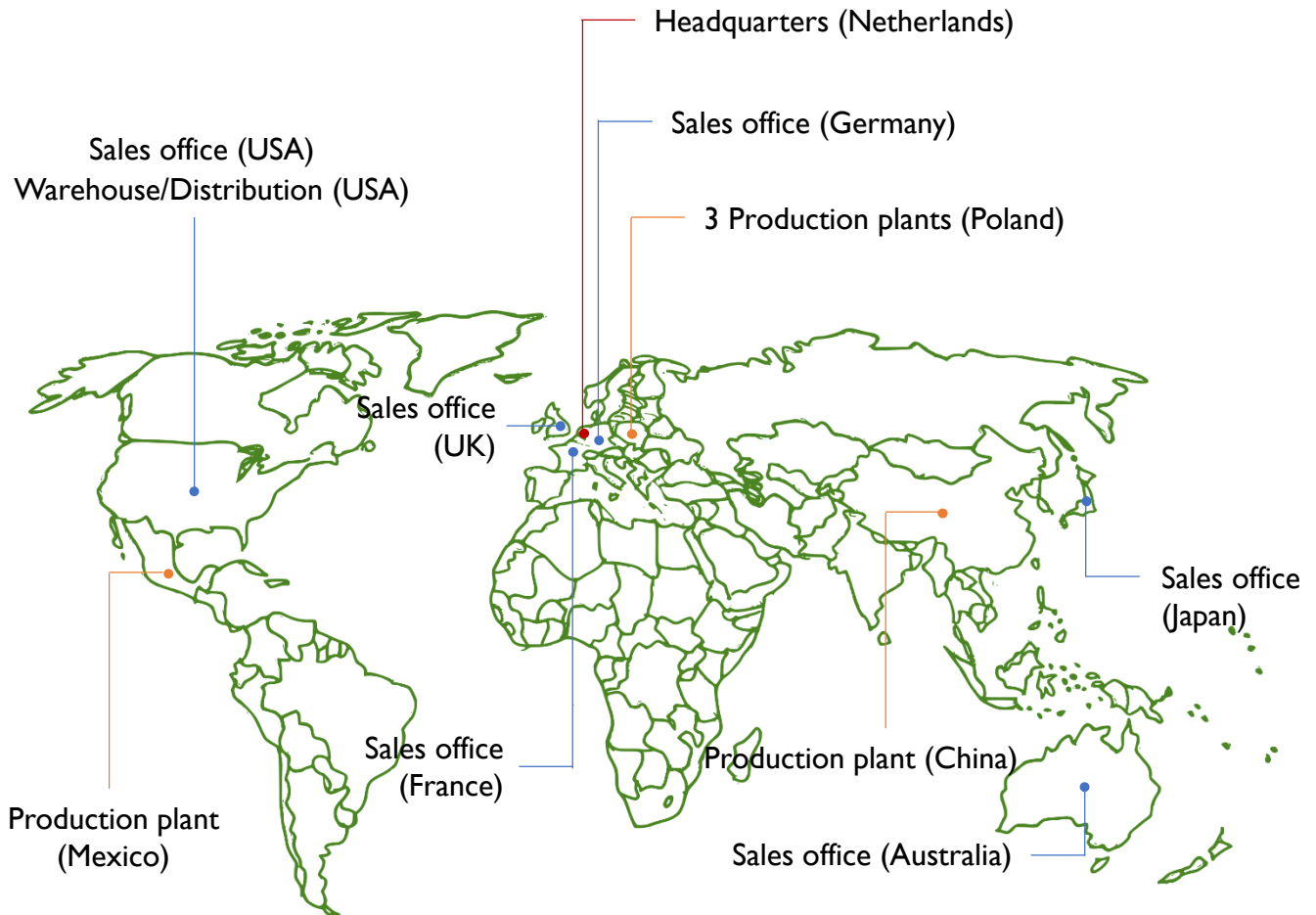
Sustainability

We acknowledge our role and position in the value chain and the influence that we exert. We believe sustainable products and services should be in harmony with customer needs.

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.

Company overview

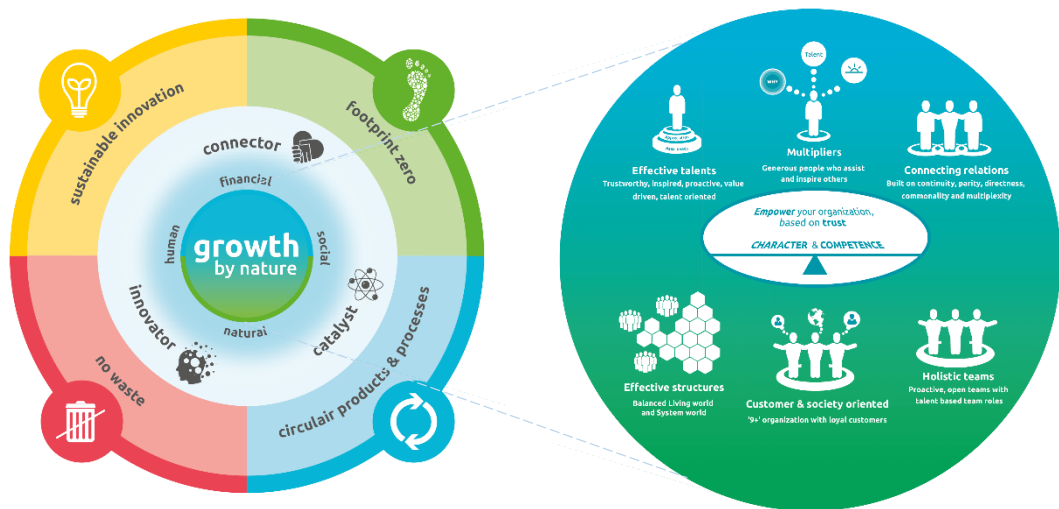
Global presence



Organisational vision

Our vision

Visscher-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.



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 vision

Organisational values

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

I am honest	I perform	I serve
<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 	<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 	<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.



Customer & Society-oriented organization

We always try to find new possibilities to add value for our customers. 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.



Effective structures

We always look for the right balance between the “living world” and the “system world”, which 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.



Holistic teams

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.



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.



Human rights

VC human rights principles

Visscher-Caravelle respects all laws and regulations related with human rights. Our code of conduct includes our policies that protect human rights in the business activities.

Health 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.

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.

Human rights

Implemented activities & outcome

VC Mexico SARS-CoV2 rapid test

All countries experienced coronacrisis and different problems that come with it. In VC Mexico, we provided rapid COVID tests for our employees and their families in order to protect health and safety of the employees.



VC Mexico good food & health project

We started “Good food project” in VC Mexico. The goal of this project is to increase awareness of good food and its link to the health. Every Thursday we provided health foods to our employees. We also installed stairs that employees can work out more in the company.



Activity	January	February	March	April	May	June	July	August	Sept	October	Nov	Dec
INFORMATION CAMPAIGN												
1. KICK OFF			X									
2. FOOD FACTS			X	X	X	X	X					
3. MI FAMILIA, MI COMIDA				X	X							
4. USEFUL APPS				X	X							
5. GOOD NIGHT, SLEEP TIGHT			X	X	X							
ENJOY GOOD FOOD												
1. PRACTISE WHAT YOU PREACH				X		X		X		X		X
2. DOUBLE JOY – SHARING FOOD					X							
3. HEALTHY THURSDAY - FRUIT			X	X		X	X	X	X	X	X	X
4. BUENA COMIDA – PROMOTION			X		X							
PHYSICAL ACTIVITY												
1. WE EXERCISE!				X								
2. FUN AND GAMES				X								
3. ACTIVE ON THE JOB				X								
4. LEISURE TIME – EAT AND PLAY				X	X	X						

Human rights

Implemented activities & outcome (continued)

Donation to Kids' rights and Compassion

We believe that supporting future generation can make positive influence on the society and change the world. Therefore, we have supported the organizations that work for children's health and growth.



Plastic lid collection



Vicim started collecting the lid of plastic bottles since September 2020.

They have collected these plastic bottle lids in order to support "Light Foundation" in Poland. Light Foundation is an organization that helps children in coma status.

The total amount of gains after selling these lids will support lots of activities of Light Foundation.



Human rights

Implemented activities & outcome (continued)

N95 mask production

In our Poland plant, we produced N95 masks in order to protect our employees and help the local community. We produced 113,000 masks, and 13,000 masks were donated to the charity organization, Caritas Centrum. They used the masks for low-income people and homeless people.



VC labor principles

Employees are one of the most important parts in Visscher-Carvelle. Working environment must be safe and our employees must get good opportunities for personal development.

Forced labor and human trafficking

Visscher-Caravelle prohibits the use of all forms of forced labor, including indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Visscher-Caravelle does not tolerate if anyone representing the company is involved or connected to one of these abuses.

Child labor

Visscher-Caravelle prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. Visscher-Caravelle does not tolerate if anyone representing the company is involved or connected to this abuse.

Freedom of association and collective bargaining

Visscher-Caravelle respects the employees' right to join, or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, Visscher-Caravelle commits to establishing a constructive dialogue with their freely chosen representatives. The company is committed to bargaining in good faith with such representatives.

Implemented activities & outcome

VC Employees Satisfaction Index

We hear our employees' opinions throughout employees satisfaction survey. We conduct the survey on a regular basis. In 2020, our employees in VC Mexico participated in the survey and their satisfaction rate was 75%.

Location	Satisfaction rate (%)
VCNL	n/a
VCPL	n/a
Vicim	n/a
Vanprotech	n/a
VC Mexico	75%

Child labor & Discrimination of employment

Number of employees 2020

Location	Men	Women
VC Poland	299	572
Vicim	140	122
Vanprotech	51	8
VC Mexico	197	228
VC NL	36	31
TOTAL	723	961

We are committed to respecting human rights and labor laws. We never allow forced and child labor. Also, we avoid any discriminative factors in employment.

Age range 2020

Location	Total number				
	18 - 25 years	26 - 35 years	36 - 45 years	46 - 55 years	56 - 67 years
VC Poland	142	239	249	190	56
Vicim	29	73	65	28	9
Vanprotech	16	21	11	11	5
VC Mexico	111	120	90	38	7
VC NL	2	16	30	16	7
Total	300	469	445	283	84

Implemented activities & outcome (continued)

Employees training & education

Training and education are essential for employee satisfaction and performance. We provide our employees training and education to develop themselves and reach to their full potential. For example, 22 people in VC Poland had English lessons.

Training/education 2020		
Location	Total number of people trained	Total hours of training
VC Poland	31	112
Vicim	71	1000
Vanprotech	12	184
VC Mexico	584	3339
VC NL	-	-
TOTAL	686	4635



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 shows 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 be influenced by corruption. Corrupt arrangements with customers, suppliers, government officials, or other third parties are strictly prohibited.

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 advantage from a third party, whether public or private.

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-corruption

Implemented activities & outcome

VC Grievance Mechanism

In 2018, we formulated our own grievance mechanism to address all legal and non-legal grievance related to employees, organization, and workplaces. We had 1 grievance case during 2020, and it is addressed by below mechanism.

Step	Description
Receive Grievance	Company Confidant receive grievance face to face, via phone or email from the reporter.
↓	
Record	The Company Confidant will record all formal grievances in the Grievance register.
↓	
Screen	The Company Confidant will screen the grievance depending the level of severity in order to determine how the grievance will be approached.
↓	
Acknowledge	The Company Confidant will inform the reporter how the process will continue. Appointments will be made as a way of communication.
↓	
Investigate	The Company Confidant is responsible for investigating the grievance. Information gathered during the investigation will be analysed and will assist in determining how the grievance is handled and what steps need to be taken in order to resolve the grievance.
↓	
Act	After the investigation the Company Confidant will use the findings to create an action plan outlining steps to be taken in order to resolve the grievance. Once all actions have been completed, the reporter will be informed officially via their preferred method of contact.
↓	
Close out	After verifying the outcome with the reporter, the Company Confidant will close the grievance and the minutes will be safely stored in a special folder.

VC sustainability vision

With growing concerns about climate change, sustainability has become a strategic priority in the automotive industry. Being part of our core values, sustainability is significant to our business. Our sustainability goals have four main pillars.



Sustainable innovation	Carbon footprint zero
Commercialize sustainability innovation: Creating communities (customer, supply chain, end users, social ecosystem), working with new business models	Resource-efficient product design, production process, and transport
Circular products & processes	No waste
Minimal harmful output (air, water, soil)	We collaborate across the value chain to reduce waste

Environment

Implemented activities & outcome

Electricity generation from solar panels

VCNL and VCPL currently generate electricity from the installed solar panels. In the Netherlands, almost 70% of electricity usage is covered by electricity from the solar panels. For past years, we had positive experiences with solar panels. Therefore, we are investigating the possibility to apply this system to other VC locations.

Location	Total electricity (kWh)	Electricity generated from solar panels (kWh)	Proportion of renewable energy (%)
VCNL	296,721	198,680	66,9
VCPL	2,209,292	9,830	0,45

Life Cycle Analysis

Location	Scope 1 (CO2 ton)	Scope 2 (CO2 ton)	Scope 3 (CO2 ton)
VCNL	1	23	66
VC PL	230	1,001	46,022
Vicim	0	1,690	31,630
VC MEX	0	402	41,669
Vanprotech	4	378	2,187
Total (2020)	235	3,494	105,992
Total (2019)	302	4,172	133,850

Every year we conduct LCA (Life Cycle Analysis) based on GHG protocol.

The total CO2 emission in 2020 was lower than in 2019 because of reduced production and business travels caused by coronacrisis.

Category	2020 (CO2 ton)	2019 (CO2 ton)
Materials	115,564	124,387
Utilities	3,734	4,477
Wastes	10,936	13,712

Environment

Implemented activities & outcome

ISO 14001 certified

Every year we work on obtaining ISO 14001 certification. We proudly announce that Visscher-Caravelle has acquired ISO 14001 certification in 2020.



Donation to WWF

Climate change jeopardizes the diversity of animals as well as our food and water supply. We have donated World Wildlife Fund (WWF) every year, supporting their activities for endangered animals and destroyed nature.