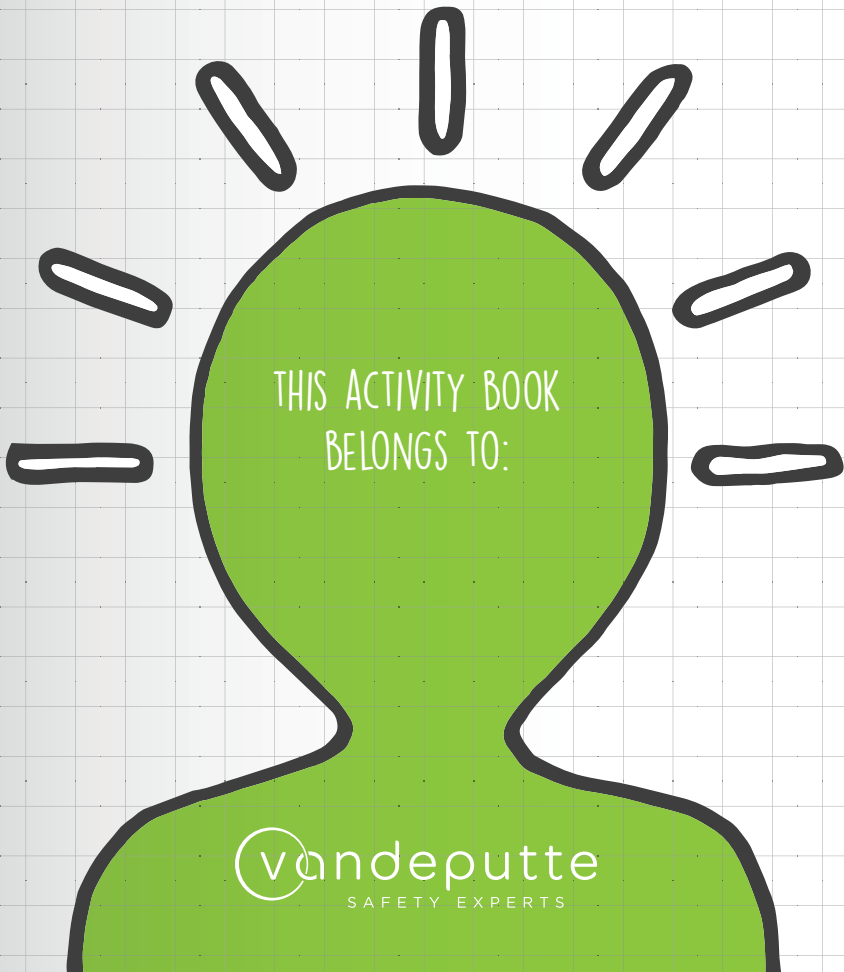


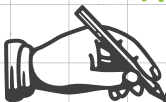
ACTIVITIES FOR CSR CREATORS



HOW DOES CORPORATE SOCIAL RESPONSIBILITY (CSR) WORK IN OUR COMPANY?

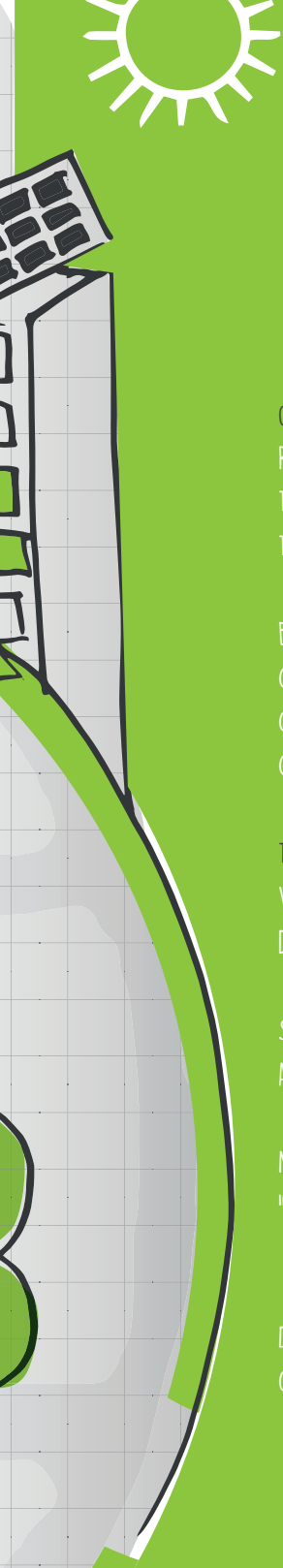


VANDEPUTTE'S FIRST STEP TOWARDS AN IDEAL WORLD



DRAW YOUR IDEAL WORLD HERE





HI,

GIVING SOMETHING BACK TO SOCIETY. THAT IS WHAT CORPORATE SOCIAL RESPONSIBILITY (CSR) MEANS TO VANDEPUTTE. IT'S ALL ABOUT DOING THE RIGHT THING, GIVING MONEY IS "TOO EASY". WE WANT EVERYONE INVOLVED AT VANDEPUTTE TO HAVE A CSR EXPERIENCE.

BUT HOW DOES THAT WORK IN EVERYDAY LIFE? WHAT IS OUR IMPACT? AND HOW CAN WE MAKE A DIFFERENCE? FACTS AND FIGURES ARE ALL PART OF THIS, AND THEY CAN BE CHECKED IN OUR FIRST SUSTAINABILITY REPORT. IN THIS ACTIVITIES BOOK, WE CLARIFY OUR CSR PRINCIPLES AND PRESENT THE HIGHLIGHTS OF OUR POLICIES.

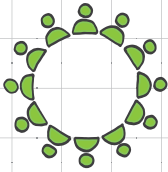
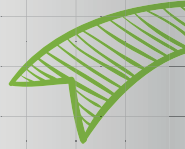
THIS ACTIVITY BOOK IS FOR YOU. WHETHER YOU WORK OR LIVE CLOSE TO VANDEPUTTE, OR WHETHER YOU'RE JUST CURIOUS ABOUT OUR SUSTAINABLE WAY OF DOING BUSINESS.

SO READ, DO THE PUZZLES, SCRIBBLE, EXPERIENCE THE ACTIVITIES AND ENJOY. AND DISCOVER WHAT CSR REALLY MEANS.

NATURALLY, THIS BOOKLET IS ALSO CARBON—NEUTRAL!
"IT'S SO GREEN, YOU KNOW WHAT I MEAN!"

DIRK VANDEPUTTE,
CEO

PROTECTING 1 MILLION PEOPLE AT WORK



SOCIETY—WE



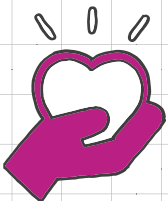
HAPPY PEOPLE



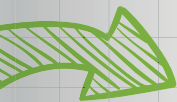
FAIR CHAIN



GREEN DISTRIBUTION



WE DO CARE



VANDEPUTTE'S CSR POLICY IS BASED ON 5 OVERARCHING THEMES, SELECTED FROM THE GRI, SDGS AND ISO 26000 STANDARDS. THIS HELPS US AND OUR STAKEHOLDERS TO BUILD A MORE SUSTAINABLE WORLD.

ENGAGEMENT

ENCOURAGE A
CULTURE OF SAFETY
AND WELL-BEING

SHARED VALUE

FLEXIBLE AND SAFE

EVERYONE AN
EMPLOYEE/ER

GO FOR TALENT

WELL CONSIDERED
PURCHASES

PARTNERS IN CIRCULAR
SAFETY

CO2

OFFICE AND
WAREHOUSE
MANAGEMENT

COMPLIANCE WITH
ENVIRONMENTAL AND
QUALITY LEGISLATION

INNOVATIVE SAFETY
SERVICES AND
PRODUCTS

PRIVACY AND
CUSTOMER
SATISFACTION


WHICH THEMES DO YOU
CONSIDER PRIORITIES?

THE CSR TEAM@WORK

"LOOKING FOR PARTNERS IN WASTE"

FILIP / PORTFOLIO AND PURCHASE MANAGER MTO

"BY 2020, WE WANT 15% MORE PRODUCTS IN OUR ACTIVE PORTFOLIO TO BE CIRCULAR OR SUSTAINABLE. WE CAN ONLY ACHIEVE THIS AMBITION WITH PARTNERS WHO MAY OR MAY NOT BE KNOWN IN THE WORLD OF SAFETY."

"14 WASTE STREAMS AND HALF A FOOTBALL FIELD OF SOLAR PANELS"

STEVEN / Q&W MANAGER

"WE INVEST IN SOLAR PANELS, HAVE A STRONG RECYCLING POLICY AND REVIEW THE ENVIRONMENTAL FIGURES EACH QUARTER. THE CLIMATE QUICK WINS HAVE ALREADY BEEN HARVESTED. NOW IT'S TIME TO TAKE IT A STEP FURTHER. SUCH AS, FOR EXAMPLE, INITIATING DISCUSSIONS WITH THE CUSTOMER TO DELIVER ON A WEEKLY INSTEAD OF DAILY BASIS."

"MORE THAN A NARRATIVE WITH GOOD INTENTIONS"

DIRK / CEO

"THE CHALLENGES OUR CSR NARRATIVE FACES ARE MAINLY THE IMPLEMENTATION OF OBJECTIVES AND ACTIONS."

"MAKING TIME FOR VOLUNTEER WORK"

PASCALE / DIRECTION ASSISTANT

"GIVE NATURE A HELPING HAND, DONATE PENNIES TO THE CUNINA GODPARENT PROGRAMME, OR CONTRIBUTE TO A CHARITY THROUGH OUR SAMURAI SHOES; THESE ARE WAYS OF GIVING SOMETHING BACK TO SOCIETY."



"EVERYONE AN EMPLOYEE/ER"

PIETER / DIRECTOR HR

"WE STRIVE FOR AUTONOMY, TAKE ON RESPONSIBILITY AND LIKE TO DEPLOY OUR EMPLOYEES IN PLACES WHERE THEIR STRENGTHS ARE NEEDED. VANDEPUTTE CONSIDERS EACH COLLEAGUE TO BE A PERSON WHO WANTS TO MAKE A POSITIVE CONTRIBUTION."

JUSTIFIABLY, CSR IS A HOT TOPIC!!

TIMMY / MASTER DATA EXPERT

"THE DIVERSITY OF THE CSR GROUP GUARANTEES EXCELLENT DYNAMICS AND BRILLIANTLY COMBINES VANDEPUTTE'S IN-HOUSE EXPERTISE. CSR AFFECTS EVERY INDIVIDUAL AT EVERY LEVEL OF OUR SOCIETY—WE AND THE WORLD. THERE ARE MANY REASONS FOR ACTIVELY SUPPORTING THIS! NO EXCUSE! I AM EXTREMELY PROUD OF THE 220 VOLUNTEER HOURS OUR STAFF HAVE DONATED!"

"UNBURDENING THE CUSTOMER THROUGH INNOVATIVE SERVICES AND PRODUCTS".

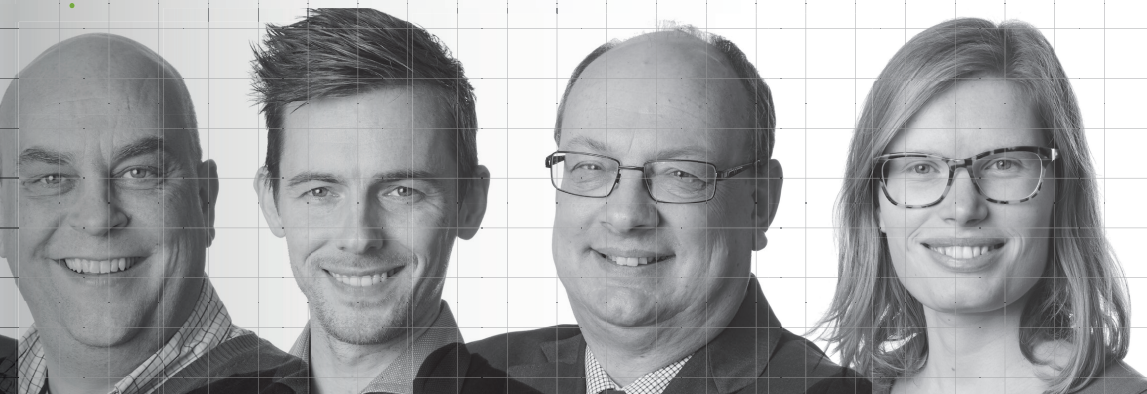
BERT / ACCOUNT MANAGER

"SENSORS IN CLOTHING, DISTRIBUTION MACHINES TO ENSURE THAT THE RIGHT PPE ARRIVES IN THE RIGHT PLACE, OR CO2 LAUNDRY — A CLEANING PROCESS THAT USES LESS WATER AND ELIMINATES HAZARDOUS SUBSTANCES. THESE ARE ALL SMART SERVICES THAT BENEFIT BOTH THE CUSTOMER AND THE ENVIRONMENT."

"CSR IS ALSO ABOUT GUARANTEEING THE CUSTOMER'S PRIVACY"

SIEGLINDE / CUSTOM SAFETY

"AS OF MAY 2018, EVERY ORGANISATION MUST BE ABLE TO DEMONSTRATE WHAT PERSONAL DATA IS BEING COLLECTED, AND HOW THIS DATA IS USED AND SECURED (GDPR). THIS IS VERY IMPORTANT TO VANDEPUTTE, BECAUSE WE HAVE ACQUIRED A LOT OF DATA THROUGH OUR CUSTOM SAFETY DEPARTMENT."



THIS IS THE CORE OF OUR CSR POLICY. AS A FAMILY BUSINESS WITH OVER 70 YEARS' EXPERIENCE, WE INVOLVE OUR EMPLOYEES IN HELPING TO SOLVE PROBLEMS IN THE COMMUNITY. EMPLOYEES ARE GIVEN THE RESOURCES AND TIME TO ACCOMPLISH THEIR OWN IDEAS IN THE FIELD OF SOCIAL ENGAGEMENT, AND TO ENTER INTO SUSTAINABLE PARTNERSHIPS.

220

HOURS OF VOLUNTEERING
= 1.2 HOURS/EMPLOYEE

SOCIET—WE
WE CREATE IT TOGETHER!

545

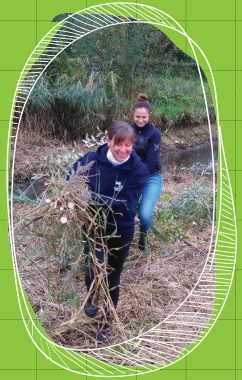
SAFETY SUMMIT PARTICIPANTS

ENGAGEMENT

A SOCIAL TEAM—BUILDING EVENT INSTEAD OF A STAFF PARTY? WHY NOT? IN 2017, MORE THAN HALF OF OUR EMPLOYEES VOLUNTARILY SIGNED UP TO AN AFTERNOON OF SOCIAL ENGAGEMENT.

PROMOTING A SAFETY CULTURE

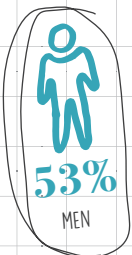
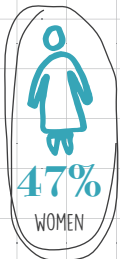
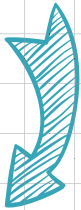
HAVE YOU MET OUR SAFETY HEROES? HAVE YOU SEEN THE LATEST DEMO VIDEO ABOUT WATERPROOF SHOES? OR, WOULD YOU RATHER SHARE YOUR SAFETY EXPERIENCES AT OUR SAFETY SUMMIT?



VANDEPUTTE EMPLOYEES ARE AT THE FOREFRONT OF ACHIEVING OUR AMBITION TO PROTECT 1,000,000 PEOPLE AT WORK. "WE STRIVE FOR MORE AUTONOMY, TAKE ON RESPONSIBILITY AND BELIEVE IN INCREASINGLY DEPLOYING OUR EMPLOYEES IN PLACES WHERE THEIR STRENGTHS ARE NEEDED. WE GUARANTEE A SAFE WORKPLACE FOR OUR EMPLOYEES AND FOR OUR CUSTOMERS' EMPLOYEES. WE RECOGNISE THE VALUE OF DIVERSITY WITHIN OUR ORGANISATION, AND ENCOURAGE OUR EMPLOYEES TO TAKE THE INITIATIVE.

196

EMPLOYEES AS OF 31/12/2017



€98,000
TRAINING BUDGET

4 DAYS OF
TRAINING PER
EMPLOYEE

71%
OF EMPLOYEES PARTICIPATE IN
SOLIDARITY CAMPAIGNS, NEW
IDEAS, WORKING GROUPS

HAPPY PEOPLE

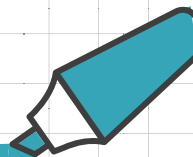
EVERYONE AN EMPLOYEE/ER

FRESH FRUIT EVERY WEEK, A TABLE TENNIS TABLE, YOGA SESSIONS, PERSONAL SPORTS PROGRAMME BY SPORTMED... WE ARE DOING EVERYTHING WE CAN TO ACQUIRE THE "FIT" COMPANY CERTIFICATE BY 2020!

3.7%
ABSENTEE RATE

WORD FINDER

FIND THE 12 TALENTS



1. FLEXI FAN
2. MEDIA MASTER
3. POPULAR LANGUAGE
4. ENERGY SAVER

5. TALENT TRAINER
6. SAMURAI
7. PLAN PIRATE
8. HAPPY VOLUNTEER

9. SAFETY HERO
10. RECYCLING DUCHESS
11. COORDINATION KING
12. DATA LADY

G	N	I	K	N	O	I	T	A	N	I	D	R	O	O	C	A
S	O	R	R	B	N	S	J	M	P	A	D	V	D	E	J	H
D	B	P	O	P	U	L	A	R	L	A	N	G	U	A	G	E
M	B	L	R	F	F	O	W	O	T	R	E	W	K	A	K	R
R	T	F	L	E	X	I	F	A	N	I	M	U	R	I	F	T
S	S	J	L	Z	I	E	L	E	U	P	S	U	F	A	T	A
W	U	K	D	B	A	A	F	F	O	A	N	M	U	S	F	L
A	C	E	M	W	D	G	D	E	M	D	J	R	E	A	T	E
H	A	P	P	Y	V	O	L	U	N	T	E	E	R	F	N	N
J	N	R	F	Z	A	G	R	E	T	E	U	P	L	E	U	T
P	U	I	O	N	N	A	W	K	E	A	Y	T	R	T	Z	T
L	D	J	R	E	I	Y	U	R	T	E	N	G	O	Y	N	R
A	X	W	A	A	K	S	M	S	W	O	Y	F	R	H	T	A
N	P	I	K	U	S	A	N	S	A	S	S	T	A	E	E	I
P	N	L	Y	V	I	V	X	M	A	A	E	L	A	R	M	N
I	A	L	E	N	T	E	N	V	A	M	O	R	T	O	R	E
R	F	I	B	Y	U	R	E	A	E	N	D	O	E	M	E	R
A	I	G	F	E	R	R	G	K	A	T	E	R	S	R	I	Q
T	X	E	M	I	G	R	X	H	L	T	S	K	I	D	R	N
E	E	R	E	P	P	O	T	L	A	A	T	U	B	S	V	E
B	R	E	C	Y	C	L	I	N	G	D	U	C	H	E	S	S
W	F	I	O	Z	I	R	E	T	S	A	M	A	I	D	E	M

VANDEPUTTE ENDEAVOURS TO CONDUCT ITS BUSINESS WITH RESPECT FOR PEOPLE AND THE ENVIRONMENT. WE ENCOURAGE A CONSCIENTIOUS PURCHASING POLICY, BY IDENTIFYING POTENTIAL CSR RISKS IN THE SUPPLY CHAIN. THROUGH TRANSPARENCY AND SUSTAINABLE AND HONEST PARTNERSHIPS, WE WORK TOGETHER WITH OUR CUSTOMERS AND SUPPLIERS TO BUILD A FAIR CHAIN.

12.936
UNIQUE PRODUCTS
(SKU TOTAL SIZE VARIANT LEVEL)



10%
OF OUR SALES = OUR OWN
SAMURAI BRAND

FAIR CHAIN

HONESTY IS THE BEST POLICY.

“Close the Loop”
JOINT CIRCULAR ENTREPRENEURSHIP
AWARENESS / ALSICO / VANDEPUTTE

MINDFUL PURCHASING POLICY

THE MOST IMPORTANT CSR CHALLENGE FOR VANDEPUTTE IS TO DRAW UP A ROBUST AND SUSTAINABLE PROCUREMENT PLAN, WITH THE FOCUS ON LOCAL SUPPLIERS AND PRODUCERS FROM THE FAR EAST, AND TO DEFINE CLEAR, SUSTAINABLE SELECTION CRITERIA.

PARTNERS IN CIRCULAR SAFETY

IN THE TEXTILE SECTOR, PRODUCERS AND DISTRIBUTORS ARE CONSTANTLY SEEKING TO AVOID HARMFUL MATERIALS IN CLOTHING, TO IMPROVE RECYCLING, AND THE EFFECTIVE USE OF RAW MATERIALS AND RENEWABLE MATERIALS. STARTING IN 2018, VANDEPUTTE WILL BE WORKING SYSTEMATICALLY WITH COMPANIES, INCLUDING ALSICO AND DUTCH AWARENESS, FOR THE COLLECTION AND PROCESSING OF USED PPE.

DID YOU KNOW?



THAT WE WON A SILVER MEDAL AT ECOVADIS? THIS ORGANISATION MEASURES HOW SOCIALLY RESPONSIBLE WE ARE.



OUR PPE HAS BEEN APPROVED IN ACCORDANCE WITH DIRECTIVE 89/686/EEC?



A SECOND PC SCREEN ENABLES US TO PRINT LESS?



WE HAVE DIGITISED THE ADMINISTRATION (INVOICES, QUOTATIONS, PAY SLIPS)?



ALL VANDEPUTTE EMPLOYEES CAN USE A VANDEPUTTE COFFEE MUG?



WE SAVE MANY MILES A DAY BY LOCATING OUR CENTRAL LOGISTICS HUB CLOSER TO OUR TRANSPORT PARTNER?



OUR SOCIETY THROWS AWAY 124,000 TONNES OF CLOTHING PER YEAR? IF WE WERE TO REUSE THIS AS A RAW MATERIAL, WE WOULD SAVE: 14,880 MILLION LITRES OF WATER, 8,060,000 TONS OF CO₂ AND 868 MILLION EUROS ON SOCIAL COSTS (SOURCE DUTCH AWARENESS)

"e-loop"
PARTNERSHIP WITH DUTCH
VANDEPUTTE

WE USE ENERGY, TRANSPORT AND PACKAGING IN OUR DISTRIBUTION PROCESSES. COMPLIANCE WITH STATUTORY ENVIRONMENTAL REGULATIONS IS THE LEAST WE CAN DO. WE AIM TO CONTINUOUSLY IMPROVE OUR ENVIRONMENTAL PERFORMANCE BY PROMOTING ENVIRONMENTAL AWARENESS AMONG OUR EMPLOYEES, AND BY REDUCING OUR ENERGY CONSUMPTION, CO₂ EMISSIONS, USE OF PACKAGING MATERIALS AND WASTE.



2%
LESS CO₂
FOR TRANSPORT OF GOODS



12000km
COMMUTING BY BIKE



3450m²
SOLAR PANELS
= REPRESENTS ≈ 95 OF THE ANNUAL
ENERGY CONSUMPTION AT OUR SITES IN
BOECHOUT AND PURS



84%
WASTE RECYCLING



14
DIFFERENT
WASTE STREAMS

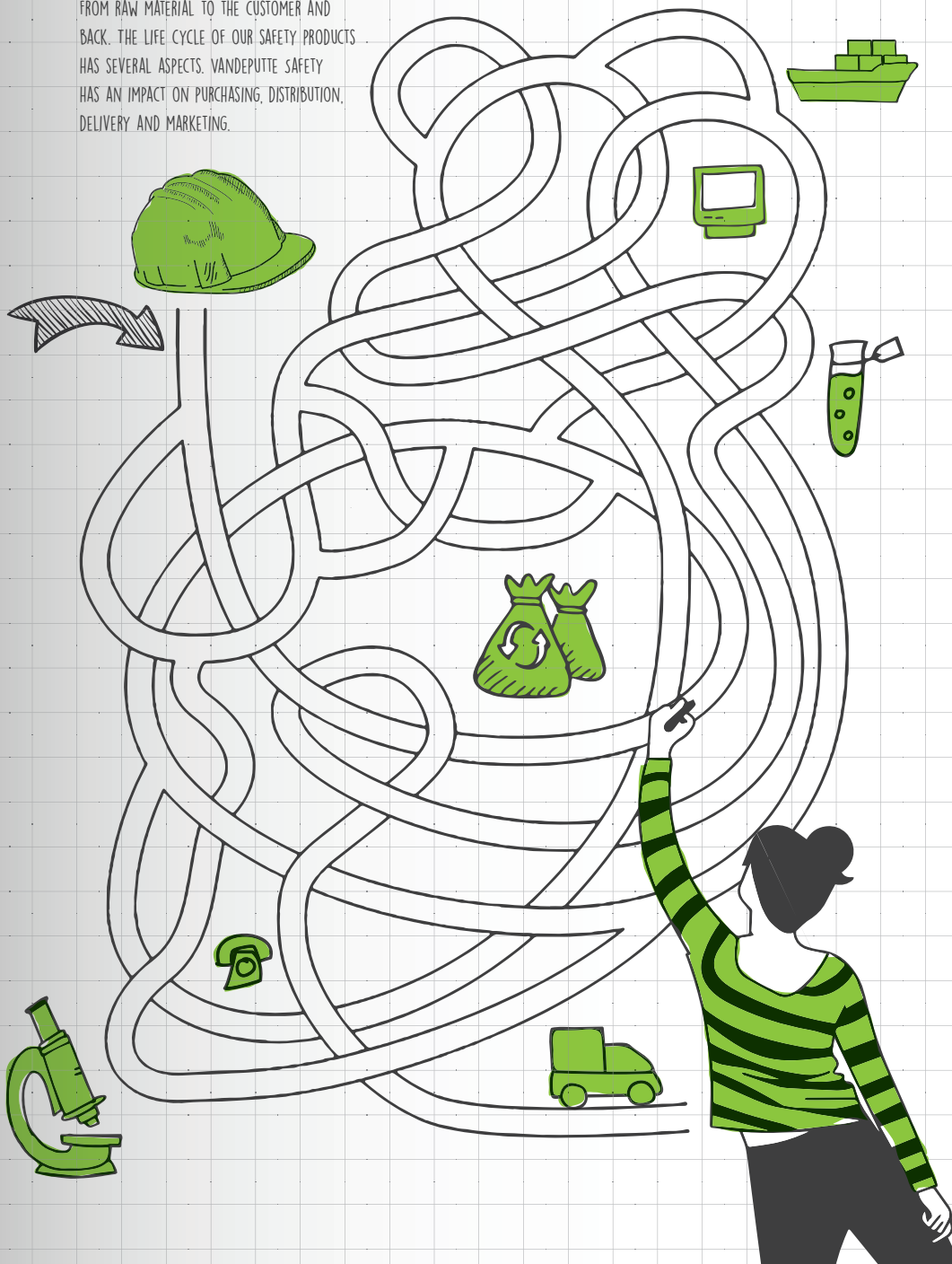
GREEN DISTRIBUTION
THERE IS ONLY 1 PLANET EARTH!

COMPLIANCE WITH ENVIRONMENTAL AND QUALITY LEGISLATION

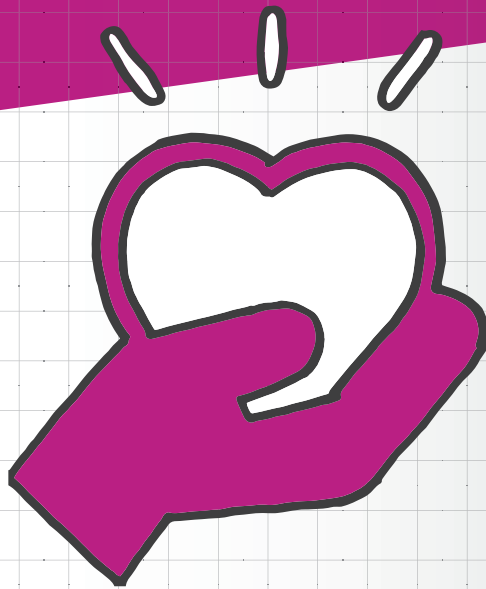
THE SAFETY AND WELL-BEING MARKET IS EVOLVING RAPIDLY. SAFETY REGULATIONS ARE BECOMING INCREASINGLY STRICT, AND UNIVERSAL. OUR POLICY STATEMENTS ON THE ENVIRONMENT, WELL-BEING AND QUALITY, ENABLE US TO GUARANTEE OUR COMPLIANCE.

CAN YOU FIND THE WAY?

FROM RAW MATERIAL TO THE CUSTOMER AND
BACK. THE LIFE CYCLE OF OUR SAFETY PRODUCTS
HAS SEVERAL ASPECTS. VANDEPUTTE SAFETY
HAS AN IMPACT ON PURCHASING, DISTRIBUTION,
DELIVERY AND MARKETING.



WITH AN INNOVATIVE, INTEGRATED CONCEPT TAILORED TO PEOPLE AND ORGANIZATIONS, WE CAN GUARANTEE PRODUCTS AND SERVICES THAT OFFER MAXIMUM PROTECTION AND EASE THE WORKLOAD. WE ADVISE OUR CUSTOMERS AND WE INNOVATE, SO WE CAN OFFER THEM BETTER CHOICES THAT INCREASE SAFETY, EFFICIENCY AND SATISFACTION. OUR MAINTENANCE SERVICE PROVIDES A SAFE PRODUCT WITH A LONGER LIFESPAN.

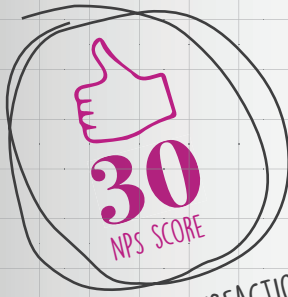


WE DO CARE

INNOVATING IS A MINDSET

A SATISFIED CUSTOMER IS ALSO A SAFETY EXPERT!

WE CONDUCT A QUARTERLY TELEPHONE SURVEY AMONG CUSTOMERS WHO HAVE MADE PURCHASES IN THE PAST 3 MONTHS. THEY ARE ASKED TO WHAT EXTENT THEY WOULD RECOMMEND VANDEPUTTE. VANDEPUTTE ALSO ENSURES THAT THE NEW EUROPEAN LEGISLATION ON DATA PROTECTION (GDPR) WILL BE RESPECTED, AND HAS PREPARED AN AUDIT AND PLAN OF APPROACH.



CUSTOMER SATISFACTION

18

VENDING MACHINES FOR SAFETY
PRODUCTS SOLD

INNOVATIVE SAFETY SERVICES

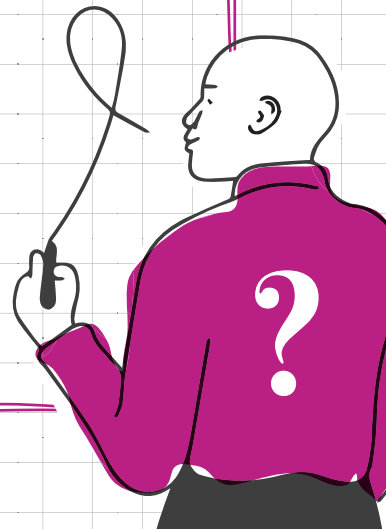
CO2 LAUNDRY

IS A UNIQUE WASHING PROCESS THAT CLEANS CLOTHING IN AN ENVIRONMENTALLY FRIENDLY WAY (SHORT WASHING TIME, NO DETERGENTS, ETC.), ELIMINATES DANGEROUS SUBSTANCES, IMPROVES THE RECOVERY OF HI-VIZ PROPERTIES, AND MINIMIZES THE LOSS OF CHEMICAL PROTECTIVE PROPERTIES. CLOTHING CAN THEN BE RE-CERTIFIED.

DISTRIBUTION SOLUTIONS

USER-FRIENDLY, FLEXIBLE, TRANSPARENT AND COST-EFFECTIVE. THAT IS THE ESSENCE OF THE AUTOMATIC DISTRIBUTION PLATFORMS. EMPLOYEES CAN COLLECT AND RETURN THEIR PERSONAL PROTECTIVE EQUIPMENT WHENEVER THEY WISH.

WHAT IS YOUR INNOVATIVE IDEA/PRODUCT/CONCEPT/...?



FROM CHARITIES TO SUSTAINABLE DEVELOPMENT GOALS

THE UNITED NATIONS HAS FORMULATED 17 SUSTAINABLE DEVELOPMENT GOALS, ON WHICH ACTION MUST BE TAKEN IN THE NEXT 15 YEARS. OUR CSR PILLARS ARE ALREADY ESTABLISHING THE LINK TO THE 7 GLOBAL GOALS TO WHICH VANDEPUTTE CAN CONTRIBUTE.

WHAT OBJECTIVES DO YOU WANT TO AIM FOR TO
IMPROVE THE WORLD BY 2030?

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



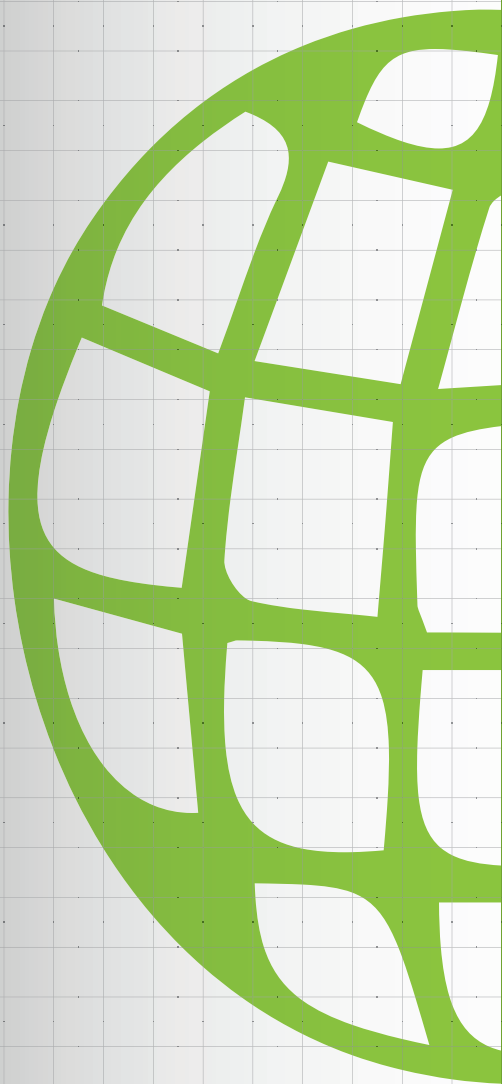
16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIP FOR THE GOALS



SUSTAINABLE DEVELOPMENT GOALS



IMPRINT

CONTACT:

PASCALE JANSSENS,
PASCALE.JANSSENS@VDP.COM,
T + 32 3 460 04 05

CSR CONSULTANT AND EDITOR

LINDE BREWAEYS

LAYOUT

MELISSA HOFFMAN

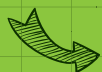
PRINT

PRINTER ZWARTOPWIT
CO2 NEUTRAL LABEL
[HTTPS://WWW.ZWARTOPWIT.BE/PAGES/CO2NEUTRAAL](https://www.zwartopwit.be/pages/co2neutraal)

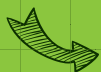
V.U.

DIRK VANDEPUTTE
VANDEPUTTE SAFETY INTERNATIONAL
BINNENSTEENWEG 160
B-2530 BOECHOUT

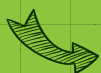
LET'S USE OUR STRENGTHS TO BRING SAFETY AND WELL-BEING TO THE WORLD!



DRIVEN BY A PASSION FOR SAFETY



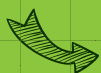
MOTIVATED BY THE BELIEF THAT WE HAVE
TO GIVE BACK



CONVINCED THAT OUR PROFITS, GOODS AND
EXPERTISE CAN MAKE THE DIFFERENCE



DRIVEN BY THE WORLD WE LIVE IN



ENCOURAGED BY OUR EMPLOYEES

MORE OF THIS?

YOU CAN READ THE FULL SUSTAINABILITY REPORT AT WWW.VDP.COM.
THE VANDEPUTTE TARGETS FOR 2020 CAN BE FOUND THERE.



VANDEPUTTESE



VANDEPUTTE



VANDEPUTTE