



UN GLOBAL COMPACT

INTERIMAGE
PROMOTIONAL PRODUCTS & CONCEPTS

INTERIMAGE B.V.

JUN 2020// WOERDEN



SUPPORT AND ENCOURAGE.

I am pleased to confirm that Interimage B.V. confirmed her support. The ten principles of the United Nations Global Compact in the areas of human rights, labor, the environment and Anti-corruption. In this communication on progress, we describe our actions to continuously improve business operations. This with regard to the integration of the Global Compact and its principles in our business strategy, culture and daily activities. We also undertake to share this information with our stakeholders through our website. We hope you follow in supporting the ten principles of the United Nations Global Compact.

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CHANGES AROUND US.

Our world is changing at a rapid pace. We live longer, technology influences our lives extensively, robots are taking over our work, sustainability thinking is breaking through, we interact differently: these are all examples of changes that impact our way of living, working and interacting with each other enormously. This has extensive consequences for the way organizations work. It impacts product development, market position, internal culture and structure, competitive sensitivity.

What are we going to do in the near future?

As an organization in marketing, we will take an even stronger position on the development goals. In addition, we will make our fleet more sustainable by driving electrically. We will also go through the entire chain critically on sustainability and, where possible, make improvements.





WHO WE ARE.

Our mission

A passionate partner for creative promotional solutions.

Our vision

Being the most loved promotional partner.

Our core values

- **Creativity**
- **Quality**
- **Price**
- **Service**
- **Corporate Social Responsibility**

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OUR COMMITMENT TO THE UN.

We love the UN. We believe that it's of the utmost importance to formulate targets on a global scale and solve problems with the broadest perspective possible. Together.

That's why we are an active participant of UN Global Compact, the biggest corporate sustainability initiative of the world. More than 10.000 organizations participate.

We support the UN Global Compact goals on subjects such as human rights, labor, environment and anti-corruption.

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THE PRINCIPLES.

Human Rights

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.

Labour

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.

Environment

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.

Anti-corruption

Principle 10

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

OUR COMMITMENT TO THE UN.

Human Rights

We acknowledge the importance of supporting and protecting the UN Human Rights Charter and continues in developing and renewing internal procedures. The respect for human rights is integrated in the Human Resource Policy, which describes clearly the rights and obligations of employees and management.

Activities implemented

- Interimage respects and protects human rights in all our daily operations.
- Interimage provides a safe and pleasant working environment to all its employees.
- Interimage actively trains all employees on social behavior and personal development.
- Interimage meets with the General Data Protection Regulations on privacy/data protection and data leaks.
- Interimage respects and takes into account the traditions and rituals that are connected with the various religions and cultures of her employees

Measurement of outcomes

Interimage has not received any complaints from employees, business partners or clients in relation to (potential) human right violations, nor was the Interimage organization involved in any human right incidences before or during the reporting period.

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OUR COMMITMENT TO THE UN.

Labour

Our primary objective is to be an outstanding and inspirational employer for all employees and people we work with.

Our employment procedures and internal culture are built on the following principles:

- Non-discrimination between employees of potential employees and equal opportunities for all
- Recruitment, promotion and development of employees based on each individual's attitude, abilities and skills
- Provision of suitable training according to role and responsibilities
- Employee remuneration that meets legal national standards
- Personal communication with our employees
- Safe working conditions for all our employees, including customers that come into contact with our business

How we are taking care

Every quarter the management enters into a conversation with the employee and asks them about feelings, acclaim, wishes, behavior and standards that are or are not used. By talking to each other and creating mutual understanding, we try to bring out the best in each other and have a pleasant environment for everyone.

OUR COMMITMENT TO THE UN.

Environment

We support a precautionary approach to environmental challenges, undertaking initiatives to promote greater environmental responsibility, and encouraging the development and diffusion of environmentally friendly technologies. We are actively working on reducing the negative impacts of our organization's actions on the environment.

Actions implemented:

- Extension of the digital production;
- Promotion of public transportation and electric cars
- We only use 'green energy' and recycle as much as possible
- We prefer 'green' purchasing
- 10% downsizing our footprint

OUR COMMITMENT TO THE UN.

Anti-corruption

We acknowledge the importance to work against corruption. We do not offer neither receive any gifts, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business. We do not tolerate the direct or indirect offer, payment, solicitation or acceptance of bribes in any form. Facilitation payments are also prohibited. We have total transparency on our purchase costs for all our customers, without any hesitation. Should we discover that bribery or fraud allegations are imposed against any third party performing work for Interimage, we will review our relationship with that party and take appropriate action.

How we are taking care

There have been no cases of corruption in the line of our work over the course of the organization's existence. If such a situation might arise, Interimage will take appropriate action and withdraw from the assignment.

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1. NO POVERTY

Interimage is committed to the fight against poverty! All workers are paid at a fair price with no underpayment. Worldwide, many people live in poverty because of the extremely low wages, Interimage says NO to this. Interimage does not participate in this and only works with well-paid staff. All goods come from factories that work with a fair price and where everyone is paid fairly.

7. AFFORDABLE AND SUSTAINABLE ENERGY

Interimage is committed to sustainable and clean energy. All energy that the organization consumes is generated on Dutch soil. The energy Interimage uses is generated by windmills and solar panels. Green electricity is the future that Interimage wants to build on. Interimage is happy to contribute to sustainable and clean energy.

3. GOOD HEALTH AND WELL-BEING

At Interimage, the health and well-being of the staff is of paramount importance. We are sure that all our personnel work in good safe working conditions. All our products are produced on the basis of safe workplaces.



8. FAIR ECONOMIC GROWTH

In many countries there is great poverty. Having a job does not mean that people do not live in poverty. The working conditions within the factories where these people work are often very bad and there is a great workload against a low payment. At Interimage we do everything we can to not participate in this, everything that is produced first goes through our quality control. All factories therefore comply with our "Code of Ethics". As an organization, we apply very strict basic principles that the producer must adhere to and must comply with. Interimage is committed to good working conditions and thereby supports the economic growth of low-wage countries.

12. RESPONSIBLE

CONSUMPTION AND PRODUCTION

In the production of Interimage's goods, the raw materials are used sustainably. All products are produced as sustainably as possible so that little residual material remains. All waste is neatly separated and removed or used for reuse. The aim of Interimage is to make the entire chain from supplier to consumer as aware as possible in order to prevent waste and unnecessary emissions. At Interimage we are convinced that we must commit ourselves to ensure a responsible sustainable production process.



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Imagine. Create. Promote.