



**WORKPLACE
CONDITIONS
ASSESSMENT**

ACHIEVEMENT AWARD

Verbrugge Internationale Wegtransporten BV

Finlandweg 19
Terneuzen
Netherlands

Workplace Conditions Assessment Registration Number:

F_IAR_044945

Intertek has assessed the practices of the above facility according to the scope of the Workplace Conditions Assessment, which resulted in meeting the performance criteria required for the "Achievement Award".

The evaluation of the facility covered the following areas:

- 1. Labor**
- 2. Wages and Hours**
- 3. Health and Safety**
- 4. Management System**
- 5. Environment**

Christophe Liebon, VP Supplier Management

Cary Chan, Certification Administration Centre

11 Nov, 2015

Expiration Date

This document confirms that an independent third-party assessment of the named facility was performed using a process driven approach which incorporates a weighted and scored data collection instrument to provide objective results on the facility's level of adherence to program standards. This document should not be relied upon as a demonstration of compliance beyond the expiry date. Periodic evaluations of the facility's ongoing processes should be conducted based on risk, to ensure sustaining adherence to program standards. The Achievement Award does not certify, confirm or imply and or exempt the clients from: a) Their legal obligations in compliance with any government, industry regulations or standards, b) The quality of any specific products and services produced or delivered by the facility. The Facility or Supplier remains solely liable for legal compliance to any laws, regulations and non-compliance relating to systems, processes or product defects.

Intertek

Workplace Conditions Assessment Report

Measured Results — Improved Performance



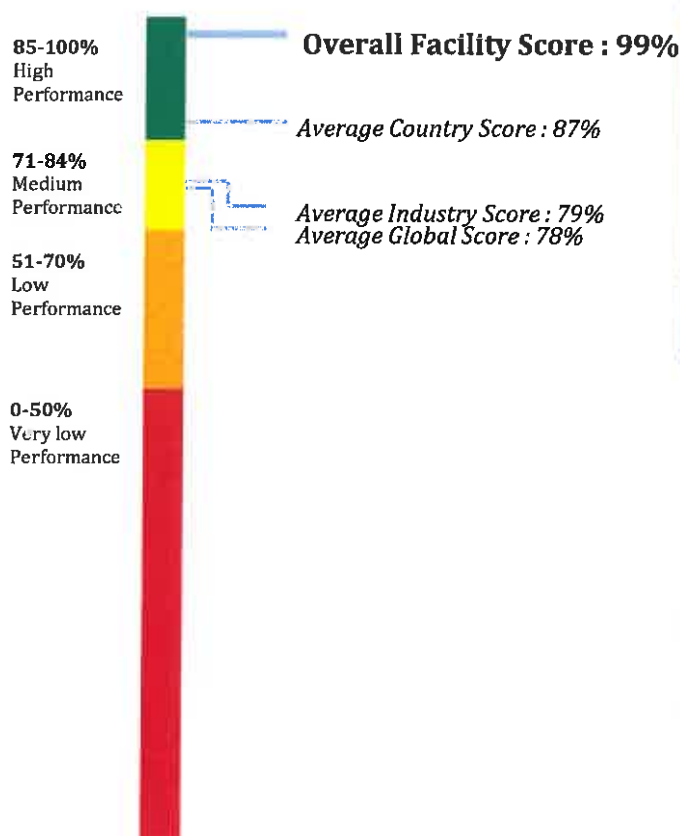
VERBRUGGE INTERNATIONALE WEGTRANSPORTEN BV

GENERAL INFORMATION

Overall Facility Score : 99%

Report No :	F_IAR_044945	City :	Terneuzen
Audit Date :	Nov 12, 2014	Country :	Netherlands
Last Audit :	NA	Auditors :	Primary: Victor Van Rooijen Secondary: None
Assessment Stage :	Initial	Service Provider:	Intertek
Schedule Type :	Announced		

WORKPLACE PERFORMANCE INDEX AND SUMMARY Participating facilities: 14767



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Not Scored
Overall	99%	-	-	-	2	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	100%	-	-	-	-	-
Management Systems	93%	-	-	-	2	-
Environment	100%	-	-	-	-	-



A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Verbrugge Internationale Wegtransporten BV	Facility Legal Status:	Privately owned
Facility Legal Name:	Verbrugge Internationale Wegtransporten b.v.	Year facility began operations:	1958
Audit Location:	Finlandweg 19	Located in special economic zone:	No
City:	Terneuzen	Person responsible for overall social compliance issues:	Mr. Wesley van Hoeijen
Country:	Netherlands	Valid certificate for social compliance certification program:	None
Contact Name:	Wesley van Hoeijen	Vendor Name:	Verbrugge Internationale Wegtransporten b.v.
Contact Title:	Operations Manager	Security systems in place:	Yes <i>Access control</i>
Industry:	Transportation and Warehousing		
Building Description:	The facility operates in One (1) building where main planning activity takes place. The building is a one floor building made of bricks, metal and wood. A large parking place is located next to the facility for all trucks. The company moved to this location in 2012.		
Special building type:	None NA		

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Transportation services.	Time record system(s) used:	Manual / written record
Production process/ Service elements:	Planning of transportation	Chemicals or hazardous materials on-site:	No
Production capacity a week:	ca 700 pick ups	Current production/ Services for client:	Yes
Total number of machines:	150		
Main machine types:	Trucks		
Shifts and Operating hours:	Monday - Friday: 06.00 - 16.00.		



A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	101-500 employees	Female Employees:	13
Union name:	CNV, FNV	Male Employees:	172
Employs juvenile workers:	None	Mgmt Employees:	3
Hires through employment agent:	Yes	Production (Non-Management) Employees:	182
Employee nationalities/provinces:	N/A	Local Employees:	185
		Foreign/Migrant Employees:	0
		Languages spoken in the facility:	Dutch, English.
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

Subcontractor# :	1		
SubContractor Name:	Faro	Address:	Ruytenbergweg 11,5165 NT, Waspik
Contact Name:	Planning		
Telephone:	0416-273755		
Email Address:	N/A		
Process Type:	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
Process subcontracted:	Transport		
Social Audits performed:	No	Type of Social Audits:	No
Private label items:	Yes		
Subcontractor# :	2		
SubContractor Name:	Hellemons	Address:	Vijfhuizenberg 139, Roosendaal
Contact Name:	Olaf		
Telephone:	0165-567385		
Email Address:	olafhellemons@home.nl		
Process Type:	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
Process subcontracted:	Transport		
Social Audits performed:	No	Type of Social Audits:	No
Private label items:	Yes		
Subcontractor# :	3		
SubContractor Name:	Lies	Address:	Zone Artisanale Riesenhof, 8821,Koetschette
Contact Name:	Planning		
Telephone:	0035-223640633		



Email Address: transport-lies@pt.lu
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 4
SubContractor Name: Hollander **Address:** Engelandweg 19,7361 CT, Beekbergen

Contact Name: Mike
Telephone: 055-5063676
Email Address: info@mdenhollander.nl
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 5
SubContractor Name: MSS **Address:** Sportstraat 22,4708 AS,Roosendaal

Contact Name: planning
Telephone: 0165-391958
Email Address: N/A
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 6
SubContractor Name: van Ginneken **Address:** Handelweg 2,4879 AJ, Etten Leur

Contact Name: Planning
Telephone: 076-5012333
Email Address: info@vanginnekentransport.nl
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 7
SubContractor Name: Voesenek **Address:** Postbaan 20,4841 KL, Prinsenbeek



Contact Name: Henk
Telephone: 076-5412441
Email Address: N/A
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 8
SubContractor Name: VBO **Address:** Galgestraat 6a,4731 SJ, Oudenbos

Contact Name: Cees
Telephone: 0165-313000
Email Address: c.bavel@caiway.nl
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 9
SubContractor Name: LCW **Address:** Londenweg 10,9744 TX, Groningen

Contact Name: Planning
Telephone: 050-3667200
Email Address: N/A
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes

Subcontractor# : 10
SubContractor Name: Leverink **Address:** Ambachtsstraat 29,7461 TP, Rijssen

Contact Name: Planning
Telephone: 0548-512719
Email Address: info@leverink.nl
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)
Process subcontracted: Transport
Social Audits performed: No **Type of Social Audits:** No
Private label items: Yes



A5. GENERAL INFORMATION

Management and workers were very cooperative.

Emergency Preparedness Summary

Facility emergency preparedness plan is located at the reception and involves detailed information for any emergency situations. Several first aid helpers are trained and present on-site. Regular evacuation drills are conducted and several evacuation points are installed.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
12 Months Payroll	01-11-2013	01-11-2014
12 Months Attendance	01-11-2013	01-11-2014
Special Comments	N/A	

Employee interview sampling

Individual	10
Group	10
Total interviewed	10

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	1-10-2014	31-10-2014	Yes	10
Period 1	1-8-2014	31-8-2014	Yes	10
Period 2	1-3-2014	31-3-2014	No	10
Total				30

Other records reviewed

Personnel records

Machine maintenance records

Production records

Employment contracts

Social insurance documentation

Infirmary logs

Other : Local law.

Health examination records

Security log book

Non-Production records

Legal Permits

Employee leave register

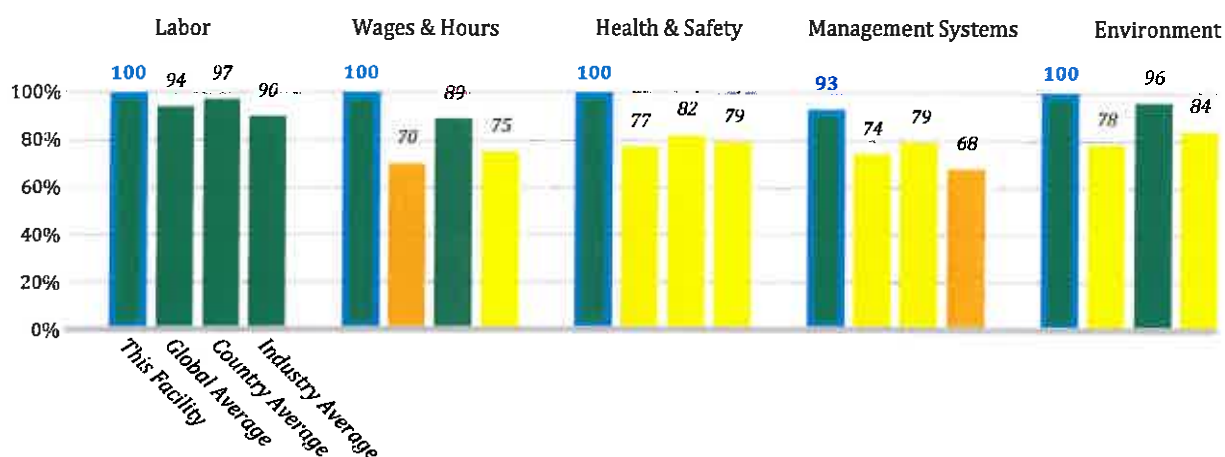
Young worker registration



B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Netherlands average, Transportation and Warehousing average

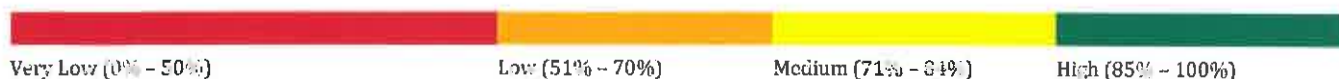


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (12-Nov-2014)	Last (Not Applicable)	First (Not Applicable)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Wages & Hours	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Health & Safety	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Management Systems	93	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Environment	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Overall Score	99	Not Applicable	Not Applicable	Not Applicable	Not Applicable

▲ Advancers ■ Constant ▼ Decliner

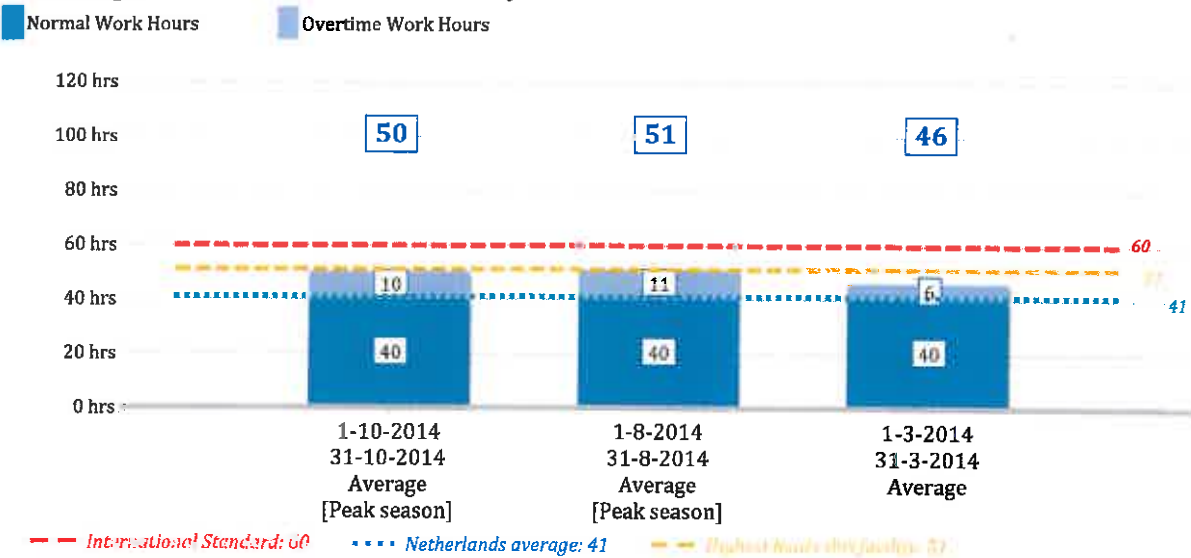
PERFORMANCE RATING



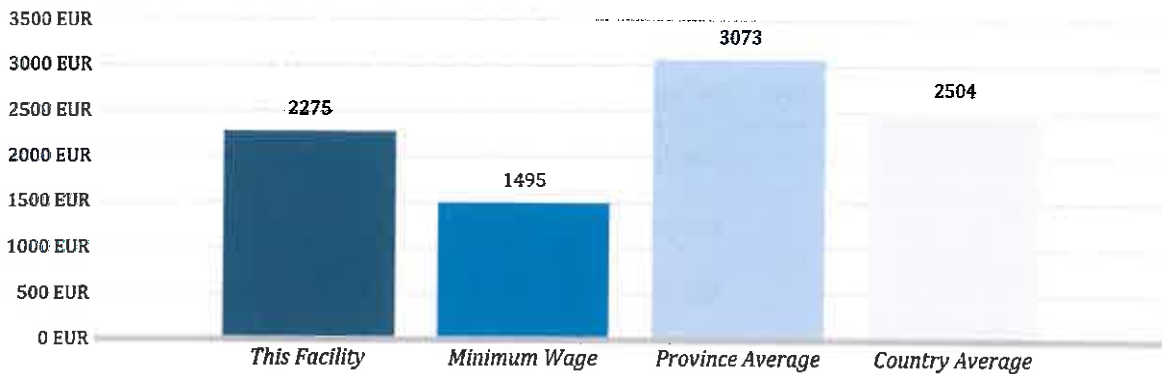


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (EUR)



Special wage circumstances:

Wages and hours summary: Employees are paid according to CBA Wages are significantly higher than legal minimum. All workers receive a detailed payslip. Workers manually record their working hours according to their actual work week. Normal working days are Monday - Friday. Some employees work on part-time basis (lowest 20 hours per week). Overtime is worked only on a voluntary basis.

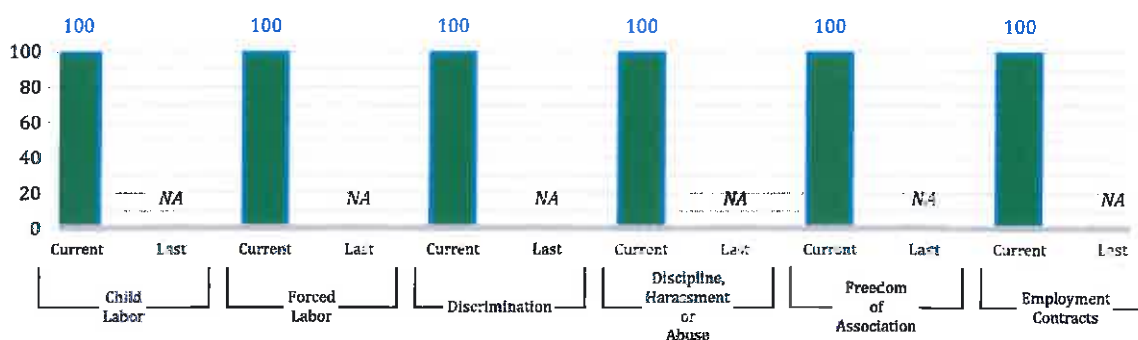


C. PERFORMANCE DETAILS

Current (12-Nov-2014)

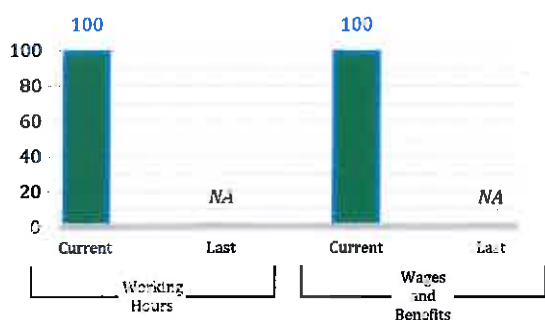
C1. Labor

100%



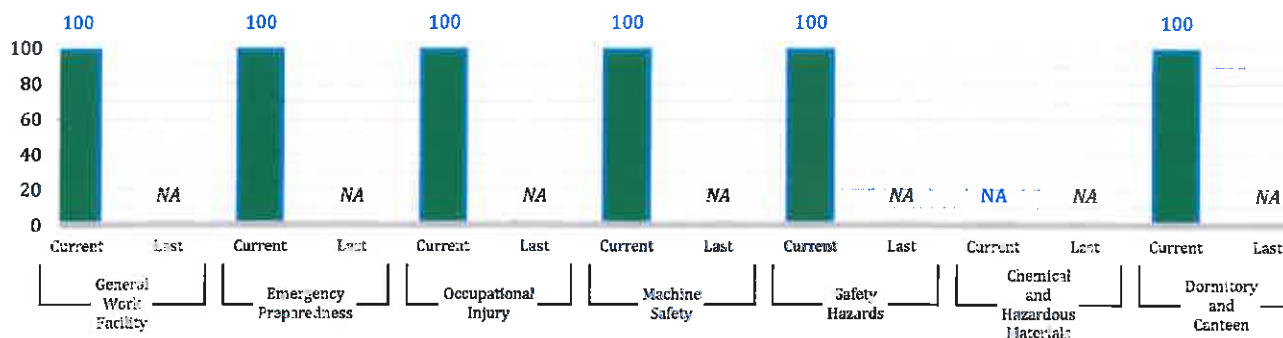
C2. Wages & Hours

100%



C3. Health & Safety

100%



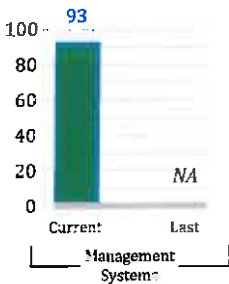
PERFORMANCE RATING





C4. Management Systems

93%

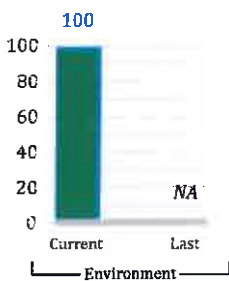


Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p>291.01 : The facility's written social compliance policy does not commit the company to the continuous improvement of labour standards in the supply chain</p> <p><i>Auditor's comment</i> Although the facility is very aware of it's responsibilities in the supply chain, this is not documented in the social compliance policy.</p>	93%
● Minor	<p>291.02 : The facility's written social compliance policy does not provide a clear framework for setting social compliance objectives and targets</p> <p><i>Auditor's comment</i> No clear targets and objectives are set</p>	90%

C5. Environment

100%



% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

Identification numbers: Represents the finding ID associated with each checklist question

PERFORMANCE RATING





RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

PERFORMANCE RATING





D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	54%
There are written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system	Minor	58%
Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility's written social compliance policy does not commit the company to the continuous improvement of labour standards in the supply chain	Minor	93%
The facility's written social compliance policy does not provide a clear framework for setting social compliance objectives and targets	Minor	90%

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