

TruStone Covenant – VietBlueStone

ICSR

Characteristics

CSR (Corporate Social Responsibility) is a voluntary commitment whereby companies comply with initiatives or actions that go beyond what is legally required. It is an audacity and innovation in which we, as an SME, show our most human side. ICSR (International Corporate Social Responsibility) is a next-level engagement in which we map out how we can join forces with our stakeholders for a better future.

Impact on our business

For VietBlueStone it is an opportunity to use innovative ways to put our company in a positive, international light. Although we sometimes think that the influence of our company's decisions is limited, at the same time we are convinced of their positive impact. This requires a definite effort from all the stakeholders involved, so the results will be more visible.

TruStone

In the process of finding the right way forward, TruStone supports natural stone companies to identify and address the risks and problems in relation to the OECD- and ILO-guidelines. By signing this covenant, VietBlueStone commits to making the greatest possible efforts to address the proposed themes. Depending on the particular chain, these topics are: society, environment, people, animals and nature. To be more specific on the natural stone sector, the risks of stone extraction will mainly be taken into account during the purchasing process. Depending on the region of purchase, this risk analysis will include enabling rights such as: Child Labour, Forced Labour, Safety, Health, Discrimination & Gender Equality, Wages, Land Rights, Environment, Freedom of Trade Union and other sector specific issues that occur.

ENABLING RIGHTS

Child labour

Neither our company nor our partners will make use of child labour. The following criteria are used, based on ILO n°138: The minimum age of employment shall not be less than the mandatory school age, whereby this shall always be 15 years or more. Children between the ages of 15-18 shall not be engaged in work that may interfere with their health, safety or development. (ILO n° 138)

Forced labour

The choice of work must be voluntary. This includes prohibition of forced labour, debt bondage or extortion. There shall be no use of withheld wages, working under threat, extortion or trafficking in human beings. (ILO n° 29, n° 105)

Safety & Health

VietBlueStone expects its suppliers and partners to make maximum efforts in terms of health & safety in the work environment. As the risks of unsafe and unhealthy work are high in the natural stone sector, guidelines are applied to reduce the number of accidents and health risks. (ILO n° 155)

Discrimination & Gender Equality

All employees and committed people will be treated equally. There shall be no discrimination based on gender, religion, background or personal characteristics. (ILO n° 100, n° 111)

Living wage

The wages applied in any stage of the production process will be sufficient to meet the basic needs of people and families. The minimum wages include a fair and favourable salary that guarantees a humane existence, which varies per country, region or city. Food, rent, health care, clothing, schooling, transportation and savings can all be afforded. (ILO n° 26, n° 131)

Land Rights & Environment

The extraction of natural stone takes place in different environments, varying per region or country. The impact on the living environment, ground/water/air/land and environment will be limited as much as possible. This applies to mining, trading, shipping and the sale of natural stone.

Freedom of association & Collective negotiation

The employees of our company and partners have the right to organise and to negotiate regarding their terms of employment. Therefore, a correct attitude is taken towards trade union delegates and their proposed actions and activities. (ILO n° 87, n° 98)

Procedure

Explanation

Based on the information, documentation, media and third parties, particular attention will be taken to ensure that the enabling rights are respected when purchasing natural stone. This starts first of all with a good intention at the time of purchase whereby responsibilities will be taken in improving problems regarding society, the environment, animals and nature. As our company has been purchasing natural stone for more than 15 years, we acknowledge that there have already been possible negative consequences. However, our intentions are good and we will always evaluate and search for possible solutions to avoid harmful, unfair and illegal activities.

Agreements

Short-term Roadmap (up to 1 year)

Within one year of joining, which means 01/10/2020, a due diligence process will be performed, established by the TruStone-Initiative. As we import from different regions where risks may occur, all steps of the due intelligence process will be fulfilled.

A plan of approach is drawn up and submitted (this according to the possibilities of our company). In doing so, the scale of the IMVO-risks will be examined. The following aspects will be examined in more detail:

- Insights we received while preparing the due diligence process. This mainly involves looking at the production and supply chain. We try to map out the possible impact of these.
- It is examined how the purchasing process can influence the negative impact of the listed risks. This also includes taking measures to reduce the negative impact.
- The policies and measures that our company applies and adopts in relation to priority themes. The relevant themes are indicated by the TruStone-initiative.
- Measuring is knowing. By formulating objectives, per enabling right and per region, we try to get an overview of the impact of the decisions taken. The intended and achieved results are evaluated in a qualitative and quantitative way. First of all, 3- and 5-year term objectives are defined.

On a basis of consultation between VietBlueStone and TruStone, the achieved and unachieved goals are examined. Expectations and achieved results are analysed through dialogue.

Long-term Roadmap (more than 1 year)

Since this initiative is only just starting, it is likely that some of the goals will be adjusted in the longer term. The TruStone-Initiative has already fully worked this out, but we also know that theory is not always the reality. Therefore, our focus as VietBlueStone is currently on the shorter term, knowing that this will automatically have a large, positive influence in the longer term. In some regions, e.g. India, it is known that there is some work to be done. The results achieved per region will therefore, in consultation with TruStone, be communicated publicly. The following aspects will be discussed in more detail:

- Optimisation of the due intelligence process in which certain less-priority aspects are reviewed and, where necessary, re-qualified. This depends on the current themes that arise and the outcome of the efforts made. The aim is therefore to keep the motivation to succeed high.
- Evaluation of the adjustments to the purchasing process, in order to better estimate the impact on the risks involved.
- Examine how the covenant affects the operation of the enterprise. Depending on this, TruStone will become more interesting for the enterprise, customer and final customer.
- Evaluation of measurability. This is in order to gain a better understanding of the value of the results achieved in the long run.

Evaluation

Towards TruStone

The evaluation of intentions, measures and results will be discussed mainly between the TruStone parties. Therefore, we do not sign a covenant simply for the sake of it. By working together, discussing and listing risks, problems and possible solutions, we believe that the results will be visible. Especially the due diligence process will have its influence on this, so that both short- and longer-term decisions will suddenly show long term results.

Towards the outside world

Through publications via TruStone, the influence of this covenant will become much clearer to the outside world. By applying a clear IMVO policy, VietBlueStone will do its rock-solid best to show its most human side as a company. In case of clear, achieved results of which our positive influence on people, environment or animals can be proven, publications will follow through the known marketing sources.

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VietBlueStone

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