

Module 4 - 5

Management and Culture

Dutch SME(s) CSR Examples

[NINE & Co.](#) – Children's Apparel ([CSR](#)), [Tony's Chocolonely](#) – Confectionary ([CSR](#)), [Marlies|dekkers](#) – Apparel ([CSR](#))



CSR Framework, Processes and Communications

(CSR Mission, Objectives, KPIs, reporting)

[NINE & Co](#) have created an entire document outlining their [CSR Strategy](#) and Framework, as well as action plans to reach their goals.

Their goals include:

Realising supply chain responsibility.

Investing in the health & safety of mothers and babies.

Growing NINE & Co. as a circular business.



Appointment & Capacity of CSR

(CSR Department, Team, Manager)

[Tony's Chocolonely](#) has an impact department including a Head of Impact who works to improve cocoa farmers' livelihoods with the brand's 5 sourcing principles: strengthening farmers, long-term relationships, investing in quality and productivity, traceable cocoa and paying a higher price. And Inspire others to act and change the chocolate industry.

[Marlies|dekkers](#) have an internal [Sustainability Project Group \(SPG\)](#) with representatives from every department. The group meets monthly to discuss how to improve the sustainability and CSR capacity of the company.



Image
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We strive for better working conditions and better wages at textile producing companies. We are also committed to a good way of dealing with animals and the environment. Clothing and textiles are thus made in a better way.

- The Textile Covenant



Profit Sharing

(Ownership, Shares as Part of Recruitment, Retention)

None of our SME examples engage in profit sharing practices.

Social dialogue & Responsibilities

(Involvement in Unions, Code of Ethics etc.)



[NINE & Co.](#) have signed [The Textile Covenant](#). This Covenant consists of sector organisations, trade unions, the Dutch government and social organisations. Companies and organisations which sign the covenant are obliged to identify and combat discrimination, child labour and forced labour. They are committed to the right to free negotiations by independent trade unions, a living wage and healthy and safe working conditions for all employees. They also do everything in their power to reduce environmental damage and prevent animal suffering. They try to limit the consumption of water, energy and chemicals too and to produce less chemical waste and wastewater. The target is for at least 50% of the Dutch clothing and textile sector to have signed the covenant by 2018 and 80% by 2021.

[NINE & Co.](#) are also affiliated with the [Business Social Compliance Initiative \(BSCI\)](#). BSCI offers one common code of conduct and one implementation and control method. Companies which decide to join this organisation can rest assured that any production chains affiliated with it will comply with the BSCI Code of Conduct.



Corporate social responsibility or CSR means taking responsibility for the impact of your business operation on man, the environment and society. With CSR, you address or prevent poor working conditions, environmental pollution and poverty.

- Business.gov.nl



National Management and Culture Supports



[Business.gov.nl](https://business.gov.nl) is the Point of Single Contact (PSC) for resident and foreign entrepreneurs who want to establish a business or do business with the Netherlands. Business.gov.nl collaborates with several Dutch governmental and semi-governmental organisations to provide information about laws, rules and regulations, subsidies and more. The website also provides resources on how to start and run your business, including webinars and case studies of successful Dutch start-ups/SMEs.

The portal also includes a section dedicated to [CSR and environmental protection](#).

