

Corporate Sustainability Report

Organization Name: Pincvision

Sector: Other

GRI 102: General Disclosures

Organizational profile

102-1: Name of the organization

Name of the reporting organization

Pincvision

102-2: Activities, brands, products, and services

A description of the organization's activities

Partner of multinational companies in supporting or outsourcing their compliance processes around cross-border trade. 'Naturally' because of the combination of expertise, state of the art software applications, customer focus and a global scope.

Services include: Export Documents, Customs, Environmental, VAT, INTRASTAT

102-3: Location of headquarters

Terborgseweg 102, 7005 BC Doetinchem, The Netherlands

102-4: Location of operations

a

Total number of countries:

None

Countries where it has significant operations:

Netherlands

102-5: Ownership and legal form

Private Company

102-6: Markets served

a

i. Geographic locations where products and services are offered.

Globally

ii. sectors served

Agriculture
Automotive
Aviation
Chemicals
Commercial Services
Computers
Conglomerates
Construction
Construction Materials
Consumer Durables
Energy
Energy Utilities
Equipment
Financial Services
Food and Beverage Products
Forest and Paper Products
Health Care Products
Healthcare Services
Household and Personal Products
Logistics
Media
Metals Products
Mining
Non-Profit / Services
Other
Public Agency
Railroad
Real Estate
Retailers
Technology Hardware

Telecommunications
 Textiles and Apparel
 Tobacco
 Tourism/Leisure
 Toys
 Universities
 Waste Management
 Water Utilities

iii. types of customers and beneficiaries

Large Multinationals

102-7: Scale of the organization

102-8: Information on employees and other workers

Total number of employees by employment contract (permanent and temporary), by gender

Gender	Permanent	Temporary
Male	20	10
Female	15	10
Total	35	20

Total number of employees by employment contract (permanent and temporary), by region

Region name	Permanent	Temporary
Europe	35	20
Total	35	20

Total number of employees by employment type (full-time and part-time), by gender

	Full-time	Part-time
Male	20	10
Female	15	10
Total	35	20

A description of the scale and scope of work performed by workers who are not employees (if applicable)

6 interim people who support when required

N/A

The organization is small enough to accurately own this data

102-9: Supply chain

N/A

102-10: Significant changes to the organization and its supply chain

Significant changes to the organization's size, structure, ownership, or supply chain

Extra office space in Amersfoort, The Netherlands offering six workplaces

102-11: Precautionary Principle or approach

N/A

102-12: External initiatives

As part an integral part of our costing model, we have defined a “social responsibility element” as a small amount which get directly allocated as an contribution fee to the Children fund in Malawi. The purpose of the Foundation is to promote the general welfare of all children in Malawi and to provide medical assistance and education in two orphanages, Chiuta & Dzanja la Chifundo. By making this fee an integral part of our process, the orphanages in Malawi automatically prosper from Pincvision success.

102-13: Membership of associations

NOB; EVO-FENEDEX; VNO-NCW

Strategy

102-14: Statement from senior decision-maker

a

Full Name

Edo Bosga

Job Title

CEO

Statement

Sustainability is a part of every decision in Pincvision.

Ethics and integrity

102-16: Values, principles, standards, and norms of behavior

5 basic principles: 1. Integrity and trustworthy; 2. Customer focused; 3. Cooperation; 4. Focus on results; 5. Best-in class quality

Governance

102-18: Governance structure

External Board of Advice

Board of Directors

Stakeholder engagement

102-40: List of stakeholder groups

N/A

102-41: Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements.

0.0%

102-42: Identifying and selecting stakeholders

N/A

102-43: Approach to stakeholder engagement

N/A

102-44: Key topics and concerns raised

N/A

Reporting practice

102-45: Entities included in the consolidated financial statements

Confidentiality constrains

Confidentiality constrains

102-46: Defining report content and topic Boundaries

Confidentiality constrains

Confidentiality constrains

102-47: List of material topics

GRI-201 - Economic PerformanceGRI-202 - Market PresenceGRI-302 - EnergyGRI-307 -
Environmental ComplianceGRI-401 - EmploymentGRI-402 - Labor Management
RelationsGRI-404 - Training and EducationGRI-405 - Diversity and Equal OpportunityGRI-
406 - Non-DiscriminationGRI-413 - Local CommunitiesGRI-418 - Customer PrivacyGRI-419
- Socioeconomic Compliance

102-48: Restatements of information

N/A - This is the first report

102-49: Changes in reporting

N/A - This is the first report

102-50: Reporting period

Calendar Year

102-51: Date of most recent report

102-52: Reporting cycle

Annual

102-53: Contact point for questions regarding the report

a

Name

Rink Bosga

Email

r.bosga@pincvision.com

Position

Business & Strategy Consultant

102-54: Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards:

In accordance - Core

102-55: GRI content index

102-56: External assurance

Yearly financial audit report by CPA

b

i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process

Confidentiality constrains

ii. The relationship between the organization and the assurance provider;

None. Independent auditor KroeseWevers

iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.

N/A

Economic Topics

Economic Performance

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

When considering Pincvision is a small/medium sized company in a big world, we don't feel like any of the activities are material. We do think every little bit helps, which is why we take serious interest in these actions.

b

i. where the impacts occur

Even though it's a small contribution, our economic impact occurs worldwide

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

Pincvision believes that compliance is no barrier to global trade. The contribution Pincvision delivers through its business customers is that when they trade, we make sure they comply with VAT, Intrastat, Customs, Documents and Environmental law, legislation.

N/A

103-2: The management approach and its components

The organization manages the topic through its core business: Compliance

We do not just try to minimize fines and penalties for our customers, we are aware of the most recent laws and regulations in international trade to make sure our customers can trade sustainably without breaking laws.

Description

Because it's Pincvision's core business it flows through the entire process.

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Periodic business reviews with our customers

ii. The results of the evaluation of the management approach

Confidentiality constrains

iii. Any related adjustments to the management approach.

N/A

GRI 201: Economic Performance 2016

201-1: Direct economic value generated and distributed

a

i. Direct economic value generated: revenues

1000000.0 EUR

ii. Operating costs

1000000.0 EUR

ii. Employee wages and benefits

0.0 EUR

ii. Payments to providers of capital

0.0 EUR

ii. Total payments to governments (Please provide a breakdown by country in the explanation field below, if applicable)

0.0 EUR

ii. Community investments

0.0 EUR

iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'

0.0 EUR

Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance

Confidentiality constrains

201-3: Defined benefit plan obligations and other retirement plans

a

Liabilities are met

Yes

Value estimated

None EUR

b

Separate fund exists?

Yes

i. The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them

<p>100% Guaranteed</p>

ii. The basis on which that estimate has been arrived at

<p>N/A</p>

iii. When that estimate was made.

<p>N/A</p>

Pension is fully covered

Percentage of salary contributed by employee or employer.

50.0%

100% mandatory pension plan

Market Presence

GRI 103: Management Approach 2016

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N/A

GRI 202: Market Presence 2016

202-2: Proportion of senior management hired from the local community

Percentage of senior management at significant locations of operation that are hired from the local community.

100.0%

Board of Directors & Management team

Within 40kms

One Central Location

Indirect Economic Impacts

GRI 103: Management Approach 2016

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Confidentiality constrains

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N/A

GRI 203: Indirect Economic Impacts 2016

203-2: Significant indirect economic impacts

Small network of office related suppliers

To be neglected

Environmental Topics

Energy

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

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Pincvision's contribution to the environment is having a sustainable office and incentives to use public transport, bikes and electric cars.

N/A

103-2: The management approach and its components

Pincvision strives to choose for the most sustainable option

Pincvision strives to choose for the most sustainable option

Description

Specific actions: 1. 100% compensation for using public transport. 2. €0,19 per km for using a bike. 3. 100% compensation for use of electricity for hybrid cars. 4. Overall sustainable building with energy category "A", ecotoilets, C2C carpet, C2C office chairs.

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Information unavailable. Too small to measure

ii. The results of the evaluation of the management approach

N/A

iii. Any related adjustments to the management approach.

N/A

GRI 302: Energy 2016

302-1: Energy consumption within the organization

a

Total fuel consumption

24937.0 MG

Fuel types used

N/A

b

Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

24937.0 MG

Types explanation

N/A

c

i. Electricity consumption

41429.0 MG

ii. Heating consumption

66600.0 MG

iii. Cooling consumption

0.0 MG

iv. Steam consumption

0.0 MG

d

i. Electricity sold

0.0 MG

ii. Heating sold

0.0 MG

iii. Cooling sold

0.0 MG

iv. Steam sold

0.0 MG

N/A

N/A

Environmental Compliance

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

We provide services for our customers to comply with environmental legislation worldwide

b

i. where the impacts occur

Worldwide

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

Pincvision believes that compliance is no barrier to global trade. The contribution Pincvision delivers through its business customers is that when they trade, we make sure they comply with Environmental law and legislation.

WEEE, Batteries and packaging

103-2: The management approach and its components

Regulatory Management

Business critical part of our services

Description

Confidentiality Constrains

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Periodic business reviews

ii. The results of the evaluation of the management approach

Periodic business reviews

iii. Any related adjustments to the management approach.

Periodic business reviews

GRI 307: Environmental Compliance 2016

307-1: Non-compliance with environmental laws and regulations

a

i. Total monetary value of significant fines

0.0 EUR

ii. Total number of non-monetary sanctions

0.0 EUR

iii. cases brought through dispute resolution mechanisms

<p>Zero</p>

Compliance is the core function of the organization. Thus non-compliance with environmental laws and/or regulations is unacceptable to the management of the organization. The organization consistently makes sure that no fines are levied.

Social Topics

Employment

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

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b

i. where the impacts occur

The Netherlands

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

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N/A

103-2: The management approach and its components

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Description

Pincvision does not discriminate, when considering hiring an employee the only thing that counts is getting the right person for the job.

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Confidentiality constrains

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Confidentiality constrains

iii. Any related adjustments to the management approach.

Confidentiality constrains

GRI 401: Employment 2016

401-1: New employee hires and employee turnover

10 Female 8,3 FTE and 4 Male 3,9 FTE Aged 25-55Region - The Netherlands

Total number and rate of employee turnover during the reporting period, by age group, gender and region

Confidentiality constrains

401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees

a

Significant location of operation

Doetinchem

i. life insurance

Yes

ii. health care

Yes

iii. disability and invalidity coverage

Yes

iv. parental leave

Yes

v. retirement provision

Yes

vi. stock ownership

No

vii. others

No

One central location

401-3: Parental leave

a

Total number of employees that were entitled to parental leave, Male

30

Total number of employees that were entitled to parental leave, Female

25

Total number of employees that took parental leave, Female

1

Total number of employees that returned to work in the reporting period after parental leave ended, Female

1

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, Female

1

Return to work and retention rates of employees that took parental leave, by gender

100% Returned to work

Labor/Management Relations

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

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103-3: Evaluation of the management approach

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i. The mechanisms for evaluating the effectiveness of the management approach

Confidentiality constrains

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Confidentiality constrains

iii. Any related adjustments to the management approach.

Confidentiality constrains

GRI 402: Labor/Management Relations 2016

402-1: Minimum notice periods regarding operational changes

Quarter year

Organization with collective bargaining agreements

No

Training and Education

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

Pincvisions name says it all: Pinc --> People In Compliance. It's people that do the work. This is why Pincvision wants to give her employees the opportunity to keep developing

b

i. where the impacts occur

All employees

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

We provide skills, knowledge and personal development training.

N/A

103-2: The management approach and its components

Employees can always converse about wanting to do a training, some training are mandatory for all employees (communication and culture)

Pincvisions name says it all: Pinc --> People In Compliance. It's people that do the work. This is why Pincvision wants to give her employees the opportunity to keep developing

Description

i. Policies - Employees can always converse about wanting to do a training, some training are mandatory for all employees (communication and culture) Pincvision pays 75%ii. Commitments - €36,475 spent on training/coaching/study in 2018

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

N/A

ii. The results of the evaluation of the management approach

N/A

iii. Any related adjustments to the management approach.

N/A

GRI 404: Training and Education 2016

404-1: Average hours of training per year per employee

a

Average hours of training that the organization's employees have undertaken during the reporting period, by gender

Gender	Average hours of training
Male	32
Female	32

Average hours of training that the organization's employees have undertaken during the reporting period, by employee category

Category name	Average hours of training
---------------	---------------------------

404-2: Programs for upgrading employee skills and transition assistance programs

Communication training, culture training, personal training, knowledge and skills training

Standard transition assistance when termination is done by Pincvision

404-3: Percentage of employees receiving regular performance and career development reviews

a

Gender	% of employees per gender who received a regular performance and career development review during the reporting period
Male	100
Female	100
Employee category	% of employees per category who received a regular performance and career development review during the reporting period

Diversity and Equal Opportunity

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

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i. where the impacts occur

The Netherlands

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N/A

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103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Confidentiality constrains

ii. The results of the evaluation of the management approach

Confidentiality constrains

iii. Any related adjustments to the management approach.

Confidentiality constrains

GRI 405: Diversity and Equal Opportunity 2016

405-1: Diversity of governance bodies and employees

Diversity of governance bodies

Diversity categories for organization's governance bodies	Percentage
i. Gender: Male	55.0%
i. Gender: Female	45.0%
ii. Age group: under 30	16.0%
ii. Age group: 30-50	28.0%
ii. Age group: over 50	11.0%

405-2: Ratio of basic salary and remuneration of women to men

All employee

Non-discrimination

GRI 103: Management Approach 2016

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Confidentiality constrains

GRI 406: Non-discrimination 2016

406-1: Incidents of discrimination and corrective actions taken

Status of the incidents and actions taken

N/A

Local Communities

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

Pincvision tries to have a positive impact on communities

b

i. where the impacts occur

The Netherlands, Malawi

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

Sponsoring De Graafschap football academy to make sure the youth can play football on a high level. The Malawi children's fund to improve the chances of a better life for children in Malawi

N/A

103-2: The management approach and its components

Pincvision sponsors a lot of little events, not all of those can be included in the report. That's why we chose to name the two biggest ones which we monitor closely

Pincvision is committed to have a positive impact on communities

Description

i. Policies - Pincvision tries to have a positive impact on communitiesii. Commitments - De Graafschap Football academy and the Malawi Children Fund, Sponsoring multiple local events

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

N/A

ii. The results of the evaluation of the management approach

N/A

iii. Any related adjustments to the management approach.

N/A

GRI 413: Local Communities 2016

413-1: Operations with local community engagement, impact assessments, and development programs

a

Percentage

30.0%

Explanation

Sponsoring De Graafschap Footballacademy, The Malawi Children Fund

413-2: Operations with significant actual and potential negative impacts on local communities

a

i. the location of the operations

None

ii. the significant actual and potential negative impacts of operations

None

Customer Privacy

GRI 103: Management Approach 2016

103-1: Explanation of the material topic and its Boundary

Since Pincvision works with a lot of data from multinationals, we take data security very serious. We have multiple IT solutions working to secure all information we have as much as possible

b

i. where the impacts occur

All Data

ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.

Since Pincvision works with a lot of data from multinationals, we take data security very serious. We have multiple IT solutions working to secure all information we have as much as possible

N/A

103-2: The management approach and its components

The CIO has multiple IT solutions in place to secure our data. He is close monitoring this with the help of third parties

To keep the data as secure as possible

Description

i. Policies - Data security is key for the CIOii. Commitments - Yearly security audit performed by an external partyiii. Goals and targets - Zero breachesiv. Responsibilities - CIOv. Resources - IT team of 8 employeesvi. Grievance Mechanisms - Escalation to board of directors

103-3: Evaluation of the management approach

a

i. The mechanisms for evaluating the effectiveness of the management approach

Zero breaches

ii. The results of the evaluation of the management approach

None

iii. Any related adjustments to the management approach.

N/A

GRI 418: Customer Privacy 2016

418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

a

i. Complaints received from outside parties and substantiated by the organization

0

ii. Complaints from regulatory bodies

0

a substantial number of these breaches relate to events in preceding years

No

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Socioeconomic Compliance

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Confidentiality constrains

GRI 419: Socioeconomic Compliance 2016

419-1: Non-compliance with laws and regulations in the social and economic area

a

i. Total monetary value of significant fines.

0.0 EUR

ii. Total number of non-monetary sanctions.

0.0

iii. Cases brought through dispute resolution mechanisms

0.0

No identifications

N/A

Custom Topics
