

THE RENEWABLE

DIAB sustainability newsletter # 3

“Earth has enough to satisfy every man’s need, but not every man’s greed.”

Mahatma Gandhi

At DIAB, we believe we need to make a difference on the big issues that matter to us all. That is why we have decided to make sustainability one of our top business priorities. Our sustainability efforts are divided into four different areas: Strategy & Governance, Human & Labor Rights, Business Ethics and Environment. In this issue of THE RENEWABLE, we will tell you about our work within Human & Labor rights.

Human & Labor rights and working conditions at DIAB

The concept of sustainability is that every corporation has a responsibility not only for the economic consequences of its activities, but also for the social and environmental implications. Human and labor rights are relevant to all three of these aspects of corporate activity. Labor rights e.g. requiring companies to pay fair wages affect the economic aspect.



Did you know?

- There are about 80,000 multinational companies in the world, and according to one survey, fewer than 400 of them have a human rights policy statement.
- There is no country in the world where women’s wages are equal to those of men.
- More than 240 million children today are forced to work. 73 million of them are below 10 years old.
- Fortunately, from 2000 to 2013, child labor fell by 40% for girls and 25% for boys.

Human rights, such as the right to non-discrimination, are relevant to the social aspect. And the aspects of working conditions will affect issues such as safety and first aid.



As a global company, we have a considerable impact on the entire range of human & labor rights as well as the working conditions at our sites. In order to know and show that we respect these rights, we need to have certain policies and processes in place. Read about some of DIAB’s initiatives in this area.



Case:

DIAB Code of Conduct

To ensure that we meet the commitments to our stakeholders and interact with our colleagues, customers, partners, internally as well as with local and global society, in a respectful and correct manner, we have implemented the DIAB Code of Conduct. This document is available for all of us and meant to provide guidance on how to act in any given situation. Our responsibility as DIAB employees is to follow the Code and report any activities that are not in compliance with it.

The DIAB Code of Conduct describes the way we respect human and labor rights and defines the business ethics we'd like all of our employees to show. Read the DIAB Code of Conduct which can be found at DIAB Grid.

Case:

Introducing 5S in Kunshan workshop

In September 2014, DIAB manufacturing workshops in Kunshan were stopped by the local authorities. The reason was the workplaces were not considered clean enough. There was too much dust on the floor, machines and on the pipes in the ceiling. In order to get approval to restart production, DIAB Kunshan decided to implement the 5S methodology in the workshops with weekly audits.

5S is a system to organize a workplace in a clean, efficient and safe manner to enhance productivity and visual management.

The system was successfully implemented and the production restarted and our Kunshan site is now referred to as a good example by the local authorities. Many thanks to all people involved!



5S

5S is a lean manufacturing methodology that originates at Toyota. The system has five steps: Seiri (Sort), Seiton (Set), Seiso (Shine), Seiketsu (Standardize) and Shitsuke (Sustain), hence the name. The 5S program focuses on having visual order, organization, cleanliness and standardization. The results you can expect are improved profitability, efficiency, service and safety.

Read more about 5S

http://en.wikipedia.org/wiki/5S_%28methodology%29

Discover how 5S also helps to improve the environment

<http://www.epa.gov/lean/environment/methods/fives.htm>