

Respect for People; Human Rights

Respect for People is one of the DSM Values, and we support and respect human values as outlined in the UN's Universal Declaration of Human Rights. Our employees represent 50 different nationalities: we support the equal treatment of all our employees irrespective of race, nationality, ethnic background, age, religion, gender, sexual orientation or disability. Respect for human rights is also integral to DSM's sourcing policy and Supplier Code of Conduct.

DSM is a Dutch signatory of the United Nations Global Compact. We report on our implementation of these principles within our company on page 75.

DSM supports the work-related rights defined by the ILO (International Labor Organization) and therefore recognizes the International Labor Standards. In countries or companies where employees have third-party representation via a works council or collective bargaining, we respect these relationships and work with these third parties in a mutually respectful manner. In the event of an organizational restructuring which results in the reduction of a significant number of positions, DSM develops and implements either a Social Program (aimed at assisting employees to continue in employment, whether inside or outside the company) or else a Severance Pay Program. We promote employee empowerment and human rights protection, and thus seek dialogue with our employees and their representatives (Works Councils, Labor Unions).

We utterly reject and condemn any form of forced labor or child labor, whether at our own premises or within our supply chain. This is clearly stated in our Values and the DSM Supplier Code of Conduct. We exercise due diligence when making investment decisions with the aim of excluding any relationships or practices which may be in contravention of human rights.

Our employees are trained in the meaning and application of the DSM Values, and the Managing Board holds management accountable for compliance with these. This training involves, among other things, awareness of potential corruption or fraud or other breaches of the DSM Values. A whistle-blower procedure (DSM Alert) and a consequence management policy are in place to support compliance in this respect. The DSM Compliance Officer responsible for dealing with violations of the DSM Values reports to the CEO and is invited to report independently once a year to the Supervisory Board.

Proven violations result in immediate discharge. In line with this policy, 29 employees were requested to leave the company during 2008 for breach of the DSM Values or of other legal or local company regulations. Compliance with the DSM Values, legal and local regulations is regularly audited. In one case, an audit in 2008 led to a remark about excess of overtime in one of our Asian units. This situation was analyzed and is being monitored for follow-up. DSM is unaware of any cases of breach of human rights or the use of forced or child labor within its operations.



“I think that everyone should try to do what they can for sustainability, and I am very happy to be associated with a company with a strong sustainability agenda. DSM's reputation is important to me as a sportswoman, just as my reputation as a sportswoman is important to DSM.”

Marleen Veldhuis
Dutch Olympic swimmer
Sponsored by DSM since August 2008

DSM is the innovation Partner in Sport of the Dutch Olympic Committee (NOC*NSF) and personal sponsor of Marleen Veldhuis.

Marleen Veldhuis holds various world records and won a gold medal in the 4 x 100 Freestyle Relay at the 2008 Summer Olympic Games in Beijing, China.