Human Rights and JEDI Commitment of De Droomfabriek

Our conviction
We believe that meaningful people and meaningful organisations do the right thing. Respecting human rights and promoting justice, equity, diversity and inclusion are not obligations for us — they are the foundation of who we are and how we work.

Our commitment
De Droomfabriek publicly commits to respecting human rights and to the principles of justice, equity, diversity and inclusion (JEDI).

We apply these principles in our own organisation and way of working, in our services and collaboration with clients, and in our relationships with partners, suppliers and the communities in which we are active. Specifically, we commit to:

1. UN Guiding Principles on Business and Human Rights
We recognise our responsibility as an organisation to respect human rights and to prevent and address negative impacts — within our own organisation and across our value chain.

2. Universal Declaration of Human Rights
We endorse the rights set out in the Universal Declaration of Human Rights, including the right to equal treatment, dignity, privacy and freedom of expression.

3. ILO Declaration on Fundamental Principles and Rights at Work
We stand for fair work. This means:
- No forced or compulsory labour
- No child labour
- Freedom of association and the right to collective bargaining
- No discrimination in employment and occupation

How we put this into practice
- We treat everyone with respect and dignity.
- We work towards a just, equitable, diverse and inclusive environment.
- We create a safe environment where differences, vulnerability and openness are welcome.
- We speak up when behaviour does not align with these principles.
- We bring these principles into our services and our collaboration with clients.
- We bring this responsibility into our choice of suppliers and partners.

Accountability
Compliance with this statement is a shared responsibility of all members of the cooperative. The board of De Droomfabriek is responsible for this commitment, oversees its application in our policy and practice, and reviews the statement periodically.

Adopted by De Droomfabriek U.A. | Radio Kootwijk | 2026