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## GOOD PRACTICE THE NETHERLANDS

### Printing company Wedding Practice what you preach

#### Contact person (NCO)

**Name and organisation**

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#### General information about the MOGP

**Name of organisation and short description**

Drukkerij Wedding, Harderwijk

A printing company in the Netherlands with 23 employees.

**Contact person**

Carin Wormsbecher, carin@drukkerijwedding.nl

**Website**

www.drukkerijwedding.nl



## Information on the good practice

### ‘Practice what you preach’

#### Aims

The director of the company developed a policy to create a diverse workforce in which each one of the employees is responsible for the success of the company. Sharing responsibilities makes everybody part of the family that is called ‘Drukkerij Wedding’ and motivates colleagues to make better results as a team. This team is a diverse team, including people with disabilities.

#### Target group

No specific target group. Skills and using your abilities are essential to hire and fire people.

#### Description

The company works with an inclusive diversity policy. It also gives Wedding a more competitive position on the printing market. Not the disability leads, but the way employees manage to deal with it. The company policy shows that everyone knows what his or hers extra values are. This also goes for employees with disabilities. The company promotes sports, less smoking, less alcohol, better food and relaxing. The director tries to be a good example in every aspect herself.

#### Why is it a good practice?

Drukkerij Wedding deliberately creates and invests in a diverse workforce (including people with distance from the labour market, and people with disabilities), and stimulates team responsibility resulting in higher profit (*WIN-WIN situation at Printing Company Wedding in The Netherlands*). The higher profit is a result of 1) more commitment by the employees, and 2) more commitment and appreciation of clients/society.

## Results

#### Evaluation

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#### Incentives for success

Not necessary. It comes from within the company as a way of life.

#### Barriers for success

There are no barriers within the company.

