

## In-Made/Ex-Made Fact Sheet

Version 2019

### **The company:**

At the beginning of 2019, there were almost 9300 inmates in the Netherlands, divided among 22 penal institutions with 28 production locations. Of these inmates, around 70% works half days in penal production facilities and 10% provides support services, such as cleaning, maintenance, kitchen work, gardening and logistics. The majority of work (80%) consists of manual production labour, such as packaging and assembly/disassembly, 15% of mechanised labour and 5% of support services/logistics. In addition to its contribution to reintegration, In-Made has also been commissioned by the government to contribute to a reduction of the costs of detention (for society).

### **Our clients:**

Most of our clients are small and medium-sized enterprises (10-100 employees) that have not moved production to low-wage countries and enterprises that have returned from low-wage countries (reshoring). In addition, we produce for the Central Government, including the Custodial Institutions Agency (DJI) and the Directorate-General for Public Works and Water Management (RWS). In addition to pricing, reasons for purchasing from us are availability of workers, reliability and, to an increasing extent, corporate social responsibility. A client indirectly contributes to the reintegration of a target group that usually experiences a considerable disadvantage on the labour market. For international companies and the government, however, this is subservient to our sharp pricing.

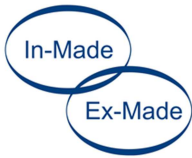
### **The workers: our investment (social return on investment)**

First of all, In-Made provides inmate workers with the opportunity to develop work skills. This is why our production facilities have been furnished like regular production facilities, with established norms for production, quality and conduct. In the context of the *In-Made Practice School*, skills that have been mastered are converted into recognised experience certificates. Because of this, In-Made is an S-BB approved work placement company. In addition to the possibility for a limited group to follow MBO (senior secondary vocational education) programmes, a large group of inmates can obtain practice-oriented certificates that have a value on the labour market. This includes the VCA certificate for safety, health and the environment, a forklift certificate and the NIL welding certificate (2018: 771 diplomas and approved certificates).

If responsible, inmates may also obtain work experience "outside the prison walls" during the final phase of their detention as a stepping stone to a paid job: *Ex-Made*. In 2018, this comprised 250 paid positions and 135 work experience positions. In the final stage of detention, a governor may issue a Description of Conduct. This makes it easier for an inmate worker to obtain a Certificate of Conduct after detention. In general, we align our operations with new rules applied by municipalities for granting benefits, to make sure even more people will find a paid job.

### **The types of work:**

Packaging, (high quality) assembly, disassembly, metal work, coating, carpentry, textile production, laundering, packaging of food, baking, support services (for example cleaning and painting), internal transport, work at shops for inmates, back office support for webshops and ICT/administrative services.

**In-Made Products:**

A selection of our products: Christmas hampers, promotional gifts, beds, cupboards, mattresses, stainless steel kitchen units, fences, chairs, tables, stretchers, bags, soft furniture, solitary confinement clothing, street furniture, sheets, cell doors and bars. To manufacture our products, we are increasingly trying to make sustainable use of recycled materials.

**The results:**

Since 2013, In-Made's operating results have been positive. As a result, labour has hardly cost the tax payer more than leaving inmates in their cells.

It is not our aim to earn more to meet the costs of detention, but to invest the additional profit in the pathway towards a job, helping more inmates to find paid employment. We do so by continuing to set market-based requirements for penal labour, advertising social return more actively, and jointly striving for further normalisation of all of detention.

**Our ambition:**

In addition to continuing and expanding the above results in terms of money and paid employment, In-Made/Ex-Made is looking into the further development of the penal production facilities with a view to the political ambition and changes in the market and labour market.

- In addition to processing orders, In-Made wants to continue growing as a co-maker for companies. Clients will be given the opportunity to make means of production/knowledge/skills available to the production process in detention and to *monitor* progress made in the process themselves.
- In the spring of 2019, six penal institutions started "32 hours of work" pilot programmes. On six sites in the Netherlands, it is being explored how the number of working hours can be expanded while participation by inmates in labour remains the same and how this will affect detention, the living environment, reintegration and results; with "work in detention being equal to work in a normal company" in mind.
- In 2019, preparation for the start of *Limited Security Units* (BBAs) will begin. These BBAs are the successors of the Very Limited Security Institutions (ZBBIs) and are explicitly intended to be Ex-Made departments for inmates in their last phase of detention working outside the prison walls.