

Sustainability in motion

Sustainability Report 2021

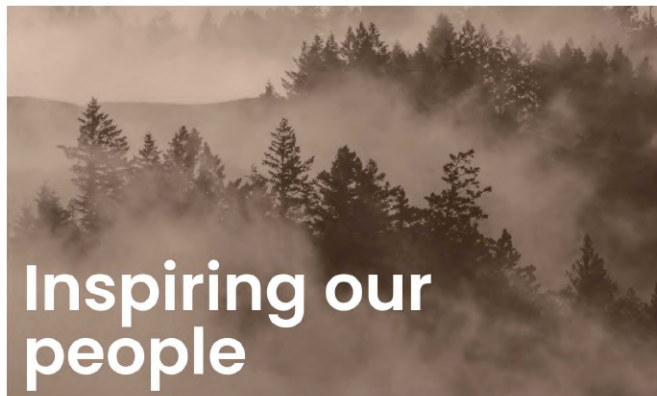




**Our aim is to
accelerate the
transition from
compliance- to
purpose-driven
organisations.**



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Message from our managing partners

Accelerated by Covid-19, the reality of climate change and political instability, 2021 considerably **shifted the boundaries of responsibility** of organisations worldwide. With these shifts come the need for knowledge and capacity building, guidance and strategic insights to drive the 'just transition' to an environmentally safe and socially just world. This report aims to highlight our contribution to this transition.

With nearly 20% of the 'decade of action' behind us, change has never been more pressing. However, as we know from our personal lives, all transformational change happens at a deeper level. True 'sustainability' is **something 'to be' rather than something 'to do'**. This remains a misconception and we hope, as an organisation, to showcase that driving larger scale change starts first and foremost with ourselves. This decade of action is about the shifts from denial to awareness, scarcity to abundance and compliance to purpose, as we proudly state in our mission.

Like many organisations worldwide, 2021 created space for introspection and action. This year, we doubled in size, expanded our client base, enlarged our ecosystem of partners and grew our expertise. This enabled us to strengthen our identity and re-define our role and purpose. Of course, this journey is iterative and we look forward to continuing this growth path in the coming years.

As a consultancy firm, **our main focus has been people since day one**: our dynamic and joyful team, the individuals who lead our customer's ESG and Climate strategies as well as the great partners and colleagues with whom we have an exponential impact.



To solve the behavioral, financial, engineering and accounting challenges that we face in the corporate sustainability space, we need inspiration from organisations that lead by example. That not only shout the loudest but actually **walk the walk**. This is the red thread running throughout our sustainability report this year and we hope to showcase that the world is better off with Nexio Projects in it. This is backed by our belief that organisations can no longer focus on solely reducing negative externalities but on the contrary, contribute to net positive impact.

To close out the year, we want to **share a message of deep gratitude** to our team, clients, partners, mentors and advisors who have allowed us to thrive, change and grow in 2021.

Felix, Cilia & Marc

2021 Highlights



NEXIO PROJECTS IN NUMBERS

Since 2017

320+

Projects, from EcoVadis Assessments to ESG Reporting and Carbon Footprint Assessments.

25+

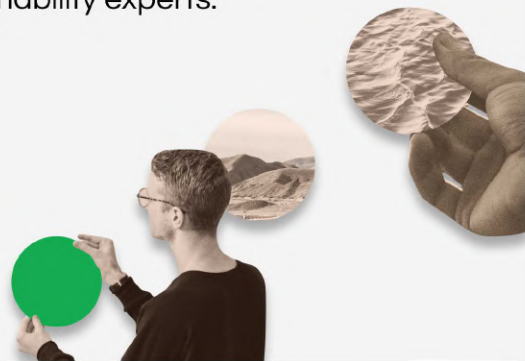
Countries in which we have built strong partnerships and have provided services.

25+

Sectors in which we built expertise and knowledge.

30+

Specialists in our growing team of sustainability experts.



WORKING WITH OUR CLIENTS

In 2021

163

Customers we served.

10

Languages in which we provided services.

60%

Returning Customer Rate.

91%

Average Customer Satisfaction Rate.

OUR ACTION AREAS

	Action Areas
Our Team	4
Our Community	2
Our Planet	2

KNOWLEDGE CREATION

23K Page Views

4K Webinar Registrants

1K eBook Downloads

6K Blog Article Views

THE SDGs WE IMPACT



OUR TEAM

Our main action areas with regard to our people concern health & safety, fairness & diversity, and skills development.

95%

Engagement survey participation rate achieved for the 3 surveys conducted in 2021.

14

Nationalities among our team members.

43%

Ratio of women in senior management.

We also have an internal circle called 'Women of Nexio Projects' that meets regularly to help the women in our team discuss relevant topics and share common experiences.

8.7/10

Happy Index Award score achieved in 2021. The award is the outcome of a company-wide survey which evaluates employee happiness.



OUR COMMUNITY

In 2021 Nexio Projects organised a fundraiser for the Dutch Foodbank. Overall, we have reached:

1.478 Km

Our team members collectively ran, walked, cycled, and even rode a horse.

€ 4.003

Money raised.

785

Food parcels provided.



OUR PLANET



58%

Of Nexio Projects employees come to work by bike or walk.

4%

Of Nexio Projects employees commute using a private car.





CHAPTER 1

Facilitators of change

Nexio Projects is an international sustainability consulting firm. Our aim is to facilitate change, rather than consult in the traditional sense. To do so, our team of engineers, environmental scientists and consultants, each experts in their respective fields, take an incremental approach to problem solving; breaking down complex challenges to drive actionable change.

As sustainability is a journey and not an end goal in itself, our work is inherently iterative and circular. Rather than fixating on reaching an end state, our main focus lies on knowledge and capacity building as well as practical advice. This ranges from benchmarking exercises to implementation and integration of sustainability principles into organisational DNA.

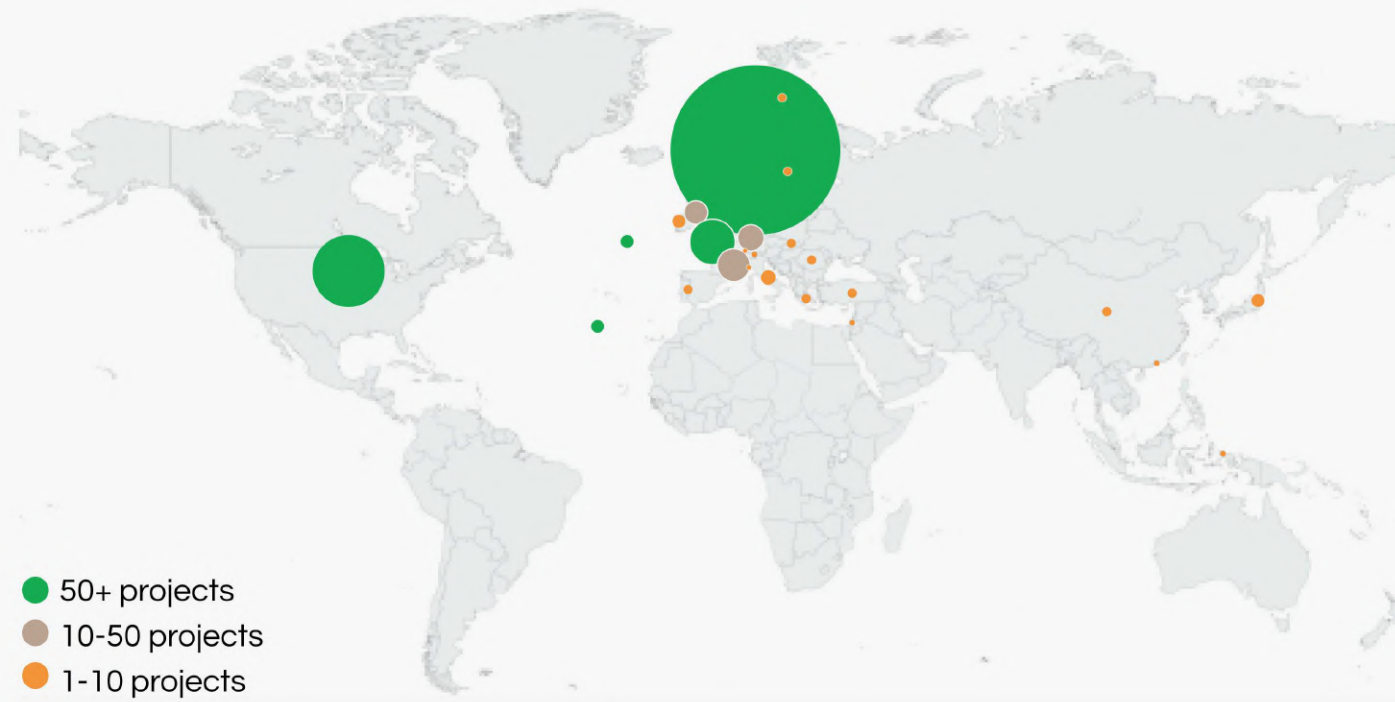
01

Who we are

Our mission is to support organisations on their journey from compliance to purpose. In other words, help organisations move away from business as usual to maximise their positive impact and minimise the negative.

The core of our work consists of helping our clients to understand, implement and embed sustainability into their DNA. To do so, we support organisations along the entire sustainability maturity curve by helping them shape and implement sustainable business strategies.

Figure 1. Completed projects per location in 2021



Nexio Projects in numbers

Since 2017

Projects

320+

From EcoVadis Assessment to ESG Reporting and Carbon Footprint Assessments.

Sectors

25+

Including the Legal & Financial, Logistics, Chemical and Public sectors.

Countries

25+

Where we have built strong partnerships and provided services in 10 languages.

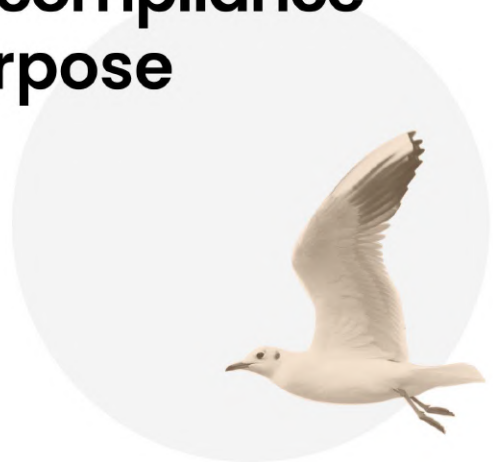
Specialists

30+

Our growing team of sustainability experts is constantly addressing ESG-related challenges.

OUR MISSION

Supporting organisations on their journey from compliance to purpose



OUR VISION

An abundant and bright future can only be attained through a collective, inclusive and diverse blueprint. As a result, our vision at Nexio Projects merges our shared vision of abundance with every team member's understanding and passion.



// Variety of life and ecosystems...

Amaury Quelier
ESG Facilitator



// Tackling global disparities through fostering sustainable development...

Herman Grové
ESG Analyst

... in an abundant world

OUR VALUES

Human

Nexio Projects is rooted in family, friendship and trust. Both internally and in our relationships with our customers and partners.

Curious

We need to be bold, curious and creative to approach age-old challenges with a new mindset and an innovative perspective.

Pragmatic

We support our customers with a practical and step-by-step approach to becoming purpose-driven.

Abundant

Opening up to what is possible rather than to what is prescribed is the only way forward. To do so, we need to rally around a brighter future.

Our role

COP26 and the latest IPCC reports reminded us once more that we need to act quickly to mitigate and adapt to the environmental damage caused by harmful activities, and we need to do so together. Alongside climate action, we also need to collectively move away from damaging social and ethical business practices, towards more sustainable practices.

The bottom line is, that continuing the **current 'business as usual'** will have grave consequences on the planet, our societies, and even businesses themselves. Organisations have a key role to play in these global issues and **every action (or inaction) makes a difference.** With our help, we hope to familiarise and motivate our clients to continuously embed sustainability into their strategies and company DNA and to move from a compliance mindset to purpose-driven actions.

Building bridges

Our mission is directed towards **redeeming existing harmful and unethical activities**, such as the use of forced and child labour, preventing the unprecedented consequences of climate change and mitigating business risks which may stem from unsustainable practices.

Businesses need to appropriately consider their impact on the environment and the planet, by mitigating climate change, reducing waste and pollution, and conserving natural resources, to name a few.



Credit: Photo by William Gibson on Unsplash



Credit: Photo by Vladimir Fedotov on Unsplash

On the social side, companies need to take responsibility for, the continuous widespread human rights abuses, including forced labour, child labour, and discrimination and harassment. Human rights abuses take different forms as we have seen in recent years. This became more evident during the COVID-19 outbreak when the most vulnerable workers were affected the most. While the past two years have been challenging for most businesses, those with risky and unsustainable supply chains took the biggest hit and suffered the highest human cost.

Combined with the COVID-era and society's response to the lack of accountability and bad practices, there is no doubt that **the cost of inaction is getting increasingly larger than the cost of action.**

We are currently seeing a trend where regulatory pressure is starting to meet **growing pressure from stakeholders** who are fully aware that sustainable practices are the only way to mitigate global environmental, social and governance risks.

While governments around the world are enacting tougher laws and regulations to clamp down on environmental damage, social injustice and unethical business practices, companies are starting to realise that organisational resilience depends on moving beyond compliance.

Companies that have already started their journey, realise that by moving away from 'business as usual' they can reap the many benefits that come with it, including **value creation, better reputation, stable supply**

chains, as well as attraction of new talent and customers or streams of revenue.

All these developments call for a movement beyond policy compliance and towards setting effective and sustainable goals and strategies that truly turn the tide.



Credit: Photo by Fabian Jones on Unsplash



Credit: Photo by Mick Truys on Unsplash



CHAPTER 2

Inspiring our clients

Through our tailored advice and support, we continuously aim to challenge, empower and inspire our clients. We firmly believe that the problems we face, whether these are social, environmental or ethical can only be solved by engaged and awake leaders. Nexio Projects support organisations from all sectors, whether big or small.

We aim to inspire our clients throughout their sustainability journey, from mapping and benchmarking their ESG performance, setting new levels of ambition and creating practical roadmaps to drive action. Our expertise ranges from supporting ratings and reporting, to carbon footprinting, lifecycle assessments and climate change and sustainability strategy work.

02

Our services

Our services aim to support our clients on their sustainability journey and help them achieve their ambitions.

Our commitment to simplifying sustainability enables us to accelerate the transition to a brighter future and break down complex challenges. Over the last year, we diversified our services to provide a wide advice and value to help our clients maximise positive impact on all areas of E, S and G.

Figure 2 summarises the implementation projects we have been working on together with our clients in 2021 with the step by step approach that connotes the Nexio Projects' philosophy.

Our approach

Figure 3 illustrates the sustainability maturity curve, which we use as a conceptual framework to guide our work. Rather than treating sustainability as something static, with a clear beginning and end, the curve portrays the different milestones to be reached, all the way from compliance to purpose.

As stated previously, our team supports clients along the different maturity 'levels'.

In the first levels, the organisation is compliance-driven. After compliance is achieved and risk has been reduced, the main focus is still to protect value and profit rather than generate it for both people and planet.

[We recently researched how sustainability impacts corporate decisions. You can read the details in our Research eBook.](#)

Figure 2. Breakdown of our implementation projects per topic in 2021



This is often equated to the 'less bad' scenario. On the third level, organisations aim to surpass compliance and become more socially responsible as it is expected from different stakeholders. Shared value creation is achieved at level 4, where there is more balance between people, planet and profit.

The fifth and final level is purpose-driven, which is where we ultimately want to guide our clients.

In order to guide this growth alongside the maturity curve from one level to the other, we take a step-by-step approach. First, we **plan**, to identify where you stand and where you aim to be. Our team creates actionable roadmaps to improve the organisation's sustainability performance.

The second step, **implement**, is to build a sustainability management system through the development of policies, procedures, and training programmes. We then **evaluate, measure, and report** progress according to international standards and communicate with key stakeholders.

Figure 3. The Sustainability Maturity Curve

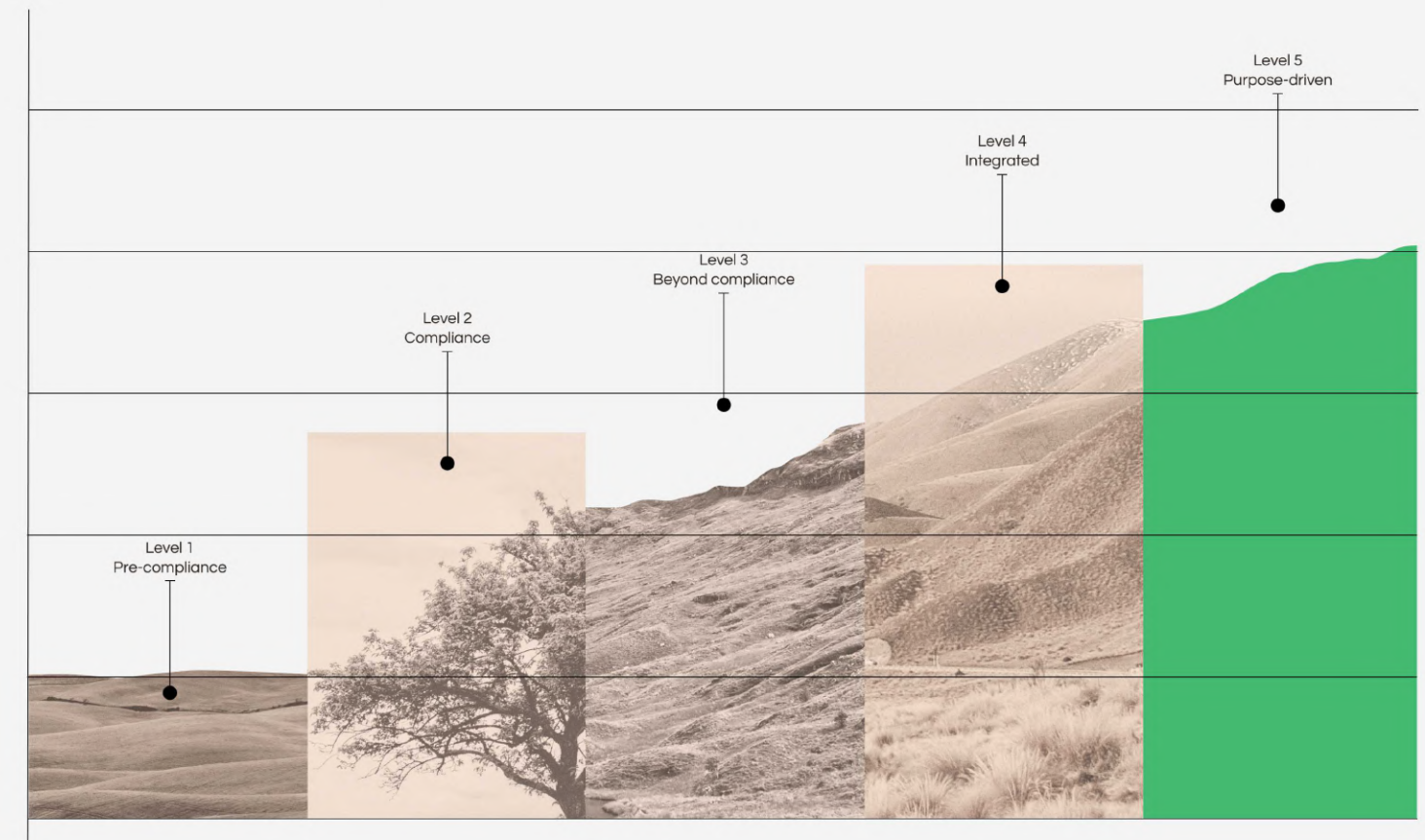
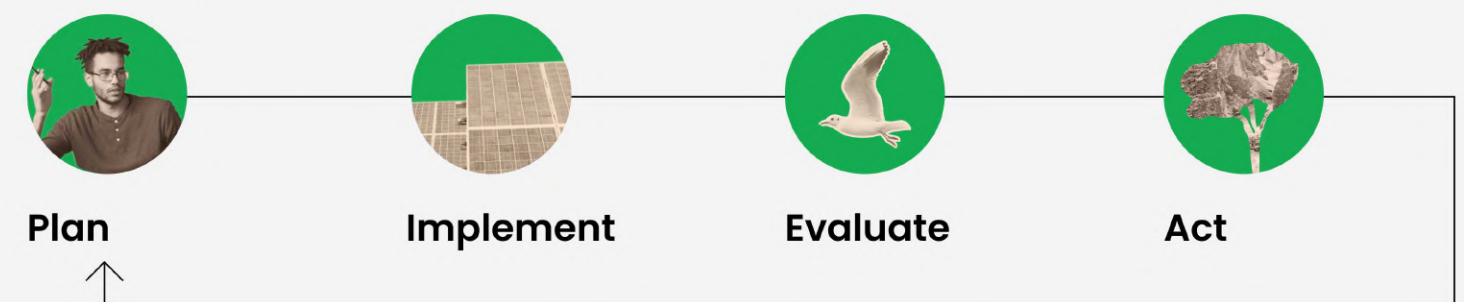


Figure 4. Our Methodology





What I like most about working with our clients is unifying the sustainability conversation across all areas, industries, and geographical locations they operate in and proposing a strong framework to sustainability management.

Indra Lancien
Junior ESG Facilitator



The variety of clients and companies in our extensive portfolio is what makes our work as a commercial team interesting and challenging at the same time.

Robert Smith
Commercial Lead



Client engagement



As a consultancy firm uniquely specialised in corporate sustainability and climate change, we pride ourselves in being the key sustainability partner of over 160 organisations worldwide. Through our work, we have created strong long-lasting relationships with our clients, supporting them throughout their sustainability journey.

Our clients partner with us because of our dynamic, innovative and holistic advice. Additionally, our unique partnerships with key ESG raters and certifiers such as EcoVadis and BCorp permit us to provide service in line with industry best practice.

Core to providing quality services and actionable roadmaps for our clients, is our

determination to truly listen and tailor our approach. We place great importance on transparency, open communication and continuous feedback is crucial in everything we do.

Key figures

163

Different customers served in 2021.

10

Languages in which we provided services.

60%

Returning Customer Rate.

91%

Average Customer Satisfaction Rate.

We place great importance on client feedback, which we gather from our clients at the end of each projects. This way, we can provide services with the curiosity and dedication that are unique to Nexio Projects.

Figure 5. Client sectors (2021)

Manufacturing	41%
Packaging	10%
Chemicals	6.0%
Mining & Metals	6.0%
Electronics	6.0%
Finance	6.0%
Plastic & Containers	5.0%
Transportation	2.0%
Other	18%

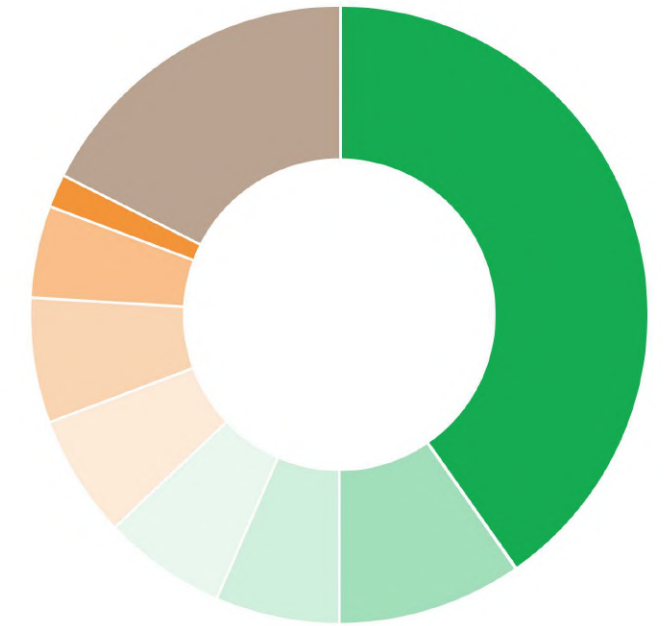


Figure 6. Client size (2021)

Extra Large (500 - 999 FTEs)	24%
Large (100 - 499 FTEs)	25%
Medium (26 - 99 FTEs)	31%
Small (1 - 25 FTEs)	20%

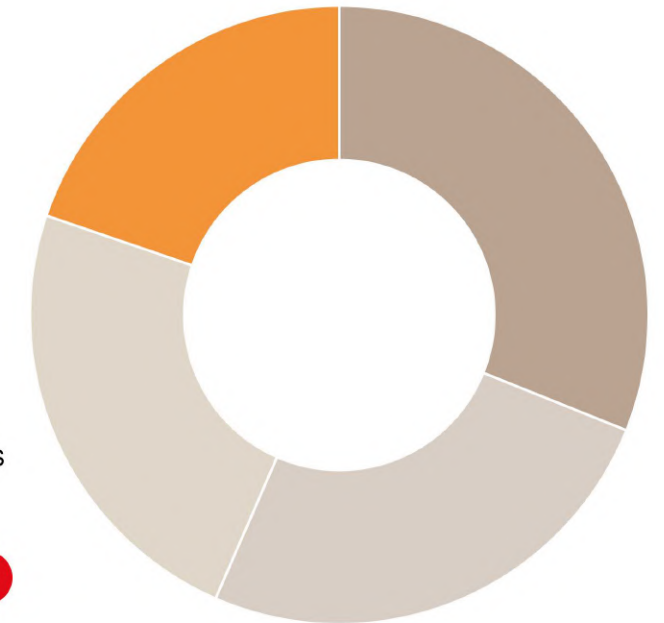


Figure 7. Languages in which we provided services



Client Work



Hanzenstrohm

Company Background

Hanzenstrohm offers building, industrial and infrastructure solutions since 1951. The company wanted to reduce its negative impacts by enhancing circularity and measuring the carbon footprint of its operations.

Our solution

Firstly, our team supported the company in formulating a strategy to address its material topics. The EcoVadis platform served per outside verification purposes. Secondly, Nexio Projects conducted a Carbon Footprint Assessment for all entities to get insight into GHG emissions and identify the areas where emissions reduction opportunities lied.

The outcome

The sustainability efforts of Hanzenstrohm have been formalised and the company was rewarded with the Bronze medal. Moreover, it gained understanding of its carbon footprint and reduction opportunities. Through the Carbon Footprint Assessment we identified actions that could reduce the company's footprint by 31%.



We have prioritised sustainability within our group of entities and see it as crucial to long-term success. Nexio Projects' detailed carbon footprint assessment report shows us where our hotspots are and provides the insight needed to reduce them.

Gijs Hemmink
Sustainability Manager



LC Packaging

Company Background

LC Packaging has been part of the packaging industry since 1923. The company specialises in high quality flexible packaging solutions for the transportation of bulk goods. LC Packaging started its sustainability journey in 2017 with an ESG strategy and an EcoVadis Assessment. In 2019 the company obtained the Gold medal. Its main goal consisted in maintaining the score and developing the ESG strategy further to be a leader in sustainability.

Our solution

Nexio Projects supported LC Packaging with the EcoVadis Assessment. The project focused on revision and KPI reporting.

The outcome

As a result of the project, reporting practices were further developed and optimised in line with the Global Reporting Initiative (GRI). Moreover, policies and procedures were optimised to strenghten the Sustainability Management System. Finally, the EcoVadis Assessment was completed resulting in a Platinum medal.



Nexio Projects has helped us to understand what sustainability means to our organisations. We were able to apply structure to our strategy and integrate ESG themes into daily operations. Sustainability is now truly embedded in our business processes.

Lotte Mastwijk
Sustainability Manager
lc packaging





CHAPTER 3

Inspiring our people

Sustainability is not a tick-boxing exercise or something that must be 'done'. On the other hand, it is a way of being and a lens through which to operate and innovate.

We aspire to lead by example and use sustainable principles to drive decision-making at every level of our organisation. This permeates the way we work and the environment we work in. Whether it be through extensive policy coverage or automatic light sensors in our office, we evaluate every action and optimise it to the best of our ability. We believe that, in doing so, our team learns how to adopt the long term view and internalise the externalities of our collective actions and decisions.

[Walk around our office](#) →

03

Explore our office



The Lounge

The average sofa's estimated carbon footprint is equivalent to 90kgCO₂e. By upcycling a second-hand one, we extend its life cycle and avoid throwing it in the landfill. Our lounge is the heart of the office where we have weekly gratitude awards, check-ins and relaxing breaks!



Source: MyToolShed

Nexio Projects' Library

Our books are all purchased from fellow BCorp NGO Better World Books. Better World Books diverts books from landfills by collecting material from libraries, bookstores, college campuses, through the community, and in other areas where surplus materials exist. It then sells those used books and contributes a portion of the revenue on each sale to support literacy, libraries and education.



Propagation Station

A single plant is able to absorb 10.08% of CO₂. We have selected plants that clean the air and have set up a propagation station so we can naturally add more plants to our working space.



Coffee Station

Our coffee comes from Heilige Boontjes. The local café offers work to young people who have come into contact with the law, single mothers and individuals with a mild intellectual disability. The organisation offers a 10-month support program after which they offer guidance to paid work and reintegration.



The Lunch Table

Our lunch table is so long that we can fit 20 people all together. When the office is busy it turns into a bunch of jokes and laughs during lunch break.



Second-Hand Desks

The average carbon footprint of a 1600mm x 1800mm desk amounts to 35kgCO₂e. Our working stations are made of 100% upcycled furniture, thus avoiding to consume additional resources to produce new desks when is no needed.



Source: EIRA, 2011

Plants

Studies show that they reduce stress, reduce sickness and increase productivity. We have approximately 40 around the office.



Source: Human Spaces, 2015

Gratitude Award

At Nexio Projects we cultivate gratitude. Every Friday afternoon at 5.00 PM, three team members will receive from others the Gratitude Award shown below.



Dartboard

After the Gratitude Award, we often hang out at the office and play a dartboard match!



Ergonomic Chairs

We provide ergonomic equipment to set up our team's working stations, both at the office as well as at home. Given the nature of our work, our teams spend quite a lot of time sedentary so it is of course important that they are comfortable and focus on their physical wellbeing. We encourage everyone to stand regularly and move around the office or go for a walk in the city center.



Second-Hand Chairs

The average chair generates 72 kilos of CO₂ over its lifespan. By looking for second hand items, we are able to avoid these emissions.



Source: Ellen MacArthur Foundation

Second-Hand Table

According to the Waste & Resources Action Programme (WRAP) 1.2 million office desks and 1.8 million office chairs end up in UK Landfill each year. In Europe, the majority of all furniture end their life this way. The average piece of furniture generates approximately 47 kilogrammes of CO₂.



Source: Waste & Resources Action Programme

Nexio Projects' Wall

As you enter our office, a big poster with our branding will welcome you! The design showcases our young team, our passion for sustainability, and our efforts to support organisations on their journey from compliance to purpose.



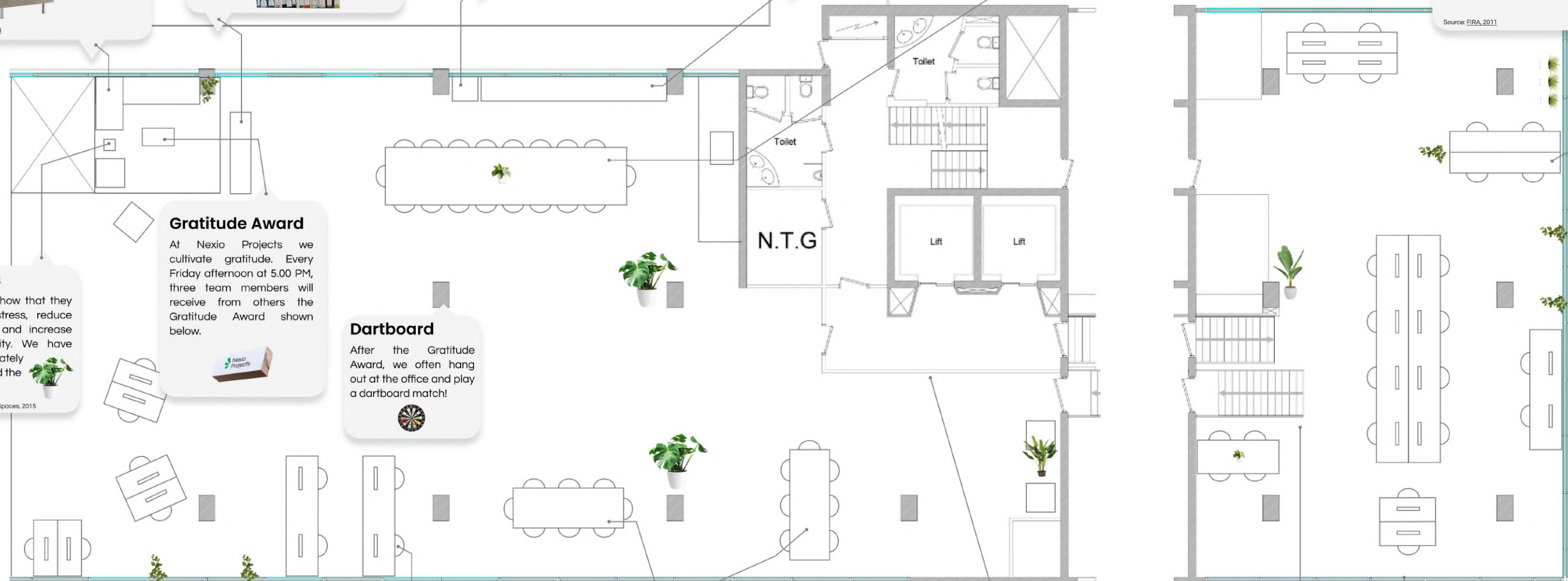
Happy Index Award

Nexio Projects received an 8.7/10 score from Choose My Company in the category Happy Index At Work. The award is the outcome of a company-wide survey which evaluates employee happiness.

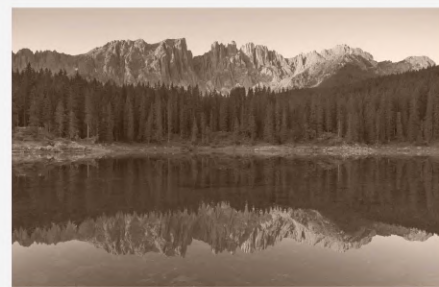
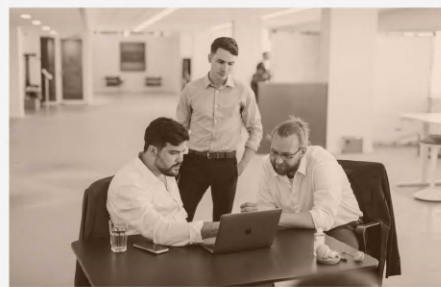
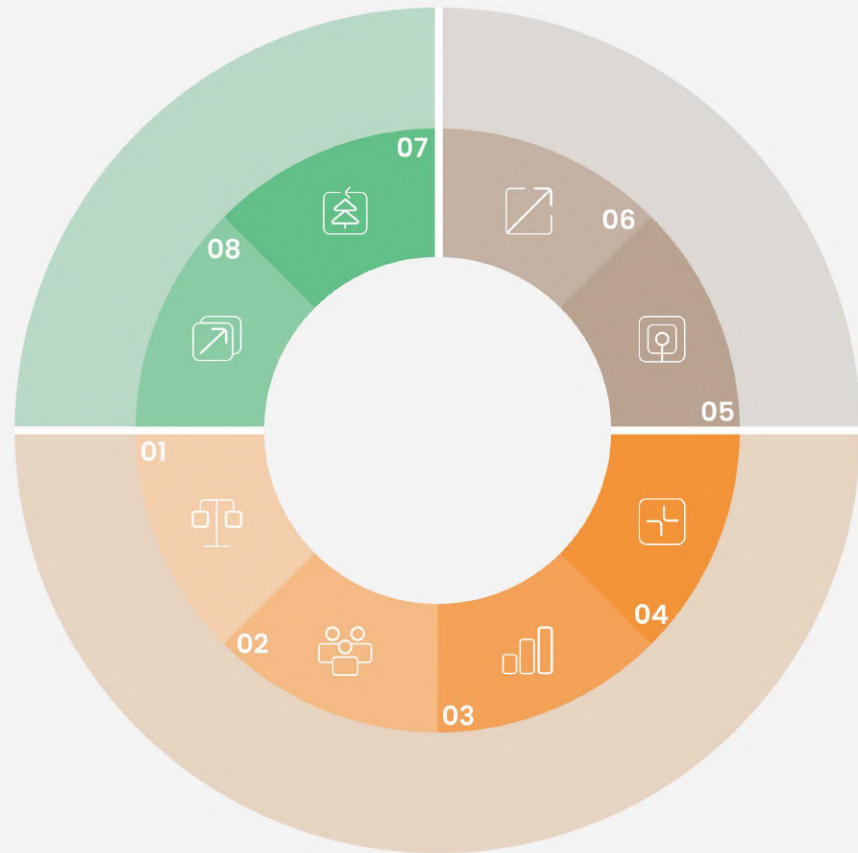


Our 360° View

Our 7th floor office has an incredible 360° view on Rotterdam. We benefit from a lot of natural light and are able to enjoy beautiful sunrises and sunsets while taking some breaks from screen time.



Our action areas



Our Team

Our Community

Our Planet

- 01 Employees' health & safety
- 02 Fairness & diversity
- 03 Skilled workforce
- 04 Being an inspiring force

- 05 Impactful services
- 06 Giving back

- 07 Climate change
- 08 Practicing what we preach

Our team

Employees' health and safety



Action Area

01



To ensure the wellbeing of our employees, we prioritise a healthy work environment, provide support in career development through trainings and promote continuous feedback through quarterly engagement surveys. During the past year, we also made sure that all COVID-19 guidelines were followed very closely. More practically, this year we continued to offer our employees flexible working hours to allow for a more cohesive balance between work and personal life. As we continue growing our team, 2021 was a year of new approaches and change. Continuous communication with our teams enabled us to understand the priorities, strengths, and weaknesses of our work

environment. To ensure a constructive and healthy feedback culture, we conducted:

3
Employee engagement surveys.

2
Employee development review.

4
Onboarding sessions.

95%
Engagement surveys participation rate.

1
End-of-year 360° feedback review session.

0
Exit interviews.

PHYSICAL WELLNESS

We are committed to going beyond office-minimum requirements to ensure our employees have an enjoyable workplace.

The basics

Ergonomic chairs at the office & home.

Vegan Wednesday lunch meals.

Free bike rental subscription.

Fresh fruit always available at the office.

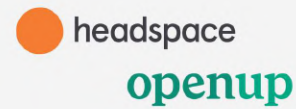
Upcoming in 2022

Monthly team workouts.



MENTAL WELLNESS

At the end of 2021 we rolled out Headspace and Open Up. We have a dedicated section in our employee handbook related to stress in the workplace. We do our best to create a workspace that is safe and where our people feel free to discuss anything. With the tools we provide, we hope our people have the ultimate support system.



Fairness & diversity in the workplace



Excellence and growth come with having an enjoyable workspace and a diverse team, that can help and tackle a more diverse customer base.

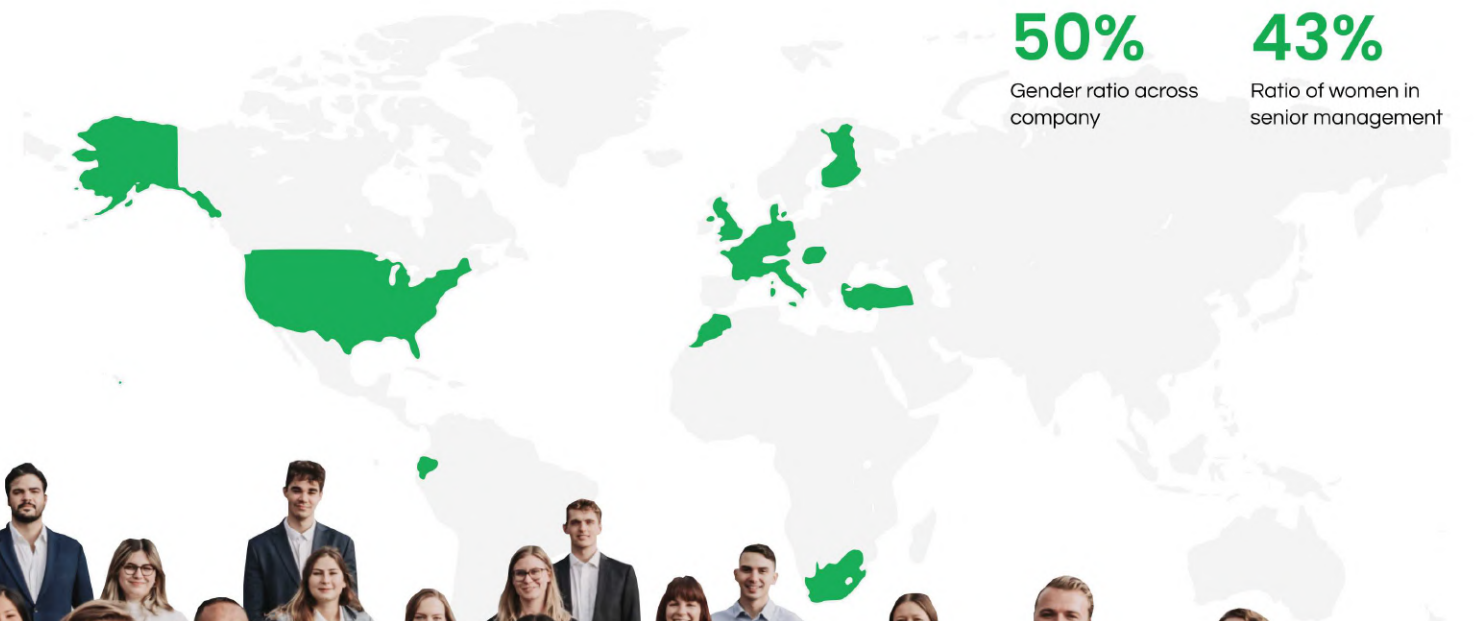
To safeguard our inclusivity and diversity at Nexio, we have anti-harassment and anti-discrimination policies and processes set in place and we handle them accordingly to make sure our people is protected and feel included.

14 Nationalities

4 Continents

50% Gender ratio across company

43% Ratio of women in senior management



Excellence and growth come with having an enjoyable workspace and a diverse team.



THE PERSONALITIES MAP

A diverse and inclusive workforce is more creative and engaged. This strongly reflects our core values of care and abundance and that is why we promote a place where people feel welcome and can be their true, authentic selves. Inclusivity is crucial to our work environment and culture. We have open-minded people at Nexio Projects who are willing to - and are - becoming more aware. A snapshot of our diverse team is represented through the Personality You Map that we ask each new employee to fill in.

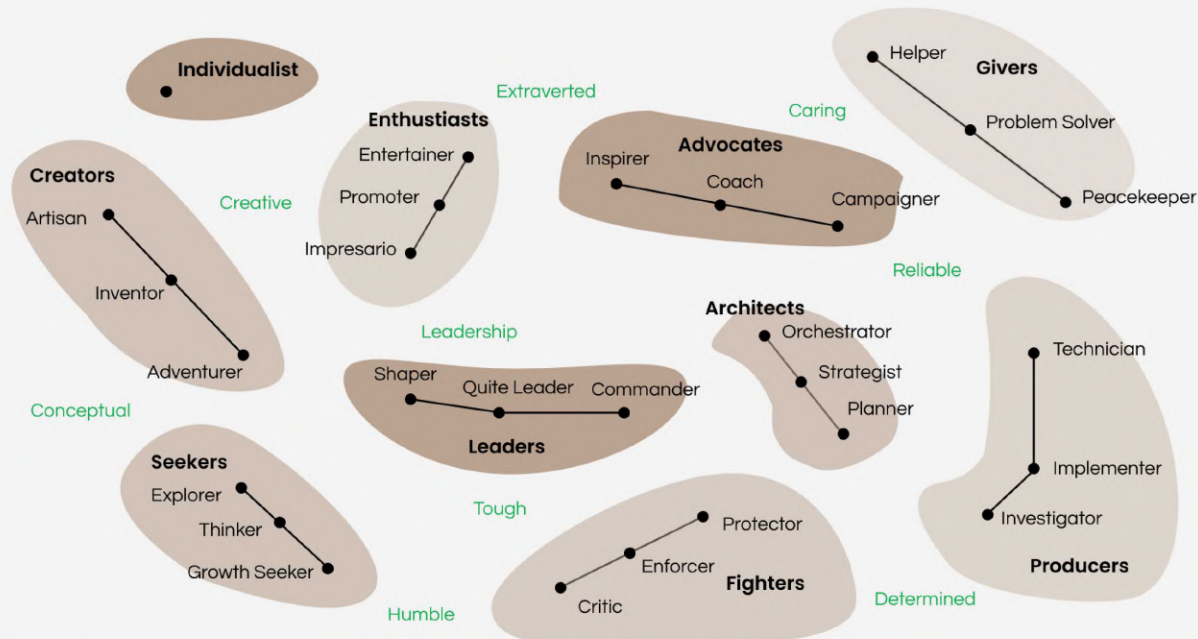
Personality Islands	Team Members
Architects	23%
Enthusiasts	23%
Seekers	19%
Givers	15%
Advocates	8%
Creators	8%
Leaders	4%

'WOMEN OF NEXIO PROJECTS'

The 'Women of Nexio Projects' group provides a safe space for women to share, learn and support each other. We host sessions on a quarterly basis to discuss different topics, such as the menstruations cycle, being a woman in the business world and how to build resilience. So far, the group has organised two workshops about how women can feel more empowered in their work by taking advantage of their own cycles and understanding the different male and female dynamic. At Nexio Projects, we have a period policy in place and our bathroom is always stocked with sanitary products.



Figure 8. Archetype Archipelago

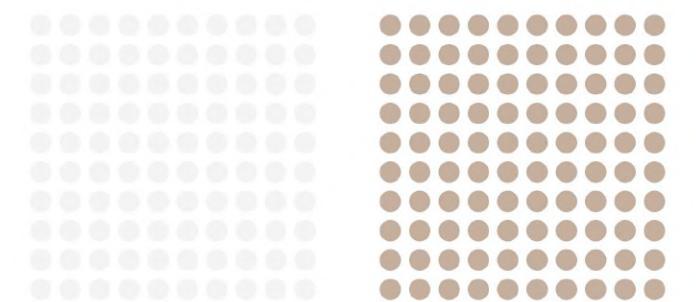


Source: Personality You

RESPONSIBLE BUSINESS ETHICS

We strive to be honest, open, ethical, and fair in all our business conducts. People trust us to adhere to our word and the advice we give them. Therefore, we know every one of our employees must be aware of what constitutes responsible business ethics.

Figure 9. 2021 Business ethics figures



Cases of information security breaches	0	Participation in business ethics awareness trainings	100%
Cases of corruption and/or bribery	0		
Uses of the whistleblowing procedure for ethics concerns	0		
Cases of discrimination & harassment	0		

Action Area

03

A skilled workforce

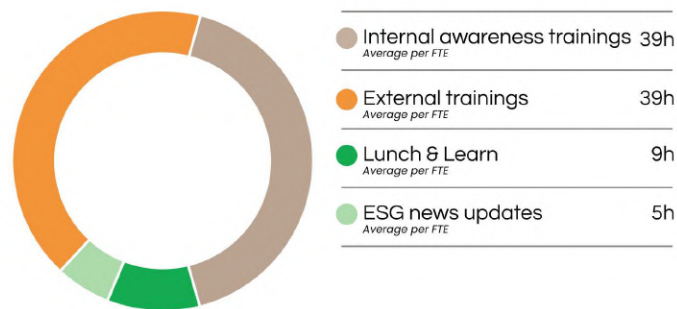


TRAINING & DEVELOPMENT

Our team wants purposeful careers and everyone who works at Nexio Projects gets the opportunity to upskill themselves.

We foster our employees development through internal awareness trainings, 'Lunch & Learns', news segments every Tuesday morning and external trainings.

In 2021, each employee followed:



In terms of development and performance, we empower our team by setting organisational, team and individual goals on a yearly basis. Furthermore, we have 2 development reviews per year, focusing on the individual goals and the progress in one's growth, and 2 performance reviews per year focusing on the past performance and maturity in the role.

EMPOWERING OUR PEOPLE

At Nexio Projects, we value all the hard work of our employees, and we make sure that nothing goes unnoticed without gratitude.

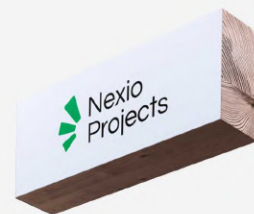
For instance, during our weekly Tuesday Team meetings, we have a section called "Celebrations & Successes the Week", where anyone can nominate colleagues, and we all celebrate people's accomplishments. This allows us to create a culture of empowerment and encourage our

employees to celebrate every small win. It also makes sure that these things do not go unnoticed, and our team members can truly feel appreciated.

In addition, employees select their intention of the week and share it with team members, who can get inspired or support them throughout the week.

GRATITUDE AWARD

On Fridays we have a special event that we call "The Gratitude Award". Here, we give out 3 awards every week to a person we want to thank and share our gratitude with. Through this, we encourage colleagues to reflect on what and who they are grateful for and enhance the communication between team members. It is also a moment for us to get to know each other more than just on a professional level. Such events help reduce stress and break barriers.



Additionally, we empower our team by uplifting the hard-working women within Nexio Projects. Organisations that do not realise the importance of women in the workplace are missing out.

Therefore, as an equal employer, we want to make sure that we are supporting the #women-of-nexio. The quarterly workshops organised by the 'Women of Nexio' circle translate in proposed measures to improve the workspace.

Finally, we treat our interns equally and empower them to take ownership of their work and to grow within their roles. We encourage them to be innovative and to learn and develop their skills in whatever direction they would like to go.

QUARTERLY EVENT

Every quarter, we organise a themed event to creatively take our minds off from work and

enjoy some time together.

Each quarter, a new "QE Team" takes the initiative to plan the day for the whole team. We usually spend the afternoon doing team-building activities and then close off the evening with a nice team dinner.



Q3 2021 Quarterly Event. "A Royal Casino Night".

Action Area

04

Being an inspiring force



Our team gets together every Tuesday morning, to reflect on the past week's lessons and achievements as well as set team and individual intentions for the week ahead. In this meeting, we receive updates from management and team leads, but also celebrate the team-members successes of the previous week, and discuss the latest sustainability news. We also have a section called "Ideas and Suggestions" where anyone can pitch in ideas and brainstorm new innovations.

To communicate updates on a regular basis, we have a monthly newsletter that is set up by our marketing colleagues. It contains recent events, highlights funny moments and sheds light on the little things that not everyone might be aware of.

Communication cannot be mentioned without feedback. We are developing a healthy feedback culture. This started with a 'feedback workshop', where the team learned about different feedback techniques, and we all self-reflected on how to intuitively react to feedback. We now have continuous feedback, as each employee has set a personal goal to give at least 2 instances of feedback per month. To do this, we use our development and performance review platform Culture Amp, which includes queues to promote healthy and constructive feedback. We also go a step further by providing feedback on delivery/content of feedback received, as this is also a learning opportunity.

Physically, we also promote communication in the office, as we have some working areas dedicated to collaboration.

Our community

Impactful services



We know that to contribute and deliver sustainable value, our services and solutions need to contribute to a brighter future for all organisations. With that in mind, we purposefully position ourselves as the next generation of sustainability consultants. Our goal is not to produce reports that end up in the file cabinet, but on the other hand to provide actionable advice that will truly accelerate the transition from compliance to purpose.

We have been successful in driving organic growth through our investment in continuously optimising and adding to our service portfolio.

We have developed a sales pitching process, which allows any member of the team to bring forward an idea on how to improve or develop a service. The final pitch is then presented to the managing partners who decide whether or not to pilot the idea. Through this process, we ensure continuous innovation. We involve our clients in this process as well by encouraging open feedback throughout the lifecycle of each projects.



Action Area

05

In the past year, we have been able to roll out new services that contribute to our core business, which is to support organisations with the EcoVadis assessment. With ESG and the idea of double materiality increasingly making it to C-suite agendas, we are able to grow with our clients on their journey and provide additional support to help them achieve their ambitions.

The pandemic presented us with some challenges, given that traditional consulting is often done on-site. However, we were able to overcome this by optimising our approach to facilitate the same level of service without the need to travel.

91% 2021 Customer Satisfaction Survey Score



Strategy Development

- Materiality Assessment
- Supplier Engagement
- ESG Gap Analysis
- Strategic implementation
- Sustainability Training Programme
- Outsourced Sustainability Manager

Climate Change

- Organisation Carbon Footprint
- Product Carbon Footprint
- CDP
- Science Based Targets
- Carbon Neutrality
- Climate Risk Assessment
- Climate Gap Analysis

ESG Reporting

- GRI Standards
- UNGC Reporting
- ESG & Integrated Reporting

Ratings & Certifications

- EcoVadis Assessment
- BCorp Assessment
- ISO Standards

Giving back & connecting with the community



Action Area

06

We understand that a sustainable future can only be achieved if all sectors, private and public, cooperate. This is why we try to make a positive impact wherever we can – including aiding charitable efforts and supporting sustainable initiatives.

DOPPER WAVE MOVEMENT



We joined the Dopper Wave movement to support the cause of diminishing plastic pollution. To do so, we have decided to ban single-use plastic water bottles from our premises.

MOVIE NIGHTS

In 2021, we gathered at the office to watch two documentaries around climate change. We see these nights as an opportunity to reflect more on the topic, discuss about it, and at the same time get to spend some time together outside of the working environment.



VOLUNTEERING

All our employees are encouraged to dedicate a day each quarter towards a cause close to their hearts.

FOODBANK FUNDRAISER



Each team member either ran, walked, cycled and even rode a horse, to collectively reach:

- 1.478 km** Representing the outline of the Netherlands.
- € 4.003** Money raised.
- 785** Food parcels provided.



Our planet

Climate change

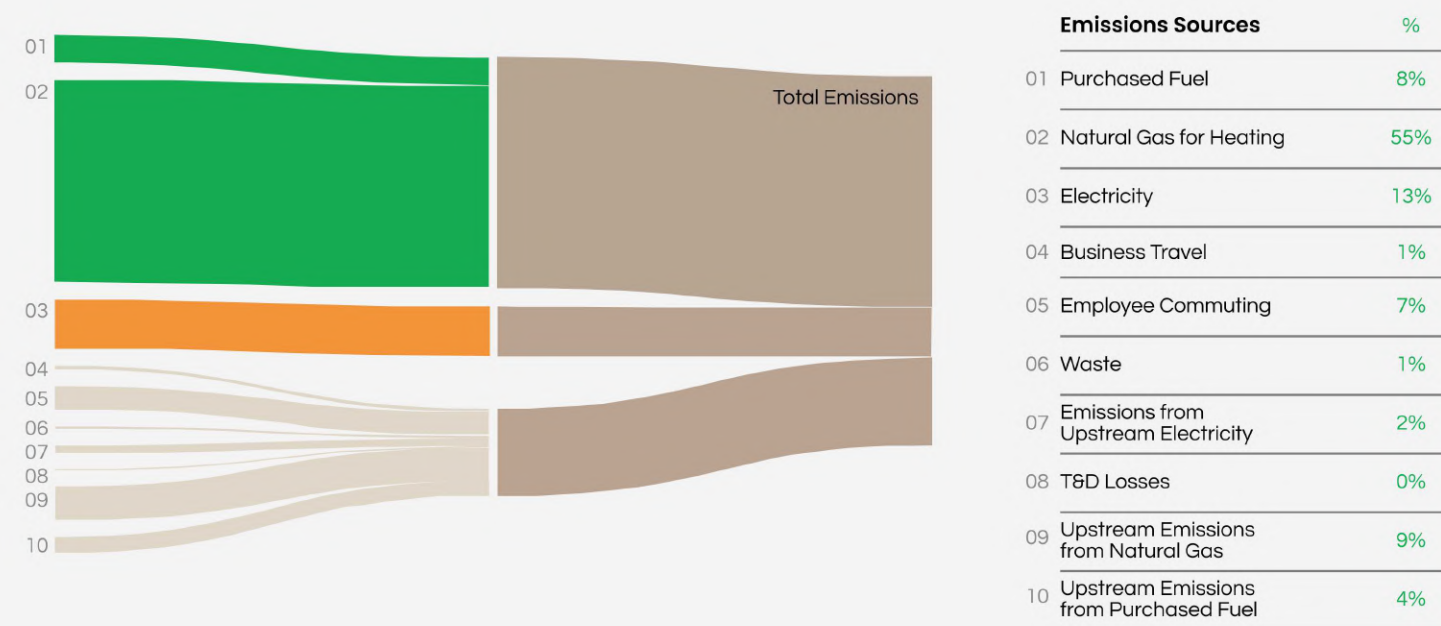
OUR CARBON FOOTPRINT

In 2021, Nexio Project's total carbon footprint was 37.83 tCO₂, or 1.4 tCO₂ per employee. This equates to one person flying 5 times around the Earth.

Action Area

07

Figure 10. Nexio Projects' total carbon footprint and emissions sources in 2021



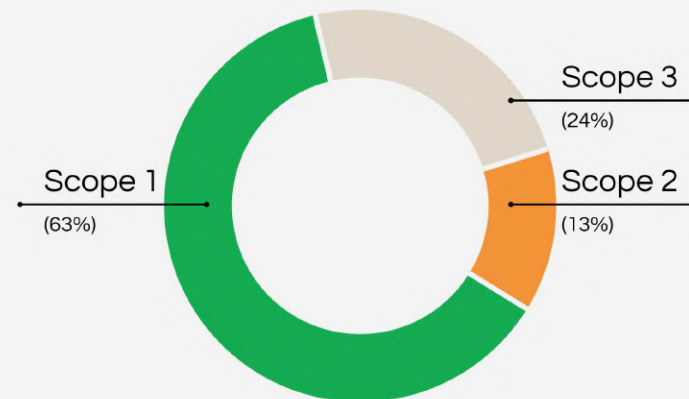
Emissions from natural gas used for heating in our office building formed the largest share of our emissions: 55% of our total footprint.

Figure 12 describes the share of Scope 1, 2, and 3 emissions of our total footprint.

As emissions from natural gas contributed such a large share of our emissions, 63% of our emissions fall into the Scope 1 category.

Due to the covid-19 pandemic and resulting government regulations, a large number of our employees were working from home for long periods of time throughout the year. Currently, there are no standardised procedures for calculating these emissions.

Figure 11. Emissions per category



2021 BROUGHT MANY CHANGES

Our team and office space grew significantly in 2021, nearly doubling in both cases.

This also caused our carbon footprint to increase. In fact, square metres per employees increased from 22 at the beginning of 2021 to 26 at the end of 2021.

In 2020, our company's total carbon footprint was 19.99 tCO₂, or 1.11 tCO₂ per employee. This means that in 2021 our footprint increased by 89% in absolute terms, and the footprint per employee by 26%.

Emissions	2020	2021
Total CO ₂ Emissions (tCO ₂)	19.99	37.83
Emissions per FTE	1.11	1.4
% Change in tCO ₂		+ 89%

Our office lights are equipped with motion sensors to avoid unnecessary use of electricity, and we aim to keep our office space as energy efficient as possible. We also have a weekly "Vegan Wednesday" to encourage our employees to consider their eating habits and change to more sustainable alternatives.

It is important for us to avoid unnecessary business travel, for which reason we encourage our clients to conduct all meetings with us remotely. Previously, it has been common practice for consultancy companies to visit their clients, especially when conducting a carbon footprint assessment. We decided to opt for efficient remote practices instead.

WORKING FROM HOME

Due to the Covid-19 pandemic and resulting government regulations, a large number of our employees were working from home for long periods of time throughout the year.

Currently, there are no standardised procedures for calculating these emissions. However, we wanted to estimate how this could have affected our total footprint. Therefore, we calculated the additional emissions resulting from our employees working from home.

For this calculation, we included the emissions arising from electricity and heating at home during the workday. This could add around 8.3 tCO₂ to our total footprint, making it roughly 46 tCO₂ for the year 2021. That means the total footprint per each of our employees would rise from 1.4 to 1.7 tCO₂ – an increase of 20%.



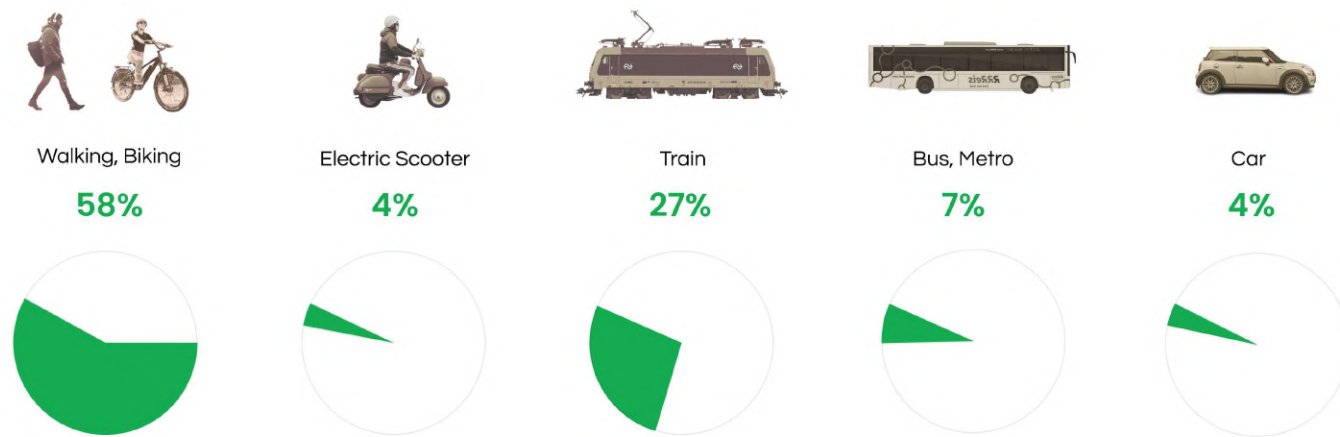
Thanks to this practice, in 2021 we saved roughly 3.5 tCO₂ in emissions from business travel compared to a situation where we would have visited our clients in person at their locations.

This is over 9% of our total footprint, and 39% of our Scope 3 emissions.

We also encourage our employees to choose the most environmentally friendly mode of commuting, like bike or public transport, and fully cover the cost of this.

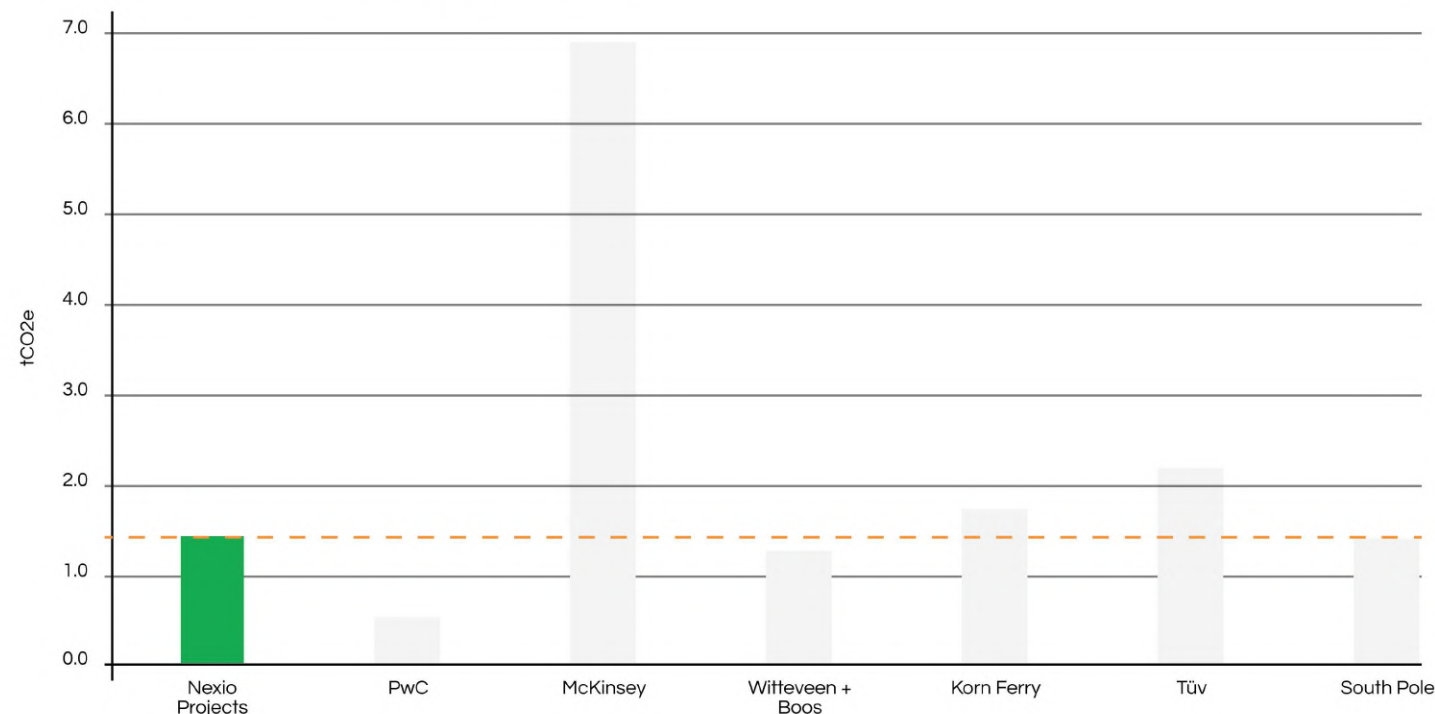
As a result, 85% of our employees commute by cycling, walking, or utilising public transport. In 2021, this good practice helped us save 6.1 tCO₂ emissions from employee commuting – 16% of our total footprint, and 68% of our Scope 3 emissions.

Figure 13. Nexio Projects Employee Commuting



In comparison with other companies operating in sustainability consultancy both in the Netherlands and internationally, our carbon footprint of 1.4 tCO₂ per employee measures well against our peers. The results of benchmarking can be seen in Figure 14.

Figure 14. tCO₂e per Employee Comparison



Practicing what we preach



CERTIFICATIONS

We support organisations on their sustainability journey, so it is only logical that we take similar steps to ensure the proper course of our own organisation. We have been recognised by several external ratings and indices.



EcoVadis Platinum Status (top 1% globally).



B Corp Certified since 2019.



Nexio Projects is a Carbon Neutral certified company. To make sure we practice what we preach, we have an internal team of sustainability ambassadors that monitor and report on the progress of our own ESG strategy.

At Nexio Projects, we see offsetting only as a last result solution to compensate residual emissions. Therefore, we try to avoid business travel and other sources of emissions as much as possible.

RESPONSIBLE BUYING

Although we do not procure great amounts of products, we ensure to shop responsibly.

Stricters Our merchandised hoodies and t-shirts come from sustainable sources. The fashion industry produces 2.1 billion metric tons of GHG emissions per year, accounting for 4% of the global total¹. We do not want to add on top of that by supporting the fast-fashion industry. That is why we have chosen Stricters, which produces ethical and sustainable clothing.



All Nexio Projects, employees benefit from a Swapfiets subscription and are encouraged to bike to work, or when this is not possible, opt for public transport rather than taking the car.

Emissions (KgCO ₂ e)	Average	Stricters
Hoodie	13.5 ²	6.72 ⁴
Cotton T-Shirt	4.3 ³	1.94 ⁴

¹ McKinsey, (2020). Fashion on Climate
² Jungmichel, N., (2010). The Carbon Footprint of Textiles, Sustain Consulting, Berlin.
³ World Resources Institute (2017). The Apparel Industry's Environmental Impact in 6 Graphics
⁴ Stricters, (n.d.). Compensation



CHAPTER 4

Inspiring our stakeholders

For real change to happen, we believe that information about the ways to integrate sustainability within organisational DNA should be democratised. This is why, besides helping our clients on assignments, we aspire to create educational content that is accessible to all. Our Nexio Projects Knowledge Center is full of case studies, eBooks, guides, blogs, and factsheets, all designed to assist and inspire changemakers around the world. We also expand our reach by forming partnerships with a variety of organisations to create exponential value for our customers and engage with other great entrepreneurs in the ESG space.

Knowledge creation

Our webinars are designed to provide in depth information on a variety of topics, such as conducting materiality analysis, developing climate change strategy, understanding EcoVadis or measuring CO2 emissions. Our eBooks are designed to help and act as guides to implementing sustainable strategies and practices.



20 Webinars
4.402 Registrants
1.534 Unique viewers



7 eBooks
1.168 eBook downloads
132 Factsheets



21 Blog articles
1.888 Blog visits
6.501 Articles views



11K Landing pages visits
15K Sessions
23K Page views

Our blogs bring clarity on a variety of complex topics and allow our readers to connect the dots between the numerous global sustainability standards and frameworks. We also use blogs to share news about Nexio Projects' efforts and charitable contributions.



We will forward this [webinar] to our suppliers to encourage them to join your class.



Huge Thank You! This is very useful!



Thanks, yes, the webinars, eBooks, and articles are insightful and helpful.



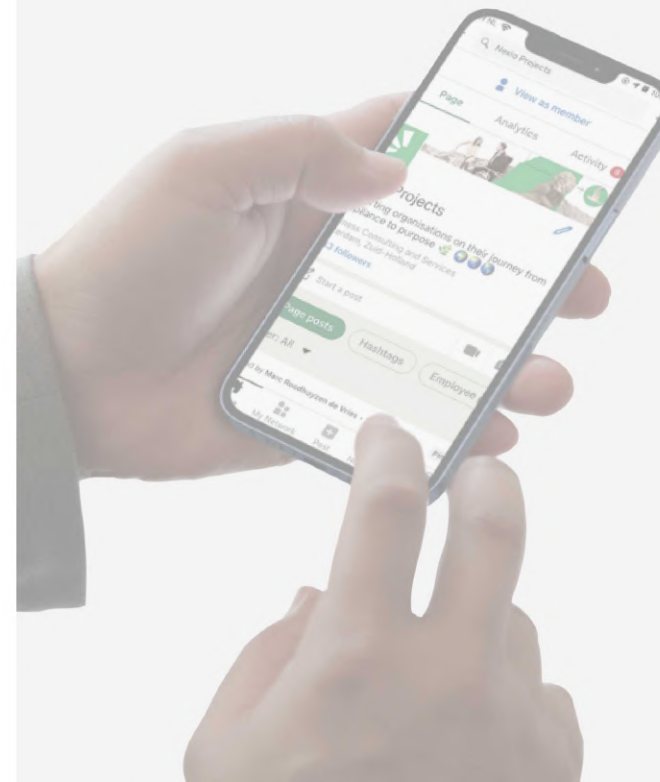
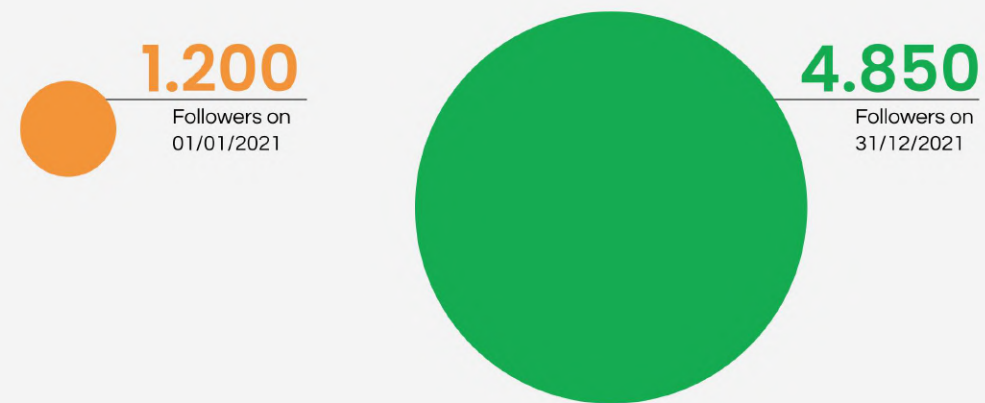
82% Rating on the experience

84% Likelihood to recommend

Engagement with stakeholders

As a young team, we understand the advantage of social media and the importance it plays in the dissemination of information. For this reason, we have reinforced our marketing and communication team and put our efforts into building a social media presence. We use LinkedIn and Instagram to not only share our message, but also to connect and build relationships with like-minded individuals and organisations.

Figure 15. Our Growth on LinkedIn



Partnerships



As a holistic facilitator, we rely on the abundance of experience that our partners in our network bring. This is why we work with a range of partner organisations who are driven by the same vision as us and can help us, as well as our clients, to achieve real change. The past year, we have continued our close relationship with EcoVadis and formed new partnerships with BCorp [B Corp Way partner + B Corp climate collective], Ecochain, F19 and HeartWork to further expand our services. We also joined the UN Global Compact to report on our sustainable initiatives and promote the framework within our network.



EcoVadis

EcoVadis is our global business sustainability ratings partner. EcoVadis' easy-to-use and actionable scorecards provide detailed insight into environmental, social and ethical risks across 198 purchasing categories and 155 countries. We work closely with our clients to ensure their EcoVadis assessments are accurate and help them improve their sustainability rating and performance, both in the short and long term.



Ecochain

Ecochain is our LCA software partner. Founded in 2011, Ecochain's pioneering cloud-based software streamlines and simplifies Life Cycle Assessments across entire product portfolios to make company and product footprints accessible and easy to understand.



F19 Digital Reporting

F19 is our digital first reporting partner and provides a user friendly, cloud-based platform that lets you publish engaging reports to the web, pdf and iXBRL.



Sustainable Capital Group

SCG is our corporate finance partner. Combining both expertise in finance and sustainability, the SCG team can help our clients match their financing needs with institutional investors and financiers who want to support sustainable businesses.



BCorp

BCorp is a global community of businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. Nexio Projects is a BCorp Way global partner and part of an ecosystem of sustainability experts, NGOs, and social entrepreneurs whose common mission is to change business in order to change the world.



HeartWork

Quentic, a leading HSE platform, is our sustainability software partner. Through their holistic and easy-to-navigate platform, our customers can manage their sustainability strategy, reporting and make informed decisions.



Quentic

Heartwork is our purpose transformation partner. Together, we help organisations to become purpose-driven through a suite of solutions such as executive board coaching, talent matching and reverse-mentorship.



Duurzaam-ondernemen.nl

Since May 2000 this website has been active as the 'Online Knowledge Center Sustainable Business'. It is the oldest and most complete web portal in the field of CSR / sustainability and business in the Netherlands.



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Sustainability in motion