



# Sustainability in motion

Sustainability Report 2022



We help  
organisations  
to reach their  
**sustainability**  
ambitions.

# Highlights

## 2022 by numbers

90%

Customer Satisfaction Rate

330+

Projects completed in 2022

35+

Sectors in which we've supported our clients

29

Countries in which we've completed projects

54kg

Trash collected on Earth Day around Rotterdam

## Strategic pillars



01

Build an inspiring environment

02

Adhere to highest ethical standards

03

Decarbonise operations and assets

04

Inspire, challenge, and empower customers

05

Multiply our impact through partnerships

06

Shape a long-term thriving business that gives back

## The SDGs we impact on



## Our team



40

Team members

19

Nationalities

39%

Plant-based diet

50%

Women in leadership position

74%

Employees with low-emission commute

68%

Engagement survey satisfaction rate

## Key partnerships



Strategic partner of EcoVadis since 2018.



BCorp certified partner since 2019.

## Knowledge creation

130+

Pieces of content created and shared

20K+

Sustainability professionals reached



# What's inside



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This report covers Nexio Project’s performance during the period 01 January 2022 to 31 December 2022 and addresses topics that are of most significant interest to our stakeholders. We considered and utilised principles from GRI and ESRS when conducting our Materiality Assessment. More information about this can be found in the Chapter 1 and Appendix of the report. The report is written in accordance with the GRI Standards 2021.

# From the Managing Partners

2022 has been another year of profound learning and growth. In the past 12 months, Nexio Projects has celebrated its 5-year anniversary, expanded its team to over 40 employees from more than 19 nationalities, delivered over 300 projects, supported 250 clients across 35 sectors, and established a new home in the vibrant city of Rotterdam. Our team has also reached over 20,000 sustainability professionals through 130+ blogs, ebooks, and webinars, sharing our deepened expertise in decarbonisation, sustainability strategy, regulations, reporting, and supply chain engagement.

Behind each of these accomplishments lies the dedication and creativity of the people who have made them possible: our remarkable and passionate team, our engaged and audacious customers, our ambitious and like-minded partners, and the many thinkers and colleagues who inspire us and keep us sharp. As we did last year, our sustainability report seeks to highlight these achievements and the people behind them.

We find ourselves at a precarious tipping point, with an urgent need for action amidst high instability, insecurity, and multiple crises. Corporate sustainability efforts and programs are under intense scrutiny from consumers, employees, investors, and governments, demanding greater transparency and accountability throughout organisations' supply chains. This expanded sense of responsibility is rapidly becoming a legal requirement, particularly when it comes to greenhouse gas emissions. Commitments are important, but they are no longer sufficient. True sustainability requires accountability, action, and demonstrable progress.

Against this backdrop, we are doubling down on our mission to support companies move from compliance to purpose. To remain focused on this end goal, we

are actively tackling greenwashing risks, ensuring that every interaction with our customers becomes an opportunity to raise awareness and challenge the status quo. This is underlined by pragmatic and actionable roadmaps we devise with our clients to drive progress on environmental, social and governance issues.

As the year comes to a close, we extend our deepest gratitude to our team, clients, partners, mentors, and advisors who continuously support and challenge us on our journey. Numerous challenges lie ahead, but we are confident that radical pragmatism, optimism, and collaboration are the only way forward towards a more sustainable and equitable future.

Cilia, Felix, & Marc

**In a year of instability, insecurity and multiple crises, we remain strongly committed to our vision of an abundant future within planetary boundaries.**



# About Nexio Projects

Nexio Projects is an international sustainability consulting firm guiding organisations through their sustainability journey. Our team of specialists, engineers and facilitators provide support in evaluating, measuring, and embedding sustainability into companies’ DNA. Learn more about our mission, vision, values, and how we incorporate these effectively in our daily operational activities in this chapter.

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# Our business activities

Nexio Projects is an international sustainability consultancy firm based in Rotterdam, The Netherlands. Our mission is to support organisations on their journey from compliance to purpose. To do so, our team of expert engineers, environmental scientists, and consultants take an incremental approach to problem-solving. We break down complex challenges to drive actionable thinking and spark sustainable change in the organisations we collaborate with.

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

Our organisation was founded in 2017 by Marc Roodhuyzen de Vries and Paul Keser. Five years later, we have built up a tightknit community of 40+ team members from various nationalities, professional backgrounds, and unique skill sets. We gradually grew into a scaleup which consists of five departments.

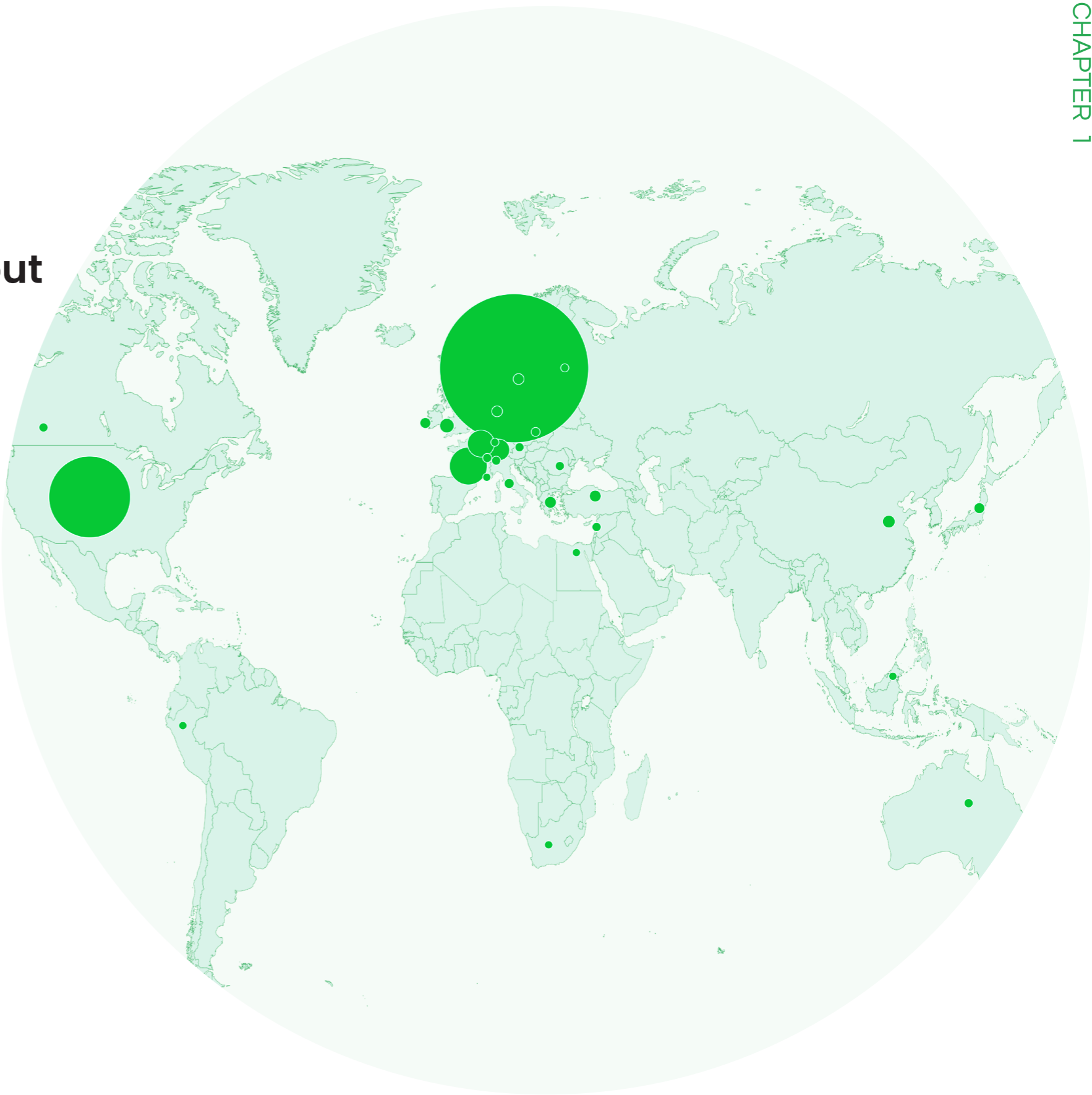
330+ projects

Our team is passionate about facilitating the transition to a more prosperous and abundant future.

35+ sectors

29 countries

40 specialists



# 2017



Nexio Projects is founded by Marc Roodhuyzen de Vries and Paul Keser after experiencing first-hand how companies were struggling to understand and incorporate sustainability as a core pillar of their business decision-making.

# 2020



Nexio Projects achieves the Platinum EcoVadis Sustainability Rating, entering the top 1% of companies in the sector and the team grows to 20 members.

# 2018



Nexio Projects becomes a certified EcoVadis training partner in the Netherlands. EcoVadis is the world's most trusted provider of business sustainability ratings, intelligence and collaborative performance

improvement tools for global supply chains. In 2018, the Gratitude Award is introduced and the team celebrates its first ever Quarterly Event.

# 2021



As the world continues to battle with COVID19, our work continues full steam ahead. Working remotely is nothing new to our passionate team as we have always tried to minimise travelling to reduce our own emissions.

# 2019



Nexio Projects launches the Climate Team and becomes a certified B-Corp member. Additionally, in 2019 Nexio Projects hosts the first joint event with EcoVadis at the most sustainable hotel in the world in Amsterdam - QO Hotel.

# 2022



In October 2022, the team moves into the new headquarters in Rotterdam. Within this new home, our team keeps on growing with 35+ experts from all over the world.



# How we create value

At Nexio Projects, we strive to create value and impact through every segment of our business. This allows us to contribute to our community and our partners throughout our value chain. As facilitators of change, we aim to build bridges and maximise this value by leveraging our position between our partners, our clients, and sustainability professionals. In addition, our regular communication and knowledge sharing enable us to reach various stakeholders and shape hearts and minds towards a more sustainable world.

## For our clients

We create value through our team's expertise in strategic and management consulting, climate change and energy, sustainability ratings, certifications and reporting. Our approach is threefold, starting with the mapping of our clients' material and impact hotspots, followed by the setting of an aligned sustainability

strategy, and influencing behaviour to drive organisational change.

## For our partners

We create value by providing tools that aid in advancing and scaling our clients' sustainability management systems. Comprehensive knowledge, resource exchange, and user-friendly software solutions are the building blocks for value creation in our partnerships.

## With sustainability professionals

We create value through our webinars, blogs, sustainability management guides, and presence at external events. Interaction with the broader society outside our direct value chain is key to our mission to effectively promote sustainability.



# Our philosophy

As the world continues to be affected by rapid biodiversity loss, the collapse of entire ecosystems, poverty, and inhumane working conditions that should have been history a long time ago, we need to change business as usual. Here, we see a role for ourselves in addressing these challenges. It is our mission to support organisations on their journey from compliance to purpose, making them more adept at tackling current environmental and social challenges.

In 2022, as most of the world transitioned from the COVID-19 crisis, another crisis hit Europe. The atrocious Russian invasion of Ukraine costs indescribable damage to the country, its people and triggered a European energy crisis as well as food shortages worldwide.

In the same year, the FIFA World Cup took place without remedies for the migrant workers that fell victim to business as usual. This is a part of the context

Nexio Projects operates in. We strive to contribute to a purposeful society and strongly believe businesses have a core role to play in shifting away from this status quo.

We have a common vision to contribute towards an abundant world. Abundance is not defined as excess nor opulence, as we operate within clear planetary boundaries, but on the other hand, as escaping the vision of a zero-sum game. It is also defined by a brighter future that is not restrained by the challenges we face today. Each Nexio Projects team member is empowered to determine their own vision for abundance. This celebrates our diversity as a team with individual aspirations and interests in our core belief of abundance.

As such, our team members are trained to advise clients on future-proofing their business beyond what is required by law, regulations, standards or stakeholders' wishes. Sustainability per definition requires a long-term commitment to eliminate adverse environmental and societal impact and create real value both to the company and for society.

Sustainability is a human-driven journey in which we overcome short-term scarcity through a long-term and abundant mindset. Our values are part of our DNA and embody our thrive for achieving our mission.

## We have a common vision to contribute towards an abundant world.

# 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 along their journey to becoming purpose-driven.

# Abundant

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

## Our Shared 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.

//  
**Learning,  
unlearning,  
& sharing**

Mustafa Gamaledin,  
Climate Change Consultant



//  
**A conscious  
& responsible  
community**

Yesim Tirpan,  
Sustainability Analyst



//  
**Tackling global  
disparities through  
sustainable  
development**

Herman Grové,  
Junior Sustainability Consultant



//  
**Conscious  
individuals,  
communities, &  
companies**

Sim Hoekstra,  
Sustainability Analyst



**...in an  
abundant  
world**



# Our sustainability strategy

The essence of our work is to facilitate organisations’ transformation from business as usual to a state where the usual business meets the needs of the present without compromising the ability of future generations to meet their own needs. Therefore, we are driven and empowered by pragmatism and best practice to walk the talk. This year, we have fully integrated our sustainability strategy with our business strategy making all team members co-creators in our company’s future.

## Leadership & Governance

Although we have a relatively flat organisation structure, we also have clear roles and responsibilities within our team. Our Management Team is our highest governing body overseeing Nexio Projects’ strategy and operations and representing our stakeholders’ interests. It comprises three executive members (Chief Operating Officer, Chief Strategy Officer and Head of People) and, Managing Partners. They are frequently informed and guided by the Team Leads.

Together with the Team Leads, the Management Team decides on the strategic operational direction. As such, the Team Leads and the Management Team meet on a monthly basis and present the strategic plans of each team to the rest of the organisation every year, with bi-annual progress updates. The Management Team then informs team members on the overall company strategy including financial performance. On top of these meetings, the team also receives a monthly commercial update, which includes the company’s performance versus the sales targets, and other key Marketing and Sales Key Performance Indicators (KPIs) to give the team insights into the overall health and performance of the organisation.

In 2022, we also established our own sustainability team, the Sustainability Ambassadors, to formalise

## Our Strategic Pillars

01

Build an environment in which people utilise their full potential and find joy each day.

02

Adhere to the highest ethical standards and operate responsibly and with accountability.

03

Decarbonise our operations and assets, while minimising waste and water usage.

04

Inspire, challenge, and empower customers to become a force for good.

05

Multiply our impact by partnering with strong solution providers that complement our services.

06

Shape a long-term thriving business that gives back to our community.

and ensure progress on our efforts. The team consists of representatives from different departments and seniority levels to ensure full company roll out. Their strategy is overseen by one of the Managing Partners to ensure a complete overlap between our sustainability efforts and the business strategy. They meet on a monthly basis and develop action plans to accelerate sustainability initiatives within our organisation. Such initiatives are communicated to team members every month, both in our company-wide meetings as well as the Internal newsletter.

Team members are encouraged to actively share ideas and questions during our company-wide tuesday morning meetings. For those who want to remain anonymous, we have introduced an ideas & suggestions box where team members can put their thoughts in writing, which Management responds to during the Tuesday Morning Meetings. Our employee handbook is regularly updated (and changes tracked transparently through an audit log) and includes a section on Frequently Asked Questions that the Management responds to ensure full transparency.

Guided by our mission, vision and values, we constantly reflect on our business activities and refine our business practices in innovative ways. All team members are responsible for carrying out our mission, vision and values. We actively invite our team members to contribute to our company’s strategy and innovation. Together, we can shape our organisation to create the best value for the long term.

**We constantly reflect on our business activities and refine our business practices in innovative ways.**



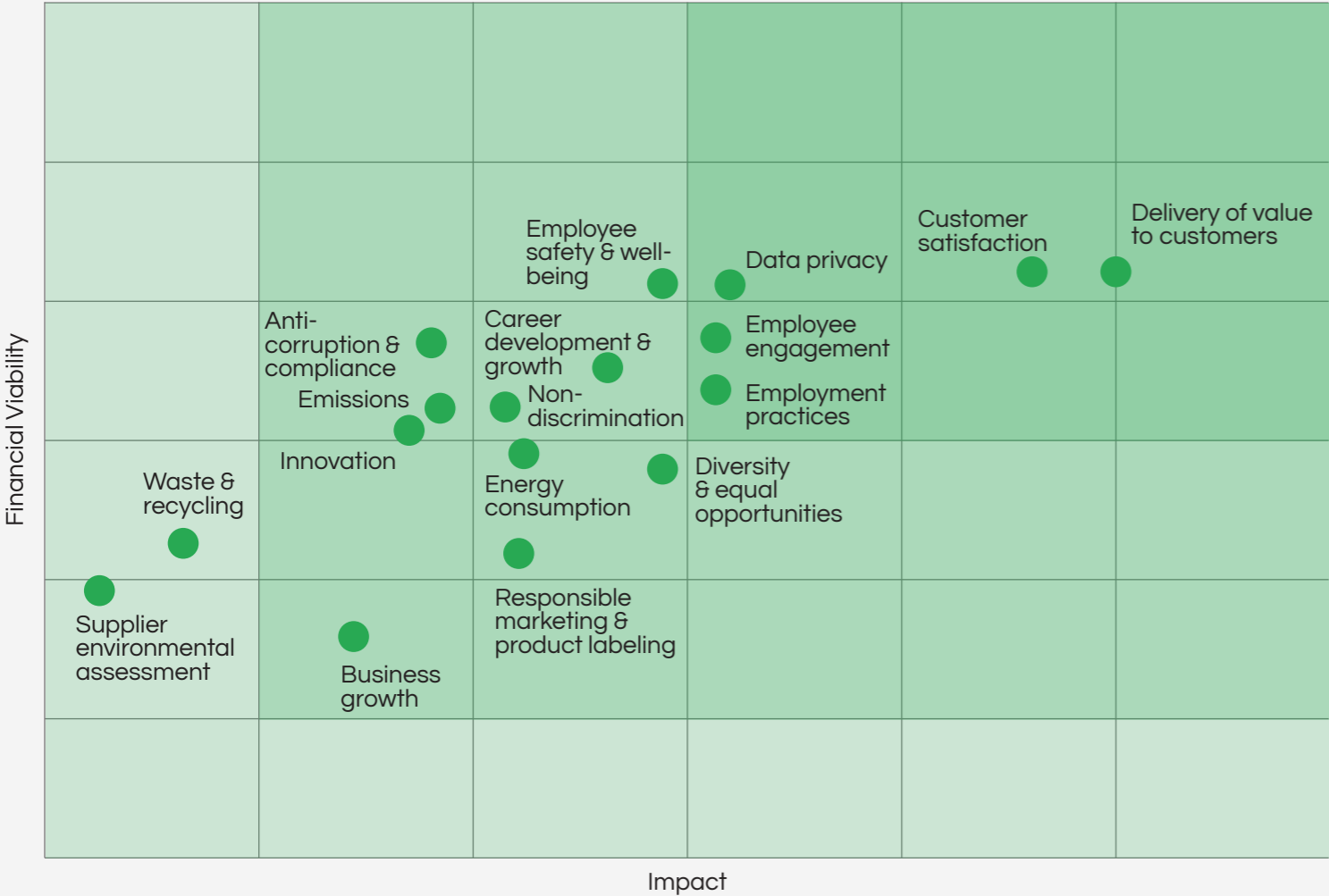
Materiality Assessment

In 2022, we conducted two materiality assessments. The first one, an internal survey, was conducted at the beginning of the year. The latter served as a first step towards understanding which topics were deemed the most important by our team members. The survey also included open questions to allow team members to share ideas about what future sustainability initiatives we should focus on. The results from this survey fuelled the first action points for the then-newly appointed Sustainability Ambassador’s team.

Ahead of finalising our first Sustainability Strategy, we conducted a second, fully-fledged materiality assessment in December 2022 to gather insights from our internal and external stakeholders. The first step identified all potential material topics through desktop research and industry analysis. Upon which we based the survey questions.

The results from the surveys were then evaluated and prioritised by the Managing Partners and the Sustainability Ambassadors. Through this exercise, we identified the sustainability-related topics with the most significant impact for our business.

82% Internal Participation Rate



UNGC & Development Goals

Nexio Projects became a signatory to the United Nations Global Compact (UNGC) in 2022. Through this, we want to showcase our commitment to the ten principles of the UNGC and commit to align our strategy, culture and day-to-day operations with them.

Through this effort, we also committed to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

In 2023, we will submit our first Communication of Progress that describes our company’s efforts to implement the UNGC’s Ten Principles.

As our current sustainability strategy is under development, we will align our objectives with the SDGs and the related targets more concretely in 2023. In alignment with our material topics, the following SDGs reflect the core of our sustainability strategy:

**5 GENDER EQUALITY**  
We believe in the importance of a diverse and inclusive team, as it is crucial to our success. We continuously raise awareness about the importance of diverse teams and set targets for ourselves to maintain a healthy gender balance while empowering the women of Nexio Projects.

**8 DECENT WORK AND ECONOMIC GROWTH**  
Ensuring a sustainable, inclusive and fair workplace where team members can develop and grow is at the heart of Nexio Projects. From personal development plans and learning budgets to yearly benchmarking exercises and engagement surveys, we strive to lead by example and create a great place to work.



As we have reached the limits of sustaining humanity with the current resources of our planet, rethinking our consumption becomes one of the most significant challenges for our generations. Thus promoting this awareness internally, but also with our clients and our partners, has become a priority.



We view climate action as the defining challenge of our generation. We embedded this mindset in everything we do - through virtual meetings, energy-efficient office space and conscious sustainable sourcing, we do our best to be part of the low carbon future we promote.



Achieving the vision of a prosperous, abundant and peaceful future, as envisioned by the 2030 Agenda, can only be reached with a global joint effort. This is why we work with a range of organisations, both partners and clients, that are driven by the same vision and values as us.

External Certification & Initiatives

In a time where there is - rightfully so - great pressure to reshape business as usual, we need to be vigilant of greenwashing and unbacked claims. Therefore, it is key to endorse organisations with credible authority to assess and rate businesses’ sustainability performance.

The work of these organisations supports transparent reporting and knowledge exchange which is essential to make well-informed investment decisions and to drive policymaking.

We are proud to be a BCorp Way consulting partner and a worldwide EcoVadis strategic partner. As Nexio Projects is an active participant of the UNGC, two of our team members participate in the UNGC Young Professionals Programme (YPP). The YPP is designed to provide an advanced leadership journey for young professionals who are challenged on sustainability, teamwork and responsible leadership. This is also a great opportunity for Nexio Projects to expand our network and learn from others. In 2022, we made the decision to refrain from the

carbon-neutral certification. Although we actively endorse the initiative and will continue promoting it to relevant parties, our decision to let go of this certificate is based on our materiality assessment and available resources. Given our business activities and size, carbon neutrality is not a highly impactful matter we contribute significantly right now. The certificate required capacity and resources we believe could be allocated more efficiently towards issues we have more impact on, such as reducing carbon emissions by limiting our business travels and energy consumption rather than carbon offsetting. Our climate philosophy is to reduce emissions to a minimum and only resort to carbon offsets if necessary to compensate residual emissions.

UNGC Young Professionals Programme (YPP) Monthly Gathering



# Our engaged & inspired customers

We aim to provide an outstanding quality service to our clients, by inspiring them to embrace sustainability in all aspects of their business. To reach this goal, we offer support to organisations from all over the world and have different partnerships in place to satisfy our clients' needs.

We contribute to



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# Enabling client sustainability

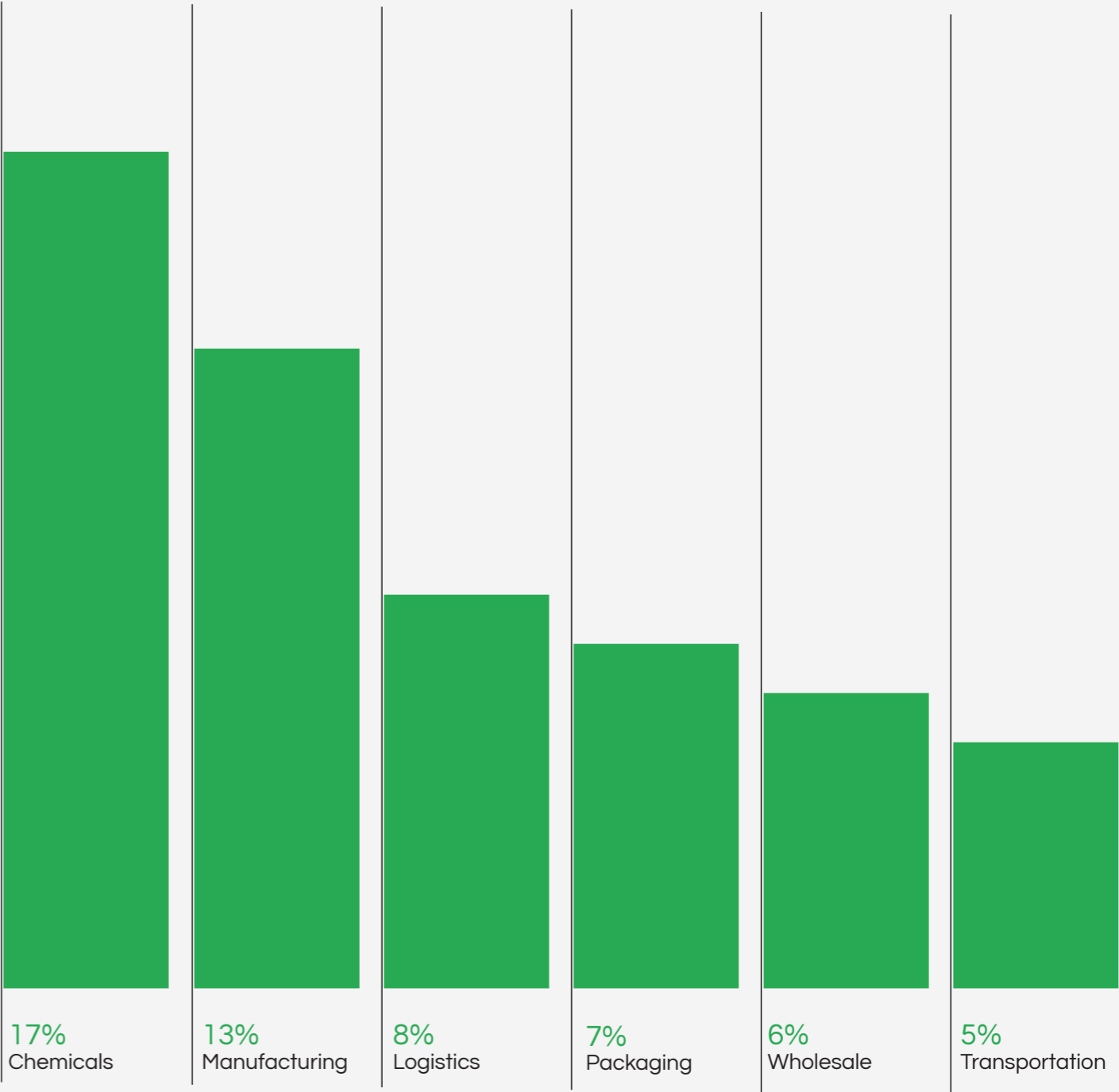
We believe that sustainability can be a key leverage point to drive innovation, and we want to guide our clients through all the phases of their sustainability journey. The core of our work is helping our clients to understand, implement and embed sustainability into their company processes. Our services aim to support our clients on their sustainability journeys and help them achieve their ambitions. However, sustainability remains a loosely defined concept at times and can be challenging to practically implement. This is where we come in. Our commitment to simplifying sustainability enables us to accelerate the transition to a brighter future and break down complex challenges. But simple is not easy: over the past year, we diversified our services to provide greater value to our clients and provide more in depth support.

As an international consultancy firm specialised in corporate sustainability and climate change, we pride ourselves in being the key sustainability partner of over 205 customers, from over 29 countries. Our clients choose us thanks to our dynamic, innovative and holistic approach, as well as our unique partnerships with rated and certifiers such as EcoVadis and BCorp. In 2022, we obtained an average customer satisfaction rate of 90%.

90%  
Customer Satisfaction Rate

Simple is not easy: over the past year, we diversified our services to provide greater value to our clients and provide more in depth support.

## 2022 industries



630+  
Projects since 2020

# Our services

## Strategy Advisory

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

- Organisation Carbon Footprint
- Product Carbon Footprint & Life Cycle Assessment
- Science Based Targets
- Carbon Neutrality
- Climate Risk Assessment
- Climate Gap Analysis

## Climate Change

## Sustainability Reporting

- GRI Standards
- UNGC Reporting
- ESG & Integrated Reporting
- CSRD Reporting

- EcoVadis Assessment
- BCorp Assessment
- ISO Standards
- CDP Assessment

## Ratings & Certifications



# Our approach

The figure below 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. Our team supports clients along the different maturity levels.

In order to guide this growth alongside the maturity curve from one level to the other, our team creates actionable roadmaps to improve the organisation’s sustainability performance.

- 01

Complying

Complying organisations ensure they meet any necessary sustainability regulation or legislation.
- 02

Accelerating

Accelerating organisations are developing a sustainability management system (SMS), often due to external pressures.
- 03

Optimising

These organisations have a robust SMS in place and focus on continuous improvement of systems and processes.
- 04

Leading

Comprehensive and structured approach to sustainability which covers both the operational footprint and value chain.
- 05

Purpose Driven

Strategic focus on triple bottom line and consideration of people and the planet alongside profit as core business drivers.



# Client work

## Orion Engineered Carbons



### Company Background

Orion Engineered Carbons is a global leader in carbon black production. The company pursues constant innovation to improve the quality and performance of its products, while at the same time minimising possible negative impacts on the environment.

### Our Solution

Nexio Projects supported Orion in the process of submitting their EcoVadis Assessment Completion and understanding the main gaps in their sustainability strategy.

### The Outcome

As a result of the project, Orion managed to improve their EcoVadis score moving from the Silver medal to the Gold medal.

[Learn more ↗](#)

**Having Nexio Projects to guide us through the what, when and how greatly helped our team to tackle the EcoVadis Assessment more efficiently.**

Jochen Rother,  
Head of Corporate Sustainability

## Dekkers International



### Company Background

Dekkers International differs from traditional marketing and advertising companies as it focuses on physical promotional products aimed to improve brand visibility. Hence, the importance of sustainability for the company’s strategy is increased.

### Our Solution

Nexio Projects supported Dekkers International in updating the sustainability roadmap by defining goals, targets, and actions to implement before 2030.

### The Outcome

As a result, Dekkers updated their sustainability roadmap and defined an action plan for the upcoming years to clarify how each department can contribute to sustainability.

[Learn more ↗](#)

**Nexio Projects recommended how to expand on our original sustainability roadmap with practical suggestions.**

**We will now break them down into targets and actions for the various teams within Dekkers to simplify their contributions to our sustainability ambitions.**

Willeke Muno,  
Sustainability Manager

# Our partners

As holistic facilitators, we rely on the abundance of experience that our partners bring. This is why we work with a range of organisations that are driven by the same vision and values as us. In the past year, we continued our key partnership with EcoVadis, BCorp, Ecochain and Quentic, while launching some new ones with software firms Position Green and Sweep to continue providing a fully consolidated service journey to our clients.

In 2022, we joined several events worldwide to inspire ourselves and the community we operate in. To connect with our stakeholders, we joined the B for Good Leaders’ Summit in Rome. During the Summit, we shared reflections and gained insightful takeaways on topics such as Sustainable Finance, Leadership and Regenerative Economy. In November we joined the National Sustainability Congress gaining some valuable insights on how to progress towards SDGs and their correlation to contemporary issues, such as

the climate crisis. We also joined our partner EcoVadis on their EcoVadis World Tour in Paris and London. In November our HR team joined the Culture Amp event, ‘People Geek Up’ Amsterdam and our Marketing team attended the Sustainability Days at the Erasmus University to connect with the community.

As knowledge sharing is an essential part of moving forward, we aim to share our best practices. This was the case of our participation at the Impact Summit, where one of our colleagues hosted an informative session on ‘A Step-By-Step Journey Towards Becoming Net-Zero’.



From left to right: B Good Leaders Summit, Italy; National Sustainability Congress, Netherlands



EcoVadis is our global business sustainability ratings partner. EcoVadis’ easy-to-use and actionable scorecards provide detailed insight into environmental, social and ethical risks.

[Learn more ↗](#)



Founded in 2015, Position Green’s purpose-built and data-driven software platform supports sustainability reporting through accuracy, traceability and compliance.

[Learn more ↗](#)



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.

[Learn more ↗](#)



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.

[Learn more ↗](#)



BCorp is a global community of businesses that meet the highest standards of verified social and environmental performance. Nexio Projects is a BCorp Way global partner.

[Learn more ↗](#)



SLR Consulting is a global leader in end-to-end sustainability solutions: providing clients with strategic advice and on the ground support to make sustainability happen.

[Learn more ↗](#)

# Research and knowledge

For real change to happen, we believe in rendering knowledge accessible to all. This is why we produce sustainability content that is easily accessible on our platform, for all stakeholders. We do not limit ourselves to only helping our clients but ensure that everyone can deepen their knowledge of sustainability. We embrace all the aspects of knowledge creation, promoting collaboration with different stakeholders and engaging our clients and team members in the process of knowledge creation.

We put significant effort into creating educational content accessible to all. The Nexio Projects Knowledge Center on our website contains case studies, eBooks, guides, blogs, and factsheets designed to assist and inspire changemakers worldwide. Our blog articles bring clarity and in-depth analysis of complex sustainability topics. In 2022, we published 52 blogs and 9 factsheets on topics ranging from change management, carbon disclosure, biodiversity, CSRD, UNGC and greenwashing. We also expanded our reach by forming partnerships with various organisations to share knowledge and connect with others in the sustainability space.

Our webinars are designed to provide in-depth information on a variety of topics. In 2022 we hosted 23 webinars on diverse topics such as understanding EcoVadis assessments and BCorp, mastering sustainability and climate reporting, how to build sustainable supply chains, how to contribute to the

SDGs, and adjusting businesses to climate change. We are pleased that the average signup for our webinars is 278 registrations. To ensure that we reach as many stakeholders as possible, we record these sessions and upload them on our website.

52

Blog Articles

11

eBooks

23

Webinars

9

Factsheets

## Community Impact

We understand that a sustainable future can only be achieved through cross sectoral cooperation. This is why we try to positively impact wherever we can – including aiding charitable efforts and supporting sustainable initiatives.

For instance, we are members of the Doppler Wave, a movement of companies and individuals committed to turning the tide on plastic pollution. To do so, we have decided to ban single-use plastic water bottles from our premises and instead encourage using reusables and drinking water from the tap.

In April, we celebrated Earth Day by committing ourselves to volunteer in collaboration with Plastic Whale B.V. We joined an action to clean the canal in Rotterdam and collected 54kg of trash. We concluded the day at BlueCity (010), where we connected with a variety of start-ups involved in circularity and sustainability.

Last summer, we celebrated “Pride Month” in line with our values of equity, diversity and inclusion. After joining multiple pride events, including Pride Utrecht, Rotterdam, and Amsterdam one of our colleagues hosted a Lunch and Learn on the topic of diversity and inclusion.

**For real change to happen, we believe in rendering knowledge accessible to all.**



Earth Day 2022, canal cleaning around Rotterdam with Plastic Whale

# Our purpose driven company

It is key for us to integrate sustainability within our own organisation and to “walk the talk”. We are fully committed to advocating for and educating our community on sustainable practices. At the same time, we are determined to integrate sustainable habits in our daily lives. To achieve this, we actively reflect on and constantly challenge ourselves to improve in our own sustainability journey. We recognise this as our responsibility to inspire and empower our stakeholders in taking action towards building a more sustainable future together.

## We contribute to



Engaged & joyful team	42
Professional integrity	50
Environmental impact	54
Climate action	62



53%

Women in the Team

50%

Women in a Leadership Position

22%

People of Colour in the Team

19

Different Nationalities in the Team

# Engaged and joyful team

As an organisation, we are strongly committed to improving the work life of our team members. From engagement surveys and structured development paths to calming office space and mental health counselling sessions, we strive to have an engaged and joyful a team. We also value diversity and encourage inclusion at every stage of an employee’s work cycle. Our aim is to inspire our team members, with the long term in mind. We evaluate every action and optimise it to the best of our ability; and believe that in doing so, every team member learns to incorporate and see opportunities for sustainability from the ground up.

## Diversity, Equality and Inclusion

Nexio Projects actively advocates for diversity and inclusion in the workplace. To ensure equity and non-discrimination, we strive towards removing bias in the performance and development cycle. To do so, we implement a thorough structural approach involving multiple people during performance reviews, which are based on merit. Our compensation philosophy reflects our goal to attract, develop and retain the best people who believe in our mission and vision and help us achieve our business goals.

We strive to attract and develop a workforce that is diverse as the markets we serve today. Diversity among our team members improves decision-making, bringing different perspectives and possible solutions to our attention. This is why we embrace a diverse workforce, to allow us to understand the needs of our customers and increase our specialism. Nexio Projects prohibits discrimination, regardless of gender, sex, race, ethnicity, and religion, and any other similar characteristics. We believe that enhancing diversity and inclusion in the workplace improves work quality and fosters creativity. Our team members’ composition reflects a high level of diversity, comprising an equal gender balance, being our team composed of 53% of

women, of whom one is in an executive position. To render our management and the company more inclusive we have appointed a Justice, Equity and Inclusion (JEDI) Ambassador who informs the development of our new Diversity, Equity and Inclusion (DEI) strategy. The DEI strategy ensures that our approach to people is focused on inclusivity and the belonging of people. We aim to roll out the strategy fully in 2023.

Between July and August 2022, our employees had the opportunity to complete a survey on diversity, equity and inclusion. The survey was designed to contribute to the DEI strategy and sought to understand the employee’s perception of the DEI activities within the company, to collect data on material topics related to what our focus as a company should be and any current outstanding points to address.

We also actively pursue gender equality across all positions. We promote women’s inclusivity in the workplace through our Women of Nexio Projects initiative, established in 2021. Women in our company organise quarterly seminars and workshops addressing issues pertinent to gender-based discrimination and equality. In 2022, topics included “Women’s Health in the Workplace”, “Resilience”, and “Solidarity”. Furthermore, through this initiative, we also established some new practices at work, including free sanitary pads and tampons, special teas to relieve the side effects of periods and reducing the taboo of using sick leave around menstruation. Our whistleblowing procedure provides guidelines to deal with instances of discrimination or harassment. Any team member who wishes to report in good faith can count on Nexio Projects’ support to remediate the situation. We are happy to report that we continued to have zero cases of discrimination and harassment in 2022. In addition to embedding our commitment to a DEI

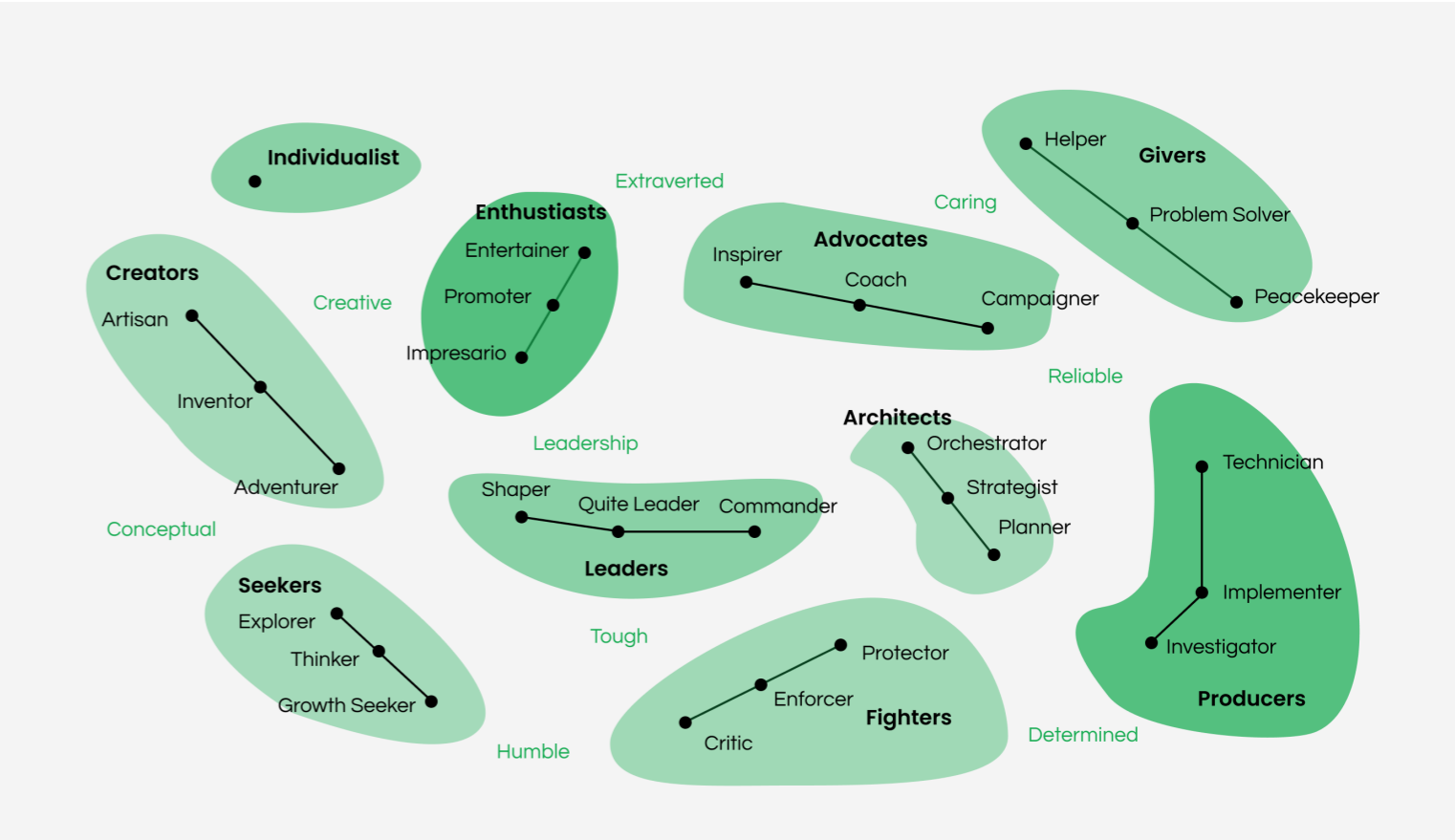
workplace in our internal processes, we strive to be as proactive as possible to prevent any instances of such behaviour. We raise awareness about our company culture and values, which includes DEI topics, in our Social Code, which is embedded in the Employee Handbook and is shared and agreed to by all our team members. In 2023, we plan to conduct a specialised training on this topic.

## The Personality 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.

Architects	24%	Givers	6%
Seekers	24%	Advocates	6%
Enthusiasts	22%	Leaders	4%
Advocates	14%		



Source: PrinciplesYou

## Fair and Equal Recruitment with Equalture

Our aim is to guarantee a recruitment procedure that is fair, transparent and reduces unconscious biases. In the past year, we revised our job descriptions to ensure they feature our desire to have a diverse candidate pool and our support to have an equitable and inclusive workplace. We also utilise the Equalture platform, through which all candidates undergo a diversified selection process, testing their skills in several areas. Among them are the capabilities to improvise, strategise and work under pressure. Equalture gives us an insight into the skill set that candidates have and guides the recruiter to successfully match the candidate with the most suitable skills for the job position. Focusing on essential skills without identifying any other personal characteristics of the applicant reduces the possibility of bias in the hiring process. We have had this process in place since 2021, and the first candidate was assessed in January 2022. Throughout the year, we assessed 100% candidates through this platform. We are pleased to see that it reinforced our diverse workforce; we currently have team members from across 19 different nationalities.



Extract from our case study on un-biased hiring with Equalture [Learn more ↗](#)

## Employee Development & Growth

We believe in our feedback culture as an instrument for personal and professional growth. Feedback-driven culture is important as it drives personal development and provides space for open communication and engagement. Team members are encouraged to write and receive two feedbacks per month from their colleagues. This process enables them to identify improvement areas through constructive and situation-based feedback. Feedback is delivered through a third-party platform, CultureAmp. We are proud that on average, 124 feedback was given/received in 2022.

Every team member has a weekly meeting with their line manager to enhance personal development and growth further. The main aim of these meetings is to focus on the worker’s professional development, discussing strategies to overcome difficulties and confronting how to improve one’s performance. Our line managers are engaged in this process through constant support and training. Weekly meetings align with the quarterly development and performance reviews, structured around self-reflection and peer feedback.

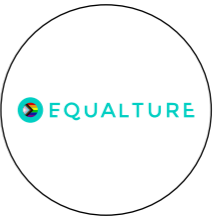
### Our Workshop Methodology Ensures Professional Growth

We foster growth and learning, especially through sharing experiences and best practices. This is why we organised special workshops throughout the year, to have the space to discuss and learn from each other.

As feedback culture is an essential element of our organisation, we hosted a feedback workshop in 2021 and we implemented the key concepts when writing and requesting feedback from our colleagues. Our new joiners revised the workshop materials during their first weeks at Nexio Projects and we continue exchanging good practices among ourselves on how to improve the feedback process.

We also prepared a workshop for our managers on how to be a star manager at Nexio Projects. We

recognise the importance of being a manager and the role they play in fostering personal growth of others. Knowing that being a manager, especially for the first time, is a learning process; we want to support our team members in overcoming obstacles and growing in their roles. The workshop was structured around interactive case studies and workgroups. During the workshop, we presented the 5C’s approach, based on Clarity, Context, Consistency, Courage and Commitment, which are the main characteristics to apply in people management. During the workshop, we also brainstormed around the “top skills” that distinguish a good manager and provided practical examples to inspire each other.



Equalture offers game-based assessments to understand our current hiring needs, while also allowing for a un-biased hiring process. Candidates are objectively judged based on their potential.



CultureAmp is a dedicated platform for employee engagement, performance and development reviews and feedback exchange. We use it as a team for all of the above.



Open-Up is an online tool that provides direct access to certified psychologists. The app allows you to book online sessions with professional therapists ready to listen to you and offer support.



Headspace is a mobile app that facilitates meditation sessions and trains one’s brain to deal effectively with their thoughts. It promotes calmness and mindfulness, crucial to limiting work-related stress.

Engagement Survey

We believe that growth is a collective process; therefore, we hold bi-annual engagement surveys to hear from team members. The engagement surveys are designed to measure the level of Leadership, Learning and Development to better shape our company and help us to better understand the priorities and weaknesses of our employment. Throughout 2022, we had on average a 100% participation rate, with the last survey scoring a 68% satisfaction rate. After each engagement survey, we present the findings along with an action plan to the entire team. Some key concepts that came out of the surveys were around the positive perception of the work environment and work relations. The results showed that our colleagues are positively inspired by their managers and 97% feel proud to work at Nexio Projects.

100%

Engagement Participation Rate

97%

Employees claim to be proud to work at Nexio Projects

68%

Satisfaction Rate in the April 2022 Survey

From the feedback received, we were also pleased to see that team members value work relationships based on communication and collaboration. The engagement survey also shed light on important information around areas that require further attention and will be central to our 2023 strategy. To illustrate, these included topics around workload and work-life balance and clear communication from the Leads and Managing Partners.

2022 was a year of change and new approaches, due to Nexio Projects opening its new office. Before moving we had a temporary office in shared office space, Spaces, in Rotterdam. The team really made sure to make it their own – from decorations and reed diffusers to a mini fridge and our own coffee machine, we kept the spirit of our old office alive. After a few months, we were ready to move into our very own new building. To gather the best ideas and allow our team members to shape their future office, we launched an ‘office survey’ at the beginning of the year. Through this survey, we could identify what team members value the most in the workplace, including green space, focus rooms and flexible working. We also ensured that the office reflects our identity – this means we opted for secondhand furniture, use of recycled materials and a sustainable heating and cooling system.

Employee Well-Being

As a human-driven company, we understand the responsibility we have towards our team members’ and well-being is high in our list of priorities. The wellbeing of our team not only affects us as an organisation; happy consultants also do the best work and thus make the biggest impact on our clients.

Working under pressure may lead to experiences of stress, which can, in the long term, lead to burnout or other mental and physical problems. Part of this was the decision to design our office to evoke calmness and peace. We want our office to be a comfortable and relaxed environment where our team members can cultivate their mental and physical well-being. We have lots of natural light, we decided to integrate more plants that have the function of relieving stress and set up meeting rooms with coworking areas to allow our team members to have a suitable space for dialogue and concentration when needed. We also provide fresh fruits and snacks and host daily stretching sessions, to enjoy all the benefits of movement and a healthy diet. We also care about physical well-being, and that is why we plan monthly workouts and sports activities.

Voted on by team members, all activities also foster team building and social engagement. We diversify the workout and locations according to the time of the year. During the summer months, we held an outdoor Bootcamp session conducted by an external trainer, while in the winter, we had indoor basketball training led by some of our team members and Yoga sessions.

Relieve Stress and Anxiety with OpenUp and Headspace

We provide access to “OpenUp” and “Headspace” to all team members. Through the OpenUp platform, our team members can book counseling or mindfulness sessions with professionals to improve their mental well-being. Throughout the reporting year, on average 65% percentage of our team members used the service. Some team members prefer guided meditation to relieve stress and relax on the Headspace app. The app offers the possibility to practice daily meditation to relieve stress and anxiety, yoga classes, as well as relaxing night stories to help with falling asleep.



Our monthly team workouts



## Spend Your Training Budget as You Wish

Ongoing training is essential to ensure the complete professional growth of our team members. Consequently, we allocate a training budget for each team member. In 2022, 6.8 hours on average were dedicated to training per person per week, with team members getting skilled at GRI, ISOs, Excel or Supply Chain, to name a few.

## Sharing is Caring

We believe in the importance of sharing knowledge among ourselves as well. We recognise the added value of peer education learning, and we encourage our team members to share their knowledge whenever possible. With the help of our team members, we held several workshops on various topics, such as how to give feedback, how to be the best manager, and even how to interview clients. We also share information through our 'Lunch and Learn'. These are hour-long sessions hosted by one of our team members or partners on sustainability. During this year's sessions we had dived into topics of Solidarity, Climate literacy and Sustainability Jargon. We also hosted a session with our partners Sustainable Capital Group, Position Green and F19. Apart from knowledge sharing, it also gives us an excuse to come together for a shared lunch.

## How We Connect

We want our employees to be happy at work and feel free to express themselves. We believe that strengthening interpersonal relations will have a positive impact on the work environment. For this reason, we organise several team-building events throughout the year. These events are occasions to get to know each other better, enjoy some time doing different activities and stimulate our creativity, teamwork and even our competitiveness. Every Friday, we host our "Gratitude Awards". Each week three of our team members can pass a Gratitude Award to a colleague for whom they are grateful for.

Gratitude recognition enhances communication and work relations inside the team; that is why we have been continuing this tradition for the past five years. Apart from this, we also organise ad hoc events such as movie nights.

**We want our employees to be happy at work and feel free to express themselves.**

## Team Building through Quarterly Events

We host different types of teams building initiatives. Among them, every quarter we hold a themed "Quarterly Event" in which we foster our creativity and refresh our minds by taking a break from work. Each event is designed around team-building activities and is organised by team members & management. In 2022 we were taken back to Ancient Greece to participate in the Olympic Games, we (metaphorically) flew around the world and enjoyed a (not so friendly) match of football, we tested our musical and dance skills, and we cruised on the Maas.



Some snapshots of our 2022 Quarterly Events

# Professional integrity

## Cybersecurity & Data Privacy

Innovation in digital technology is crucial for our organisation as it allows us to stimulate our team member's development, to effectively engage with our clients and partners globally, and to continuously improve on value creation for our clients. As threats to cybersecurity and data privacy are ever-growing, it is our responsibility towards our stakeholders to actively avert these risks.

## Information Security

Rigorous control procedures, adequate software and responsible team member behaviour are the fundamental ingredients of our information security policy. On the frontline, our people are aware of the external threats to our information systems. As a small-medium sized organisation, our communication channels are streamlined. This allows us to communicate threats quickly and efficiently. All team members are frequently reminded to report suspicious

e-mails such as phishing e-mails to our IT expert. Because information security threats are communicated to team members through e-mails, team meetings, and other direct communication channels, we have primarily focused raising awareness among new employees with the standard training. However, for 2023, all employees will receive a refresher awareness training on information security. Our People and Culture team, in collaboration with the Sustainability Ambassadors are currently working on creating an annual training schedule to raise awareness among team members, on topics including information and data security.

To ensure that guidance on the topic is readily available for all team members, instructions are provided in our Employee Handbook. All team members are instructed to keep strong passwords, to stray away from sharing sensitive information through channels such as e-mails and keep sensitive information that's covered by a non-disclosure agreement. As it is common practice for us to review our policies and procedures on an annual basis, our information security policies have been revised accordingly in 2022.

Our policies are in accordance with local legislation such as the EU General Data Protection Regulation (GDPR) covering the personal data that Nexio Projects processes. Our privacy and cookie policy are communicated to our stakeholders and can be consulted on our website.

In addition, we make sure that our IT systems undergo an Information Security Audit on a yearly basis to assess the current state of our information systems and to eliminate vulnerabilities. It includes a risk assessment and an impact-likelihood matrix. The risk

assessment was conducted on our systems by our IT expert in 2022. It will be updated and executed once a year to audit the systems against best practices.

Our Incident response procedure has been developed to provide direction and focus to the handling of information security incidents that could adversely affect Nexio Projects' information resources. The purpose of the incident response procedure is to allow a quick and appropriate response to information security incidents. It has been developed in 2022 in collaboration with our IT security contractor to ensure it aligns with best practices and GDPR requirements. Records of reported information security incidents are kept, reviewed, and followed up by action plans.

Lastly, our technical measures serve as a solid safety net to ensure business continuity by keeping back-ups, by securing our information systems with firewalls and virus scans and providing all employees with a secured company laptop. Nexio Projects does not make use of any local servers and information is kept in secure platforms with Cloud-solutions and restricted access to unauthorised parties. With the ever-growing digital external threats, information security is bound to remain a top-priority.



1  
Phishing test conducted in 2022

53%  
Employees completed annual training  
on Business Ethics & Information  
Security Issues

Governance Risks

Besides cybersecurity risks, Nexio Projects is vigilant to other operational risks that can be influenced by team member behaviour. In 2022, risk assessments have been conducted on all our services to map out potential ethical risks in our business conduct. Since we advise companies on sustainability, responsible marketing and outward communication is of great importance to us. Thus, we are extra wary of any risks of greenwashing.

87%  
Team members provided input for the service ethics risks assessment

This resulted in the development and launch of a company-wide anti-greenwashing survey to ensure that the work we produce for our clients follows high ethical standards. With the survey, team members were encouraged to share their experiences on (potential) greenwashing dilemmas they may face or have faced in delivering our services. This led to multiple corrective actions to mitigate such risks, such as:

- 1. An update of the escalation and reporting mechanisms that address the identified greenwashing risks.
- 2. Sharpened work procedures to identify risks at a project level.
- 3. The adoption of an exclusion list, which covers a limited number of industries deemed too high risk of greenwashing and, therefore, we do not want to associate our business with. This list was established based on inter alia the OFAC and EU sanctions list and BCorp’s position statement on controversial issues and industries.

To solidify these efforts and ensure we continue to operate with the highest ethical integrity, we will appoint an Ethics committee in 2023.

As a standard, team members are regularly reminded of the Employee Handbook and the Social Code that sets out expectations of professional integrity in the workplace. In 2022, we improved the accessibility to the Employee Handbook by consolidating all information onto the web-based platform, accessible to Nexio Projects team members only.

As such, all team members are instructed to treat our customers, partners, competitors, and communities with fairness and integrity. There is also a section on Ethics in business activities, which establishes that employees must comply strictly with anti-bribery laws, and that they must avoid corruption, fraud and money laundering at all costs. Moreover, our policy around sensitive transactions, such as in the context of accepting gifts that should be reported to management, is clearly communicated to team members.

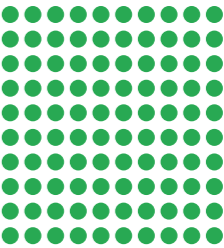
Nexio Projects is committed to maintaining safe, fair and transparent business conduct. Our open and honest culture allows our team members to express any concern in a responsible manner.

Every team member of Nexio Projects has the right to report any malpractice occurring within the company, regarding any breach of our Code and policies. Any suspicion of ethical wrongdoing can be reported (anonymously) through our Whistleblowing Procedure with a guarantee of confidential treatment and of protection against retaliation. All team members are informed about this procedure and can consult this information at any given time in our Employee Handbook.

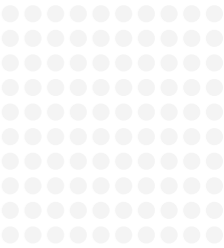
Besides our clients and partners, our suppliers provide assets to facilitate our mission. Our supply chain is mainly characterised by the supply of office tools and



services and the occasional hire of expertise to support our knowledge base. In purchasing office supplies, we aim to procure second-hand products as a default. From our service suppliers, we expect their commitment to sustainability. Therefore, we also communicate our Code of Conduct with our external stakeholders through our website. In 2023 we will review our approach to procurement and create procedures to assist sustainable decision-making.



100% of our team members are aware of and have access to Nexio Projects’ Social Code.



Incidents of ethical wrongdoing	0
€ spent on fines due to non-compliance with ethic issues	0

# Environmental impact

We need to limit global warming to 1.5-2°C to live within our planetary boundaries. This is the defining challenge of our generation. Just like any organisation worldwide, Nexio Projects has the responsibility to act in curbing our emissions. We can make a difference in our environmental impact by reducing our carbon emissions through energy efficiency, conscious sustainable sourcing, responsible waste disposal, and by promoting climate action in our community. In 2022, Nexio Projects’ team has grown with 17% and moved its offices twice. This has given us the opportunity to design and improve our office to a sustainable workspace where our team members can gather to collaborate. At the same time, these events have had significant impact on the Key Performance Indicators we track on a yearly basis.

## Energy Efficiency

Energy is key for Nexio Projects’ work. It is the energy of our team members that stirs the change we envision to make. It is the energy of our community that motivates us to create value in our services. It is the energy in our electronic devices that facilitates the work we do. No wonder that energy efficiency is our most significant environmental topic.

## Travel Less, Impact More

Our company only travels to clients on exceptional occasions where physical presence is essential for the outcome of our services. We focus on building long-term relationships with our clients and consider the impact of our projects. This also informs our decision to travel. This is our main strategy to grow as a business and increase our impact on our community while keeping our adverse environmental impact to a minimum. Hence, team members work from the office, and natural gas makes up for the largest share of our carbon footprint followed by electricity consumption.

In August 2022, we moved out of our old office on the top floor overlooking Rotterdam’s skyline. For three months, we found a temporary home at a co-working office located near Rotterdam central station. By the start of November, we were excited to move into our new workspace at Schiekade 10A in Rotterdam. As this office is also within walking distance from the central train station, we invite our team members living outside of Rotterdam to take the train to work instead of driving. The nomadic lifestyle of our company this year has understandably impacted our GHG emissions as well.

Since Covid-19, we are happy to allow our team members to flexibly plan their workweek with a hybrid arrangement. To more accurately understand our commuting habits’ impact, at the end of the year we surveyed our team members to gather information. Based on this survey, we know that, on average, our team members work from home for 1.6 days a week. Additionally, 74% of the total commute of our team members is done on low-emission alternatives, such as walking, cycling or public transport. In fact, around half of our employees walk or cycle to work, and only 14% of our employees rely on personal vehicles to commute. This is largely thanks to our company’s travel benefits: a free Swapfiets subscription or a fully covered travel compensation for a train commute. Additionally, the central location of our office guarantees it’s easily reachable.

## Our Sustainable Office

During the renovation process, we preserved the unique qualities of the original building, while embedding the core concepts of modularity, circularity, health & well-being, energy efficiency, and nature. By the end of 2023 we aim to start the certification process of the building through the BREEAM framework.



First mockups created by the team of architects and designers



A two-floored greenhouse, that we like to call our new office. The lively atmosphere created by all of our plants - 166 - and the bright light that shines through the glass roof makes it a pleasure to work from the office.

Our new office  
Schiekade 10A, Rotterdam  
The Netherlands

Our Carbon Footprint

Reducing our impact on the climate and inspiring other companies to do the same are essential parts of our company’s mission. To achieve this, it is vital to fully understand where our emissions arise from and report them transparently. Only then can we strive to manage them. This is why we conduct a yearly carbon footprint assessment to measure our climate impact. We do this by following the guidance of the global standardised framework Corporate Accounting and Reporting Standard of the Greenhouse Gas Protocol Initiative.

We are constantly working to improve our emissions inventory. Therefore in 2022, we expanded our greenhouse gas inventory to include new emissions categories. This year, we assessed our emissions from purchased goods based on financial data for the first time. Additionally, we included emissions from the homeworking of our team members in our inventory to better reflect our hybrid working policy.

Moving forward, we will further work to improve the accuracy of our inventory. For example, financial data gives us a valuable starting point for quantifying our emissions, but it is not an entirely accurate representation. Therefore, we will continue improving the accuracy of this category together with our suppliers and aim to keep replacing financial indicators with more accurate data points.

Emissions in 2022

In 2022, our organisational carbon footprint was 71.53 tCO2e. This equals around 1.99 tCO2e per employee. 2022 was also the first year in our company’s history when market-based measures were applied to our greenhouse gas accounting. As we moved to our own office in November, we had the opportunity to impact our purchase of electricity for the first time. Thanks to this, the electricity we purchase generates more than 4.6 times fewer emissions per kWh than the average electricity mix used in the Netherlands. Moreover, 27% of the energy we consumed in 2022 was from renewable sources.

To reflect the impact, in 2022, we are reporting both market-based and location emissions, as described in the tables on the right. The difference between these two figures is that market-based emissions take into account the emissions from the specific electricity mix we purchase from our supplier, whereas location-based emissions use the average electricity mix in the Netherlands to calculate emissions from electricity.

4.6

Times less emissions per kWh than the average electricity mix used in the Netherlands

27%

Of the energy consumed in 2022 came from renewable sources

In 2022, our most significant emissions category was the newly added scope 3 category 1: purchased goods and services, which accounted for slightly over 50% of our total footprint. This is unsurprising, as this category often accounts for a large share of service-providing companies’ emissions. Another significant emissions category was the combined emissions from employee commuting and homeworking, which accounted for almost 15% of our footprint.

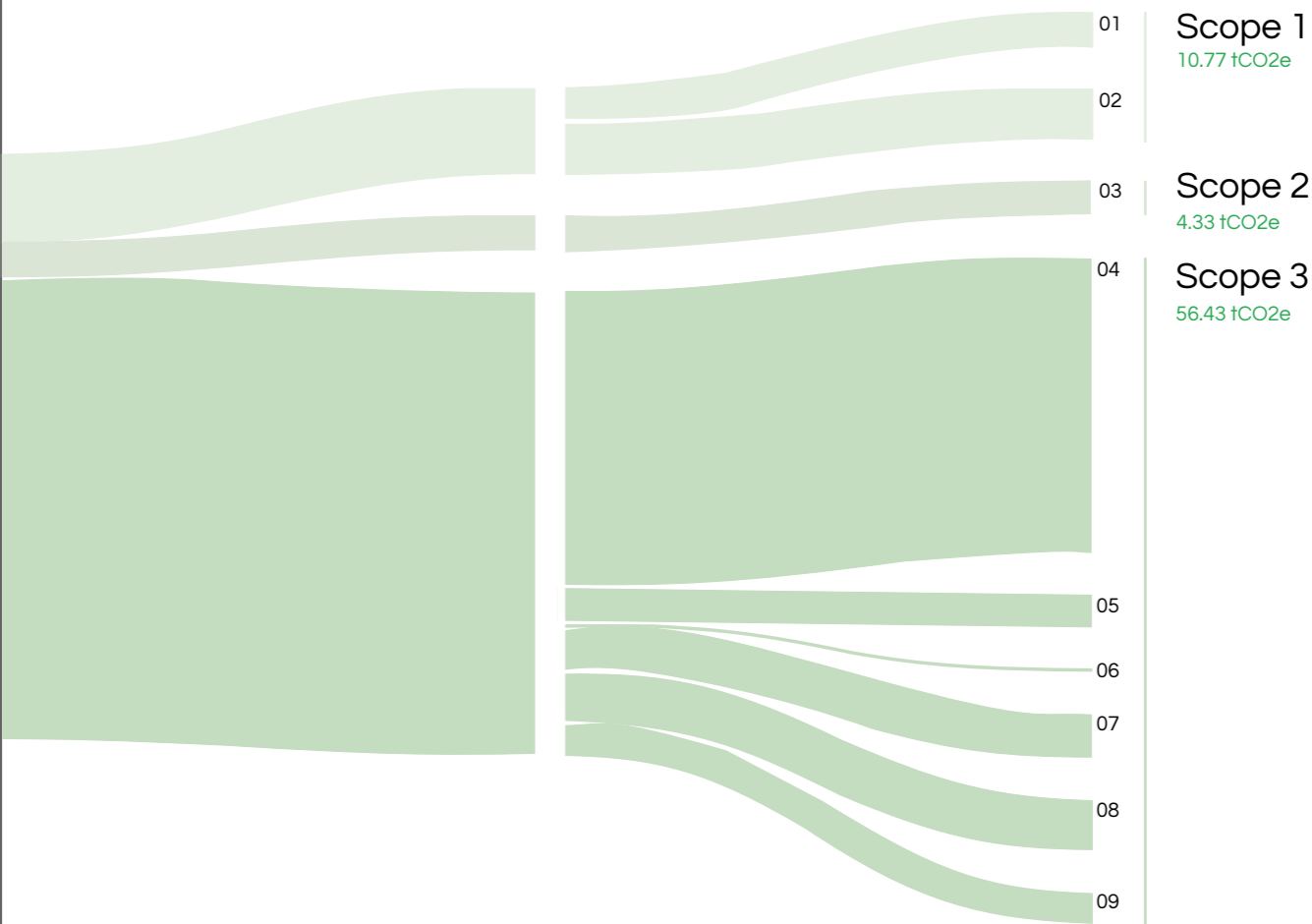
Carbon Footprint Assessment, Market-Based, 2022

Scope 1 Emissions	10.77 tCO2e
Scope 2 Emissions	4.33 tCO2e
Scope 3 Emissions	56.43 tCO2e
Total Emissions	71.53 tCO2e
Emissions per FTE	1.99 tCO2e

Carbon Footprint Assessment, Location-Based, 2022

Scope 1 Emissions	10.77 tCO2e
Scope 2 Emissions	10.01 tCO2e
Scope 3 Emissions	56.43 tCO2e
Total Emissions	77.21 tCO2e
Emissions per FTE	2.14 tCO2e

Emissions per Category, 2022



9

Times flown around the Earth on a commercial flight by a person

8,7M

Smartphones charged

Emissions per Category, 2022

N.	Scope	Category	Emissions (tCO2e)	Share of total (%)
01	Scope 1	Natural Gas	4.42 tCO2e	6.18%
02	Scope 1	Fuel Use in Vehicles	6.35 tCO2e	8.87%
03	Scope 2	Purchased Electricity (Market-Based)	4.33 tCO2e	6.05%
04	Scope 3	Cat. 1: Purchased Goods & Services	36.12 tCO2e	50.50%
05	Scope 3	Cat. 3: Fuel & Energy Related Activities	4.30 tCO2e	6.01%
06	Scope 3	Cat. 5: Waste Generated in Operations	0.004 tCO2e	0.01%
07	Scope 3	Cat. 6: Business Travel	5.62 tCO2e	7.86%
08	Scope 3	Cat. 7: Employee Commuting	6.37 tCO2e	8.91%
09	Scope 3	Cat. 7: Homeworking	4.02 tCO2e	5.62%

Energy Consumption, 2022

Total Energy from Fuel Consumption	179 GJ
Diesel	0 GJ
Petrol	100 GJ
Natural Gas	79 GJ
Total Energy from Electricity Consumption	82 GJ
Total Energy from Purchased Heating	0 GJ
Total Energy from Purchased Cooling	0 GJ
Total Energy Consumption	261 GJ
Energy Intensity	7.25 GJ/FTE

We can accurately measure our emissions for direct and indirect scope 1 and 2 emissions. This has already enabled us to lower our emissions, and in 2023 we will continue working towards minimising our climate impact.

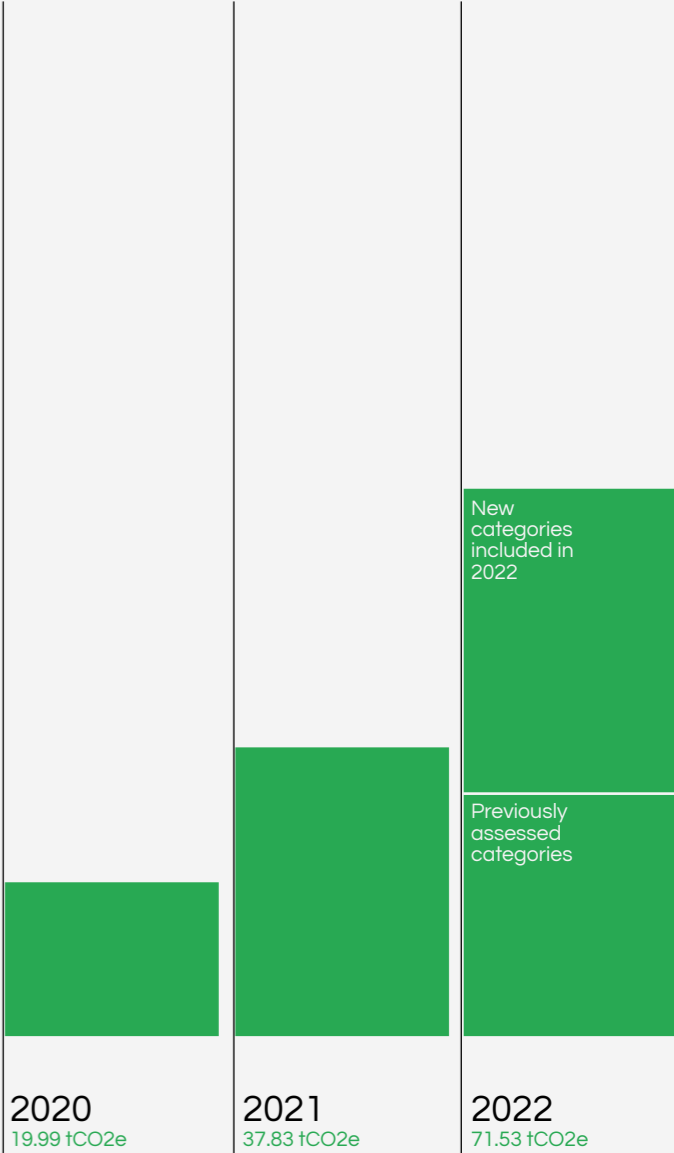
Changes in Emission Between Years

Our emissions inventory is subject to constant improvement and development. The growth of our team, our changing offices, and the newly included emissions categories all cause fluctuations in our annual emissions. Between 2021 and 2022, our reported emissions grew from 37.83 tCO2e to 71.53 tCO2e – by almost 90%. However, this is mainly due to the inclusion of new scope 3 categories. If we look at the categories we have included in previous years, these emissions actually decreased, as seen in figure Z. Another factor contributing to the increase in our emissions is our growing business and team.

Previously, our own energy consumption has been a major emissions source: in 2021, natural gas accounted for 55% of our emissions with 20 tCO2e. However, like many other companies that rent spaces from large office buildings, we also have had no control or visibility over our energy consumption or supplier. Therefore, our energy consumption has been built on estimates based on average national consumption figures. As we spent most of 2022 in a significantly smaller office space, our estimated emissions also decreased.

However, since November 2022, the move to our own new office has given us control over our energy consumption. Thanks to this change, we no longer use any natural gas and purchase electricity with lower climate impact. This resulted in a decrease in our emissions from energy consumption. We have also gained full visibility over our energy consumption; since November 2022, we no longer need to estimate our consumption. Instead, we can accurately measure our emissions for direct and indirect scope 1 and 2 emissions. This has already enabled us to lower our emissions, and in 2023 we will continue working towards minimising our climate impact.

Emissions Growth between 2020-2022 in tCO2e



71.53  
tCO2e in 2022

## Workplace Abundance

Now that we are fully settled at our new office, we are planning to invest further in effectively reducing our energy consumption and GHG emissions. To reduce our energy consumption, we have replaced the use of gas as an energy source for heating by a new highly efficient air ventilation system with integrated heat exchanger and heat pump.

## Product Life-Cycle

The unsustainable use of our natural resources is setting the world up for a great challenge. Materials are becoming critically scarce at an alarming rate which has a detrimental effect on our livelihoods – and although less significant – on Nexio Projects as a business. As we preach circularity to our clients, we certainly preach circularity within Nexio Projects for our office procurement and waste management.

## IT Equipment

As our services are mainly carried out digitally, it comes to no surprise that all team members at Nexio Projects are equipped with a secured laptop, charger, adaptor, mouse, keyboard, and display. At the office, electronic equipment is also present. Therefore, we are conscious of the lifespan of these products and any other furniture we own. It starts with sourcing responsibly by procuring equipment that is known to be durable and created with low environmental and social impact. For example, any display we provide our team members with for their home office are refurbished IT equipment. We make sure that all IT equipment is actually used by

our team members and we actively ask if equipment that is not in use could be used by someone else. Whenever a product is not used at our office anymore, we announce to all team members the possibility to take it home for free; otherwise, we try to sell it or give it away via a second-hand marketplace on the internet.

## Office Waste Management

As a standard, we have always used reusable tableware such as mugs, glasses plates, cutlery etc. and towels in our kitchen. We aim to become paperless regarding single-use paper and we recycle all other waste that is produced in the office, such as glass. GFT, glass, paper, and residual waste are separated at the office in designated containers. Looking at the waste generated by our daily affairs, we encourage team members to decrease the amount of waste created as much as possible. As such, we try to minimise the consumption of single-used plastics for foods or drinks purchased. For this reason, at the end of the year, we also introduced a new Office Waste Management and Sustainable Consumption process. Our waste is treated by Rolcontainer Nederland.

All the small efforts at the office make a difference. We have several procedures in place to encourage a paperless office. All employees are equipped with an electronic signature, which makes it obsolete to print documents such as contracts, legal compliances etc. We do have a printer in case it is necessary to print something, but we keep this to a minimum. We also only use reusable ink cartridges and toner. As we

conduct nearly all our work and processes digitally, we encourage team members to use a digital notebook for their notes such as OneNote, Notion and/or our Kantata project management application.

## Swapfiets

To facilitate our team member's sustainable commute, we offer all of them a Swapfiets subscription. This subscription with Swapfiets allows for team members to have their bikes repaired in case necessary instead of getting a new bike. With the Swapfiets benefit, we also aim to promote sustainable traveling with low emissions.

**52%**  
Employees with a Swapfiets  
subscription

**100%**  
Electronic Waste Recycled



# Climate action

Our business model is set on promoting sustainability and climate action. With our implementation services, nearly all policies and strategies we advise include a suggestion toward a concrete and timebound goal for GHG emissions reduction. Besides promoting sustainability through our services, we also promote climate action internally within our organisation.

## Employee Awareness

Team members are made aware of how their behaviour can positively impact our organisation's environmental footprint.

01 Plug out all electronic devices when not in use to reduce energy consumption (i.e. monitors, printers, computers).

02 Make use of carpooling whenever possible during events such as trade fairs.

03 Avoid printing. If you have to print, choose double-sided and black and white printing.

04 Walk, cycle, or use public transport to commute to the office in order to reduce your emissions.

05 During the day, leave the printer in energy-saving mode or turn it off completely.

06 Keep the office door closed whenever possible to keep it warm inside during the winter.

07 Bring a blanket to the office if it's too cold instead of using the heating and switch off all lights when not needed.

08 Set Ecosia.com as your default online search engine. Its advertising revenue goes towards planting trees to offsets.

09 When using the kettle ask if others want a cup of water too, to save energy from boiling twice!

10 Include the note "Please consider the environment before printing this message" in your e-mail signatures.

Our business model is set on promoting sustainability and climate action.

## Clothing Swap

In March 2022, we promoted wearing second-hand clothes at Nexio Projects with our clothing swap event. All team members were asked to bring clothes in good condition that they would otherwise not wear to work. We enjoyed the free fleemarket and fashion show. Many of us returned home with a new (old) fashion item. Clothes that didn't go home with any team member were donated to a Rotterdam-based non-profit organisation, Dress For Success, with a mission to empower women and men with lower income to achieve economic independence, with a support network, professional attire and the development of skills to function better in their work and personal lives. Every year 1 billion pieces of clothes are produced, of which one-third never get sold.<sup>1</sup> This causes severe environmental and social problems at the production as well as at the disposal stage. High water consumption, CO2 emissions in production and distribution, child and forced labour supply chain risks, and dirty landfills in developing countries where western clothes get dumped and burned in the name of "donations" are just a few of those problems related to fast fashion. With the clothing swap, we promote slowing down the production of fashion and falling back in love with new (old) clothes.

## Vegan Wednesday

By encouraging our own team members to participate in Vegan Wednesdays every week, we also promote awareness of every team member's own ecological footprint. Vegan Wednesdays show that we humans are resilient and capable of climate adaptation. To limit global warming to less than 2 °C by 2050, food-related greenhouse gas emissions could make up for half the share that the world can take. Research has shown that adopting global dietary guidelines would cut food-related emissions by 29%, vegetarian diets by 63%, and vegan diets by 70%.<sup>2</sup> We know the urgency to adopt a more sustainable diet to combat climate change and we promote this with a fun initiative that stimulates creativity and the fun of experimenting with recipes that are animal cruelty-free and lower in other adverse environmental impacts. This initiative is meant to promote vegan diets but, of course, it remains up to each individual team member to decide whether to participate or not.

39%  
Of our team members follow a vegan or vegetarian diet

# A year of change

As we close 2022, it's the perfect time to reflect but also look ahead to 2023. This past year has been one of change and growth. In fact, change is the only constant.

Key reflections  
One way forward

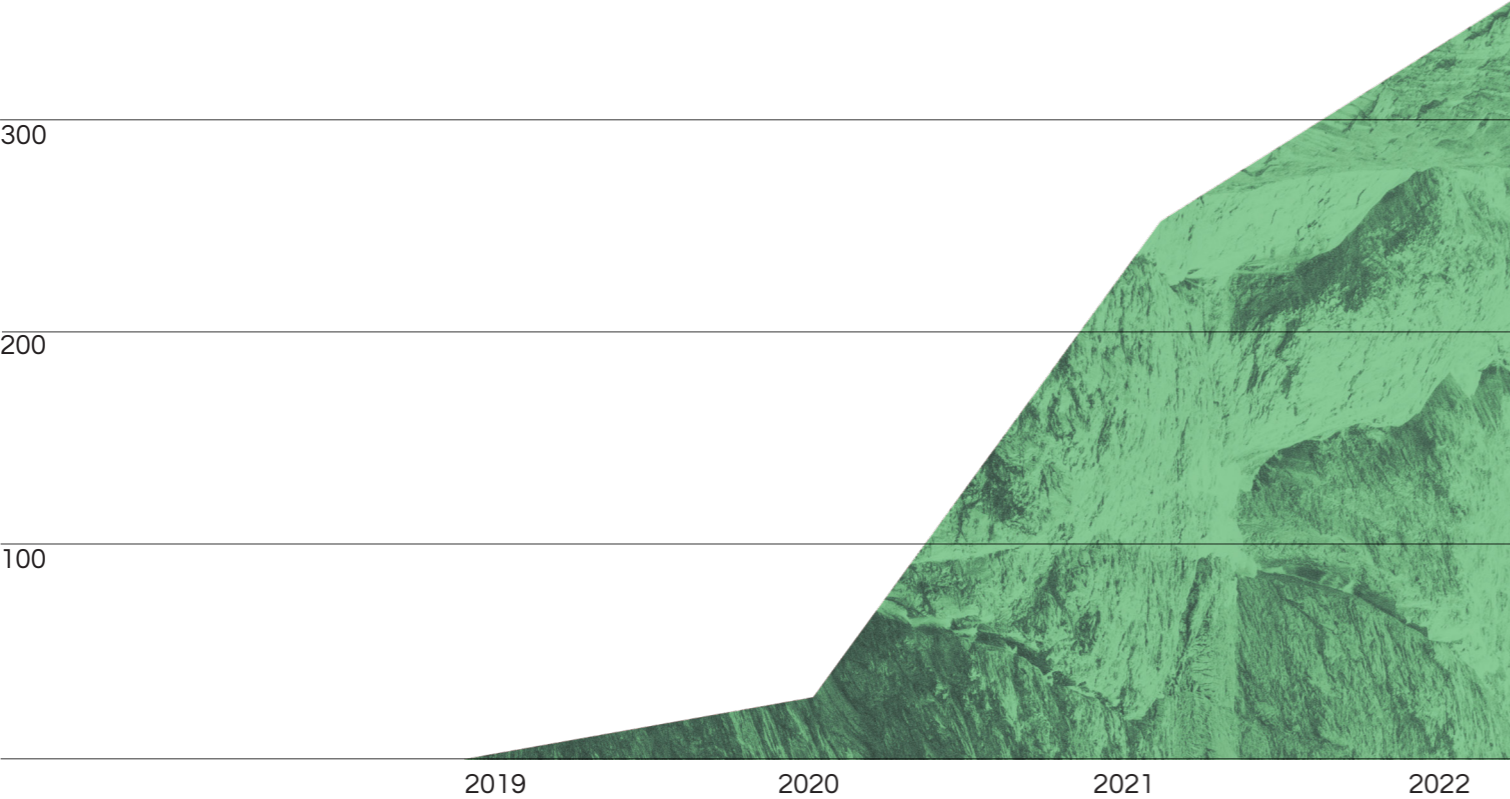
66  
67

# Key reflections

If you're too big to do the small things, then you're too small to do the big things.

- New branding
- New benefits
- New office
- New strategy
- New partners

Number of completed projects, 2019 - 2022



# One way forward

As we close 2022, it's the perfect time to reflect but also look ahead to 2023. This past year has been one of change and growth. Probably the biggest highlight of 2022 was moving into our new, sustainable office. That change also means that it was a year of growth, fluctuating emissions and adaptation.

2x  
Doubled the number of countries in which we work

2x  
Doubled climate team projects

We never could have achieved our results if it wasn't for the hard work and dedication of our team, the trust of our customers and the continued collaboration with our partners. This is of course something we intend to multiply in 2023 and beyond.

After two years that were dominated by the pandemic, 2022 gave us more freedom and brought back a heightened sense of connection as our team returned to the office. This connection was also strengthened with our clients and partners, whom we were able to shake hands with once again, or for the first time.

Our growth is also credited to the growing number of organisations that are investing in sustainable practises and are looking for the support they need to progress on their journey from compliance to purpose.

In 2023, we will pursue this mission ambitiously. Furthermore, due to our growth and size, this year will also be a year in which we will set baseline and formal targets. There's much to be proud of in 2022 and we welcome the positive changes we envision for 2023.

Although sustainability principles have always served as a north star guiding our organisation and our core values, we've now reached the maturity level where we want to communicate openly and transparently about our targets and KPIs. In our next report, we will take you through that journey in the hopes of also inspiring other organisations of our size and impact to do the same.



# Appendix

## Nexio Projects Materiality Assessment: Data Analysis Methodology

Approximately 90 stakeholders (both internal and external) rated the importance of the topic identified through desktop research. Responses were divided into current and future time horizons to account for emerging issues for the company. It was ultimately decided that the time frames would be processed equally so the data worked with became the summations of all responses for the financial viability and impact of topics respectively.

We allocated weights to individual responses (i.e. whether a topic was important or not). This way, material topics that are seen as “extremely” important are held at a higher relevance area compared to answers that may be seen as “very” or “moderately” important, facilitating prioritisation.

The final stage involved summing the fractional data for each topic into consolidated values for financial viability and impact. To clean up results, these were rounded to the first decimal point.

The materiality matrix can be interpreted in the following manner:

1. High materiality: high business impact and high degree of control
2. No to low materiality: low business impact and low degree of control

It is important to note that, due to the axis range manipulation, the topics of Waste and Recycling and Supplier Environmental Assessment are outside quadrant 1. While this means that the topics are placed on a lower level of impact, they are still in the range of high financial viability and are therefore treated as material, but at a lesser level of importance relative to the topics found inside quadrant 1. For the purpose of this report, we have chosen to only focus on the high importance materiality topics.

# GRI Index Table

## GRI 2 General Disclosure 2021

GRI Disclosure	Detail	Section	Page
GRI 2-1 Organisational details	Nexio Projects NL B.V. Schiekade 10, Rotterdam, Netherlands. One operational site.	Our Business Activities	12-13
GRI 2-2 Entities included in the organisation's sustainability report	Nexio Projects is subject to annual financial audits. This financial information is not filed on public records.	Our Business Activities	12-13
GRI 2-3 Reporting period, frequency and contact point	Nexio Projects has published its 2022 Annual Sustainability Report covering the reporting period of 01 January 2022 to 31 December 2022. We report annually.	What's inside	6
GRI 2-4 Restatements of information	There are no restatements of information in this report.		
GRI 2-5 External assurance	Due to the size of the business, Nexio Projects has not assured its 2022 KPIs.		
GRI 2-6 Activities, value chain and other business relationships		Enabling Client Sustainability Our Services	28-29 30-31
GRI 2-7 Employees	We account as part-time employees less than 36 hours a week, of which we have 1. We only have one operational site, which is our office in Rotterdam. Therefore, the data provided in the report is applicable to full-time employees to the Rotterdam location. All employees are residents to the Netherlands. We have reported on the average headcount in 2022 including interns. In 2022, we had 10 permanent and 20 temporary employees. The rest of the workforce were interns. Permanent Employees gender balance was 50% Female and 50% Male. Temporary employees gender balance was 53% Female and 47% Male.	Our Philosophy Engaged & Joyful Team	17-19 40-49
GRI 2-8 Workers who are not employees	Over the course of the reporting period of 2022, we have had an average of four workers who are not employees and whose work is controlled by Nexio Projects. They are freelancers and operate under a freelance contract with Nexio Projects.		
GRI 2-9 Governance structure and composition		Our Sustainability Strategy	20-22
GRI 2-10 Nomination and selection of the highest governance body	Due to the limited size of the business, there is no nomination and selection process for the highest governance body and its committees.		

GRI Disclosure	Detail	Section	Page
GRI 2-11 Chair of the highest governance body		Our Sustainability Strategy	20-22
GRI 2-12 Role of the highest governance body in overseeing the management of impacts		Our Sustainability Strategy	20-22
GRI 2-13 Delegation of responsibility for managing impacts		Our Sustainability Strategy	20-22
GRI 2-14 Role of the highest governance body in sustainability reporting	Nexio Projects' material topics and the information in this report is reviewed and approved by Nexio Projects' Managing Partners, which is the highest governance body of the organisation.	Our Sustainability Strategy	20-22
GRI 2-15 Conflicts of interest	Nexio Projects' ethical code describes that all employees must refrain from activities that (could) constitute a conflict of interest. Moreover, with our sensitive transactions procedure all payments and gifts to, and entertainment of, customers must be pre-approved by management. These payments should be well recorded in our books and records. This process should be communicated to the external stakeholder offering the gift / hospitality.		
GRI 2-16 Communication of critical concerns		Professional Integrity Governance Risks	50-53
GRI 2-17 Collective knowledge of the highest governance body	The Managing Partners have experience in strategic leadership and constantly develop their knowledge with appropriate skills training.	Our Sustainability Strategy	20-22
GRI 2-18 Evaluation of the performance of the highest governance body		Our Sustainability Strategy	20-22
GRI 2-19 Remuneration policies	Nexio Projects does not publicly disclose this information.		

GRI Disclosure	Detail	Section	Page
GRI 2-20 Process to determine remuneration	Remuneration policies per function role is communicated to Team Members by senior executives. External remuneration expertise is sought on a regular basis to ensure that our remuneration schemes are fair to market and competitive. Team members can provide input on working conditions through the Employee Engagement Survey that is conducted on a biannual basis. Nexio Projects has a Compensation Committee comprised of the members of the highest governance body. This is the group of people who provide input, raise potential issues, make decisions and own the rollout of the compensation philosophy and its revision in predefined time intervals. Each individual on the committee is responsible for identifying and upholding our guiding principles while designing and maintaining a thoughtful and intentional compensation philosophy. The Compensation Committee reviews benchmarks on an annual basis. This is where we check market data from Option Impact and other sources to make sure we are paying fairly for your current role and level. There is no guarantee that salary bands will change during review of market data.		
GRI 2-21 Annual total compensation ratio	Nexio Projects does not publicly disclose this information.		
GRI 2-22 Statement on sustainable development strategy		Message From the Managing Partners Our Philosophy	8-9 17-19
GRI 2-23 Policy commitments		Code of Conduct	<a href="#">Click here</a>
GRI 2-24 Embedding policy commitments		Professional Integrity Governance Risks	50-53
GRI 2-25 Processes to remediate negative impacts		Engaged & Joyful Team Professional Integrity	40-49 50-53
GRI 2-26 Mechanisms for seeking advice and raising concerns		Engaged & Joyful Team	40-49
GRI 2-27 Compliance with laws and regulations		Professional Integrity Governance Risks	50-53
GRI 2-28 Membership associations		Our Partners	34-35
GRI 2-29 Approach to stakeholder engagement		Appendix	71

GRI Disclosure	Detail	Section	Page
GRI 2-30 Collective bargaining agreements	Given the size of our business, no collective bargaining agreement is applicable. None of our employees are covered by collective bargaining agreements.		

GRI 3 Material Topics 2021

GRI Disclosure	Detail	Section	Page
GRI 3-1 Process to determine material topics		Our Sustainability Strategy Materiality Assessment Appendix	20-22 22 71
GRI 3-2 List of material topics		Our Sustainability Strategy Materiality Assessment	20-22 22
GRI 3-3 Management of material topics		Appendix	71

## GRI 205 Anti-corruption 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 205-1</b> Operations assessed for risks related to corruption	Nexio Projects has conducted risk assessments on ethical risks related to its services. Moreover, annual financial audits are conducted on Nexio Projects operations to guarantee compliance with internal control procedures preventing amongst other things corruption.		
<b>GRI 205-2</b> Communication and training about anti-corruption policies and procedures		Professional Integrity	50-53
<b>GRI 205-3</b> Confirmed incidents of corruption and action taken		Professional Integrity Governance Risks	50-53

## GRI 302 Energy 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 302-1</b> Energy consumption within the organisation	Nexio Projects doesn't sell electricity, heating, cooling or steam.	Environmental Impact Emissions in 2022	54-55 56-59
<b>GRI 302-2</b> Energy consumption outside of the organisation	Employee commuting/homeworking or energy use of freelancers when working could be relevant for this category, but this is not something Nexio Projects can accurately track and/or have influencing power to control.		
<b>GRI 302-3</b> Energy intensity	Nexio Projects doesn't track data on energy intensity.		
<b>GRI 302-4</b> Reduction of energy consumption		Environmental Impact Emissions in 2022	54-55 56-59
<b>GRI 302-5</b> Reductions in energy requirements of products and services	Nexio Projects does not sell energy.		

## GRI 305 Emissions 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 305-1</b> Direct (Scope 1) GHG emissions		Environmental Impact	54-61
<b>GRI 305-2</b> Energy indirect (Scope 2) GHG emissions		Environmental Impact	54-61
<b>GRI 305-4</b> GHG emissions intensity		Environmental Impact	54-61
<b>GRI 305-5</b> Reduction of GHG emissions		Environmental Impact	54-61

## GRI 401 Employment 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 401-1</b> New employee hires and employee turnover	The rate of employee turnover over the reporting period was 11%.	Engaged & Joyful Team	40-49
<b>GRI 401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	100% of Nexio Projects employees are entitled to the same social benefits regardless of permanent or temporary contracts. Nexio Projects offers several benefits to all employees. Benefits that are not included are: life insurance, health care, and stock ownership.	Engaged & Joyful Team Employee Well-Being	40-49
<b>GRI 401-3</b> Parental leave	All employees are entitled to parental leave. Throughout the reporting period, one employee took parental leave.		

## GRI 402 Labour &amp; Management Relations 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 402-1</b> Minimum notice periods regarding operational changes	The following informations were not included in the report because of confidentiality constraints.		

## GRI 403 Occupational Health &amp; Safety 2018

GRI Disclosure	Detail	Section	Page
<b>GRI 403-1</b> Occupational health & safety management system	Nexio Projects doesn't control workplace of workers who are not employees and work remotely. These workers have been excluded from the disclosure.  Our management system covers all employees. In addition, we have a Labour Policy in place that sets the objectives and summarises the measures in place to reach those. The policy and the related measures are reviewed on a yearly basis; based on the review additional measures are implemented.	Engaged & Joyful Team Employee Well-Being	40-49
<b>GRI 403-2</b> Hazard identification, risk assessment, and incident investigation	Team members are trained to recognize possible work-related hazards and should follow an internal process, that involves informing the BHV responsible persons in the office and aid the victim.  At Nexio Projects team members are required to complete an online training on "Emergency Response Procedure", comprehensive of main procedures to follow in case of health emergency, fire or natural calamities.  Nexio Projects implements a whistleblowing procedure, providing guidelines to deal with discrimination or harassment. The reporting procedure guarantees anonymity and protect reporters from possible reprisal.  Processes and measures are reviewed on a yearly basis.  In case of work situations that may cause injury or illnesses, team members should inform BHV trained colleagues or line managers. The People and Culture team is responsible to investigate work-related incidents and assess any possible risks for employees.	Engaged & Joyful Team Diversity, Equality, & Inclusion	40-49
<b>GRI 403-3</b> Occupational health services	The People and Culture team is responsible for such identification. All the team members have access to the "Employee Handbook", where detailed informations and procedures to follow in case of emergency or work hazard are explained. Additionally, all employees have access to relevant trainings.		
<b>GRI 403-4</b> Worker participation, consultation, and communication on occupational health & safety	Well-being and health is one of the topic of our engagement surveys, meaning that all employees can participate and provide insight on a regular basis.	Engaged & Joyful Team Engagement Survey	40-49
<b>GRI 403-5</b> Worker training on occupational health & safety	All employees are required to complete an online training on "Emergency Response Procedure". The training covers main procedures to follow in case of health emergency, fire or natural calamities.		
<b>GRI 403-6</b> Promotion of worker health		Engaged & Joyful Team	40-49

GRI Disclosure	Detail	Section	Page
<b>GRI 403-7</b> Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Nexio Projects is aware that working under pressure may lead to experiences of stress, which can, in the long term, lead to burnout or other mental and physical problems. This is why Nexio Projects provides its team members access to the apps "OpenUp" and "Headspace", granting free meditation and counselling sessions.	Engaged & Joyful Team	40-49
<b>GRI 403-8</b> Workers covered by an occupational health & safety management	Nexio Projects has an occupational, health, and safety management system composed of Accident Response and Emergency and Evacuation Procedures. A "Labour Practices Awareness" training is available for all the employees. Some of the team members are BHV certified. 100% of our employees are covered by these systems and have to go through the appropriate training.		
<b>GRI 403-9</b> Work-related injuries	Nexio Projects is an office-based company, and some of the indicators listed here do not apply due to the typology of work performed.  Our team members worked 49,579 hours in 2022. We reported zero cases of work related injuries.		
<b>GRI 403-10</b> Work-related ill health	Nexio Projects reported zero work-related ill health and fatalities during the reporting period.  Hazards have been determined considering the type of work performed at Nexio Projects. Office work can lead to mental health problems, such as burnout or stress.  Nexio Projects is aware that working under pressure may lead to experiences of stress, which can, in the long term, lead to burnout or other mental and physical problems.  For this reason it provides access to app and counseling services to improve mental health quality of its team members.	Engaged & Joyful Team Employee Well-being	40-49

## GRI 404 Training &amp; Education 2016

GRI Disclosure	Detail	Section	Page
<b>GRI 404-1</b> Average hours of training per year per employee	In 2022, 6.8 hours per week on average were dedicated to training by each team member.  Nexio Projects does not track the breakdown per gender and employee category.	Engaged & Joyful Team Spend Your Training As You Wish	40-49
<b>GRI 404-2</b> Programmes for upgrading employee skills & transition assistance programmes	Nexio Projects doesn't provide services related to career management after retirement or contract termination.	Engaged & Joyful Team Employee Development & Growth Spend Your Training As You Wish	40-49
<b>GRI 404-3</b> Percentage of employees receiving regular performance and career development reviews		Engagement & Joyful Team Employee Development & Growth	40-49

GRI 405 Diversity & Equal Opportunity 2016

GRI Disclosure	Detail	Section	Page
GRI 405-1 Diversity of governance bodies & employees	The informations on governance bodies were not included in the report because confidentiality constraints.		
GRI 405-2 Ratio of basic salary and remuneration of women to men	The following informations were not included in the report because of confidentiality constraints.		

GRI 406 Non-discrimination 2016

GRI Disclosure	Detail	Section	Page
GRI 406-1 Incidents of discrimination and corrective actions taken	Nexio Projects reported zero cases of discrimination incidents during the reporting period.	Engaged & Joyful Team	40-49

GRI 418 Customer Privacy

GRI Disclosure	Detail	Section	Page
GRI 418-1 Customer Privacy	Nexio Projects reported zero cases of leaks, theft or losses in the reporting period.	Professional Integrity	50-53

# Sustainability in motion