

OUR **IMPACT**

IN 2022





Dear reader,

2022, what a year. Some people say we've entered an era of poly-crises: war, shortages, inequalities, ecosystem collapse. We can all feel its effects. Right here, right now. Others say we're on the cusp of a new, regenerative economy that benefits all stakeholders. That there are early signs. Green shoots of hope.

Here at Been Management Consulting, we're committed to making this positive vision a reality. In 2020, we embarked on a journey using the UN's Sustainable Development Goals as our compass. Our mission: to let all our projects contribute to a better world. Making a positive impact through our work, **using business as a force for good**. We gave ourselves until end of 2024 to make this happen. We're pleased that, in 2022, more than **42%** of our turnover comes from 'impact projects'.

We couldn't make this much impact without our committed and creative team of consultants, **customers, suppliers and communities we work with**. Diversity of perspectives is key if we want to thrive as a company. That's why we set out on our own journey towards creating an inclusive and diverse organization in 2022. With external expertise, we educated and committed ourselves towards creating an organization where anyone can flourish, regardless of their background. **Further investing in the people who are already onboard and reaching out to a more diverse group of candidates**.

2022 was also our first full year as a B Corp. We're part of a global movement of 6,000+ companies working on a sustainable and inclusive economy. Being a B Corp means we demonstrate high social and environmental performance and have made a legal commitment to be accountable to all stakeholders. We also vow to be transparent about our performance. This impact report is a result of that commitment.

But most of all, we hope our story will inspire you on your own journey.

All the best,

Roel Beentjes
Managing Director and founder of Been Management Consulting

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ABOUT US

We believe companies can make a difference. By building a sustainable and inclusive economy. This requires a fundamental change, though. A systemic change. A different way of thinking and doing. Both in your company and in the ecosystem you're part of. Because one thing is for sure: we cannot do it alone. We guide this systemic change. We see it as an exciting expedition. One that requires courage, stamina, and trust. It's going to be a transformational journey. Towards a better business and a better world.

We're already underway, are you joining us?

LET'S CHANGE THE SYSTEM.





OUR CLIENTS

As a consulting company most of our impact is made through our client projects. We focus on three major systemic shifts: the energy transition, the food transition, and the healthcare transition. Most of our clients are operating in these transitions and intrinsically motivated to make a positive impact. **Improving the social and/or environmental performance of their company or the ecosystem they're operating in.**

52 clients served in
2022

86 average client
satisfaction rate

42%
of our turnover comes
from impact projects

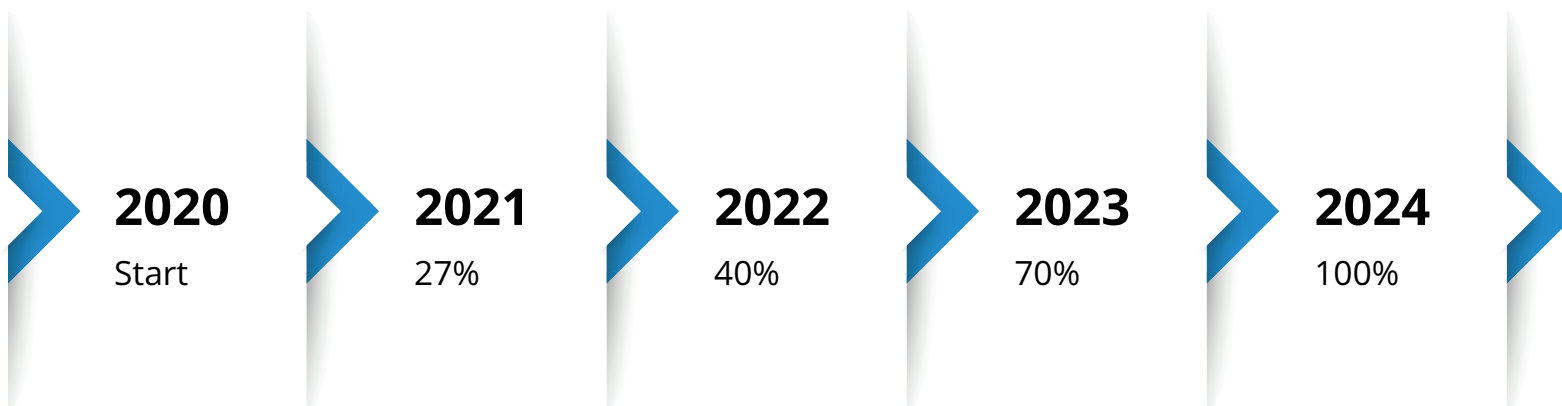
86 average contribution
to client company's social and
environmental impact

HOW WE MAKE A POSITIVE IMPACT

We're on a mission to let all our projects have a positive impact in 2024. In 2022, 42% of our company's turnover came from these kinds of projects. But what does an 'impact project' entail, exactly? We distinguish three kinds of projects.

- A project for a client that has a so-called Impact Business Model itself. It can be another B Corp or a company whose core business is delivering social and/or environmental impact.
- A project that improves the social and/or environmental impact of a client.
- A project that supports a client to realize 'systemic change' in the **field of sustainability**. When we help our clients to transform their business, plus the system they operate in, to increase social and/or environmental impact improvement. A systemic change is a change that directly affects the fundamentals of an organization and affects all parts of the system due to the interrelationships and interdependencies among these parts.

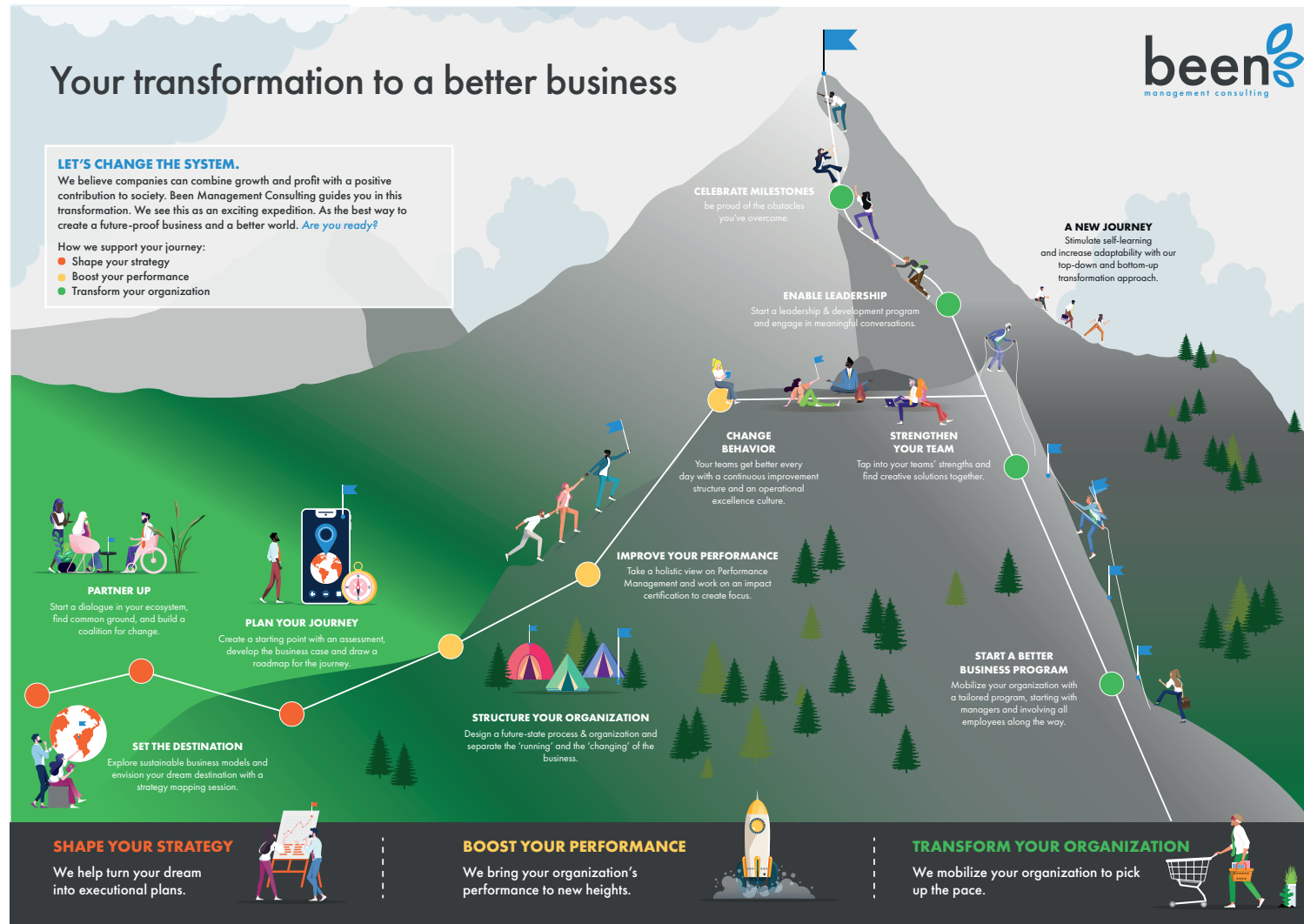
Raising the bar. For 2023, we want 70% of our company turnover to come from 'impact projects'.





HOW WE HELP OUR CLIENTS' JOURNEY

In short, we help clients to become better businesses, depending on where they are in their journey. Some are in the process of shaping their strategy. Others are underway but need to boost their performance to reach their goals. And sometimes the challenge is in the transformation process itself.



OUR WORK ON THE ENERGY TRANSITION

The energy transition is the transition towards **100% sustainable energy, affordable and available for everyone**. It may be the challenge of the century. Only if we move to a 100% sustainable energy supply, can we reduce the emission of greenhouse gases. This transition isn't easy. The energy value chain has always been complex. Now there's a new player: the consumer. Consumer investments in solar panels and electrical vehicles require a more responsive energy system. Considering the enormous shortages of skilled staff and sound investment horizons, the pressure is on.

2022 proved this transition is more relevant than ever. Cutting back from Russian gas and oil boosted investments in renewables. Companies and consumers were able to cut back on energy use. Unfortunately, this didn't lead to a worldwide net reduction of fossil energy sources. When we look at our client projects, though, we're more optimistic. Why?

In 2022, we worked on many projects that help speed up the transition towards a 100% sustainable energy system. Helping grid operator **Enexis** cope with the workload of creating a future-proof electricity network. Creating a global network of hydrogen experts for industrial service provider **ERIKS**. Helping gas company **NAM** in dismantling its old gas extraction sites and find a new, sustainable purpose together with regional stakeholders. We also brought key players in the energy system round the table to tackle issues together, creating a 'coalition for change'. These projects are all serving the transition towards a sustainable and affordable energy system.



CREATING AN ELECTRIFYING COALITION FOR CHANGE

Public transport company Transdev Nederland aims to transition into 100% electrical transportation. The company knows: the energy transition is a systemic change. Transdev's CEO, Manu Lageirse, asked us to bring the entire energy chain to the table to find solutions together. Can we form a coalition for change?

The energy system in the Netherlands is complex. There are many parties involved, each with its own role and perspective. The entire energy chain needs to come together to speed up electrification nationwide. What can Transdev do about this? The company decides to take the lead and asks us to bring the key players to the table to find solutions together.

ROUND THE TABLE

We help Transdev to get key players on board: large energy suppliers, energy transporters, as well as heavy energy users. It leads to a round table conversation with board members of energy supplier Vattenfall, transport and solution providers Alliander, Firan, and Helix. Plus, the heavy users Ahold Delhaize, BASF, and Transdev Nederland itself. Beforehand, we interview each participant one-on-one, to understand everyone's electrification challenges and ambitions. We use this to prepare a productive round table meeting. In the meeting, we identify the biggest challenges and explore possible solutions. Next, we map all necessary actions and organize a follow-up session.

The result? In one fruitful morning session, we established new connections. It's the start of a long-term cooperation across the energy chain. It's what we call: a coalition for change. The group had a follow-up session to report back on their progress on the four solutions and concrete actions. These sessions generated lots of positivity. An energy boost to the electrification in the Netherlands.

"The chairs of the day from Been Management Consulting provided an interesting and smooth discussion and managed to get us moving within the energy transition."

MANU LAGEIRSE



OUR WORK IN THE HEALTHCARE TRANSITION

The healthcare transition is the shift to an accessible, affordable, and sustainable healthcare system. A healthcare system that can cope with our ageing population and with shortages in staff and medication. Focused on staying healthy and preventing chronic disease as much as possible. One that puts patients and the planet first.

After years focusing on Covid-19, 2022 was to be about getting back on track. Treating patients on the waiting list. Creating much-needed space to breathe for healthcare professionals. Boy, we were wrong. Labor shortages haven't been solved, waiting lists haven't been reduced. At times, crucial medication is not available at all. Our healthcare system may never be as it were. And maybe that's not all bad.

In 2022, we've worked on projects that help our strained healthcare system. Helping biopharmaceutical company **AbbVie** to join forces with hospitals to find new ways to improve patient care. Finding ways to reduce the workload of nurses in Amsterdam's city hospital **OLVG**. Helping biotech company **Amgen** to create a resilient supply chain to prevent shortages in crucial medication. And many more projects that support the transition to an affordable, accessible, and sustainable healthcare system.



HEALTH TALKS

We also made a podcast series, called Health Talks. We interviewed renowned leaders from hospitals, pharmaceutical companies, and other systemic players about their views on the healthcare transition. About working together across the system. About sustainability. You can find all episodes on our website and Spotify.



EASING THE WORKLOAD OF SPECIALIZED NURSES

Our healthcare system is under pressure. The gastroenterological clinic of Amsterdam's city hospital OLVG is no exception. There's simply too much work for too little people. To reduce the workload for its specialized nurses, the hospital's gastroenterologists want to set up a digital clinic for patients with inflammatory bowel diseases. If there's more self-service and smart monitoring, patients could drastically reduce the number of hospital visits. And thus, the nurses' workload. But how to make time for a digital project when everyone's already super busy?

That's where Been Management Consulting comes in. Gastroenterologist Jeroen Janssen, who leads the clinic's transition, asked our help to create more headspace and less workload for the nurses. We started with a short series of workshops. In the first workshop, we unraveled the current processes for patients with inflammatory bowel diseases.

Jeroen: "Of course, we work with our protocols and systems, but consultant Daniel Brouwer brought in a new perspective. A process-perspective. He took a big brown paper and drew a big process chart together with our team. What do you do? Where does it come from? Where does it go? We found out that there's a lot of work in double-checking each other's work whenever we change shifts. Via IT systems, mail, face to face. It turned out we looked at the same issue four times. What a waste of time. Very confronting."

In the next workshops, we looked for solutions to recurring issues and designed the whole process using the LEAN process methodology. It resulted in a transparent, comprehensible, and clear process for everyone involved.

"From the clarity of the process comes a clear mind. Once we've made some adjustments to our IT systems, we can free up more time. And then we can finally start our next project: the digital clinic."

JEROEN



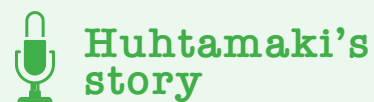


OUR WORK IN THE FOOD TRANSITION

The food transition is the transition towards a healthy and sustainable food system. Our food system needs to change. Our production and food habits are unsustainable. We need a systemic change. Towards an integrated food system in which less food is wasted, natural resources are conserved, and soil ecology and biodiversity are strengthened.

In 2022, this transition faced pressure worldwide. There's more hunger in the world, due to conflicts, extreme weather from climate change, and high energy prices trickling into food bills. Meanwhile, biodiversity and soil quality are under pressure. There are positive signs too. Especially when it comes to consumer demand for sustainable food and packaging.

In 2022, we've been part of some developments from supermarkets, food producers and food packaging companies. Helping a food packaging company scale up the development and production of biobased packaging. Guiding multiple food retailers in their process of make their business a force for good. **All projects that support the transition towards a healthy and sustainable food system.**



Watch the video



A TRANSFORMATIONAL JOURNEY TO SUSTAINABLE PACKAGING

Huhtamaki wants to be a fully sustainable food packaging company. Its Fiber Technology Center in Leeuwarden is responsible for designing state-of-the-art machines to produce sustainable packaging products. It plays an important part in the company's journey towards 100% recyclable, compostable or reusable products. It's a big transformation for the Leeuwarden team. They need to design and manufacture completely new machines.



NESPRESSO'S HOME-COMPOSTABLE CUPS

When client Nespresso trusts Huhtamaki to develop top-secret home-compostable coffee cups, the team needs to ramp up. The Leeuwarden team needs to deliver and grow quickly. Hiring new talent, onboarding all new colleagues, and finding new ways of working. It's challenging, for sure. That's where Been Management Consulting steps in help Huhtamaki with this transformation process.

A SUCCESSFUL TRANSFORMATION

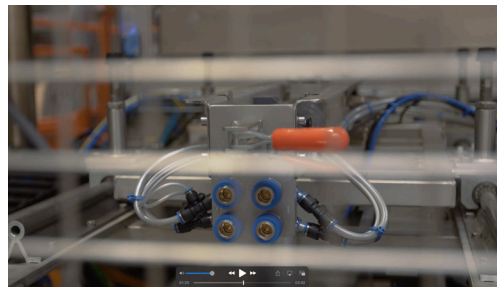
Marine Clément, transformation consultant at Been Management Consulting: “The key to this transformation was co-creation. We took every step together with Huhtamaki. First, we created a common vision with the team. How can we use our local situation and strengths to contribute to Huhtamaki’s strategy? Next, we looked at the right organization structure for this fast-growing team. We coached the new management team to grow into their new roles as leaders. And to grow as one team.”

Fransico: “We implemented a successful transformation. This transformation ended in a best-in-class time-to-market. With this result we can take bigger steps into our sustainable strategy.”

“In such a transformation, it’s important to look at it as an adventure. An exciting expedition for both managers and employees. On their way to a better business, and a better world.”

MARINE

In November 2022, the team reached a major milestone. Nespresso and Huhtamaki launched their innovative home-compostable cups with great success.





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2023

OUR EMPLOYEES

We couldn't make this much impact without our committed and creative team of consultants. We need multiple strengths to deliver this extraordinary performance. Using different expertise, backgrounds, and personalities. What do we have in common? Caring about the people we work with. Caring about how we can do better, together. Caring about the bigger picture.

28 employees &
2 self employed

37 average age
- 25 youngest employee
- 51 oldest employee

28% attrition
rate

38% women in leadership position

14% internal
promotions

0% gender pay gap

OUR JOURNEY TOWARDS DIVERSITY, EQUITY, AND INCLUSION

To complete our mission, we need a diverse team with different perspectives. In 2022, we set out on our journey towards creating an inclusive and diverse organization. We invited renowned expert Terence Guiamo, also the Global director of Inclusion, Diversity and Belonging of Just Eat Takeaway. He educated us about unconscious bias, gender equality, systemic racism and started a dialogue to talk about these topics. How do they affect us? **How can we make our company a place where anyone can flourish, regardless of their background?**

We also performed an audit of our company's human resources and marketing & communication processes. Finding blind spots in our communication and inspiration to make necessary changes. One example is using English as our first language of communication and opening our positions for consultants who don't speak Dutch. Another is offering the option to exchange two national holidays (Ascension Day and Pentecost) for another holiday of choice. To give our people the opportunity to celebrate those religious or cultural holidays that are important to them.

In 2022, we also started using Gallup's Clifton Strengths. It's a personal and team development approach that looks at people's unique talents. Focusing on talents, instead of weaknesses. This enables people to be successful in their own way. It's also a way of celebrating our differences, which gives lots of positive energy. In 2021, two of our consultants, Iris Valk and Marieke Siero, are now a certified coach. And have started to use this in our clients' assignments too.

Raising the bar. In 2023, we'll continue our journey towards more diversity, equity, and inclusion.

Roderick Oe, the consultant leading Diversity, Equity and Inclusion: "I dream of an organization that feels like a home to everybody. A place where everybody experiences a great sense of belonging and can thrive by being their authentic self."





OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

We're on a mission. On our way to building future-proof businesses and a better world. Using the UN's Sustainable Development Goals as our compass. As a certified B Corp, we believe companies can be a force for good, helping the planet and its people thrive. This requires a fundamental change, though. A systemic change. We believe **diverse and inclusive teams** are critical in achieving this mission. Providing **different perspectives**. Stimulating **new ways of thinking** and in doing. That's why we're committed to creating inclusive workplaces where everyone, regardless of who you are, can develop and grow. This requires us to change as a company too. We strive to constantly learn, understand, and celebrate each other's differences. Constantly reflecting on our own journey. Uncovering and understanding unfamiliar paths.

5 QUESTIONS FOR OUR PEOPLE & CULTURE MANAGER

Our People & Culture Manager Tosca Spee is often called the glue of our company. We asked her 5 questions about working at Been Management Consulting, and how we contribute to a more sustainable and inclusive economy.

How would you describe our people & culture? “We’re very much a learning organization that’s open to the contribution of all our employees. We want you to be yourself here. We help one another and celebrate each other’s successes. What we have in common is we’re passionate about helping our clients. And we’re all motivated to make a positive impact on the world through our work.”

What role does sustainability play here? “Just look at the kinds of projects we do nowadays. Working on the transition to a sustainable energy supply, to a sound healthcare system, and a healthy and regenerative food system. Making a positive impact on the SDGs. Also, you can tell from the conversations at lunch. There’s a lot of knowledge and we love learning from each other. So, yes, a big role.”

What do we do to create an inclusive workplace? “This is something I’m personally very committed to. I want Been Management Consulting to be an organization where a very diverse group of people can be happy and successful. No matter what your background, faith, age, or physical ability is. I think we can do better. That’s why we started our own journey in 2022. We got some excellent advice from renowned expert Terence Guiamo. We already learned a lot and we’ll continue working on this in 2023.”

How about a healthy workplace? “Wellbeing is an absolute priority. Our people are committed and ambitious and work on high-profile projects. Sometimes, there’s a lot going on in their private lives too. Think of parents of young children. I want to know what you need to be fit and relaxed. Do you need a different schedule? No problem. Also, I always address the options for parental leave and I’m glad our new dads are using it to work 4 days. We also talk to mothers returning from maternity leave. What do they need to breast feed? How to get back in a work routine?”

How do we foster the professional development of our people? “We consider personal and professional development a win-win. The more you flourish, the more we all benefit. Everyone is required to follow a curriculum of basic consulting skills we think you’ll need in your job. We offer coaching and peer-to-peer learning with an external coach as well. Next to that, there’s a budget for external training and education you can choose, if it’s relevant for our work.”



OUR GOVERNANCE

Been Management Consulting is developing as an organization too. In 2022, we started with three partners who owned our company as a cooperation. This partnership model, which values individual sales most, doesn't seem to fit anymore. Especially, if we want to value collective impact in our work. When two partners left in the course of 2022, our founding owner, Roel Beentjes, became the sole owner.

Even though we're experts in change, changing is hard for us too. Saying goodbye to beloved coworkers in 2022 wasn't easy. Just like any other company, choosing a strategic direction comes with consequences. What counts is that everyone is onboard now. Everyone is motivated for our mission, can keep up with the pace of our journey and has a unique contribution to make. That's the kind of company we want to be.

Raising the bar. In 2023, we're exploring the option to become an employee-owned company. Where all employees receive profit shares of Been Management Consulting.



OUR COMPASS: THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) of the United Nations should make the world a better and more sustainable place for everyone by 2030. They were introduced by the UN in 2015, and have been adopted by many governments, NGOs, and companies.

We've committed ourselves to the 17 SDGs and use it as our compass. Our ambition is to make a demonstrable, positive contribution to the Sustainable Development Goals. We help our clients to determine how they can contribute to the SDGs, and sustainability in general. It's part of the conversation with every new client.

In 2022, we talked to economics professor Jeffrey Sachs from Columbia University about the SDGs. He's also known as 'the father of the SDGs'. This is what he says about the SDGs: "They're like the 10 commandments. You can't just choose one and forget about the others. They're all equally important."



UN GLOBAL COMPACT

We also support The Ten Principles of the UN Global Compact on human rights, environment, and anti-corruption. In 2022, we have reported our Communication of Progress for the first time.

B CORP: USING OUR BUSINESS AS A FORCE FOR GOOD

Been Management Consulting is a Certified B Corporation. This means we use the power of business to build a more inclusive and sustainable economy. Being a B Corp means we demonstrate high social and environmental performance. We have made a legal commitment to be accountable to all stakeholders. Also, we vow to be transparent about our performance.

Being a B Corp means we're part of a global movement: Patagonia, Tony's Chocolonely, Ben & Jerry's, The Guardian, WeTransfer, Auping. When we first received our B Corp certification in November 2021, there were 4,000 B Corps in the world. Today, there are over 6,000 B Corps. That says a lot about the appetite to transition into better businesses.

B CORP WAY PARTNER

Did you know we're also a B Corp Way partner? That's a group of experienced B Corps that help other companies in their transformation into a better business. This is especially relevant for larger companies. We are a qualified partner in the following areas: B In The Boardroom, Radical Transformation, and the SDGs and B. This means the B Lab organization will refer companies looking for support to us. In 2022, we already received several requests.

B FOR GOOD LEADERS

Our associate Leen Zevenbergen is the co-founder of B Lab Europe, the certification organization and think-tank for the B Corps movement. In 2022, he organized an incredible three-day summit with 500+ leaders from business, academics, and NGOs in Rome: The B For Good Leaders' Summit. Leaders from across the globe, such as Joe Kenner (CEO of Greyston), Paul Polman (former CEO of Unilever), and Peter Blom (former CEO of Triodos Bank) gathered in Rome for inspiration - and action.

Raising the bar. In May 2023, the B for Good Leaders' Summit will take place in Amsterdam. This time, expecting 1.500 leaders. On the attendance list: Marit van Egmond (CEO of Albert Heijn), Volkert Engelsman (CEO of EOSTA), and Femke Halsema (mayor of Amsterdam). We'll be making our contribution to the program too.



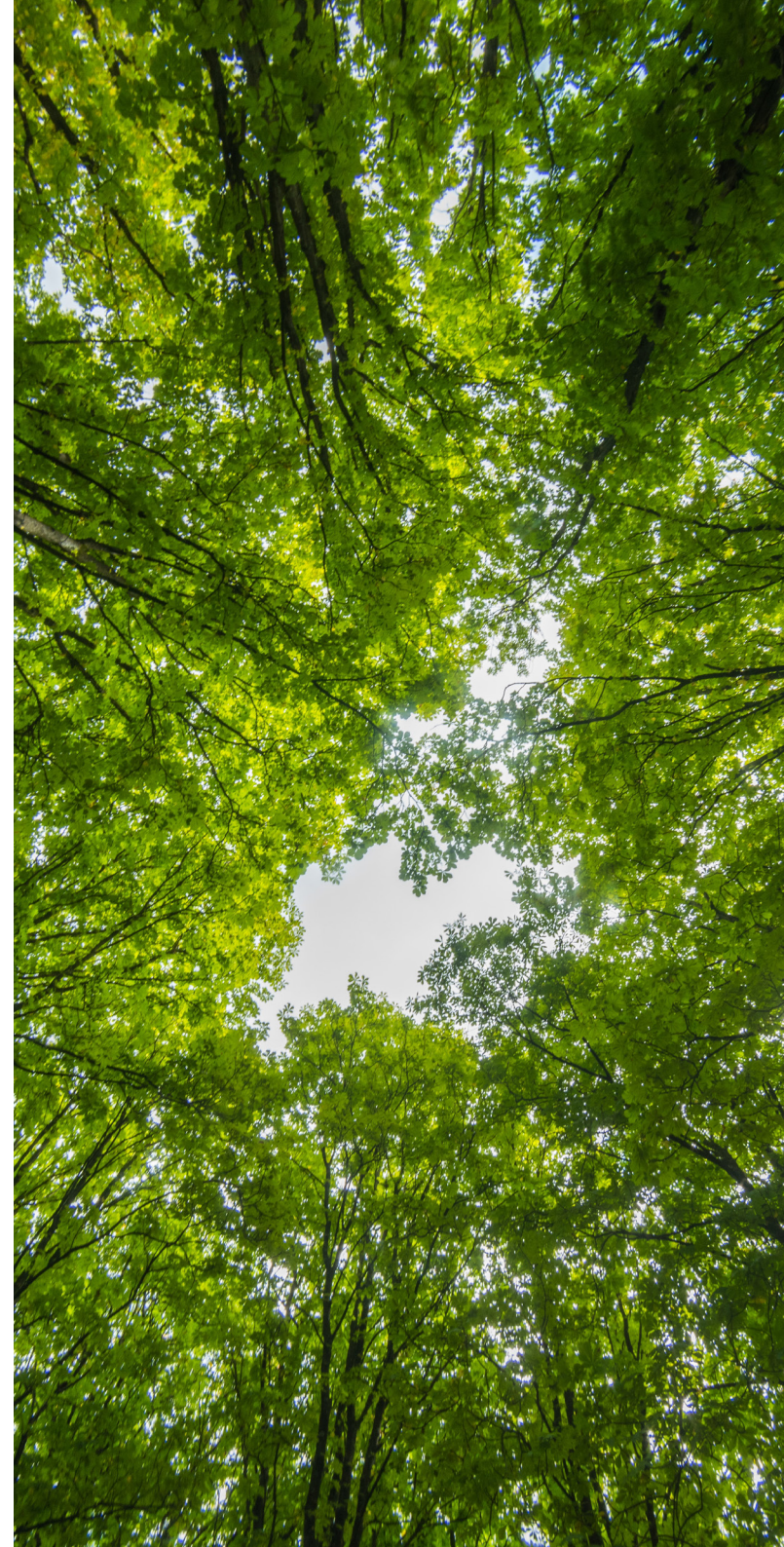


OUR ECOSYSTEM

If you want to transform into a better business, you need to look further. Look at your stakeholders, not just your shareholders. Look at your ecosystem, not just your own organization. Everyone in the ecosystem has their own duties, expertise, experiences, and role to play. Together, you'll experiment, learn, create breakthroughs, and find new routes to a better business. Because one thing is certain: you cannot change the system on your own. So how about our own ecosystem? Let's meet our partners.

NOW PARTNERS

NOW Partners is a global partnership of 100+ strategic C-suite and boardroom advisors, leadership, and innovation experts. Together, they have decades of experience in supporting companies - and their leaders - to implement regenerative value creation. Which means integrating business success with the regeneration of people, societies, and nature across all corporate activities. NOW's partners have helped family companies and global corporations such as Philips, DSM, Unilever, IKEA, Google, Natura, Tata Communications, and Danone.



CLIMATE NEUTRAL GROUP

Since its foundation in 2002, the Climate Neutral Group has supported more than 3,000 companies worldwide to reduce their CO2-footprint. In total, it has compensated over 212 million tons of CO2. They help companies assess, compensate, and reduce their environmental impact. Did you know we wrote a paper together in 2022? Based on both our companies' experiences, we give 5 tips on how to have a fruitful conversation about sustainability at work.

B FOR GOOD LEADERS NETWORK

After the summit in Rome, a new network of business leaders has been formed. It's called The B For Good Leaders Network. The network organizes the B for Good Leaders' Summit in Amsterdam as well as smaller meetups. Our founder Roel Beentjes is part of this network too. As a steward he's investing in this network, together with 40+ other leaders from businesses across the globe.

XPEDITION THE SOURCE

Of course, our clients are also part of our ecosystem. We regularly bring clients into contact with each other. To exchange ideas or to work on systemic changes together. One example is **Xpedition to the Source**, a series of online round table meetings of global leaders we organized in the pandemic. In these interactive online sessions, leaders discussed strategic themes: such as 'the influence of the SDGs', 'the interdependence of B Corps', 'from shareholders to stakeholders'. You can watch all 8 episodes on our website.



OUR COMMUNITY

We see ourselves as citizens of a global community. As consultants, we're always looking for ways to learn and develop ourselves. This is what inspires us when giving back to the community.

3,5% of our annual
profits go to charity

128 hours
of pro-bono work







CREATING SYSTEMIC CHANGE IN SOUTH AFRICAN TOWNSHIPS

In 2022, we decided to structurally donate 3,5% of our annual profits. For this, we partnered up with Net4Kids, an NGO that finds local charities and projects in emerging economies. Think of countries like South Africa, India, Nepal, Ghana. We committed ourselves to a project called Rhiza Babuyile. It aims to professionalize early childhood development centers in South African townships.

Consultant Sofie Snoek, responsible for the partnership, explains: “Most of these pre-schools are provisional and operate without government help. Through Rhiza Babuyile we pay for the education of teachers, benefiting both teachers and children. We also invest in buildings. So that the centers meet minimal government requirements. This makes the schools eligible for government grants. In the end, a professional pre-school will help the entire township. That’s what I call systemic change.”

TRAIN-THE-TRAINER

Next to donating our profits, we set up a pro bono train-the-trainer program for Rhiza Babuyile. Our consultants trained the people working at the NGO. Providing online short courses in project management, communication, goal setting, time management and so on. The people from Rhiza Babuyile, in turn, train the teachers in those skills as well. Our consultants assisted in those training courses too.

Sofie: “It’s very inspiring to be in touch with the teachers and the people from the NGO. Everyone is very motivated to work on the future of these townships. It’s also a reality check for our consultants. For instance, we had to postpone classes twice. Once, there was a power outage because of theft of the electricity cables and another time, there were riots, making it impossible for people to join our class. Although people have very different lives from us, there’s an instant connection during the classes. I guess we all love learning and connecting with people!”

Raising the bar. In the next two years, we’ll continue supporting Rhiza Babuyile both financially and through our training program.





SUPPORTING AN EQUAL OPPORTUNITIES START-UP

Thirsty for change, that's what entrepreneur Maud Kleuskens is. Her start-up wants to improve equality and offer women the opportunities they deserve. It's mission we are happy to her 'mission in a bottle'. We assisted Maud in her process to become a **pending B Corp**, a certification for startups. As our pro **bono project** of 2022.

Made with Maude wants to provide female wine makers a platform. About her choice to start a business in wine Maud says: "For me, wine is a means to create positive impact and to stimulate equality. There's nothing better than dining with a good bottle of wine. That's when people share their stories. That wine tastes a lot better when you know it's a good wine. Good for the environment and for the people who make it. Being made under the right labor conditions, with sustainable grapes, and 100% by women. A large part of the profits will go to the Made with Maude Foundation, that stimulates women's rights and the position of women in business." The startup has just entered the market, Maud explains:

Maud: "There's a lot of work involved in producing, testing, bottling, and permission to sell wines. There's a lot of variation between Portuguese regions too. And I have my own high standards when it comes to sustainability, production, and equal pay throughout the process. Also, I wanted to set my business up as a social enterprise from the start. That's why I wanted to make all the necessary preparations to become a B Corp. And that's where you've helped me tremendously."

How did consultants Esther Eijkemans and Sofie Snoek help Maud? "The B Corp certification is very extensive and complex. Your organization, your processes, your way of working. Everything is audited in multiple ways. Esther and Sofie helped create an overview. What can I do now? What can wait? When do I take which steps? With their help, I expect to become a 'Pending B Corp' (a special status for companies younger than one year, red.) soon."

"It shows that doing good is great for business. Because I'll be happy to serve this wine at home. I'm glad we were able to help this startup with its preparations towards B Corp certification."

ESTHER





OUR ENVIRONMENTAL IMPACT

As a professional services firm, most of our environmental impact comes from travelling to our clients' locations. Although we stimulate the use of public transport and drive 100% electric vehicles, traveling does lead to CO2 emissions.

Esther Eijkemans, the consultant reporting on our sustainability performance: "In 2022, I started an assignment for insurance company Ageas Portugal. I'm leading a team that's working on multiple sustainability projects. I even moved to Lisbon for this project. But whenever I fly back home, it feels awkward. Are the emissions of my flight worth it? For me the answer is: yes. I can make lots of positive impact in my work, and that's what counts."

COMPENSATING OUR IMPACT

Climate Neutral Group, a nonprofit organization that measures, reduces, and compensates for emissions, is our partner when it comes to our emissions. Their experts audit our CO2 calculations. Our emissions are compensated in project in India that enhances 500.000 square meters of agricultural land with agroforestry. Planting various trees to improve soil quality and to provide shade to crops, as well as generating alternative financial resources. Building sustainable agriculture for future generations and capturing 700.000 tons of CO2 per year on average.

100%
electric
vehicles leased

26
tons CO2 emissions

40%
reduction compared
to baseline of 2019

170.000
km traveled

20,7
compensated by
Climate Neutral Group

We'll continue our journey towards 100% positive impact through our work. Raising the bar even more in 2023. *Are you joining us?*

MORE IMPACT?

Are you looking for ways to make a positive impact?
We're here to help you in your journey, wherever you are.



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LET'S CHANGE THE SYSTEM.

