

## We're well on our way to corporate sustainability



### Waste separation

Waste is separated: there is paper, glass, plastic, organic, and residual waste. Clean disposal of batteries and other special, toxic waste (e.g. printer cartridges, hardware).



### Recycled paper / Reuse of event materials

All copiers and printers are equipped with recycled paper. Event materials such as the laminate floor, counters, tables, etc. are reused as often as possible.



### Digital office

Central, digital system for internal communication and documentation, managing applications, sending compliance documents, and providing salary statements.



### Co2 neutral website

Website provider uses green energy; pictures on website have been reduced in size for saving energy.



### QR-codes: Less printed handouts

Less brochures and flyers are taken to events; customers and prospects can access content on website using QR codes.



### Mobile working

Working flexibly using laptops / from home reduces emissions as there is less commuting.



### Financial security after retirement

We make sure that our insurers (and banks) invest in sustainable projects for the future, our environment, and society.



### Sustainable data centers

IT can reduce energy consumption by optimizing cloud and other data center resources.



### Green energy

Changing energy suppliers to a sustainable option



### JobRad - Bikes for staff

Create alternative, healthier and more sustainable ways of transportation using e-bikes



### More travelling by train

Employees are encouraged to reduce travelling by plane or car, especially for domestic business trips and travels in Europe.



### New energy-efficient printers

Older printers consume significant amounts of electricity; switching to more energy-efficient printers is under review.



### LEDs

Replacing old fluorescent tubes by energy-efficient LEDs in office spaces and aisles is under review.



### Green software engineering

Develop applications that are CO2- and energy-efficient, maximise the energy efficiency of hardware, reduce the amount of data.



### Electric company cars

Changing company cars leasing contract to electric cars



### Plant trees



### Save water



### Office plants



### Save the moors sponsoring

Support the NABU to restore drained peatlands

NABU



### Giving street kids a future!

Corporate Social Responsibility (CSR) & Social Commitment

IMPLEMENTED

IN PROGRESS

PLANNED

CSR