



Annual Sustainability Report 2023

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Our Purpose

A word from our CEO

At Ormit Talent, we make the world a better place by unlocking the power and talent of the next generation. These future leaders are driven to make changes and determined to protect what is dear to them. They wholeheartedly commit to a future that will truly be sustainable and inclusive.

We guide them in their development and provide them with the space to bring out the best in themselves so that they can make a maximum sustainable impact. Not only in the organizations where they work but also in the world, they live in. A world that is increasingly digitized but where it will always be people who make the difference.

And, of course, as an organization, we also want to contribute to a better world. As developers of future leaders, we must set a good example: practice what we preach! So, we are working hard ourselves. In this sustainability report, we give an account of our activities in the past year.

We are proud of everything we achieved in 2023: 100% green electricity, our contribution to War Child, AVL, and other volunteer work, our EcoVadis bronze medal, our trainees trained in CSRD, and our new service to support organizations in their CSRD reporting. We also conducted our first materiality assessment, which will help us to prioritize our future sustainability activities.

Thomas de Wulf



Materiality Assessment

Introduction

The materiality assessment is a methodology to identify the key Environmental, Social and Governance (ESG) topics that matter most to our stakeholders, our planet, and our people. It gives us valuable information to set priorities, minimize risks, reduce costs, and generate revenues while making a positive ecological and societal impact.

In 2023 Q3 we conducted our first materiality assessment, aiming to align our business practices with the values and expectations of our stakeholders. As we strive to make a meaningful impact, both inwards and outwards, the following chapter outlines the issues identified as most material. Details about our strategic approach that resulted from our material topics are addressed later in this report.

Survey: ESG topics that matter most

Key to the materiality assessment is understanding our stakeholders, commitments, obligations and running initiatives. This benchmark helped us to gain valuable information regarding our impact, possible risks and opportunities in relation to the ESG topics. This allowed us to select longlist of 22 ESG topics found in table 1.

To define our material topics, we conducted a quantitative analysis by sending out a survey (response 34.5%) to our internal stakeholders, asking to rate the longlist of ESG topics based on their importance i.r.t. Ormit Talent. We selected the 10 highest-scoring topics to be included on our shortlist for in-depth qualitative analysis. These are shown in bold in table 1.

As we are a people-driven company with a limited environmental footprint, it was not surprising that social and governance topics were rated high. We did not observe abnormal deviations from the responses of different stakeholder types.

Environmental	Social	Governance
Green Mobility	Diversity	Employee engagement
Greenhouse Gas Emissions	Development opportunities employees	Transparency
Water & wastewater management	Employee wellbeing and satisfaction	Working at a Purpose driven organization
Electronic waste management	Inclusion	Innovation and digital transformation
Circular waste management	Gender equity	ESG-Screening of partners
Biodiversity	Fair terms of employment	Financial Health of Ormit Talent
	Community Engagement	Sustainable procurement
	Stress & Work-life balance	Cybersecurity and privacy

Table 1. Longlist ESG Topics, those included in shortlist are in bold

Workshop: Where can we make impact?

In a workshop session, attended by trainees, internal employees, board members, and external sustainability consultants, we gained a better understanding of the possible impact, risks and opportunities of the high-rated ESG topics. At the end of the session the attendants were asked to score which of the shortlisted ESG topics our organization could potentially make the most additional impact on. The resulting 'material' topics that received the highest scores have been highlighted in Figure 1.

The combination of the survey results and our materiality workshop proved instrumental in the identification of our material topics. These topics are integral components of our Sustainable Growth Plan 2024, with the overarching goal of realizing long-term benefits for our stakeholders.

Materiality Matrix

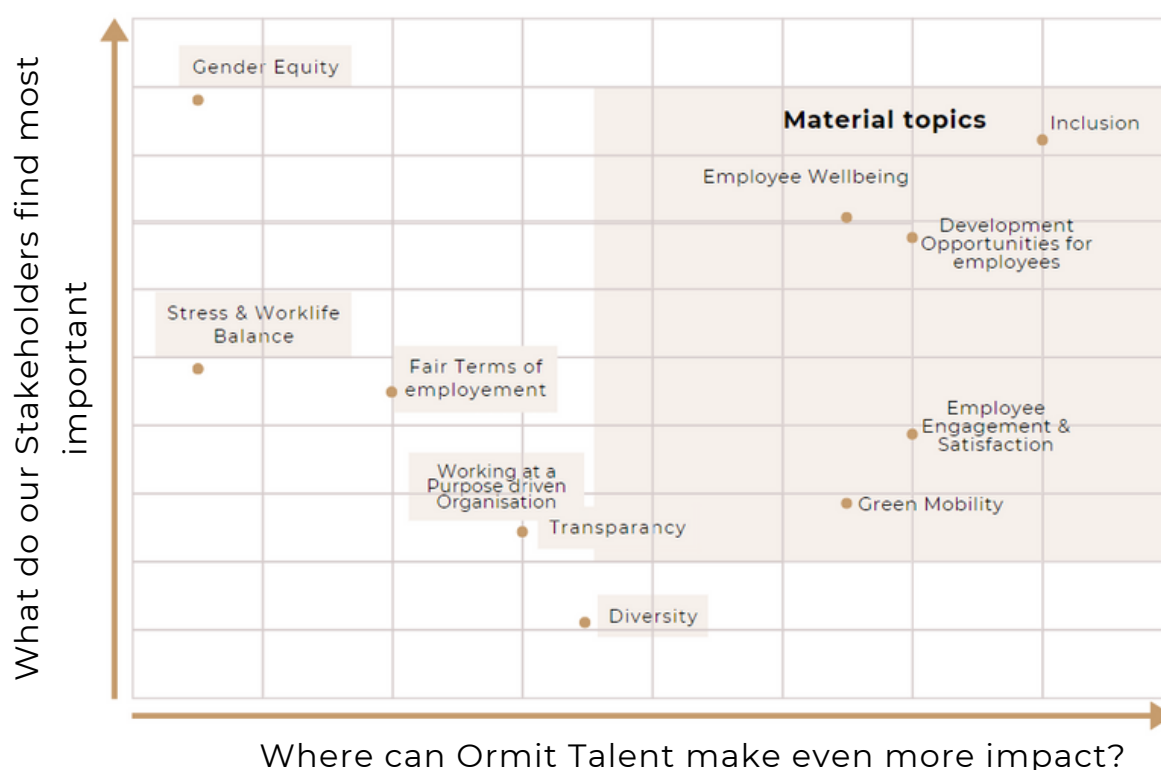


Figure 1. Materiality Matrix: The ESG topics that received the highest rating for importance to our stakeholders and the potential for the most additional impact were labeled as 'Material'.

Our Focus and Journey

Where we make Impact

Material Topics in our sustainability strategy

The material topics identified through the materiality assessment were supplemented with various ESG topics considered important for achieving a higher EcoVadis rating and enhancing our ecological footprint. Additionally, topics outlined in the Sustainable Growth Plan 2023 were given high priority, as they are geared towards developing a more sustainable core business model.

These topics were categorized in three focus areas: **People, Planet, and Progress**. In these areas we strive to deliver a positive impact by integrating them in **our core business and own operations**.

Our **core business** is to find the perfect match between outstanding talent and exceptional companies. By equipping and empowering young talents with the right skills and knowledge they can contribute to a more sustainable future. While leading by example with our **own operations** and inspiring others along the way. Through reducing our environmental and social footprint and increasing our efforts to give back.

- Materiality Assessment
 - Inclusion & Diversity
 - Employee Wellbeing & Satisfaction
 - Employee Engagement
 - Development Opportunities
 - Green Mobility
- Ecovadis
 - GHG-Emissions & Energy Use
 - Sustainable Procurement
- Continuation Roadmap 2023
 - Volunteer Work & Pro Bono
 - Sustainable Assignments
 - EcoVadis/CSRD

People, Planet, Progress



People

- Inclusion & Diversity
- Employee Wellbeing & Satisfaction
- Employee Engagement
- Volunteer work & Charity



Planet

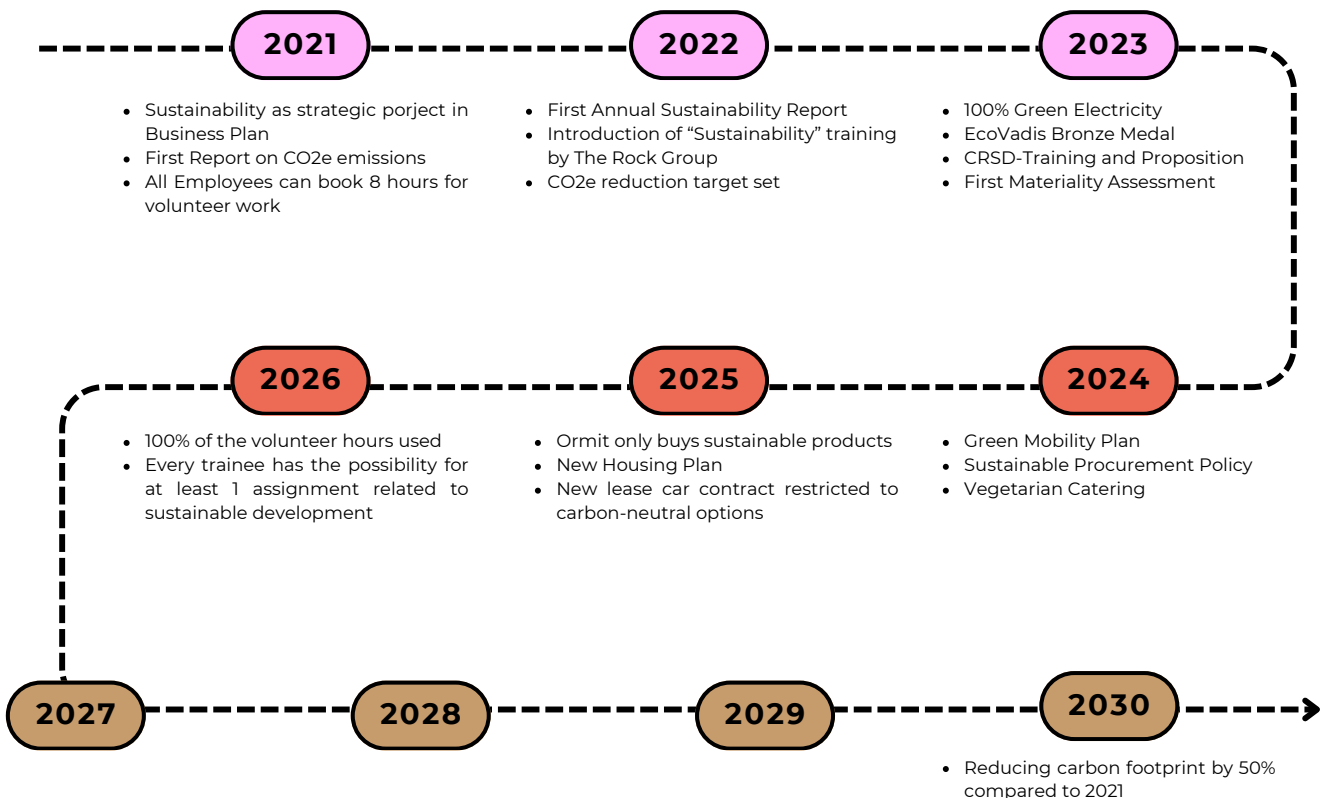
- GHG-emissions & Energy Use
- Green Mobility
- Sustainable Procurement



Progress

- Development Opportunities
- Sustainable Assignments
- EcoVadis/CSRD

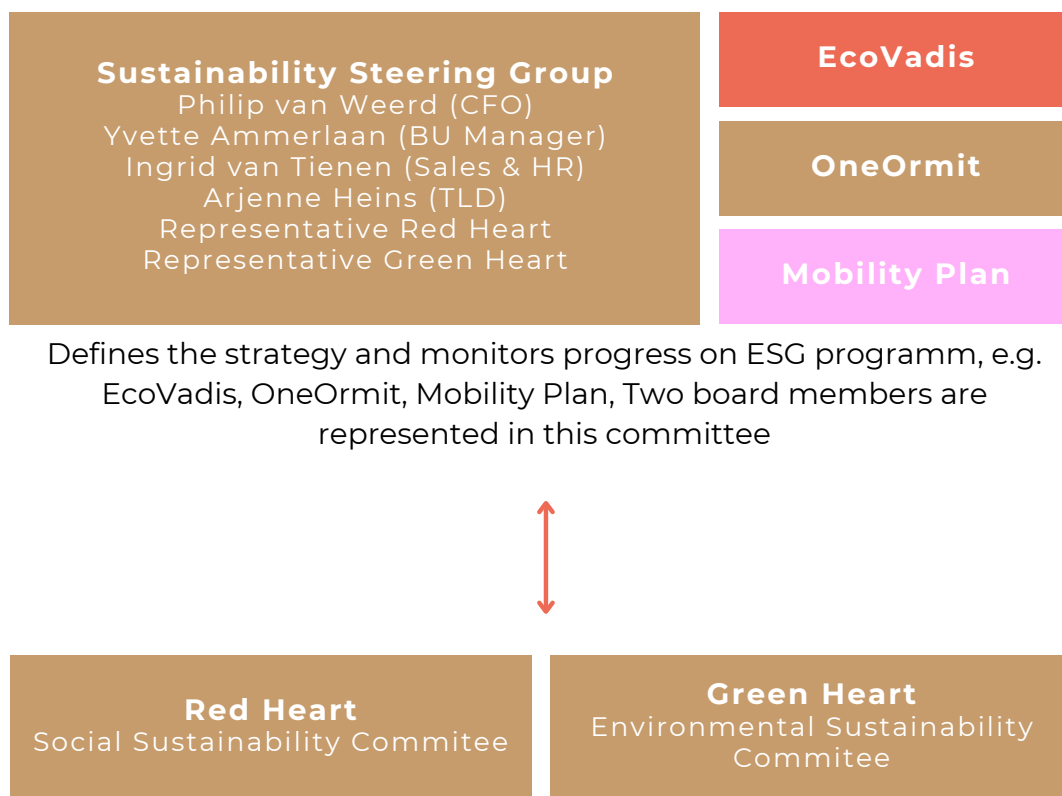
Our sustainability Journey



Governance

Sustainability has been defined as one of the strategic projects in our Business Plan and will be an integral part of the future of our company. For this purpose, the sustainability steering group has been put into place to define the strategy and monitor the progress on our material topics. With representatives from our leadership team and engaged trainees from the Red and Green Heart they ensure the continuation of our efforts, with several running improvement projects including: EcoVadis, OneOrmit and our Green Mobility plan. During bi-monthly meetings we evaluate the progress and steer on set KPI's.

The following chapters define our goals, achievements and strategies to reinforce and act on the long-term commitments.



Defines the strategy and monitors progress on ESG programm, e.g. EcoVadis, OneOrmit, Mobility Plan, Two board members are represented in this committee

Focuses on creating awareness among our employees (and clients), on the importance of sustainability. Also advises and challenges the steering committee.

People

Our Commitment

People represent the core of our company, and as such, we want to have a positive influence on our employees, the surrounding communities, and all participants in our value chain.

Our long-term goal is to ensure that sustainable growth benefits everyone by raising awareness of social and ecological sustainability, both inside and outside our organization. Meanwhile our talents and internal employees positively impact society by contributing their time for charity during assignments or volunteer work.

Material Topics:

- Inclusion & Diversity
- Employee Wellbeing & Satisfaction
- Employee Engagement
- Volunteer work & Charities

Long Term Goal	Target 2023	Result
Inclusion & Diversity Increasing diversity and inclusiveness	Meet the diversity goals of Charter Talent to the Top: 50% women in (sub-)top Measure and report on connectedness through Everyday Frank	% Women in top: 25% % Women in sub-top: 86% Connectedness score Everyday Frank: 7,6
Awariness The Green and Red Heart organize 6 events annually to raise awareness	Organizing 6 events to raise awareness regarding sustainability	Career Impact Event Openhearted Convo's Annual Learning Event 4x Volunteer Events
Volunteer work All employees have taken up their 8 hours to volunteer in 2026	50% of volunteer hours used	28.7% of volunteer hours were used
Charities Ormit Talent will continue to employ trainees & staff at the charities selected	Continue to contact charities and explore opportunities Work together with the Red Heart commission	1800+ hours pro bono at War Child 3000+ hours at the Antoni van Leeuwenhoek Foundation

Inclusion & Diversity

An inclusive and diverse workplace fosters an effective environment for development, leading to increased employee participation and satisfaction, thereby contributing to the success of Ormit Talent, both internally and for our clients. In this pursuit, the **OneOrmit** initiative was started. It aims to make everyone feel welcome and connected - regardless of position, age, gender, place of residence, or nationality – by raising cultural awareness and integrating inclusivity in our recruitment practices, communication, mindset, and events.

The need for this workgroup was emphasized in the **MSc Thesis, titled 'Can you see the diversity?'** by recruitment intern Yasmijn Hoogendoorn. The thesis highlighted that 'colored people' are underrepresented in our social media and marketing efforts, despite having roles and appearances portrayed similarly to their white counterparts. These findings underscore the necessity for improved diversity initiatives and the importance of addressing unequal representation in social media outings to foster a more diverse and inclusive workplace.

Did you know? In 2023:

Women make up 54% of our employees and 86% of our managers!

On average women earned 0.03% more than men at Ormit Talent

We had 16 nationalities on board!

Employee Wellbeing & Satisfaction

Through **Everybody Frank**, we can monitor work-wellbeing and identify areas of improvement to provide data-driven interventions. In the coming year, we will improve our use of this platform to adapt and implement initiatives that contribute to a happier and more fulfilled workforce. We aim for a happiness score of 7.5 (2023: 7.2) and a stress score of < 4.0 (2023: 4.0).

Since 2022, the **Vitality Committee** organizes educational events, communication and challenges to improve employee well-being. This year, 'WerkAtleet' hosted a **Sleep Workshop**, providing a practical approach and tips to improve sleep hygiene for increased productivity and overall health. Subsequent workshops delved into mindfulness and nutrition. Other initiatives including the **Open-Hearted Conversations** organized by the Red Heart, encourage the sharing of experiences to foster a safe and healthy workspace addressing topics such as burnout or bore-outs.

The **Annual Learning Event** once again provided a platform for several engaging workshops, this time featuring sessions on: breathwork, expressing your true self through dance, and an interactive workshop on discovering your social purpose in work to find fulfillment and motivation in everyday life and work well-being.

Employee Engagement

We love to co-create because real change is never brought about alone; it happens together. To ensure the voices of our co-workers are heard, **monthly staff meetings** are organized where internal employees are given the chance to engage directly with the management team and address issues regarding labor conditions and development within the company. Furthermore, the quarterly meetings offer the possibility for our trainees to voice their achievements and concerns.

To improve engagement with our employees, the works council organized **six walk-in sessions** to address questions and gather input on work-related issues. This year, one of the important topics was the transition arrangement for the new mobility plan.

Furthermore, we introduced a **whistleblower procedure** as an extension of the internal and external confidential counselors. providing colleagues with an additional confidential channel to address inappropriate and/or unethical behavior.



Volunteer Work & Charities

At Ormit Talent, we believe in giving back to society through offering our services for **free or at a reduced fee to charitable organizations** such as War Child and the Antoni van Leeuwenhoek Foundation and engaging in **volunteer work**. Whether it's cleaning up the beach, getting our hands dirty during the **nature working day**, or delivering soup to the elderly, it's our way of making a positive difference in the community and creating a sense of teamwork and responsibility among our staff. With all these efforts, we have spent more than **5000 hours for charity** and are well on our way to spending 100% of our available volunteer hours in 2026!

Additionally, we raised over 23,000 euros for the **Ronald McDonald Foundation** with the help of our employees, who, in return, contributed by walking, running, and cycling for 24 hours. A big thank you to everyone who volunteered and contributed!



Volunteer Events:

- Beach Cleanup
- Food Garden Almere
- Nature Working Day
- Oma's Soup

Assignments at charities

- AVL Foundation
- War Child
- Weekendschool
- Ocean Cleanup
- Fruit Punch

Denise - Prospect Developer@Antoni van Leeuwenhoek Foundation:

"I quickly came to the conclusion that most new donors have often donated before, so having a good database and CRM system is crucial. Together with my team and software system administrators at the AVL and KWF, I succeeded in setting up and implementing this database as a basis for future prospects. I am proud of how I managed to see opportunities and needs for this position and turn it into a valuable addition to the Foundation. I thought it was really cool to see up close how passionate this organization is about their work, which is to help as many people as possible through cancer research. This motivated me tremendously."

Planet

Our Commitment

We recognize that climate change is increasingly pressuring the world we live in. Although we are a small, service-oriented organization with a limited carbon and ecological footprint, we want to lead by example and reduce the adverse effects of our core business and operations as much as possible. To reduce our impact on the planet, we have implemented several sustainable practices, reduced our carbon footprint, and actively sought eco-friendly solutions in our operations.

Material Topics:

- 🔗 GHG-Emissions & Energy Use
- 🔗 Green Mobility
- 🔗 Green Procurement

Long Term Goal	Target 2023	Result
GHG-Emissions & Energy Use Reduce our Carbon Footprint by 50% by 2030 compared to the baseline emissions of 2021	Reduce our emissions compared to 2022 Explore options to reduce our inhouse energy use	Carbon footprint change: Since 2021: + 22,7% Since 2022: - 18,94%
Green Mobility Zero emissions from mobility in 2030	100 grams of CO2e per driven km	72 grams of CO2e per driven km
Sustainable Procurement Ormit Talent only buys sustainable products in 2025	Include in EcoVadis improvement plan and set up plan of approach	Buyer and Supplier code of conduct were introduced to set benchmark for sustainable suppliers

Jari- Project Management Officer @ASML:

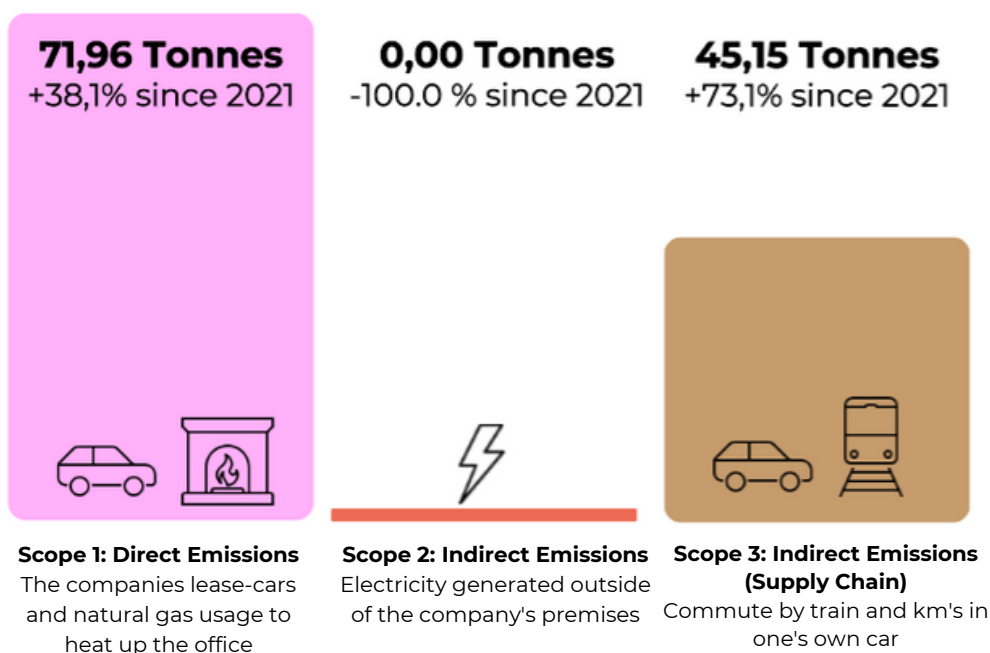
"In a team whose goal it is to make ASML a more sustainable company as a whole, I worked as a Project Management Officer (PMO). My tasks in this project ranged from typical PMO tasks such as preparing, setting the agenda and facilitating meetings to diving deep into the subject matter to be able to translate strategy into practical meaning for ASML. My passion is sustainability, and I love learning from my seasoned colleagues how to go from strategy to a sustainability policy, implementation and execution. And that within such a large company. Every day I learned something new about the company, about sustainability, or about something I can do even better myself to make an impact together."

GHG-Emissions & Energy Use

Since 2021, we calculate our CO₂e-emissions according to the GHG-Protocol. Despite a 18.94% decrease compared to 2022, our carbon footprint has increased by 22.7% since 2021. To reach our goals of reducing our 2021 emissions by 50% in 2030, we have developed and implemented the following measures:

- Scope 1 (Direct emissions from company assets, such as heating and company-leased cars): With the **new mobility plan**, we put another step towards the full electrification of our car fleet by 2030. Energy use and heating will be reviewed after Q1 2024, once a decision has been made regarding our **housing plan**.
- Scope 2 (Indirect emissions through purchased grid electricity): In 2023, we significantly reduced our emissions by exclusively acquiring **100% renewable Dutch Wind electricity**.
- Scope 3 (Indirect emissions in the supply chain, including travel by public transport and commuting in one's own car): The **new mobility plan** will also affect emissions in this segment. Other categories, such as office supplies and catering, have been excluded at this moment but will be reviewed in the coming years.

Total CO₂e-Emissions: 117,11 Tonnes (+26,1% since 2021)



Sustainable Procurement

In 2022, we set the ambitious goal of exclusively purchasing sustainable products by 2025. In Q4 2023, we conducted a first awareness session for all department heads, defining what sustainable procurement entails for Ormit Talent. As part of this initiative, we launched a baseline assessment to evaluate the extent to which our suppliers are already subjected to external CSR-audits. Additionally, we introduced a **Supplier Code of Conduct**, ensuring their commitment to the ethical and ecological standards that align with our values.

Demonstrating our own commitment to sustainability, we took proactive measures. We replaced all canned soft drinks with **Dripl**, avoiding over 2000 cans and bottles in just 3 months. We introduced our own customized take-away coffee cups and re-writable **MOYU notebooks**. Furthermore, we enforced stricter restrictions on the emissions of new lease cars.

Looking ahead to 2024, we will continue to review and refine our sustainable procurement policy and evaluate the assessment of the associated Scope 3 carbon footprint.

Green Mobility

Work-related mobility is responsible for the majority of our GHG emissions. In line with our ambition to reduce our emissions from mobility to zero by 2030, a new mobility plan will take effect from Q1 2024. In this context, we are encouraging and facilitating the use of more sustainable modes of transportation and discouraging the use of polluting vehicles as much as possible. This plan details our approach to:

- 🔗 Electrifying all new company-leased vehicles by 2025
 - 🔗 Mini's will be replaced by MG 4 Electric
 - 🔗 Choice of lease cars limited to maximum CO2 emissions (50gr of CO2e-emissions per km in 2024)
- 🔗 Reduce kilometers traveled with fossil fuel cars
- 🔗 Promoting the use of sustainable shared mobility alternatives
- 🔗 Maximizing the use of public transportation whenever possible.

Progress

Our Commitment


We thrive on progress, developing ourselves, collaborating with our stakeholders and thereby benefiting not only our employees and trainees but also the projects we execute for our clients.

At the core of our business lies the mission to equip and empower young talents with the skills and knowledge to contribute to a more sustainable future. By forging the perfect match between these exceptional talents and sector-leading companies, we enable them to apply their learning and drive sustainable progress.

Material Topics:

- Development Opportunities
- Sustainable Assignments
- EcoVadis and CSRD

Long Term Goal	Target 2023	Result
Development Opportunities Education about Sustainable Development for all staff	Every employee has at least followed one educative session related to Sustainability	6 Internal employees attended Social Purpose@Work during ALE
Development Opportunities Sustainability is an integral part of the Ormit Talent Development program	Every trainee has at least followed one training related to Sustainability	All trainee pools since Q3 2022 have received Sustainability Training
Sustainable Assignments Each Ormit talent will have at least 1 assignment related to sustainable development by 2026	22% of the assignments are labelled as sustainable	32% of the assignments are labelled as sustainable



Sijtje Rensen - Project Lead Asset, Innovation & Transformation @ Eneco
 "At Eneco, I supported change projects in various areas. Being involved in many different projects allowed me to make an impact from various perspectives within Eneco. One day, I worked on the implementation of a new CRM system, the next day on a project in the field of Social Return on Investment, and yet another day on the realization of the energy transition policy."



Development Opportunities

We believe that 'Learning beats Knowing.' Last year, we introduced the **Sustainability training** by The Rock Group, challenging trainees to identify sustainable transitions and strategies for their (future) career or projects. This year, a group of 7 Young Talents and Vlamms completed a comprehensive 50-hour **Corporate Sustainability Reporting Directive (CSRD) - Project Management training** facilitated by Move to Impact, providing them with the knowledge and tools required to assist companies during this complex reporting process.

But learning starts with awareness. During the annual **Career Impact Event**, three Ormit Alumni: Jan-Pedro Vis, Thijs Sprangers, and Mark Siegenbeek van Heukelom, were invited to speak and discuss their experiences on how to 'turn sustainable ambitions into making tangible impact'. Building upon this inspirational evening was the **"Creating Social Purpose at Work" workshop** by Joke Germeys during the Annual Learning Event, pinpointing the purpose and value we can add to our direct work environment and relationships. All of this was also discussed during an alumni event with an inspirational presentation by **Honorary DSM Chairman Feike Sijbesma**, who emphasized once more how important building communities and making connections is to amass enough momentum to create a better world.



Did you know? In 2023:

Our trainees and internal employees spent 120 and 10 hours in training respectively

Sustainable Assignments

Besides reducing the social and environmental footprint of our own operations, our largest impact lies in creating sustainable impact through our core business namely our assignments with participants. Since the start of 2022, we label an assignment as **'sustainable'** if it meets one of the following criteria:

- The client has incorporated sustainability into its strategy and reporting, and proactively focuses on sustainable development.
- There is a clear link of how the assignment helps meet the organisation's sustainability goals.
- The purpose of the organization where the assignment takes place is of social importance.

Following these definitions, out of a total of 72 assignments, **23 can be classified as 'sustainable'**. This is an increase of 78% compared to 2022.

One of the initiatives that was set up to increase our share of sustainable assignments was the **CSRD proposition**, which went live in Q4 2023. To support this, the first group of trainees has been properly educated to assist our participants in becoming compliant with these new European regulations.

[Download the Infographic](#)

Ecovadis and CSRD

In 2022, one of our clients requested us to apply for the **EcoVadis Sustainability label**. Following our initial assessment (Q1 2023), we received the EcoVadis Bronze medal, ranking us among the top 31% of companies in our sector. But we did not want to stop there, this methodology provided clear guidelines for incorporating a sustainable way of working at Ormit Talent. We performed well in the categories of Ethics, Labour and Human Rights. Our focus areas for 2023/2024 include Environment and Sustainable Procurement, as well as the establishment of a more extensive reporting structure.

Even though we, as Ormit Talent, are not obligated to comply with the **Corporate Sustainability Reporting Directive (CSRD)**, we still feel a responsibility and see an opportunity to act on this new European legislation. As mentioned earlier, 7 of our trainees have successfully completed the CSRD-Project Management Training by MoveToImpact, acquiring valuable knowledge that can be applied at our client organizations. This accomplishment is also emphasized in our recent CSRD Proposition. Finally, we are incorporating the lessons learned as a framework for our own organization by organizing a materiality assessment and improving our reporting structure.

curiosity only killed the cat.



Ormit BV

Dorpsstraat 85
3732 HH De Bilt

+31 (0)30 298 43 00

www.ormittalent.nl

ormit talent

the
special
ones.