



L'ABéCédaire 2026

L'ABéCédaire ESG is powered by... Thank you!



UNSWORTH & ASSOCIATES





PREFACE

"Transformative change requires new ways of thinking, new partnerships, and new forms of governance."

European Environment Agency

At the beginning of 2025, we launched the ESG Impact Hub, a collaborative platform designed to bring visibility to the responsible actions of our members and foster a shared commitment to sustainability.

What if each letter could stand for a meaningful, impactful action?

That's the idea behind the ESG ABÉCÉDAIRE 2026 by the CCI France Pays-Bas.

From A to Z, each page of this digital Abécédaire features an initiative led by one of our Member companies; actions that address environmental, social, or governance challenges in meaningful and impactful ways.

This publication is more than a showcase. It is a testament to the diversity, ambition, and collective energy of our network. It highlights that sustainability is not just a concept, but a daily reality shaped by small and large decisions alike.

It also reflects our deep belief that sharing best practices is key to accelerating progress.

When we learn from one another, we grow together.

To all the companies who contributed to this project: thank you for your trust and for leading by example.

To all our readers: may these stories spark ideas, collaborations, and a shared sense of responsibility for building a better future.

Sylvie Craenen
Director CCI France Pays-Bas



SUMMARY

A	I - Anove	_____	p.6
	Il Well - Sanofi	_____	p.7
B	iodiversity - Sofitel Legend The Grand Amsterdam	_____	p.9
C	ircularity - Schneider Electric	_____	p.11
D	atacenter - OVHcloud	_____	p.13
	ecarbonization - Schneider Electric	_____	p.14
E	nergy Technology - Schneider Electric	_____	p.16
	volution - Unsworth & Associates	_____	p.17
F	ood Waste - Mercure Hotel	_____	p.19
	unding opportunities - KPMG	_____	p.20
G	lobal Mobility - Dentons	_____	p.22
H	uman Capital - Dentons	_____	p.24
I	mpact report Beyond Business - TotalEnergies	_____	p.26
	nclusivity - Quick	_____	p.27
K	ilowatt hour - SPIE	_____	p.29
L	ocal impact - De l'Europe	_____	p.31
	ife cycle - Ayvens	_____	p.32

M	ateriality concept - <i>Matteriality</i>		p.34
N	ew ways of working - <i>TSV Groep</i>	*	p.36
O	ptimisation - <i>Spaciotempo</i>	*	p.38
P	artnership - <i>Sodexo</i>	*	p.40
	rimary Forest - <i>Danone</i>		p.41
R	egulatory Compliance - <i>Deveho</i>	*	p.43
S	econd life - <i>Decathlon</i>	*	p.45
	ingel-use Plastic - <i>Mercure Hotel</i>		p.46
	overeignty - <i>Anove</i>		p.47
T	ransparency - <i>Anove</i>	*	p.49
V	ision - <i>Unsworth & Associates</i>	*	p.51
W	indows - <i>Unsworth & Associates</i>	*	p.53
Y	outh Employment - <i>Global Connect Admin</i>	*	p.55
Z	ero Emissions - <i>Global Connect Admin</i>	*	p.57



Jean-Hugues MIGEON
jean-hugues.migeon@anove.ai
[+33618327872](tel:+33618327872)

ARTIFICIAL INTELLIGENCE

AI is reshaping industries and societies worldwide. But what is it exactly?

The term “Artificial Intelligence” was first coined in 1955 by American computer science Professor John McCarthy as “the science and engineering of making intelligent machines”. This concept refers to the simulation of human intelligence or rationality in machines, enabling them to perform tasks such as reasoning, learning, problem-solving, and decision-making.

Today, AI is far more than a theoretical concept: its applications are embedded in everyday life, from real-time translation and healthcare diagnostics to smart energy grids and beyond.

Techniques like machine learning (supervised, unsupervised, and reinforcement learning), neural networks, deep learning, and decision trees allow AI systems to process vast datasets and generate insights at unprecedented speeds.

While AI drives innovation and efficiency, it also presents challenges such as algorithmic bias, data privacy concerns, job displacement, and environmental impacts from resource-intensive operations.

Cutting-edge Anove solutions

Ethical AI adoption demands transparency, accountability, and compliance with frameworks like the EU AI Act and GDPR.

At Anove, we specialize in helping organizations navigate these challenges. Our mission is to make AI systems visible, manageable, and compliant.

We provide:

- Risk assessment and monitoring tools to identify and mitigate AI-related risks.
- Compliance frameworks aligning AI deployment with ESG and regulatory requirements.
- Expert guidance to integrate responsible AI practices into your operations.

As AI evolves, Anove is committed to advancing AI literacy within organizations and across society so that capabilities, limitations, and ethical implications of this technology are understood.

Discover how our platform can transform your organization's AI governance, aligning innovation with responsibility.

Get in touch with Jean-Hugues Migeon, CTO of Anove, to explore tailored solutions for you.



ALL WELL

All Well at Sanofi

Caring for Our People, Inspiring a Healthier World

At Sanofi, we believe that the wellbeing of our people is the foundation of our ability to chase the miracles of science. All Well is Sanofi's global employee wellbeing strategy — an integrated, long-term commitment to caring for all Sanofi ans worldwide.

Built around four interconnected pillars, All Well reflects our conviction that true wellbeing goes beyond physical health:

- **Healthy Bodies** — Encouraging healthy lifestyles through quality healthcare access and disease prevention campaigns
- **Healthy Minds** — Supporting emotional and psychological wellbeing through Employee Assistance Programs and a culture of openness and inclusion
- **Healthy Financials** — Empowering employees to manage their personal finances with confidence at every stage of life
- **Healthy Working Culture** — Cultivating respect, solidarity and inclusivity at all levels of the organisation

Available across all markets where Sanofi operates, All Well reflects our genuine commitment to making wellbeing a strategic priority, not just a benefit.

The initiative is continuously evaluated through employee participation rates and feedback, ensuring it evolves with the needs of our people. Initiatives like the Sanofi Cup — a global sporting competition culminating in Paris in June 2026 — bring All Well to life in a tangible, energising way.

Delivering better outcomes for patients begins by creating an environment where we can bring our best. We chase the miracles of science so you can chase your dreams.







BIODIVERSITY

The Grand's Commitment to Biodiversity

As a historic five-star luxury hotel in the heart of Amsterdam, Sofitel Legend The Grand Amsterdam is dedicated to delivering exceptional service while maintaining high standards of environmental sustainability and social responsibility.

The hotel continuously works to reduce its environmental impact through sustainable initiatives and improvements, with a clear focus on lowering greenhouse gas emissions.

One example of this commitment is the green rooftop, which is home to 30,000 honey bees that produce The Grand's own honey. These bees play an important role in supporting local biodiversity and pollination, directly contributing to the surrounding ecosystem.

The rooftop greenery serves not only as a habitat for The Grand's bees, but also as a clear expression of a wider commitment to biodiversity. In an urban environment, especially within a city centre, green spaces play an important role in improving air quality and supporting ecological balance.

They also act as natural insulation, delivering a dual benefit, enhancing energy efficiency while making a meaningful contribution to urban biodiversity.

The Grand's inner garden is another part of this approach. In partnership with Groen Partners, the garden is designed to bloom throughout the year. By selecting a variety of plants and flowers, the inner garden remains in bloom during all seasons, supporting insects, birds, and small ecosystems. Looking ahead, The Grand plans to work with Groen Partners to develop a sustainable water management and plant care system, ensuring the garden continues to thrive in a resilient and environmentally responsible way.

Through these efforts, The Grand continues to embrace environmental, social, and governance (ESG) principles, with a strong focus on biodiversity, offering guests a responsible and conscious luxury experience.





CIRCULARITY

At Schneider Electric, circularity is fundamental to our sustainability strategy. We strive to eliminate waste and pollution, keep products and materials in circulation, and restore natural ecosystems. Our end-to-end circular approach is powered by innovation, transforming our value proposition, product development, and manufacturing processes. We focus on three pillars: Use Better, Use Longer, and Use Again.

Use Better

We optimize resource efficiency and maximize product value by designing with recycled and low-impact materials. For example, our products incorporate recycled plastics and responsibly sourced components, reducing resource consumption and carbon footprint.

Use Longer

Our advanced service plans, such as predictive maintenance and modernization solutions, extend equipment lifecycles. We enable customers to upgrade and maintain their assets, lowering total cost of ownership and waste.

Use Again

Schneider Electric's take-back and refurbishment schemes recirculate products, parts, and materials. We retrofit legacy systems for enhanced performance, and in 2025, our recycling programs recovered nearly 80,000 tons of materials, diverting them from landfills and reducing greenhouse gas emissions.

Our circularity model drives cost savings by optimizing material usage and reducing waste. It accelerates innovation and strengthens supply chain resilience. Transparent reporting allows us to comply with evolving global regulations.

Business gains

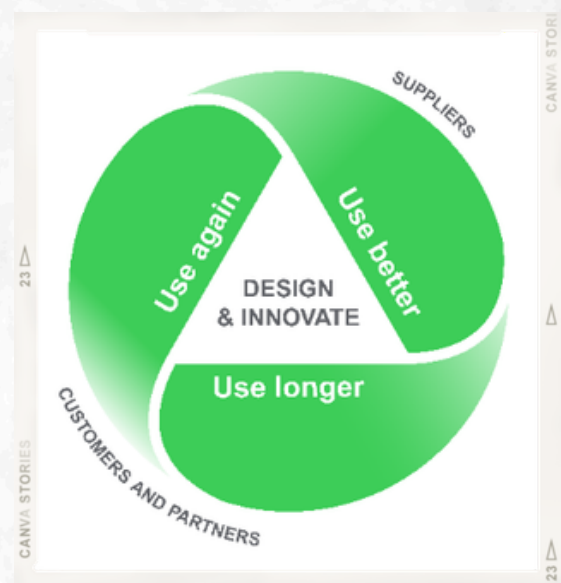
Circularity can save costs by optimizing resource usage, reducing waste and reusing material, fostering innovation and improving supply chain resilience.

Transparency

Fosters transparency by complying with increasingly stringent regulations and reporting requirements worldwide.

Environmental Impact

These actions result in significant reductions in waste, emissions, and contribute to the regeneration of natural habitats. By working collaboratively across all product lifecycle phases, Schneider Electric demonstrates leadership in the transition to a circular economy.





DATACENTER

OVHcloud was founded on the fact that sustainability is both the right thing to do for the world and the right thing to do for business. Operating in a sustainable way is good for businesses and a competitive advantage – even in the datacentre market.

Water, not Hot Air

Cloud servers need to be cooled. Water conducts heat better than air, so OVHcloud uses water to cool servers rather than just fans. This means lower energy consumption and power bills.

We invest significantly in R&D, and recently released our hybrid immersion system, which immerses an entire server in fluid, enhancing our ability to cool it. In 2025, we introduced our Smart Datacentre concept, using AI and industrial innovation to automatically regulate power and water usage, improving resource usage.

Re-use, Recycle, Re-sell

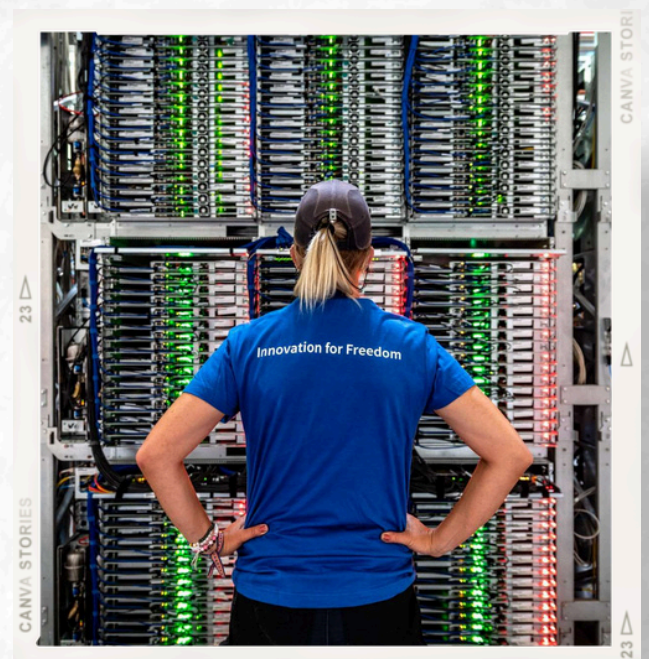
OVHcloud is vertically integrated. We build our servers in two facilities in France and Canada and each server is disassembled when it reaches end-of-life.

Any components that pass vigorous tests are re-used in our KimSufi and SoYouStart server ranges, which offer more affordable, lower-performance servers, making cloud available to all. Components that we cannot re-use are re-sold, recycled or taken apart chemically to extract the precious metals.

Where possible, we create our datacentres in existing buildings: 28 of our 46 datacentres occupy existing buildings, avoiding the carbon impact of construction. This also means that many of them have had intriguing ‘first lives’, including a former aluminium plant, a piano factory and an old NSA signals intelligence facility!

A Commitment to Clarity

We offer an Environmental Impact Tracker, an online tool available to anyone with an OVHcloud account, giving businesses total visibility into the carbon footprint of their cloud usage, taking into account the lifecycle of the server, power usage and even ‘share of power’ from support functions like our offices, enabling organisations to make informed decisions, to adjust and optimize their resource consumption accordingly.



DECARBONIZATION

Decarbonization, a comprehensive strategy

Decarbonization is a core strategic priority for Schneider Electric, encompassing both the transformation of our own operations and the broader supply chain.

This commitment reflects our recognition that addressing climate change requires comprehensive action at every level of the organization and throughout our network of partners.

Decarbonization through innovation

Within our own facilities, we are committed to reducing greenhouse gas emissions through energy efficiency improvements, electrification, and leveraging renewable energy sources. Our targets are validated by SBTi, being Net-Zero across the entire value chain in 2050.

Our approach includes retrofitting plants with state-of-the-art technology, adopting advanced heating and cooling systems, and transitioning to low-emission vehicles for logistics.

By deploying EcoStruxure™, our open, interoperable, IoT-enabled system architecture, we optimize energy consumption and drive measurable progress toward carbon neutrality. EcoStruxure™ provides us with the ability to monitor and control energy usage in real time, rapidly identifying inefficiencies and implementing targeted solutions.

Decarbonization through partnerships

Beyond our own footprint, decarbonization in the supply chain is equally critical. Schneider Electric collaborates closely with partners and suppliers to implement sustainable practices, encourage low-carbon sourcing, and promote transparency through digital platforms.

The use of advanced digital technology empowers real-time monitoring, data-driven decision-making, and enhanced traceability, enabling all stakeholders to accelerate their climate commitments and achieve net-zero goals.

We foster knowledge sharing and support suppliers by offering training and digital tools designed to help them measure and reduce their carbon emissions. These collaborative efforts are integral to ensuring that sustainability standards are consistently met across the supply chain.

Decarbonization through digitalization

Digital transformation acts as the backbone of effective decarbonization efforts, providing actionable insights, automation, and scalability.





ENERGY TECHNOLOGY

Powering a Digital and Sustainable Future

The intersection of energy, technology, and global dynamics is reshaping how society operates, presenting new challenges and opportunities. Three major trends are influencing this transformation: the emergence of new energy landscapes, rapid advances in digital and AI technologies, and the shift toward a multipolar world.

To take advantage of these trends, we need to create a world where:

- Buildings and homes generate more energy than they use
- Data centers are widespread and sustainable, supporting AI solutions for current challenges
- Industries are smart, autonomous, and adaptable to rapid changes
- Infrastructure is resilient and interconnected, fostering smarter, sustainable communities

Achieving these goals requires collaboration across various sectors and a focus on people, the planet, and innovative technologies.

Advancements in energy technology have played a vital role in shaping modern society. From early electrical safety devices and programmable systems to advanced plant designs and the rise of data center management, progress continues to drive the evolution of energy toward being more digital, intelligent, and software-based.

Electrification—replacing fossil fuels with electricity—reduces emissions and improves efficiency, supporting a cleaner and more reliable energy future. This transition is made possible through solutions that expand access to sustainable electricity. Energy technology is a critical driver of sustainability, enabling the transition to cleaner, more efficient energy systems.

Automation adds further value by enhancing industrial production and sustainability. Modern automation systems that are open and software-enabled offer flexibility and adaptability, helping businesses respond to changing needs.

Digital transformation, powered by technologies like AI, is changing how decisions are made and processes are optimized. This shift increases efficiency, resilience, and innovation, while also fueling demand for sustainable, high-performance data infrastructure.





EVOLUTION

Evolving Spaces, Evolving Mindsets

At U&A, our recent office transformation in Amsterdam was not just a change of location; it was a conscious step forward in how we approach sustainability, responsibility, and impact. It marked the moment when intention became action.

Instead of following the conventional path, we chose a more deliberate one: **furnishing our workspace with carefully selected second-hand furniture.**

This decision went beyond design or cost efficiency.

It became a tangible expression of our ESG journey. By reducing waste and avoiding unnecessary production, we lowered our environmental footprint while creating a functional and inspiring workplace for our team.

This approach has been formally recognised with the award of a **Sustainability Certificate** by **Albeka**, acknowledging our commitment to circular practices and responsible resource management.

More than a milestone, this recognition reinforces the idea that **small, thoughtful decisions can generate meaningful impact.**

**Small, thoughtful decisions
can generate meaningful
impact**

But evolution is not defined by a single achievement. It is an ongoing process; one where each decision is an opportunity to improve, act more consciously, and align with a broader purpose: responsible consumption.

At U&A, evolution means progress with intention. Where every step, no matter how small, contributes to a more sustainable future.

Looking ahead, our journey continues.





FOOD WASTE

Framework of the initiative

Reducing food waste is a key sustainability priority within our hotel operations.

As a longterm initiative, we have introduced the Orbisk system, an innovative solution that helps professional kitchens reduce food waste through data-driven insights.

What's Next?

Orbisk is a Dutch scale-up that uses Alpowered image recognition to measure every gram of food waste in professional kitchens.

The smart device, known as the Orbi, is installed in the kitchen and automatically takes photos of and weighs discarded food. These images are analysed to identify what is wasted, when it happens, and why.

Based on this data, Orbisk provides clear reports, visual insights, and practical suggestions to help our kitchen teams adjust purchasing, preparation, portioning, and menu planning.

The system supports behavioural change by raising awareness among staff and turning waste reduction into a daily, measurable action.

Results / Impact

Orbisk's technology has been proven to **reduce food waste by up to 70%** in hospitality environments.

Globally, the system has already been implemented in more than 40 countries, preventing over two million kilograms of food from going to waste.

By adopting Orbisk, we actively reduce our environmental footprint, lower food costs, and contribute to a more sustainable food system.

In the past year the Orbisk has helped us save 9,206 kg of food waste and 59,268 euros.

Next steps / Areas for improvement

We aim to further optimise our kitchen processes through continuous monitoring and staff engagement, while supporting Orbisk's ambition to help prevent two billion kilograms of food waste by 2029.

Learn more: www.orbisk.com



FUNDING OPPORTUNITIES

Public funding is no longer limited to R&D activities. It increasingly supports core business investments, including decarbonisation, circularity, the energy transition, but also digital transformation and broader innovation projects.

For companies with an investment pipeline, there are substantial innovation, climate and digital related incentives available in numerous jurisdictions worldwide, also on an EU level.

More than EUR 700 billion annually in credits, grants and incentives can be used via governments worldwide. When organizations are considering new investments and/or the implementation of innovative and/or sustainable strategies, it is worthwhile exploring the availability of grants and incentives which can help reduce overall financing costs and improve the business case.

The ESG Funding Opportunity

Public funding is increasingly a core ESG investment enabler. A strategic, long-term funding approach helps organizations connect the funding landscape to their sustainability and investment agenda. Using global funding methodology and technology, companies can scan and match national (e.g. Dutch), EU and international funding to investment plans. By integrating incentives into business cases, funding becomes part of the financial logic, reducing net investments.

A practical funding approach is threefold:

- Scanning to identify relevant programmes across countries and EU schemes, aligned with current and future investment pipelines.
- Matching and prioritisation to determine which incentives fit the planned investments, reshaping or sequencing projects where needed.
- Submission and compliance to ensure applications, reporting and audits are handled selectively and in a controlled manner.

Typical trigger events for funding include the development of sustainability roadmaps, (green or innovative) CAPEX, supply chain (re)design and large site or capacity investments.

What's Next?

ESG funding capabilities are evolving rapidly, creating new opportunities. Public funding could be relevant for all sectors. At this moment, we see traction for example in the area of production and industrial (like carbon compensation subsidies). Given the significant amount of available funding, the call for more investments via governmental channels and organization's needs to finance innovative, sustainable and digital ambitions, this is the time to act.





GLOBAL MOBILITY

Dentons as a trusted partner for cross border people decisions

As work becomes more cross border and flexible, human capital decisions and global mobility strategies are now core boardroom topics, not back office processes. They influence where a business can grow, how fast it can react to change, and how effectively it can integrate teams across jurisdictions.

Dentons can assist organizations and their employees when it comes to:

- Expanding into new countries and need to move leadership or specialists
- Redesigning their international assignment or remote work policies
- Facing tax or social security questions around mobile employees or equity incentives
- Integrating workforces after an acquisition or group reorganization

Global Mobility: turning complexity into clarity

Global Mobility has become more complicated, for instance following but not limited to arrangements such as remote work, short term business trips, and hybrid assignment models. Jochem assists clients in:

- **Setting up or refreshing mobility frameworks**
Helping to design international assignment, secondment, and cross border remote work frameworks that balance business needs, employee expectations, and compliance requirements.

- **Managing tax and permanent establishment risks**

Assessing where mobile employees might create corporate tax presence or payroll obligations, and working with clients to adjust structures, reporting, or travel patterns to manage those risks.

- **Coordinating tax, social security, and legal aspects**

Bringing together international tax, social security, employment, and (where relevant) immigration input, so that the company has one coherent, workable solution instead of fragmented advice.

- **Responding to tax authority scrutiny**

Helping businesses prepare for and respond to questions or audits related to cross border employment, business travelers, or international assignments.

Dentons Global Platform

Thanks to Dentons' global platform, Jochem can coordinate with colleagues in other countries to provide a seamless multi jurisdictional service, incorporating tax, legal, and notarial support. Because Dentons operates globally, Jochem can coordinate with colleagues in other jurisdictions, giving clients a single point of contact for multi country mobility projects.





HUMAN CAPITAL

The H stands for Human Capital – the skills, experience, relationships, and leadership potential of your people. It is the decisive factor in whether a global business succeeds or stalls. Strategies, structures, and technology only go so far if the organization cannot attract, deploy, and retain the right talent in the right place at the right time.

Human Capital and Global Mobility are central to how global businesses grow, reorganize, and retain their key people. At Dentons, the world's largest global law firm, Jochem Calis, Partner and Tax Advisor in the field of Global Mobility, works precisely at this intersection, helping multinational employers turn complex cross border people issues into clear, practical strategies.

Drawing on his experience in international tax and people-related structuring, Jochem helps in-house legal, tax, HR, and reward teams align their human capital plans with the company's broader business and tax strategy. His role is not only to identify risks, but to help design operating models that actually work day-to-day.

Human Capital: structuring your workforce for growth

On the Human Capital side, Jochem supports clients with matters such as:

- **Designing sustainable people structures**

Helping organizations decide where to employ people, how to contract with them, and which entities should bear people-related costs – all with an eye on tax, legal, and operational efficiency.

- **Reward, incentives, and leadership packages**

Working with HR and reward teams on the cross border aspects of executive compensation, equity plans, bonuses, and benefits for internationally mobile or leadership talent, so that packages are attractive and compliant across jurisdictions.

- **People implications of reorganizations and transactions**

Advising on how group restructurings, holding structures, or acquisitions affect employees, management teams, and key talent – and helping to design structures that support retention and future mobility.

Throughout, Jochem's approach is practical: he translates technical rules into clear options, so business leaders can make informed choices about how to deploy and reward their people globally.





IMPACT REPORT

BEYOND BUSINESS

Empowering youth and communities

On a windy day at Scheveningen beach, a group of schoolchildren gathers around bags of collected waste, plastic, cans, and even thousands of cigarette butts. For many of them, it is their first time at the local beach. What starts as a simple clean-up activity quickly becomes something more: a positive lesson in the preservation of coastal areas and oceans.

This is just one of the ways TotalEnergies in the Netherlands brings its Corporate Social Responsibility (CSR) ambition to life. Launched in 2025, the CSR program reinforces its ambition to create positive societal impact beyond its core activities. TotalEnergies focuses on three key pillars: education, inclusion, and coastal areas awareness, with a strong emphasis on supporting young people who need it most. TotalEnergies helps them discover their talents, build confidence, and connect with opportunities that might otherwise feel out of reach.

Across the country, similar moments unfold. A student takes the seat of a CEO for a day, experiencing leadership firsthand. Another group steps into the workplace during a flash internship, gaining a glimpse of future careers. For young status holders, the Ithaka Academy opens doors to the Dutch labor market, supported by employees who volunteer as language buddies.

Behind these stories is a collective effort. Employees dedicate time and energy through the *Action!* program, contributing hundreds of volunteering hours and strengthening ties with local communities. What makes the difference is not only the scale—over a thousand young people reached in one year—but the personal impact: new perspectives, growing ambitions, and a stronger sense of belonging.

By connecting education, inclusion and awareness of our coastal areas and oceans, TotalEnergies shows that its role extends beyond energy. Through partnerships with organizations such as JINC, Ithaka Academy and TrashUre Hunt, the Company contributes to equal opportunities and social cohesion.





INCLUSIVITY

Inclusion through employment & partnerships

A European pioneer in the fast-food industry, Quick has been in France for more than 40 years and is committed to promoting diversity, inclusion and professional integration.

This commitment is reflected through partnerships with non-profit organizations and concrete local initiatives aimed at fostering inclusion through employment.

As an example, **in 2024** Quick signed a strategic national partnership in France with **Fondation FACE** (Foundation for Inclusion), a leading organization in social and professional inclusion, present across numerous regions in France.

Their shared ambition is to **strengthen social and professional inclusion** by mobilizing Quick franchisees and teams around solidarity-based and community initiatives.

In 2025, Quick and its network implemented several initiatives together with five regional FACE organizations, including:

- employment and career forums introducing opportunities in the fast-food sector;
- immersive restaurant visits;
- recruitment preparation workshops and mock interviews;
- soft skills identification workshops;
- inclusion initiatives through sports;
- networking afterworks bringing together FACE beneficiaries and Quick employees to exchange advice and share career experiences from both headquarters and restaurant teams.

Thanks to the involvement of about sixty Quick employees and FACE teams, more than 740 people benefited from these initiatives in 2025.

Through this collaboration, Quick and Fondation FACE reaffirm their true determination to work together towards a more inclusive, supportive and opportunity-driven society.





KILOWATT HOUR, KPIS & KNOWLEDGE SHARING

At SPIE Nederland, sustainability is at the heart of our multi-technical services, in line with the international sustainability commitments of the SPIE Group. Under the letter “K”, we focus on optimizing kilowatt hour (kWh) consumption, deploying clear ESG KPIs, and promoting knowledge sharing to accelerate the energy transition for our clients and society.

A clear goal...

This medium- to long-term initiative is embedded in SPIE Nederland’s energy-efficiency and CO₂ reduction policy and contributes to the **SPIE Group 2030** sustainability roadmap. The objective is to reduce the energy consumption and carbon footprint of our own operations and of the projects we deliver for clients, while increasing the share of activities that support climate change mitigation.

...with actionable solutions...

In the Netherlands, we implement smart energy management and monitoring solutions to track kWh usage in real time in buildings, industry, and infrastructure.

These solutions are supported by structured ESG KPIs, such as energy intensity per project and associated CO₂ emissions, which are integrated into dashboards and regular project reviews. We also foster knowledge sharing via internal academies, best-practice exchanges and client workshops focused on energy efficiency, electrification, and digitalization.

...and measurable results

This approach enables measurable reductions in energy use and emissions at client sites, strengthens decision-making through better data, and supports SPIE Nederland’s ambition to be a leading partner in the energy transition. Our target audience includes industrial and infrastructure clients, public authorities, grid operators, and our own employees who design, deliver and maintain high-performance energy and digital networks.

Next, SPIE Nederland will further develop real-time kWh dashboards and predictive analytics, refine ESG KPIs and broaden its knowledge-sharing platforms, to help more clients reach their sustainability and Net Zero objectives.





YOUR CONTACT PERSON

Mees RENEMAN

mreneman@deleurope.com

+31639322559



LOCAL IMPACT

At De L'Europe Amsterdam, sustainability starts close to home. As a historic five-star hotel located at the heart of the city, we believe that long-term environmental and social impact begins with strong local roots.

Our ESG approach under the letter L for Local Impact focuses on supporting Amsterdam's cultural, economic, and creative ecosystem while preserving its living heritage for future generations.

Supporting Local Craftsmanship

We actively collaborate with local artisans, designers, and suppliers to ensure that craftsmanship, knowledge, and value remain within the region. Through partnerships with Amsterdam-based makers and cultural institutions, local identity is embedded throughout the guest experience, from interiors and curated artworks to gastronomy, retail concepts, and bespoke city experiences celebrating Dutch design, craftsmanship, and savoir-faire.

Responsible Local Sourcing

In our conscious fine dining restaurant Flore, we prioritise short supply chains and seasonal sourcing, working closely with local producers to reduce transport emissions while supporting responsible agriculture. This local-first approach strengthens transparency, quality, and resilience within our value chain.

Community & Talent Development

Social sustainability is equally central to our strategy. De L'Europe creates employment opportunities within the local community and invests in talent development, ensuring that skills, knowledge, and heritage are passed on to future generations.

Heritage Preservation

By maintaining and operating a monumental building responsibly, we combine heritage preservation with modern sustainability standards, supported by our long-standing Green Key certification.

Future Partnerships

Looking ahead, we aim to further deepen local partnerships, enhance measurable impact reporting, and expand collaborations that connect luxury hospitality with the city's creative and social fabric.

Authentic Luxury

By placing Local Impact at the core of our ESG strategy, De L'Europe demonstrates that true luxury is rooted in responsibility, authenticity, and a meaningful connection to place.



LIFE CYCLE

Circularity in the mobility world

When you are thinking of maybe leasing a car, you are probably thinking about a new vehicle, not a used one. This is indeed how leasing historically has developed: around new cars only.

The customer gets a new car. When the contract expires, the car is sold to a trader or a dealer, probably ending up again in the hands of a consumer with lower expectations on the state and functionality of the car. There was no real focus from professional mobility players on optimizing the lifetime of the car.

Second lease becoming just as normal as leasing a new car

Pushed by stricter regulations and by evolving consumer needs, car manufacturers have in the past few decades changed their design principles to make better, more durable cars. Electrification enables long car lifecycles - at least on the hardware (software updates frequently become the limitation). These changes have extended the lifetime of cars significantly.

Ayvens: full focus on developing a circular model

In this evolving landscape, Ayvens has set itself two clear targets:

- Extend the average lifetime of cars
- Make mobility more accessible to a larger audience (both private individuals and companies)

Offering used cars in a leasing construction has been a way to support this ambition, but it requires new capabilities:

after the expiration of each leasing contract, cars need to be returned, inspected, sometimes refurbished, photographed, selected and put back on the market.

If this process is not developed at scale, the cost levels do not enable used car leasing to be a solution with attractive rates.

Opening the Ayvens Factory with highest standards on sustainability

In Q4 2025, Ayvens introduced "The Factory", a leading facility in Europe installed in the south of the Netherlands, which required significant investments. 50.000 cars per year can now flow through a process developed at industrial scale. 10.000 solar panels on the roof, re-usage of rain water for car wash: a unique state of the art facility, build on the highest standards, and future proof.

With **Second Lease** and **The Factory**, Ayvens paves the way to a bright future for sustainable mobility, with higher volumes flowing through a circular approach. Just like our tagline: "Better with Every Move".



M

MATERIALITY CONCEPT

Materiality has become one of the central concepts in ESG analysis and sustainability reporting. It refers to the process used to identify the environmental, social, and governance issues that are most significant for an organization. Originally rooted in financial reporting, materiality was traditionally used to determine which information was important enough to be disclosed to investors.

From financial materiality to double materiality

In Europe, materiality is now structured around the principle of double materiality.

The first dimension is financial materiality (outside-in), which examines how ESG risks and opportunities may affect a company's financial performance.

The second dimension is impact materiality (inside-out), which assesses the effects of corporate activities on the environment and society.

Taken together, these two perspectives provide a more comprehensive view of sustainability risks and impacts.

A cornerstone of the European ESG regulatory framework

Materiality plays a key role in the European regulatory architecture designed to support the transition toward a more sustainable economy.

The **Corporate Sustainability Reporting Directive** (CSRD) requires companies to perform a double materiality assessment.

The **Sustainable Finance Disclosure Regulation** (SFDR) introduces the concept of **Principal Adverse Impacts** (PAI).

The EU Taxonomy Regulation provides a classification system defining which economic activities can be considered environmentally sustainable.

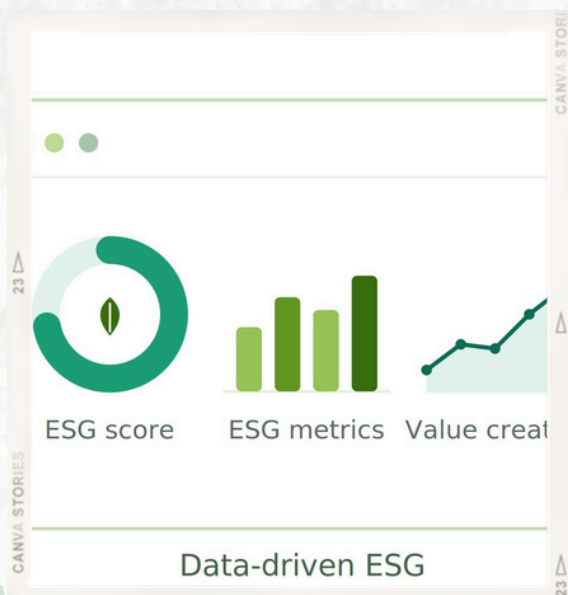
A strategic tool for risk management and decision-making

Beyond regulatory compliance, materiality analysis is increasingly recognized as a strategic management tool.— and this is precisely where Materiality operates. This is also where our focus on governance and risk sets us apart: understanding what is material is, ultimately, a question of good governance

Toward data-driven and dynamic materiality assessments

As ESG reporting requirements expand and data availability increases, materiality assessments are evolving into a more dynamic and data-driven process.

In this new landscape, materiality is becoming a core component of strategic decision-making and sustainable value creation.





NEW WAYS OF WORKING

At TSV-Groep, sustainability and responsible business are not recent initiatives. Since 2008, we have been committed to climate-neutral business operations while continuously investing in secure, responsible and sustainable ways of working.

Our **New Ways of Working** initiative is based on a simple belief: sustainable organisations are built around people, supported by intelligent processes and enabled by technology.

The objective is to help organisations create working environments where employees can communicate, collaborate and serve customers more effectively, regardless of where they work. Instead of starting with technology, we begin by understanding people, business processes and organisational goals. Only then do we determine how technology can create lasting value.

This approach creates a measurable social impact by improving employee experience, strengthening collaboration and enabling people to focus on meaningful work instead of repetitive administrative tasks. AI supports this transformation by automating routine activities, providing relevant information at the right moment and allowing employees to focus on interactions where the human touch creates the greatest value. The result is higher employee engagement, better customer experiences and more resilient organisations.



The initiative also contributes to environmental sustainability. Hybrid working, digital collaboration and the intelligent use of existing technologies reduce unnecessary travel, optimise the use of resources and help organisations make more sustainable investment decisions.

Responsible innovation also requires trust. Information security, privacy and continuous improvement are embedded in the way we design, implement and manage our solutions. This commitment is supported by internationally recognised standards, including ISO 27001.

For TSV-Groep, New Ways of Working is not a project with a fixed end date. It is an ongoing commitment to helping organisations adapt to changing business needs while creating lasting value for employees, customers, society and future generations.

Because the most sustainable organisations are not defined by the technology they use, but by the way their people work together.





YOUR CONTACT PERSON

Louis MEYER
louis.meyer@spaciotempo.com
+31 6 86 81 62 44



OPTIMISATION

Designing industrial buildings for multiple life cycles

At SPACIOTEMPO, optimisation goes beyond maximising storage capacity. We design industrial buildings that can be dismantled, relocated and reused, extending their lifespan while reducing environmental impact.

A recent project perfectly illustrates this approach. A manufacturer in the French Alps urgently needed additional storage space after customer collection delays. Within a few weeks, SPACIOTEMPO supplied and installed a **1,360 m² relocatable warehouse** (20m span, 68m long, 6m side height), allowing the company to protect its products without interrupting operations.

What makes this project interesting is its long-term vision. Although initially installed to answer an urgent need, the structure was specifically designed to be relocated to another production site once storage requirements change. Instead of becoming obsolete, the structure will continue its life elsewhere.

This approach optimises:

- The use of industrial assets through multiple life cycles;
- Land use by avoiding permanent construction when flexibility is required;
- Investment, since the building retains its value and can be redeployed or can be retrieved.

All SPACIOTEMPO buildings are engineered according to Eurocodes 1 norms and are designed for rapid installation, dismantling and reassembly without compromising structural performance.

By combining flexibility and durability, relocatable buildings offer manufacturers a practical way to adapt their changing business needs while supporting more sustainable industrial development.





PARTNERSHIP

Creating sustainable and healthy impact

With the **Impact monitor Food** (developed in collaboration with [Foodstep](#)), Sodexo supports its clients in achieving their sustainability and health objectives.

The monitor functions as a shared tool that connects insight with action. Britt Hekerman, Corporate Responsibility Lead at Sodexo, explains: *“This monitor responds to a growing demand from clients. They want to gain insight into how sustainable and healthy the food we offer in our restaurants actually is.”*

The collaboration starts with a baseline measurement, which shows where the organization currently stands. Carlijn Groen, Commercial Director at Foodstep, elaborates: *“What are you purchasing today, where do you stand in terms of health and sustainability, and where should your focus be from there? Your plans and policies are built on that foundation.”*

In this way, Sodexo and the client jointly define priorities, supported by benchmarking between locations and comparable organizations.

A key parameter of the Impact monitor is the protein transition ([Eiweet](#)). Through this, Sodexo and its clients work together to shift towards a more plant-based food offering.

“We map the ratio between plant-based and animal proteins down to ingredient level,” says Britt.

“Plant-based proteins from sources such as grains, legumes and nuts contribute to vitality and reduce the risk of chronic diseases, while simultaneously lowering the environmental impact of food through reduced emissions and land use. Moreover, this approach allows us to create surprising and exceptionally tasty dishes. In this way, the protein transition directly contributes to healthier and satisfied employees as well as to the organization’s climate goals.”

The Impact monitor Food serves as the starting point for a continuous improvement journey.

“Data alone doesn’t tell the whole story,” says Britt. *“Real progress only happens when behavior changes – and we achieve that together with clients and their employees.”*

That’s why Sodexo combines data-driven insights with tastings, nudging, and activation campaigns.

Because the data is sourced directly from Sodexo’s menu management system, clients do not experience any additional data-processing burden. The reports can be used immediately for ESG and CSRD reporting. In this way, together with our clients, we make sustainability and health measurable, demonstrable and achievable – step by step.





PRIMARY FOREST

Securing Tomorrow by Protecting Nature

Forests are a fundamental pillar of how nature sustains a resilient food system. They support stable weather and climate by acting as a sink for global emissions and influencing rainfall patterns, biodiversity, and flood defenses. Forests are also key to supporting communities to achieve a high quality of life. Over the past few years, we have once again seen how fragile that foundation has become, and how crucial it is to preserve these global assets.

At Danone, we recognize the urgency for accelerating protection and restoration of forests worldwide. Our operations are dependent on healthy ecosystems. When forests are degraded or collapsed, our supply chains - and the communities supporting them - become increasingly vulnerable.

Danone's commitment to protect forests globally is reflected in our Forest Policy, first introduced in 2022, and updated in 2025. This Policy has been the catalyst for positive change across Danone, and we are proud of the significant progress made since its publication.

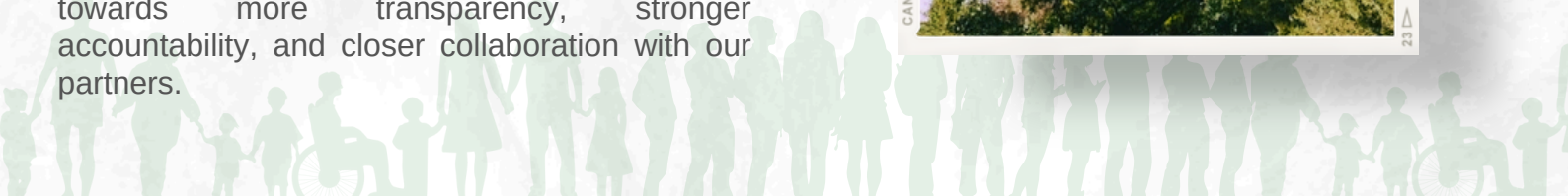
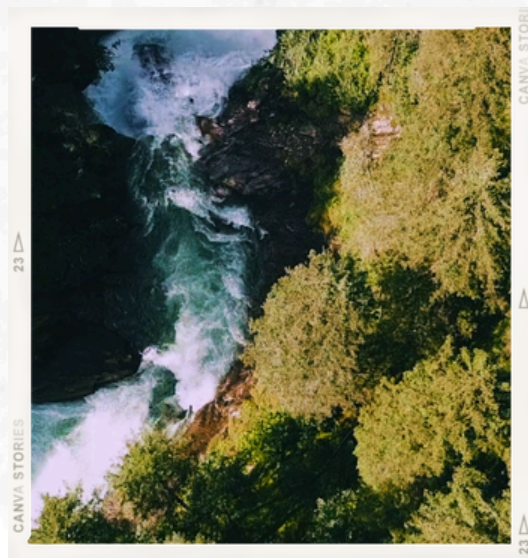
Technology is also playing a critical role. Satellite monitoring now complements traditional certification systems, allowing us to better detect and prevent risks in sourcing areas. Partnerships with NGOs and expert organizations help us translate data into action and drive change locally.

The progress is tangible. In 2025, 98% of our key raw materials are already verified as deforestation-free. Beyond numbers, this reflects a deep transformation of our supply chains — towards more transparency, stronger accountability, and closer collaboration with our partners.

This transformation starts with visibility. We have significantly strengthened our ability to trace where our raw materials come from — down to regions, suppliers, and increasingly farms. In parallel, we work closely with our suppliers to align on clear standards, including strict cut-off dates for deforestation.

And for Danone, this is only part of the journey. Protecting forests cannot be achieved through supply chain measures alone. It requires working at landscape level — restoring ecosystems, supporting farmers, and strengthening the resilience of local communities. This drives our investment in multi-stakeholder landscape initiatives with environmental and social benefits.

The growing pressures on today's global food systems call for large-scale, industry-wide change. We encourage others to join us in strengthening supply chain resilience by eradicating deforestation risks as well as investing in robust, impactful regeneration projects. Together, we can collectively shift the dial on forest loss while strengthening ecosystem and communities' resilience.





REGULATORY COMPLIANCE

Regulatory compliance is entering a new phase. It has become a strategic pillar of sustainable business performance. No longer limited to periodic reporting, it now requires organisations to manage continuous, auditable data flows across their operations. As Environmental, Social and Governance (ESG) frameworks expand, organisations must handle increasing complexity while ensuring transparency, accuracy and accountability.

Regulations such as the Corporate Sustainability Reporting Directive (CSRD) are reshaping reporting standards in Europe and beyond. Organisations must now disclose detailed, auditable ESG data, strengthening governance, improving data quality, and enhancing traceability across value chains. This reflects growing expectations from investors and stakeholders, who are increasingly prioritising sustainability.

At the same time, significant challenges remain. Many organisations struggle to collect consistent and reliable ESG data across multiple entities and jurisdictions. As regulatory pressure increases, fragmented systems and manual processes are no longer sufficient.

Beyond risk mitigation, compliance is also a performance driver. Those that structure their data and integrate ESG into core processes can improve governance, build trust and support long-term value creation.

To address these challenges, organisations require integrated, scalable systems that can structure and leverage regulatory data. Sage X3 supports organisations operating in complex international environments with multi-legislation, multi-currency and multi-entity capabilities, ensuring consistency across operations. Its integrated platform centralises financial, procurement, supply chain and HR data, enhancing traceability and enabling real-time monitoring; both essential for meeting regulatory demands.

Deveho supports compliance through localisation frameworks and by connecting operational systems with ESG platforms, including eight add-ons covering multiple European and international markets.

Compliance is no longer just about meeting obligations; it enables scalability, reliability, and trust in an increasingly transparent business environment.





SECOND LIFE

Repair, reuse, recycle; our core strategy

At Decathlon, we believe that sport should be accessible to everyone while respecting the planet. That is why sustainability is at the heart of our ESG strategy. We are committed to transforming our business through a circular economy approach, designed to extend the life of our products, reduce waste, and lower our environmental impact.

Our goal is to move away from the traditional “take, make, dispose” model and keep products in use for as long as possible. To achieve this, we integrate circularity from the earliest stages of product development. We design products to be more durable, easier to repair, and easier to recycle at the end of their life cycle.

By extending product lifespan, we reduce the need for new raw materials and help preserve natural resources.

We also empower our customers to make more sustainable choices through repair services, maintenance solutions, rental offers, and buy-back programs. These initiatives encourage continued use of sports equipment and help prevent products from becoming waste prematurely.

One of our flagship initiatives is Seconde Vie (“Second Life”). Through this program, products that have been returned, slightly damaged during transport, or present minor defects are carefully inspected, repaired, and certified before being resold at a reduced price. Instead of discarding these products, we give them a new opportunity to serve athletes while playing sports more affordable and accessible.

A meaningful impact

The impact of our circular strategy goes beyond environmental benefits. By extending product life and promoting reuse, we reduce waste generation, lower the demand for raw materials, and decrease carbon emissions linked to manufacturing new products. At the same time, our circular services create economic opportunities and support jobs related to repair, refurbishment, and maintenance.

Through circular design, repair, resale, rental, and recycling, we are building a more responsible model for the future of sport. Our ambition is to prove that sustainability and business performance can progress together. By embedding ESG principles into our operations and products, we create value for our customers, our communities, and the environment, while contributing to a more sustainable future for generations to come.



SINGLE-USE PLASTIC

Framework of the initiative

Eliminating single-use plastic is a long-term, continuous initiative that has been embedded in our hotel's operations for many years.

As a Green Key-certified hotel for over 15 years, reducing waste and improving resource management has always been a core commitment rather than a one-off project.

A major focus area has been food & beverage. At breakfast, individual portion packs were progressively removed and replaced with bulk dispensers for cereals, jams, peanut butter, etc.

This significantly reduces packaging waste while maintaining product quality.

In guest rooms, single-use plastic amenities such as small shampoo, conditioner, and body wash bottles have been replaced with larger refillable dispensers.

Disposable plastic items like combs and toothbrushes have been substituted with wooden alternatives.

Plastic laundry bags were also phased out and replaced with paper bags.

Additionally, complimentary in-room water previously offered in plastic bottles is now provided as Earth Water, helping reduce plastic waste.

This initiative targets guests, employees, and suppliers, supported by staff engagement and conscious purchasing decisions.

Results / Impact

These collective actions have led to a substantial reduction in single-use plastic items across hotel operations.

Waste volumes have decreased, procurement has become more efficient, and guests increasingly recognize and value our sustainability efforts.

Internally, the initiative reinforces a strong culture of environmental awareness among employees.

Next steps / Areas for improvement

Future efforts will focus on further reducing plastic in event services, expanding refillable solutions, and continuing collaboration with suppliers to achieve even more sustainable alternatives.



SOVEREIGNTY

The concept of sovereignty originated in the 14th century, reflecting the absolute authority of rulers over their territories.

Today, “digital sovereignty” has become a pressing concern for European citizens and institutions. While American “Big Tech” companies such as Microsoft, Google, and Amazon promise “sovereign” cloud solutions, U.S. surveillance laws such as FISA and the CLOUD Act ensure that even data hosted on “EU-based” servers remains accessible to U.S. authorities, exposing European organizations to risks they cannot audit or challenge.

Building European Autonomy

For Europe, sovereignty means protecting our interests, economic security, and democratic values.

Digital sovereignty is a cornerstone of the European Strategy for Data, launched by the European Commission in February 2020.

This ambition was further reinforced by the European Data Union Strategy (November 2025). Its keys objectives are to reduce reliance on non-EU providers to strengthen our autonomy; to ensure access to sovereign cloud and AI services for businesses and public administrations; and to build resilient digital infrastructure to protect data and critical operations.

ExplAIIn EU AI Sovereignty

At Anove, one of the ways in which we contribute to EU digital sovereignty is by promoting European tools in our **explAIIn** database, available at <https://www.explAIIn-ai.com/>. **explAIIn** is a comprehensive, user-friendly platform that provides detailed insights into AI tools, helping organizations assess their transparency, compliance, and ethical standards.

The “European-Based Vendors” filter makes it easier for users to prioritize European AI solutions, enabling them to work towards digital sovereignty. **explAIIn** is available free of charge and is a token of our commitment to AI Literacy and Transparency.





Transparency: a guiding principle

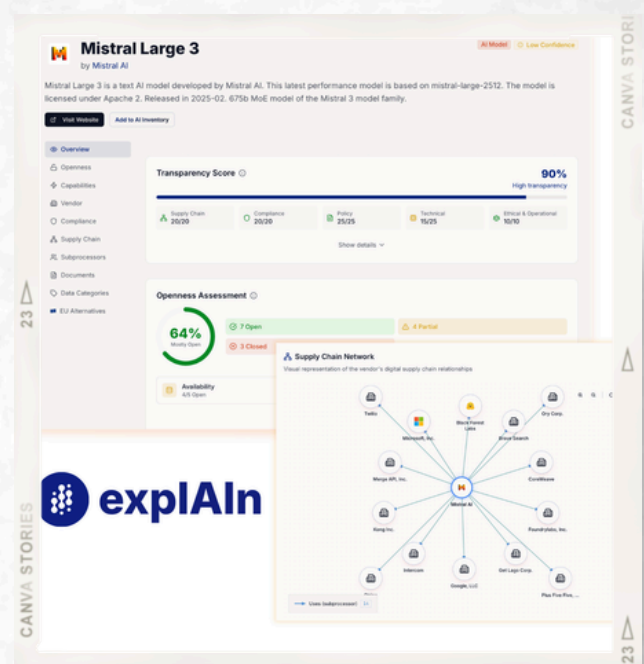
- our AI search engine
- our AI management platform
- our *ad hoc* AI Ethical Committee.

Anove's AI search engine, explAI.n (featured in the image below and available free of charge at <https://www.explAI.n-ai.com/>), helps users evaluate AI tools by highlighting key transparency aspects, such as their list of sub processors.

This showcases which third-party companies may have access to your data. We also assign a transparency score to AI tools based on key dimensions such as Supply Chain, Compliance, and Ethical criteria. By using explAIIn, organizations can make better informed decisions and select tools which truly align with their ESG goals.

Our AI governance platform, insAlight, integrates ESG frameworks like ISO 14001:2015 (Environmental Management System). With it, organizations can track their environmental compliance coverage in real time, simplifying their certification process and providing clear visibility for internal and external stakeholders into their environmental management efforts. Sustainability practices can then be tracked for actual impact.

Finally, our AI Ethical Committee offers on-demand ethical reviews of AI systems, evaluating fairness, transparency, and societal impact in alignment with regulations like the EU AI Act. Our clients receive tailored feedback from our experts within days, ensuring their AI deployments are both responsible and compliant.







VISION

From Vision to Value

“Sustainability begins with vision, but it is defined by the ability to turn ambition into action.”

At U&A, sustainability is no longer an abstract commitment. It is a strategic priority in how we operate, make decisions, and grow. ESG principles guide our transition from intention to measurable impact, shaping both our daily activities and long-term direction.

Our recent partnership with **Ancorius** marks a defining new chapter. Together, we are accelerating the shift from ambition to implementation, embedding ESG progressively into our operations, governance, and culture. This collaboration strengthens our ability to deliver initiatives that are both credible and enduring.

Our approach is structured across three core dimensions, aligned with these principles:

- **Environmental**

We are actively reducing our environmental footprint by digitalising our archives and moving towards a paperless environment. This transition reflects a more intelligent and sustainable operating model, reducing resource consumption, streamlines processes, and delivers both environmental and operational benefits.

- **Social**

We are committed to building a workplace where well-being, inclusion, and engagement are fully integrated into daily operations. Through a growing portfolio of initiatives, including international activities such as the 5th CCIFI Worldwide Sport Challenge, we promote collaboration, strengthen team cohesion, and enhance employee engagement.

- **Governance**

Strong governance is the foundation of credible ESG delivery. Through our partnerships - including Ancorius and our alignment with Materiality within the French Chamber of Commerce ecosystem-, we ensure that sustainability is embedded in robust systems, capable of evolving within a dynamic regulatory and business environment.



As a service-driven organisation with a limited direct environmental footprint, our ESG contribution is defined by the discipline we apply, the standards we uphold, and the influence we exert across our clients and stakeholders. By working within an international ecosystem, we amplify this impact, extending it beyond our organisation to employees, partners, and communities.

Vision sets the direction. Value demonstrates the impact.







WINDOWS

A New Space, A Better Way of Working

At U&A, we believe a workspace is more than a location, it is a catalyst for performance, collaboration, and responsible growth.

Our move to a new A+++ office in Amsterdam, built to the highest standards of sustainability and quality, marks a significant step forward. It reflects our commitment to embedding ESG principles into our daily operations, while creating a more efficient and future-ready organization.

This new environment enables us to act with greater purpose:

- **Environmental impact**

Lower energy consumption and reduced carbon footprint through high-performance building standards.

- **Social value**

Enhanced well-being through improved air quality, natural light, and a healthier workplace experience.

- **Operational excellence**

Smarter infrastructure driving efficiency, productivity, and innovation.

- **Governance alignment**

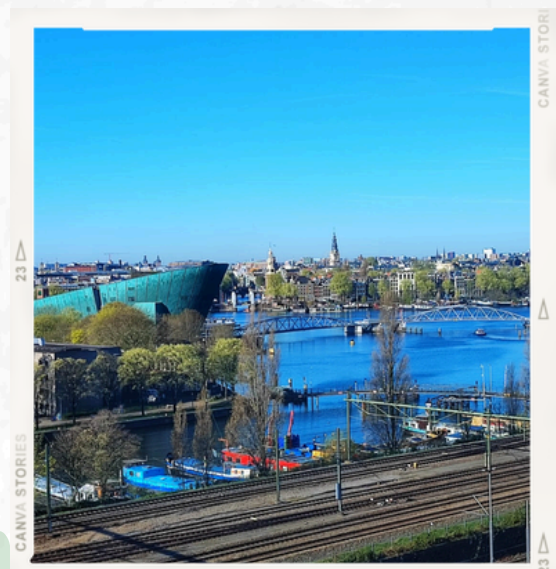
Stronger positioning toward evolving sustainability expectations and regulatory frameworks.

Looking ahead, the windows of our new office symbolize more than design, they represent transparency, progress, and opportunity. They reflect our ambition to continuously improve, while aligning our operations with a more sustainable and responsible future.

Together with partners such as **Ancorius**, this milestone is a tangible expression of our ESG journey, where environmental responsibility, workplace well-being, and long-term value creation are fully interconnected.

By embracing this new workspace, we are building a more efficient, resilient, and forward-looking organization, one that is better equipped to create sustainable impact for our teams, our clients, and the stakeholders we engage with.

The future is clear. The future is open.





YOUTH EMPLOYMENT

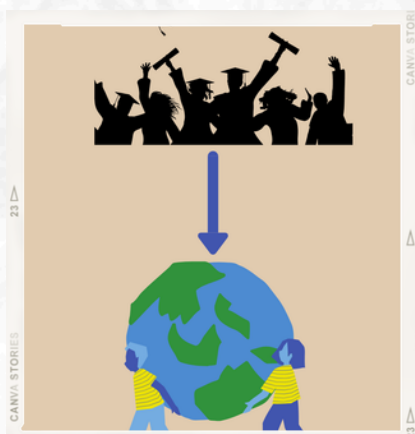
At Global Connect Admin, we believe that finance plays a pivotal role in advancing youth employment. As a financial administration and consultancy agency, we are always supporting young talents as we believe that investing in young talent helps business to thrive, fostering inclusive growth and long-term economic resilience.

Framework of the Initiative

Our youth employment initiative supports internships for students interested in the financial industry, while we developed a strategy to inform our clients about young employment through our weekly articles. One topic that we focus on our articles is employment. We try to bring to our customers the newest information about workforce investment strategies, attracting and retaining young professionals according to the latest European guidelines.

Objective & Target Audience

Our goal is to empower businesses to create meaningful opportunities for young people while maintaining financial performance. We primarily target, via our articles, organizations across various sectors seeking to address skills gaps, enhance innovation, and strengthen their social impact.



Concrete Actions & Results

• Workforce Investment Modelling

Informing about the financial return of hiring and training young employees, including apprenticeships and internship programs.

• Access to Funding

We share information to our clients about projects, grants, subsidies, and incentives aimed at promoting youth employment and skills development.

• Retention & Productivity Metrics

We provide information about the newest tools which help to measure the long-term value of youth employment, including improved productivity, innovation, and employee engagement.

Training & Capacity Building

We deliver tailored articles on topics such as youth workforce integration, inclusive hiring practices, and performance tracking, supporting companies in building sustainable employment strategies.

Impact

More and more companies will be able to increase workforce diversity, enhance innovation capacity, and stronger alignment with social responsibility goals.

Next Steps

Connecting our clients with companies specialized in HR services which can help them to create impact measurement frameworks and partnerships with educational institutions to further strengthen the talent pipeline.

By aligning finance with social inclusion, Global Connect Admin is helping build a dynamic and future-ready workforce.



ZERO EMISSIONS

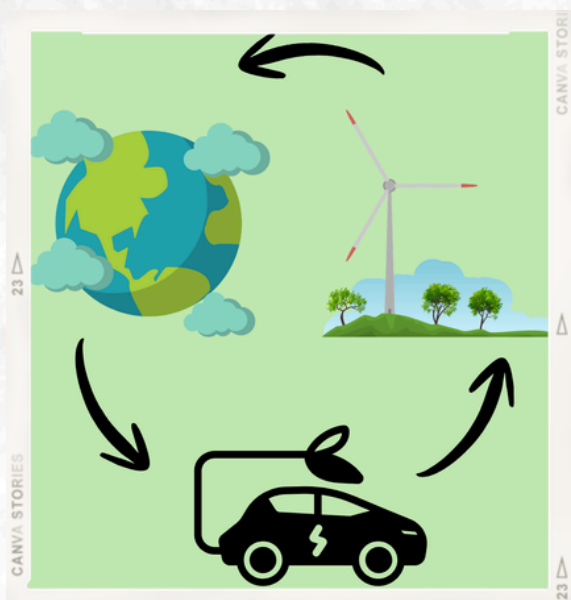
At Global Connect Admin, we believe that finance is a key driver in the transition to zero emissions. As a financial administration and consultancy agency, we encourage companies through our practices and services to be aware about their carbon footprint and how to reduce it while ensuring sustainable financial performance.

Framework of the Initiative

Our initiative aims at raising awareness about financial analysis, decarbonization planning, and sustainability reporting. We focus on advising companies with the tools they need to achieve emissions reduction targets through data-driven strategies and investment planning.

Objective & Target Audience

The goal is to enable businesses to transition toward net-zero operations without compromising profitability. The main target would be organizations across energy-intensive sectors, logistics, and services aiming to improve environmental performance and meet regulatory requirements.



Concrete Actions & Results

• Green Investment Planning

Gathering information via our weekly articles about financial documentation to secure funding for renewable energy, energy efficiency upgrades, and low-carbon technologies.

• Carbon Footprint Analysis

Raising awareness about tools for mapping emissions across operations and supply chains, which can identify key areas for reduction and cost optimization.

• Decarbonization Roadmaps

Financial strategies that align emissions reduction with business growth objectives.

Training & Capacity Building

Assisting with information through our articles about carbon accounting, sustainable investment, and regulatory compliance, helping finance and operations teams integrate emissions reduction into decision-making.

Impact

A step further into reducing operational emissions, improving regulatory compliance, and stronger environmental credentials.

Next Steps

We are considering enhancing our services to include advanced consultancy on carbon reporting and alignment with international frameworks, supporting clients in achieving long-term net-zero goals.

By aligning finance with climate action, Global Connect Admin is contributing to a cleaner, more sustainable future.





L'ABéCédaire

www.cfci.nl

L'ABéCédaire ESG is powered by... Thank you!



UNSWORTH & ASSOCIATES