

ESG Policy

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Avit International B.V. & Springboard Services B.V.



Contents

- 1. Introduction
- 2. Integration of ESG Vision
- 3. Development of Our ESG Policy
- 4. Introduction of Strategic ESG Pillars
- 5. ESG- Governance
- 6. Deep dive per ESG Pillar
 - 6.1 Great Place to Work
 - 6.2 Sustainable Portfolio
 - 6.3 Positive Social Impact
 - 6.4 Sustainable Operations
- 7. General ESG Action and Implementation
- 8. Conclusion

1. Introduction

Why an ESG Policy?

Everything that we do has impact. From that awareness, we strive for a better world for the next generations. We do this from our hearts, with the entire team. In this document you can read about our ambitions, strategy and objectives in the field of Environmental, Social & Governance (ESG).

Our ESG vision

Supporting organizations with future-proof solutions is at the core of our work. At the same time, we are concerned about the resilience of the future itself. Therefore, we take our responsibility as an organization. We not only strive for commercial success, but also make a positive contribution to society and the environment. How? By reducing our ecological footprint and increasing our positive impact. This is how we create long-term value that benefits all our stakeholders.

ESG represents the essence of responsible business. By caring for the environment, promoting social justice and maintaining strong governance, the organization is laying the foundation for a sustainable and ethical future. The importance of ESG extends beyond financial gain: it is the pillar for a responsible corporate culture that creates value for society, customers, investors and the planet.



Robert van Zanten
Director

[← Back to overview](#)

Integration of ESG vision

For maximum impact

Our ESG vision is closely intertwined with our overall strategy, mission and core values of “Expertise”, “Fellowship”, “Responsive” and “Responsible”.

By supporting our customers with innovative solutions in synergy with our core values, we use this ESG vision to strengthen our competitive position and make a positive contribution to the world. We also ensure in this way that our social and sustainable activities are measurable.

Our ESG policy aligns with our mission: “Building the foundation to empower your business”.



Development of our ESG policy

Materiality process and themes

How can we as an organization make the most impact, now and in the future? Our ESG policy was designed on the basis of this question. We also looked at which topics are close to us and our employees. This is how we ensure broad support, which is the basis for change. Read about the steps the organization took to develop our ESG policy.

Materiality process

The organization conducted a thorough review process, also known as a materiality assessment process. During this process, the organization identified and prioritized key ESG issues. This process helped us determine material topics that most affect our organization and stakeholders. These include topics such as environmental impacts, social responsibility and governance issues. By identifying these issues, the organization can focus its efforts more effectively and take into account the interests of stakeholders such as customers, employees, partners, and investors.

Part A: Context analysis

The organization has conducted an in-depth analysis of its operational context. This includes identifying the most important ESG issues that are relevant to the organization, taking into account factors such as industry developments, regulatory changes and emerging risks and opportunities in product and service development.

Part B: Longlist of material issues

The organization has compiled a longlist of potential ESG material issues. This list includes all ESG issues identified as relevant during the context analysis. The list includes a wide range of possible ESG issues.

Part C: Stakeholder dialogue

Our ESG policy has been shaped in part by valuable input and feedback from our customers, employees, investors and partners. Based on personal conversations, we have gained insights into the issues that are of great importance to them. As a result, the ESG policy is not only aligned with their personal motivations, but also with the shared values of our organization. This ensures greater support, which will contribute to the success of our activities.

Part D: Shortlist and approval by management

The organization has compiled a shortlist of ESG material issues based on stakeholder feedback and additional internal assessments. This list includes the most important themes and focus areas in terms of sustainability and corporate social responsibility. Finally, the insights were presented to management, who reviewed and officially approved them.

[← Back to overview](#)

Introduction of strategic ESG pillars



The four dimensions for success

How can we as an organization make the greatest possible impact, both locally and internationally? Based on this question, the organization has identified four ESG pillars. These pillars are aligned with the United Nations Sustainable Development Goals for 2030. For reporting, we use the European Sustainability Reporting Standards. A project team has been set up for each ESG pillar, which is managed by a sponsor. The sponsors of the four project teams together form a steering group at management level.

ESG Pillar	Overarching ambition	ESG topic	SDG's*	ESRS-standards**
1. Great Place To Work	Working at the organization means: working in an innovative company, where you get the opportunity to make meaningful impact, have fun and develop yourself. Our work for customers emphasizes collaboration. Our meaningful work is valued by our customers. We always strive for a healthy work-life balance. We also make way for future talent and understand their needs and ambitions.	A. Well-being of employees B. Working conditions C. Diversity and inclusion	#3 – Good health and well-being #5 – Gender Equality #8 – Decent work and economic growth #10 – Reducing inequality	ESRS S1 Own staff: working conditions. ESRS S1 Own staff: equal treatment and opportunities for all
2. Sustainable Portfolio	When it comes to sustainability, we are your go-to supplier. With our innovative and specialized approach, we profile ourselves as a leader. Our impactful solutions positively impact our world and environment.	D. Offering of Managed Services	#8 – Decent work and economic growth #9 – Industry, innovation and infrastructure #12 – Responsible consumption and production	
3. Positive Social Impact	We strive every day to make a positive impact on our society and planet. This is why we choose a topic on which we can focus for the long term. This allows us to utilize all opportunities to positively influence the world. One of those ways is by promoting cybersecurity.	E. Supporting local communities	#3 – Good health and well-being #4 – Quality education #11 – Sustainable cities and communities #13 – Climate action #15 – Life on land	
4. Sustainable Operations	Making a positive impact starts with yourself. That's why we strive to be emissions- and waste-free, both at our offices and while traveling. We also focus on securing all our systems. Our customers and employees trust us because we handle their data securely. To do this, we use the most secure and appropriate systems.	F. CO₂ emissions G. Circularity and waste reduction H. Privacy and data security I. Sustainable procurement	#7 – Affordable and clean energy #12 – Responsible consumption and production	ESRS E1 Climate change: mitigating climate change ESRS E5 Circular Economy: Incoming resources ESRS E5 Circular Economy: outgoing resources related to products and services ESRS S2 Employees in the value chain: working conditions ESRS S2 Employees in the value chain: equal treatment and opportunities for all ESRS S4 Consumers and end users: information-related impacts for consumers and/or end users

* Sustainable Development Goals

** European Sustainability Reporting Standards

ESG Governance



Governance and accountability

For each pillar in our ESG vision, a project team has been set up to oversee progress and improvement opportunities. Each project team has a sponsor, who is responsible for one of the ESG pillars. The four sponsors together form an executive-level steering committee.

The four sponsors, together with the Chief Strategy Officer, form the core leadership team for ESG policy. Together with management of the organization, they are responsible for our ESG strategy and results. The board oversees the development, implementation, and presentations of ESG initiatives. Management also ensures that ESG activities are consistent with the overall business strategy of the organization.

[← Back to overview](#)

Deep dive per ESG pillar

How We Bring Our Ambitions to Life

Curious about how we as an organization are making a difference on the key themes of our ESG policy? In this chapter you can read about our ambitions and goals for the future. Together with our colleagues, we are joining forces to achieve these objectives. We are always open to innovation and change. Everything for a better future.

6.1 Great Place To Work

We want our employees to enjoy going to work every day, whether they are working from home or in the office with colleagues. A great workplace is not just about a nice office or a comfortable chair. It's mainly about being able to be your true self, no matter who you are. The organization strives for a pleasant and inspiring working environment where everyone feels welcome and safe. Read how we do that.

Statement

The organization wants to promote a work culture that encourages diversity, inclusion, and employee well-being.

Material topics

1. Employee well-being – Our employees are our most important asset. The choices we make directly impact their well-being. With this in mind, we strive to create a work environment where every individual feels heard and seen. At the organization, we take care of each other.
2. Working conditions – Good working conditions are the foundation of a healthy work environment. The organization facilitates this by, among other things, offering an ergonomically sound workplace with ample space for (online) meeting opportunities or for taking a moment to retreat. We also offer healthy lunches in the office and opportunities to exercise. The office in Vianen has its own gym, and weekly boot camp classes are organized in both Emmeloord and Vianen.
3. Diversity and inclusion – The organization wants to be a good employer for everyone, regardless of gender, nationality, age, sexual orientation, socioeconomic status, religion, and beliefs. The organization is continuously working on inclusive employment. We do this by, among other things, offering opportunities to starters and people with a distance to the labor market. As a result, we have obtained the quality mark for the “Prestatieladder Socialer Ondernemen (PSO)”.

Ambition

The organization wants to be seen as an attractive employer. We focus on creating good working conditions so that people can enjoy their work. We also monitor an inclusive corporate culture, promote diversity, and take measures to improve the well-being of our people.

- The organization is an **innovative company** that provides space for people to do meaningful work, have fun and maximize their potential.
- We work in **partnership with our customers**. Our work is valued and meaningful to society. We work hard, but strive for a healthy work-life balance.
- We make way for **future talent**. We have an understanding of their needs and ambitions and respond to them as an organization.

Goals 2030

- Achieve our **‘Great Place To Work’ certification**. A certification is not the end goal itself, but it is a nice recognition of our employment vision. It also challenges us to continuously take improvement steps.
- We want the **employee satisfaction score** to be an 8, with a minimum score of 7 on all components. We ensure that we are aware of the wishes and needs of our people, and we show involvement in this.
- We are an attractive company for all gender identities and for different generations. More than 30 percent of our management team consists of women and/or colleagues from different cultural backgrounds. The goal is to maintain at least the current ratios.

Management

Our ambition for 2030 is the result of intensive collaboration within our ESG team, which is supported by management. A project team has been set up for Great Place To Work. This team consists of various employees from our organization, who are supervised by external parties. These parties help the organization improve its employee satisfaction score.

HR for me is the best profession there is, because you make an essential contribution to the performance and vitality of the organization and its employees. Creating and maintaining an ongoing dialogue between management and employees, in which they have trust in each other, is the core of my work. This results in a Great Place To Work, a place where you are seen, heard and valued, no matter who you are or what you do. A place where we are proud of our achievements and also have fun together.



Rianne Veenendaal

Manager People & Culture and sponsor of the Great Place To Work project team

6.2 Sustainable Portfolio

The more sustainable our portfolio is, the more sustainable our customers are. The organization takes its responsibility by integrating sustainability into all aspects of our business operations, from energy consumption to safety and the sustainable (re)use of materials and resources. By 2030, we want our Managed Services offering to be fully sustainable, meaning 100% responsible.

Statement

Sustainability is our driving force, and it can be seen in everything we do. We strive to ensure that our products and services are aligned with sustainability and ecological principles.

Material topics:

Managed Services Offerings - When developing our services, we consciously focus on having a positive impact on the world. Our goal is to offer services that not only add value but also have a positive impact on both individuals and the environment.

Ambition

We want all our products and services to have no negative impact on the environment while also promoting well-being in society.

- We want to be the **go-to provider** for our customers when it comes to sustainability in Managed Services.
- The organization is a leader as an innovative and specialized provider that offers **impactful solutions** with a positive impact on our world and environment.

Goals 2030

- Our **Managed Services offering is sustainable by default**. We focus on energy consumption, circularity, modularity, and safety.
- Our **100% sustainable portfolio** is the first and most logical option that meets our customer needs.

Management

Our ambition for 2030 is the result of intensive collaboration within our ESG team, which is supported by management. A project team has been set up for Sustainable Portfolio. This team consists of various employees from our organization, who are supervised by external parties. These parties help the organization to improve suitable propositions.



Stilano van Embricqs
Manager Growth & Market Development

Achieving sustainability is not just about what you do yourself. Helping organizations so that they are also able to implement and continuously monitor a sustainable IT environment is what drives us to make the world a little bit better every day. In addition, IT facilitates how our customers can enable their employees to work more efficiently, sustainably, securely and with more freedom.

6.3 Positive Social Impact

The world is not just about productivity, efficiency, and profit. That's why we consciously invest time and resources to have a positive impact on society. Whether it's local initiatives or larger organizations, as long as it puts a smile on faces. We choose initiatives that are close to our hearts and our employees.

Statement

Every day is a good time to make a positive contribution to the communities in which we are active.

Material topics:

Supporting Local Communities - Our impact extends beyond our business and our value chain. We are also passionate about making a difference in our local communities. We do this by making our knowledge available, but also by volunteering together with our employees.

Ambition

The organization is committed to being a socially responsible company and making a positive impact on the world around us. We do this by actively contributing to the communities in which we operate, in any way we can. Some examples:

- We use our influence to create a positive impact on our communities and the entire planet.
- We delve into a long-term theme so that we can discover how we can positively influence our communities and the world.

Ambition 2030

At the organization, we are stepping up our efforts to make a positive impact on society and the planet. This is an important part of our core business. We are taking a structured and thoughtful approach to this, and we will account for our contributions annually.

Management

Our ambition for 2030 is the result of intensive collaboration within our ESG team, which is supported by management. In addition, a special project team has been set up, consisting of various employees from our organization. This team is fully committed to realizing our ambition.

Agenda for 2026

The following Positive Social Impact initiatives are on the agenda:

- Participation in World Cleanup Day
- Active contribution to HackShield
- Alpe d'HuZes, participation and active contribution to IT support

Initiatives 2020 - 2025

Many hands make light work, and with many hands you can make a big impact. Over the past five years, our employees have made an impressive contribution to social initiatives. This has resulted in a total financial contribution of 200,000 euros. In the period 2020-2025, the organization has contributed to the following initiatives:

- Alpe d'HuZes
- Stichting Jarige Job (birthday foundation)
- Stichting Future NL (Future NL foundation)
- Red Cross Netherlands
- Make-A-Wish
- Techniekers Zonder Grenzen
- Vereniging Voedselbanken Nederland
- World Cleanup Day
- Protect El Bosque
- IT Infrastructure for hospitals in Tanzania, stichting mwika

As we are part of the communities where our offices are located, we believe it is important to play an active role here as well. The Positive Social Impact pillar makes it possible to give practical substance to this and to make a positive impact at a local level with our own organization. For example, we share knowledge where desired, we are committed to charities that are close to the hearts of our colleagues, and we are committed to initiatives that benefit our community. An ambition that personally appeals to me immensely and a great way to move forward as a society.



Mark Govaerts

CX Lead and sponsor of the Positive Social Impact project team

6.4 Sustainable Operations

At the organization, we cherish our commitment to sustainability, in which we strive for a minimal environmental footprint while improving our operational efficiency. We focus on material topics such as reducing CO₂ emissions, promoting circularity, ensuring data privacy, and striving for sustainable procurement.

Statement

At the organization we strive for a minimal environmental footprint. Every day we strive to be even better. At the same time we want to improve our operational efficiency.

Material topics:

- 1. CO₂ Emissions:** The organization is taking active measures to reduce carbon dioxide emissions from our operations, thereby minimizing our environmental impact. Energy conservation is one of these measures.
- 2. Circularity and Waste Reduction:** When designing products and systems, reusability, recycling, and electronic waste reduction are considered. We promote sustainability by making smart choices in our product design (sustainability ‘by design’).
- 3. Data Privacy and Security:** Protecting personal and sensitive information within systems is of paramount importance. We safeguard user privacy by implementing measures against unauthorized access and attempts to breach security layers.
- 4. Sustainable Procurement:** The organization is committed to the responsible procurement of materials and components for our equipment. We consider environmental and ethical factors to support sustainability efforts. Making conscious choices is the foundation for a more sustainable future.

Ambition

At the organization, reducing our environmental footprint is an ongoing focus in everything we do. We do this, for example, by improving energy efficiency, reducing waste, and adopting sustainable procurement practices.

- We are committed to being emission-free and waste-free, both in our offices and when traveling.
- Our customers and employees trust us with their data because of our secure and advanced systems for data collection and storage.
- Circularity goal: under development

Goals 2030

Our primary environmental goals are Net Zero for scope 1 and 2 by 2029 and Net Zero for scope 1 to 3 by 2040. We reduce our CO₂ emissions by complying with environmental laws and regulations, objectively verifiable based on certifications such as ISO14001 and the CO₂ Performance Ladder and our EcoVadis rating. We have an environmental policy that outlines how we intend to achieve this reduction target.

- We will be Net Zero (zero CO₂ emissions) in our scope 1 and 2 by 2029. For scope 3, Net Zero is the goal for 2040.
- Zero waste: Waste is completely eliminated from our operations.
- No stakeholder has experienced any serious data breaches.

The circularity objective is under development, with our key partners studying how we can operate as circularly as possible.

Circularity

Circularity is an important topic for the organization. As a corporate services provider, we primarily use IT hardware, buildings, cars, office supplies, and food. While we do not produce these products ourselves, as users we feel responsible for the impact of these products and materials on the environment.

One of our largest partners and suppliers is Cisco. The organization is a Cisco Environmental Sustainability Specialist, which means that a team within the organization is committed to raising awareness of circularity among employees and gaining insight into the impact of our suppliers on circularity in the chain. At present, four employees have the Cisco Environmental Sustainability specialization. Our goal is to double this number by mid-2026. Our partnership with Cisco also means that we participate in the Cisco Sustainability Program, a collection of initiatives that focus on a circular economy. One of the initiatives is the Cisco Take Back and Reuse Program, which means that used Cisco products are recycled as much as possible. Alternatively, we work together with our partner Argo360. They process IT equipment in a social, responsible, and safe manner, assessing whether equipment can be given a second life.

Management

Our ambition for 2030 has the full support of the management. A dedicated project team, composed of diverse team members from the internal organization, is actively working to achieve this ambition.

To ensure data quality and implementation, we have implemented various frameworks and standards:

- For environmental management and climate change, we comply with ISO 14001. With respect to carbon, we follow the Greenhouse Gas Protocol to calculate our carbon footprint. We also use the Dutch framework “CO2 Performance Ladder” to improve and validate our work on carbon improvement.
- In terms of data privacy and security, we are fully compliant with the GDPR. To strengthen our data management performance, we are ISO 27001 certified.
- In addition to ensuring the quality of our procedures, we are also ISO 9001 and ISAE 3402 Type 2 certified.
- The organization has an EcoVadis rating.

Followed frameworks and laws and regulations

- General Data Protection Regulation (GDPR)
- Network and Information Security Directive (NIS2)
- Cyber Resilience Act (CRA)

“Sustainable business operations are not only good for the environment. They also provide other (operational) advantages. These include improving our reputation and strengthening our long-term market position. It goes without saying that the organization complies with laws and regulations..”



Robert van Zanten

Director and sponsor of the Sustainable Operations project team

General ESG actions and execution



Besides the four strategic pillars, the organization has set goals to strengthen continuation and focus for ESG as a whole. Below is an overview of our 2026 goals. The organization is preparing for the implementation of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). In addition, we are striving for recognition of our sustainability efforts by achieving a Gold EcoVadis rating.

Goals 2026

Topic	Deliverables in 2026
Sustainability officer	Sustainability Officer Q1 1 FTE operational. This officer is the central point for the management and coordination of the implementation of the ESG strategy.
EcoVadis	EcoVadis Q3 Gold EcoVadis rating achieved.
Optimize ESG framework (ISV, circularity, CO ₂ , etc)	Optimizing the ESG framework based on continuous improvement.

← [Back to overview](#)

Conclusion

This policy reflects our commitment to responsible and sustainable business practices. We will regularly evaluate and update it to ensure that it remains aligned with our goals and the evolving expectations in the area of environmental, social and governance (ESG).

Want to know more about ESG Policy?

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