



## **Global Compact Support COP Form for BR-ND People**

17/10/2020 – 17/10/2021

### **Statement of continued support**

Amsterdam, 4th October 2021

To whom it may concern.

I am pleased to confirm that BR-ND People reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Alexander Koene

Co-Founder

## Description of actions

### Human Rights

As BR-ND People, we have a strong dedication to human rights and have taken the following actions to safeguard this within our own organisation and through the services we offer:

- We moved to a new co-working space at EDGE Olympics in Amsterdam which is designed to improve the wellbeing of the people working receiving the WELL platinum certification and WELL v2 certificate
- We have been recertified as a B-Corp in the category including for SME with employees, and we again received a high certification scoring
- We have written and made publicly available an anti-harassment policy, a whistle-blower policy, and a code of ethics
- We have been supporting the Initief Duurzaam en Verantwoord Ondernemen (IDVO) which is an initiative that safeguards human rights within organisations and their supply chains

### Labour

As BR-ND People, we have a strong dedication to ensuring good labour conditions and have taken the following actions to safeguard this within our own organisation and through the services we offer:

- We make an effort to pay all our employees more than minimum wage, resulting in a much higher than industry average payment
- Our organisational structure is flat, meaning all employees are encouraged to participate in all decisions relevant to their position within the company
- We have recertified as B-Corp as an SME with employees and we received a high certification scoring
- Our leadership team consists of men and women, equally distributed
- There are no differences between gender compensation in our organisation
- We have a board of advisors, with which we meet at least once a year to receive feedback on our organisational practices. This board is intentionally made up of diverse demographics, meaning youth and elder individuals coming from different cultural backgrounds and holding different nationalities originating from different geographies
- We ensure that we have a diverse workforce, considering the same diversity metrics as the previous point

### Environment

As BR-ND People, we have a strong dedication to good environmental practices and have taken the following actions to safeguard this within our own organisation and through the services we offer:

- We moved to a new co-working space at EDGE Olympics in Amsterdam, which is circularly designed and has a broad consideration for good environmental practices receiving the BREEAM excellent certification
- We have been recertified as B-Corp and received a score of 86.1
- We are also part of the B-Corp climate collective, within which we made an ad with different B-corp partners stimulating company CEOs to become net zero by 2030
- We have made environmental pledges initiated by B-Corp partners, amongst with the Doppler Wave for plastic pollution and the Holy pledge

- We have a mobility policy which dictates a priority for walking or biking wherever possible or feasible, then public transport and only lastly allowing for transport by car or airplane
- We support the Initief Duurzaam en Verantwoord Ondernemen (IDVO) which is an initiative that safeguards good environmental practices within organisations and their supply chains

## **Anti-corruption**

As BR-ND People, we have a strong dedication to preventing corruption and have taken the following the actions to safeguard this within our own organisation and through the services we offer:

- We have created and made publicly available anti-harassment policies, a whistle-blower policy, and a code of ethics
- We exchange our code of ethics with all our clients, in which we specifically state we do not engage in bribery

## **Measurement of outcomes**

We have used the following indicators to measure our impact on the focus area 'Human Rights'

- Cases of harassment reports
- Internal and external code of ethics violations
- B-Corp certification scoring

We have used the following indicators to measure our impact on the focus area 'Labour'

- Gender division of leadership
- Percentage of employees earning higher than industry average
- Diversity of the workforce (young/old, nationalities, cultural and geographic background)
- B-Corp certification scoring

We have used the following indicators to measure our impact on the focus area 'Environment'

- Amount of pledges made to environmental initiatives
- Carbon footprint through organisational practices
- B-Corp certification scoring

We have used the following indicator to measure our impact on the focus area 'Anti-Corruption'

- Internal and external code of ethics violations with a specific focus on corruption