

# UN Global Compact

Communication  
on Progress

2021

**nextview...**

Design-Led  
Salesforce  
Consulting

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# Foreword by the CEO

Dear stakeholder,

I am pleased to confirm that Nextview Consulting 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 continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. Every day, we are committed to making an impact with our business and actions. We are involved in multiple initiatives that are close to our heart and our business culture. For example, we are one of the founders of the Maas Cleanup, an initiative to structurally free up the Meuse from waste and plastics in specific. In 2021 particularly relevant when the south of The Netherlands had to cope with the devastation caused by the flooding of the river Meuse.

However, we are not afraid to critically assess our company as well. We believe in a diverse workforce and have been actively supporting programs making the technology sector and our company more inclusive. This active approach to improve our company culture pays off, and we are acknowledged as Great Place to Work Best Workplaces for five subsequent years, including 2021/2022. We have a 5 Star Rating on Glassdoor, and we are nominated Best for Workers at B-Corp.

I am proud of the progress we have made, and happy to be involved in so many of the projects we do. We look forward to continuing our efforts and increasing our impact in the future.

Yours truly,

Huub Waterval, CEO



# UN Global Impact

The Ten Principles of the UN Global Compact provide a framework for operationalizing corporate sustainability. Derived from UN Declarations and Conventions, these universal principles represent the fundamental values that business should embed in their daily strategies and operations. With more than 15,000 companies and 3,800 non-business signatories based in over 160 countries, and 69 Local Networks, the UN Global Compact is the world's largest corporate sustainability initiative. The Communication on Progress (CoP) is an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption, and in supporting broader development goals.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

## The Ten Principles of the UN Global Compact



### HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses



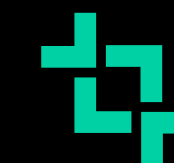
### LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labour;
5. The effective abolition of child labour; and
6. The elimination of discrimination in respect of employment and occupation.



### ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies



### ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

# Introduction

**In this report, we will elaborate on our actions in 2020/2021 regarding human rights, labour, environment, anti-corruption, and how we measure the outcome. We are dedicated to continuing our progress and hope that sharing our progress will help you to get to know us better, and inspire you to take steps forward with us.**

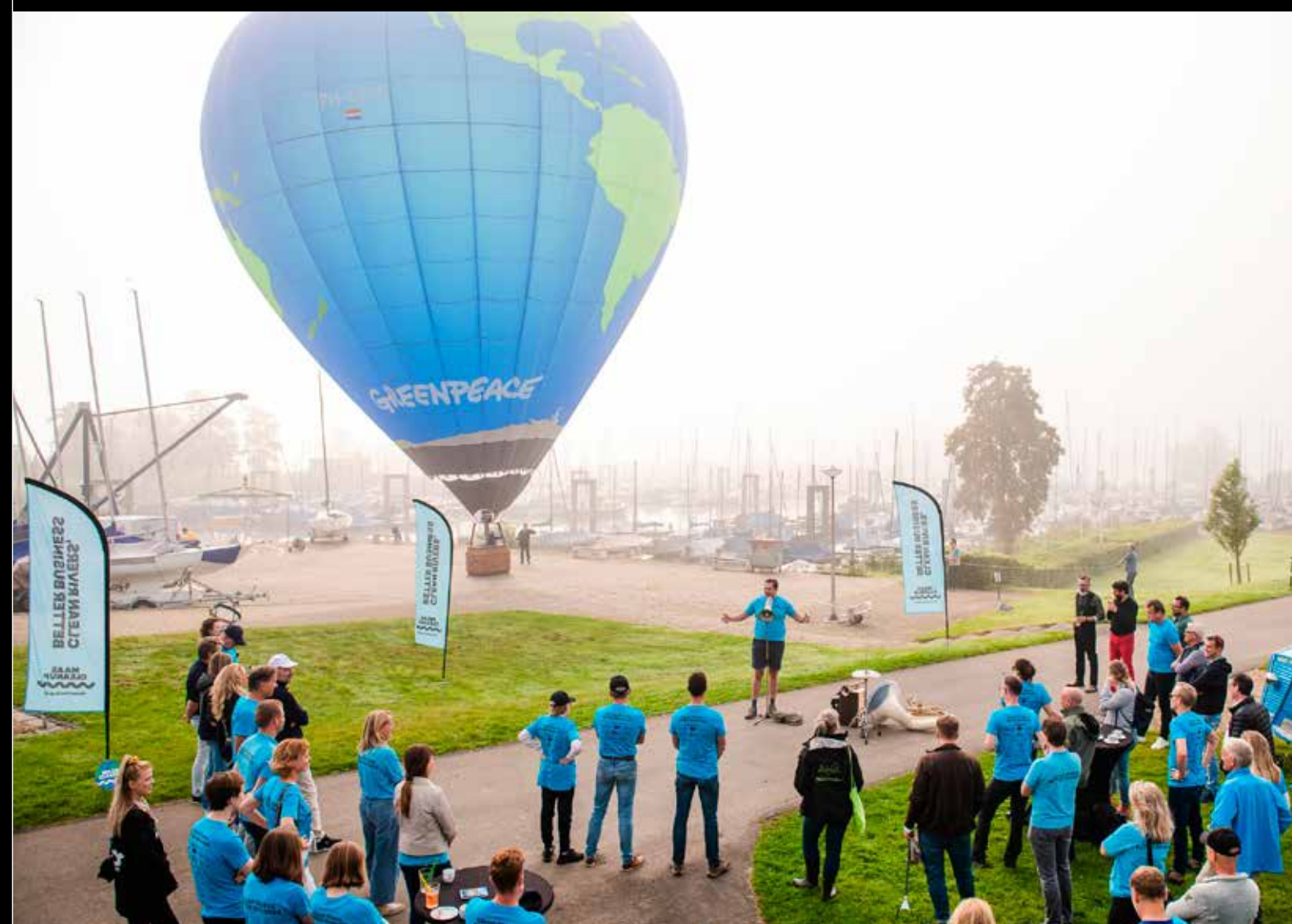


# Maas Cleanup

**Clean rivers. Better business. That is what we strive for by bringing companies, people and activists together doing good for our environment. We are the initiator and one of the founding partners of the Maas Cleanup, which aims to clean up the river Meuse in The Netherlands. We continuously expand the network while initiating, organising and volunteering events.**



We're not only a founding partner, but we also financially support the Maas Cleanup with a yearly donation of 20,000 Euros and with in-kind support. We use the power of Nextview and our people to set up the digital community based on the Salesforce platform, organise and plan the events, and write articles and press releases to gain attention and awareness. Our CEO is not only the initiator of the movement but also personally involved in the network. With our support the Maas Cleanup has grown to include 40 sponsors and partners, which raised over 300k Euro to support the movement. On the Cleanup day in 2020, 5,200 volunteers helped to remove 130,000 kg of garbage from 90 kilometres of bank from the river Meuse. We, as Nextview, contributed at least 883 voluntary hours to make the Maas Cleanup a success. Now, we are involved with the campaign and petition to give the Meuse a legal status, in Dutch advocated for under the name 'Maas in de Wet'. The river Meuse is named 'Maas' in Dutch, which is also a Dutch term for a 'loophole'. It therefore refers to a loophole in the legislation. We are looking forward to many more years of collaboration with the network to drive innovative and structural solutions.





# Suppliers

**Making a difference for the environment, big or small, also includes aiming for a green office. That is why we have researched more environmentally friendly options for everyday office supplies such as pens, paper, and markers, but also the fuel that keeps us going: we drink sustainable coffee from the B-corp certified company Moyee Coffee. One of our first steps has been to purchase sustainable office furniture made from plastics found in Dutch canals through the social enterprise Plastic Whale. In our office in Eindhoven, the carpet is made of recycled fishing nets. In Amsterdam we have used recycled jeans to create the carpet.**



The next step is to deliberately and structurally make better choices. That's why we expressed our intentions in our 'Positive Impact Supply Commitment' and developed an environmentally preferable purchasing (EPP) policy to guide our selection of suppliers on building and construction, cleaning, electronics, food services and office supplies. When scanning for and identifying suppliers, we apply our 'Supply Policy Agreement', which ensures the provision of sustainable supplies. An example of our sustainable choices, apart from our sustainable groceries and gifts, is that we sent everyone at Nextview sustainable chocolate from 'Chocolatemakers' as a gift for Sinterklaas 2021. Chocolatemakers transport cocoa beans from the

Dominican Republic to Amsterdam via a sailing boat, which results in zero CO2 emission. Then, the chocolate is produced in their CO2 neutral factory.

Having worked from home over the past few years, we fully understand that our impact extends beyond guidelines at our Design Thinking Centers. Therefore, we have created a Virtual Office policy in which we highlight ways to keep up environmentally friendly practises while working at home. We inspire our colleagues to use as little plastic as possible, recycle, and use eco-friendly cleaning products. The policy also refers to using energy responsibly while working from home.

# Mobility choices

We understand that our mobility choices can have a large impact on the environment. As mobility is currently limited due to COVID-19 restrictions, we have set a complete stop on new lease car arrangements in 2021. Of course, we are aware this is not a permanent situation. To stick to our sustainable mobility goal of reducing our carbon footprint, we have set the target to achieve a 100% electric vehicle pool in 2025. Currently, 56.6% of our vehicle pool is fully electric, and as our last diesel car will phase out in 2025, we are perfectly aligned to reach our target.

To enhance the sustainability impact of electric vehicles, a sustainability report is sent out by the lease company to those with an electric car, showing how responsible their charging-habits are and what they

can do to make their charging even more efficient. Our target for electric vehicles, the sustainability report and our encouragement to use public transport, helps us create a positive impact.

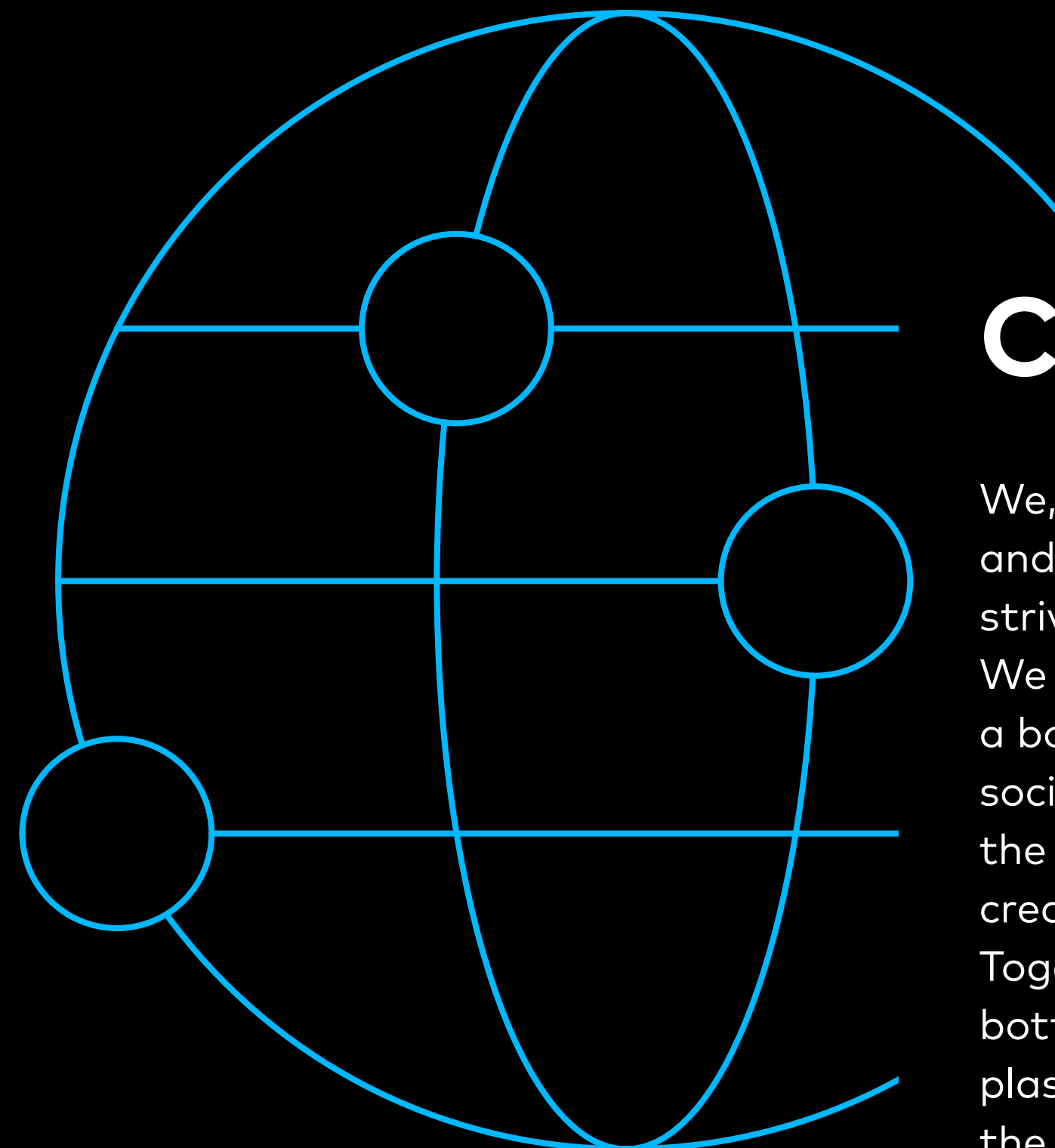
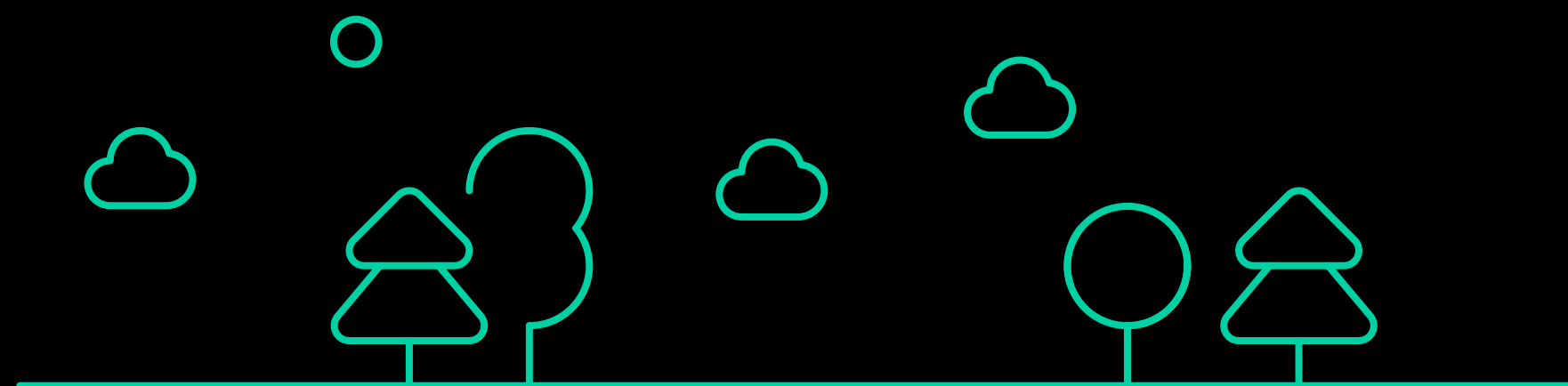


"56.6%  
of our  
vehicle  
pool  
is fully  
electric"



## CO<sub>2</sub>-emissions

As part of our B-Corp commitments, we have pledged to be net-zero by 2025 for CO<sub>2</sub>. As a starting point, we calculated our carbon footprint to gain insight into our environmental impact. This sets a baseline for our future efforts to reduce our emissions and it provides insight in what compensation we need to offset our CO<sub>2</sub> emissions. The majority of our emissions are currently from diesel and petrol usage, which we will phase out of over the next few years. Therefore, our CO<sub>2</sub> emissions will decrease significantly in the future. We're currently investigating planting tree options to further offset our carbon emissions.

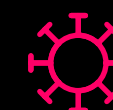
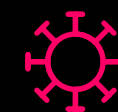
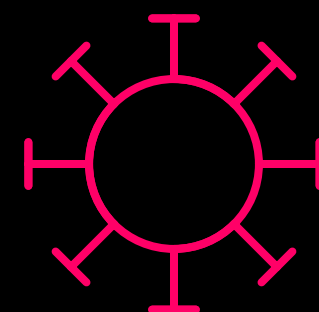


## Collaboration

We, as Nextview, also partner with and invest in initiatives that also strive to make a positive impact. We are a partner, shareholder and a board member of Plastic whale: a social enterprise which aims to make the world's waters plastic free and create value out of plastic waste. Together, we recycled over 5,000 PET bottles to build a boat from recycled plastic. To increase awareness of the issue of plastic in water, we use the boat to take our partners and customers fishing for plastic in the canals of Amsterdam. We also invite CEO's of every company we work for to be part of the Plastic Whale network, allowing for the opportunity to meet and talk about creating a better and cleaner world.

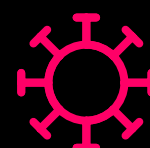
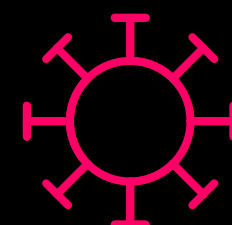
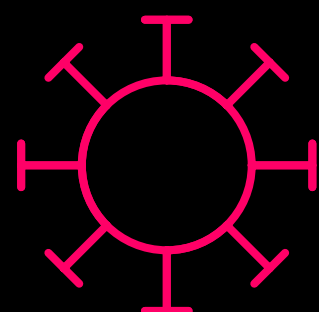
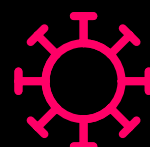
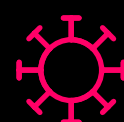
## COVID-19 pandemic

For all of us 2021 has been a challenging year. Our main focus was on keeping our people healthy. "Keep positive. Stay negative" was our motto. Providing a safe and hygienic workplace was a crucial element to live upon this motto. Therefore, we established company-wide guidelines (and subsequent updates) on topics such as mask-use, disinfection, working from home and at the office, and travelling abroad. Physical health, however, is not the most difficult aspect in such a pandemic. The mental state is of much bigger importance and requires a lot of attention. A great part of our colleagues has been working from home most of the time, with limited social contact.



Keeping our people engaged, motivated and happy is key. We organised weekly update calls from February 2020 until summer 2020, and from then on once every 2 weeks. In 2021 this transformed into a two weekly 'Week-end update', a fun and interactive way to close the week together. We also actively organised weekly remote trainings. To help colleagues connect and meet virtually, we have provided fun activities such as pub quizzes, virtual escape rooms and activity challenges. Next to that our management actively interacts with our colleagues on a one to one basis. Planning lunch walks, having an extra call to touch base on how people are doing. All with the aim to stay close to

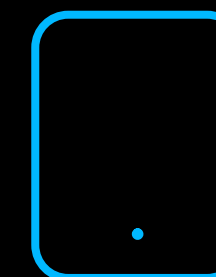
our people. We provide our people with the space to deal with these tough times, hence the launch of our Nextview Manifest (explained in chapter Labour). Celebrating milestones has remained an important part of our culture, with the virtual 100th employee party including a live set from DJ LaFuente. During these times we managed to keep the Nextview family together, for which we received great feedback from our colleagues. Starting in 2021, the annual 'Random Acts of Kindness' week has been given some extra attention in the form of a virtual office bingo as a reminder to stay kind to others and yourself, no matter how big or small the gesture.



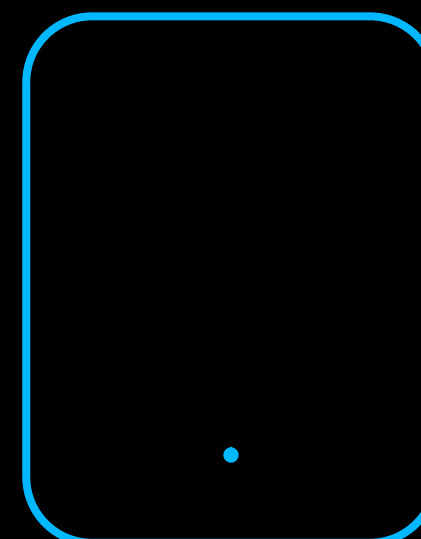
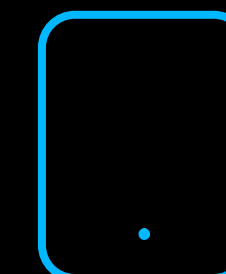


# Working from home: 'Remote but close'

Due to COVID-19 restrictions, working from home became the norm. We understand this was a challenging time for our employees, so we took measures to make the work transition as smooth as possible for our colleagues. To ensure a suitable home office, every employee received a personal budget of 200 euros. As of 2022 this personal budget is standard practice for every new hire, and every colleague receives a compensation of 2 euros a day. In addition, we provided 16 hours of special leave per employee. If a lockdown also includes school closures, employees can take paid leave to relieve the pressure of combining family- and working responsibilities. It is also possible for our colleagues to work temporarily abroad to be close to family, or to work part-time, meaning less than 40 hours a week.



Especially colleagues with children are confronted with an exceptional challenge during lock-downs and school closures: combining their work with childcare and education. To support their effort, we launched a chat group for employees with children. This group allows them to share tips and discuss the struggles they face. While primary schools and daycares were closed from time to time, we also compensated additional costs for babysitters between December 2020 and December 2021. This allowed our colleagues to relieve some pressure while doing their job.



# Collaboration

We have also partnered with several initiatives that are closely aligned with our company values:

- We have officially signed a commitment to further the United Nations Sustainable Development Goals. While all goals are important, we especially focus on 6 SDG's: Gender Equality, Decent Work and Economic Growth, Climate Action, Life Below Water, and Partnerships.
- We have partnered with Net4Kids and support them to create even more impact and come up with better solutions to achieve their goals. During our company Christmas campaign in 2020, we supported a girls empowerment project in Nepal. During our company Christmas campaign in 2021 we let everyone at Nextview pick where a donation on their behalf should go: the Net4Kids girls empowerment project in Nepal, the Vicki Brown Huis or Stichting Babyspullen.
- We have pledged to the Salesforce 1-1-1 initiative, meaning we donate at least 1% of

our time, products and services, and profit. In 2021 this was even 2.9%. In practice, we exceed this goal every year, even in less successful times for the company. We realise this by allowing our colleagues to use work time to support a cause they are passionate about. We ask them to reflect: where can we provide our services? We also take causes into consideration that our colleagues are passionate about and which they would like to see sponsored by the company via a donation. As a result, since January 2020 we contributed at least 1,286 hours of voluntary work for good causes and our communities.

- We also support the Dutch foundation Stichting Babyspullen, which aims to minimise the impact of poverty on babies and young children. Nationwide, they collect used and new baby equipment and use this to create baby starter packs for financially disadvantaged parents. We helped 'Stichting Babyspullen' to automate several parts of their processes, so volunteers have time to help clients instead of doing paperwork.

- Over the past years, several of our colleagues supported the Vicki Brown Huis in the Dutch city 's-Hertogenbosch via donations collected during spinning marathons. The Vicki Brown Huis provides a meeting place for everyone who is impacted with cancer in and around 's-Hertogenbosch. They help improve the quality of life of people suffering from this disease and their relatives.
- An essential part of our sustainability strategy is developed by our Positive Impact Team, which consists of enthusiastic people from various departments. Together, they come up with exciting ideas and ways to execute those to truly embed sustainability in our company culture and approach. The team also handles applications and maintains and improves sustainability-related initiatives and certifications like B-Corp and the Sustainable Development Goals. As such it can monitor our sustainability performance over time. This approach ensures that many actions we undertake connect with our colleagues and are organised bottom-up.

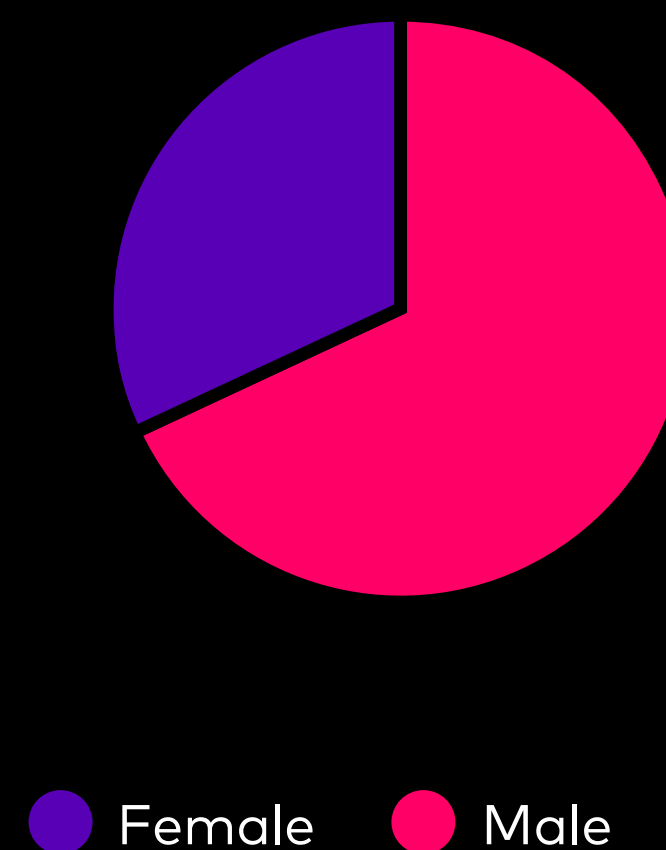


# Labour

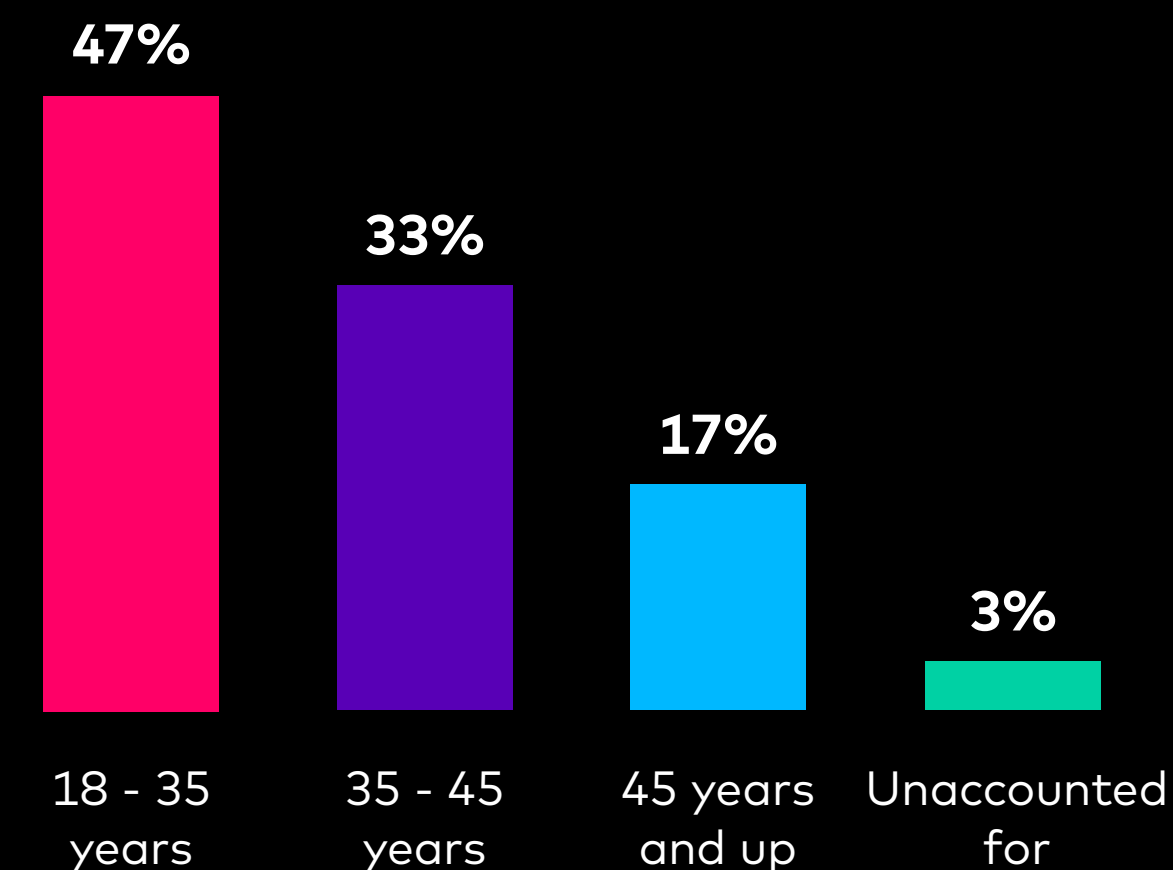
## Working at Nextview

Due to our success, we now have 122 people working with us in Germany and The Netherlands. We are proud, especially in our sector, of our achievement to improve the gender balance. 31.85% of our colleagues are female and 68.85% is male, and we will continue our efforts towards a more equal gender balance. We also take pride in having colleagues born in at least 12 different countries. Our people value the fresh perspective of the young as well as the knowledge of our experienced colleagues. 47% of our people are between 18 to 35 years old, 33% between 35 to 45 year and 17% 45 years and up.

Gender balance



Age



We are happy that 99% of our colleagues think Nextview is a great place to work. One element that we really cherish is the transparency of management. We aim to be transparent about our operations and ambitions. This is also reflected by research data: 92.9% of our colleagues believe that management keeps them informed about important issues and changes. Trusting our colleagues is also important to us, and 98.8% of our colleagues agree with the statement 'management trusts people to do a good job without watching over their shoulders'.

# Fostering diversity & inclusion

**We feel that an inclusive workplace where everyone feels engaged, regardless of their sexual orientation, religious beliefs, race, gender, disability, or age, is an important driver for our success. That's why we have incorporated this in our Code of Conduct. We also committed ourselves to an Inclusive Hiring Pledge and include training on diversity in our onboarding and further internal education. We aim to be inclusive when addressing our colleagues and our customers. We are actively engaged in fostering gender equality and aim for gender equality in our board. When we set up our Supervisory Board in 2021 we deliberately only searched for women to enable a 50/50 gender equal Supervisory Board. We had the same motivation for the new positions in our Management Board resulting in two women joining in 2021, our Managing Director for Germany and our Director of Growth and Talent.**

In 2021, we also addressed the topic of gender diversity at our quarterly company-wide Trailblazer Day to highlight, for example, the differences between gender identity, gender expression and biological sex. Recently, the first LGBTQ+ community within Nextview has been formed.



At Nextview, diversity and inclusion are part of our company culture. Therefore, we have developed or supported several initiatives to promote diversity and inclusion both in our company and in the sector at large:

- We work together with TechGrounds to foster diversity and inclusion within Nextview and to offer learning opportunities to people from various backgrounds. Techgrounds is an organisation which provides IT-education, and particularly targets women and people from diverse cultural backgrounds. As part of our collaboration, we hire people trained by Techgrounds, and offer students career advice, assignments to increase their work experience, coaching and specific training such as a Design Thinking training or Salesforce-related training.
- We believe that students benefit from a strong link between education and practical experience. That's why we partnered up with the German Steinbeis Hochschule, where students can work on projects at Nextview while enjoying their education. It is a 3-year dual bachelor program which provides a Bachelor of Science in Digitization & Transformation combined with theoretical and practical Salesforce experience. Students will also learn our Nextview way of working (WOW) from minute one. This collaboration allows us to gain fresh perspectives, while the students are learning on the job.
- We also work together with RefugeeForce, an organisation that offers Salesforce training to refugees in The Netherlands and Germany, by hiring from their Salesforce certification program. Apart from this hiring partnership, we also offer training to provide the classes with the necessary information for their Salesforce Admin certification, even if they are not employed by us afterwards. We also have a buddy system in place to also help alumni with their integration in The Netherlands, Salesforce related support, and job applications. We are happy to continue this collaboration with RefugeeForce in 2022.

**Bachelor of  
Science with  
Steinbeis  
Hochschule**

We are partnering up with the Steinbeis Hochschule to bring new talent into the Salesforce Ecosystem right after their graduation. This is a dual bachelor program which provides a Bachelor of Science in Digitization & Transformation combined with theoretical and practical Salesforce experience. Also they will learn our Nextview WOW from minute one. Estimated duration: 3 years.

# Wellbeing

It's all about our people. Therefore, we aim to improve the wellbeing of our people in multiple ways. We believe that if we connect, stay active, achieve, give, and keep learning, we can positively influence how people feel. To keep track of our collective wellbeing, we installed a Mood Ministry, a team of colleagues who continuously monitor the wellbeing of our people through monthly surveys. They use these insights to drive activities and internal (HR) improvements. The Mood Ministry works in close collaboration with our HR department.

One of the ways we connect with each other is by organising a company-wide Trailblazer day four times a year. During these days we exchange information, connect with each other, and most of all: have fun together! The Mood Ministry presents the results from the surveys in an entertaining way, such as in the format of a weather forecast.

Obviously, health is key when we talk about wellbeing. That's why sport memberships are available at a discount, fresh fruit is delivered at the Design Thinking Centers every week, and Dutch colleagues are eligible for collective health insurance. To motivate our colleagues to stay active, we also participate collectively in events such as the Roparun in 2019, and the spinning marathon in 's-Hertogenbosch to support the Vicki Brownhuis in 2020.

AT NEXTVIEW IT'S OK TO		
#01 ADD SOME GAPS AND SPACES IN YOUR DAY	#07 HELP YOUR COLLEAGUES	#16 DRINK BEERS WITH YOUR COLLEAGUES
#02 TURN VIDEO MEETINGS INTO A WALK AND PHONE CALL INSTEAD	#08 THINK F*CK IT SO NOW AND THEN	
	#09 BE SILENT ON OUR CHANNELS	#17 SAY NO WHEN THINGS GET TOO MUCH
#03 TALK ABOUT IT	#10 CELEBRATE AND SPRINKLE COMPLIMENTS	#18 MAKE MISTAKES AND FAIL
#04 HAVE A CRAPPY DAY	#11 BE CONFUSED	#19 OFFER FREE FEEDBACK
#05 NOT TALK ABOUT IT	#12 PLAN YOUR SPORTS AT 11:00	#20 START YOUR DAY LATE OR STOP EARLY
	#13 ASK FOR HELP	
#06 NOT CHECK EMAIL OR CHATTER OUTSIDE WORKING HOURS	#14 LAUGH	#21 TAKE A DAY OFF
	#15 HAVE A CRY	#22 SAY YOU'RE NOT OK

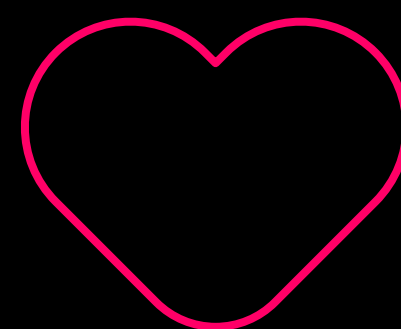
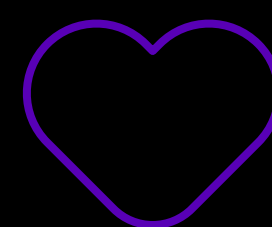
TOMORROW IS  
A NEW DAY. OWN IT





Last year we also launched The Nextview Manifest. A document, based on the Nextview values and principles, stressing the not-so-evident behaviour that also fits our culture. During the pandemic we found that people working fulltime from home sometimes suffered from anxiety. They were always 'on' and focused on (over) performing. We wanted to balance this behaviour, show that having a crappy day from time to time is also totally fine. We made these behaviours explicit in our Manifest and started to lead by example. This has really helped a lot of colleagues in their overall wellbeing! It also drove a more healthy work-life balance.

Flexibility improves performance and creates a happy team. Focused on output, we allow our colleagues to take as much time off as they would like and we introduced unlimited time off as the standard in 2021. As some colleagues need a threshold to prevent them from not taking any holidays at all, we have set a minimum level of 20 days off.



Under the pillar 'keep learning', we motivate our people to continuously develop themselves for which everyone is entitled to a personal training budget. We provide these options centrally as well as on an individual level. A learning track, Becoming a Trusted Advisor, was launched for selected colleagues in the organisation.



## Data protection

**Privacy and security are important elements of our Nextview way of working. We have several data protection guidelines in place. We pay attention to where we store our data, the devices we use, and how to gain access to data and systems, such as the use of one password logins to ensure entry to our data is secure and Multi Factor Authentication. We also ensure that our office and network are secure, that we have data protection & security contacts, and that we integrate privacy and security in our way of working.**



To ensure our data policies are up-to-date and the go-to person is clear for everyone, we have a dedicated data protection officer and security officer. To further protect privacy sensitive data, we have created a data registry for sensitive data. We also have a data breach register and data leakage policy: in case of a (suspected) data leakage, we report this to the manager, the Security Officer, and the Management Team immediately (and at the latest within 24 hours of discovery). The Management Team and Security Officer are then responsible to report to the authorities and the impacted individual(s).

Also in place is a policy regarding the software we use. We work in the Cloud as much as possible and therefore use Google Suite. During the on-boarding of new colleagues, we introduce the software, and we also offer security awareness training. Colleagues can install other software on their laptop but must be very conscious when doing so. We all have installed the protection software, which is a mandatory instalment to protect our devices. This is an autonomous cybersecurity package that identifies malicious behaviour, blocks, and remediates advanced attacks. We expect (and push) our colleagues to always perform the necessary updates.

Apart from the software, we also protect the devices we use. We use a tool to safeguard our devices, and security measures include Firewall configuration, hard disk encryption, auto-lock after inactivity and a password policy to ensure their security. Laptops can also be locked and wiped remotely.

## Confidentiality, conflict of interest, gift policy

We understand the importance of confidentiality. We keep our information confidential, and only share it on a need-to-know-basis with authorised people. This way, we safeguard the trust our clients put in us and prevent abuse of information.

We also aim to avoid any (perception of a) conflict of interest. Therefore, we ask our colleagues to keep us updated on their side activities and to stay alert if personal relations can cause conflicts of interest. To prevent situations that can be seen as potentially conflicting, we do not accept any payments and/or donations from third parties for our own gain. As we like gifts as much as every other person, we can accept occasional gifts with a value below EUR 50.



## Speak up policy and no retaliation

We want all our colleagues to feel safe to share information with their manager or HR if they become aware of unacceptable or prohibited behaviour via observation, or receipt of reports or complaints. Therefore, everyone can raise concerns confidentially, and we commit to protect the privacy and confidentiality of all parties involved as much as possible. As we value the ability to speak up freely, we prohibit retaliation against any colleague for raising concerns or supporting the investigative process that follows.



# Measurements of outcomes

Throughout this document, we have shared several specific outcomes of our actions. Here, we would like to highlight these aspects that we pay attention to on our journey towards sustainable success and progress on the UN Global Compact principles.

We track our time spent on voluntary work.

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We measure donations provided to our selected NGO's.

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We measure our people's demographics on gender, age, nationality, time with the organisation, level of seniority, and department. We keep track of our sick leaves and long-term sick leaves.

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We assess our CO2 emissions and keep track of the types of vehicles in our vehicle pool.

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We monitor the sustainability of our mobility package, by paying attention to our percentage of electric cars and use of public transport.

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The wellbeing of our colleagues is measured and tracked through regular surveys by the Mood Ministry.

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We assess our colleagues' satisfaction through a yearly Great Place to Work survey.

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We keep track of the scores we obtain from the audits for the B-Corp certification and aim to improve our scores with every audit.

# Mood Ministry's values



Improve connectedness  
among colleagues  
(with the same interest)



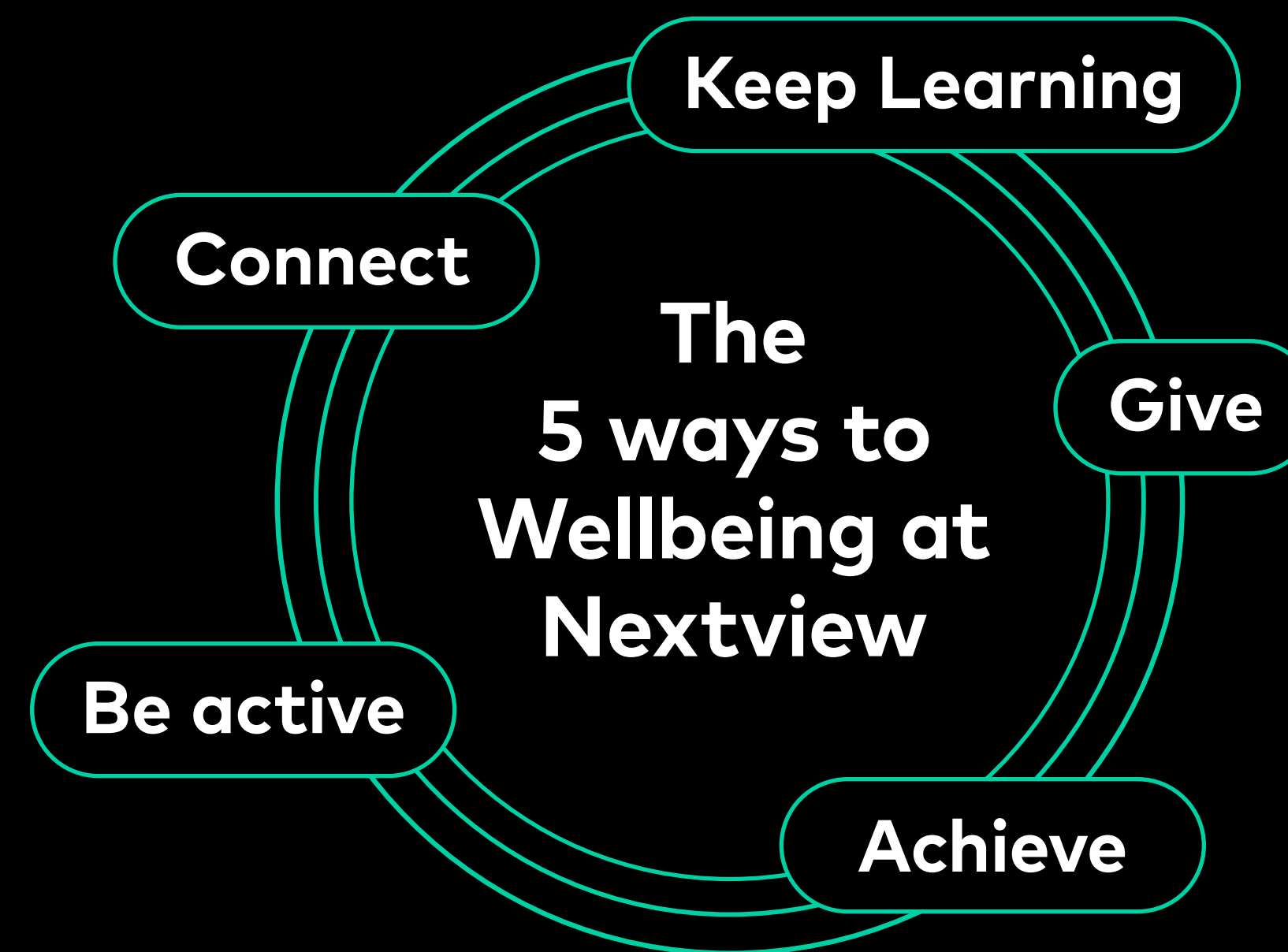
Inclusion of employees  
in all countries



Track and support  
the wellbeing



Being the link between  
colleagues and management  
regarding wellbeing



# Mood Ministry's focus



Through organizing (bonding) activities/ creating a framework through which everyone can organize activities.



Collecting and sharing wellbeing information through regular, short and fun surveys.

## Example of survey questions: The Mood Meter

Questions for 5 ways of wellbeing at Nextview

Connect	Be active	Achieve	Give	Keep Learning
<p>I feel Nextview organizes enough activities that make me feel connected to my colleagues and to the company.</p> <ul style="list-style-type: none"><li>• Fully disagree</li><li>• Somewhat disagree</li><li>• Neutral</li><li>• Somewhat agree</li><li>• Fully agree</li></ul>	<p>What's the status of your walking shoes?</p> <ul style="list-style-type: none"><li>• Which walking shoes?</li><li>• They're somewhere in the back of my closet.</li><li>• I take them out for a walk about once a week.</li><li>• They get fresh air regularly.</li><li>• The soles have got holes.</li></ul>	<p>Do you feel you get the chance to take ownership?</p> <ul style="list-style-type: none"><li>• No I cannot take any ownership.</li><li>• I can only take ownership sometimes.</li><li>• It's somewhat often enough.</li><li>• I can take ownership whenever I really want to.</li><li>• I feel empowered to take ownership.</li><li>• I am taking ownership all the time.</li></ul>	<p>How often have you actively complimented your colleagues last month?</p> <ul style="list-style-type: none"><li>• I always forget to purposefully compliment others.</li><li>• I compliment others only when I am asked to.</li><li>• I sometimes compliment others when they've achieved something big.</li><li>• I regularly compliment others.</li><li>• I compliment others as often as possible.</li></ul>	<p>To what degree do you use the opportunities to learn within Nextview?</p> <ul style="list-style-type: none"><li>• Honestly, never.</li><li>• Only when it is mandatory.</li><li>• Sometimes.</li><li>• Whenever I have a bit of time.</li><li>• I take all opportunities I can get and spend a lot of time learning new things.</li></ul>



# Wellbeing

## Improving the Wellbeing at Nextview

Continuously gathering survey results.

Trend analysis over time.

Activities based on analyses and feedback.

Cooperating with HR/Back Office.

Framework for wellbeing.

Trailblazer Days as additional point of contact to colleagues.

Newbies Group to help new joiners.

Mental  
Wellbeing

On site

Foreground

Veterans

Physical  
Wellbeing

Online

Background

Newbies

**nextview...**

Design·Led  
Salesforce  
Consulting



**Great Place to Work**  
Best Workplaces  
2017/18 / 2018/19 2019/20 /  
2020/21 / 2021/22



**Glassdoor**  
5 Star Rating

**FD Gazellen**

**FD Gazelle Award**  
2013, 2014, 2015, 2016, 2017,  
2018 & 2019



**Certified B Corp**  
2017 & 2018  
Best for Workers



**Salesforce Platinum**  
Summit Partner  
430+ certifications



**Kununu**  
Score  
4,9