

CSR at Raetsheren



Raetsheren is an independent international insurance broker, with NNAM and Beaufort being a part of it. At Raetsheren, we place significant importance on sustainability, people, and the environment. That's why Corporate Social Responsibility (CSR) is already integrated into our business operations to an increasing extent. After all, CSR is essential in 2023. We have established a dedicated CSR team for this purpose, which works closely with the management team to continuously explore ways to shape our social responsibility and keep the organisation informed about our progress. To provide a clear overview of our initiatives and objectives for the future, we have compiled this one-pager.

Company facts

Founded in

1768

210+
employees

Head office in
Alkmaar

People and society

One of our core values is integrity and trust. We ensure a safe and healthy working environment that is free from discrimination and undesirable behaviour. All our employees have equal access to training and courses, enabling them to reach their full potential and continue their personal development.

In 2022, we established a partnership with **OpenUp**. Through this collaboration, our colleagues have unlimited and free access to consultations with psychologists, group sessions, mindfulness, and more, available within 24 hours. This allows our employees to approach OpenUp anonymously, in addition to HR or their manager.

Furthermore, we prioritise health and vitality. That's why we organise the Raetsheren Fit Week twice a year. During this week, we encourage our employees to engage in more physical exercise, reduce stress, and maintain a healthy diet. In 2023, we plan to expand on the activities initiated during the Fit Week. In May, we will be exercising together on Thursdays for four consecutive weeks.

Environment

Raetsheren's activities have various impacts on the environment. We strive to enhance our environmental performance by, for example, raising awareness among our employees about paper consumption and encouraging paper-saving practices. Moreover, we aim to improve the efficiency of our services and administrative processes through digitization, which reduces the long-term consumption of paper. Digitization also enhances process clarity, saving time for both employees and customers.

Additionally, Raetsheren is committed to reducing CO2 emissions. Our employees are provided with the option to choose an electric lease car, and we are actively developing a bicycle plan as well.

CSR-activities

At the end of 2022, it was decided that our team and company outings will focus on Corporate Social Responsibility (CSR). We requested input from all employees, and we received numerous valuable ideas that showcase the social engagement of our workforce. Eventually, we narrowed down our options to three choices: Sup Clean-up, Build a Bicycle for Africa, or Expedition Rubbishon. Each department can decide which activity they prefer. This approach allows our teams to celebrate achievements together while participating in socially responsible initiatives.

Volunteering

NLdoet

On Saturday, March 11 2023, we had the opportunity to roll up our sleeves with a total of 6 teams from Raetsheren for NLdoet. Every year, Oranje Fonds organises this large volunteering initiative. From folding baby clothes to renovating parks, we are grateful to our employees for their efforts in Heerhugowaard, Alkmaar, Heemskerk, Rotterdam, and Hilversum.

JINC

In our opinion, every child has talent. Therefore, we contribute to equal opportunities within our society. We do this by providing job application training through JINC. Every year, six teams of two people from our organisation participate in this project and contribute their part. Additionally, we participate in **JINC Baas van Morgen**, where children growing up in socio-economically disadvantaged areas get to spend a day in the seat of our CEO.

Annual market event

After the successful market event last year at Scheveningen beach, we knew right away that we wanted to organise another market event in 2023. On June 8, 2023, Raetsheren and EMN will jointly organise the Magical Market Event. We are organising this event to further connect various parties and individuals in the market in an informal way. But equally important is the fact that we will collectively work towards a good cause. This year, we have chosen Villa Pardoes!

Villa Pardoes offers unforgettable holiday experiences to Dutch families with a seriously ill child between the ages of 4 and 12. It's about families who dream of a carefree week together, enjoying each other's company. Villa Pardoes helps them forget everything else and create beautiful memories together.

Contributions to charities

We contribute ad hoc to charitable causes, sometimes in collaboration with other companies. For instance, in 2023, we will be participating with Allianz in a canal clean-up on a sup-board.

After the devastating earthquakes in Syria and Turkey, there was a great need for emergency relief. The Netherlands is known for its effective coordination in such situations, but it requires sufficient financial resources to do so. As Raetsheren, we wanted to contribute to this cause. The great thing is that the desire to contribute was widespread within our organisation. Therefore, we decided to donate €25 per employee to Giro 555.

In addition, we encourage our employees to support charitable causes, such as donating their vacation days to JINC.

Diversity and Inclusion

Attracting and retaining talent is a top priority for us. That's why one of our core values is being a preferred employer. We aim to create a diverse workforce, encompassing different educational levels, ages, genders, sexual orientations, and cultural backgrounds. We continuously strive for increased diversity at all levels of our organisation. The competitive labour market presents an opportunity for us to further enhance our diversity efforts by also focusing on other under-represented groups.

Research into areas for improvement

We are pleased to announce that one of our esteemed employees, Mariël Verhagen, is currently undertaking a dedicated research initiative within Raetsheren. She is meticulously examining our operations to identify potential areas for improvement. She is playing a pivotal role in our continuous improvement efforts. We anticipate the valuable insight that she will uncover as we strive to enhance our workplace and operations.