

# CSR at Raetsheren



At Raetsheren, we value sustainability, people and the environment. For this reason, Corporate Social Responsibility (CSR) is already increasingly embedded in our business operations. After all, CSR is essential in 2024. We continuously look at how to give shape to this social responsibility and keep the organisation up to date on this. We would like to mention a few social projects and initiatives in this document.

## Company facts

Founded in  
**1768**

**210+**  
employees  
(fte)

head office in  
**Alkmaar**

## Contributions to charities

We support the Krajicek Scholarship programme and the Krajicek Academy. Young people help sports leaders at Krajicek Playgrounds and receive a scholarship in return. Raetsheren contributes to this programme and helps young people develop personally, gain experience and complete their studies.

We also contribute ad hoc to charities, sometimes in collaboration with other companies.

Together with one of our business partners, Allianz, we held the first Clean up action in the Alkmaar canals in 2023. The aim was to remove as much waste as possible from the canals in two hours. With an enthusiastic and sporty team - standing on our sup boards - we removed 241.5 kg of waste from the canals.

After the terrible earthquakes in Syria and Turkey, the need for emergency aid was great. The Netherlands is known for the way it knows how to respond. As a country, we know how to coordinate things well, but to do so requires sufficient financial resources. As Raets hosts, we also contributed to this.

Finally, we encourage our employees to support charities such as Villa Pardoos, Stichting DierenLot or Stichting Ambulancewens. Every employee could donate €20 through Raetsheren in December 2023, by passing on their choice to us.

## Annual market event

Our annual market event is now a tradition. For more than 10 years, we have organised this event, together with EMN and GRM, to connect various parties and individuals in the market in an informal way. But not unimportant is the fact that we jointly commit to a good cause.

Last year we committed to Villa Pardoos, and this year we did so again. Despite the efforts, everyone was enthusiastic to contribute, and we handed over a beautiful cheque to Villa Pardoos.

In 2024, we did not organise an outdoor event in June, but an indoor Beach Volleyball Tournament at The Beach in Aalsmeer on 26 September. We really enjoyed it.

So, the event was once again dedicated to Villa Pardoos. Villa Pardoos offers families with a seriously ill child between 4 and 12 years an unforgettable holiday. A week of carefree enjoyment and making beautiful memories for the whole family.

## Voluntareering

### NLdoet

On 16 March 2024, we rolled up our sleeves with several groups of colleagues during NLdoet. A great initiative of Oranje Fonds in which we gladly participate every year. This year, for instance, we made swimming pool de Bever summer-ready, helped out at the clothing bank in Egmond and spruced up the children's farm in De Rijp.

### JINC

In our view, every child has talent. We therefore contribute to equal opportunities within our society. We do this by giving job application training courses through JINC. Every year, we participate in this project and several teams of two contribute. In addition, we participated in JINC the Boss of Tomorrow. Children growing up in areas of socio-economic disadvantage were allowed to sit in the chair of our CEO and COO for a day.

## Collection actions

In June, we made an appeal to employees to bring fresh (summer) shoes. We took these away to Because We Carry's collection point. Because We Carry helps mothers on the run, because every mother wants the best for her child. Greek summers are super hot and there is often no cooling in the camps. There is no money for shoes: that is why we help by collecting sandals, crocs and trainers.

We also collect plastic caps to support the training of KNFG guide dogs.

## Environment

### Materials

Raetsheren's activities impact the environment in various ways. We strive to improve environmental performance by, for example, paying attention to our employees' paper consumption and creating awareness about this. As for printers and copiers, they have a standby and powersafe mode. We are also making our services and administration processes more efficient by digitising. A concrete example of this is that we work with the electronic Insurance Exchange System (e-ABS). Through e-ABS, organisations can exchange data online among themselves about quotes, policies and claims. Digitisation saves a considerable amount of paper in the long run. Digitisation also makes processes clearer, saving the time of both employees and customers.

For other purchases of toilet paper, hand towels, soap, desks, tea, coffee, sugar, milk, coasters, computers, monitors, etc., we always check the extent to which the products have an energy-efficient label, are sustainable and socially responsible (produced). We put product quality before price.

### Electricity

Our offices are located in multi-tenant buildings. This makes our energy consumption difficult to measure.

### Water, food and drinks

Water consumption within our offices is minimal. Raetsheren does not have a company canteen. However, we only buy sustainable coffee and provide our employees with fresh fruit every week.

## Mobility

Reducing CO2 emissions is being addressed at Raetsheren. More environmentally friendly plans are being made about visiting relations. This means that visits are combined, reducing the number of kilometres driven. In addition, the purchase of A-label, hybrid or electric cars is encouraged. Moreover, a bicycle plan has been realised and, thanks to Lease A Bike, many employees already cycle on an e-bike.

## Working and welfare

Integrity and trust are core values of Raetsheren. We are committed to a safe working environment. This means not only a working environment free of discrimination and undesirable behaviour, but also a focus on road safety and vitality.

We give our employees equal access to GoodHabit, a platform with various training courses and assessments for self-insight and skills development. This is an additional tool alongside other training opportunities. Additionally, we help prevent 10,000 accidents every year with the e-Driver programme of the Alliance Stop Traffic Accidents and offer free safety training to vulnerable groups.

Health and vitality are important to us. That is why twice a year we organise Raetsher fit week with activities for exercise, stress reduction and healthy eating.

## Diversity and inclusion

Attracting and retaining talent is a top priority for us. Therefore, one of our core values is to be an employer of choice. We strive to create a diverse employee group, with different educational levels, ages, genders, sexual orientations and cultural backgrounds. We continuously strive to increase diversity at all levels of our organisation. The competitive labour market offers us an opportunity to further strengthen our diversity efforts by targeting other underrepresented groups as well.