

RESPONSIBLE BUSINESS

(our social plan)

What we believe in, what we stand for and how we do it!



MOUNTAIN

HOW DO WE COMMIT OURSELVES TO THE WORLD AROUND US?

Social

- ✓ We support social goals by using our profession
- ✓ We are a company where schools like to accommodate their students

Sustainability

- ✓ We want to keep our footprint as small as possible;
- ✓ We travel wisely; we use public transport or bicycle as much as possible
- ✓ Our commercial vehicles are electrically powered
- ✓ We have meetings online as much as possible
- ✓ We only heat the rooms that are in use
- ✓ The lighting is only on in the rooms that are in use
- ✓ Our lighting is based on LED
- ✓ We only print for presentations
- ✓ We print on A4 instead of A3 format
- ✓ Presentation board material is re-used



HOW WE WORK TOGETHER

Behaviour

- ✓ We do not use offensive language
- ✓ We watch over each other's physical integrity

Equality

- ✓ We do not distinguish by nature, origin or religion
- ✓ Respect and safety are always central
- ✓ Remuneration is on an equal basis for everyone

Health

- ✓ We encourage a healthy lifestyle
- ✓ We do not offer sugary products
- ✓ Fruit and healthy snacks are always available
- ✓ There is always a salad available at lunch
- ✓ After lunch we walk Luna, our company dog

Internet

- ✓ The Internet is used safely
- ✓ We do not download files that have been obtained illegally

Mentality

- ✓ The organization is open and accessible
- ✓ We strive for a personal culture
- ✓ Respect and trust are at the basis of everything we do
- ✓ We help each other, at work and if necessary privately
- ✓ We stimulate everyone's and each other's personal development

Stimulants

- ✓ We do not use alcohol or stimulants during office hours
- ✓ We are sensible with alcohol at parties

Safety

- ✓ There are two first aid/responders in our company
- ✓ Our confidential adviser is E. Kloosterman (for integrity issues)

Working conditions

- ✓ A healthy Work-Life balance comes first
- ✓ Working overtime is not encouraged and we only do it if it is really necessary
- ✓ We have good ICT and office facilities

WHO WE WORK WITH

Suppliers

- ✓ We work as much as possible with suppliers who work on their social and ecological impact

Clients

- ✓ We do not work for socially undesirable clients
- ✓ We exclude clients who maintain the relationship based on power
- ✓ Where possible, we advise on the possibilities of sustainability

