ABOUT THE REPORT

Nexio Projects values transparency and putting our values into practice. The purpose of this report is to tell our story, one which we are very proud of, in the hope that it inspires and motivates others to join us on the path towards a better future. We are a passionate and ambitious company and are driven by the positive impact that we make in this world, as individuals and as an organisation. By telling our story, being transparent about our impacts, and giving insight into how we approach and simplify the far-reaching realm of sustainability, we hope to provide an idea of who we are, what we do, and the impact we want to create.

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MESSAGE FROM OUR CEO

To our remarkable Nexio community,

It is with great pride that I present you with Nexio Project’s 2019/2020 annual report. This report showcases Nexio Project’s growth and achievements, and more importantly, aims to serve as an example of our contribution to spearheading sustainability as an integral part of any organisations’ move towards the future. Sustainability has become part of a growing consciousness, contributing to the context and vision needed to address the issues of the world today. Over the last few years, Nexio Projects has positioned itself as a trusted facilitator of sustainability and strong partner to organizations spanning across continents and a myriad of sectors. Not driven by short-term results, we take a broader perspective by generating inclusive and long-lasting impact.

The growing attention placed on sustainability has also highlighted the importance of shared responsibility, leading to the fundamental understanding that cooperation is at the heart of solving the many challenges that lie ahead. It is with this conviction that Nexio Projects remains committed to promoting and accelerating the integration of sustainability as a core pillar of business decision making processes. Through our efforts, we are continuously working towards our vision of a collaborative world where sustainability is standard practice.

To accelerate this vision, we have recently aligned ourselves with the Sustainable Capital Group. Combining expertise in sustainability and corporate finance, we provide a novel approach to green financing and support businesses and investors to achieve their sustainable ambitions.

Nexio Projects prides itself in being an organisation with a distinctive culture. Our Nexio DNA puts gratitude, boldness, transparency, and impact at its forefront. Together with our colleagues around the world, we work passionately towards empowering organisations in their transition to a more sustainable future.

On behalf of Nexio Projects, I would like to take this opportunity to show my appreciation to our stakeholders for their continued support and trust in our company. A relationship based on ambition, bold decision-making and transparency has proven to be invaluable in working hand in hand towards a more sustainable future. Lastly, I would like to express my gratitude to all my Nexio Projects colleagues around the world for their enthusiasm, commitment, and dedication to this great cause we are working towards.

Marc Roodhuyzen de Vries
CEO, Nexio Projects
2019 was a tumultuous year, one that has caused some to call it “the year of protests”. Hong Kong was rocked by the biggest protests in the country’s history, while protests in Algeria and Sudan saw their respective presidents ousted. As a sign that powerful protest action cuts across all nations and ages, 2019 also saw the rise of climate activist Greta Thunberg who kickstarted a global movement of school strikes. Likely the largest climate strike in history, 20 September 2019 saw 4 million protestors, most of them school children, gather at 4500 strikes around the world to demand immediate action on climate change from world leaders.

And rightfully so, as 2019 ended up being the second warmest year ever recorded during the NOAA’s 140-year climate record, just behind 2016. This global movement of climate protests, and the increasingly worrying signs of the harmful impacts that our industrialised societies are having on our planet and its people, are stark indicators that we are in need of change. Promisingly, change is already being instigated throughout all sectors of society, from government level all the way down to a Nobel Peace Prize nominated 16-year old schoolgirl.
Facilitators of Change

We at Nexio Projects don’t just welcome and embrace this change, we have made it our mission to facilitate, streamline and simplify it as much as possible. While governments around the world are enacting tougher laws and regulations to clamp down on environmental damage, social injustice and unethical business practices, companies are starting to realise that organizational resilience depends on moving beyond compliance. A rapidly growing body of research is reinforcing the strong link between good corporate sustainability practices and financial performance, with one meta-analysis finding that 80% of studies on the subject find a positive link to stock performance. Investors and financial institutions are not only aware of this but are actively and rapidly changing their policies during what some have called ‘the coming of age of sustainable investing’. Moving beyond compliance should not be seen as simply meeting the evolving expectations of investors and customers, but rather as an opportunity for companies to future-proof their business models and transform into vehicles for positive impact.

Translating Passion into Practice

What exactly does this mean in practical terms? Embedding sustainability within your business model has been shown to improve stakeholder relations, operational efficiency, risk management and innovation. This in turn drives greater profitability and lower cost of capital, which delivers short-and-long-term value creation for shareholders and society. To put it simply, a sustainable business model drives business and societal success, and ensures long-term survival. This concept extends beyond a company’s own operations.

We need to look no further than Nike’s sweatshop scandals or Apple’s supplier labour controversies to realise the importance of taking responsibility for your supply chain. The World Economic Forum has even shown that sustainable supply chain practices reduce supply chain costs by 9-16%. As executive partners of EcoVadis, a world-leading sustainability rating provider, we know first-hand the importance and value of embedding sustainability not only within your business, but also throughout your entire value chain. As a result, we have seen a rapidly growing trend of companies using sustainability criteria during supplier selection. The CDP also reported in 2019 that 43% of their supply chain members even deselected existing suppliers based on their environmental performance. We expect this trend to not only continue but to accelerate in 2020 and beyond.
An Historical 2020
Which brings us to where we are now. If 2019 was seen as a tumultuous year, how can we describe the first half of 2020? Unfortunately, the Amazon wildfires towards the end of 2019 already became a distant memory once our newsfeeds were filled with reports of the Australian bushfires. Scientists were quick to point out these fires’ link to climate change. While the fires in the Amazon have a very politicized link to deforestation, both are incredibly complex issues that require urgent action. 2020 also saw a largely unexpected global pandemic take a firm grip on our unprepared society, an historical event that will permanently shape our society and placed human healthcare at the top of our priorities. As challenging as these events might seem, we at Nexio Projects believe that every company has a role to play in these global issues and that every action (or inaction) makes a difference. The importance for every business to manage their greenhouse gas emissions, ensure their supply chains do not contribute to deforestation, and to protect the health and wellbeing of their employees and stakeholders can never be downplayed.

Looking Back but Moving Forward
The past year was a pivotal year for sustainability. Global mindsets and corporate behaviour towards environmental and social issues evolved considerably and should provide us with hope for the future. There is no denying that the wheels that move us towards a sustainable future are turning, albeit slower than is needed. As mindsets have evolved, so have we at Nexio Projects. Our client base and range of services have expanded considerably, prompting an exciting move to a much larger (but still very sustainable!) office. We formed new and exciting partnerships that will help us further unlock the incredible value that sustainability can provide and developed a unique framework that guides our work and ensures we stay true to our goal:

To Simplify Sustainability.

As the world continues to battle with COVID-19, our work continues full steam ahead. Working remotely is nothing new to our passionate team as we have always tried to minimise travelling to reduce our own emissions (we do in fact practice everything we preach). We have seen many of our clients use the time and capacity they have right now to further embed sustainability into their business models to ensure they are leaner, greener and more resilient when the world returns to normal. This future-forward thinking is highly encouraged and will ensure we continue to make progress on the other global issues that we face.
1. Our Story
Nexio Projects was founded in 2017 by Marc Roodhuyzen de Vries and Paul Keser after experiencing first-hand how companies were struggling to understand and incorporate sustainability as a core pillar of their business decision making processes. They saw a need and a demand for expertise that not only provided consulting services, but would also facilitate every step of their sustainability journey. Since then, Nexio Projects has grown to almost 20 passionate employees and a client base that spans 3 continents.

We have worked with companies of all sizes, from single-employee SMEs to listed corporations, throughout a rapidly expanding collection of industries, from promotional products to chemical manufacturers. Our range of services has expanded as we continuously innovate our approach to sustainability and empower organisations in their transition to a more prosperous future.

Since 2019 Nexio Projects is a certified Bcorp member, and in the beginning of 2020 we achieved the platinum EcoVadis Sustainability Rating, placing us in the top 1% of companies within our sector.
Not why. That's a given. Nexio Projects simplifies sustainability and supports companies to address the what and the how.

**OUR SERVICES**

As sustainability continuously evolves, so do we at Nexio Projects. In the past year we expanded our services in-line with our experience and expertise. We pride ourselves with being able to walk the entire journey with our clients, from developing and implementing sustainable policies and procedures to assessing and reducing environmental impacts. From qualified engineers to experts in communication, our team respond to specific needs or provide insourced sustainability managers.
OUR NEXIO DNA

**Our Mission**
Empower organizations in their transition to a more prosperous future by simplifying and passionately facilitating sustainability.

**Our Purpose**
Promote and accelerate the integration of sustainability as a core pillar of business decision making processes.

**Our Vision**
A collaborative world where sustainability is standard practice.

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**We are bold.** We are not afraid to take risks and step out of our comfort zones. We inspire our partners and ourselves by being intrapreneurial and innovative facilitators, thereby building a strong and resilient Nexio Community that will shape a better future.

**We work as a team,** not as individuals. We nurture the links between people by maintaining an open, honest and trusting work environment, where every voice counts. We believe that continuous reflection and showing gratitude are vital for preserving integrity and passion within our team.

**We are an impact driven community** both internally and externally. We empower our team by giving them the freedom to take initiative and develop themselves personally and professionally. Our work creates lasting impact for all our stakeholders through constant optimisation of our capabilities and development of innovative solutions where continuous planning and acting are key.

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**Bold**

**Transparent**

**Impact Driven**

**Nexio DNA**

Our core values are part of the DNA of our team. We do not only believe in these core values, we live by them. Each member of our team wants to make that difference the world needs today and we believe that can be achieved in a bold, transparent and impact driven way.
At Nexio Projects we are passionate about making real and positive impact but know that we won’t be able to do so on our own. There are many organisations out there that live by the same morals and we strongly believe that strong collaboration is the key to achieving a much greater impact.

The past year was not only a year of tremendous growth for us, but also a year of forming several exciting new partnerships. Our relationship with EcoVadis continues to go from strength to strength as we help our clients improve their sustainability ratings on EcoVadis’ world-leading platform. Our new partnerships with Quentic, Natural Capital Partners and Eveda Capital have enabled us to expand our services and provide credible software, sustainable finance solutions and carbon neutral certification for products, companies and services.

**EcoVadis**

... is the world’s most trusted provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. **EcoVadis**’ easy-to-use and actionable sustainability scorecards provide detailed insight into environmental, social and ethical risks across 198 purchasing categories and 155 countries. In 2020 Nexio Projects has become the first global partner of **EcoVadis**. We work closely with our clients to ensure their **EcoVadis** assessments are done accurately and to help them improve their sustainability rating, and hence their sustainability performance, in the long term and short term.
Quentic

... is an industry leader in standardized HSE software solutions. Their award-winning software provides a unified platform for all tasks, data and information on health, safety and environmental protection, helping our clients to manage their companies cost-efficiently, securely, sustainably and in an environmentally friendly way. As our sustainability software partner, Quentic provides the platform that many of our clients need to manage and report the data needed to make informed sustainability decisions.

Eveda Capital & The Sustainable Capital Group

... Eveda Capital was founded in 2007 and develops investment, management, financing and M&A solutions for project developers, institutional and private real estate investors. Eveda is known for their hands-on approach and do not shy away from operational involvement, as is needed in today's highly dynamic market.

Together with Eveda Capital, we have teamed up to form The Sustainable Capital Group (SCG). SCG combines our expertise in finance and sustainability to match institutional investors and financiers who want to finance sustainability projects with companies that want to reduce their environmental footprint and give substance to Sustainable Development Goals (SDGs). With special attention to the Real Estate, Energy, Mobility and Agrifood sectors, we provide assistance at the strategic and operational level with customized funding solutions.

Natural Capital Partners

... was founded more than 20 years ago, pioneering the concept of offsetting emissions through tree planting programmes. With businesses’ increasing interest in taking action on climate change, they launched the world’s first carbon neutral standard – The CarbonNeutral Protocol. The Protocol, which is updated annually to reflect the latest scientific and industry best practice, provides a clear set of guidelines for businesses to achieve carbon neutrality. As Nexio Projects’ carbon neutral partner, Natural Capital Partners ensures credible, high quality carbon neutral claims in accordance with the requirements of The Protocol.
2. Our Impact
We aim to make a difference not only with the work that we do, but also through other initiatives that make the best use of our knowledge and experience. We are continuously looking for opportunities to help make the world a better place on any scale, and work hard to inspire others to do the same.

Over the last three years, we have built scalable processes, partnered with like-minded organizations, shaped by an enthusiastic and mission-driven team to empower our clients in their transition to a more prosperous future. It is a real joy to witness Nexio Projects’ growth from ideation into a thriving organisation with an ever expanding group of clients, partners and alliances in a growing number of countries around the world. The collaborative, bold and impact-driven approach our team has adopted is foundational in our everyday work and we are more motivated than ever to accelerate the shift to a more sustainable future.

OUR IMPACT

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Our Clients and their Industries
From chemicals to fast moving consumer goods, and from logistics to navigation, we work with clients across all industries to identify sustainable opportunities and create value for their specific needs and challenges. Working towards a common goal, we aim to simplify sustainability and facilitate making it achievable for everyone. Thus, we see our clients as key partners on our joint path to achieving this.
**Initiatives With Universities**
If this world is going to make a miraculous comeback it will be because of the actions of our future leaders who are currently being nurtured and shaped within universities, schools and other institutions around the world. To help facilitate this, we collaborate with universities on a continuous basis through research projects, guest lecturing, panel discussions, thesis supervision, and other activities which aim to broaden students’ understanding of sustainability and the potential for positive impact. Our engagement here aims to build dialogue and seek solutions to these challenges using our respective expertise and perspectives. This forms part of our continuous pursuit for innovation and ensures we stay ahead of the rapidly evolving sustainability sector.

**Our Community**
As sustainability affects us all on our daily basis we at Nexio strive to expand our impact on those around in our community. While our Rotterdam office donated to a local hospital, our colleagues in China have been engaged in conducting a waste picking day to help create a cleaner city.

**Sharing Knowledge**
Sustainability is a field of fast-moving developments. At Nexio Projects we consider staying up to date and sharing our knowledge and expertise as a great opportunity to advance sustainable thinking and spark constructive discussions. We publish monthly articles and offer webinars on relevant topics, and use this as an opportunity to discuss advancements in research, developments in the business world, possible solutions to global issues, and other relevant topics related to sustainability. With additional sustainability tips coming personally from our different team members, we also strive to increase awareness on the various subjects.
To approach sustainability on a global level and to move towards creating a better world, in 2015 the United Nation General Assembly launched the Sustainable Development Goals (SDGs). Ranging across various areas of significance in creating the foundation for a prosperous and peaceful future, the UN identified 17 goals and an agenda to be reached by 2030. Covering topics such as gender equality, improving health, preserving nature and fostering economic growth, the approach recognizes the interdependence of the different goals in creating positive social and environmental impact.

The SDGs provide a valuable framework for working towards the vision of a better world and help institutions worldwide to streamline their efforts. All 17 goals comprise individual targets and indicators, making it easier to identify specific actions that support the overarching goal and to monitor short- and long-term development.

We at Nexio Projects have decided to prioritize the following SDGs due to their relevance to our current operations. We have aligned our company policies and objectives, as well as our work with clients and other stakeholders, with the outlined goals and their underlying targets. To ensure continuous movement towards the established ambitions, we strive to help achieve these goals not only through our own actions, but also through the advice given to our clients and the impact created by the initiated change.

Internally, we strive to ensure that quality education is a given by enabling our employees to develop knowledge and skills via continuous learning opportunities and providing training and value-adding support wherever possible. Extending our range further, we at Nexio Projects are working in cooperation with universities, students and our clients, to enable a continuous sharing of knowledge (see Chapter 3).

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.
Ensuring sustained and inclusive economic growth are fundamental aspects of moving towards a sustainable future and align closely with the overarching ambition to promote global health and living standards. We at Nexio Projects strive to lead by example as we are keen to offer and ensure equal opportunities for everyone (see Chapter 3). Transferring this to our clients, we take the initiative to educate them about employee health and safety standards globally and prompt them to implement these where needed.

Ensure sustainable consumption and production patterns.

As we have reached (and overstepped) the limits of sustaining humanity with the current resources of our planet, rethinking our consumption becomes one of the most significant challenges for our generation. For Nexio Projects we see that our biggest impact is to ensure this message is transferred to our clients, and within their supply chains. Thus promoting such awareness and aligning transparency have become one of our focus points during our joint projects. Looking at how we ourselves can help prosper such change we have set ourselves the ambition to decrease our waste generation, by reducing and optimizing consumption and via reusing and recycling efforts.

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Achieving the vision of a prosperous and peaceful future, as envisioned by the 2030 Agenda, can only be reached with a global joint effort. At Nexio Projects, we believe that Sustainable Development is our joint vision and thus our joint task. Our clients are our partners in tackling the challenges ahead, and only in partnership with our clients and other stakeholders can we achieve the envisioned targets.

Promoting The SDGs To Our Clients

While we proactively focus our efforts on helping to achieve the previously mentioned SDGs, we see it as our responsibility to promote the framework and increase commitment among our partners and clients. By helping our stakeholders develop sustainability strategies that align with the SDGs, we strive to create awareness and emphasise the importance and urgency of working to help achieve them. Together we outline what the individual SDGs entail, which targets and indicators to consider, and how to establish monitoring of efforts aimed towards achieving them.
OUR ENVIRONMENTAL FOOTPRINT

Our Green Office
From fitting our office out with upcycled second-hand furniture to installing occupancy sensors to reduce our electricity consumption, we continuously seek to improve our resource footprint. We are proactive when buying products and try to avoid single-use plastics in our purchasing decisions. We recycle all our waste and have a strict zero-food waste policy.

### 2019 Environmental Impacts

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
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</thead>
<tbody>
<tr>
<td>Electricity Consumption</td>
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</tr>
<tr>
<td>Heating Purchased</td>
<td>9504kWh</td>
</tr>
<tr>
<td>Waste Produced - Plastic</td>
<td>95.1kg</td>
</tr>
<tr>
<td>Waste Produced - Paper &amp; Cardboard</td>
<td>51kg</td>
</tr>
<tr>
<td>Waste Produced - Glass</td>
<td>4.4kg</td>
</tr>
<tr>
<td>Total Waste Recycled</td>
<td>37%</td>
</tr>
</tbody>
</table>

Vegan Wednesday
“You get out what you put in” is a philosophy that we have adopted here at Nexio Projects and is why we have taken an active interest in shifting our eating habits towards the sustainable end of the spectrum. All our team members are health and diet conscious, with 80% of our office actively following a vegetarian lifestyle. To encourage our team further and even raise awareness amongst other companies we share a floor with, we have started the ‘Vegan Wednesday’ initiative. Every Wednesday, we endeavour to only eat vegan options as a team.

Employee Commuting
To further limit our environmental impact, we encourage all employees to use the most environmentally friendly modes of transport. Due to the proximity of most of our team to the office, cycling is the most popular form of transport used. After cycling, public transport, (trains, trams and busses) is the next most common form of transport taken, followed by private vehicles. Marc, our CEO, has opted for a hybrid car as his vehicle of choice, and there are plans to switch to a fully electric vehicle sometime in the future!

At Nexio Projects, we take our own environmental footprint very seriously, however small it may be. Even small actions, multiplied over and over again, can make a big impact.

Leon Laubscher
Sustainability Technical Team Manager
Our Carbon Footprint

Since climate change is one of the most pressing issues we are facing, we strive to minimise our carbon footprint as much as possible. From having a very energy-efficient office to only travelling when absolutely necessary using the most sustainable means possible, we are continuously looking for ways to reduce our carbon footprint.

In 2019, our carbon footprint of **19.85 Tonnes CO2** was equivalent to driving **100,000 kms** in an average passenger car. We are planning on offsetting all of our emissions to become carbon neutral.

### Scope

<table>
<thead>
<tr>
<th>Scope</th>
<th>Category</th>
<th>Total Emissions (TonneCO2e)</th>
<th>Per Employee</th>
<th>Per Scope (TonneCO2e)</th>
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<tbody>
<tr>
<td>Scope 1</td>
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<td></td>
<td>Electricity</td>
<td>3.16</td>
<td>0.211</td>
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<td></td>
<td>Heating</td>
<td>0.91</td>
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<td></td>
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<tr>
<td></td>
<td>Business Travel</td>
<td>10.53</td>
<td>0.702</td>
<td>10.912</td>
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<td></td>
<td>Waste</td>
<td>0.22</td>
<td>0.014</td>
<td></td>
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<tr>
<td></td>
<td>T&amp;D Losses</td>
<td>0.16</td>
<td>0.011</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td><strong>19.85</strong></td>
<td><strong>1.32</strong></td>
<td><strong>19.85</strong></td>
</tr>
</tbody>
</table>

**Emissions 2019 per category**

- Business Travel: 53%
- Fuel Purchases: 24%
- Electricity: 16%
- Heating: 5%
- T&D Losses: 1%
- Waste: 1%

**Emissions 2019 per scope**

- Scope 1: 25%
- Scope 2: 20%
- Scope 3: 55%
3. Our Nexio Community
Diversity
At Nexio we find strength in our differences and fortitude in our diversity, which is why we try to draw on that as much as possible. With a tight-knit office, we know that we have to leverage the unique abilities and perspectives that each and every one of our team members brings to the table. A truly international office, Nexio Projects brings together talented professionals from The Netherlands, Belgium, France, Germany, the United Kingdom, South Africa, China and the USA.

Team Events
To bolster our unique sense of identity and team spirit, we endeavour to take that extra step to make sure employees, established and new, feel welcomed and part of our Nexio family. Our diverse array of team events ensures there is something for everyone. From air hockey at the arcade to weekly out-of-office team lunches, from vegan Wednesdays to friendly Friday drinks, we want everyone to feel they belong. The smiles on their faces would suggest they do.
Gender Equality
No quotas, just a healthy dose of gender equality. That's what we believe here at Nexio Projects. Everyone has a voice, and everyone is heard. With a highly qualified team of women and men representing us, we tackle each new project knowing we've got the right balance of perspectives.

Lunch & Learn
To further integrate new team members and consolidate knowledge within the team, Nexio Projects organises a monthly ‘Lunch & Learn’. This initiative sees one team member give a presentation on a topic that they are deeply passionate about or are researching on behalf of a client. Generally, these topics are on-trend. For example, Agathe gave a comprehensive presentation on the new Whistleblowing laws that are coming into effect in the European Union in 2021. This is significant, as not only does it get the whole team up-to-speed, but it has pertinent ramifications for our client-specific work too.

Gratitude Award
At Nexio Projects we continually strive to notice the little details. An initiative since day one, the weekly Gratitude Award, is an accolade passed on from one team member to the next. The goal of the award is to reflect back on the small additions at work that have had a big impact on our daily energy.

Working Conditions
Standing desks, check. Motion-sensitive lighting, check. Re-useable glass water bottles, check. We are taking every feasible step we can to ensure we are doing our part to not only make the Nexio Projects Office a comfortable place to work, but a sustainable one too.

Practice what we preach
At Nexio Projects, sustainability isn’t just our business, it’s also our way of life. To fully realise the impact that we intend to have on our clients, we endeavour to implement all the principles that we advise on and more ourselves. We believe that sustainability is something that has to be deeply rooted at the heart of our organisation to be able to transpose those values to our clients in a genuine manner. We are constantly refining our processes to reduce our impact on the environment, starting from the newest members of the team and all the way to our CEO.
Career Development

The Nexio Projects’ DNA is a shared ethos and an essential component of our success. All of our employees possess knowledge and experiences which they have shaped into a vision of sustainability. At Nexio Projects, this shared drive to build a better future is harnessed through our business operations. Our DNA is thus an understanding built during first introductions and carried through into our project and business approach. We are bold, transparent and impact driven. During our open recruitment phase, we invite those who are equally committed to reaching this vision and who will deploy the required initiative to get results. It follows that our teams consist of individuals from a range of backgrounds, nationalities and professional experiences and are committed to delivering the world’s sustainability targets.

Whilst the challenges posed by sustainability are complex, our approach is simple. As such, we equip all of our new starters with extensive training on our business practices during our onboarding week. At Nexio Projects, we do not believe in top-down business. Instead, we empower our employees to investigate new strategies, research and technologies and subsequently evolve our collective approach. This has ensured we remain forward thinking and relevant to the challenges of today.

Part of this cycle involves investing in long-term thinking and goal setting. Personal evaluations on a regular basis form a key component of integrating our employee’s professional aspirations with Nexio Projects’ own organisational development and objectives. This system also builds trust in our teams by ensuring we are all working towards the same values. Besides regular evaluations, we stimulate an environment of constant peer feedback to enhance personal development and simultaneously increase our quality of work. These measures represent our DNA of being transparent to increase value for all.

As highlighted before, we engage passionate employees who bring their own personal sustainability missions. Throughout their career we allocate time to the pursuit of sustainability research in the form of personal projects. The output from these personal projects range from new service development to increasing sustainability knowledge which strengthens our quality of work. All teams are included and a cross-over of ideas and specialities are further encouraged both in our formal and informal trainings.

Nexio Projects is proud to take an interdisciplinary approach to problem solving and we support all our members in stating and realising their ambition.
4. Our Approach
We not only expect our clients to have sincere motivation, we also expect all our employees to be driven by sustainability in order to create real impact. Therefore, we find it very important to maintain frequent and open communication between our employees and the clients they work for. We believe that partnerships are built upon mutual trust and respect for good business ethics. This will always lead to a delivery of a project outcome of outstanding quality with guided by personalised advice.

Since sustainability is such a hot topic with consumers paying increasingly more attention to the subject, companies are often tempted to invest in it purely to be able to incorporate it into their brand image. As a specialised sustainability firm, Nexio Projects is no stranger to the risk of greenwashing – which is why we take all ingenuine sustainability efforts very seriously. We have several measures in place to ensure the aspirations of our clients are always genuine, and we will not work together with those clients who’s values don’t align with ours. Companies we trust and want to do business with, must first sign our Code of Conduct before we initiate a project, to express and ensure fair and mutual intentions from both parties.

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To ensure our own business operations and procedures are transparent and ethical, we have created several policies. All our employees are required to comply with the guidelines that have been set out in the policy handbook. More specifically, this handbook covers guidelines regarding labour, human rights, business ethics and environment. These documents form the foundation of all the actions we take in our company and they ensure that all our employees are a part of our high operational standards. Furthermore, goals and objectives are defined, to create a collective endeavour.
Concerning confidentiality
In today's world, where processing data, information sharing, and digitalization are part of almost every organization and company globally, data protection and cyber security are highly relevant. It is therefore essential that our clients can trust us with their data and confidential information. We ensure that all our information is protected and is only accessible to those who are authorised.

Our Work in Data
Grounding our policies and procedures on the General Data Protection Regulation (GDPR), we ensure that all confidential information from and about our clients or other third parties, is kept safe and protected. The same applies of course for internal information and personal data from our team. Following global best practices, we have put a privacy policy in place, which outlines Nexio Project's personal data management and specifies our regulations for data processing. As with all our policies, continuous updating guarantees that our policies all mirror our values and meet the legal obligations of all our stakeholders.

To counteract and minimise potential weaknesses among ourselves, we create consciousness and reinforce relevant knowledge, in addition to regularly communicating updates on policies and best practices. Every employee in our team participates in an information security awareness training and the measures determined here, as well as in our information security and internet policies, are emphasised company wide. Safeguarding necessary standards of security comes from continuously reviewing and updating policies and procedures, and we continuously work on sustaining and enhancing such standards.