

A close-up photograph of a hand holding a small globe of the Earth. The hand is positioned as if supporting the globe from below. The colors of the Earth, including blue oceans, green landmasses, and white clouds, are clearly visible. The background is a plain, light color.

# CSR REPORT BDO BELGIUM

10/2019-9/2020

# Our **CSR** mission

“

*Let's build a sustainable future together*

”

#BDOSustainabilityNOW

Peter Van Laer



Wim Galbusera



Johan Vandenbroek



Mieke Loncke



Karen Keuleers



Tessy Martens



Fabrice Gognard



Michaël Van Cutsem



“

## Foreword by **Peter Van Laer** - CEO & **Johan Vandenbroek** - CHAIRMAN

After years of conscious efforts to contribute to a more sustainable world, we are overwhelmed with joy to publish BDO Belgium's first extended CSR Report. It has been an absolute delight to work together with so many passionate individuals and to gradually see this report become a reality. **Thank you for accompanying us on this sustainable journey, we couldn't be more #BDOProud!**

At BDO, we firmly believe **people need each other to reach beyond their own potential**. This belief is our purpose, our why - 'people helping people' -, and is deeply rooted in our DNA. We are personal, pragmatic, committed and respectful, for our people, planet and social

regulations. **Our clients can only be provided with the most exceptional services if our employees have the freedom to drive their own professional and personal growth.** Whoever they may be and wherever they may come from. This way, we can all grow, together, in a society each of us is part of and - let's be honest - responsible for.

In this focus report - a shortened version for our external stakeholders - you will read more about the importance of sustainability for BDO. We hope you notice how our family breathes our culture in everything we do and want to do. This is what makes us unique. This is what makes us BDO.

”



“

## Foreword by **Fabrice Grogard** CSR Responsible

In our values and our DNA we have always placed much importance on our social responsibility. This way, many beautiful projects have been carried out thanks to the efforts of our passionate individuals. Following our CO<sub>2</sub> Neutral label, we decided to aim higher by establishing a representative CSR policy. With our working group's immediate support, it was a pleasure to see that our company is so much more than simply an economic tool to achieve profitability and to

enable people to earn money together. Of course, this role is a fact, but our mission is also to share and convince others of our well-founded values. I would like to thank my associates for their significant support in this project, the members of the various working groups who collaborate on our CSR project and all of you who are part of our wonderful organisation and who defend our values on a daily basis, both inside and outside the company.

”



# Why BDO Belgium publishes its first CSR Report

BDO invests in people, our planet and society in general. In order to grow as a responsible player and to continue evolving in this direction, we want to:

- understand our internal and external stakeholders' expectations and be **transparent** about social, environmental and economic commitments.
- set concrete **goals** for the coming years.
- **reshape** the way we think about a number of issues in the economy to gain insight into our operations.
- take a **critical first step** in implementing a sustainable strategy.
- stipulate to **future generations** that BDO is a responsible, committed and respectful employer that meets their values and expectations.
- **comply** with EU/BE legislation (mandatory for all companies >500 FTE).
- guide our **clients** through our service offering and help them grow into more socially and environmentally responsible companies, so they can have a positive impact on people, planet and society.

# BDO Belgium: general facts and figures

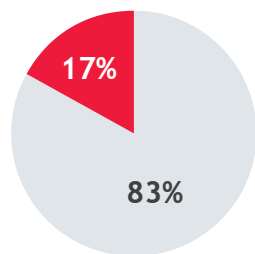
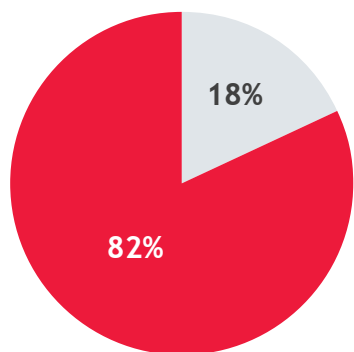
Headcount BDO: 759 1/9/2020

total number of new employee hires	120
total number of employee turnover	136
headcount promoted	197*



Contractors vs employees 1/9/2020

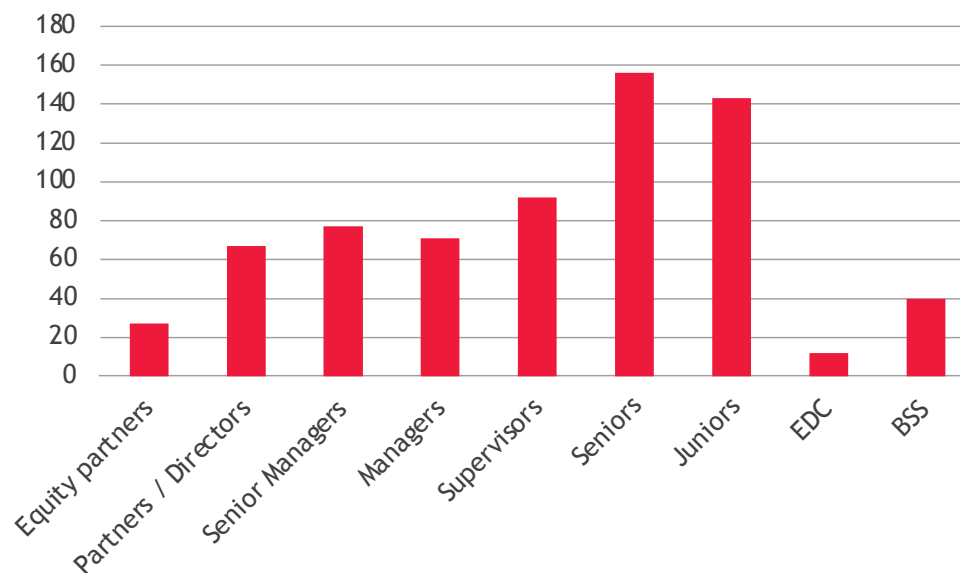
■ contractor ■ employee



Contracts of employees 1/9/2020

■ full-time ■ part-time

#employees per category\* 1/9/2020c



\* excluding: Freelancers, Interims, Students, Subcontractors, Supplementary Pension, Trainee on 1 September 2020

# We categorise our sustainability initiatives into 4 pillars

## PEOPLE

1. Gender equality
2. Flexible in time and location
3. Employee engagement
4. Employee development and growth



## COMMUNITY

1. Active partnerships and sponsorships
2. Community investment and clients
3. Knowledge sharing
4. Responsible leadership



## ENVIRONMENT

1. Environmental performance
2. Alternative mobility
3. Sustainable education



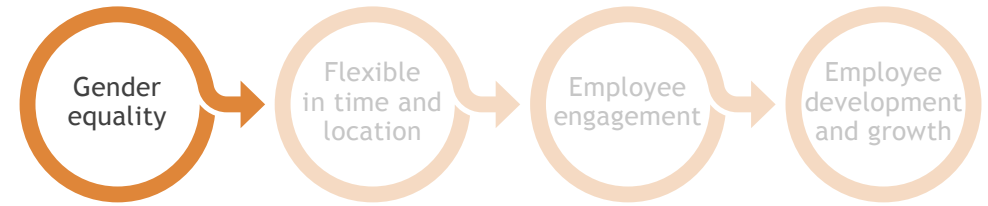
## ECONOMY

1. Ethical standards
2. Transparency and independence
3. Cybersecurity and fraud



# Gender Equality

## Our approach



### Our vision

By 2030, BDO will be leading by example. The BDO brand will be inseparable from gender equality.

At BDO, we recognise **the power of inclusivity**. We are aware that this is a marathon, not just a sprint. That is why we want to shape our further development towards an inclusive organisation, step by step and purposefully. In recent years, actions have been mainly focused on raising awareness. Since last year (2019), concrete steps have been taken to generate change.

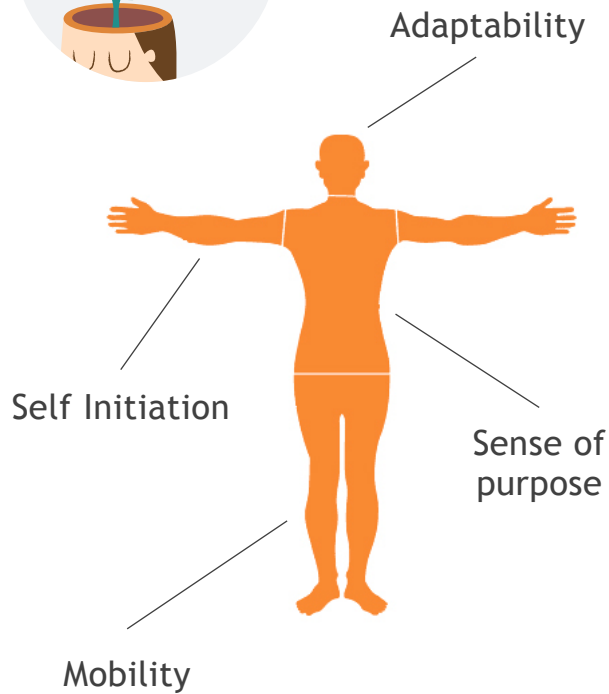
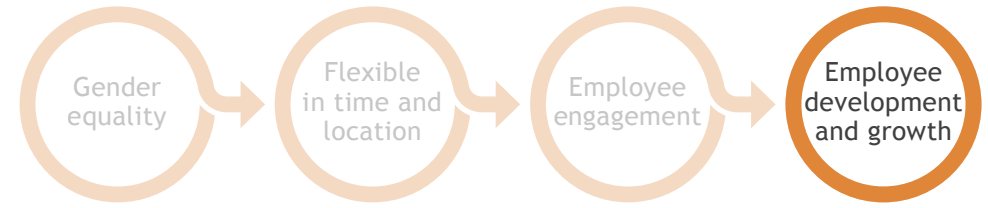
### Our initiatives 2019-2020

- 1 In 2019, an extensive **scan** has been performed by **students of the KU Leuven**. The results showed that:
  - as from senior management on, the percentage women/men is unbalanced.
  - we are influenced by society standards and our subconscious biases.Although this is something we experience everywhere in our society, we are convinced that **awareness and specific actions** are needed in our organisation.
- 2 We are currently developing a **shared, collective understanding of what an inclusive organisation essentially is (awareness) through leadership commitment**. In order to measure and track progress, critical research questions are being investigated. Based on the data and outcome, further actions will be taken in the following years.



# Employee development and growth

## Overview 2019-2020

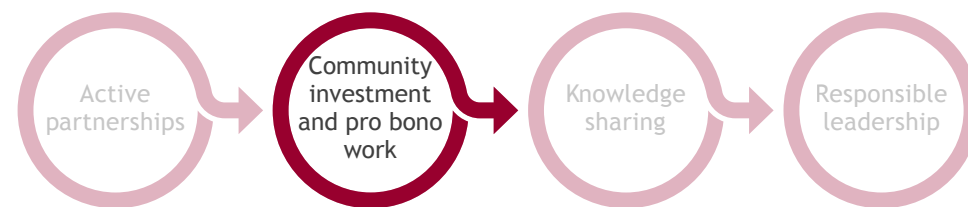


- 1 **Onboarding talent:** onboarding track for new employees with a buddy system.
- 2 **Coaching:** introduction of internal coaches as a solution for employee development needs in certain contexts.
- 3 **People Management Skills track:** a programme offering insights in self-reflexion as well as tools for leading others, upgraded with high engagement and support of their own people manager, intervening experiences and community building.
- 4 **Partner track:** ‘young’ partners reflect and co-create a development journey on 4 topics: leading yourself, leading others, leading change and leading business. Community building is also an important ground principle.
- 5 **Technical Training Programs:** an on-demand programme to follow the needs of the Business Practices, offered in the most efficient didactical building blocks.
- 6 **Personalised L&D activities:** attending external knowledge updates, use of e-learning platform (GoodHabitZ), L&D opportunities related to regulated professions, ...
- 7 **Career coach:** making employees aware of their development skills to manage their own career at BDO, allowing them to get to know their own strengths and points of improvement so they can be agile towards changing ‘career environments’.

Career coach model, Briscoe & Hall, 2006

# Community investment

## Overview 2019-2020



Through our partnership with **Plan International**, BDO ordered 850 creative cloth masks. Col-leagues could buy them by donating whatever amount they liked in cash.



During **Music For Life** in December 2019, creative actions were organised in all of our 10 offices to collect money for organisations that are close to our hearts:

- Baking: making and selling pizza, lasagnas, pasteries and French fries to colleagues
- Quiz: Christmas quiz
- Running: warmathon runs in teams and a run of 50KM (colleague Jo Ruymen).
- Donation to (among others) nonprofit organisation SOGEHA



This year's situation made it impossible for the **Red Cross** to organise its traditional sticker action. We believed it was important to show our support otherwise - with this artwork.

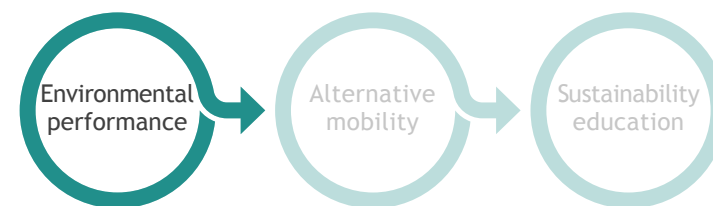
It's a constant reminder of the challenging and unique times we witnessed during COVID-19 in 2020.



Welkom bij  
**Sogeha** vzw  
vakantie voor élk kind

# Environmental performance

## Our approach



In 2019, BDO received the CO<sub>2</sub> neutral label. This certificate rewards our efforts over the past 7 years when we made significant progress by reducing CO<sub>2</sub> emissions per employee by 25%.

The CO<sub>2</sub> neutral label is a commitment for the future. It ensures, on the one hand, that today the remaining emissions of BDO are compensated and, on the other hand, continued efforts are made to further reduce these emissions.

### The approach:

• Calculation of emissions	▶ <b>knowledge</b>
• Reducing emissions	▶ <b>action</b>
• Off-setting emission	▶ <b>taking full responsibility and show solidarity</b>
• Communication	▶ <b>credibility, influence others</b>

Today, our CO<sub>2</sub> emissions are counterbalanced by our investments in the cookstove project in Ghana in accordance with the principles of climate solidarity. By reducing an equivalent amount of CO<sub>2</sub> tons in the south, we contribute to the global effort, even if our first goal is to reduce our own emissions.

# BDO's involvement in the Sustainable Development Goals of the United Nations

## Contributing to a more sustainable future for all

Direct action

Contribution through partnerships and good causes

Compensation

