

Sustainability bij Inetum-Realdolmen

Onze eigen sustainability journey

Planeet



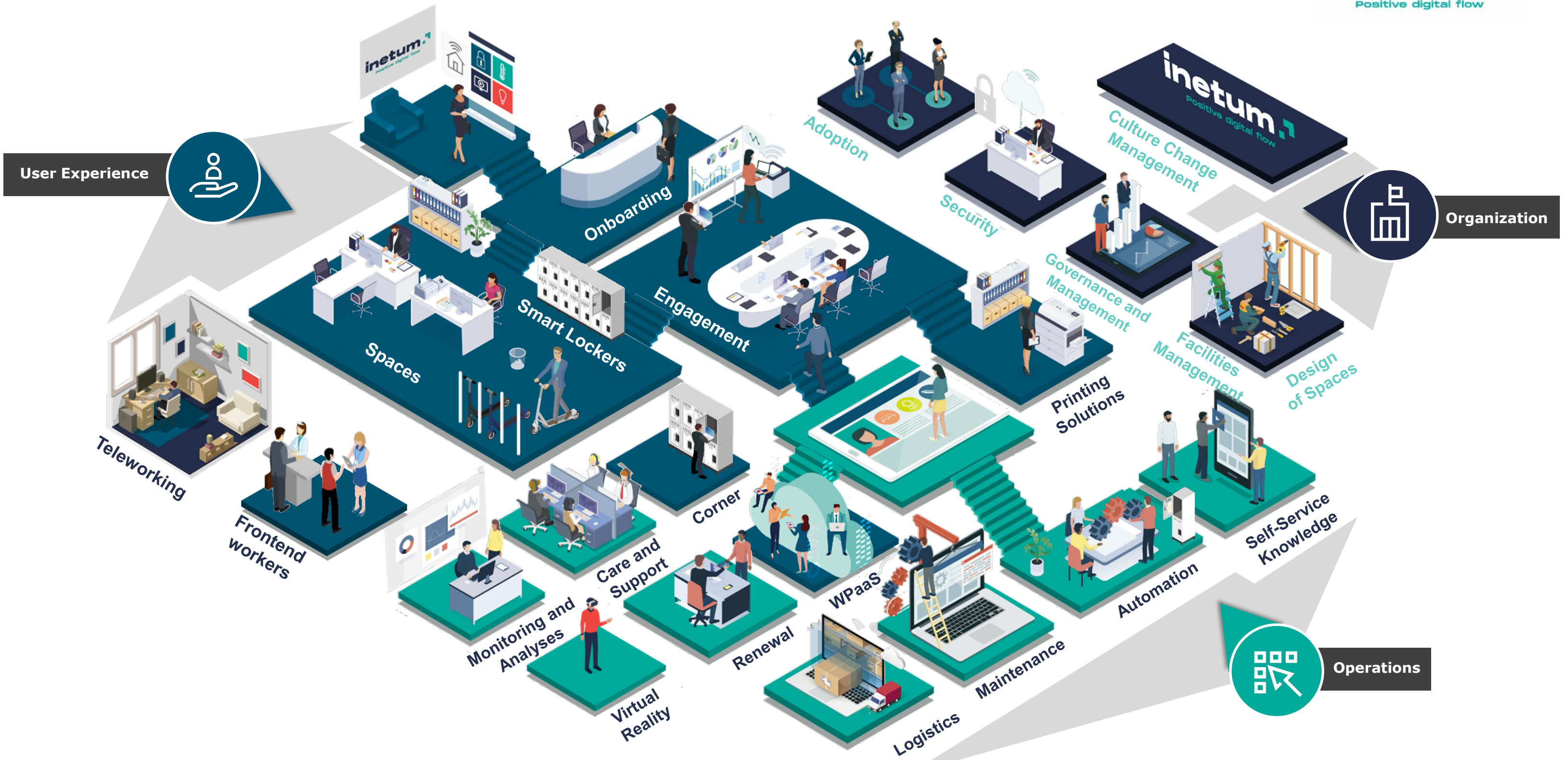
- Flexibele manier van werken die leidt tot minder woon-werkverkeer (ook voor consultants bij de klant)
- Groenere bedrijfswagens met meer hybride & elektrische auto's voor alle categorieën werknemers + elektrisch oplaadpunt bij werknemer thuis
- FIP elektrische fiets
- Drivolution (energiewaardig rijden)
- Gratis trein-tram-bus reizen
- Carpool-app

Planeet

- Voor niet-werkende apparatuur, extractie van reserveonderdelen voor verdere reparaties
- Optimalisatie (vermindering) van het aantal sites en hun omvang van Inetum-Realdolmen
- Bewustwording/training, tips & tricks over groene IT
- Initiatief herbebossing
- Marketing: CO2-compensatie van evenementen



Intelligent Workplace



User Experience



Organization



Operations



Adoption

Security

Culture Change Management

Governance and Management

Facilities Management

Design of Spaces

Printing Solutions

Self-Service Knowledge

Automation

Maintenance

Logistics

Renewal

WPaaS

Virtual Reality

Monitoring and Analyses

Care and Support

Corner

Frontend workers

Teleworking

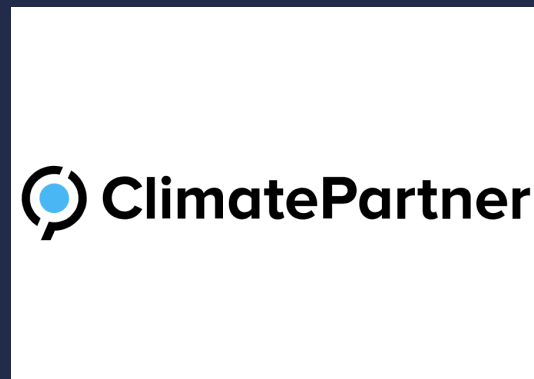
Spaces

Smart Lockers

Engagement

Onboarding

Partnerships & certificates



Sustainability bij Inetum-Realdolmen

Customer journey

Temperature change in Belgium since 1850

The pandemic has worsened everyone's health, but executives don't realize how much their employees are struggling

It's well known that the pandemic has had a negative impact on our collective mental as well as physical health. Well-being may now be at an all-time low among both the C-suite and rank-and-file employees: In our research, more than three-quarters of the C-suite (76%) said that the pandemic has negatively affected their well-being, and fewer than two out of three employees rated various dimensions of their health as "excellent" or "good" (figure 1).

A healthy environment can save more people than the health care sector can

JULY 28th 2022: UN DECLARES HEALTHY ENVIRONMENT A HUMAN RIGHT

In 2019, the total amount of e-waste reached

53.6 million metric tonnes.

That's equivalent to the the weight of **350** cruise ships.



That's an increase of **21%** in five years.

Just **17.4%** of it was recycled.²



The gender pay gap in the EU stands at 12.7 % in 2021 and has only changed minimally over the last decade. It means that women earn 13.0 % on average less per hour than men.

The [gender overall earnings gap](#), that measures the combined impact of the average hourly earnings, the monthly average of the number of hours paid (before any adjustment for part-time work) and the employment rate, stood at 36.7% in 2018.

The gender employment gap stood at 10.8% in 2021, with 67.7 % of women across the EU being employed compared to 78.5% of men (EU27 data).

1860

1890

1920

1950

1980

2010

Klimaatverandering treft pollenseizoenen

Vorig jaar kende België een ongezien pollenseizoen. Op 4 juni 2022 werd in Brussel een recordaantal van 433 korrels per kubieke meter gemeten. Dat is extreem veel, wetende dat een patiënt last heeft vanaf 50 korrels per kubieke meter. In de toekomst gaan we vanwege de klimaatverandering nog veel vaker zo'n pieken bereiken. Uit een studie van 2022 van de Universiteit van Michigan bleek dat als de temperaturen blijven stijgen, het pollenseizoen langer zal worden en de allergieën erger. De war-

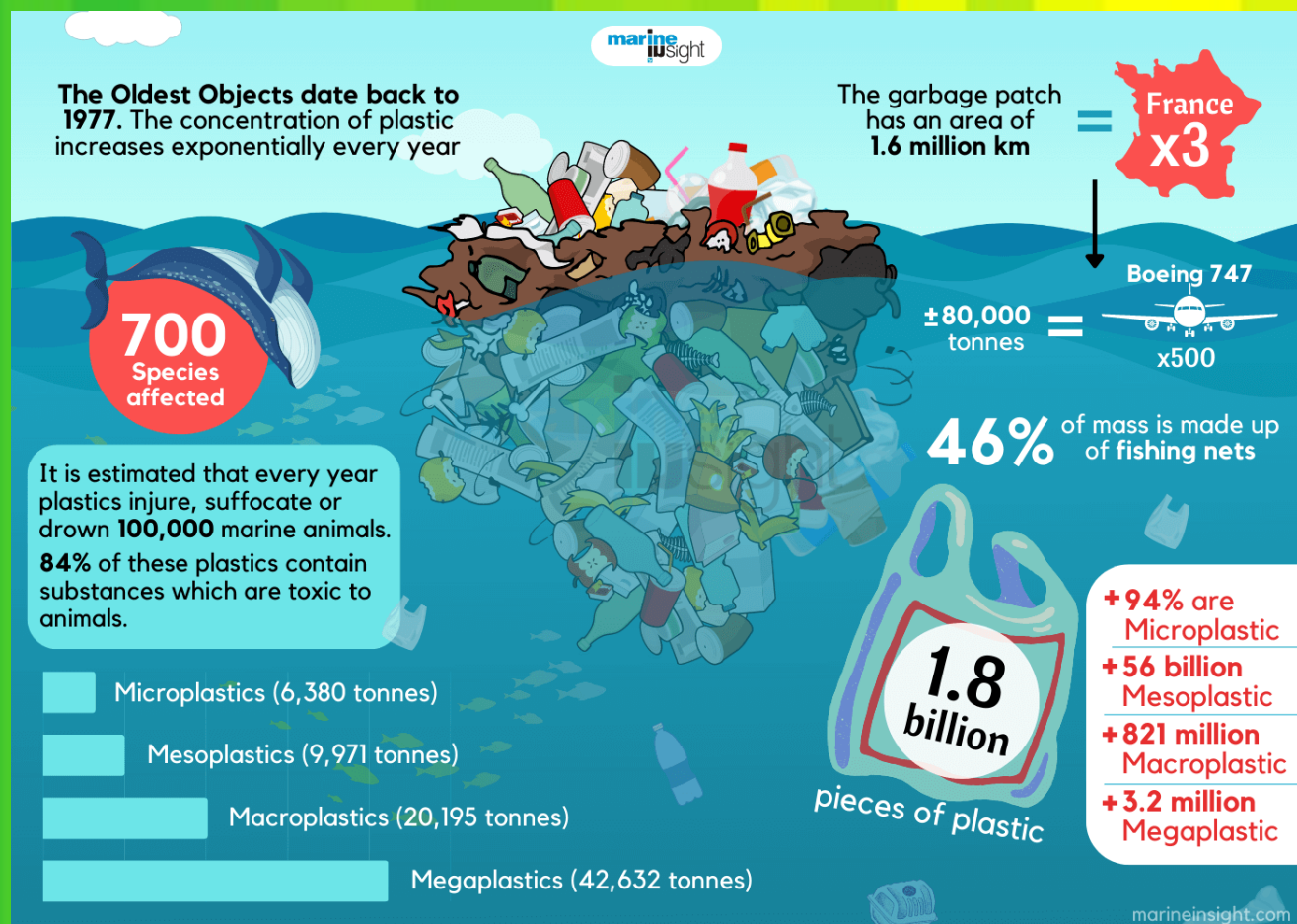
mere temperaturen zouden ervoor zorgen dat planten veertig dagen vroeger in bloei zullen komen te staan in de lente. In de herfst zouden grassenpollen tot maar liefst negentien dagen langer kunnen blijven verspreiden. Als de uitstoot van broeikasgassen hoog blijft, zou de hoeveelheid pollen met 16 à 40% kunnen toenemen. Maar zelfs als we nu drastisch de uitstoot zouden verminderen, zouden de allergieën alsnog erger worden aangezien bepaalde schade al onomkeerbaar is.

Grens van 1,5 graden opwarming zal in komende 5 jaar wellicht al overschreden worden, waarschuwen wetenschappers

Het gaat hard met de opwarming van onze planeet. Dat blijkt uit een nieuw rapport dat de Wereldmeteorologische Organisatie (WMO) heeft voorgesteld: volgens de WMO bedraagt de kans twee op drie dat we binnen dit en vijf jaar al eens (tijdelijk) anderhalve graad opwarming bereiken wereldwijd. Zorgwekkend, waarschuwen wetenschappers, al zal het dus nog niet permanent zijn. Om dat laatste te vermijden, wordt de tijd intussen steeds korter.

Imminent risk of a global water crisis, warns the UN World Water Development Report 2023

Between two and three billion people worldwide experience water shortages. These shortages will worsen in the coming decades, especially in cities, if international cooperation in this area is not boosted, warn UNESCO and UN-Water in the latest edition of the UN World Water Development Report.



March 26th 2023: Belgium's Overshoot Day. If everyone consumed like the average Belgian, then, if we start counting from January 1st, today would mark the day that the demand for ecological resources and services would exceed what Earth can regenerate in a year.



Business resilience



Global risks

Figure A | Global risks ranked by severity over the short and long term

Global Risks Report 2023

Top 10 Risks

"Please estimate the likely impact (severity) of the following risks over a 2-year and 10-year period"



2 years

1	Cost of living crisis
2	Natural disasters and extreme weather events
3	Geoeconomic confrontation
4	Failure to mitigate climate change
5	Erosion of social cohesion and societal polarization
6	Large-scale environmental damage incidents
7	Failure of climate-change adaptation
8	Widespread cybercrime and cyber insecurity
9	Natural resource crises
10	Large-scale involuntary migration

10 years

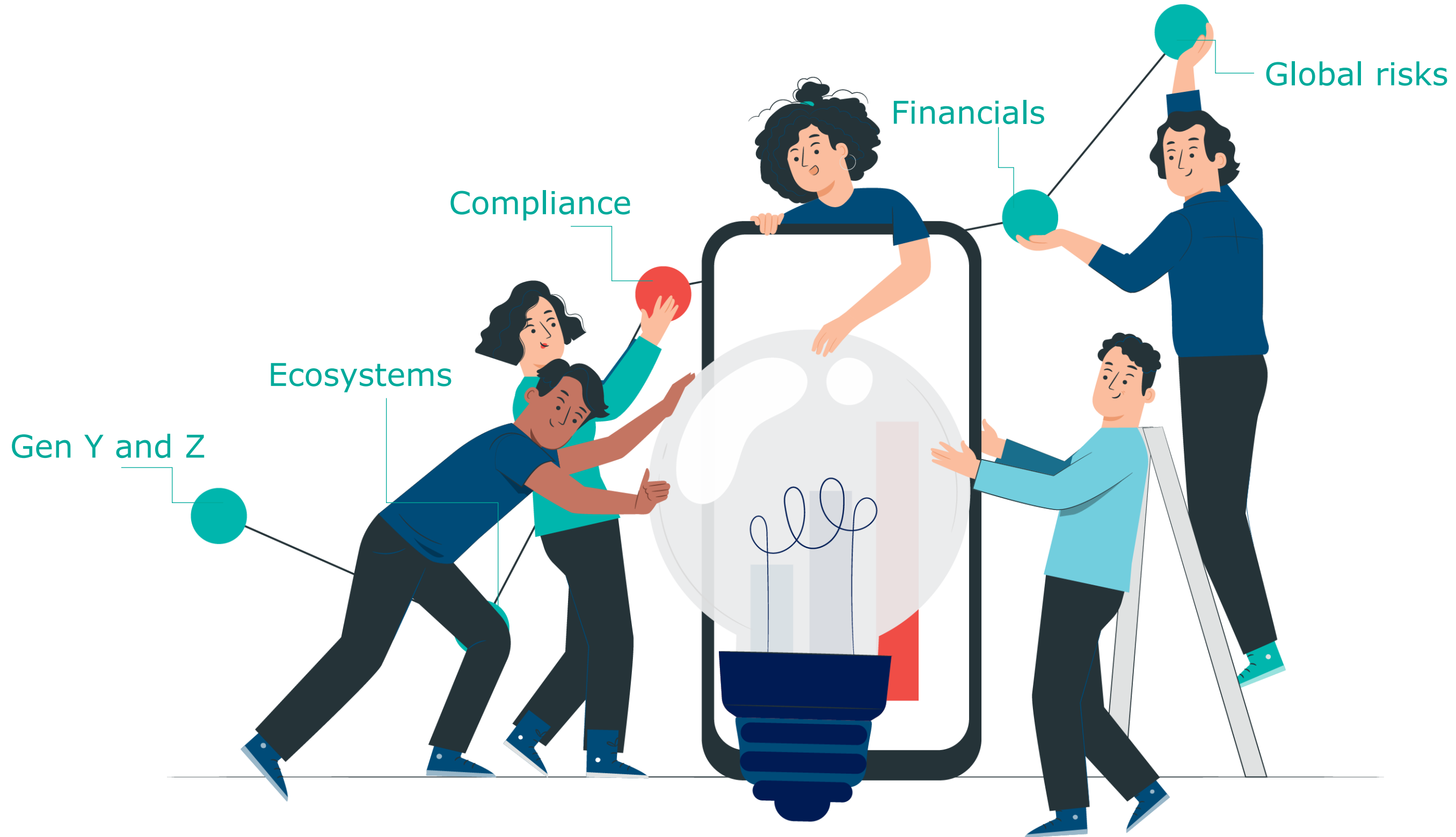
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Risk categories

■ Economic
 ■ Environmental
 ■ Geopolitical
 ■ Societal
 ■ Technological

Source: World Economic Forum, Global Risks Perception Survey 2022-2023

Business resilience



Business Consulting



Sustainable portfolio



WpaaS

Dynatrace Carbon Impact

Ecodesign

ERP; CRM

Rimses; PM4RWG

**Custom SW; low code
IoT; data analytics**

Enprove; Opinum; Sustatool

**Human Centered Design
Accessibility offering**

Digital inclusion

Data security and privacy

...

Q&A