

# Securex contributes to the United Nations Sustainable Development Goals

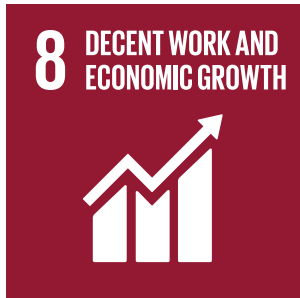


In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs) to promote sustainable development up until 2030. These goals can only be achieved through a global partnership and intense cooperation. At Securex, we commit ourselves to a more sustainable and inclusive society through both our daily activities and additional initiatives.

As an HR service provider and partner in entrepreneurship, our decisions and activities affect not just our own organisation and employees, but our clients and the people who work for them as well. Five values underlie all of our actions: team spirit, trust, respect, engagement and excellence. All these values are reflected in our behaviour, in our projects and in our interactions with our internal and external stakeholders. People are at the centre of everything we do. We are convinced that everyone has the potential to shine.

Together with our employees, clients, partners, suppliers, and other stakeholders, we are promoting sustainable development and supporting the achievement of the Sustainable Development Goals.

On the following pages you will find some examples of how we are contributing to a number of specific SDGs. Unless otherwise stated, the content and figures in this brochure relate to Securex's activities in Belgium in 2023.



**Decent work for all and sustainable economic growth**



**Quality education and lifelong learning for all**

Entrepreneurship is essential for sustainable economic growth. Securex supports entrepreneurs at every stage of their career: from starting up their business to recruiting staff and developing an appropriate HR and salary policy, supporting their employees' well-being, and protecting their business and employees with our insurance solutions. We work hard every day for our clients: 140,000 entrepreneurs and 90,000 employers. Every month we ensure that around 200,000 people who work for our clients are correctly paid. Our Securex Academy also helps our clients with training and development for their employees.

By providing them optimal and proactive support, our clients can both offer their employees decent work and focus on their company's sustainable growth and prosperity.

More than 1,900 Securex colleagues in five European countries join their efforts to support our clients and partners, and we believe it is important to look after them properly. We aim to ensure our employees a stimulating and sustainable working experience by investing in their learning opportunities and professional development. At Securex, we see every day as a fresh opportunity to learn something new, offering extensive development opportunities to continue stimulating the growth of our employees. We also apply a fair and transparent remuneration policy and take various initiatives regarding health, safety and well-being at work.



**230,000** clients

**11,559** start ups

**27** average hours of training per employee

**11%** internal mobility

**12.8** years of average seniority



**Good health and well-being for all**

People are the driving force behind any organisation: they do the work and achieve their company's objectives. That's why it is crucial that they feel good in their working environment and get every opportunity to perform optimally. Employees who feel comfortable are more productive, more motivated and stay at work longer. A number of factors and employment conditions are relevant here, such as a safe working environment, teleworking, good occupational hygiene, health protection and the psychosocial aspects at the workplace.

Supporting our clients in taking care of their people is one of our core activities. Our external occupational health and safety service has a great deal of expertise in drawing up well-being action plans. We guide employers in putting these into practice and monitoring them, and support our clients in operating a sustainable health policy that strikes the right balance between monitoring and prevention, in order to safeguard and improve the mental and physical health of all their employees. We have an impact on the well-being of 380,000 people who work for our clients.

Of course, we also use our expertise in the field of health and well-being where our own employees are concerned.



Our 'New Way of Working', in which teleworking and flexibility play a key role, helps us facilitate a good work/life balance. Part-time working is also a well-established practice at Securex: 33% of our colleagues work part-time. We organise peer support sessions and training for managers in helping their team members to deal with stress and avoid burn-out.

The average satisfaction score of our employees is 7.6. In addition, we offer them the opportunity to get vaccinated against flu and to sign up for a free medical check-up every two years

<b>391</b>	employees enjoyed a free medical check-up
<b>33%</b>	of our employees work part-time
<b>7.6</b>	satisfaction score for our own employees
<b>30,000</b>	clients affiliated with our EOHSS



Securex is a responsible and fair employer. We attach foremost importance to diversity and inclusivity and want to take this approach even further in the months and years ahead. We value the work of all our employees by treating them all openly and respectfully at all levels within our organisation. We regard the diversity of our workforce as a source of enrichment that enables us to respond optimally to the questions and wishes of our diverse client base.

**Achieve gender equality**

We are committed to ensuring that everyone is granted equal and fair opportunities at Securex. When recruiting new colleagues and considering promotions, we look at relevant characteristics such as competencies and attitude. We do not take gender, age, religion or ideology, sexual orientation, ethnic or cultural origin, disabilities or other irrelevant characteristics into account. We draw up gender-neutral job ads. We screen CVs based on predetermined objective criteria such as experience and education.



**Equal opportunities for everyone**

We also greatly value fair remuneration, taking account of job levels, performance, and work regimes. By using salary scales for each job level, we reduce the opportunity for pay negotiations and ensure greater pay equality. In addition, we support and inspire our clients in developing a correct and fair remuneration policy.

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<b>19</b>	nationalities
<b>45</b>	years average age
<b>58%</b>	women in management positions
<b>&lt; 0.2%</b>	gender pay gap



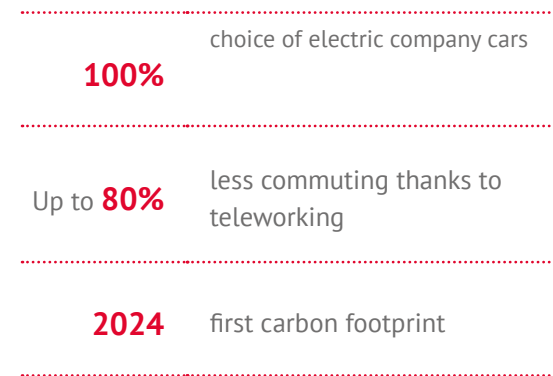
### Actions to combat climate change

As a service provider, our impact on the climate is rather limited. However, we are keen to take our environmental responsibilities seriously and work to create climate-friendly workplaces and enable sustainable mobility.

Our head office in Ghent is a passive building dating from 2019. Numerous measures were taken during its design and construction with a view to optimal water and energy policy. Carefully considered choices were made to ensure plenty of natural light, insulation, and energy-efficient technologies such as deep-level ground heat exchangers. We are also planning to install solar panels on the roof. We are currently in the process of applying for a BREEAM sustainable building certificate for our head office.

In 2023, Securex Luxembourg mapped out its carbon footprint. This exercise revealed that more than half of its carbon emissions could be attributed to travel and transport. Since the end of 2023, we have opted exclusively for electric company cars. As an alternative to a company car, Securex also offers a mobility budget. This allows employees to choose other environmentally friendly mobility solutions that best suit their work-related and private needs. Under our flexible home working policy, our employees can work from home for up to four days a week, which means up to 80% less commuting. We also urge our employees to use public transport as much as possible. They can borrow a bike for free at all stations with a Blue-bike point. We encourage our employees to reflect on the choices they make every day – not only in terms of mobility but also by switching off computers and lights and sorting waste, for example.

In 2024, we will map our total carbon footprint for the first time. This will give us valuable insights which will help us define concrete objectives and draw up action plans to further reduce our carbon emissions and pursue climate neutrality.





Forge partnerships to achieve the objectives

In our daily activities, we encourage our clients to become sustainable entrepreneurs and employers. With a view to a more inclusive society, we also seek to facilitate access to the job market for people with diverse backgrounds, and to stimulate entrepreneurship.

We cannot do this alone, which is why we established the Securex Foundation in 2005. Our Foundation's mission is to promote inclusive employment practices and sustainable entrepreneurship in our society. We support projects and organisations that pursue these goals and share our values:

**DiversiCom**'s mission is to facilitate access to work for people with disabilities and promote their integration at work.



**Campus 19** takes a human and innovative approach to providing free IT training courses: diversity is seen as a useful quality for tackling complex challenges and significant importance is attached to equal opportunities.



**BeCode** provides free training in digital technologies to jobseekers and school-leavers. The participants receive intensive training that prepares them for a career in IT.



**YouthStart** gives a kick-start to young people aged 16 to 30 without a higher education qualification and who are uncertain about their prospects in life. It accompanies them as they discover themselves, their talents, and the direction they want to take in life.



In addition, we encourage our employees to contribute to society by supporting their initiatives on behalf of good causes through the Securex Foundation.

