

1 Corporate Social Responsibility

CE Delft is a mission-driven, not-for-profit organisation with about 80 employees. Our mission is to contribute to a sustainable world through independent research and advice. By applying our economic, technical and policy expertise, we support governments, NGOs and companies in their pursuit of structural change. The profits we make are invested in achieving our mission.

1.1 CO₂ emissions

At CE Delft we monitor our CO₂ emissions and have already implemented several measures to reduce our CO₂ emissions:

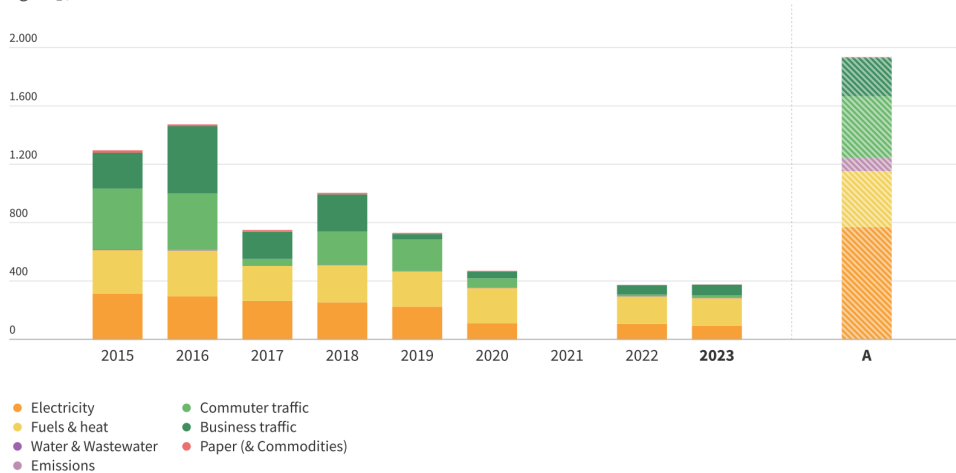
- We measure our environmental pressure and CO₂ footprint per employee every year using the Environmental Barometer, a tool used by more than 2,500 companies. Nb 2021 is missing because that was a so-called 'corona year'.
- For many years CE Delft's CO₂ footprint has been roughly one-quarter of the industry average for offices (A in the figure) in the Netherlands. In this calculation, we take a conservative approach to ascribing environmental benefits to the purchase of green power. We purchase Dutch green power and gas where the supplier organises CO₂ offsets, but we report this as if it were 'grey power/gas'.

Figure 1 - kg CO₂/FTE the years 2015 -2023 versus average environmental pressure/FTE office (A)

CO₂ graph per Employees

Benchmark - A Average office - grey power

CE Delft
kg CO₂ / fte



Source: Envirometer CE Delft - 4 July 2024



CE Delft has also taken the following measures:

- CE Delft is located in a building dating from the 17th century. We have insulated the walls and roof, installed double glazing, replaced the heating pipes and replaced the gas boiler.
- Our office is heated to a maximum of 19 degrees.
- We installed 29 solar panels on the roof of our office in 2015.
- CE Delft has no lease cars. Almost all employees commute to the office by public transport or bicycle. A relatively large number of our employees commute by bicycle or high speed e-bike.
- We use, if possible, public transport when visiting clients.
- CE Delft facilitates working from home by providing employees with an allowance + facilities, thereby reducing commuting.
- CE Delft provides lunch for its employees four times a week; it is always vegetarian. As standard practice, dinners are also vegetarian.

1.2 Circularity (material reuse)

In addition to conducting studies into the impact of circular economy policy measures, CE Delft has also implemented various measures in our own business operations:

- Furniture is preferably purchased second-hand or refurbished. In addition, we recently renovated our coat racks and some conference chairs ourselves.
- We refrain from using an economic depreciation period for our ICT devices, but instead use the technical lifetime of equipment. A laptop and/or telephone is only replaced when it is broken, which in practice is often only every four to five years.
- As standard practice, we print documents double-sided and only when strictly necessary. In principle, we share all reports, including interim reports, digitally with clients.

1.3 Social return (SROI)

CE Delft is committed to providing opportunities to people with poor job prospects in several ways:

- We actively pursue an intensive prevention policy, offering appropriate support to employees who are ill in the form of coaching to reintegrate back into their own job or, if that is no longer possible, to reintegrate into another job.
- We also pay employees who are chronically ill 100% of their salary in the 2nd year of illness.
- Since the end of 2018, we have created an extra job opportunity for a new employee who has a long-term disability and therefore had poor job prospects (category: a job arrangement in the context of the Participation Act (Participatiewet)). This employee is now a permanent employee who works in facility services and provides support to all our project staff and their work (research and consulting).
- As of October 2020, we have outsourced garden maintenance to [Werkse!](#) (Werkse! guides residents of Delft who have poor job prospects to find suitable work). This allows us to offer guided work opportunities to horticulture employees.
- We employ two employees who are entitled to WIA and are continuing their reintegration program with us.
- Several staff members volunteer their time to educate new students by giving lectures.
- We are a recognized training company. We frequently offer internships at the levels MBO - HBO - WO. Every year we have one or more interns to whom we offer a full internship position and professional guidance.