EVIDEN

Creating social impact in the Netherlands

Eviden Annual Report 2023/2024



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1 Message from Laura Nuhaan, Managing Director, Eviden - Netherlands

Since Eviden was launched a year ago, we have defined in a bottom-up approach with our people clear values to guide our organization. Central to this is the idea that we should #DoTheRightThing and #GrowTogether. These values help us navigate business day to day and are a driving force behind our social value approach in the Netherlands.

For me, giving back to society is part of who I am personally, starting from a young age wanting to make a positive impact in the world, continuing throughout my career, and remaining very much so today. Every day when speaking to our employees and our clients, whether in the public or private sector, and when speaking with employees, social value is an important topic for all.

Our approach is aligned with the Dutch government's manifesto on social themes, emphasizing social return as a key strategic driver. This commitment is reflected in our policies and actions, ensuring that we contribute to the well-being of individuals and communities but also enhancing the overall economic and environmental health of the nation.

I'm very proud of our social value achievements over the last year and look forward to what's ahead.



2 A year in review: key highlights

30

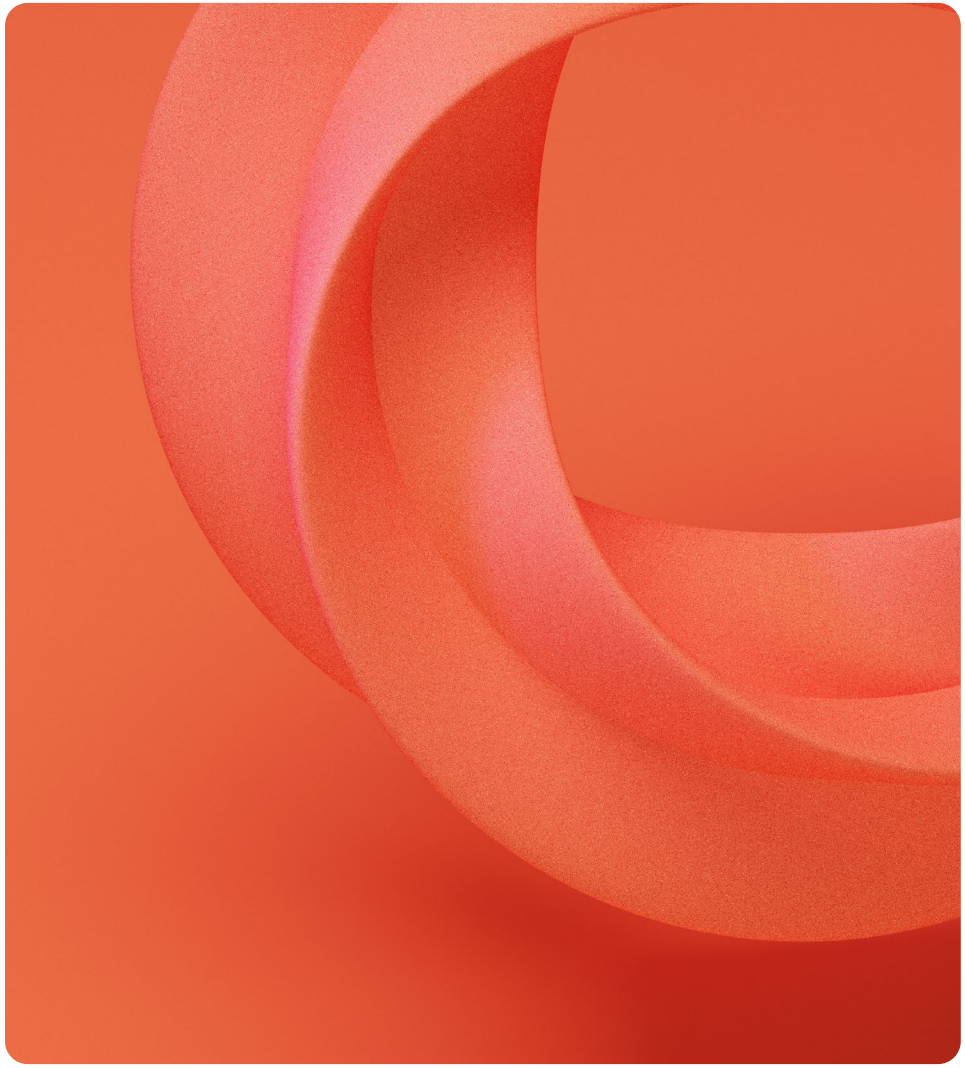
An emphasis on working with talent groups, also known as 'people with a distance to the labour market', resulted in more than **30** individuals joining Eviden. **5 joined** permanently, providing them labour market experience and Eviden gaining diverse skills sets.

15

We have established new relationships with **15+** social enterprises and non-profit organizations, resulting in multiple collaborations and **two** strategic partnerships.

3000

Through various social activities, we have supported different employment groups, including young people aged 10 to 15, students, and job seekers. Approximately **3000** people in our local communities have been directly supported by the voluntary efforts of our colleagues.



3 Social impact policy

The key premise of Eviden's Netherlands social impact policy is that we can achieve more by combining forces internally across the business, plus with our partners, and also streamlining initiatives and goals.

Social impact is part of Eviden's wider global Environmental Social and Governance strategy and aligns with the UN's sustainable development goals (SDG's). As a Dutch employer and key digital supplier in the public sector, we help promote a responsible government.

We support the importance of social involvement and commit to people with a distance to the labour market. Our premise is that work and personal development should be accessible to everyone.

The social impact policy of Eviden in the Netherlands focuses on three pillars to create a holistic approach to social value.

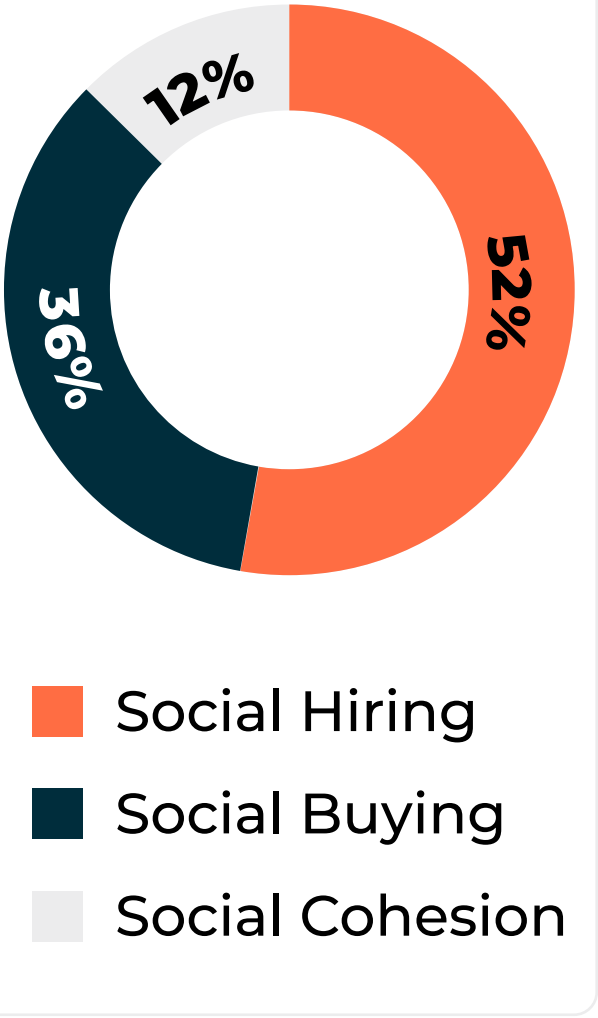


Distribution of social impact value



“ I am very proud of our journey over the past 12 months and our collaboration with public and private sector organizations in order to give something back to society. I am passionate about all of Eviden’s social value initiatives but as a father of two, our programme to combat cyberbullying amongst school children through the use of VR education is a personal highlight.”

Michiel Seaux,
Responsible Business Manager Netherlands



4 Social hiring

Social hiring involves employing people with a distance to the labour market.

According to the government's social return policy, various talent groups require extra support to get equal opportunities in the labour market.

Last year, Eviden focused on learning pathways for students (e.g. internships like Beroeps Begeleidende Leerweg (BBL) and Beroeps Opleidende Leerweg (BOL)). We also hired several talented individuals, who were able to move off benefit support from the government such as WW, WIA, and 'bijstand' into full-time jobs.

Collaboration has been key throughout this hiring approach, for example holding a 'Diversifying the digital skills gap' event with 50+ stakeholders from 25 partners and government clients. The event allowed participants to brainstorm and discuss solutions for the IT staff shortage, with the key theme that the solution lies in #DiversityInTalent, and how we can facilitate this together.



Employee Story



“I grew up in Yemen and arrived in the Netherlands in 2022, and afterwards spent about a year applying for various IT and consulting companies without success. Just as I was starting to lose hope, Eviden gave me an opportunity to start working as an Application Developer. Eviden believes that there are many experts and professionals who haven’t yet had the chance to prove themselves. After just two months, I was assigned to a significant project, and this great outcome was not only due to my experience and knowledge but also because of the training I received at Eviden and the support from my colleagues.”

Raidan AL-Maqtari,
Application Developer,
joined Eviden in 2023.

5 Social buying

Social buying involves placing orders, assignments, and collaborating with social enterprises, foundations, and organizations focusing on social interests (for example, Algemeen Nut Beogende Instelling ANBI's).

In April, we signed to join the movement of companies in and around Amsterdam to increase 'social' procurement, with the goal of establishing more relationships with such organizations. In the past year Eviden has established sustainable contacts and relationships with 15 organizations, who will support future social impact, helping to unite Eviden employees, clients, public sector organizations and partners behind our common goals. The services they offer include marketing and communication, event management, IT testing activities, application management, recruitment and training services to name a few.

For support and core IT activities, we have now developed a strategic partnership, detailed on the following pages.



Strategic partner in marketing and virtual reality (VR)

Shootlab

- Social enterprise based in Amsterdam
- Video and film production company
- Employee mix of film professionals and people from day-care centers with a unique path through life or may have Autism Spectrum Disorder (ASD), neurodiversity, or mental health issues.

The partnership:

- Video production to help communicate vital topics
- Creation of a joint VR cyberbullying program, consisting of lessons delivered by project teams in local schools
- The pro-bono design and development by Eviden of the ‘Doe Iets’ website to drive uptake in the program



Strategic partner in testing activities

auticon

auticon

- Social enterprise based in Utrecht
- IT services by neurodivergent talent, such as autism
- Secondment and project teams for software testing, automation services, robotic process automation (RPA), data services & business intelligence (BI), and neuro-inclusive services

The partnership:

- A project team to support the delivery of our test and automation services for public sector
- Awarded a social return certificate from auticon for our collaboration in 2023 proving that optimal service, talent diversity, and positive societal impact go hand in hand.



Employee Story



“Our IT specialists have special cognitive skills that are very valuable within the IT industry: logic, speed, precision, long-term concentration and the ability to intuitively detect errors. My colleagues offer an unique perspective on IT projects where we jointly lift the quality of the project to a higher level.”

Ben Miltenburg,
Account Manager,
auticon – Netherlands

6 Social cohesion



The third pillar in Eviden's social impact policy, social cohesion, involves carrying out pro-bono activities to support individuals, social enterprises, and other groups in society. Our focus is on projects and activities where our employees' digital knowledge and technological expertise can make a positive social contribution.

Projects focus on reaching broad audiences, with particular attention on key groups such as children aged 8 to 16, students, women and job seekers.

By partnering with the Hague volunteer organization PUM, we supported a project with geodata benefiting Indian farmers, using Eviden's data analysis expertise to help promote crop diversification. Through our collaboration with the non-profit organization JINC, we have provided opportunities to young people with a more difficult socio-economic background, for example by participating in the 'Boss of Tomorrow' and organizing internships.



Employee Story



“Making a social impact is important to me as an employee because it allows me to contribute to meaningful change, foster a sense of purpose, and make a real difference in people’s lives.”

Sugandh Chauhan,
Geospatial Data Analyst,
Eviden, and project team member for both the Hague volunteer organization PUM and Django Girls.

VR lesson program ‘Doe Iets!’ against cyberbullying

DOE IETS!

What is Doe Iets! ?

- Two lessons of one hour spread over two weeks. Central to the lessons are videos that children watch through VR glasses, with the goal of raising awareness about cyberbullying and creating conversation.
- Each film is about a specific online bullying situation, including social media.
- Young people learn about the different roles (bully, bullied person, etc.) and feel the impact through the use of VR.
- Schools can book the program for free via https://www.doe-iets-vr.nl/

6-month program results:

- Number of schools reached: 15
- Number of classes: 68
- Number of lessons: 138

Total number of children reached: 2783

Find out more: watch the video



Employees share their knowledge

For several years, we have supported Django Girls workshops through sharing employee expertise and providing financial support. Django Girls is a non-profit organization that organizes free one-day programming workshops for women, providing tools and support. A volunteer-run organization with hundreds of contributors bringing more women into technology, they make the industry more accessible by creating resources designed with empathy.

During each of their events, 30-60 women build their first web application using HTML, CSS, Python, and Django. This year, we participated again, marking the 10th edition in Groningen.



7 Looking forward

2023- 2024 has been crucial in building a successful and broad foundation of Eviden's social impact policy. As we look forward we continue to build upon the core Eviden values of #DoTheRightThing and #GrowTogether to unite employees, clients, partners and society at large behind our common goals.

With a continued focus on the 3-pillar policy of social buying, hiring and cohesion, we continue to expand our strategic partnerships, develop formal programs, and positively impact as many individuals as possible.

Get in touch

Would you like to help drive change?



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