



**CSR**  
**SCHOUTEN**  
COMPANY



**CSR**

**ANNUAL REPORT SCHOUTEN COMPANY**

**2025**

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We believe that it is important to motivate others to work towards a more sustainable world. We deliberately did not produce a printed version. Hopefully, our vision and approach will inspire you to embark on a similar path or choose us for your training programmes. We would love to hear your views on our CSR ambitions. Send an email to [info@schoutencompany.com](mailto:info@schoutencompany.com)

# FOREWORD

This year, we once again focused on becoming more sustainable. Every day, we see how quickly the world around us is changing. That is exactly why we believe it is important to stay the course: **step by step, with care for people, society, and the planet.**

As a family business, we have long felt responsible for more than results alone. We aim to be an organization where people enjoy working, where customers know they can rely on us, and where we are open about what is going well and where we can improve. Sustainability is not a separate project; it is increasingly embedded in the choices we make - from energy and mobility to development, inclusion, and the way we work together.

We are proud that our efforts have once again been recognized with an **EcoVadis Bronze certification**. At the same time, we know that a certificate is not the finish line. Its true value lies in what we do every day, together with colleagues, partners, and customers.

Thank you to everyone who has contributed with ideas, feedback, and commitment. We look forward to taking further steps in 2026 and **increasing our impact together.**

With warm regards,

**JAN-HEIN SCHOUTEN**

**Chairman of the Board of Directors, Schouten Company**

# **3 P'S** IN BALANCE FOR SUSTAINABLE OPERATIONS



**FOR US, THIS MEANS FOCUSING ON THE  
DEVELOPMENT AND WELLBEING OF PEOPLE WITH  
A MINIMAL ECOLOGICAL FOOTPRINT.**



# PEOPLE

**AT SCHOUTEN COMPANY, WE WANT TO CREATE A WORKING ENVIRONMENT WHERE PEOPLE FEEL WELCOME, CAN BE THEMSELVES, AND HAVE OPPORTUNITIES TO GROW. DIVERSITY, EQUALITY, AND INCLUSION ARE AN INTEGRAL PART OF THIS AMBITION**

Through our annual employee satisfaction survey, we gain insight into how colleagues experience the workplace. We actively use these results to make improvements and to support employees in their development.

Development remains an important part of our people policy. Through training, workshops, and coaching, we

encourage colleagues to strengthen their skills and continue learning.

**We also pay close attention to well-being.** Mental health, work-life balance, and physical vitality remain important themes for us, because sustainable work also means being able to take good care of yourself.



KPI / Metric	Objective	2022	2023	2024	2025	SDG*
Employee satisfaction score	7,5	7,4	7,3	7,4	7,3	10, 16
Employees participating in training (%)	25	26	50	100	54	4
Women in management positions (%)	50	65	69	70	76	10
Employees satisfied with DE&I (%)	75	-	-	70	81	10
Employee turnover (%)	5	13	29	4	4	16
Social contribution (% from revenue)	0,1	0,4	0,1	0,16	0,03	17
Training customer satisfaction score	8,2	8,1	8,5	8,3	8,5	4





**TO STRENGTHEN OUR SENSE OF COMMUNITY AND BRING SOME LIGHT TO THE DARKER DAYS OF THE YEAR, WE ORGANIZED A CHRISTMAS GATHERING FOR THE NEIGHBORHOOD. TOGETHER, WE SWITCHED ON THE CHRISTMAS LIGHTS - A SMALL MOMENT, BUT ONE FILLED WITH WARMTH.**





# PLANET

**IN 2025, WE TOOK FURTHER STEPS TO REDUCE OUR ENVIRONMENTAL IMPACT. WE ARE COLLECTING INCREASINGLY DETAILED DATA TO GAIN A BETTER UNDERSTANDING OF OUR TOTAL CO<sub>2</sub> EMISSIONS. BASED ON THE FIGURES CURRENTLY AVAILABLE, WE CAN SEE THAT EMISSIONS IN 2025 DECREASED SIGNIFICANTLY COMPARED TO THE BASE YEAR 2024.**

This decrease is mainly related to lower Scope 2 and upstream Scope 3 emissions. An important factor was the reduction in kilometres travelled, partly due to our encouragement to use public transport or bicycle when travelling to work. In addition, we switched to green energy in 2025.

**We also saw positive results in waste reduction:** our total waste decreased significantly, and 51% of it was recycled.

Our paper use increased in 2025. This is because, in previous years, we only reported on printed teaching materials. Since 2025, we have also started tracking internally printed materials. As a result, the picture is now

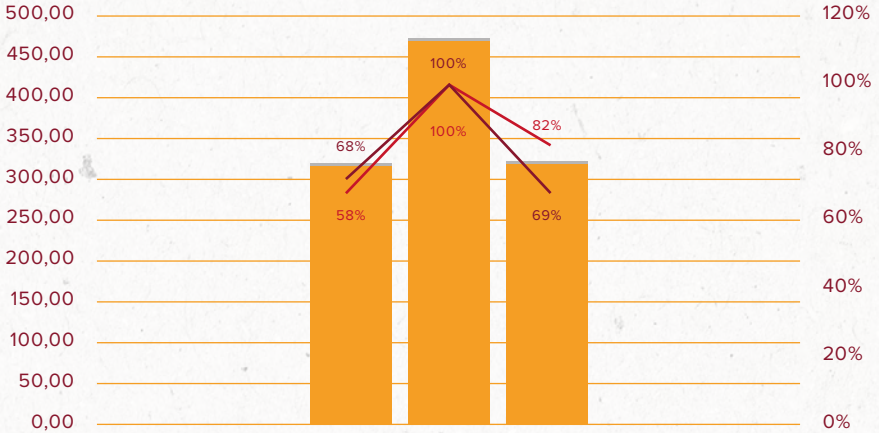
more complete, although the total is higher (+28%).

In the past year, THEMA Publishers transitioned from traditional inventory management to print-on-demand (POD). This has resulted in lower paper consumption, fewer unsold copies being destroyed, and less storage space being needed.

**IN THIS WAY, CARE FOR THE PLANET AND COST CONTROL GO HAND IN HAND.**



## EMISSIONS OF SCHOUTEN COMPANY B.V.



	2023	2024	2025
■ Emissions per FTE (t)	1,71	2,96	2,43
■ Total emissions (t)	321,53	470,25	324,17
— Index total (2024 = 100)	68%	100%	69%
— Index per FTE (2024 = 100)	58%	100%	82%
Scope 1 (CO <sub>2</sub> -et)	135.41	132.75	135.12
Scope 2 (CO <sub>2</sub> -et)	176.89	202.55	109.55
Scope3 upstream (CO <sub>2</sub> -et)	9.23	134.95	83.22

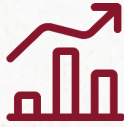


KPI / Metric	Objective	2022	2023	2024	2025	SDG*
Waste in tonnes	≤26	38,41	25,04	26,24	7,3	11, 12, 15
Paper consumption (%)	20 decrease every year	0 (205.291)	-25 (175.364)	-42 (74.424)	+28 (95.651)	11, 12, 13, 15
Employees living within a 10 km radius (%)	30	-	30	21	30	12, 13, 15

\*    

**OUR GARDEN CONTAINS MORE THAN 15 TREES, INCLUDING FRUIT TREES. EVERY YEAR, COLLEAGUES AND STUDENTS ENJOY THE HARVEST. WE HAVE ALSO ADDED MORE GREENERY INDOORS.**





# PROFIT

**AS A FAMILY BUSINESS, WE WORK FROM A LONG-TERM PERSPECTIVE. WE WANT TO BE PROFITABLE IN A HEALTHY AND RESPONSIBLE WAY SO THAT WE CAN CONTINUE INVESTING IN PEOPLE, QUALITY, AND INNOVATION.**



As an employer, we safeguard the continuity of the company so that employees can focus on their work and development. As a partner to our customers, we provide continuity and quality in our services to support long-term relationships.

**EVERY YEAR, WE TRAIN AND COACH MORE THAN 40,000 PEOPLE WORLDWIDE.**

We are committed to digital innovation - not only to organize our daily work more intelligently, but also to strengthen our services



For example, together with Area9, we developed the Capable learning environment. Its built-in algorithms adapt the programme to each participant's prior knowledge, learning pace, and needs.

Our goal for 2030 is to help 1,000,000 people continue their development. We believe this will only be possible if we maintain an integrated focus on people, the environment, and society.

In 2025, a team was formed to strengthen collaboration across all labels. By working together more effectively, we can support customers with a one-stop-shop experience. The team also organizes customer events focused on connection and inspiration.





# GOVERNANCE & INTEGRITY

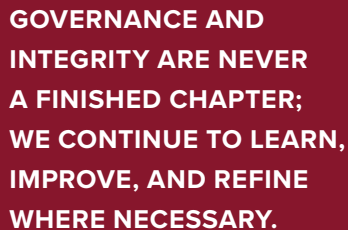
**WE WANT OUR SUSTAINABILITY AMBITIONS TO BE REFLECTED IN THE WAY WE WORK: FAIRLY, CAREFULLY, AND TRANSPARENTLY. GOVERNANCE AND INTEGRITY THEREFORE FORM AN IMPORTANT FOUNDATION OF OUR CSR POLICY.**

Responsibility for CSR and sustainability lies with the Board of Directors and the management team. They monitor progress and ensure that sustainability remains part of our decision-making. Across the organization, roles and responsibilities have been assigned for collecting data, monitoring KPIs, and implementing improvement actions.

We believe that a safe working environment is essential. Colleagues should feel free to ask questions, raise concerns, or discuss signals they notice. This can be done through managers, HR, or a confidential adviser. We take every signal seriously and always look for an appropriate solution.

In our cooperation with suppliers and partners, we also seek parties whose values align with ours. We look not

only at quality and price, but also at how organizations conduct business and take responsibility.



**GOVERNANCE AND INTEGRITY ARE NEVER A FINISHED CHAPTER; WE CONTINUE TO LEARN, IMPROVE, AND REFINE WHERE NECESSARY.**



KPI / Metric	KPI	2022	2023	2024	2025	SDG
Employees completing Privacy & Security training (%)	100	92	52	74	94	4
Whistleblower reports (number)	0	0	0	0	0	10, 16
Reports of inappropriate behaviour (number)	0	1	5	4	0	10
Confirmed integrity incidents (number)	0	0	0	0	0	16

\*





## THEMA B.V.

**EVERY YEAR, ONE OF OUR LABELS DESCRIBES HOW IT CONTRIBUTES TO SCHOUTEN COMPANY'S CSR OBJECTIVES. THIS YEAR, JOKE CARLIER, DIRECTOR OF THEMA PUBLISHERS, SHARES HER PERSPECTIVE.**

Like the other companies within Schouten Company, THEMA Publishers contributes to social value creation by supporting people and organizations in their personal and professional development. We have been doing so for more than 30 years. At the same time, our route is somewhat different from that of our

colleagues. Based on our mission, we believe that everyone should be able to take charge of their own development, career, and well-being. Through our books, games, and practical tools, we offer accessible knowledge and concrete resources that help people take meaningful steps in their work and lives.

In this way, we contribute directly to sustainable employability, equal development opportunities, and the strengthening of people-centred leadership within organizations.

Our activities are closely aligned with various CSR objectives. First, we contribute to high-quality education and lifelong development. Our products are developed from practical experience and help professionals strengthen their skills and competencies in areas such as leadership, communication, project management, stress and time management, motivation, and HRM. By making knowledge accessible and applicable, we stimulate personal growth and professional development for a broad audience.

In addition, we support health and well-being in the workplace. Themes such as stress management, assertiveness, personal effectiveness, and job satisfaction play an important role in our portfolio.

**AT A TIME WHEN MENTAL HEALTH AND BALANCE ARE BECOMING INCREASINGLY IMPORTANT, WE WANT TO HELP ORGANIZATIONS AND INDIVIDUALS BECOME MORE RESILIENT, HEALTHIER, AND MORE CONFIDENT.**



We also contribute to inclusive and resilient organizations. Many of our publications focus on collaboration, leadership, and communication within teams. In this way, we support organizations in creating an open, safe, and learning-oriented work environment in which employees can develop and feel heard.

Our products for trainers and coaches also strengthen the impact of professionals who are committed to the development of others. In this way, we indirectly expand the development opportunities of thousands of participants in organizations and training programmes.



# WHAT'S ON THE PROGRAM FOR 2026?

Next year, we want to further reduce our impact on the planet. From 2026 onward, only electric cars may be leased.

To help prevent food waste, an extensive lunch will no longer be offered on Fridays. Instead, colleagues can make their own grilled cheese sandwich - simple, cosy, and less wasteful.

We recently started a collaboration with Impact Collective, an organization committed to personal leadership and development in underprivileged communities in Uganda. Impact Collective facilitates leadership training and is taking steps towards a Train-the-Trainer programme. We look forward to sharing more about this next year.

**2016** Establishment New Heroes

JAN  
**2021** Establishment Someone

MRT  
**2021** Establishment Competence

APR  
**2021** Establishment Realise

SEP  
**2021** Establishment New Dawn

JAN  
**2022** Schouten Global becomes  
Relevance Learning

JAN  
**2023** IXLY & Schouten & Nelissen  
join forces

JAN  
**2024** Rebranding SN

JAN  
**2025** SN Holding becomes  
Schouten Company



**COMPETENCE<sup>+</sup>**

**realise**

**NEWDAWN<sup>+</sup>**

**relevance**

**ixly**



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# THE INNER DEVELOPMENT GOALS

**THE INNER DEVELOPMENT GOALS (IDGS) ARE A FRAMEWORK OF ESSENTIAL SKILLS FOR SUSTAINABLE DEVELOPMENT, FOCUSED ON PERSONAL GROWTH AND DEVELOPMENT.**

The idea behind it is that inner development of people is needed to achieve the UN's Sustainable Development Goals. Developing the inner capacities needed to tackle complex challenges and promote sustainable change is essential.

## **THE INNER DEVELOPMENT GOALS ENCOMPASS FIVE DOMAINS:**

- **Being** *relationship with self*
- **Relating** *caring about others and the world*
- **Thinking** *Cognitive skills*
- **Collaborating** *Social skills*
- **Doing** *Bringing about change*

Deze vaardigheden zijn cruciaal voor persoonlijke groei en het aanpakken van maatschappelijke uitdagingen. Ze ondersteunen maatschappelijk verantwoord ondernemen door individuen en organisaties te helpen ontwikkelen naar meer ethisch, duurzaam, en sociaal verantwoordelijk gedrag.

Schouten Company aims to use these goals in its work with clients by focusing on developing inner skills in its programmes, leading to more purposeful, sustainable and productive lives and organisations. This aligns with our mission to help people and organisations grow and develop, making them more effective, happier and able to contribute to the Sustainable Development Goals (SDGs) and a more sustainable future.

For more detailed information, visit the [website of Inner Development Goals](#)

# SCHOUTEN COMPANY & SUSTAINABLE

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