

Holland Recycling



Waste Management



www.hollandrecycling.com

De KlokBanden



Automotive Supplies



<https://deklokbanden.com>

NINE & Co



Children's Apparel



www.nineandco.com

Copper 8



Management Consultancy



www.copper8.com

Tony's Choclonely



Confectionary



www.tonyschoclonely.com

Marlies | dekkers



Apparel



www.marliesdekkers.com

CASE STUDIES



CRM Human Resources Management

LOCATION

Netherlands



Module 2 - 3 CSR Human Resource Management for SME Sustainability



ONBOARDING AND RECRUITMENT PROCESS

(e.g., Non-Discrimination, Internship, Work to Employ, Apprenticeship)

[Holland Recycling](http://www.hollandrecycling.com) employs individuals who are at a disadvantage in the labour market helping them to make the step up to the regular labour market. [De Klok Banden](https://deklokbanden.com) offers opportunities to interns and recognized refugees. By allowing these candidates to gain experience in the company, De Klok Banden provides them with a foundation for their further development in society. In collaboration with [Concern for Work](#), [NINE & Co](http://www.nineandco.com) has temporarily taken on approximately ten people in their warehouse, who are either disabled or distanced from the employment market to some extent. These employees will be doing labour-intensive serial work, for which they have been trained by Concern for Work.





The most important learning from our Living Wage project however is that it all starts with raising awareness and exploring the concept of Living wages together with your supplier. A common understanding is half the work.

NINE & Co.



EMPLOYEE WORK LIFE BALANCE PRACTICES

(e.g., Job Sharing, Flexibility, Shift Swapping)

[Copper8](#) hold work life balance as key to their business practices, and all employees work [four days](#) a week.



HEALTH AND WELLBEING APPROACHES

(e.g., Work/Life Balance, Mental, Physical, Standing Desks, Fitness Membership etc.)

[NINE & Co.](#) provide all their employees with a [fitness membership discount](#) and access to healthy catering in order to promote health and wellbeing. [Tony's Chocolonely](#) provides vegetarian and organic [healthy lunches](#) for all of their employees at the office every day.



EMPLOYEE PERSONAL AND PROFESSIONAL DEVELOPMENT TRAINING

[NINE & Co](#) is an organization where training, personal development, and education are taken very seriously, and employees are given the opportunity to constantly develop their skills and know-how. NINE & Co [provide e-learning modules](#) for their staff. In 2020 95% of employees actively engaged in training.

[Marlies|Dekkers](#) launched the [Bringing Females Forward program \(BFF\)](#) for women working in their factories to offer these women the opportunity for personal and professional development and to develop the ability to make their own decisions and stand up for themselves. BFF aspires to offer 4 training sessions a year to these women. Every employee of [Tony's Chocolonely](#) has a personal [annual training budget](#).





WAGE AND CONTRACT BASED SUPPORTS

(e.g., Equal Pay, Fair Contracts, Share Workers with Companies, % agency staff/outsourcing, skilled workers fairness, social contracts)



[NINE & Co.](#) have a [56/44 gender ratio](#) in their management positions. Nine&Co. also employ more women than men with a ratio of 80:20.

As a member of the Dutch Textile Covenant, NINE & Co. are committed to the right to free negotiations by independent trade unions, [a living wage](#), and healthy and safe working conditions for all employees.

Nine&Co conducted living [wage research](#) to identify possible wage gaps with their 2 biggest suppliers in India or Turkey. In co-creation with these suppliers, they developed long-term action plans.





As an independent HR authority, NVP wants to feed and conduct the professional debate with new insights and surprise its members with knowledge and inspiration. We do this by being the hub of the network for HR professionals. A network that stands for high quality, innovation and challenge.

NVP



NATIONAL HR SUPPORTS, ORGANISATIONS AND NETWORKS

[Human In Progress HR Portal for the Netherlands](#) provides a comprehensive online guide to Human Resources, legal compliance, and HR best practices in the country. The portal contains a repository of [free resources](#) to support and increase HR knowledge. Resources include blog articles, newsletters, white papers as well as supplementary [mentoring and courses](#) for business owners and HR professionals.

[The Dutch HRM \(Human Resources Management\) Network](#) aims to stimulate cutting-edge fundamental and societally relevant research and teaching in Human Resource Management, with a particular emphasis on developing partnerships between University-members of the Network aimed at collaborative teaching and research, and collaboration with businesses and Universities of Applied Sciences. HRM provides [consulting activities](#) for organizations and institutions (government, employers, companies) with HRM questions. Every two years the Dutch HRM Network also holds a conference.

[NVP – The Dutch Network for HR-Professionals](#) is the network for human resource professionals who are engaged in issues such as HR strategy, employment relationships, recruitment and selection, rewards systems, conditions of employment, and training plans. The NVP's main objectives are to help determine and defend values and standards in the field of HR, to have an important say in the development of new social legislation, to set codes of conduct regarding HR, to meet professional training needs, and to improve industrial relations in general. NVP also offers [resources and certification](#) for HR professionals.