



Our living ambition report 2023



We proudly present our 2023 living ambition. With our employees, clients and partners, TAUW makes a positive impact on the vital living environment. In Our living ambition report we provide an updated overview of our achievements in 2023.

It's not just a daily job, it's... **a living ambition.**

Check out the full report on **www.alivingambition.com**

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Our story

Through our work TAUW helps to shape a vital living environment. We do so with and for our employees, clients and partners. Our Living Ambition Report shows the progress we made in 2023.

In this annual report, we present our performance across all key areas, highlighting our impact, challenges, and strategic direction for the future. The solid foundation we established sets us up for continued success in the coming year. We are pleased to announce that our ambitious journey to become a leading European environmental consultancy by 2028 is well underway.

- About TAUW
- Embracing change
- Making sustainability tangible
- Our living ambition





About TAUW

Starting in 1928 as a Dutch company with five employees, TAUW can proudly say that today it is an employee-owned company with almost 1,400 dedicated experts, operating in six countries. Initiating change is deeply rooted in our DNA. We are committed to fostering a harmonious coexistence between nature and people. This ambition has driven us for nearly a century and will continue to steer us for generations to come.

TAUW guides our clients through the transitions ahead and prepares them for the world of 2050 by providing comprehensive support on environmental issues. Our services range from strategic consultancy work to environmental monitoring, on-site technical support, transactional services, and a wide range of services in spatial planning and development. We offer tailored solutions to meet the unique needs of each project.

[!\[\]\(e78f798d4ea5c530c9db49e7d26e6b95_img.jpg\) Watch the video of our Board of Directors here](#)



Embracing change

For TAUW, change is the new constant. We see change not as a storm to be weathered, but as a wave bringing us forward to a better future. We embrace the opportunities of a changing and challenging world.



Ralph van Roessel, co-CEO

"In 2023 we benefited from the increasing societal need for green industry and a vital living environment. This driver enabled us to restore the multiyear positive financial trend in 2023, generating more profit than the previous year in the face of uncertainties and high inflation. And all without compromising our strategy. That is something to be proud of."

In 2023 we saw that the effects of climate change are becoming unavoidable, the level of economic uncertainty is still high and public support for the Green Deal is crumbling. We were faced with continuing social unrest, unprecedented inflation and expanding technological developments. Closer to home, a tight job market and declining business climate for industry affected the operations of our clients and our own.

But despite wage indexation putting pressure on our profitability, we were able to ensure continued business success and even growth. Our employees are fundamental to that success. We actively recruited new staff and set up various programmes to retain staff. We developed our employee and client value propositions and defined our vision of the world in 2050 with a detailed backcasting programme.



Henrike Branderhorst, co-CEO

"Our employees are a key asset to achieving our 2028 ambitions. Thanks to their expertise and dedication, TAUW is able to push boundaries and find innovative solutions to the environmental challenges facing our society."





Making sustainability tangible

Social and environmental sustainability continues to rank high on our agenda. In line with our mission statement, we are making sustainability tangible and feasible: last year TAUW committed to the UN Global Compact principles, and we became signatories of the SBTi NetZero Commitment. We initiated various diversity and inclusion activities such as the Refugee Talent Hub partnership within TAUW NL. The preparatory measures for CSRD reporting which we took last year mean that we expect to be CSRD-proof by the end of 2024. We developed a tool to calculate and show the increase of our handprint and reduction of our footprint.



TAUW made a significant investment in the future with the acquisition of drone specialist GEOzicht, helping us to advance our expertise in data gathering and visualisation. We achieved organic growth as planned and took management development initiatives to ensure our organisation and leadership is ready for the future.

We contributed to technological change, by designing our own TAUW AI platform. We also launched the TAUW store, offering a range of self-designed apps for our colleagues and clients.

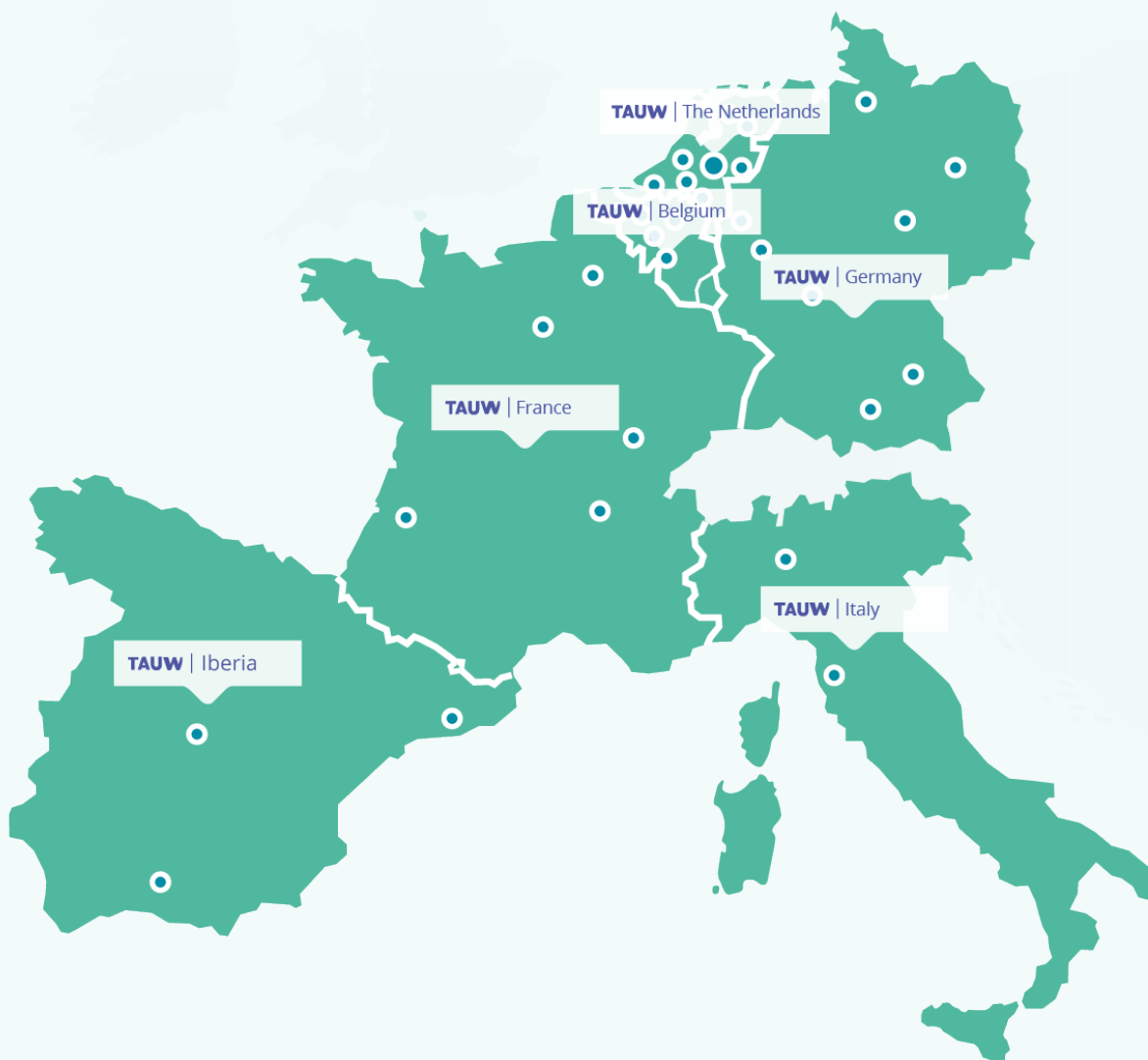




Our living ambition

Our living ambition is to create a vital living environment in which nature and human activities co-exist in harmony. We employ some of the best minds who specialise in finding innovative, technological solutions to the complex issues of an unknown future. Empowering these dedicated professionals requires a daring and caring leadership working in a mission-driven organisation. Our responsibility as co-CEOs is to set an example and inspire clients and employees to join us on this exciting journey.

It's not just a daily job, it's... **a living ambition.**

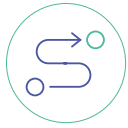




Our journey

We see that the earth is in danger because of human pursuits. We believe in a world in which human activity can co-exist in harmony with nature. We recognise the impact that TAUW, as environmental consultancy, has in creating a vital living environment – the sustainable world of 2050.

- Welcoming the future
- Building blocks for the future
- Backcasting: planning ambitious changes
- Accelerating for impact
- Contributing to Sustainable Development Goals



Welcoming the future

At TAUW we offer solutions that make sustainability tangible and feasible. In this way we aim to empower our clients to prepare for the future. We need to understand the challenges and the obstacles in our path and what dilemmas our clients face. That in turn tells us what skills our staff need for the task ahead. And with which proposition we can best help our clients.

[🔗 Watch the video of our Sustainability Director here](#)



Building blocks for the future

In 2023 we identified our clients' needs and developed environmental propositions across the six TAUW countries. These joint propositions will serve as guiding principles for various aspects of our business. They will shape our strategies for organic growth, mergers and acquisitions, sales, innovation, and knowledge development.

Our environmental propositions

Sustainable business operations

Preparing organisations for the world of tomorrow

HSE compliance & business continuity

Making compliance easier, removing risks from operations

Future-proof site (re)development & transformation

Providing an attractive perspective for industrial assets and brownfield development

Responsible investing

Leveraging ESG to create value in investments

Data intelligence solutions

Unlocking the value of data to foster sustainable development

Transition strategies for a future-proof living environment

Applied knowledge to accelerate impact

Developing & conserving a resilient living environment

Plan and design tomorrow's urban spaces and rural areas



Our employer profile

The challenging projects we work on require competent professionals. Therefore, we are enhancing our employer profile to attract and retain motivated employees. These employees will have the opportunity to work on meaningful projects and become part of a close-knit community. We also provide plenty of room for personal development. All of this aligns with our employee value proposition we formulated last year.



Accelerate for impact

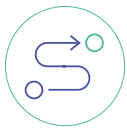


Unleash your potential



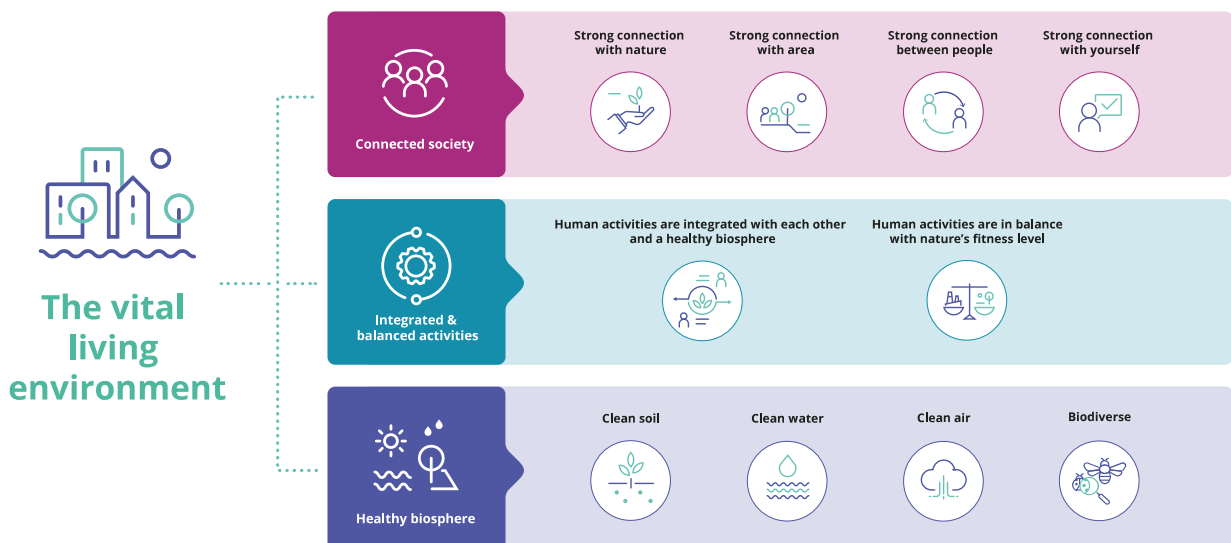
Join our strong community

In line with the Green Deal, we want to work on solutions at European level. That calls for a European mindset and cross-border cooperation in our company. Therefore, and for the robustness of TAUW, we are taking steps to expand outside the Netherlands and we expect to achieve the prospected growth in Europe in the next few years.



Backcasting: planning ambitious changes

To make our mission tangible, we defined our vision of the vital living environment through backcasting: working back from a desired future to determine the steps and measures necessary to achieve it. Our TAUW backcasting model helped us identify the steps we as a company need to take if we are to guide our clients to the envisaged future.





Accelerating for impact

Our vision of 2050 is clear and we can empower our clients to take the appropriate steps. We want to encourage them to take action now and accelerate change.



Jacolien Eijer, Sustainability Director:

"If we want to reach the sustainable world of tomorrow, we need to act today. Because the foundations for that future world are being laid now. Let TAUW empower you on this journey and together we will create momentum. The professionals working at TAUW recognise that the first step is to illustrate the urgency to our clients. But we want to do more. We also want to offer a perspective, a direction for positive change."

We help our clients to think ahead about the availability of natural resources, the evolving environmental legislation that will impact their operations and the sustainable alternatives that they can choose.



Contributing to Sustainable Development Goals



For TAUW, being a leading European environmental consultancy also means leading by example. That is why we contribute to the United Nations' Sustainable Development Goals (SDGs). In 2023 we aligned with the UN Global Compact Network. This is an initiative for companies to adopt and report on sustainable and socially responsible policies. We also joined the SBTi NetZero Standard. Under this standard, we work actively to share knowledge and report on our sustainability efforts. The actions we take are underpinned by science-based calculations and measurements.

EU legislation, the Corporate Sustainability Reporting Directive, requires us to report on our corporate environmental and social impact. The steps we took last year will ensure that we are fully CSRD-compliant by the end of 2024. Based on these SDGs, we developed an ESG policy framework. This framework covers sustainability in the broadest sense, ranging from biodiversity, carbon reduction to diversity, inclusion, safety and talent development. Our ESG policy is a translation of our vision and mission into action and impact. We took action to further reduce our ecological footprint. But our focus lies on making the greatest impact – increasing our handprint by helping clients reduce their footprint.





Our impact

Our mission and job as TAUW is to show that sustainability is the way forward and to help our clients create an environmentally healthy world that can sustain future generations. Over the past year, we further improved our internal operating procedures using new technology. More significantly, we applied innovative solutions to our services. In this section, we describe our handprint, footprint and highlight the meaningful contributions we made – and continue to make – to a vital living environment.

- Enhancing impact: data intelligence solutions
- Our handprint: impactful solutions in our services
- Our impactful projects
- Our footprint: sustainable operations



Enhancing impact: data intelligence solutions

In the dynamic field of environmental consultancy, digital transformation is not just a trend but a foundational shift in how we approach complex challenges, especially in urban planning. Here, diverse factors like soil, water, social, environmental, and economic considerations intertwine on a small yet significant scale. Digital technology enables us to tackle these challenges with greater speed, accuracy, and efficiency.

In 2023, we advanced significantly by enhancing our workflows and integrating data flows across spatial planning. This integration highlights the crucial role of human-computer collaboration, with our consultants leveraging technology to not only process data more effectively but also to ensure our solutions are sustainable, cost-efficient, and impactful.



Technology, particularly Artificial Intelligence (AI), offers unprecedented opportunities to amplify our environmental impact. From the MACE application for data-driven material flow analysis to AI-driven algorithms for ecological monitoring, these innovations exemplify our commitment to leveraging digital tools for a sustainable future. We also have our very own AI Assistant in a completely secure environment to assist us in our daily tasks, allowing our consultants to focus on the value-adding activities.





Our handprint: impactful solutions in our services

Our handprint is one of our greatest means of making an impact. We support our clients on their journey to reduce their footprint on the environment. Our objective as a European environmental consultancy is to promote sustainability on every project. We want to increase our contribution through the services we provide. If we want to take impactful decisions, we need to quantify our own footprint and handprint on the planet.

Monitoring impact

Therefore, we have started developing a method to measure our handprint while at the same time assessing our footprint, using the appropriate guidelines. We determine our handprint by two factors. Firstly, the sustainable outcome of a customer's project. Secondly, TAUW's effort to increase the positive impact on the client's project by implementing it to be more in line with our mission.



At TAUW we want to know our impact and continuously improve and increase it. The method to demonstrate our impact has now been developed in broad terms and it is time to test the model by monitoring our impact on actual projects. That requires the necessary commitment and expertise in the field of data intelligence. We expect to be able to start monitoring our larger projects in 2025. Based on lessons learned we can then extend the method to other projects.



Leaving a positive handprint: our impactful projects



Sustainable Business Operations

Changing gears: roadmap to net zero

Client: Petronas Lubricants International (PLI)

[Read the full project](#)



Future-proof Site (Re)Development & Transformation

Transforming the site to a Greenfield

Client: Aluchemie

[Read the full project](#)



HSE Compliance & Business Continuity

Ensuring compliance for growth and renovation ambitions

Client: LIDL

[Read the full project](#)



Future-proof Site (Re)Development & Transformation

Design of 82 MW Solar Power Plants in Tarragona

Client: IGNIS and ib vogt

[Read the full project](#)

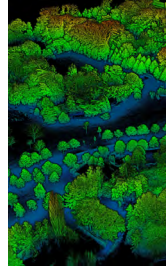


Future-proof Site (Re)Development & Transformation

Nature based solutions for the remediation of contaminated soil and the restoration of soil functions

Client: Vermilion

[Read the full project](#)



Data Intelligence Solutions

High-density point cloud algorithm to map trees in Amsterdam

Client: Municipality of Amsterdam

[Read the full project](#)



Transition Strategies for a Future-proof Living Environment

Green climate adaptive urban development standard

Client: Ministries of the Netherlands

[Read the full project](#)



Developing & Conserving a Resilient Living Environment

How rainfall models contribute to climate adaptation strategies

Client: City of Boizenburg

[Read the full project](#)



Sustainable Business Operations

Consumer electronics geared to greater sustainability

Client: Lautsprecher Teufel GmbH

[Read the full project](#)





Our footprint: sustainable operations

GHG footprint monitoring

As dedicated professionals, we lead by example. And we take our commitment to reducing our carbon footprint very seriously. We report on our footprint using the Greenhouse Gas (GHG) Protocol. This is a corporate standard based on the Kyoto Protocol. It categorises the greenhouse gas emissions (GHG) into Scope 1, Scope 2 and Scope 3 emissions[i]. In line with the UN Sustainable Development Goals, we are committed to the sustainable use of materials and energy. In 2023, TAUW Group has also committed to the Science Based Target Initiative (SBTi) climate target of well below 1.5°C. In 2024, we will set our specific climate targets and work on our reduction plan for all TAUW entities to achieve NetZero as soon as possible.

[i] t CO₂ e = tonnes of carbon dioxide equivalent

[i] Where available, market-specific emission factors were used in the calculation. We have not included GHG emissions from refrigeration gas losses this year, but will include them in our 2025 carbon footprint. Our digital data system, and that of our suppliers, used to calculate the GHG emissions of the entire TAUW Group value chain is not yet mature enough to provide the required granularity, so there is a degree of uncertainty in the data retrieved.



2023: 232 t CO₂ e.

Scope 1 – Direct greenhouse gas emissions by TAUW Group

Scope 1 refers to direct GHG emissions from sources that are owned or controlled by the TAUW Group. These emissions result from activities such as the combustion of fossil fuels consumed by company-owned and/or controlled vehicles or equipment, as well as the combustion of on-site heating (natural gas) and electricity generation. We, as a company, are directly responsible for these emissions. The total Scope 1 emissions for the TAUW Group in 2023 were 232 t CO₂ e.



2023: 282 t CO₂ e l-based
& 199 t CO₂ e m-based.

Scope 2 – Indirect emissions from the use of electricity, heat and steam supplied by other companies

Scope 2 refers to indirect GHG emissions that are associated with the consumption of purchased electricity, heat, or steam by the TAUW Group which we use, for example, to heat our offices. These emissions result from the activities linked with the production of electricity and/or energy, i.e. outside of our direct control. The Scope 2 emissions for the TAUW Group in 2023 were 282 t CO₂ e location-based and 199 t CO₂ e marked-based.





2023: 21,731 t CO₂ e.

Scope 3 – All other emissions associated with TAUW's activities

Scope 3 covers approximately 97% of our GHG emissions. Scope 3 includes all indirect GHG emissions that occur in our value chain. These emissions are a result of activities that are not owned or controlled by us but are associated with our services and activities. Our Scope 3 emissions include only upstream emissions from purchased goods and services (category 1)[i], capital goods (category 2), waste generated in operations (category 5), business travel (category 6), employee commuting (category 7), and leased assets (category 8).

These emissions are the largest and most challenging to measure and manage, but they are important to understand the full carbon footprint of our organisation and our impact on climate change. The TAUW Group had no material downstream emissions in 2023. Lastly, Scope 3 emissions for the TAUW Group in 2023 were 21,731 t CO₂ e. To reduce our Scope 3 emissions further, we will intensify our talks with suppliers, business partners and clients, elaborate on our reduction pathway for all TAUW entities and align it with the climate target to be far below 1.5°C.

[i] For Scope 3, categories 1 and 2, we have used spend based analysis. Spend-based analysis involves estimating GHG emissions based on financial expenditures, such as the amount of money spent on purchased goods and services. This approach assumes that the amount of money spent is directly proportional to the GHG emissions generated. It estimates emissions, but may not always accurately reflect the exact emissions. In the future, we will continue to refine our methodology and, where possible, use direct emissions data (hybrid methodology).

The scope 3 emissions in tons CO₂ e involved in the following categories:

						
14,308	2,871	312	1,191	621	1,384	1,044
Category 1 Purchased goods and services	Category 2 Capital goods	Category 3 Fuel and energy related activities	Category 4 Waste from own operations	Category 6 Business travel	Category 7 Employee commuting	Category 8 Leased assets





Purchased goods and services (Scope 3, category 1)

Scope 3 category 1 includes all the services and products we need to provide our services and maintain our business. 64% of TAUW's total carbon footprint falls into this category. Of this, 36% is related to internet services, 31% to office products, 10% to education, 9% to drilling and construction, 6% to laboratories, 4% to computer-dependent services, and 1% each to textiles, chemicals, rubber and plastic products, and recreational, cultural and sporting services.

Capital goods (Scope 3, category 2)

Scope 3 category 2, capital goods, accounts for 13% of TAUW's total carbon footprint. Of this, 58% is related to real estate maintenance, 30% to machinery and equipment, 11% to security services and 1% to the sale of motor vehicles and accessories.

Waste generated in own operations (Scope 3, category 5)

Scope 3 category 5, waste generated by our operations, represents 5% of TAUW's total carbon footprint. Of this, 89% is soil and groundwater remediation waste, 7% is office waste and 4% is other waste, e.g. from environmental measurements.

Sustainable mobility and vitality (Scope 3, categories 6 and 7)

Recognising the broad impact of travel choices, we have taken a multi-faceted approach to reducing travel emissions across our sites. This includes financial incentives for electric vehicles and public transport, encouraging active commuting such as cycling and walking, and only flying for journeys over 800km. Building on our experience during the pandemic, we have introduced a hybrid working protocol. We are also actively converting our company fleet to electric vehicles, while promoting greener commuting options and flexible working arrangements.



Sustainable services and activities (related to our entire value chain)

In our soil activities – soil remediation, soil surveys and groundwater projects – we already use sustainability indicators at every stage of the remediation process, assessing not only the obvious indicators such as health and safety and remediation costs, but also participation, carbon footprint, impact on biodiversity, impact on reputation and increase in site value. Where possible, we use nature-based technologies, such as the use of micro-organisms, plants and natural materials and processes, to minimise environmental impact. We aim to reduce waste and minimise the use of energy, materials and chemicals. Some of the measures we take are: optimising project planning to reduce field survey travel, replacing our vehicle fleet with electric cars and vans, using sustainable and biodegradable soap to clean drilling equipment and using biodegradable sounding pipes.



Total carbon footprint



The total carbon footprint of the TAUW Group in 2023 is 22,162 t CO₂ e. As an environmental engineering consultancy, we are well aware of that 97% falls within our upstream value chain. Our GHG emissions intensity per employee is 0.4 t CO₂ e/ FTE in Scopes 1 and 2; 18.3 CO₂ e/ FTE in Scope 3; and 18.7 CO₂ e/ FTE in all scopes. Our GHG emissions intensity per turnover is 138 t CO₂ e/ mio € and per EBITA 2,287 t CO₂ e/ mio €.

[1] t CO₂ e = tonnes of carbon dioxide equivalent





Our partners

Building a sustainable future is not something we can do alone. We work with clients from a range of industries, we partner with contractors, architects and local governments and we join environmental networks to achieve the widest possible effect.

- Our clients
- Syntraal: new business models
- TAUW Foundation
- Our business partners
- Our social partnership
- Our networks



Our clients



We have the privilege of engaging in long-term relationships with our clients, spanning both multinational industrial sectors across Europe and various levels of public clients, including national and local authorities. These enduring partnerships, cultivated over decades, underscore our clients' trust in our technical expertise, reliability, and open communication. Our continued dedication to these relationships has enabled us to expand our collaboration across borders, enhancing the value we deliver.



By intimately knowing our clients' businesses and operations, we're able to offer comprehensive services that not only meet their specific needs but also anticipate and effectively respond to future challenges. This forward-looking approach ensures that our solutions remain relevant and impactful, fostering a strong and dynamic partnership.

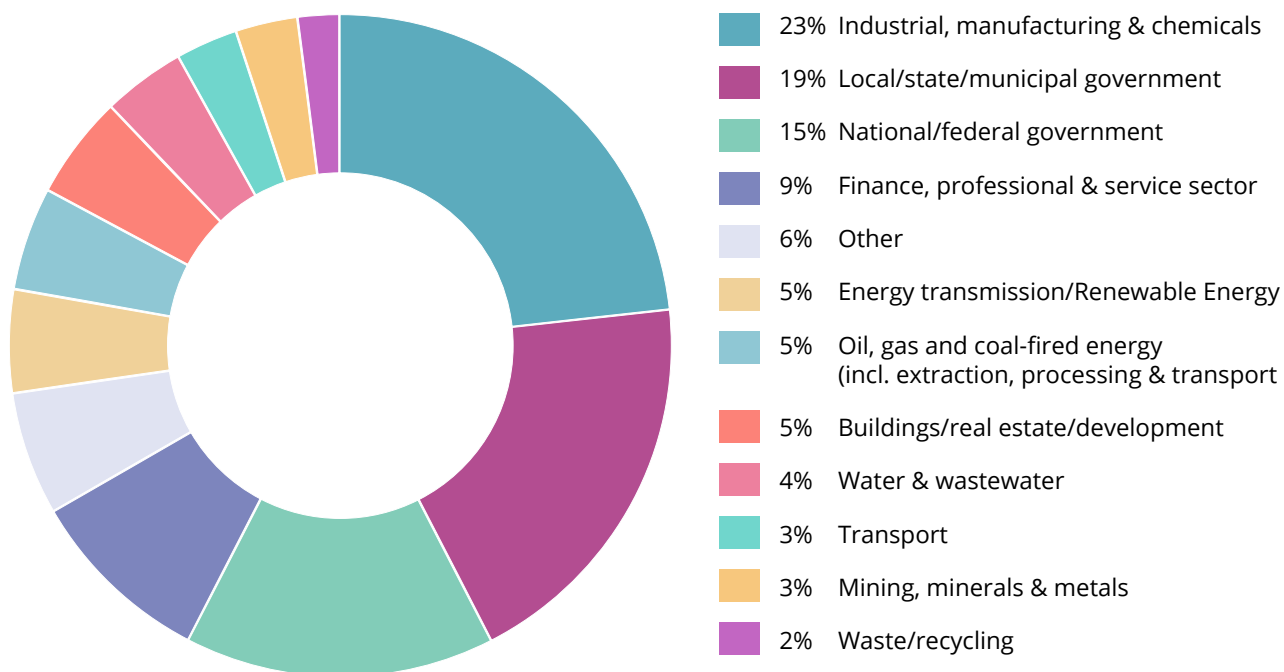
Our commitment to continuous improvement and collaboration across borders and sites ensures that we not only meet but exceed our clients' environmental obligations and aspirations. In doing so, we create a positive impact on their operations and the environment, building enduring partnerships rooted in trust and shared values.

Quote from a client

"Great collaboration. Honours their commitment, as expected. Excels at putting client interest first and tries to realise new opportunities for the client. Works on the relationship instead of the assignment."



Turnover split (%) per client group in 2023



Syntraal: new business models



Syntraal plays a central role within TAUW as a business incubator. Syntraal actively participates in startup companies with different business models. Since January 1st 2019, Syntraal has been a company within TAUW with an independent management. The companies in which Syntraal participates are independently operating companies with their own statutory board.

TAUW stands for new business models/ways of thinking that are not directly related to us as a project-organisation. We want to learn from new developments and entrepreneurs who think differently in their living ambition. We are aware that not every new startup can be integrated into an existing organisation, but must have its own environment in order to grow to business maturity.

Through Syntraal as an incubator, TAUW facilitates a number of new independent companies with a variety of new business models. Such as Amfius, DuSpot, AquaBASE, Samen voor het Spoor and PinP (partners in project and process management).





The TAUW Foundation is a valuable partner in sustainable projects that create societal and environmental impact. Working together increases their potential impact. TAUW Foundation financially supports, and thereby accelerates, innovative and sustainable initiatives that help create a vital and sustainable living environment. The TAUW Foundation supports dream projects that align with several UN's Sustainable Development Goals (SDGs). TAUW encourages others to partner with TAUW Foundation and work on these rewarding projects. TAUW's existing clients and partners are an important target group for submitting and implementing initiatives. TAUW employees improve cooperation and implementation of the supported projects in various national and international consortia.



The emphasis will shift to new European projects starting in 2023. Projects outside of Europe that were initiated prior to 2023 are still ongoing. One of the dream projects in 2023 was the improvement of the Caroni Ramsar Nature Reserve in Trinidad. Litter from landfills affects wetlands, oceans, and seas worldwide, causing a loss of biodiversity and ecosystem services. One significant source of marine litter is waste from dumpsites near the coast. The project aimed to introduce and transfer knowledge on the available practices for determining the migration of litter and leachate and to review the possibilities for pollution capture at the Beetham Landfill. The project puts the Beetham Landfill on the map as an example of successful litter management. [Learn more about this project.](#)

TAUW
Foundation





Our business partners

In addition to our industry client-base, TAUW also works in strategic partnerships. These partnerships allow us to deliver top-quality service and focus on our area of expertise relevant to that project. Because of our expertise in a range of disciplines, we can be flexible and will identify new partners best suited to serve the client, if required in a specific project. Read about the added value of some of these partnerships below.



Associació Empresarial Química Tarragona (Chemical Business Association of Tarragona)

The Associació Empresarial Química de Tarragona (AEQT) is a driving force behind the region's chemical sector. The AEQT's success stories are numerous.

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Lexerta: Application Pharius

In this rapidly changing world, companies face profound challenges that will affect their business. Lexerta makes complex laws and regulations understandable and practically applicable with various tools.

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CAT Alliance: a network of expert, local environmental consultancies

CAT Alliance is an international environmental business consultancy network, leading global transactions and other corporate environmental services from Europe.

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Dijkzone Alliantie (Dyke Zone Alliance)

The Dyke Zone Alliance is a partnership between the contractors Dura Vermeer and Ploegam, engineering firms Fugro and TAUW, and landscape architects H+N+S.

[!\[\]\(6065b758eea3bdd3c03c46692ee2db49_img.jpg\) Read the full story](#)





Union des Professionnels de la Dépollution des Sites (Union of Site Decontamination Professionals)

The Union of Site Decontamination Professionals is a network of specialists dedicated to ensuring responsible and effective management of polluted sites and soil.

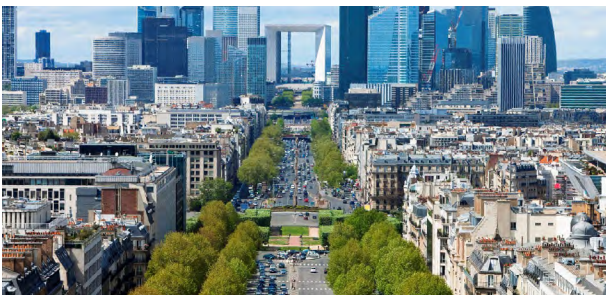
[!\[\]\(a81f8d41ac7696d4fce540895b15f10f_img.jpg\) Read the full story](#)



Water Zuiveringen Alliantie (Water Purification Alliance)

The sewage and drinking water treatment sectors urgently need new improved technologies. Current plants are often outdated and no longer meet current and future requirements

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SEDDRE: Le Syndicat des Entreprises de Déconstruction, Dépollution et Recyclage (The Union of Deconstruction, Depollution and Recycling Companies)

SEDDRE is a key player in urban renewal in France, bringing together nearly 250 companies specializing in various aspects of transforming existing structures.

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Assoreca

Assoreca is a leading Italian association representing companies dedicated to environment, safety, energy, health, and social responsibility. They focus on providing innovative solutions and services that promote sustainable development.

[!\[\]\(3c49dea745fb0841c3399f6930b3efff_img.jpg\) Read the full story](#)





Our social partnerships

We work with respect for ecological and social systems, and we focus on sustainability and vitality. In our core business and in our partnerships, we look for added value that will continue to contribute to nature and society. Some examples of our broad contribution to various kinds of social partnerships are:



Tuscan-Emilian Apennine National Park

The Tuscan-Emilian Apennine National Park (TEA Park) consists of a striking stretch of the Apennine Mountains surrounded by forests, in an extraordinary geographical position. This orientation gives the Park two distinct climate zones and dramatic diversity.

[Read the full story](#)



Movie: Planet Soil

TAUW has partnered with M&N Media Group for the movie 'Planet Soil', a production focusing on underground life. It is an exploration of the world beneath our feet, where the little things that run the world will be shown in all their glory and all their facets.

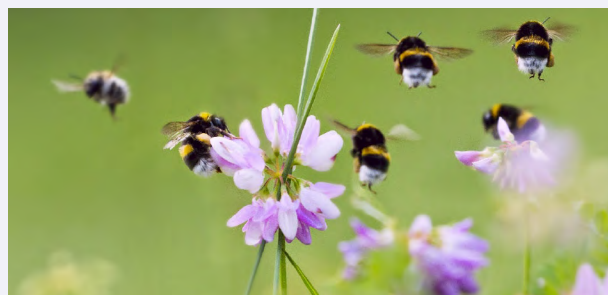
[Read the full story](#)



Refugee Talent Hub

The Refugee Talent Hub brings employers and refugees together. Many refugees are eager to start working, yet find it difficult to find a paid job. In this first year of our partnership, we have hired four candidates.

[Read the full story](#)



IVN Nature Education

We are a proud sponsor partner of IVN, an institute for nature education and sustainability. Not only do we contribute financially to this organisation, but we also actively support each other with knowledge exchange, innovation and practical assistance.

[Read the full story](#)





Our networks

In addition to working with our business partners on direct assignments to offer innovative solutions for clients, we actively participate in networks allows us to further share knowledge and to innovate, helping to solve major societal challenges. These are just some examples of this kind of collaboration:



DEBV: Deutscher Brownfield Verband (German brownfield association)

In Germany, where space is becoming scarce, the Deutscher Brownfield Verband (DEBV), or German Brownfield Association, is spearheading a critical mission: revitalizing and reusing brownfield sites.

[Read the full story](#)



EU-Horizon2020 collaborations

TAUW participates in several EU-Horizon2020 projects which focus on collaboration, knowledge exchange, knowledge building involving academic research institutions and private sector companies across Europe.

[Read the full story](#)



Global Mercury Partnership of the United Nations Environment Programme (UNEP)

The UNEP Global Mercury Partnership aims to protect human health and the global environment from the release of mercury and its compounds.

[Read the full story](#)



NICOLE

The Network for Industrially Co-ordinated Sustainable Land Management in Europe (NICOLE) is a leading forum for industrially coordinated and sustainable land management in Europe.

[Read the full story](#)





Delta Plan for Biodiversity Restoration: Together for biodiversity

The Deltaplan Biodiversiteitsherstel (Delta Plan for Biodiversity Restoration) is an initiative to develop high-impact solutions that will bring back a diverse ecology to the Netherlands.

[🔗 Read the full story](#)



RESENAT: Remediation of residual contamination by using nature-based techniques

RESANAT is a collaboration between seven small and large companies from the Netherlands and Flanders, as well as OVAM and Deltares.

[🔗 Read the full story](#)



Deltalinqs, SBE & ORAM

TAUW actively participates in several Dutch industrial interest groups, such as Deltalinqs, Collaborating companies Eemsdelta (SBE), and Enterprising Amsterdam (ORAM).

[🔗 Read the full story](#)



BAI: Bundesverband Alternative Investments (German association for alternative investments)

Founded in 1997, the Bundesverband Alternative Investments e.V. (BAI) is the leading German voice for the alternative investments industry.

[🔗 Read the full story](#)





Our people

TAUW is a proud employee-owned company with almost 1,400 passionate employees across Europe. Our deep commitment lies in building a more sustainable future for present and future generations. We actively engage in meaningful projects that contribute to a vital living environment. Within TAUW, our experts have the opportunity to continuously improve themselves and grow both personally and professionally.

Working at TAUW is more than just a daily job, it's... **a living ambition**

- We are TAUW
- Strong community
- We own TAUW together
- Our human culture
- Unleashing potential
- Making impact





We are TAUW

COLLABORATION-ORIENTED
HUMAN-ORIENTED
INFORMAL
CUSTOMER-ORIENTED
FLEXIBLE
ENVIRONMENTALLY CONSCIOUS
RELIABLE

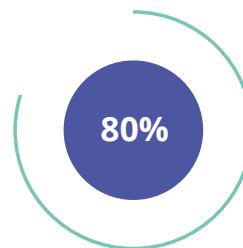
As we strive to achieve our 2028 ambition of becoming a leading European environmental consultancy, we strongly believe that our people are the key to reaching that goal. Their passion, expertise, and dedication enable TAUW to deliver true value to our clients. In a competitive labour market, it is crucial to be recognisable and distinctive. We understand that new generations of employees have different expectations from an employer. That's why we conducted research into our identity as an employer, involving all TAUW Group employees, to clarify who we are and what we can offer our current and future employees. Because together we are TAUW!

Our employees particularly appreciate TAUW's informal, people-oriented culture, which provides autonomy and ample opportunities for personal growth. 80% of our employees would recommend TAUW to its (social) network.

Top 3 employee motivators for working at TAUW

- 1 Flexible & hybrid working
- 2 Human & inclusive culture
- 3 Career growth & development

Recommendation



80% of our employees would recommend TAUW to its (social) network





Strong community

Our employees thrive on sharing knowledge and aligning their goals. Collaboration is at the heart of our success. With this strength, we are able to make impact, whether it's on a local or international scale. We foster an open and people-oriented community where everyone feels empowered to be themselves, learn from mistakes, and contribute their unique talents.



The power of international connection: Responsible Investing

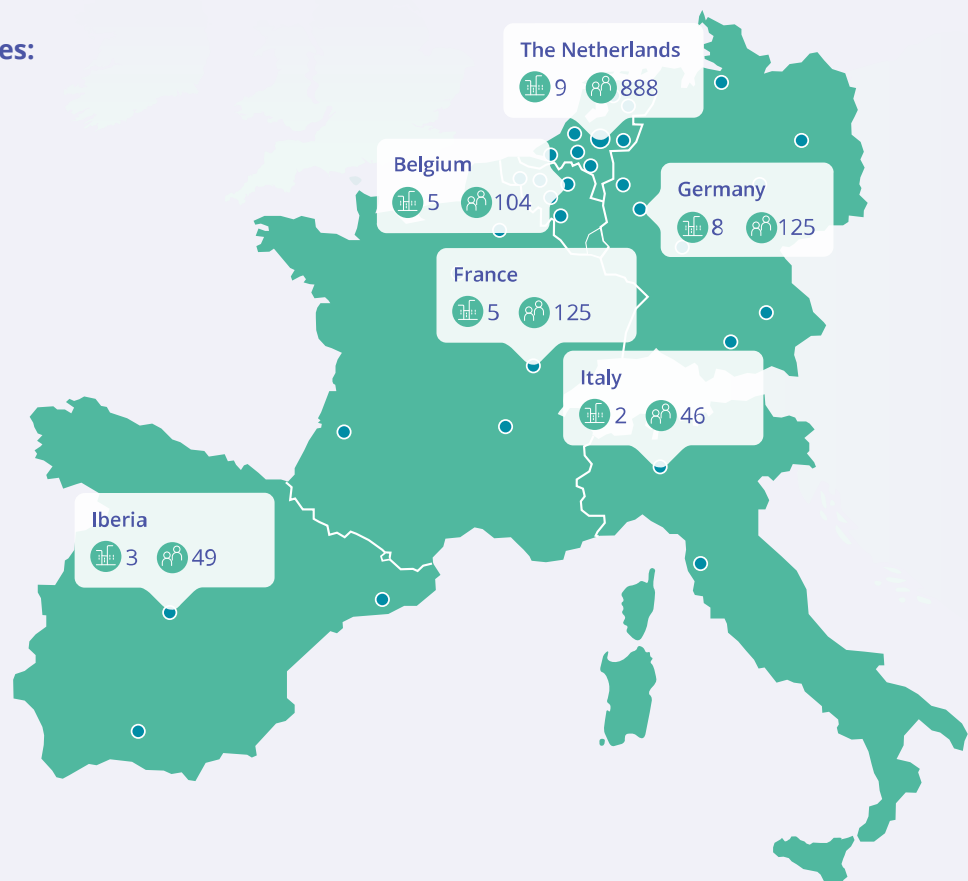
By Souad Alaoui Sossai

As an international company, TAUW is working to expand its presence in Europe. One of our communities is already living that ambition: the Responsible Investing community. Souad Alaoui Sossai (TAUW France) is a member of this community and Sustainable Finance Regulatory Group. In this interview she tells more about the connection.

[Read the full interview](#)

Join our community!

Check our vacancies:



Empowering young minds

The Young TAUW International network connects TAUW employees under the age of 36, the future of TAUW. While in previous years YTI organised international events, in 2023 they took a different approach: simultaneous national events in all TAUW countries, where more than 110 passionate colleagues came together. It wasn't just about international connections and knowledge exchange; it marked an important step towards promoting the flexperience that has been part of the programme; international flexworking opportunities. Young TAUW employees have visited offices across Europe, with the aim of strengthening their bonds and building a truly connected future for TAUW.



Flexperience Young TAUW International

By Daria Volokitina, Lara Clerici and Annerieke Bouwman

Young@TAUW supports flexible work opportunities between the TAUW countries. We talked to three young colleagues who welcomed the opportunity to work in a different TAUW location for a time. Local colleagues made them feel at home, guided them on the job and after work there was plenty of time for going out and sightseeing

[Read the interviews](#)



We own TAUW together

Our achievements as a company are thanks to the dedicated professionals working at TAUW. We feel it is only natural for them to share in the success they helped create. That's why in 2017, TAUW set up a new participation scheme, which gives employees the opportunity to acquire shares in the company's capital. We keep the profits within TAUW, investing in our people and retaining our independence. By working together as owners, we create a better environment for both the planet and the success of our company.

Anyone with a permanent contract is given five share certificates but can buy additional ones if they want. Indeed, we actually encourage employees to purchase additional certificates and we aim to have a 70% employee-ownership of additional certificates.



Rewarding participation

By Gaspar Baleriola Sánchez

Gaspar Baleriola Sánchez has been a key participant in TAUW's employee participation scheme since 2021. He is very enthusiastic about the opportunities and benefits it brings. Gaspar explains what the scheme entails, how it works and why it works.

[Read the interview](#)





Our human culture

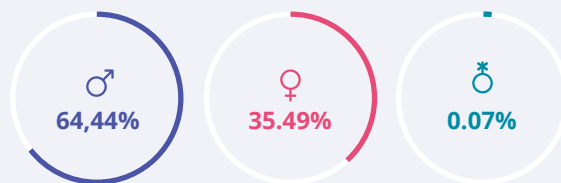
At TAUW, we build connections. We care for our people, clients and society, actively engaging them in our mission. We're dedicated to continuous improvement, enhancing both the quality of our services and the skills of our people.

Diversity & inclusion

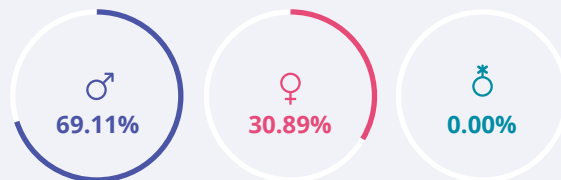
Diversity and inclusion are fundamental at TAUW. We recognise that vital living environments, just like the solutions we design, flourish on a diversity of perspectives. Our passionate teams, with unique backgrounds and expertise, fuel our "diversity of thought" to craft the best solutions. We're making strides in gender and cultural diversity, fostering a more inclusive culture where everyone feels valued. In 2023, 35,49% of employees and 30,89% of management were female and 0,07% of our employees registered as non-binary. We're committed to continuous progress on this matter.

But it's not enough to simply have diversity. We're dedicated to fostering an inclusive environment where everyone feels valued, respected, and empowered to be their authentic selves. This means embracing differences, encouraging open communication, and truly listening to one another. Our commitment is reflected in initiatives such as the Code of Conduct we established in 2023, the presence of advisors for dignity and respect and social safety sessions during the "Hey Are You Okay" week in the Netherlands. By celebrating our individuality, we can unlock TAUW's full potential for innovation and success.

Division TAUW 2023



Country management teams division 2023



An inclusive culture starts with you

By Yacintha Mulder

Having an inclusive corporate culture is a great ambition and something that I want to stand up for. Not just for myself but also as a member of the Diversity & Inclusion working group. It starts with expressing yourself, being yourself!

[Read the interview](#)



Wellbeing & Vitality

Employee wellbeing is a top priority at TAUW. We believe a healthy work-life balance promotes long-term employability and overall success. Our goal is a happy, healthy and productive workforce that fosters a resilient and thriving organisation. We understand well-being encompasses physical fitness, mental health, and opportunities for enjoyment – after all, happy employees are productive employees! To support this, we implemented a variety of initiatives in 2023.



Wellbeing programme – TAUW France

Since November 2023, TAUW France has been offering a wellbeing programme that includes digital stretching and meditation sessions, as well as professional wellbeing advice for all employees. These 30-minute sessions take place every two weeks.

Vitamins at work – TAUW Belgium

TAUW Belgium utilizes the online tool Vitamins at work to measure employee sentiment, enabling them to respond to employee needs and foster a positive work environment.

Vitality day – TAUW Netherlands

In collaboration with KNZB (Royal Dutch Swimming Federation) TAUW NL and Syntraal organised its second Vitality Day – an action-packed afternoon in which almost 220 colleagues took part. Activities included swimming, running, playing golf or volleyball, bootcamp exercises and yoga.

TAUW is a partner of the Royal Dutch Swimming Association (KNZB) leading up to the Olympic Games in Paris in 2024. The partnership with the KNZB reflects TAUW's past and future. Both TAUW and the KNZB contribute to lasting enjoyment of water.



OpenUp: Mental well-being in the workplace – TAUW Germany

When we talk about vitality we usually think of our bodies. Yet working in a consulting environment means working mainly with our minds. While we exercise our bodies to maintain or even improve our physical health, we tend to neglect our mental health.

So at the beginning of 2023, TAUW Germany introduced a mental health platform. Employees can choose from a wide range of topics on mental well-being, 1:1 talks, masterclasses on 'stress management', 'mindfulness' etc. Mental well-being exercises are not yet as accepted as physical exercise. But at TAUW we support mental well-being because we understand its importance.



Safe & Secure at work

At TAUW, we're dedicated to creating a work environment where everyone feels safe and is empowered to speak up. Whether encountering a potential hazard in the field, a concern about social interactions, or an issue with data security, we encourage immediate reporting and even stopping work if you feel unsafe. We believe that together, we can build a culture of safety, inside and outside the office.

We take data security seriously. Every employee plays a crucial role in safeguarding our information. Our Data & Information Security Policy outlines our approach and expectations, but for easy reference, we've distilled it into 8 Golden Rules applicable to all projects and activities. To increase awareness further, we conducted a company-wide training campaign in 2023. A total of 302 new employees enrolled in training courses and 165 current employees started the course. This training mainly focused on Information Security Awareness.



Building on our commitment to safety, we held our second annual TAUW Group Safety Week in October. This year, we introduced the "Hazard Wheel," an innovative tool designed to sharpen everyone's hazard recognition skills in our daily work. Many enthusiastic colleagues participated in a safety challenge during the Safety Week, and each TAUW country held local initiatives. By raising awareness through these engaging activities, we strive to continuously increase employee safety at TAUW. We prioritise a safe working environment from the start of our projects by actively recognising and implementing meaningful safety measures. At TAUW Group level, we elaborate closely on a corporate safety approach and programme by sharing monthly safety topics, statistics, and lessons learned.

The scope 3 emissions in tons CO₂ e involved in the following categories:

 Unsafe situations and near misses	 Incident with absence	 Medical treatments	 Incidents with first aid or material damage	 Total Recordable Incident Frequency (TRIF)*	 Total Lost Time Incidents Frequency (LTIF)**
2023 391	2023 7	2023 0	2023 112	2023 3.17	2023 3.17
2022 314	2022 1	2022 4	2022 108	2022 2.36	2022 0.47
2021 348	2021 4	2021 3	2021 106	2021 3.39	2021 1.94
2020 262	2020 5	2020 3	2020 98	2020 4.23	2020 2.64

* Number of recordable incidents per 1.000.000 man-hours.

** Number of lost time incidents per 1.000.000 man-hours.





Unleashing potential

At TAUW, we cultivate a learning environment that nurtures continuous growth. Our employees develop their expertise through daily on-the-job experiences and collaboration with dedicated colleagues. We foster a flexible work environment, empowering them to switch between projects and personal development pursuits. To help employees reach their full potential, TAUW provides a range of development opportunities, from professional courses to personal skills training, giving them the tools they need to grow and take ownership of their careers at TAUW.



Bridging the gap through mentorship

By Mirte van der Vlis and Frank Volkering

TAUW employs experienced professionals and attracts bright young people. We want to retain that talent and foster a collaborative work environment. Mentorship is a small but significant part of our strategy to bridge the generational and knowledge gaps within TAUW.

[🔗 Read the full interview](#)

TAUW Traineeship

For the past nine years, TAUW Netherlands has been organising a Traineeship programme for graduate students in higher education. During the Traineeship, young professionals are given the opportunity to discover their ambitions and participate in unique training programmes consisting of various workshops and peer supervision.

Together with enthusiastic fellow trainees, they form a committed, close-knit group, with which they gain many meaningful experiences.

The Traineeship programme consists of three six-month periods, during which trainees work on diverse projects in different TAUW departments and/or locations in the Netherlands.

[🔗 Watch the video of one of our Trainees here](#)





Making impact

Our ambition is to help create a vital living environment. We are faced with environmental challenges which call for change and innovative strategies. Our employees adapt and help our clients to set and achieve realistic sustainable goals, preparing them for the world of 2050.



Seeing the big picture through Climate Fresk

By Baptiste Fillebeen

Baptiste Fillebeen is a soil and groundwater consultant with TAUW France, based in Douai. Already committed to environmental issues, he has now become hooked on sustainability. All thanks to an innovative game that is making an impact around the world: Climate Fresk.

[📖 Read the full interview](#)





Our Financials

TAUW is well on the way to achieving its mission. In 2023 we laid the building blocks for our future, enhancing our client propositions, fostering employee commitment and furthering growth. This report shows that sustainability is not only commercially feasible – it is the only way forward.

- Financial results
- Stay connected



Financial results

2023 was a challenging year with high economic uncertainty, unprecedented inflation, an overheated labour market and a declining business climate for the industry, on top of increased social unrest across Europe. Against the backdrop of these developments, in line with our long-term growth ambition, we were able to grow as a mission-driven company. Turnover levels increased by almost 10% to EUR 160.4 million and EBITDA increased by 14% to almost EUR 10 million.

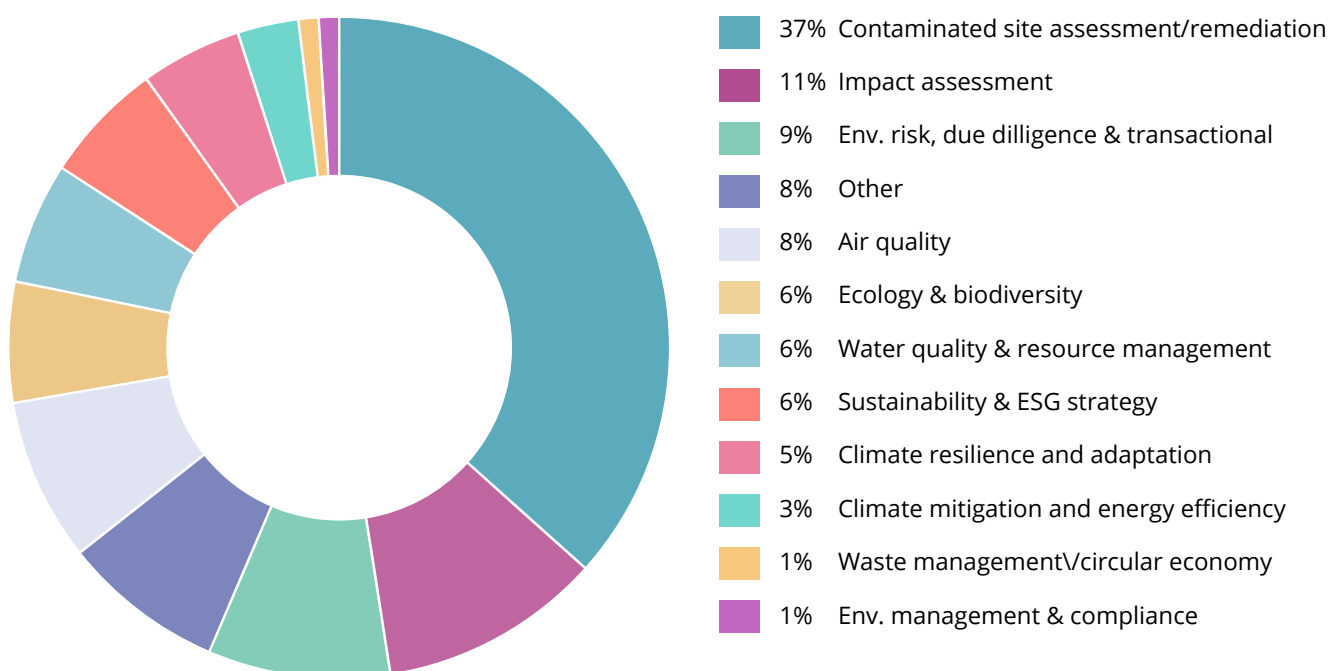
Turnover (in mEUR)	EBITDA (in mEUR)	EBITDA (in % of Turnover)	Solvency (equity ratio in %)	Number of employees
160.4	9.7	6.0	46.4	1,337
2022: 146.6	2022: 8.5	2022: 5.8%	2022: 46.9%	2022: 1,284

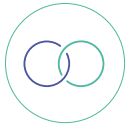


"In 2023 we further strengthened our financial foundation and increased our positive societal impact by executing our growth strategy and making sustainability feasible for our clients and society. Something we can build on in the years to come on our route to fulfilling our ambitious mission."

– Remco Vaanholt, CFO TAUW Group

Turnover split (%) per field of expertise in 2023





Stay connected



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SYNTRAAL

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