

● Appendices

Appendix 5: Social figures

According to the Dutch law (AVG), we are not allowed to register ethnic nor racial background, nor are we allowed to register nationality.

Table 1: Total number of employees (in FTEs and number)

	2021		2020		2019	
	FTE	Number	FTE	Number	FTE	Number
Overall	9,699	10,285	10,102	10,691	11,248	11,913

Table 2: Gender proportion among employees (in FTE and numbers, both as % of total)

	2021		2020		2019	
	FTE	Number	FTE	Number	FTE	Number
Male	80.0	78.2	80.3	78.6	80.7	78.9
Female	20.0	21.8	19.7	21.4	19.3	21.1

Table 3: Employee contract type (in % of total number of employees)

	2021	2020	2019
Permanent	97.5	96.6	94.4
Temporary	2.5	3.4	5.6
Part-time	28.4	27.2	26.6
Full-time	71.6	72.8	73.4

Table 4: Composition of employees per age category (in % of total number of employees)

	2021	2020	2019
< 30 years	7.1	7.7	10.0
30 - 50 years	51.2	51.7	52.9
> 50 years	41.7	40.6	37.1

Table 5: Gender proportions at management level (in % of total number of employees in top and middle management)¹

	2021		2020		2019	
	Top	Middle	Top	Middle	Top	Middle
Male	74.8	83.7	76.4	84.2	77.4	83.8
Female	25.2	16.3	23.6	15.8	22.6	16.2

¹ Top is Personal Labor Agreement and middle is salary scale 11-13

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Table 6: Remuneration difference and gender proportions (in % of total number of employees per management level)¹

	Difference	2021		2020		2019	
		Male	Female	Difference	Difference		
Overall	1.8	78.2	21.8	1.5		2.0	
Senior management	0.7	72.5	27.5	-		-	
Higher management	1.3	74.3	25.7	-		-	
Middle management	-2.2	71.3	28.7	-		-	
Senior professional	3.2	84.5	15.5	-		-	
Other staff	1.5	76.7	23.3	-		-	

¹ Senior management is Personal Labor Agreement and manager, higher management is salary scale ≥ 12 and manager, middle management is salary scale <12 and manager, senior professional is salary scale ≥ 12 no manager and other staff is salary scale <12 and no manager

Table 7: Employees covered by a collective bargaining agreement (in % of total number of employees)

	2021	2020	2019
Workforce represented in a formal joint management-worker health and safety committee	98.9	98.9	97.4
Collective bargaining agreement	93.2	92.3	84.8

Table 8: Employee training (in average hours and euro per FTE)

	2021	2020	2019
Hours/FTE	54.8	67.7	87.2
Euro/FTE	1,499	1,507	2,047

Table 9: Employee turnover (in % of total number of employees)

	2021	2020	2019
Intake	1.1	2.0	2.8
Exit	11.4	11.6	19.8

Table 10: Accident and fatality rate

	2021	2020	2019
Accidents (% of total employee number)	0.38	0.43	0.43
Fatality rate (accidents per 100 FTE)	0	0	0

Table 11: Absentee rate (per 100 FTE)

	2021	2020	2019
Absentee rate	4.6	4.2	4.4