

GRI Content Index 2023

Statement of use	
Statement of use	TBI Holdings B.V. has reported in accordance with the GRI standards for the period 1 january 2023 - 31 december 2023
GRI 1 used	GRI 1 Foundation

GRI 2

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
1. The organization and its reporting practices			
2-1	Organizational details		
	The organization shall:		
	a. report its legal name;	<ul style="list-style-type: none"> Toelichting op de geconsolideerde jaarrekening (p. 85-93) 	
	b. report its nature of ownership and legal form;	<ul style="list-style-type: none"> Toelichting op de geconsolideerde jaarrekening (p. 85-93) 	
	c. report the location of its headquarters;	<ul style="list-style-type: none"> Toelichting op de geconsolideerde jaarrekening (p. 85-93) 	
	d. report its countries of operation.	<ul style="list-style-type: none"> We vermelden binnen Europa en buiten Europa in het kopje geografische spreiding van omzet in de jaarrekening (p. 104) 	
2-2	Entities included in the organization's sustainability reporting		
	The organization shall:		
	a. list all its entities included in its sustainability reporting; if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	<ul style="list-style-type: none"> Organogram (p. 15-21) 	
	b. if the organization consists of multiple entities, explain the approach used for consolidating the information, including:	<ul style="list-style-type: none"> Reikwijdte en verantwoording: Reikwijdte (p. 126) 	
	i. whether the approach involves adjustments to information for minority interests;	<ul style="list-style-type: none"> Reikwijdte en verantwoording: Reikwijdte (p. 126) 	
	ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;	<ul style="list-style-type: none"> Reikwijdte en verantwoording: Reikwijdte (p. 126) 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iii. whether and how the approach differs across the disclosures in this Standard and across material topics.		Omissie: Not applicable: Voor deze onderwerpen geldt dezelfde benadering en hoeft daarom niet te worden toegelicht.
2-3	Reporting period, frequency and contact point		
	The organization shall:		
	a. specify the reporting period for, and the frequency of, its sustainability reporting;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Reikwijdte (p. 126) 	
	b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Reikwijdte (p. 126) 	
	c. report the publication date of the report or reported information;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Reikwijdte (p. 126) 	
	d. specify the contact point for questions about the report or reported information	<ul style="list-style-type: none"> • info@tbi.nl 	
2-4	Restatements of information		
	The organization shall:		
	report restatements of information made from previous reporting periods and explain:	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Vergelijkbaarheid (p. 126) 	
	i. the reasons for the restatements;	<ul style="list-style-type: none"> • n/a 	
	ii. the effect of the restatements.	<ul style="list-style-type: none"> • n/a 	
2-5	External assurance		
	The organization shall:		
	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Betrouwbaarheid (p.126) 	
	b. if the organization's sustainability reporting has been externally assured:	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Reikwijdte (p. 126) 	
	i. provide a link or reference to the external assurance report(s) or assurance statement(s);	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Betrouwbaarheid (p.126) 	
	ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: • Rapportagecriteria • Betrouwbaarheid (p.126) 	
	iii. describe the relationship between the organization and the assurance provider.	<ul style="list-style-type: none"> • Is opgenomen in de controleverklaring en het assurance-report dat Deloitte onafhankelijk is (p.121-123) 	
2. Activities and workers			
2-6	Activities, value chain and other business relationships		
	The organization shall:		
	a. report the sector(s) in which it is active;	<ul style="list-style-type: none"> • Profiel (p.11) • Organogram (p.15-21) 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	describe its value chain, including:	<ul style="list-style-type: none"> • Profiel (p.11) • Organogram (p.15-21) 	
	i. the organization's activities, products, services, and markets served;	<ul style="list-style-type: none"> • Profiel (p. 11) • Organogram (p. 15-21) • Waardecreatiemodel (p. 22) 	
	ii. the organization's supply chain;	<ul style="list-style-type: none"> • Profiel (p.11) • Organogram (p.15-21) 	Omissie: Information unavailable
	iii. the entities downstream from the organization and their activities;		Idem
	b. report other relevant business relationships;	<ul style="list-style-type: none"> • Maatschappelijke betrokkenheid (p. 50) • https://www.tbi.nl/partners 	De partners (lidmaatschappen) worden toegelicht op de website van TBI, besloten om geen verdere toelichting op te nemen in het jaarverslag 2023.
	c. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous		Omissie: Not applicable: Er hebben geen significante wijzigingen in de value chain en supply chain plaatsgevonden dit jaar.
2-7	Employees		
	The organization shall:	De focus van TBI is op Nederland, het is niet relevant voor ons om een onderscheid te maken op regio niveau. Er is besloten om in de rapportage Nederland als een regio te beschouwen.	
	a. report the total number of employees, and a breakdown of this total by gender and by region;	<ul style="list-style-type: none"> • TBI in een oogopslag (p. 10) • Mensen & Teams (p.45-50) • Vijfjarenoverzicht: (p. 125) • Aantal medewerkers ultimo jaar (fte) 	
	b. report the total number of:		
	i. permanent employees, and a breakdown by gender and by region;	• Mensen & Teams (p. 45-50)	
	ii. temporary employees, and a breakdown by gender and by region;	• Mensen & Teams (p. 45-50)	
	iii. non-guaranteed hours employees, and a breakdown by gender and by region;		Omissie: Information unavailable: Deze contractvorm komt weinig voor bij TBI
	iv. full-time employees, and a breakdown by gender and by region;	• Mensen & Teams (p. 45-50)	
	v. part-time employees, and a breakdown by gender and by region;	• Mensen & Teams (p. 45-50)	
	c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:		
	i. in head count, full-time equivalent (FTE), or using another methodology;	• Mensen & Teams (p. 45-50)	
	ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	• Reikwijdte en verantwoording: Reikwijdte (p.126)	
	d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) • Werkgroep Mensen & Teams 	
	e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.		Omissie: Not applicable: Niet relevant voor de bouwsector (Er zijn geen echte seizoenseffecten)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) ommissie
2-8	Workers who are not employees		
	The organization shall:		
	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	i. the most common types of worker and their contractual relationship with the organization;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	ii. the type of work they perform;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: Reikwijdte (p.126) 	
	i. in head count, full-time equivalent (FTE), or using another methodology;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;	<ul style="list-style-type: none"> • Reikwijdte en verantwoording: Reikwijdte (p.126) 	
	c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) • Werken we naast eigen medewerkers ultimo 2023 met 1.342 fte inleners (2022: 1.180) op onze kantoren en projecten. 	
3. Governance			
2-9	Governance structure and composition		
	The organization shall:		
	a. describe its governance structure, including committees of the highest governance body;	<ul style="list-style-type: none"> • 6.2 Corporate Governance (p. 68-70) • Organisatie van de onderneming 	
	b. list the committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organization's impacts on the economy, environment, and people;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen 	
	c. describe the composition of the highest governance body and its committees by:	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen 	
	i. executive and non-executive members;	<ul style="list-style-type: none"> • 6.2 Corporate Governance (p. 68-70) 	
	ii. independence;	<ul style="list-style-type: none"> • 6.2 Corporate Governance (p. 68-70) 	
	iii. tenure of members on the governance body;	<ul style="list-style-type: none"> • 6.2 Corporate Governance (p. 68-70) 	
	iv. number of other significant positions and commitments held by each member, and the nature of the commitments;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen 	
	v. gender;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Samenstelling commissies van de Raad van Commissarissen 	
	vi. under-represented social groups;		Omissie: Not applicable: Under-represented social groups is geen expliciet criterium voor de samenstelling van de Raad van Commissarissen
	vii. competencies relevant to the impacts of the organization;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	viii. stakeholder representation.		Omissie: Not applicable: Stakeholder vertegenwoordiging is geen expliciet criterium voor de samenstelling van de Raad van Commissarissen
2-10	Nomination and selection of the highest governance body		
	The organization shall: a. describe the nomination and selection processes for the highest governance body and its committees;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p.75-78) • 'Benoemings- en remuneratiecommissie' 	
	b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:		
	i. views of stakeholders (including shareholders);	<ul style="list-style-type: none"> • De benoemingen vinden plaats in de algemene vergadering (Stichting TBI geeft toestemming voor de benoeming voor RvB en RvC) (p.77) 	
	ii. diversity;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) • Diversiteit 	
	iii. independence;		Omissie: Information unavailable: Deze informatie hebben we niet beschikbaar voor de overige commissies
	iv. competencies relevant to the impacts of the organization.		Omissie: Information unavailable: Deze informatie hebben we niet beschikbaar voor de overige commissies
2-11	Chair of the highest governance body		
	The organization shall: a. report whether the chair of the highest governance body is also a senior executive in the organization;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) 	
	b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.		
2-12	Role of the highest governance body in overseeing the management of impacts		
	The organization shall: a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p. 75-78) • Activiteiten 2023 	
	b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:	<ul style="list-style-type: none"> • 7. Verslag van de Raad van Commissarissen (p.75-78) • Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen 	
	i. whether and how the highest governance body engages with stakeholders to support these processes;	<ul style="list-style-type: none"> • 1.2 Stakeholders & Materialiteit (p. 29-31) 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	ii. how the highest governance body considers the outcomes of these processes;	<ul style="list-style-type: none"> 7. Verslag van de Raad van Commissarissen (p. 75-78) Resultaten 	
	c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	<ul style="list-style-type: none"> 7. Verslag van de Raad van Commissarissen (p. 75-78) Activiteiten 2023 	
2-13	Delegation of responsibility for managing impacts		
	The organization shall:		
	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:	<ul style="list-style-type: none"> 6.2 Corporate Governance (p. 68-70) Verslaggeving 	
	i. whether it has appointed any senior executives with responsibility for the management of impacts;	<ul style="list-style-type: none"> 6.2 Corporate Governance (p. 68-70) 	
	ii. whether it has delegated responsibility for the management of impacts to other employees;	<ul style="list-style-type: none"> Profiel (p. 11) Organogram (p. 15-21) Verantwoordelijkheid ligt bij de groepsmaatschappijen (ondernemerschap aan de basis). Dit is belegd in de normale chain of commands (lijn/staf). Enkele rollen zijn wel belegd op centraal niveau. Veiligheid en integriteit worden centraal aangestuurd. 	
	b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	<ul style="list-style-type: none"> 6.2 Corporate Governance (p. 68-70) 	
2-14	Role of the highest governance body in sustainability reporting		
	The organization shall:		
	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;	<ul style="list-style-type: none"> 6.2 Corporate Governance (p. 68-70) Organisatie van de onderneming Reikwijdte en verantwoording: Betrouwbaarheid (p. 126) 1.2 Stakeholders & materialiteit (p. 29-31) 	
	b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.		Not applicable
2-15	Conflicts of interest		
	The organization shall:		
	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	<ul style="list-style-type: none"> 6.2 Corporate Governance Nederlandse Corporate Governance Code (p. 68-70) 	
	b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	<ul style="list-style-type: none"> Verantwoord en integer zaken doen (p. 49-50) 	
	i. cross-board membership;	<ul style="list-style-type: none"> 7. Verslag van de Raad van Commissarissen (p. 75-78) Samenstelling van de Raad van Commissarissen 	

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	ii. cross-shareholding with suppliers and other stakeholders;		Omissie: Not applicable: Groepsstructuur is toegelicht in het organogram en buiten de groep zijn er geen aandelen belangen die niet zijn toegelicht.
	iii. existence of controlling shareholders;	<ul style="list-style-type: none"> De uiteindelijke aandeelhouder van TBI Holdings B.V. is Stichting TBI, gevestigd te Ammerzoden, Nederland (p. 86) 	
	iv. related parties, their relationships, transactions, and outstanding balances.	<ul style="list-style-type: none"> Verbonden partijen jaarrekening (p. 87) 	
2-16	Communication of critical concerns		
	The organization shall:		
	a. describe whether and how critical concerns are communicated to the highest governance body;	<ul style="list-style-type: none"> 6.2 Corporate Governance Nederlandse Corporate Governance Code (p. 68-70) 	
	b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	<ul style="list-style-type: none"> Verantwoord en integer zaken doen (p. 49-50) 	
2-17	Collective knowledge of the highest governance body		
	The organization shall:		
	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	<ul style="list-style-type: none"> Reikwijdte en verantwoording: Rapportage-ambities (p.126) 1.2 Stakeholders & materiaiteit (p. 29-31) 	
2-18	Evaluation of the performance of the highest governance body		
	The organization shall:		
	a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;	<ul style="list-style-type: none"> 7. Verslag van de Raad van Commissarissen (p.75-78) Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen Benoemings- en remuneratiecommissie 	
	b. report whether the evaluations are independent or not, and the frequency of the evaluations;	<ul style="list-style-type: none"> 7. Verslag van de Raad van Commissarissen (p. 75-78) Samenstelling en bijeenkomsten commissies van de Raad van Commissarissen Benoemings- en remuneratiecommissie 	
	c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.		Omissie: Confidentially constraints
2-19	Remuneration policies		
	The organization shall:		
	a. describe the remuneration policies for members of the highest governance body and senior executives, including:	<ul style="list-style-type: none"> 6.2 Corporate Governance Remuneratie (p. 68-70) 	
	i. fixed pay and variable pay;		
	ii. sign-on bonuses or recruitment incentive payments;	<ul style="list-style-type: none"> Bezoldigingen bestuurders en commissarissen (p. 106) 	
	iii. termination payments;		
	iv. clawbacks;		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	v. retirement benefits;		
	b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Remuneratie (p. 68-70) 	
2-20	Process to determine remuneration		
	The organization shall:		
	a. describe the process for designing its remuneration policies and for determining remuneration, including:		
	i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Remuneratie (p. 68-70) 	
	ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;		Omissie: Confidentially constraints
	iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Remuneratie (p. 68-70) 	
	b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.		Omissie: Confidentially constraints
2-21	Annual total compensation ratio		
	The organization shall:		
	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);		Omissie: Confidentially constraints/Information unavailable: Momenteel kunnen we deze vertrouwelijke informatie niet openbaar maken. We gaan in 2024 analyseren hoe we dit openbaar kunnen maken om dit volgens de CSRD te kunnen rapporteren.
	b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);		Omissie: Confidentially constraints/Information unavailable: Momenteel kunnen we deze vertrouwelijke informatie niet openbaar maken. We gaan in 2024 analyseren hoe we dit openbaar kunnen maken om dit volgens de CSRD te kunnen rapporteren.
	c. report contextual information necessary to understand the data and how the data has been compiled.		Omissie: Confidentially constraints/Information unavailable: Momenteel kunnen we deze vertrouwelijke informatie niet openbaar maken. We gaan in 2024 analyseren hoe we dit openbaar kunnen maken om dit volgens de CSRD te kunnen rapporteren.

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy		
	The organization shall: a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	<ul style="list-style-type: none"> Bericht van de Voorzitter van de Raad van Bestuur (p. 6-9) 	
2-23	Policy commitments		
	The organization shall: a. describe its policy commitments for responsible business conduct, including:	<ul style="list-style-type: none"> Verantwoord en integer zaken doen (p. 49-50) 	
	i. the authoritative intergovernmental instruments that the commitments reference;	<ul style="list-style-type: none"> Reikwijdte en verantwoording: Rapportage-ambities (p.126) 	
	ii. whether the commitments stipulate conducting due diligence;		
	iii. whether the commitments stipulate applying the precautionary principle;		
	iv. whether the commitments stipulate respecting human rights;	<ul style="list-style-type: none"> Mensen & Teams: (p. 45-50) Mensenrechten in de keten Inkoopvoorwaarden Artikel 5 maatschappelijk verantwoord ondernemen (p. 45-50) TBI Gedragscode (p. 50) 	
	b. describe its specific policy commitment to respect human rights, including:	<ul style="list-style-type: none"> Veilig en gezonde werkomstandigheden (p.45-47) 	
	i. the internationally recognized human rights that the commitment covers;	<ul style="list-style-type: none"> Veilig en gezonde werkomstandigheden (p.45-47) 	
	ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;	<ul style="list-style-type: none"> Veilig en gezonde werkomstandigheden (p.45-47) 	
	c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;	<ul style="list-style-type: none"> TBI Gedragscode (p.50-51) https://www.tbi.nl/over-ons/integriteit Inkoopvoorwaarden https://www.tbi.nl/algemene-voorwaarden 	
	d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;	<ul style="list-style-type: none"> Verantwoord en integer zaken doen (p. 49-50) Er zijn in onze organisatie (onder andere) 3 procedures/richtlijnen van toepassing. Centrale Richtlijnen dienen (onder andere) als toetsingskader voor interne/externe audits. Jaarlijks wordt door de statutair directeur en de financieel eindverantwoordelijke de in controlverklaring afgegeven en deze wordt besproken in de vergadering van de raad van commissarissen van de TBI-onderneming. Hierin komen ook de Centrale Richtlijnen en de TBI Gedragscode terug. De Directie instructie wordt overeengekomen tussen de statutair directeur en de raad van commissarissen van de TBI-onderneming (opgenomen als bijlage waar in de arbeidsovereenkomst naar wordt verwezen). Hierin is ook het inschakelen van afdeling Juridische zaken genoemd. 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;	• Verantwoord en integer zaken doen (p. 49-50)	
	f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	• Verantwoord en integer zaken doen (p. 49-50)	
2-24	Embedding policy commitments		
	The organization shall: a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	• Verantwoord en integer zaken doen (p. 49-50)	
	i. how it allocates responsibility to implement the commitments across different levels within the organization;	• Verantwoord en integer zaken doen (p. 49-50)	
	ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;	• Verantwoord en integer zaken doen (p. 49-50)	
	iii. how it implements its commitments with and through its business relationships;	• Verantwoord en integer zaken doen (p. 49-50)	
	iv. training that the organization provides on implementing the commitments.		Omissie: Information unavailable
2-25	Processes to remediate negative impacts		
	The organization shall: a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	• Verantwoord en integer zaken doen (p. 49-50)	
	b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;		Omissie: Information incomplete: Medewerkers hebben de mogelijkheid om vertrouwenspersonen of toezichhouders te benaderen wanneer zij een klachtenprocedure willen starten. Ook is er de mogelijkheid om te participeren in het medewerkerste-vredenheidsonderzoek. (speak up)
	c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;		Omissie: Information incomplete: Medewerkers hebben de mogelijkheid om vertrouwenspersonen of toezichhouders te benaderen wanneer zij een klachtenprocedure willen starten. Ook is er de mogelijkheid om te participeren in het medewerkerste-vredenheidsonderzoek. (speak up)
	d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;		Omissie: Information incomplete: Medewerkers hebben de mogelijkheid om vertrouwenspersonen of toezichhouders te benaderen wanneer zij een klachtenprocedure willen starten. Ook is er de mogelijkheid om te participeren in het medewerkerste-vredenheidsonderzoek. (speak up)
	e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	• Verantwoord en integer zaken doen (p. 49-50)	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2-26	Mechanisms for seeking advice and raising concerns		
	The organization shall:		
	a. describe the mechanisms for individuals to:		
	i. seek advice on implementing the organization's policies and practices for responsible business conduct;	• Verantwoord en integer zaken doen (p. 49-50)	
	ii. raise concerns about the organization's business conduct.	• Verantwoord en integer zaken doen (p. 49-50)	
2-27	Compliance with laws and regulations		
	The organization shall:		
	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	• Verantwoord en integer zaken doen (p. 49-50)	
	i. instances for which fines were incurred;	• Verantwoord en integer zaken doen (p. 49-50)	
	ii. instances for which non-monetary sanctions were incurred;	• Verantwoord en integer zaken doen (p. 49-50)	
	b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:		Omissie: Not applicable: Niet van materieel belang
	i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;	• Verantwoord en integer zaken doen (p. 49-50)	
	ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;	• Verantwoord en integer zaken doen (p. 49-50)	
	c. describe the significant instances of non-compliance;	• Verantwoord en integer zaken doen (p. 49-50)	
	d. describe how it has determined significant instances of non-compliance.	• Verantwoord en integer zaken doen (p. 49-50) • In SAP BPC worden de geconstateerde overtredingen per kwartaal gerapporteerd conform paragraaf 4.4 van ons rapportagehandboek. In het kwartaalverslag per TBI-onderneming worden de aantallen meldingen Gedragscode én de aantallen geconstateerde overtredingen (vanuit SAP BPC opgehaald en) vermeld. De geconstateerde overtredingen worden door de ondernemingen toegelicht in het kwartaalverslag. Mocht dit niet gebeurd zijn of niet duidelijk zijn wordt aanvullende informatie opgevraagd door Hoofd Verslaglegging & Control.	
2-28	Membership associations		
	The organization shall:		
	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	• Maatschappelijke betrokkenheid (p. 50) https://www.tbi.nl/partners	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement		
	The organization shall:		
	a. describe its approach to engaging with stakeholders, including:	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	i. the categories of stakeholders it engages with, and how they are identified;	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	ii. the purpose of the stakeholder engagement;	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	iii. how the organization seeks to ensure meaningful engagement with stakeholders.	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) 	
2-30	Collective bargaining agreements		
	The organization shall:		
	a. report the percentage of total employees covered by collective bargaining agreements;	<ul style="list-style-type: none"> • Mensen & Teams (p. 49) • Circa 95% van onze medewerkers valt onder een collectieve arbeidsovereenkomst. 	
	b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	<ul style="list-style-type: none"> • Mensen & Teams (p. 49) • De medewerkers die niet onder de CAO vallen hebben markt conforme arbeidsvoorwaarden 	

GRI 3 Material Topics

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) ommissie
3-1	Process to determine material topics		
	The organization shall: a. describe the process it has followed to determine its material topics, including:	<ul style="list-style-type: none"> • Waardecreatiemodel (p. 22-23) • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;	<ul style="list-style-type: none"> • Waardecreatiemodel (p. 22-23) • SDG's 	
	ii. how it has prioritized the impacts for reporting based on their significance;	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	iii. specify the stakeholders and experts whose views have informed the process of determining its material topics.	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) • Stakeholders 	
3-2	List of material topics		
	The organization shall: a. list its material topics;	<ul style="list-style-type: none"> • 1.2 Stakeholders & materialiteit (p. 29-31) • Materialiteitsanalyse 	
	b. report changes to the list of material topics compared to the previous reporting period.		
3-3	Management of material topics		
	For each material topic reported under Disclosure 3-2, the organization shall: a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	<ul style="list-style-type: none"> • Waardecreatiemodel (p. 22-23) • SDG's • 1.2 Stakeholders & materialiteit (p. 29-31) 	
	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	<ul style="list-style-type: none"> • Waardecreatiemodel (p. 22-23) • SDG's 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	c. describe its policies or commitments regarding the material topic;	<ul style="list-style-type: none"> • Algemeen: • Behoorlijk bestuur - Corporate governance • Rol van het bestuur bij maatschappelijke impact - Corporate governance, organisatie van onderneming • Risicomanagement - Corporate governance • Ethiek & compliance - TBI Gedragscode • Publiek beleid (contact met de overheid) Waardecreatiemodel • Duurzame oplossingen: • Circulaire transitie, grondstoffen & afval - Versnellingsgids Afvalreductie en - scheiding • Klimaatadaptatie - Circulair ontwerpen & Versnellingsgids circulaire meetmethodieken • Energietransitie & emissiereductie - Het Klimaatplan, Versnellingsgids emissieloze bouwplaats, Versnellingsgids energieneutrale exploitatie • Energieverbruik en -kosten - Transport, mobiliteit & bereikbaarheid - Leaseregeling EV, opzet beleidsplan 'emissieloze bouwplaats' • Natuur & Biodiversiteit - Biodiversiteit en klimaatadaptatie • Ketenvaerantwoordelijkheid (incl. duurzaam inkopen) - Mensenrechtenbeleid, algemene inkoopvoorwaarden • Mensen & Teams • Veilige en gezonde werkomstandigheden - Mensenrechtenbeleid, veiligheidsbeleid • Vakmanschap - Vakmanschap en talent • Opleiding - Vakmanschap en talent • Diversiteit & inclusiviteit - Diversiteit • Relatie werkgever/werknemer - TBI Gedragscode • Technologische vooruitgang • Maaktechnologie - OPL's Voorbij Prefab en geWOONhout • Digitalisering - Technologische vooruitgang - Resultaten • Innovatie - Technologische vooruitgang intro 	
	d. describe actions taken to manage the topic and related impacts, including:		
	i. actions to prevent or mitigate potential negative impacts;		
	ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;		
	iii. actions to manage actual and potential positive impacts;		
	e. report the following information about tracking the effectiveness of the actions taken:		
	i. processes used to track the effectiveness of the actions;		
	ii. goals, targets, and indicators used to evaluate progress;		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iii. the effectiveness of the actions, including progress toward the goals and targets;		
	iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;		
	f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		

GRI 201: Economic Performance (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
201-1 (2016)	Direct economic value generated and distributed		
	The reporting organization shall report the following information:		
	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:		
	i. Direct economic value generated: revenues;	• Geconsolideerde winst-en-verliesrekening over 2023 (p. 81)	
	ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;	• Geconsolideerde winst-en-verliesrekening over 2023 (p. 81)	
	iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.		Omissie: Not applicable
	b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.		Omissie: Not applicable
2,1	When compiling the information specified in Disclosure 201-1, the reporting organization shall, if applicable, compile the EVG&D from data in the organization's audited financial or profit and loss (P&L) statement, or its internally audited management accounts.		Omissie: Not applicable
201-2 (2016)	Financial implications and other risks and opportunities due to climate change		
	The reporting organization shall report the following information:		
	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:	• Risicocategorie: Klimaatverandering (p. 64)	
	i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;		
	ii. a description of the impact associated with the risk or opportunity;		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2,2	iii. the financial implications of the risk or opportunity before action is taken;		Omissie: Information unavailable: We hebben deze informatie niet beschikbaar. We zullen aankomend jaar hier aan werken en dit op te nemen in het jaarverslag 2024 ter voorbereiding op de verplichte CSRD rapportages.
	iv. the methods used to manage the risk or opportunity;		Omissie: Information unavailable
	v. the costs of actions taken to manage the risk or opportunity.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 201-2, if the reporting organization does not have a system in place to calculate the financial implications or costs, or to make revenue projections, it shall report its plans and timeline to develop the necessary systems.		Omissie: Information unavailable
201-3 (2016)	Defined benefit plan obligations and other retirement plans		
	The reporting organization shall report the following information:		
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.		Omissie: Not applicable
	b. If a separate fund exists to pay the plan's pension liabilities:		
	i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;	• 14. Pensioenlasten (p. 104-105)	
	ii. the basis on which that estimate has been arrived at;	• 14. Pensioenlasten (p. 104-105)	
	iii. when that estimate was made.	• 14. Pensioenlasten (p. 104-105)	
	c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	• 14. Pensioenlasten (p. 104-105)	
	d. Percentage of salary contributed by employee or employer.	• 14. Pensioenlasten (p. 104-105)	
	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	• 14. Pensioenlasten (p. 104-105)	
201-4 (2016)	Financial assistance received from government		
	The reporting organization shall report the following information:		
	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:		
	i. tax relief and tax credits;	• Effectieve belastingdruk (p. 56) (p.106)	
	ii. subsidies;		Omissie: Not applicable: Bedrag is niet materieel
	iii. investment grants, research and development grants, and other relevant types of grant;		Omissie: Not applicable
	iv. awards;		Omissie: Not applicable
	v. royalty holidays;		Omissie: Not applicable
	vi. financial assistance from Export Credit Agencies (ECAs);		Omissie: Not applicable
	vii. financial incentives;		Omissie: Not applicable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2,5	viii. other financial benefits received or receivable from any government for any operation.		Omissie: Not applicable
	b. The information in 201-4-a by country.		Omissie: Not applicable
	c. Whether, and the extent to which, any government is present in the shareholding structure.		Omissie: Not applicable
	When compiling the information specified in Disclosure 201-4, the reporting organization shall identify the monetary value of financial assistance received from government through consistent application of generally accepted accounting principles.		Omissie: Not applicable

GRI 301: Materials (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
301-1 (2016)	Materials used by weight or volume		
	The reporting organization shall report the following information: a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:	<ul style="list-style-type: none"> • Duurzame oplossingen (p. 40-42) • Duurzame materiaalkeuze 	Omissie: Information unavailable: In 2022 was dit ook een omissie. In 2023 is het niet haalbaar gebleken om een compleet en betrouwbaar inzicht te geven in alle ingekochte materialen (volume en uitsplitsing naar hernieuwbaar en niet-hernieuwbaar). Wel hebben we in 2023 een pilot-uitvraag naar 5 inkoopcategorïeën gedaan. Met de uitkomsten van de pilot-uitvraag gaan we definities ontwikkelen voor de inkoopcategorïeën en voor de interpretatie van duurzaamheid voor deze categorïeën. TBI is voornemens de systemen in 2024 te gaan inrichten om de hoeveelheden te kunnen rapporteren.
	i. non-renewable materials used;		Omissie: Information unavailable
	ii. renewable materials used.		Omissie: Information unavailable
301-2 (2016)	Recycled input materials used		
	The reporting organization shall report the following information:		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.		Omissie: Information unavailable: In 2022 was dit ook een omissie. In 2023 is het niet haalbaar gebleken om een compleet en betrouwbaar inzicht te geven in alle ingekochte materialen (volume en uitsplitsing naar hernieuwbaar en niet-hernieuwbaar). Wel hebben we in 2023 een pilot-uitvraag naar 5 inkoopcategorieën gedaan. Met de uitkomsten van de pilot-uitvraag gaan we definities ontwikkelen voor de inkoopcategorieën en voor de interpretatie van duurzaamheid voor deze categorieën. TBI is voornemens de systemen in 2024 te gaan inrichten om de hoeveelheden te kunnen rapporteren.
2.2	When compiling the information specified in Disclosure 301-2, the reporting organization shall:		Omissie: Information unavailable
2.2.1	use the total weight or volume of materials used as specified in Disclosure 301-1;		Omissie: Information unavailable
2.2.2	calculate the percentage of recycled input materials used by applying the following formula: Percentage of recycled input materials used = Total recycled input materials used / Total input materials used x 100		Omissie: Information unavailable
301-3 (2016)	Reclaimed products and their packaging materials		
	The reporting organization shall report the following information:		
	a. Percentage of reclaimed products and their packaging materials for each product category.		Omissie: Not applicable voor de bouwsector
	b. How the data for this disclosure have been collected.		Omissie: Not applicable
2.4	When compiling the information specified in Disclosure 301-3, the reporting organization shall:		Omissie: Not applicable
2.4.1	exclude rejects and recalls of products;		Omissie: Not applicable
2.4.2	calculate the percentage of reclaimed products and their packaging materials for each product category using the following formula: Percentage of reclaimed products and their packaging materials = Products and their packaging materials reclaimed within the reporting period / Products sold within the reporting period x 100		Omissie: Not applicable

GRI 302: Energy (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
302-1 (2016)	Energy consumption within the organization		
	The reporting organization shall report the following information:		
	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.		Omissie: Information not available
	b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.		Omissie: Information unavailable
	c. In joules, watt-hours or multiples, the total:		
	i. electricity consumption		Omissie: Information unavailable
	ii. heating consumption		Omissie: Information unavailable
	iii. cooling consumption		Omissie: Information unavailable
	iv. steam consumption		n/a
	d. In joules, watt-hours or multiples, the total:		n/a
	i. electricity sold		n/a
	ii. heating sold		n/a
	iii. cooling sold		n/a
	iv. steam sold		n/a
	e. Total energy consumption within the organization, in joules or multiples.		Omissie: Information unavailable
	f. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
	g. Source of the conversion factors used.		Omissie: Information not available
2,1	avoid the double-counting of fuel consumption, when reporting self-generated energy consumption. If the organization generates electricity from a non-renewable or renewable fuel source and then consumes the generated electricity, the energy consumption shall be counted once under fuel consumption;		Omissie: Information unavailable
2.1.1	report fuel consumption separately for non-renewable and renewable fuel sources;		Omissie: Information unavailable
2.1.2	only report energy consumed by entities owned or controlled by the organization;		
2.1.3	calculate the total energy consumption within the organization in joules or multiples using the following formula: Total energy consumption within the organization = Non-renewable fuel consumed + Renewable fuel consumed + Electricity, heating, cooling, and steam purchased for consumption + Self-generated electricity, heating, cooling, and steam, which are not consumed (see clause 2.1.1) - Electricity, heating, cooling, and steam sold		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2.1.4	calculate the total energy consumption within the organization in joules or multiples using the following formula: Total energy consumption within the organization = Non-renewable fuel consumed + Renewable fuel consumed + Electricity, heating, cooling, and steam purchased for consumption + Self-generated electricity, heating, cooling, and steam, which are not consumed (see clause 2.1.1) - Electricity, heating, cooling, and steam sold		Omissie: Information not available
302-2 (2016)	Energy consumption outside of the organization		
	The reporting organization shall report the following information: a. Energy consumption outside of the organization, in joules or multiples.		Omissie: Information unavailable: Complexe structuur van de supply chain niet inzichtelijk
	b. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
	c. Source of the conversion factors used.		Omissie: Information unavailable
2,4	When compiling the information specified in Disclosure 302-2, the reporting organization shall exclude energy consumption reported in Disclosure 302-1.		
302-3 (2016)	Energy intensity		
	The reporting organization shall report the following information: a. Energy intensity ratio for the organization.		Omissie: Information unavailable
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.		Omissie: Information unavailable
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.		Omissie: Information unavailable
	d. Whether the ratio uses energy consumption within the organization, outside of it, or both.		Omissie: Information unavailable
2,5	When compiling the information specified in Disclosure 302-3, the reporting organization shall:		
2.5.1	calculate the ratio by dividing the absolute energy consumption (the numerator) by the organization-specific metric (the denominator);		Omissie: Information unavailable
2.5.2	if reporting an intensity ratio both for the energy consumed within the organization and outside of it, report these intensity ratios separately.		
302-4 (2016)	Reduction of energy consumption		
	The reporting organization shall report the following information: a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2.7	b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.		Omissie: Information unavailable
	c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.		Omissie: Information unavailable
	d. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 302-4, the reporting organization shall:		
	2.7.1	exclude reductions resulting from reduced production capacity or outsourcing;	
2.7.2	describe whether energy reduction is estimated, modeled, or sourced from direct measurements. If estimation or modeling is used, the organization shall disclose the methods used.		
302-5 (2016)	Reductions in energy requirements of products and services		
	The reporting organization shall report the following information:		
	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.		Omissie: Information unavailable
	b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.		Omissie: Information unavailable
	c. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable

GRI 304: Biodiversity (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
304-1 (2016)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
	The reporting organization shall report the following information:		
	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:		Omissie: Information unavailable: <ul style="list-style-type: none"> • Duurzame oplossingen • Biodiversiteit en klimaatadaptatie • Natuur, biodiversiteit en klimaatadaptatie zijn materiële thema's, maar het is lastig om daar in onze markt meetbare KPI's voor vast te leggen. Daarom hebben we het afgelopen jaar voorrang gegeven aan het opleveren van de versnellingsgidsen, het Klimaatplan en het uitvoeren van de nulmeting voor CO₂-reductie. Wat we in de praktijk doen aan biodiversiteit en klimaatadaptatie laten we kwalitatief zien in de projectbeschrijvingen in dit jaarverslag.
	i. Geographic location;		Omissie: Information unavailable
	ii. Subsurface and underground land that may be owned, leased, or managed by the organization;		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) ommissie
	iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;		Omissie: Information unavailable
	iv. Type of operation (office, manufacturing or production, or extractive);		Omissie: Information unavailable
	v. Size of operational site in km ² (or another unit, if appropriate);		Omissie: Information unavailable
	vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);		Omissie: Information unavailable
	vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).		Omissie: Information unavailable
304-2 (2016)	Significant impacts of activities, products, and services on biodiversity		
	The reporting organization shall report the following information:		
	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:		Omissie: Information unavailable: <ul style="list-style-type: none"> • Duurzame oplossingen • Biodiversiteit en klimaatadaptatie Natuur, biodiversiteit en klimaatadaptatie zijn materiële thema's, maar het is lastig om daar in onze markt meetbare KPI's voor vast te leggen. Daarom hebben we het afgelopen jaar voorrang gegeven aan het opleveren van de versnellingsgidsen, het Klimaatplan en het uitvoeren van de nulmeting voor CO ₂ -reductie. Wat we in de praktijk doen aan biodiversiteit en klimaatadaptatie laten we kwalitatief zien in de projectbeschrijvingen in dit jaarverslag.
	i. Construction or use of manufacturing plants, mines, and transport infrastructure;		Omissie: Information unavailable
	ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);		Omissie: Information unavailable
	iii. Introduction of invasive species, pests, and pathogens;		Omissie: Information unavailable
	iv. Reduction of species;		Omissie: Information unavailable
	v. Habitat conversion;		Omissie: Information unavailable
	vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).		Omissie: Information unavailable
	b. Significant direct and indirect positive and negative impacts with reference to the following:		Omissie: Information unavailable
	i. Species affected;		Omissie: Information unavailable
	ii. Extent of areas impacted;		Omissie: Information unavailable
	iii. Duration of impacts;		Omissie: Information unavailable
	iv. Reversibility or irreversibility of the impacts.		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
304-3 (2016)	Habitats protected or restored		
	The reporting organization shall report the following information: a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.		Omissie: Information unavailable: • Duurzame oplossingen • Biodiversiteit en klimaatadaptatie Natuur, biodiversiteit en klimaatadaptatie zijn materiële thema's, maar het is lastig om daar in onze markt meetbare KPI's voor vast te leggen. Daarom hebben we het afgelopen jaar voorrang gegeven aan het opleveren van de versnellingsgidsen, het Klimaatplan en het uitvoeren van de nulmeting voor CO ₂ -reductie. Wat we in de praktijk doen aan biodiversiteit en klimaatadaptatie laten we kwalitatief zien in de projectbeschrijvingen in dit jaarverslag.
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.		Omissie: Information unavailable
	c. Status of each area based on its condition at the close of the reporting period.		Omissie: information unavailable
	d. Standards, methodologies, and assumptions used.		Omissie: information unavailable
304-4 (2016)	IUCN Red List species and national conservation list species with habitats in areas affected by operations		
	The reporting organization shall report the following information: a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:		Omissie: Information unavailable: • Duurzame oplossingen • Biodiversiteit en klimaatadaptatie Natuur, biodiversiteit en klimaatadaptatie zijn materiële thema's, maar het is lastig om daar in onze markt meetbare KPI's voor vast te leggen. Daarom hebben we het afgelopen jaar voorrang gegeven aan het opleveren van de versnellingsgidsen, het Klimaatplan en het uitvoeren van de nulmeting voor CO ₂ -reductie. Wat we in de praktijk doen aan biodiversiteit en klimaatadaptatie laten we kwalitatief zien in de projectbeschrijvingen in dit jaarverslag.
	i. Critically endangered		Omissie: information unavailable
	ii. Endangered		Omissie: information unavailable
	iii. Vulnerable		Omissie: information unavailable
	iv. Near threatened		Omissie: information unavailable
	v. Least concern		Omissie: information unavailable

GRI 305: Emissions (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
305-1 (2016)	Direct (Scope 1) GHG emissions		
	The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: (p. 40-42) De milieuoetafdruk van TBI CO₂ emissies 26,1 kton (2022: 26,1 kton) waarvan scope 1 23,1 kton (2022: 23,8 kton), scope 2 3 kton (2022: 2,2 kton) van de scope 1 emissies is 0,1 kton toe te schrijven aan biogene brandstoffen 	
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	<ul style="list-style-type: none"> Begrippenlijst CO₂ (p. 129-131) Carbon dioxide (CO₂) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope. 	
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	<ul style="list-style-type: none"> 2023 Uitgerekend doormiddel van MDB en VoorbijFTs inzet van biodiesel (HVO en Bio CNG) is de CO₂ emissie 0,1 kton CO₂ emissie (p. 40-42) 	
	d. Base year for the calculation, if applicable, including:	<ul style="list-style-type: none"> 2017 (p. 125) 	
	i. the rationale for choosing it;	<ul style="list-style-type: none"> Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 100-101) 	
	ii. emissions in the base year;	<ul style="list-style-type: none"> Vijfjarenoverzicht (p. 125) 	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	<ul style="list-style-type: none"> Vijfjarenoverzicht (p. 125) 	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<ul style="list-style-type: none"> Begrippenlijst CO₂ (p. 129-131) TBI hanteert bij de bepaling van haar CO₂ voetafdruk de scope 1 en 2 afbakening volgens de CO₂ Prestatieladder (SKAO) evenals de conversiefactoren 	
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	<ul style="list-style-type: none"> 10.2 Reikwijdte en verantwoording Reikwijdte (p. 126) De gerapporteerde financiële data en fte-aantallen betreffen alle activiteiten van TBI, zowel nationaal als internationaal. Voor alle overige niet-financiële data, met uitzondering van de veiligheidsprestaties, wordt uitsluitend gerapporteerd over de prestaties van de Nederlandse activiteiten van TBI. 	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> Begrippenlijst CO₂: (p. 129-131) TBI hanteert bij de bepaling van haar CO₂ voetafdruk de scope 1 en 2 afbakening volgens de CO₂ Prestatieladder (SKAO) evenals de conversiefactoren 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
305-2 (2016)	Energy indirect (Scope 2) GHG emissions		
	The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	<ul style="list-style-type: none"> • 3.2 Duurzame oplossingen: (p. 40-42) • De milieuoetadruk van TBI CO₂ emissies 26,1 kton (2022: 26,1 kton) waarvan scope 1 23,1 kton (2022: 23,8 kton), scope 2 3 kton (2022: 2,2 kton) van de scope 1 emissies is 0,1 kton toe te schrijven aan biogene brandstoffen 	
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	<ul style="list-style-type: none"> • Begrippenlijst CO₂ (p.129-131) • Carbon dioxide (CO₂) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope. 	
	c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	<ul style="list-style-type: none"> • 2023 Uitgerekend doormiddel van MDB en VoorbijFTs inzet van biodiesel (HVO en Bio CNG) is de CO₂ emissie 0,1 kton CO₂, (p. 40-42) 	
	d. Base year for the calculation, if applicable, including:	<ul style="list-style-type: none"> • 2017 (p. 125) 	
	i. the rationale for choosing it;	<ul style="list-style-type: none"> • Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 100-101) 	Omissie: Information incomplete
	ii. emissions in the base year;	<ul style="list-style-type: none"> • Vijfjarenoverzicht (p. 125) 	Omissie: Information incomplete
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	<ul style="list-style-type: none"> • Vijfjarenoverzicht (p. 125) 	Omissie: Information incomplete
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<ul style="list-style-type: none"> • Begrippenlijst CO₂ (p. 129-131) • TBI hanteert bij de bepaling van haar CO₂ voetadruk de scope 1 en 2 afbakening volgens de CO₂ Prestatieladder (SKAO) evenals de conversiefactoren 	Omissie: Information incomplete
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	<ul style="list-style-type: none"> • 10.2 Reikwijdte en verantwoording (p. 126) • Reikwijdte • De gerapporteerde financiële data en fte-aantallen betreffen alle activiteiten van TBI, zowel nationaal als internationaal. Voor alle overige niet-financiële data, met uitzondering van de veiligheidsprestaties, wordt uitsluitend gerapporteerd over de prestaties van de Nederlandse activiteiten van TBI. 	Omissie: Information incomplete
	g. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> • Begrippenlijst CO₂ (p. 129-131) • TBI hanteert bij de bepaling van haar CO₂ voetadruk de scope 1 en 2 afbakening volgens de CO₂ Prestatieladder (SKAO) evenals de conversiefactoren 	Omissie: Information incomplete

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2,3	When compiling the information specified in Disclosure 305-2, the reporting organization shall:		
	2.3.1 exclude any GHG trades from the calculation of gross energy indirect (Scope 2) GHG emissions;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden
	2.3.2 exclude other indirect (Scope 3) GHG emissions that are disclosed as specified in Disclosure 305-3;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden
	2.3.3 account and report energy indirect (Scope 2) GHG emissions based on the location-based method, if it has operations in markets without product or supplier-specific data;		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden
	2.3.4 account and report energy indirect (Scope 2) GHG emissions based on both the location-based and market-based methods, if it has any operations in markets providing product or supplier-specific data in the form of contractual instruments.		Aan externe auditor om na te gaan of de berekening op deze wijze heeft plaatsgevonden
305-3 (2016)	Other indirect (Scope 3) GHG emissions		
	The reporting organization shall report the following information: a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.	• 3.2 Duurzame oplossingen (p. 40-42)	Omissie: Information incomplete: Duurzame oplossingen Scope 3
	b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.		Omissie: Information incomplete
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.		Omissie: Information incomplete
2,5	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.		Omissie: Information incomplete
	e. Base year for the calculation, if applicable, including:		
	i. the rationale for choosing it;		Omissie: Information incomplete
	ii. emissions in the base year;		Omissie: Information incomplete
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.		Omissie: Information incomplete
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.		Omissie: Information incomplete
	g. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information incomplete
	When compiling the information specified in Disclosure 305-3, the reporting organization shall:		Omissie: Information incomplete
	2.5.1 exclude any GHG trades from the calculation of gross other indirect (Scope 3) GHG emissions;		
	2.5.2 exclude energy indirect (Scope 2) GHG emissions from this disclosure. Energy indirect (Scope 2) GHG emissions are disclosed as specified in Disclosure 305-2;		Omissie: Information incomplete

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	2.5.3 report biogenic emissions of CO ₂ from the combustion or biodegradation of biomass that occur in its value chain separately from the gross other indirect (Scope 3) GHG emissions. Exclude biogenic emissions of other types of GHG (such as CH ₄ and N ₂ O), and biogenic emissions of CO ₂ that occur in the life cycle of biomass other than from combustion or biodegradation (such as GHG emissions from processing or transporting biomass).		Omissie: Information incomplete
305-4	GHG emissions intensity		
	The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: CO₂-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p. 40-42) 	
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: CO₂-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p. 40-42) 	
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: CO₂-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p. 40-42) 	
	d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	<ul style="list-style-type: none"> Begrippenlijst CO₂ (p. 129-131) Carbon dioxine (CO₂) is het meest relevante broeikasgas voor TBI en daarmee het enige broeikasgas binnen de rapportage scope. 	
2,7	When compiling the information specified in Disclosure 305-4, the reporting organization shall:		
	2.7.1 calculate the ratio by dividing the absolute GHG emissions (the numerator) by the organization-specific metric (the denominator);	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: CO₂-emissie scope 1 en 2 (per fte/ per miljoen € bedrijfsopbrengsten) (p. 40-42) 	
	2.7.2 if reporting an intensity ratio for other indirect (Scope 3) GHG emissions, report this intensity ratio separately from the intensity ratios for direct (Scope 1) and energy indirect (Scope 2) emissions.		Omissie: Not applicable
305-5 (2016)	Reduction of GHG emissions		
	The reporting organization shall report the following information: a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.		Omissie: Information unavailable: Er is in 2023 een Klimaatplan opgesteld met targets om GHG emissies te reduceren. In 2024 zal het plan in werking treden om de reductie inzichtelijk te kunnen gaan maken. Duurzame oplossingen: Net zero
	c. Base year or baseline, including the rationale for choosing it.	<ul style="list-style-type: none"> Jaarrekening: Kredietfaciliteiten, vijf parameters (p. 100-101) 	
	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen milieuoetafdruk (p.40-42) 	
	e. Standards, methodologies, assumptions, and/or calculation tools used.	<ul style="list-style-type: none"> Begrippenlijst (p. 129-131) 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
2,9	When compiling the information specified in Disclosure 305-5, the reporting organization shall:		Omissie: Information unavailable
	2.9.1 exclude reductions resulting from reduced production capacity or outsourcing;		Omissie: Information unavailable
	2.9.2 use the inventory or project method to account for reductions;		Omissie: Information unavailable
	2.9.3 calculate an initiative's total reductions of GHG emissions as the sum of its associated primary effects and any significant secondary effects;		Omissie: Information unavailable
	2.9.4 if reporting two or more Scope types, report the reductions for each separately;		Omissie: Information unavailable
	2.9.5 report reductions from offsets separately.		Omissie: Information unavailable
305-6 (2016)	Emissions of ozone-depleting substances (ODS)		
2,11	The reporting organization shall report the following information:		Omissie: Information unavailable: We hebben dit momenteel niet in beeld. In 2024 gaan we het beleid van de emissieloze bouwplaats uitwerken en analyseren hoe we moeten omgaan met onze stikstof uitstoot. Duurzame oplossingen: Emissieloos bouwen Omissie: Information unavailable
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.		Omissie: Information unavailable
	b. Substances included in the calculation.		Omissie: Information unavailable
	c. Source of the emission factors used.		Omissie: Information unavailable
	d. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 305-6, the reporting organization shall:		Omissie: Information unavailable
2,11	2.11.1 calculate the production of ODS as the amount of ODS produced, minus the amount destroyed by approved technologies, and minus the amount entirely used as feedstock in the manufacture of other chemicals;		Omissie: Information unavailable
	2.11.2 exclude ODS recycled and reused.		
305-7 (2016)	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		
2,11	The reporting organization shall report the following information:		Omissie: Information unavailable: We hebben dit momenteel niet in beeld. In 2024 gaan we het beleid van de emissieloze bouwplaats uitwerken en analyseren hoe we moeten omgaan met onze stikstof uitstoot. Duurzame oplossingen: Emissieloos bouwen Omissie: Information unavailable
	a. Significant air emissions, in kilograms or multiples, for each of the following:		
	i. NOX		Omissie: Information unavailable
	ii. SOX		Omissie: Information unavailable
	iii. Persistent organic pollutants (POP)		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iv. Volatile organic compounds (VOC)		Omissie: Information unavailable
	v. Hazardous air pollutants (HAP)		Omissie: Information unavailable
	vi. Particulate matter (PM)		Omissie: Information unavailable
	vii. Other standard categories of air emissions identified in relevant regulations		Omissie: Information unavailable
	b. Source of the emission factors used.		Omissie: Information unavailable
	c. Standards, methodologies, assumptions, and/or calculation tools used.		Omissie: Information unavailable
2,13	When compiling the information specified in Disclosure 305-7, the reporting organization shall select one of the following approaches for calculating significant air emissions:		Omissie: Information unavailable
	2.13.1 Direct measurement of emissions (such as online analyzers);		Omissie: Information unavailable
	2.13.2 Calculation based on site-specific data;		Omissie: Information unavailable
	2.13.3 Calculation based on published emission factors;		Omissie: Information unavailable
	2.13.4 Estimation. If estimations are used due to a lack of default figures, the organization shall indicate the basis on which figures were estimated.		Omissie: Information unavailable

GRI 306: Waste (2020)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
306-1 (2020)	Waste generation and significant waste-related impacts		
	The reporting organization shall report the following information:		
	a. For the organization's significant actual and potential waste-related impacts, a description of:		
	i. the inputs, activities, and outputs that lead or could lead to these impacts;	• 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42)	
	ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	• 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42)	
306-2 (2020)	Management of significant waste-related impacts		
	The reporting organization shall report the following information:		
	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	• 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42)	
	b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.		n/a

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	c. The processes used to collect and monitor waste-related data.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) 	
306-3 (2020)	Waste generated		
	The reporting organization shall report the following information:		
	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	<ul style="list-style-type: none"> Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) De totale hoeveelheid tonnen afval bedroeg 43.117 ton (2022: 59.986 ton). De meest voorkomende afvalstromen in tonnen zijn puin (21.952), bouw- en sloopafval (12.185), bedrijfsafval (970), gips (424), hout (2.844), isolatiemateriaal (153), kunststoffen/folies (102), papier en karton (538). 	
	b. Contextual information necessary to understand the data and how the data has been compiled.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) Afvalvolume/per miljoen € bedrijfsopbrengsten (ton) 16,7 (2022:26,1) (p. 40) 	
2,1	When compiling the information specified in Disclosure 306-3-a, the reporting organization shall:		
	2.1.1 exclude effluent, unless required by national legislation to be reported under total waste;		
	2.1.2 use 1000 kilograms as the measure for a metric ton.		
306-4 (2020)	Waste diverted from disposal		
	The reporting organization shall report the following information:		
	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) 	Omissie: Information unavailable: In 2022 was deze omissie er ook. Echter, na interne evaluatie blijkt data over de afvalverwerkingmethoden nog steeds niet op detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in 2023 een start gemaakt met het uitvragen van de bestemmingen van onze afvalstromen op basis van een eigen categorisatie afgeleid van het platform van Bnext en de Ladder van Lansink. We zullen er naar streven om dit in 2024 te kunnen rapporteren.
	b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:	<ul style="list-style-type: none"> 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) 	Omissie: Information unavailable: In 2022 was deze omissie er ook. Echter, na interne evaluatie blijkt data over de afvalverwerkingmethoden nog steeds niet op detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in 2023 een start gemaakt met het uitvragen van de bestemmingen van onze afvalstromen op basis van een eigen categorisatie afgeleid van het platform van Bnext en de Ladder van Lansink. We zullen er naar streven om dit in 2024 te kunnen rapporteren.
	i. Preparation for reuse;		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	ii. Recycling;		Omissie: Information unavailable
	iii. Other recovery operations.		Omissie: Information unavailable
	c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:		Omissie: Information unavailable
	i. Preparation for reuse;		Omissie: Information unavailable
	ii. Recycling;		Omissie: Information unavailable
	iii. Other recovery operations.		Omissie: Information unavailable
	d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:		Omissie: Information unavailable
2,2	i. onsite;		Omissie: Information unavailable
	ii. offsite.		Omissie: Information unavailable
	e. Contextual information necessary to understand the data and how the data has been compiled.		Omissie: Information unavailable
	When compiling the information specified in Disclosure 306-4, the reporting organization shall:		Omissie: Information unavailable
	2.2.1 exclude effluent, unless required by national legislation to be reported under total waste;		Omissie: Information unavailable
	2.2.2 use 1000 kilograms as the measure for a metric ton.		Omissie: Information unavailable
306-5 (2020)	Waste directed to disposal		
	The reporting organization shall report the following information: a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.	<ul style="list-style-type: none"> • 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) 	Omissie: Information unavailable: In 2022 was deze omissie er ook. Echter, na interne evaluatie blijkt data over de afvalverwerkingmethoden nog steeds niet op detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in 2023 een start gemaakt met het uitvragen van de bestemmingen van onze afvalstromen op basis van een eigen categorisatie afgeleid van het platform van Bnext en de Ladder van Lansink. We zullen er naar streven om dit in 2024 te kunnen rapporteren.
	b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:	<ul style="list-style-type: none"> • 3.2 Duurzame oplossingen: Circulaire bedrijfsvoering (p. 40-42) 	Omissie: Information unavailable: In 2022 was deze omissie er ook. Echter, na interne evaluatie blijkt data over de afvalverwerkingmethoden nog steeds niet op detailniveau beschikbaar. Voor deze informatie zijn wij afhankelijk van informatie van derden. We hebben in 2023 een start gemaakt met het uitvragen van de bestemmingen van onze afvalstromen op basis van een eigen categorisatie afgeleid van het platform van Bnext en de Ladder van Lansink. We zullen er naar streven om dit in 2024 te kunnen rapporteren.
	i. Incineration (with energy recovery);		Omissie: Information unavailable
	ii. Incineration (without energy recovery);		Omissie: Information unavailable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iii. Landfilling;		Omissie: Information unavailable
	iv. Other disposal operations.		Omissie: Information unavailable
	c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:		Omissie: Information unavailable
	i. Incineration (with energy recovery);		Omissie: Information unavailable
	ii. Incineration (without energy recovery);		Omissie: Information unavailable
	iii. Landfilling;		Omissie: Information unavailable
	iv. Other disposal operations.		Omissie: Information unavailable
	d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:		Omissie: Information unavailable
	i. onsite;		Omissie: Information unavailable
	ii. offsite.		Omissie: Information unavailable
	e. Contextual information necessary to understand the data and how the data has been compiled.		Omissie: Information unavailable
2,4	When compiling the information specified in Disclosure 306-5, the reporting organization shall:		Omissie: Information unavailable
	2.4.1 exclude effluent, unless required by national legislation to be reported under total waste;		Omissie: Information unavailable
	2.4.2 use 1000 kilograms as the measure for a metric ton.		Omissie: Information unavailable

GRI 402: Labor/management relations (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
402-1 (2016)	Minimum notice periods regarding operational changes		
	The reporting organization shall report the following information: a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	<ul style="list-style-type: none"> Mensen & Teams % CAO (p. 49) De CAO Bouw & Infra is van toepassing, de opzegtermijn bedraagt 1-4 maanden, afhankelijk van totale duur dienstverband, tenzij UWV een kortere periode heeft bepaald in welk geval deze periode geldt (altijd minimaal één maand). Aangezien de CAO algemeen verbindend is verklaard, gelden voor alle werknemers dezelfde termijnen. 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) ommissie
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	<ul style="list-style-type: none"> • Mensen & Teams % CAO (p. 49) • De CAO Bouw & Infra is van toepassing, de opzegtermijn bedraagt 1-4 maanden, afhankelijk van totale duur dienstverband, tenzij UWV een kortere periode heeft bepaald in welk geval deze periode geldt (altijd minimaal één maand). Aangezien de CAO algemeen verbindend is verklaard, gelden voor alle werknemers dezelfde termijnen. 	

GRI 403: Occupational health and safety (2018)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) ommissie
Management of material topics			
403-1 (2018)	Occupational health and safety management system		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:		
	a. a statement of whether an occupational health and safety management system has been implemented, including whether:	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p. 45-50) • TBIveilig app 	
	i. the system has been implemented because of legal requirements and, if so, a list of the requirements;		
	ii. The system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.		
	b.a description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.		
403-2 (2018)	Hazard identification, risk assessment, and incident investigation		
	The reporting organization shall report the following information:		
	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden: (p.45-50) (p.65) • De TBIveilig app • Veiligheidsladder • Risicocategorie operationeel: TBI-veiligheidswaarden 	
	i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;		
	ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden: (p.45-50) (p.65) • De TBlveilig app • Veiligheidsladder • Riscocategorie operationeel: TBI-veiligheidswaarden 	
	c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden: (p.45-50) (p.65) • De TBlveilig app • Veiligheidsladder • Riscocategorie operationeel: TBI-veiligheidswaarden • Riscicocategorie veilige en gezonde werkomstandigheden voor werknemers en onderaannemers 	
	d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden: (p.45-50) (p.65) • De TBlveilig app • Veiligheidsladder • Riscocategorie operationeel: TBI-veiligheidswaarden • Riscicocategorie veilige en gezonde werkomstandigheden voor werknemers en onderaannemers 	
403-3	Occupational health services		
	The reporting organization shall report the following information:		
	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p.45-47) • TBI Vitaal (duurzaam inzetbaar) 	
403-4	Worker participation, consultation, and communication on occupational health and safety		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:		
	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p. 45-50) • Veiligheidsdag • Duurzame inzetbaarheid • TBI Vitaal 	
	b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p. 45-50) 	
403-5 (2018)	Worker training on occupational health and safety		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:		

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	• TBI Vitaal (p. 45-50)	
403-6 (2018)	Promotion of worker health		
	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	• TBI Vitaal (p. 45-50)	
	b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	• TBI Vitaal (p. 45-50)	
403-7 (2018)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	The reporting organization shall report the following information: a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	• Veilige en gezonde werkomstandigheden (p.45-50) • Risicomanagement: risicocategorie veilige en gezonde werkomstandigheden voor medewerkers en onderaannemers (p. 65)	
Topic specific disclosures			
Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
403-8 (2018)	Workers covered by an occupational health and safety management system		
	The reporting organization shall report the following information: a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:		Not applicable
	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;		Not applicable
	ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;		Not applicable
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.		Not applicable
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Not applicable

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.		Not applicable
403-9 (2018)	Work-related injuries		
	The reporting organization shall report the following information:		
	a. For all employees:		
	i. The number and rate of fatalities as a result of work-related injury;	<ul style="list-style-type: none"> De ongevallenratio (IF) bedraagt in 2023 3,4 (2022: 2,9) (p. 47) en hiermee wordt de doelstelling van een IF < 3,6 gehaald. Het aantal gewerkte uren bedroeg dit jaar in totaal 13.514.749 (2022: 13.490.673). Het aantal ongevallen met verzuim van eigen medewerkers en inleners is in 2023 gestegen naar 46 (2022: 39). Naast ongevallen met verzuim vonden 170 (2022: 177) ongevallen zonder verzuim plaats. De oorzaak van veel ongevallen betreft struikel- en valincidenten en hand- en snijwonden. Onder onze eigen medewerkers en inleners hebben er in 2023 154 bijna ongevallen plaatsgevonden en zijn er 3.714 gevaarlijke situaties en 37 gevaarlijke handelingen geconstateerd (2022: 145 bijna ongevallen, 2.980 gevaarlijke situaties en 87 gevaarlijke handelingen) 	
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);		
	iii. The number and rate of recordable work-related injuries;		
	iv. The main types of work-related injury;	<ul style="list-style-type: none"> De oorzaak van veel ongevallen betreft struikel- en valincidenten en hand- en snijwonden (p. 48) 	
	v. The number of hours worked.	<ul style="list-style-type: none"> Het aantal gewerkte uren bedroeg dit jaar in totaal 13.514.749 uren (p. 47) 	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:		Omissie: Not applicable: TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners als het gaat om IF-rate. b.iii: de injury rate van onze onderaannemers kunnen wij niet bepalen omdat het aantal gewerkte uren niet volledig inzichtelijk is. Tevens zitten onderaannemers niet in de scope van onze huidige verslaggeving. De enige informatie die we bijhouden is het arbeidsongevallen met verzuim onderaannemers.
	i. The number and rate of fatalities as a result of work-related injury;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	iii. The number and rate of recordable work-related injuries;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iv. The main types of work-related injury;		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	v. The number of hours worked.		Omissie: Not applicable TBI maakt geen onderscheid tussen mensen op de loonlijst en inleners
	c. The work-related hazards that pose a risk of high-consequence injury, including:		
	i. how these hazards have been determined;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	• Begrippenlijst IF-rate (p.129-131) • Het totaal aantal arbeidsongevallen met verzuim (of dodelijk) vermenigvuldigd met 1 miljoen (uur) gedeeld door het totaal aantal gewerkte uren van medewerkers en inleners.	
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	• In deze categorie vallen geen onderaannemers en/of leveranciers. Direct ingeleende medewerkers door vofs/ combinaties worden niet meegenomen in de rapportage. Begrippenlijst (p.129-131)	
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	• Ongevallencijfers (p.129-131) • Begrippenlijst	
403-10 (2018)	work-related ill health		
	The reporting organization shall report the following information:		
	a. For all employees:	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	i. The number of fatalities as a result of work-related ill health;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	ii. The number of cases of recordable work-related ill health;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	iii. The main types of work-related ill health.	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	i. The number of fatalities as a result of work-related ill health;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	ii. The number of cases of recordable work-related ill health;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	iii. The main types of work-related ill health.	• Veilige en gezonde werkomstandigheden (p. 45-50)	Omissie: Information unavailable deze informatie hebben we niet beschikbaar. We houden dit niet bij.
	c. The work-related hazards that pose a risk of ill health, including:	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	i. how these hazards have been determined;	• Veilige en gezonde werkomstandigheden (p. 45-50)	
	ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;	• Veilige en gezonde werkomstandigheden (p. 45-50)	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p. 45-50) 	
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	<ul style="list-style-type: none"> • In deze categorie vallen geen onderaannemers en/of leveranciers. Direct ingeleende medewerkers door vofs/ combinaties worden niet meegenomen in de rapportage. • Begrippenlijst (p. 129-131) 	
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<ul style="list-style-type: none"> • Ongevallencijfers • Begrippenlijst (p. 129-131) 	

GRI 404: Training and education (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
404-1 (2016)	Average hours of training per year per employee		
	The reporting organization shall report the following information: a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	<ul style="list-style-type: none"> • Vakmanschap en talent (p.48) • Totaal aantal opleidingsuren: 148.153 (2022: 127.877) • Gemiddeld aantal opleidingsuren per fte: 23,2 (2022: 20,5) • Opleidingskosten per medewerker gemiddeld (fte) in €: 951 (2022: 905) • Totale investering in opleiding en -ontwikkelmogelijkheden: € 6 miljoen (2022 €5,6 miljoen) 	
	i. gender;	<ul style="list-style-type: none"> • Opleidings- en of trainingskosten voor mannen: (p.48) € 5.485.386 (2022: € 5.206.565) • Opleidings- en of trainingskosten voor vrouwen: € 577.060 (2022: € 432.171) 	
	ii. employee category.	<ul style="list-style-type: none"> • Opleidings- en of trainingskosten voor directe (p. 48) medewerkers: € 4.896.462 (2022: € 3.774.056) • Opleidings- en of trainingskosten voor indirecte medewerkers: € 1.499.719 (2022: € 1.864.680) 	
404-2 (2016)	Programs for upgrading employee skills and transition assistance programs		
	The reporting organization shall report the following information: a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	<ul style="list-style-type: none"> • Vakmanschap en talent (p.48) 	
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p.45-50) • Vakmanschap en talent (p.48) • TBI acadmy • TBI Vitaal (duurzame inzetbaarheid) 	

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
404-3 (2016)	Percentage of employees receiving regular performance and career development reviews		
	The reporting organization shall report the following information:		
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	<ul style="list-style-type: none"> • Veilige en gezonde werkomstandigheden (p. 45-50) • Er hebben in 2023 5.306 (2022 4.873) functionerings- / beoordelingsgesprekken plaatsgevonden, dat is 80% van de medewerkers 	

GRI 405: Diversity and equal opportunity (2016)

Disclosure	Beschrijving	Referentie	Reden voor (gedeeltelijke) omissie
Management of material topics			
405-1 (2016)	Diversity of governance bodies and employees		
	The reporting organization shall report the following information:		
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Samenstelling Raad van bestuur (p.71) 	
	i. Gender;	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Samenstelling Raad van bestuur (p.71) 	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Samenstelling Raad van bestuur (p.71) 	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	<ul style="list-style-type: none"> • 6.2 Corporate Governance • Samenstelling Raad van bestuur (p.71) 	
	b. Percentage of employees per employee category in each of the following diversity categories:		
	i. Gender;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	<ul style="list-style-type: none"> • Mensen & Teams (p. 45-50) 	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		
405-2 (2016)	Ratio of basic salary and remuneration of women to men		
	The reporting organization shall report the following information:		
	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.		Omissie: Confidentially constraints: Momenteel kunnen we deze vertrouwelijke informatie niet openbaar maken. We gaan in 2024 analyseren hoe we dit openbaar kunnen maken om dit volgens de CSRD te kunnen rapporteren.
	b. The definition used for 'significant locations of operation'.		Omissie: Confidentially constraints: Momenteel kunnen we deze vertrouwelijke informatie niet openbaar maken. We gaan in 2024 analyseren hoe we dit openbaar kunnen maken om dit volgens de CSRD te kunnen rapporteren.