

Social & Environmental Policy

ROBECO
The Investment Engineers

Robeco aims to act sustainably, both in its interactions with people and with the environment.

Robeco's Environmental Policy focuses on a number of important factors

Energy and water

Robeco aims to minimize its use of energy and water, thereby reducing its costs as well as helping the environment. We also promote the use of sustainable energy.

Mobility

Robeco aims to minimize the use of transportation by its employees, make transportation of its employees more efficient, and wherever possible to choose the mode of transport that has the least impact on the environment.

Purchasing

Sustainability is an integral part of Robeco's purchasing decisions.

Real estate

Whenever we build new offices or renovate our existing premises, we take into account the sustainability of the construction methods and materials being used, as well as the sustainability of the building once it is complete.

Paper

Robeco aims to minimize its use of paper. The paper we use has a limited impact on the environment.

Carbon footprint

Robeco wishes to conduct its company operations in a carbon-neutral manner by reducing the carbon footprint of its operations as much as possible, and compensating for our remaining carbon footprint. Robeco has signed a declaration stating that it aims to reduce the CO2 emissions resulting from the activities of each of its employees.

Robeco's Social Policy encompasses a number of pledges

Performance-based remuneration

Robeco remunerates its staff based on their performance, which is objectively measured against clear indicators to ensure a consistent and reliable process.

Employee pensions

Robeco's Dutch pension fund invests in a sustainable manner.

Personal development and labour mobility

Robeco expects its employees to take responsibility for their personal development and actively supports them as they seek to grow their careers.

Code of conduct

Robeco has a code of conduct that is practised by all of its employees.

Conflicts and whistle-blowing

Robeco safeguards the employee rights in conflicts regarding labor conditions and whistle-blowing situations.

Work-related illness ambition

Robeco takes precautionary measures to minimize illnesses related to work among its employees.

Diversity and equal opportunities

The basic principle of equal opportunities applies to all of our employees.

Work-life balance

Robeco enables its employees to maintain a good work-life balance, although a good work life balance is the primary responsibility of the employee.