

AFFEXCO global sustainability plan 2022-2025

AFFEXCO global / AFFEXCO.com is an independent company with global, multicultural, and local affiliate representation, creating value by using our combined skills, insights, knowledge and experience to coach/consult leaders, executives and other staff of businesses and organisations in any country. We're a social enterprise. Our goal is to deliver affordable services to businesses worldwide that understand the economic advantages of changing their operations towards sustainability, as defined in the UN SDGS. Any situation and action in a company today relates in one way or another to sustainability.

Our sustainability plan is different from plans in other companies because absolutely all our services implicitly have as their goal to improve sustainability. So, our plan is related both to development within our own company and outside, which results in having internal targets and planned activities whereas external SDGS, that we can't control, can be shown with their ambition only. Our focus goals are in blue printing.

This plan will be evaluated and adjusted in November of each year.

SDGs	AMBITIONS	TARGETS	ACTIVITIES
1	Create paid work for our members globally.	25 FTEs (full time equivalents) by work from AG.	Find contracts and members globally.
2	None of the colleagues at AG or their closest relatives suffers of hunger.	Like the ambition	Ensure that work and pay through AG allows people at AG to supply food for themselves and their families at any time.
3	Ensure a healthy working environment.	No individual loss of work time due to negative health impact by working with AG.	Maintain 'low stress' as the highest standard in AFFEXCO global. Strong internal loyalty and support. Actively support good office standards all affiliates. Ensure the viability of an internal solution team.
4	Be a knowledge hub for our members and customers. Balanced exchange of knowledge.	All affiliate coaches certified. Open knowledge sharing meetings with customers x 2 /week. 20% of our pretax profits goes to helping a child to school through the AG Foundation.	Promote / demand certification. Actively share knowledge through meetings/articles. Support taking courses. Found the 'AFFEXCO global Foundation', aiming at reducing child labour and promoting schooling.
5	No gender inequality in AG.	Same as the ambition	We have a constant active focus on this. If AG structure changes, (like affiliates becoming employees) gender equality becomes an absolute demand. Focus on the matter through our 'Solution team'.
6	Everyone working mainly within the	70% of those working within AG are actively	Monitor the situation for our members, report on it on a yearly

	context of AG has access to clean water and sanitation.	ensuring access to clean water and sanitation where that's needed.	basis. And support improvement for those who need it, within reasonable boundaries.
7	Fewest possible number of colleagues working at AG use non-renewable energy.	50% of AG's members buy only clean energy.	Make it our agenda to yearly evaluate the status of all colleagues and motivate their change by any reasonable means.
8	Everyone working mainly within the context of AG has decent working conditions and economy.	Everyone working mainly at AG works within a clean, healthy, and safe environment.	Offer support where possible to those who cannot ensure those conditions on their own.
9	Support through contracts.		
10	Reduce inequality within AG as much as reasonably possible.	No unacceptable inequality within AG.	All working within AG are invited to take up internal inequality with the Solutions Team.
11	Contribute to increased sustainability in dedicated communities.	Provider of coaching SDGS in 3 cities / communities. globally.	Establish 1 community contract first. Based on that, contract with at least 2 more communities, spread globally.
12	Through AG work /contracts.	No specific.	
13	AG works actively to avoid contributing to negative climate change.	50% of AG members have 80% of their offices in sustainable materials. No unnecessary emission from our members.	Drive zero-emission cars when possible, no unnecessary travel.
14	None of our actions affects life under water in a negative way.	Same	Yearly evaluate and adjust our ways of working in this respect.
15	None of our actions affects life on land in a negative way.	Same	Yearly evaluate and adjust our ways of working in this respect.
16	We respect regional and global laws under all circumstances.	We are not engaged in any corruption.	Design and use a checklist to ensure right ways of working withing the company.
17	Partner with other companies / organisations to reach our goals.	At least 5 partners on 5 continents to leverage our work and create mutual synergy.	Search for partners through active global networking.



SUSTAINABLE DEVELOPMENT GOALS

