

## Challenges:



As a young company, Yondr are aspiring to create a culture that encourages education around sustainability and the environment. The company believes that giving people the tools to learn about these issues is one of the best ways to empower them to take action. Their goal is that everybody in the company views environmental and

sustainability issues as part of their responsibilities and as a result, will be more likely to consider the positive impact they can make in their day-to-day roles.

With regard to challenges, one of Yondr’s sustainability challenges is shifting the company mindset to promote sustainability as the responsibility of every employee.

## Impact:

Using the data the Supply Chain Sustainability School provides on employee engagement, Yondr was able to build a leaderboard to acknowledge those employees who had the time to educate themselves through the School. This leaderboard was accompanied by a big push internally to encourage employees to sign up to the School.



Yondr hosted a webinar to raise awareness of the School and all the resources it has to offer. They also rolled out a quarterly competition to reward the employee at the top of the leaderboard for investing their time in professional development. The key message was “equip yourself with the professional knowledge and skills needed to keep up with the challenges our world is increasingly facing.”

Implementing these measures drove up company-wide engagement, they now have 43 employees signed up and nearly 100 hours spent learning on the School. Yondr Group strives to ensure employees feel empowered to learn but never obliged, so it was important to keep the School as an optional resource that was there if people wanted it. Yondr believe people take more from learning when they are doing it because they want to, not because they have to.

## Fact box



### Company

Yondr Group

### No of employees

281

### HQ

Amsterdam, Netherlands

### Website

[www.yondrgroup.com](http://www.yondrgroup.com)

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### Services

Data centres

### About

Design, deliver and operate data centres globally to meet clients' technical and real estate needs. The introduction of an internal process to encourage and measure education around sustainability topics. Yondr’s mission is to meet growing businesses data centre capacity and technical real estate needs faster, more elegantly, and with better performance outcomes than anyone else.

Below are some experiences with the School shared by Yondr members:

*"The school has access to so many different courses and is accommodating to different learning styles"*

Commercial Manager

*"There are lots of different courses for people with varying levels of ability and understanding. I found it really helpful to explore new areas of sustainability and find out how sustainability can integrate into different parts of the business."*

Social Value Project Manager

*"I found the self-assessment tool really useful to see where I can enhance my knowledge on sustainability topics, and the action plan had a really good range of resources to develop my knowledge."*

Environment and Sustainability Manager

*"The training sessions can be very interactive and the training session I attended on setting up an inclusive site included a wide range of perspectives"*

Project Lead

## Value gained:

**Meeting client requirements:** Yondr Group is better placed to meet client requirements from having access to up-to-date learning around sustainability and environmental topics.

**Essential learning:** The content of the School provides a large catalogue of knowledge that has proved essential to various roles within the business. For example, in developing resilience against the risk of modern-day slavery in procurement processes.

**Benchmark knowledge:** Yondr has used the company assessments to benchmark knowledge and performance. This has assisted the environment and sustainability team in understanding Yondr Group's sustainability competence against industry averages, indicating where focus for improvement should be.

## Future proofing:

Through continuing the company's relationship with the Supply Chain Sustainability School, Yondr Group hopes to extend learning to their supply chain and continue to promote an internal culture of education around environmental and sustainability topics. Yondr Group will also continue to assess the company every six months to ensure continued sustainable development.