

SCF1 – NALYS

Perspective on Nalys ESG approach

Company Stakes

Nalys is an **engineering consultancy firm** mainly operating in **Belgium and France** through four business lines : **Life Science, Embedded Systems, Mechanical & Manufacturing and Web applications.**

Nalys is present in Belgium and in France and has over 225 employees.

Key stake :

Manage resource scarcity

As any engineering consulting firm, **Nalys' key resource is its people.** Additionally, the two key company's business lines (Healthcare and Embedded Software) are experiencing resource scarcity.

As such, **employee turn-over management is a strategic issue** and the ESG audit conducted by Crowe Sustainable Metric in year 2020 has highlighted that **HR items** are major issues to deal with for Nalys

Other stakes (SDG's approach) :



Company approach

Nalys has set-up different committees ...:

- *Wellbeing / work life balance:* guarantee better working conditions, improve motivation/membership/loyalty
- *Grow together:* structure skills development (knowledge management / training management) and improve visibility on career path
- *Respect (ethic & transparency):* ensure efficient data management (confidentiality, safety), develop tools to manage "client pressure on ethic topics"
- *Decide together:* align individual behaviors with Nalys medium-term strategy, integrate CSR in company internal processes
- *Environmentally friendly:* act for environment to obtain better employee involvement and improve the company's reputation

... each committee being structured to deliver results :

- A sponsor belonging to company top-management
- Dedicated resources (on a part-time basis)
- A 2021-2022 action plan, with objectives and key performance indicators

KPI examples

Knowledge management	Number of key & specific knowledge at group level
Working conditions	Nalys « Mood score » HR Barometer (gender, seniority, turnover/status)

Food for thoughts

How do we create an environment in which our people can work at their natural best ?



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