



**ONEXECUTIVE**

*fitting your culture and values*

**IMPACT REPORT  
2021**

**ONEXECUTIVE SRL  
Benefit Corporation**

# **INTRODUCTION**

## **Sustainability is in the DNA of Onexecutive**

Since its inauguration, Onexecutive has strived to contribute to the definition of a new business model capable of truly generating shared, long-lasting prosperity both for the organisation and for its managers.

## **Purpose of common benefit**

### **SUPPORTING THE DIFFUSION OF A SUSTAINABLE APPROACH**

In order to maximise the value attitude and talents of candidates during the process of personnel search and selection, Onexecutive is committed to stimulating, nurturing, and improving the focus of the 'Client Organisation' towards social and environmental issues, identifying the best 'sustainable skills' for the Client and promoting the inclusion not only of 'Sustainability Managers' but also of people who have a 'wide-ranging sensitivity' on the subject of sustainability in its broadest sense.

### **DIVERSITY**

To bring to the market inclusive vision and sensitivity as a generator of value, Onexecutive undertakes to activate projects, processes and initiatives aimed at highlighting the importance of 'gender diversity' in the organisational design of corporate governance, also promoting optimal conditions for the inclusion of people who embody personal ordeal or disadvantage in economic, cultural, and social terms.

### **COMMUNITY SUPPORT**

To contribute to the development of a prosperous and sustainable economy in which individuals and businesses are the driving force for regenerative processes, Onexecutive undertakes to support individuals, businesses, communities, associations, and public and private bodies that have aims and purposes similar or in any case synergic with its own.

### **PROMOTION OF COMPANY WELL-BEING**

To make participation in the activities of the business rewarding for all those who are part of the company, whether as employees or otherwise involved, Onexecutive is committed to creating the best possible conditions to favour value-added personal, social and economic collaborations, creating motivating and satisfying engagement through daily wellbeing of the individual and the workplace.



## PURPOSE OF COMMON BENEFIT

### Supporting the diffusion of a sustainable approach

In order to maximise the value attitude and talents of candidates during the process of personnel search and selection, Onexecutive is committed to stimulating, nurturing, and improving the focus of the 'Client Organisation' towards social and environmental issues, identifying the best 'sustainable skills' for the Client and promoting the inclusion not only of 'Sustainability Managers' but also of people who have a 'wide-ranging sensitivity' on the subject of sustainability in its broadest sense.

### THE TRANSVERSALITY OF SUSTAINABLE CULTURE

Sustainability through the dissemination of a new approach to business, applied to the community and experienced within the organisation.

| Actions  | KPI   | Progress to date | Objective | Attainment of objective |
|--|---|------------------|-----------|-------------------------|
| Sustainable Skills - Identification of the manager's specific skills in sustainability matters | Semi-structured interview model - Creation of a semi-structured interview model for the assessment of the skills in question. The interview underwent testing during the last four months of 2021 | 50               | 100       | 50                      |
| Skills Model - Assessing the sustainable skills of Managers                                    | Creation of the Model - Creation of a Management sustainability skills mapping model  | 100              | 100       | 100                     |
| Application - Application of the constructed skills model                                      | Dissemination of the Model - Application proposal of the model in Sustainability Manager and frontline research   | 0                | 100       | 0                       |



# PURPOSE OF COMMON BENEFIT

## Diversity

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| Actions  | KPI  | Progress to date | Objective | Attainment of objective |
|--|--|------------------|-----------|-------------------------|
| Gender Diversity - Short-list presentation sorted by gender                                  | Female candidates - Include in the company presentation at least one female candidate, where available on the market. Normal activity, already present: in definition mode to collate numbers  | 5                | 5         | 100                     |
| Disadvantaged people - Inclusion of disadvantaged people in the search and selection process | Subjects belonging to disadvantaged categories or temporarily unemployed subjects - Evaluation during the selection process if the opportunity arises and, where possible, inclusion in the short lists of subjects belonging to disadvantaged categories or temporarily unemployed. Already part of our approach, in the process of defining assessment metrics for the item. | 3                | 3         | 100                     |
| Board - Encouragement for the inclusion of 'pink quotas' on Boards                           | Board - Market research to find female candidates and their evaluation for Board membership  | 50               | 100       | 50                      |



# PURPOSE OF COMMON BENEFIT

## Community support

To contribute to the development of a prosperous and sustainable economy in which individuals and businesses are the driving force for regenerative processes, Onexecutive undertakes to support individuals, businesses, communities, associations, and public and private bodies that have aims and purposes similar or in any case synergic with its own.

| Actions  | KPI   | Progress to date | Objective | Attainment of objective |
|--|---|------------------|-----------|-------------------------|
| Disadvantaged - Support of associations that support the care and treatment of disadvantaged individuals or situations                   | Local and non-local community - Identification of entities to support in the local and non-local community. Always been active        | 100              | 100       | 100                     |
| Feed - Supporting international plans and projects to eradicate hunger   | Entities to support - Identification and choice of entities to support with identification of priorities. Already in action for years | 100              | 100       | 100                     |
| Support for disadvantaged situations - Support for disadvantaged communities with the purchase of school equipment and basic necessities | Disadvantaged communities - Identification and selection of entities to support in order of priority. Always been in action           | 100              | 100       | 100                     |



# PURPOSE OF COMMON BENEFIT

## Diffusion of company well-being

To make participation in the activities of the business rewarding for all those who are part of the company, whether as employees or otherwise involved, Onexecutive is committed to creating the best possible conditions to favour value-added personal, social and economic collaborations, creating motivating and satisfying engagement through daily wellbeing of the individual and the workplace.

| Actions  | KPI   | Progress to date | Objective | Attainment of objective |
|--|---|------------------|-----------|-------------------------|
| Organisational Review - reviewing the internal organisation in order to improve well-being   | Redefining roles - Redefining corporate roles with the aim of building a healthy, inclusive, and welfare-generating organisation. Ongoing                   | 50               | 100       | 50                      |
| Flexibility - Flexible management of personal issues in working hours  | Leave for visits or personal situations - The employee/colleague, regardless of holiday and leave consumption, is granted time to deal with personal issues | 100              | 100       | 100                     |
| Involvement - Employees and collaborators are involved both in day-to-day business and in activities of a more lateral nature (charity...) | Information Sharing - Organisation of regular update meetings   | 80               | 100       | 80                      |



# IMPACT MEASUREMENT

## Measurement according to BIA

- **TOTAL SCORE: 80.6**
- GOVERNANCE SECTION SCORE: **18.1**
- WORKERS SECTION SCORE: **28.3**
- COMMUNITY SECTION SCORE: **19.3**
- ENVIRONMENT SECTION SCORE: **10.9**
- CUSTOMERS SECTION SCORE: **3.8**



# CONCLUSION

## **Onexecutive is for the Sustainable Evolution of Managers and Corporate Organisations, and B Corp Certification**

In 2020, Onexecutive began its journey towards B Corp certification, issued by B Lab Europe, which certifies that companies operate in accordance with the highest standards of social and environmental performance.

In August 2021, Onexecutive achieves the first milestone on its 'benefit journey': a change of its Articles of Association into a Benefit Corporation, to better identify those objectives and actions that are, in part, already present in its way of working.

In the last four months of 2021, various activities were set in motion to be developed during 2022 with the goal of achieving B Corp certification, pursuing the principle that, as an executive search company, we consider sustainability a cornerstone of our work, and operate with the aim of creating a positive impact on people, the environment, and the market.



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