






Our People

All data below includes NIBC's international offices, unless specified otherwise.

	Our People	2016	2015	2014
	Number of employees			
	Total number of employees (FTE)	704	644	637
	Change from prior year (%)	+ 9%	+ 1%	+ 7%
	Employees by location			
	Amsterdam	13%	-	-
	Brussels	1%	1%	2%
	Frankfurt	12%	16%	16%
	London	5%	6%	5%
	The Hague	69%	77%	77%
Employees by type of contract				
Permanent/indefinite contract	95%	94%	89%	
Temporary contract	5%	6%	11%	
Full-time/part-time				
Full-time	79%	78%	77%	
Part-time	21%	22%	23%	
Employee turnover				
Joiners	24.3%	15.2%	19.7%	
Leavers	14.9%	15.2%	13.2%	
Top Management	2016	2015	2014	
Women in top management	9%	10%	12%	
Men in top management	91%	90%	88%	
	Diversity	2016	2015	2014
	Employees by gender			
	Female	27%	30%	29%
	Male	73%	70%	71%
	Employees by age			
	≤29 year	15%	18%	17%
	30≤39	28%	30%	33%
	40≤49	33%	32%	33%
	50≤59	19%	16%	14%
	≥60	5%	4%	3%
Compliance				
Incidents of discrimination	0	0	0	
	Training and education	2016	2015	2014
	Training and education			
	Training expenses per employee (EUR)	2,070	2,540	1,759
	Change from prior year (%)	- 19%	+ 44%	- 10%
	Health and safety	2016	2015	2014
	Occupational health and safety			
	% of employees covered by formal joint management-worker health and safety committee	100%	100%	100%
	Number of onsite injuries, deaths	0	0	0
	Absenteeism			
	Sickness rate (average % of workforce) *	2.4%	2.1%	2.1%
	Frequency	0.97%	1.05%	1.13%
*data for prior years for The Hague office only				
	Engagement	2016	2015	2014
	Employee engagement			
	Overall engagement score	80%	84%	85%
Response rate	71%	75%	80%	