

Sustainability Plan

2026-2028

MVIdee Foundation



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1. Introduction & Purpose

Since its establishment in 2023, MVIdee Foundation has operated within national and European cooperation frameworks, implementing youth mobility projects, community-based initiatives, training, workshops, and educational activities. As the organisation has grown in scope and responsibility, the need has emerged to articulate a clearer and more structured approach to sustainability.

This Sustainability Plan (2026–2028) formalises MVIdee's commitment to responsible organisational practice. It provides a transparent reference framework for how sustainability considerations are integrated into project design, operational decision-making, governance practices, and everyday working methods.

The plan has been developed with the context of European cooperation programmes and partnerships, where sustainability increasingly forms a core priority. Our Sustainability Plan also supports alignment with relevant European and national sustainability developments, while remaining proportionate to the organisation's capacity and operational reality.

Sustainability within MVIdee is understood as an ongoing and evolving process rather than a fixed achievement. The organisation seeks to act consciously and responsibly in its choices, while acknowledging practical limitations and resource constraints. This plan therefore establishes guiding principles and structured areas of action, without introducing disproportionate administrative or technical requirements.

This Sustainability Plan applies to the period 2026–2028. It functions as a living document and will be reviewed annually to ensure continued relevance and alignment with organisational development, partnership contexts, and evolving sustainability priorities.

2. Organisational Context & Scope

MVIdee Foundation implements a range of activities including youth exchanges and mobilities, workshops, trainings, seminars, local community initiatives, outreach activities, and thematic projects developed independently or in cooperation with partners. Activities are delivered onsite, online, and in hybrid formats, depending on context and objectives.

Some of these initiatives are carried out within European cooperation frameworks, including EU-funded programmes, while others are initiated and implemented at local or national level. In addition, MVIdee regularly participates in conferences, study visits, networking events, and capacity-building activities that contribute to its organisational development.

This Sustainability Plan applies to all activities coordinated and implemented by MVIdee where organisational choices influence resource use, travel, event organisation, communication practices, and working methods. The plan therefore covers both externally funded projects and self-initiated initiatives.

The scope of this plan includes internal organisational practices relevant to sustainability, such as digital working methods, governance processes, knowledge-sharing practices, and operational coordination. While MVIdee Foundation promotes Sustainability in its activities and work practices, the impact of the Sustainability Plan does not reflect private lifestyle choices of staff, volunteers, or participants, nor does it seek to calculate or quantify environmental impact through technical measurement systems such as carbon footprint analysis.

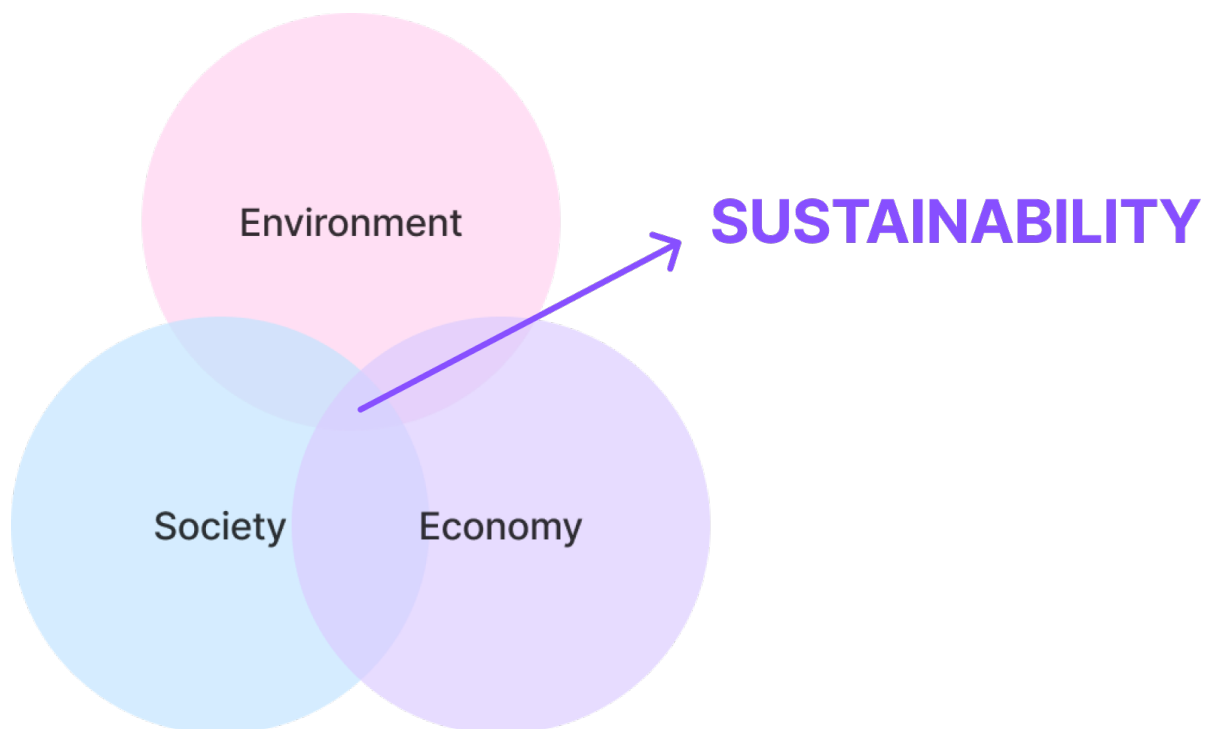
By defining this scope clearly, MVIdee ensures that sustainability considerations remain relevant and practical to its actual activities and responsibilities.

3. Sustainability Framework & Principles

For MVIdee, sustainability refers to a self-initiated approach to making responsible organisational and project-related choices. It reflects an internal commitment to act consciously and realistically in how activities are thought through, planned, and executed rather than a fixed standard or compliance-based requirement.

Sustainability within MVIdee functions both as a guiding mindset and as a practical thinking framework. It supports decision-making in concrete situations by encouraging reflection on available options and potential impacts. In this sense, sustainability acts as a reference point when designing projects, organising activities, and managing internal working practices, rather than as a set of rigid rules.

MVIdee recognises sustainability as a multidimensional concept encompassing environmental, social, and organisational aspects. These dimensions are acknowledged across the organisation's work, while the level of focus and depth applied to each may vary depending on relevance, context, and capacity. This approach allows sustainability considerations to remain proportionate and meaningful within different types of activities. This approach is informed by ongoing awareness of national and European sustainability developments.



The sustainability framework is guided by a set of principles intended to support responsible decision-making while allowing flexibility. These principles are applied with the understanding that project contexts, partnerships, funding conditions, and practical constraints may differ. Where trade-offs are necessary, decisions are made consciously and transparently, with sustainability considerations taken into account alongside other operational factors.

Through this framework, MVIdee seeks to integrate sustainability into its everyday practice as an ongoing process of reflection and improvement, rather than as a fixed or prescriptive model.

4. Environmental Sustainability

MVIdee recognises that its activities - particularly youth mobility, project meetings, workshops, and events - carry an environmental dimension. Environmental sustainability is therefore addressed through conscious organisational choices directly linked to the designing, planning, mobility, procurement, and resource use.

Travel and mobility

Where activities involve travel, MVIdee prioritises train travel over other modes of transport whenever feasible, particularly within the European context. Being based in the Netherlands, the organisation benefits from strong rail connections to many partner countries, enabling lower-impact mobility choices to be integrated into project planning.

Where alternative transport is necessary due to distance, cost, or time constraints, decisions are made consciously and transparently.

Digital working methods

MVIdee actively favours digital solutions over paper-based processes in its internal work and project delivery. Documentation, communication, coordination, and dissemination activities are primarily managed digitally to reduce material consumption.

At the same time, the organisation recognises that digital activities also carry an environmental footprint. Efforts are made to optimise digital storage, avoid unnecessary duplication of files, and promote efficient online collaboration practices where possible.

Materials and resource use

When organising workshops, training, and local activities, MVIdee applies a circular and resource-conscious approach. This includes reusing materials, prioritising durable and multi-use items, avoiding unnecessary purchases, and limiting waste generation. Where feasible, locally sourced and environmentally responsible products are preferred, taking into account accessibility and budget constraints.

Where materials are produced for specific activities - including promotional or visibility materials - the organisation seeks, where possible, to design them in

ways that allow continued use beyond a single project cycle. This reflects a gradual shift from short-term consumption toward more regenerative and long-term thinking in resource planning and material use.

Catering and event organisation

In the context of events and project activities, MVIdee makes deliberate catering choices, including the provision of vegetarian and vegan options. Where possible, local suppliers and seasonal products are prioritised to reduce environmental impact while maintaining accessibility and inclusivity for participants.

Through all above-mentioned these practices, MVIdee aims to reduce the environmental impact of its activities in ways that are practical and aligned with its operational capacity. The organisation focuses on responsible decision-making rather than technical measurement systems, while remaining open to gradual improvement throughout the 2026–2028 period.

5. Social Sustainability

MVIdee understands social sustainability as an integral part of responsible organisational practice, initiatives, and project delivery. It is approached with the same level of importance as environmental sustainability, reflecting the organisation's commitment to inclusion, equality, physical and mental wellbeing, and meaningful participation across all activities.

Social sustainability within MVIdee encompasses principles such as inclusion and equal access, gender equality, safeguarding, youth participation, empowerment, and non-discrimination. These principles inform how activities are being designed, later on facilitated, and then evaluated, ensuring that diverse perspectives and needs are considered throughout project implementation.

The practical implementation of social sustainability is supported through dedicated organisational policies and practices that guide work across different contexts and activities. These policies provide the primary framework for addressing social sustainability in a structured and responsible manner, while this Sustainability Plan serves to contextualise their role within the organisation's broader sustainability approach.

In practice, social sustainability is reflected in how MVIdee creates inclusive learning environments, where active participation and shared leadership are being supported, and prioritises safe and respectful engagement in both local and international settings. It is also reflected in the organisation's attention to accessibility and participant wellbeing when planning activities, workshops, mobilities, etc..

Through this approach, MVIdee seeks to ensure that social sustainability is embedded consistently across its work, while remaining aligned with existing policies, organisational capacity, and the specific contexts in which activities take place.

6. Organisational & Governance Sustainability

MVIdee understands organisational and governance sustainability as the ability to operate responsibly and consistently over time, while maintaining continuity in its activities and partnerships. This includes ensuring that organisational practices support stable project delivery, shared responsibility, and resilience in changing contexts.

Organisational sustainability within MVIdee is supported through a governance approach that combines leadership oversight with shared responsibility across the organisation. While strategic direction and accountability are held at organisational level, staff members are encouraged to actively contribute to project development, implementation, and coordination within their respective roles. This approach supports ownership, responsibility, continuity across activities.

To strengthen resilience and reduce dependency on individual roles, MVIdee promotes knowledge sharing and cross-functional understanding within the team. Team members are encouraged to become familiar with different stages of project and initiative development and implementation, enabling others to step in where needed and ensuring that projects and initiatives can continue effectively even when responsibilities shift or change.

Adaptability is embedded in organisational practices through flexible and ergonomic working methods that support collaboration and learning across projects and partnerships. These practices allow MVIdee to respond to evolving project requirements while maintaining responsible internal coordination and delivery standards.

Through this governance approach, MVIdee seeks to ensure that organisational sustainability supports both the quality of its work and the long-term ability of the organisation to fulfil its mission within its operational capacity.

7. Implementation Approach

This Sustainability Plan is used as a practical reference throughout the organisation, including at the initial stages of developing projects and activities. It supports the team in keeping sustainability considerations visible and integrated into decision-making, rather than treating them as an afterthought or separate process.

Implementation of the Sustainability Plan is supported through a combination of leadership oversight and shared responsibility across the team. While organisational leadership ensures that sustainability considerations remain aligned with overall direction and priorities, all team members are encouraged to engage with the plan within their respective roles.

Sustainability considerations are applied across different stages of work, including planning, implementation, and reflection. During planning phases, the plan informs choices related to travel, materials, working methods, and activity design. During implementation, it serves as a reference point for practical decisions as activities unfold. Reflection after activities allows the organisation to assess what worked well, as well as identify challenges, and apply lessons learned to future work.

The implementation of this plan follows a semi-formal approach. Sustainability is considered in team discussions, planning processes, and internal coordination, without introducing rigid procedures or additional administrative burdens. This approach allows sustainability to remain embedded in everyday practice while remaining proportionate to organisational capacity.

By combining practical application with reflection and learning, MVIdee aims to ensure that sustainability is not only planned for, but also continuously improved through experience over the one-year period covered by this plan.

8. Review and Update

This Sustainability Plan applies to the period 2026–2028 and is intended as a practical and living document. Its implementation and relevance are reviewed on an annual basis, taking into account organisational capacity, as well as operational experience, and evolving project contexts.

The review of the Sustainability Plan is carried out with organisational oversight to ensure alignment with MVIdee's activities and governance practices. Updates may be made where necessary to reflect changes in activities, priorities, or organisational capacity.

In addition, MVIdee continuously seeks to improve operational efficiency and remains attentive to relevant sustainability developments at local, national, and European level. The organisation stays informed about evolving policy frameworks and sector-wide discussions related to sustainability and responsible organisational practice, including national developments such as the Dutch Klimaatakkoord and broader European sustainability and circular economy initiatives. Where relevant and proportionate to its capacity, insights from these developments are reflected in internal planning and decision-making processes.

This Sustainability Plan was developed and adopted in February 2026 and is scheduled for a comprehensive review in 2028.