



Best Workplaces™ Magazine 2023



"The 40 Best Workplaces of 2023 have created an organizational culture in which psychological safety is number one. An important topic given current issues such as fear cultures, transgressive behavior and burnouts.

Our list is based on feedback from all employees through the Trust Index™ employee survey. These 40 organizations should be very proud of this award and it promises to be a tremendous starting point for even greater success.

This year we presented the awards during Walk Your Talk, an inspiring and activating route through Utrecht, to collectively call attention to a positive workplace for all. Because it is time that every employer creates a safe work culture. The 40 Best Workplaces are frontrunners in this and show how it can be done."



René Brouwers
CEO at Great Place To Work the Netherlands

327

organizations have participated in the Great Place To Work survey

225

organizations have earned the title of Great Place To Work-Certified™

187

organizations have applied for the Best Workplaces 2023

40

organizations made the list of Best Workplaces 2023



About the Best Workplaces™

For the 21st time we are announcing the 40 Best Workplaces in the Netherlands: these are the leaders in the field of being a good employer.

The list of Best Workplaces is based on the Trust Index employee survey. For multinationals, the Culture Audit also counts. The ranking is based on the Great Place To Work For All formula. The list consists of four categories: small, medium, large and multinational. For each category, we announce a top 10.

To participate, the following conditions apply:

- A minimum of 20 employees
- A score of 70% or higher on the Trust Index employee survey
- Culture Audit (only for multinationals)

A place among the Best Workplaces

The first step towards a place on the Best Workplaces list is certification. For this, you need a score of at least 70% on the Trust Index, our employee survey that measures trust, pride and camaraderie in your organization.

[Learn more about certification](#)

These are the **Best Workplaces** 2023

Small (20-49 employees)

- 01 Summiteers
- 02 TRES
- 03 Moneybird
- 04 Derksen & Drolsbach
- 05 Finest People
- 06 Whyellow
- 07 Republiq
- 08 Anderis Software Testing
- 09 CruiseOnline.com Group BV
- 10 AtriCure

Medium (50-250 employees)

- 01 Blue Bricks
- 02 Mobilee
- 03 McCoy
- 04 Nextview
- 05 Bizzomate
- 06 Werkis
- 07 YaWorks
- 08 Werkmandejong
- 09 ICM opleidingen & trainingen
- 10 Kaartje2go

Large (+250 employees)

- 01 AFAS Software
- 02 Univé Dichtbij
- 03 Incentro
- 04 Sendcloud
- 05 AFTER'S COOL
- 06 Coöperatie Univé
- 07 MB-ALL
- 08 IG&H
- 09 Actief Werkt!
- 10 buro Nexus

Multinationals

- 01 Salesforce
- 02 Atlassian
- 03 DEPT®
- 04 Hilti
- 05 Hays
- 06 AbbVie Nederland
- 07 HelloFresh Benelux
- 08 Hilton
- 09 Stryker
- 10 Synchro

Small

Discover the top 10 out of 69 participants

Great Place To Work®
Best Workplaces Magazine 2023



Summiteers

Small: 20-49 employees



#1 Summiteers



#2 TRES



#3 Moneybird



#4 Derksen & Drolsbach



#5 Finest People



#6 Whyellow



#7 Republiq



#8 Anderis



#9 CruiseOnline.com



#10 AtriCure

Want to know more? Click on the image to learn more about this organization.

Medium

Discover the top 10 out of 74 participants

Great Place To Work®
Best Workplaces Magazine 2023



Blue Bricks



#1 Blue Bricks



#2 Mobilee



#3 McCoy



#4 Nextview



#5 Bizzomate



#6 Werkis



#7 YaWorks



#8 Werkmandejong



#9 ICM opleidingen & trainingen



#10 Kaartje2go

Want to know more? Click on the image to learn more about this organization.

Discover the top 10 out of 17 participants

Large



Large: +250 employees



#1 AFAS Software



#2 Univé Dichtbij



#3 Incentro



#4 Sendcloud



#5 AFTER'S COOL



#6 Coöperatie Univé



#7 MB-ALL



#8 IG&H



#9 Actief Werkt!



#10 buro Nexus

Want to know more? Click on the image to learn more about this organization.

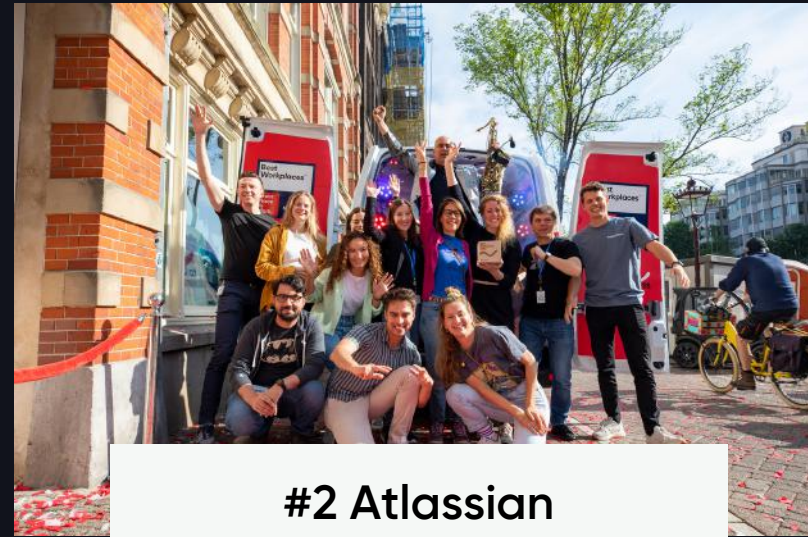
Multi-national

Discover the top 10 out of 27 participants





#1 Salesforce



#2 Atlassian



#3 DEPT®



#4 Hilti



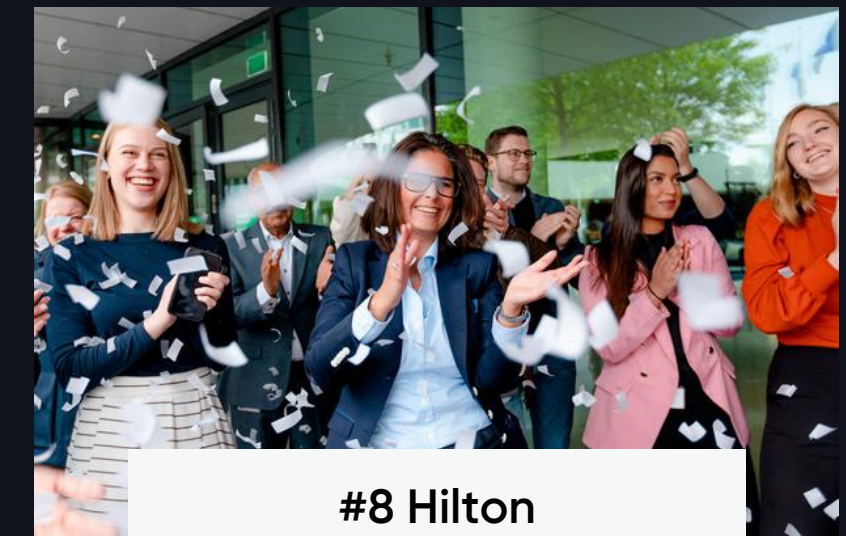
#5 Hays



#6 AbbVie Nederland



#7 HelloFresh Benelux



#8 Hilton



#9 Stryker



#10 Synchro

Want to know more? Click on the image to learn more about this organization.

This is how the Best
Workplaces **make a**
difference

This is how we measure good employership

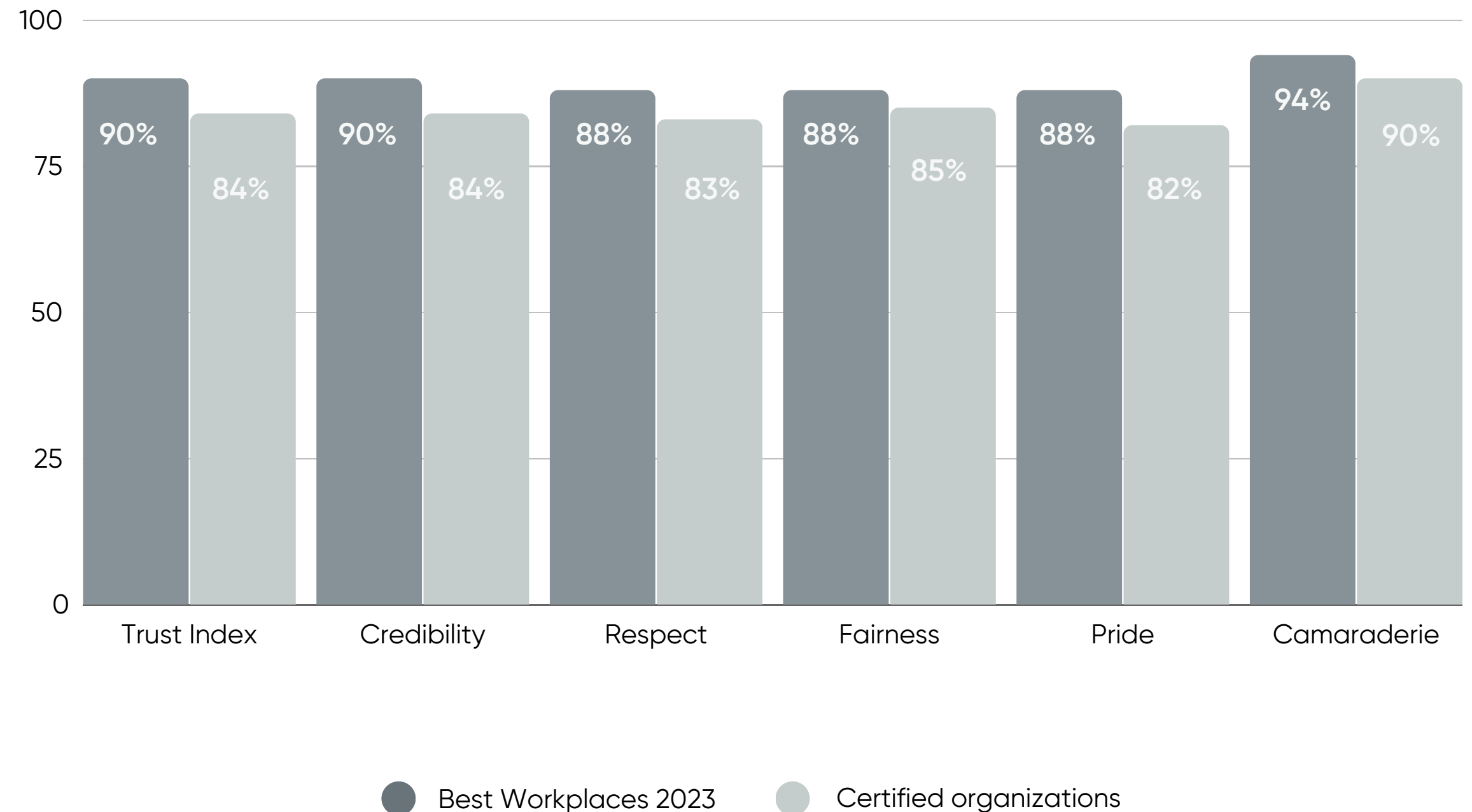
The Best Workplaces Awards are based on the Trust Index employee survey.

The chart shows the Trust Index scores of the 40 Best Workplaces compared with the scores of 225 certified organizations.

The Trust Index is the average of the 60 statements of the survey.

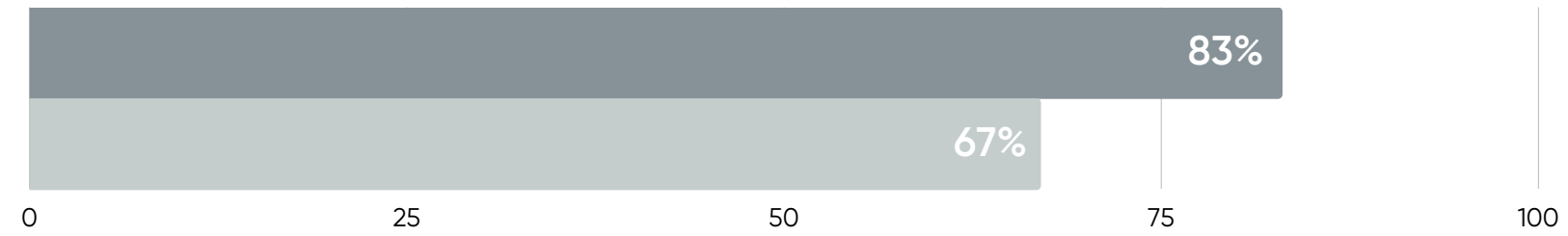
In particular, the Best Workplaces make a difference on credibility, respect and pride.

[Learn more about the Trust Index](#)

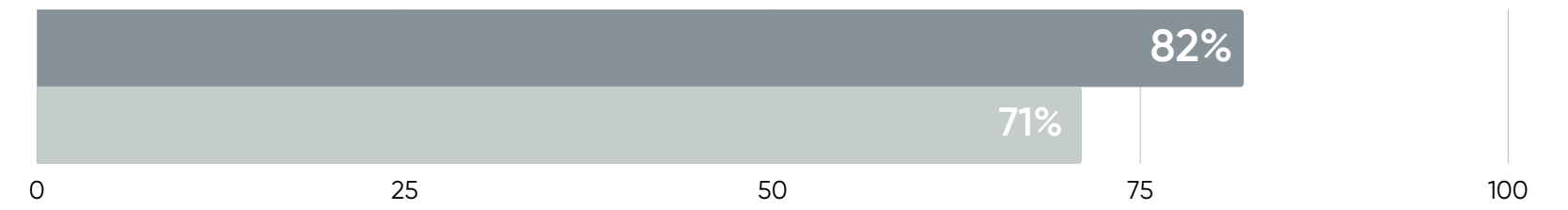


How do Best Workplaces make a difference? Here are the 5 focus areas:

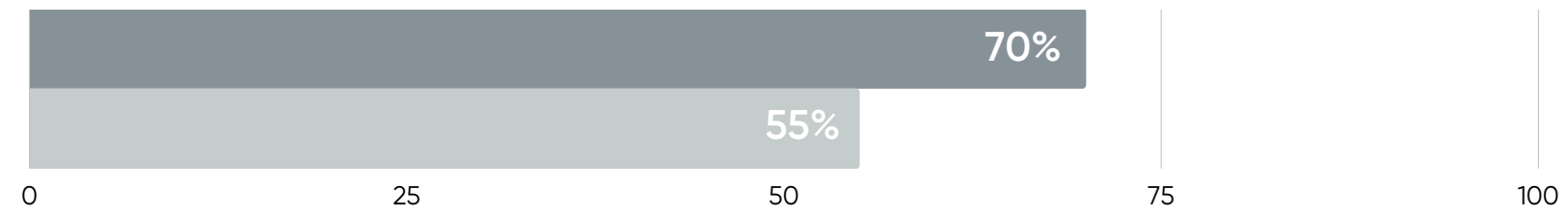
1. Management makes its expectations clear



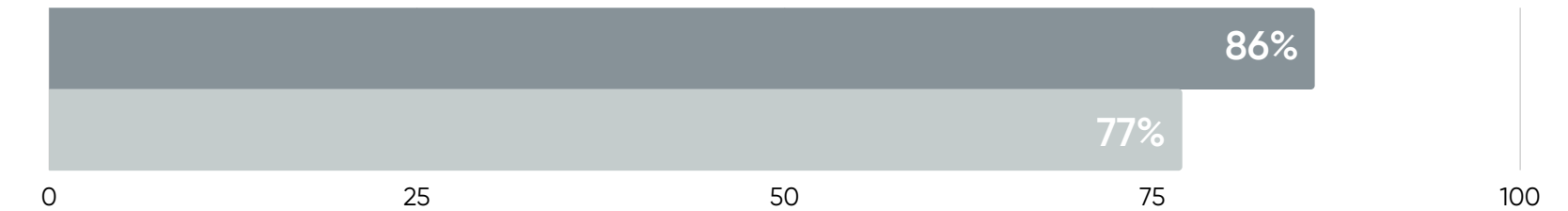
4. Management involves people in decisions



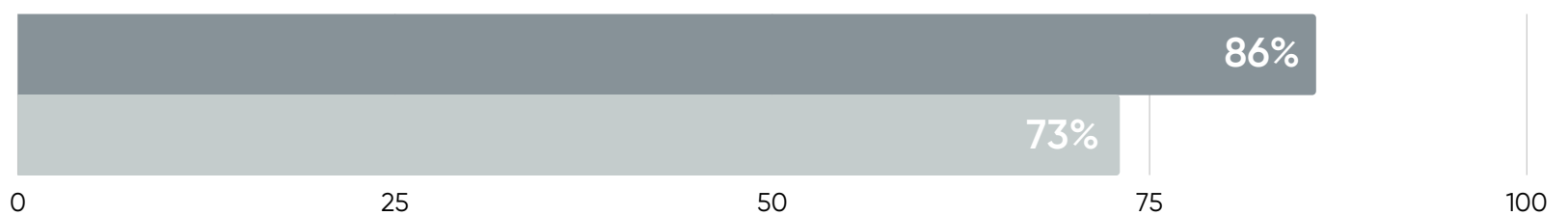
2. We have special and unique benefits here



5. Management shows appreciation for good work and extra effort.



3. Management has a clear view of where the organization is going



Compared to the Netherlands on average

If we compare the average Trust Index scores of the Best Workplaces with the Dutch average, we see the biggest differences on:

- Integrity of leadership (+44)
- Employee engagement (+41)
- Communication from leadership (+36)

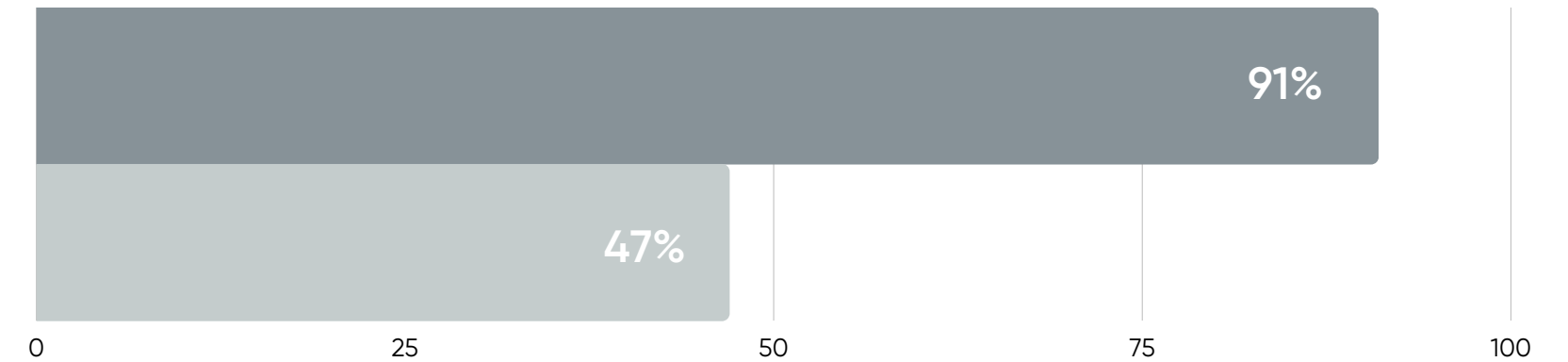
About this group

The average of the Netherlands is based on Great Place To Work research among 850 respondents. According to this group, the average Dutch organization scores 58% on the Trust Index.

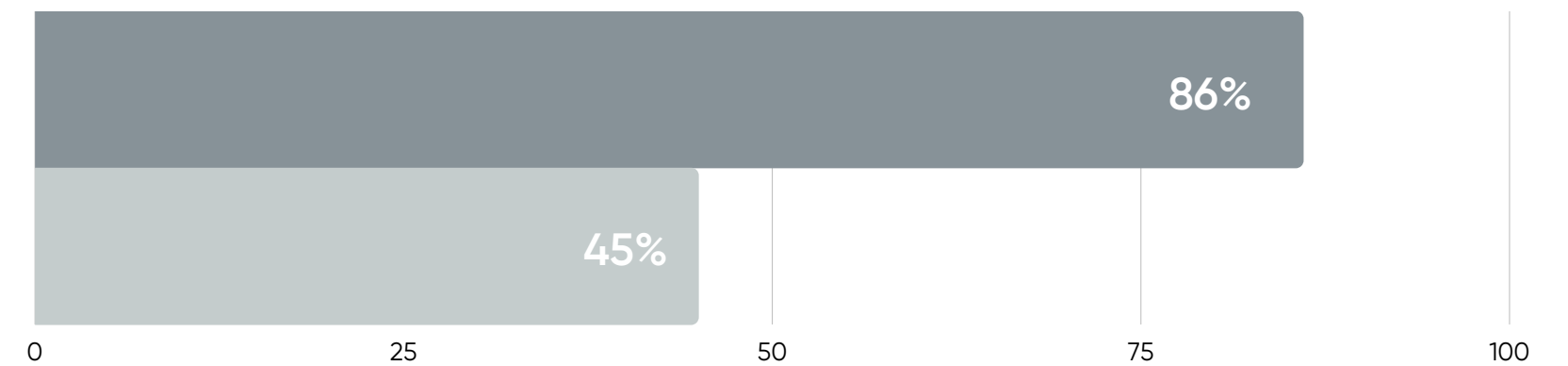
Curious about all research insights? Send Anouk an email, so she can send you the English version of the research report.

[Send an email to Anouk](#)

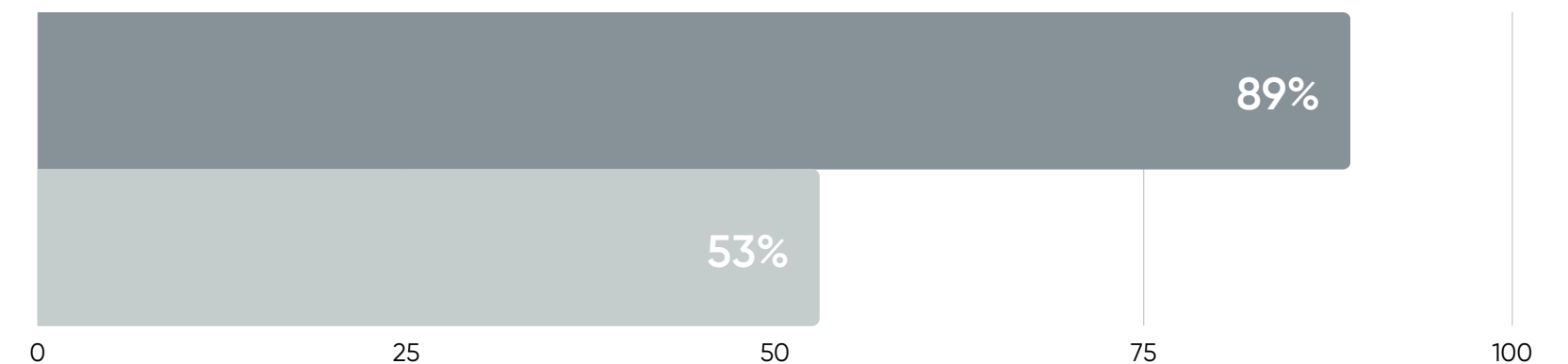
Integrity of leadership (+44)



Employee engagement (+41)



Communication from leadership (+36)



Compared to organizations that did not make the list

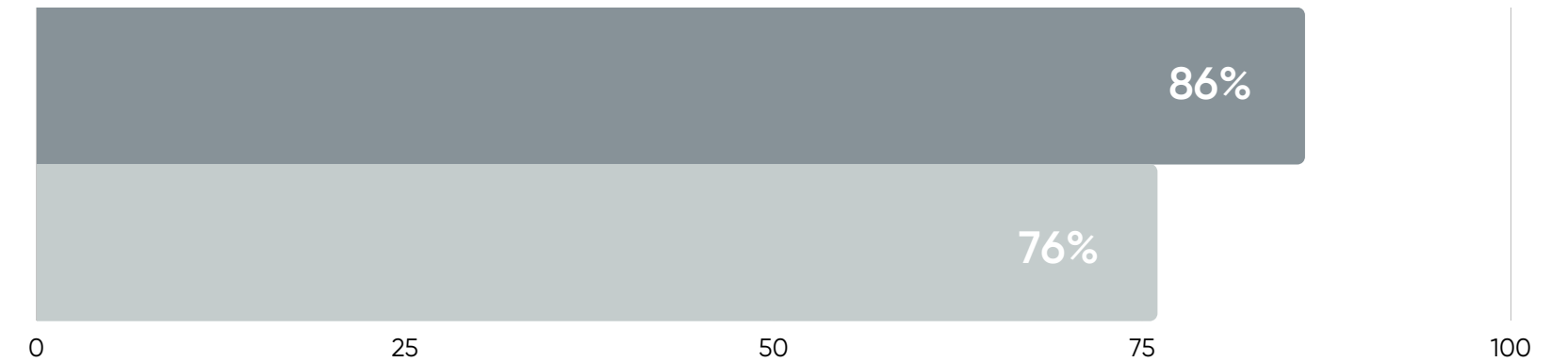
If we compare the average Trust Index scores of the Best Workplaces to the average of the organizations that did not make the list, we see the biggest differences on:

- Engaging employees (+10)
- Communication from leadership (+9)
- Feeling proud of the team (+9)

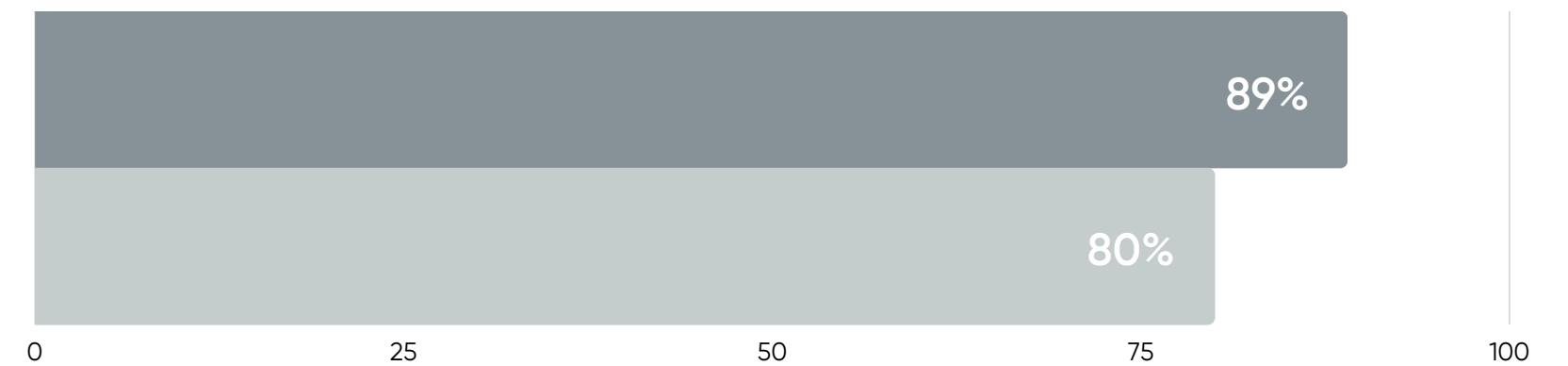
About this group

In 2022-2023, a total of 187 organizations participated in the Best Workplaces 2023. Of those, only 40 organizations made the list. Thus, this group consists of 147 organizations that were certified but did not make the list.

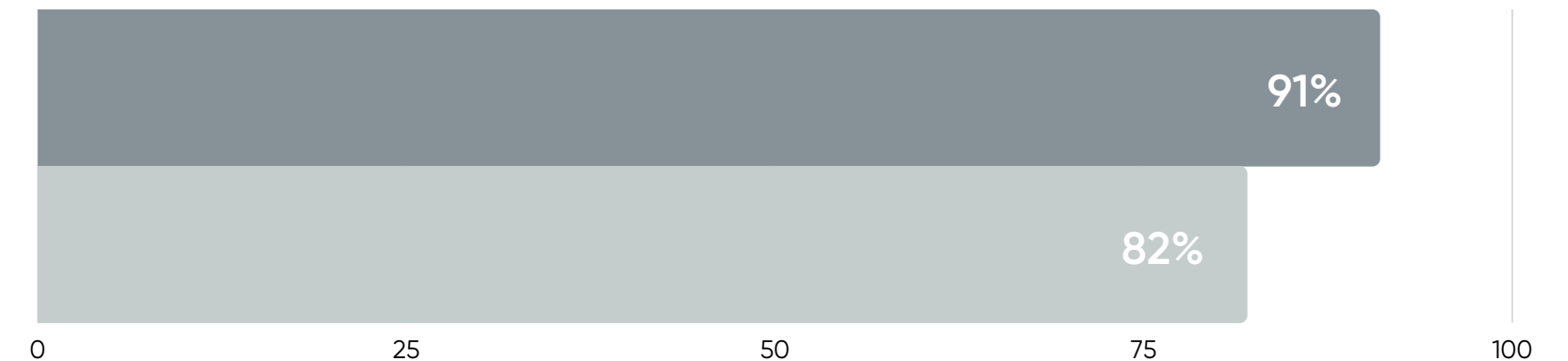
Employee engagement (+10)



Communication from leadership (+9)



Feeling proud of the team (+9)



Trust **pays off**

+1.25x

The Best Workplaces 2023 have a 1.25x greater revenue growth than organizations that did not make the list.

-1.18x

The Best Workplaces 2023 have a 1.18x lower voluntary departure rate than organizations that did not make the list.

+1.75x

The Best Workplaces 2023 attract 1.75x more applicants than organizations that did not make the list.



Will you be in this magazine next year?

The first step toward a spot on the Best Workplaces list is certification. Certification is more than just a certificate. You get reliable insights into what is going on in the workplace and practical tools to get started with your organizational culture.

This is what certification yields:

- +1.7x greater revenue growth
- +4.5x more applicants
- +1.5x more employees will recommend your organization

[Discover the criteria](#)

About us

Great Place To Work helps organizations create a culture of trust. We do this using the Trust Index, our employee survey that measures trust, pride and camaraderie in organizations. We conduct this survey annually in more than 10,000 organizations worldwide.

We know that trust is the basis for better individual performance, better team performance and better business results. Growth and innovation then follow naturally.

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