

Drops of Difference

Royal Smit & Zoon Sustainability Strategy 2030.

Our Sustainability Strategy 2030 is built on 4 pillars that address key Environmental, Social, and Governance (ESG) priorities. Each pillar includes clear commitments, measurable goals and key performance indicators (KPIs) to ensure transparency, accountability and meaningful impact. Together, these Drops of Difference guide us in fulfilling our mission: creating a sustainable leather value chain, together.



Society

Drive Industry Transformation

We catalyze positive change across the leather value chain by demonstrating thought leadership, supporting responsible materials decision making and promoting sustainable tanning.

Goals 2030

- Have a leading role in 1 industry network and /or multi-stakeholder project.
- Publish 4 high-quality, data-driven flagship publications and deliver 2 technical guest lectures for key industry stakeholders (tanneries, OEM's, brands and educational institutions).
- Demonstrate thought leadership at 2 industry events.



Solutions

Deliver Sustainable Solutions

We contribute to sustainable leather making and a circular economy by further developing and innovating our product portfolio and collaborating with our key customers using data-driven sustainability information.

Goals 2030

- Actively steer our product portfolio towards sustainable, innovative and safe solutions.
- 90% of our products are ZDHC certified at the highest conformance level.
- LCA data available for 90% of our core-range products.



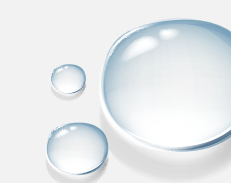
Operations

Be a World-class Manufacturer and Responsible Business Partner

We are a recognized world-class chemicals manufacturer and responsible business partner by top ratings and certifications from internationally recognized standards, continuously minimizing the footprint of our own operations, and managing the impact of our activities across our value chain.

Goals 2030

- Science-based climate targets, aligned with a 1.5°C pathway.
- All global key suppliers meet defined and recognized ESG standards and their relative contribution to our climate footprint is taken into account in the selection process.
- All sales partners meet Royal Smit & Zoon ESG standards and are engaged on key ESG topics and risks.



People

Be an attractive employer

We are recognized as an attractive employer where people feel involved and are able to develop in a fair, safe, healthy, inclusive and inspiring workplace.

Goals 2030

- All employees worldwide read, understood and trained on the Employee Code of Conduct.
- 0 Lost Time Injuries, minimized absenteeism.
- Achieve and maintain a top-industry Employee Net Promotor Score (eNPS) per entity.

