



PRESENTATION

SMELT –

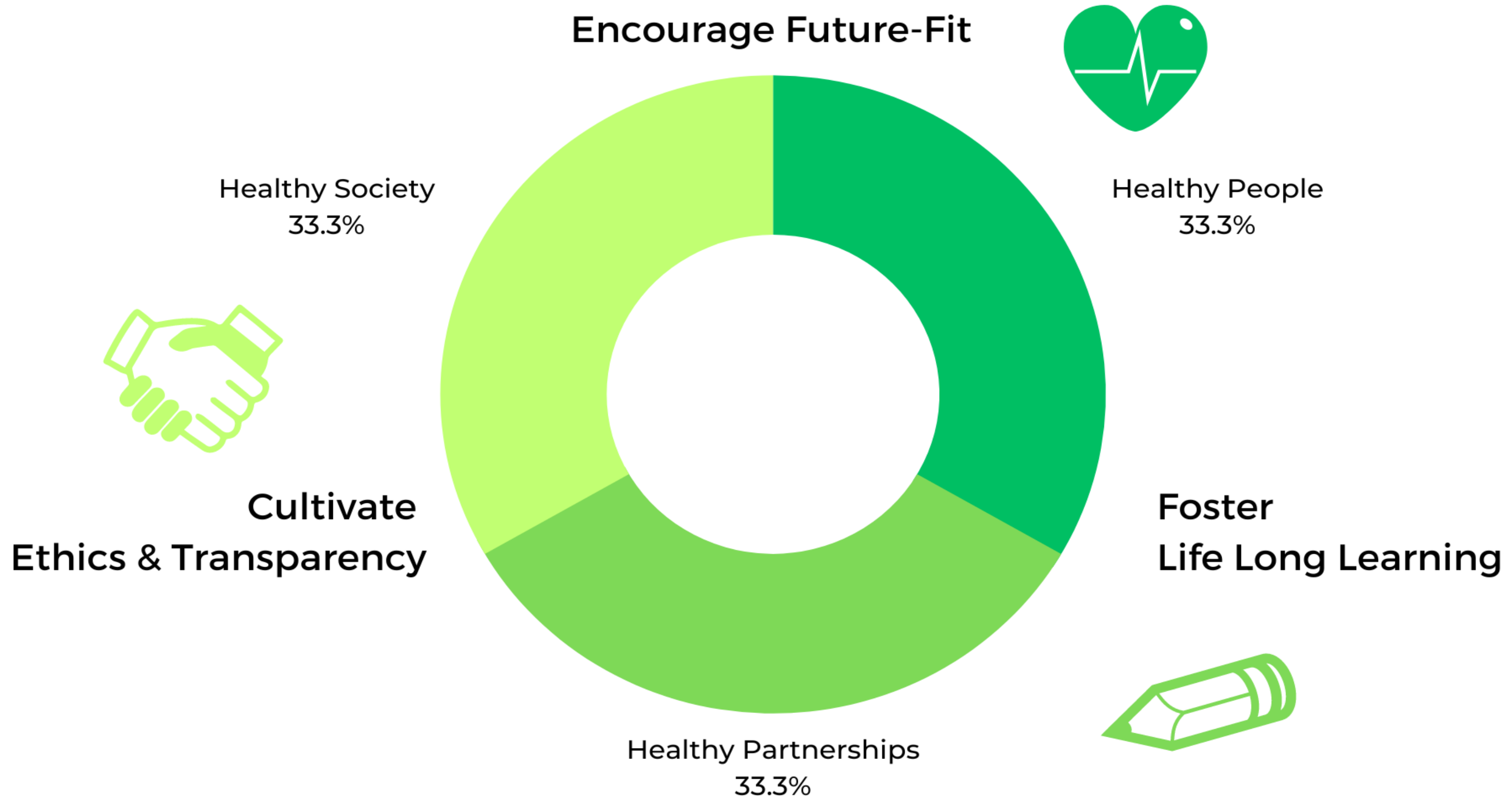
Strategic resourcing &
development partner for life
sciences

Sustainability

Strategy

January 2026

Smelt's vision on a sustainable world and how to contribute to this:



Statements

Values

We value differences.

We are committed to drive change & development.

Goals

Create an environment of safety and confidence to bring yourself to work and participate in growth.

Outcome

The health and vitality of our employees and their families is fundamental to our sustainability strategy.

Our key drivers for our goals



- 1 Contribute to sustainable growth
- 2 Connecting with people
- 3 Inclusive employment
- 4 Healthy lives and families

Sustainable economic growth

- Candidates that add value to the life sciences industry now and in the future
- We empower access to talents, HCP's, markets
- Combining human touch with technological expertise and data-driven insights

Connecting with people

- We connect with people during search, recruitment and selection, during staffing and training.
- With our personal touch and the aid of technology we aim to be present at all stages in people's careers.
- Improving their employability by coaching, training and personal support.

Responsible consumption

- Reduce waste generation
- Multi accessible office location
- Energy efficient way of working

Fostering inclusive employment

We strongly promote equal opportunities in order to maximize a strong, thriving and sustainable life sciences labor market. By investing in bias free selecting and hiring processes we endeavor equal chances and inclusion of people who experience a distance to the labor market, for instance because of gender, age, ethnicity or disability, or just because of deviant behavior and/ or thinking patterns.



Shaping the world of work

It is our mission to shape the best possible labor market situation for flex employees in life sciences. Daily we continue the dialogue with our partners to promote equal opportunities, equal rewarding and benefits and equal protection. We take action by offering training and development to improve employability and provide a platform with coaches to identify and overcome difficulties in realizing personal and familial progress, decrease stress, become fit and healthy and contribute to a better world.





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Sustainability Principles

- Applicable to all our activities
- Aware of personal & daily impact
- Concerns us all
- Cultural diversity nurtures mutual understanding



2026 Goals





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The Smelt sustainability policy will positively impact the UN's sustainable development goals.

As HR services provider, Smelt specifically contributes to five goals:

SDG 4 Quality Education

SDG 5 Gender Equality

SDG 8 Decent Work & Economic Growth

SDG 10 Reduced Inequalities



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For each SDG in our impact measurement, we define a number of indicators. The current indicators and their definitions are listed in the following overview.

SDG 4 Quality Education

- **4.1 Education through Smelt Academy – upskilling of the workforce**
 - total number of training hours registered on training in the CRM system
 - Number of trainers and experts engaged by Smelt
- **4.2 Evaluation score Smelt Academy;**
 - Average evaluation score of clients on education delivered through the Smelt Academy



SMELT

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SDG 5 Gender equality

5.1: Gender Pays gap:

- difference in gross annual salary between male and female candidates placed (by job level) over average gross annual salary male colleagues

5.2: People Engagement Index (PEI):

- PEI female candidates over PEI male candidates (by job level)

5.3: Gender diversity:

- female colleagues in the workforce over total workforce (by job level)



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SDG 8 Decent work & Economic growth

8.1 Well-being:

- Percentage of sick leave

8.2: Financial results

- Average gross annual salary growth for candidates (per job level) over the last three years
- Average growth in hourly rates for contractors (per job level) over the last three years
- Average gross annual salary growth Smelt staff



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SDG 10 Reduced inequalities

8.1 Well-being:

- Percentage of sick leave

8.2: Financial results

- Average gross annual salary growth for candidates (per job level) over the last three years
- Average growth in hourly rates for contractors (per job level) over the last three years
- Average gross annual salary growth Smelt staff



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SDG 13 Climate action

13.1 GHG emissions

- direct emissions from owned/controlled operations (tCO₂e)

13.2 Taking action on environmental impact

- Percentage of remote meetings vs live meeting
- Paper consumption on an annual basis (in kilograms)

13.2 Use of renewable electr



THANK YOU

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