



PRESENTATION

SMELT –

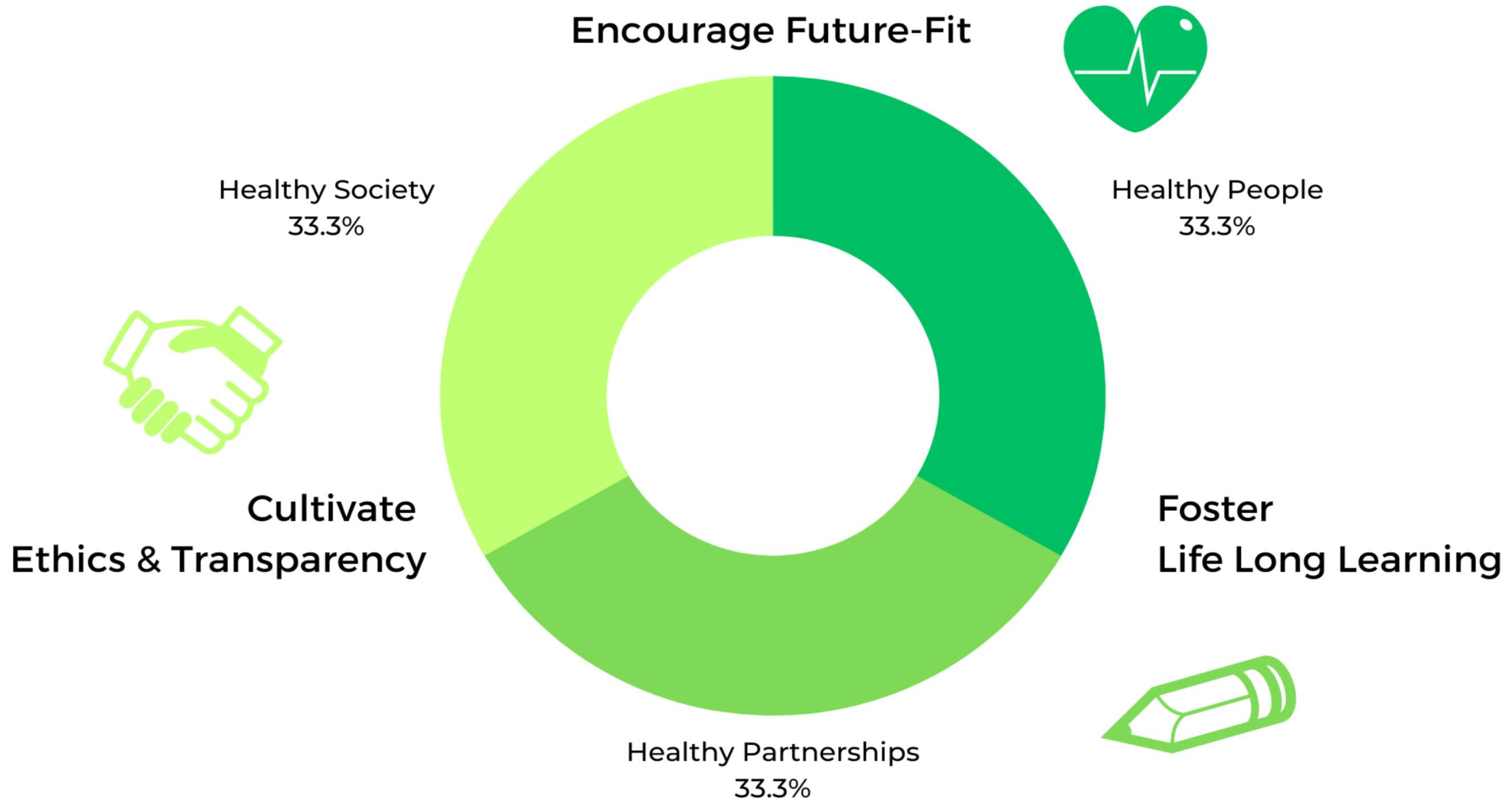
Strategic resourcing &
development partner for
life sciences

Sustainability

Strategy

May 2023

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.





SMELT

Sustainability Principles

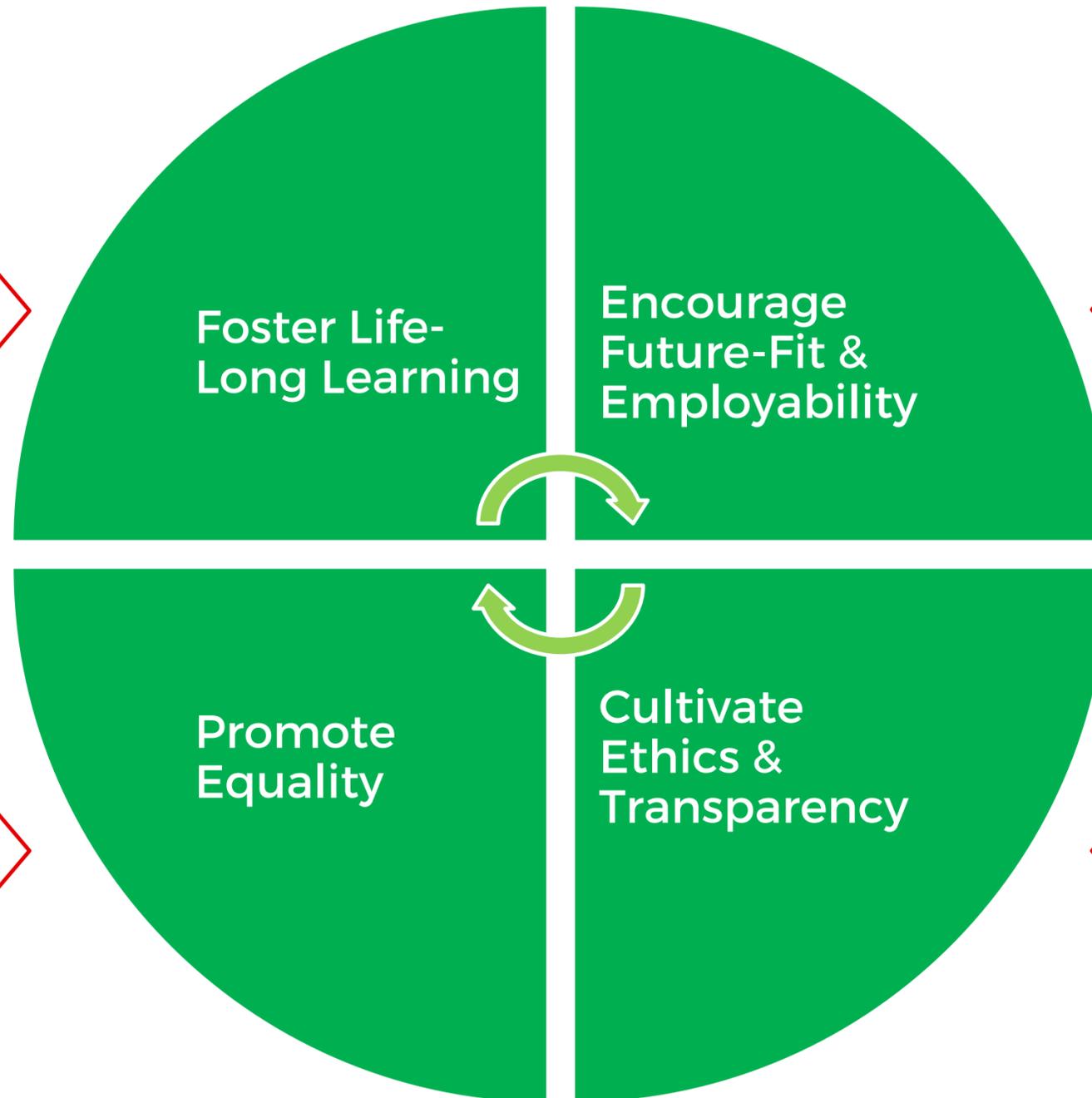
- Applicable to all our activities
- Aware of personal & daily impact
- Concerns us all
- Cultural diversity nurtures mutual understanding



2024 Goals

S M E L T

- Create new trainings for all employees
- Encourage learning together & teams from each other
- Introduce personal learning & development planning platform



- Introduce vitality programme - Healfie Future Fit for all employees
- Safety on the work floor against bullying & inappropriate behavior
- Implement working at all stages in life programme

- Support freelancers in being entrepreneur & sustainable
- Equal rights for permanent, contingent workers, payrollers
- Equal payment
- Equal opportunities for freelancers, flex-workers & payrollers

- Ethical business models
- Transparent pricing
- Promote equal chances
- Transparent behavior & communication
- Access to training 'Ethics and sharing information in life sciences' for all employees



SMELT

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

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

SDG 3 Good Health & Wellbeing

SDG 4 Quality Education

SDG 5 Gender Equality

SDG 8 Decent Work & Economic Growth

SDG 10 Reduced Inequalities

SDG 17 Partnerships for the Goals



THANK YOU

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