

A close-up photograph of green leaves, likely from a plant like a pea, with several water droplets on their surfaces. The lighting is bright, creating a vibrant green color and highlighting the texture of the leaves and the clarity of the water droplets.

TRANSFORMATION FOR GOOD

HENKEL SUSTAINABILITY MANIFESTO 2030+



IT'S UP TO US

We live in times of transformation and change - for planet and people. It is more important than ever that we act now.

We must view uncertainty as opportunity and challenge as chance. We must own our responsibility and be a leading force for good.

A woman with dark hair tied back, wearing a green jacket and a small hoop earring, is shown in profile from the chest up. She is looking towards the left of the frame with a thoughtful expression. In the bottom left corner, the top of a brown coffee cup is visible. The background is a blurred outdoor setting with green foliage and a building.

Henkel



BECAUSE

Sustainability is multifaceted, complex, and diverse. At Henkel, we are in a unique position to tackle this: we build on a long legacy of care for people and the environment. We unite consumer brands and industrial solutions. We are a global player with local roots.

WE

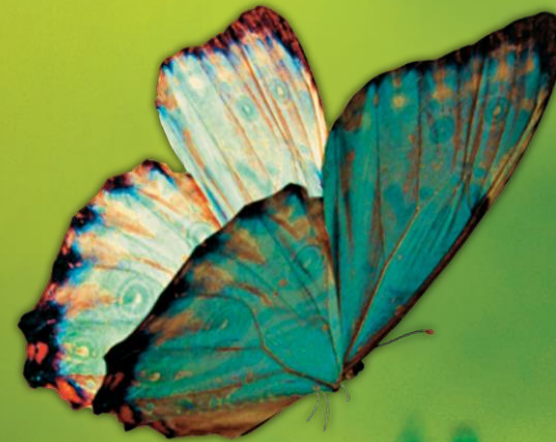
Our deep connection to science, particularly material science, lets us understand processes at their core and identify potential for change. Our unrelenting commitment to product quality and performance continuously drives our efforts. And our millions of touchpoints with consumers and customers worldwide help to scale innovative products.

CAN

FOR THE GOOD OF GENERATIONS

Our company purpose is to be **Pioneers at heart for the good of generations**. Pioneering means leading the way. Breaking new ground. And boldly striving for breakthrough solutions. That's why sustainability is at the heart of how we understand ourselves – as true pioneers.

It is also central to Henkel's vision of the future. Alongside our commitments to **innovation** and **digitalization** we believe **sustainability** is central to building competitive edge and growing our business.



Henkel



FROM ACTION, COMES **IMPACT**

It is our clear ambition to create substantial impact, for people and planet. We have already made important progress to drive efficiency, circularity and social progress. We know we must do more and we will do more. Together with our partners, we will strive to create systemic change.

We recognize this will not be an easy journey. But: we are eager to improve and pledge to continue to adapt, be agile and innovative.

Henkel



REGENERATIVE PLANET

We will enable a circular and net-zero carbon future by transforming our business, products and raw materials underpinned by science and innovation.

 CLIMATE

 CIRCULARITY

 NATURE

OUR 2030+ SUSTAINABILITY AMBITION

TRANSFORMATIONAL IMPACT FOR THE GOOD OF GENERATIONS

PRODUCTS | PEOPLE | PARTNERSHIPS



THRIVING COMMUNITIES

We will help people lead a better life through the collective strength of our business and brands by supporting inclusiveness, education and wellbeing.

 EQUITY

 EDUCATION

 WELLBEING



TRUSTED PARTNER

We will drive performance and systems change with integrity through our values-based culture, deep rooting in science and our passion for technology.

 PERFORMANCE

 TRANSPARENCY

 COLLABORATION



REGENERATIVE PLANET

We will enable a circular and net-zero carbon future by transforming our business, products and raw materials underpinned by science and innovation.

Accelerate progress on zero deforestation and use of more bio-based as well as responsibly sourced ingredients.



CLIMATE

Decarbonize our operations and raw materials on the way to a carbon neutral business.

Aim for climate-positive operations by 2030 and set a net-zero pathway for our Scope 3 emissions (in line with SBTi).

-30% CO₂ from raw materials and packaging per ton of product (2030; vs. 2017).

-100m tons of CO₂ with partners along the value chain (2016 – 2025).



CIRCULARITY

Embed circular practices in our operations, products and packaging, and enable circularity through our industrial solutions.

100% of packaging designed for recyclability / reusability by 2025.

>30% recycled plastic for consumer packaging by 2025.

Aim for circular use of production waste material by 2030.



NATURE

Protect and restore biodiversity, with focus on forests, land and water, through more regenerative ingredients and resource stewardship.

Aim for circular water use at key manufacturing sites by 2030.

-35% water consumption per ton of product (2025; vs. 2010).

100% responsibly sourced and externally assured palm (kernel) oil by 2025.



THRIVING COMMUNITIES

We will help people lead a better life through the collective strength of our business and brands by supporting equity, education and wellbeing.

Advance diversity, equity and inclusion and promote consumer awareness of the importance of sustainable consumption.

EQUITY

Strengthen Diversity & Inclusion, respect Human Rights and enhance the livelihoods of people.

Strive to achieve gender parity across all management levels by 2025.

Improve livelihoods of smallholders and protection of nature.

EDUCATION

Support lifelong learning and education of employees and communities and enable consumers to take action for sustainability.

Engage and empower 50,000+ employees to take action on sustainability.

Expand our community education programs and volunteering.

WELLBEING

Foster Health & Wellbeing of employees, partners and consumers, and help drive social progress through our brands.

Make workplaces +60% safer per million hours worked (2025; vs 2010).

Shape the future of work for our company and employees.



TRUSTED PARTNER

We will drive performance and systems change with integrity through our values-based culture, deep rooting in science and our passion for technology.

And further strengthen full traceability of key commodities as well as ESG reporting and governance.



PERFORMANCE

Deliver best-in-class product performance and chemical safety for our customers and consumers, as foundations of our business success.

Provide our customers and consumers with a comprehensive sustainability profile of our products by 2025.

Become 3 times more efficient (2030; vs. 2010).



TRANSPARENCY

Integrate sustainability in our business governance, processes and policies with transparent reporting, disclosure and engagement.

Aim for 100% transparency and traceability of palm by 2025.



COLLABORATION

Scale sustainability impact with our partners, leading to responsible business practices in our supply chains.

Commit to 100% responsible sourcing together with our partners.



REGENERATIVE
PLANET



THRIVING
COMMUNITIES



TRUSTED
PARTNER



HIGHLIGHTS 2030+



Aim for climate-positive operations by 2030
and set a net-zero pathway for our scope 3 emissions.



Aim for circular use of water resources
and waste materials in our operations by 2030.



Aim for gender parity across all management levels by 2025.

Henkel

ONE COMPANY. ONE AMBITION.

Now, it is up to all of us to bring this strategy to life. We bring different perspectives together in pursuit of one common ambition: to create transformational impact for the good of generations unites us across our businesses and our global network.



Henkel

FROM PRODUCT TO POSSIBILITY.

We will turn our ambitions into action through our products and brands, constantly exploring ways to make what's good even better for our consumers.

We will accelerate change in other industries through our advanced technologies and solutions, in collaboration with our customers.

If we do so in constant exchange with our employees and partners, we can create change for good.

Henkel



INNOVATE
TODAY

Our actions can't wait. We are acting now and are already on the way to meet our clear mid-term targets: We will invest and innovate to drive concrete actions and measurable progress in our business and value chain.

TO TRANSFORM
TOMORROW

As pioneers, we are already thinking one step further, towards new ambitions for 2030 and beyond. They reflect our attitude of living and thinking in a fluid, transformative world: to go faster and further, based on new technologies and solutions, and to continuously identify opportunities where we have the greatest impact.

Henkel

TRANSFORMATIONAL IMPACT FOR THE GOOD OF

GENERATIONS

This journey will be equally important and challenging. We promise to work hard to anticipate and stay ahead of change in this complex and evolving world. We dedicate ourselves to solving challenges as they arise and constantly identifying new opportunities to create impact. And pledge to continue to be an impactful driver of **transformation for good**.