



SUSTAINABILITY
AT A GLANCE

20
22

Henkel

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TRANSFORMATION FOR GOOD

Our corporate purpose defines the common ground that unites all of us at Henkel: Pioneers at heart for the good of generations. With our pioneering spirit, our knowledge, our products and technologies, we want to enrich and improve the lives of people every day and shape a viable future for the next generations.

Our 2030+ Sustainability Ambition Framework sets the frame for our global sustainability strategy, with clear ambitions and targets that we want to achieve in this decade.

Looking ahead and sharing the will to make a difference for future generations is what drives us and what helped us to further embed sustainability into our business in 2022.

“We are well prepared for the future: Sustainability is deeply anchored in our business strategy and brought to life through our purpose. With that foundation, our sustainable transformation continues!”

SYLVIE NICOL

Member of the Management Board
HR/Infrastructure Services



WHO WE ARE TODAY: **HENKEL AT A GLANCE**

LEADING POSITIONS IN

**INDUSTRIAL &
CONSUMER GOODS
BUSINESSES**

OUR TOP BRANDS

LOCTITE


Schwarzkopf

Persil

SUCCESS WITH BRANDS AND TECHNOLOGIES FOR

146

YEARS



51,200
employees

124
countries

166

PRODUCTION SITES
AROUND THE WORLD

€22.4 bn
SALES

HEADQUARTERED IN
Düsseldorf

56

NUMBER OF COUNTRIES
IN WHICH WE OPERATE



LONG HERITAGE



1903

FIRST WATER-SOLUBLE POWDER SHAMPOO

The first water-soluble powder shampoo, the “shampoo with the black head” (Schwarzkopf), provides a simple and inexpensive alternative to rough soaps and oils.



1907

FIRST SELF-ACTING LAUNDRY DETERGENT

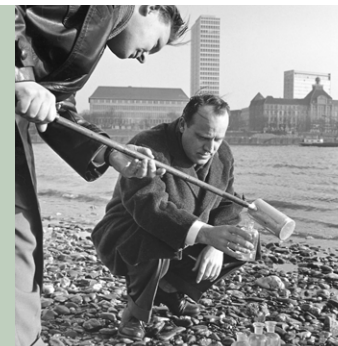
Persil, the world’s first self-acting laundry detergent, removes the need to scrub laundry by hand.



1940

FIRST HENKEL KINDERGARTEN FOR CHILDREN OF EMPLOYEES

The first Henkel daycare center for children of employees opens in Düsseldorf-Holthausen.



1959

HENKEL STARTS CHECKING RHINE RIVER WATER QUALITY

Henkel has been carrying out regular environmental quality checks for detergents and household cleaners since 1959.

1969

THE WORLD’S FIRST GLUE STICK

Henkel invents the glue stick and uses packaging based on the swivel mechanism usually found in lipsticks.



1992

PUBLICATION OF FIRST ENVIRONMENTAL REPORT

Henkel publishes its first environmental report, which we have consistently developed and refined into today’s Sustainability Report.

CONTRIBUTIONS TO THE SDGs

At Henkel, we are actively supporting the **17 Sustainable Development Goals (SDGs)** of the United Nations. We believe they provide a shared focus that will empower collaboration and accelerate progress toward sustainability. Sustainable consumption, packaging and plastics, combating climate change, water, nature, human rights, equal opportunities and education are important topics for our work.

Here are just a few highlights showing how we contribute to implementing the **SDGs**.



PROTECTING THE CLIMATE



In view of the urgent need to reduce CO₂ emissions, it is our ambition to become climate positive in production by 2030 and to make progress in further relevant parts of our value chain. On the way, we plan to achieve a 65 percent reduction in the carbon footprint of our production by 2025. We also want to obtain 100 percent of our electricity from renewable sources by 2030. In addition, we want to leverage our brands and technologies to help our customers, consumers and suppliers save 100 million metric tons of CO₂ in the period from 2016 to 2025.



PROMOTING SUSTAINABLE CONSUMPTION



We support the goal of promoting sustainable and resource-efficient consumption.



Our products and technologies are key to this because they are used in millions of households and industrial processes every day. We focus on developing products that lead to resource efficiency in everyday use. We also strive to encourage responsible use of our products through targeted communication. This is important because the environmental footprint of many of our products is determined during the use phase.



TURNING WASTE INTO OPPORTUNITIES

We also address the global challenge of a circular economy in partnership with the social enterprise Plastic Bank. The idea of Plastic Bank is to reduce plastic waste in nature while also providing new opportunities for people in poverty. In 2017, Henkel became the first major global consumer goods company to work with Plastic Bank. In 2019, we extended this partnership for another five years. In 2022, we expanded our support for Plastic Bank by committing to developing the local recycling infrastructure in Egypt.



PROVIDING ACCESS TO GOOD EDUCATION

We aim to promote access to high-quality education and increase the number of young people and adults with relevant abilities and skills. The Schwarzkopf Million Chances initiative supports women and girls in creating the foundations for a successful future. The long-running project Shaping Futures gives young people the opportunity to gain professional training in basic hairdressing techniques. As the main sponsor of Teach First Deutschland, we also support the commitment of university graduates who work as additional teachers in schools in disadvantaged communities and socially deprived areas.



PROMOTING SUSTAINABLE PALM OIL



We aim to support sustainable practices in the palm oil industry along the entire value chain. By supporting sustainable palm (kernel) oil, we contribute to sustainable forest management and prevent deforestation. Collaboration with representatives from across the industry is at the heart of our approach. We aim to increase the availability of sustainable palm oil and palm kernel oil on the market, for example, through collaborative projects that enable smallholder farmers to certify their crops as sustainable, increase productivity and improve their livelihoods.



OUR SUSTAINABILITY STRATEGY WITH *TARGETS AND AMBITIONS*

We published our new **2030+ Sustainability Ambition Framework** in 2022, which we link to the high aspiration of achieving a “Transformational Impact for the Good of Generations”. This approach builds the three dimensions of ESG into our vision for sustainability and defines our key areas of focus: **Regenerative Planet**, **Thriving Communities** and **Trusted Partner**.

Our sustainability strategy reflects our company’s commitment to **“Purposeful Growth”**. We will actively drive the transformation to a sustainable economy and society, help to protect and regenerate the natural environment, contribute to strong communities, and strengthen trust with our stakeholders.

Sustainable business practices have been an integral part of our **company culture** for decades and are a central element of our vision of the future. With this latest step, we will work on measures and projects that deliver practical progress – and achieve a transformational impact for the good of generations.

2030+ SUSTAINABILITY AMBITION FRAMEWORK

OUR PURPOSE

Pioneers at heart for the good of generations.

TRANSFORMATIONAL IMPACT FOR THE GOOD OF GENERATIONS



REGENERATIVE PLANET

We strive to achieve a circular economy, a climate-neutral future and the regeneration of nature.



CLIMATE

Become a climate-neutral business by decarbonizing our operations and raw materials.



CIRCULARITY

Advance circularity through our products, packaging and technologies.



NATURE

Protect and restore biodiversity with a focus on forests, land and water, and ensure responsible resource stewardship.



THRIVING COMMUNITIES

We actively contribute to people being able to lead a better life through our business and brands.



EQUITY

Strengthen diversity, equity and inclusion, respect human rights and enhance the livelihoods of people.



EDUCATION

Support lifelong learning and education, and motivate people to take action for sustainability.



WELLBEING

Foster health and wellbeing, and help drive social progress.



TRUSTED PARTNER

We are committed to product quality and safety while ensuring business success with integrity.



PERFORMANCE

Reliably deliver best-in-class product performance and chemical safety as the foundation of our business success.



TRANSPARENCY

Integrate sustainability into our business governance with transparent reporting, disclosure and engagement.



COLLABORATION

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

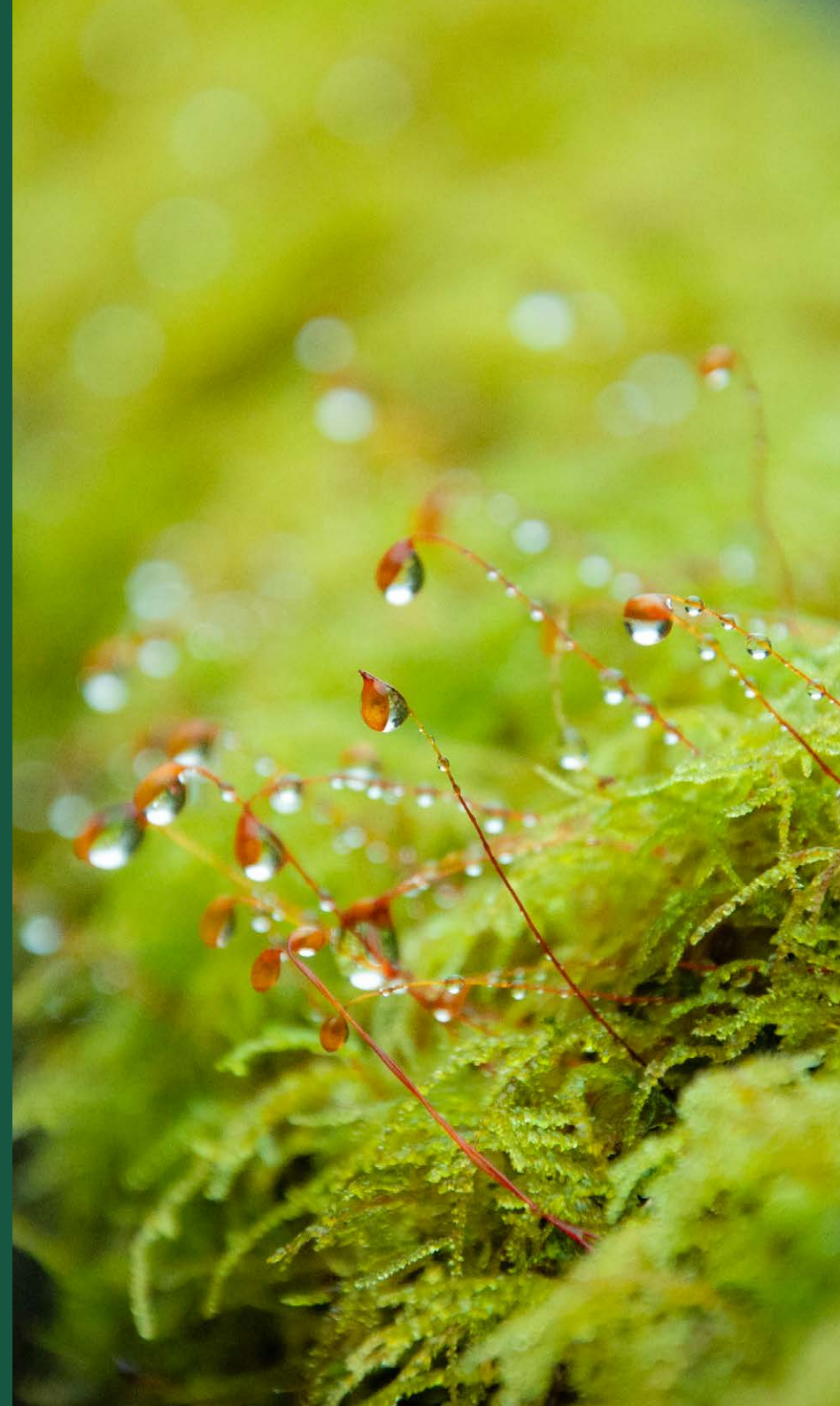
PRODUCTS

PEOPLE

PARTNERSHIPS

REGENERATIVE **PLANET**

We are on a journey toward an environmental transformation of our business model. To achieve this ambition, we intend to transform our processes, products and use of raw materials in the direction of a resource-efficient, climate-neutral future. We are focusing on climate change mitigation measures, a functional circular economy, and the protection of nature and biodiversity.





CLIMATE

Become a climate-neutral business by decarbonizing our operations and raw materials.



CIRCULARITY

Advance circularity through our products, packaging and technologies.



NATURE

Protect and restore biodiversity with a focus on forests, land and water, and ensure responsible resource stewardship.

TARGETS AND AMBITIONS

100%

of packaging designed for recycling¹ or reusability²

CO₂

CLIMATE-POSITIVE OPERATIONS³

-30%

CO₂ emissions from raw materials and packaging per ton of product (vs. 2017)³

-100 m

tons of CO₂ with customers, consumers and suppliers (2016-2025)

-50%

production waste per ton of product (vs. 2010)²

CIRCULAR USE OF PRODUCTION WASTE MATERIAL³



CIRCULAR WATER USE AT KEY MANUFACTURING SITES³

-35%

WATER CONSUMPTION PER TON OF PRODUCT (VS. 2010)²

>30%

share of recycled plastic for all packaging of our consumer goods products²

100%

palm and palm kernel oil whose responsible sourcing is certified or externally confirmed²

¹ Excluding products where ingredients or residue may affect recyclability or pollute recycling streams.

² by 2025

³ by 2030

CLIMATE

Climate change is one of the biggest challenges of our time. We are committed to achieving the 1.5-degree target of the Paris Climate Agreement. At Henkel, we are constantly striving to cut the carbon footprint of our production activities, and we develop products and technologies that generate less emissions when they are used.

[More information in our Sustainability Report 2022, page 35](#)



RENEWABLE ENERGY

In 2022, Henkel and Spanish energy company IGNIS concluded a 10-year virtual Power Purchase Agreement for the supply of renewable energy. The agreed amount of electricity of around 200 GWh per year which will be fed into the public supply grid equals the demand of more than 40 production sites of Henkel in Europe.

By the end of 2022, we had completely transitioned 23 countries to 100 percent renewable electricity and increased the share of our purchased electricity derived from renewable sources to 70 percent.

CONSUMER AWARENESS

We use targeted communications activities to encourage our consumers to save energy when using our products. By placing the “be sustainable – wash cold” logo on our laundry detergent packaging, we draw consumers’ attention to this topic. The potential for savings is enormous: If consumers used cold water for every wash with one of our all-purpose laundry detergents, about 6.1 million metric tons of CO₂ emissions could be avoided every year.



Decoupling economic growth from the consumption of finite natural and fossil resources and developing a circular economy are key approaches to sustainable value creation. We support the transition to a closed-loop system where resources stay in the economic cycle for longer and waste is minimized. We build circularity into our production sites – and work with partners along the entire value chain.

[More information in our Sustainability Report 2022, page 50](#)

RELAUNCH OF THE SCHAUMA HAIR CARE BRAND

Schauma shampoos and conditioners were relaunched in 2022. The PE bottle bodies now consist of 50 percent recycled plastic and the PET bottle bodies consist of at least 98 percent recycled plastic. The packaging also has a reduced weight and the caps are made from 25 percent recycled plastic.



ENABLING RECYCLABILITY

Our innovative adhesives make it possible to keep high-quality materials within the economic cycle and turn waste into valuable resources. We offer adhesives that are optimized for recycling, and that significantly improve recycling rates and quality. Our Loctite® Liofol range of laminating adhesives, for example, is designed to support recyclability in flexible packaging.

NATURE

Our planet's ecosystems are under increasing pressure caused by population growth and accelerated economic activity. We are committed to protecting and restoring biodiversity – with a particular focus on forests, land and water.

[More information in our Sustainability Report 2022, page 61](#)

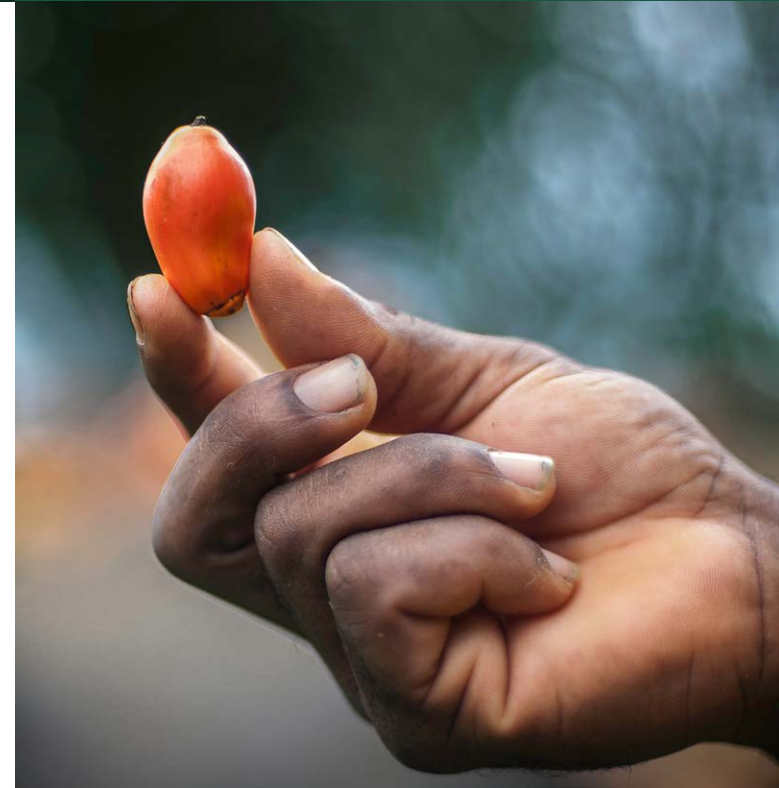


SAVING WATER IN INDUSTRIAL PROCESSES

Our adhesives help reduce water consumption in production processes and during the product use phase. Our Loctite® Aero infusion resins are one example. They can replace water-intensive production processes in the aerospace industry, saving large amounts of water while also ensuring the same quality of adhesive bonding.

ENSURING TRACEABILITY OF INGREDIENTS

Together with the development organization Solidaridad, Henkel has helped to ensure traceability of palm-based ingredients from farm to soap bar. The skincare brand Dial will provide a three-year grant for a project in Colombia, providing technical support, training and financing to enable farmers to increase certified palm oil production.



ACHIEVEMENTS 2022

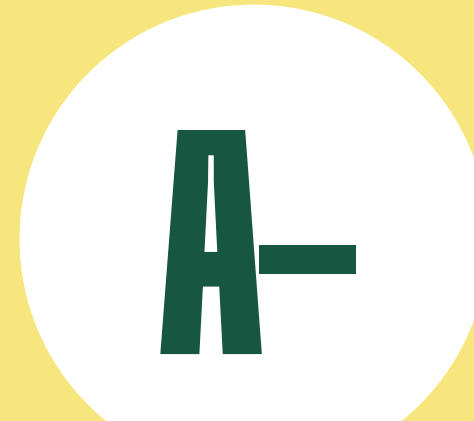
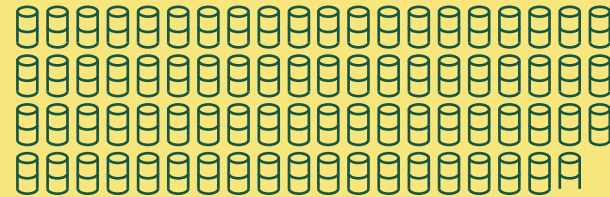


70%

of our purchased electricity comes from renewable sources

>78 million metric tons

of CO₂ saved together with our customers, consumers and suppliers (2016–2022)



Carbon Disclosure Project (CDP) score for Henkel in the Climate category

-43%

production waste per ton of product (vs. 2010)

87%

of packaging is designed for recycling or reusability¹

Around 5,100



metric tons of Social Plastic[®] collected in 2022

82%

of production sites send zero production waste to landfills



>100 countries

are involved in the “Be smarter.” initiative to inform about topics including responsible water use

-55%

CO₂ emissions from our operations per ton of product (vs. 2010)

¹ Excluding products where ingredients or residue may affect recyclability or pollute recycling streams.

THRIVING COMMUNITIES

We do everything we can to help people live better lives. Our social responsibility is to promote equity, strengthen diversity and respect human rights. We offer our employees lifelong learning opportunities, and an attractive and healthy working environment. We advocate for social progress and access to education worldwide, and we provide assistance in emergency situations.





EQUITY

Strengthen diversity, equity and inclusion, respect human rights and enhance the livelihoods of people.



EDUCATION

Support lifelong learning and education, and motivate people to take action for sustainability.



WELLBEING

Foster health and wellbeing, and help drive social progress.

TARGETS AND AMBITIONS



Shape the

FUTURE OF WORK

for our company and employees



ENGAGE AND EMPOWER

all employees to take action on sustainability

+60%

safer per million hours worked (vs. 2010)¹



IMPROVE LIVELIHOODS OF SMALLHOLDER FARMERS AND PROTECTION OF NATURE



GENDER PARITY ACROSS ALL MANAGEMENT LEVELS¹



EXPAND OUR COMMUNITY EDUCATION PROGRAMS AND VOLUNTEERING

¹ by 2025

DIVERSITY

We believe there is great strength in diversity, and that everybody deserves to feel valued. We are committed to respecting human rights in our entire value chain. And we make a lasting contribution to society worldwide through our corporate citizenship activities.

[More information in our Sustainability Report 2022, page 75](#)



WOMEN AT ALL LEVELS

Our goal is to keep increasing the ratio of women at all levels in our company, and we strive to achieve gender parity across all management levels by 2025. To move toward these milestones, we are making it easier than ever for women and men to combine their careers with their personal plans. The percentage of women in management positions increased to 38.7 percent in 2022.



DIVERSITY LEADER

Our commitment to diversity, equity and inclusion has been acknowledged several times in recent years, including Henkel's recognition as a "Diversity Leader" by Statista and the Financial Times in 2022.

Education is one of the most powerful tools when it comes to enabling positive change. We focus on innovative programs that take a holistic, engaged approach to learning, and that place a strong focus on knowledge, skills and mindset. This approach to learning starts with our employees, and also extends to reach our customers and the communities we operate in.

[More information in our Sustainability Report 2022, page 89](#)



SUSTAINABILITY AT HEART

We have expanded our existing internal training opportunities to include a holistic engagement program, which was rolled out in March 2022. Our ambition is to engage and empower all employees to take action on sustainability. The newly developed program comprises a basic training course that explains the key terms and concepts as well as the global challenges of sustainability in a business context. In 2022, more than 5,800 employees participated in this training.



SOCIAL ENGAGEMENT

Social citizenship has been an integral part of our corporate culture ever since the company was established by Fritz Henkel in 1876. With our social engagement activities, we aim to support people around the globe and improve their quality of life. For example, volunteer efforts by our employees provide support for social projects with a focus on education, financial stability and health.

WELLBEING

Global events like the COVID-19 pandemic have underscored the need to rethink wellbeing, including in the workplace. Wellbeing is increasingly being viewed from a holistic perspective that sees the physical, mental and social aspects as inextricably linked. That is also how we understand it at Henkel.

[More information in our Sustainability Report 2022, page 98](#)



OCCUPATIONAL SAFETY

Occupational safety is a top priority within our company. Regular training courses are held at all sites to ensure that our employees are able to identify and eliminate accident risks. In 2022, Henkel's largest-ever World Safety Day campaign was implemented worldwide. Close to 9,000 employees and contractors participated.



MENTAL HEALTH

Physical and mental health play a central role in shaping quality of life. We offer a range of services and activities at Henkel to foster the health and wellbeing of our employees. And we are shaping the future of work at our company by developing and expanding our "Smart Work" program.

ACHIEVEMENTS 2022

**I am unique.
We are Henkel.**

was the motto of this year's DEI campaign



>6 million EUR

emergency aid program
for Ukraine

25

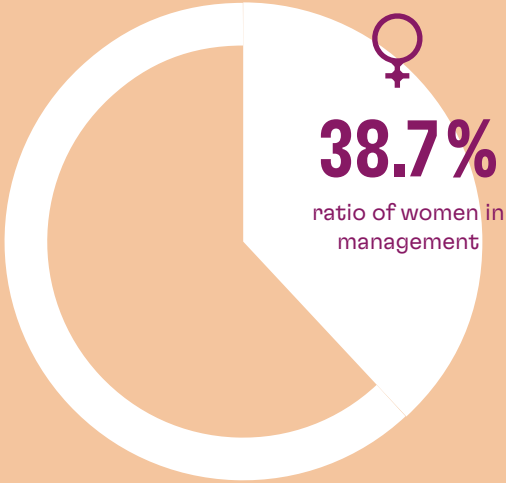
vocational training and five
dual-study programs

>30 million

lives improved (vs. 2010)

>2,000

social projects promoted



42%

safer per million hours
worked (vs. 2010)

90%

of our employees reached
with global health campaign

>5,800

employees participated in the new
Sustainability Pioneer training



TRUSTED *PARTNER*

We draw on our value-oriented corporate culture and our scientific and technological expertise to strengthen our performance while maintaining our integrity. We deliver safe and best-in-class product and technology solutions to our customers and consumers. We integrate sustainability in our portfolio and in our business processes, and provide transparent reporting on this to our stakeholders.





PERFORMANCE

Reliably deliver best-in-class product performance and chemical safety as the foundation of our business success.



TRANSPARENCY

Integrate sustainability into our business governance with transparent reporting, disclosure and engagement.



COLLABORATION

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

TARGETS AND AMBITIONS

100%

transparency and traceability for palm and palm kernel oil¹

EACH NEW PRODUCT

contributes to sustainability

3x

MORE EFFICIENT²

(vs. 2010)



Provide our customers and consumers with a **COMPREHENSIVE SUSTAINABILITY PROFILE OF OUR PRODUCTS¹**



Commit to **100%**

responsible sourcing together with our partners

¹ by 2025
² by 2030

PERFORMANCE

Our long history of success has been made possible by best-in-class products that are safe to use. That's how we've earned the trust of our customers and consumers – and we constantly re-earn that trust by creating safe and sustainable innovations.

[More information in our Sustainability Report 2022, page 106](#)



HIGH PERFORMING PRODUCTS

Persil Power Bars offer proven Persil washing power, while also saving 97 percent of the plastic used in packaging compared with liquid Persil Gel. The nearly plastic-free packaging and the particularly compact, solid shape contribute to this. The shell is biodegradable and dissolves in water at washing temperatures as low as 20 degrees Celsius. This means the Power Bars produce their full effect even at low washing temperatures.

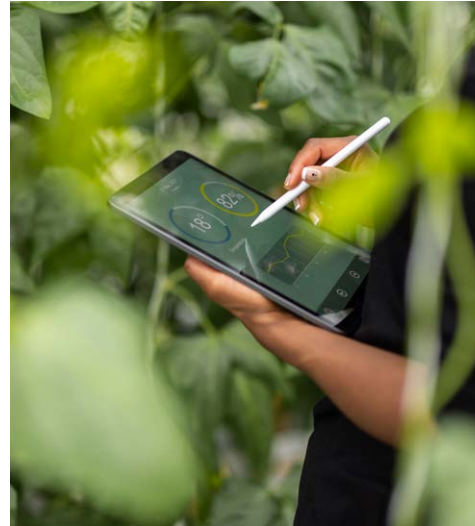
THE HIGHEST SAFETY STANDARDS

We make sure customers and consumers can rely on the safety of our portfolio. We conduct numerous tests and constantly review the latest scientific findings to ensure the highest standards of safety for people and the environment. We also support health and safety along the value chain. The Loctite® fire protection solutions from our Adhesive Technologies business, for instance, are contributing to improving the safety of batteries in electric vehicles.

TRANSPARENCY

Open and honest communication is the key to trust-based relationships. At Henkel, we are committed to transparent reporting and constructive dialogue with our stakeholders to provide clarity about how we integrate sustainability into our business.

[More information in our Sustainability Report 2022, page 115](#)



EXTERNAL ASSESSMENTS

For our processes, we value external assessments from independent experts. In 2022, we were included in several sustainability indices, and received excellent results in ratings and rankings. This provides important feedback about how we are implementing our sustainability strategy. We continued to receive excellent scores in ESG ratings and rankings during 2022, including Ecovadis Platinum, ISS ESG B+ and MSCI AAA.

INCREASED FOCUS ON ESG

Henkel implemented innovative solutions in the area of sustainable finance at an early stage. We further advanced in 2022 by placing another bond under our Sustainable Finance Framework – with a volume of 650 million euros.



COLLABORATION

We join forces with partners from along the value chain to maximize the impact of our sustainability activities. For many years, we have engaged in open dialogue on subjects including resource-efficient innovations, responsible supply chains and the sustainable transformation.

[More information in our Sustainability Report 2022, page 126](#)



SUSTAINABLE SUPPLY CHAINS

In 2011, Henkel and five other companies introduced the initiative “Together for Sustainability – Chemical Supply Chains for a Better World (TfS)”. It aims to harmonize supply chain management processes with regard to sustainability and to optimize dialogue among worldwide business partners, as well as to use resources more efficiently. In 2022, the TfS initiative consisted of 40 members representing total expenditures of more than 400 billion euros.



FOCUS ON RENEWABLE RAW MATERIALS

We are on a journey toward an environmental transformation of our business model. We intend to continuously enhance our processes, products and use of raw materials for a resource-efficient, carbon-neutral future. In 2022, Henkel partnered with BASF to substitute fossil-based ingredients for our consumer products with ingredients from renewable carbon sources under the mass balance approach.

ACHIEVEMENTS 2022

84%

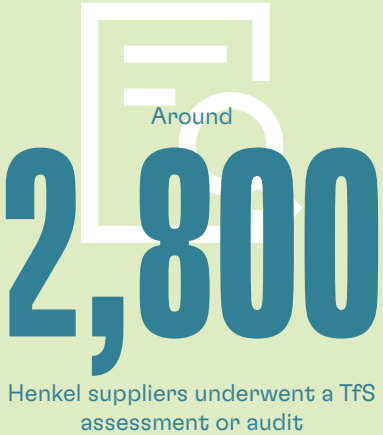


89%

INCREASED TRACEABILITY RATE FOR PALM-BASED INGREDIENTS TO THE MILL



Ecovadis Platinum rating, placing Henkel in the **TOP 1 percent** of the companies assessed



40

member companies of the TFS initiative

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SPOTLIGHT MAGAZINE

Discover stories, expert interviews, extensive features and guest articles in our digital magazine, Spotlight:

www.henkel.com/spotlight



You can also listen in to our German-language “Fritz for Future” podcast, where we meet people who show us what it means to be sustainable, ethical and creative in business.

www.henkel.de/spotlight/fritz-for-future

JOINING HENKEL

The careers section on our website provides all the information you need about what it means to work for Henkel, the exciting jobs we offer, and how to apply for them.

Find more information:

www.henkel.com/careers

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