



PRESENTATION

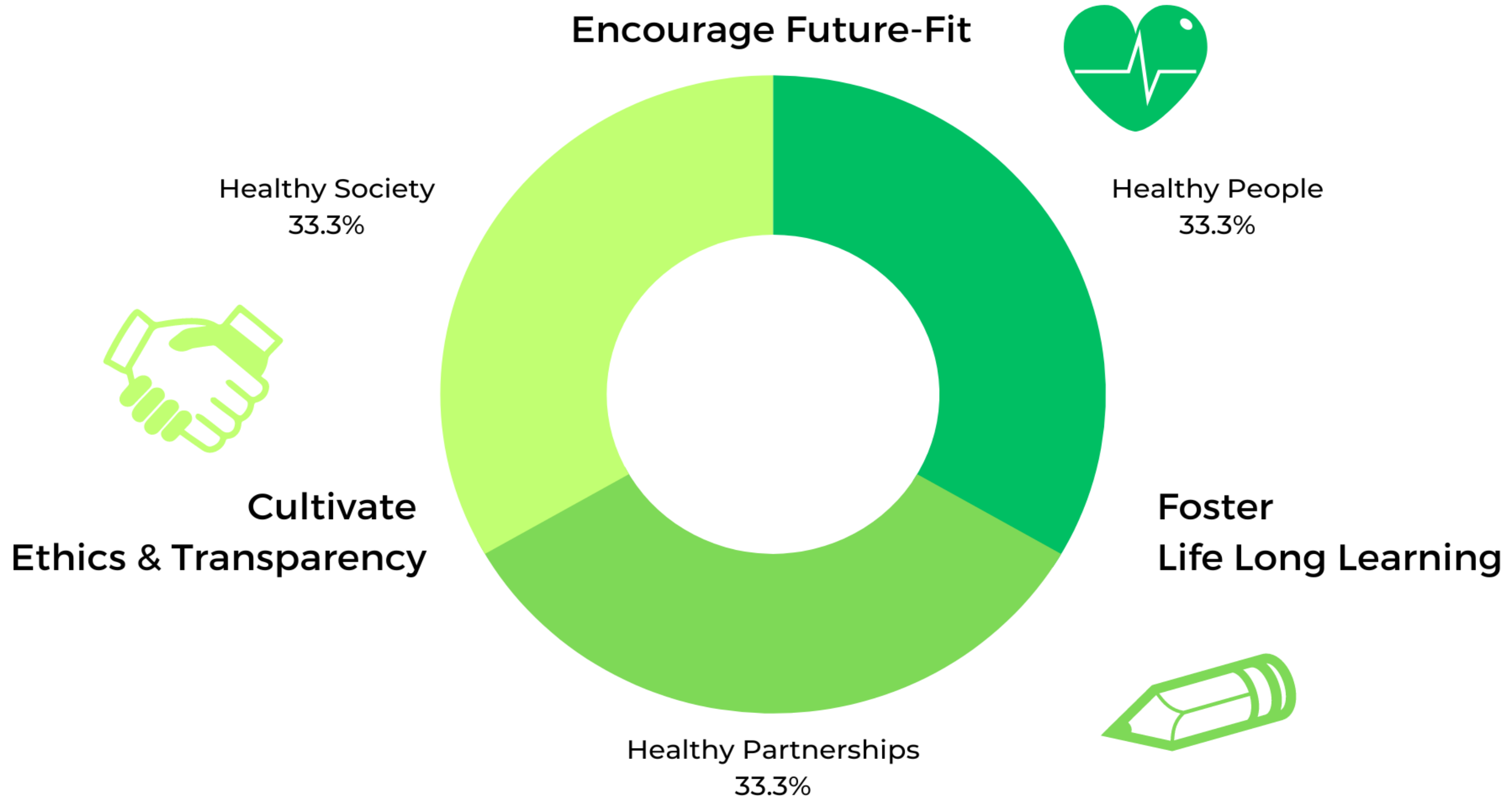
SMELT –

Strategic resourcing & development partner for life sciences

Sustainability

Strategy

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

We 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



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These drivers 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

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.**

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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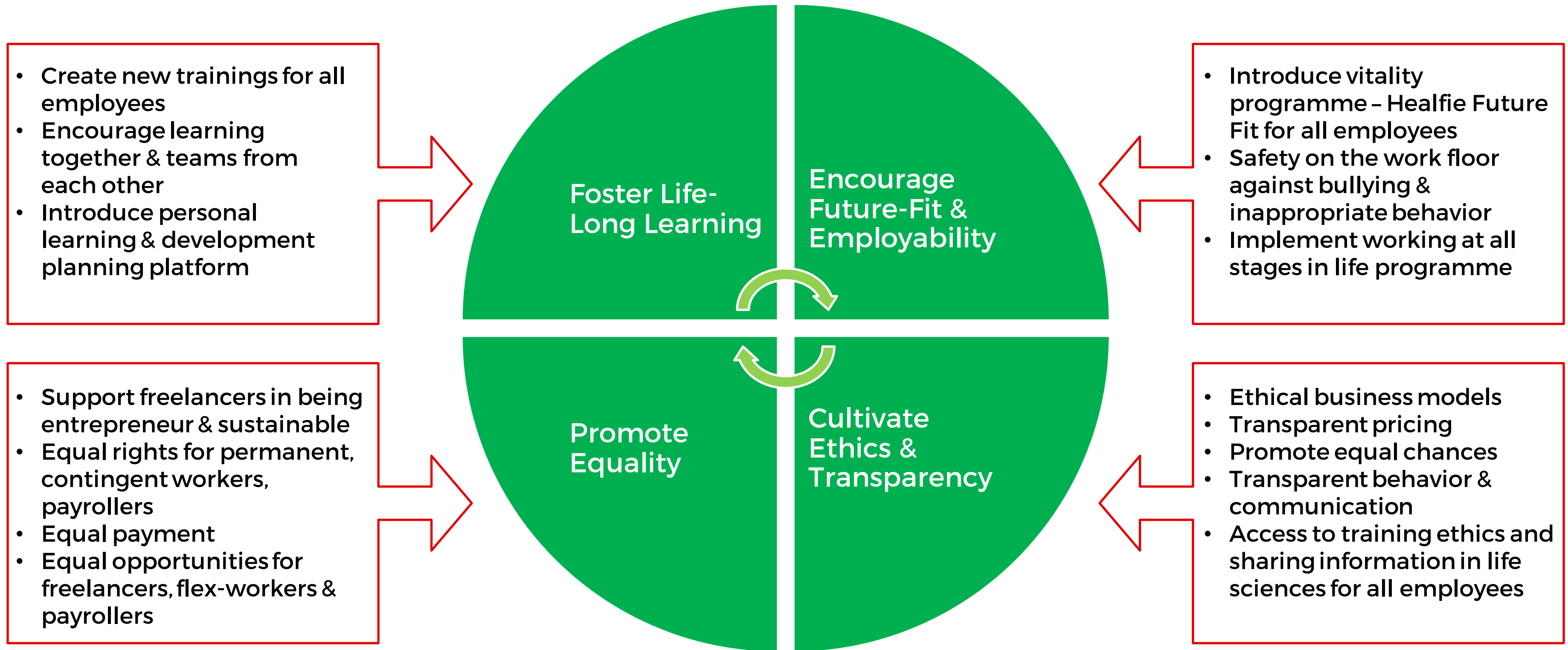
Sustainability Principles

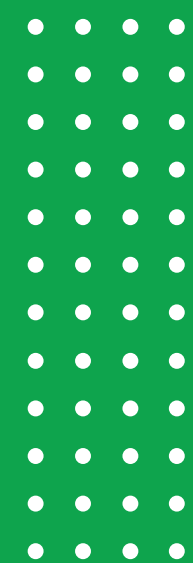
- Applicable to all our activities
- Aware of personal & daily impact
- Concerns us all
- Cultural diversity nurtures mutual understanding



2023 Goals

SMELT





THANK YOU

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