



# Annual Sustainability Report 2024





# 2024 Highlights



## Recognitions



EcoVadis Gold for the second year in a row



CDP Climate Change A-



CDP Supplier Engagement Assessment A List

## Performance



SCIENCE  
BASED  
TARGETS

10% CO<sub>2</sub> emissions reduction vs 2023  
(~4,500 tons CO<sub>2</sub>e)  
100% renewable energy



100% Kensing  
plants RSPO  
certified  
ASD SPI Score: A



40% of soy-derived supply  
volumes RTRS certified



Driving Safety & Sustainability



Certified 100%  
employees in the USA  
earn a living wage



# Message from our CEO

As global demand for our ingredients rises, so does the strain on our planet’s resources. This growth reflects a positive shift as more people gain access to hygiene, quality nutrition, and overall wellness, but it also brings challenges that risk accelerating environmental degradation if we do not act.

**In 2024, we engaged our entire value chain from suppliers to distributors to deliver meaningful impact across our markets. By empowering customers to achieve more with less, at scale, we proved that sustainability is not only a responsibility but also a powerful driver of innovation and growth.**

Over the year, we transitioned to 100 percent renewable energy and reduced overall CO<sub>2</sub> emissions by 10 percent despite rising sales, keeping us on track to meet our science-based targets. These efforts are also lowering the carbon footprint of our ingredients, which we now disclose for all surfactants to give customers the insights they need to advance their decarbonization agendas.

We strengthened oversight of supply chain impacts in palm oil and soy, advancing responsible sourcing as members of the Roundtable on Sustainable Palm Oil (RSPO) and the Round Table on Responsible Soy (RTRS).

True sustainability, however, will only be achieved through innovation. That is why we devoted a third of our Research and Development budget to sustainable solutions that will shape the future of our industry, such as biosurfactants.

At the same time, we kept safety at the forefront with continuous employee training and by treating every near miss as a potential accident, ensuring we never lower our guard.



**Our progress has also been recognized externally.** In 2024 we again received an EcoVadis Gold Medal, placing us among the top five percent of rated companies worldwide, and achieved a CDP A- rating on Climate Change along with inclusion in the CDP Supplier Engagement Leaderboard, which highlights companies driving climate action across their supply chains. We were also recognized with an A rating in the Action for Sustainable Derivatives (ASD) Sustainable Palm Index, which benchmarks responsible sourcing in palm oil. In the United States, our operations earned Responsible Care certification for safety and environmental management and Living Wage Employer certification, underscoring our commitment to the well-being of both people and the planet.

These achievements are only made possible by the dedication of our team and the trust of our customers, reflected in record-high employee and customer satisfaction scores detailed on page 14.

Together, we are making a difference, and we are just getting started as we continue investing in innovations that drive our mission forward.

**SERGE ROGASIK**  
President & CEO





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# Kensing at a Glance

**Our mission is to maximize the full potential of nature to advance global wellness.**

We specialize in upcycling at scale - transforming renewable plant-based materials into high-purity ingredients through responsible sourcing, clean chemistry, and industrial innovation. From raw material to final application, we are committed to maximizing resource value, minimizing environmental impact, and delivering uncompromising performance for today's leading brands and tomorrow's generations.

**Our legacy** is rooted in 75+ years of industry-leading innovation. Kensing became an independent, privately-held company in 2021.

**Our products** are used in personal care, food, and healthcare applications and include high-quality, natural sulfates, specialty esters, plant-based vitamin E and phytosterols.

**We enable our customer to do more with less, at scale.**



**382** Employees globally (FTEs)

**3** Countries with direct operations

**5** Production facilities



# Our Products



## High-purity Plant-Based Vitamin E

One of the world's largest producers of plant-based vitamin E



## Phytosterols & Phytosterol Esters

Naturally sourced, 98% pure sterols for food and pharmaceutical applications in hormone therapies, steroids, and cholesterol reduction



## Anionic & Amphoteric Surfactants

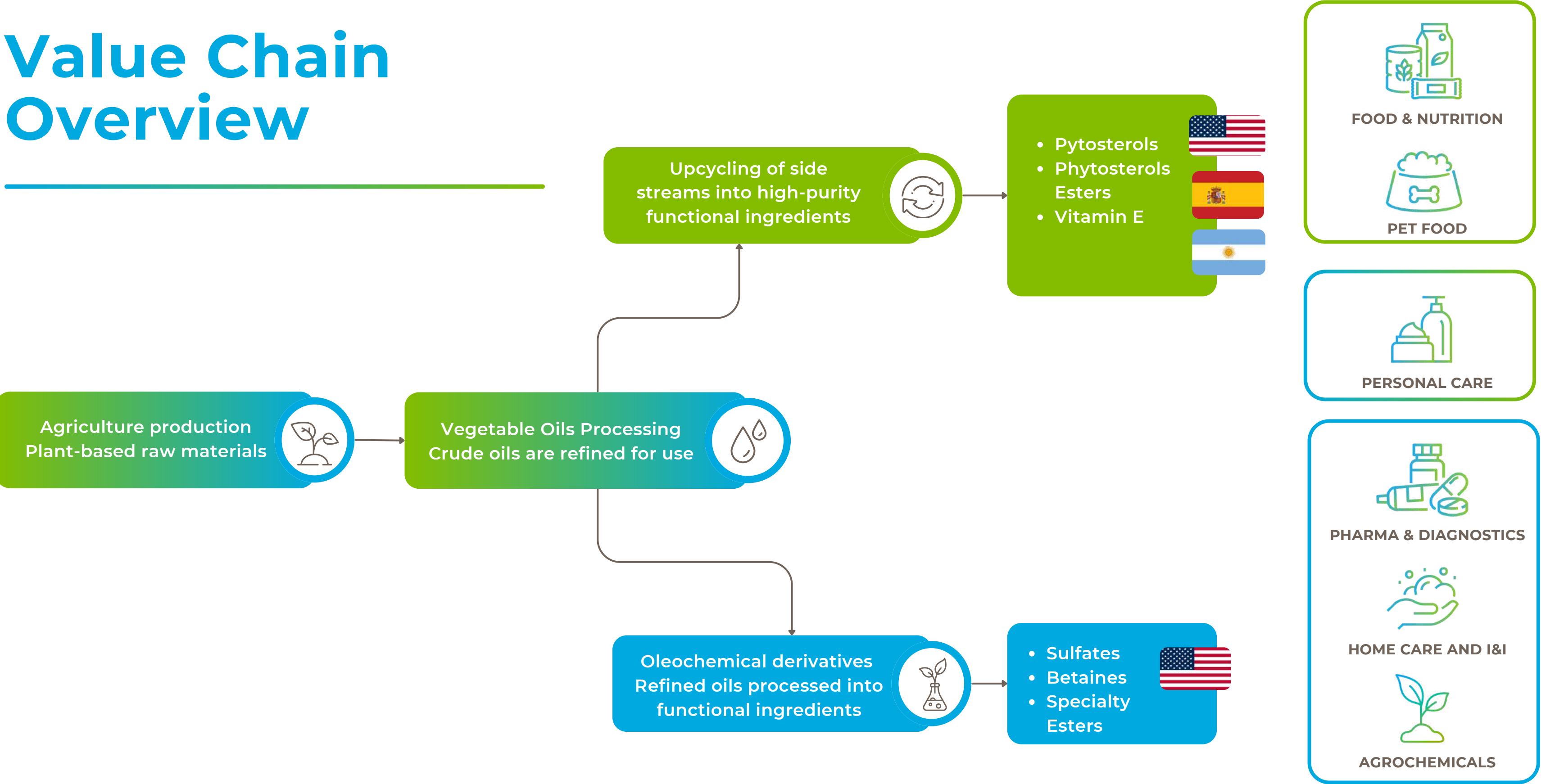
High-purity SLES with ReNu technology and high-purity Betaines



## High-purity Specialty Esters

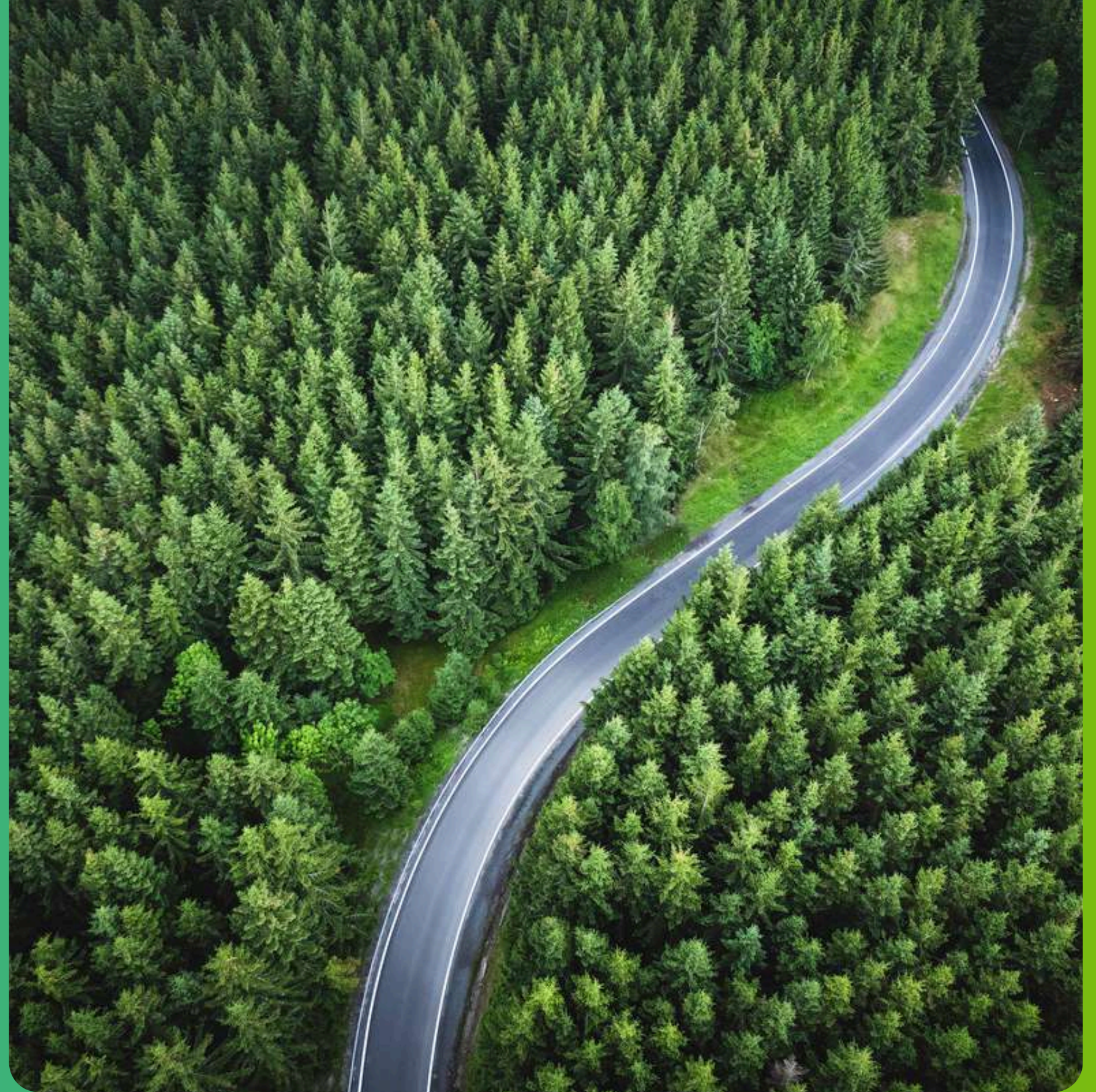
Leading manufacturer of specialty esters for laboratory diagnostics

# Value Chain Overview





# Our Sustainability Journey





# Our Approach: Wellness Starts at the Source

At Kensing, we are on a journey to harness the full potential of nature to advance global wellness - and we do so first and foremost by supporting our customers in their quest to promote health, wellness, and sustainability. We recognize that our greatest impact flows through the customers we serve, and we are proud to provide them with high-purity, plant-based ingredients that are both effective and responsibly made.

**Wellness starts at the source**, and we understand the deep interdependence between human well-being and the health of our planet. Our sustainability approach is **rooted in innovation: we strive to truly value nature's resources by maximizing the use of plant feedstocks and agricultural co-products** through circular, low-impact processes. From upcycling side-streams to minimizing waste and preserving biodiversity, we are committed to protecting the ecosystems that make our work possible. At the same time, we aim to champion social responsibility throughout our value chain - ensuring fair compensation, advancing human rights, and building partnerships that empower communities. Sustainability is a continuous journey - driven by science, guided by purpose, and accountable to future generations.



“Our sustainability approach is rooted in innovation as we strive to truly value nature’s resources”





# Sustainability Governance

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**Sustainability is embedded into our corporate governance structure and strategic decision-making. The Board of Directors oversees and incentivizes the Kensing Executive Team (KET), ensuring accountability on key ESG topics.**

Sustainability and environmental, health, and safety (EHS) performance are directly overseen by our ESG and H&S Director, who reports to the KET and ensures alignment with business objectives. The Head of Sustainability leads the execution of our strategy, working cross-functionally to integrate sustainability into operations, product innovation, and supply chain engagement.

## Incentivizing sustainability performance

To reinforce accountability, 10% of the annual bonus for executives and key positions is linked to ESG performance. Targets include progress on:

- CO<sub>2</sub> emissions reduction and product carbon footprint strategy
- Sustainable sourcing commitments
- Living wage certification
- Performance on EcoVadis and CDP

This governance and incentive framework ensures ESG is not only part of how we operate - but how we lead.



# Double Materiality Assessment

Our Sustainability Journey |

## The process

In 2025, Kensing conducted a Double Materiality Assessment (DMA) aligned with the European Sustainability Reporting Standards (ESRS) developed by EFRAG, as well as the GRI topic catalogue.

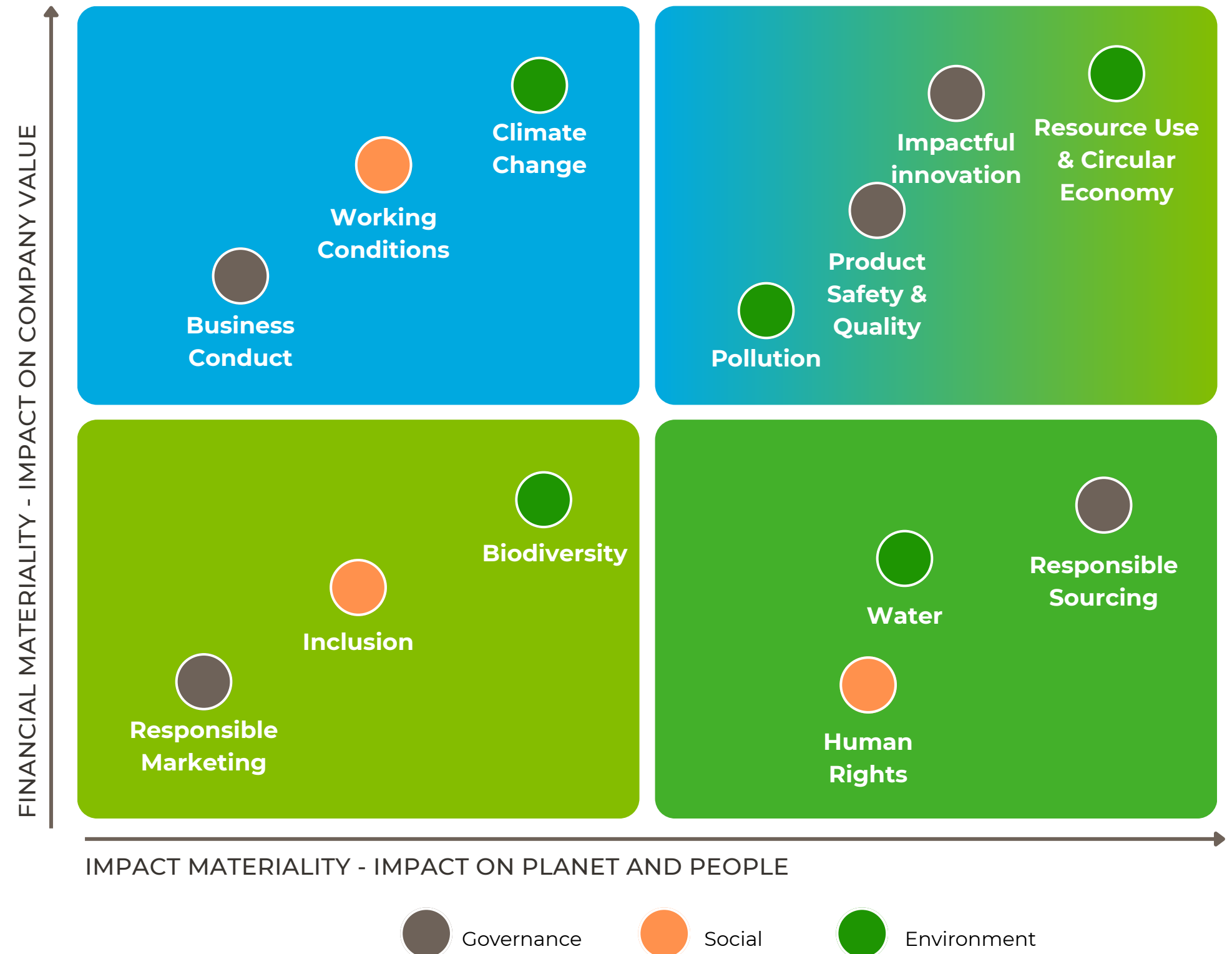
We assessed 14 sustainability matters most relevant to our operations, value chain, and industry context. These topics were selected from the ESRS and GRI frameworks and evaluated using the double materiality principle, which considers:

- Impact materiality: how Kensing's activities affect people and the environment
- Financial materiality: how sustainability-related risks and opportunities may affect our business model, access to resources, cost structure, or ability to deliver on long-term strategic goals

Each matter was scored based on the magnitude and likelihood of both types of materiality, using structured criteria aligned with ESRS guidance. The resulting matrix organizes these topics across four quadrants, reflecting their relative importance to stakeholders and enterprise value.

This assessment was informed by desktop research, internal expertise, and targeted stakeholder dialogue, which is described on the following page.

The DMA will be updated annually and serves as a key input for shaping Kensing's sustainability strategy.





# Stakeholder Engagement at Kensing

At Kensing, stakeholder engagement is a continuous and proactive process. We maintain regular dialogue throughout the year to align expectations, anticipate emerging risks and opportunities, and co-develop solutions. Engagement takes place across multiple channels and is integrated into day-to-day business operations.

Stakeholder Group	Objective	Engagement
Customers	Co-create sustainable solutions and gather insights on product performance and needs.	Ongoing commercial team dialogue, surveys, ad-hoc meetings
Employees & contractors	Support well-being, safety, and growth through structured feedback and engagement.	Internal surveys, safety talks, HR sessions, trainings
Suppliers & certification bodies	Align sourcing and sustainability standards; ensure compliance and build resilience.	Audits, one-on-one meetings, onboarding assessments
Local communities	Ensure respect for local communities in the areas we and our suppliers operate	Direct dialogue, dialogue with local authorities
Investors & lenders	Ensure ESG transparency and incorporate investor expectations in long-term strategy.	Investor dialogue, questionnaires
Environment & climate experts	Ensure nature stewardship	NGO engagement, measuring and monitoring
Government & regulators	Ensure compliance and contribute to effective regulation and standards.	Policy dialogue, trade association input, formal responses
R&D and academic partners	Innovate for sustainability	Research collaboration, knowledge sharing



# Our Commitments



## Valuing nature

We upcycle renewable, plant-based materials to unlock their full potential - advancing global wellness while minimizing environmental impact across the value chain, from climate change to biodiversity.



## People’s well-being

We promote the wellbeing of people across the value chain—ensuring safe workplaces, protecting human rights, and supporting all those who helps Kensing advance its mission.



## Innovating with trust

We innovate with purpose and integrity - developing high-performance, quality solutions that create positive impact and help our customers deliver on their sustainability promises.



## Sustainable value chains

We build sustainable value chains through responsible sourcing—tracing raw materials to origin, enforcing NDPE commitments, and partnering on regenerative solutions that protect people and planet.



# Our main targets

Our Sustainability Journey |

By implementing this time-bound action plan and holding ourselves accountable, Kensing strives to be a leader in sustainability. The figures below are for calendar year 2024 and are for the entirety of the Kensing Group locations. Other sustainability targets are all available throughout the report.

Pillar	Key Targets - 2030	Status 2024
Valuing Nature	Reduce Scope 1&2 CO <sub>2</sub> e Emissions by 42% vs 2022 Set Scope 3 emissions reduction targets and achieve them	-33% Scope 1&2 emissions reduction vs 2022 Scope 3 inventory for baseline
	Provide Product Carbon Footprint for all our products	Product Carbon Footprint calculated for 100% of Surfactants; full portfolio coverage by 2026
	99% waste diverted from landfill and/or recycled	92% production waste diverted from landfill
People Well-being	100% employees are paid a living wage globally	100% U.S. employees certified as earning a living wage; global rollout to begin 2025
	Employee Engagement score > 60%	63%
	100% of near misses followed by corrective actions	100%
Trusted Innovation	Customer Net Promoter Score > 60%	55%
Sustainable Value Chains	Source 100% certified sustainable palm derivatives and achieve 100% traceability to mill (TTM) and to plantation (TTP)	48% certified (Mass Balance), 96% Traceability to Mill ; 67% Traceability To Plantation
	Promote conservation of important vegetation and minimize impact on biodiversity by eliminating deforestation and land conversion from our palm oil derivative supply chain	91% of volumes confirmed free from deforestation and land conversion (DCF); goal of 100% by 2025



# Valuing Nature





# Climate Change & Energy

Kensing is committed to reducing greenhouse gas (GHG) emissions in our operations and supply chain, including emissions from land use change. Our approved science-based target is aligned with a 1.5° degree Celsius pathway and the Paris Agreement.

## 2024 Progress

**8%**

Reduction in Scope 1&2 emissions vs 2023

**100%**

Renewable energy through RECs and local installations.

**100%**

Surfactants have a product Carbon Footprint (PCF)

Valuing Nature |

## Our Goal

By 2030, reduce absolute Scope 1&2 emissions by 42% vs. 2022

Set a Scope 3 emissions reduction target

Achieve 100% renewable electricity by 2030

Calculate Product Carbon Footprints for all products



### Approach and policy

Kensing is committed to a science-based GHG reduction target aligned with a 1.5°C pathway, approved by the SBTi. Our commitments drive operational decarbonization by integrating energy efficiency upgrades, Scope 3 supplier engagement, and a transition to 100% renewable electricity by 2030, with the aim of phasing out all spending on non-renewable fossil fuel activities. We prioritize on-site renewables with solar installations, and purchase certified RECs to offset remaining grid demand. The policy is overseen by the KET and reviewed annually to ensure alignment with evolving best practices

### Supplier engagement and risk assessment

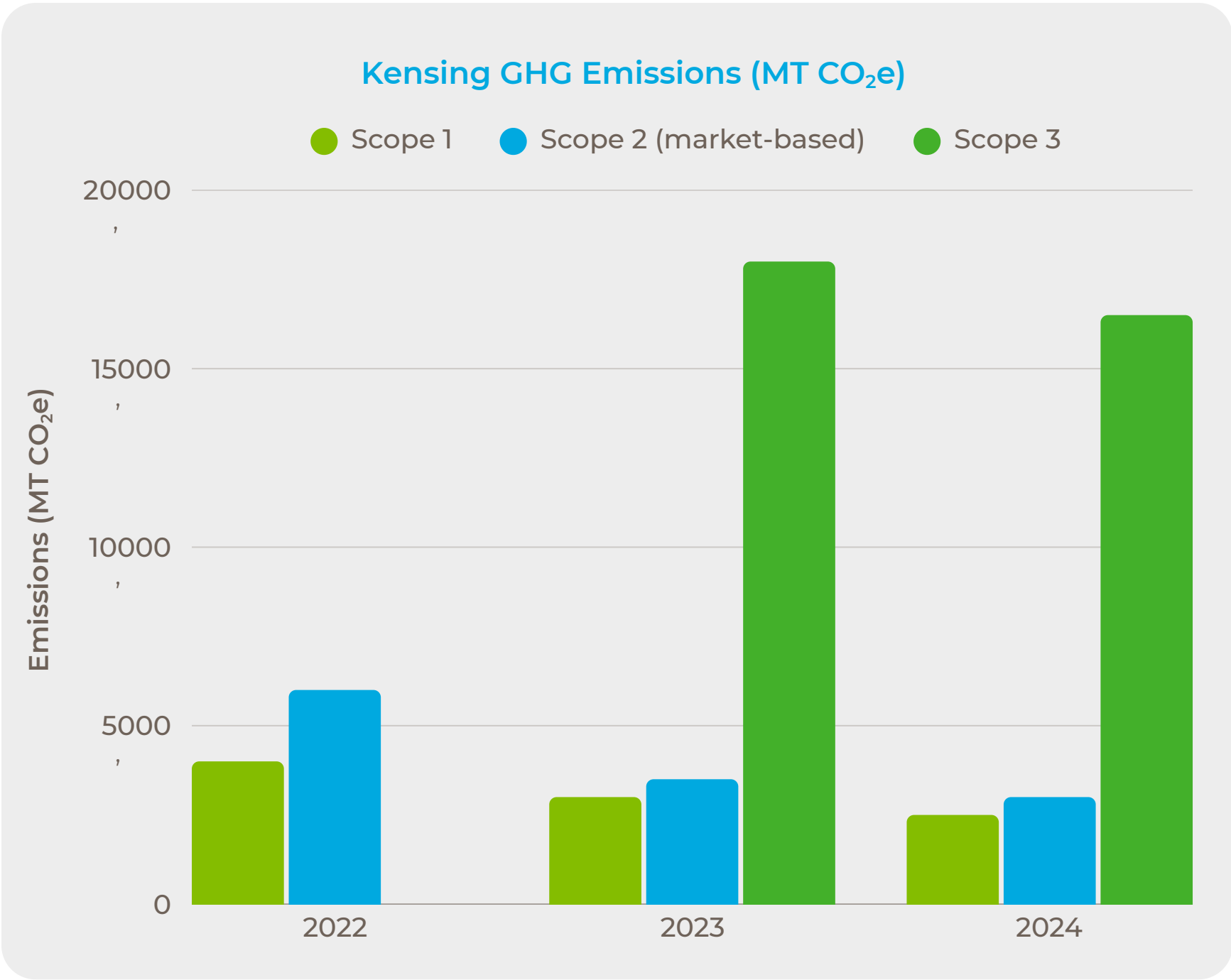
We survey our direct suppliers, which includes information about their climate risk and transition plans. Priority levers within our palm and soy supply chain to reach climate targets focus on the sourcing of certified sustainable palm and soy products, which will yield reductions in GHG emissions related to land use change or induced land use change. We will continue to improve collaboration and transparency on climate action in our supply chain, including by increasing the availability of sustainability data and partnering with suppliers and customers to reduce value chain emissions.

### Reporting and recognition

Kensing reports on annual GHG emissions (Scope 1, 2, 3) and gets them audited every year. In 2024, we were awarded a CDP A- rating for climate action and recognized in the A List for Supplier Engagement. We have also calculated Product Carbon Footprint assessments for 100% of our palm-based products and plan to cover the entire portfolio in the future.



# Our Performance



**-33% in 2024 Scope 1&2 vs 2022 SBTi Baseline**

**Reducing operational emissions**

To reduce manufacturing-related emissions, we broadened our portfolio of energy efficiency initiatives in 2024, including advanced leak detection systems and regenerative technologies. In Spain, a portion of our operations is powered by on-site solar, while certified Renewable Energy Certificates (RECs) are used to match the remainder of our global electricity consumption. Moving forward, we are committed to scaling on-site renewable energy installations and accelerating the deployment of high-efficiency systems across all facilities.

Reporting Year	FY 2022	FY 2023	FY 2024	Change vs 2023	Assurance Status
GHG Scope	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	%	Yes/No
1	42,762	37,411	37,291	-0.5	Yes
2	15,073	4,921	1,562	-68	Yes
3	NA	184,835	166,059	-10	Yes
Total	NA	227,167	204,912	-10	Yes



# Circularity & Water

Valuing Nature |

## Our Goal

Implement waste and water management initiatives at all sites by 2025

Divert 99% of global production waste by 2030

Kensing is dedicated to minimizing our environmental footprint by focusing on water conservation, waste reduction, and renewable materials in our own operations and supply chain. By year-end 2025, Kensing aims to implement water and waste management initiatives across all sites and by 2030, divert 99% of global production waste.

### 2024 Progress

**92%**

Production waste is diverted from landfill and reused or recycled

**7%**

Reduction in water consumption across all operations vs. 2023

### Advancing Circularity through Upcycling and Renewable Inputs

Circularity is embedded in our product design and innovation strategy. In our Vitamin E and related portfolios, we upcycle natural co-products and by-products transforming them into high-value, bio-based ingredients rather than allowing them to go to waste.

Our Research & Innovation team is focused on valorizing nature by leveraging renewable, non-virgin raw materials and optimizing processes to minimize material loss. Across all new developments, we prioritize upcycled, renewable feedstocks and design for end-of-life recovery, aligning with principles of green chemistry and circular economy.

### Waste Management

Kensing is committed to minimizing waste through material reuse, recovery, and repurposing, as well as optimizing processes to reduce material consumption. In 2024, we reused or recycled **92%** of production waste across our operations, with 801 MT destined for landfill, treatment, or incineration. Waste reduction efforts include the recovery and reuse of solvents and the selling of certain waste byproducts into the biofuels market.

### Water Management

We have installed closed-loop water towers to conserve and recycle water, and we conduct water stress assessments to identify and mitigate risks across our operations, including our palm supply chain. Wastewater is treated and monitored to reduce pollutants and ensure regulatory compliance. These efforts have yielded significant results, with a **7%** year-over-year decrease in water usage. Notably, **6%** of this reduction can be attributed to water initiatives implemented at our Kankakee facility, where we identified and addressed water wastage through initiatives like an "excess water hunt." These actions have enhanced our understanding of water consumption and allowed us to optimize water usage at the plant.



# Pollution

## Our Goal

Reduce air emissions and odor impact through emissions control systems, process upgrades, and environmental compliance at 100% of sites by 2025

Kensing is dedicated to protecting air quality by reducing emissions across our operations. We focus on volatile organic compounds (VOCs), odors, and other process-related emissions through prevention, capture, and substitution strategies. By 2025, Kensing aims to implement advanced emissions controls at all manufacturing sites maintaining full compliance with air permits and global standards.

### 2024 Progress



Certification of all U.S. operations

0

Environmental compliance violations related to air emissions across all sites

### Reducing air pollution through technology & monitoring

Kensing employs a range of emission reduction technologies, including closed-loop vent capture systems, activated carbon filtration, and thermal oxidation where applicable. We upgraded emissions controls in 2024 at several sites to minimize VOCs and odor releases, while enhancing employee and community health safeguards. All sites operate under site-specific air permits, and emissions are routinely monitored to ensure compliance with local and international environmental regulations. We also invest in preventive maintenance and leak detection programs that improve system efficiency and reduce fugitive emissions.

### Community impact mitigation

To further protect local air quality, Kensing implemented enhanced odor management practices at sites with esters and surfactant operations. These include process enclosure, scrubber system upgrades, and community feedback channels to proactively identify and resolve odor concerns.





# Biodiversity

Kensing is committed to reducing the impact on biodiversity of our operations and supply chain. Specifically, we seek to help promote conservation of important vegetation in priority landscapes and support restoration and/or compensation in response to losses or degradation of biodiversity.

## 2024 Progress

**100%**

Operational sites have been assessed for biodiversity risk

**100%**

Tier 1 and 2 palm suppliers have been assessed for biodiversity risk

Valuing Nature |

## Our Goal

Annual biodiversity risk assessments of 100% of Tier 1-2 at risk commodities suppliers and own operations

### Protecting biodiversity in our supply chain and operations

Kensing is committed to safeguarding biodiversity across our operations and supply chains. In 2023, we conducted our first biodiversity risk assessment using the WWF Landscape Risk Filter, focusing on regions linked to ecosystem vulnerability. This assessment was expanded in 2024 to include our Tier 2 palm-based supply chain, with annual reassessments planned moving forward. These assessments help us identify biodiversity impacts and dependencies, prioritize areas of highest risk, and guide mitigation strategies.

As part of our commitment to No Deforestation, No Peat, and No Exploitation (NDPE), we work to eliminate land-use change impacts from our sourcing practices. We aim to prevent the conversion of high conservation value (HCV) and high carbon stock (HCS) areas and integrate NDPE principles into all relevant sourcing categories.

To strengthen transparency, we are aligning our biodiversity approach with the Taskforce on Nature-related Financial Disclosures (TNFD) and the LEAP framework, with the goal of publishing a full disclosure of risks and dependencies by 2025.



## Support for Landscape-Level Restoration

In 2024, Kensing made a funding commitment to the ASD Impact Fund, which supports landscape and jurisdictional restoration initiatives in key sourcing regions. This includes the **Project Kaleka Mosaik Initiative in Kalimantan, Indonesia** - an ambitious landscape restoration effort aimed at regenerating degraded ecosystems, restoring peatlands, and driving inclusive economic growth among smallholder farmers in palm-producing communities.

This landscape-based engagement allows us to go beyond our supply chain to support ecosystem resilience, carbon sinks, and nature-positive outcomes in high-risk sourcing areas.



# People Well-being





# Employee Well-being and Engagement

## Our Goal

Global living wage certification for all locations by 2030  
100% of near-misses followed by corrective actions

Kensing is committed to fostering a safe, inclusive, and empowering workplace across all locations. Our people strategy prioritizes physical and mental health, fair compensation, career development, and a culture of respect and engagement. We align our practices with international human rights frameworks and local labor regulations, ensuring a workplace where every employee can thrive.

### 2024 Progress

63%

Employee engagement score in 2024

100%

Kensing employees earn a living wage in the U.S.

### Health and Safety: our priority

Employee safety and well-being are our number one priority. We prioritize the health and safety of our employees through structured safety programs, preventive maintenance, and emergency preparedness. In 2024, we enhanced site-level H&S programs and received Responsible Care certification which includes health and Safety Audits. All sites conduct safety training and drills as part of routine operations and we monitor near-misses.

### Safety in figures

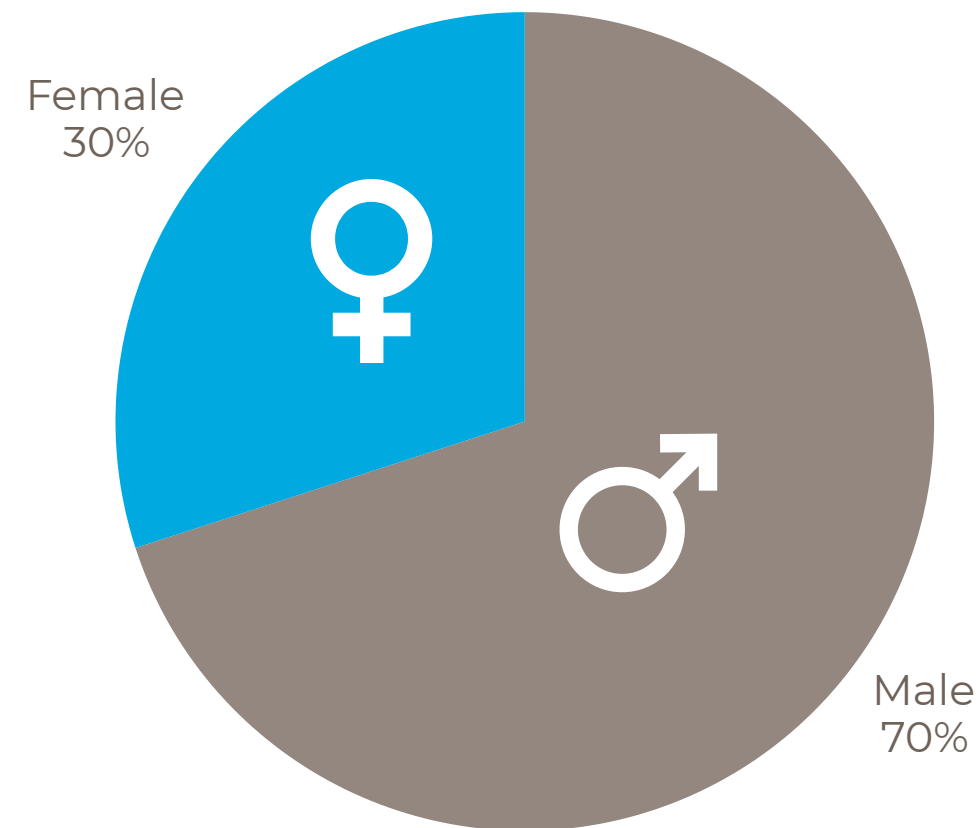
% of employees who received safety training	98%
LTIR	0.79
Near misses recorded	71
Of which followed by corrective actions	100%

### Fair compensation & living wage

In 2023 and 2024, we conducted a third-party living wage assessment for our U.S. operations (with Living Wage for U.S., INC), confirming that **100%** of employees earn at or above the living wage threshold. While we continuously focus on ensuring we pay a living wage globally, we are committed to extending this certification globally by 2030, starting with an expanded living wage review in 2025. We also offer a competitive benefits package tailored to local contexts.



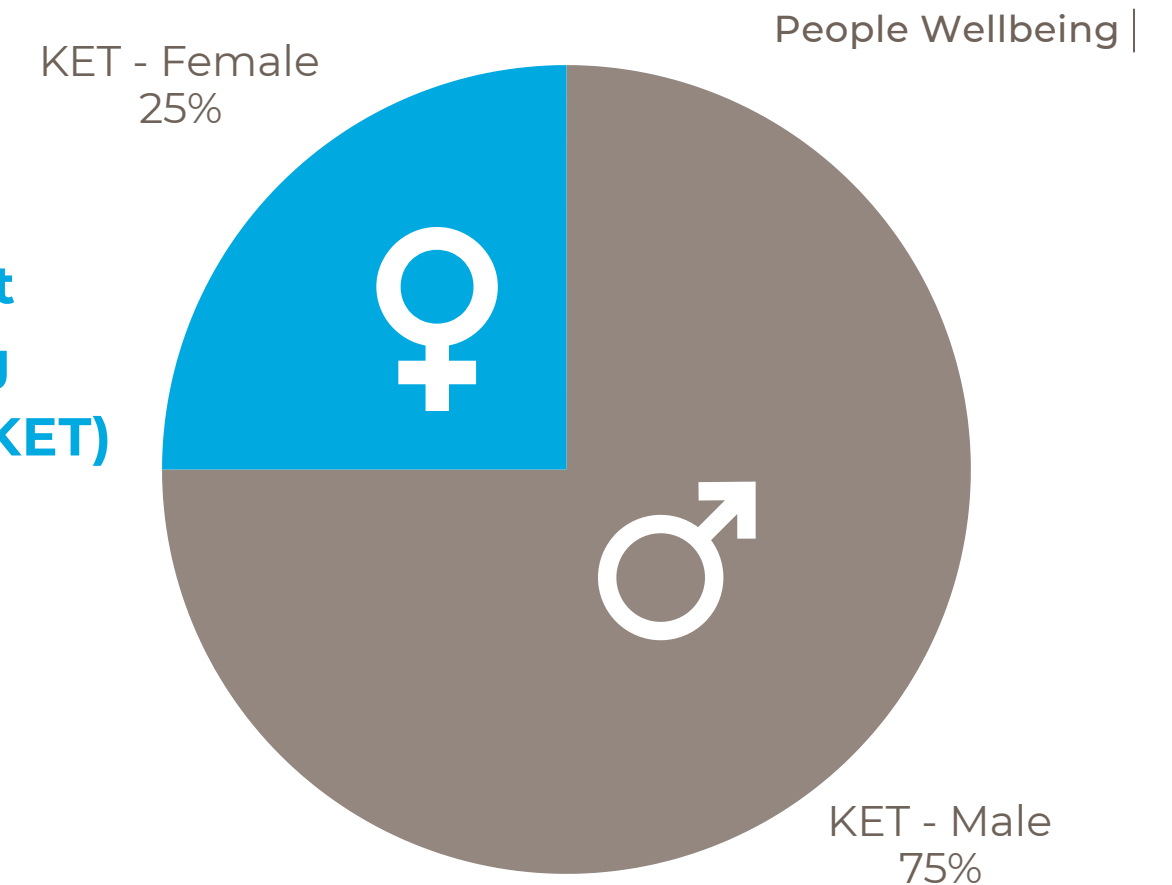
## Gender balance at Kensing - workforce



### Promoting inclusion

Kensing is committed to fostering an inclusive workplace where all individuals are treated with dignity and respect. We prohibit discrimination based on race, color, gender, gender identity or expression, sexual orientation, age, religion, national origin, disability, marital status, or any other protected characteristic. In 2024, we expanded mandatory anti-harassment and respectful workplace training across all sites to reinforce a culture of fairness, safety, and accountability. We continue to strengthen awareness and practices that promote diversity and equal opportunity across our global workforce, and aim for **100%** of Kensing's management and professional roles to receive unconscious bias training.

## Gender balance at Kensing - Kensing Executive Team (KET)



### Fostering engagement and career growth

Kensing's management and professional roles receive access to training via our Learning Management System (LMS), which covers topics such as ethics, compliance, sustainability, and personal development. Globally, annual performance reviews are tied to career development conversations, and we are strengthening our feedback and engagement channels through regular employee surveys. Our goal is for **100%** of all of our employees to receive a performance review in line with their career plan, and it was reached in 2024.

In 2024, our people engagement score was **63%** with an **88%** participation rate, testifying to our colleagues' satisfaction with working at Kensing.



Recognition & appreciation

At Kensing, employee recognition is central to our culture of wellbeing and engagement. In 2024, we celebrated our people through both global and local initiatives. Globally, we continued the Bravo Awards, Market Activation Awards, Value of the Month program, Employee Appreciation Day, and the Global Step Challenge.

In the U.S., employees were recognized through Star of the Month, Employee and Group of the Year, and a range of team events, including potlucks, Safety Days, holiday celebrations, and charity raffles. In Europe, 2024 marked the start of site-level discussions on formalizing local appreciation practices.

In 2025, we are launching a global calendar to align and elevate recognition efforts across all sites.

Social dialogue

Kensing is firmly committed to fostering respectful and constructive social dialogue across all our operations. Globally, **41%** of our employees are covered by a collective bargaining agreement. Across all of our facilities we adhere to national and local collective bargaining frameworks, ensuring fair and transparent labor practices that support worker rights and wellbeing in alignment with regional standards.





# Human Rights

People Wellbeing |

## Our Goal

By 2025, 100% of direct suppliers have human rights commitments in their NDPE policy

Kensing is committed to protecting the human rights of workers, indigenous people and local communities in our supply chains as detailed in our Sustainable Procurement Policy and Forest Policy and in line with international human rights principles and local applicable laws.

### 2024 Progress

**98%**

Direct suppliers have human rights commitments in their NDPE policy.

**100%**

100% of operations and palm oil suppliers are subject to human rights risk assessment.

**Kensing's Human Rights Policy** affirms our commitment to respecting and protecting the rights of all individuals across our operations and value chain. The policy is grounded in five internationally recognized standards: the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO Fundamental Conventions, the UN Declaration on the Rights of Indigenous Peoples, and the International Bill of Human Rights, while it also aims to address national and international laws and regulations. Oversight rests with our Board and Executive Team, with implementation led by Sustainability and Procurement. The policy applies globally to employees, contractors, suppliers, and business partners.

### Human rights risk assessments

Kensing conducts risk assessments for our own operations to identify existing and potential human rights risks in compliance with our policies. In 2024, **100%** of sites conducted SMETA/SEDEX Ethical Trade Audits with no material non-compliances found. For Tier 1 palm oil derivative suppliers, we have conducted a mapping of potentially impacted human rights based on country-level ratification of international human rights instruments and worker scores, using the WWF Risk Filter Labor and Human Rights indicator. This provides an overview of labor and human rights risk in our direct supply chain and offers a foundation for further risk assessment of our direct and indirect suppliers in future years.

### Mitigation and prevention

In 2024, Kensing delivered its annual refresher on human rights and labor rights to U.S.-based employees via our learning management system (LMS). We aim to keep **100%** of our procurement team current on human-rights training, and we achieved this target in 2024.



# Trusted Innovation





# Product Stewardship

At Kensing, product innovation goes hand-in-hand with our commitment to safety, quality, and regulatory excellence. From concept to commercialization, we embed safety science, compliance, and customer insight into every stage of product development, with customer satisfaction our top priority—underscored by an NPS of 55 (see glossary). Our stewardship ensures ingredients meet the highest standards while anticipating the needs of a safer, more sustainable future.

## 2024 Progress

55%

Customer Net Promoter Score (NPS)

>99.5%

Right-First-Time in the U.S.

Trusted innovation |

## Our Goal

Customer Net Promoter Score > 60%

### Ensuring product safety & compliance

All Kensing products are developed in accordance with applicable regulatory frameworks and standards relevant to the end industry, such as FSSC or EFCI. Every formulation undergoes safety screening, hazard classification, and internal approval before release. We provide comprehensive Safety Data Sheets and product documentation to ensure safe handling, labeling, and use.

### Quality systems & continuous improvement

Our manufacturing sites operate under ISO 9001 guidance and follow Good Manufacturing Practices (GMP). We apply strict batch traceability, internal quality audits, and complaint monitoring systems. In 2024, we maintained a very high Right-First-Time production rate of above **99.5%** in the U.S. and resolved customer quality concerns rapidly. In 2025 we will start monitoring the numbers for the other sites.

### Innovation for safety and sustainability

Our Research & Innovation team develops advanced formulations across our Vitamin E, Esters, and Surfactants portfolios, with a growing share based on upcycled, non-toxic, and biodegradable materials. In 2024, around a third of our R&D investment supported sustainability-driven product development. We continue to prioritize safer alternatives and improved performance across all sectors we serve.

### End of life product stewardship

Kensing advances product stewardship by collaborating with external partners to improve end-of-life management of specialty chemicals. We provide SDS and product labels with clear instructions on safe use, disposal, and biodegradability, supporting recovery and recycling to promote circular flows. To reduce packaging impacts, we run take-back programs for used containers, including durable metal boxes, which are cleaned, reused, or recycled.



# Business Ethics

Kensing is committed to conducting business with the highest standards of integrity, transparency, and accountability. Our ethical culture is embedded in our Code of Conduct and reinforced through ongoing training, policies, and internal controls. We reject all forms of bribery, corruption, fraud, and conflicts of interest, and we expect the same high standards from all employees, suppliers, and partners.

## 2024 Progress

**100%**

Employees received and signed the code of conduct, including anti-corruption measures.

**100%**

Employees trained on data privacy and cybersecurity

Trusted innovation |

## Our Goal

0 cases of corruption or bribery across all operations  
100% ethics training completion for employees

### Promoting ethical business conduct

Our Code of Conduct which includes our Anti-Corruption Policy outlines clear expectations for lawful and ethical behavior across all roles and geographies. These include guidance on gifts and hospitality, political donations, facilitation payments, and interactions with public officials. All employees are required to acknowledge the Code of Conduct through a binding signature and comply with these standards.

### Training

We conduct mandatory annual ethics and anti-bribery training for our headquarters and U.S. teams, with tailored content for high-risk functions such as procurement and commercial teams. All team members are required to refresh their knowledge of the Code of Conduct annually and ad-hoc reminders on specific topics are sent throughout the year.

### Data privacy & information security

Kensing safeguards employee and business data through access controls, secure IT systems, and compliance with applicable privacy regulations. All staff receive regular training on data protection and responsible information handling, and we aim for 100% of our employees to undergo cybersecurity training.

### Speak up culture

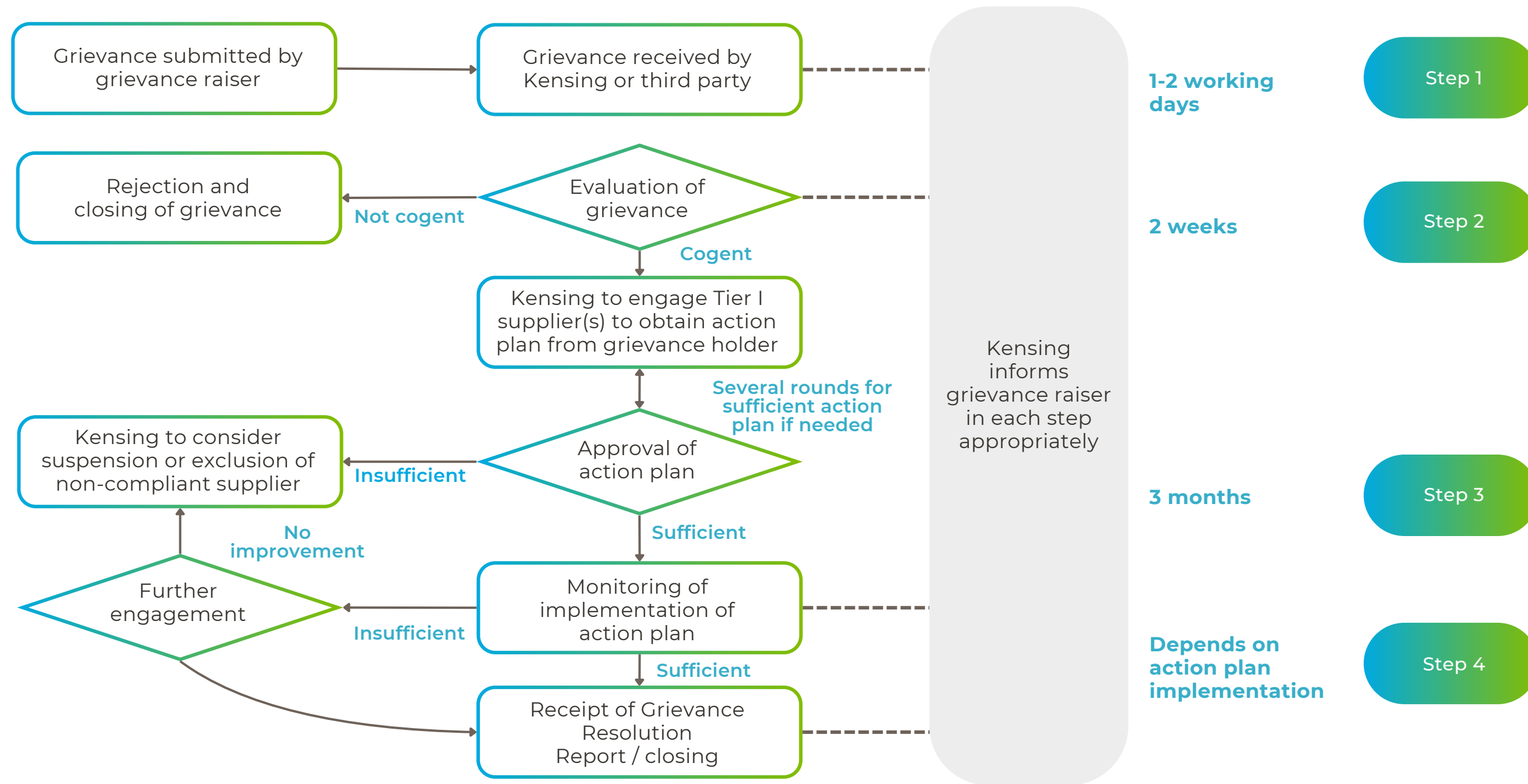
Employees and stakeholders have access to a confidential whistleblower mechanism, managed by a third-party, to report violations of our Code or applicable laws. Reported concerns are reviewed promptly and investigated by the most relevant function. We are committed to fair remediation and continuous improvement. Our Grievance Mechanism is described on the next page.



# Grievance Mechanism

Trusted innovation |

Kensing's [grievance mechanism](#) is open to employees, suppliers, and any affected stakeholders to report ethical, human rights, or sustainability concerns confidentially and without fear of retaliation. We ensure timely, transparent resolution through action plans and clear escalation steps, in line with our zero-tolerance policy for retaliation.





# Sustainable Partnerships





# Sustainable Sourcing

Kensing is committed to sourcing raw materials responsibly and transparently. Our Sustainable Procurement Policy sets expectations on ethics, human rights, and environmental practices. We prioritize traceability, risk assessment, and supplier engagement to ensure compliance and drive impact across our supply chain.

## 2024 Progress

**100%**

Strategic Suppliers signed the Supplier Code of Conduct

**96%**

Traceability to mill of palm oil supply chain

Sustainable Partnerships |

## Our Goal

Achieve full traceability and risk assessment for priority raw materials by 2025

### Supplier engagement

All suppliers are expected to comply with our Supplier Code of Conduct, which reflects international standards on labor rights, anti-corruption, and environmental protection. Sustainability clauses are embedded in contracts, and onboarding reviews are conducted for key partners. Procurement teams receive annual training on sustainable sourcing and due diligence.

### Traceability & risk management

We apply a risk-based approach to supplier assessments, focusing on geography, material exposure, and ESG risks. In 2024, we enhanced traceability systems and expanded the use of risk-screening tools for priority supply chains. High-risk suppliers are engaged through Corrective Action Plans, targeted audits, or capacity-building efforts.

### Training & capacity-building

To support responsible sourcing, **100%** of procurement staff received annual training in 2024 on human rights due diligence, NDPE sourcing principles, and high-risk raw materials. We also supported our partners with awareness tools and improvement roadmaps where gaps were identified.

### Inclusive supply chain

We prevent discrimination and give equal consideration to local and global suppliers. Using transparent criteria, risk-based due diligence, fair payment terms, and accessible grievance channels, we build an inclusive supply base, engaging SMEs and diverse owned businesses.



# Palm Oil Derivatives

## Our commitment and actions for the palm oil supply chain

Under our No Deforestation, No Peat, No Exploitation (NDPE) commitment, we perform enhanced due diligence on all palm-based inputs. In 2024, we achieved **96%** traceability to the mill and **67%** to the plantation for Tier 1 suppliers. We conducted biodiversity and human rights risk assessments using the WWF Risk Filter and engaged suppliers through smallholder-focused initiatives such as the ASD Impact Fund and Kaleka Mosaik landscape restoration program.

As a member of the Roundtable on Sustainable Palm Oil (RSPO), Kensing supports industry-wide efforts to promote certified sustainable palm oil and uphold the RSPO Principles & Criteria. Our membership reinforces our commitment to traceability, transparency, and continuous improvement across the palm value chain.



Metric	2024
RSPO Membership	Member
% of Tier 1 palm suppliers RSPO-certified	67%
% of RSPO-certified material physically certified (Mass balance)	48%
Traceability to Mill	96%
Traceability to Plantation	67%

In 2024, we published a list of our direct suppliers and their mills on our website, with annual updates to follow. This allows stakeholders to see where our palm oil derivatives come from. We also intend to provide more detailed product descriptions when selling palm-based products where this information is available, for example, plantation and smallholder plot coordinates.

*Read more on our commitment to responsible palm oil sourcing in our [2024 Palm Oil Sustainability Report](#)*



# Soy Derivatives

## Soy supply chain overview

Most of the soy in our supply chain enters as byproducts—residual materials from upstream processing that are upcycled in our operations, fostering circularity and resource efficiency. As these are not directly sourced commodities, they fall outside the scope of the EU Deforestation Regulation (EUDR) and similar regulations.

We do not purchase soy as a primary agricultural input; however, small amounts of soy oil are used in selected Vitamin E formulations for dilution. This virgin soy oil, primarily sourced from the U.S., is ProTerra-certified, with strong supply chain traceability.

Regardless of regulatory exposure, Kensinger actively monitors all supply chains to ensure transparency and uphold our broader commitment to sustainable sourcing.

### Roundtable on Responsible Soy (RTRS)



Although Kensinger sources soy only as a byproduct user, we recognize our role in promoting responsible practices across the value chain. As a member of the Roundtable on Responsible Soy (RTRS), we uphold high sustainability standards.

**40%** of our soy supply base now comes from RTRS-certified suppliers, supporting traceability, ecosystem protection, and respect for human rights.

Our membership also enables us to engage more deeply in collaborative efforts for sustainable agriculture across the industry.



# Appendix



# Additional non-financial performance KPIs

Appendix |

Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Air Quality	Emissions of air pollutants	76	77	Tonnes (t)
Air Quality	Emissions of ozone depletion substances	1	1	Tonnes (t)
Business Ethics	Operational sites with certified anti-corruption management system	100	100	Percentage (%)
Business Ethics	Employees trained on business ethics	100	100	Percentage (%)
Business Ethics	Reports related to whistleblowing procedures	0	0	Number
Business Ethics	Confirmed corruption incidents	0	0	Number
Business Ethics	Anti-corruption training for employees	99	92	Percentage (%)
Business Ethics	Whistleblower incidents	0	0	Number
Business Ethics	Violations of UNGC principles and OECD guidelines for multinational enterprises	0	0	Number
Business Ethics	Incidents of corruption	0	0	Number
Data Security	Number of data breaches	0	0	Data Breaches
Data Security	Percentage of breaches involving personally identifiable information	0	0	Percentage (%)

Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Diversity and Inclusion	Incidents of discrimination	0	0	Number
Diversity and Inclusion	Incidents of discrimination leading to sanctions	0	0	Number
Diversity and Inclusion	Female board members	0	0	Number
Diversity and Inclusion	Employees from a minority or vulnerable group in the organization	56	54	Percentage (%)
Diversity and Inclusion	Employees from a minority or vulnerable group at top management level	42	42	Percentage (%)
Diversity and Inclusion	Unadjusted gender pay gap	0	0	Percentage (%)
Employee engagement	Percentage of employees responding to employee survey (annual)	88	85	Percentage (%)
Employee Health & Safety	Number of work-related injuries	7	6	Work-Related Injuries
Employee Health & Safety	Total days lost to work-related injuries, fatalities, and ill-health	164	180	Number
Employee Health & Safety	Total recordable incident rate (TRIR)	2	2	Number
Employee Health & Safety	Lost-time injury frequency rate (LTIFR)	0	3	Number
Employee Health & Safety	% of all operational sites for which an employee health & safety risk assessment has been conducted	100	100	Percentage (%)



Additional non-financial performance KPIs

Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Employee Health & Safety	Number of work-related fatalities	0	0	Work-Related Fatalities
Employee Health & Safety	Employees trained on health and safety	100	100	Percentage (%)
Employee Health & Safety	Work-related accidents	7	6	Number
Employee Living Wage	Employees covered by a living wage benchmark analysis	100	100	Percentage (%)
Employee Living Wage	Employees paid below living wage	0	0	Percentage (%)
Employee Living Wage	Employees covered by living wage certification	62	NA	Percentage (%)
Employee Training & Development	Total workforce across all locations who received training on environmental issues	100	100	Percentage (%)
Employee Training & Development	Percentage of eligible employees receiving professional development	100	100	Percentage (%)
Employee Training & Development	Average training hours per employee	45	30	Number
Employee Working Conditions	Total number of full-time equivalents (FTE) in previous year (including contractors)	400	396	Number
Employee Working Conditions	Organic net new hires	60	11	Number
Employee Working Conditions	Total net new hires	77	114	Number

Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Employee Working Conditions	Annual percent turnover	17	12	Percentage (%)
Employee Working Conditions	Employees covered by collective bargaining policy	41	41	Percentage (%)
Employee Working Conditions	Healthcare policy eligibility	100	100	Percentage (%)
Employee Working Conditions	Total hours worked company wide	755.248	772.882	Number
Employee Working Conditions	Employees represented in formal joint management-worker health & safety committees	30	30	Number
Energy Management	Total energy consumed - all sources	251.313.380	247.694.434	Kilowatt-hour (kWh)
Energy Management	Renewable energy consumed - all sources	40.131.120	22.486.485	Kilowatt-hour (kWh)
Energy Management	Renewable electricity generated	286.828	263.485	Kilowatt-hour (kWh)
GHG Emissions	Scope 1 emissions	37.291	37.411	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 2 emissions, location-based	16.680	17.594	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 2 emissions, market-based	1.563	4.921	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 3 emissions	166.059	184.835	Tonnes of carbon dioxide equivalent (tCO2e)



Additional non-financial performance KPIs

Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Governance	Total number of board members	6	6	Board members
Governance	Total number of C-suite employees	6	6	Employees
Governance	Annual C-suite bonus target tied to ESG	10	10	Percentage (%)
Human Rights	Number of identified cases of severe human rights issues and incidents	0	0	Number
Supply Chain Management	ESG requirements in supplier contracts	100	100	Percentage (%)
Supply Chain Management	High risk suppliers covered by a sustainability assessment	100	100	Percentage (%)
Supply Chain Management	Sustainable procurement training for buyers	100	100	Percentage (%)
Waste & Hazardous Materials Management	Total weight of waste recycled / diverted from landfill	6.559	6.988	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of non-hazardous waste - non recycled	7.496	7.780	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of waste generated	7.629	7.910	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of hazardous and radioactive waste generated	33	30	Tonnes (t)



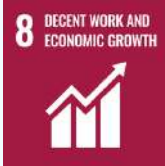


Category	Metric	Answer FY 2024	Answer FY 2023	Unit
Water & Wastewater Management	Total fresh water withdrawn	834	899	Megaliter (MI)
Water & Wastewater Management	Emissions to water	0	0	Tonnes (t)
Water & Wastewater Management	Total fresh water consumed	40	40	Megaliter (MI)
Water & Wastewater Management	Water reclaimed or recycled	15626	16541	Megaliter (MI)





# Indices and Standards

## The UN Sustainable Development Goals (SDGs)

SDGs					
Subtarget	6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3: By 2030, double the global rate of improvement in energy efficiency.	8.4: Improve resource efficiency and decouple growth from environmental degradation. 8.7: Eradicate forced labor, end modern slavery and human trafficking. 8.8: Protect labor rights and promote safe working environments.	9.4: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and adoption of clean technologies.	12.2: By 2030, achieve the sustainable management and efficient use of natural resources. 12.3: By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
How Kensing contributes	Kensing improves water quality by treating and monitoring its wastewater to reduce pollutants. We recycle and optimize water use to minimize discharges.	Kensing continuously invests in energy efficiency to reduce consumption across operations. We have achieved 100% renewable electricity sourcing and continue investing in renewable energy installations locally.	Kensing advances circularity by optimizing raw material use, recycling by-products, and improving process efficiency. We uphold strict supplier standards a to ensure fair labor practices and avoid exploitation in our supply chains. Kensing prioritizes employee health and safety through robust EHS programs, training, and continuous workplace improvements.	Kensing modernizes its operations by investing in cleaner technologies, improving energy and water efficiency, and upgrading equipment to reduce environmental impact.	Kensing optimizes resource use by improving process efficiency and maximizing value from every raw material. We contribute by upcycling oil derivative by-products, preventing waste and turning them into valuable specialty ingredients. Kensing reduces waste generation through prevention, recycling, and upcycling practices that close material loops in production.
Chapters	Circularity and water, Pollution	Climate change & Energy	Valuing Nature, People Wellbeing	Valuing Nature	Circularity and Water



# Indices and Standards: GRI Index

Category	Disclosure	Specifications	Location in Kensing 2024 Report
GRI 1: Foundation	Statement of use	Reported in accordance with GRI Standards 2021	Annual Sustainability Report 2024
GRI 1: Foundation	GRI 1 used	Foundation 2021	—
GRI 1: Foundation	Applicable GRI Sector Standards	N/A	—
GRI 2: General Disclosures 2021 I	2-1 Organizational details	Company details	p.5
GRI 2: General Disclosures 2021 I	2-2 Entities included	Entities in reporting scope	p.5
GRI 2: General Disclosures 2021 I	2-3 Reporting period, frequency, contact	Calendar year 2024	Cover
GRI 2: General Disclosures 2021 I	2-4 Restatements of information	None stated	—
GRI 2: General Disclosures 2021 I	2-5 External assurance	Only GHG emissions assured	17
GRI 2: General Disclosures 2021 I	2-6 Activities, value chain	Value chain and business model	p.6–7
GRI 2: General Disclosures 2021 I	2-7 Employees	FTEs, countries, gender split	p.5, p.24
GRI 2: General Disclosures 2021 I	2-9 Governance structure	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-12 Role of governance body in impacts	Board/KET oversight	p.10

Category	Disclosure	Specifications	Location in Kensing 2024 Report
GRI 2: General Disclosures 2021 I	2-13 Delegation of responsibilities	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-14 Role in sustainability reporting	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-16 Critical concerns communication	Whistleblower & grievance channels	p.29–30
GRI 2: General Disclosures 2021 I	2-17 Collective knowledge of the highest governance body	Not explicitly described	—
GRI 2: General Disclosures 2021 I	2-19 / 2-20 Remuneration policies / process	Sustainability Governance	10
GRI 2: General Disclosures 2021 I	2-22 Statement on sustainable development strategy	Our Approach	9
GRI 2: General Disclosures 2021 I	2-23 Policy commitments	main targets and thematic chapters	14
GRI 2: General Disclosures 2021 I	2-24 Embedding policy commitments	Training & LMS; procurement training	p.23–24, p.29, p.32
GRI 2: General Disclosures 2021 I	2-25 Processes to remediate negative impacts	Grievance mechanism	p.30
GRI 2: General Disclosures 2021 I	2-26 Mechanisms for seeking advice and raising concerns	Speak-up system, grievance mechanism	p.29–30
GRI 2: General Disclosures 2021 I	2-27 Compliance with laws and regulations	Pollution	p.19
GRI 2: General Disclosures 2021 I	2-28 Membership of associations	RSPO; RTRS	p.33–34



Indices and Standards : GRI Index

Category	Disclosure	Specifications	Location in Kensing 2024 Report
GRI 2: General Disclosures 2021 I	2-29 Approach to stakeholder engagement	Stakeholder table	p.12
GRI 2: General Disclosures 2021 I	2-30 Collective bargaining agreements	Employee wellbeing	p.25
Topic-specific: Climate & Energy	305-1/2/3 GHG emissions	Scope 1, 2, 3 data	p.17
Topic-specific: Climate & Energy	305-5 Reduction of emissions	Science-based target, reduction progress	p.16–17
Topic-specific: Climate & Energy	302-4 Energy efficiency	Energy initiatives	p.16–17
Topic-specific: Climate & Energy	303-1/2 Water management	Approach, risk assessments	p.18
Topic-specific: Climate & Energy	303-3/4/5 Water withdrawal/discharge	Reduction reported	p.18
Topic-specific: Climate & Energy	306-1/2 Waste approach	Waste management	p.18
Topic-specific: Climate & Energy	306-3/4/5 Waste data	Waste diverted, disposed	p.18
Topic-specific: Circularity, Water & Waste	303-1/2 Water	Water management approach, closed-loop systems, stress assessments	p.18
Topic-specific: Circularity, Water & Waste	303-3/4/5 Water	Water withdrawal/discharge (narrative, % reduction)	p.18
Topic-specific: Circularity, Water & Waste	306-1/2 Waste	Waste management approach	p.18

Category	Disclosure	Specifications	Location in Kensing 2024 Report
Topic-specific: Circularity, Water & Waste	306-3/4/5 Waste	Waste generated, diverted, disposed	p.18
Topic-specific: Pollution	305-7 Air emissions	VOC/odor management, compliance	p.19
Topic-specific: Biodiversity	304-2 Significant impacts	Risk filter, NDPE, TNFD alignment	p.20
Topic-specific: Biodiversity	Landscape restoration initiatives	ASD Impact Fund	p.21
Topic-specific: People & Safety	403-1/5 H&S management	Safety programs, training	p.23
Topic-specific: People & Safety	403-9 Work-related injuries	LTIR, training, near-misses	p.23
Topic-specific: People & Safety	401-2 Benefits & living wage	Living wage, benefits	p.23
Topic-specific: People & Safety	404-2 Learning & development	LMS training	p.24
Topic-specific: People & Safety	404-3 Performance reviews	Career management	p.24
Topic-specific: People & Safety	405-1 Diversity	Workforce gender split, KET gender split	p.24
Topic-specific: People & Safety	407-1 Collective bargaining	Union representation	p.25
Topic-specific: Human Rights	414-1/2 Supplier assessments	Supplier screening, CoC	p.32



Indices and Standards : GRI Index

Category	Disclosure	Specifications	Location in Kensing 2024 Report
Topic-specific: Human Rights	408-1/409-1 Child/forced labor	Risk assessment	p.26
Topic-specific: Human Rights	Human Rights Policy	Policy commitments, risk screening	p.26
Topic-specific: Human Rights	Grievance mechanism	Remediation & escalation	p.30
Topic-specific: Ethics & Compliance	205-2 Anti-corruption training	100% training, Code signed	p.29
Topic-specific: Ethics & Compliance	418-1 Data privacy	100% training on cybersecurity & privacy	p.29
Topic-specific: Ethics & Compliance	419-1 Non-compliance	Environmental compliance	p.19
Topic-specific: Responsible Sourcing	308-1/2 Supplier environmental screening	Sustainable Partnerships	p.32–33
Topic-specific: Responsible Sourcing	414-1/2 Supplier social screening	Human rights commitments,	p.26, 32
Topic-specific: Product Stewardship	416-1 Product health & safety	GMP/ISO, safety screening, SDS	p.28
Topic-specific: Product Stewardship	417-1 Product information & labeling	SDS, documentation	p.28





# Glossary

**ASD:** Agricultural Smallholder Development. The ASD Impact Fund supports landscape restoration by financing community projects that improve farmer livelihoods, restore degraded land, and build sustainable supply chains.

**ASD SPI:** Action for Sustainable Derivatives – Sustainable Palm Index. A benchmarking tool that evaluates direct and indirect suppliers of palm derivatives on traceability, sustainable sourcing, and compliance with NDPE (No Deforestation, No Peat, No Exploitation) principles. The index informs procurement decisions, identifies supplier improvement areas, and encourages continuous progress in sustainable palm supply chains.

**CDP:** Carbon Disclosure Project. An independent platform where companies disclose their climate and environmental impacts, scored annually to benchmark performance.

**CoC:** Code of Conduct. A set of principles and standards that suppliers must sign to ensure compliance with ethical, environmental, and labor practices.

**DMA:** Double Materiality Assessment. Evaluates both how a company impacts people and the planet, and how sustainability issues impact the company's finances.

**EHS:** Environmental, Health and Safety. A company function focused on regulatory compliance, workplace safety, and environmental stewardship.

**EFCI:** European Federation for Cosmetic Ingredients. The European trade association representing manufacturers and suppliers of cosmetic ingredients.

**EFRAG:** European Financial Reporting Advisory Group. Advises the EU on accounting and sustainability reporting standards, including ESRS.

**ESRS:** European Sustainability Reporting Standards. The EU-mandated reporting framework requiring large companies to disclose sustainability data.

**EUDR:** EU Deforestation Regulation. Restricts placing products on the EU market if linked to deforestation or forest degradation post-2020.

**FSCC:** Food Safety System Certification. A globally recognized certification scheme for food safety management systems.

**GHG:** Greenhouse Gas. Includes CO<sub>2</sub>, methane, nitrous oxide, and others, measured in CO<sub>2</sub>-equivalents to assess climate impact.

**GRI:** Global Reporting Initiative. Provides the world's most widely used sustainability reporting standards, aligned with stakeholder needs.

**H&S:** Health & Safety. Policies and practices that ensure employees are protected from workplace risks and accidents.

**KET:** Kensing Executive Team. The senior leadership group at Kensing.

- LEAP:** Locate, Evaluate, Assess, Prepare. A process developed by TNFD (Taskforce on Nature-related Financial Disclosures) to help organizations identify nature-related risks and integrate biodiversity considerations into financial and strategic planning.
- LTIR:** Lost Time Incident Rate. A safety metric measuring the number of workplace injuries that result in time away from work per 200,000 hours worked.
- NDPE:** No Deforestation, No Peat, No Exploitation. A sourcing policy to prevent deforestation, peatland conversion, and the exploitation of workers or communities.
- NGO:** Non-Governmental Organization. Independent organizations that advocate for social or environmental issues, often partnering with businesses to drive change.
- NPS:** Net Promoter Score. A customer loyalty metric calculated by subtracting the percentage of detractors from the percentage of promoters in satisfaction surveys.
- RSPO:** Roundtable on Sustainable Palm Oil. A global certification system that sets environmental and social standards for sustainable palm oil production.
- RTRS:** Round Table on Responsible Soy. An international certification scheme promoting sustainable soy production with criteria on deforestation, labor rights, and social impact.
- SBTi:** Science-Based Targets initiative. Validates corporate climate targets to ensure they are aligned with limiting global warming to 1.5°C or well below 2°C.
- SDGs:** Sustainable Development Goals. The 17 UN-adopted goals to end poverty, protect the planet, and promote prosperity by 2030.
- SDS:** Safety Data Sheet. A standardized chemical safety document that provides information on hazards, handling procedures, and emergency measures.
- VOC:** Volatile Organic Compounds. Carbon-based chemicals (such as solvents) that easily evaporate and contribute to smog and air pollution; subject to regulation.
- WWF:** World Wide Fund for Nature. A leading conservation NGO that develops tools like the Landscape Risk Filter to assess biodiversity and ecosystem risks.





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