



Company Presentation 2024

Leadership & Sustainability

Chose 35 years of professional experience

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What makes Leadership & Sustainability unique?

- We have 35 years of extensive work experience to **improve performance** at the corporate strategic level and at the facility level
- We stand out from the crowd by our **system approach** coupled with **engineering and manufacturing knowledge** and a drive to create change with measurable results

Karin's expertise are in the following areas, among others:

- Sustainability – environment, social, business ethics & corporate governance
- Materiality, Business case, Strategy development & implementation
- Value chain and business integration of Sustainability
- Manufacturing sustainability & Sustainable supply chain management
- Karin was awarded the **Higg Index Verification Leadership award** at the SAC full member meeting in Barcelona, 2019

[Here](#) you can find Karin's profile



CEO Karin Ekberg

About Leadership & Sustainability

- We have a team of 14 members in Germany and we have more than 60 team members in different locations across the world.
- We have **offices** in Germany, Bangladesh, India, Turkey and Vietnam and presence in China, Indonesia, Pakistan, Tunisia and several European countries.
- Our Expertise, Outreach and **Partnerships are global**.
- Our mission is the **transformation** and embedding of sustainability into business processes over the full value chain.
- We are a member of SAC with Leader status and **approved Higg FEM Verifier and Trainer Body, SLCP Verifier and Trainer Body, as well as an approved BRM verifier body**.
- We are an approved **MCAP verifier** (SAC Manufacturer Climate Action Program).
- We are an accredited **ZDHC Training Provider and InCheck Verifier**.
- We are a member of **APSCA**.





Project examples and references

Overview of our services

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Materiality Assessment & Strategies

- Value chain approach
- Materiality assessment over the value chain
- Brand module benchmarking
- Strategy development & Business cases
- Reporting



Materials & Products

- Create standards for materials
- Design for environment
- Product portfolio strategy
- Brand policies to include restricted substances & animal welfare etc.



Supply Chain & Facilities

- Supply chain mapping / strategy
- Higg FEM & SLCP verification
- Chemicals management / „ZDHC protocol“
- Good manufacturing practices and Handbooks
- KPIs & performance improvements



Workshops & Trainings

- Supplier training
- Designer training
- Training on sustainability & environmental impacts
- Training on sustainability strategy

L&S Project examples

Strategy & Reporting

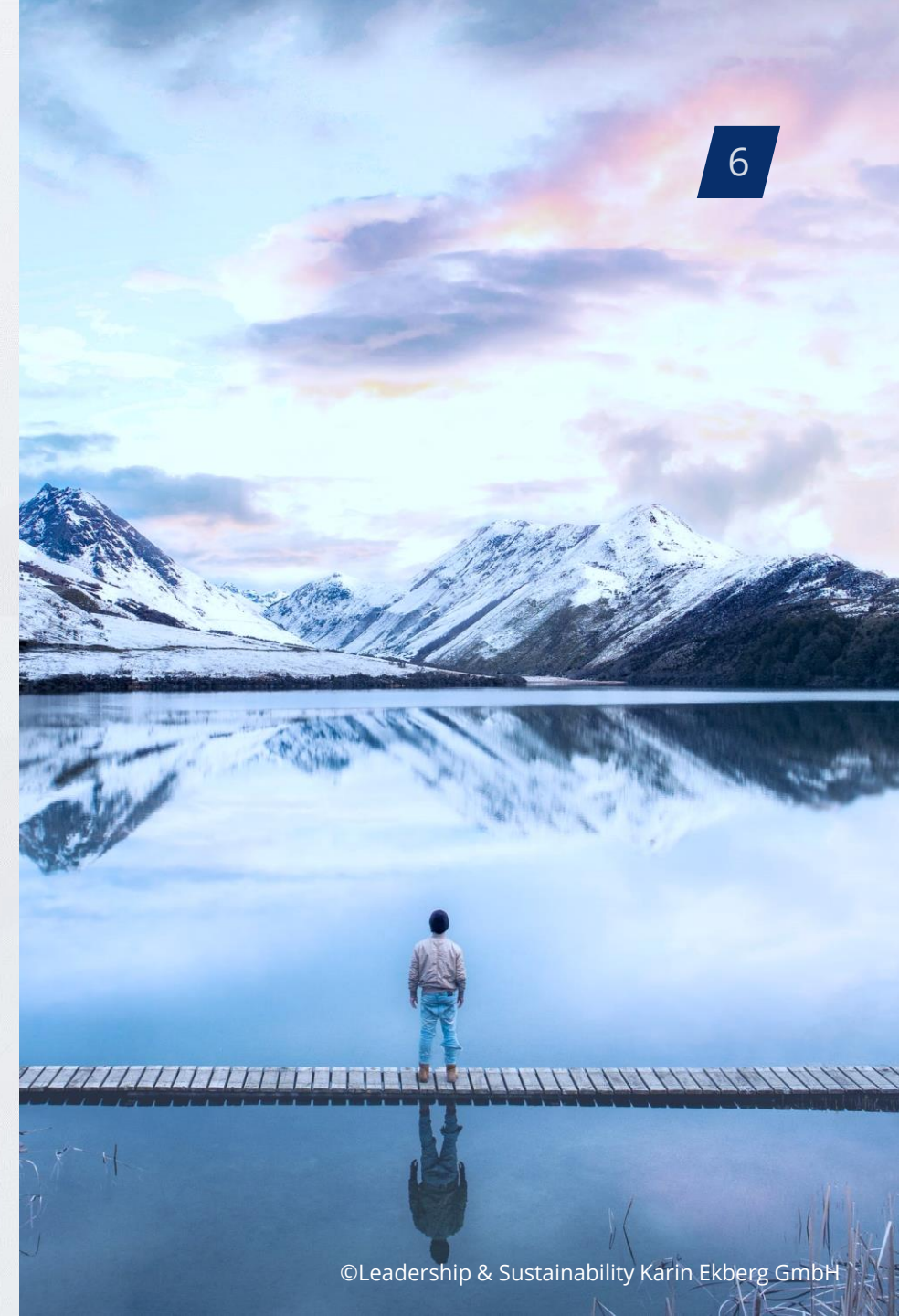
- Materiality assessment, benchmarking and strategy development for several brands, retailers and manufacturing groups
- Workshops about sustainability strategy and ISO 9001/ ISO 14001
- Sustainability reports and assurance of report
- Carbon footprinting and GHG verification
- Risk assessments for products and materials
- More than 65 BRM verifications

Product

- Study on Microplastics in the oceans
- Workshop about materials' and products' certifications
- Product labels

[Read about some of these projects here](#)

Leadership & Sustainability



L&S Project examples

Supply chain management

- Supply chain management: materiality, EH&S guidelines, chemical guidelines, programs, audit approach, audits
- Goals and Action Plans and Handbooks for suppliers on how to improve environmental performance and Higg FEM scores
- More than 2,000 SAC FEM3.0 verifications and EHS audits in multiple locations world-wide
- More than 300 SLCP verifications
- Statistics based on Higg FEM self-assessment and verified results of brands' suppliers
- Chemicals management consulting

[Read about some of our projects here](#)



Higg FEM – Local Experts

Country	No. of Experts	Generalist Verifier	Chemical Specialist Verifier	Trainer
Bangladesh	2	✓	✓	✓
Cambodia	1	✓		
China	2	✓		
Egypt	2	✓		
Germany	1	✓	✓	✓
India	3	✓	✓	✓
Indonesia	1	✓		
Pakistan	1	✓		
Portugal	1	✓	✓	✓
Romania	1	✓		
Tunisia	3	✓	✓	
Turkey	1	✓	✓	
Vietnam	9	✓	✓	✓

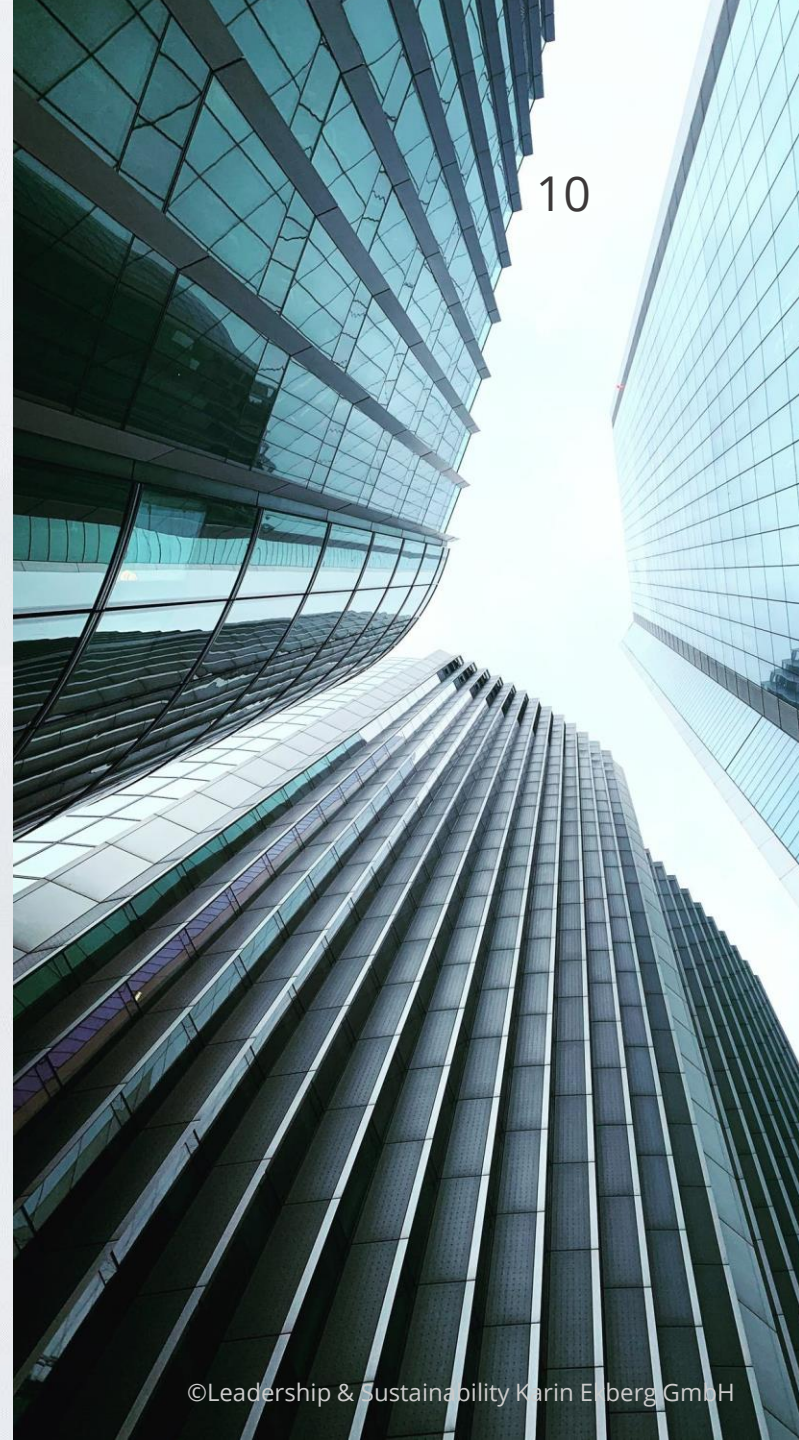
SLCP – Social **Local Experts**

Country	No. of Experts	Verifier	Trainer	Approved countries
Bangladesh	2	✓	✓	Bangladesh
Bulgaria	1	✓	✓	Bulgaria, Macedonia
China	3	✓	✓	China
Germany	1		✓	Germany
India	2	✓	✓	India
Indonesia	1	✓	✓	Indonesia, Malaysia
Pakistan	2	✓	✓	Pakistan
Portugal	1	✓	✓	Portugal
Romania	1	✓	✓	Romania
Tunisia	2	✓	✓	Kenya, Mauritius, Madagascar, Morocco, Tunisia
Turkey	4	✓	✓	Turkey
Vietnam	4	✓	✓	Vietnam



Higg BRM

- We are now a verifier body for **Higg BRM** with 2 BRM verifiers and have conducted **70+ BRM verifications** in 2021-2023
- Brands and retailers of all sizes can use Higg BRM to measure **environmental and social impacts** of their value chain
- Leadership & Sustainability **provides verification** to **Higg Brand and Retail Module (BRM)** users
- We offer both **on-site** and **off-site verifications** and support you with your self-assessment



Official ZDHC Accredited Training Provider

- ZDHC is the acronym for **Zero Discharge of Hazardous Chemicals** and started in 2011 as a response to the **Greenpeace Detox campaign**
- Since April 2020 Leadership & Sustainability is an accredited **ZDHC training provider**
- We offer both **face-to-face as well as webinar trainings** and support you with your effort to reduce your chemicals footprint
- We are also an approved **InCheck verifier**

Our Free Webinars

Recordings & Presentations:



[Corporate Sustainability Reporting Directive](#)



[Changes, updates and how to prepare for Higg FEM 4.0](#)



[Climate Impact](#)



[Materiality and country risk assessments](#)

Contact

Leadership & Sustainability

Visit our Website:

www.leadership-sustainability.com

E-Mail us:

Karin.Ekberg@Leadership-Sustainability.com

Call us:

Mobile: +49 (151) 461 70 184

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