



## ESG Manager

As ESG Manager, you operate within an ambitious and dynamic international organisation, reporting to the Group Management Board. In this role you will lead the ESG effort within the Group by defining, coordinating and delivering an industry leading approach to all aspects of ESG. And, more importantly, by executing on the delivery of ESG results in close co-ordination with the Managing Directors of our companies, Purchasing and Operations teams, Commercial teams and Customers and Suppliers.

### Who are we?

Royal Sanders is a leading European manufacturer and supplier of personal care products to private label and contract manufacturing customers. Our business processes consist of developing, producing and distributing a wide range of products such as shampoos, creams, lotions and deodorants. We produce these products for a number of international brands and for private labels of well-known retail and drugstore chains by operating out of 7 factories and 1 Salesoffice in 4 countries. In addition, we have a number of own brands including Van Gils, Odorex, Provoke, Soft & Gentle, Proset, Sanicur, Melkmeisje and more. The corporate culture of Royal Sanders is hands on and no-nonsense with short communication lines and a strong focus on 'every day better'. Sustainability is part of our DNA. Our focus has always been on our employees, customers, neighbors, and stakeholders, and on being respectful towards the resources we use. We know about consumer trends and provide innovative solutions to our clients.

Met opmaak: Engels (Verenigd Koninkrijk)

### These tasks will be part of your responsibilities:

- Oversee the evolving external ESG landscape, with regards to regulations, standards, competitor analysis, trends, etc.
- Oversee and coordinate the external reporting requirements including CSRD, EUDR, PPWDR and CSDDD and coordinate the required data availability relevant for these reports.
- Be the driving force behind specific workstreams, for example: i) reduction / elimination of micro-plastics, ii) increased usage of recycled packagings and refill packagings, iii) reduce water consumption and waste water, iv) social aspects such as accidents (LTAs) and illness rates.
- Own the carbon reduction agenda across Scope 1, 2 and 3, working across the value chain to deliver industry leading performance. Ensure that our ESG strategy and achievements are understood by our stakeholders, working with all Managing Directors, Group Management Board, Customers and Suppliers.
- Support Group Officers and local Management Teams in defining and delivering on relevant ESG agenda's, reflecting both the Group strategy and local requirements.
- Lead the production and delivery of the Group's annual ESG report and the Ecovadis certifications.
- Expand the usage of measurement tools and data to drive increased effectiveness of ESG objectives and communication to all stakeholders, including target setting to the companies.
- Support communication on all ESG matters with institutional investors, including index participation and ESG screening and scoring bodies.



### Personal competencies:

You have a clear passion and vision for Sustainability and ESG, including how to deploy this in an international organization. With a strong personality and drive, you are able to provide co-ordination, decision-making, execution and monitoring of all ESG aspects within the Group. You do this based on advanced analytical capabilities and a cooperating mentality with the operations managers in the production plants. They will need to understand how ESG affect their work and they will be invited for ESG results. And, in addition, you are able to understand, interpret and balance the interests of all stakeholders in complicated processes in order to propose decisions taking all these interests into account. You have excellent communication skills, a hands-on mentality and work from a high-energy drive. You are able to promote and optimize development and innovation within the Group.

### Required education and experience:

- Academic education and way-of-working/thinking, with a technical and/or business education.
- Minimum of 3 - 7 years of working experience in Operations and/or Purchasing with a clear link and passion to ESG. Preferably in a production environment with raw and packaging materials or a strong consulting background.
- Excellent analytical, communication (verbal and writing) and interpersonal skills and a true team-player.
- A healthy level of impatience and energy/drive to get things done across different disciplines and interests. Ability to work independently and self-starting.
- No-nonsense and hands-on personality and approach.
- Mastering Dutch is a pré,
- People from a diverse background feel welcome at Royal Sanders.

### What do we offer:

Working at Royal Sanders means working in a challenging, dynamic and growing organization with large responsibilities. The job currently does not exist and therefore offers a lot of potential to drive and create it. It will also entail traveling within the Netherlands (2 companies), UK, Belgium and Germany (3 companies). It is a full-time position of 40 hours per week (32 hours is possible), for which you will receive a competitive salary based on education, experience and results.

### Interested?

If you recognize yourself in the above profile, please send your CV and motivation via email to [our recruitment partner Fellowfield](#), ~~our recruiting partner~~

For more information about this vacancy, please contact ~~XXX~~ Sabine Nutters, 0031 6 839 807 37, [sabine@fellowfield.nl](mailto:sabine@fellowfield.nl)

Acquisition in response to this vacancy is not appreciated.

- Met opmaak: Niet Markeren
- Met opmaak: Standaardlinea-lettertype, Lettertype: 11 pt, Nederlands (standaard), Patroon: Doorzichtig, Niet Markeren
- Met opmaak: Niet Markeren
- Met opmaak: Niet Markeren



