

# TRUE COLOURS

IMPACT  
REPORT



Our current impact  
and ambitions  
for increased  
sustainability

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**Ronald Benning**



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# RONALD BENNING

## CEO at Royal Talens

The global business environment has changed dramatically presenting both challenges and new opportunities.

The challenges for companies operating worldwide like the Royal Talens group have only increased in the last two years. Successfully managing the shortage of supplies and increasing transportation costs with remotely working office employees, in combination with factory and logistic employees loyally going to work every day during the Covid-19 pandemic, has given Royal Talens the preferred suppliers position in our industry.

Service levels between 95% and 98%, quick delivery and the launch of many new innovative products certainly gave us wings during the increasing demand for fine art and creative colouring products during the pandemic.

As things started to normalize a bit in the beginning of 2022, the world was confronted with the brutal invasion of Russia in Ukraine, unfolding into an energy crisis and the start of an upward spiral of high inflation. We have immediately suspended the export of our products to Russia and Belarus since the start of the conflict. And together with the Royal Talens Foundation we do our part in helping where we can and we call to end this conflict and hope that peace, human rights, and the international rule of law will prevail.

A lot has been achieved in two years' time, but our journey has only just started.

Despite the difficult circumstances, we do see a lot of positive changes and improvements on sustainability in many of our processes and products, and we also see these changes reflected in the figures we report. But more notable and significant is the change of attitude towards sustainability topics by our employees and customers. Our employees all over the world get a twinkle in their eyes if we

talk about our efforts to reduce our ecological footprint and improve our environmental sustainability as a company. We are all consumers, and we therefore see how products and services we buy have increasingly changed to more sustainable and less burdensome for the environment. As a result – and our first True Colours sustainability report had a huge internal impact on that – we see our employees around the world being very much engaged in what we as a company can do to improve our sustainability.

### Looking towards the future

First the Covid-19 pandemic and subsequently the start of the war in Ukraine have impactfully changed the way people work and how supply chain dynamics have changed. Like the fall of the Berlin wall in 1989, the impact of these events will likely only become fully clear in around 25 years from now. But I am a positive person and looking from a sustainability point of view, I foresee that fossil fuels and energy consumption will see a turning point in these events. Electrification and reduction of movements by air or sea containers by both man and product will decrease. Our new-to-be-built factory and office in 2025 will be fully free of natural gas use and will have the BREEAM Excellent accreditation.

Packaging & packaging waste regulation (PPWR), CLP labelling, substance restrictions from Green Deal, biocidal product regulation (BPR), toy-regulations, REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) are just a selection of regulations our industry must deal with. Fine art manufacturing being a small industry, but Royal Talens being a big player in this industry comes with challenges and responsibilities. A task we are very willing to accept and have our best people working on so that not only today but certainly tomorrow we can proclaim to be your preferred supplier!

WORDS FROM  
OUR CEO





# IMPACT REPORT 2022

## We believe that creative people can change the world.

Sustainability and climate change are among the greatest challenges of our time.

In the Paris Climate Agreement, it was agreed that by 2030 we will have reduced our CO<sub>2</sub> emissions by 49% and a maximum of 1.5 degrees of global warming. That's only seven years from now. Can we still achieve that? Are we reaching tipping points so we all will experience the consequences? Many reports have been written and the message is clear: we can still do it, but it requires drastic change. Right now. From all of us. Together!

Royal Talens is already making great steps towards a more sustainable future, but we can and must do even better. We continue to keep sustainability high on the agenda throughout our business process. Sustainable business means reducing the negative impact everywhere in the company and searching for better solutions together with companies in the supply chain. It also means that we must start thinking differently, being open-minded, thinking 'outside the box' and coming up with creative solutions.

From major changes like the construction of a sustainable new building to small initiatives, everything contributes towards leaving the planet in a good state for the next generations. The sense of urgency is there, and it also offers great opportunities.

Next to all the initiatives which are running in the company, the Royal Talens Foundation, in partnership with other charitable organisations, provides many inspiring projects worldwide with our creative products.

Please be welcome to read more about our sustainability goals and achievements so far in our sustainability report.

**Our mission is to use creativity to make the earth more beautiful, cleaner, more sustainable and more inclusive. 'Creative minds can inspire change'. We want to contribute to that.**

# ROYAL TALENS LOCATIONS

Royal Talens has its headquarters, largest production plant, and main distribution center located in Apeldoorn, the Netherlands. In addition to this primary location, Royal Talens operates production plants, distribution centers, and offices in Denmark and Spain. To ensure efficient global service, we have established distribution centers and offices in the United States and Switzerland, as well as offices in the United Kingdom, France, Germany, Italy, Poland, Japan.

This sustainability report presents the key figures related to our production plants, warehouses, and offices in the Netherlands, Denmark, and Spain.

[Royal Talens the Netherlands](#) →

[Royal Talens Denmark](#) →

[Royal Talens Spain](#) →

# SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 goals set by the United Nations to make the world a better place by 2030.

They categorise and concretise economic, ecological and social goals to which companies can and should aspire. From combating poverty to clean water, and from good health to the conservation of natural resources.

The seventeen goals are very strongly interconnected. So strongly, in fact, that by working on one specific SDG you often contribute to many more SDGs. For example, if you are working on SDG 4, quality education, you are indirectly working on better health (SDG 3), job opportunities (SDG 8) and reducing inequality (SDG 5 and 10). In doing so, you also contribute to reducing poverty (SDG 1), better nutrition and access to sanitation (SDG 2 and 6) and, finally, a more peaceful society (SDG 16).



The 17 SDGs to make the world a better place.



# HOW WE MEASURE OUR IMPACT

Like any organisation, Royal Talens has a direct and indirect impact on its internal and external environment. In this report, we focus on two types of impact: environmental impact and social impact.

## Why do we want to work with the SDGs?

At Royal Talens, we want to show our True Colours. Not only can we contribute to a better world, we also want to. The SDGs provide an understandable and widely supported framework to illustrate our efforts. Moreover, the SDGs motivate us to do our best together with our partners.

In our activities, we primarily touch upon six SDGs, which we further highlight in this report. It is also worth remembering that we are working on many other SDGs as extensions of these six SDGs. In this way, we at Royal Talens are also doing our bit for a better world.

|   |  |   |
|---|--|---|
| <b>7</b> AFFORDABLE AND CLEAN ENERGY<br> | <b>6</b> CLEAN WATER AND SANITATION<br> | <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION<br> |
|---|--|---|

## environmental impact

|  |   |   |
|--|---|---|
| <b>3</b> GOOD HEALTH AND WELL-BEING<br> | <b>4</b> QUALITY EDUCATION<br> | <b>8</b> DECENT WORK AND ECONOMIC GROWTH<br> |
|--|---|---|

## social impact

The six SDGs on which Royal Talens is working to make the world a better place.

**Environmental impact** covers all short- and long-term effects of our products and activities on the natural world.

**Social impact** is the effect on the social welfare of people within and outside the company.

In order to make this impact report as insightful as possible, we have focused on effects that we classify as relevant and significant. We deal with so-called material impact areas, which go to the core of our business and over which a great deal of influence can be exerted. Because Royal Talens is a multinational company, we make both negative and positive impacts worldwide. Researching and communicating our impact begins with a focus on our head office in Apeldoorn, the Netherlands.

# CERTIFICATIONS

Royal Talens is certified according to ISO 9001, ISO 14001 & FSC® standard. Royal Talens is also member of SEDEX and have been audited in accordance with SMETA.

## ISO 9001

ISO 9001 is the international standard for creating a Quality Management Systems (QMS), published by ISO (the International Organization for Standardization). This standard provides the QMS requirements to be implemented for a company that wants to create all the policies, processes, and procedures necessary to provide products and services that meet customer and regulatory needs and improve customer satisfaction. Quality management systems are the foundation of quality assurance activities.

## ISO 14001

ISO 14001 is an international standard for designing and implementing an environmental management system (EMS). The requirements provide a framework and guidelines for creating an environmental management system that incorporate important elements needed for a successful EMS. Both ISO 9001 & ISO 14001 are internationally recognized standards, which means they are accepted by a majority of countries worldwide.

## FSC®

The Forest Stewardship Council®. (FSC®) is an international, non-governmental organisation dedicated to promoting responsible management of the world's forests. Since its foundation in 1994, FSC has grown to become the world's most respected and widespread forest certification system. FSC's certification system, which now covers more than 200 million hectares of forest, enables businesses and consumers to choose wood, paper and other forest products made with materials that support responsible forestry.

## SMETA

SMETA is Sedex's social auditing methodology, enabling to assess Royal Talens site and suppliers to understand working conditions at Royal Talens and their supply chain. Social audits enable Royal Talens to assess their suppliers, monitor health and safety for workers, and signal zero tolerance of human rights abuses such as child and forced labour. Once an audit is complete, Royal Talens and their supplier businesses can work together to address any issues, based on a Corrective Action Plan (CAPR).

## The Nordic Swan Ecolabel

The Nordic Swan Ecolabel is one of the world's toughest environmental certifications – and as such, a powerful tool for producers and brand owners. It offers: A recipe on how to reduce the environmental impact from production and consumption of goods.

A credible, third party certified guidance for their consumers and professional buyers to choose goods and services that are among the environmentally best.

Schjerning has multiple product lines with the Nordic Swan Ecolabel: Greenspot Ready MIX, the acrylic paint Greenspot AkrylSatin and the vintage paint Greenspot Vintage.



The mark of responsible forestry





# OUR VISION

We believe that creative expression brings out the best in everyone. It has the power to stimulate mind, body and soul, and should therefore be facilitated all over the world.

ROYAL  TALENS



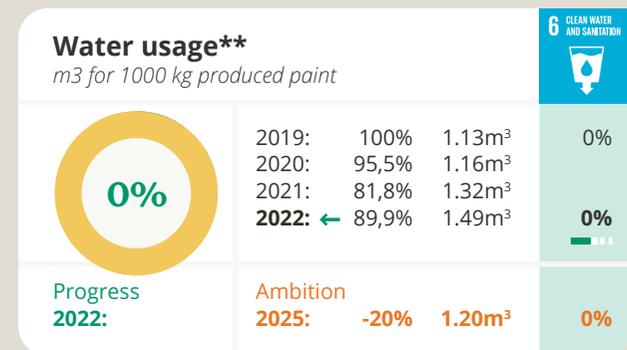
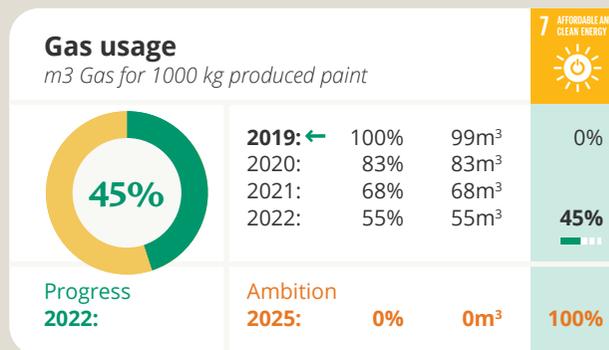
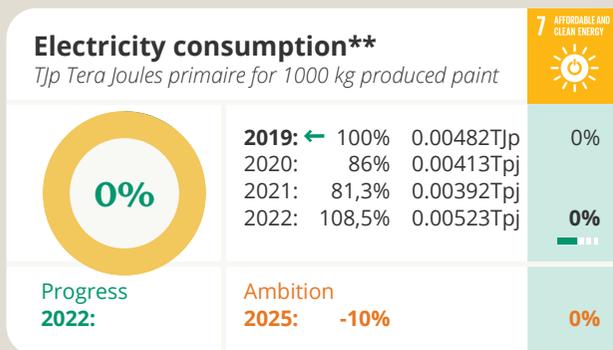
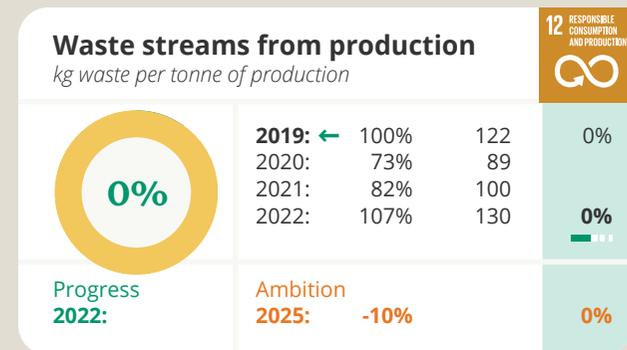
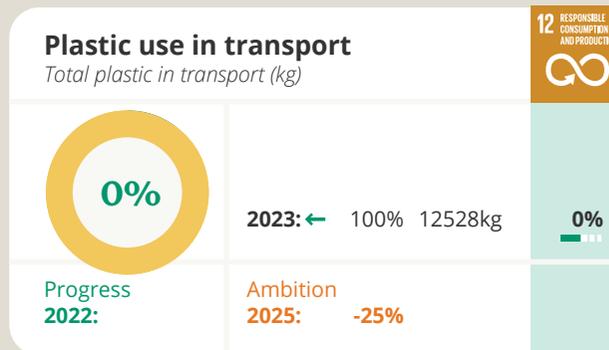
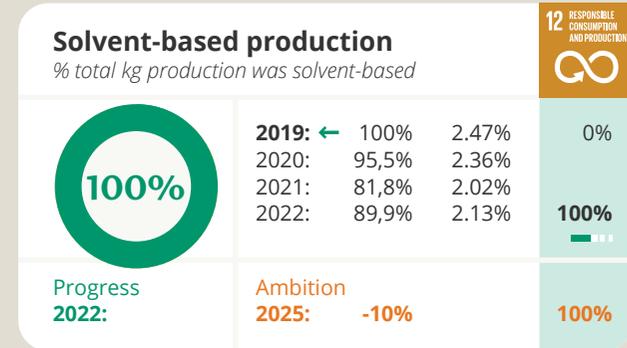
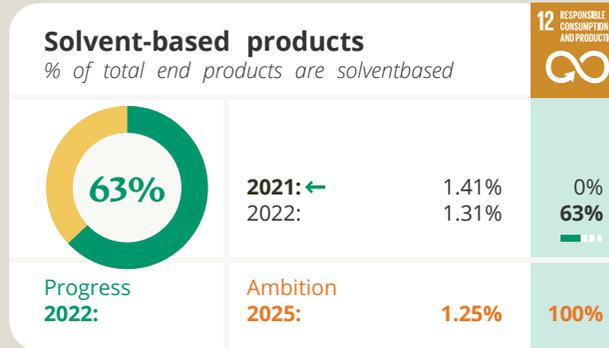
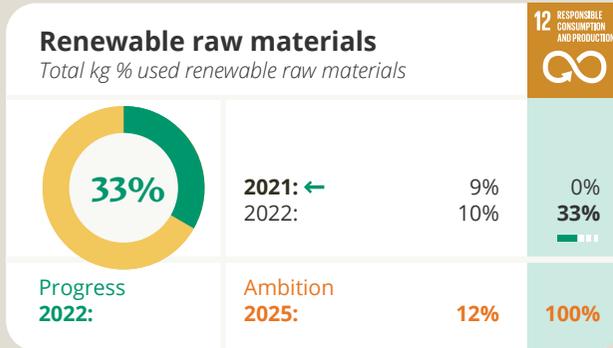
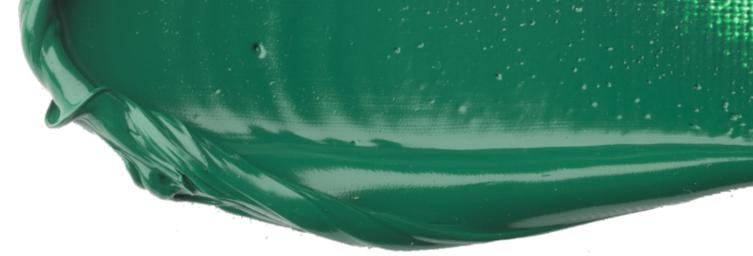
# ROYAL TALENS THE NETHERLANDS

"Our employees all over the world get a twinkle in their eyes when we talk about our efforts to improve our environmental sustainability as a company "

Ronald Benning  
CEO at Royal Talens

# Royal Talens the Netherlands

## TRUE COLOURS INDEX



○ zero ● Progress ← Reference year ■ Progress

\* Solvent-based products refers to products based on Hydrocarbon solvents such as white spirit, turpentine etc

\*\*for more information about energy, water figure go to page 25&27

# Royal Talens the Netherlands

## TRUE COLOURS INDEX



### Performance Management

The amount of employees that completed the Performance Management cycle.



#### Ambition

For **80%** of the employees to complete the Performance Management cycle every year.

Progress  
2022

**83%**

Ambition  
every year

**80%**

### Education

The amount of employees that participated in a course/training.



#### Ambition

Increase employee participation in courses/training to **45%** every year.

Progress  
2022

**43%**

Ambition  
every year

**45%**



# Royal Talens the Netherlands

## TRUE COLOURS INDEX

### Support Health and Safety



**The absenteeism specialist and company doctor** promote sustainable employability within the organisation. During absenteeism counselling, they, together with the HR department and all managers, give structured and systematic attention to recovery, resumption and prevention.



**The occupational health and safety expert** supports Royal Talens in implementing preventive measures, checking the requirements of the Occupational Health and Safety Act and making progress in performing the risk inventory and evaluation (RI&E).



**The internal expertise team** consists of three prevention officers, each with their own expertise: hazardous substances, work equipment and ergonomics. They take action in the field of health and safety.



**The QHSE coordinator** directs the internal expertise team and is responsible for ensuring that Royal Talens leads the way in the field of safety and the applicable laws and regulations.

#### Accidents

*Lost time accident (LTA), Accidents without lost time, Near miss, Unsafe situations*

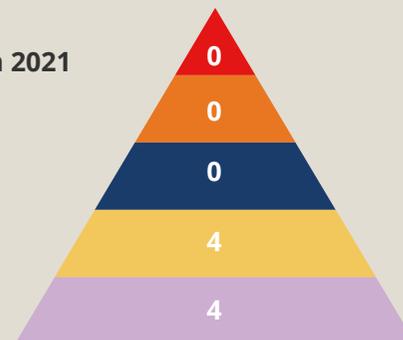


#### Ambition

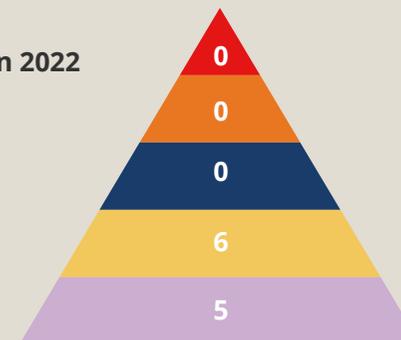
every year, we have **0** fatal accidents, **0** accidents leading to incapacity for work, and **0** accidents leading to medical treatment.

Ambition **0**

in 2021



in 2022



- Fatal accidents
- Accidents leading to incapacity for work
- Accidents leading to temporary hospitalisation
- Accidents leading to medical treatment
- Minor accidents and discomfort without medical implications

For more info please see page 30

# ENVIRONMENT > RAW MATERIALS

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



## Wood containing products

We use wood in many of our products. More and more products in the groups of easels, canvases, paper, brushes and painting knives are covered by FSC® certification and are bearing the FSC trade mark. This means that the wood used complies with the guidelines of the Forest Stewardship Council®. This organisation sets global standards for responsible forest management, carefully balancing the interests of people, the environment and the economy. Being awarded the FSC trademark is no easy process. Obtaining this trade mark means meeting strict criteria and implementing them throughout the company. Every year, Royal Talens is assessed by its certified body based on the FSC requirements, to see whether its working methods are in line with the standards set. Note the FSC initials in the item description of our certified products.

## Renewable raw materials

At Royal Talens, we are aware that our products could be more sustainable, for example by using more renewable raw materials. We are testing renewable alternatives for our current raw materials and innovation on raw materials takes place continuously. Based on our research, we consider whether the innovation on raw materials meets the high quality standards we set for our products. Today, we already use many renewable raw materials in our products, such as linseed oil and starch.

## Solvent-based\* end articles

Solvents are harmful to the environment and to humans. Therefore we have the ambition to reduce the use of these solvents. The mission of our brand Cobra, a water-mixable oil paint, is to pave the way to a solvent-free future. In 2023 we have launched new mediums that minimize the use of solvents during painting, for example Cobra Medium Mix, Cobra Solvent-Free Paint Thinner and Cobra Solvent-Free Brush Cleaner.

## Animal derived ingredients and animal welfare

Royal Talens does not intentionally use ingredients of animal origin, unless we cannot find a suitable alternative. Raw materials are sourced globally from third-party suppliers. Royal Talens never conducts animal testing for any of its products.

## Summary

We have worked particularly hard in recent years on using only FSC certified products which contain wood. Currently, the focus is on reducing the number of products that contain solvents and FSC certified packaging.

\* Solvent-based products refers to products based on Hydrocarbon solvents such as white spirit, turpentine etc



With the focus on Cobra water-mixable oil colour, we strive for a future with less solvents.

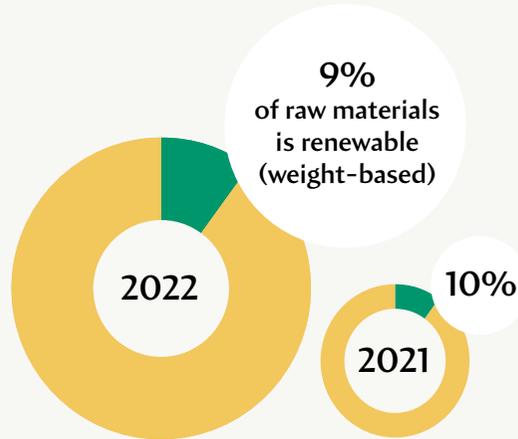
Cobra oil colours have the same high-quality pigments and viscosity, but you don't need to work with harmful solvents. You can mix and clean your materials with soap and water.

Therefore working with Cobra oil colour is better for the health of artists and their environment.

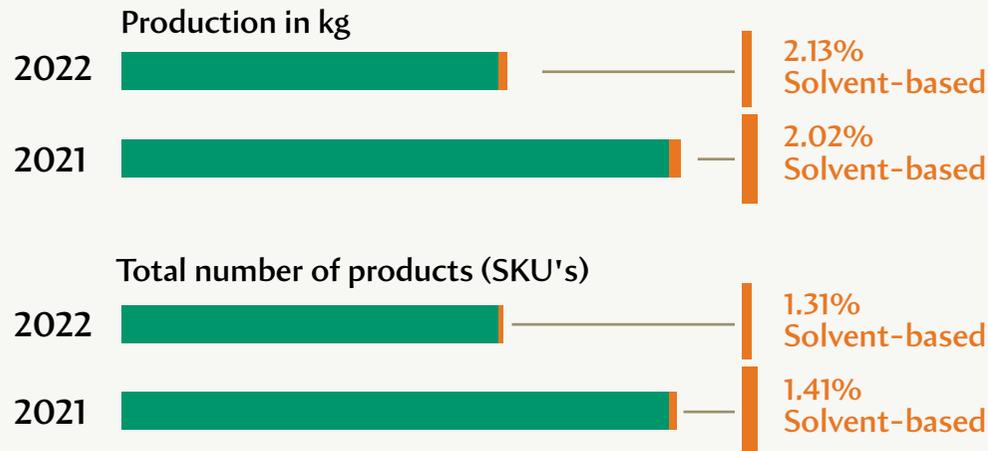
# FACTS & FIGURES THE NETHERLANDS



## Renewable raw materials



## Solvent-free production and products\*



\* Solvent-based products refers to products based on Hydrocarbon solvents such as white spirit, turpentine etc





**COBRA** Willemijn Brinkman  
International brand manager Cobra

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Paving the way for a solvent-free future

Royal Talens is proud to invest in Cobra water-mixable oil colour, the oil paint of the future. As the art world transitions from traditional oil paints to water-mixable alternatives, Cobra is at the forefront. This shift is particularly welcomed by young artists who no longer need to contend with hazardous solvents. Today's artists are increasingly conscious of their health and the environment. With Cobra, they can dilute paint with water and clean brushes with water & soap instead of hydrocarbon solvents like white spirit or turpentine by traditional oil paints.

At our own laboratory, where Cobra is developed, we receive numerous inquiries from artists curious about how it is possible that Cobra oil mixes with water. Furthermore, our Experience Centre sees a significant demand for Cobra workshops and masterclasses.

Additionally, art academics worldwide are increasingly aware of the negative health & environmental impact of solvent use. Cobra presents a solution for teachers and students who wish to continue working with oil paints in these institutions. It is crucial to impart oil painting techniques to future artists. Preserving this timeless art form, rooted in the

works of old masters and displayed in prestigious museums, is of paramount importance. As a paint manufacturer, Royal Talens recognizes its responsibility to prevent the gradual disappearance of this extraordinary oil technique.

To prepare for the future, we are investing in innovation. In 2023, we introduced several new Cobra mediums that minimize the use of hazardous solvents. For instance, Medium Mix allows artists to mix it with traditional oil paints, transforming them into water-mixable alternatives. This enables artists to use up their existing traditional oil paint supplies and seamlessly transition to Cobra water-mixable oil colour.

Additionally, we have launched the Cobra solvent-free brush cleaner, which efficiently cleans brushes used with both traditional and water-mixable oil paints using just soap and water.

These advancements align with our mission to create a solvent-free future during painting, ensuring a healthier and more sustainable artistic practice.





The new generation of Cobra is a type of paint that produces the brilliant results you can only achieve with oil paint, but without chemical solvents like white spirit. "A very nice idea," says Nard. "You spend a lot of time in the studio, of course. In summer, you can open the windows but that's not very practical in winter. And if you work with groups of people using a lot of paint, it's nice that you don't have to use and breathe in large quantities of solvents. That means I don't have to worry about people getting health problems from solvents."

Nard Kwast, Artist  
Instagram: nardkwast.paintings





**WE HAVE AN  
OBLIGATION  
TOWARDS SOCIETY  
TO WORK IN THE  
MOST SUSTAINABLE  
WAY WE CAN**

Yanick Brezet, Packaging Specialist

# YANICK BREZET

Packaging Specialist  
at Royal Talens

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



As Packaging Specialist, Yanick is part of the team that supervises the development of packaging for all Royal Talens brands. This includes designing and testing new solutions, assisting with packaging issues, redesign for sustainability and internal consulting on sustainability and legislation.

## Sustainable packaging design

Packaging development is about more than just the paint tubes - it involves packaging for sets and for transport as well. The people involved all have different needs from the packaging, which makes packaging development truly a team effort. Besides requirements from production, logistics and - of course - the artists, the end-of-life stage of the packaging is also increasingly important. Successful packaging development is about integrating the needs from those involved for all lifecycle stages into a single solution. This leads to a different approach towards packaging design regarding materials and construction.

*"The movement towards more sustainable packaging is driven not only by regulations, but increasingly by consumer demand. I also think that we have an obligation towards society to work in the most sustainable way we can. This has shifted our priorities for packaging: sustainability has become more important and is therefore ingrained in our new packaging policy. The policy explains best practices and restricts the use of certain materials. For example: we only want to use plastics if no other material can provide the essential required functionality"*

All new packaging for Royal Talens products must meet the policy requirements. Non-compliant packaging in our portfolio will be redesigned.

## Functions and materials

The main priority for any package is to fulfil the essential functions needed for the product. Only when that is the case, we can optimize for sustainability. It may seem counterintuitive, but this prioritizes sustainability overall. The environmental footprint of a product is generally many times larger than that of its packaging, so it makes sense to invest into the packaging if that prevents product wastage.

We only want to use materials for which there is a proper recycling infrastructure. For plastics this limits us to using PE, PP, PET, and ABS. Biobased and recycled variants are encouraged as they fit the same waste streams while reducing dependence on fossil resources. We are also increasing the amount of recycled plastic in our packaging and when feasible, plastic packaging is replaced by other materials. Our goals for 2025 are a reduction of plastic use by 20% (vs 2020), and to have 25% of our total plastic packaging from a recycled source.

TRUE COLOURS  
INTERVIEW



# IMPROVED PACKAGING



## Future perspective

*"I think there is still a lot of work ahead to make our packaging more sustainable, but there are also many interesting developments that will improve our sustainable performance in the coming years. I also see that younger generations are eager to work towards a sustainable future; they really see it as a necessity. Despite all the challenges to come, I think there is a bright future ahead!"*

*Yanick Brezet - Packaging Specialist at Royal Talens*



95% recycled ABS

### Van Gogh watercolour pocketbox

Current material : Virgin ABS

#### Redesign

95% recycled ABS

5.6% of total plastic consumption of sales packaging. (2022)



48% plastic reduction

### Amsterdam Acrylics

Current material : PET box

#### Redesign

Virgin cardboard box

48% reduction in plastic for this item



70% recycled PET

52% recycled cardboard

### New product introduction

Talens | Pantone set

#### Design

Cardboard: over 52% recycled content

Box inlay: 70% recycled PET

Easy to separate components

Refill system, long-lasting



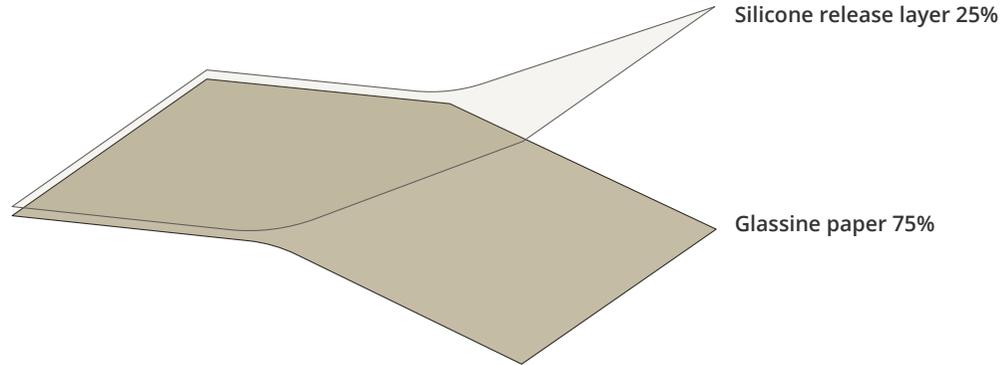
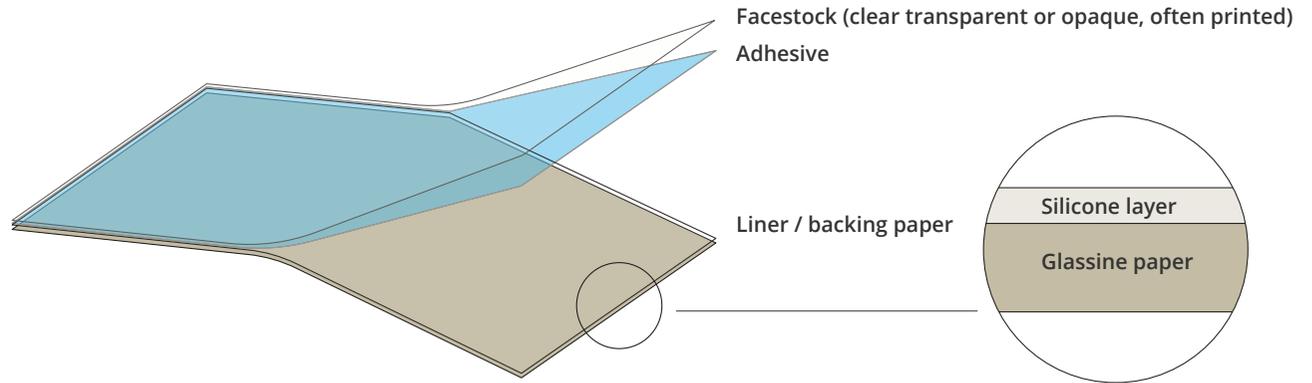
# LABEL BACKING RECYCLING

Royal Talens processes millions of labels annually, which are delivered on large rolls. The labels are held together by so-called backing paper: a thin paper with a layer of silicone applied on top. When labels are applied, the backing paper stays behind as waste.

The backing paper is not allowed in regular cardboard waste streams, because the silicone layer disrupts recycling. Instead, it must be discarded in residual waste where it will be incinerated for energy production.

Starting May 2023 we have entered a collaboration with an industry partner to separately collect the backing paper waste for recycling. They can release the paper fibre from the silicone layer and recycle that into new backing paper or magazine paper. Approximately 75% of the total weight of the paper can be recovered by the recycling plant.

We estimate to collect at least 6000 kg of backing paper for recycling every year. This would prevent 1500 kg of CO<sub>2</sub>-equivalent emissions and prevent approximately 90 trees from being cut down for backing paper material annually. \* The pilot has started in Apeldoorn for all filling lines at our production plant, and at our warehouse, and the adoption has been very positive. We expect to integrate the backing paper recycling programme into our regular waste management in the near future.



Current situation



100% Incinerated

Future situation



25% Incinerated

75% Recycled

\* source: [www.upmraflatac.com](http://www.upmraflatac.com)

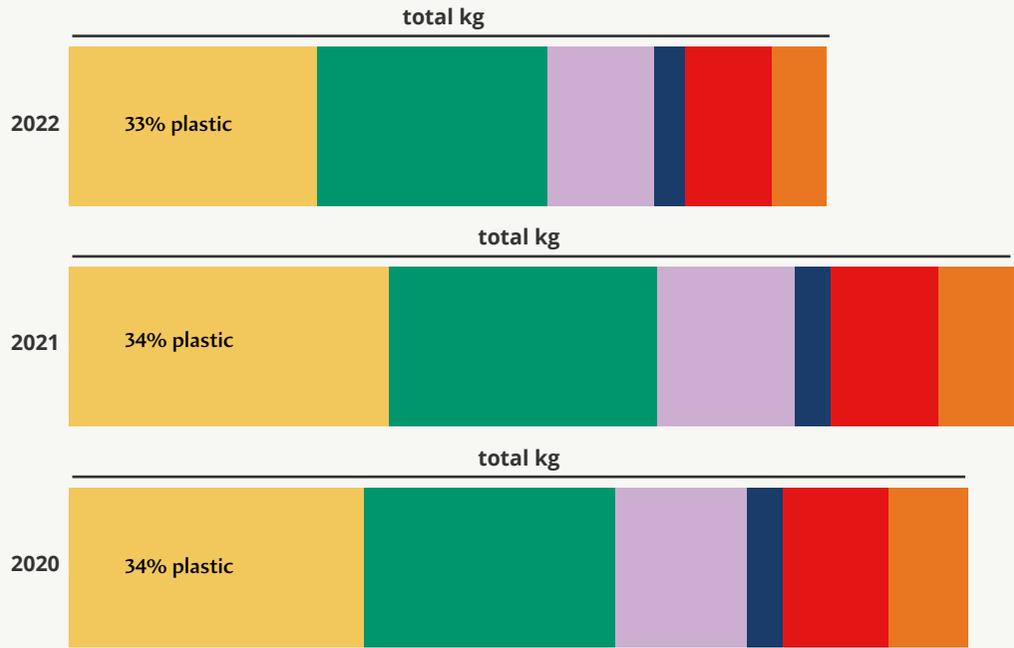
# FACTS & FIGURES THE NETHERLANDS



## Packaging

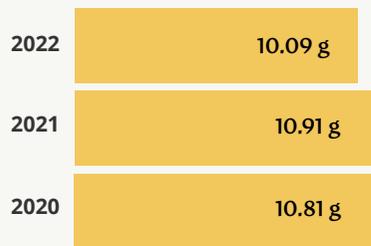
TOTAL KG MATERIAL ANNUALLY

- PLASTIC
- PAPER/CARDBOARD
- GLASS
- ALUMINIUM
- STEEL
- WOOD



## Plastic

■ AVERAGE WEIGHT OF PLASTIC PER PRODUCT SOLD



**6.7%**  
reduction  
between 2020  
and 2022

Yanick Brezet,  
Packaging Specialist

I also see that younger generations are eager to work towards a sustainable future; they really see it as a necessity.

[Interview →](#)



# RICHARD GOTINK

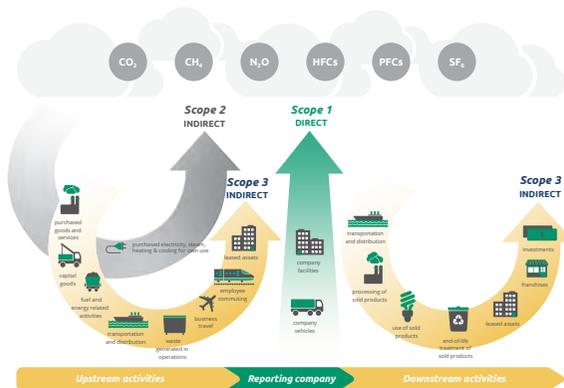
QHSE (Quality, Health, Safety and Environment) Coordinator at Royal Talens

As QHSE coordinator, Richard Gotink ensures that Royal Talens meets various requirements, such as ISO and legal requirements. In cooperation with his colleagues, he deals with legislation and obligations regarding the environment and sustainability besides his duty to improve occupational health & safety in production departments.

## Impact

Assessing our impact on the environment is one of his main priorities. This includes setting up extensive reports regarding our waste and CO<sub>2</sub> management, among other things.

Scope 3 emissions are matters over which we have no direct influence. That is our biggest challenge in measuring our carbon footprint.



Scope 3 emissions

Our Supply Chain Manager, has close contact with our larger carriers. These companies are also working on sustainability themselves and mapping their carbon footprint using various programmes, so we thankfully receive valuable information from them.

*“These reports are often on an annual basis, but if this information is available more readily, for instance on a monthly basis, we can implement improvements more swiftly and effectively. A proactive approach makes a big difference.”*

## Safety

Richard works together with colleagues to intervene and prevent unsafe situations, especially in the production departments. Going out into the production departments and talking to people about safety, creating together solutions for unsafe situations and implementing these plans is something he finds incredibly interesting and fulfilling. He provides information and tools to managers and supervisors so that changes can be implemented. He has also developed the incident management system where reports are made and processed. >

TRUE COLOURS  
INTERVIEW





# PROACTIVE APPROACH MAKES A BIG DIFFERENCE.

Richard Gotink - QHSE Coordinator

*“Safety meetings take place every month to discuss and resolve all unfinished incident reports, together with our technical managers. Last year, several unsafe situations and few near accidents were officially reported. Of those, most were resolved. A few instances could not be solved immediately. These unsolved situations will be taking care of to be solved in the planned new factory. The preparations for the new factory have been started already. Reports that cannot be solved immediately are discussed, explained, and communicated back to the notifying colleague. This communication and resolving notification reports creates trust and an open, honest working environment.”*

In May 2022, Royal Talens had a first SMETA (Ethical Trade) audit conducted by Control Union. This resulted in a report

with some action points regarding safety in the production. These points we have almost completed. Once all these points have been resolved, we will be fully compliant with the terms of SEDEX on ethical trade.

*“Our immediate impact is clear: data on our energy and water consumption, waste production and energy generation have been collected and made transparent. The next step is to get a clear picture of our carbon footprint. To achieve this, we have engaged a consultant who will help us convert all data into CO<sub>2</sub> emissions. The 2021 sustainability report mentions that we want our carbon footprint to be known in 2025, but we have accelerated this to have that insight earlier. Scope 1&2 emissions will be ready in 2023. This means we are ahead of the 2021 planned schedule.”*

## Future

In 2025, Royal Talens will move to new, more sustainable building. This new factory and office will be natural gas-free and generate energy through solar panels. This will contribute to our performance significantly in terms of the environment and sustainability. Our current building also has many solar panels of course, but those in the new building are more efficient and higher in yield, so we will definitely improve in our impact on the environment in a positive way!

We look forward to implementing many more changes to decrease our impact on the environment and become more sustainable. Though we are making great process, we know there is much more to be done over the coming years. By working together, we are sure we can make these changes.

# ENVIRONMENT > ENERGY AND CO<sub>2</sub> EMISSIONS

7 AFFORDABLE AND  
CLEAN ENERGY



## Head office energy consumption

Last year, a lot of effort went into reducing gas consumption, resulting in **-45% m<sup>3</sup>** usage compared to 2019.

In 2022, our head office in Apeldoorn used more electricity per ton production as compared to 2021, this is caused by less production volume:

After the end of the pandemic, factory production volume has fallen back, which means that machines are less intensively occupied. As a result, we use more electricity per ton of paint.

**14%** of the total energy was generated by solar panels.

## Working together on CO<sub>2</sub> reduction

Royal Talens works together with its two most important outbound transport partners to reduce CO<sub>2</sub> emissions as much as possible. We do this by combining as many

deliveries as possible. From 2019 to 2020, this resulted in an average decrease in the number of deliveries of **25%**; per delivery, an average increase in weight of **41%**. The result is a **20%** reduction in CO<sub>2</sub> emissions from our outbound transport. Furthermore, all of our outbound transport partners are ISO 14001 certified and have clear targets to reduce CO<sub>2</sub> emissions.

## Summary

We generated in 2022 **14%** of total electricity with our own solar panels. We have set clear environmental requirements for our outbound transport partners and are actively working with them to reduce CO<sub>2</sub> emissions as much as possible. Nevertheless, we realise that we need to do more. For example, we still lack figures on the total CO<sub>2</sub> emissions that can be attributed to Royal Talens: the so-called Scope 1, 2 and 3 emissions. We want to have insight into this by 2025.

## Focus on CO<sub>2</sub> emissions in 2025



### How?

We will calculate our scope 1, 2 and 3 emissions: this means that we will not only determine the emissions of our own offices, factories and vehicles worldwide (scope 1), but also the CO<sub>2</sub> emissions of our energy sources (scope 2) and other indirect emissions, such as transport (scope 3). With a holistic insight into Royal Talens' CO<sub>2</sub> emissions worldwide, we will then take ambitious and realistic steps to structurally reduce CO<sub>2</sub> emissions.

ENERGY AND CO<sub>2</sub> EMISSIONS

# FACTS & FIGURES THE NETHERLANDS

6 CLEAN WATER AND SANITATION

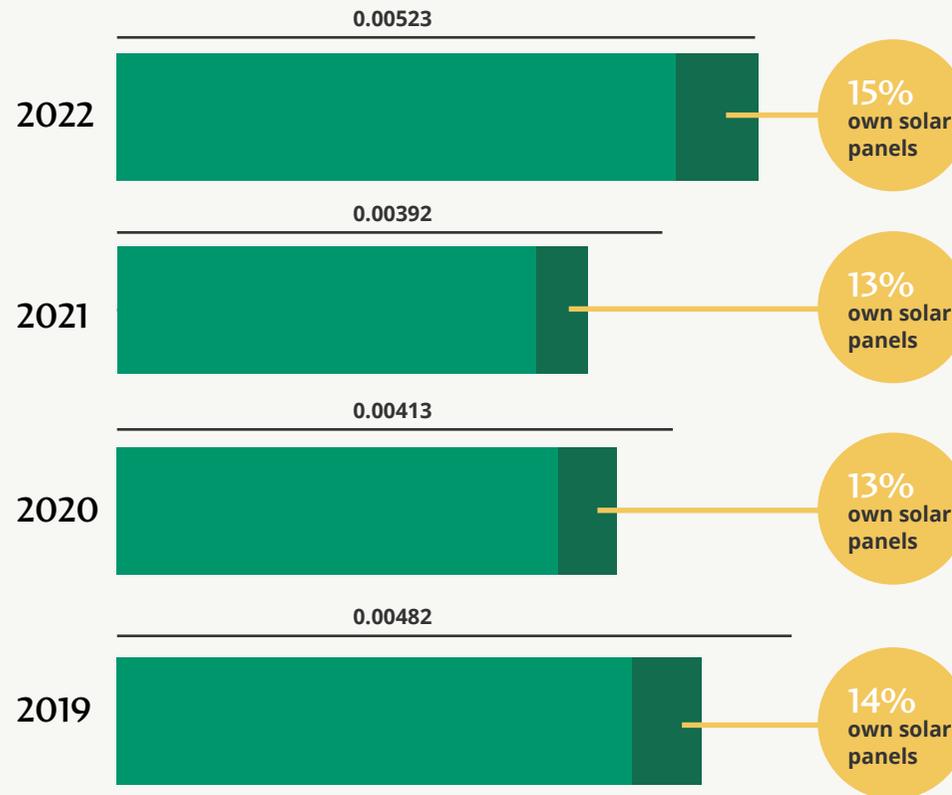


7 AFFORDABLE AND CLEAN ENERGY



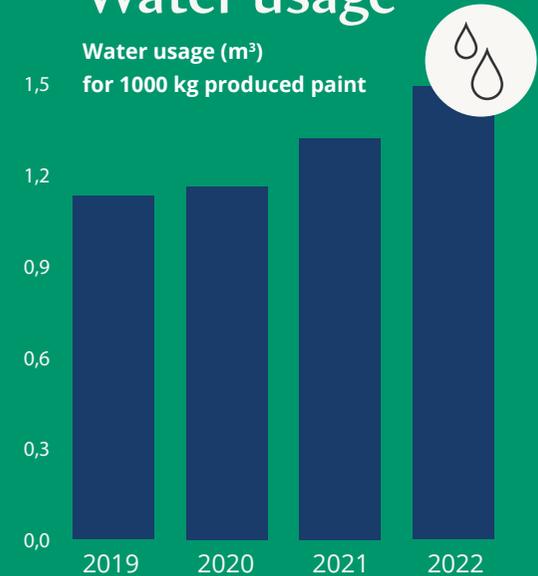
## Electricity consumption Tj<sub>p</sub> per tonne of production

■ 100% green  
■ % of which is collected /generated from our own solar panels



## Water usage

Water usage (m<sup>3</sup>)  
for 1000 kg produced paint



# ENVIRONMENT > WASTE STREAMS

## Waste streams

During production in Apeldoorn, we generate waste of which we have to dispose. We differentiate between 'hazardous' and 'non-hazardous' waste. Of these waste streams, the following are the most hazardous: materials contaminated with paint (18%), residue water purification plant (11%) and flammable liquids (5,8%). Of our non-hazardous waste streams, we fully recycle our paper and cardboard, iron, plastic tubes and foil and aluminium.

## Water usage

From buckets to vessels; we need water to keep our production equipment clean. Due to the change of colour at the filling machine, we change parts of the filling machines up to 10 times a day and clean them each time. This waste water used to be discharged: in the past, people could tell what colour of paint the factory was producing by the colour of the river. This is not the case anymore for a long time of course. Our waste water now goes through our advanced water purification system, where the water is filtered in accordance with laws and regulations. In doing so, filter cake is left behind: a residue with a high concentration of hazardous substances. The purified water can then be safely discharged. As a safeguard, we are periodically checked by the government as to whether our waste water is within the permissible limits.

## Head office water consumption

In 2022, our head office in Apeldoorn used more water per ton production as compared to 2021, this is caused by two reasons:

- Producing & Filling more small batches, average kg of each order in 2022 was 23% less than in 2021. This means there was a lot of more cleaning necessary compared with 2021.
- In November 2022 we had a major water leak on the site, which cost extra water and the chiller was out of order for a while. so we needed to cool the machines with tap water.

## Waste in the supply chain

We sell many tons of products annually, which we transport and deliver in packaging. Waste streams occur not only during production but also after use by the end user. This is an important waste stream for which we feel responsible. We communicate with end users on the topics of safety, environment and health through periodic videos on what to do with paint waste. We post 'tips & tricks' on how to deal with waste on our website and social media.

## Summary

At Royal Talens, we have a clear picture of our waste streams. We are reducing both our hazardous and non-hazardous waste per ton of paint produced. We are increasingly efficient in our water usage and we share our knowledge with end users so that they too can be part of our ambition to reduce waste streams.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



6 CLEAN WATER AND SANITATION



Water usage in 2025



### How?

We investigate how we can use less water during cleaning. Already, we found out that 53% of our water usage goes into cleaning and 34% used by sanitair use. Therefore, we will start to investigate how we can reuse the cleaning water.

# FACTS & FIGURES THE NETHERLANDS



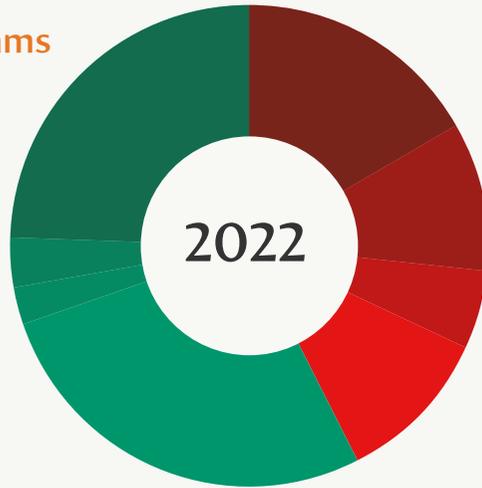
## Waste streams

% of total kg waste streams

### Non-hazardous

Of our non-hazardous waste we fully recycle:

- 17.2% Paper and cardboard
- 3.7 % Iron
- 2.8% Plastic tubes and foil
- 29.8% Others



### Hazardous

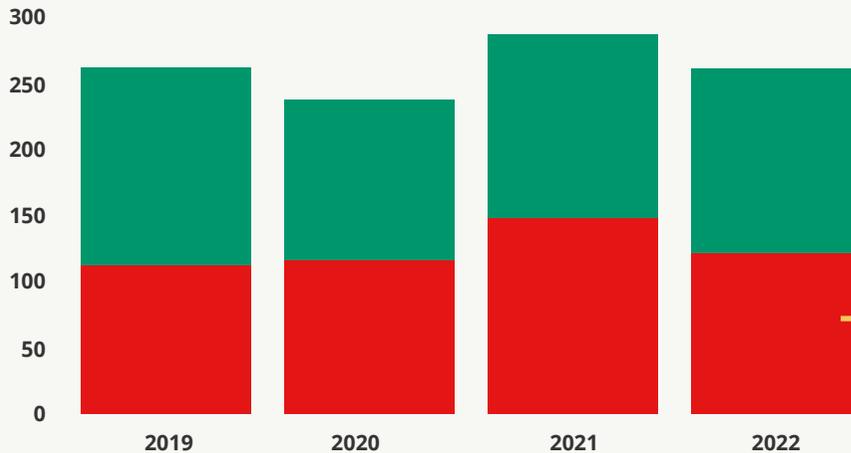
The largest hazardous waste streams were:

- 18% Paint-contaminated materials
- 11% residue water purification plant
- 5.8% Flammable liquids
- 11.7% Others

## Waste

total kg waste streams

- kg non-hazardous waste per tonne of production
- kg hazardous waste per tonne of production



-18.2% compared to 2021





# SOCIAL > WORKING CONDITIONS

**8** DECENT WORK AND ECONOMIC GROWTH



**4** QUALITY EDUCATION



## Work Development

By 'Work Development' we mean everything that touches on the well-being and development of the current and future workforce. At Talens, we encourage Lifelong Learning for everyone. Training and development includes more than just the traditional concept of formal education and training from external providers. Equally important is the use of the workplace as a stimulating learning environment. We believe that the majority of development takes place in the workplace. That's why Royal Talens facilitates introduction programmes, extra tasks to broaden skills and personal coaching during Performance Management conversations.

## Training programme and training company

Royal Talens is a recognised training company. Every year, we have about 20 traineeships available for students.

Furthermore, we have an internal training programme for our operators. In the period 2017-2021, 21 operators obtained a recognised diploma to become an Operator through our own training programme.

The COVID-19 pandemic presented a significant challenge to our company's training program. Restrictions forced us to postpone almost all our in-person training. We successfully resumed our learning & development efforts in 2022. As a result, 43% of employees participated in courses and/or training in 2022.

In 2023 and 2024, our primary focus is on improving and structuring our company's training program, also making effective use of E-learning possibilities. We strive to ensure that the training we provide is regularly repeated and that

the specific training requirements for each job are clearly defined. We believe this approach will have a positive impact on learning effectiveness throughout the company within the next two years.

## Summary

Royal Talens makes every effort to give its employees the opportunity to develop themselves and focuses on making full use of the potential of both existing and future employees.

# SOCIAL > HEALTH AND SAFETY

## Health and Safety

'Health and safety' includes everything that Royal Talens contributes to the health and safety of its employees. We ensure a healthy working environment and promote wellbeing for all ages.

## A very Dutch initiative: on your bike to work!

In the Netherlands, there is a fiscal regulation that allows you to give your employees tax-free allowances up to a certain percentage of the wage bill. We choose to use part of this allowance for the 'bicycle scheme'. This is a scheme whereby employees in the Netherlands get a substantial tax break on the purchase value of a bicycle through their employer. In this way, we make it even more attractive to choose this healthy and more sustainable means of transport.

## Prevention

We strive for a safe, healthy, inspiring and stimulating working environment, free from accidents. Prevention is the primary goal. For this reason, we carry out a risk inventory & evaluation as standard before starting any hazardous work

activities. We also take additional technical and protective measures to ensure that employees can handle raw materials safely. External and internal experts support our employees.

## Accidents

We keep track of our accidents using an accident form. For smaller accidents in particular, the details are not always comprehensive, as an accident form is not completed in all cases. We expect an increase in the number of reported incidents in the coming years, as we will be paying more attention to the registration of incidents. You can see this also in the numbers of 2022 on page 13, compared to 2021. Based on accident forms and discussions with those directly involved, we take appropriate actions to increase safety. Furthermore, we evaluate afterwards with those involved whether the improvements have actually been realised and effective.

## Summary

Efforts made by Royal Talens contribute to the sustainable employability of our existing and future employees.

3 GOOD HEALTH AND WELL-BEING



Ronald Benning CEO

Fine art manufacturing being a small industry, but Royal Talens being a big player in this industry comes with challenges and responsibilities.

[Interview →](#)





# SOCIAL > SOCIAL PROGRESS

4 QUALITY  
EDUCATION



## Social progress

'Social progress' means all initiatives aimed at providing opportunities for children and adults with limited opportunities to develop.

## Royal Talens Foundation

The aim of the Royal Talens Foundation is to allow children and young adults with limited opportunities worldwide to experience what creative expression can mean for them. We want to ensure that there is sufficient room for creativity in education worldwide. In doing so, we work with various partners and provide them with materials that are in line with our mission of Quality Education (for all!).

### IMC Weekend School (NL)

### AZCs (NL)

### SOS Children's Villages (Spain, Poland)

### Right to Play (Lebanon)

### Black Girls Who Paint (USA)

### NPH (Mexico, El Salvador)

## Working with people who are distanced from the labour market

Royal Talens offers people who are distanced from the labour market the opportunity to develop themselves. We are open to anyone who can work to the best of their ability. Based on this vision, we make jobs and tasks suitable for people with an occupational disability or whose participation is otherwise restricted.

## Partnership with ELIA

ELIA is the umbrella organisation of art academies worldwide. The aim of our partnership is to improve education. Our lab and our technical advisors (artists) have a lot of knowledge that we can share with the teachers and students of the art academies. The development of Cobra in particular has contributed to this.

## Summary

Through the Royal Talens Foundation and our work with people who are distanced from the labour market, we are committed to helping people with limited opportunities. In addition, we contribute to education worldwide.

Ronald Benning CEO

We are open to anyone who can work to the best of their ability.

# PARTNERS WITH ELIA

## The umbrella organisation of art academies worldwide

More and more art academies in various countries are removing solvents from classrooms due to the impact they can have on students' and educators' health and the environment. This means that fewer students are now working with oil paints during their studies. Cobra oil colours are the solution, because with Cobra students can work with oil paint in art academies without using solvents. In this way, the oil painting technique will also be preserved for the future.

Both ELIA and Royal Talens share the belief that art stimulates our ability to express, learn and connect. In Royal Talens, ELIA has found a corporate partner with which values and ethos are aligned.

**Committed to creativity, innovation and taking significant positive steps towards a greener way of life and making art.**

 Official Corporate Partner of ELIA

ROYAL  TALENS

4 QUALITY EDUCATION



# ACTIONABLE AMBITIONS



## Royal Talens Foundation

### Ambition

Every year, we support at least 1.000 children in their creative education by supporting 30 projects in at least 10 different countries.

## Product donations

### Ambition

Every year, we will donate as many items as possible that no longer have a market purpose to the Royal Talens Foundation.

## Social employers in the region

We work with social employers and the Employee Insurance Agency (UWV) in our region. There are currently four people seconded to our organisation from social employers. We usually outsource the packaging work to external contractors that employ people who are distanced from the labour market.

**Social employer Lucrato from Apeldoorn provides a sustainable match between employers and job seekers who are distanced from the labour market.**

**Blueview from Nijmegen produces semi-finished and finished products and employs people who are distanced from the labour market.**

**Scalabor from Arnhem is an employment development company that guides people to suitable and as regular work as possible.**





# ROYAL TALENS DENMARK

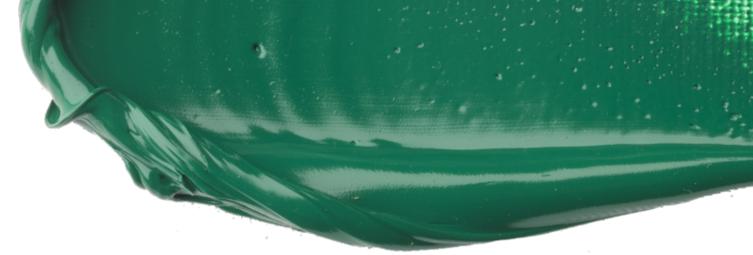
Schjerning

"Sustainability is very high on the agenda. All of us need to make conscious choices."

Jette Borum & Irene Katballe  
Product Development Manager  
& Managing Director  
Schjerning / Royal Talens Denmark

# Royal Talens Denmark

## TRUE COLOURS INDEX

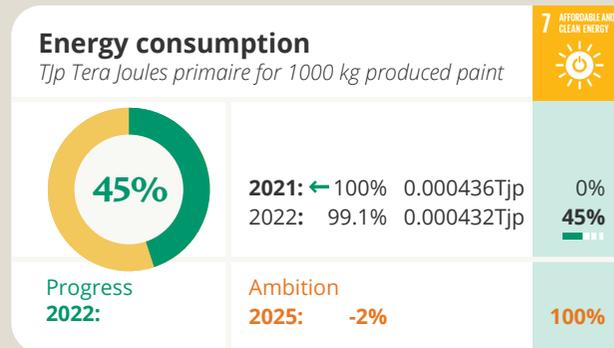
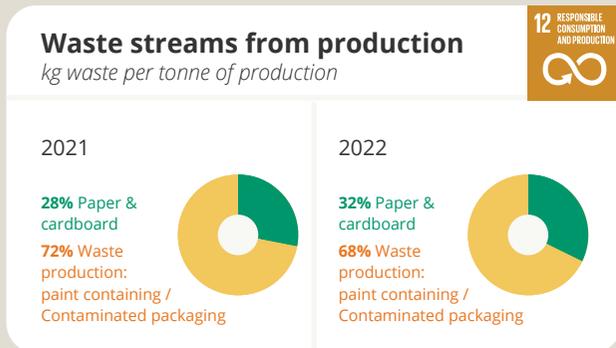


### Solvent-based production\*

% total kg production was solvent-based

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Schjerning Farver, the production plant in Denmark only produce waterbased products

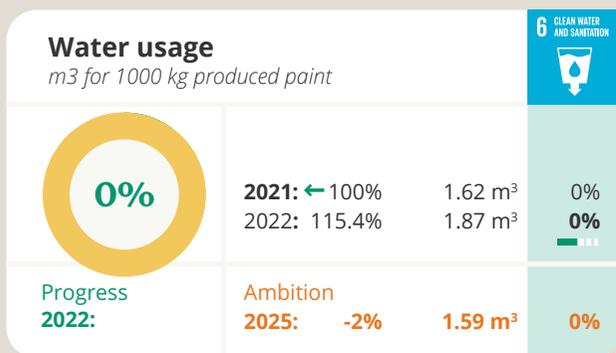


### Gas usage

m3 Gas for 1000 kg produced paint

7 AFFORDABLE AND CLEAN ENERGY

Schjerning Farver, the production plant is totally gas free



○ zero ● Progress ← Reference year — Progress

\* Solvent-based products refers to products based on Hydrocarbon solvents such as white spirit, turpentine etc

# Royal Talens Denmark

## TRUE COLOURS INDEX



### Performance management



#### Ambition

For all employees to complete the Performance Management cycle every year.

**In 2022, this was 100% of all office & sales employees**

100% of office & sales employees

100% of office & sales employees

### Education



**At Schjerning Farver we profoundly care about sustainability.** We are proud that our products are manufactured in Denmark, and we feel a strong obligation when it comes to the climate, the environment, the users, and the employees.

Every day we strive to live up to this commitment and continuously develop new environmentally friendly hobby paints that are safe for the environment and the users.

All new employees receive intensive training on our sustainability vision, policy, and goals. This way it becomes part of every employee's DNA.

### Accidents

*Lost time accident (LTA), Accidents without lost time, Near miss, Unsafe situations*

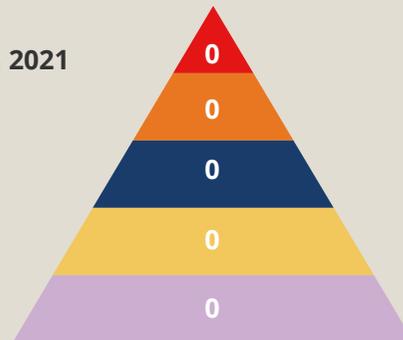


#### Ambition

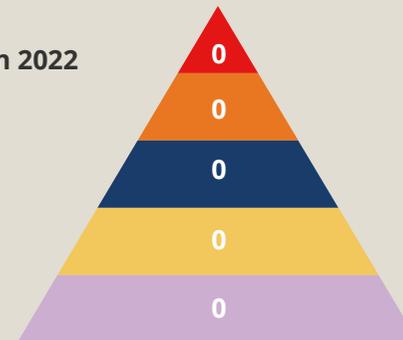
every year, we have **0** fatal accidents, **0** accidents leading to incapacity for work, and **0** accidents leading to medical treatment.

**Ambition 0**

in 2021



in 2022



- Fatal accidents
- Accidents leading to incapacity for work
- Accidents leading to temporary hospitalisation
- Accidents leading to medical treatment
- Minor accidents and discomfort without medical implications

# JETTE BORUM & IRENE KATBALLE

Product Development Manager  
& Managing Director Schjerning/  
Royal Talens Denmark

Our mission for Schjerning is to produce and distribute products that are as environmentally friendly & healthy as humanly possible.

Last year, we defined our company's basic values, which are flexibility, responsibility, curiosity and trust. We impose obligations on ourselves to protect the environment, prevent pollution and use as few resources as possible.

When we onboard new employees they are introduced to our sustainable methods. This is deeply ingrained in the company culture. We are responsible for ourselves, for our actions towards our customers and towards the environment. People tend to take the good habits they encounter in the work environment home with them. This has an immense effect on the larger cause.

**Sustainability is very high on the agenda. All of us need to make conscious choices. Think twice, reuse, recycle, upcycle!**

We are always seeking new ways to support our company vision. By keeping track of mistakes, we learn a lot, make fewer mistakes and reduce waste. Together with key customers and warehouse managers, we are now planning the use of recyclable cardboard containers. We are also investigating cellulose wrapping that is degradable and the wrapping plastic is never used in the color black because that is difficult to recycle. The University of Copenhagen is researching natural preservatives derived from flowers, a project in which we will participate. Moreover, we have found an incredible supplier of black pigment from tree charcoal. That's being tested as we speak. Customers want vegan products and we want to be at the forefront of such developments.

**We are committed to introducing more and more products with the Nordic Swan Eco Label.**

In the 1990s, management decided to stop the usage of lead in our products. All the employees were so happy! Around the same time in Denmark, the voluntary A-label was created to boost efforts to produce environmentally friendly paint. Obtaining the Nordic Swan Eco Label is time consuming and expensive. But it is our strategy to supply more and more products with this label. In contrast to the A-label, Swan is an official and controlled standard. We need to learn to work with all the different licenses, but we are very committed to that. We already see an increasing demand from customers due to our Nordic Swan Eco Label.

**We collaborate with our customers on always thinking about sustainable solutions. The big customers love to buy from us. They know that a product from Schjerning is environmentally friendly.**

Our main role at Schjerning is to keep showing the right products to our customers. That's also why we fence off customers that want things we do not want to produce. We are currently working on a code of conduct for our suppliers. We actively say 'no, thank you' even to big opportunities when the new product cannot be created without solvents, which puts pressure on logistics. We supply paint for hobbyists and schools. We see it as our responsibility to promote the healthiest and safest options.

TRUE COLOURS  
INTERVIEW





# RE:PAINT SCHJERNING DENMARK

**RE:PAINT is a sustainable concept, born out of the the company Schjerning Farver in Denmark.**

At Schjerning Farver, we care about sustainability. We are proud that our products are produced in Denmark and we feel a strong responsibility for the environment, our consumers and our employees. This is a responsibility we strive to uphold every day.

Schjerning Farver is located in beautiful Ebeltoft. We are a state-of-the-art and specialised produce-to-order company and develop and manufacture sustainable arts and craft colours. Our values are flexibility, responsibility, trust and curiosity. We honour the inspiring and innovative and understand that curiosity is a prerequisite for development.

We created RE:PAINT to take our strong values around quality and environmental care a step further – bringing them into a new creative brand community where we celebrate “Colourful upcycling”:

- We want to motivate people to explore how paint, creativity and colours can bring new life to old and outdated elements in our homes.
- We want to inspire people to find joy, inspiration, and unique opportunities in creative upcycling – instead of always buying pieces.
- We want to empower people to personalize their home, décor, and furniture with cool and colourful creativity.

**We encourage curiosity over perfection and create room for experimenting and playing with colours. So, don't hold back. After all, you can always RE:PAINT!**





# DONATIONS DENMARK

## **Donation of Hobby Paint to a Summer School in Greenland for Disadvantaged Children**

We have donated paint to a summer school in Greenland for disadvantaged children. Recognizing the importance of creating a conducive and inspiring learning environment, we sought to contribute in a meaningful way by providing the necessary resources for artistic expression and creativity. The paint we donated was carefully selected to be safe, non-toxic, and environmentally friendly, ensuring the well-being of the children and minimizing any adverse impact on the ecosystem. Our commitment to sustainability extends beyond the initial act of donation, as we believe in leaving a positive and lasting legacy.

## **Donation of Linoleum Paint to an Upcoming Artist**

We are thrilled to share the story of our recent donation of linoleum paint to support an upcoming artist, Ulrik

Ahlefeldt-Laurvig, in his creative journey. At our core, we believe in nurturing artistic talent and fostering a vibrant arts community.

Through this donation, we aimed to empower the artist to explore their creative vision and push the boundaries of their artistic practice. Linoleum paint offers endless possibilities for experimentation, allowing the artist to create intricate designs, rich textures, and captivating imagery.

## **Donation of Hobby Paint to a Hospital for Children with Cancer**

We are delighted to share the story of our recent donation of paint to a hospital dedicated to children battling cancer. Recognizing the immense challenges these young patients face during their treatment, we wanted to bring a touch of color, joy, and hope to their hospital rooms. Understanding that the hospital environment can significantly impact a child's emotional well-being and overall healing process, we sought to create vibrant and engaging

spaces where they can find comfort, inspiration, and a sense of normalcy amidst their medical journeys.

## **Donation of Blackboard paint for the Glass Museum**

We have donated blackboard paint to Ebeltoft Glasmuseum. This contribution has revolutionized the museum's ability to illustrate the intricate process of glassmaking to visitors. By incorporating blackboard surfaces throughout the exhibits, Ebeltoft Glasmuseum now offers an immersive and interactive experience, providing a deeper understanding of the artistry and skill involved in creating magnificent glass pieces.

Amongst other donations are Sponsorship at the local Apple fair where it benefits local children, a donation to a local support organization for disabled people, and the local Art club.



# ROYAL TALENS SPAIN

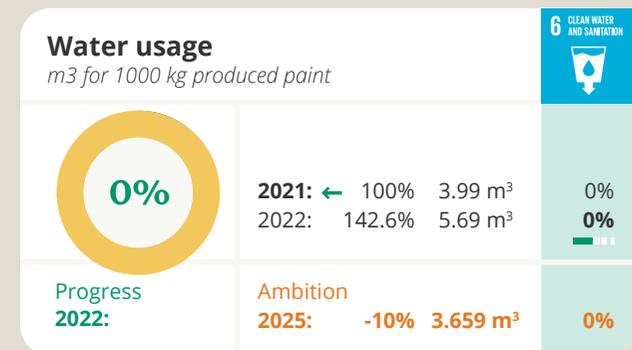
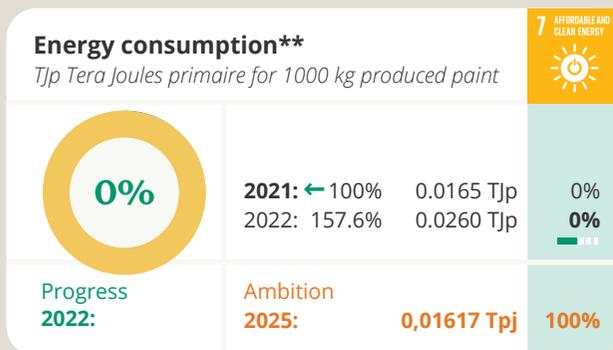
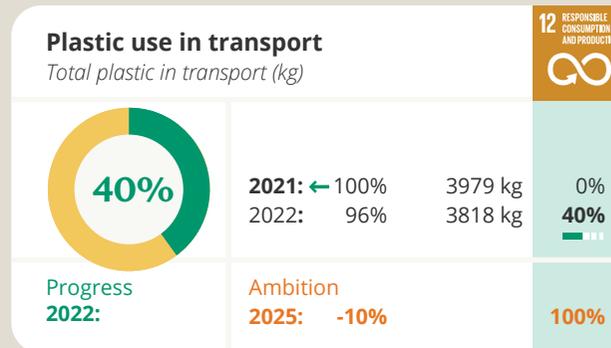
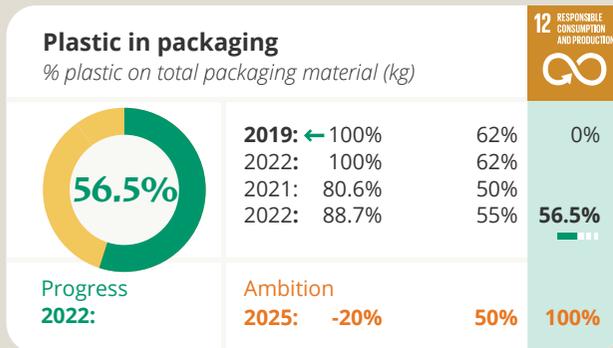
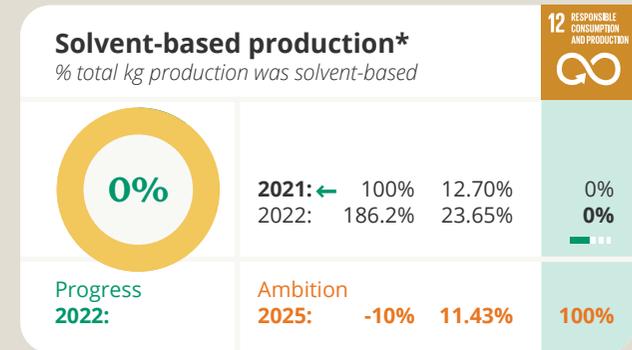
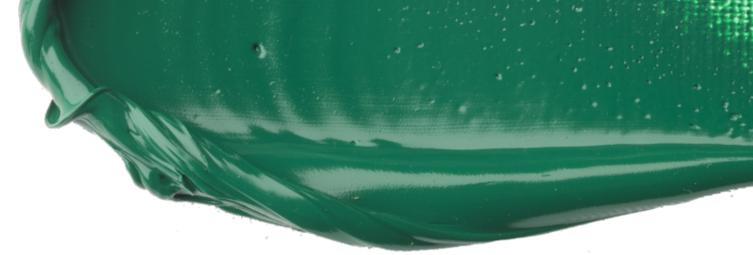
TITAN  
*Arts*

"When designing new products, we try to find and use the most eco-friendly raw materials available that fit with the desired final product."

Sissy Manrique de Lara  
Legal & HR Manager  
Royal Talens Spain

# Royal Talens Spain

## TRUE COLOURS INDEX



○ zero ● Progress ← Reference year ▬ Progress

\* Solvent-based products refers to products based on Hydrocarbon solvents such as white spirit, turpentine etc

\* Total production in tons was lower in 2022, but tons production solvent remained the same, thats why the number is higher.

\*\*After the end of the pandemic, factory production volume has fallen back, which means that machines are less intensively occupied. As a result, we use more electricity per ton of paint.

# Royal Talens Spain

## TRUE COLOURS INDEX



### Performance management

**Ambition**  
For **51%** of employees to complete the Performance Management cycle every year.

**4** QUALITY EDUCATION

|  |  |
|--|--|
| <p>Progress 2022</p> <p><b>19%</b></p> | <p>Ambition 2025</p> <p><b>36%</b></p> |
|--|--|

### Education

**Ambition**  
Increase employee participation in courses/training to **59%** every year.

**4** QUALITY EDUCATION

|  |  |
|--|--|
| <p>Progress 2022</p> <p><b>32%</b></p> | <p>Ambition 2025</p> <p><b>46%</b></p> |
|--|--|

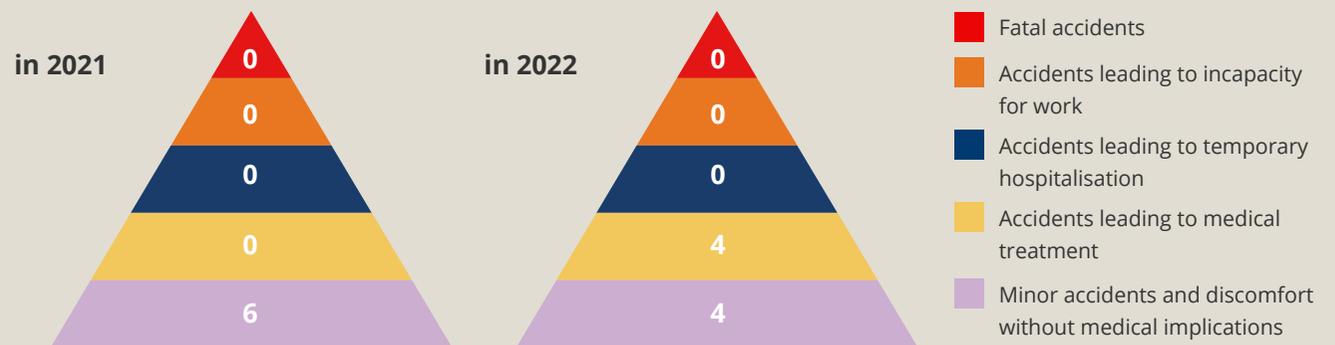
### Accidents

*Lost time accident (LTA), Accidents without lost time, Near miss, Unsafe situations*

**Ambition**  
every year, we have **0** fatal accidents, **0** accidents leading to incapacity for work, and **0** accidents leading to medical treatment.

**3** GOOD HEALTH AND WELL-BEING

|  |                                 |
|--|---------------------------------|
|  | <p>Ambition</p> <p><b>0</b></p> |
|--|---------------------------------|



# ROYAL TALENS SPAIN AND TITAN ARTS



Just like everywhere else in the world, Spain is seeing a growing demand for more environmentally friendly products, generating less waste and using less plastic. There is also a trend in the market regarding paint use: oil paint use is on the decline compared to other water-mixable products. Not only due to the use of solvents, but because of the ease of use and faster drying times of water-mixable paints as well.

## TITAN Arts

TITAN Arts is our new Spanish brand, incorporated into the Royal Talens family in 2019. This is one of the first fine art manufacturers in Spain, established in the 1950's in Barcelona as part of a bigger family-owned industrial and decorative paint company.

## Sustainability

The TITAN Arts factory was built to ensure used water is cleaned by means of our own water treatment station, the floors are leak-proof to prevent factory water from seeping into the ground beneath and our air is purified, among other measures. We also have established clear procedures for recycling, cleaning and waste disposal according to Spanish legislations.

Due to our location near the green area of "La Sequia" in Sant Fruitós, we strive to take care of the environment that surrounds us. For the location of our factory has taken into account the prudent distance to stay away from the small river and green areas and thus protect the surrounding fauna and flora.

We take very serious that our activity does not interfere in the areas near the factory and thus affect the natural environment that surrounds us as little as possible.

We also focus on controlling the noise of our industrial activity, for which we are carrying out noise studies and improvements of the equipment that can contaminate the environment due to that noise. In addition, we're measuring every month the values or indices of the water quality that has passed through our water treatment plant to ensure that we do not exceed any value that could negatively affect the community. Following the commitment we have acquired with the community where we are located, we have ensured responsible water consumption, using taps that give us this possibility. This compromise involve our production personnel, who have as a standard the categorization and separation of waste for its correct recovery or destruction, for which we have a waste manager committed to reducing and reusing waste.

*"Our team is always researching and developing new ways to optimise our packaging to reduce plastic, weight and when possible, transportation. When designing new products, we consider all aspects and of course try to find and use the most eco-friendly raw materials available that fit with the desired final product."*

## Figures

The majority of our packaging materials used, and energy and water consumption are generated by our factory. This is where the larger figures come from. Since we are aiming to grow our production and output, these figures will obviously grow as well in coming years.

*"We aim to do this as efficiently as possible, for instance by installing a solar panel system on our roof for self-consumption, improving our machinery to increase efficiency and thus lower our electricity consumption, improving product formulations."*

# SISSY MANRIQUE DE LARA

Legal & HR Manager  
Royal Talens Spain



These past years have been years of exponential growth, hard work, and most of all great satisfaction. In 2020 we opened the new facilities of our warehouse and factory, both adapted to the current needs of the market and consumer.

## Starting up

Five years ago, we acquired a new brand and created two new companies and their respective workplaces: our factory and our distributor, dedicated exclusively to the production and distribution of the Spanish pioneer fine art paint brand TITAN Arts.

First, we focused on the selection and recruitment of talent, essential to start TITAN Arts and necessary in the case of Talens, which, thanks to excellent results, allowed us to take on new challenges. When these needs were covered, we started various other initiatives.

## Sustainable growth

To grow sustainably, we optimised staff management using digital tools. The objectives of these tools are, among others, to simplify processes; to improve internal communication in the company and to identify areas for improvement in the organisation of our workforce.

We developed a performance management system that allows us to know employees' concerns and their professional

expectations as well. Another initiative is the basis for a remuneration policy, in which we included the guidelines of gender equality plans according to Spanish legislation. The implementation of these actions has allowed us to develop professional career plans, which once active will allow us to contribute to the individual development of our employees, compatible with our values, objectives and business strategy.

The main goal of all of these initiatives is to increase efficiency and productivity, along with job satisfaction through encouragement and promotion of professional growth. Following the Netherlands' example regarding the environment, we are focusing on sustainability. This has materialised in the creation of the Spanish Green Team, which we use to raise awareness and promote environmentally friendly practices.

*"I would like to highlight the commitment of all our employees, those who have been working with us for many years and the enthusiasm of the most recent incorporations, a cohesive team that allows us to offer our clients and consumers quality and excellence."*

TRUE COLOURS  
INTERVIEW





# 'ROYAL' DESIGNATION

Wilhelmina, Queen of the Netherlands until 1948, was a great Talens fan. She used our products on a daily basis. In addition to being queen, Wilhelmina was an artist who had a love and passion for her hobby. This made her feel closely connected to Talens.

In 1949, she wanted the world to know this. She made Talens Royal. Because Royal Talens has the same passion as artists. Not to create the most beautiful work, but to produce and develop the best paint and artists' materials, as it has been for the past 125 years. This includes the well-known brands Rembrandt and Van Gogh, but also innovations such as Cobra. Thanks to this great queen, we are called Royal Talens. And to this day, we have lived up to the highest of royal standards, both as a manufacturer and an employer.

## About Royal Talens

Creativity is one of the most powerful human assets. It stimulates our ability to express ourselves, to learn and to connect. It has the power to make the world a better place. Ever since we discovered this in 1899, it has been our goal to stimulate as many people as possible to express their creativity.

## Creative empowerment

We truly believe that creativity is in each and every one of us. That's why we enable creativity for everyone and engage creativity in everyone. It doesn't matter whether you are an experienced professional, an inspired hobbyist or are just starting to think about being more creative. We understand that creativity sometimes needs a little push. Some new inspiration, a goal, or motivation.

## We're here for you

Let us give you the energy to find your creativity and provide you with the very best tools to fuel it. From colourful acrylics and excellent oil paints to subtle fineliners and pencils for kids. You name it. Royal Talens has everything you need to create your own art. So, pick up that brush. Make this your best work yet. And express yourself in a way only you can. Let it out!

We consider accountability of the utmost importance. If you have any suggestions or remarks after reading this report, please don't hesitate to share.

## Royal Talens

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*For address and location details, please see page 50*

## Colophon

This impact report was created with care in close cooperation with Alexander Impactwetenschappers (research, reporting) and Merkactivisten (editing, design).

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# OUR BRANDS



*The choice of the professional artist*



Rembrandt and oil colour is a unique combination of superior quality and tradition in just one tube.



*Proudly claiming a solvent-free future*



The new generation of oil colours with the same high-quality pigments and viscosity, but without harmful solvents.



*Quality, that's what you choose*



The ideal brand for the serious artist for whom quality is important.



*Dream x create*



A broad range of high-quality acrylic colours and supporting materials that enable you to express your creativity.

# OUR BRANDS

Schjernerig

Schjernerig Farver Decoration colours



Environmentally friendly hobby and school paints.

 *art creation*  
GUARANTEED QUALITY SINCE 1899

For the artist in you



Talens Art Creation offers a complete range of painting and hobby materials.



Producer of art supplies since 1899v



Talens offers a wide range of supporting products to optimise your painting process.

 **ECOLINE**

Brilliant colours



The brilliant hues of these water colours bring any work to life.

# OUR BRANDS



*Innovative writing instruments from Japan*



Designed in the spirit of Monozukuri: the art of craftsmanship and attention for detail.



*Proud supporter of everyone's imagination since 1948*



Every drawing is an expression of an idea that is worth sharing.



*Feel the inspiration. Express your creativity.*



Arts TITAN, a pioneer Spanish brand, provides a high quality paint that can transform your works.



*Filled with possibilities*



A unique collection of water-based pigmented markers, marker inks and paper that optimally simulate 108 Pantone colours.

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