

CHANGE | chemistry



**DRIVING TRANSFORMATION:
THE JOURNEY TO
CHANGE CHEMISTRY**

2022-2023 YEARS IN REVIEW
MEMBER.CHANGECHEMISTRY.ORG

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Dear Change Chemistry community:

The past two years have ushered in a new era at our organization, enabling us to accelerate our impact and engage with our community on a deeper level. We're excited to share some of the ways in which our collective impact has grown throughout 2022 and 2023.

We are an organization based on new discoveries and knowledge sharing. Each year, we bring together insights and experiences from our members, our staff, and consultants. We add to this the wisdom from our 17-year history in green and sustainable chemistry innovation and implementation.

In 2022, we transitioned The Green Chemistry & Commerce Council (GC3), an 18-year-old organization, from a university research center to an independent mission-driven membership non-profit with an engaged board and a new Member Advisory Committee. We upgraded our technologies and revitalized our program offerings to drive positive change for all members. We hired several new staff members, growing the organization by 35% by 2023. We also hosted our first European Forum in 2022, the beginning of a long-term commitment to European members.

With your input we established a new brand identity and unveiled a new name — Change Chemistry — that reflects the urgent need to accelerate the growth of green and sustainable chemistry solutions across sectors. It is a call to action we all share. This new chapter will accelerate our mission to bring green and sustainable chemistry to the world.

As I think about where our organization began, I am so proud of our collective achievements. From day one to the present, we have never lost focus on the importance of innovation in and commercialization of green and sustainable chemistry solutions that address vital, global challenges in chemical usage. I look forward to working with you in the coming years as we move forward in our mission to improve human and environmental health while driving innovation that addresses some of our most pressing global needs as we Change Chemistry.

Sincerely,

Joel A. Tickner, ScD
Executive Director

**WE HIRED
SEVERAL NEW
STAFF MEMBERS,
GROWING THE
ORGANIZATION BY
35%
BY 2023.**

VISION & MISSION

A COLLECTIVE VISION
TO SYSTEMATICALLY
CHANGE CHEMISTRY

MORE THAN 100 COMPANIES ARE WORKING TOGETHER TO DEVELOP SAFER CHEMISTRY

Change Chemistry is a collaboration of more than 100 members, representing more than \$3 trillion in economic value, committed to making safer and sustainable chemistry technologies widely available in the marketplace. Our members span diverse industries and include innovative startups, leading chemical companies, brand owners, and large retailers. We also engage and collaborate with policymakers, non-profit organizations, financial institutions, and consulting firms to advance our mission. Together, we align value-chain players to create a strong market demand for safer, more sustainable chemistry alternatives. We do this by collaborating on projects and initiatives aimed at breaking down barriers to safe and sustainable chemistry commercialization and implementation, accelerating innovation and advancing supportive policies.

112
MEMBERS
AT THE END OF 2023

VISION

Change Chemistry envisions a global economy where all chemicals, materials, and products are safe and sustainable, from creation through disposal and reuse.

MISSION

To advance this vision, Change Chemistry drives the commercial adoption of green and sustainable chemistry by catalyzing and guiding action across all industries, sectors, and supply chains.

CHANGE CHEMISTRY PURSUES ITS VISION AND MISSION BY:

- Fostering value-chain collaboration
- Cultivating first-movers
- Convening industry decision-makers to secure meaningful commitments
- Advocating for a supportive policy environment

As we work to empower, connect, and orchestrate our broad and trusted network of companies, government agencies, and non-governmental organizations, we drive new collaborations, strategies, and policies that systematically change chemistry.

CORE VALUES

OUR WORK IS GUIDED BY THE FOLLOWING SET OF VALUES

INNOVATION

We are a mission-driven organization dedicated to collaborative innovation. We drive solutions to ensure a safe and sustainable planet for future generations. With our members, we catalyze action along and across manufacturing value chains to accelerate commercialization, adoption, and scale of sustainable chemistry solutions.

COMMUNITY

We create a safe, open, and inclusive space for dialogue. We believe in building and nurturing authentic, trusted, and transparent relationships with our members, partners, board, and staff. We connect communities that may not often collaborate to achieve common goals.

LEARNING

We are a learning organization and believe in sharing our knowledge with others. We are guided by science, data, and experience. We are informed by the combined knowledge of our broad network of green and sustainable chemistry subject matter experts. Our growing knowledge base builds on decades of collaboration with industry, NGOs, government, and academia.

IMPACT

Our mission is to fundamentally change chemistry to be safer and more sustainable. Our impact is directly related to the number, breadth, and engagement of our members. Our financial health and organizational growth are inextricably linked to our ability to deliver member value and tangible results in support of our mission.

2022-2023 IMPACT HIGHLIGHTS



ORGANIZATIONAL TRANSITION

Together, we successfully transitioned from a university research center to an independent mission-driven membership non-profit, showcasing our collective commitment to driving positive change.



GLOBAL ENGAGEMENT

Our community collaborated in hosting the inaugural and second Change Chemistry European Forums, expanding our global presence and engagement to promote sustainable chemistry solutions worldwide.



GLOBAL DIALOGUE

Our Virtual Roundtable facilitated meaningful global engagement and knowledge exchange among community members, fostering collaboration and collective learning.



CELEBRATING LEADERSHIP

Through the Change Chemistry Awards program, we celebrated and recognized exemplary leadership and action within our community.



POLICY ADVOCACY

Our community secured language in the Inflation Reduction Act and Bipartisan Infrastructure Law prioritizing sustainable chemistry investments as a pathway to decarbonization. We supported early-stage companies in our network in applying for grants under these laws.



GOVERNMENT ENGAGEMENT

We actively engaged the White House Office of Science and Technology Policy and eight federal agencies to discuss their programs and policies in support of sustainable chemistry and to advocate for greater coordination and focus on sustainable chemistry research and commercialization incentives within and across agencies.



COLLABORATIVE PLATFORMS

Our U.S. Innovators Roundtables provided a dynamic platform for networking, knowledge-sharing, and collaboration among our community members.



COMMUNITY FEEDBACK

Valuable insights from our annual membership survey reflected the collective feedback and commitment of our community to continuous improvement and collaboration.



TECHNOLOGICAL ADVANCEMENTS

Our investment in technological upgrades enhanced member experience and engagement, showcasing our dedication to innovation and progress in advancing green and sustainable chemistry practices.

IMPACT OVERVIEW

Change Chemistry's programs and initiatives are designed to drive tangible outcomes and measurable progress in advancing green and sustainable chemistry practices. In 2022 and 2023, our organization made significant strides in catalyzing innovation, fostering collaboration, and advocating for supportive policies across the sustainable chemistry landscape.

PROGRAMS & STRATEGY

Change Chemistry advances its mission of driving adoption and scale of sustainable chemistry through a set of three interconnected strategic programmatic areas:

ACTIVE LEARNING COMMUNITIES

MARKET ACTIVATION AND TRANSFORMATION

AMPLIFICATION AND STRATEGIC ENGAGEMENT

ACTIVE LEARNING COMMUNITIES

Our active learning communities create a forum for members to share challenges, lessons learned, innovations, and best practices, supporting their ability to drive sustainable chemistry changes in their organizations, sectors, and value chains.

The Retailer Leadership Council (RLC) Supply Chain Working Group (SCWG), and Start-Up Network continued to serve as vital platforms for member collaboration and knowledge-sharing. Through meetings and working sessions, members engaged in discussions on best practices, challenges, and opportunities in advancing green and sustainable chemistry within their respective sectors.

The RLC

Comprising 17 major national and global retailers representing trillions of dollars of purchasing power, meets monthly and focused on initiatives such as educating vendors on the value of green chemistry, developing a framework for holistic product considerations of chemical alternatives, sharing insights on third-party certifications, and exploring safer alternatives for chemicals of concern, including PFAS in water repellent and non-stick coatings.

The SCWG

Conducted 12 virtual meetings, hosting presentations from eight member companies on a variety of chemical management and implementation solutions and bringing together industry leaders to collaborate on innovative solutions across the chemistry value chain. Topics of discussion included success stories for chemical substitutions, transformative culture for innovation, and mechanisms for transparency and certification.

The Start-Up Network

Continues to engage a diversity of early-stage innovators with chemistries, processes, and technologies that can solve technology challenges faced by Change Chemistry members. Larger strategic and other experts provide feedback and support to these innovators to build their success in the market. The Start-Up Network held two pitch and reverse pitch events as part of Change Chemistry's annual Roundtables as well as two separate virtual Speed Scouting events.

MARKET ACTIVATION AND TRANSFORMATION

Change Chemistry seeks to transform the marketplace in ways that support the commercialization, adoption, and scale of sustainable chemistry. Our Market Activation and Transformation efforts aim to both demonstrate models for collaborative innovation and value-chain engagement to address sustainable chemistry challenges and accelerate market penetration as well as address systemic barriers and needs through engagement with policymakers and investors.

The Collaborative Innovation Program

Continued to drive progress in developing, identifying, and evaluating green and sustainable chemistry alternatives and addressing barriers to adoption. Notable Initiatives in 2022-2023 included projects focused on low voc-solvents, safer alternatives to PFAS for durable water repellents in outdoor textiles, and development of a framework for how green and sustainable chemistry can be a strong enabler of environmental justice. Insights from the GC3 Preservatives Challenge and Silicones Project informed the development of Change Chemistry's unique Collaborative Innovation process, paving the way for future initiatives aimed at scaling green and sustainable chemistry innovations.

The Change Chemistry Commercialization Hub New Product Project

Focused on "collaborative commercialization," as a follow-on to the Preservatives Challenge provided nine downstream companies and 8 suppliers with opportunities to pitch their technology to potential partners and investors, fostering connections and facilitating technology transfer within the sustainable chemistry ecosystem.

The Change Chemistry Sustainable Chemistry Alliances

Efforts over the past two years have advanced coordinated federal policy and positioned Change Chemistry as the leading advocate for government incentives, investments, and public-private collaboration that drive R&D, deployment, and adoption of sustainable chemistry that can address key national environmental, sustainability, and manufacturing and jobs (see Policy Advocacy Spotlight, on page 20).

AMPLIFICATION AND STRATEGIC ENGAGEMENT

As a learning organization, Change Chemistry is a highly valued resource for understanding needs, barriers, and enablers to sustainable chemistry commercialization and adoption. It is also a highly trusted convenor and connector of companies across the value chain, governments, academics, and non-profits. These organizational strengths and influence are leveraged through Change Chemistry's thought leadership activities and virtual and in-person convenings.

CONVENINGS

We believe that convening stakeholders from diverse sectors is the best way to facilitate collaboration, knowledge exchange, and collective action toward advancing green and sustainable chemistry. In 2022 and 2023, our organization hosted and participated in several impactful events aimed at fostering dialogue, sharing best practices, and driving innovation across the sustainable chemistry landscape.

EUROPEAN FORUM

Change Chemistry's inaugural European Forum, hosted by the LEGO Group in Billund, Denmark, marked a significant milestone in our organization's efforts to expand its presence and impact in Europe. Bringing together representatives from 44 European companies, consulting firms, governments, and non-governmental organizations, the forum served as a platform for discussing the challenges and opportunities associated with advancing green and sustainable chemistry in the region. Participants engaged in insightful discussions on topics such as supply chain collaboration, regulatory compliance, and market trends, laying the groundwork for future collaborative initiatives aimed at accelerating the adoption of sustainable chemistry solutions across Europe.

This successful event was held for a second time in 2023. Hosted by Covestro in Leverkusen, Germany, the Forum convened 48 European organizations around sustainable chemistry, demonstrating that our European community is engaged and growing.

48
ORGANIZATIONS

44
COMPANIES



INNOVATORS ROUNDTABLE

The annual Innovators Roundtables — hosted by Dow in Philadelphia in 2022 and by MilliporeSigma in St. Louis in 2023 — brought together leading innovators, companies of all sizes, investors, and government officials to catalyze the scale and adoption of green and sustainable chemistry solutions. In 2022, 166 total participants joined in person and online, representing 116 unique organizations. In 2023, Change Chemistry and MilliporeSigma welcomed 34 speakers and 113 participants representing 90 different organizations. These flagship events provided attendees with a unique opportunity to network, share insights, and collaborate on addressing key challenges and opportunities in the sustainable chemistry space. Through a combination of panel discussions, workshops, and networking sessions, participants explored innovative approaches to product development, supply chain management, and policy advocacy, driving meaningful progress toward a more sustainable future.

IN 2022,

166 TOTAL PARTICIPANTS
JOINED IN PERSON AND ONLINE,

REPRESENTING **116** UNIQUE
ORGANIZATIONS.

WEBINARS

Change Chemistry's monthly webinar series continues to serve as a valuable platform for disseminating knowledge, sharing case studies, and facilitating discussions on a wide range of topics related to green and sustainable chemistry. From reflections on the previous year and future outlooks to policy advancements at the federal level, the webinars cover critical areas such as environmental justice, solvent replacements, funding opportunities, and PFAS substitution challenges. Notable sessions included discussions with the Environmental Protection Agency on environmental justice, insights from Apple and ChemFORWARD on safer solvents, and dialogues on industrial decarbonization pathways with the Department of Energy.

By leveraging technology to deliver educational content and facilitate virtual networking opportunities, Change Chemistry remains committed to fostering collaboration and driving innovation within the sustainable chemistry ecosystem.

**IN 2023, CHANGE CHEMISTRY AND
MILLIPORE SIGMA WELCOMED**

34 SPEAKERS AND
113 PARTICIPANTS

REPRESENTING
**90 DIFFERENT
ORGANIZATIONS.**

THOUGHT LEADERSHIP

Change Chemistry is renowned for its vision and pragmatic understanding of barriers, needs, and opportunities to advance sustainable chemistry innovation helping us to shape our initiatives and outreach and engagement strategies. In 2022 and 2023, Change Chemistry demonstrated its thought leadership through the publication of several commentaries, reports, and collaborative articles aimed at advocating for sustainable chemistry solutions and fostering industry-wide change. Notable among these were:

“REINVENTING THE CHEMICAL INDUSTRY TO ACHIEVE A SUSTAINABLE FUTURE”

Written by Joel Tickner and Peter Nieuwenhuizen

Chemical and Engineering News

This article urgently calls for transformative action to address climate change, pollution, and plastic waste within the chemical industry.

“ANALYZING SUCCESS FACTORS TO ACCELERATE THE COMMERCIALIZATION OF NEW TECHNOLOGIES THAT REPLACE INCUMBENTS”

Produced by the Sustainable Chemistry Catalyst at the University of Massachusetts Lowell

This recent report offers practical insights and strategic lessons gleaned from case studies, research, and expert interviews.

“SUSTAINING SUSTAINABLE CHEMISTRY”

Written by Joel Tickner, Leah Rubin Shen, Carl Maxwell, Jim Jones, Mary Kirchhoff

Issues in Science and Technology

This article emphasizes the significance of the Sustainable Chemistry Research and Development Act, passed after 17 years of effort, as a catalyst for transformative change. It calls for a coordinated whole-of-government approach to unleash the potential of sustainable chemistry, highlighting the need for leadership, resources, and collaboration to drive innovation, job creation, and environmental sustainability.

“WHY FUNDAMENTAL INDUSTRY CHANGE IS NEEDED TO ADDRESS GLOBAL CHEMICAL CHALLENGES”

Written by Joel Tickner

Chemical Watch

This piece underscores the urgency of transitioning to safer, sustainable chemicals at scale to address global challenges like toxic pollution and climate impacts, emphasizing the need for coordinated efforts and significant investment in regulatory frameworks and innovation.

“4 WAYS TO SPARK MORE FINANCING FOR SUSTAINABLE CHEMISTRY”

Written by Alexandra McPherson, Joel Tickner, Aude Bechu

GreenBiz

This article discusses four strategies to increase financing for sustainable chemistry, emphasizing the urgency of transitioning to greener chemicals to address plastics pollution, climate change, and biodiversity, while highlighting the need for coordinated efforts and investment to scale innovation.

SPOTLIGHT: INFLUENCING SUSTAINABLE CHEMISTRY POLICIES

CHANGE CHEMISTRY AND ITS MEMBERS RECOGNIZE

the critical role of collective policy advocacy in promoting the commercialization and adoption of green and sustainable chemistry practices. In 2022 and 2023, we actively engaged with policymakers and governmental bodies to advocate for supportive policies at both the national and international levels. In particular, we made significant advances on the implementation of Change Chemistry's signature policy achievement, passage of the 2021 Sustainable Chemistry R&D Act, and advanced once-in-a-generation funding created through the Bipartisan Infrastructure Law and Inflation Reduction Act to advance sustainable chemistry. Change Chemistry also brought its unique and positive value-chain message about incentives and investment in sustainable chemistry innovation to Europe, where significant policy changes are occurring as part of the European Green Deal. In recognition of our leadership, Change Chemistry was the first organization invited to meet with the White House Office of Science and Technology Policy (OSTP) at the White House to discuss its Sustainable Chemistry Landscape report in August 2023.

SUSTAINABLE CHEMISTRY R&D ACT

To support development and implementation of the Sustainable Chemistry R&D Act, Change Chemistry's Sustainable Chemistry Alliance (SCA) crafted a robust definition of sustainable chemistry in 2019, approved by its members. This new and widely used definition spans research, development, commercialization, and adoption, emphasizing the creation and use of chemicals and materials that are less toxic, with lower energy consumption and emissions, reduced resource impacts, and optimized product design for waste reduction and recycling. Change Chemistry participated in the Expert Committee on Sustainable Chemistry to create a consensus definition and criteria for sustainable chemistry that builds from the earlier SCA versions.

The SCA's focus in 2022 and 2023 centered on ensuring a strong implementation of the Sustainable Chemistry R&D Act, including: (1) ensuring federal agency compliance with the Act, which requires that each federal agency undertake activities in support of sustainable chemistry. The SCA, along with three other organizations, crafted a letter to the leadership of 10 federal agencies and hosted discussions with eight of them to understand their sustainable chemistry activities and needs; (2) integrating SCA recommendations into reports of the White House Office of Science and Technology Policy (OSTP) interagency sustainable chemistry strategy team. The SCA and Change Chemistry members met with the OSTP committee on numerous occasions and provided comments and regular feedback to OSTP to shape its Sustainable Chemistry Landscape Report. Leveraging its trustmark, Change Chemistry also built a broad coalition of more than 20 organizations to develop consensus recommendations to OSTP for its second strategy report and secured broader organizational engagement in elevating sustainable chemistry as a national innovation priority; (3) prioritizing regulatory review and recognition for sustainable chemistry products. Change Chemistry engaged members and a broad set of stakeholders to develop recommendations to address an important barrier to sustainable chemistry, namely resource-intensive regulatory reviews for sustainable chemistry.

To support the Sustainable Chemistry R&D Act mandate to advance sustainable chemistry, Change Chemistry is coordinating meetings with the with the National Science Foundation, Food and Drug Administration, Environmental Protection Agency, and the U.S. Departments of Energy, Agriculture, and Commerce.

INFLATION REDUCTION ACT

Change Chemistry's Sustainable Chemistry Alliance (SCA) played a pivotal role in ensuring sustainable chemistry language was inserted as a key to achieving decarbonization goals in the Inflation Reduction Act in Congress. This landmark legislation presented game-changing opportunities for sustainable chemistry funding, thereby fostering innovation and accelerating the transition toward safer and more sustainable chemical alternatives. The SCA's advocacy efforts successfully secured language supporting sustainable chemistry within the Act, underscoring the importance of incorporating environmental considerations into economic policy frameworks. The SCA also engaged agencies on creating opportunities for sustainable chemistry funding through the Bipartisan Infrastructure Law and CHIPS and Science Act.



ENGAGEMENT WITH GOVERNMENTAL AGENCIES

Change Chemistry actively collaborated with a range of governmental agencies to advocate for the integration of sustainable chemistry investments and incentives into policymaking processes. Notably, the Sustainable Chemistry Alliance provided comprehensive analysis and recommendations to the U.S. Department of Energy (DOE) for its \$6 billion Industrial Deployment Program, contributing to the development of funding opportunities and initiatives focused on advancing sustainable chemistry research and development. Change Chemistry hosted a second Sustainable Chemistry Roundtable with the Department of Energy (DOE) Industrial Efficiency and Decarbonization Office focused on how sustainable chemistry innovation can address both environmental justice and decarbonization goals, leading to a roundtable report published in 2023. Additionally, Change Chemistry facilitated constructive dialogues with the U.S. Environmental Protection Agency to promote the adoption of sustainable chemistry solutions, including ongoing support for initiatives such as the Safer Choice program. These engagements exemplify the organization's dedication to fostering collaboration between public and private stakeholders, ultimately working toward addressing global sustainability challenges through innovation and industrial transformation.

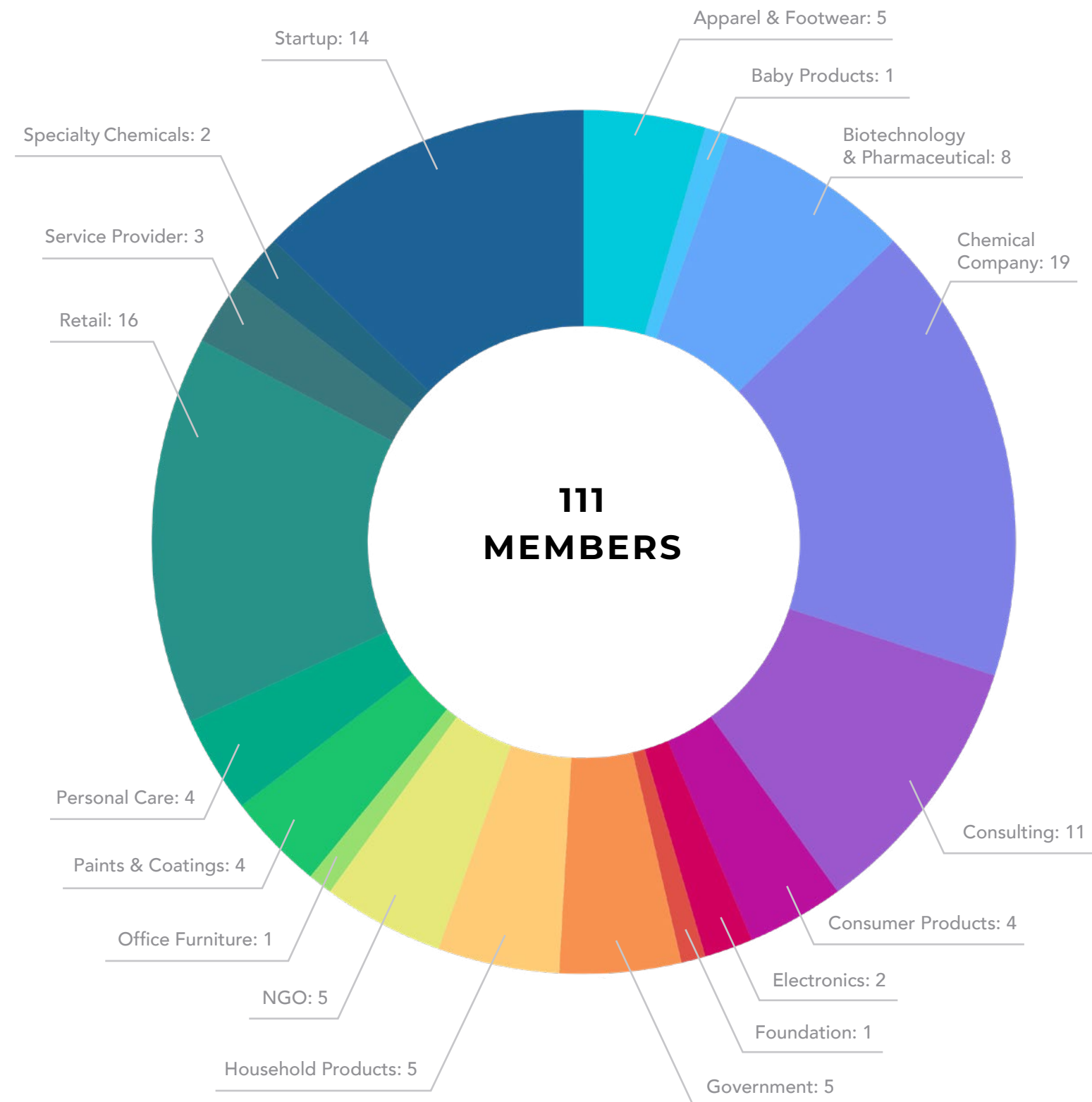
EUROPEAN ENGAGEMENT

Recognizing the global nature of the sustainable chemistry movement, Change Chemistry extended its advocacy efforts beyond the United States to engage with international partners. Change Chemistry worked with the United Nations and other stakeholders to ensure that sustainable chemistry innovation was core to the 2023 Global Framework on Chemicals and Waste. Our organization actively participated in discussions with European policymakers and stakeholders, including the European Commission, to provide insights and recommendations on advancing sustainable chemistry initiatives that can shape implementation of European Union Green Deal policies, including the Transition Pathway for the Chemical Industry and the Safe and Sustainable by Design framework.

In the coming years, Change Chemistry remains committed to advocating for policies that drive the widespread adoption of sustainable chemistry solutions to solve chemical pollution, climate, and circularity challenges. By leveraging our expertise and collaborative networks, Change Chemistry will contribute to shaping policy dialogues and promoting innovation and adoption of green and sustainable chemistry practices on a global scale. Through continued engagement with policymakers, governmental agencies, and stakeholders, we aim to catalyze transformative change and create a policy environment conducive to innovation and sustainability.

CHANGE | chemistry MEMBERSHIP

MEMBERSHIP BY INDUSTRY



MEMBER HIGHLIGHTS

Without its incredible community of forward-thinking industry members and others, Change Chemistry's impact would not be possible. In 2022 and 2023, we recognized the following organizations for their outstanding contributions to sustainable chemistry.

2022

INFLUENCE AWARD WINNER – LEGO

The LEGO Group has been a leader on driving legislation, public policy, and the implementation of sustainable chemistry initiatives. Believing that together, we can rebuild the world, The Lego Group is working to create a better and brighter world for our children.

INNOVATION AWARD WINNER – SOLUGEN

Solugen is bringing innovation to the world with carbon-negative products and the world's first carbon-negative molecule factory. What began as a pledge to do no harm has transformed into a promise to bring clean, sustainable chemistry to every industry and every aspect of modern life.

IMPACT AWARD WINNER – APPLE, INC.

Apple has committed to a smarter chemistry approach by driving comprehensive reporting of chemicals used, integrating smarter chemistry innovation into the way they design and build products, and avoiding exposure to chemicals that could be harmful to human health or the environment.

2023

INFLUENCE AWARD WINNER – HENKEL

Henkel worked with Change Chemistry on a letter to the White House on its implementation of the Bold Goals for the Bioeconomy. The company engaged with SCA in understanding how to improve market access through the EPA's new chemicals review process.

INNOVATION AWARD WINNER – P2 SCIENCE, INC.

Utilizing the proprietary Process Intensified Continuous Etherification (PICE), P2 converts renewable forest-derived materials into high-performance ingredients for personal care, cosmetics, and beauty products. Citropol® outperforms conventional emollients like silicones, offering easy formulation and a safety profile that's both human and environmentally friendly. In 2022, P2 clinched five industry awards, including the coveted Innovation Best Breakthrough Supplier Award from Beautymatter.

IMPACT AWARD WINNER – TARGET

Target eliminated hazardous flame retardants in certain product categories. Target's public goal was to improve textile products by removing added flame retardants that are potential carcinogens or pose harm to guests, workers, or communities by 2022. In addition, Target Clean Car Seats have soft good components made without intentionally added flame retardants and stain repellents (PFAS).

STRENGTHENING OUR VALUE PROPOSITION FOR MEMBERS

Conducted annually, Change Chemistry's membership survey provides valuable insights into member feedback and areas for improvement. Key findings in the past two years include the need for greater collaboration with the Retailer Leadership Council, the opportunity for members to gather more frequently virtually or in-person, and an emphasis on the importance of clearly defining the organization's mission, vision, and values. This feedback has been integrated into and will shape future program offerings.

Members identified specific sustainable chemistry case studies, developing strategies to leverage sustainable chemistry to advance broader sustainability goals, environmental justice, sustainable chemistry finance, and substitution of chemicals of concern as topics of interest for further discussion and information sharing. Members can expect to see these topics covered in upcoming RLC and SCWG discussions, webinars, and events.

Members also have access to information and education through Change Chemistry's learning management system implemented in 2023. Topics include environmental justice, change management, case studies, and finance.

Members continue to be the greatest champions of Change Chemistry and our most effective ambassadors. Member surveys show a high level of satisfaction and likelihood of renewal with 97% of members indicating that they were likely to renew their membership. In addition, 97% were likely to recommend Change Chemistry to their colleagues. In addition, **all members indicated that they trust Change Chemistry to keep them abreast of public policy and changes in implementation, and to provide reliable and actionable intelligence in the sustainable chemistry field.** These numbers are clear indicators of both impact and value.

97%
**LIKELY TO RECOMMEND
CHANGE CHEMISTRY
TO COLLEAGUES**

97%
**LIKELY TO
RENEW
MEMBERSHIP**

TECHNOLOGY UPGRADES:

To enhance member experience and engagement, Change Chemistry invested in technological upgrades, including the implementation of Association Management Software, a Learning Management System, and a Customer Relationship Management System. These upgrades will provide members with access to valuable resources, tools for collaboration, and improved communication channels, supporting the organization's mission to drive positive change in the sustainable chemistry ecosystem.

“Because of the work Change Chemistry is leading, we are moving from conversation to action on enabling a biobased vision for the future for chemistry that enhances sustainability, safety, and better outcomes for all.”

Jeffrey Whitford
Vice President, Sustainability
& Social Business Innovation
Life Science | Strategy & Transformation
MilliporeSigma

THANK YOU TO OUR COMMUNITY

Over the past two years, Change Chemistry, alongside our expansive community, has undergone transformational growth, positioning us collectively at the forefront of the green and sustainable chemistry movement. Together, we've propelled impactful initiatives, influenced policy at both national and international levels, and fostered collaboration across industries and regions.

Our shared efforts have led to tangible outcomes, from the development of innovative projects to new policies supporting sustainable chemistry to the establishment of active learning communities. We are immensely grateful for the unwavering support and contributions of our members and partners, whose dedication and collaboration have been instrumental in driving positive change.

We extend our sincere appreciation to every member of our community for their indispensable contributions, and we stand ready to persist in our efforts to positively transform chemistry for the betterment of our world.

THANK YOU, MEMBERS

ACS Green Chemistry Institute	gluECO Adhesives, LLC	Ourobio (Transfoam LLC)
actnano	Gradient	P2 Science, Inc.
ADEO Services	Green Rose Chemistry	Patagonia
Advancion	H&M - Hennes & Mauritz GBC AB	Pfizer
AkzoNobel	Hasbro	PPG Industries
Amazon, Inc.	Hazard Evaluations Ltd. (HazEL)	Primark
Apple, Inc.	Henkel	Proctor & Gamble
Arrakis Materials	Hexion Inc.	Pure Strategies, Inc.
Arrow Carbon Inc.	HNI Corporation	Pyran
Ashland LLC	HPD Collaborative	Reckitt
Ayas Renewables	ICL Group	RenewCO2
BASF Corporation	International Flavors Inc.	RiKarbon, Inc.
Battelle	Johnson & Johnson	Ruby Bio
Beautycounter	Kalion, Inc.	S.C. Johnson & Son, Inc.
Beiersdorf AG	Kebotix, Inc.	SEPHORA
Best Buy	Kimberly-Clark Corporation	Seventh Generation
Beyond Benign	Kingfisher plc.	Sironix Renewables
Boreal Bioproducts	Lam Research	SiShield
Bright Path Laboratories, Inc.	Levi Strauss & Co.	Solugen
Cargill	Lowe's Companies, Inc.	Staples, Inc.
Cascade Biocatalysts	McFadden and Associates, LLC	Target
ChemFORWARD	Meijer	The Acta Group
Circa Group AS	MilliporeSigma	The Home Depot
Covestro	Minnesota Pollution Control Agency	The Honest Company
Curie Co.	mobius	The LEGO Group
CVS Health	Modern Meadow	The TJX Companies Inc.
DetraPel, Inc.	Monosol, a Kuraray Division	Toxics Use Reduction Institute (TURI)
Dirty Labs, Inc.	New Balance	ToxServices LLC
Dow	New York State Pollution Prevention Institute (NYSP21)	UL, LLC
DuPont	Nike, Inc.	Ulta
Eastman Chemical Company	Noblis	UPPAbaby
Elements Eco Consultancy LLC	Nohbo	Veolia Recherche et Innovation
Enhesa Sustainable Chemistry	Northeast Waste Management Officials Association (NEWMOA)	Walgreen Boots Alliance
Environment and Climate Change Canada	Omni Tech International, Ltd.	Walmart
Estee Lauder Companies	Oregon Department of Environmental Quality	Washington Department of Ecology
Evolved by Nature	Origin Materials	Yordas Group
EWES		ZDHC Foundation
ExxonMobil Chemical		
Genomatica		