

# Sustainability policy



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# SUSTAINABILITY IN PROVITAL: GENERAL FRAMEWORK



Provital cares about the communities in which it operates, and our environmental management is responsible and transparent.

The cosmetics sector faces a number of challenges related to sustainability, including ensuring transparent and responsible sourcing, reducing dependence on plastics, managing packaging, avoiding greenwashing and working urgently to reduce CO<sub>2</sub> emissions in manufacturing, logistics and the supply chain.

We may not be at the forefront in every aspect of sustainability, but **Provital is proactively striving to tackle sustainability issues. Our policy is to be transparent about everything we have achieved to date and assume responsibility for what we still have to do.**

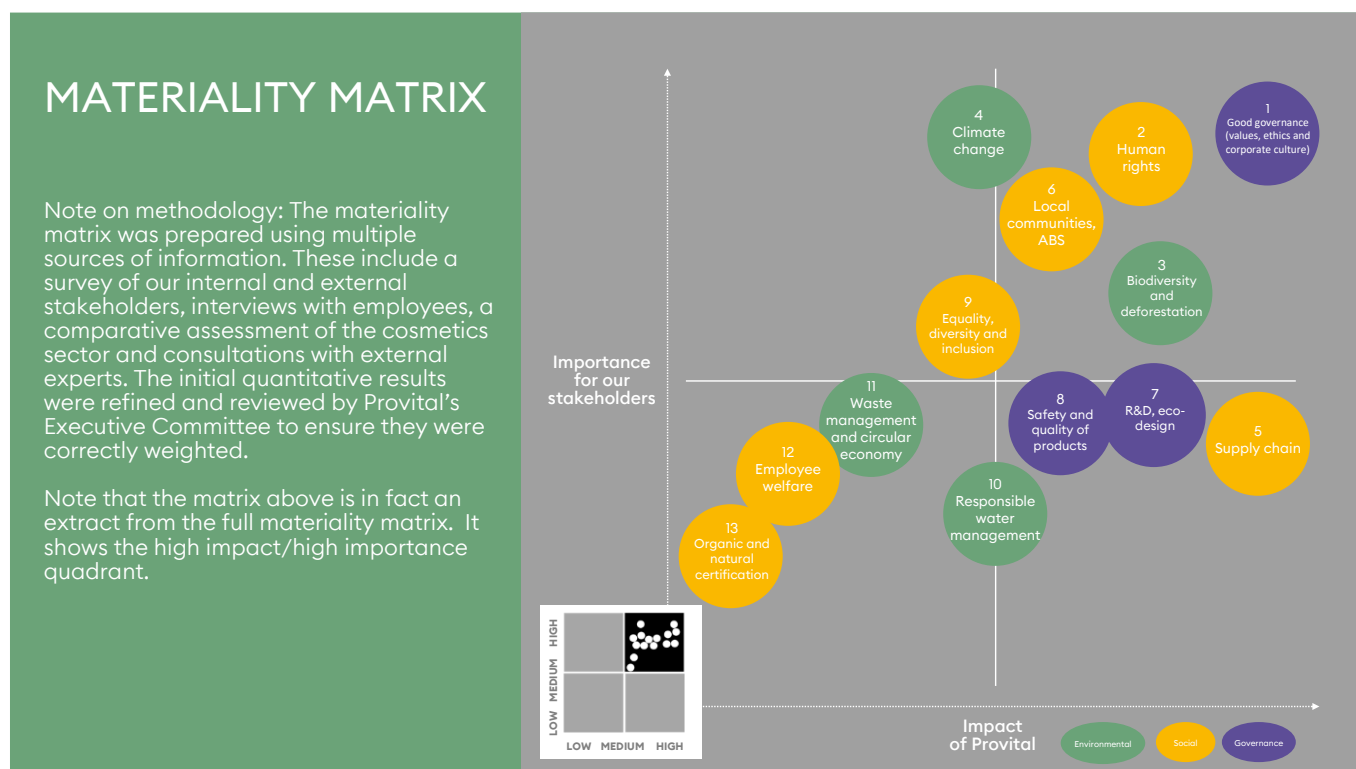
Provital is known for providing clear, well-documented scientific data on the quality and effectiveness of our products. **We want to bring this level of scientific rigour and clarity to our communications on sustainability.**

This approach means our statements about sustainability are backed by actions and facts. It means we can speak realistically and constructively about the sustainability challenges facing Provital and what all of us in the cosmetics sector need to do to tackle them.

# METHODOLOGY: WORK AREAS, STAKEHOLDERS AND STRATEGIC TARGETS

Our sustainability management is based on a structured analysis of the people and groups involved in our value chain (our **stakeholders**). We include our stakeholders in the process of identifying our main sustainability impacts (see our **materiality matrix**). Provital has carried out a **value chain analysis** to classify and assess these issues. (See Appendix 1). Once the most urgent sustainability issues have been identified, we classify them into groups that tie in with our internal processes, so that we can tackle them effectively. For each work area, we compare sector benchmarks against our own level of operational maturity to **determine what strategic targets we can legitimately and realistically aspire to**. We then devise **action plans and indicators** to guide and measure our progress in each area.

We aim to ensure legitimate and transparent dialogue with our stakeholders so we can be sure we understand what impact we have. If you have any comments or information on any of the impacts of our business, please write to [qhse@weareprovital.com](mailto:qhse@weareprovital.com).

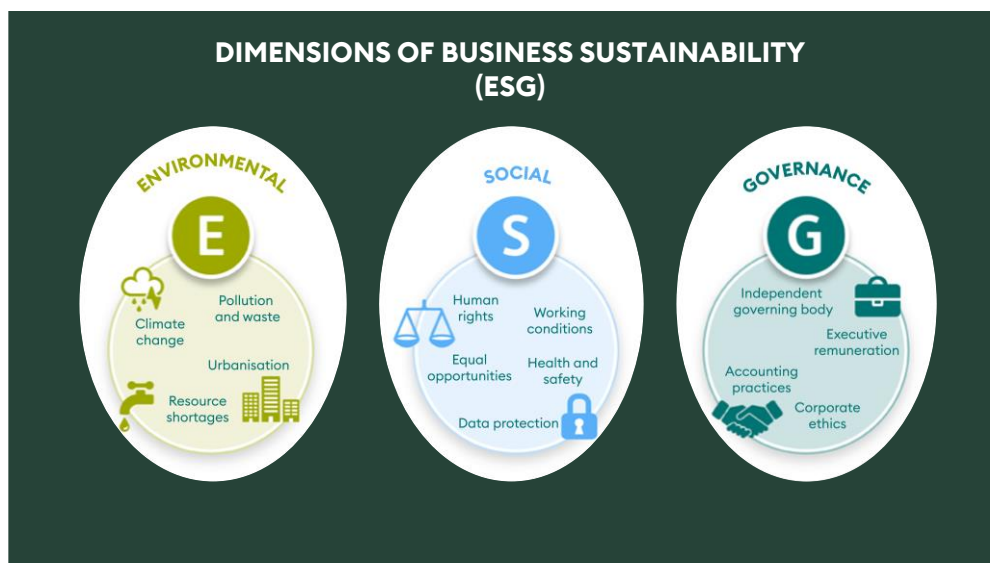


# CONTEXT, ORGANISATION AND STRATEGIC FRAMEWORK FOR SUSTAINABILITY

Sustainability is one of Provital's four strategic pillars. The other pillars are innovation, quality and service, and client and global market focus. Provital's Long-term Strategic Plan and its Sustainability Policy are both designed to ensure measures related to one strategic pillar do not limit action related to another.



There are three dimensions to business sustainability: **environmental sustainability, social sustainability, and ethics and governance**. These dimensions are transversal and affect many of the business's departments. Our plan to address these dimensions is structured to reflect Provital's internal organisation based on functional departments. The plan contains **five work areas**, each one involving measures to be implemented, indicators and targets, and the allocation of responsibilities. The plan set out in the Sustainability Policy is a summarised version of the more extensive guidelines used by our teams to implement the sustainability plan.



# Global strategic framework for sustainability

We combine nature and science to capture the essence of the Earth in our high quality, environmentally friendly cosmetic ingredients. *DO CARE.*

Our guiding principles for sustainability:  
Transparency, Responsibility and Aligning our values<sup>1</sup>

About us <b>IDENTITY</b>	What value do we generate? <b>BUSINESS MODEL</b> Product focused	How do we do it? <b>OPERATING MODEL</b> Focus on company processes		
<b>Values, mission and business ethics</b>  We define ourselves as a company with a focus on quality and innovation, with a proactive and demonstrable commitment to society and the environment. We put this commitment into action through our commercial operations and philanthropic activities.	<b>Eco-design</b>  We are committed to supplying innovative, high quality products that are environmentally-friendly and respectful of society. We invest in our values, constantly reviewing our portfolio, so that all our products and new designs meet sustainability criteria, and balance profitability against sustainability.	<b>Eco-efficient operations and climate change</b>  We take an efficient, data-based approach to ensure sustainable manufacturing. We have individual lines of work that focus on multiple aspects of environmental management.	<b>Sustainable procurement and the supply chain</b>  We are committed to improving the sustainability of our supply chain. We supervise and work with our suppliers to improve their performance. We provide transparency and traceability for our naturally sourced ingredients.	<b>Caring for people</b>  People's welfare and safety, equality and diversity form part of our corporate culture. We are an open, diverse community and we believe in what we do and how we do it.
<b>Key aspects of our programme</b>  <ul style="list-style-type: none"> <li>• Social commitment and philanthropy</li> <li>• Business ethics and tackling corruption</li> <li>• Transparency and accuracy in our communications about sustainability</li> </ul>	<b>Key aspects of our programme</b>  <ul style="list-style-type: none"> <li>• Using life cycle analysis</li> <li>• Developing our own criteria for defining what a sustainable product is</li> <li>• Reorientation of our portfolio towards these standards</li> </ul>	<b>Key aspects of our programme</b>  <ul style="list-style-type: none"> <li>• Managing our carbon footprint</li> <li>• Improving waste management</li> <li>• Use of water</li> <li>• Management of packaging and plastics</li> </ul>	<b>Key aspects of our programme</b>  <ul style="list-style-type: none"> <li>• A sustainable procurement programme</li> <li>• Transparency and traceability</li> <li>• Monitoring our impact on local communities, ABS, biodiversity and palm oil</li> </ul>	<b>Key aspects of our programme</b>  <ul style="list-style-type: none"> <li>• Quality of working life</li> <li>• Equality, diversity and inclusion</li> </ul>

**“Taking action for a reason”**

**“Taking action for sustainable products”**

**“Taking action for the planet”**

**“Taking action for resources”**

**“Taking action for people”**

<sup>1</sup> These values were proposed by the Fashion Institute of Technology as a cornerstone for consumer confidence in the cosmetics sector. "Transparent Beauty | Fashion Institute of Technology". www.fitnyc.edu, 2018, [www.fitnyc.edu/cfmm/capstones/2018.php](http://www.fitnyc.edu/cfmm/capstones/2018.php)

# 01. TAKING ACTION FOR A REASON

## Values, mission and business ethics

Provital is a global company with a focus on quality and innovation, and a proactive and demonstrable commitment to society and the environment. We put this commitment into action through our commercial operations and philanthropic activities.

### SUSTAINABILITY ISSUES RELATED TO THIS AREA

Relationships with local communities; impact on society; tackling corruption and preventing greenwashing.

### ASPECTS OF OUR PROGRAMME

Social commitment and philanthropy. Our commitment:

- To set up a foundation to manage social initiatives, educational events and volunteering.

Business ethics and tackling corruption. Our commitment:

- To create a programme to combat corruption.
- To widen the scope of our code of ethics to include third parties.
- To adapt the code to local contexts.
- To carry out training.
- To create mechanisms to discourage third parties from asking for bribes.
- To certify our anti-corruption programme.

Transparency and accuracy in our communications about sustainability. Our commitment:

- To be consistent and transparent in our communications about sustainability.
- To define indicators to measure our social impact.
- To improve our ability to accurately measure the environmental impact of our operations and products.

## LIMITS AND CHALLENGES:

Sustainability is one of Provital's four strategic pillars, together with its focus on the global market, quality and service, and innovation. We care about helping society and protecting the environment, and doing so without compromising any of the other pillars.

Greenwashing is a serious problem in the cosmetics sector. Provital has two key tactics for preventing it. The first is to be clear about the extent of our statements regarding sustainability. We are not going to claim to be the leading company in every aspect of sustainability. However, focusing on our own portfolio, we do aspire to offer the most sustainable products on the market. The second tactic is to guarantee that any statements we make regarding sustainability are backed by the same clear scientific information and rigorous attention to detail that we apply when measuring the quality and effectiveness of our ingredients.

With regard to ethical management, it must be noted that Provital operates in diverse and complex environments. We focus on creating the tools we need to ensure our ethical values are maintained, wherever we operate in the world while adapting them to local contexts.

## OBJECTIVES AND LINKS TO SDGs

OBJECTIVE	DATE
To create and use social impact indicators in specific projects	2023
To set up a foundation to manage social initiatives, educational events and volunteering	2023-2024
To ensure that 100% of staff receive training on combating corruption	2023
To ensure that 100% of distributors recognise our anti-corruption policy	2024
To have our anti-corruption programme audited or certified by an external body	2025





## 02. TAKING ACTION FOR SUSTAINABLE PRODUCTS

### Eco-design

We are committed to supplying innovative, high quality products in a global market, products that are environmentally-friendly and respectful of society. We invest in our values, constantly reviewing our portfolio so that all our products and new designs meet sustainability criteria, and always balancing profitability against sustainability.

#### SUSTAINABILITY ISSUES RELATED TO THIS AREA

Environmental and social impact of our products, including CO<sub>2</sub>, water, waste, biodiversity and deforestation, ABS, impact on local communities, circularity and resource use.

#### ASPECTS OF OUR PROGRAMME

Using life cycle analysis. Our commitment:

- To carry out pilot studies to analyse the life cycle for different product categories (CareActives and CareMotives) and sub-categories.

Developing our own criteria for defining what is a sustainable product. Our commitment:

- To use quantifiable, scientific data to define sustainability criteria for finished products.
- To decide what data is important to us and create a scorecard to analyse each product.
- To use this scorecard to classify and segment our portfolio.

Continuous reorientation of our portfolio towards these standards. Our commitment:

- To constantly review our product portfolio to adapt it to the sustainability targets we set ourselves.
- To ensure that all new products launched meet our sustainability criteria.

## LIMITS AND CHALLENGES:

There are many green certification schemes in the cosmetics sector, with varying degrees of legitimacy. To combat this and to clarify the issue, we focus on developing our own criteria for what a sustainable product is, using real, transparent scientific data on the genuine environmental impact of our ingredients.

As a company, we do not claim to be market leaders in all aspects related to sustainability but, focusing on our portfolio, we do aspire to offer the most sustainable products on the market.

## OBJECTIVES AND LINKS TO SDGs

OBJECTIVE	DATE
To define sustainability criteria for ingredients (raw materials)	2022-2023
To carry out pilot studies to analyse the life cycle of each product category and sub-category	2024
To define sustainability criteria for finished products. To decide what data is important to us and create a scorecard to analyse each product.	2024 – 2025
To use this scorecard to classify and segment our portfolio	2024 – 2025
To refocus the portfolio in line with the new criteria	2023 – 2030



## 03. TAKING ACTION FOR THE PLANET

### Eco-efficient operations and combating climate change

We take an efficient, data-based approach to ensure sustainable manufacturing. We have individual lines of work that focus on multiple aspects of environmental management.

#### SUSTAINABILITY ISSUES RELATED TO THIS AREA

Climate change, packaging and plastic pollution, water consumption, waste management.

#### ASPECTS OF OUR PROGRAMME

Improving waste management. Our commitment:

- To continue striving towards zero waste; to obtain ISO 14001 certification.

Packaging and plastic pollution. Our commitment:

- To use more recycled materials.
- To track materials to ensure they are recycled.
- To offset our use of plastics.
- To educate clients and employees.
- To investigate the use of reusable wrapping instead of plastic film.
- To collaborate with clients and packaging manufacturers.

Managing our carbon footprint. Our commitment:

- To measure CO<sub>2</sub> emissions.
- To audit the measurements.
- To publish the figures.
- To develop a CO<sub>2</sub> reduction plan and establish scientific reduction targets.
- To use 100% renewable energy.
- To generate our own energy.
- To offset CO<sub>2</sub> emissions.
- To achieve CO<sub>2</sub> neutrality.
- To educate clients and employees.
- To encourage the use of intermodal transport.

## Use of water. Our commitment:

- To improve water purification processes.
- To recycle water.
- To make our cleaning processes more efficient.
- To educate employees and suppliers.

## LIMITS AND CHALLENGES:

Eco-efficiency is limited by the design of the product. Our aim is to be as efficient as possible, taking into account the product requirements established during the design phase.

Plastic has the technical properties that we need and, up to now, we have not found an optimal solution for replacing it. Nevertheless, we are committed to working with our clients and suppliers to identify opportunities for reducing, reusing or replacing plastic packaging.

As far as possible we use locally sourced ingredients to minimise their environmental impact. This practice does, however, give rise to supply chain risks and instability, so we have to balance these factors in order to guarantee quality and service.

## OBJECTIVES AND LINKS TO SDGs

OBJECTIVE	DATE
To calculate our carbon footprint and develop plans to minimise and offset 100% of our emissions	2022-2024
To reduce our consumption of electricity from the grid by 15-20%	2022
To achieve 90% of our zero waste target	2024
To certify our environmental management system	2024
To use less than 5 litres of water per kilo manufactured	2024-2025



## 04. TAKING ACTION FOR RESOURCES

### Sustainable procurement and supply chain management

We are committed to improving the sustainability of our supply chain. We monitor our suppliers and work with them to improve their performance. We provide transparency and traceability for our naturally sourced ingredients.

#### SUSTAINABILITY ISSUES RELATED TO THIS AREA

Monitoring our impact on local communities; access to and distribution of benefits; biodiversity; deforestation and palm oil; defining sustainable procurement criteria for both suppliers and products; Km 0; circularity.

#### ASPECTS OF OUR PROGRAMME

A sustainable procurement programme. Our commitment:

- To reorient our supplier management system to incorporate sustainability criteria.
- To develop a formal sustainable procurement plan, with targets, processes, governance and policies.
- To define sustainable procurement criteria for both suppliers and products.
- To extend the supplier evaluation tool.

High levels of transparency and traceability. Our commitment:

- To continue promoting access to and the distribution of benefits.
- To draw up a no deforestation commitment.
- To extend the scope of the traceability system to cover more ingredients and get closer to the source.
- To obtain RSPO certification (Roundtable on Sustainable Palm Oil).

## LIMITS AND CHALLENGES:

Supply chains in the cosmetics sector are long and complex. Managing the data is a challenge for the entire sector. We are firmly committed to ensuring the traceability, transparency and quality of our supply chain data.

Some of our products contain ingredients manufactured using palm oil certified by the RSPO using the mass balance method. Mass balance is the most commonly used method to certify palm oil but, as a system, its efficacy is limited.

## OBJECTIVES AND LINKS TO SDGs

OBJECTIVE	DATE
To reorient our supplier approval and procurement system to incorporate sustainability processes and criteria	2023
To apply these sustainability criteria to 100% of critical suppliers (and 50% of raw materials deliveries)	2024
To extend the scope of evaluation criteria	2026
To include documentation requirement clauses in procurement contracts in order to validate suppliers' traceability claims	2023
To obtain RSPO certification (Roundtable on Sustainable Palm Oil)	2022
To review products (oils and oil extracts) that contain the BHT antioxidant and replace this ingredient with natural tocopherol	2022



## 05. TAKING ACTION FOR PEOPLE

### Caring for people

People's welfare and safety, equality and diversity form part of our corporate culture. We are an open, diverse community and we believe in what we do and how we do it.

#### SUSTAINABILITY ISSUES RELATED TO THIS AREA

Quality of working life; equality, diversity and inclusion; workers' rights; safety at work.

#### ASPECTS OF OUR PROGRAMME

Workers' rights and quality of working life. Our commitment:

- To assess, adapt and formalise our policy and ensure it is uniformly applied throughout the organisation.

Equality, diversity and inclusion. Our commitment:

- To develop indicators to measure pay equality and diversity.
- To document recruitment processes to formalise our commitment to diversity.

#### LIMITS AND CHALLENGES:

Our strategic plan is ambitious, we want to grow and do it well. Throughout our history, we have worked hard to look after people in many ways. Now is the moment to formalise these aspects and adapt them to each culture and country where we operate.

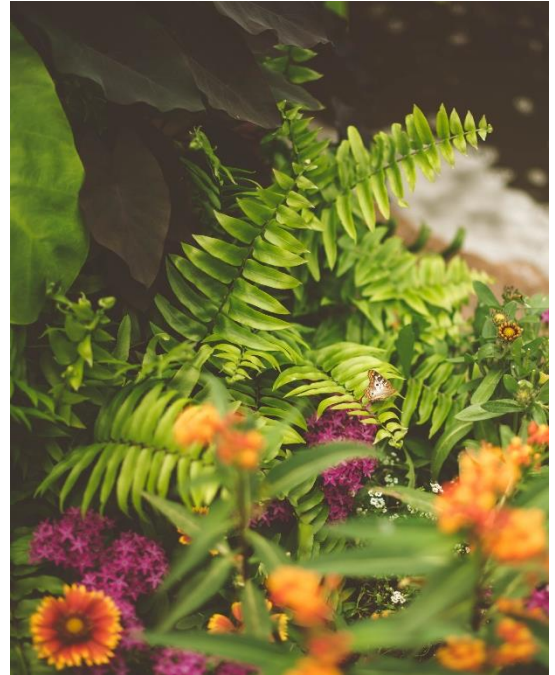
#### OBJECTIVES AND LINKS TO SDGs

OBJECTIVE	DATE
To ensure the quality of working life policy is implemented throughout the organisation	2023
To increase employees' levels of engagement	2025
To ensure diversity in recruitment processes	2023
To measure equality in our pay scales	2022
To increase employees' levels of engagement	2025



# MANAGING SUSTAINABILITY: LEADERSHIP, RESOURCES AND CONTINUOUS IMPROVEMENT

Sustainability is a transversal issue involving multiple departments. Provital's QHSE team directs and coordinates the management of sustainability and Provital's executive director has the final decision-making authority. Each area of work for sustainability is led by a member of the Executive Committee. The sustainability plan is managed from the group's head office in Spain. Provital's subsidiaries provide key information and guidance for planning, adapting the final plan to their local context and submitting standardised reports. As a matter of policy, department heads must review the sustainability roadmap and ensure they have allocated sufficient human and financial resources to meet their area's sustainability targets. The sustainability policy is subject to continuous revision and improvement. It may be revised in response to changes in commercial operations or during the annual review process.



# HOW DO WE OVERSEE, AUDIT AND REPORT ON SUSTAINABILITY?



To ensure effective and transparent progress towards our sustainability targets, we use a system of continuous internal reporting, annual external reports and third-party verification. The Executive Committee meets weekly to deal with key aspects of the organisation, including sustainability matters, and meets monthly with the CEO. The annual report provides an update on key sustainability initiatives and allows external stakeholders to monitor Provital's progress over time. Audits and third-party reports are used to guarantee the quality and transparency of our operations. This includes audits of our operations and supply chains, reports submitted to the Spanish authorities on our environmental impact, and independent verification of our measurement of our carbon footprint. Individual stakeholders can also request further information from [d.santos@weareprovital.com](mailto:d.santos@weareprovital.com)



## EFFECTIVE DATE

This policy came into force in October 2022.



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Ricard Armengol  
Provital CEO

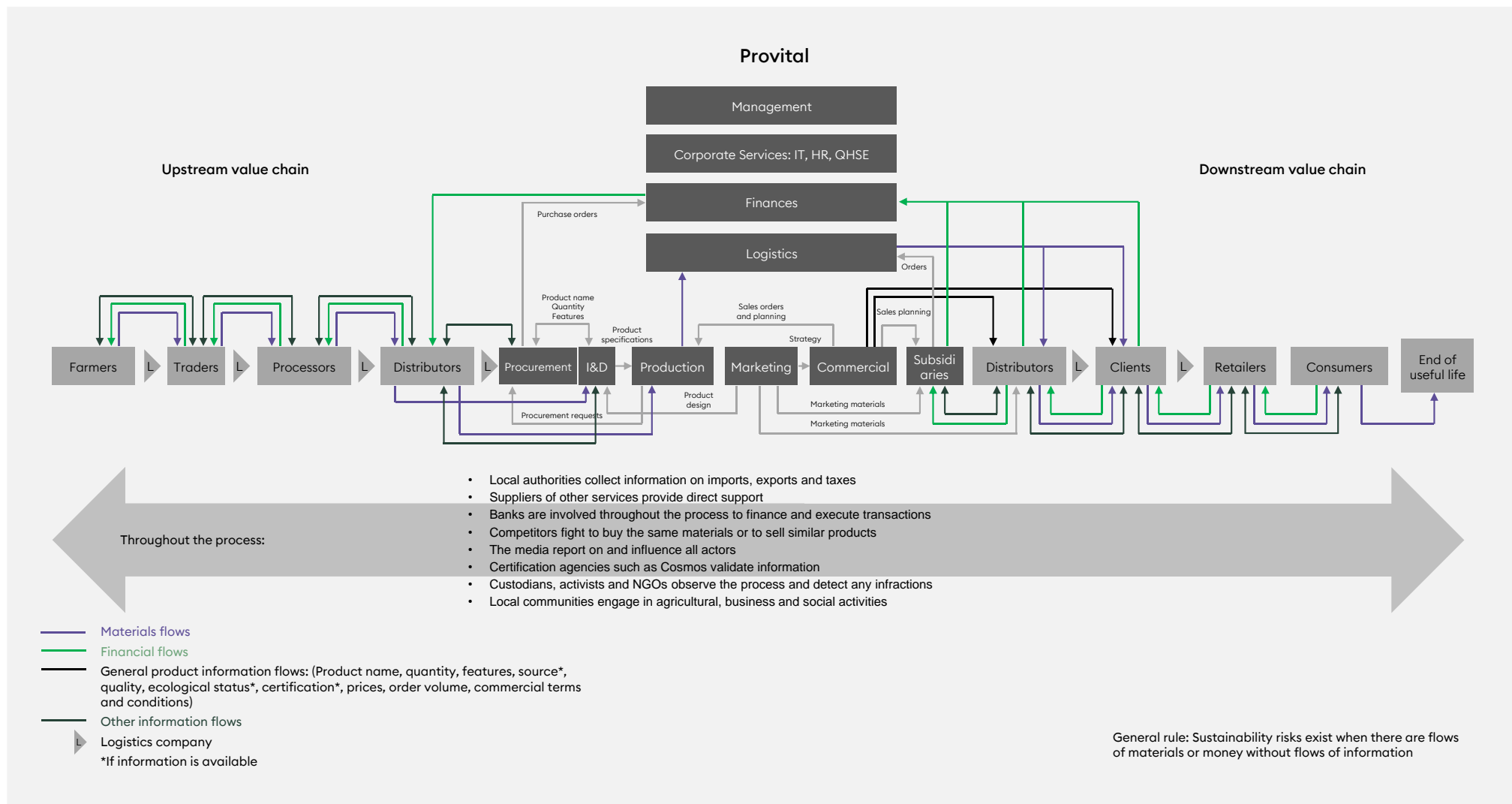


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David de los Santos  
QHSE Director

## APPENDICES

## APPENDIX 1: PROVITAL'S VALUE CHAIN MODEL



## APPENDIX 2: REFERENCES AND INSTITUTIONAL FRAMEWORK

Sustainability is a transversal issue. Our sustainability policy is, therefore, influenced by many directives and institutional structures. These are divided into sections below, crediting our sources of information and inspiration, so they can be used by employees as references and tools. This is not intended to be an exhaustive list of resources.

### Institutional context

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[weareprovital.com](http://weareprovital.com)