

SUSTAINABILITY POLICY

ETHICS



in accordance with SA8000

- Committed to full compliance of all legally binding and valid national legislation
- Commitment to continuous improvement of social benefits and the ethics management system
- Zero tolerance for child, forced or compulsory labor
- Zero tolerance for discrimination
- Implementation of health & safety regulations
- The right to freedom of associations
- Guarantee of the statutory minimum wage
- Adherence to the statutory maximum working hours
- Inclusion of suppliers and communication of our ethics principles

Compliance issues?

Hotline: 833-400-1136

Access Code: 833-400-1136

COSMETICS GMP



in accordance with ISO 22716

- Committed to continuous improvement of the GMP standard
- In compliance with all applicable personnel, environmental and technical hygiene regulations
- Accurate documentation of relevant business procedures
- In compliance with testing of raw materials, intermediate and finished products
- Competence training and awareness regarding GMP regulations
- Communication of GMP principles and verification of the level of implementation on supplier side

Energy



in accordance with ISO 50001

- Commitment to comply with all binding and applicable legislation and requirements of interested parties related to energy.
- Commitment to continuous improvement the operational energy management system and energy-related performance as well as design related activities

- The creation and communication of objectives and their regular measurement and evaluation
- Commitment to provide all necessary resources to achieve the objectives set
- To take account of energy efficiency in the procurement of products and services by setting clear requirements for our external suppliers
- Environmental protection as a corporate principle and the careful use of resources

QUALITY



in accordance with ISO 9001 as well as IFS-Broker

- Obligation to implement and enforce all legal regulations
- Commitment to putting into practice ongoing improvement processes
- Flawless quality and maximized productivity as a top priority for our manufacturing processes
- Punctual deliveries of correct quantities of our products and services
- Complete compliance with all requested and agreed specifications/stipulations
- Qualification and improvement of method competence in our employees
- Early involvement of our suppliers and partners and ongoing development of their competences
- Definition of annual quantifiable quality objectives for continuous assessment and development

ESH ENVIRONMENT, WORK SAFETY & HEALTH



in compliance with ISO 14001 & ISO 45001

- Committed to full compliance of all legally binding and valid legislation
- Continuous improvement efforts regarding in-house occupational and environmental safety
- Emergency management for the prevention of injury to personnel and damage to assets and the environment
- Training, information and participation of our employees
- Open communication with interested parties
- Work safety and protection of the environment as corporate principles
- Definitive and measurable assessment of objectives
- Strong requirements for our suppliers and contractors

Safety first!

Your health matters.

Bernd Wagner, Managing Director

Marcus Hiemeyer, Quality Management

Gebhard Geoff, Environment

Laura Rittgarn, Safety & Health

Mario Caprarola, Environment, Safety & Health

Jürgen Blank, Environmental Management
& Occupational Safety

Klaus Meier, Energy Management