

# artcosmetics

BEAUTY MADE REAL

# ESG & CSR at Art Cosmetics

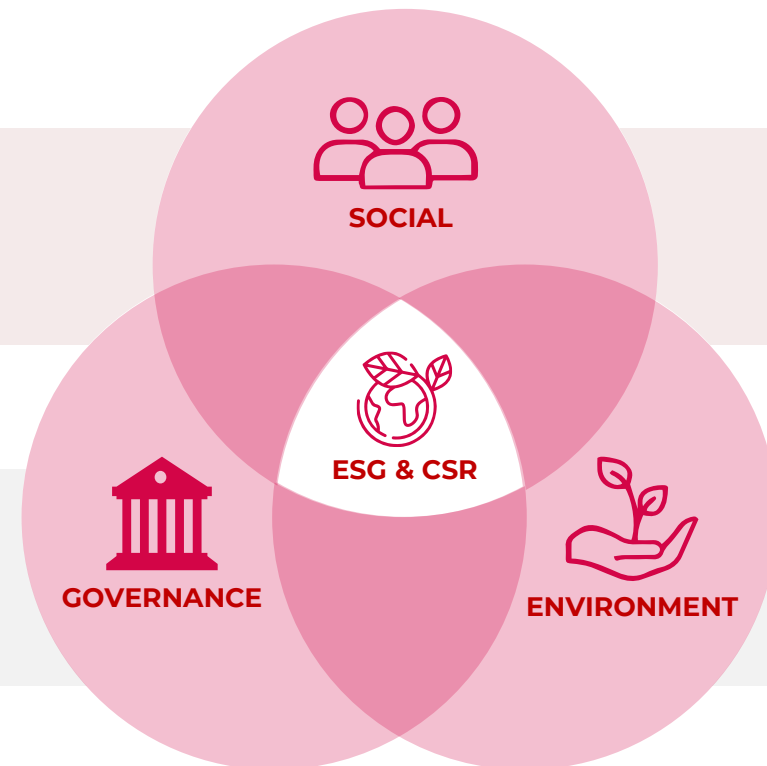
## ESG: ENVIRONMENT, SOCIAL, GOVERNANCE

set of our quantifiable and reported results according to the international standards (GRI, ISO 14001, ISO 45001).



## CSR: CORPORATE SOCIAL RESPONSIBILITY

set of our values of social and environmental responsibility that become an integral part of the corporate culture.



## OUR CSR VALUES & POLICY

ESG results & CSR commitments at Art Cosmetics

# UNI EN ISO 14001:2015 CERTIFICATION

In 2024 we have successfully achieved the ISO 14001:2015 certification. This milestone reflects our strong commitment in implementing and maintaining an Environmental Management System across all aspects of our business: R&D, third-party production, and the sale of make-up and skincare products.



ESG results & CSR commitments at Art Cosmetics

# UNI ISO 45001:2018 CERTIFICATION

In 2023 we have successfully achieved the ISO 45001:2018 certification. This accomplishment represents a significant milestone in our strong commitment to implementing and maintaining a Safety Management System that meets the requirements of the ISO 45001:2018 standard, encompassing R&D, third-party production, and the sale of make-up and skincare products.



ESG results & CSR commitments at Art Cosmetics

# ESG PERFORMANCE RECOGNIZED WORLDWIDE: ECOVADIS

In 2024 we have been awarded the Ecovadis Platinum Medal for our achievements in Sustainability. This important award ranked us in the top 1% of the best-performing companies rated by Ecovadis in cosmetics manufacturing and preparation industry.



ESG results & CSR commitments at Art Cosmetics

# ESG PERFORMANCE RECOGNIZED WORLDWIDE: SEDEX

In 2024 we carried out the evaluation via the SEDEX platform, receiving an overall score of 3.4 out of 5. The SEDEX platform evaluated Art Cosmetics on ESG issues.

The screenshot displays the Sedex Management Controls interface for a Goods Provider. At the top, the Sedex logo is prominent. Below it, the page title is 'Management Controls - Goods Provider'. The interface shows the following details:

- View:** My sites
- Site:** Z5421602765 - Art Cosmetics HQ
- Company details:** View: My sites || Customer: ZC420826839 - Art Cosmetics || Supplier: ZC420826839 - Art Cosmetics

The 'SAQ summary' section contains the following data:

SAQ completion rate	Last version submitted	Versions
100 %	2024-05-07	1
<b>Management controls (Latest)</b>	<b>Overall score (3.4)</b> ★★★★☆	

ESG results & CSR commitments at Art Cosmetics

# ESG INITIATIVES : FONDAZIONE SODALITAS

Art Cosmetics is voluntarily committed to guarantee equal opportunities at work through the subscriptions to the initiative. The compilation of the self-assessment questionnaire is required, and the platform has assigned an overall score of 84,9/100. The result demonstrates our commitment and encourages us to continuously improve.



Carta per le  
pari opportunità  
e l'uguaglianza  
sul lavoro



Fondazione  
Sodalitas

## Riassunto Punteggio

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Punteggio Generale  
84.9%

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ESG results & CSR commitments at Art Cosmetics

# CSR INITIATIVES: PLASTIC BANK

Art Cosmetics is proud to be an Ocean Steward in collaboration with Plastic Bank working to stop ocean plastic. In 2024, Art Cosmetics will prevent the equivalent of 1 million plastic bottles (20.000 kg of plastic) from entering the ocean.





ESG results & CSR commitments at Art Cosmetics

# CSR INITIATIVES: DHL GoGreen Plus

In 2024, we started to take actions to reduce the impacts of our air transportations.

In collaboration with *DHL Express Italy*, we are using a portion of Sustainable Aviation Fuel (SAF) in the fuel used for our air transportations.

This action will reduce our impacts on scope 3 emissions.



ESG results & CSR commitments at Art Cosmetics

# OTHER CSR INITIATIVES:

We support local sports initiatives through sponsorship of *Volley Caravaggio ASD* and *Associazione Sportiva Dilettantistica Fornovese*, by sponsoring and organizing an annual cycling race to engage with the local community.



## ESG & CSR Highlights 2023: INSIDE Art Cosmetics

### ENVIRONMENT



**4,1% of energy from Photovoltaic System:** 54 tons CO2eq avoided/y  
**41% of energy from renewable sources**



Wastewater treatment plant:  
**54% purified washing water**



**More than 1.100 tons waste** send to Recovery



**46 projects** with recycled and recyclable packaging



**UNI EN ISO 14001:2015 Certification**



**UNI ISO 45001:2018 Certification**



Natural & Organic formulas according to **ISO 16128**



Palm oil suppliers:  
**87,8%** of palm oil-containing raw materials are **RSPO certified** (Roundtable on Sustainable Palm Oil)



Packaging suppliers:  
**100% FSC® certification** (Forest Stewardship Council) for paper materials, if request

### SOCIAL



**62% female employees**



**4.400 training hours** on safety and environment



**More than 14.700 voluntary training hours**



**20 training hours/employees**



Extracted raw material suppliers:  
**100% NO conflict minerals**



Work-related learning and curricular internships



Donations and active participation in associations



WelfART Project (e.g. maternity support)

Natural Mica suppliers:  
**100% NO child labour declaration**

### GOVERNANCE



Whistleblowing procedure



Organizational Model pursuant to D.lgs 231/01 (MOG 231)



Art Cosmetics Ethical Code



Art Cosmetics QHSE Policy



**50% female management**



Supplier Code of Conduct

## Art Cosmetics Ethical Code: principles & contents

### 01 Art Cosmetics Purpose

*Our Ethic encapsulates the **corporate commitments** that characterise our operations and that are constantly **pursued and disseminated** both internally and externally. This document sets out the company's core values and demonstrates our commitment to operate **ethically and responsibly** towards all our stakeholders.*

### Art Cosmetics and Corporate Social Responsibility 02

### 03 Art Cosmetics Health and Safety

### Art Cosmetics Environmental Protection 04

### 05 Art Cosmetics and People

01

Personnel selection, recruitment and evaluation

02

Working relationship

03

Respect and protection of human rights

04

Equal opportunity and protection of women

05

Prohibition of discrimination

06

Prohibition of harassment and sexual violence

07

Prohibition of child labour

08

Prohibition of exploitation

### 06 Art Cosmetics and Data Protection

01

IT security

03

Protection of company assets

02

Use and protection of personal data

04

Intellectual and industrial property rights

### 07 Art Cosmetics and Business

01

Relations with Public Administration

02

Business relations

03

Fair competition

04

Conflict of interest

05

Integrity and transparency

### 08 Guide to the Code and Whistleblowing

*Non-compliance notification - Whistleblowing*

*Anyone who wishes to report non-compliance with this Ethical Code can report it confidentially and securely through the following portal:*

Art Cosmetics S.r.l. Società a socio unico Whistleblower System | Home ([whistleblowersoftware.com](http://whistleblowersoftware.com))

The full version of our Ethical Code is available on our website [Sustainability | Art Cosmetics](#)

## The ONU Agenda 2030: our sustainable development goals (SDGs)

We have decided how to do our part: we have chosen to adhere **to the 2030 UN Agenda**, and to the 10 Principles of the **United Nations Global Compact**.

We have identified 10 SDGs, on which we have launched specific actions and with which we will compare our business day after day.



SUSTAINABLE  
DEVELOPMENT  
GOALS



## The ONU Agenda 2030: our sustainable development goals (SDGs)



- HSE management system certified in accordance with UNI ISO 45001:2018 and UNI EN ISO 14001:2015.
- Ensuring safe working conditions and healthy workplaces.
- Specific occupational health and safety training.
- Periodic training on good work practices.
- Safety of products is guaranteed through internal and external assessments.



- Equal opportunity and protection of women.
- Art Cosmetics is voluntary committed to guarantee equal opportunities at work through the subscriptions to Fondazione Sodalitas.
- Ethical code is diffused to respect and protection of human rights and equal opportunities.



- **-4%** water consumptions for kg of bulk produced compared to 2019.
- **53,6%** of water treated by internal water treatment plant of the total wastewater in 2023.



- **-21,8%** electric consumptions for kg of bulk produced compared to 2019.
- **-41,1%** natural gas used for kg of bulk produced compared to 2019.



- Ethical code promotes the respect and protection of human rights.
- Code of conduct is diffused to our main suppliers to guarantee the human rights in our supply chain.
- Freedom of association and collective bargaining.
- Company welfare enhances employees benefits.



- Continuous revamping of production sites: revamping and creation of the new "Powders District".
- The R&D team constantly works to develop formulations that meet the needs of an evolving market.

## The ONU Agenda 2030: our sustainable development goals (SDGs)



- Support for local initiatives and sponsorships of local sports associations.
- Economic supports for local initiatives, including collective social responsibility projects, internships, and educational visits for students.



- **-43,6%** of total waste generated relative to bulk production compared to 2019.
- **46** sustainable packaging projects to decrease environmental impact from both the production and end-of-life of products.
- Development and promotion of **“Clean”** formulations, created in line with principles that increasingly meet sustainability criteria.

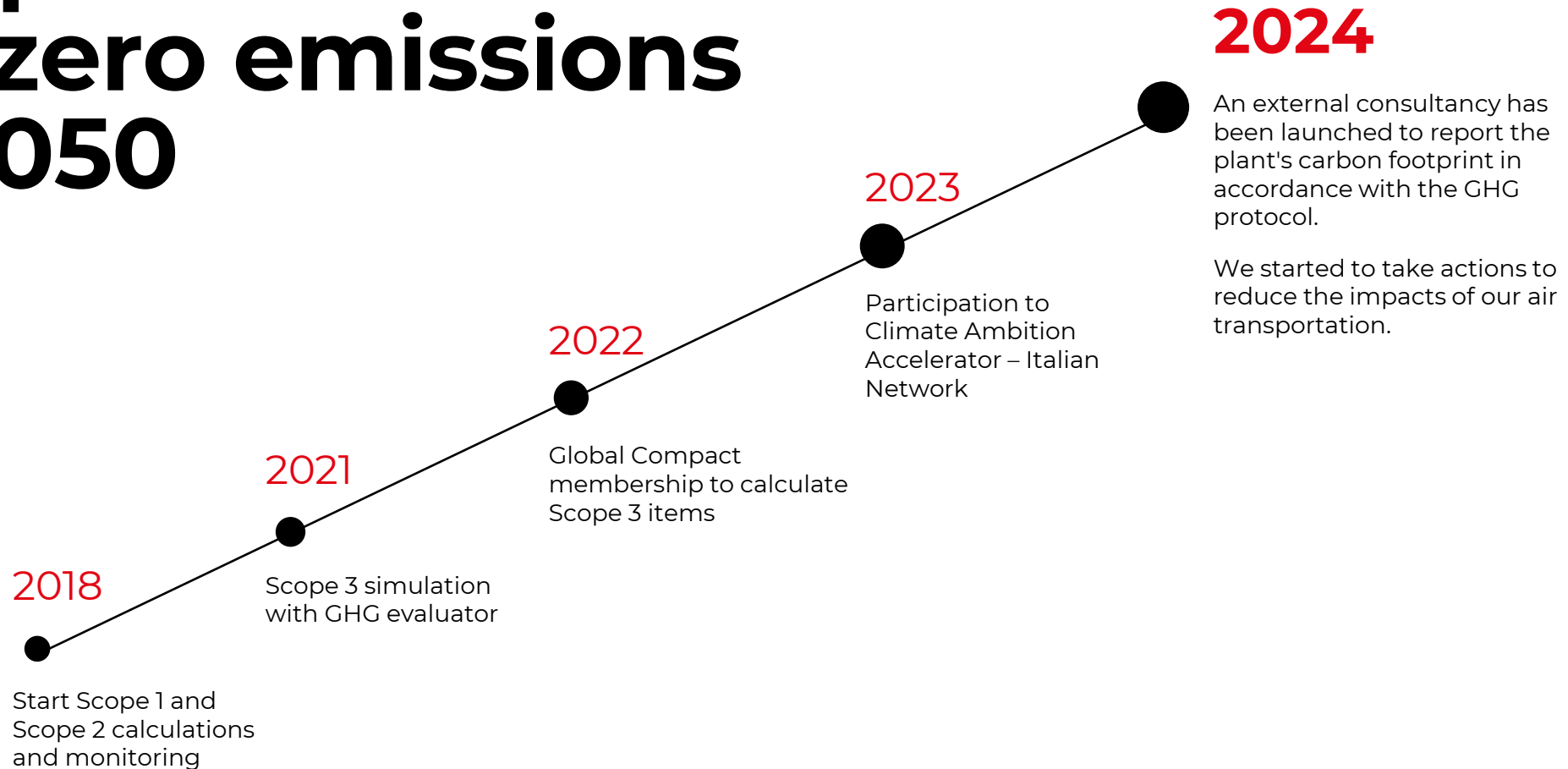


- **-26%** of scope 1+2 emissions compared to 2019.
- **54,4 tonCO2eq** avoided through our internal photovoltaic system.
- We started to evaluate our Carbon Footprint in accordance with GHG protocol (Scope 3 included).



- **Stakeholders engagement** to set our actions.
- In collaboration with DHL, we are using a portion of **Sustainable Aviation Fuel (SAF)** in the fuel used for our air transportations to decrease our scope 3 emissions.

# Our path towards net-zero emissions by 2050





**THANK YOU**

**artcosmetics**  
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