



ID BEAUTY

# COMMITMENT REPORT

*Together design a sustainable future*

2023/2024 version







# EDITORIAL

ALPOL Cosmétique has been proudly driving and structuring its Corporate Social Responsibility (CSR) approach since 2019. We strive to implement an approach that is in line with both our stakeholders and our business sector, while ensuring that we do not ignore any of the fundamental pillars of sustainable development: social, ethical and environmental commitments.

At ALPOL Cosmétique, sustainable development has always meant all of the company's employees participating and getting involved and we are proud to keep moving forwards with the same enthusiasm in our pragmatic and unifying approach.

This year, we carried out our first carbon assessment and drew up our decarbonisation plan for the years to come. Our plan was developed by our teams and required a great deal of commitment, both in terms of data collection and to develop our emissions reduction strategy. It's a huge challenge, and one that's forcing us to rethink some of the things we've learned so far.

So we're continuing with the same ambition!

*Jérôme Six*



# CSR approach and structure

## ID BEAUTY, our CSR programme

### An approach that aligns with our strategy, mission and values:

- Improving the performance of all our actions that affect our stakeholders: adding value to our offer.
- Ensuring the long-term future of our business and our structure.
- Reducing our environmental impact and maximising our social impact.

#### Visual representation of our core business: formulation.

It also symbolises the world of ALPOL Cosmétique and all those who interact with us.

**ID** = *Innovations Durables* [Sustainable Innovations], *Idées Durables* [Sustainable Ideas].

**ID** = IDENTITY in English, or *IDEES* [IDEAS] phonetically in French.

**BEAUTY** = ALPOL Cosmétique's business sector.  
Using the English word shows our international openness.



# ID BEAUTY

*Together design a sustainable future*

**Together** = all of ALPOL Cosmétique's different audiences, each one of them a stakeholder in our future.

**Design** = refers to our core business, formulating, creating, bringing together everyone's needs and expectations, like the ingredients in a formula, all of which have a function.

**A sustainable future** = an environment that must be preserved in the long term.



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# *Introduction*

**ALPOL**  
cosmétique



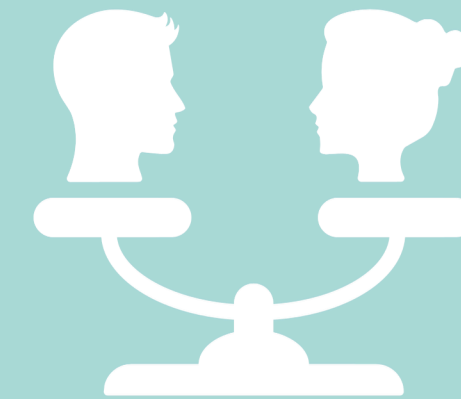
# news certifications



2023 ECOVADIS ASSESSMENT

70/100

↗ +13 percentage points  
compared to our April 2022 review!



2023 PROFESSIONAL EQUALITY  
INDEX

99/100

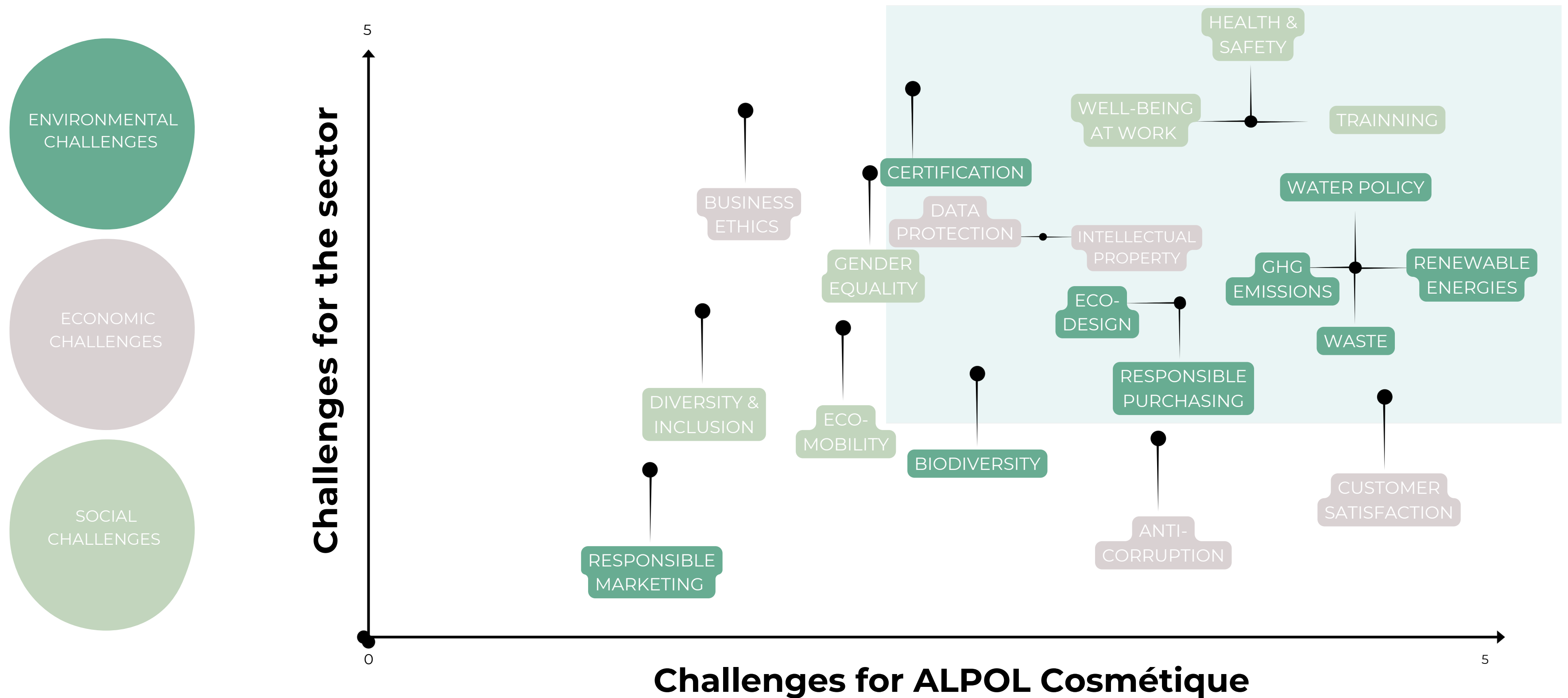
We've always been a company that attracts female talent as our core business is all about the senses. Women make up 75% of all our teams.





# Materialising expectations

The challenge matrix is a tool used to analyse the main CSR issues in our business sector. This analysis gives us a better understanding of our impact and helps identify the key actions we need to prioritise.







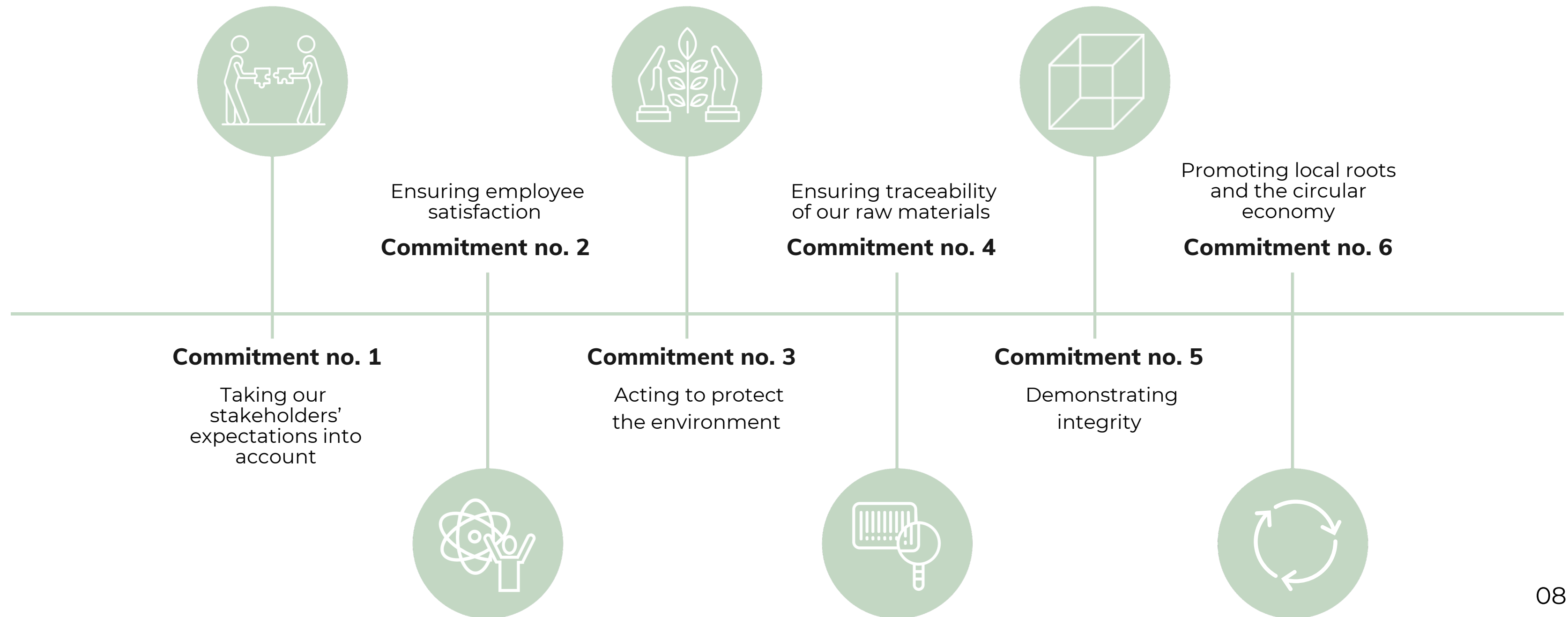
*Commitments and  
objectives*



# Our strategic priorities

In light of ISO 26000 and its seven core questions, together with our materiality analysis, we have identified the main challenges for our corporate strategy. Our CSR strategy is based on six commitments.

## ONE PROGRAMME, SIX COMMITMENTS



# Consolidating our commitments

## SOCIAL

### Working conditions & training

We strive to create a caring atmosphere, with working conditions that are conducive to individual fulfilment. We are committed to forming a motivating working environment that enables all our employees to upskill with business and management training programmes.

### Discrimination

We are gradually making structural changes to create an inclusive working environment at ALPOL Cosmétique and to protect vulnerable workers. This will ensure that employees cannot be discriminated against on the basis of gender, ethnicity, religion or disability, and will punish any behaviour that undermines their integrity.



### Human rights for external stakeholders

As part of our duty of care, we are continuing our efforts to step up supplier monitoring. We are currently consolidating our responsible purchasing approach by incorporating our environmental, social and human rights expectations into our supplier contracts.

### Social dialogue

At ALPOL Cosmétique, we're keen to create a working environment that encourages discussion. We strive to ensure positive and effective social dialogue with regular meetings and we ensure that all employees are represented.





# Consolidating our commitments

## ENVIRONMENTAL

### Pollution and biodiversity

We are keen to implement measures to combat pollution and protect biodiversity around the site by regularly monitoring air and water quality.



### Product use and end-of-life

When designing our products, we are committed to improving their environmental impact by developing eco-designed formulas.

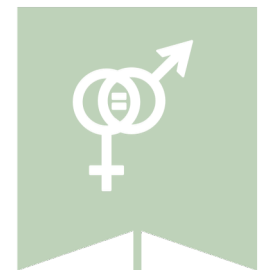
### Promoting sustainable consumption

As a manufacturer, we strive to raise our stakeholders' awareness. We post educational messages on all our communication channels, explaining responsible consumption of cosmetics and saving resources.



# 2030 TARGETS

## SOCIAL & ETHICAL



Maintain a professional equality index.

**ABOVE 97/100**

GENDER EQUALITY



Maintain an accident rate.

**BELOW 5%**

HEALTH & SAFETY



Maintain an incident rate for all alert systems.

**BELOW 5%**

WARNING SYSTEM



**2 TRAINING COURSES EVERY 2 YEARS**

per employee.

TRAINING



# 2030 TARGETS

## ENVIRONMENTAL



### 30% OF ELECTRICITY

will come from renewable sources, including 50% from the site's solar panels.

ENERGY



### 100% OF OUR MAIN SUPPLIERS

will adhere to our responsible purchasing charter.

PURCHASES



### INCREASE BY 20%

the proportion of waste that is reused or recycled.

WASTE



### 15% OF PRODUCTS

developed in our laboratory will be eco-designed.

PRODUCTS

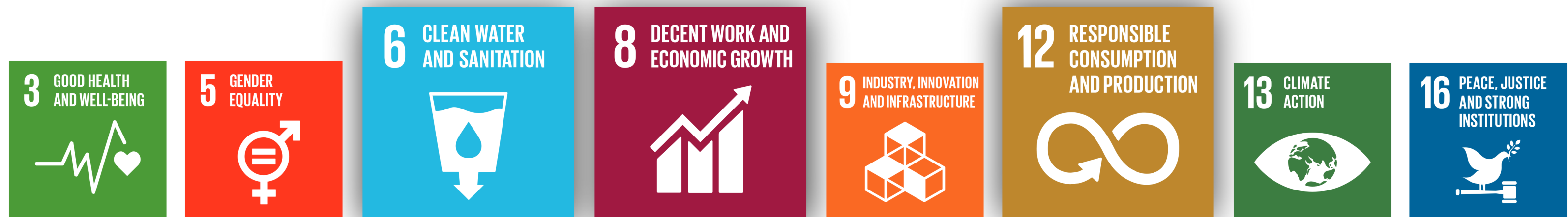


# *SDG Progress report*





To align with global standards and contribute to sustainable development, we have integrated the achievement of the Sustainable Development Goals (SDGs) into our CSR strategy. We are contributing to 8 out of the 17 SDGs, 3 of which are priorities.







## RELEVANT SDG TARGET

## MATURITY

## PROGRESS AT ALPOL COSMÉTIQUE

Improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater.



- Control wastewater quality by installing a sludge trap before it is discharged into the sewer system,
- No hazardous waste buried.

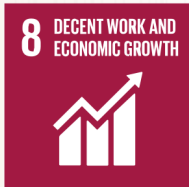
Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity, and substantially reduce the number of people suffering from water scarcity.



- Initial measures have been implemented, such as closed cooling circuits,
- Work to be carried out to rationalise the use of water in our manufacturing and washing processes.



# DECENT WORK AND ECONOMIC GROWTH



FOCUS ON SDG 8



## RELEVANT SDG TARGET

## MATURITY

## PROGRESS AT ALPOL COSMÉTIQUE

Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.



- 2023 professional equality index at 99/100,
- Recruit more people with disabilities than the legal requirement (12 full-time equivalents).

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking. Prohibit and eliminate the worst forms of child labour, and by 2025 end child labour in all its forms.



We have begun assessing our suppliers with regard to CSR issues, including human rights provisions. This system is set to evolve and become increasingly demanding.

Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment.



- Quality Safety Environment policy,
- Access to safety training,
- Implement a professional risk assessment,
- Health, safety and working conditions commission: monitoring accidents in the workplace.



# SUSTAINABLE CONSUMPTION AND PRODUCTION



FOCUS ON SDG 12



## RELEVANT SDG TARGET

## MATURITY

## PROGRESS AT ALPOL COSMÉTIQUE

By 2030, achieve sustainable management and efficient use of natural resources.



- Work on rationalising water use,
- Reduce the waste of resources.

Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.



- Manage waste, which is processed through appropriate channels, and improve reuse and recycling,
- Monitor air quality around the site,
- Check water quality before it enters the sewer system.

Substantially reduce waste generation through prevention, reduction, recycling, and reuse.



- Improve the reuse of certain types of waste internally or through associations,
- Increase the proportion of waste that is recycled by finding appropriate recycling channels.

Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.



- Sustainable development training for all employees in the year they join the company,
- Regular cohesion sessions on sustainable development issues.





*Employee  
Well being*





# HEALTH AND SAFETY *at work*

We know that health and safety is a major issue for employee well-being and the smooth running of the company, which is why we take great care to create a safe working environment.



## Safety data sheet

Safety data sheets identify the risks employees face at their workstations, identify the actions taken to reduce these risks and explain what to do in the event of an accident or fire.



## Quality of life at work survey

We regularly carry out a survey on psychosocial risks and quality of life at work, in partnership with the occupational health department. The aim is to identify high-risk situations and ensure that our corporate strategy is in line with employee expectations.



## Occupational risk assessment

We assess occupational risks each year to ensure that the means implemented help to reduce risks.



## Monthly monitoring of workplace accidents

We investigate all work-related accidents with all those involved in the field, to implement actions to prevent them from reoccurring.



## "MA PETITE PLANETE" CHALLENGE



In 2022, to boost the teams' skills and improve teambuilding, ALPOL Cosmétique employees took part in the Ma Petite Planète challenge, the aim of which is to complete as many environmental challenges as possible over a three-week period.



# 67

players Involved

# 2354

Challenges accomplished

# 80,7

m3 of water saved

# 141

fewer kilos of waste

# 6113

fewer tonnes of carbon





# INCREASING BIODIVERSITY ON SITE

We know that our green spaces offer potential for developing biodiversity that is largely under-exploited, and provide a setting that can help improve our employees' well-being.



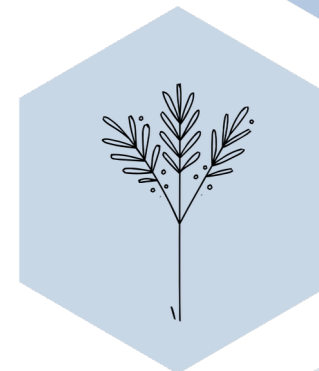
## INSECT HOTELS & NEST BOXES

In 2022, employees installed nesting boxes and insect hotels on the site to help restore and boost ecosystems.



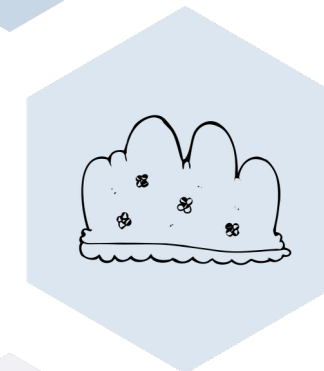
## FLOWER MEADOW

We have planted local, wild and melliferous flowers. We leave these areas fallow to increase the plant cover and better protect the soil, while providing shelter for insects.



## DIFFERENTIATED PRUNING WORKSHOPS

We set up fruit tree pruning workshops to take better account of plant needs and to get employees involved in the management of green spaces.



## FORAGE HEDGES-2024

We will create a hedge made up of a variety of local plant species that will increase the biomass and improve the look of the site perimeter.



## BEEHIVE - 2025

By installing a beehive, we hope to contribute to the preservation of the species while helping to pollinate plants.



# Traceability and formulation



# Responsible formulation

We are conscious of our impact and the repercussions our purchasing choices have throughout our value chain. Our project managers carefully select ingredients to find the perfect balance between our customers' needs and respect for the environment.

To support the teams with this meticulous task, the R&D team developed a formulation charter in 2021. The ID-Lab charter lists 11 design principles, grouped into 4 themes, which serve as the basis for all our projects. This charter will evolve in line with our experts' requirements and techniques.



## ID-Lab



### DEVELOPMENT

Project managers at the service of innovation



### PARTNERSHIPS

Trusted service providers and suppliers



### INDUSTRIALISATION

A turnkey change of scale



### RESULTS-BASED OBJECTIVE

Safety and sensory appeal






One of our commitments as a trusted partner is to develop and research new eco-designed products without compromising on tolerance, sensory appeal or efficacy.  
In 2023, we worked to develop three new more responsible ranges.

UPCYCL  
CARE



Range using upcycled raw materials

With this range, we took on the challenge of formulating skincare products using upcycled ingredients derived from by-products and waste from the food industry.



Range of natural suncare products

We have developed a sensorial, high-performance SPF50+ sun protection product using a combination of clean and safe sun filters.


76%



Range of organic dermo-cosmetic products

This product range combines the efficacy of dermo-cosmetics with respect for the environment.

Possible label


95%  
ORGANIC INGREDIENTS

# *Structuring* **RESPONSIBLE PURCHASING**

We care about our impact and the repercussions of our sourcing choices, and are working to strengthen our responsible purchasing policy.



## **RESPONSIBLE PURCHASING POLICY**

This policy not only adds to how we monitor our suppliers in terms of CSR, but also provides a common framework for buyers.



## **RESPONSIBLE SUPPLIER CHARTER**

This charter allows our suppliers to learn about and conform to our expectations and commitments.



## **2025 - INCLUSION OF CSR CLAUSES IN SUPPLIER CONTRACTS**

In order to take our supplier CSR requirements even further, we want to contractualise our quality and CSR requirements.





*Acting to  
protect  
environment*

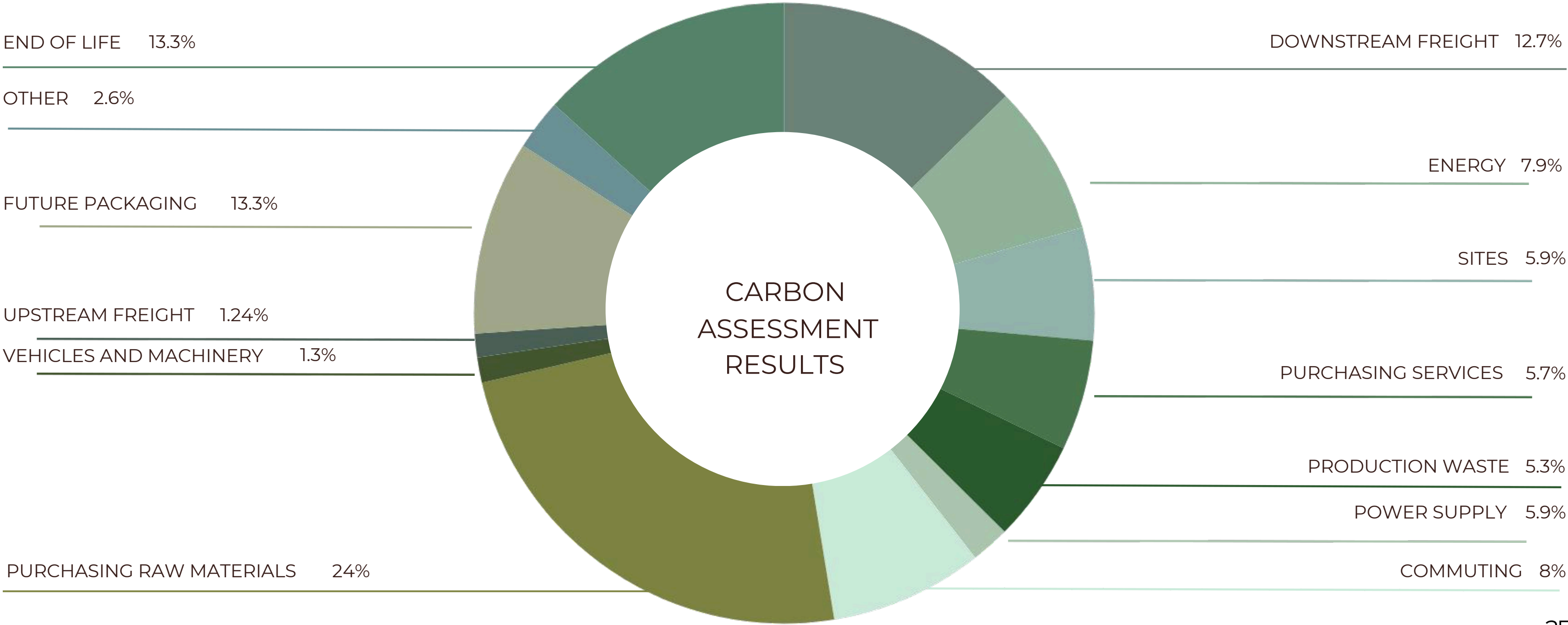




# GREENHOUSE GAS

*assessment*

There is an urgent need to act collectively to reduce our impact on global warming. In 2023 we took the first step to measure our scope 1, 2 and 3 greenhouse gas emissions for the year 2022, before creating a decarbonisation plan in line with the Paris Agreement to keep global warming below 2°C.





# ANALYSIS OF RESULTS AND REDUCTION TARGETS

## OUR PRIORITY ACTION LEVERS

-11%

### EMISSIONS FROM RAW MATERIALS

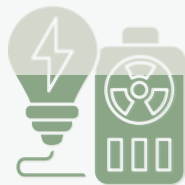


#### OUR ACTIONS LEVERS

- Developing product eco-design
- Developing responsible purchasing
- Working with our stakeholders

-24%

### OUR ENERGY CONSUMPTION



#### OUR ACTION LEVERS

- Developing cold processes
- Making our consumption greener
- Reducing our consumption

-9%

### FREIGHT (UPSTREAM & DOWNSTREAM)

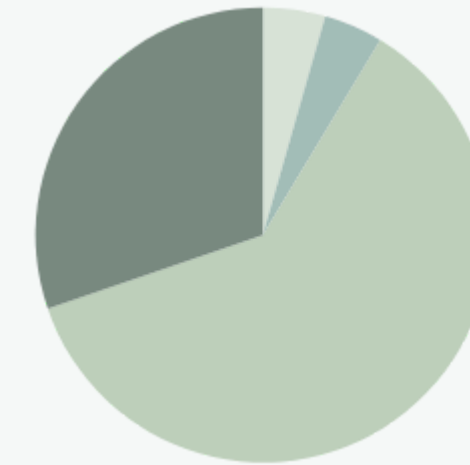


#### OUR ACTIONS LEVERS

- Choosing cleaner transport
- Optimising routes and tonnages
- Raising awareness among our service providers

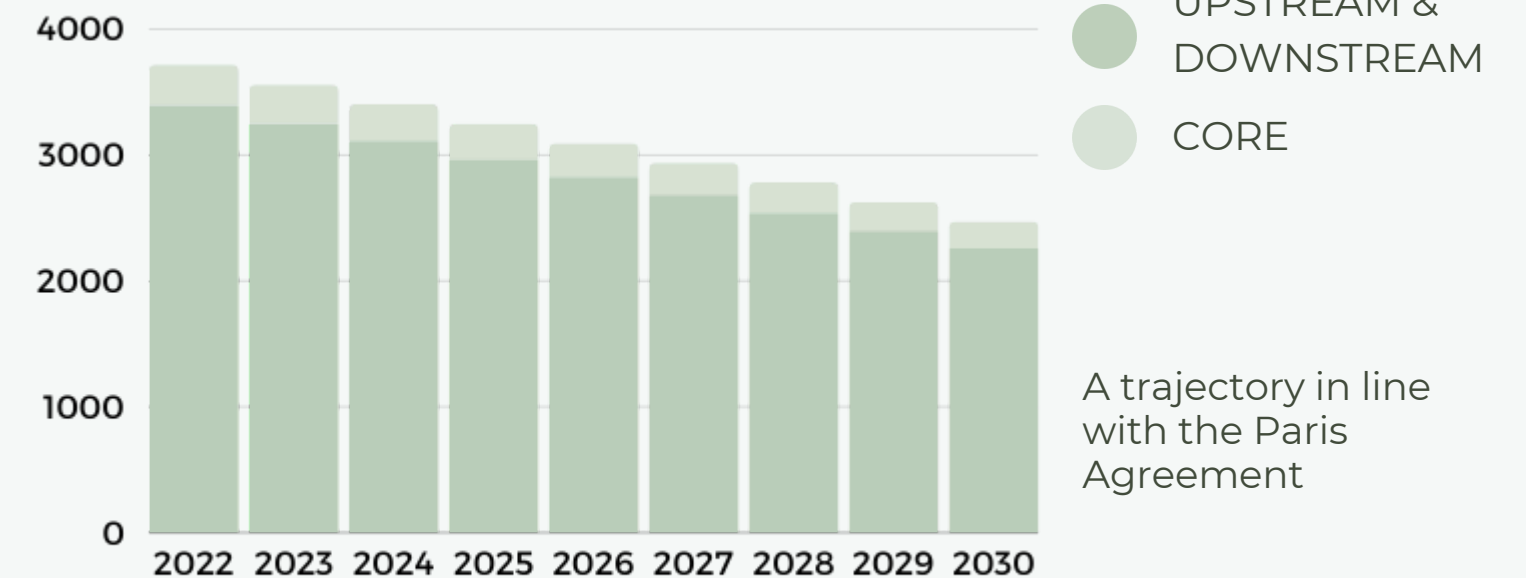
## PLAN TO REDUCE GHG EMISSIONS

### BREAKDOWN OF OUR EMISSIONS BY SCOPE



- SCOPE 1 5%
- SCOPE 2 4%
- SCOPE 3 UPSTREAM 67%
- SCOPE 3 DOWNSTREAM 30%

### REDUCTION TARGETS FOR 2030





# Integrity and transparency





# FIGHT AGAINST CORRUPTION

In line with our ethical approach, we are continuing our efforts to boost our vigilance to all forms of corruption.



## Employee ethics charter

In 2022, we asked all our employees to sign the Ethics Charter, and our managers to follow the Code of Conduct.

## Analysis of corruption risks

In 2023, we carried out a corruption risk analysis for all our business relationships based on the Corruption Perceptions Index (CPI).



## Staff training

In 2023, we trained all affected staff (directors, managers, executives and exposed functions) in the fight against corruption.



In addition to these measures, we have set up an alert system that is available to all our stakeholders, both internal and external, so that alerts can be raised and dealt with via a single channel. It enables us to identify impacts and monitor the implementation of corrective measures.

This whistleblowing system also enables us to protect whistleblowers in accordance with the Sapin II law.

# WARNING SYSTEM

This alert system covers the following cases:



## Theft and embezzlement

For cases of theft of products, equipment or documents, or misappropriation of company assets.



## GDPR, data protection and intellectual property



## Harassment, discrimination, violence, intimidation



## Corruption, fraud, conflict of interest



## Harm to the image of the company or its representatives



## Human rights, forced labour, child labour



A photograph of two hands reaching towards each other against a bright, hazy sky. The hand on the left is light-skinned and open, while the hand on the right is dark-skinned and slightly curled. The background is a soft, out-of-focus sky with warm tones.

*Societal impacts*



# DEWAVRIN HEALTHCARE FOUNDATION

## Under the aegis of Fondation de France

In creating this fund, Dewavrin Cosmetics and its subsidiaries, including ALPOL Cosmétique\*, wanted to drive the group towards wealth sharing, to unite new generations of employees and shareholders around an objective that is not only economic but also societal.

## THE DEWAVRIN HEALTHCARE FOUNDATION IS DEDICATED TO THE FOLLOWING CAUSES:



We want to facilitate access to healthcare in disadvantaged areas and improve the well-being of individuals in vulnerable situations



We want to spread the entrepreneurial spirit among young people and in working-class neighbourhoods

\*ALPOL Cosmetics contributes 50% of the Dewavrin Healthcare Foundation's budget





# THE DEWAVRIN FONDATION SUPPORTED THREE ASSOCIATIONS IN 2023

## Santé Mali AURA



We have been supporting a mobile dermatology unit in rural areas of Timbuktu since 2019.

**2662** dermatological consultations were provided in 2022

We are helping open a farm school in Togo's Ekofoda prefecture to combat child malnutrition in schools by:

- Teaching producers agro-ecological techniques and supporting them
- Improving the nutrition and hygiene knowledge of the women who prepare school meals



## Entrepreneurs du Monde

### Project objectives 2023-2025:

- **300** self-sufficient farmers
- **40** school meal employees trained in nutrition, hygiene and business profitability
- **2,500** schoolchildren from vulnerable families benefit from balanced meals

## Entrepreneurs dans la Ville



In partnership with EM Lyon, we help support the “starter” programme for young entrepreneurs from the poorest urban neighbourhoods. This programme enables young people who are far removed from the world of entrepreneurship to:

- Test their entrepreneurial stance
- Validate a viable business model
- Find customers

2023 project target: **25** future entrepreneurs supported



A woman's face is shown in profile, facing right, with her eyes closed. She is surrounded by lush green leaves and a warm, golden light that creates a soft, ethereal atmosphere. The background is a light, hazy green.

*Key indicators*



	Indicators	2021	2022	Year-and-year change	Unit
Social	Percentage of women in workforce	74%	74%	0	FTE
	Percentage of women in management	86%	84%	-2.8%	FTE
	Percentage of disabled people	8.37%	9.48%	+11.8%	FTE
	Percentage of employees on sandwich courses or apprenticeship	13%	11%	-17.7%	%
	Average number of training hours per employee	11	11	0	number
	Number of employees trained in anti-corruption	0	36	N/A	number
	Reducing major risks	21%	19%	-3%	%
Ethics	Number of confirmed incidents of corruption	-	0	-	number
	Number of confirmed information security incidents	-	1	-	number
	Number of incidences via the warning system	-	-	System implemented in 2023	number
Responsible purchasing	Number of new eco-designed products	5	14	+64.2%	number
	Percentage of suppliers who have signed the code of conduct	N/A	60%	N/A	%
	Percentage of suppliers covered by a CSR audit	7%	15%	+ 50 percentage points	%



Indicators		2021	2022	Year-and-year change	Unit
Environmental	Water consumption	6074	8211	+26%	m3
	Average quantity of waste	253.3	264.3	+4.19%	tonnes
	Percentage of non-hazardous waste	89.6%	88%	-1.7	%
	Percentage of hazardous waste	10.4%	11.9%	12.94	%
	Gas consumption	727.5	605.2	-27.2%	mWh
	Electricity consumption	916.6	1 087.7	+3.7%	mWh
	Percentage of renewable electricity	9.84%	9.84%	0	%
	Scope 1 carbon assessment	-	165	-	tCO2e
	Scope 2 carbon assessment	-	136	-	tCO2e
	Scope 3 carbon assessment	-	3417	-	tCO2e
	Scope 3 upstream result	-	2271	-	tCO2e
	Scope 3 downstream result	-	1126	-	tCO2e
	Scope 1 & 2 reduction targets	-	3%	-	%
	Scope 3 reduction targets	-	2.5%	-	%
	Sales intensity ratio	-	0.11	-	tonnes CO2e/€k of sales
	Intensity ratio per employee	-	20.7	-	tonnes CO2e/employee





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