

CSR REPORT 2021

ANJAC
HEALTH & BEAUTY



Contents

EDITORIAL	03
INTRO ANJAC Health & Beauty is committed to creating a more sustainable industry	04
1. A bold and innovative industrial group	04
2. Definition of the Group's CSR strategy: a collaborative approach	05
3. Our CSR governance	09
Pillar 1 Innovate to transform and improve the sustainability of our offer	10
1. Our goals	10
2. Our commitments	11
3. Review of 2021: Our main achievements	11
Pillar 2 Save resources and reduce our environmental footprint	15
1. Our goals	15
2. Our commitments	15
3. Review of 2021: Our main achievements	16
Pillar 3 Ensure the safety and development of our employees	17
1. Our goals	17
2. Our commitments	17
3. Review of 2021: Our main achievements	18
Pillar 4 Bring a societal commitment to global health in line with our activities	20
1. Our goals	20
2. Our commitments	20
3. Review of 2021: Our main achievements	21
Continuous improvement and indicators	22
EcoVadis : shining the spotlight on our global commitments	22
TABLE OF INDICATORS	23

Editorial



Corporate Social Responsibility (CSR) provides the ANJAC Health & Beauty Group and its companies with clear and concise values and convictions. **When it comes to CSR, our goal is for all the companies of the Group to share the same vision.**

Our companies offer solutions for the health & beauty industry. Each one has its own history, goals, markets, technologies, and regions. And each one has taken its first steps toward greater sustainability.

Currently, we're stepping up our CSR activities and pushing for increased collaboration between the companies of the Group. In 2021, we sat down with our teams to create **an ambitious and extremely concrete CSR strategy for the next five years, which has taken shape with the publication of our very first CSR report.** This is a fundamental step for the Group, one which allows us to formalize our commitments to our stakeholders.

ANJAC is committed to implementing concrete actions that create value for our customers and communities. Health, safety, and the planet are always at the forefront of our strategic and operational decisions, whether they involve the manufacturing processes, innovation, or the work environment of our employees.

Innovation is at the heart of our CSR policy. In 2021, 90% of our innovations had a positive sustainability impact. Innovation serves as a powerful lever for the transformation of our products and services – not only for the preservation of the environment but also the health of consumers and the prosperity of our regions.

CSR provokes, challenges, and above all, pushes our industry to be more virtuous!

Aurélien Chaufour,
President of the ANJAC Group

A handwritten signature in black ink, consisting of a stylized 'A' followed by a series of loops and a long horizontal stroke.

Intro

ANJAC Health & Beauty is committed to creating a more sustainable industry

1. A bold and innovative industrial group

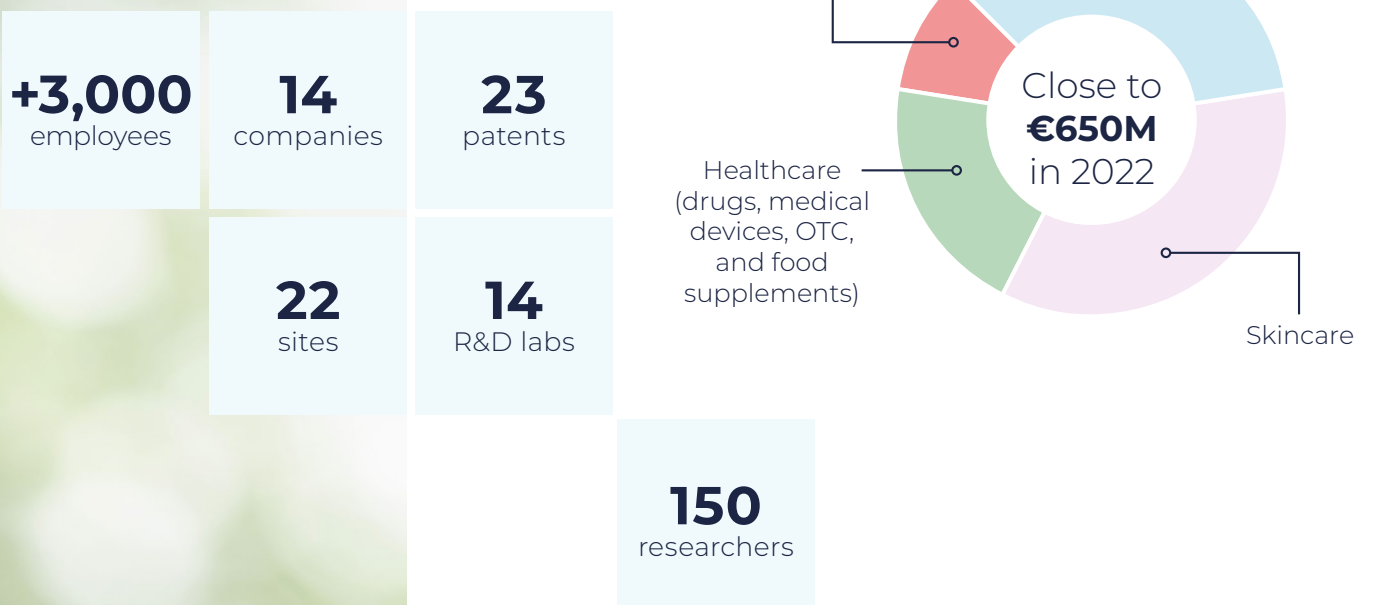
ANJAC Health & Beauty is a French family-owned industrial group and a partner of beauty & well-being brands and health laboratories.

We create and manufacture health, beauty, and wellness solutions, from the sourcing of raw materials to the finished products.

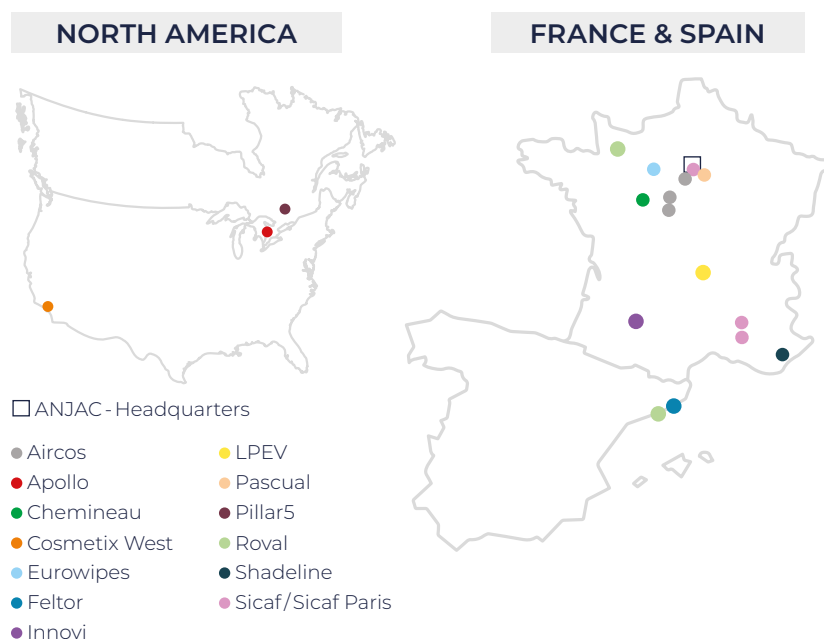
ANJAC is made up of **14 specialized and complementary companies**, with 22 R&D and production sites in France, Spain, Canada, and California: Aircos, Apollo, Chemineau, Cosmetix West, Eurowipes, Feltor, Innovi, LPEV, Pascual Cosmétiques, Pillar5 Pharma, Roval Cosmétiques, Shadeline, and Sicaf.

We place **innovation** at the heart of our business model – with our **150 researchers**, ongoing investments in products, research, and technologies, and expertise in plant-based ingredients – to offer our customers customized services and turnkey solutions.

Key figures 2022



Our locations



2. Definition of the Group's CSR strategy: a collaborative approach

Aware of the challenges of sustainability and the role that the health & beauty industry can and must play, ANJAC has expressed its commitment by defining a **bold and pragmatic CSR strategy**.

We worked closely with our companies to develop this approach, which is based on the identification of key issues, dialogue with our customers, and an assessment of the practices of all the companies within the **Group**. At ANJAC, we believe **CSR is a powerful lever for making the health and cosmetics industry more sustainable**.

We therefore conducted an initial assessment of our subsidiaries in terms of CSR to identify best practices and determine the areas where we still need to improve.

Our 4 Group pillars

We created **4 Group pillars** to address the main environmental, social, and societal issues as part of a global policy that covers all aspects of CSR.

- 1 **INNOVATE** to transform and improve the sustainability of our offer through continuous improvement;
- 2 **SAVE** resources and reduce our environmental footprint;
- 3 **ENSURE** the safety and development of our employees;
- 4 **BRING** a societal commitment to global health of communities in our territories

Our assessment was based on a common evaluation grid made up of around 40 key topics covering **social and environmental performance**, as well as **governance** issues.

The recent push by the ANJAC Group and its companies to adopt a bold and pragmatic CSR strategy.

2020

2 EcoVadis medals within the Group:



Aircos
Pascual

ANJAC,
1st industrial partner
to use the **Beautylytic** tool
(see page 11)

1st CDP⁽¹⁾ rating
for Roval

2021

Assessment of CSR practices
at all sites

Definition of the ANJAC CSR strategy,
collaborative work with
the companies

Implementation of key indicator
collection and monitoring

CDP⁽¹⁾ rating for Roval (B-)

Launch of
"ANJAC Green Attack",
Innovation program geared
toward CSR
90% of ANJAC
innovations have a positive
sustainability impact

EcoVadis medals



Chemineau
Eurowipes
Roval



Cosmetix West

Validation of commitments
CSR ANJAC 2021-2026

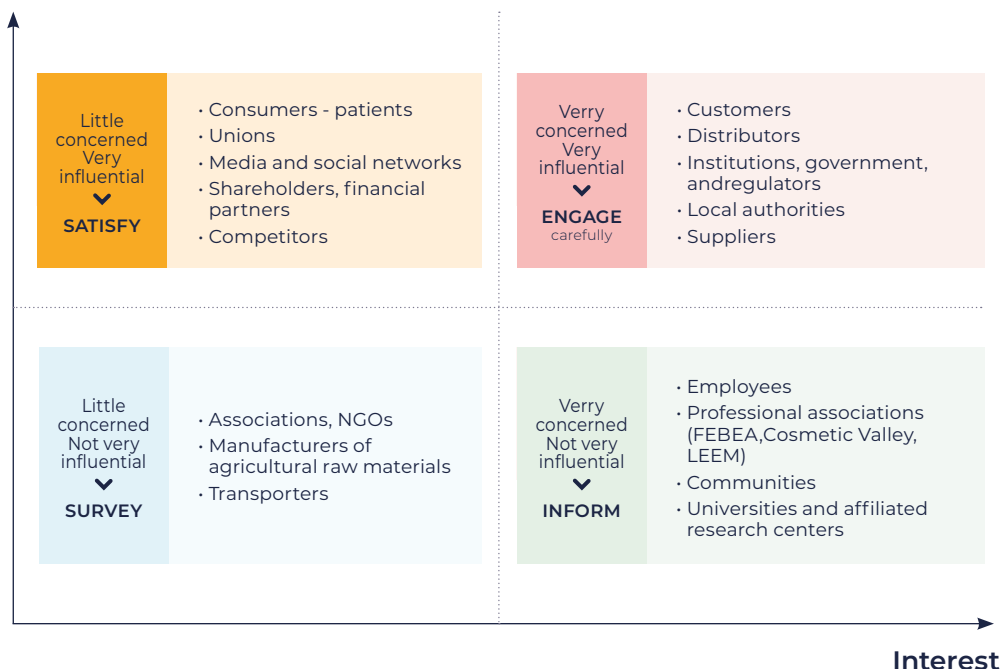
⁽¹⁾ Carbon Disclosure Project

Since we are just **one link in a much larger value chain**, we enhanced our assessment with input from our stakeholders in particular, our customers and suppliers to measure our impact and ability to influence.

We are committed to **working with and helping to mobilize our ecosystem**. To this end, we created an initial stakeholder map to prioritize our activities.

Our stakeholders

Impact & influence



Our CSR strategy, the United Nations 2030 Agenda and Sustainable Development Goals

In order to **communicate our CSR strategy in terms of a global framework of reference** common to both public and private players, we evaluated the United Nations' 2030 Agenda and its 17 Sustainable Development Goals (SDGs). Adopted in September 2015 by the UN's 193 Member States, this agenda provides a roadmap for ensuring the transition to sustainable development, and makes it possible to **define the contribution of the Group and its companies in concrete terms, both through the solutions we offer and the way we conduct our business.**

We therefore identified some of the SDGs which are likely to correspond to our positive contributions, and others that provide guidance on how to continue to limit the negative social and environmental impact of our operations and solutions:



ANJAC has a dual responsibility:

- 1 **TO REDUCE** the negative impact (potential or proven) of our operations and products;
- 2 **TO IMPROVE** the sustainability of our products and services by way of our business model and positively influence our ecosystem.

Innovation – which is at the heart of our business model – enables us to fulfill these responsibilities.

We are dedicated to meeting our own sustainable development goals, not with empty words but with **shared, measurable, and achievable objectives**. Given the scale of the challenges and the importance of addressing them collectively, **we have made initial commitments for the next five years.**

For each of our four pillars, we have defined priorities and set initial goals which we will discuss in detail a little later in this report.

We are currently evaluating **our global commitment** with the **EcoVadis** CSR and responsible purchasing performance platform to obtain recognition from a third party and implement **a continuous improvement process**.

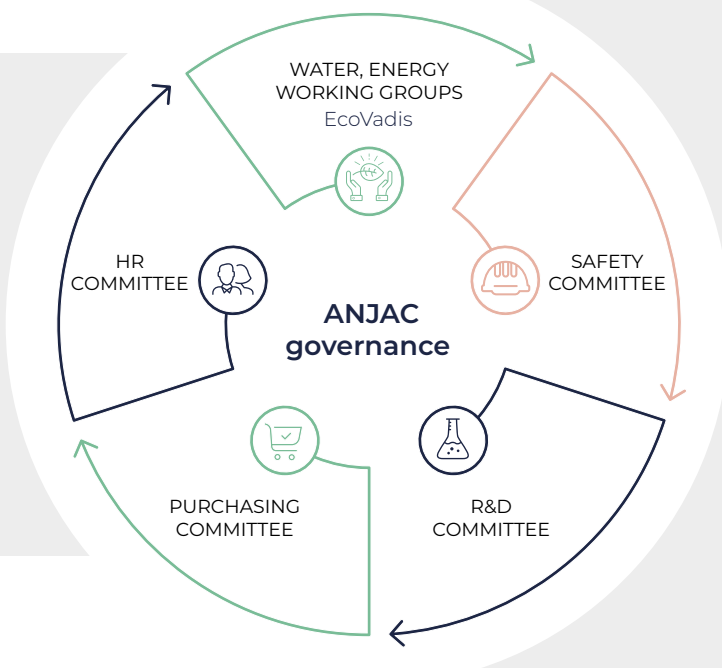


3. Our CSR governance

A governance structure on the ground and at ANJAC Group level to ensure the success of our commitments.

The evolution of the CSR strategy is monitored by the responsible parties with **shared management tools**.

ANJAC Group managers are directly involved in this monitoring process.



At ANJAC, **our CSR strategy is geared toward the implementation of concrete actions at all our sites:**

- Each of our pillars will be accompanied by a **roadmap to 2026**. In this way, we hope to strike a balance between short-term actions which address the most pressing issues and long-term plans that anticipate the challenges of the future.
- Each company identifies the **investments that are required** to meet its goals: these investments will be analyzed and considered in the Group's 2022-2023 budget.

We are also creating an **internal governance structure** to handle the deployment and management of our CSR strategy, made up of the following:

- A CSR representative at each of our companies;
- A network of CSR ambassadors;
- Quarterly CSR committees (including safety, HR, R&D, purchasing, work groups, etc.);
- A biannual presentation of achievements to the Group's Management Committee;
- Training and awareness-raising sessions **for our teams** inline with the challenges of their positions: CSR issues, eco-design, responsible materials, etc. We are also developing an **ethics policy** that formalizes our respect for human rights at all levels, as well as IT security vigilance and business ethics;
- A monitoring tool, and Group and company indicators to be shared internally on a regular basis.



Pillar 1

Innovate to transform and improve the sustainability of our offer

“ Our business is extremely dynamic, and advances in Research & Development help us innovate every day. All our companies benefit from this positive momentum, and continually push themselves to provide healthier and more sustainable healthcare, wellness, nutrition, home care, and cosmetics solutions.

Pierre Planès,
Chairman of the R&D Committee, ANJAC Group,
and Director of R&I, SICAF

”

200

innovations per year
20 cross-company
ANJAC innovations

90%⁽²⁾

of our innovations have
a sustainable impact

150

researchers
1 R&D committee

1. Our goals

Our ambition is for **innovation to become the primary lever for making our products and services more sustainable**. By tackling both **social and environmental issues**, our strategy will not only benefit people but also the planet.

For ANJAC, as well as for each of our companies and 150 researchers, innovation leads to environmental (e.g., responsible use of water and raw materials) and social (e.g., positive impact on health) breakthroughs.

FOCUS

What is positive & sustainable innovation for ANJAC?

Positive & sustainable innovation is any new product, innovation, process, or technology that comes from our R&D laboratories, is proactively proposed to our customers, is a rare or unique product for the target market, offers a point of differentiation and an undeniable benefit for the consumer and the brand.

Innovation becomes “positive and sustainable” when it helps reduce the environmental footprint of the finished product, and/or improves the social or societal elements required to make it, all the while maintaining its safety and effectiveness for end users.

What is eco-design for ANJAC?

Eco-design involves identifying the best possible ingredients, formulas, manufacturing processes, packaging (if applicable), uses, and life cycles.

The process is aimed at continuous improvement based on the demands of our ecosystem.

2. Our commitments

Commitments	Indicators	Deadlines	Supervision
100% of all innovations with at least one objective sustainable feature⁽²⁾	% of innovations that are sustainable based on the ANJAC grid	2026	ANJAC General Management and R&D Committee
Offer customers an objective and transparent grid to measure the impact of innovations from ANJAC laboratories	In 2021, we defined 5 characterization/ measurement criteria that are shared with our stakeholders. Step 2 (2022) involves creating a grid specific to ANJAC with multiple indicators	From 2022	
Target 100% of purchases covered by a sustainable development process	% of purchases from suppliers evaluated by EcoVadis	2026	Group Purchasing Department

Definition and characterization of sustainable innovation at the ANJAC Group: toward of an evaluation grid.

This rigorous internal tool is currently (2022) being tested and deployed to evaluate and provide transparent information on our innovations, review our work methods, and identify future priorities in terms of eco-design and more.

3. Review of 2021: our main achievements

In 2021, ANJAC's R&D Committee and Marketing Department launched the **"ANJAC GREEN ATTACK" program** to formalize and structure the **Group's approach to sustainable innovation**. This approach is extremely concrete, with specific resources designed to help:

- 1 UNDERSTAND** consumer needs, anticipate changes in legislation, and work with external tools such as **Beautylitic**;
- 2 DEVELOP** new products and innovations via **an eco-design approach** on composition of formulas, formats, packaging, uses, and purchasing formulation, gesture;
- 3 MANAGE** and **PROMOTE** a portfolio of innovations based on clear criteria (see "FOCUS," page 12).

90%⁽²⁾ of our innovations resulting from the Group's marketing research, and proactively offered to customers, **aim to improve the sustainability of our products, processes, and technologies.**

“In order to go further and meet the challenge of “innovating to make our products and services more sustainable,” the ANJAC Group R&D Committee is **currently developing an evaluation grid that will eventually become an internal tool for our R&D teams. This grid will measure the responsible and sustainable impact of ingredients, formulas, packaging, and manufacturing processes before production even begins, starting during the conception phase.**

Angélique Durigo,
Director of R&D, Pascual Cosmétiques, ANJAC Group



BEAUTYLITIC

In 2020, **ANJAC became the 1st player in the health& beauty industry** to contact Candice Colin, the founder of this visionary startup, and work with the Beautylitic team to use this innovative tool which makes it possible to analyze the INCI lists of products with scientific objectivity. This intelligent formula analysis tool provides our R&D teams, as well as our customers, with a way to compare new products with existing solutions, in particular with regard to “Clean Beauty” and the safety and naturalness of substances. The autonomous tool also helps us address biodiversity issues and identify areas for improvement in terms of the environmental impact of our products.

⁽²⁾ In 2021, we performed an **in-depth analysis to define the concept of “more sustainable innovation.”** From this analysis, we identified 5 main social and environmental criteria, which we call “objective sustainable characteristics.” Shared openly with our customers, these characteristics address the naturalness of our formulas, water conservation, the circular economy, the use of virgin plastic, and the healthiness of our innovations. The next step involves measuring these characteristics with a grid.

ANJAC GREEN ATTACK

This is a program designed to create more sustainable innovation and customer development solutions for the ANJAC Group. In 2021, this internal program became an official part of our CSR strategy to guide and support our actions for sustainable innovation. **In concrete terms, it allows us to:**

1 UNDERSTANDING AND ANTICIPATING THE GREEN REVOLUTION

Inspired by consumers, in tune with the trends, and guided by the **best regulatory specialists**, we transform ongoing developments into bold and pragmatic innovations, all the while making **proof and transparency** our primary objectives.

Trends



Use of the Beautylitic intelligent formula analysis tool



Regulatory watch



Step 1 (2021): characterization of sustainable innovation by way of 5 ANJAC criteria
Step 2 (2022): creation of an ANJAC grid for measuring sustainability

2 TAKE ACTION FOR GREENER PRODUCTS

360° Approach

Formula

ANJAC has published a "Positive List." We're experts at finding substitutions for unpopular ingredients, and we're already planning the next steps.

Phenoxyetanol - Silicones - Talc
 PEG&PPG - Parabens - Triclosan
 Nano mineral filters - Mineral Oils and waxes
 EDTA Mit&MCIT - Octocrylene
 BHA & BHT - SLES/SLS/ALS
 Benzyl alcohol Quaternary Ammonium



Eco-design packaging and uses

1. REDUCE



2. REUSE



3. RECYCLE



3 DRIVE GREEN INNOVATION

90% of our innovations meet our CSR goals.

Bold, pragmatic innovations that are increasingly safe, healthy, and effective.

ECO-RESPONSIBLE PRODUCTS AND CIRCULARITY



1st mask 100% household compostable, organic, made in France, paper bag



Work on compostable packaging



Bulk

REFILL SOLUTIONS



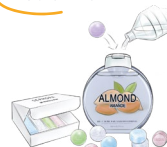
Doypacks berlingots and refillable sticks

SOLID COSMETICS



Loose powder hygiene

Cosmetic in stick form



Reconstitutable products, powder tablets

HEALTHY AND EFFECTIVE FOOD SUPPLEMENTS

Natural ingredients, low glycemic index



AWARDS & DISTINCTIONS

★ CONSUMER PANEL AWARDS

Our **ROVAL** expertise and Organic Made in France innovations have attracted the attention of **consumers** and received numerous **awards**:



Carrefour Soft Organic roll-on deodorants received the "2021 Victoire de la Beauté Organic and Virtuous" prize.



Intermarché Organic Pommette baby products were named the "2021 Product of the Year."



LIDL Organic Liniment and Organic Micellar Water received the "2021 Victoire de la Beauté Clean Product" award.

★ TRADE SHOW AWARDS

SICAF won an award at the 2021 "Makeup In Paris" trade show for its proprietary "ExTempo" technology and collection of high-performance, visually pleasing, and extremely natural (94 to 99%) serums.

"Serum Plantes Secrètes des Simples," a premium solid serum made from 99% natural ingredients, also met with great success.

EUROWIPES was praised for its biodegradable, compostable, and certified single-material household mask made from 99% natural ingredients, which was named one of the best new innovations at the Cosmetic 360° trade show.



COSMETIC360° AWARD 2021



ANJAC'TIVE, THE INTERNAL CHALLENGE DEDICATED TO ANJAC INNOVATION

Innovation is everywhere – in products, organizations, processes, and everyday attitudes.

At ANJAC, everyone is involved in innovation. **The ANJAC'TIVE innovation challenge encourages all our employees to work together and be more audacious.** In 2021, more than 150 Group employees participated in this challenge by creating and presenting 47 projects. We are committed to recognizing and rewarding the remarkable innovations of our teams. Their projects have led to innovations which will provide

Among other things, these innovations included alternative materials to virgin plastics and a natural ingredient that boosts SPF.

50%
of our purchases
were rated by EcoVadis
in 2021

70%
Target for 2022

100%
Target for 2026,
with an improvement
plan for our Top 100
suppliers

⁽³⁾ Biotechnology is the application of science and technology to living organisms, as well as parts, products, and models thereof, to alter living or non-living materials for the production of knowledge, goods, and services (source: OECD).

“OUR COMMITMENTS TO MAKE OUR PURCHASING MORE AND MORE RESPONSIBLE

Younès Massaid,
Purchasing Director, ANJAC Group

Why is responsible purchasing an issue?

In today's world, identifying ethical, environmental, social, and human rights risks is essential. This is a constant concern for companies, and in particular for purchasing departments, which must continually strive for more responsible sourcing and possess reliable information on the approach of their partners and suppliers with regard to sustainability.

Our purchasing activities impact the 4 pillars of the ANJAC Group's CSR strategy. Our “Responsible Purchasing Policy” is implemented in close conjunction with our efforts to innovate.

How do you contribute to the ANJAC Group's responsible approach to innovation?

Purchasing plays an important role in the eco-design of ANJAC innovations. When you consider that our products are made up of raw materials, then quality, traceability, and biodiversity become vital issues. Natural materials are in high demand, but the challenge today is to find alternatives to avoid the depletion of natural resources. Biotechnology⁽³⁾ is part of the solution. The use of sustainable packaging and innovative natural processes requiring other (more eco-friendly) types of equipment is also essential to help our teams innovate more responsibly.

What are your commitments for 2021-2026?

We have started to encourage our suppliers to measure the impact and performance of their own CSR strategies to create more responsibility along the entire supply chain. By 2026, we are committed to having 100% of our purchases rated by EcoVadis. An improvement plan will also be set up and monitored for our Top 100 suppliers.

What kind of measures are you putting in place?

In 2021, we conducted a purchasing diagnosis to identify the primary topics that motivate suppliers to improve (carbon footprint, social commitments, innovations, etc.).

The results of this diagnosis will make it possible to establish a concrete improvement plan with our suppliers for 2022-2026, and to get a head start on environmental issues (fight against deforestation, protection of biodiversity, agroecological transition, etc.) and social issues (respect for human rights, etc.). Suppliers will be selected in accordance with their level of responsibility and their **EcoVadis rating**.

In addition, all the Group's purchasers are trained by EcoVadis in order to better understand the issues regarding raw materials and the social environment of suppliers.

”

Pillar 2

Save resources and reduce our environmental footprint

“ All our teams and sites are moving in the same direction, with a clearly defined roadmap aimed at reducing the consumption of water and energy, reducing waste (including processing), and developing a responsible, transparent purchasing policy to reduce our environmental footprint a little bit more each and every year.

Jean-Louis Roussel,
General Manager, ANJAC Group

1. Our goals

Contributing to sustainable development also means becoming aware of how our activities affect the environment and working to keep this impact to a minimum. At ANJAC, we are guided by a continuous improvement process that seeks to **reduce our consumption of resources (water, energy, virgin plastic) and waste**.

In particular, we must make a special effort to **reduce our greenhouse gas (GHG) emissions**, which is a key issue for all of us and a fundamental expectation of our stakeholders. We shall take actions to reduce our GHG emissions, while taking account of the diverse nature of our technologies and companies. We shall also measure the carbon footprint of each of our companies to determine and focus on the measures which will allow for the fastest and most significant reductions.

We are currently defining the **process for optimizing the Group's carbon footprint** and will present this process in the 2022 CSR report.

2. Our commitments

REDUCE OUR WATER
CONSUMPTION



- 20 %

in m3/tonne of bulk,
cumulative 2021-2026



1,3 
million 1.5L bottles

REDUCE OUR ENERGY
CONSUMPTION



- 15 %

in kWh/KU,
cumulative 2021-2026



annual consumption
4,5 
thousand homes ⁽⁴⁾

OPTIMIZE OUR
CARBON FOOTPRINT



(4) Calculated on the basis
of the average consumption
of a French household
from 2021-2026

Commitments	Indicators	Deadlines	Supervision
Reduce our consumption of water -20% in m ³ /metric ton of bulk ⁽⁵⁾	Consumption of water per ton	2026	ANJAC General Management and companies
Reduce our consumption of energy -15% in kWh/KU ⁽⁵⁾	Energy consumption per unit	2026	
Measure and reduce our greenhouse gas emissions 2022-2023 reviews and reduction roadmaps	GHG emission intensity (scope 1, 2, and 3) Reduction of GHG emissions	2022-2023	
Define a waste reduction policy	Quantity of waste produced per product unit	2023	
Support and raise awareness among teams in the field, and identify one of the Group's production sites as a pilot plant that can serve as an internal lab	1 review and 1 clear roadmap for the pilot site	2026	

⁽⁵⁾ Reference year: 2021

3. Review of 2021: Our main achievements

At ANJAC, we have made the environment one of our top priorities: our companies use the EcoVadis platform to evaluate CSR and responsible purchasing performance, as well as its **environment** barometer to measure and improve their results. In 2021, we began monitoring the water and energy consumption at each company, which is the first step toward reducing our environmental footprint.

Indicators	Units	2021
Average consumption of energy per unit	kWh/kU	80
Average consumption of water per ton of bulk	m ³ /ton	3,6

See page 23 for a complete list of indicators.
ANJAC Group production sites in 2021 (excluding acquisitions in Canada in 2022).

“ At Roval, we're reducing our consumption of electricity and gas by (among other things) measuring energy consumption in various parts of the plant to identify the highest-consuming equipment. These measurements will allow us to draw up energy sheets providing optimized usage instructions for users. Every six months, we also measure the consumption of our largest power consuming pieces of equipment to reduce our losses.

As for water, a network map and a daily control of the site's water allow us to optimize our equipment. A dual objective – quality and the environment – has been set for 2022, with the goal of working with dry production floors for all our locations.

With regard to our waste, we aim to reduce our OIW⁽⁶⁾ by 5% per year. We have also reviewed our recycling guidelines and labeled our bins with different colors for each type of waste.

Anaïs Rio,

Environmental Manager, ROVAL, ANJAC Group

⁽⁶⁾ Ordinary industrial waste

”

Pillar 3

Ensure the safety and development of our employees

“ We have always promoted the values of kindness, respect, and self-fulfillment among our employees, as they are the primary asset of our Group.

Alexandre Lefebvre,
HR Business Partner, ANJAC Group

1. Our goals

Above all else, ANJAC is **a human adventure**: every day, our employees help create the health & beauty of the future. People development is therefore a priority and our hope is that each employee will grow within the Group.

Our 3,000+ employees share a common corporate culture and values:

- Human adventure;
- Bold and pragmatic innovation;
- Industrial high requirements;
- Applied agility.

Our values are those of a family group – a group embodied by spontaneous actions geared toward promoting the fulfillment of all its teams at work.

2. Our commitments

Based on pragmatism and trust, our governance model allows our companies to be autonomous, particularly in their relationship with their employees and the actions aimed at their development within the Group.

However, our strength lies in our unity as a group! We are currently formalizing our commitments at the Group level with regard to the **action areas** that we consider priorities and vital to creating a common framework:

- 1 **PRIORITIZE workplace safety** with a “zero accident” policy deployed at each location. Our goal is to achieve a frequency rate below the industry average, of less than 5 and a severity rate of less than 1 by 2026.
- 2 **IMPROVE the quality of life at work** and encourage the **development** of our employees to help everyone flourish within the Group.

FOCUS

Employee safety is a priority for both the Group and its companies: we are committed to implementing the ends and means to eliminate work-related accidents completely.

In 2021, each of our companies acquired the necessary tools and resources to formalize and deploy an action plan to reduce the risk of accidents at work. Each process undergoes a risk assessment. When necessary, collective protective equipment is also put in place.

ANJAC Group employees are trained in best safety practices and supplied with the appropriate personal protective equipment.

An Environmental Health and Safety (EHS) Manager or Coordinator is present at each of our companies to oversee the action plan and progress.

3. Review of 2021: Our main achievements

Our indicators testify to the dynamic nature of the Group: our teams are growing and enhancing their skills, both through training and recruitment. Meanwhile, the average number of years of seniority testifies to our stable work environment and the satisfaction of our employees.

Review of 2021

Indicators	2021
Average number of years of seniority	10
Average age of employees	40
Percentage of employees in work-study or internship programs (France)	4%
Number of permanent hires for the year (new hires & replacements)	186
Average number of hours of training per employee per year	9,3

See page 23 for a complete list of indicators.



In terms of safety, the Group is currently developing a safety policy aimed at supporting local managers, sharing best practices, and providing business expertise. The policy is based on 4 main principles:

- A clearly expressed commitment by managers;
- The presence of a safety manager or coordinator at each site;
- The implementation of training courses with two main areas of focus: the management of external companies and the management of chemical risks;
- The establishment of a multi-site safety committee led by specialists.

These measures will take effect at all sites both in France and abroad.

With regard to the quality of life at work, our goal is to make the human adventure, sharing, and teamwork the heart of our daily work.

Each year, we hold special events for the children of our employees (competitions), and set aside time for dialog and sharing at each of our companies sites.



@Eurowipes



@Eurowipes



@Sicaf



@Groupe ANJAC



Pillar 4

Bring a societal commitment to global health in line with our activities

“ We support social initiatives that are close to our heart, in line with our values and activities, and beneficial to our regions.

Our companies support the local social fabric, thus contributing to the preservation of local communities. ANJAC is an extremely entrepreneurial family group. And above all else, we're a human adventure.

Anne Rutigliano,
Marketing and Communications Director, ANJAC Group

”

1. Our goals

In keeping with our values and activities, we continue to advocate for **global health** and causes dear to our companies and employees. We focus on 3 major areas:

- 1 The fight against cancer in adults and children;
- 2 Access to first aid;
- 3 The health and equality of women.

2. Our commitments

- 1 Build long-term relationships with associations;
- 2 Make financial and product donations;
- 3 Gradually encourage our teams to make personal contributions.

3. Review of 2021: Our main achievements

In 2021, we were able to reinforce the 3 main areas of our social commitment by supporting a variety of initiatives:

FOCUS



GUSTAVE ROUSSY Hospital: Europe's leading center for the fight against cancer in children. Collaboration between ANJAC pharmaceutical specialists and the hospital's scientific experts to establish a partnership and the possible sharing of innovative products and solutions. (Since 2018)



CEW BEAUTY CENTERS, by providing **110 cancer patients with one-hour socio-aesthetic treatments. The ANJAC Group is a corporate benefactor of CEW France.** (Since 2021)



The **BELLE & BIEN** association, which helps women with cancer by offering onco-aesthetic treatments to boost confidence and self-esteem: donations to organize care with patients. (Since 2021)



The **EPIC** Foundation, including the "Prerana" Association (which protects mothers and their children from intergenerational trafficking), and "Agir pour l'école" (an association that uses neuroscience to help children learn to read): donations to support these initiatives. (Since 2018)



MAISON DES FEMMES, a unique socio-medical organization that assists female victims of violence: **donations of makeup and personal care products and help finding midwives.** (Since 2019)



SECOURS CATHOLIQUE: donations of personal care products. (Since 2021)

Continuous improvement and indicators

EcoVadis: Gaining recognition for our global approach

In 2021, the ANJAC Group made the evaluation of its companies (as well as of the Group as a whole) a priority by making use of **EcoVadis**, a platform for evaluating CSR and responsible purchasing performance. The EcoVadis CSR rating system allows us to share our CSR progress with our stakeholders with complete transparency. It is also a tool for continuous improvement: **six of our companies have already been evaluated by EcoVadis**. In 2021, 51% of our total revenue was generated by EcoVadis gold medal sites. **We are giving ourselves five years for this number to reach 100% with all our locations⁽⁷⁾.**

By 2026, the ANJAC Group and all its companies are targeting to be rated **EcoVadis gold** or better in order to gain international recognition for our progress and commitment from our partners and customers.

⁽⁷⁾ ANJAC activity in 2021.



CHEMINEAU

eurowipes

Roval



aircos | THE FRENCH BEAUTY MAKER

PASCUAL
Cosmétiques

LABORATORIS
FELTOR (2022)



COSMETIX
WEST

sicaf (2022)

TABLE OF INDICATORS 2021

ANJAC Group 2021 ⁽⁸⁾		Total
Innovation	% of innovations with a positive sustainability impact ⁽⁹⁾	90%
	Percentage of purchases from suppliers evaluated by EcoVadis	50%
Purchases	Percentage of suppliers with a score of Bronze or higher (>45) among our suppliers evaluated by EcoVadis	95%
	Percentage of suppliers with a score of Gold or higher (>65) among our suppliers evaluated by EcoVadis	51%
Social	Average number of years of seniority	10
	Average age of employees	40
	Percentage of employees in work-study or internship programs (France)	4%
	Number of permanent hires for the year (new hires & replacements)	186
	Average number of hours of training per employee per year	9,3
	Average consumption of water per ton of bulk (m ³ /ton)	3,6
Environment	Average consumption of energy per unit (kWh/kU)	80

⁽⁸⁾ ANJAC Group production sites in 2021 (excluding acquisitions in Canada in 2022).

⁽⁹⁾ We identified 5 main social and environmental criteria, which we call "objective sustainable characteristics." Shared openly with our customers, these characteristics address the naturalness of our formulas, water conservation, the circular economy, the use of virgin plastic, and the "healthiness" of our innovations. The next step involves measuring these characteristics with a grid.

“ For more information on our CSR strategy, our indicators, and our calculation methods, please contact: communication@anjac.fr ”



aircos | THE
FRENCH
BEAUTY
POWER

APOLLO

CHEMINEAU

COSMETIX
WEST

eurowipes

LABORATORIS
FELTOR

LABORATOIRES
Innovi
Associations d'innovateurs

LPEV
LABORATOIRE

PASCUAL
Cosmétiques

PILLAR5
PHARMA INC.

Roval
COSMETICS

LABORATOIRE
SHADELINE

sicaf

ANJAC 15 rue de la banque 75002 Paris www.anjac.com
T. +33 1 53 45 94 49 F. +33 1 53 45 94 59 communication@anjac.fr