

artcosmetics

BEAUTY MADE REAL

ESG & CSR at Art Cosmetics

ESG: ENVIRONMENT, SOCIAL, GOVERNANCE

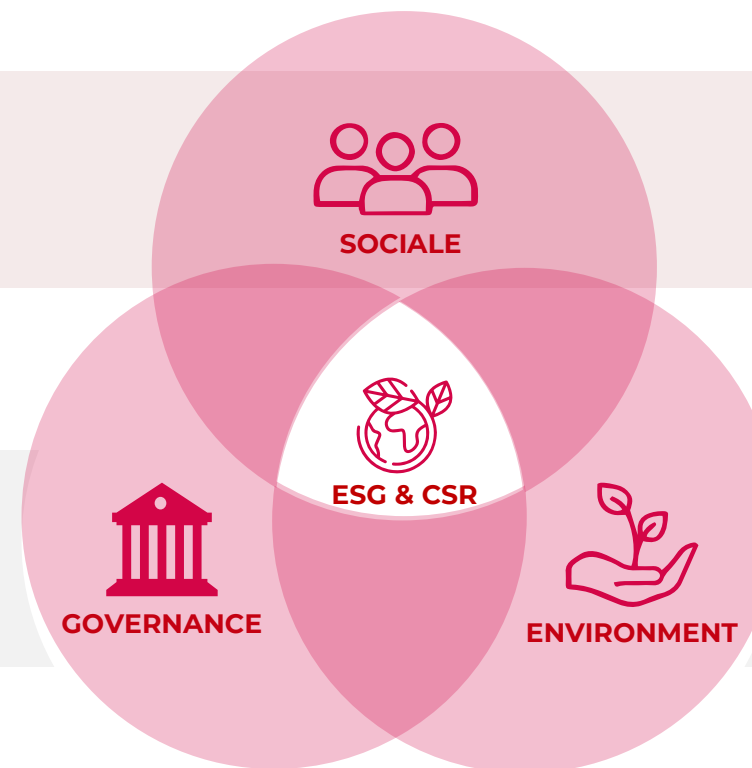
set of our quantifiable and reported results according to the international standards (GRI, ISO 14001, ISO 45001).



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

ART COSMETICS IS THE ONLY ONE, AMONG THE BIG ITALIAN COSMETIC SUBCONTRACTORS, TO HAVE OBTAINED:



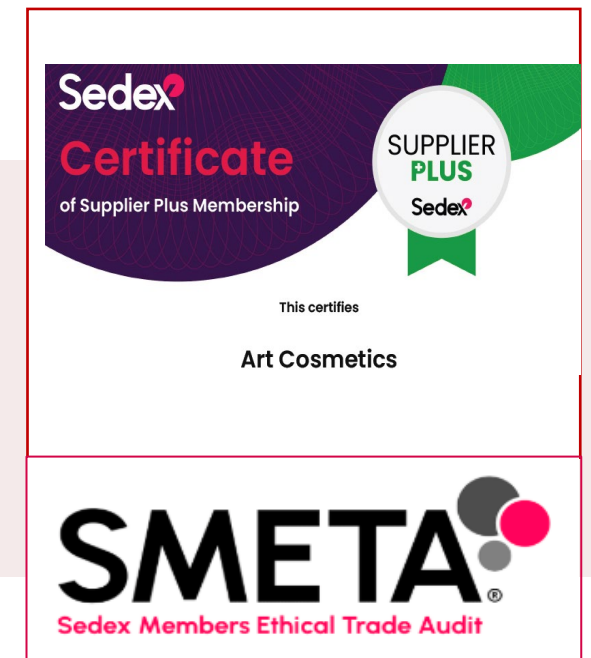
ISO 14001:2015 CERTIFICATION



ISO 45001:2018 CERTIFICATION



ECOVADIS PLATINUM MEDAL



SEDEX ASSESSMENT AND SMETA AUDITED in March 2025

ESG results & CSR commitments at Art Cosmetics

ART COSMETICS STANDS OUT FOR ALIGNMENT WITH COSMETICA ITALIA'S COSMETIC SUSTAINABILITY HIGHLIGHTS

SUSTAINABILITY INITIATIVES

- Adoption of a Code of Ethics (77%)
- Internal training on sustainability (67%)
- Drafting of a sustainability report (60%)
- Underwent a sustainability rating (54%)
- Engagement in Corporate Social Responsibility (CSR) initiatives (85%)

Main Certifications:

- ISO 9001 (Quality)
- ISO 14001 (Environment)
- ISO 45001 (Health and Safety)
- B Corp or Benefit Corporation

ENVIRONMENTAL PERFORMANCE

- 52% of the vehicle fleet is electric/hybrid
- 71% of energy from renewable sources
- 55% of waste is sent for recovery
- 93% of companies adopt sustainable packaging solutions
- 58% of companies committed to fighting climate change

ECONOMIC AND SOCIAL PERFORMANCE

- 85% of employees on permanent contracts
- 65% of employees are women
- 45% of managers/executives are women

Top 3 Welfare Tools:

- Supplemental health care (72%)
- Work-related stress risk analysis (63%)
- Health check-ups (58%)

Supply Chain:

- 82% of purchases from Italian suppliers
- 50% of companies evaluate suppliers based on environmental and social criteria

OSSERVATORIO SULLA
SOSTENIBILITÀ DEL SETTORE
COSMETICO IN ITALIA

Report completo 2024

COSMETICA ITALIA
associazione aziende italiane cosmetiche



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.



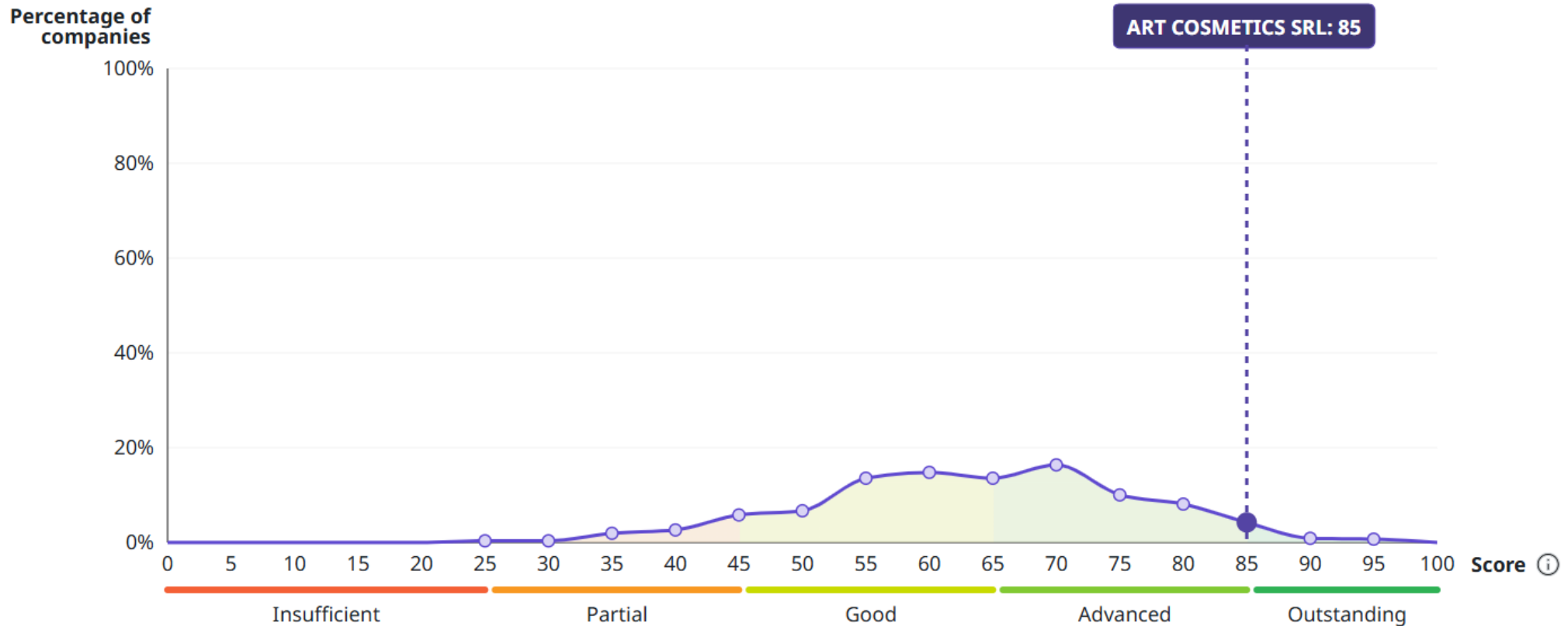
ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE: ECOVADIS

In 2025, we were awarded the EcoVadis Platinum Medal for our sustainability achievements, earning a score of 85. This important award ranked us in the top 1% of the best-performing companies rated by EcoVadis in cosmetics manufacturing and preparation industry.



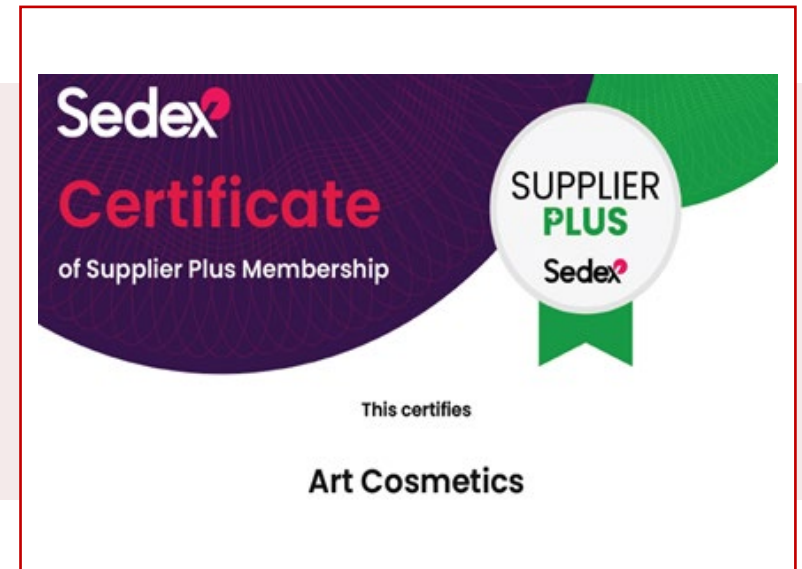
EcoVadis Platinum Recognition: One of the Highest Scores in the Cosmetics Sector



ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE: SEDEX

In 2025 we carried out the evaluation via the SEDEX platform, receiving an overall score of 3.6 out of 5. The SEDEX platform evaluated Art Cosmetics on ESG issues.



ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE: SMETA AUDIT

The SMETA audit 4 pillars for the verification of ESG aspects was carried out in March 2025.

The 4 pillars are:

- **Working Conditions:** Evaluates the labor practices and conditions in the workplace.
- **Health and Safety:** Assesses the safety measures and health standards in the workplace.
- **Environmental Management:** Reviews the environmental impact and sustainability practices of the business.
- **Business Integrity:** Ensures ethical business practices and compliance with laws and regulations.



ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE: LIVING WAGE

The living wage is, as provided for by the SA 8000 standard, the remuneration received by the worker for the work carried out in a place, sufficient to allow him to sustain a decent standard of living for himself and his family.

We calculated the minimum wage with [wageindicator.org](https://www.wageindicator.org), considering expenses for food, water, housing, energy, transportation, children's education, health care, clothing, telephone, unexpected expenses, taxes and social security.

The result considers the country and region we are in and is based on a **typical family** consisting of 2 adults (1 FTE and 1 part-time) and 1 child.

The result obtained was compared with the salary of the lowest paid Art Cosmetics employee and it was found that **Art Cosmetics employees earn almost 30% more than the living wage.**



ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE PAS 24000 vs SA 8000: which one to choose?

Characteristics	PAS 24000	SA 8000
Integrable with other ISO standards having the high structure level	Yes	No
Recognized by the international system (ISO)	Yes	No
Audit timing	Once a year	Every 6 month

ESG results & CSR commitments at Art Cosmetics

ESG PERFORMANCE RECOGNIZED WORLDWIDE NEXT STEPS: PAS 24000

In 2025 we started the implementation process of a **Social Management System (SMS)**, to be certified according to the PAS 24000 scheme within the next few years.

The objectives of PAS 24000 are:

- Ensure respect for human rights, labor standards and best social practices, promoting a fair and safe working environment for all workers;
- Ensure a minimum level of social performance in key areas such as human rights, labor relations, business ethics, health and safety.



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 90,2/100 in 2025. The result demonstrates our commitment and encourages us to continuously improve.



Carta per le
pari opportunità
e l'uguaglianza
sul lavoro



Riassunto Punteggio

Punteggio Generale
90.2%

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 prevented 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 - Go Green plus

In 2024, we began to take steps to reduce the impact generated by air shipments. In cooperation with **DHL**, we have chosen to partially use **Sustainable Aviation Fuel (SAF)** in the fuel used for our air freight. This action allows us to reduce the company's impact on scope 3 emissions. In this regard, the **DHL GoGreen Plus Certificate** issued in 2025 by DHL shows a **reduction** in WtW emissions of **15.08 tonCO₂eq**, which corresponds to a **21.25% decrease** compared to the emissions associated with the **standard service** baseline.



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.

In memory of Marco Cassani, in 2025 Art Cosmetics funded a scholarship for a student enrolled in the Economics and Business Management course at the Catholic University of the Sacred Heart in Milan.



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

***In ricordo di Marco Cassani:
una borsa di studio per i talenti di domani***

ESG & CSR Highlights 2024: INSIDE Art Cosmetics

ENVIRONMENT



3% of energy from Photovoltaic System:
49,64 tons CO₂eq avoided/y
49,6% of electricity from renewable sources



Wastewater treatment plant:
79,8% purified washing water



More than 1.100 tons waste send to Recovery



32 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:
92% 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



66% female employees



23.146 training hours on health, safety and environment



More than 24.000 voluntary training hours



Almost 40 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



29% female managers and 52% female executives



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)

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

The ONU Agenda 2030: our 2024 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**.



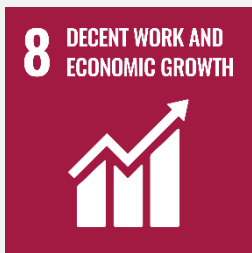
- **Equal opportunity and protection of women.**
- Art Cosmetics is voluntary committed to guarantee equal opportunities at work through the subscriptions to Fondazione Sodalitas.
- Ethical code is diffused to respect and protection of human rights and equal opportunities.



- Art Cosmetics has chosen to **discharge industrial wastewater** from the Powders District **into a public sewer system** rather than a surface water body, despite testing allowing this. **This is a voluntary choice to protect biodiversity.**
- In 2024, **-4%** water consumptions for kg of bulk produced compared to 2019.
- **79,8%** of water treated by internal water treatment plant of the total wastewater in 2024.



- In 2024, **+3%** Scope 1 in kg CO₂eq/kg bulk produced compared to 2019*
*Mozzanica site startup
- In 2024, **-13%** Scope 2 in kg CO₂eq/kg bulk produced compared to 2019
- In 2024, **49.6%** of electricity from renewable sources.



- **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.
- **Salary 30% higher** than the **Living Wage**.



- 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.**



- In 2024, **-55%** of total waste generated relative to bulk production compared to 2019.
- **32** 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.



- In 2024, **-8%** of scope 1+2 emissions/kg bulk produced compared to 2019.
- In 2024, **49,64 tonCO2eq** avoided through our internal photovoltaic system.
- We started to evaluate our Carbon Footprint in accordance with GHG protocol (Scope 3 included).



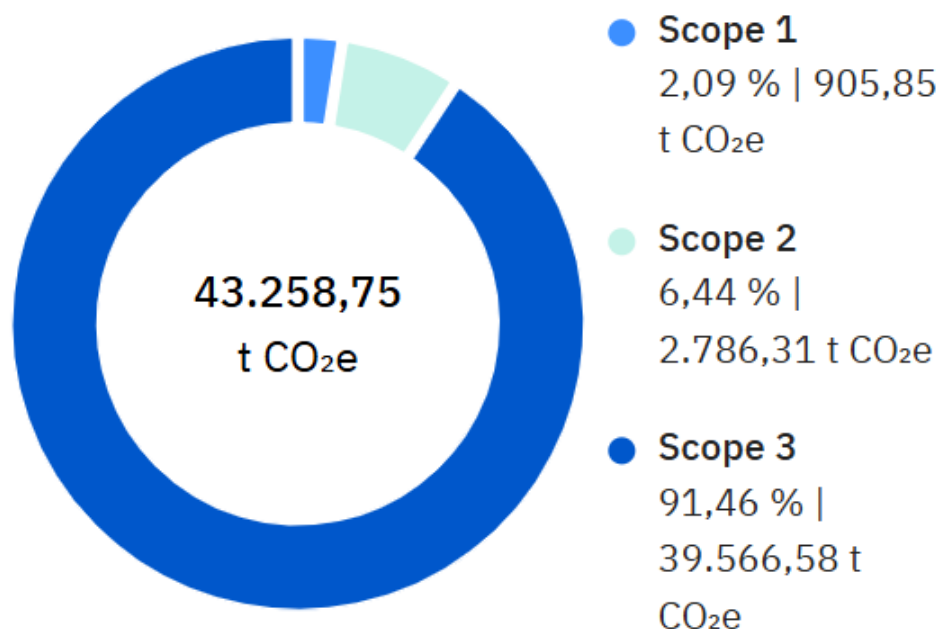
- **Stakeholders engagement** to set our actions.
- In collaboration with DHL, we are using a portion of **Sustainable Aviation Fuel (SAF)** in the fuel used for our air transportations to decrease our scope 3 emissions.

OUR CARBON FOOTPRINT



Emissioni per Scope

Lo Scope 3 ha le emissioni più elevate



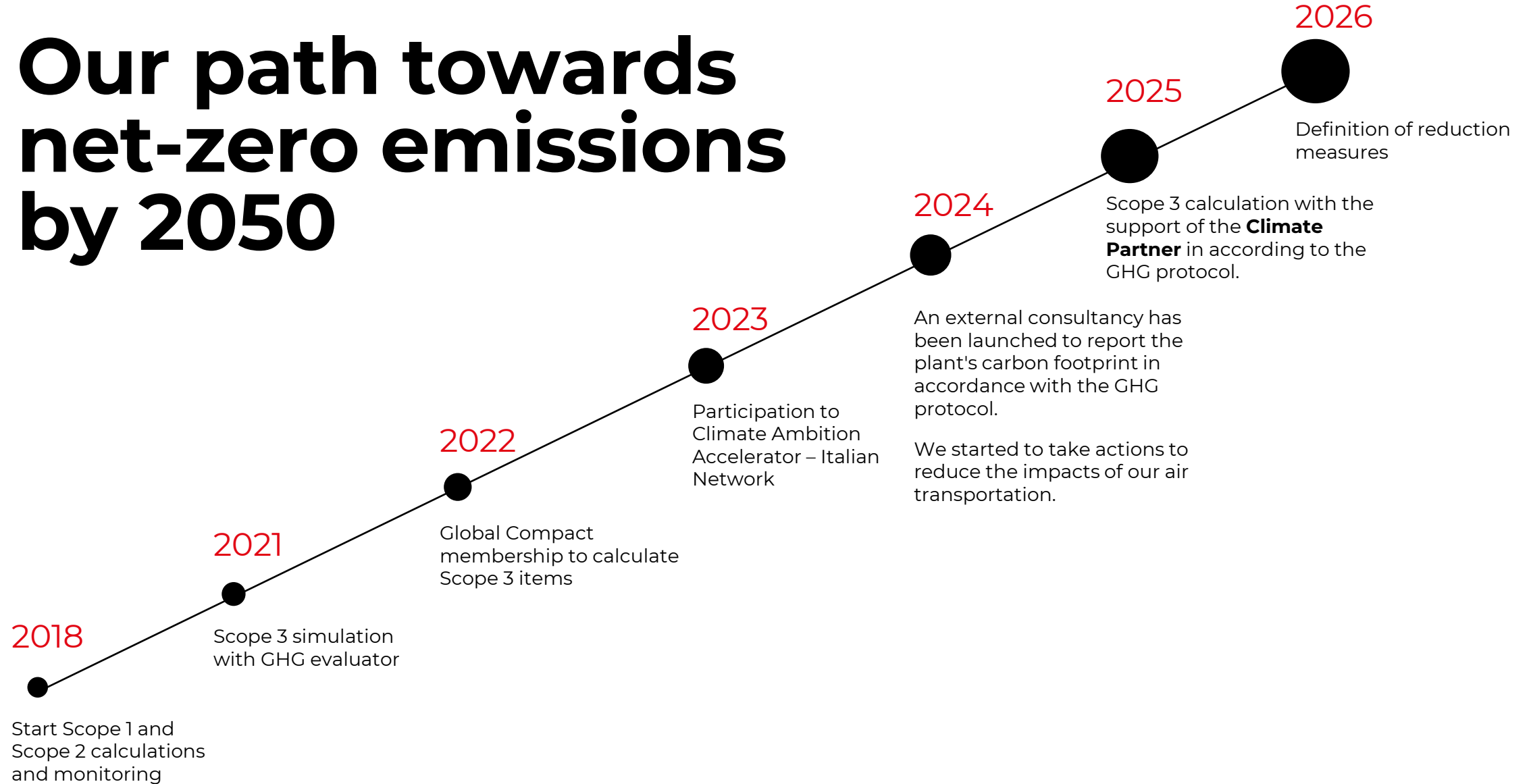
In altre parole

43.258,75 t CO₂e is, on average, equivalent to:



Fonti: Ecoinvent e ITF

Our path towards net-zero emissions by 2050



THANK YOU

artcosmetics
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