

CSR 2023 / Report 2024



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Editorial

Message from the Chairman

In the space of 12 years , **PHARMA** & **BEAUTY** has become a group with an international reach and a benchmark partner for major companies and start-ups alike up, operating in the field of beauty, well-being and health.

This success is rooted in an unprecedented combination that forms the very identity of the company: the desire to constantly innovate, a taste for authenticity, team spirit and the desire to create health and beauty products for the benefit of as many people as possible.

By choosing to take over companies in difficulty, to preserve jobs and then to create new ones, I wanted to put people at the heart of my project. By deciding to grow the company in the heart of the region, in areas that are sometimes de-industrialised, I wanted to give them a new dynamism and a new impetus.

In the same spirit, it is important to me that **PHARMA** & **BEAUTY** reconciles economic performance with human values. To achieve this, we do everything we can every day to develop quality products that respect the environment, enhance the well-being of our employees and put our capacity for innovation at the service of solidarity and impact projects.

The mission of **PHARMA** & **BEAUTY** and each of its employees is to strive for excellence and work together to build a promising future.



Laurent Dodet
Founder and Chairman
PHARMA & BEAUTY GROUP

“My aim was to place the human at the center of my project.”

A mission full of meaning Innovating every day for the health and beauty of everyone

BOLDNESS INNOVATION TRUST MEANING

Founded in 2012, **PHARMA & BEAUTY** has set itself an ambitious goal: to innovate on a daily basis in order to offer health and beauty products that are both high-performance and authentic over 200 brands with which the company works.

With around forty dedicated experts, the company has put Research and Development (R&D) at the heart of its strategy. The group is behind a number of ground-breaking innovations, such as the new generation of ionised water (Advanced Water S-100) and UHT technology for preservative-free products. The Foresight and Innovation Division also develops inspiring collections in response to market expectations and industry challenges.

PHARMA & BEAUTY places its exceptional capacity for innovation and its unique industrial expertise at the service of a major challenge: offering products that promote the health and beauty of each and every one of us.

650+

employees
by 2024

5.

plants located
in France

130.

million € in sales
by 2023

1500.

formulas developed
by 2023



PHARMA & BEAUTY committed in 3 particular fronts:



PHARMA & BEAUTY is a company distinguished by a policy of excellence in terms of commitment and ethics that permeates its entire production chain.



Environmental protection



Employee well-being



A more egalitarian and inclusive society



PHARMA & BEAUTY was awarded the ECOVADIS Bronze Medal for 2 of its 5 sites.

This comprehensive **Corporate Social Responsibility** (CSR) assessment system is based on the following 4 pillars:

ENVIRONMENT

SOCIAL & HUMAN RIGHTS

ÉTHICS

RESPONSIBLE PURCHASING



AMBITION 2026

PHARMA & BEAUTY is doing all it can to certify its 5 production sites and win the gold medal.



PHARMA & BEAUTY has obtained **Ecocert** certification for its 5 sites, guaranteeing production processes that respect the environment and human health for certified products.



3 **PHARMA & BEAUTY** sites are assessed and audited according to the **SMETA** (Sedex Members Ethical Trade Audit) standard.

This ethical audit methodology assesses all aspects of responsible business practices. It is based on the conventions of the International Labour Organisation and local laws, and rests on four pillars: labour standards, employee health and safety, business ethics and environment.

PHARMA & BEAUTY is committed to reducing the environmental impact of its products and packaging

Eco-responsible products of natural origin

Our teams work daily to develop innovative, natural or organic formulas that are more respectful of the environment. Today, at least 98% of the cosmetic formulas developed by our cosmetics R&D are of natural origin.

PHARMA & BEAUTY has been a member of the **Roundtable on Sustainable Palm Oil (RSPO)** since 2023, and is gradually replacing all palm oil derivatives with derivatives from sustainable sources.



“Over the last 5 years, we’ve seen a real shift in the market towards natural products, reflecting new codes and a new standard in cosmetics. At PHARMA & BEAUTY, we have always been at the forefront of this trend. Very early on, we proposed new formulation standards to reconcile naturalness and sensoriality, which are no longer mutually exclusive.”

Julia Strada
Marketing Manager
PHARMA & BEAUTY Group



4 eco-responsible collections

Beauty Block Rituals

A range of completely solid hygiene and care products that reduce water consumption, preservatives and packaging.

The Low call

A collection made from local ingredients to meet growing consumer demand for products with a clear origin, while protecting local resources and businesses.

Ocean Drive

A marine-inspired collection of natural, biodegradable and vegan ingredients sourced from the oceans, with particular attention paid to ecotoxicity.

A contre-courant

An innovative collection that preserves biodiversity and natural resources by using ingredients derived from biotechnologies, thanks to the cultivation of micro-organisms, plant cells or algae.

Eco-designed packaging

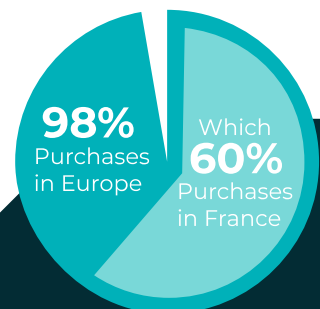
- › **PHARMA & BEAUTY** offers eco-designed packaging solutions to 100% of its customers.
- › Single-material packaging
- › Recycled and lightweight plastic packaging
- › Aluminium from recycling: more than 7 million products manufactured by **PHARMA & BEAUTY** will use recycled aluminium by 2023.
- › FSC-certified cardboard overwrapping to fit the product.

PHARMA & BEAUTY is committed to reducing the environmental impact of its activities



A reduced carbon footprint

With a view to taking a comprehensive and structured approach to reducing its CO2 emissions, the Group has carried out a carbon assessment for three of its sites. The carbon footprint for the remaining two sites is scheduled for 2024.



Employee transport

Measures taken to improve the energy balance



40% in hybrid vehicles
of the Group's car fleet.



Unprecedented partnership with Blablacar Daily to make it easier for employees to carpool. The company is

committed to promoting car-sharing and encouraging its employees to use this mode of transport, which reduces our individual carbon footprint and helps to build links between employees. The programme began in September 2024 at **PHARMA & BEAUTY** Montélimar and will be rolled out across the Group by 2025.

Contributes to industrial dynamism

PHARMA & BEAUTY prioritizes French sourcing for packaging items. In 2023, **98% of purchases were made from European suppliers**, of which **60% are French companies**.

Optimised management of resources

While the volume of products manufactured has increased by 20% over the last three years, **PHARMA & BEAUTY** has **reduced its consumption** ratios in relation to the volume produced by **11% for electricity**, **18% for water and 34% for gas**. These results have been achieved thanks to a number of initiatives:

Electricity



- › Progressive switch to LED lighting at all production sites
- › Installation of presence sensors in premises
- › Programming outdoor lighting
- › Automatic brightness detection
- › Installation of variable power compressors
- › Heat recovery from compressors to heat buildings
- › Insulation and installation of double glazing

Water



- › Reducing the amount of water used to clean equipment by optimising cleaning recipes
- › Reuse of the water needed for certain manufacturing processes
- › Use of bag-in-boxes instead of stainless steel tanks, saving 1,300 litres of water per cleaning operation
- › Installation of water flow delay systems in sanitary facilities
- › Installation of water-saving devices on taps
- › Use of eco-responsible detergents and disinfectants for cleaning premises and equipment

Raising employee awareness of eco-actions

Employees are made aware of eco-actions through communications that encourage them to use only the resources they need on a daily basis.

To make it easier to adopt these eco-responsible behaviours, some sites have placed eco-friendly stickers in strategic places such as light switches, PCs, printers, toilets and doors.



A waste reduction and recycling programme. This programme has 3 main focuses:



Sorting waste at source
(cardboard, paper, plastic,
glass, soiled containers,
CIW, metal drums)



Waste recovery
through collection
by specialised local
service providers.



Ongoing
identification of
new recycling
channels

SOME KEY FIGURES:

58%
of waste from our
production sites is
recycled

Increase in
15%
waste recycled over
the last 3 years

Reduction of
31%
in the quantity of
ordinary industrial waste
(OIW) / volume produced



Partnership with Foodles, the committed company canteen

PHARMA & BEAUTY provides employees at its head office and Saint-Chamas site with connected fridges that distribute balanced meals, while helping to combat waste. This innovative and sustainable catering service also helps to reintegrate people who are far from employment (preparation and delivery staff) and donates unsold food to charities.

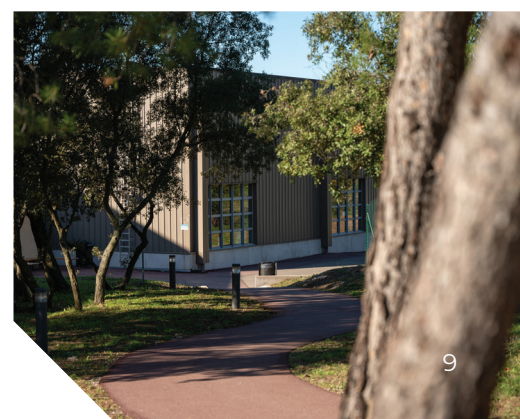
Preserving the natural environment



Bees, like other pollinators, play a crucial role in the balance of our ecosystems and biodiversity. 75% of the world's food production depends on pollinating insects.

PHARMA & BEAUTY contributes to the preservation of bees by installing around twenty beehives on its sites, in partnership with passionate beekeepers. The life cycle of the colonies is regularly monitored, and the honey harvested is packaged to order and then offered to employees. To date, almost **300 pots of honey have been distributed**.

In addition, **the green spaces are maintained in a sustainable way**, with strict respect for biodiversity, and the wooded areas are preserved, in particular with the **replanting of 120 olive trees**.



PHARMA & BEAUTY is committed to employees

Quality of life at work

Human capital is crucial to a company's success. We ensure that every employee has the Opportunity to fulfil his or her potential, whether by maintaining a balance between personal and professional life or by offering career development prospects.

Promoting internal mobility:
10% of employees have progressed to new positions

Building employee skills in management. OBJECTIVE: Train 70 employees by the end of 2025

Charter providing for the right to telework

Sports coaching at head office
2 lessons per week

“ My career at Le Castellet plant began 25 years ago as a maintenance technician. Over the years, I've had the opportunity to progress professionally thanks to the confidence of my managers, culminating in my appointment as plant manager in January 2024. This success is testament to PHARMA & BEAUTY's commitment to supporting the development of its employees and nurturing their potential. It has enabled me to develop my skills, take on exciting challenges and contribute to the ongoing success of the company. ”



Yves Capponi
Plant Manager
PHARMA & BEAUTY Le Castellet

Family day

PHARMA & BEAUTY's Family Day: a unifying family event. On 8 June 2024, 650 employees invited their friends and family to go behind the scenes of the company, with tours of the plants and R&D laboratories, fun workshops, a bee-keeping awareness stand, etc...





Value sharing

Sharing is an essential value for the founder of **PHARMA & BEAUTY**, who believes that the company's success is first and foremost that of its employees. Sharing value recognises and rewards the contributions of each employee, and fosters a sense of belonging to the company, which is particularly important to the CEO. This is why two schemes have been introduced:

Profit-sharing and incentive agreements have been put in place for each of the 5 industrial sites. These agreements enable employees to share in the company's performance, while at the same time developing social dialogue within the company in an innovative way.

Health & safety

All necessary measures are taken to ensure the health and safety of our employees at work. This is one of the principles of the Group's Social and Ethical Charter.

- › A **prevention approach** based on the declaration of dangerous situations by employees
- › Day dedicated to **risk prevention training**
- › **First aid training** workshops



Gender equality

Men - Women

Equality between men and women is a priority. The company is taking steps to strengthen this equality, particularly when recruiting from outside the company, in order to increase the presence of women in traditionally male jobs.



Implementation
of the gender
equality index

59%

of employees are
women

40%

women
on Executive
Committee



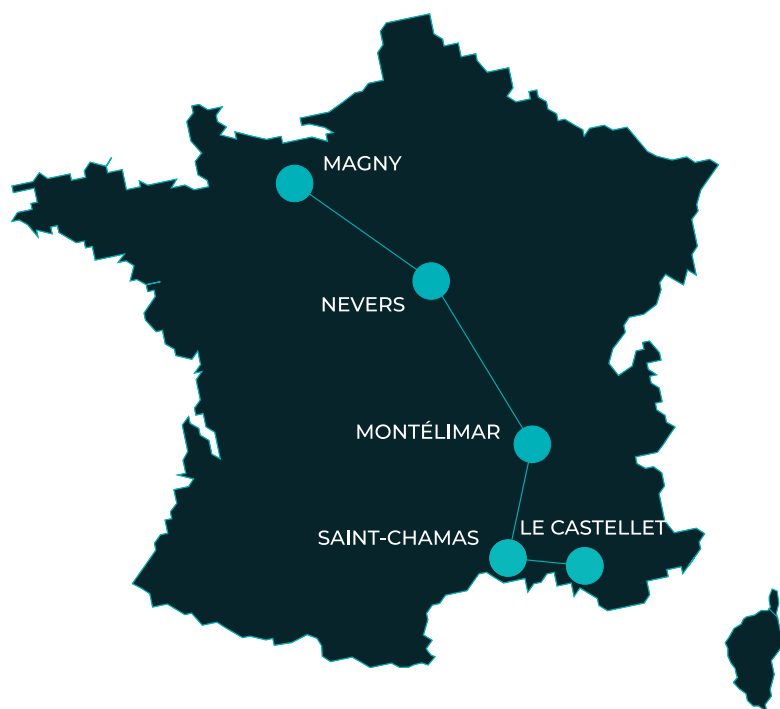
Inclusion

PHARMA & BEAUTY works with charitable organisations (ESATs and prison authorities) to facilitate the professional integration of disabled and/or imprisoned people.



PHARMA & BEAUTY is committed to society

Revitalising regions, encouraging local roots and promoting «made in France»



PHARMA & BEAUTY is the fruit of an entrepreneurial and human adventure which began with the takeover of five companies in difficulty located in de-industrialised areas and the rescue of hundreds of jobs. In twelve years, **320 jobs have been saved** and almost **380 created**.

Each of these entities brings its own unique expertise to the table, enabling an unprecedented growth model based on « **made in France** » and authenticity. This desire to produce in France is present throughout the production chain.

In addition, the company's service providers and suppliers are chosen as a matter of priority from the local fabric (Le Teil, Saint-Just-Malmont, etc.).



“Coming from a rural background, I take great pride in working for a French industry that promotes reindustrialization and the maintenance of strong economic activities in our regions. This gives meaning to my work.”

Benjamin Marinheiro
Purchasing Director PHARMA & BEAUTY GROUP

Ensuring strict compliance with ethical principles throughout the supply chain

The company ensures strict compliance with ethical principles throughout its supply chain. It selects suppliers who share its convictions and adhere to a CSR Code of Conduct drawn up by the company.

By signing this document, **PHARMA & BEAUTY**'s suppliers undertake to respect human rights and guarantee optimum working, health and safety conditions.



CSR Code of conduct

Since 2021, **100% of our suppliers** must commit to our CSR Code of Conduct based on the fundamental principles of the United Nations Global Compact.



Ethical commercial Trading Charter

The Group has introduced an Ethical Trading Charter that all employees undertake to respect. It aims to combat corruption and anti-competitive practices, and encourages all employees to place fairness and honesty at the heart of their business dealings. Around twenty employees took part in anti-corruption training in 2023.

Disruptive Beauty to promote self-esteem, diversity and equality.

This collection, which was launched in 2022 to meet the expectations of a new generation, offers brands high-quality products for all skin colours, genders and identities.



PHARMA & BEAUTY also supports start-ups and impact projects

PROGELIFE › PROGELIFE to develop therapeutic solutions for rare diseases



› CALYSENS in search of new solutions to combat skin ageing



› « MÊME » to protect skin weakened by cancer treatments.

Since 2015, PHARMA & BEAUTY has made its R&D teams available to MÊME, the first cosmetics brand for women undergoing cancer treatment, who need products adapted to the side effects of invasive treatments.



“ Right from the start of our adventure with «MÊME», when we had no financing at all, Laurent placed his trust in us. Thanks to PHARMA & BEAUTY’s support and the expertise of its formulation, regulatory and production teams, we were able to develop our products. Ten years on, our partnership is stronger than ever. We continue to explore new technologies and innovative methods together, pursuing our collaboration with enthusiasm and ambition. ”

Judith Levy et Juliette Couturier,
Co-founders of MÊME



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