



CLARINS

WE CARE 

CSR REPORT

2021



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CLARINS WE CARE

The Clarins Group's CSR initiatives —
From beliefs to commitments —

CLARINS WE CARE

The Clarins Group's CSR initiatives



1954

Jacques Courtin created Clarins based on two main ideas from the very beginning: listening to women and a love of nature. Based on these convictions, Clarins anchors its development in respecting people and protecting nature.

WOMEN, because they are the fundamental reason we exist

NATURE, because plants are and will always be the base of every single one of our products

1966

100% pure plant extract oils introduced

1989

Creation of the ARP (to help fight rheumatoid polyarthritis) (Arthritis Foundation since 2006)

1993

1st partnership with Alp'Action (Nature conservation group in Haute Savoie)

1997

Clarins Award

1999

Suppression of plastic shopping bags, a first in cosmetics industry

2007

Launch of first fair trade programs

2012

Start of FEED partnership

2014

Stopped using plastic microbeads

2016

Creation of the Domaine Clarins in the Alps

2020

Clarins becomes carbon-neutral*

* Scope 1 and scope 2



2020

Still a 100% family-run, independent company, Clarins is a major international actor in the field of cosmetics and a leader in the premium skin care market in Europe.

Under the leadership of Jacques Courtin's granddaughter, Virginie, the Group has accelerated and structured its CSR goals with the launch of **'Clarins We Care' which unites and offers perspective** for all our actions, following the logic of our commitments and striving to make continuous progress, today and tomorrow.

Two concepts drive our actions: **take care of people and take care of the planet.**

2025 et au-delà

In 2025, all of Clarins commitments begun in 2020 will come to term: recyclability, biodegradability, organic and responsible sourcing, carbon footprint, diversity and female/male equity in the workplace, biodiversity projects and health care actions...

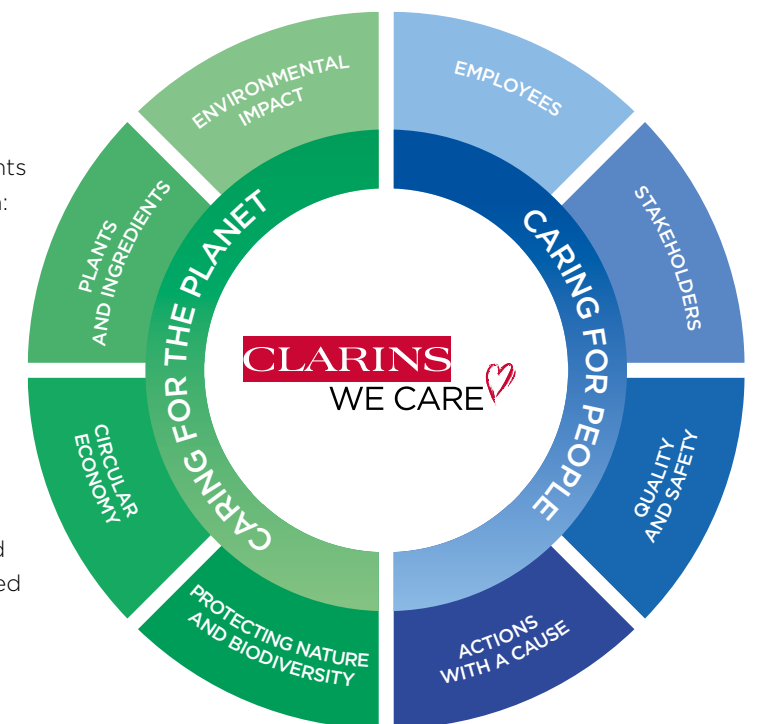
New projects will be developed to continue the convictions of a group like ours with a desire to be an exemplary model for our industry, our clients, and more widely speaking, all those involved with our activity.



2021

The Group's CSR mission (**Making life more beautiful, passing on a more beautiful planet**) is inscribed in the company's statutes and has become our 'raison d'être'.

In the years to come, this phrase will engage our Group and steer us toward every decision we make. Because of this, the demands we have toward performance and environmental impact help shape this mission.



‘FROM A LOGIC OF BELIEFS TO A POLICY OF COMMITMENTS’

Jonathan Zrihen, President and CEO of the Clarins Group,
and Virginie Courtin, Managing Director,
share news about actions being carried out and explain Clarins
perspectives for even more responsible business practices.



What was the significance of the creation of Clarins We Care CSR approach in 2020?

Jonathan Zrihen. For the past several years, and from the very beginning, Clarins has been working responsibly based on conviction: business development has always been accompanied by common sense actions that give back to the planet what we take from it. In 2020, the time had come to formalize these actions and to give them perspective. Society at large, our clients and especially our business partners demand that from us. And with the arrival of Virginie as head of CSR in 2020, we shifted this logic toward a company policy based on these convictions.

Virginie Courtin. Two of our foundational principles— love of nature and listening to women — guided my grandfather when he started the business, then my father and uncle who followed suit. Early on, they steered Clarins to be at the forefront of topics that today are considered to be sustainable: I’m thinking about our first products, developed in 1966, the 100% pure plant extract oils, our fair trade programs (some were started 15 years ago!), our Arthritis Foundation (created in 1989), the creation of the Clarins Award that helps support child-focused initiatives (1997), the suppression of plastic shopping bags before everyone else in 1999... We were already practicing CSR without even knowing it!

What really changed with Clarins We Care?

JZ. Until now, we used to ‘keep adding to’ actions. With Clarins We Care, we project ourselves into the future and are making commitments for tomorrow: setting goals to go even further and giving accounts to all our stakeholders.

Isn't Clarins We Care a response to clients' current expectations ?

VC. Of course, clients expect a lot, and they are right to. They’re asking more from us, and it is obvious that all brands should be making an effort. However, we shouldn’t forget that our convictions have always preceded this approach, and that the first motivation for this policy came from within, a real corporate project that involves all departments and all our employees. If we really want to change things and not just ‘tell our clients nice stories’, the impulse must come from all of us.

*‘Clarins We Care
is a source of
motivation and pride
for our employees.’*



What were the major CSR advances Clarins made in 2021?

VC. Two years after the launch of Clarins We Care, some of our goals have already been met. For example, we became carbon neutral in 2020. This year, we revised all our skin care formulas to be more natural. We also achieved 100% green electricity sourcing for all our sites worldwide, and our commitment to sustainable sourcing was recognized by our membership with the UEBT. Finally, we reached the incredible number of more than 36 million school lunches provided via the FEED program.

JZ. I wanted to add that in 2021 we included our CSR mission to our corporate statutes, as our ‘raison d’être’: ‘Making life more beautiful, passing on a more beautiful planet’ is the horizon that guides our decision-making process, today and tomorrow.

*‘Successful companies are those whose
projects and ‘raison d’être’ are aligned
with what they do.’*

They must have meaning and make sense. The trust our employees and clients give us, and more widely, the solidity of our results, bear witness to this alignment at Clarins.

What can Clarins be proud of this year?

VC. We are on track (and even ahead) in certain areas of CSR actions. This is the case for our carbon emissions which were reduced by almost 8% in 2021 despite an increase in production volumes. Same for air freight that has been reduced by at least 3%. Concerning employees, we have made great progress regarding diversity and the roll out of an inclusive HR policy. Our results in terms of equity, or the rate of commitment measured by our internal survey (YourSay), demonstrate that we are on the right path.

JZ. I am proud to see how much the Clarins We Care initiative is growing. No decision is made without first being evaluated using our CSR criteria.

These decisions are on the same level as those linked to product efficacy or financial performance.

Inversely, what is slowing things down and what difficulties are being faced?

VC. Reducing plastic use is a huge challenge for the cosmetic industry due to technical constraints and supply issues for recycled materials. There is still a lot to be done but we are making progress every day. We prioritize recycled and recyclable materials and our recent initiatives have made a real impact. For example, the renovation of all our 50ml jar lids will mean a savings of more than 110 tons of plastic every year.

JZ. Corporate responsibility is a victim of its own success. Some companies widely communicate their time-specific actions that have a lot of visibility, without considering that a real CSR policy is developed in a global manner.

Here is an example: it is sometimes more efficient to use a perfectly safe synthetic ingredient than want to be 100% natural and use a very rare plant that comes from far away. And this, coming from a company who is convinced that plant-based ingredients are effective! There is also the proliferation of standards and the diversity of regulations, sometimes contradictory, from one country to another. Political action is of course driving this, but it can't do everything. It's really us industrials who should come together and work collectively to weigh social and environmental choices.

What are your main goals for the years to come?

JZ. The two major goals we are working toward include the B-Corp certification in 2023 and becoming plastic neutral by 2025. These initiatives involve the entire company and, additionally, we continue to focus on reducing our carbon emissions, regardless of any increase in future production.

VC. We have ambitious goals, that is true, by 2025, but they are attainable. For example, we hope to have 80% of our plant-based ingredients from organic sourcing and 100% sustainable sourcing. But over the long term, I firmly believe that we will need to be more utopian. We're not afraid to say that a company like Clarins should become zero waste.

'We need to affirm the idea that limiting our environmental impact isn't enough. We must commit to being a positive and regenerative company, a company that does good and whose activity benefits everyone.'

Clarins has always been a pioneer in terms of corporate responsibility. If we want to continue to be a role model, we must continually raise the bar.

2021 HIGHLIGHTS

INSCRIPTION OF OUR MISSION IN OUR STATUTES

**'Making life more beautiful,
passing on a more beautiful planet.'**



Revamping of the entire skin care catalog

started in 2018 for even more natural, effective formulas



**More than
600,000**

Trees planted with
Seeds of Beauty



Reduced air freight
by

- 3%



54%

Organic plants in Clarins herbarium
(112 plants out of 208)



- 7.7%

Carbon emissions (Group),
in a context of increased activity
compared to 2020



36 million

School lunches distributed
with *Feed*



All of Clarins sites and subsidiaries
supplied by

**100% green
electricity**

**100%
biogas**
across France



UEBT

(Union for ethical biotrade)
Clarins became an official member



90%

of our key suppliers
evaluated by Ecovadis
(corporate/France perimeter)



CARING FOR PEOPLE

- Our employees —
- Our stakeholders —
- Quality and safety —
- Our social actions —

OUR EMPLOYEES

‘Well-being and performance: a more inclusive model that respects people’

Our employees are the Group's number one asset and our very first brand ambassadors. Our HR policy and our management style need to be exemplary. Wages, benefits, training, mobility, equity and diversity: across all these subjects, we work to ‘make life more beautiful’ for all those who commit to working for Clarins worldwide.

WHERE ARE WE NOW?

91%

Level of commitment

96%

Of our employees say they are proud to work for Clarins

97%

Support company values

82%

Feel they can be themselves at Clarins, without worrying about how they will be accepted*

*YourSay 2020 internal survey

CLARINS UNLIMITED

Our *Clarins Unlimited* strategy is a voluntaristic approach to training, diversity, inclusion and equity. **It is progressively being rolled out to our employees**, via, among other ways, our Ethical Charter that encourages diversity in all forms and promotes zero tolerance for any form of discrimination. This document will double in 2022 with a DEI action plan (*Diversity, Equity & Inclusion*) which several members of Comex are working on.

TRAINING

In 2021, nearly 60% of our employees completed a training program (this is an increase of 22% versus 2020, a year marked by the Covid crisis).



TOTAL AVERAGE

9,276

EVOL VS 2020 +4%

7,099 FULL TIME POSITIONS

EVOL VS 2020 +4.4%

FEMALE/MALE EQUITY

Women made up **more than 80% of Clarins employees in 2021**. In 2020, they made up **40% of the Comex and 58% of top management**.

FEMALE/MALE EQUITY 2021:
93/100 IN 2019
94/100 IN 2020
65/100 IN 2021

The numbers for 2021 represent the pay freeze the company pursued during the Covid crisis. The goal of 95/100 in 2022 remains maintained.



WOMEN

82%

EVOL VS 2020 -8.5%

78% FULL TIME

EVOL VS 2020 -4.5%



MEN

18%

EVOL VS 2020 +20.5%

71% FULL TIME

EVOL VS 2020 -3%



WHERE WE'RE GOING?

2022

100%

Of our employees are trained at least every two years (beyond product training)

2022

100%

Of our employees undergo training on diversity, equity and inclusion

2022

95/100

Goal for Female/Male equity index France

2023

Earn certification for

B Corp



Corporation

Setting the new corporate standard for social and environmental performance.
bcorporation.net

B CORP*: A LEADING INTERNATIONAL LABEL FOR BUSINESSES WHO MAKE A POSITIVE IMPACT

Particularly demanding, obtaining the international B Corp label is part of our ongoing reciprocal relationship with employees based on loyalty. Planned for 2023, it will recognize the Group's progress in terms of management and well-being at work, and our environmental impacts and positive social programs.

* B Corp is a label started in 2006 in the US that brings together businesses that want to affirm their social mission and demonstrate their positive action via an independent evaluation of their overall performance every three years. This international label is one of the most demanding in terms of social and environmental impacts.

‘Clarins story has been written with our 8,000 employees. We want each one of our talented employees to find their place, to develop and grow within our company. We work every day to create the most favorable environment to support fully, each person's potential.’



Anne Esling,
chief people & culture officer

OUR STAKEHOLDERS

*‘Dialogue, collaboration
and building our principles together’*

Everywhere around the world, clients expect to be heard and their needs understood, this, in a changing social landscape. They want to feel connected to brands that involve them and help them, companies who share their values. They want to weigh the choice of ingredients, product development and the impact a company's activity has on society. Confronted with these demands, our industry is changing and reinforcing its actions to accompany suppliers in the choice of even more responsible standards. More than ever, skin care must be a collaborative effort.

WHERE ARE WE NOW?



LISTENING TO WOMEN

This tradition has been an anchor at Clarins since 1954, with the creation of the first Client Cards, where every client was invited to share their opinion and needs. Still today, our spas and our boutiques are our first point of contact to learn about client needs and expectations.

**5000 CLARINS
BEAUTY COACHES
WORLDWIDE**

CO-DÉVELOP AND CO-INNOVATE

To develop a new product or improve a current formula, we work within a close ecosystem with partners who intervene with our Laboratories: experts like dermatologists, neurologists, aromatherapists or ethnobotanists; as well as industrials who develop more responsible packaging. In 2021, 'airless' packaging was developed to simplify our formulas and reduce the number of ingredients. Three new mono-material caps were also developed which reduced their weight by a third and thereby decrease our use of plastic.

CO-DEVELOPMENT WITH CLIENTS

Product development takes place in close collaboration with our clients: before, by studying their expectations, and during, via tests on new formulas, their packaging and how they fit into a skin care routine. 11,000 women were questioned and more than 120,000 verbatims were analyzed in 22 countries in 2021.

**MORE THAN 6000
CONSUMER TESTS
IN 2021**

**100% OF OUR
PURCHASES
FOLLOWED BY THE
NPS WITH A SCORE
OF 90/100**

COLLABORATE WITH OTHER SKIN CARE ACTORS

We advocate for a collaborative approach with other skin care companies to help develop new standards to help meet social and environmental goals.



RESPONSIBLE BEAUTY INITIATIVE

Helps mutualize CSR evaluations, and we are a founding member with L'Oréal, the Rocher group and Coty



SPICE

For the development of sustainable packaging



RESPONSIBLE MICA INITIATIVE

Promotes the responsible collecting of Mica that respects local populations



FEBEA

(Fédération des entreprises de la beauté), a federation of cosmetic companies in France that promotes best practices.

**WHERE
WE'RE
GOING?**



Katalin Berenyi,
Clarins Brand
Managing Director

*‘When I started at Clarins,
I discovered sustainable
actions and commitments;
some that had been ongoing
for more than 50 years.
All our teams are committed
to them, and we continue to
develop new ones. At Clarins,
we don't think about success
without having a positive
impact for a community and
the world around us.’*



EcoBeautyScore
CONSORTIUM

2022

CLARINS IS A MEMBER OF THE ECO BEAUTY SCORE

For the last several years, Clarins has measured and evaluated the impact of its products and activities. To go further in terms of communication and transparency with clients, our brand is getting ready to join other industrials who are working to develop the first environmental rating system of cosmetic products called the EcoBeautyScore. Launched at the initiative of a worldwide consortium (Henkel, L'Oréal, LVMH, Natura&co, Unilever), this new tool will make it possible to give clients clear, verifiable, and comparable information about their health and beauty products.

QUALITY AND SAFETY

*'Align confidence with transparency
'Made in France'*

Safety, quality and transparency: these three words are all interconnected and help explain the trust clients have had over the years. At each step of a product's life, from its development, ingredient selection and manufacturing, the standards we adhere to are much higher than international standards. The choice of our products being 'Made in France' is at the heart of quality management, with much of product development and production carried out in Pontoise.

WHERE ARE WE NOW?

DEVELOPMENT AND PRODUCTION THAT ARE MADE IN FRANCE

For complete control, Clarins develops and produces all skin care products in France, at the same site in Pontoise, north of Paris. Our distribution warehouse is also located in France (in Amiens), as are most of the Certified Clarins Farms who supply our plants.

This desire to focus on products 'Made in France' will be confirmed in 2024, with the opening of a new factory in Saint-Quentin (northern France).

**INVESTMENT OF
100 MILLION EUROS FOR
OUR NEW FACTORY**

OPEN RESEARCH AND FORMULAS

Ongoing innovation and improvement guides our developments. Every day, our laboratories work to create new formulas, and, more specifically, perfect existing ones. Between 2018 and 2021, our skin care catalog (94 formulas) was revamped to reinforce the efficacy and safety of our products, their natural aspect and traceability to make them even more environmentally friendly.

**100%
OF THE SKIN
CARE CATALOG
REVAMPED**



GREEN CHEMISTRY AND INGREDIENTS OF NATURAL ORIGIN

The science of plants is our trademark: today, more than 80% of our ingredients are of natural origin. The remaining 19% are made up of synthetic ingredients without a natural equivalent. They've been carefully selected for their efficacy, safety and sensoriality.

**81% INGREDIENTS OF
NATURAL ORIGIN**

THE QUEST FOR ABSOLUTE SAFETY

Each formula undergoes more than 250 tests throughout development, and all ingredients are selected according to strict international regulations. To go further, we created our own blacklist of ingredients that we do not to use and ask suppliers to do the same, based on these ingredients' questionable use.

**250 TESTS
CONDUCTED
FOR EACH
DÉVELOPPEMENT**



Nathalie Issachar,
Research &
Development Director

'The ambition of our 2025 goals reflects our concerns about how human activities are impacting the climate, resources and biodiversity. Our road map is clear and our teams are mobilized to reach, or even surpass these goals. Each of us must work at our level to create even more responsible beauty.'

FAVOUR 'CO-PRODUCTS'



The idea of a co-product lies in the belief in using all that can be used from a raw material to optimize potential, and therefore reduce how many plants are needed. For example, for saffron, its stem can be used as well as its petals.



WHERE WE'RE GOING?



2022 REINFORCED TRACEABILITY WITH TRUST

For several years, all information about our formulas and their ingredients has been available on our packaging and via a QR code, on Clarins.com website or our retail partners'. Product composition and where natural ingredients come from are also widely explained on our website.

To go further, Clarins launched in 2022 a unique process in the cosmetics field called **TRUST**. It is a tracking system supported by **blockchain** technology that guarantees complete traceability that is sure, reliable, and transparent regarding the date a product was made, manufacturing steps and where the plants come from and any affiliated certification.



2025 COMMITTED TO 100% SUSTAINABLE SOURCING

In 2020, we formalized our responsible sourcing charter which lays out our sourcing for ourselves and our suppliers. By 2025, all our natural ingredients must be extracted from co-products, or produced following the principles of reasonable agriculture and sustainable management. Organic certification, Domaine Clarins plants or wild harvesting are among the top priorities of this charter.

**OBJECTIVE: 80%
ORGANIC PLANTS
IN 2025
(54% IN 2021)**

OUR SOCIAL ACTIONS

'Act in a positive manner for people'

Our corporate responsibility means we must act with the greatest of benevolence towards our clients and our partners. It also requires that we consider each person and treat those who may be more vulnerable, with much solidarity. For the past several years, Clarins has aimed to 'take care of people' by building useful and positive relationships over the long term, especially with local populations, child-focused initiatives and those who are fighting disease.



FAIR TRADE: A PIONEERING IDEA INITIATED IN 2007

Inscribed at the heart of Clarins Responsible Sourcing Charter, fair trade is an important part of how we source our plants. The first of our programs started in 2007 and this number has grown ever since. In 2021, we had 23 fair trade networks in countries with low HDI: Burkina Faso, Ivory Coast, India and Madagascar. Along with sustainable and equitable agriculture, we also strive to protect nature and people.

20 RAW MATERIALS HAD A SUSTAINABLE BONUS IN 2021

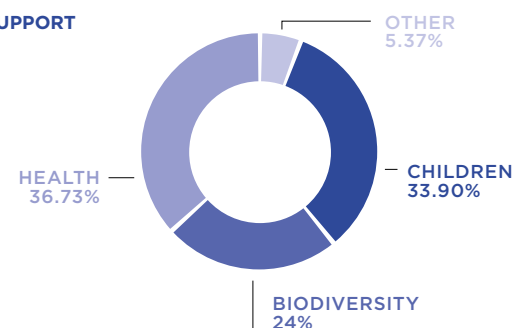


CHILDREN: ONGOING SUPPORT FOR MORE THAN 20 YEARS

Started in 1997 as Clarins 'Most Dynamic Woman' award, it is now simply called the 'Clarins Award' for childhood causes. It supports the work admirable women are carrying out to help children in need. Present in 14 countries, it has supported more than 90 organizations and 60,000 children on 4 continents since its creation. To date, 15 organizations continue to be supported by Clarins.

7 MILLION EUROS SINCE 1997

OUR SUPPORT



Following our key programs that support children, FEED is an initiative launched in 2007 by Lauren Bush Lauren to provide school lunches and help fight malnutrition and de-schooling. Clarins' participation has continued since 2011 and has provided 36 million meals.

36 MILLION SCHOOL LUNCHES SINCE 2011



AROUND THE WORLD, INITIATIVES BY OUR SUBSIDIARIES

Besides the programs carried out by the Head Office, every Clarins subsidiary is invited to carry out initiatives that support children in need. Clarins Canada has supported the 'Month of Hugs' (Mois des câlins) for the past several years that brings comfort to hospitalized children; in France, 'Futur en herbe' helps children respect the planet and helps build a better future. In dozens of subsidiaries worldwide, a direct contribution is made to the 'Look good, Feel better' program that supports women fighting cancer.

MORE THAN 3 MILLION EUROS (EX- SPONSORING) IN 2021 BY OUR SUBSIDIARIES



Olivier Courtin, Clarins Managing Director and President of the Arthritis Foundation

'With the Arthritis Foundation, "make life more beautiful" is at the heart of Clarins DNA. Touched by my mother's arthritis, my family became involved, early on, in supporting research efforts. Arthritis is the only French research foundation for joint disease; it has helped major therapeutic progress, for example, the discovery of an early diagnostic test for in terms of prevention and treatment of the musculoskeletal system have been made thanks to immunotherapy.'

THE ARTHRITIS FOUNDATION: AT THE HEART OF CLARINS

Created in 1989 at the initiative of Jacques Courtin, the Arthritis Foundation (formerly called ARP) is the largest private fund-raising initiative in France to finance research on joint disease and musculoskeletal diseases. A non-profit since 2006, it plays a central role in helping to fight many different pathologies (around 200), which often cause disabilities yet are not widely mentioned, even if these diseases affect 18% of the world population, 120 million people in Europe and nearly 17 million in France*. These last 10 years, our group has donated nearly 20 million Euros which has supported 600 projects : scholarships, research projects, direct support of innovation and science while raising awareness among health professionals and society in general... Today, Olivier Courtin, Managing Director of the Clarins Group, presides over the Arthritis Foundation.

WWW.FONDATION-ARTHRITIS.ORG

*Global study Burden of disease 21



CARING FOR THE PLANET

- Our environmental impact —
- Our plants and ingredients —
- The circular economy —
- Protecting nature and biodiversity —

OUR ENVIRONMENTAL IMPACT

'Beyond reducing our environmental impact and preserving the environment'

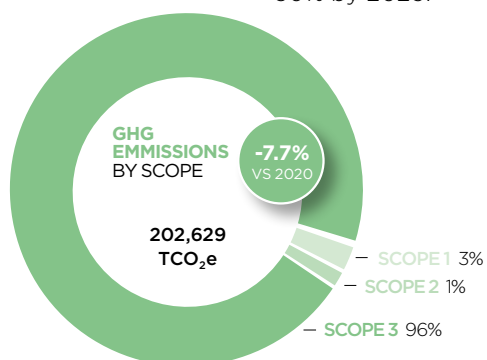
Climate issues have never felt more urgent. If the goal of limiting rising temperatures before 2100 by +1.5 °C seems to be getting away, the environment still calls us more than ever, to accelerate our efforts. Faced with these challenges, industrials have a major role to play. At Clarins, we are moving toward reducing our environmental impact as much as possible, following a logic of consistent progress and being completely transparent with our results.



WHERE ARE WE NOW?

CLARINS, CARBON NEUTRAL SINCE 2020

Clarins reached carbon neutrality last year (scopes 1, 2 and 3 except services) by drastically reducing emissions and compensating for them. This is just a first step. This year, we reduced our emissions even further by 7.7% within a context of increased activity. And we will continue our efforts to reach our commitment of -30% by 2025.

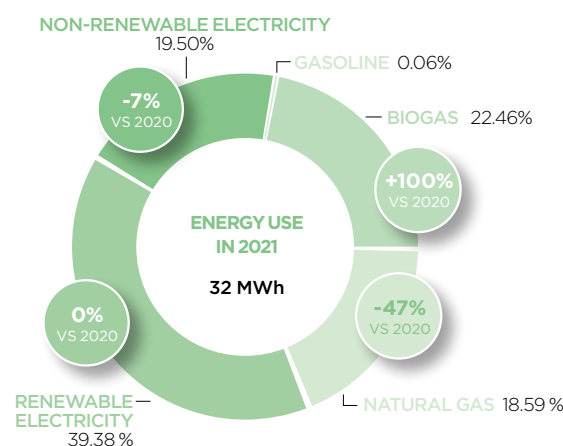


MOSTLY CLEAN AND RENEWABLE ENERGY SOURCES IN 2021

All our subsidiaries are supplied with 100% renewable electricity (versus 65% in 2020). This complete change was made possible by changes in suppliers or the purchase of guaranteed-origin certificates. In France for example, biogas has replaced natural gas.

GREEN ELECTRICITY
34% IN 2016
65% IN 2020
100% IN 2021

BIOGAS
100%
EVERYWHERE
IN FRANCE



MASTERED ENERGY USE IN A CONTEXT OF INCREASED ACTIVITY

In 2021, our energy use remained the same as 2020, an off year due to reduced activity because of Covid.

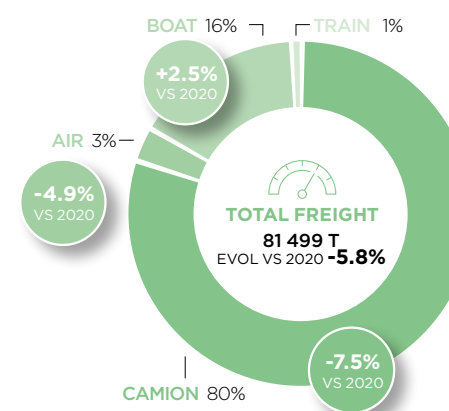
ÉNERGY USE
2020: 31 127 MWh
2021: 32 545 MWh



A LOW CARBON DISTRIBUTION AND SHIPPING POLICY

For all our freight outside of Europe, shipping by sea is our go-to, air freight is the exception. This is the concept behind our partnership with Neoline in 2021, a new French shipping line that develops shipping projects based on sailboats. As a result of our efforts, air freight was reduced to 3% this year.

AIR FREIGHT
4.6% IN 2020
3% IN 2021



CLARINS CLIMATE CONTRIBUTIONS IN 2021

Reducing our environmental footprint meant doubling programs in China and in India to capture CO₂ and promote carbon-free activities thanks to the development of renewable energies:

FORESTATION PROJECT IN LIANGDU, CHINA

via a tree-planting program on damaged areas of land (VCS certification)

BENDOSOL SOLAR PROJECT IN INDIA,

via an energy transition program to generate electricity based on renewable sources (VCS certification)

JIALING BIOGAS PROJECT IN CHINA,

via setting up biogas stations in Sichuan (Gold Standard certification)



WHERE WE'RE GOING?

2025

- 30%

Reduction in our global carbon footprint compared to 2019

2025

2%

Limit air freight for the shipping of our merchandise



Cécile Mansuy,
Director of Operations

'We are proud to make our products in France. We recently recentered our supply of provisions in Europe and we are working on reducing our carbon footprint. Optimizing the different ways we ship our products and reduced energy use are at the heart of this process.'

OUR PLANTS AND OUR INGREDIENTS

Objective: regenerative agriculture

Since 1954, plants have been at the heart of every single one of our products. The consistent desire to use natural ingredients is also accompanied by this: give back to nature what we take by always favouring reasonable and organic agriculture. We are making progress every day and going further in this quest thanks to our commitments with our suppliers and production methods that we aim to be exemplary for our sector. Our responsible sourcing charter and the Domaine Clarins are good examples of positive agriculture for the planet.

WHERE ARE WE NOW?

CLARINS JOINED UEBT IN 2021

This year, we became a member of the Union for Ethical Biotrade (UEBT), an international NGO that brings together companies who are working toward the ethical sourcing of natural ingredients. Particularly demanding, this membership confirms Clarins sustainable commitment to how we source our plant-based ingredients. Today, 54% of the plants in our herbarium are organic and this number increases every year. We also are working with the UEBT toward zero deforestation and refusing to use GMOs.

13 ORGANIC CONVERSIONS INITIATED BY OUR SUPPLIERS AND 20 NEW ORGANIC PLANTS IN 2021

AN EVEN MORE AMBITIOUS RESPONSIBLE SOURCING CHARTER

In 2020, we established our Responsible Sourcing Charter with the goal of having all our plant-ingredients in compliance in 2025. This is already the case for 80% of them in 2021. This charter has different requirement levels including, as a prerequisite, respecting the principles of reasonable agriculture, sustainably managed harvesting and/or the use of co-products. Top-tiered requirements include organic farming practices and Certified Clarins Farms, and finally the Domaine Clarins.

CLARINS, TOP PRIVATE CONTRIBUTOR OF THE AFC
(French Association of wild harvesting)

'GREEN' SCORES MEASURE OUR FORMULAS' ENVIRONMENTAL IMPACT

We developed the notion of a Green Score to make continuous progress. It measures the environmental performance of every one of our ingredients and formulas. Each new product is evaluated and then improved upon when possible.

We aim for higher scores for our formulas for each product development.

10 OBJECTIVE CRITERIA AND 18 INDICATORS FOR CLARINS GREEN SCORE

THE DOMAINE CLARINS

Nestled at an altitude of 1400 meters in the heart of the French Alps, the Domaine Clarins was inspired by regenerative agriculture not only to preserve the environment but to improve it as well. 15 hectares are being used to study plants and grow them using natural inputs, horse-drawn plows and innovative farming; 100% organic methods to preserve the soil and biodiversity.

MORE THAN 30 PLANTS HARVESTED AND ANALYZED, 5 FOUND IN CLARINS PRODUCTS IN 2021

CLARINS' PARTNERS FOR A RESPONSIBLE SUPPLY CHAIN



ASD
ACTION FOR SUSTAINABLE DERIVATIVES



WHERE WE'RE GOING?

2025

80%

Organic plants in our products (54% today)

2025

Biodegradability

Of our sun and rinse-off formulas

2025

100%

Of our key suppliers evaluated with Ecovadis. In 2021, all our subsidiaries engaged in evaluating their local suppliers using the Ecovadis platform. Already 90% of our key suppliers have been evaluated via Ecovadis in 2021.

'Taking care of the earth, offering the best of plants, inevitably gives us a palette of exceptional ingredients. Enhanced by our Laboratories' expertise, plants are found in all our products. Excellent for the skin, good for the planet.'



Jean-Pierre Nicolas,
Ethnobotanist and Clarins advisor

2021

A SPECIAL CONTRACT FOR THE DOMAINE CLARINS

In 2021, we put in place unique contract for the Recovery of Biodiversity, Nature and Landscapes. Concretely, this means that this site is now committed over the long term (99 years), regardless of who owns the land. Requirements have been set up legally and inalienably for our Domaine, in particular: organic farming, adaptation of crops to a changing climate, partnerships and sponsorships for research projects with the Universities of Grenoble and Savoie.



THE CIRCULAR ECONOMY

‘Moving toward a goal of Zero Plastic, Zero Waste’

Reduce, reuse, recycle... the 3 Rs of the circular economy are principles we strive to apply when developing, manufacturing, and distributing our products. Packaging, bottles and outer cartons are closely studied for optimized recycling options. Glass and cardstock are preferred to plastic, whose use we are aiming to reduce as much as possible. Our goal is clear: become plastic neutral by 2025.

WHERE ARE WE NOW?

RECYCLING AND RECYCLABILITY

The guidelines around the circular economy mean that packaging is a key focus of our industry. At Clarins, 63% of our packaging is made using recyclable glass and cardstock and 90% of that glass packaging integrates recycled material (at least 40%). For cardstock, 100% of our outer cartons are sourced from sustainably managed forests and have been FSC certified (Forest Stewardship Council) since 2016.

OBJECTIVE:
- 30% LESS
PLASTIC
BY 2025

ZERO WASTE AMBITION

Even if this goal is still faraway, our zero waste ambition guides and mobilizes our steps towards reduced packaging. Today, our boutiques collect used packaging so that it can be recycled. Our 2020 facial cleansers do not come with outer cartons and we are progressively moving toward caps made from recycled plastic for all our 50ml jars. Over time, this will represent a savings of 110 tons of new plastic per year.

100%
VALORISATION
OF WASTE AT
ALL CLARINS
INDUSTRIAL SITES

A PACK SCORE FOR THE ECO-DEVELOPMENT OF OUR PACKAGING

Like the Green Score for our formulas, we developed our own measurement tool that analyzes the environmental performance of our packaging. Our Pack Score scrutinizes 8 different criteria, including the impact of the materials used, the percentage of recycled material, lightness, and the restitution rate of a formula. This score is key and allows us to effectively navigate the different considerations in eco-development.



REFILL AND REUSE

Cosmetic products must follow strict guidelines when it comes to sanitary requirements (safety, preservation before and after opening, etc.) which makes refilling a product a challenge. Since 2020, we’ve been experimenting the Eco-Bar in our French Boutiques located in Paris, Neuilly and Lille. Two of our best-sellers, Eau Dynamisante and Tonic Oil, are available as refills. Clients fill their empty bottles and only pay for product. This first step is a preview of what we hope to offer in the future for our creams and serums.



76.6%
OF OUR CLIENTS
APPRECIATE
CLARINS
ECO-REFILL BAR



WHERE WE'RE GOING?

2025

Reach plastic neutrality

In other terms, only use recyclable plastic

2025

100%

Of packaging from our skin care catalog to be recyclable, reuseable or refillable

2025

50%

recyclable materials in packaging



myBlend

RELAUNCHING OF THE MYBLENDBRAND: AN ‘AUTHENTIC AND RESPONSIBLE’ VISION OF LUXURY

In 2022, the myBlend brand made a grand return. Focusing on a luxury approach to beauty, it combines the powerful synergy of derma-cosmetics, nutri-cosmetics and beauty tech.

Beyond the intrinsic quality of the products, myBlend has the ambition of being exemplary in terms of the circular economy and eco-development: 4% less plastic in packaging, bottles and jars made essentially of glass and aluminum, no outer cellophane wrapping, and the cardstock used is 100% recycled and recyclable. And to reduce our impact even more, the brand partners with Second Life to compensate for 100% of the plastic still used.



Guillaume Lascourrèges,
director of Responsible Development

‘The circular economy is an additional challenge for our teams who must consider industrial viability, regulatory constraints, product functionality, desirability, and saving resources. At Clarins, they work hard to resolve this new equation.’

ROTECTING NATURE AND BIODIVERSITY

'Beauty for good'

'Do more and enjoy doing so'. This saying has motivated Clarins teams from the very beginning, when the company was created in 1954. And it still applies today, reaching into our commitment to taking care of the planet. Besides our preservation actions linked to our activity, we have initiated, supported, and encouraged positive actions over the last several years which aim to restore biodiversity and nature's beauty. These actions are concrete proof of our desire to incarnate as much as possible our 'raison d'être': *Making life more beautiful, passing on a more beautiful planet.*

Clarins supports more than 100 organizations and social projects every year.



ALPINE PRESERVATION PROGRAM

This first program began in 1993 in the Alps, a region dear to Clarins. Alp'Action, (later changed to Asters), works to preserve a unique ecosystem. Over the last 15 years, our Group's support has helped create various activities and management actions on the protected areas around Lake Annecy. Five programs have been started which have also helped protect endangered animal species. One endangered species, the Bearded Vulture, was successfully reintroduced to the region.

5 PRESERVATION PROGRAMS FOCUSING ON BIODIVERSITY AND PROTECTING ENDANGERED SPECIES

SEEDS OF BEAUTY SINCE 2012

Pur Projet was launched in 2008 by Tristan Lecomte and, under the guidance of Christian Courtin, began a reforestation program in 2012 called Clarins Seeds of Beauty. For nearly 10 years, our action has led to the planting of more than 600,000 trees around the world in collaboration with local populations: Indonesia, Thailand, Peru, Brazil, China, Japan, Australia, France, Canada...



618,000 TREES PLANTED SINCE 2012



PLASTIC ODYSSEY, FIGHTING PLASTIC POLLUTION IN THE OCEANS

Clarins was the first sponsor of Plastic Odyssey in 2017 and has since continued to support this unique project which aims to help fight plastic waste in the oceans. In September 2022, the Plastic Odyssey ship left the port of Marseilles for a 3-year round-the-world journey, visiting 30 countries. On board is a team of 20 people who will collect, analyze and develop ways to treat and reuse plastic. Solutions found will then be shared and rolled out on land to support entrepreneurs. This wide-scoping program wants to raise awareness around plastic waste and find low tech solutions to combat this waste and turn it into a resource.

A THREE-YEAR WORLD TOUR, 30 COUNTRIES VISITED

Across the world, several dozen local actions help protect nature and develop agroforestry.



REPLANT LOVE 2021: RESTORE BIODIVERSITY IN CALIFORNIA

In 2019, Clarins partnered with the Malibu Foundation for the second time to help create a reforestation program. On 18 November 2021, 300 volunteers worked in the Santa Monica Forest (California, USA) to plant more than 5000 trees destroyed by the Woolsey Fire in 2018. 50,000 seeds were also sown to help nature regain its rights and restore a threatened biodiversity. This operation will be repeated in 2022.

'I've always considered nature as our best source of inspiration based on biomimicry. Based on this last century however, we've rebelled against nature, much like teenagers. It is time to grow up and preserve this treasure that takes care of us by giving us, freely, an infinite number of gifts, like air, pure water, food and well-being...



Christian Courtin,
President of the Supervisory Board (2021)



TREES IN SUGAR BEET FIELDS

The alcohol used in Clarins Treatment Fragrances is produced from French sugar beets. To help build a new sustainable supply network, our company supports projects around agroforestry. By combining trees and crops across the same parcel of land, this practice helps protect biodiversity. Four years after the first trees were planted in the Aisne (France), Clarins continues to support this program every year with new farmers. 6,700 trees (98 hectares of ecological interest) have been planted since the program began in 2017.



DATA & KEY FIGURES

- Recap of our commitments —
- How our projects are moving forward —
- Main ESG indicators —

CLARINS WE CARE

Recap of our commitments



2020-2025

How our projects are moving forward

CARBON NEUTRALITY*

100%

2020

* scopes 1, 2 and 3 except services

Commitment

✓ CARBON NEUTRALITY REACHED IN 2020

ORGANIC PLANTS

54%

2021

2025

Commitment

✓ 80% OF OUR PLANTS WILL COME FROM ORGANIC FARMING BY 2025

GREEN SCORE*

100%

2021

*Skin care and make-up (except sub-contractors)

Commitment

✓ 100% OF OUR FORMULAS RATED IN 2021 (WITH COMMITMENT TO INCREASE THE GREEN SCORE BY 10% BY 2025)

RECYCLABILITY

70%

2021

2025

Commitment

✓ 100% OF SKIN CARE PACKAGING TO BE RECYCLABLE BY 2025

RECYCLED MATERIALS

30%

2021

2025

Commitment

✓ 50% RECYCLED MATERIALS IN PACKAGING BY 2025

GREEN ENERGY

100%

2021

Commitment

✓ 100% OF ELECTRICITY FROM RENEWABLE ENERGY SOURCES IN 2021

RESPONSIBLE PURCHASES

90%

2021

2025

Commitment

✓ 100% OF OUR KEY SUPPLIERS EVALUATED WITH ECOVADIS BY 2025

SHIPPING

97%

2021

2025

Commitment

✓ 98% OF SHIPPING, EXCLUDING AIR FREIGHT BY 2025

TRAINING*

59%

2021

2022

* over last 12 months

Commitment

✓ 100% OF EMPLOYEES WILL HAVE AT LEAST ONE TRAINING EVERY 2 YEARS BY 2022

CLARINS WE CARE

Main ESG indicators



WASTE/RECYCLING

WASTE PRODUCED

2.6 tons of waste/M€ turnover net

Worldwide, including offices, industrial sites, and points of sale (estimates). Waste volume increased in 2021 because of post-pandemic activity starting again.

VENTILATION

68% recycling and composting

25% converted to energy

7% landfill

Worldwide, including offices, industrial sites. Zero landfill for France perimeter.

ENERGY USE

ENERGY USE

21.8 MWh/M€ turnover net

VARIATION IN ENERGY USE (VS N-1 NET)

+5%

Energy use increased in 2021 because of post-pandemic activity starting again.

RENEWABLE ENERGY SOURCES

82%

Worldwide: 100% electric energy is renewable through use of special contracts or with certificates of guaranteed origin. France perimeter: Corporate, industrial sites and France subsidiary 100% biogas.

EMISSIONS

GHG EMISSIONS

Scopes 1 & 2: **5.6 t CO₂ eq.** /M€ turnover net

Scope 3: **130 t CO₂ eq.** /M€ turnover net

Worldwide, including offices, industrial sites and points of sale.

VARIATION IN EMISSIONS (VS N-1 NET)

Scope 1: **-18.9%**

Scope 2: **+2.8%** (market based)

Scope 3: **-7.5%**

Overall reduction of 7% in 2021 primarily generated by converting air freight to less carbon-generating transport methods.

WATER USE

WATER USE

51 m³/M€ turnover net

Worldwide, including offices, industrial sites and points of sale (estimates).

VARIATION IN WATER USE (VS N-1 NET)

+5.6 %

Water use increased in 2021 because of post-pandemic activity starting again.

EMPLOYEES

WORK ACCIDENTS

13.29

France perimeter
Frequency rate with or without leave (TF2).

TURNOVER

10.1 %

France perimeter
(excluding short term contracts and apprenticeships)

EQUITY AND DIVERSITY

PROFESSIONAL EQUITY INDEX SCORE

65

France perimeter

EMPLOYEES WITH A DISABILITY

3.6%

France perimeter

DIVERSITY AMONG LEADERSHIP

WOMEN ON BOARD OF DIRECTORS

50%



MAKING LIFE MORE BEAUTIFUL, PASSING ON A MORE BEAUTIFUL PLANET



CSR REPORT 2021

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