

Cosmetica Laboratories Inc. (CLI) is a contract manufacturer of cosmetic products for globally renowned beauty brands that are looking for the ideal partner in the creation and execution of innovative, high quality product. Cosmetica offers an array of turnkey services including but not limited to: Product Development, R&D development, QA/QC services, Client services and manufacturing solutions.

ROLE & RESPONSIBILITIES

- Assist with developing CLI's corporate sustainability agenda and program
- Understand CLI's current state of sustainability to outline a strategic direction for sustainability initiatives and goals
- Set strategic goals, targets, and KPIs including considerations of operations, supply chain, internal and external stakeholder engagement, employee engagement, marketing & communications
- Recommend sustainability frameworks, tools, and resources to guide CLI's sustainability directive
- Collect and analyze sustainability metrics, data, and information and create pertinent reports

INDUSTRY CHALLENGES

- The manufacturing sector is a large user of energy, water, and raw materials
- CLI employs nearly 3,000 employees making engaging and educating all employees a difficult task
- As a contract manufacturer, CLI's opportunity to implement sustainability initiatives is limited to their own operations and the client's specifications
- The cosmetic industry supply chain is complex and requires procurement and transportation of thousands of raw materials from regions all over the world
- Increasing awareness of consumers regarding environmental and health impacts of cosmetics puts pressure on companies to take action to improve the sustainability of their business

The beauty industry is worth
\$532 B
USD globally

CONTRIBUTIONS & KEY ACCOMPLISHMENTS

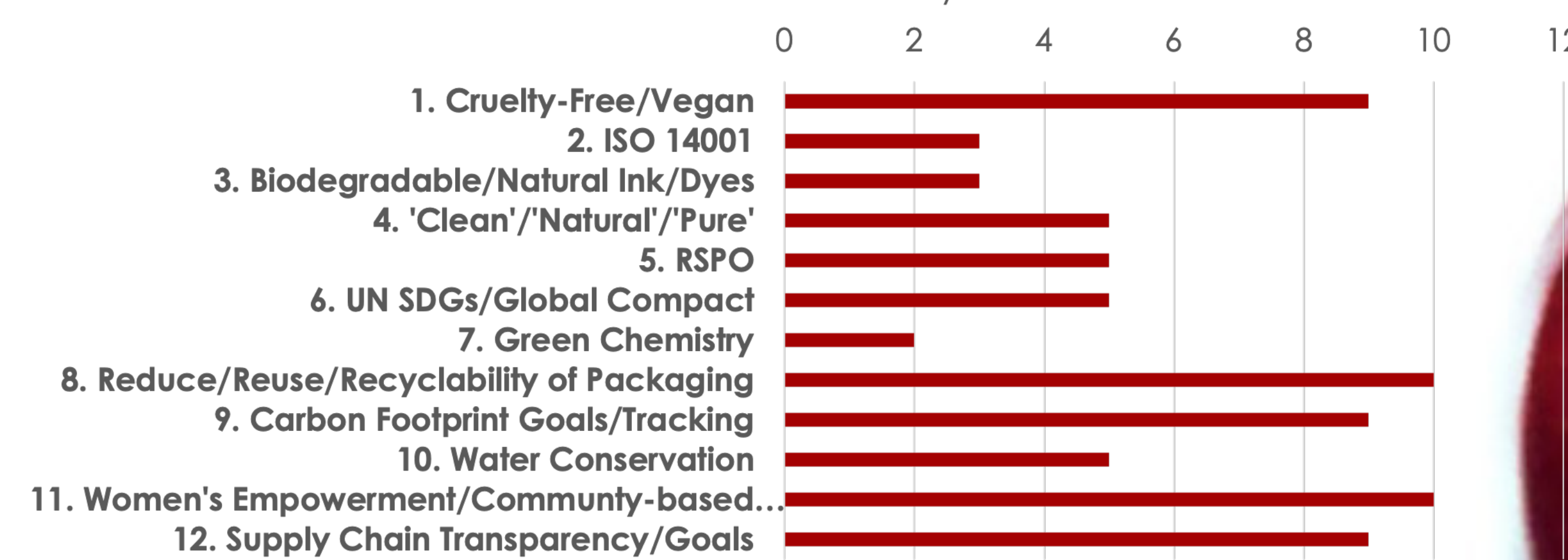
- Performed an **industry-wide benchmarking analysis** of competition and clients to identify industry trends, pressures, and best practices
- Identified **key performance indicators (KPIs)** to track sustainability performance at CLI using the Global Reporting Initiative (GRI) framework and created customized indicators (i.e. water intensity/finished product)
- Collected, analyzed, and **evaluated operational data** (current and historic) to establish a baseline for target-setting and observe trends
- Developed a comprehensive **sustainability dashboard and scorecard** using data and KPIs to monitor sustainability performance on an ongoing basis
- Established an **internal sustainability committee** to oversee the sustainability agenda, develop initiatives, and act as champions of sustainability throughout the organization's various departments
- Outlined a **roadmap for sustainability** including short-term and long-term considerations, goals, and targets
- Created **guidance tools and a report** with resources to assist with the sustained commitment and future development of CLI's sustainability program

KEY TAKEAWAYS

- Sustainability in the beauty industry is spearheaded by leading beauty brands but a new wave of 'indie brands' are changing the landscape of the sector by operating with sustainability as a core value
- Pressures to improve the sustainability of beauty companies' operations is influenced strongly by the consumer and trends
- A key barrier to sustainability in the beauty industry is supply chain transparency and collective effort

Sustainability - What Matters to Our Clients?

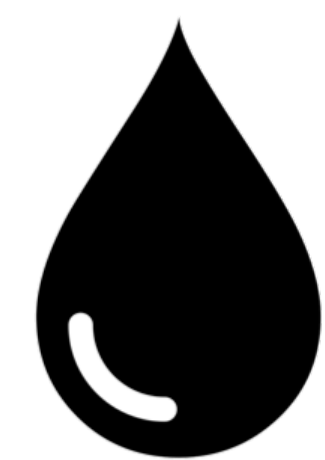
Number of Times Disclosed by All Clients



**ANALYSIS;
INDUSTRY
SUSTAINABILITY
ISSUES/TOPICS**



WASTE



NATURAL
RESOURCE USE



SUSTAINABLE
PROCUREMENT



PRODUCT AND
HUMAN HEALTH
& SAFETY

ESTÉE LAUDER

LVMH

SEPHORA

L'ORÉAL
PARIS