

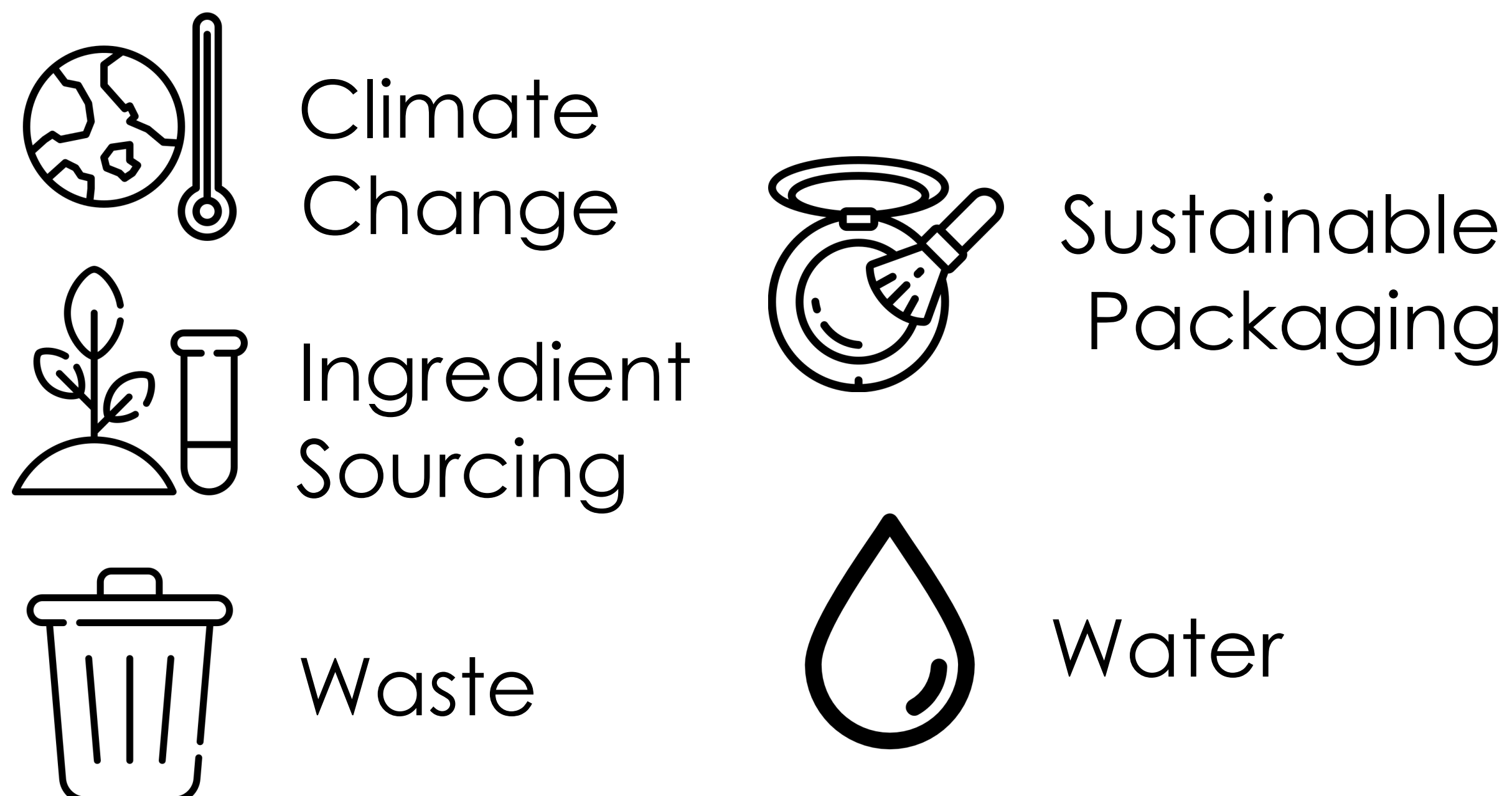
ABOUT COSMETICA

Cosmetica Laboratories Inc. (CLI) is a leader in the development and manufacture of colour cosmetic, skin and body care products for clients that include prominent international brands and leading international retailers

INDUSTRY CHALLENGES

- The main sustainability challenges in the manufacturing sector for cosmetics include climate change, ingredient sourcing, sustainable packaging, waste management and water usage
- The global and complex supply chain of the cosmetics industry hinders efforts towards transparency and traceability of raw material ingredients
- CLI's employment of a large, multilingual workforce makes communication, education and engagement for sustainability a challenging task

MATERIAL TOPICS IN THE INDUSTRY



ROLE & RESPONSIBILITIES

- Understand Cosmetica's current operations and strategies to outline long-term sustainability goals for the firm by considering a holistic view of how sustainability is embedded across divisions
- Develop and implement sustainability campaigns to train and educate the organization, while promoting the sustainability strategy
- Recommend frameworks, standards, certifications and partnerships to guide CLI's sustainability strategy
- Conduct benchmarking analysis to identify industry best practices

PROJECTS

WASTE DIVERSION PROGRAM

- Developed a *waste diversion strategy* to implement in offices, laboratories and break room areas
- *Secured \$50k* to roll out new waste stations and visuals in areas within the project's scope
- Created training material to *educate employees* on the sustainability benefits of waste diversion
- *Conducted training* to over 300 employees in both of CLI's manufacturing plants

OTHER PROJECTS

- Developed a framework to guide the creation of CLI's first *sustainability report*
- Analyzed *sustainability initiatives* to make a recommendation for future membership consideration
- Recommended *sustainability awards* CLI could aim for to encourage employee engagement and pride
- Created and designed a *sustainability bulletin board* to educate employees on on general sustainability and sustainability within the industry

KEY TAKEAWAYS

- Implementing a successful sustainability strategy is reliant on a company's culture, values and leadership support
- Educating and empowering employees is key to driving sustainability within a company
- Incorporation of sustainability KPIs into the employee incentive structure can lead to increased sustainability performance
- Although final consumers are calling for sustainability in the cosmetics industry, changes for the cosmetics manufacturers (like CLI) are demanded by clients who are intending to achieve more sustainable supply chains

