

ENVIRONMENTAL POLICY

January 2023

ADA Cosmetics is aware of its impact on society and the environment and is taking full responsibility. We are committed to the protection of the environment and the prevention of pollution:

- ADA Cosmetics is striving to continuously improve its environmental performance. It has strong and effective environmental management systems in place: ADA Cosmetics is living up to its ecological responsibility and goes beyond legal compliance by having ISO 14001 certification at site level (Germany and Czech Republic).
- We work with high quality certification labels/ organizations such as Cradle to Cradle, to address and reduce water pollution that has an impact on the aquatic life.
- We are reducing energy and water consumption.
- We are striving to increase our recycled material share in our packaging whenever possible.
- We are working on innovative packaging to reduce our global impact on the environment, always favouring the circular economy.

We expect every business partner to conduct his business in an environmentally responsible manner and to work towards following the same principles as ADA Cosmetics.

ADA Cosmetics is:

- Implementing Eco design in the product development for all types of packaging
- Developing responsible formulations to reduce our impact on the environment to a minimum
- Effectively and continuously improving our environmental performance by reducing the carbon footprint of the business
- Focusing on reducing energy and water consumption during production processes of raw materials, formulations, and packaging, but also in all our offices
- Investing in renewable energy
- Using recycled and recyclable materials
- Minimizing the production of all types of waste
- Investing in innovative materials reducing the use of plastic
- Purchasing responsible paper-based material in all activities, such as Forest Stewardship Council (FSC) or with recycled content
- Using only non-mineral oil-based ingredients
- Using RSPO ingredients when using Palm Oil-based ingredients
- Reusing or recycling waste where appropriate and regulating the treatment and disposal of residual waste

- Complying with standards required by the applicable environmental law, such as: EU Regulations of cosmetics products (EC no 1223/2009), EU REACH Regulation (EC no 1907/2006), Commission Regulation on Claims in cosmetics products (EC no 655/2013) and California Proposition 65
- Ensuring products are free from substances that are listed in the Candidate List of Substances of Very High Concern for Authorization (published in accordance with Article 59 (10) of the REACH Regulation)
- Promoting sound environmental policies and practices within the company
- Setting and reviewing environmental objectives
- Reducing and preventing pollution where possible
- Minimizing emission of pollutants
- Enhancing environmental awareness of colleagues and suppliers
- Effectively communicating our environmental performance to stakeholders.
- Using a strong and effective environment management system in the company, internationally recognized standards being preferred (ISO 14001)
- Decreasing the weight of our packaging to reduce Greenhouse gas emissions and waste
- Minimizing the environmental costs associated with transportation and packaging
- Substituting hazardous chemicals in the production process with less harmful alternatives
- Restricting the use of environmentally hazardous raw material especially for perfumes
- Minimizing travelling by prioritizing video meetings and conferences

ADA Cosmetics will be responsible for communicating and implementing this Policy and will ensure that:

-We will raise the awareness of environmental issues amongst all our business suppliers by sharing this Environmental Policy.

- We will share this policy with all employees and provide training on what it concretely means within our operations. The goal is to enable them to contribute towards achieving the company's environmental objectives and to enhance their own knowledge and awareness of current environmental concerns.

- We will favour the use of suppliers who are committed to environmental good practice.

The person with overall responsibility for the Company's Environmental Policy is the Chief of CSR, who will ensure that the policy is implemented.

This policy has been approved by the CEO and will be continually improved regarding its environmental impacts and targets and will be updated yearly. This policy is released on our company website and accessible publicly at: <http://www.ada-cosmetics.com/certifications-and-policies>.