



**SKINLABO**

THE SMART BEAUTY COMPANY

# Sustainability Report 2022

---

# Table of Contents

## SkinLabo

About us 3

The SkinLabo product 4

Product DNA 5

Markets and Distribution 6

**SkinLabo Code of Ethics 7**

## Sustainability

The Skincare that cares 8

Approach to sustainability 9

Pillars of Sustainability 10

Sustainable Development Goals 11

Value Chain 12

Stakeholders and areas of analysis 13

Supply chain 14

Material Consumption 15

Plastic Neutrality 16

Energy and emissions 17

Actions in place to reduce emissions 18

Animal Welfare 19

Product Safety and Transparency to the consumer 20

Responsible Communication 21

Our collaborators 22-23

Data Privacy 24

## ESG Plan

ESG Plan 25

ESG Plan 26

**Methodological Notes 27**

**Materiality Themes 28-29**

**GRI Index 30-34**

**Contacts 35**

---

# About SkinLabo

SkinLabo was founded in 2016 in Turin from a dream that became a mission: to make high-quality cosmetics accessible to everyone. Clean formulas with very high concentration of active ingredients and at least 90% of natural origin ingredients, offered to the consumer at a price that is not just convenient but fair.

The insight that the cosmetics industry had been stuck in outdated logic and the desire to make skincare a right for everyone, are the foundations of SkinLabo.

Since 2016, SkinLabo has been growing rapidly, gathering the consensus of a wide and heterogeneous portion of the market and welcoming feedback from its customers as fundamental insights into the development of new products and the correction of existing ones.

Distinctive is the service offered to the customer: customer care is professionally trained not only to support the buying process but also to guide product selection through personalized beauty consultations.

During 2022, the digitally native brand expanded its distribution network by embracing a Multichannel Strategy: SkinLabo is now distributed throughout Europe, the UK, and the U.S. through its own vertical sites and a growing network of high-end retail outlets.

Staying true to its mission, SkinLabo now looks to the future, dreaming of bringing the right to skin care with high-quality products to more and more people around the world.

---

## The Product

Catalog of 70 Sku

7 strategic product categories: Skincare, Anti-Ageing, Bodycare, Make Up, Suncare, Haircare, Supplements

100% Made in Italy

Compliant with European Regulation 1223/2009

Cruelty Free

Plastic Neutral



---

## CLEAN BEAUTY

- "Less is Better Approach": clean formula with essential INCI\* devoid of superfluous ingredients
- High concentration of performance active ingredients
- Blacklist\* of skin care ingredients
- Minimalism even in the choice of packaging

# Product DNA

---

## SCIENCE AND NATURE

- 90% to 99% naturally sourced ingredients
- 90% of products are 100% vegan

---

## TESTED FOR SAFETY AND EFFECTIVENESS

- Dermatologically tested
- Ophthalmologically tested (for products intended for eye contact)
- Nickel tested
- Allergen-free
- Clinical efficacy tests on individual ingredients
- Efficacy testing on internal groups

## Skincare Ingredients Blacklist

\* SkinLabo's formulations comply with the EU Cosmetic Regulation 1223/2009, which prohibits the use of approximately 1,300 ingredients. At SkinLabo we are committed to a health and safety standard that goes far beyond what is required by law and that also takes into consideration the environmental impact of some substances : in its skincare in addition to the ingredients banned by the regulation, SkinLabo has chosen to avoid some ingredients even if they are allowed. Ingredients that we are not convinced of or for which there are already studies that could make them suspect at the very least. Thus, our Skincare Ingredients Blacklist includes more than 1400 ingredients (NO PEGs and ethoxylates in general, NO SULPHATES, SLS, SLES, NO Silicones, NO Parabens, NO Microplastics, NO Mineral Oils and Derivatives, NO Phthalates, NO Triclosan, NO Formaldehyde or Formaldehyde Cessors, NO Isothiazolinones, NO DEA, TEA, MEA surfactants, NO Aluminum, NO BHA and BHT, NO EDTA)

# Markets and Distribution

## 29 Markets

served worldwide (UE, UK, USA)

## Multichannel Distribution Strategy

13 vertical sites

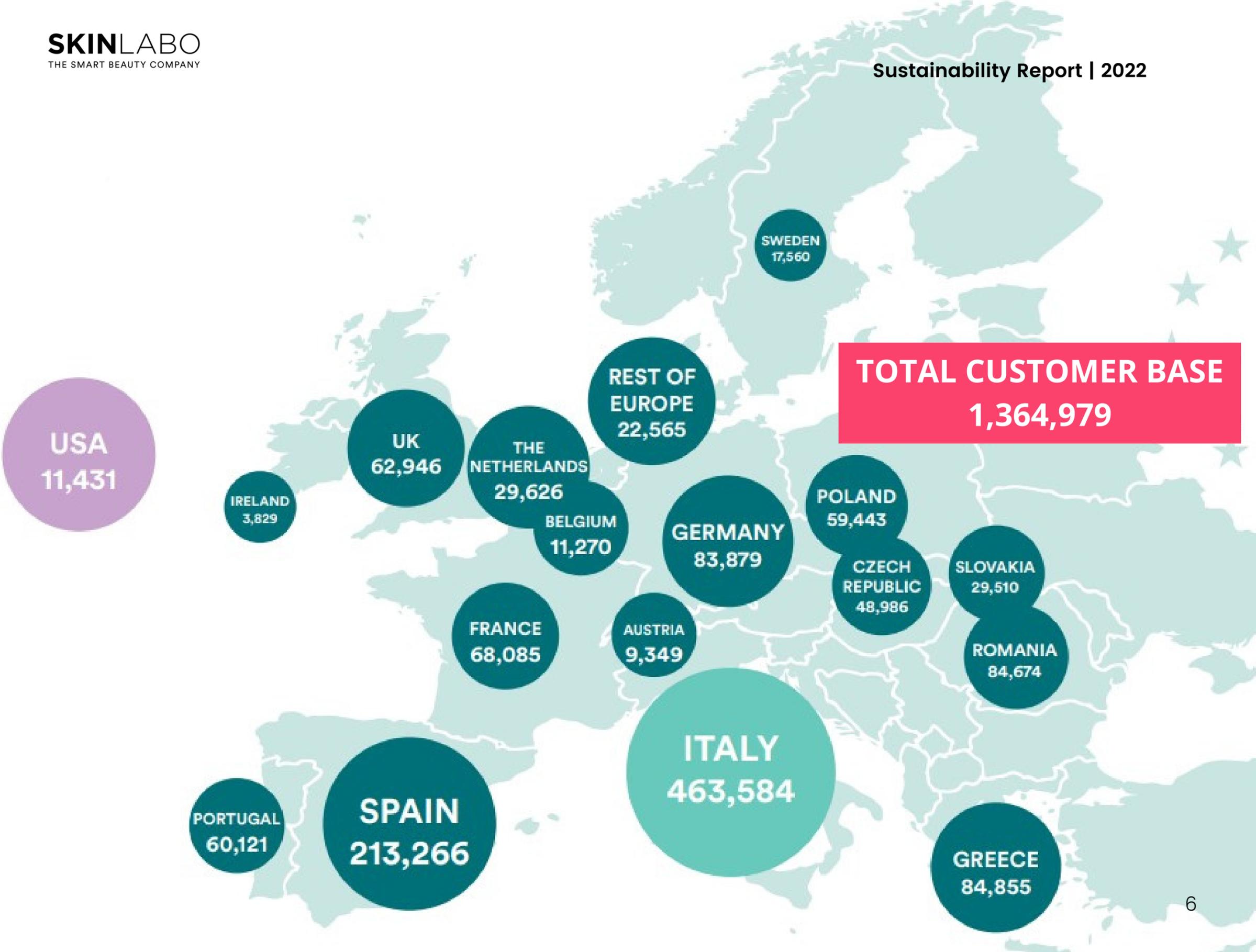
85 points of sale in Italy

Amazon

## Market appreciation

33 Net Promoter Score

4,6/5 Trustpilot



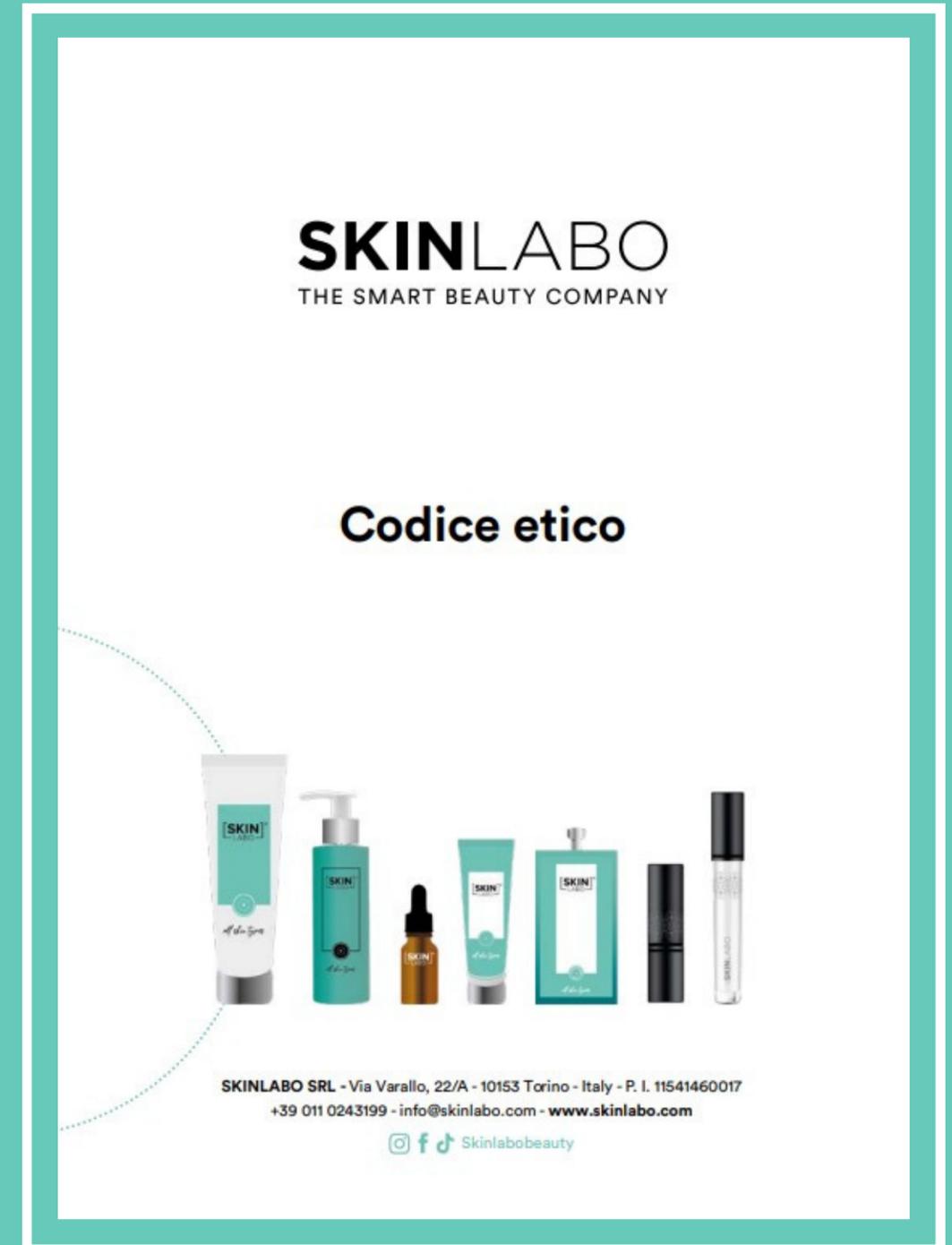
# SkinLabo Code of Ethics

In the first quarter of 2022, SkinLabo's new Code of Ethics was signed by the Board of Directors in order to define the values to which all stakeholders must adhere.

The Code of Ethics formalises SkinLabo's position with respect to the fundamental rights and duties of the company, the ethical-social responsibilities (internal and external) and the values it embraces, also providing for an explicit system of sanctions in case of violation of these principles and a Whistleblowing system. In consideration of the great importance given to transparent communication and control of the supply chain and legality, an internal and external Code of Conduct is made explicit within the Code of Ethics.

During the course of 2023, this Code will be shared with employees, suppliers and business partners in order for it to be uniformly accepted and subscribed to.

Skinlabo's commitment on the three fronts of Environmental, Social and Governance is reflected in the declination of its founding values and guiding principles, as well as in its sustainability objectives with the aim of creating shared value for and with all stakeholders involved.



---

# The Skin Care That Cares

SkinLabo is committed to spreading a culture of responsibility within the company, towards its supply chain and also towards the consumer. This is not just an ethical issue, but a real guiding goal of the company: to operate responsibly, sustainably and transparently towards the environment and people.

We are committed to leaving no negative footprints behind so that our customers can choose our brand lightheartedly

We furthermore do our best to increase transparency by empowering our customers to make informed choices.

Our promise as a brand for years to come is to become increasingly responsible for the impact we have on the planet and on people. We promise to pursue this commitment by continuing to offer products of real value at a fair price. #JustBeSmart #JustBeConscious

This Sustainability Report aims to give evidence of the measures put in place aimed at containing and improving environmental and social impacts.

Since 2021, the Company has designated an internal figure dedicated to the development and implementation of the sustainability strategy.

Starting in 2023, the company intends to integrate objectives specifically aimed at containing environmental impacts and generating positive social impacts into its business strategy.



# Approach to sustainability

## OUR MISSION

---

### High Quality Cosmetics Affordable for Everyone

SkinLabo believes that skincare is everyone's right and bases its mission on the dream of making high-quality cosmetics and personalized beauty consultation service affordable for everyone.

The brand manages to keep prices low to make this not just a dream, but a reality.



## OUR LICENSE TO OPERATE

---

### Managing the impact responsibly

We do not think of sustainability as a competitive advantage, but rather as a License to Operate: containing the environmental impact of products and operations, acting responsibly toward people, and innovating products to improve sustainability, is high on our agenda.

We also believe that paying the price to offset the environmental impact of our products and operations means securing our right to exist as a business, which is why, while maintaining our commitment to reduce and contain our negative impact, we invest in offset credits.

---

## Transparency

SkinLabo is committed to maximum transparency to all stakeholders and especially to its customers. This sustainability report takes shape precisely from the desire to share the performance of its commitment to sustainability.

---

## A clear modus operandi

SkinLabo follows the pattern "quantify→ reduce→ compensate→ communicate" as a constant method of impact management.

---

## Responsability

SkinLabo feels accountable for the impact of its actions. Designing its product and operations in such a way as to contain environmental impact and generate positive social effects is perceived by SkinLabo as a License to operate.

---

## No impact, no care

SkinLabo does not allow any kind of greenwashing: we are focused on issues where the company feels confident that it can provide a differential impact.

---

## Inclusivity

SkinLabo aspires to spread a culture of all-round inclusiveness. Inclusiveness is also a key purpose for the new sustainability strategy, which aims to authentically engage every stakeholder.

---

## Combining social/environmental impact

In the projects that are undertaken SkinLabo aims to enable a positive impact both environmentally and for people.

---

# Pillars of Sustainability

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty and inequality, contribute to social and economic development, defend ecosystems, and combat climate change to ensure that by 2030 all people enjoy peace and prosperity.

SkinLabo is committed to ensuring its contribution to achieving the Sustainable Development Goals, adopted by the United Nations in 2015. The following are SkinLabo's material topics and their relationship to the specific SDGs.

# Sustainable Development Goals

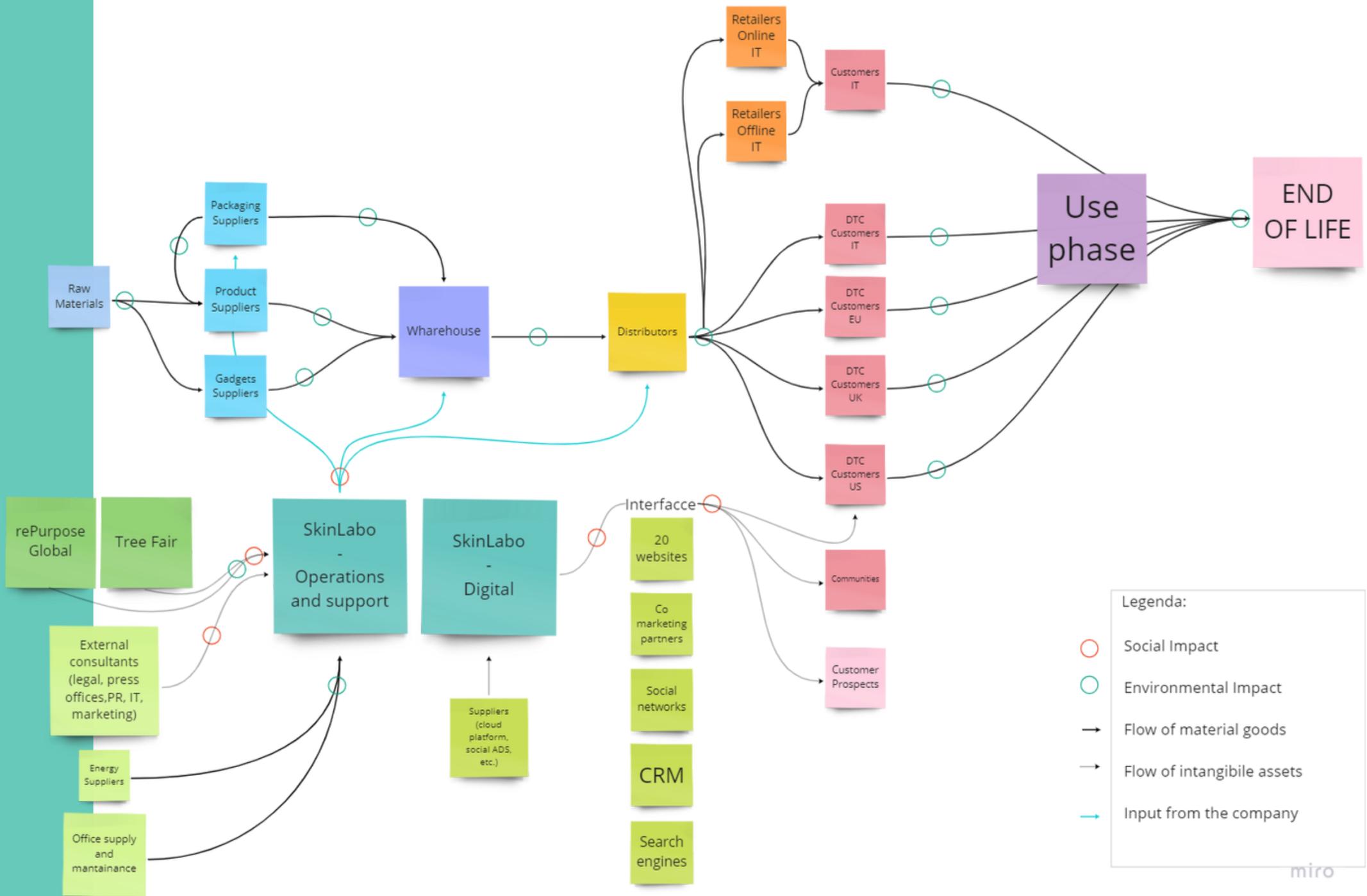


# Value Chain

We mapped our value chain to detect where the most relevant environmental and social impacts reside throughout the product life cycle.

The greatest environmental impacts reside in the manufacturing, distribution, and use phase of products. All of these phases reside outside the direct control of SkinLabo being, for example, formulation and manufacturing outsourced.

For this reason, SkinLabo's efforts are aimed on the one hand at providing direct input to suppliers and designing products with low impact throughout the entire life cycle, and on the other hand it is aimed at giving indirect input through its interfaces in order to raise awareness among customers.



# Stakeholders and areas of analysis

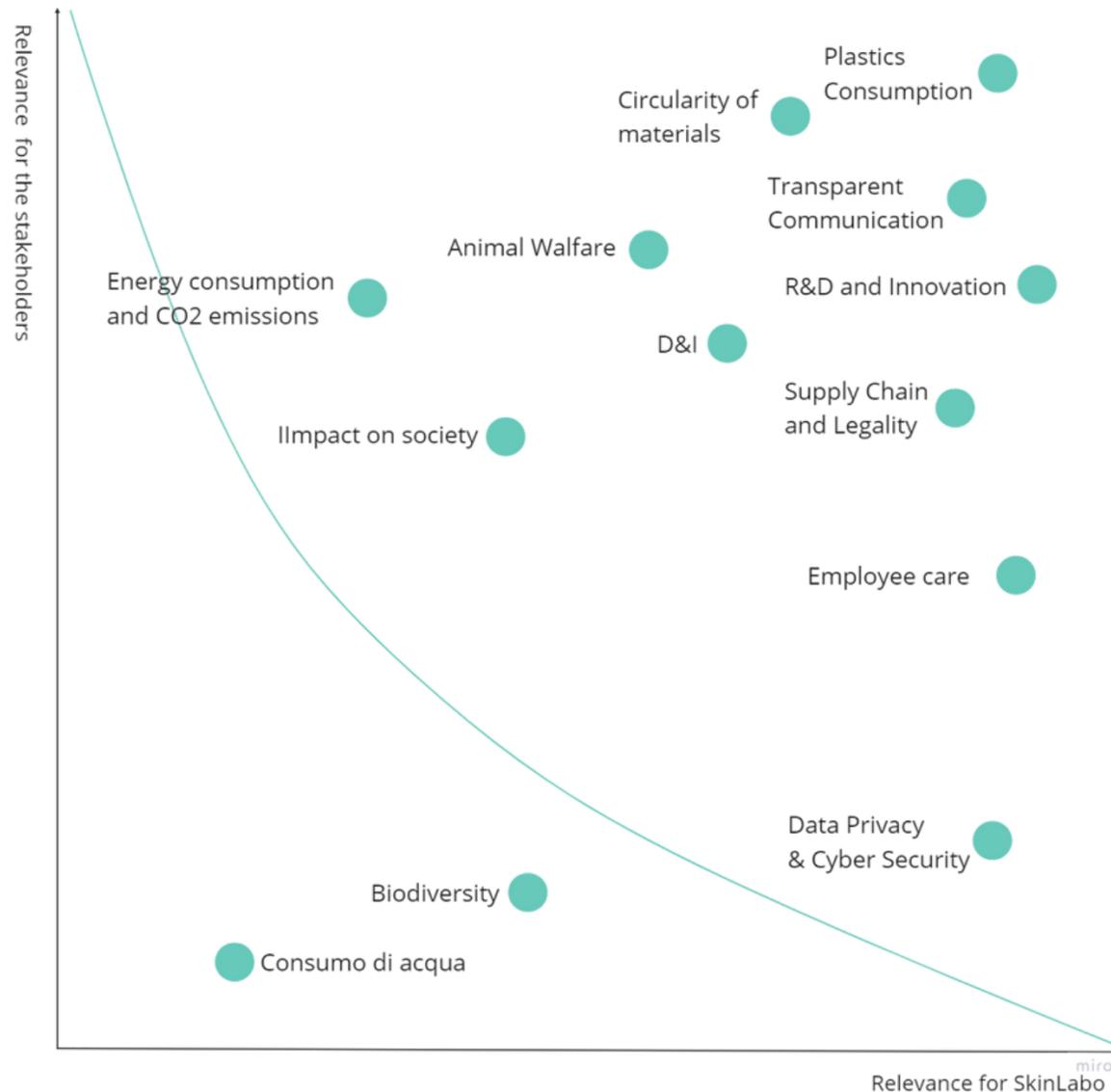
SkinLabo aspires to develop a Sustainability Strategy whose objectives are relevant to the majority of stakeholders and focused on areas where the company is able to provide a differential and measurable impact. The materiality matrix presented considers, on the one hand, the relevance of the indicators to the business model and its specific value chain. Outsourced production, the B2C relationship, the mostly digital distribution model and exposure on social platforms largely characterise the degree to which the company is able to generate impact.

Our stakeholder map consists of our customers, shareholders, management, employees, shareholders, suppliers and consultants.

The company intended to engage with each identified stakeholder category with dedicated formats.

- Survey sent out to the customer base in the form of a newsletter (~9.8k responses): this survey initiated interaction on the topic of sustainability with our customers and enabled us to understand the areas of development that are crucial for them. The volume of responses received proved our customers' interest in the topic - November 2021
- Survey on materiality topics sent to SkinLabo shareholders, management, employees, suppliers and consultants (~50 responses) - November 2021

The following Materiality Matrix is informed by both surveys and defined according to the outcome of the ESG Due Diligence conducted by KPMG -October 2021.



# Supply chain

SkinLabo's commitment as a brand is to bring Italian excellence in terms of expertise and creativity to the world. The company collaborates with the best suppliers in Italy, taking care to select them consistently with its core values and sustainability goals. It is SkinLabo's desire to increasingly support its suppliers in the continuous improvement of their operations, fostering supply chain transparency and ecological transition.

During 2022, moreover, the groundwork has been laid to conduct an ESG Audit extended to the entire supply chain, with the intent not only to take a snapshot of the status quo but also to set common goals aimed at improving the sustainability performance of our suppliers. In this project we will use the platform developed by CRIBIs, Synesgy. In the same perspective in 2023 we will extend the subscription of the Code of Conduct to our suppliers.



**10**

**SUPPLIERS OF  
PACKAGING AND PRODUCT**

All in Italy

**100% MADE IN ITALY  
PRODUCT**

**SKINLABO**  
THE SMART BEAUTY COMPANY

**47**

**SERVICE PROVIDERS**

Outside Italy

# Consumption of Materials

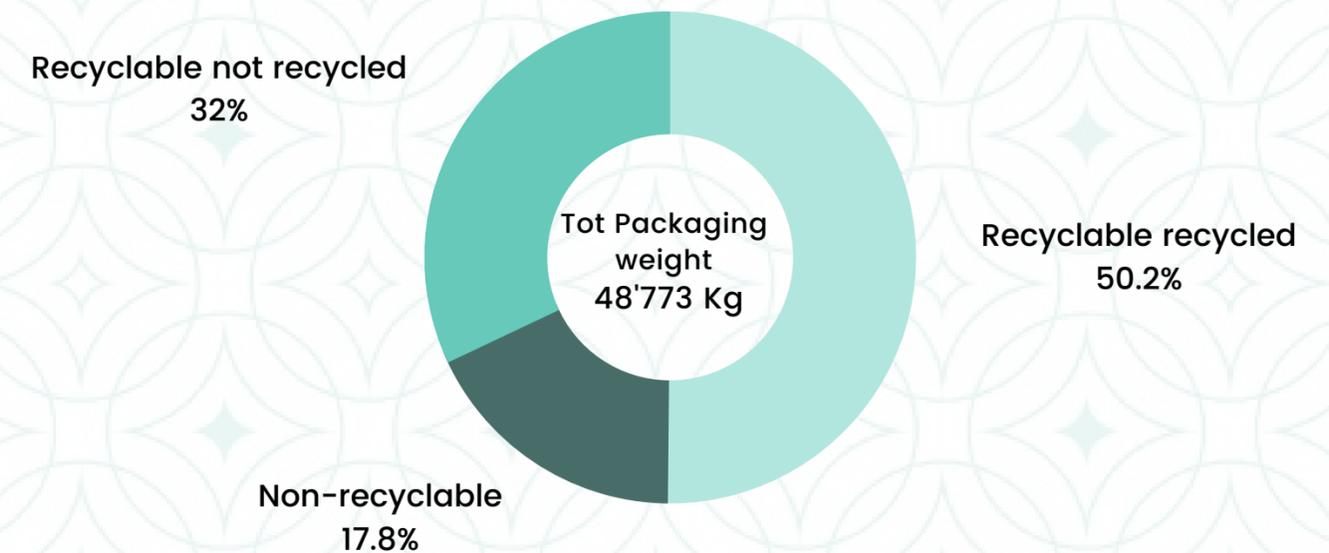
During 2022 we have initiated an assessment process to quantify the environmental impact of SkinLabo in terms of packaging consumption

	Weight	% recyclable	% non-recyclable	% recycled
PLASTIC	12178 Kg	78,48%	21,52%	0%
GLASS	7184 Kg	84,43%	15,57%	0%
PAPER	29419 Kg	83,17%	16,83%	83,17%

Paper significantly determines the positive ratio of recycled to non-recycled: all of the paper used is FSC-certified, and that of the tertiary pack (shipping carton box) is made of 100% recycled material. In contrast, action on plastics to increase the use of recycled materials is still urgently needed.

Being aware of the materials consumed is the first step toward planning for improvements in terms of circularity of material consumption. The ecological transition of packaging is a long and complex path that has already been started during 2022 and for which we have set clear targets for 2023.

In 2022, the design of some primary packs was changed in order to make them 100% recyclable through the elimination of multilayer materials.



# Plastic Neutrality

## Combining environmental and social impact



As of early 2022, SkinLabo is the first cosmetics brand in Italy to be officially certified Plastic Neutral with rePurpose Global, the world's leading plastic credits platform.

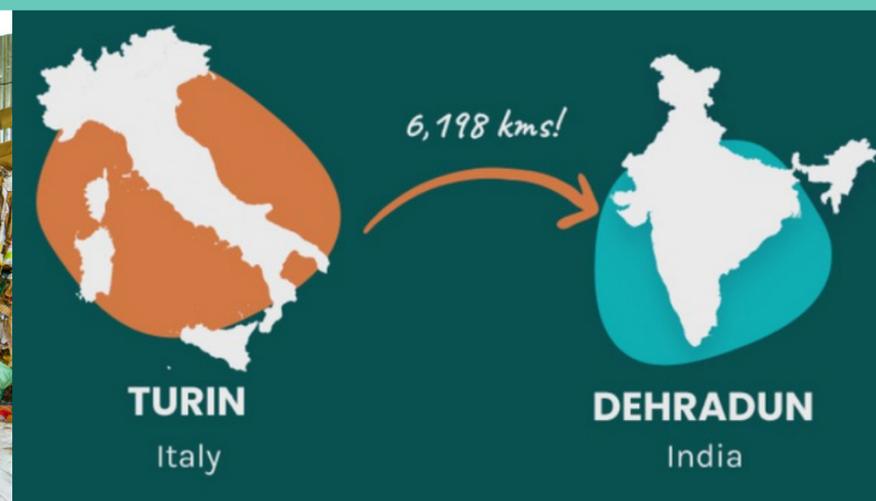
The "Pavitra Parvat" project funds the complex waste management in the Dehradun, in the foothills of the Himalayas, where more than 50% of the waste is multi-layer plastic that is difficult to recycle and is not collected because of its low commercial value.

**13,000 kg** of collected plastic waste otherwise destined to be dispersed into the environment and the seas... An equivalent of the amount of plastic we use in our packaging!

**37 "Waste Warriors"** received fair wages, workplace safety standards, access to health insurance and vocational training, thus positively impacting a disadvantaged and often discriminated against group of workers.

rePurpose Global's also aims at supporting the expansion of local waste recovery and recycling infrastructure in the localities where it operates.

The initiative has received extensive press coverage, garnering highly appreciative feedback on social channels as well.

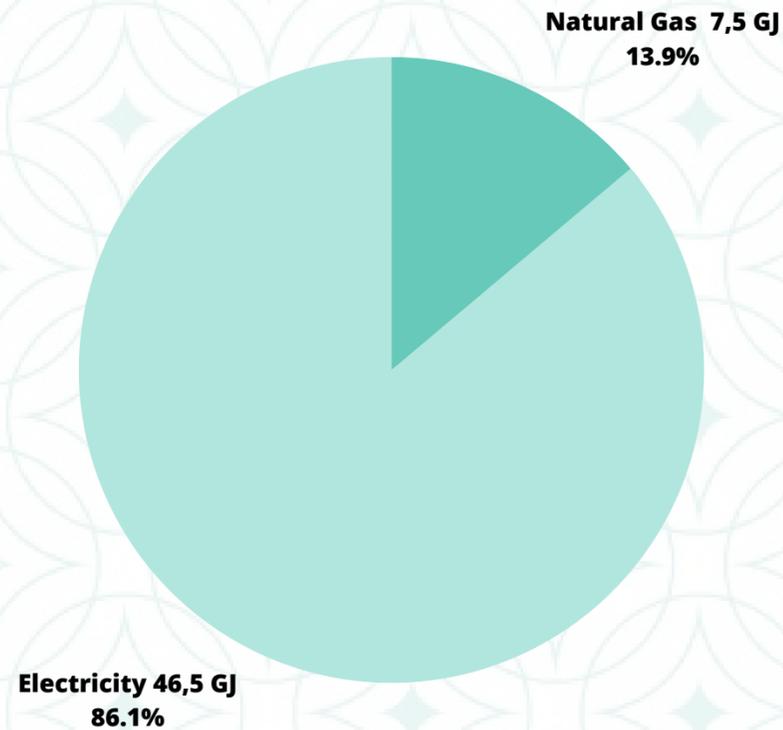




# Energy and emissions

In 2022, we quantified the consumption of Scope 1,2. We also began monitoring the consumption of Scope 3, taking into account the emissions related to commuting and shipping to customers.

The GHG Emission Calculation Tool was used to calculate the emissions: produced by the governmental body Greenhouse Gas Protocol, is recognised as one of the most valuable tools internationally. In addition, we modified the emission factors used, employing those produced by the IPCC of higher accuracy and relevance.



Scope	Category	Ton CO2eq*
Scope 1	Heating	37
Scope 2	Electricity	6,28
Scope 3	Commuting + Shipments**	1,02 + 28
<b>TOTAL</b>		<b>72,30</b>

\*CO2 equivalent: a unit of emission measurement that takes into account the different global warming impacts of various gases emitted by human activity.

\*\*\*Sources for calculation: DHL Emission Calculation Tool

The 28 tons of CO2 emitted from shipments to customers represent almost 40% of the total CO2 that is generated by SkinLabo (Scope 3)

While improving the environmental impact of the means of transportation by which deliveries take place remains a constant topic of discussion with our distributors, the company is committed to neutralizing the impact of these emissions through certified CO2 credits.

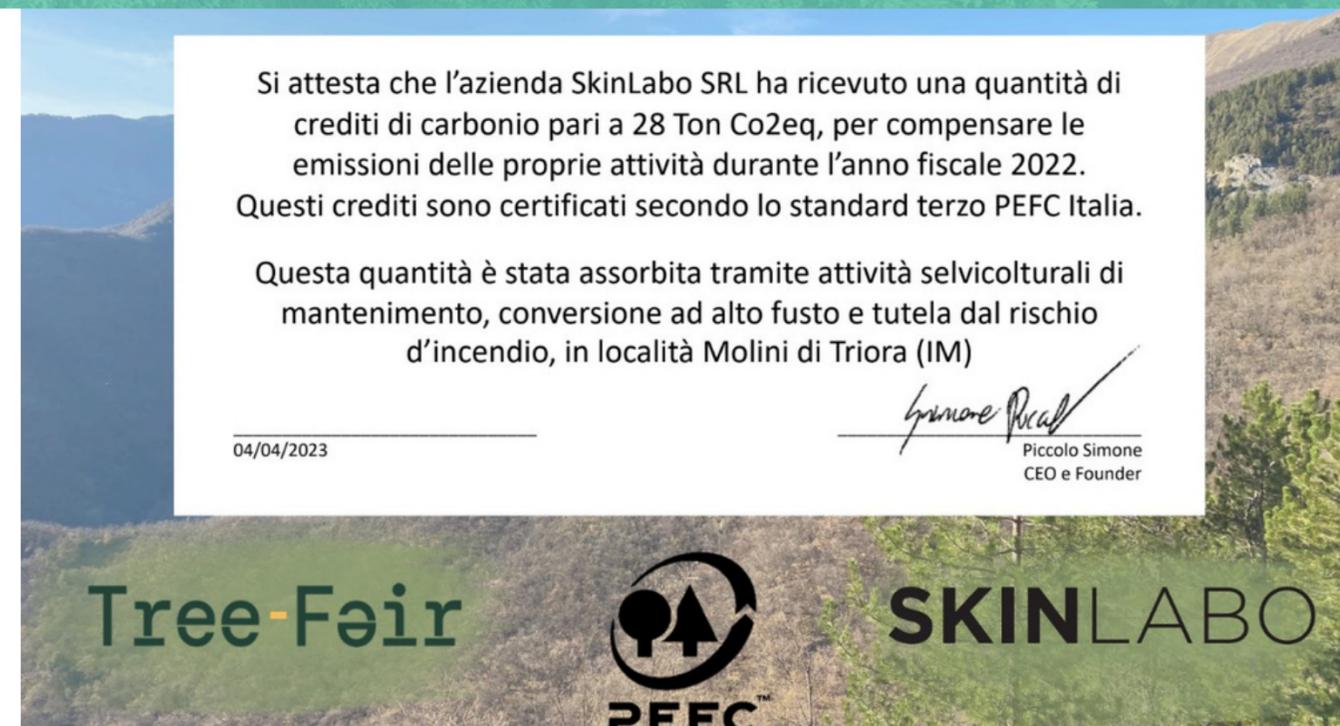
Tree-Fair is the certifying company chosen for its dual focus on environmental and social focus.

# Actions in place to reduce CO2 emission

Tree Fair is an innovative startup with a social vocation and a mission to accompany companies on the path to decarbonization through the tool of carbon credits.

Tree Fair implements sustainable management, certified by PEFC Italy, of existing forest areas: through fire prevention actions and improvement of the general conditions of the forests, the forests manage to absorb and avoid CO2 emissions up to 50% more than normal.

The project also generates employment for people from disadvantaged groups.





# Animal Welfare

During 2022 SkinLabo was certified Cruelty free by PeTA.

The need for formalisation of this aspect was particularly relevant in the light of the results of the Customer Base survey: despite the fact that cosmetic products cannot be tested by law in Europe, consumer perceptions on the subject are still very confused.

During 2022 SkinLabo also participated in the signature collection for the European Citizens' Initiative "SAVE CRUELTY-FREE COSMETICS: COMMIT TO A EUROPE WITHOUT ANIMAL TESTING," with the goal of calling on the European Union to continue to protect animals from testing by the cosmetics industry.

SkinLabo's formulations also do not contain microplastics potentially harmful to the marine ecosystem: this is aspect is strictly regulated in our Blacklist of Ingredients.

PeTA is the world's most recognized nonprofit animal rights organization. The certification acknowledges that the marketed product is not tested on animals and that the ingredients, at no level of the supply chain, are tested on animals.



## Product safety

The safety of our products is among our top priorities, although not tested on animals the products are dermatologically tested, ophthalmologically tested (for products to be used in the eye area), Nickel tested and allergen free.

They also contain 90% to 99% naturally sourced ingredients.



## Transparency to the consumer

Transparency is considered the foundation of conscious consumption and is therefore one of Skinlabo's guiding principles: in order to support consumers in making informed choices, providing them with clear information about what they are buying is crucial.

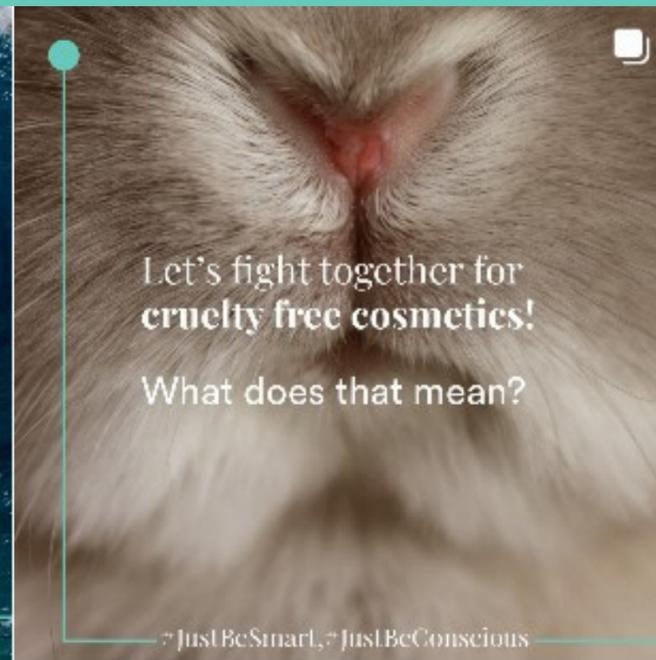
- Clarity about formulations, ingredients, functionality, and source of ingredients: in 2022 the Blacklist of Ingredients was formalized and published on the SkinLabo website. The company is furthermore committed to disclosing information regarding its formulations, choice of ingredients, functionality and efficacy of treatments through articles posted on its blog .
- Availability of data regarding the environmental and social impact of the brand and operations: data regarding the carbon and plastic footprint, measures taken to contain impacts, and ongoing projects are made available on the blog.

# Responsible communication

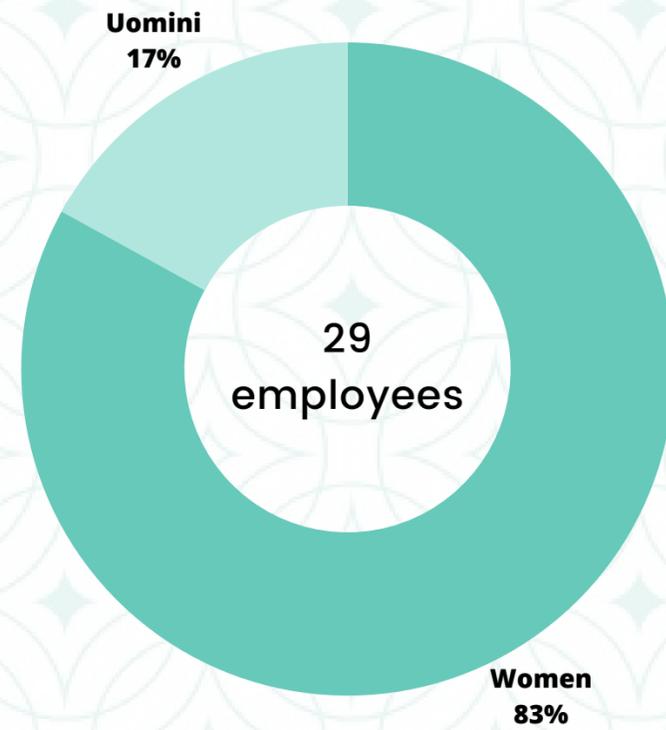
As a digital native, the company has placed, from the very beginning, great attention on the content it shares on its digital platforms. While the fortune of targeting a wide audience represents a great opportunity to pass effective business stimuli, it also entails a heartfelt responsibility to harness that communicative power to convey meaningful messages.

Specifically on both the blog and social platforms, space is dedicated to supporting impactful causes, fostering education with respect to skin care issues, providing information to support conscious consumption, and finally creating engagement on the topic of sustainability.

Furthermore, by dealing with the topic of beauty, the brand finds itself addressing sensitive issues such as the perception of one's body and self-acceptance. For this reason, too, increasing attention is being paid to an inclusive representation of the brand: we seek to enable an increasingly broad representation of diversity in terms of ethnicities, ages, different genders and abilities on social media, websites, and other communication channels.

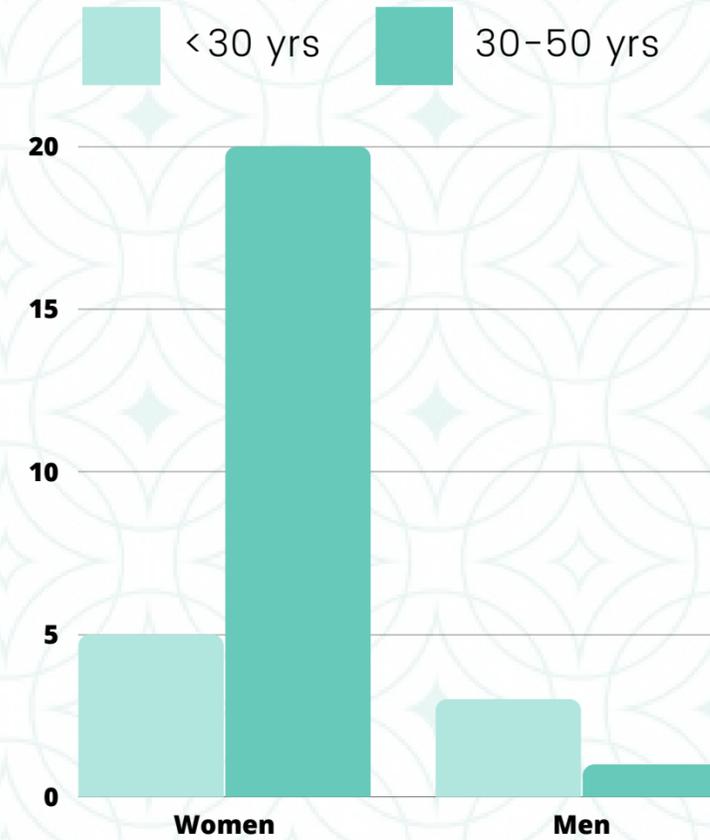


# Our people



SkinLabo's Gender Pay Gap\* is -7.8%, which is 12 percentage points in favor of women compared to the Italian average (GPG Italy 2022 = 4.2% source Eurostat)

\*formula: difference between the average gross hourly pay of male and female employees expressed as a percentage of the average gross hourly pay of male employees

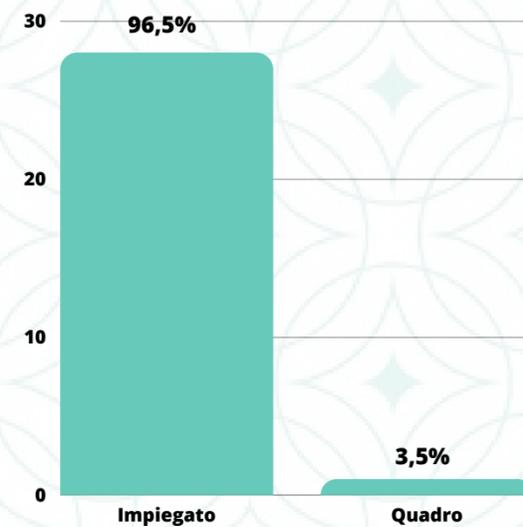


The average age of employees is 35.5 years.

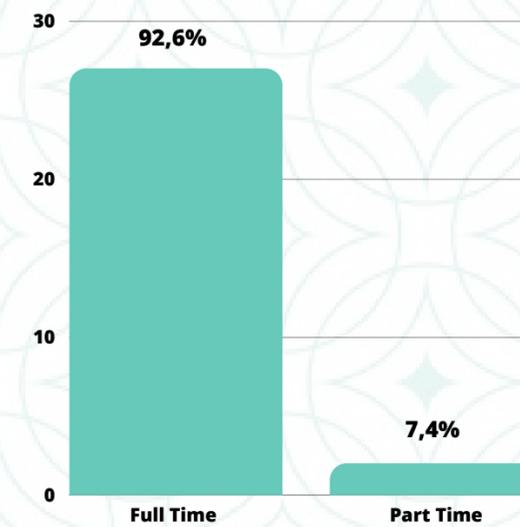
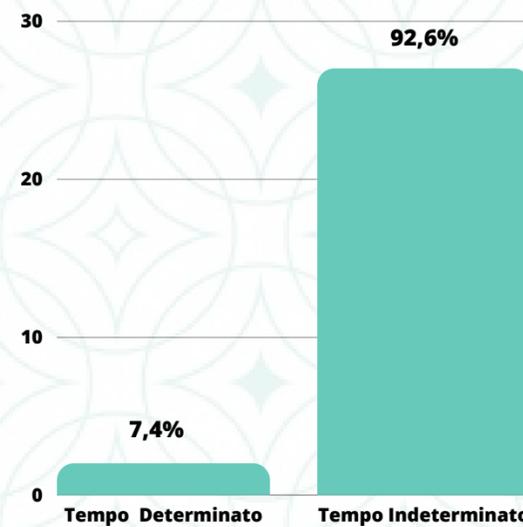
# Our people



CONTRACT LEVEL



EMPLOYEES BY TYPE OF CONTRACT



All SkinLabo employees are paid accordingly to the CCNL of commerce with union representation and the salary is aligned with the professional level.

The company sites are covered by a safety system built on the basis of a risk assessment document and specifically designed by figures inside and outside the company. Those responsible for safety are: the Prevention and Protection Service Manager (external) and the Workers' Safety Representative (internal).

The company provides corporate welfare initiatives for employees through the provision of meal vouchers and an EST Fund insurance plan.

During 2022, 38% of employees attended training courses (in the areas of safety and sustainability), the average training hours per employee in 2022 was 11h.

---

## Data Privacy

During 2021, Skinlabo undertook a process of compliance with EU Regulation No. 679/2016 (so-called "GDPR") and the applicable national legislation on the processing and protection of personal data.

In particular, following assessment inherent to the types of data processed, the methods and means of processing, it has carried out, in consultation with its DPO appointed for the purpose, a risk assessment as required by the relevant legislation and has adopted technical and organizational measures deemed appropriate in accordance with the provisions of Article 32 GDPR.

The company has adopted a Privacy Organizational Model that provides for:

- a mapping of data flows;
- a collection of the templates of the Article 13 GDPR disclosures adopted by the company;
- a Data Processing Agreement model;
- a Privacy organizational chart;
- the appointment of a Corporate Privacy Contact Person and a system administrator;
- an assessment of IT infrastructure protection measures;
- a business continuity and disaster recovery plan;
- a processing registry;
- a data retention policy;

The Company's operations are designed and implemented with a "privacy by design" logic in accordance with Article 25 GDPR, and processes are mapped with a data protection approach under the supervision of the Corporate Privacy Contact Person and the DPO.

In addition during 2022, the Company has:

- established an internal Privacy Team to manage issues related to personal data protection and GDPR implementation;
- implemented processes to oversee compliance, compliance with regulatory obligations and periodic risk assessment;
- adopted procedures to manage and prevent potential negative impacts arising from data processing (a data breach policy; a procedure for exercising privacy rights; a procedure to ensure compliance with retention periods defined by the owner; a procedure to ensure compliance with the fundamental principles of the GDPR);
- implemented data protection training activities;
- adopted specific procedures aimed at instructing the persons in charge of processing, duly appointed ex art. 29 GDPR
- appointed suppliers as external data processors ex art. 28 GDPR, with guidance on the correct way to manage the data processed on behalf of the owner;
- Implemented procedures for assessing compliance with the GDPR and applicable national legislation on the processing and protection of personal data of suppliers to ensure that those concerned also oversee the processing entrusted to third parties;
- adopted a procedure to give feedback to requests from interested parties regarding the processing of personal data and a procedure to act on reports of personal data breaches (data breaches). In this regard, it has identified a special e-mail address to specifically address such instances.

## Environment

- Packaging transition (primary packaging at least 50% recycled plastic, 100% recyclable – secondary packaging 100% recyclable, 100% recycled paper )
- Plastic Neutral Certification w/ rePurpose Global: new communication plan, involvement of offline team to extend programme to retailers
- CO2 credits with Tree Fair for deliveries, Cloverly integration at checkout
- ESG Audit Supply Chain by Synesgy
- ESG Audit SkinLabo by Synesgy
- Carbon footprint new offices
- Renewable energy supply contracts
- Product planning: increase the use of upcycled ingredients allowing for circularity and the use of ingredients from certified sustainable sources
- Implement an environmental impact analysis of products and packaging and assess the life cycle assessment (LCA) of materials used

- Endorsement of the Code of Conduct and Code of Conduct by the supply chain. Provision of the right to monitor supplier and subcontractor performance for ESG areas of concern.
- Employee endorsement of the Code of Conduct and Code of Conduct

## Social

- Introduction of a new training programme for TBD employees (sustainability area, performance marketing)
- Product labelling compliance: provide internally formalised policies/documents for each logo associated with products to describe the process behind the declaration provided
- Produce a glossary available to customers within the website

- Updating all procedures on the security of the Cyber Security infrastructure due to the downsizing of the company and the move to new offices. In particular, following a penetration test and a new assessment, revision of the following policies:
  - Appointment of system administrator;
  - Update privacy organisation chart;
  - Log management;
  - Updating business continuity and disaster recovery;
  - General update of the privacy organisational model
- Endorsement of the Code of Ethics and Code of Conduct by the supply chain and employees
- Increase diversity in brand representation on the website, influencers,...

## Governance

- Introduction of the ESG agenda into the BoD agenda (new materiality analysis, stakeholder mapping, definition of the new sustainability plan 2023)
- BCorp assessment
- Update Data Privacy Policy and Data Security Policy
- Risk Management Policy

- Organisation, Management and Control Model pursuant to Legislative Decree no. 231/2001;
- Roles and responsibilities: implementation and formalisation of a system of governance and internal management
  - formalisation of a set of rules and regulations for the functioning of the BoD
  - implementation and formalisation of an internal governance and management system
  - structuring a system of delegations and assignments in order to clearly identify and define roles, powers and responsibilities;
  - aligning what has been established with the company's internal structure represented by the company organisation charts.
- Increase the diversity of the CDA

## Further activities

- New sustainability page on website
- New communication plan on the brand's ESG activity
- With a view to achieving SDG 16 Partnership for Goals considers:
  - Membership in the Eco-beauty consortium
  - Coalition with DTC beauty brands on packaging

---

# Methodological Notes

This document is the first Sustainability Report produced by SkinLabo Srl.

The reporting period is calendar year 2022 and it is our desire to continue to publish it annually.

The reporting scope covers all of SkinLabo's activities.

The company's headquarters at Via Varallo, 22/a, 10153 Turin, Italy, was considered in the analysis. The company headquarters changed in February 2023 to C.so Galileo Ferraris, 22 bis, 10121 Turin.

The contents of the report were developed according to GRI Standards 2018, for standards No. 303, 403 and GRI Standards 2016 for the other cases except standards 1, 2, 3 in 2021.

Data was collected ex post on annual consumption and performance, information regarding services provided by third-party entities was requested directly from the provider company.

The data collection and reporting process was taken care of by the Sustainability Manager in direct collaboration with the various business areas and functions.

The BoD checked and approved all data included within the pre-publication report.





# GRI Index

Point	Description	Page	Comments
2.1	Organizational details- a.b.c.d.	27	
2.2	Entities included in the organization's sustainability reporting a.	27	
	Entities included in the organization's sustainability reporting- b.c.	N/A	The company is independent, not part of any group.
2.3	Reporting period, frequency and contact- a.b.c.d.	28,35	b.strazza@skinlabo.com
2.4	Restatements of information a.	N/A	This Sustainability Report 2022 is the first one published by SkinLabo
2.5	External assurance- a.b.	N/A	The report has not been verified by any external certifier.
2.6	Activities, value chain and other business relationships a. b.	12,16,18	Trade of cosmetic products
2.7	Employees a. b. c.	22	Employees were counted per head at the end of the period 2022
3.1	Process to determine material topics	13	
3.2	List of material topics	28-30	

Point	Description	Page	Comments
201.1	Direct economic value generated and distributed	N/A	Refer to the Economic and Financial Budget 2022
202.1	Market presence - a. c. d.	N/A	"The salary is aligned to the professional level. All new recruits receive the minimum wage by collective agreement or higher in the case of bargaining. The salary is aligned to their level, without any gender difference."
	Market presence - b.	N/A	The company does not employ employees
202.2	Market presence	N/A	100% of the managers at the top of the organisational chart (according to classification) were hired from the local community (province of Turin) and work in the offices at Via Varallo 22/a in Turin.
204.1	Procurement practices	14	
205.2	Anti-corruption	7	The company's anti-corruption policy is set out in the Code of Ethics, which is shared with all workers. In 2023, the Code of Ethics and Conduct will be shared with suppliers with a view to signing it.
205.3	Anti-corruption	N/A	No incidents of corruption were detected during the reporting period
301	Materials	15	
302.1	Energy - a. c. e. f.	17	
	Energy - b. d. g.	N/A	We do not buy fuel from renewable sources and we do not sell it.

Point	Description	Page	Comments
305	Emissions	17	Improvements compared to previous years cannot be defined as the measurement of emissions started in 2022
307.1	Environmental Compliance	N/A	No non-compliance with environmental laws and/or regulations was identified during the reporting period.
308.1	Environmental supply chain assessment	14	
401.1	Employment	N/A	7 new hires during the reporting period 32 exits in the reporting period of which 12 dismissals ( turnover rate = 65% of which 87% women, average age of leavers 30.6 years; net job creation = -25)
401.2	Employment	22-23	
401.3	Employment	N/A	"1 person took parental leave during 2022, all women are entitled to parental leave".
403.1	Occupational Health and Safety	N/A	An occupational health and safety management system is implemented within the company based on: Safety consultant Risk Assessment Document + company + Safety Prevention Protection Manager. All locations and activities within the company are covered by the safety system.
403.2	Occupational Health and Safety	N/A	Risks and possible dangers are assessed by external consultants and our internal managers.
403.3	Occupational Health and Safety	N/A	Health surveillance is carried out by an external body with an occupational physician appointed by the company. Each employee is assessed for suitability for the specific job by means of a medical examination every three years.
403.4	Occupational Health and Safety	N/A	Documents concerning occupational health regulations and occupational physician services are available to all employees.

Point	Description	Page	Comments
403.5	Occupational Health and Safety	N/A	All workers have completed the course "Workers Low Risk: General and Specific Module" and obtained the certificate.
403.6	Occupational Health and Safety	N/A	Documents concerning occupational health regulations and the services of an occupational physician are available for all employees.
403.7	Occupational Health and Safety	N/A	We follow legal requirements.
403.8	Occupational Health and Safety	N/A	All employees are covered by an audited occupational safety management system.
403.9	Occupational Health and Safety	23	
403.10	Occupational Health and Safety	23	
404.1	Training and education	23	
405.1	Diversity and equal opportunities	N/A	The Board of Directors at the date of the report consists of 6 persons, 1 independent director, 100% male with an average age of 52 years.
405.2	Diversity and equal opportunities	22	
406.1	Non discrimination	N/A	Zero
407.1	Freedom of association and collective bargaining	N/A	SkinLabo Code of Ethics
408.1	Child labour	N/A	SkinLabo Code of Ethics

Point	Description	Page	Comments
409.1	Forced or compulsory labour	N/A	SkinLabo Code of Ethics
416.1	Customer Health and Safety	5	100%
416.2	Customer Health and Safety	N/A	No non-compliances with regulations and/or self-regulatory codes concerning health and safety impacts of products and services were found during the reported period.
417.1	Marketing and Labelling	N/A	Information on the safe use of products and services, product disposal and related environmental and social impacts is required. All products are handled and evaluated according to these procedures.
417.2	Marketing and Labelling	N/A	No non-compliances with regulations and/or self-regulatory codes on information and labelling of products and services were found during the reported period.
417.3	Marketing and Labelling	N/A	No non-compliance with regulations and/or self-regulatory codes concerning marketing communications, including advertising, promotion and sponsorship, was detected during the reported period.
418.1	Customer Privacy	24	No substantiated complaints were detected during the reported period.
419.1	Socioeconomic Compliance	N/A	No proven non-compliances with laws and regulations were detected during the reported period.

# SKINLABO

THE SMART BEAUTY COMPANY

Thank you for your attention!

For further info  
please contact

CORPORATE WEBSITE

[www.skinlabo.com](http://www.skinlabo.com)

EMAIL ADDRESS

[sustainability@skinlabo.com](mailto:sustainability@skinlabo.com)