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Our commitment to sustainability



Our commitment to sustainability

Our value chain is currently divided into seven areas of action. At their heart lies the Weleda vision: Creating a world in which the health and beauty of human beings and nature continually unfold. All our activities are aimed at being socially responsible, environmentally friendly and commercially successful. These are the initiatives and measures which Weleda has already adopted today as a binding commitment.

- ▶ Weleda value added statement
- ▶ Financial resilience through corresponding equity ratio and liquidity
- ▶ Environmental management pursuant to ISO 1400¹ and EMAS² as well as supply chain management pursuant to UEBT
- ▶ GMP (Good Manufacturing Practice): guidelines for quality assurance of production processes and environment in production

- ▶ NATRUE certification of natural and organic cosmetic products
- ▶ Use of natural, nature-identical and derived natural substances
- ▶ No use of parabens, paraffins, synthetic fragrances, colourings or preservatives, gelatine, aluminium salts, phthalates, genetically modified raw materials or microplastics; and no animal testing for natural and organic cosmetics
- ▶ Raw materials are processed fresh and directly
- ▶ Strict controls for raw materials in our own analysis section
- ▶ In-house fragrance development: pure natural essential oils
- ▶ Packaging made in Europe
- ▶ Around 50 per cent of primary packaging materials are recycled
- ▶ 100 per cent certified: cardboard and package inserts of natural and organic cosmetic products
- ▶ Transport packaging made up 100 per cent of recycled fibres



- ▶ Commitment to anthroposophic medicine
- ▶ Sources of inspiration: Weleda's medicinal plant gardens, Weleda events, Weleda publications
- ▶ Diversity wins! Weleda creates prospects for people who have experienced displacement¹
- ▶ Supporting culture and education
- ▶ Engagement in organizations and associations



Management and finance

Product development and products

Cultural and social development and relationships

Respectful supply chain

Creating a world in which the health and beauty of human beings and nature continually unfold.

- ▶ Around 50 cultivation partnerships with social and/or environmental promotion
- ▶ Supply chain management according to Union for Ethical BioTrade (UEBT) standards for natural raw materials: commitment to social and socio-ecological aspects as well as biodiversity
- ▶ Greatest possible transparency and traceability within supply chains
- ▶ Regular on-site audits



Ecological farming and biodiversity

Meaningful and effective work

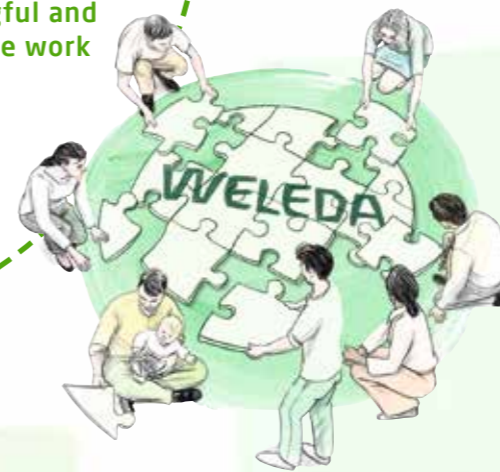
Sustainable sites, production and logistics

- ▶ Organic share of at least 80 per cent
- ▶ Largest biodynamic medicinal plant garden in Europe
- ▶ Seven further medicinal plant gardens around the world
- ▶ Cultivation area of around 248 square kilometres for organic raw materials (including certified wild collection)
- ▶ Involvement in palm oil: Chair of the Executive Board of Forum for Sustainable Palm Oil (FONAP) and member of the Roundtable on Sustainable Palm Oil (RSPO)
- ▶ Pure palm oil of the highest quality: certifications include RSPO IP (Identity Preserved³), Bio (organic), Fair Trade and others
- ▶ Palm derivatives are 100 per cent certified as RSPO MB (Mass Balance⁴) and Book & Claim⁵ by our suppliers.
- ▶ Organic seed breeding
- ▶ Endangered and protected species from sustainable and organically certified sources



- ▶ Reuse of waste ratio of over 98 per cent (including thermal recovery)
- ▶ Recycling and composting ratio at 61 per cent (excluding thermal recovery)
- ▶ Electricity for production in own buildings² is 100 per cent from renewable sources.

- ▶ Promotion of the Weleda culture and identity
- ▶ Personal and professional development (Weleda Academy for Employee Development)
- ▶ Work-life balance¹
- ▶ Promotion of health and diversity¹
- ▶ Employee engagement: Bike-to-Weleda, staff parties, employee garden
- ▶ Qualification with comprehensive training curriculum



¹ Sites in Germany and Switzerland
² Sites in France, Germany and Switzerland
³ Palm oil is verifiably derived 100 per cent from a single certified plantation. Traceability from the end product to the palm oil plantation can be guaranteed at all times.
⁴ Mass Balance supply chain model
⁵ The palm oil used in the end product is not physically certified, but the same volume of certificates is bought to offset use. Further information can be found under www.forumpalmoil.org/certification/trade-options