

PEOPLE · PLANET · PRODUCT

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FUTURE VALUES





#FUTUREVALUES

SUSTAINABILITY GOALS

STOLBERG 2023

OUR VISION

As a family run fragrance company, we think and act in terms of generations. That is why we are continuously working towards the long term protection of our people, the environment and our natural resources.



IN
BRIEF

01
PEOPLE

We build visible social standards and promote a sustainable mindset in the company.



02
PLANET

We plan verifiable ecological measures related to the product, production and management.



03
PRODUCT

We safeguard the future for the generations that follow through a responsible and value based product development.



OUR GOALS AT A GLANCE

CO2- SAVINGS

USE OF GREEN ELECTRICITY

>30%

CO₂ CO₂ REDUCTION
FROM 2022

FOCUS ON CO₂
REDUCTION

FROM 2022

ANNUAL CO₂ SAVINGS

149^T
WORKING
FROM HOME

PRESERVATION OF RESOURCES

INCREASE
RECYCLABILITY

FROM 2023

REDUCE MATERIAL
USAGE BY

10 %

UNTIL 2030

USE OF RECYCLED
MATERIALS

MIN.

20%

UNTIL 2030

VALUE-ORIENTED GOALS

100%

VEGAN FORMULATION
FOR ALL NEW PRODUCTS
LAUNCHED SINCE 2020

MORE
ENVIRONMENTALLY
FRIENDLY
FORMULATIONS

FOR NEW PRODUCTS
LAUNCHED FROM 2022

WE ENCOURAGE &
SUPPORT OUR STAFF &

INVEST IN TRAINING
AND DEVELOPMENT

MORE SUSTAINABLE
INITIATIVES

ANNUALLY

EVERY YEAR
WE SUPPORT
SOCIAL &
COMMUNITY
PROJECTS

WE PROMOTE
EQUAL OPPORTUNITIES
PARTICULARLY TO ACHIEVE
A WORK/LIFE BALANCE



PEOPLE

PEOPLE TAKE CENTRE STAGE ALONG
OUR ENTIRE VALUE CREATION CHAIN



OUR
GOALS

EVERY YEAR WE SUPPORT

**SOCIAL &
COMMUNITY
PROJECTS**

EVERY YEAR
WE SAVE

149T

CO₂ BY WORKING
FROM HOME

WE ENCOURAGE AND
SUPPORT OUR STAFF AND

**INVEST IN TRAINING
AND DEVELOPMENT**

WE PROMOTE AND STAND FOR

EQUAL OPPORTUNITIES

THE ACHIEVEMENT OF A GOOD LIFE/WORK
BALANCE, IN PARTICULAR

SOCIAL &
COMMUNITY

ENGAGEMENT

We support families in local organisations and social institutions in the form of initiatives driven by our staff.

Local, for us, means focussing on the Aachen region. By families, we particularly mean initiatives that benefit children and the elderly. In addition to donations, our activities include initiatives and campaigns for the betterment of people's lives.

GOAL

EVERY YEAR WE SUPPORT SOCIAL
AND COMMUNITY PROJECTS.





EQUAL OPPORTUNITIES

We offer our employees equal opportunities and strive to empower them further. This relates in particular to the work/life balance.

Over the long term, we want to apply our high **standards to the entire value creation chain in** order to position people at the heart of everything we do. Business partners should meet these high standards in equal measure.

GOAL

WE PROMOTE AND STAND FOR EQUAL OPPORTUNITIES, ESPECIALLY IN RELATION TO THE WORK LIFE BALANCE.

TRAINING AND DEVELOPMENT

We invest in our staff because they are at the **heart of our company**. A **permanent investment** in our talent means sustainable action for us as an employer.

Through training in various professions, we offer a gateway into the professional world with the aim of developing and promoting talent for the future.

GOAL

EVERY YEAR WE SUPPORT SOCIAL AND
COMMUNITY PROJECTS.





SAVING
CO₂

Through working from home we reduce CO₂ emissions and at the same time offer our staff flexible working hours models.

GOAL ACHIEVED

EVERY YEAR WE SAVE 138 TONNES OF
CO₂ BY WORKING FROM HOME.

External verification pending.



PLANET

VALUED, CONSCIOUS USE OF RESOURCES &
REDUCTION OF CLIMATE INFLUENCES



OUR
GOALS

REDUKTION CO₂

USE OF GREEN ELECTRICITY

>30%

CO₂ REDUCTION
FROM 2022

**PRESERVATION
OF RESOURCES**

INCREASE

RECYCLABILITY

FROM 2023

USE OF RECYCLED
MATERIAL

MINIMUM

20%

UNTIL 2030

10%

**REDUCTION IN
MATERIAL USAGE**

UNTIL 2023

SITE CO₂-REDUCTION

WE WILL REDUCE CO₂ EMISSIONS AT
OUR SITE BY > 30% IN 2022

- The CO₂ emissions at our site result from energy for heating and electricity.
- Both factors can be reduced by utilising technology and adapting behaviour.
- The largest technical lever is the purchase of green electricity.

GOAL

SAVING OF > 30% CO₂ THROUGH THE
USE OF GREEN ELECTRICITY FROM 2022.





PRESERVATION OF RESOURCES

RECYCLABILITY AND USE OF RECYCLED MATERIALS

INSPECTION OF EVERY NEW PRODUCT ON

- ✓ Recyclability of complete product packaging
- ✓ Use of recycled materials (glass, aluminium or pulp- based materials)
- ✓ Use of plastic types with existing circle of recycling
- ✓ Use of recyclable dyes and decoration
- ✓ Use of recyclable monomaterials (less composite materials)

GOALS

- ✓ INCREASED RECYCLABILITY FROM 2023
- ✓ USE OF MINIMUM 20% RECYCLED MATERIALS BY 2030

PRESERVATION OF RESOURCES

MATERIAL REDUCTION

LESS CONSUMPTION OF MATERIALS

Volume and weight reduction of transport
and secondary packaging.

ELIMINATION OF PACKAGING COMPONENTS

Removal of outer packaging for sales units,
additional inner parts, single use plastics.

GOAL

10% REDUCTION
IN MATERIAL USE BY 2030.





PRODUCT

VALUE ORIENTED PRODUCT DEVELOPMENT



OUR
GOALS

100
PERCENT
VEGANE
FORMULTAIONS

VEGAN FORMULATIONS FOR
ALL NEW PRODUCTS LAUNCHED
SINCE 2020

FROM 2022
CONSTANT FOCUS
ON CO2
REDUCTION
IN NEW PRODUCTS

INCREASING PROPORTION
OF SUSTAINABLE INITIATIVES
EVERY YEAR

MORE
ENVIRONMENTALLY
FRIENDLY
FORMULATIONS FOR ALL
NEW PRODUCT LAUNCHES FROM 2022

FRAGRANCE FORMULATIONS FOR
NEW PRODUCT LAUNCHES

VEGAN

We care deeply about animal welfare. Since January 2020, all new fragrances launched have been developed in line with vegan principles, **“free from animal ingredients and substances of animal origin.”**

GOAL ACHIEVED

SINCE 2020, ALL FORMULATIONS FOR NEW
FRAGRANCES HAVE ADHERED TO VEGAN PRINCIPLES.





HARMLESS INGREDIENTS

Everyone should have the right to know what's in their favourite product. And our consumers are increasingly demanding **more transparency about the ingredients**. This makes it all the more important for us to offer products that are not only safe but also leave the consumer with a **clear conscience**. Therefore, our goal is to continuously review our formulations for environmental friendliness.

GOAL

MORE ENVIRONMENTALLY
FRIENDLY FORMULATIONS.

PRODUCT DEVELOPMENT

CO2 REDUCED & COMPENSATED

The elimination or reduced use of materials has already reduced our CO2 footprint for many articles. Since mid 2022, we have been offering two new product series in which **we compensate for the CO2 consumption** by supporting sustainable projects such as marine protection in cooperation with PLASTIC BANK, Everwave or an initiative for the supply of clean drinking water.

GOAL

FROM 2022 ONWARDS, A CONSTANT FOCUS ON
CO2 REDUCTION.



SUSTAINABLE INITIATIVES

- Replacing plastic inserts with renewable raw materials (since 2020)
- Fragrance series without plastic caps
- Usage of recycled paper (from 2022)
- Use of recycled PCR glass (from 2022)
- Elimination of cellophane in the Prestige area (from 2022)
- Application of sustainability symbols (since 2021)
- Use of sustainably produced or upcycled raw materials (from 2022)
- Use of sustainable flip displays with trading partners (from 2022)
- Use of recycled materials (from 2023)
- Pilot project „Transport without secondary packaging“ (from 2022)

GOAL

FROM 2022 ONWARDS, AN INCREASING
PROPORTION OF SUSTAINABLE INITIATIVES.





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SUSTAINABILITY GOALS

STOLBERG 2023