

**URIAGE**  
EAU THERMALE

A source of caring for people and the planet



THE ESSENCE OF OUR SUSTAINABILITY COMMITMENTS



## The meaning of our commitment

“ We live in a world that is tough, competitive, harsh, and sometimes unfair. Our environment is increasingly endangered and polluted. In dermatological terms, we might describe it as unkind, oppressive - an irritant world.

How should we cope with this? Should we curl up inside a shell of insensitivity? Abandon the very idea of dealing with it? At Uriage, we say 'no'- caring must prevail. Treating others and being treated with care are equally important, because the way human empathy works means that our treatment of other people is something we can sense in our own body.

Our Thermal Water soothes, our creams protect and nourish, helping everyone to feel good about their skin. Our skin is our first home. And when this home is on fire, our job is to help put out the fire and soothe.

In these fraught times, we want our soothing action to reach beyond the human body and skin.

First, we want to enhance the quality of life at work for our employees, develop soft mobility, improve workspaces, and share our expertise. At the same time, we seek to maintain the warm relationship we have always had with our partnering doctors and pharmacists, and nurture genuine bonds.

And we're not stopping there! We need to care for ecosystems too. We need to adopt more responsible, biodegradable raw materials and formulas. To use more natural active ingredients, with no eco-toxicological impact. To reduce our carbon footprint by focusing on local purchasing, cutting energy consumption in our factories, and using more renewables. To reduce the impact of our logistics, donate unsold items and generate less waste. We also need to reduce and eco-design our packaging and POS material.

Does it seem like a long list? It is. But if we want to be sure we stay firm to these commitments, we need to deploy them slowly but surely. Like a source that springs from the mountainside, we are driven by a humble but unstoppable force. We know that the deepest valleys are hollowed out drop by drop.

Yes, the world is in need of caring today. The way we take care of people's skin is the way we want to take care of the layers of the Earth's surface, because they are on "fire" too. To the best of our ability, we seek to bring a little caring to the world, for the generations of today and tomorrow. And what we all do together for the planet, we will all feel within us.

”



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**WATER WITH THE POWER TO HEAL**

For at least 2,000 years, pure, naturally active water has sprung from the Belledone mountains in the heart of the French Alps. This Thermal Water, of which the source is owned by Uriage Laboratories, has unique properties: it cares for the skin by soothing, hydrating and protecting it. Our Uriage-les-Bains Thermal Establishment harnesses this natural potential for dermatology, ENT, rheumatology and post-cancer rehabilitation care.

**PROTECTIVE, REGENERATIVE FORMULAS FOR ALL THE FAMILY**

Since 1992, Uriage research teams have succeeded in encapsulating the unique properties of this water in a range of dermo-cosmetic products acclaimed for their efficiency and high tolerance: everyday protective, soothing care prescribed by dermatologists, designed to bring softness to all skin types, especially the most sensitive, and suitable for the whole family, from babies to seniors.

**CUTTING-EDGE RESEARCH AND PRODUCTION**

**1 integrated R&D laboratory**

**2 industrial sites in Isère:**

**Uriage-les-Bains**

Quality control laboratories, production and packaging of Thermal Water aerosols.

**Échirolles**

Manufacture and packaging of cosmetic products.

**8,5 % of production** at the Vacarisses site in Spain (PUIG Group).

**80 countries**  
Uriage is one of the two brands of the Derma division of the **PUIG Group**.  
Distributed in over 80 countries around the world

**6 subsidiaries**  
Belgium  
Portugal  
Italy  
Spain  
Russia  
Germany

**530 Employees**

**40 Clinical studies** on Uriage Thermal Water

**3 Bestselling products**

**134 M euros of turnover** (Product Division) in 2020

**40% of turnover** comes from exports

**1** (Bestselling product: EAU THERMALE)

**2** (Bestselling product: Kératolène)

**3** (Bestselling product: Crème hydratante)





**HERVÉ LESIEUR** CEO

**AT URIAGE LABORATORIES,** we have always shared an acute awareness of our responsibility, stemming from our origin and history. Uriage is first and foremost a source and a spa, a place where water is used as a therapy. This showcases our brand and strongly enhances our credibility. The fundamentals of Uriage were built around our thermal water spa and its medical vocation, with emphasis on two main areas: hydrating and healing the skin.

Living up to this great heritage is our primary responsibility. To meet the needs of sensitive skin and dermatologists' and paediatricians' prescriptions, our products are designed to preserve, protect and repair. They are formulated with the fewest ingredients possible, carefully balanced to achieve the desired healing effect on the skin. This has always been at the core of our formulation charter. The main purpose of our packaging is to protect our formulas. Both our product formulas and packaging are simple and no-fuss. We have now discontinued the practice of information leaflets and prioritize French and European suppliers to guarantee quality to our prescribers and consumers.

**BUT WE STILL NEED TO PROGRESS.** It is essential that Uriage adopts an actively responsible approach towards the planet and its resources. Nature and respect for water have always been an intrinsic part of our identity and one which we are deeply attached to. This decision is in fact a duty, not only to respond to consumer expectations but also those of our employees, whose strong commitment has been key to bringing about the positive transformation of our practices. More generally, Uriage is part of the PUIG group, which is wholly committed to Sustainability.

Although we are already doing a lot, we must go further and faster: increase our use of renewables, reduce our use of plastic, promote improved recycling, move towards a more frugal consumption of water and energy, and support causes such as the conservation of the last unspoiled rivers in Isère, our local territory. All this without losing sight of our brand's key principles: guaranteeing our customers great, affordable products, both near to home and on the other side of the planet. Because that is what we're about – spreading care around the world.

————— A source of caring, for people and the planet —————



**HERVÉ LESIEUR**  
CEO

**BENOÎT ODE**  
Financial Director

**PAULINE BLANC**  
Brand Director

**FRANCK ANDREU**  
Industrial Sites Director

**FAZIA BOUSLAH**  
Human Resources Director

**DAVID MARTINON**  
Sales Director, France

**ANTOINE HIVET**  
International Director



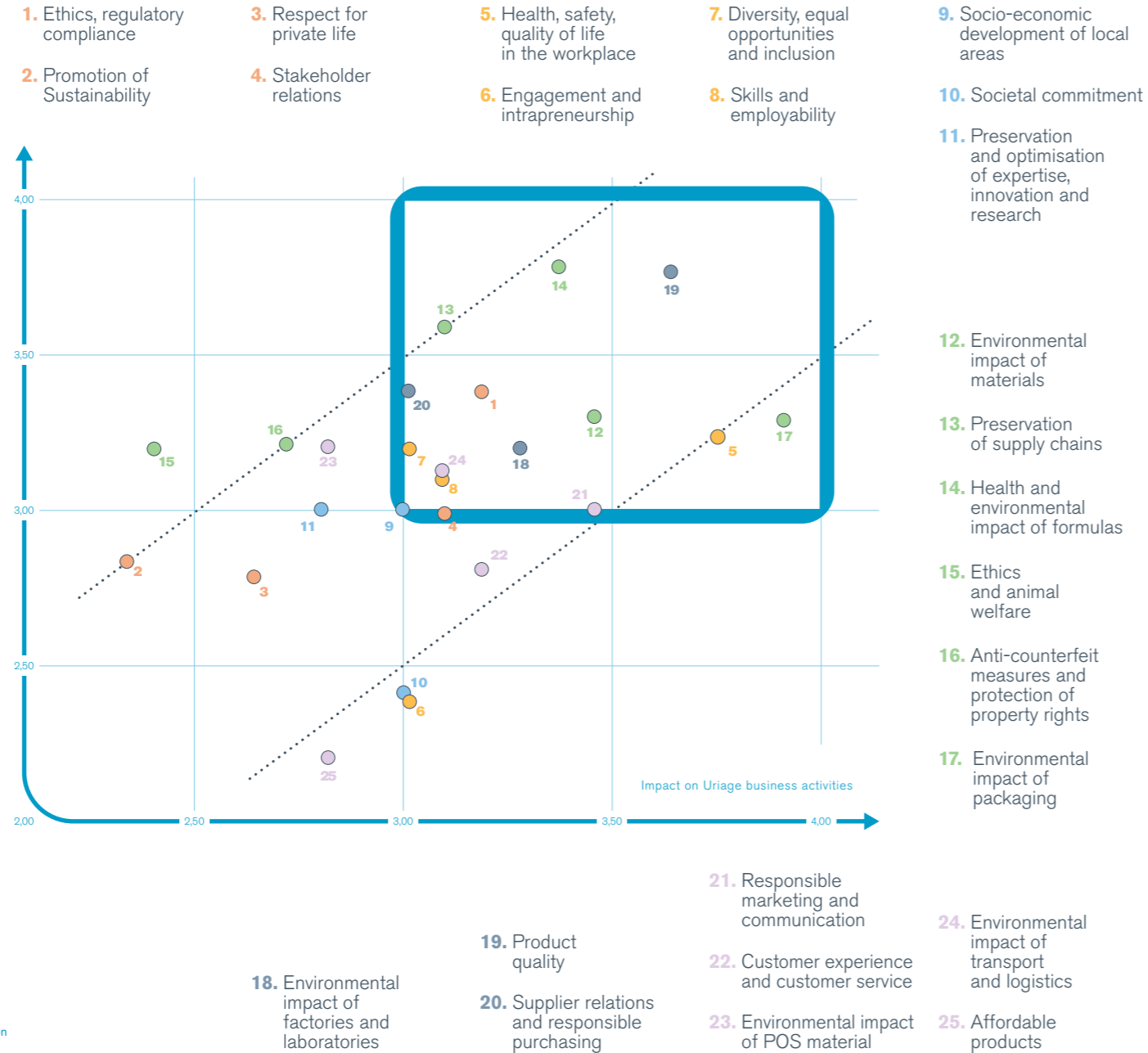
# OUR SUSTAINABILITY POLICY

## A SOURCE OF CARING FOR PEOPLE AND THE PLANET

To reflect the way our Thermal Water cares for skin, we are making caring the cornerstone of our sustainability commitments. Because the world is really in need of care today. Since its creation, our brand has succeeded in formulating a range of dermo-cosmetics that respect, protect and nourish the whole family's skin, even the most delicate. This is the essence of our vision. Our sustainability policy is part of an overall widening of our brand mission. We want to care for the Earth in the same way as we care for people's skin, helping to preserve, protect and repair it. And just as we care for the skin of the whole family, we want caring relationships throughout our ecosystem - with our employees, customers, and partners. This determined, progressive approach takes concrete form in a series of commitments and actions presented in this Sustainability Essentials 2020 document. It is also a part of broader policy of sincerity because we pledge to be accountable for our progress.

We want to make our very own contribution to making the world a more caring place.

## OUR POLICY



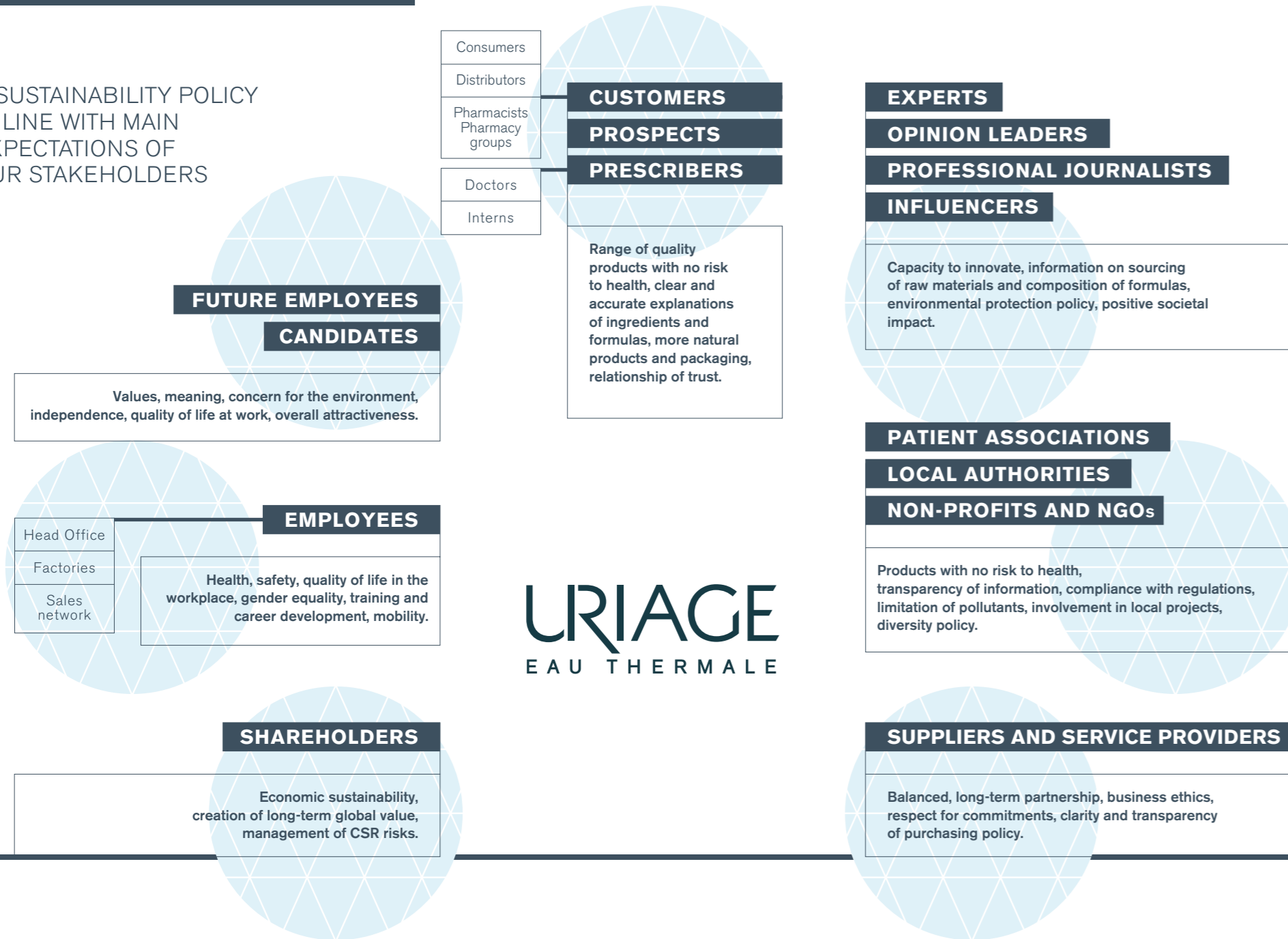
## OUR ROADMAP





## OUR SUSTAINABILITY POLICY

A SUSTAINABILITY POLICY IN LINE WITH MAIN EXPECTATIONS OF OUR STAKEHOLDERS



**URIAGE**  
EAU THERMALE

PAULINE BLANC - BRAND DIRECTOR

INTERVIEW



« Our ambition is not to be a model of perfection but a responsible brand that is concretely committed to a sincere, transparent policy. »

### How does your Sustainability policy fit in with the Uriage brand identity?

Through our commitments, we are seeking to reaffirm our brand values: naturalness, authenticity, security, and proximity. Caring for all the family, whatever their age, offering a range of everyday products which heal and are gentle on the skin, to be a soothing, reassuring brand - this is our mission. And now, to strengthen our bond of trust with our consumers, we are aiming to step up our efforts. Our ambition is not to be a model of perfection, but to be a responsible brand concretely committed to a sincere, transparent policy.

### What underpins this policy?

Uriage's main mission is to formulate clinically tested products that can be prescribed by doctors, paediatricians and dermatologists. Since its creation, the brand has always had a solid reputation for trust and confidence. Centred around our unique Thermal Water that heals and protect the skin, we develop safe products that are widely acclaimed for their high tolerance and effectiveness, as well as the sensation of well-being that they procure. Caring even more for the skin and for the world seemed like the obvious choice for us.

### What are your priorities?

A particular issue is one which is closely related to our products. Uriage is a brand of Thermal Water that is sourced from the natural world, and this has guided our choices and led us to move towards active ingredients of more natural origin, more responsible raw materials, and eco-designed formulas. In the same vein, we are committing to reducing plastic in our packaging, to using more environmentally friendly materials, recyclable packaging, and larger containers. Added to which, we must move forward more quickly to align our efforts in terms of our industrial and logistical footprints.

### How do you promote this policy internally and to your various stakeholders?

It is a collective approach that aims to get the entire company on board. Our ambition is to ensure that Sustainability becomes a routine part of everything we do, in every launch, project, and department. We want everyone to feel personally involved in meeting our commitments. Sincerity is also a key element of our policy - sincerity towards all those who place their trust in us: our customers, of course, but also our employees, clients, suppliers and prescribers.

## A TRANSVERSAL CSR TEAM

**Luc Lefevre**  
Research & Development Director

**Hanane Chedani**  
Marketing Development Director

**Sarah de Pollak**  
Packaging Development Manager

**Fazia Bouslah**  
Human Resources Director

**Pauline Blanc**  
Brand Director

**Franck Andreu**  
Industrial Sites Director





## CARING EVEN MORE FOR THE SKIN AND FOR THE PLANET

1

# CARING

#SAFETY  
#RAWMATERIALS  
#FORMULAS  
#PACKAGING

**CARING** is the DNA of Uriage - ensuring the absence of any negative health impacts, protecting and soothing the skin and on occasions pampering it. Beyond caring for skin, we want to care for nature and be gentler on it, by reducing and mitigating the impact of our products on water and on the environment. This is the reasoning behind our first commitment which focuses on our products and their composition, formulation and packaging. Our ambition is to integrate eco-design criteria into all stages of our product life cycle.



COMMITMENT # 1

GUARANTEE THE SAFETY OF OUR PRODUCTS FOR HEALTH AND THE ENVIRONMENT

Since its creation, Uriage has always focused on the notion of caring. This pledge is in line with the soothing and protective properties of our thermal water, which forms the basis of almost all our products. Designed from the very beginning to be suitable for sensitive, irritated or damaged skin, the brand has always taken the utmost care to ensure that our formulas are completely safe: integrated R&D, rigorous selection of raw materials and an approval process involving pharmacologists, toxicologists, regulators, and dermatologists. Products are clinically tested under dermatological control to verify their high tolerance and effectiveness. A cosmetovigilance department constantly monitors for any undesired after-effects.

MORE NATURAL AND MORE GENTLE CARE

Each formula is a combination of Uriage Thermal Water - a natural ingredient *par excellence* - and active ingredients chosen for their safety and health benefits for the skin. By rigorously selecting and dosing each ingredient, we create formulas with the highest standards of skin compatibility. For the most sensitive skin types, Uriage offers minimalist ranges, such as Toléderm or Bariéderm, composed of only a limited number of ingredients.

Our laboratories already widely use active ingredients of biotechnological origin (molecules created by natural processes) or based on green chemistry (eco-friendly chemical transformation processes). In line with consumer expectations, we aim to include more active ingredients of natural origin (both plant and mineral) in our formulas, apart from sun filters which will continue to be synthetic to ensure maximum efficiency.

CARING FOR NATURE

Uriage has always sourced active ingredients from France and Europe, giving us total control over quality and traceability in addition to enabling us to limit the environmental impact of our products. This policy will now be extended to include all raw materials. Our goal is to compile a comprehensive inventory of supply chains and assess the Sustainability policy of each our suppliers to ensure they are committed and responsible.

Since our primary focus has always been on human health, Uriage is increasingly concerned about the ecological impact of our products. Upstream, we aim to select raw materials with the lowest possible environmental impact. Downstream, we aim to assess and mitigate the impact of products in direct contact with natural environments, such as the effect of sunscreens on coral reefs.

Our brand has launched the testing of our cleansing products according to OECD biodegradability standards, to ensure they have minimum environmental impact. Beginning in 2021 with our baby care range, this assessment process could be rolled out to all our cleansing products.

*"We regularly reformulate our products to conform with changing regulations, a demanding scientific monitoring process, a stringent safety charter or feedback from the cosmetovigilance department. We aim to guarantee our consumers the safest and most effective skincare formulas with zero-impact on natural environments. We are aiming to progress in terms of eco-design by increasing the proportion of natural origin ingredients. For these reasons, our baby care and sun care ranges now come in new, improved formulas."*



LUC LEFEUVRE  
RESEARCH & DEVELOPMENT  
DIRECTOR



CORAL-FRIENDLY SUN CARE PRODUCTS

Beginning in 2019, Uriage carried out a series of tests on lab-grown coral in an aquarium to ensure our new sun care products are coral-friendly. The brand subsequently set up a joint project with the IRD (Research Institute for Development), a public body, to corroborate these results with measurements taken directly, in situ, on coral reefs.

See also our societal commitment with the IRD on page 20.



OUR COMMITMENTS

2021

100%

of our baby care formulas tested are biodegradable.



2022

100%

of Bariesun sun care formulas tested meet "Coral Respect" standards.



2025

90% % of active ingredients

to be natural, of natural origin, or of green chemistry or biotechnological origin (except UV filters and preservatives).

90% % of suppliers of active

ingredients to be certified for sustainability and renewable resources.



COMMITMENT # 2

SET UP A GLOBAL ECO-DESIGN POLICY

The environmental impact of packaging is a key point in Uriage's sustainability policy. Our ambition is to ensure that an eco-design approach extends across all our brand's packaging, including point-of-sale (POS) advertising materials and promotional items.

This approach encompasses several points of progress: **reducing the overall consumption of resources, using more recyclable materials, and increasing the use of recycled materials.** Eco-design is now fundamental to the development process of all new packaging as part of our wider drive for continuous improvement.

REDUCE AND OPTIMISE RESOURCES USED

Uriage's first initiative was to remove information leaflets from boxes. This will ultimately save 39 tons of paper per year, or the equivalent of preserving 663 trees. We also focused our efforts on reducing the weight and dimensions of our cardboard boxes: grammage was reduced from 280 to 265g / per sq. m., and the removal of leaflets has enabled dimensions to be streamlined - all of which had a considerable impact on volume and transport. Similarly, our Thermal Water aerosol labels were redesigned to generate less plastic. Other initiatives are being taken to reduce the weight of primary packaging: new tubes with slimmed-down flip-top caps have just been approved and our 2022 goal is to reduce the body thickness of tubes, making them 28% lighter and consequently improving our plastic footprint. Eco-refills for our Body Hygiene range aimed at reducing the overall weight of plastic and encouraging the reuse of pump bottles are also on the drawing board.

PROMOTE RECYCLING

In line with our drive to apply eco-design principles throughout the product life cycle, Uriage privileges the use of mono-material packaging to facilitate recycling: PEFC\* certified cardboard boxes; bottles made from PET or rPET\*\*, PP - and soon glass - jars; aluminium tubes and aerosol cans, and most recently a 100% recyclable plastic laminated tube for our baby care range. Our commitment also extends to POS, which is already designed in recyclable and recycled materials, and brand gifts and promotional items. In this area, Uriage has committed to a less-but-better approach, opting for durable and reusable "goodies" such as a stainless-steel insulated bottle for purchasing Hyséac treatments or washable facial wipes in the context of the Toléderm Control / Roséliane campaign.



REPLACE SPECIFIC MATERIALS

Our ambition is to use not only as much recyclable materials as possible but also recycled materials. Bottles composed of 25% rPET\*\* and tubes containing recycled PE are in the process of being approved. To source our rPET\*\*, Uriage has opted for a French-made material based on mechanically recycled mineral water bottles. Initial testing was carried out on two of our baby care range formulas. Other recycling technologies are being carefully studied from the point of view of sourcing (ideally France or Europe), quality of materials, availability and cost, because as a brand we must ensure that we remain affordable.

\* Program for the Endorsement of Forest Certification schemes - Forest certification systems recognition programme  
 \*\* Recycled PET



OUR COMMITMENTS

2021

**100% of products** and POS materials to conform to at least one of the three Rs: Reduce - Reuse - Recycle.

2023

**A biomaterials supply chain** support project to be up and running.

**100%** of POS material to be eco-designed.

**100%** of promotional items to be sustainable.

INTERVIEW

SARAH DE POLLAK - PACKAGING DEVELOPMENT MANAGER

What are the concrete effects of your eco-design approach?

Today, there is strong demand from consumers for eco-designed packaging. Moving towards more eco-design requires responding to multiple challenges with the company - marketing, industrial, logistics and commercial - while at the same time mitigating the environmental impact of our packaging. Over a 2- year period, we have progressively implemented a series of initiatives to improve our packaging. Our goal is to develop the perfect packaging - one that protects our formulas, is lighter to transport and makes our products easy and pleasant to use. Our team is already very conscious of eco-design, so it is an approach that has come naturally.

Where do you stand regarding plastic?

Two thirds of our products come in plastic packaging and that is not something that can be undone overnight. But we are working hard to use less plastic by reducing overall packaging, opting for greener alternatives, such as paper, cardboard or aluminium and increasing the use of recycled plastic. In addition to this, we privilege the use of mono-material plastics whenever possible to optimise recyclability.

"Our team is already very conscious of eco-design, so it is an approach that has come naturally."

What are the perspectives for the future?

We actively monitor developments not only in cosmetic, but also food, packaging materials.

Ideally, we would be able to use bio-based, biodegradable, or even compostable materials, for all our packaging. We have demanding requirements with respect to compatibility criteria for our formulas: functionality; manufacturing; appearance and the brand's price positioning. While we hope to be able to source and approve this type of materials in the future, we are striving to use and optimise the weight of those recyclable and recycled materials that are already available. We are currently studying the possibility of reusable bottles with eco-refills. We also offer an increasing number of solid products such as dermatological cleansing bars in our Hyséac range and more recently in our baby care and hygiene ranges. These are our first steps towards zero waste.





## ACCELERATING THE TRANSITION OF OUR PRACTICES WITHIN OUR ECOSYSTEM

2

## PREVENTION

#TRANSPARENCY  
#ACCESSIBILITY  
#LOGISTICS

#LOCALIMPACT  
#EMPLOYEES

**PREVENTION** is the purpose of many of the products in the Uriage range. Ensuring that the most sensitive skin is protected from aggression, irritation, sun, stress or fatigue. Protecting the ecosystem is like protecting the skin - it requires constant vigilance. It means implementing virtuous, preventive practices to minimise our environmental impacts and constantly improve our social impacts. Our second commitment therefore focuses not only on our industrial and logistics processes, but also on how we interact with our stakeholders and our local impact.



**INDUSTRIAL AND LOGISTICS SITES**

**COMMITMENT #3**  
DEFINE AN IMPACT REDUCTION POLICY

In 2018, the Échirolles industrial site benefitted from a major investment plan to build an additional 9,000 sq. m. area with a view to aligning industrial capacity with activity, as well as to supporting long-term business growth. In 2019, our logistics and manufacturing services were modified to reduce the need for exterior storage and improve internal flows. Three mixers were moved from the historic Uriage site to Échirolles and a fourth was installed to reduce our reliance on subcontracting. Apart from these capacity-related aspects, these facilities were also designed to have a reduced environmental impact and provide improved working conditions. In 2022, it will be the turn of the packing area to be upgraded and new packaging lines will be installed. Finally, an HSE coordinator position has been created in order to continue to improve working conditions and facilitate the implementation of our Sustainability policy.

**REDUCE WASTE**

Extension work on the Échirolles site has already provided us with an ideal opportunity to introduce a number of good sustainability practices: sorting soiled industrial waste into a separate stream from common industrial waste; the installation of a cardboard compactor which has led to a fivefold reduction in the number of skip rotations, and the engagement of waste recovery service provider for compacted cardboard and plastic containers. In addition, an operational quality control coordinator position has been created in order to improve manufacturing practices, and this has already proved effective in reducing the rate of faulty production and consequent wastage.

**REDUCE INDUSTRIAL EFFLUENTS**

The construction of our new building includes improvements to the method of treating of industrial effluents, which now pass successively through a system for recovering hydrocarbons and grease. A storm-water basin collects and filters road runoff water before discharging it back into the water table. Another measure to reduce the environmental impact of our industrial processes is the disinfection by ozone of thermal and demineralised water loops at our Echirolles site.



*“We are working alongside R&D to reduce the energy consumption of our industrial processes by giving priority to cold formulas whenever possible, mainly for hygiene products. For manufacturing, we are acquiring a pilot mixer which will allow us to optimise preparation conditions and improve our processes.”*

**FRANCK ANDREU**  
INDUSTRIAL SITES DIRECTOR

**REDUCE ENERGY AND WATER CONSUMPTION**

To improve the energy performance of our new site, which is better insulated and already more energy-efficient, boilers have been set to start and stop automatically. Our plant also benefits from the local authority's hot water system, which we are able to harness for our processes. Gas and electricity are supplied by GEG, a key local player in the production of renewable energies. Lighting at the two Échirolles stocks and at the Uriage site has been replaced by LED lighting. Employees are also regularly encouraged to adopt eco-friendly practices. At the Uriage Thermal Establishment, an energy audit has been scheduled with the aim of reducing the building's ecological impact and promoting green energies. Reducing water consumption in the washing process at the Échirolles plant is also an area for improvement, notably regarding product recovery in the mixer and pipe system.



**OUR COMMITMENTS**

2021

**Complete energy and carbon** assessments of our two industrial sites.



2022 2023

**Reduce** energy consumption and carbon emissions.

**Increase** share of renewable energies.



TRANSPORT

**COMMITMENT #4**  
OPTIMISING LOGISTICS FOR GREATER SUSTAINABILITY

**The start of production** in the new Échirolles plant, operational in 2020, has led to an optimised flow of goods, as all activities have now been centralised in one place - from the delivery of components to the packaging and preparation of orders. This has eliminated the need for frequent trips back and forth from Échirolles to Uriage and resulted in a close to fivefold reduction in annual fuel consumption and related greenhouse gas emissions. By optimising industrial capacity with the introduction of shift work on packaging lines, the company has succeeded in reducing both subcontracting and transport costs and impacts.

TOWARDS BETTER STOCK MANAGEMENT

Another positive effect is the rationalisation of finished product storage, which is now centralised in a single location near Grenoble, instead of three previously. Efforts are also being made to improve stock management methods to minimise product loss and wastage. The Industrial Department has set up a six-monthly cycle counting process to reduce the number of pallets lost. In addition, solutions are being sought to reduce the discrepancy between forecasts and actual sales, and thus limit product wastage.



2022

**Decrease the number of pallets lost**  
and increase the number of pallets reused.

**Optimisation of storage capacity**  
and reduction of handling.

OUR COMMITMENTS



**BEST PRACTICE**  
PUIG GROUP



"Responsible manufacturing" and "Responsible logistics" are two main pillars of the PUIG Group's sustainable development policy, implemented in 2014. The Group carries out energy management audits in its factories to identify areas for improvement. Since 2015, 100% of electricity has come from renewable sources. Since 2019, two sites have been operating on biomass energy resulting in a significant reduction in CO<sub>2</sub> emissions. Another key point is logistics, with several improvements under way: increasing the local supply of raw materials, an Ecovadis CSR assessment of most of our logistics providers, the use of fleets of gas-based dual fuel trucks, substituting air by sea transport for certain customers, reducing and reusing plastic in tertiary packaging. The Group has also opened a logistics platform in Venlo (Netherlands), leading to optimised transport for customers in Central Europe involving shorter distances and therefore shorter delivery times and fewer CO<sub>2</sub> emissions. All these initiatives and processes are progressively being shared and pooled with Uriage industrial sites. Furthermore, we will harmonize with PUIG's Environmental Sustainability Plan 2021-30 that will be enforced internally through six pillars, each covering specific high-materiality areas within Climate & Nature.



**COMMITMENT #5**  
ENSURE TRANSPARENCY OF FORMULAS AND PRODUCTS

**Safety**, authenticity and proximity are among Uriage's founding values. Our brand pays particular attention to strengthening the bond of trust that connects us to our customers. We achieve this by working tirelessly on our formulas to ensure our products are safe for even the most sensitive of skins, for example babies' skin. We are also attached to transparency and to building trust with consumers by providing them with all the information they need.

AN "INGREDIENT LIBRARY" PROJECT

Details of the composition of each product can be found on the brand's website (INCI list). Uriage seeks to go further by creating product factsheets for all the ingredients in its formulas. In 2021, the Toléderm range and the baby range will be completed. Uriage is committed to providing information on all our products within 3 years.

At the same time, the brand will create an online "ingredient library" in which all ingredients (active ingredients and raw materials) will be described in terms of their function in formulas, their origin (natural or synthetic) and their toxicological data.

Uriage will base this on ingredient data from the Federation of Beauty Companies (FEBEA).

**RAISING AWARENESS ON RESPONSIBLE CONSUMPTION**

By communicating on our commitments and Sustainability approach, Uriage's ambition is to give our customers the opportunity to make responsible choices. For the last 2 years, printed illustrations on our packaging have guided users on what to recycle and what to discard. These instructions are regularly updated in line with changes to waste recovery systems.

**COMMITMENT # 6**  
REINFORCING SAFETY AND IMPROVING QUALITY OF LIFE IN THE WORKPLACE

**At Uriage**, we attach great importance to health and safety and more generally to our employees' quality of life. Involving them in the company's Sustainability project is part of a caring approach to working relations and underlines our company culture: strong values, ethics, passion and responsibility.

**DEVELOP A CULTURE OF SAFETY**

To achieve our zero-accident objective, the company is overhauling safety training processes and programmes. For our network of sales development managers and medical representatives, a training programme for driving in difficult conditions has been operational for several years now. From an industrial point of view, an HSE manager was appointed at our new Échirrolles plant at the end of 2020 to draw up a safety charter, process and plan. Creating a stronger safety culture also requires training that goes beyond basic appropriate actions and postures. At the same time, the ergonomics of workstations are being studied and break-time sessions with physiotherapists from our thermal establishment are being considered.

**ENCOURAGE RESPONSIBLE BEHAVIOUR**

As responsible citizens, our employees are keen to be involved in the company's Sustainability approach. This is already the case and is set to become increasingly so, as conferences on sustainable development with external speakers are being organised, and future initiatives include the provision of electric bicycles for work-related travel. The company is also implementing a programme to gradually replace its fleet of cars with hybrid vehicles.



**Reduce workplace accidents:** increase preventive action, optimise the layout of workstations.

**Train 50% of our staff** on health / safety risks.

**Promote** soft mobility.

**Enable all employees** to benefit from training from 2022.

**Provide clear information** on our formulas to the public.

**Provide information on the safety** and compatibility of products.

**100% of raw materials** catalogued in an "ingredient library".



SOCIETY

28

RIVERS LABELLED "WILD RIVERS SITE"

OVER 800 km OF RIVERS PRESERVED

COMMITMENT #7

DEFINE THE FRAMEWORK OF OUR SOCIETAL COMMITMENT

**Water is precious to Uriage.** Our water is filtered for over 75 years by sands and crystalline rocks before emerging from a crevice 80 metres underground and being collected from an 8-metre-deep well. It is therefore no accident that Uriage has decided to focus its societal commitment on the preservation of water, particularly natural rivers, by supporting the Rivières Sauvages (Wild Rivers) project.

A PARTNERSHIP TO PROTECT WATER AND OUR LOCAL ENVIRONMENT

Because water and more generally our local natural resources are so precious to us, Uriage has decided to support a non-profit that enables it to have a real local positive impact. Rivières Sauvages has been recognized as an organisation of general interest since 2014 by the French Ministry of Ecological and Solidarity Transition and the French Biodiversity Office. Its mission is to protect and preserve the remaining 1% of wild rivers in France by co-building with all relevant local players. Why? Because there is currently no effective government policy to preserve the last surviving natural rivers in France.

A WILD RIVER WATER OBSERVATORY

In 2020, Uriage committed to support Rivières Sauvages in its actions to protect and conserve rivers in Isère, and together we are launching the Wild River Water Observatory. Here, regular actions to monitor rivers and streams will be carried out, including samples taken by Uriage scientists and employees for analysis purposes aimed at improving knowledge and implementing best protection practices. Through this partnership, Uriage is contributing to the preservation of our local environment and to raising awareness of biodiversity among younger people through a series of actions in schools.

URIAGE-IRD, A PARTNERSHIP TO PROTECT AN ENDANGERED ECOSYSTEM

Because coral reefs - despite their role in protecting local populations from coastal erosion, preserving marine resources, promoting tourism and regulating the climate by absorption of CO<sub>2</sub> - are endangered ecosystems, Uriage initiated a collaboration project with the IRD (Institute for Research for Development), a public body, to support research on coral by funding the work of a young marine biologist.



2 WATERWAYS MONITORED

Close to our Uriage-les-Bains and Échirolles sites, the **Guiers Mort** and the **Rif Garcin** were the first two rivers to be selected for monitoring by the Observatory. Samples taken in 2020 will allow different populations of diatoms (microscopic algae) to be compared by analysing their DNA. Morphological and molecular analyses will also be carried out. A real scientific adventure!



OUR COMMITMENTS

2021

Communicate on our commitments to Rivières Sauvages with the public.

Communicate on our commitments to IRD with the public.



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Uriage Dermatological Laboratories • 40/52, boulevard du Parc 92 200 NEUILLY • FRANCE

[WWW.URIAGE.COM](http://WWW.URIAGE.COM)

