



# 2030 ESG Agenda





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**Puig** started by identifying the five material areas with the greatest impact on the planet, people and development:



Emissions



Materials,  
ingredients and  
waste



Biodiversity



Water



Fair Sourcing

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The implementation plan is structured around six pillars and applies to the entire business:



### **Product Stewardship**

Innovating to manufacture products of natural and sustainable origin and apply eco-design criteria to packaging.



### **Sustainable Sourcing**

Working together with suppliers to build a strong and sustainable supply chain.



### **Responsible Logistics**

Transforming logistics to decarbonize the transportation of products.



### **Responsible Manufacturing and Facilities**

Being meticulous and demanding in the company's facilities, focusing on water, energy, and waste management.

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### **Conscious Living**

Promoting best practices through awareness, participation and training for employees and stakeholders.

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### **Nature Stewardship**

Working to preserve the balance of nature and generate a positive impact on biodiversity.

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## Product Stewardship

### **Accelerate transition towards clean and natural formulation**

- 100% of formulas Clean@Puig

### **Reduce weight and/or volume of packaging**

- 20% packaging volume reduction

### **Boost adoption of sustainable materials in packaging**

- 100% of packaging complies with at least one of the following criteria:
  - 30% of eco-components within packaging
  - 80% product recyclability
  - Refillable system

### **Promote circular economy and end of life principles**

- 100% products assessed with internal LCA (life-cycle assessment)



## Sustainable Sourcing

### **Expand mapping, assess and follow-up on ESG impact of suppliers**

- 90% inventory and 80% non-inventory purchasing volume assessed by EcoVadis or Sedex
- 100% suppliers assessed with score above 50/100 or equivalent and 30% with score above 75/100 or equivalent

### **Enhance traceability and increase amount of certified raw materials**

- 100% key raw materials certified

## Responsible Logistics

### **Extend mapping and expand ESG risk assessment on T&W suppliers**

- 100% logistics spend assessed by EcoVadis or Sedex

### **Invest in the decarbonization of logistics and supply chain**

- >85% occupancy rate of shipments
- 30% reduction of air emissions vs 2019
- 50% of weight transported by road using green fuel

## Responsible Manufacturing and Facilities

### **Reduce waste across the value chain and maintain high waste valorization**

- 100% of sites sending zero waste to landfill

### **Reduce emissions and improve energy efficiency of all facilities and installations**

- 100% renewable electricity
- 100% renewable thermal energy (20% self-generated)



### **Invest in water usage reduction and reutilization systems**

- 40% reduction of water consumption in the factories

## Conscious Living

### **Promote education and awareness on sustainability along the value chain**

- 1 mandatory training per year reaching at least 90% participation
- 1 global campaign or 1 local campaign per year reaching at least 60% participation

### **Minimize environmental footprint of employees**

- 100% electric vehicle fleets

## Nature Stewardship

### **Work towards a positive or neutral impact on biodiversity**

- Zero deforestation in the supply chain of key raw materials
- Zero use of invasive alien species in Puig's stores, offices, and factories

### **Roll-out carbon insetting programs within the value chain**

- Launch insetting projects linked to nature restoration and regeneration projects

### **Offset emissions through natural climate solutions and other carbon credits**

- Collaborate with conservation or restoration projects through offsetting