



CHARTER *of* VALUES *and*

COMMITMENTS





**We believe in people,
in respect, in responsibility.
We believe in the future.**

A STORY IN THE FUTURE



A small three-room laboratory in via Gramegna 17 in Turin. Here, **more than 50 years ago**, started the story of FARMEN International Cosmetics Distribution. **A genuine firm**, fruit of the labour of two generations, offering effective, reliable and cutting-edge products to beauty treatment and hairstyle professionals.

From the first product, **Farmesil** silicon spray, born from the imagination of founders *Mariarosa Ceccon and Piero Manzetti*, the drive to innovate has always characterised FARMEN's business approach. A modern cosmetics company that **believes in product innovation**, invests in research and development and knows how to listen to its customers. A cutting-edge organisation with strong and always current values, recognised around the whole world for quality and dynamism.

An organisation that **believes in the local environment, in people and in the value of human relations**. An organisation that does not shy away from its history of successes, and, day after day, launches itself towards a better future.

This is FARMEN.

1964

FOUNDATION YEAR

230 COLLABORATORS



50% MEN
50% WOMEN



40.000 SQ M

PRODUCTION
PLANT OF
SETTIMO TORINESE



80

COUNTRIES IN
WHICH WE ARE
PRESENT



100.000

UNITS
PRODUCED
A DAY



9.000

CONTROLS
PERFORMED
EVERY YEAR



3

BRANDS



10%

OF TURNOVER
INVESTED IN
INNOVATION

ONE CHARTER, OUR CREED

A symbol of what we believe in, a promise of what will come to pass, the first step towards a more responsible and sustainable future. The "Charter of values and commitments" carries the message of **FARMEN's new strategy of Corporate Social Responsibility**.

The Charter fits within "**The Sustainable Colours of Beauty**" project, a social responsibility strategy that aims at promoting a new kind of beauty, closer to the Environment and to People. A far-reaching strategy to contribute to a more sustainable and just world, a world in which colours take the centre-stage: because colour is energy and feeling, because **colour is life**.

It is a **living and evolving document**, which becomes richer through dialogue with all our stakeholders. We want our commitments and values present within it to translate into **tangible actions and projects**. We commit to doing it.

We engage with our employees and collaborators, with consumers, beauty treatment and hairstyle professionals, the institutions and all the people and organisations we meet every day on our way.

We do it for the common good.

The Farmen Green Team

3 STRATEGIC PILLARS

SUPPLY CHAIN

PEOPLE

PLANET

BEYOND BEAUTY

Innovative solution in terms of **colour, shape and styling of hairstyles** and for the well-being of hair, face and body: this is our world, to which we add a touch of creativity, made in Italy of course. We believe cosmetics has value beyond outer beauty: **an act of love towards oneself and towards others**.



NEÀ|SPA FASCINELLE

SUPPLY CHAIN

FROM RAW MATERIALS TO END PRODUCT

Sustainable supply of **raw materials**, choice of selected suppliers in keeping with **rigorous requirements and regulations**, collaboration with local organisations and product training: **we check the entire supply chain**, to guarantee maximum **quality, transparency and reliability** for our products.



A RESPONSIBLE TRAVEL

SUSTAINABLE SUPPLY

We manage a great part of the supply chain, from the choice of raw material suppliers to the packaging phase: to strengthen control over the production chain, we are developing a **corporate policy based on sustainable development principles**. We will ensure that suppliers of our main ingredients comply with the policy.

Furthermore, with the awareness of the impacts connected to the product utilisation phase, we are implementing programs to educate professionals in the responsible use of products.

BY THE END OF 2018

Compliance with the policy of sustainable supply by suppliers of our main ingredients

WE FIX THE OBJECTIVES

The results that we aim to achieve with this Project have been set with reference to the year 2010.

Said objectives have been set also in relation to the progress made in the last five years.

PACKAGING

The ideal packaging must meet functional, communication and regulatory requirements, as well as **environmental, ethical and social requirements**. With this awareness, we have eliminated any form of overpackaging from our professional lines and reduced the weight of packages, we are working to increase the use of recyclable materials and originating from a certified and sustainable supply chain, and to include information on how to correctly dispose of the packages.

BY THE END OF 2018

-15%

Package weight*

100%

Recyclable paper and cardboard

PRODUCT RESPONSIBILITY

We provide constant support, **assistance and training before and after sale** to professionals that use our products. We ensure maximum safety and quality, beyond compliance with legal provisions, with thousands of analyses carried out every year by our innovative quality control and R&D laboratories, to guarantee **products that are 100% safe** for humans and the environment. But we do not want to stop here.

IMMEDIATE OBJECTIVE

Products that are 100% safe for humans and the environment

INNOVATIVE BY TRADE

We believe in product and technological innovation. For this reason, our two Research and Development laboratories are always at work to find new solutions that use sustainable raw materials and innovative techniques.

A trade in which we invest 10% of our turnover.



*in comparison to 2010

PEOPLE

THE ADDED VALUE

Ethically correct behaviour, health protection and worker safety, respect of human rights and of consumers. But also support of the local environment and of the local community, through the creation of virtuous networks and economic and social systems. **We believe that our added value are people, and that cosmetics can help them feel better, every day: a value that goes beyond beauty.**



AWARENESS

Sustainability is our road into the future. We have always believed in **firm values devoted to Social responsibility**: today, it is necessary to translate them in concrete behaviours, with a **project for the inclusion** and empowerment of the entire FARMEN "family".

IMMEDIATE OBJECTIVE

Internal sharing of the values of Corporate Social Responsibility

COMMUNICATION

"If you do not communicate, you do not exist".

For this reason, we commit to a strategy of **tangible and transparent communication**, both internal and external, to make FARMEN's commitment in terms of Social responsibility visible and involve all supply chain operators in this **value creation** project.

IMMEDIATE OBJECTIVE

Inclusion of all supply chain operators

DONATIONS

Respect and sharing: values that drive us every year to give money to charity to support youth sport activities, NPOs, students and hospitals. The collaboration with these local organisations will continue over the next years, to ensure continuous and tangible support to the local environment.

IMMEDIATE OBJECTIVE

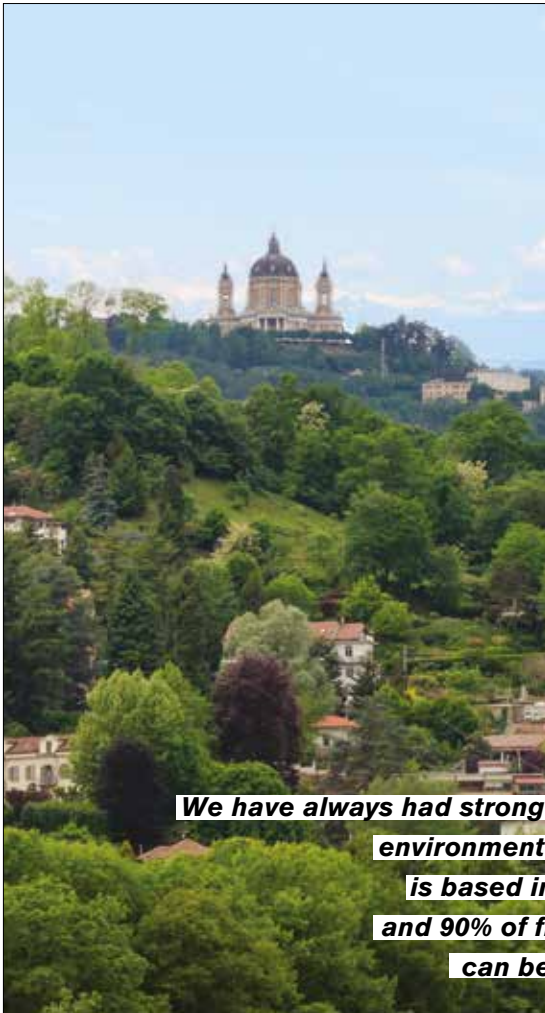
Intensification of collaborations with local organisations

WORKERS

Employees are our **greatest asset** and part of the same big family. We guarantee clear and transparent recruitment policies, equal opportunities and equitable remuneration, special terms for maternity leave and agreements with nurseries, freedom of trade union representation and continuous professional development. We protect **health and safety on the work place**, but we want to go beyond this, involving personnel in this great Social responsibility project, because a culture of sustainability starts from people that contribute actively to the creation of corporate value, every day.

IMMEDIATE OBJECTIVE

Participation of personnel to Corporate Social Responsibility initiatives



FROM GLOBAL TO LOCAL

We have always had strong ties with the local environment: 70% of personnel is based in Settimo Torinese and 90% of first level suppliers can be considered local.

PLANET

INNOVATE FOR THE ENVIRONMENT

Continuous monitoring, reduction in the environmental footprint and in wastes and optimisation of the use of natural resources. A 360° responsibility strategy requires **awareness, orientation towards innovation, constancy and commitment for respecting the Planet**. Beauty is everywhere: we have the task to give value to it.



ENERGY AND EMISSIONS

We implemented a **modern monitoring system** for energy consumption that allows to determine key points and wastage, and to establish new objectives in terms of **energy efficiency, reduction in consumption and**, consequently, of **greenhouse gas emissions**.

BY THE END OF 2018

-20%

Energy consumption*

-20%

CO₂eq emissions*

TRANSPORT

We carefully monitor the vehicles that are currently in use, and commit to replacing them in the future with more sustainable solutions, and to optimise logistics: but this cannot be enough. We aim for a **new culture of sustainable transport within our firm**, promoting the use of vehicles with low environmental impact for the movement of employees, and providing them with corporate electric bicycles.

BY THE END OF 2018

-20%

CO₂eq emissions from freight transport*

-10%

CO₂eq emissions due to personnel travels*

*in comparison to 2010

WATER

We are equipped with an **internal purification plant** and with a closed cycle system for water recovery for the cooling system. We want to improve on this aspect, monitoring corporate consumption more precisely, identifying the critical and improvement points and **committing to an optimised use of this precious resource.**

BY THE END OF 2018

-10%
Water consumption*

80%
**Of cleaning products
with Ecolabel
certification**

REFUSE AND WASTAGE

We continuously monitor the refuse we generate and we are aware of their potential impact; for this reason we want to go beyond the legal requirements and strengthen our **management and reduction policy, in order to involve the company at all levels, through a structural and cultural effort.** We will continue the recovery of waste originating from decolouring powders, and the monitoring and rational planning of the packaging phase to reduce waste.

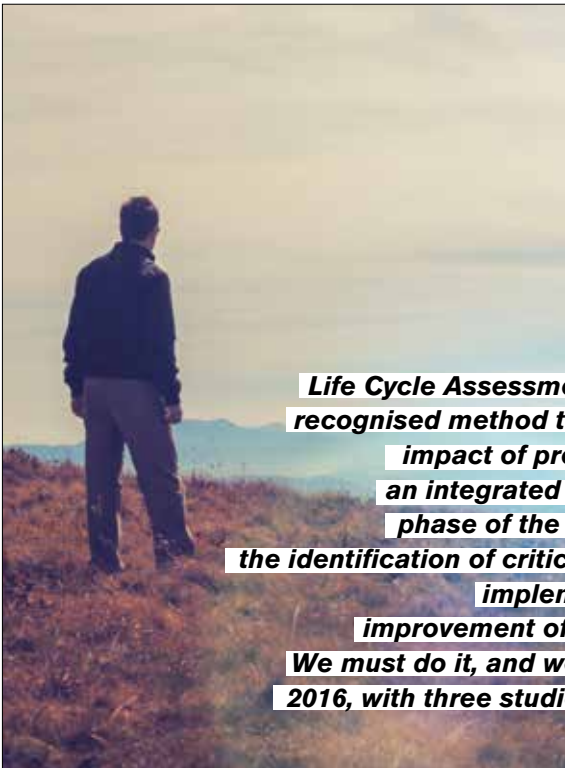
BY THE END OF 2018

-15%
Refuse produced*

-10%
Process wastage*

BY THE END OF 2016

100%
**Separate waste collection
in the offices**



LOOKING BEYOND: LCA STUDIES

Life Cycle Assessment (LCA) is an internationally recognised method to evaluate the environmental impact of products or services. Thanks to an integrated approach that analyses each phase of the production process, it allows the identification of critical areas on which to focus to implement effective policies for the improvement of environmental performance. We must do it, and we want to. And we will do it in 2016, with three studies on our main product lines.

*in comparison to 2010



**A coloured world, a more sustainable world.
This is our mission.**



www.farmenspa.com