



OUR SUSTAINABILITY 2025

A commitment to the future





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“...The path to sustainability is an ongoing journey...”

We are Genomma Lab International, one of the leading companies in the pharmaceutical and personal care product industry, with a growing international presence, focus on innovation and commitment to the future. We have a clear purpose: **“Empower people to have amazing health and wellness”**, which drives our sustainability efforts and underpins our responsibility towards our diverse stakeholders.

We know that today more than ever, we have the responsibility to make available to people products that allow them to achieve well-being, but at the same time we are aware of the impact that our operation has on the environment.

Therefore, while 2020 was a year of important challenges and considerable opportunities, we decided it was time to set ambitious goals, and align our actions with the purpose of building a sustainable future, taking every opportunity that our unique business model offers.

In this sense, we are glad to share our progress to date, while we also announce our sustainability goals through the year 2025.

We have focused on 10 strategic pillars of our operation, considering from the responsible development of our products to our relationship with the communities in which we are present.

Our commitment is inspired by the urgent need to support a healthier environment for everyone, as well as contribute to address those 2030 United Nations Agenda Sustainable Development Goals (SDGs), closely aligned with the relevant aspects of our business.


We want our purpose as company and our product value to be aligned to the execution of a sustainability strategy in short and medium terms, which face the current challenges with clear and measurable goals. The path to sustainability is an ongoing journey, which forces us to challenge ourselves continuously and work closely with our strategic partners to achieve a convincing progress for the collective well-being.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs) OF UNITED NATIONS (UN)

Our Sustainability Strategy 2025 seeks to contribute actively to address the United Nations Sustainable Development Goals (SDGs).

Each action comprising our strategy is aligned with specific Sustainable Development Goals and Targets deemed a priority based on our business model, materiality, and stakeholders.

An index with a detailed description of those Sustainable Development Goals and Targets on which Genomma has focused can be found at the end of this document.

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SUSTAINABLE DEVELOPMENT GOALS

									
OUR PRODUCTS	OUR VALUE CHAIN	OUR MANUFACTURING PLANT	OUR WASTE MANAGEMENT	OUR WATER MANAGEMENT	OUR ACTIONS TO ADDRESS CLIMATE CHANGE	OUR LOGISTICS	OUR INTEGRATED MANAGEMENT	OUR TEAM	OUR CONTRIBUTION TO SOCIETY
					 			   	

OUR CURRENT SUSTAINABILITY PROGRESS



Our Manufacturing Plant

Technology implemented to ensure appropriate and efficient use of resources.

- Implementation of a **cogeneration** project through which we promote energy efficiency
- LED lighting throughout all facilities
- **Wastewater Treatment Plant**
- Water- conservation technology for sanitary services



Our Value Chain

- During 2020 we launched our **Code of Conduct and Ethics for Suppliers**, signed by 100% of our critical suppliers in Mexico.
- 100% of our Mexico-based critical suppliers completed an **assessment on environmental, social and ethical aspects**.



Our Products

- Integration of **post-consumer recycled resin** in our **Suerox** bottles.
- Eliminating of **microplastics** from our rinseable products, at a global scale.



- Our secondary packaging for the **Sistema GB**® and **Cicatricure**® brands have the **Forest Stewardship Council**® certification, committing to the sustainable management of forests.

Vanart

- **Vanart**® bottle and cap to be made of 100% **post-consumer recycled resin** by 2021.



- **Tio Nacho**® packaging will be 100% **recycled and recyclable** by 2021.



Our Logistics

- Our logistics network complies with the Mexico's Ministry of Environment and Natural Resources (SEMARNAT) **Clean Transportation Program**.
- 100% of our transport suppliers in Mexico comply with Mexico's Ministry of Environment and Natural Resources (SEMARNAT) **Clean Transportation Program**.



Our Contribution to Society

- Favorably impacted **+22,000 people** through our corporate volunteer program since 2019.
- Donated **+2,000 million** products since 2019 to various social causes through our "Alliances for Welfare" and "Emergency Situations Support" programs.



OUR STRATEGIC PILLARS



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OUR PRODUCTS PACKAGING

Offering our consumers, products that boost their health and wellness, and **to have a reduced environmental impact is one of our priorities at short term.**

We are committed **to integrating circular economy principles and sustainable design elements within our products.** We seek to promote the incorporation of recycled materials, to reduce the use of materials in our packaging, to ensure their recyclability and to contribute the implementation of integrated waste management plans, to mitigate land or oceans contamination.



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	Our secondary packaging will be made of certified forests paperboard.		12.2
2021	Our tertiary packaging will be 100% recycled and recyclable.		12.2 12.5
2021	We will contribute to integrated waste management plans for our packages after its use, promoting circular economy.		12.2 12.4 12.5
2021	We will begin the decrease of paperboard and virgin plastic use within our packaging.		12.2 12.5
2023	We will integrate at least 20% of recycled post-consumption resin within our packaging.		12.2 12.5
2025	We will communicate packaging recycling guidelines with simple instructions for consumers to give it a correct dispose.		12.4 12.5
2025	All our packaging will be 100% recyclable, reusable or compostable.		12.2 12.4 12.5

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OUR PRODUCTS FORMULATIONS

Offering our consumers, products that boost their health and wellness, and to have a reduced environmental impact is one of our priorities at short term.

We seek to promote the **elimination and substitution of microplastics** in the formulations of our cosmetic products, avoiding environmental contamination for this reason.



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	We will promote the non-plastic use within leave-on cosmetics formulations.		12.2 12.4 12.5

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OUR VALUE CHAIN

We aim to integrate sustainability in each of our decisions, having a special focus on value chain management, which is a critical process to ensuring the continuity of our operation.

For this reason, through our Supplier Sustainability Program, **we seek to promote among our value chain members, strong environmental, social, and ethical practices, ensuring that they are aligned to the standards that we have established as a Company** and guaranteeing a business partnership founded on trust, honesty, and integrity, in which all parts find a benefit and ongoing improvement.



GOAL YEAR	ACTION PLAN	SCOPE	SDG		
2021	100% of our global supply chain will be fully aware of and aligned with our Supplier Code of Conduct and Ethics, as part of our Supplier Sustainability Program.		 12.6		
2022	100% of our global supply chain suppliers will be reviewed in sustainability terms, as part of our Sustainability Program for Suppliers.		 12.6		
2022	We will include sustainability criteria within our global supply chain selection process.		 12.6		
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OUR MANUFACTURING PLANT

We are aware that innovation and technological progress are key to face the current economic challenges. However, this progress must be sustainable, considering energy efficiency and correct resource management.

*Our new Manufacturing Plant in Mexico **adopted since its design and construction, sustainable infrastructure and technology that will enable cleaner, safer and environmentally responsible industrial processes.***



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	We will have the first pharmaceutical manufacturing plant* in Latin America with World Bank International Finance Corporation (IFC) EDGE (Excellence in Design for Greater Efficiencies) certification.		 9.4
2021	We will participate in voluntary environmental audits that will verify our correct environmental performance through the Clean Industry certification of the Federal Attorney of Environmental Protection (PROFEPA) in Mexico.		 9.4

* Our Manufacturing Plant in Mexico will begin operation in 2021

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OUR WASTE MANAGEMENT

Our near- and long-term progress must be based on sustainable consumption and production, avoiding environmental damage, and promoting the efficient use of natural resources.

We are committed to **reducing our waste generation by implementing prevention, reduction, recycling, and reuse initiatives, contributing to a circular economy and prevention of resource depletion.**



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2022	Our global corporate offices will have an integrated waste management plan with a prevention and recycling approach.		12.5
2022	We will prevent that waste generated in our Distribution Center and Manufacturing Plant* reach landfills, through recycling and reuse practices.		12.5
2023	We will prevent that waste generated in our outsourced distribution centers reach landfills through recycling and reuse practices.		12.5

* Our Manufacturing Plant in Mexico will begin operations in 2021, at which time we will begin the construction of our waste generation measurement base platform, to establish production-related reduction goals.

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OUR WATER MANAGEMENT

We are aware of the relevance of the conservation of water resources in the current context and the effects of water pollution on the environment and people’s health.

We are committed **to the effective treatment of wastewater from our operations, to implement technologies to ease recycling and reuse of water**, and to ensure a sustainable hidric resource extraction through an efficient use.



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2022	We will treat 100% of the wastewater generated at our manufacturing operations* and we will implement new technologies o facilitate the recycling and reuse of water.		6.3

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OUR ACTIONS TO ADDRESS CLIMATE CHANGE

The effects of climate change are present in our routine, resulting in physical, financial, and health risks which could significantly affect our operation. Therefore, we are aware of our role in the fight against climate change.

We are committed to **significantly reducing energy use through energy efficiency programs and the implementation of technologies that minimize environmental impact** at our new Manufacturing Plant in Mexico.

We also aim to considerably increase the renewable energy proportion in our energy matrix in the medium term.



YEAR GOAL	ACTION PLAN	SCOPE	SDG
2021	50% of the energy used in our Manufacturing Plant will derived from cogeneration.		9.4
2023	We will establish goals based on the Science Based Targets (SBTs)* initiative to improve our manufacturing efficiency.**		9.4
2025	We will integrate 50% of renewable energy sources to the energy matrix of our manufacturing operation in Mexico.		7.2

*Science Based Targets (SBTs) is a global initiative which supports the private sector in the low carbon economy transition.

** Our Manufacturing Plant in Mexico will begin operations in 2021, at which time we will begin the construction of our waste generation measurement base platform, to establish production-related reduction goals.

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OUR LOGISTICS

In our business model, product transport is a key activity, which means it is one of our most significant opportunities to reduce our operation’s environmental impact.

*We will continue **improving our logistics operation plan with a focus on energy efficiency and route optimization, working directly with our logistics suppliers to reduce Greenhouse Gas Emissions (GHG) related to logistics transportation.***



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	Our freight transport and the one owned by our logistics suppliers will be adhered to global clean transportation programs.		7.3
2023	We will reduce 20% of CO ₂ emissions (scope 1 and 3) related to our logistics operation in Mexico, compared to 2019.		7.3

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OUR INTEGRATED MANAGEMENT

Our sustainability vision will become a reality only if every team member’s work and outlook are also aligned.

*We will **promote critical thinking related to sustainability at all levels of our operation, as part of our organizational culture.***



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	We will reward our collaborators for implementing projects that reduce the environmental impact of our operation.		13.3
2021	100% of the global teams responsible for product development will be trained in sustainability, with a focus on redesign and innovation with reduced environmental impact.		13.3
2021	100% of the operational teams and administrative staff will be trained in sustainability, considering necessary theoretical knowledge and practical skills to promote sustainable development, with an emphasis on mitigation and adaptation to climate change.		13.3

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OUR TEAM

Our goal is to be the healthiest company in the world as health and wellness are the foundation of our business strategy. This begins with our team’s well-being.

We seek to **provide all collaborators with equal opportunities for growth and development, in a safe, transparent, and inclusive environment.**

We have built a culture based on meritocracy, diversity and respect, though our related policies for development, recruitment, occupational health & safety, and work-life balance.



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	We will implement integrated well-being programs for all our collaborators at a global level.		8.8
2021	100% of our global team will be trained in ethics and non-corruption.		16.5
2021	We will implement training and development programs, according to specific needs and responsibilities identified, for our collaborators.		4.4
2022	50% of our global team comprised of women.		5.5
2023	50% of our global leadership roles will be women.		5.5
2022	We will establish the necessary foundations and remove all barriers enabling people with disabilities to join our workforce.		8.5
2022	Our operational sites* will be aligned to the highest health and security standards, participating voluntarily in the Self-Management Program in Occupational health & safety (PASST) of the Ministry of Labor and Social Welfare in Mexico.		8.8

*Our Manufacturing Plant in Mexico will begin its operation in 2021.

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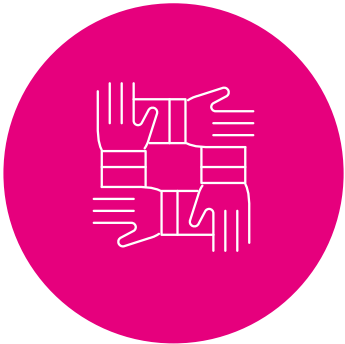
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OUR CONTRIBUTION TO SOCIETY

One of our priorities as a company is the well-being and health of vulnerable communities, particularly in the places where we operate, where **we seek to constantly and positively contribute with actions that promote comprehensive development , as part of our many social programs.**



GOAL YEAR	ACTION PLAN	SCOPE	SDG
2021	We will publish our Policy of Good Practices for Medicines Promotion.		 3.8
	We will strengthen our partnerships to increase our social programs' impact on communities, with a particular focus on health, education, and the empowerment of women and girls.		
	<ul style="list-style-type: none">• 100,000 people will have benefited from our corporate volunteer programs.		
2025	<ul style="list-style-type: none">• 500,000 people will benefit from business initiatives aligned with social and environmental causes.• 5 million pharmaceutical and personal care products will be donated by Genomma Lab International.• 5 million people will be directly benefited by Genomma Lab International donations.		 3.8

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SUSTAINABLE DEVELOPMENT GOALS WHICH WE SEEK TO CONTRIBUTE INDEX

PILAR	SDG	SUSTAINABLE DEVELOPMENT GOAL	PILAR	SDG	SUSTAINABLE DEVELOPMENT GOAL
OUR CONTRIBUTION TO SOCIETY		3.8 Achieve universal health coverage, protection against financial risks, accessible health services, quality essentials and medicines, safe vaccines, effective, affordable, and quality for everyone access.	OUR MANUFACTURING PLANT		9.4 By 2030, modernize infrastructure and reconvert industries to be sustainable, using the resources more effectively way and promoting new technologies adoption, clean and environmentally processes, achieving that all countries take measures according to their respective capabilities.
OUR TEAM		4.4 By 2030, the number of young people and adults who have the necessary skills, technical and professional, to access employment, the decent work and entrepreneurship.	OUR ACTIONS TO ADDRESS CLIMATE CHANGE		12.2 By 2030, achieve the sustainable management and efficient use of the natural resources.
OUR TEAM		5.5 Ensure the full and effective participation of women and equal leadership opportunities at all levels, decision-makers in politics, economic and public life.	OUR PRODUCTS		12.4 By 2030, achieve ecological management of chemicals and all kind of waste throughout its life cycle, according to the international frameworks agreed upon, and significantly reduce their release to atmosphere, water, and soil to minimize their adverse effects into human health and environment.
OUR WASTE MANAGEMENT		6.3 By 2030, improve water quality by reducing contamination, removing spillage, and minimizing the chemicals and dangerous materials emission, halving the percentage of untreated wastewater, and increasing recycling and reuse risk-free worldwide.	OUR VALUE CHAIN		12.5 By 2030, significantly reduce the waste generation through prevention, reduction, recycling, and reuse.
OUR ACTIONS TO ADDRESS CLIMATE CHANGE		7.2 By 2030, significantly increase the renewable energy proportion in al energy sources.	OUR WASTE MANAGEMENT		12.6 Encourage companies, especially big and transnational ones, to adopt sustainable practices and incorporate sustainability information into their inform presentation cycles.
OUR LOGISTICS		7.3 By 2030, double the global rate of improvement in energy efficiency.	OUR INTEGRATED MANAGEMENT		13.3 Improve education, awareness, and human capacity and institutional regarding climate change mitigation, adaptation to it, reducing its effects and the early warning.
OUR TEAM		8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, as well as equal remuneration for work of equal value.	OUR TEAM		16.5 Significantly reduce of corruption and bribery in all its ways.
		8.8 Protect labor rights and promote a safe and risk-free work environment for all workers, including migrant workers, particularly migrant women and people with non-secure jobs.			





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