

COTY

BEAUTY, LIBERATED

SUSTAINABLE SUPPLY CHAIN INITIATIVE

POWERED BY
ecovadis
SUPPLIER SUSTAINABILITY RATINGS



COTY Supplier Sustainability Assessment initiative

COTY AND ECOVADIS

COTY CSR Ambitions

The objective of COTY CSR program is to create, protect and grow long-term environmental, social and economic value for all stakeholders involved in bringing products and services to market. COTY CSR program aims to strengthen our ability to change and keep long term license to operate by enforcing the CSR culture within the supply chain.

Having a sustainable supply chain can reduce potential risks (environmental, reputational, and financial) and eventually increase profits for all stakeholders.

Mission-aligned suppliers are those that employ positive social and environmental practices, such as fair labor and monitoring of energy, water, waste, and emissions.

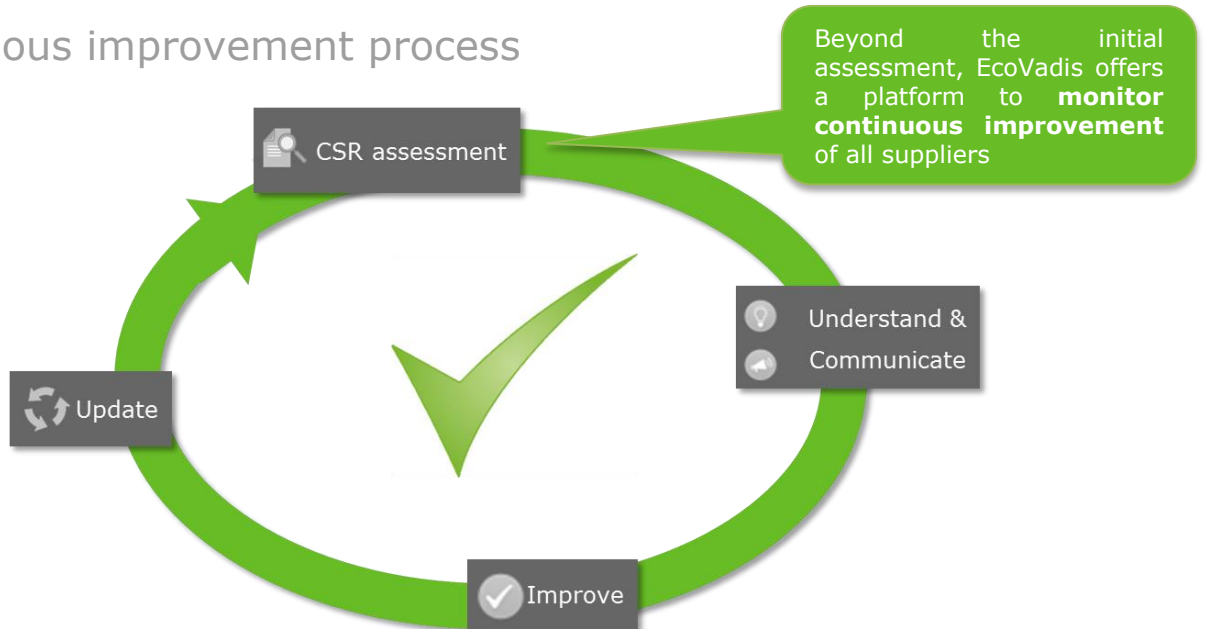


Why EcoVadis?

COTY decided to implement a simple process, based on international CSR standards and providing CSR experts' feedback. The EcoVadis platform is quickly emerging as a standard for supplier CSR performance monitoring, used in many different industry sectors. Moreover, using a collaborative solution allows suppliers to minimize the workload linked to CSR reporting, by sharing their results with multiple customers.

CSR MONITORING: A VIRTUOUS CIRCLE

A continuous improvement process



The first step: the CSR assessment

<p>1. REGISTER ONLINE</p> <p>Create a company profile (activity, contact, etc.)</p>	<p>2. DATA COLLECTION</p> <p>Answer CSR survey questions & upload documents</p>	<p>3. EXPERT ANALYSIS</p> <p>EcoVadis distills your answers into an easy to read Scorecard</p>	<p>4. YOUR CSR PORTAL</p> <p>Online access to Scorecard results, sharing & action plan</p>
<p>Profile used to optimize survey to your size, industry sector, location, etc.</p>	<p>Secure, confidential & multi-lingual with a support team ready to help.</p>	<p>Independent document audit, evaluation & analysis from CSR experts.</p>	<p>Share results, collaborate directly online with clients, and improve performance.</p>

“HOW WILL MY COMPANY BENEFIT?”



Meet COTY’s expectations

A **CSR assessment performed in the last 12 months** is necessary for suppliers’ qualification and sourcing decisions.

Participation in our CSR monitoring platform is necessary to **identify improvement opportunities** and **foster a long-term relationship** with COTY

The visibility for your company in a common database shared by all COTY’s entities



Confidential, efficient & relevant CSR survey

Survey is customized to your **business sector, size and location**

Documents and data are **stored confidentially and securely**

Both the survey and support (email and phone) offered in 10 languages*



Understand & improve CSR performance

An easy-to-understand Scorecard by EcoVadis analysts showing:

- ✓ Scores (ranging 1 - 100) across 4 themes
- ✓ Strengths & Improvement Areas
- ✓ Benchmark comparisons
- ✓ Collaborative tools for working with clients



Easy sharing saves time & effort

Share the Scorecard with multiple clients with a few clicks

Add unlimited users to engage colleagues and share your results internally

You choose who and what to share.

*English, French, German, Chinese, Spanish, Portuguese, Italian, Dutch, Japanese, Russian

Reward success & distinguish your company

With Gold/Silver/Bronze badges and certificates, get the recognition you deserve for good CSR performance.

Plus EcoVadis brings the credibility of a robust globally- recognized methodology.



YOUR CSR ASSESSMENT RESULTS

CSR Scorecard

One of the main benefits from the EcoVadis solution is the Scorecard, where you visualize the detailed results of the analysis of your CSR practices, performed by Sustainable Development experts. The Scorecard is shared with COTY, and gives you both quantitative and qualitative reliable information, in an easy-to-understand layout.



CSR Performance

Global Rating, by theme of your CSR performance, (Environment, Social, Ethics, Suppliers)

Example of a Premium Scorecard



Benchmark

Allows you to compare your performance with other companies in your industry sector [Premium service]

360° Watch

Keep an eye on information from up to 800 stakeholders (NGOs, Trade unions...) regarding your company [Premium service]

Strengths and Improvement Areas

Detailed presentation of your positive CSR practices and your areas for improvement

Subscription Plans & Pricing

Your CSR assessment and Scorecard are available upon subscription to the EcoVadis Platform. Depending on your subscription level you will benefit from additional features to maximize your CSR assessment with EcoVadis, such as unlimited Scorecard sharing, Gold/Silver/Bronze Medal badges and Diplomas, and CSR assessment of your own subsidiaries.

Learn more about pricing plans at ecovadis.com/plans-pricing

FAQ

1. **Which suppliers are involved?**

All Coty strategic vendors are involved in this program, CSR performance monitoring is now an important criteria for Coty's sourcing decisions and supplier management process.

2. **What happens if I don't want to participate?**

Monitoring the CSR practices of its suppliers is increasingly relevant for COTY.

Coty is using the EcoVadis scores in the annual assessment of their suppliers as part of the scoring for the long term fit along with other criteria such as quality, service, cost&cash, account management contracting and innovation. Supplier not responding to this request will get a 0 score in long term fit.

If you don't want to participate please inform us.

3. **Why do I have to pay for this service?**

The annual subscription fee covers:

- The CSR analysis of your company performed by the EcoVadis expert sustainability analyst team
- The access to the online CSR portal, allowing you to review and share your CSR scorecard online to all your customer's requests, and access all the additional tools (see **fees.ecovadis.com** for more information).

4. **I am not the person in charge of CSR and Sustainability in my company**

In the registration system you can indicate the name of the relevant contact in your company: EcoVadis will contact this person for the assessment.

5. **How much time will the questionnaire take to be completed?**

Before answering the questionnaire, you will need to register online, which takes 5-10 minutes. Filling the questionnaire and uploading the documents required will take between a few hours to a few days, depending on your company size, CSR maturity level, and whether you have all the requested information and documents at hand. Once your results are published you will be able to re-use them for other clients' requests.

6. **Will my information be kept confidential?**

Your information will be kept strictly confidential and will not be shared or distributed. The assessment results will only be visible to COTY (or any other customers you have authorized). Only you decide who you want to share your EcoVadis Scorecard with. EcoVadis is fully committed to ensure the safety of our customers' data and provide highly secured online solutions.

7. **How will COTY use my EcoVadis assessment results?**

Coty will use the results in procurement supplier assessment, which account for decision for RFP and annual contracts. Coty will also define priorities and eventually ask the supplier to monitor corrective actions based on the results of the CSR assessment.

8. **What technical resources do I need?**

No software installation is required: EcoVadis uses a web-based solution, available via a secure platform. EcoVadis provides updates and technical support. All you need is an internet connection.

EcoVadis operates the first collaborative platform providing sustainability ratings and performance improvement tools for global supply chains. The platform delivers simple and reliable scorecards to monitor supplier Corporate Social Responsibility (CSR) practices covering 150 purchasing categories, 110 countries, and 21 CSR indicators in four themes: Environmental, labor/human rights, ethics and supply chain.

More than 20,000 companies use EcoVadis to reduce risk, save time and money on assessment, drive innovation and foster transparency and trust between trading partners.

[Learn more at ecovadis.com/customer_stories](https://www.ecovadis.com/customer_stories)