



Dear Valued Partner,

Sustainability is one of Coty's key strategic pillars and at the heart of Sue Nabi's vision.

As a Coty supplier, we greatly appreciate your important contribution to our sustainability agenda, *Beauty That Lasts*, guided by the United Nations' Sustainable Development Goals.

*Beauty That Lasts* is a holistic approach which incorporates our response to environmental issues and our Diversity, Equity and Inclusion ambitions, which we push internally and externally through our brands and campaigns.

At Coty, we believe in equity and inclusion for all, regardless of who you are or who you love. We also firmly believe that embracing each other's differences, be they differences in beauty, cultures, sexuality, ability, gender identity, or expression make our organization richer.

Diversity and inclusion are not only moral imperatives but also business ones. Vital for the wellbeing of every employee, key to representing the customers and communities we serve, fundamental for a successful and thriving company.

Since the launch of our *Beauty That Lasts* sustainability strategy in 2020, Coty has made important progress in Diversity, Equity & Inclusion (DE&I):

- Strong female representation at a Board and Executive Committee (EC) level: Coty's Executive Committee is majority female and Board of Directors is evenly gender-split.
- Governance structure in place (globally and locally) to coordinate Diversity, Equity and Inclusion efforts, and accelerate action towards achieving our targets (announced as part of our *Beauty That Lasts* strategy).
- Progress on our commitment to pay equitably for similar roles and performance, regardless of gender. We are on track to reach this ambitious 2022 target.
- Working towards gender balance in our leadership positions, we have launched Women in Leadership initiatives which include a blend of networking, mentoring and leadership development.
- Launch of a global Diversity, Equity, and Inclusion (DE&I) training curriculum to foster inclusion and celebrate diversity.
- Coty is a signatory to the UN Women's Empowerment principles, reinforcing our public commitment to gender equality. The seven principles will help guide our efforts to promote gender equality and women's empowerment in the workplace, marketplace and community.

To further strengthen our DE&I activities, we ask all our current and future partners, to join us driving diversity in the work environment.

To do so, we invite you to commit to non-discrimination standards in your employment policies to acknowledge the diversity, equity and equality of gender, ethnicity, ability, background and gender identity and sexual orientation.



We will reinforce our strategy over the coming months, engaging with our business partners on our Responsible Sourcing Program to meet the evolving needs of our stakeholders and to reflect the pace of social and environmental change required.

Thank you in advance for your support.

Kind regards,

A handwritten signature in black ink, appearing to read "Stephane Delbos". The signature is fluid and cursive, with a large initial "S" and a long horizontal stroke at the end.

Stephane Delbos

Chief Procurement Officer