

STENDERS

N O R D I C B A T H
D E L I G H T S

Sustainability Report ²⁰²²

04 THIS IS WHO WE ARE

OUR STORY

SUMMARISED ESG PERFORMANCE

BUSINESS OVERVIEW SUMMARY – KEY FIGURES,
EVENTS & ACHIEVEMENTS IN 2022

COO'S ADDRESS

24 MANAGING SUSTAINABILITY

SUSTAINABILITY GOVERNANCE MODEL

STAKEHOLDER ENGAGEMENT

IDENTIFYING MATERIAL SUSTAINABILITY
TOPICS & MATERIALITY MATRIX

44 STRATEGIC SUSTAINABILITY

**50 PROGRESS TOWARDS OUR
SUSTAINABILITY GOALS**

134 SUSTAINABLE DEVELOPMENT GOALS

140 RESPONSIBLE MARKETING

148 GOOD GOVERNANCE AND CODE OF ETHICS

154 REPORTING PRINCIPLES

Our Story

We honour an outstanding figure in European history, Gotthard Friedrich Stender – a keen inventor of the Enlightenment times who wrote the first encyclopaedia – The Book of High Wisdom of the World and Nature. He inspires us to strive for knowledge, excellence, and creativity while respecting nature.

The essence of our brand is to create high-quality and efficient bath and body care products hand in hand with sustainability, inspired by rich nature and valuable ingredients found at our latitude – Nordic bath delights.

WE ARE BATH RITUAL EXPERTS WHO SPEND A LOT OF TIME RESEARCHING AND TESTING, FULLY EMBRACING THE JOY OF MISSING OUT ON THINGS AND ENJOYING ME-TIME.



SHAPED BY OUR NORDIC HERITAGE,
SINCE 2001, STENDERS HAS BEEN
BRINGING A NORDIC MINDSET INTO
EVERY BATHROOM IN THE WORLD.



Ingredients of Natural Origin

Our wise ancestors believed that bathing cleansed the body and rejuvenated the soul. Coming from Northern Europe,

**WE APPRECIATE THE RICH NATURE
AND VALUABLE INGREDIENTS FOUND
AT OUR LATITUDE.**

Centuries of picking herbs and berries have made us nature-savvy, and we know best how to use the efficacy of natural ingredients in our products.

Attention to Detail

We pay great attention to small details and quality, which is why soaps and bath bombs are still hand-crafted. We follow global trends and identify ways to improve packaging and ingredients to be more environmentally friendly.

**WE HAVE OUR QUALITY POLICY FOR
WORKING INSIDE STENDERS AND WITH
INCREASINGLY SUSTAINABILITY-MINDED
AND RESPONSIBLE PARTNERS.**

Awards

OUR WORK HAS BEEN APPRECIATED BY
INDUSTRY EXPERTS WORLDWIDE.

Our soap clay won the prestigious RedDot 2021 International Product Design Award, while gel to mousse and packaging structure design received the NAPA Baltic Packaging Design Award. L'Officiel Baltic Beauty Awards 2022, we received 4 prizes in the category 'Eco cosmetics and natural cosmetics'. In the Baltic Brand Forum 2022, we were nominated among the TOP 11 greenest brands.



reddot winner 2021

Our Team

Our pride is our team. STENDERS brings together 149 professionals from chemistry, biology, product development, marketing, design, manufacturing, customer service, and more. We all are inspired by nature and the opportunity to look beyond the horizon to offer something unprecedented.

**EVERY PRODUCT AND IDEA IS
CONCEPTUALISED IN OUR CREATIVE
CENTRE AND CARRIES THE SPIRIT OF
A GREAT TEAM.**

When modernising our production facilities –
we do handmade where it adds the highest value.

Our Partners

We are always eager to collaborate with the foremost experts in the industry, known for their creativity, commitment to quality, and accurate attention to detail.

**OUR PARTNERSHIPS EXTEND TO LEADERS IN
FRAGRANCE DEVELOPMENT, PRODUCT SAFETY
LABORATORIES, AND THE MOST INNOVATIVE
MINDS IN PRODUCT DESIGN.**

Where You Can Find Us

You will find the essence and richness of the Nordic mindset in every bathroom worldwide, appreciating joyfulness, the Nordic philosophy, and quality embodied in more than 450 products. Made from ingredients of natural origin and sold in more than >350 STENDERS shops worldwide.



STENDERS
SHOWER OIL
LINDEN BLOSSOM
NOURISHING
WITH APRICOT
KERNEL & VEGETABLE
OILS & LINDEN
FLOWER EXTRACT

STENDERS
HAND WASH
LINDEN BLOSSOM
SOFTENING
& NON-DRYING
WITH LINDEN
FLOWER EXTRACT

STENDERS
BODY GEL CREAM
LINDEN BLOSSOM
NOURISHING
& SOFTENING

STENDERS
SALT SCRUB
LINDEN BLOSSOM
SMOOTHING

Summarised ESG Performance

The primary focus in product development is on functionality, high quality, and respect for the environment, which includes resource consumption and compliance with the circular economy.

*We Stand for Lasting and
Positive Change in the World*

90%

AVERAGE SHARE OF NATURALLY
DERIVED INGREDIENTS IN
SKINCARE PRODUCTS.

100%

RECYCLABLE PACKAGING OF
OUR FLAGSHIP PRODUCTS.

>90%

INGREDIENTS OF NATURAL
ORIGIN IN OUR PRODUCTS.

11TH

RANKED AS THE 11TH MOST
ENVIRONMENTALLY FRIENDLY
BRAND IN LATVIA IN 2022,
ACCORDING TO A BALTIC
BRAND CAPITAL STUDY.

-22%

ENERGY CONSUMPTION DECREASED
COMPARED TO 2021.

+16.8%

CO2 EMISSIONS INCREASED
COMPARED TO 2021.

*Gender
Diversity*

WOMEN 76%
MEN 24%

77

OUR WELL-BEING
INDEX.

We are Proud of

WWF AWARD 'GREEN OFFICE'

This recognition underscores our dedication to environmentally conscious practices within our workspace.

'FAMILY FRIENDLY WORKSPACE' AWARD

Our receipt of this award reflects our commitment to fostering a workplace environment that accommodates and supports employees' family needs.

ISO 9001 AND ISO 22716

Certifications testify to our unwavering dedication to adhering to stringent quality standards and Good Manufacturing Practices (GMP), demonstrating our resolute commitment to ensuring excellence in all aspects of our operations.

Business Overview Summary

Revenue: EUR 8.1 Mil.

REVENUE	100%	8 093 229
Franchises in China	53%	
Retail Latvia	26%	
E-commerce	7%	
Other – Franchises in Latvia and abroad, wholesale	14%	

EBITDA: EUR -0.78 Mil.

Number of:

149

EMPLOYEES

AVERAGE NUMBER
OF PERSONNEL

365

SAFE DAYS

35

COUNTRIES

>350

SHOPS

98

NEW PRODUCTS
RELEASED

Our clients include:

B2B

RETAIL CHAINS,
FRANCHISE
PARTNERS

B2C

E-COMMERCE
AND RETAIL
SHOPS

**WE HAVE BUILT SUCCESSFUL COLLABORATIONS
WITH SOME OF LATVIA'S TOP DESIGNERS IN
PRODUCT DEVELOPMENT AND DESIGN.**

We partnered with the design studio KID, led by Maija Rozenfelde, for our rebranding project and ongoing initiatives. In conjunction with Santa Meikulāne from Lolot Design and Rolands Landsbergs, the CEO of Boxetti, we've crafted STENDERS shop concepts and designs for international exhibitions, aiming to encapsulate values such as naturalness, creativity, vitality, exclusivity, and a welcoming ambience. Additionally, we've joined forces with Miķelis Baštiks from Asketic in a partnership that led to a special collection as a tribute to Riga, Latvia's capital, through the iconic brand Riga Original®.

**WE HAVE ESTABLISHED PARTNERSHIPS
WITH SEVERAL ORGANISATIONS, INCLUDING
THE LATVIAN ART ACADEMY, CHARITABLE
ORGANISATIONS SUCH AS THE 'CHILDREN'S
HOSPITAL FUND,' SUPPORT FOR UKRAINIAN
REFUGEES THROUGH 'TABITAS SIRDS' AND
VARIOUS CHILDREN AND YOUTH SPORTS
ORGANISATIONS.**

Awards we have received:

*NAPA BALTIC Packaging
Design Awards*

3RD PLACE STENDERS PACKAGING

*L'Officiel Baltic
Beauty Awards*

AWARD IN 4 PRODUCT CATEGORIES

*Baltic Brand
Forum 2022*

AMONG THE TOP 11 GREENEST BRANDS



STENDERS
BODY SCRUB WITH
NORDIC AMBER

STENDERS

STENDERS



STENDERS

STENDERS

← BACK TO ANNEX

COO's Address

DEAR READER,
I AM DELIGHTED TO PRESENT OUR VERY FIRST SUSTAINABILITY REPORT. A SIGNIFICANT MILESTONE IN OUR JOURNEY THAT STARTED IN 2021 AS WE LAID THE GROUNDWORK AND EXPLORED WHAT SUSTAINABILITY MEANS FOR STENDERS.

Our commitment to respecting nature has been fundamental to our core values since the beginning. I'm satisfied with all our activities, especially in 2022, which brings us toward a more sustainable future. Observing our entire team collaborating to modify processes and perspectives within the company has been a profound and inspiring experience that has shaped our decision-making criteria and daily work procedures. The horizon of sustainable development reveals itself, accumulating experience and knowledge and noticing previously unseen possibilities.

This report is a good stepping point, summarising our achievements to date. It helps us understand sustainability within our team, guides our future focus, and outlines the course for our upcoming initiatives. We believe value is created when a company integrates environmental and

societal commitments into its core business, uniting a harmonious team and driving toward our common objectives.

Sustainability has played a significant role in our corporate strategy since 2021. While it is not defined as a separate project, it is an integral facet of our management objectives. This report is a testament to the synergy between the STENDERS team, our partners, and our customers, all driven by a vision where our actions resonate internally and externally.

At STENDERS, we believe that a sustainable future is embedded in every decision we make, every product we create, and every community we work with. Our dedication to sustainability drives us to foster innovation, reduce our ecological footprint, and lead with a strong purpose in every part of our activities.

The products you hold in your hands reflect our commitment – to your well-being and the well-being of our planet.

Our sustainability journey is an ongoing, continuous development path. While we've made significant steps, we acknowledge the challenging road ahead. We are ready to learn and persistently improve our efforts and refine our goals as we continue this transformative path.

**THANK YOU FOR BEING
AN ESSENTIAL PART OF
OUR SUSTAINABILITY
JOURNEY.**

**BEST REGARDS,
KRISTĪNE GRAPMANE
COO, STENDERS**



*Managing
Sustainability*

Sustainability Governance Model

AT STENDERS, SETTING HIGH STANDARDS FOR SUSTAINABILITY IS DEEPLY INGRAINED IN OUR GROWTH AND PURPOSE.

Our vision for sustainability serves as a guiding light on our reformative journey. We proudly lead the charge towards a circular economy model supported by ambitious targets encompassing packaging, waste reduction, energy efficiency, responsible supply chain, and raw materials.

To ensure that our sustainability efforts remain aligned with stakeholder expectations, trends, and our corporate strategy, we draw upon our wealth of operational experience. We are keenly attuned to the ever-increasing sustainability expectations of our stakeholders, and we continually strive to beat these expectations through exceptional performance.

The responsibility for managing STENDERS' sustainability and corporate responsibility rests with the corporate management,

forming an integral part of our daily operations. At the helm of this endeavour is our dedicated team of managers led by the COO, who spearheads the Management Team. Together, they create the company's strategic direction, ensuring that our ambitious sustainability targets are met while upholding the principles of good corporate governance.

In this pursuit, the Management Team plays a pivotal role by overseeing the organisation of our business. They approve the strategic goals and principles of risk management, which include a strong focus on sustainable development. We aim to maximise company performance while unwaveringly aiming for our ambitious sustainability targets.





TO ENSURE SUSTAINABILITY IS EFFECTIVELY INTEGRATED THROUGHOUT OUR OPERATIONS, EACH BUSINESS AREA AND FUNCTION INTEGRATES SUSTAINABILITY INITIATIVES AND TARGETS INTO ITS ANNUAL PLANNING AND PROCESSES.

This approach empowers every manager and employee to contribute to sustainability daily, making it an intrinsic part of our organisational culture.

To strengthen the governance structure around sustainability, we have formalised the roles and responsibilities of our sustainability activities. This approach ensures that our sustainability programme remains current and relevant, constantly focusing on suitable topics. Regular reviews of our course form an integral part of our systematic decision-making, target-setting, and reporting practices.

In conclusion, our Sustainability Governance Model lies at the core of our commitment to growth and transformation. By setting ambitious targets, empowering our personnel, and formalising our sustainability efforts, we reinforce our dedication to creating a sustainable future for future generations.

Stakeholder Engagement

**AT STENDERS, FOSTERING CONTINUOUS,
ACTIVE, OPEN DIALOGUE WITH OUR
STAKEHOLDERS IS A CORE COMMITMENT.**

We recognise the importance of active engagement throughout our entire value chain, including collaborations with suppliers and non-governmental organisations. We aim to establish and maintain trust with our stakeholders, nurturing an open, transparent, and authentic dialogue.

Our company recognises the invaluable contributions of various key stakeholders, each playing a crucial role in shaping our success and impact.

These stakeholders include

CORPORATE CUSTOMERS AND CONSUMERS:

Our valued customers and consumers are at the heart of our business. We actively engage with them through continuous dialogue, responding to their feedback and concerns via social media, our online shop, and the support of our sales staff in retail shops. Our customers expect safe, functional, and environmentally friendly products that deliver on their promises. All our marketing materials comply with responsible communication and marketing principles to meet their expectations, supported by adequate evidence and package labelling.

PARTNERS:

Our network includes advertising agencies, training service providers, advisors, research organisations, certification organisations, etc. We share a common perspective on the environmental and social aspects of business. Regular meetings allow us to maintain productive collaborations.

SUPPLIERS OF GOODS, RAW MATERIALS, AND SERVICES:

Our partners in the supply chain play an essential role in ensuring the quality, sustainability, and reliability of our products and operations. These partners include raw material suppliers, packaging manufacturers, and contract manufacturers. We are fortunate to maintain long-term professional relationships built on mutual respect, loyalty, and trust. Engaging with our suppliers occurs through regular meetings and feedback sessions.

NON-GOVERNMENTAL ORGANISATIONS:

Collaborating with external organisations and groups is instrumental in addressing social and environmental challenges and fostering positive change. Engaging with various entities across the value chain and beyond provides essential input on societal and sustainability matters. To support this belief, we not only assist NGOs but also actively participate in implementing charity initiatives.

LOCAL COMMUNITIES:

The well-being and support of the communities in which we operate are integral to our mutual growth and success. We attentively listen to their needs and provide support through respective NGOs.

MEDIA:

Our communication channels to the broader public play a significant role in fostering transparency and accountability. We maintain active dialogues with media outlets and influencers through meetings, events, and press releases.

OUR EMPLOYEES:

Our employees are the backbone of our company, contributing their dedication and expertise to achieve our sustainability goals. We ensure their well-being and safety at work by engaging in continuous dialogue, conducting employee surveys, holding meetings, and encouraging day-to-day interactions. We prioritise structured, honest, and transparent communication and genuine care and support for their work-life balance.

OWNERS AND MANAGEMENT TEAM:

Our Management Team expects us to deliver sustainable and growing revenues alongside financial returns. Effective new and innovative product development processes are vital to differentiating ourselves in the market. Regular team and one-to-one meetings and reporting help maintain a strong and collaborative relationship.

Through ongoing engagement with these stakeholders, we seek to listen, understand, and respond to their concerns, feedback, and expectations.

By actively involving them in our decision-making processes, we can align our business practices with their needs and expectations. This collaboration enables us to address challenges effectively and identify opportunities for positive impact and progress.

We remain committed to upholding the values of transparency, openness, and accountability in all our interactions with stakeholders.



By building and nurturing these relationships, we strive to create a sustainable future that aligns with the interests of all those who contribute to and are affected by our business activities.



Identifying Material Sustainability Topics & Developing a Materiality Matrix

Our company's sustainability efforts focus on addressing the material topics that significantly impact our business and stakeholders. Understanding the perspectives and expectations of our stakeholders is crucial for the success and acceptability of our operations.

FOR THE FIRST TIME IN OUR COMPANY'S HISTORY, WE CONDUCTED A MATERIALITY ASSESSMENT TO IDENTIFY & PRIORITISE THE MOST RELEVANT SUSTAINABILITY TOPICS.

This assessment involved:

- 01 GATHERING INSIGHTS FROM OUR EMPLOYEES THROUGH INTERVIEWS AND SURVEYS, ENSURING THAT THEIR THOUGHTS AND EXPECTATIONS WERE CONSIDERED.
- 02 ANALYSIS OF GLOBAL TRENDS.
- 03 ANALYSIS OF SUSTAINABILITY IN THE INDUSTRY.
- 04 CHANGES IN LEGISLATION.

THROUGH THIS INTERNAL MATERIALITY ASSESSMENT, WE FOLLOWED A FOUR-STEP PROCESS TO SHAPE OUR SUSTAINABILITY STRATEGY:

IDENTIFY:

We pinpointed the significant sustainability issues for STENDERS' businesses and stakeholders.

EVALUATE:

We assessed the potential sustainability impacts and key risks and opportunities associated with each identified issue.

PRIORITISE:

We ranked the sustainability topics based on their importance to stakeholders and our business.

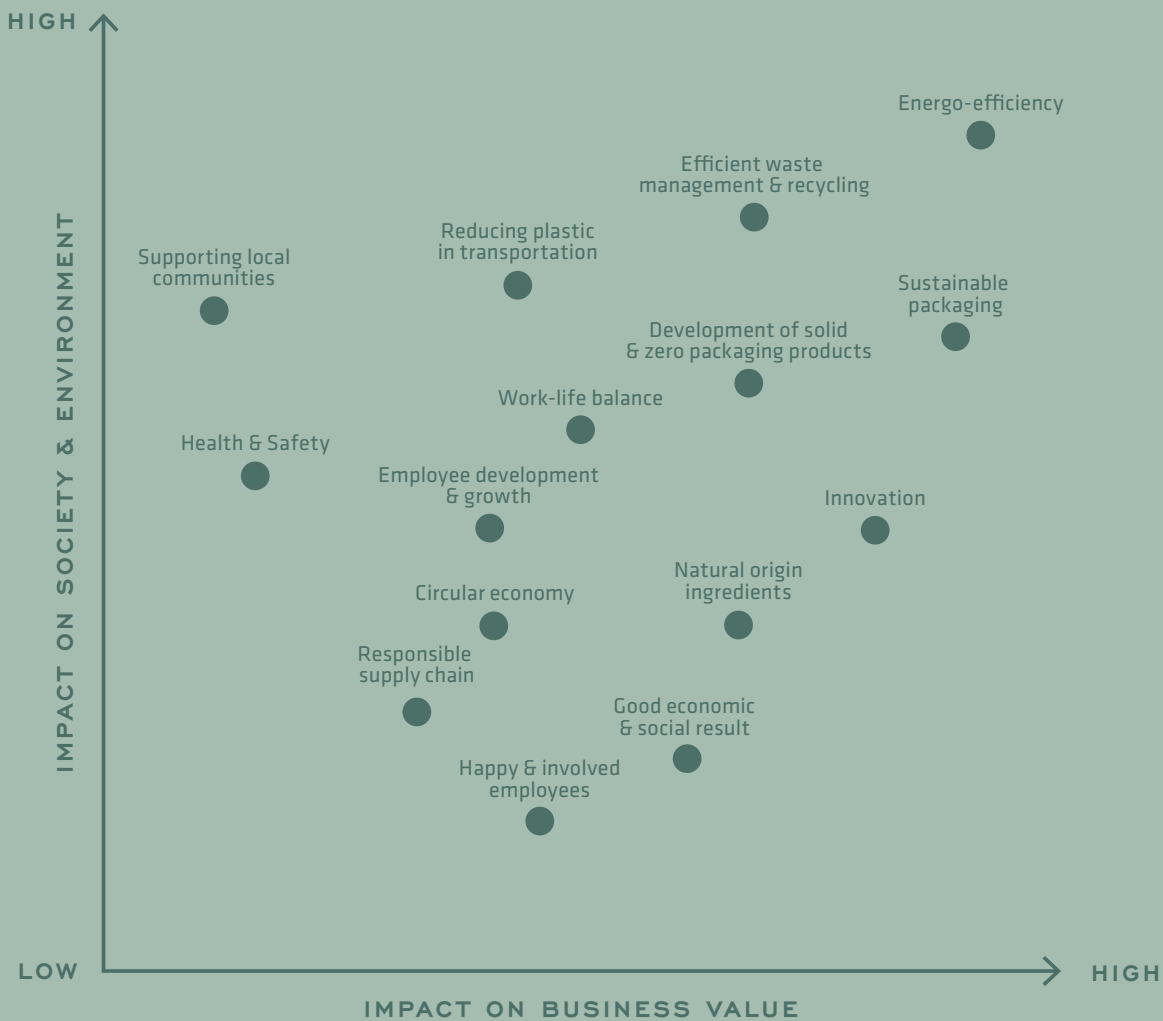
INTEGRATE:

We integrated the most material sustainability topics into our ongoing sustainability work, ensuring they remain at the core of our strategies and initiatives.

Materiality Matrix

OUR MATERIALITY TOPICS COVER:

- Sustainable packaging.
- Product Safety.
- Energy-efficiency.
- Sustainable ingredients.
- Innovations.
- Reducing plastic in the transportation phase.
- Efficient waste management & recycling.
- Development of solid & zero-packaging products.
- Employee development & growth.
- Employee well-being.
- Happy & involved employees.
- Work-life balance.
- Health & Safety.
- Circular economy.
- Transparent & responsible supply chain.
- Well-being of customers.





We recognise that the most significant impacts on our business value are:

ENERGY-EFFICIENCY

EFFICIENT WASTE
MANAGEMENT & RECYCLING

DEVELOPMENT OF SOLID AND
ZERO-PACKAGING PRODUCTS

INNOVATIONS

INGREDIENTS OF NATURAL ORIGIN

as they drive financial performance and are at the core of our competitive advantage. At the same time, these are the areas where we can have the most significant positive impact on the environment and climate change.

Those with a moderate impact on both – our business value and society & environment, are:

- WORK-LIFE BALANCE OF OUR EMPLOYEES AND LIFE BALANCE FOR OUR CUSTOMERS (WHICH IS SUPPORTED THROUGH OUR ME-TIME COMMUNICATION).
- REDUCING PLASTIC PACKAGING IN THE TRANSPORTATION PHASE.
- IMPLEMENTING CIRCULAR ECONOMY PRINCIPLES IN OUR BUSINESS OPERATIONS – REFUSE, REDUCE, REUSE (AND REFILL), RECYCLE.

And, those with the least impact on our business value and impact on environment and society, but still very important for sustainable growth, are:

- RESPONSIBLE SUPPLY CHAIN.
- HEALTH & SAFETY.



Engaging in this meticulous materiality assessment has gained valuable insights that shape our sustainability approach. We are committed to addressing these material topics with transparency and attentiveness, aligning our efforts with the expectations of our stakeholders, and creating positive outcomes for our business and the wider community.

*Strategic
Sustainability*

THE COMPANY HAS INHERITED THE NAME OF GOTHARD FRIEDRICH STENDER – A KEEN INVENTOR OF THE ENLIGHTENMENT TIMES WHO WROTE THE FIRST ENCYCLOPAEDIA, THE BOOK OF HIGH WISDOM OF THE WORLD AND NATURE, IN 1774.

He inspires us to strive for knowledge, excellence, and creativity while always respecting nature – the key element in our products and philosophy. We have defined concrete steps to leave behind an ever-friendlier footprint for the next generations and the future.



STENDERS

HAND CREAM
Blueberry

SOFTENING & CARING
WITH SHEA BUTTER
& ALLANTOIN

By 2030, we are committed to reaching eight ambitious Sustainability Goals.



01

ALL PRODUCT PACKAGING IS REFILLABLE, REUSABLE, MADE OF RECYCLED MATERIAL, RECYCLABLE OR COMPOSTABLE.



02

REDUCTION IN WASTE OF 50% THROUGHOUT THE PRODUCT LIFE CYCLE.



03

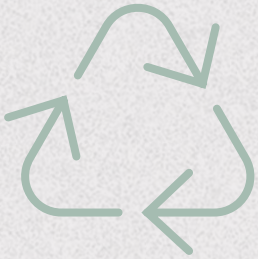
REDUCTION IN ENERGY CONSUMPTION OF 25% PER UNIT OF PRODUCT PRODUCED.



04

CONTINUE TO CREATE PRODUCT FORMULATIONS WITH >90% INGREDIENTS OF NATURAL ORIGIN, SUCCESSFULLY COMBINING NATURE AND SCIENCE.

*Progress Towards
Sustainability Goals*



GOAL NO. 1

**ALL PRODUCT PACKAGING IS REFILLABLE,
REUSABLE, MADE OF RECYCLED MATERIAL,
RECYCLABLE OR COMPOSTABLE.**

At STENDERS, minimising the environmental impact and ensuring product safety are our top priorities when choosing product packaging. We are committed to reducing excess packaging material, maximising recyclability, and utilising recycled materials wherever possible.

Recyclable Materials and Circular Economy Principles

To minimise the direct and indirect environmental impacts of packaging throughout its life cycle, we prioritise using recyclable materials and integrating recycled materials whenever possible. Embracing circular economy principles, we understand the importance of reintroducing materials back into the life cycle. As a first step towards a circular economy, we have made significant efforts to guarantee the recyclability of our packaging.

BY 2025, OUR OBJECTIVE IS TO MAKE ALL FLAGSHIP PRODUCT PACKAGING 100% RECYCLABLE, AND WE ARE PROUD TO ANNOUNCE THAT WE HAVE ACHIEVED THIS GOAL EARLIER THAN ESTIMATED.

Types of Materials Used

Our packaging materials include paper, cardboard, glass, aluminium, fabric, and plastics. Among the plastics, we utilise widely recyclable types like PP, PET, and HDPE (e.g., shampoo bottles) and less widely recyclable options such as ABS and LDPE (bottle rings, product wrapping). To aid our customers in distinguishing recyclable packaging, we provide clear information on which products are in recyclable packaging both on the packaging itself and our online store.

QUANTITY OF PRODUCTS BY TYPE OF PACKAGING

TOTAL	100%
Glass	2%
Plastic	55%
Metal	9%
Wood, paper, carton	32%
Polystyrene	2%





Guiding Principles for Sustainable Packaging Selection

**IN THE PURSUIT OF EFFECTIVE AND
SUSTAINABLE PACKAGING FOR OUR
NATURAL PRODUCTS, WE FOLLOW
TWO GUIDING PRINCIPLES:**

REUSABILITY:

We prioritise packaging that customers can reuse after using our products.

EASY RECYCLABILITY:

We choose packaging materials that can be easily recycled to avoid complicating the recycling process with mixed materials.

Introducing Compostable Products

As part of our commitment to advancing sustainability, we recently introduced our first compostable products – a toothbrush made from biodegradable plastic packed in recyclable packaging and kraft paper cosmetic bags.



Packaging in Manufacturing and Transportation Phases

AS A PRODUCTION COMPANY, WE MINIMISE PLASTIC PACKAGING AND WASTE DURING THE MANUFACTURING AND TRANSPORTATION PHASES.

We continually seek recyclable alternatives and have implemented changes to enhance packaging process efficiency, reducing plastic usage for specific flagship products. For example, for bath bombs, we used 900 kg less plastic per year. Additionally, we are actively striving for more sustainable

transportation packaging, especially for bottles and jars, ensuring that our products reach customers and franchise partners in an environmentally responsible manner. Besides that, we work closely with our suppliers to negotiate and find the best solutions for minimising raw plastic packaging.

Challenges in Using Recycled Materials

We are determined to search for packaging made from recycled materials and test their compatibility with our products. However, the availability of high-purity recycled plastic materials, particularly for closures suitable for cosmetics such as mechanically recycled PP plastic, presents challenges.

Over 90% of our ingredients are sourced from natural origins, so preserving product quality is primary. Hence, we prioritise the quality of our packaging to safeguard the integrity of our products.

OUR PRODUCTS ARE SOLD GLOBALLY, EXPOSING THEM TO VARYING ENVIRONMENTAL CONDITIONS, INCLUDING TEMPERATURE CHANGES, AIR QUALITY, SUNLIGHT EXPOSURE, AND MORE.

Exploring Refill Solutions

Looking ahead, we are actively exploring and testing new solutions to offer our customers refill options.

WE BELIEVE THAT REFILL PACKAGING SOLUTIONS WILL PLAY A SIGNIFICANT ROLE IN REDUCING UNNECESSARY PACKAGING WASTE.

However, product safety for refills requires accurate assessment and data collection before implementation.

We view this as a significant opportunity to contribute to waste reduction and foster a more sustainable future. As we advance in sustainable packaging, we remain dedicated to upholding product safety, environmental responsibility, and meaningful engagement with our customers and stakeholders.

Products launched in 2022

PRODUCTS	NAT %	MATERIAL	CATEGORY
Mommy & Baby body oil	99.38	PP and PET	Body care
Body cream to oil Nordic Jasmine & Yuzu	95.46	PP and PE-LD	Body care
Liquid soap Nordic Jasmine & Yuzu	92	PP and PET	Hand care
Linden Blossom hand care (RIGA)			
Hand lotion	95	PP and PET	Hand care
Hand soap liquid (hand wash)	93	PP and PET	Hand care
Hand cream 24 Carat Gold, 75 ml	97.34	PP; PE-LD	Hand care
Collection Nordic Amber			
Body cream	91	PP and Glass	Body care
Body scrub	95	PP and Glass	Body care
Hand soap liquid (hand wash)	92	PP and PET	Hand care
Bath salt	99	PP and Glass	Bath
Oral care			
Tooth powder Charcoal Black Mint	97.8	Other 7 (combine material)	Tooth care
Tooth powder Mineralised Gentle Mint	97.9	Other 7 (combine material)	Tooth care
Tooth powder Refreshing Cool Mint	97.9	Other 7 (combine material)	Tooth care





**WE ARE PROUD OF OUR INNOVATIVE
TOOTHBRUSH, A TESTAMENT TO OUR
COMMITMENT TO SUSTAINABILITY.**

Crafted from biodegradable plastic, this natural-white toothbrush features soft, black bristles that provide a gentle yet effective cleansing experience for both the teeth and gums. Its ergonomic design ensures a comfortable grip, making it an ideal companion for your daily oral care routine. Placed in environmentally conscious packaging, the toothbrush embodies minimalistic elegance while remaining functional. Our pride stems from integrating ergonomic excellence, elegant aesthetics, and eco-consciousness, all represented within this thoughtfully designed toothbrush.



GOAL NO. 2

REDUCTION IN WASTE THROUGHOUT
THE PRODUCT PRODUCTION CYCLE.

Defining Waste and Prioritising Efficient Waste Management

AT OUR COMPANY, WASTE IS CATEGORISED INTO TWO MAIN TYPES:

Production process waste includes scrap, defective bulk, and expired ingredients.

Material waste in production facilities:
Waste generated during production and within our facilities.

Efficient Waste Management and Recycling

WE ARE COMMITTED TO INVESTING IN EFFICIENT WASTE MANAGEMENT AND RECYCLING PRACTICES.

Close cooperation with our partners and comprehensive employee training are top priorities in achieving this. Our goal is to reduce the overall amount of waste generated continually. Proper waste sorting is essential in our efficient waste management efforts. Additionally, we aim to increase the amount of recycled waste and actively seek new projects to enhance recycling initiatives.

Waste Collection and Reporting

Our waste containers are regularly emptied, and each fraction of recyclable waste has its specific handling cycle. We closely collaborate with our partners, who provide annual data on the generated waste.

IN 2022, THE TOTAL AMOUNT OF WASTE PRODUCED WAS 123.29 TONNES.

Reusing Packaging and Minimising Product Waste

TO MINIMISE WASTE, WE FOCUS ON REUSING PACKAGING MATERIALS IN OUR PRODUCTION PROCESSES.

For instance, container buckets, wooden pallets, cardboard boxes, and other suitable materials are regularly reused.

Improving Manufacturing Efficiency and Quality Processes

WE ARE DEDICATED TO ENHANCING OUR MANUFACTURING EFFICIENCY AND QUALITY PROCESSES TO REDUCE PRODUCT WASTE AND SCRAPS DURING THE PRODUCTION PROCESS.

This involves continuously improving equipment setup and filling operations to optimise resource utilisation. Furthermore, we actively seek ways to repurpose product scrap, giving it a new purpose to prevent it from being discarded as waste. For example, soap and bath bomb scraps are used as testers in our shops, effectively reducing waste while serving a meaningful purpose.



STENDER

110



Creative Reuse of Leftovers

We creatively reuse leftovers from soap production to create new variations of soaps in colour and aromas. This process ensures that we maintain a strong focus on high-quality products while delivering on functionality.

BY CREATIVELY REPURPOSING SOAP LEFTOVERS, WE CONTRIBUTE TO WASTE REDUCTION AND SUPPORT OUR COMMITMENT TO SUSTAINABILITY.

WASTE GENERATED IN 2022

WASTE	t
Paper, cardboard, plastic	16.5
Unsorted household waste / everyday waste	92.33
Mixed packaging	1.46
Waste from mechanical processing of waste	2.73
Bulky waste	8.73
Construction waste	1.54

Inspiring examples from our waste management initiatives

Shift from plastic chips

IN 2022, WE INITIATED A TRANSFORMATIVE SHIFT FROM PLASTIC CHIPS TO CORRUGATED PAPER PACKAGING, A PROCESS THAT COMMENCED IN MARCH, AND AFTER JUST FIVE MONTHS, WE HAD A SUCCESSFUL TRANSITION.

This marked a substantial milestone as we embraced a more environmentally conscious approach, opting for a marginally costlier packaging material. This strategic decision was driven by our commitment to sustainability, prioritising adopting eco-friendly solutions over maintaining the status quo with a less expensive, albeit ecologically detrimental, alternative.

While the existing plastic chips served their purpose adequately and even outperformed paper in certain aspects, their environmental impact was undeniable. The issue lay in their incompatibility with waste collection systems across Europe, rendering them undesirable for waste collectors. In making this transition, a comprehensive evaluation encompassing factors such as cost,

functionality, and material consumption (measured in kilograms) was undertaken for both plastic chips and corrugated paper. Although the paper consumption exceeded that of foam chips, the minor impact on recycling and the circular economy validated our choice.

By transitioning from plastic chips to corrugated paper, we substantially reduced plastic consumption, totalling 912 kilograms. As a result, we significantly optimised space in our warehouse - 270 cubic metres on a yearly base, improving the efficiency of warehouse functions. This shift underscores our dedication to environmental responsibility and exemplifies our commitment to fostering sustainable practices that resonate across our operations and beyond.

Improved soap pouring process

WE HAVE SUCCESSFULLY ENHANCED THE EFFICIENCY OF OUR SINGLE-COLOUR SOAP POURING PROCESS.

Previously, this procedure involved using cups, but we have transitioned to a pump-based method through meticulous optimisation. The outcome of this refinement is substantial: a remarkable 34% reduction in average waste generated during the production of this particular soap variant.

Under the previous cup-based pouring method, waste accounted for 8.29% of each batch. However, this wastage has been significantly curtailed to just 5.48% with the pump-based approach. This optimisation underscores our commitment to streamlined operations and exemplifies our dedication to minimising our environmental footprint throughout every production stage.



GOAL NO. 3

**REDUCTION IN ENERGY CONSUMPTION OF
25% PER UNIT OF PRODUCT PRODUCED.**

We are fully committed to enhancing our energy efficiency and reducing our energy consumption by 25% per unit of product produced within the next few years.

Significant Energy Saving Initiatives

We have already made considerable progress in implementing various energy-saving initiatives:

OPTIMISED TECHNOLOGICAL PROCESSES:

We have achieved significant energy savings by improving our product production processes.

REDUCED PRODUCTION CYCLE:

Through strategic improvements, we have successfully reduced the production cycle by several hours, resulting in meaningful energy conservation.

ENHANCED PRODUCTION CAPACITY:

Our efforts to streamline production have led to a substantial improvement in production capacity. By reducing the production time per unit, we can produce faster and increase our output.

LIGHT SENSORS:

During 2022, we put light sensors in production facilities, significantly reducing energy use for lighting.



*Progress
Towards
Our Goal*

IN 2022, WE SIGNIFICANTLY
IMPROVED OUR ENERGY EFFICIENCY,
RESULTING IN NOTEWORTHY
ACCOMPLISHMENTS.

-22%

OVERALL
ELECTRICITY
CONSUMPTION

Our commitment to sustainability drove us to achieve a remarkable 22% reduction in overall electricity consumption and a 4% reduction in heat consumption compared to the previous year (2021).

-4%

OVERALL
HEAT
CONSUMPTION

Moreover, our dedication to improving efficiency on a per-unit basis yielded impressive results, as we accomplished a remarkable 11.32% reduction in energy consumption per product unit produced in 2022 compared to the figures from 2021.

-11.32%

ELECTRICITY
CONSUMPTION
PER PRODUCT
UNIT

THESE ACHIEVEMENTS DEMONSTRATE
OUR UNWAVERING PURSUIT OF A MORE
SUSTAINABLE AND ENVIRONMENTALLY
CONSCIOUS APPROACH TO OUR
OPERATIONS.

Our Ongoing Commitment

OUR JOURNEY TO REDUCE ENERGY CONSUMPTION IS AN ONGOING COMMITMENT.

We continue to explore innovative ways to optimise our processes and systems further. By leveraging technological advancements and embracing sustainable practices, we are confident in our ability to reach our ambitious energy intensity target.

Some of the key activities we are continuing to focus on are expanding our manufacturing capacity and efficiency by improving water heating processes and steam systems. We also look forward to modernising and digitalising production devices and optimising warehouse operations.

As we aim to contribute to a greener and more sustainable future, our focus remains steadfast on minimising our environmental impact and promoting responsible energy consumption throughout our operations. We are driven by a deep sense of responsibility towards the environment and are dedicated to making a positive difference in our energy consumption practices.



Our Carbon Footprint

As part of our commitment to sustainability, we have calculated our greenhouse gas (GHG) emissions for the first time. This initial step is essential in understanding our carbon footprint and lays the foundation for developing a comprehensive strategy to reduce CO₂ emissions.

The GHG emission calculations have been conducted for both Direct GHG emissions (Scope 1) and Indirect GHG emissions (Scope 2).

FOR 2022, STENDERS' CARBON FOOTPRINT WAS MEASURED AT 332.40 TCO₂EQ, REPRESENTING A NOTABLE INCREASE OF 16.8% COMPARED TO 284.60 TCO₂EQ IN 2021.

The two-year average reported GHG emissions are distributed as follows:

SCOPE 1 DIRECT
EMISSIONS
ACCOUNTED FOR

5.7% of the total.

SCOPE 2 INDIRECT
EMISSIONS
ACCOUNTED FOR

94.3% of the total.



Example of efficiency improvement

ENHANCEMENTS TO THE SINGLE-COLOUR SOAP POURING PROCESS HAVE LED TO REMARKABLE IMPROVEMENTS IN EFFICIENCY.

In the past, the reactor operation required the involvement of 5 individuals for 2 hours, totalling ten person-hours. Following the implementation of the pump-based method, this operation now only demands the attention of 2 individuals for 1.5 hours, amounting to a mere three person-hours.

This optimisation exemplifies our commitment to maximising productivity while minimising resource consumption. The transition to a more streamlined process saves time and underscores our dedication to operational excellence and innovative solutions.



GOAL NO. 4

CONTINUE TO CREATE PRODUCT FORMULATIONS WITH >90% INGREDIENTS OF NATURAL ORIGIN, SUCCESSFULLY COMBINING NATURE AND SCIENCE.

Natural ingredients are a non-negotiable aspect of our products. We aim to formulate our products with the highest level of naturalness possible, ensuring that they contain over 90% ingredients of natural origin. However, we always strive for perfection in the effectiveness, safety, and sensory properties of our products.



PROMOTING INGREDIENTS OF NATURAL ORIGIN

Over 70% of our product categories, including bath and skincare accessories, consist of products with over 90% ingredients of natural origin. To uphold our commitment to naturalness, we request documentation from our suppliers that verifies the origin of these ingredients. Our dedicated R&D and Creative centre continuously explores solutions to increase the usage of naturally derived alternatives with high efficiency across all product categories.

PRIORITISING SAFETY AND ENVIRONMENTAL AWARENESS

At STENDERS, we closely monitor the development of cosmetic legislation and scientific research. We value consumer feedback and keep abreast of global media discussions. We take immediate preventive and corrective actions if any potential safety or environmental issues arise. Our Quality department is responsible for the quality and safety of each product, and we regularly monitor them.

EMBRACING VEGAN SKINCARE

More than 20% of our skincare products are suitable for vegans and free from animal and animal-derived ingredients. We have replaced conventional materials of animal origin, such as honey, beeswax, lanolin, collagen, elastin, and others with plant-based or mineral-derived materials.

EVALUATING INGREDIENT SAFETY

Our cosmetic product safety is based on each ingredient's safety. We assess exposure, characteristics, stability, microbiological quality, and toxicological profile to ensure they pose no risk to consumers. We evaluate the safety of the final product, considering product stability, formulation compatibility with packaging, and dermatological testing to ensure skin-friendliness.

STRINGENT TESTING FOR CUSTOMER SAFETY

Before any product is released for availability to customers, we subject it to numerous tests to ensure customer health and safety, as well as the effective delivery of promised results. Consumer safety is our top priority throughout the entire process of product development, manufacturing, and marketing.

SAFETY AND ENVIRONMENTAL RESEARCH

We remain up to date with the latest studies and research on the safety and environmental effects of cosmetic ingredients and packaging materials. If discoveries impact our current materials, we will reassess their use and actively seek replacements, reaffirming our dedication to sustainability and customer well-being.

TRANSPARENT LABELLING AND MONITORING PERFORMANCE

We take great care in preparing product labelling, providing all relevant information on proper and safe product use, ingredient lists, durability, and batch numbering for traceability. After the product launch, we continually monitor its performance to confirm its safety. In the case of any claims or customer complaints, our Quality department assesses causality and severity, ensuring each case is thoroughly reported.

EXCEPTIONAL NATURAL RAW MATERIALS THAT INSPIRE A SENSE OF PRIDE

We take immense pride in the utilisation of world-renowned ingredients of the highest quality, including Baltic Sea amber powder, black mud, cranberry berry extract, aloe vera gel, rice amino acids, rose flower water, honey, AHA acids, ginger extract and ginger essential oil, marine salt, shea butter, and omega 3/6. These carefully selected ingredients define the essence of our products, reflecting our commitment to quality and authenticity.

RAW MATERIALS CONSISTENTLY EVADED

Our commitment to product integrity and environmental responsibility drives our deliberate avoidance of certain raw materials. We refrain from using palm oil and silicone, as their production processes and impact often deviate from our sustainability principles. Furthermore, ingredients such as benzophenone, formaldehyde-releasing preservatives, and triclosan are meticulously excluded from our formulations, underlining our dedication to delivering products that prioritise well-being and ethical considerations.

GIVE THE CARE
THAT MAKES YOUR
HAIR SHINE!

Hair oil with valuable argan oil nourishes, moisturises and smoothes your hair, making it healthy, shiny and easy to comb. The oil is easily applied, doesn't leave a feeling of heavy hair, and enriches the hair with a delicate floral and citrus aroma.
How to use: apply a small amount of oil to wet or dry hair ends or all over the length without touching the roots. Do not wash. Recommended for daily use for all hair types, especially for dull and damaged hair.

LV Matu eļļa intensīvai kopšanai. Matu eļļa ar vērtīgo argāna eļļu baro, mitrina un nogludina matus, padarot tos veselīgi mirdzošus un viegli ķemmējamus.
Lietošana: uzklāj nelielu daudzumu mitros vai sausos matu galos vai visā to

garumā, izņemot uz saknēm. Neizmazgā. Iesakām ikdienas lietošanai visiem matu tipiem, it īpaši mirdzumu zaudējušiem un bojātiem matiem.

DE Haaröl zur intensiven Pflege. Haaröl mit wertvollem Arganöl pflegt, spendet Feuchtigkeit und glättet das Haar, macht es gesund glänzend und leicht kämmbar. **Anwendung:** trage eine kleine Menge des Produkts auf das feuchte oder trockene Haar auf, in die Längen oder nur auf die Spitzen, meide die Kopfhaut. Nicht ausspülen. Empfohlen für den täglichen Gebrauch, besonders auf stumpfem, glanzlosen oder geschädigtem Haar.

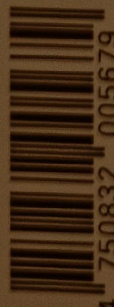
Ingredients: Cyclopentasiloxane, Dimethicone, Caprylyl Methicone, Dimethiconol, Parfum, Hexyl Cinnamal, Argania Spinosa Kernel Oil, Limonene, Linalool, Benzyl Benzoate, Citral, Hydroxycitronellal, Isoeugenol.

50 ml

100623 01



See on packaging
Skatīt uz iepakojuma
Siehe Verpackung



© SIA STENDERS
Mūkusalas iela 63 Rīga, LV-1004, Latvija.
Made in Latvia, EU. Ražots Latvijā, ES.
Hergestellt in Lettland, EU.
www.stenders-cosmetics.com

STENDERS

HAIR OIL INTENSIVE CARE

PROTECTING

HAIR SHINE
WITH ARGAN OIL

Product examples

IMPROVE YOUR ORAL CARE ROUTINE WITH OUR TOOTH POWDER

Fluoride-free tooth powder is carefully created to cleanse, polish, and restore the natural beauty of teeth. Crafted from naturally derived components and enriched with ingredients of natural origin, each powder possesses a distinctive essence. A remarkable 97.9% ingredients of natural origin, ensuring a pure and wholesome dental experience.

KEY FEATURES:

**DELICATELY AND EFFECTIVELY
CLEANSES TEETH.**

**HELPS TO RESTORE THE NATURAL
COLOUR OF TEETH.**

**HARNESSES THE POTENCY OF NATURALLY
SOURCED CLEANSING AGENTS.**

**SUITABLE FOR DAILY USAGE, ENSURING
CONSISTENT ORAL HYGIENE.**

**OFFERS A REVITALISING AND
REFRESHING FEELING.**



DID YOU KNOW?

Emerging research underscores that tooth powder can surpass traditional toothpaste in plaque removal efficacy, marking it as a promising advancement in oral care technology.

Product examples

DELIGHTFUL SKINCARE RITUAL WITH BATH SALT NORDIC AMBER

Bath salt is enriched with amber powder, sea salt, pinecone extract and vitamin B2 for a relaxing bathing ritual. It consists of 99% ingredients of natural origin. Adding the fragrant salt to the water transforms it into a shimmering, amber-coloured bath, filling the bathroom with a rich aroma of summer, pine trees, warm waves, and happy memories. Allow yourself to indulge in the divine glow of amber.

KEY FEATURES:

99% INGREDIENTS OF NATURAL ORIGIN.

SEA SALT IS HAILED FOR ITS HEALTH-ENHANCING MINERALS, THERAPEUTIC AND RELAXING PROPERTIES, AND ALL-NATURAL HARVESTING PROCESS.

THE ADDED GLITTERS TRANSFORM THE WATER INTO A SHIMMERING, AMBER-COLOURED BATH.

RELISH THE COLOUR AND AROMA THERAPY IN THE BATHROOM.

DERMATOLOGICALLY TESTED, ENSURING YOUR SKIN'S WELL-BEING.





GOAL NO. 5

**CONTINUE TO CREATE INNOVATIVE,
QUALITY, AND SUSTAINABLE PRODUCTS.**

We take immense pride in our
passion for innovation.

**WE INTRODUCE APPROXIMATELY
100 INNOVATIVE NEW PRODUCTS
EACH YEAR, WHICH CREATES
20% OF OUR ASSORTMENT.**

Our idea of innovation encompasses a range of
aspects, such as aroma, new textures, colours,
packaging, and usage methods. This creative process
is infused with high quality and attention to the
tiniest details. We experiment and search tirelessly
for the best ingredients to ensure the highest quality.

DEVELOPING NEW PRODUCTS IS A JOURNEY THAT TYPICALLY LASTS FROM 6 MONTHS TO 2 YEARS. THIS EXTENDED TIMEFRAME ALLOWS US TO CRAFT PRODUCTS THAT MEET OUR RIGOROUS QUALITY STANDARDS.

Our key quality parameters are:

PROVEN FUNCTIONALITY AND PROMISE:

Each product must deliver its promises and showcase its intended functionality.

OVER 90% INGREDIENTS OF NATURAL ORIGIN:

We are committed to incorporating more than 90% ingredients of natural origin, ensuring that our products remain in harmony with nature.

CAPTIVATING AROMA, PLEASING TEXTURE, AND BEAUTIFUL COLOUR:

Our products are carefully formulated to offer a delightful sensory experience with a pleasant aroma, textures, and beautiful colours.

UNIQUE AND SURPRISING SHAPE:

We strive to design products with a unique and surprising shape, making each item stand out with its distinct charm.

Sustainability: A Core Principle

SUSTAINABILITY IS AT THE CORE OF OUR PRODUCT DEVELOPMENT PHILOSOPHY. WE VIEW SUSTAINABILITY THROUGH SEVERAL LENSES:

SUSTAINABLE PACKAGING:

Our packaging is consciously designed with sustainability in mind. We prioritise environmentally friendly materials and packaging solutions, reducing our environmental footprint.

INGREDIENTS OF NATURAL ORIGIN:

To align with our commitment to nature and customer well-being, we use ingredients of natural origin that promote sustainability and reduce the environmental impact.

EFFICIENT PRODUCTION:

Throughout our production processes, we practice energy-efficient methods to minimise our energy consumption and overall environmental impact.



In creating innovative, quality, and sustainable products, we aim to leave a positive mark on our industry and the world.

By merging innovation with sustainability, we craft products that delight our customers and contribute to a greener, more eco-conscious future. Our dedication to excellence, creativity, and environmental responsibility continues to guide us as we develop products that embody our commitment to sustainability and customer satisfaction.

Encouraging products

BODY CREAM TO OIL NORDIC JASMINE & YUZU

A combination of jasmine and citrus yuzu that invigorate your body and inspire you for the day ahead. This cream is enriched with macadamia oil, jasmine and calendula extracts, caring for the comfort of your skin. The cream transforms into a gentle oil that absorbs quickly, leaving it soft and helping to maintain its natural balance.

SIGNATURE ATTRIBUTES:

DERMATOLOGICALLY TESTED, ENSURING YOUR SKIN'S WELL-BEING. VERY WELL TOLERATED.

A REMARKABLE 95% INGREDIENTS OF NATURAL ORIGIN, ALIGNING WITH OUR SUSTAINABLE VISION.

DELICATE TEXTURE THAT TRANSFORMS FROM CREAM TO OIL. ONE OF OUR BESTSELLING PRODUCTS.

MACADAMIA OIL, JASMINE AND CALENDULA EXTRACTS LEAVE THE SKIN SOFT, MAINTAINING ITS BALANCE.

REFRESHING AND LONG-LASTING AROMA OF JASMINE AND YUZU.

THE PRODUCT UNDERWENT TESTING IN A SPECIALIZED EU-CERTIFIED LABORATORY, WITH 100% OF PARTICIPANTS CONFIRMING ITS QUALITY, FUNCTIONALITY AND EFFICIENCY. EMPHASISING THAT THE PRODUCT CARES FOR THE SKIN.



Encouraging products

BODY GEL CREAM NORDIC AMBER

Lightweight cream contains 91% ingredients of natural origin. A testament to our commitment to sustainability and mindful beauty. Its silky texture turns your everyday skincare routine into a smooth and aromatic experience. Amber powder, aloe vera, pine cone extract, and natural sugar complex with hyaluronic acid nourish, moisturise, soften and revitalise the skin. Enjoy the elegant exotic aroma and love-filled summer footprints left on your skin. Indulge in the divine glow of amber.



SIGNATURE ATTRIBUTES:

DERMATOLOGICALLY TESTED, ENSURING YOUR SKIN'S WELL-BEING. VERY WELL TOLERATED.

A REMARKABLE 91% INGREDIENTS OF NATURAL ORIGIN, ALIGNING WITH OUR SUSTAINABLE VISION.

DELICATELY LIGHTWEIGHT WITH AN INVITING TEXTURE, ENHANCING YOUR SKINCARE EXPERIENCE.

HYALURONIC ACID, A QUINTESSENTIAL SKINCARE ELEMENT, REJUVENATES AND NURTURES YOUR SKIN.

ALOE VERA, RENOWNED FOR ITS SOFTENING PROPERTIES, CARESSES YOUR SKIN'S TEXTURE.

A NATURAL SUGAR DERIVATIVE COMPLEX MAINTAINS OPTIMAL SKIN HYDRATION.

REINFORCES THE SKIN'S HYDRO-LIPID BARRIER.

A CAPTIVATING, EXOTIC AROMA GRACEFULLY LINGERS, LEAVING A TRAIL OF ELEGANCE.

SEAMLESSLY COMPLEMENTS OTHER PRODUCTS IN OUR NORDIC AMBER LINE, ENHANCING YOUR BALANCED SKINCARE RITUAL.

THE PRODUCT UNDERWENT TESTING IN A SPECIALIZED EU-CERTIFIED LABORATORY, WITH 100% OF PARTICIPANTS CONFIRMING ITS QUALITY, FUNCTIONALITY AND EFFICIENCY. ADDITIONALLY, ALL PARTICIPANTS EXPRESSED THEIR INTENT TO PURCHASE THIS PRODUCT AND 92% WOULD RECOMMEND IT TO OTHERS.



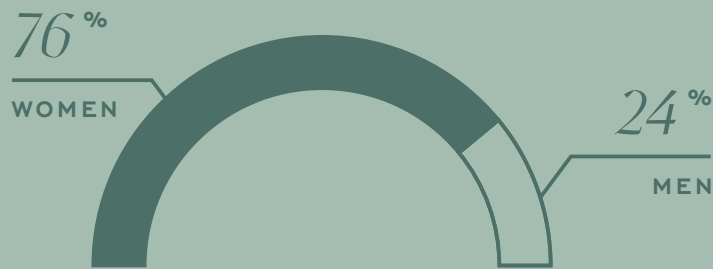
GOAL NO. 6

**CONTINUE TO PROMOTE A BALANCE
OF WELL-BEING AND DEVELOP
A HEALTH AND WELLNESS
PROGRAMME IN THE COMPANY.**

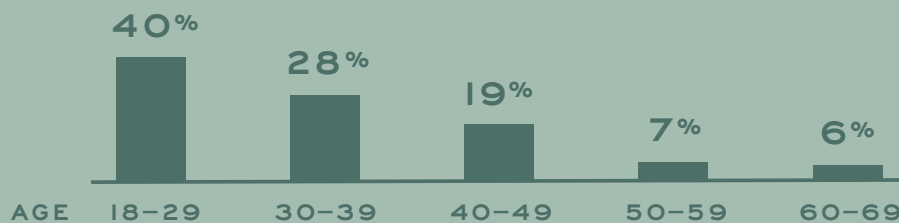
Employment Demographics

AT STENDERS, WE VALUE EQUALITY AND DIVERSITY AMONG OUR EMPLOYEES.

Our current employment demographics indicate that 76% of our workforce are women, while 24% are men.



WE HAVE A BALANCED DISTRIBUTION OF EMPLOYEES ACROSS DIFFERENT AGE GROUPS.



Employee Benefits and Compensation

We prioritise the well-being and satisfaction of our employees by offering comprehensive benefits and competitive compensation packages. Our internal Remuneration policy and Welfare programme fully outline such benefits and compensation, ensuring that our employees are cared for in every aspect.

Creating a Safe and Supportive Workplace

AT OUR COMPANY, THE SAFETY AND HEALTH OF OUR EMPLOYEES ARE PRIMARY.

CERTIFIED MEMBERS OF THE WWF AWARD 'GREEN OFFICE' PROGRAMME

We are proud to be certified members of the WWF Award 'Green Office' programme, reflecting our commitment to sustainable and environmentally friendly practices.

PARTNERSHIP WITH THE SOCIETY INTEGRATION FUND

We have been recognised as a family-friendly workplace in partnership with the Society Integration Fund, offering support and flexibility to our employees with families.

Occupational Health and Safety Performance

We take occupational health and safety seriously and have implemented various measures to ensure the well-being of our workforce.

Theoretical Introduction and Training

New employees receive a comprehensive theoretical introduction during the onboarding process. This introduction covers crucial areas such as occupational safety, workplace safety, fire safety, hygiene requirements, data processing policies, first aid, code of ethics, and specific work procedures. We believe in equipping our employees with the knowledge and skills to maintain a safe and healthy work environment.

Electronic Platforms – HoP

To facilitate easy access to safety-related materials and policies, we utilise an electronic platform called HoP. This platform is a central repository for safety guidelines, promoting continual learning and reference whenever needed.

Lectures with Professionals and Practical Training

We organise regular lectures and practical training sessions conducted by industry professionals to reinforce safety awareness and provide hands-on experience. These sessions are tailored to address the hazards and risks associated with different job roles, ensuring that our employees are well-prepared to handle workplace challenges. As we are committed to fostering continuous growth and enhancing the skills of our employees, we conduct regular training sessions on various topics to support our professional development. These include training on modern reporting tools, artificial intelligence, aroma expertise, and other relevant subjects.

Collaboration with Safety Experts

In our commitment to continuous improvement, we collaborate closely with safety experts. We strive to align our safety practices with the latest industry standards and regulations through regular safety audits, consultation services, and ongoing training.

Occupational Health Examinations (OHE)

We conduct profession-specific occupational health examinations to address the unique risks associated with each job role. These examinations help in the early detection and prevention of health issues, ensuring that our employees' well-being is safeguarded.

Emergency Preparedness and Response

Fire safety training is an integral part of our safety programme. We provide both theoretical and practical training, including fire extinguishing techniques, evacuation procedures, and designated assembly points. Our building is equipped with a fire detection alarm system, which undergoes regular inspections and testing.

Employee Training Programmes

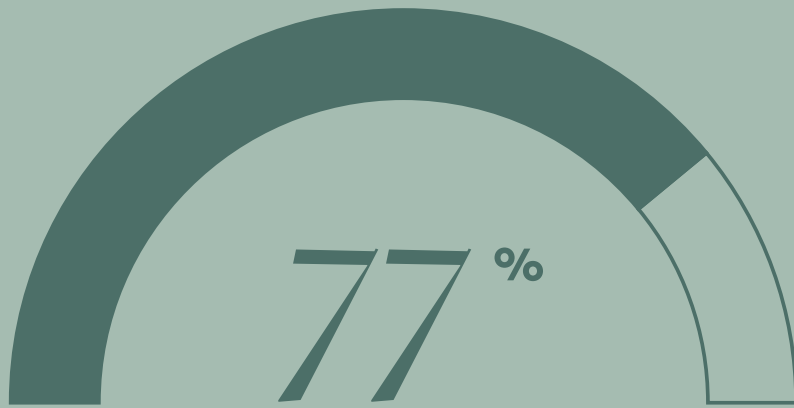
WE INVEST IN THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES THROUGH VARIOUS TRAINING PROGRAMMES.

These programmes include MT employee training, new employee training, product training, sales training, and electronic learning environment STENDERS College. In 2022, specific training programmes were also introduced for project managers, workshop managers, and the management team. Additionally, we conduct regular occupational and fire safety training to ensure our employees can handle emergencies.



Our Focus on Well-Being

AT STENDERS, WE STRONGLY EMPHASISE
PROMOTING EMPLOYEE WELL-BEING,
RECOGNISING THAT THEIR HAPPINESS
AND SATISFACTION ARE CRUCIAL TO OUR
COMPANY'S SUCCESS.



the STENDERS Well-Being Index

OUR COMMITMENT TO EMPLOYEE WELL-BEING IS EVIDENT THROUGH THE STENDERS WELL-BEING INDEX, WHICH STANDS AT AN IMPRESSIVE 77%, REFLECTING AN UPPER-MEDIUM LEVEL OF SATISFACTION AMONG OUR WORKFORCE.

We prioritise a harmonious work-life balance, with employees expressing positive opinions about their work environment, processes, and direct managers. To further enhance employee satisfaction, we aim to streamline work processes, improve internal communication, and foster a positive work atmosphere, contributing to a higher Net Promoter Score (NPS).



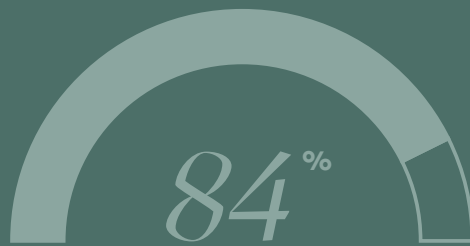
73%
of employees are
satisfied with their
work-life balance



82%
of employees agree there
is a positive atmosphere
in their department



83%
of employees respect and
trust their direct manager



84%
of employees are satisfied
with the benefits offered
by the company





GOAL NO. 7

A POLICY OF WORKING WITH INCREASINGLY SUSTAINABILITY-MINDED AND RESPONSIBLE PARTNERS .

Our supply chain has been built over many years, and we consider ourselves privileged to work with most of our suppliers for an extended period. These longstanding relationships are founded on trust, loyalty, and a shared commitment to exceptional quality. As a result, our decision-making process is agile and straightforward, and our cooperation is marked by transparency. We value the importance of close collaboration and mutual reporting with our partners, fostering a culture of openness and accountability.

WHILE MOST OF OUR SUPPLIERS ARE BASED IN THE BALTICS AND EUROPE, WE ALSO SOURCE SOME MATERIALS GLOBALLY.

Our packaging primarily comes from China, while raw materials are predominantly procured from Europe. Our private-label products are also manufactured nearby, in countries like France, Germany, and Spain. In light of the geopolitical instability, we have proactively worked on diversifying our network of suppliers, ensuring that we always have reliable alternatives within our supply chain.

At STENDERS, responsible sourcing is the basis of our product development process. When creating new products, we conduct thorough assessments of their end-of-life implications. This involves close collaboration with our suppliers to comprehensively understand the composition of raw materials and componentry, focusing on minimising environmental impacts. This knowledge exchange requires robust supplier relations, which we continually strive to nurture and strengthen.

We are committed to developing a supplier's Code of Conduct to maintain high sustainability and responsibility standards within our supply chain. This code will guide us to ensure that our suppliers align with our ethical and environmental principles. Additionally, we will work on implementing transparency and traceability procedures, enabling us to exercise due diligence throughout our supply chain.

In our pursuit of sustainability, we recognise that the collective efforts of our suppliers are essential to achieving our goals. By fostering strong and transparent partnerships, we are confident that together, we can positively impact people and the planet.



STENDERS

BATH ELIXIR
NORDIC AMBER

NOURISHING

WITH APRICOT
KERNEL &
VEGETABLE OILS



GOAL NO. 8

DEVELOP CHARITABLE PROJECTS AND SUPPORT LOCAL COMMUNITIES IN COUNTRIES WHERE OUR PRODUCTION CAN BE PURCHASED IN PERSON.

At STENDERS, we take our role as a family-friendly enterprise seriously, and one of our core focuses is on supporting various groups within the local communities. We aim to positively impact the lives of those in need, particularly children, the underprivileged, and seniors. Our approach to charitable initiatives involves identifying and engaging with socially vulnerable groups, assessing community needs, collaborating with local organisations, and making economic and social investments to support the well-being and happiness of those we contact.

Stakeholder Identification and Engagement

We prioritise our support towards socially vulnerable groups, with a particular emphasis on children, the underprivileged, and seniors.

OUR INITIATIVES AND ACTIVITIES ARE DESIGNED TO PROVIDE PRACTICAL ASSISTANCE, SUCH AS HYGIENE PROVISIONS, AND TO ENHANCE PSYCHOLOGICAL WELL-BEING BY BRINGING JOY THROUGH THOUGHTFUL GIFTS.

Community Needs Assessment

Our community needs assessment is driven by publicly available information and in response to societal events that require immediate attention, such as the war in Ukraine. Additionally, we carefully consider requests from organisations that require product donations to support their causes, ensuring that our support is well-justified and impactful.

Collaboration with Local Communities

In 2022, we formalised partnerships with two vital organisations, the Children's Hospital Foundation and 'Tavi Draugi'. These partnerships enable us to work closely with these organisations to address the needs of children and individuals in challenging situations and to extend our reach to those who require our support the most.

Economic Contributions to Local Communities

AS A COMPANY WITH OUR FACTORY AND OFFICE PREMISES LOCATED IN RIGA, WE RECOGNISE OUR ECONOMIC CONTRIBUTIONS TO THE LOCAL COMMUNITY.

We take pride in paying taxes and providing employment opportunities to residents, thereby contributing to the growth and prosperity of the region.

Social Investments in Local Communities

We are committed to making meaningful social investments that positively impact the lives of those in need. Our donations of soaps and other STENDERS products to organisations like 'Tavi Draugi' have reached war refugees in Ukraine, providing them with essential items and a sense of care and compassion. Furthermore, our support for the Association of Large Families 'Pērle' and the charity organisation 'Tabitas Sirds' has brought comfort and improved the psychological well-being of Ukrainian refugees, especially women with children.

Collaboration with Riga Original[®]

In great collaboration with Riga Original[®], we have created a product collection dedicated to our Riga. Riga is the city where we develop and produce our products. Our “home” market is Latvia, where we also support local initiatives, social projects and events.

**WITH THIS PROJECT, WE HIGHLIGHT
OUR ROOTS AND SPREAD PATRIOTIC
FEELINGS AMONG LOCALS.**



STENDERS

BI
A

LOSEW
TION



Financial Investments to Communities in Need

Notably, STENDERS provided substantial financial support to aid Ukrainian war refugees in Latvia, totalling EUR 500 000. STENDERS further extended its support to large families, 'Children's hospital', and hospitalised children and their parents, providing them with essential aid and gifts with a total worth of EUR 16 550. The company also focused on improving the well-being of young girls from disadvantaged backgrounds by offering hygiene products through the 'Fill up the Bag' initiative in Hungary and supporting breast cancer campaigns to enable early detection tests for 15 women in Amman, Jordan.

Through our charitable projects and support to local communities, we aim to make a difference where it matters the most. We believe that by uplifting and empowering those in need, we can contribute to building stronger, more caring communities that value the well-being of every individual. Our commitment to social responsibility remains steadfast, and we look forward to continuing our efforts to bring positive change to the lives of those we touch.

*Sustainable
Development
Goals*

AT STENDERS, OUR COMMITMENT TO CONTRIBUTING TO THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGS) EXTENDS TO SEVERAL AREAS THAT DIRECTLY ADDRESS SUSTAINABLE PRACTICES.

Through our focus on sustainable packaging and waste reduction, we actively support SDG 12 (responsible consumption and production) and SDG 13 (climate action). We prioritise using eco-friendly and sustainable packaging materials for our products to minimise our environmental impact and reduce waste generation. By incorporating more than 90% ingredients of natural origin and optimising work processes, we strive to minimise waste throughout our supply chain, aligning with SDG 12.

Furthermore, our efforts to improve energy efficiency align with SDG 7 (affordable and clean energy) and SDG 13. We continuously work towards enhancing our energy efficiency practices, utilising sustainable energy sources, and implementing energy-saving measures in our manufacturing facilities and offices. By adopting energy-efficient technologies, we actively contribute to reducing our carbon footprint and mitigating climate change.

Our emphasis on promoting employee well-being (as described earlier) also contributes to SDG 3 (good health and well-being)

and SDG 5 (gender equality). By prioritising our employees' physical and mental health, offering comprehensive health insurance, and supporting a positive work-life balance, we foster a healthy and inclusive work environment, which is crucial for achieving these SDGs.

Furthermore, our dedication to supporting vulnerable communities, including Ukrainian refugees, exemplifies our commitment to SDG 1 (no poverty) and SDG 10 (reduced inequalities). Through our collaboration with organisations like 'Tavi Draugi', we actively extend a helping hand to those in need. In 2022, we provided significant financial investment amounting to EUR 500,000 to support Ukrainian war refugees residing in accommodations provided by Social Services in Latvia. This initiative reflects our deep sense of responsibility towards those affected by geopolitical instability and showcases our commitment to reducing inequalities and poverty within our reach.



STENDERS

HAND WASH
LINDEN BLOSSOM

SOFTENING
& NON-DRYING

WITH LINDEN
FLOWER EXTRACT



In addition to our philanthropic endeavours, integrating sustainability into our supply chain and operations allows us to make substantial contributions to SDG 12 (responsible consumption and production). By diversifying our network of suppliers and focusing on those who adhere to sustainable practices, we actively promote responsible consumption and production. Moreover, our dedication to developing a Supplier Code of Conduct emphasises transparency, traceability, and ethical standards, reinforcing our commitment to SDG 12.

By diversifying our network of suppliers and focusing on those who adhere to sustainable practices, we actively promote responsible consumption and production. Furthermore, our dedication to developing a Supplier Code of Conduct emphasises transparency, traceability, and ethical standards, reinforcing our commitment to SDG 12.

In summary, STENDERS contributes significantly to multiple SDGs through sustainable packaging, waste reduction, and improved energy efficiency.

Our responsible practices align with SDG 12, while our emphasis on employee well-being supports SDGs 3 and 5. By fostering partnerships that contribute to good health and sustainable production, we aim to positively impact the global agenda for a more sustainable future.

*Responsible
Marketing*



AT STENDERS, WE ARE COMMITTED TO UPHOLDING RESPONSIBLE MARKETING PRACTICES THAT ALIGN WITH OUR VALUES OF TRANSPARENCY, INTEGRITY, AND COMPLIANCE WITH REGULATIONS.

We prioritise the well-being of our consumers and the public while ensuring our marketing communications are ethically sound and accurate.

At STENDERS, every aspect of our marketing communication is meticulously crafted to resonate with the very essence of our brand values. We hold steadfast to the pillars that define us – high quality, relevance, nurturing your psychological well-being through cherished moments of

#metime, embracing the tranquil virtues of Nordic values such as peace and simplicity, all while embracing the aesthetics of impeccable design.

With every message we convey, every visual we present, and every interaction we facilitate, our commitment to these core values shines through. Our marketing communication is a harmonious extension of our identity, a canvas where the symphony of our brand's essence finds its expression.

Elevating Quality

We uphold the standard of excellence that is synonymous with the STENDERS name. Through our marketing communication, we underscore the high quality that defines our products and services, ensuring that every encounter resonates with the touch of luxury that our brand is known for.

Embracing Nordic Values

Nordic values, rooted in peace, simplicity, and a deep connection with nature, are integral to our brand ethos. Our marketing communication mirrors these virtues, evoking the soothing embrace of Nordic landscapes and the serenity they bring.

Relevance and #metime

Understanding the significance of personal well-being, we weave the concept of #metime into every thread of our marketing communication. With each message, we invite to indulge in moments of self-care, where our products become companions on your journey to rejuvenate the body and soul.

Design Elegance

Our commitment to aesthetics extends beyond our products. It's evident in our design-focused approach to marketing communication. Every visual element, every layout, and every choice of colours is an ode to the artistry that defines STENDERS. In essence, our marketing communication is more than just messages and visuals; it's an embodiment of our identity.

AS CONSUMERS' UNDERSTANDING OF SUSTAINABILITY GROWS, WE WANT TO CONSISTENTLY OFFER HIGH-PERFORMING SKINCARE PRODUCTS FOR A BETTER FUTURE. WITH OPEN AND HONEST MARKETING COMMUNICATION, OUR GOAL IS TO ENABLE CONSUMERS TO MAKE INFORMED CHOICES.

It's our promise that every encounter with STENDERS is an invitation to experience the very heart of our brand and highest qualities of our products.

Compliance with Marketing Regulations

Our internal procedures guide us in communicating product information through labels. We adhere to the regulations established in the countries where we operate, including advertising laws, consumer rights protection laws, and EU regulations, ensuring that our marketing practices are in line with legal requirements.

Transparency in Marketing Communications

We publish an annual financial report through press releases to inform the public about major investment projects and company operations. We maintain open communication on social media, sharing insights into our internal workings. Our company representatives readily provide interviews and comments to the media, promoting transparency and accountability.

Ethical Marketing Practices

We strictly follow ethical marketing practices, focusing only on consumer-tested product attributes when communicating about our products and their features. Our marketing communication follows our brand guidelines, which emphasise ethical content and the exclusion of any communication that supports violence or discrimination. Our internal code of ethics for employees outlines the expected attitudes and behaviour.

Fair Competition

Fair competition principles are at the core of our marketing communication, aligning with advertising laws and competition laws to ensure fairness and integrity in the marketplace.

Product and Service Information

We prioritise accuracy in product and service information, employing a consistent style of information placement across all our products' packaging for easy understanding. Our accredited laboratory determines the functional properties attributed to our products, such as moisturising and softening, ensuring accurate and reliable claims.

Transparency in Product and Service Claims

We are committed to transparent sustainability claims, showcasing % of our products' natural origin, dermatologically tested, vegan, and recyclable packaging claims. The % naturalness of the product is determined by the % naturalness of raw materials, obtained through ISO 16128 methods. Our products undergo dermatological tests to ensure safety, and vegan claims are based on the vegan origin of all raw materials in the recipe. Additionally, our recyclable packaging claim is verified based on the presence of recycling symbols on the packaging materials.

Labelling and Packaging

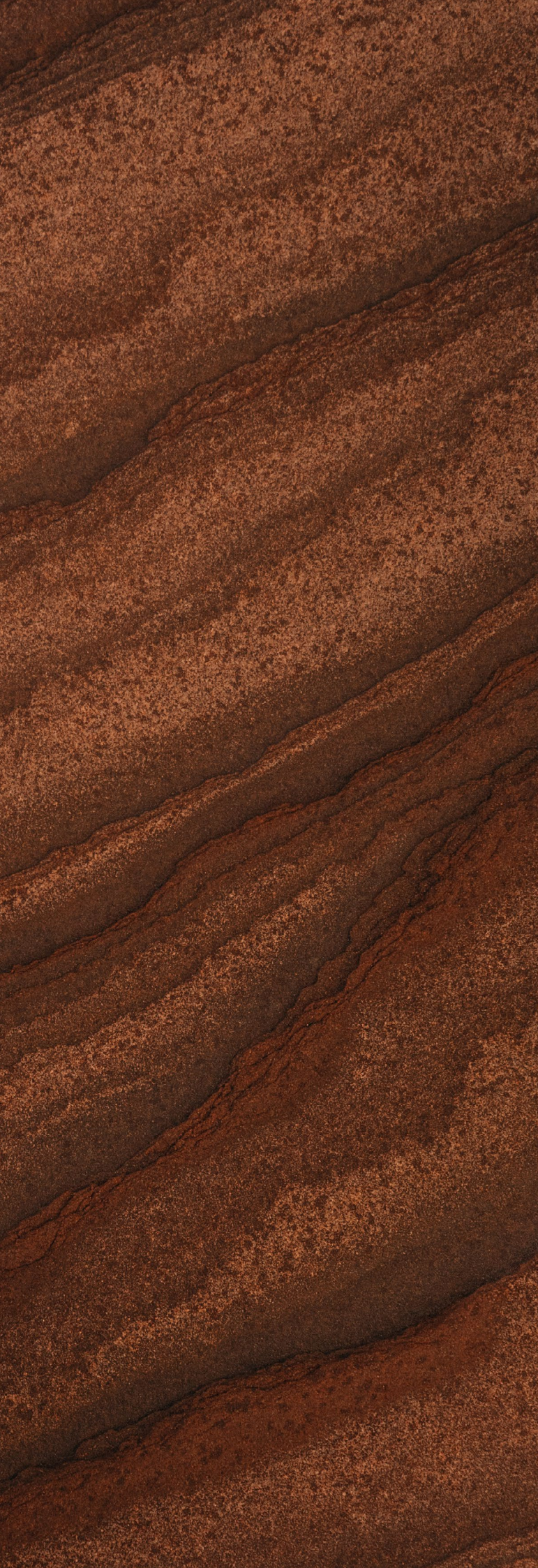
We comply with regulation (EC) No. 1223/2009 of the European Parliament and the Council on cosmetic products for labelling cosmetic products. Our internally developed procedures further ensure clarity and adequacy in product labelling.

Customer Privacy and Data Protection

Protecting customer privacy and data is paramount to us, and we process and store customer and partner data according to GDPR regulations. Our published Privacy Policy on the website outlines procedures for data deletion, complaint submission, and customer rights concerning data protection.

Through our responsible marketing practices, STENDERS remains committed to building trust with consumers, contributing to achieving sustainable development goals, and creating a positive impact on the environment, society, and our stakeholders.

*Good Governance
and Code of Ethics*



**AT STENDERS, WE ARE DEEPLY
COMMITTED TO UPHOLDING
HIGH ETHICAL STANDARDS
IN ALL ASPECTS OF OUR
BUSINESS OPERATIONS.**

We conduct our activities with transparency, responsibility, and integrity, in full compliance with applicable laws, regulations, and accepted practices for good corporate governance. Our Code of Ethics serves as the cornerstone of our company's values, guiding every employee in their day-to-day tasks.

The Code of Ethics is designed to provide clear guidelines for addressing ethical dilemmas and navigating complex situations. It establishes the foundations of integrity, emphasising the lawful, fair, and high-quality performance of our duties. Each employee is expected to strictly adhere to the Code of Ethics, recognising their responsibility for the impact of their actions on clients, employees, society, and the environment.

Our commitment to ethical conduct extends to all employees of STENDERS and our business and collaboration partners across all markets, cities, and countries where we operate.

Risk Management

At STENDERS, we recognise risk management as an integral part of sound management practice and a crucial aspect of good corporate governance. We acknowledge that risks, whether opportunities or threats, are inevitable during our business operations. To ensure our success in achieving strategic goals and maintaining continuous operations in a dynamic business environment, we have established systematic risk management practices.

OUR RISK MANAGEMENT APPROACH IS CHARACTERISED BY THE FOLLOWING PRINCIPLES:

CULTIVATING A RISK-AWARE CULTURE:

We promote the proactive management of risks throughout the organisation.

MAXIMISING OPPORTUNITIES:

The purpose of risk management is to analyse and manage both opportunities and threats, giving us a competitive advantage.

SYSTEMATIC MONITORING:

We regularly monitor the sufficiency of risk treatment actions and controls.

CONTINUOUS IMPROVEMENT:

Risk management is an ongoing process that evolves with changes in the external and internal environment.

INTEGRATION INTO PROCESSES:

Risks are managed in an integrated manner during planning, decision-making, and operational processes, with defined roles and responsibilities.



Reporting Principles

**THIS STENDERS SUSTAINABILITY REPORT 2022
HAS BEEN PREPARED BY USING AS A GUIDELINE
GLOBAL REPORTING INITIATIVE (GRI) STANDARDS.**

STENDERS refers in the report to STENDERS Ltd in Latvia.

The report contains information on STENDERS Sustainability performance in the period of 1 January to 31 December 2022. Some indicators may also include historical data.

**IN PREPARING THIS REPORT,
WE WERE GUIDED BY:**

GRI 102	GENERAL DISCLOSURES
GRI 3	MATERIAL TOPICS
GRI 201	ECONOMIC PERFORMANCE
GRI 301	MATERIALS
GRI 302	ENERGY
GRI 306	WASTE
GRI 403	OCCUPATIONAL HEALTH AND SAFETY
GRI 401	EMPLOYMENT
GRI 403	HEALTH & SAFETY
GRI 404	TRAINING & EDUCATION
GRI 413	LOCAL COMMUNITIES
GRI 416	CUSTOMER HEALTH & SAFETY
GRI 417	MARKETING & LABELLING

AS THIS IS THE FIRST YEAR THAT THE SUSTAINABILITY REPORT HAS BEEN PREPARED, WE ARE AWARE OF POTENTIAL MISSING DATA AND THE LACK OF A POSSIBILITY TO COMPARE THE DATA WITH THE PURPOSE OF TRACKING TRENDS.

THIS WAS ALSO THE FIRST YEAR WE CALCULATED CO2 EMISSIONS ACROSS SCOPE 1 AND SCOPE 2.

GRI Content Index

GRI STANDARDS DISCLOSURE NR	GRI STANDARDS DISCLOSURE CONTEXT	LOCATION IN THE REPORT
GRI 2 General Disclosures 2021		
1. The organisation and its reporting practises		
2-1	Organisational details	10, 16, 17
2-2	Entities included in the organisation's sustainability reporting	156
2. Activities and workers		
2-6	Activities, value chain and other business relationships	10-17
2-7	Employees	14, 17, 110-115, 117-120
3. Governance		
2-9	Governance structure and composition	26, 29
2-12	Role of the highest governance body in overseeing the management of impacts	26, 29
2-15	Conflicts of interest	151
2-16	Communication of critical concerns	150-151
2-19	Remuneration policies	111
2-20	Process to determine remuneration	111
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	48-49
2-23	Policy commitments	52
2-24	Embedding policy commitments	151-152
2-25	Processes to remediate negative impacts	151-152
2-26	Mechanisms for seeking advice and raising concerns	151-152

GRI STANDARDS DISCLOSURE NR	GRI STANDARDS DISCLOSURE CONTEXT	LOCATION IN THE REPORT
2-27	Compliance with laws and regulations	146
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	30-35
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	36-38
3-2	List of material topics	39-43
3-3	Management of material topics	39-43
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	16-17
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	54
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	76-85
302-2	Energy intensity	76-85
302-4	Reduction of energy consumption	76-85
GRI 306: Waste 2020		
306-1	Waste generation and significant waste related impacts	57-58, 66-73

GRI Content Index

GRI STANDARDS DISCLOSURE NR	GRI STANDARDS DISCLOSURE CONTEXT	LOCATION IN THE REPORT
306-2	Waste generation and significant waste related impacts	57-58, 66-73
306-3	Waste generated	73
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	-
401-2	Benefits provided to full-time employees	111
GRI 403: Occupational Health & Safety 2018		
403-1	Occupational health and safety management system	112
403-2	Hazard identification, risk assessment and incident investigation	112-114
403-3	Occupational health services	114
403-5	Worker training on occupational health and safety	113-114
403-6	Promotion of worker health	112-114
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills	115
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	128-133

GRI STANDARDS DISCLOSURE NR	GRI STANDARDS DISCLOSURE CONTEXT	LOCATION IN THE REPORT
--------------------------------	-------------------------------------	---------------------------

GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and services categories	91-92
-------	--------------------------------------------------------------------------------	-------

GRI 417: Marketing and Labelling 2016

417-1	Requirements for product and service information and labelling	143
-------	----------------------------------------------------------------	-----



**BUREAU
VERITAS**

THE CARBON DIOXIDE CALCULATIONS AND REPORT WERE DEVELOPED IN PARTNERSHIP WITH BUREAU VERITAS LATVIA.

