



P&G Supplier Citizenship  
*Responsible Beauty*



# Agenda

- 1. Welcome & Introduction**      **Jamila Belabidi** – Purchases Director, Global Women Economic Empowerment & Global Supplier Diversity
- 2. Responsible Beauty Overview**      **Riona Bonnet** – Purchases Director, Responsible Beauty
- 3. Responsible Sourcing**      **Ashley Kuhn** – Purchases Director, Responsible Beauty
- 4. Supplier Equality & Inclusion**      **Lorena Zambrano** – Purchases Director, Responsible Beauty
- 5. Q&A**





# Responsible Beauty Overview



Be a  
**Positive Force**  
for Beauty  
in the world

# Today's Landscape





# Responsible Beauty

*Is a systems-thinking approach with solutions that interact together rather than in isolation or as a static issue.*



**Purpose that enables business growth**



**Delighting with Performance, Delivering with Trust**



**Aspirational, Irresistible, Beautiful**



**End to End Responsible Design: Safe, Ethical, Sustainable**



Quality & Performance



Sustainability



Transparency



Equality & Inclusion



Safety

# Advisory Council



Shift is the leading center of expertise on the UN Guiding Principles on Business and Human Rights.



## 2030 Goals

### BRANDS

Our brands leverage their voice in communication to promote social and environmental sustainability:

- Incorporate positive environmental cues in production and communication.
- Promote equality and inclusion.
- Rinse-off products: encourage water conservation behavior amongst consumers.

Promote fair and equal representation in advertising and its production across gender, race, and ethnicity.

Make all P&G Beauty priority communication tools sight- and hearing-impaired accessible by 2025, starting with newly created brand communications in 2021.

Our brands are transparent about ingredients and share the brand's safety science.

### INNOVATION & INGREDIENTS

Provide water-efficient products and waterless product innovation to consumers (focus: priority water-stressed markets).

100% of priority botanical ingredients are identified by the Royal Botanic Garden, Kew.

Reduce the environmental footprint of our products, i.e., using fewer ingredients and improving the biodegradability of our rinse-off formulas around the world.

Prioritize the use of responsibly sourced bio-based materials or materials prepared using green chemistry principles.

Fuel category-changing innovation by partnering with start ups in emerging 'green areas' such as bio-tech and nature-identical materials, green chemistry and sustainable materials.

Actively seek and become a leader in supporting start ups and cooperatives that are female owned/led.

Ensure we have diverse teams supported by an inclusive environment in all sectors of our research & development enterprise.

Make publicly available game-changing technologies, programs and processes to help the beauty industry have a bigger, positive impact on the world.

### SUPPLY CHAIN

Reduce our footprint and strive for circular solutions:

- 100% renewable electricity.
- 50% reduction in greenhouse gas.
- 35% increase in water efficiency.
- 100% of sites are Zero Waste to Landfill.
- Circular supply chain programs.

Responsible sourcing of priority ingredients of natural origin, including 100% RSPO certified PO/PKO and derivatives by 2022.

Join forces with our External Business Partners and leverage our combined scale to drive environmental sustainability and social responsibility performance, programs, and outcomes.

Manufacturing sites in priority water-stress markets / basins for Beauty are locally engaged to help protect water for people and nature.

Become a leader in supporting businesses owned & led by women and diverse groups along all areas of our value chain by 2025.

Create and nurture Kew-inspired gardens to teach employees about biodiversity at all P&G Beauty manufacturing sites.

### PACKAGING

100% Recyclable or reusable by 2030. By 2025: 90% of our major packaging platforms will be recyclable or reusable at sector-level.

50% reduction in the use of virgin fossil-based plastic by 2025 at sector-level.

Drive significant increase in the use of refills across P&G Beauty via consumer behavior change; new packaging approaches, novel chemistry & new business models.

Promote the use of responsibly-sourced bio-based materials and circular materials.

Make P&G Beauty packaging more accessible for people with disabilities starting with including tactile markings for sight-impaired people on our hair care and body wash bottles by 2025.



# Responsible Brands: Pantene Japan #HairWeGo

Advocating for change to the challenges LGBTQ+ job seekers face

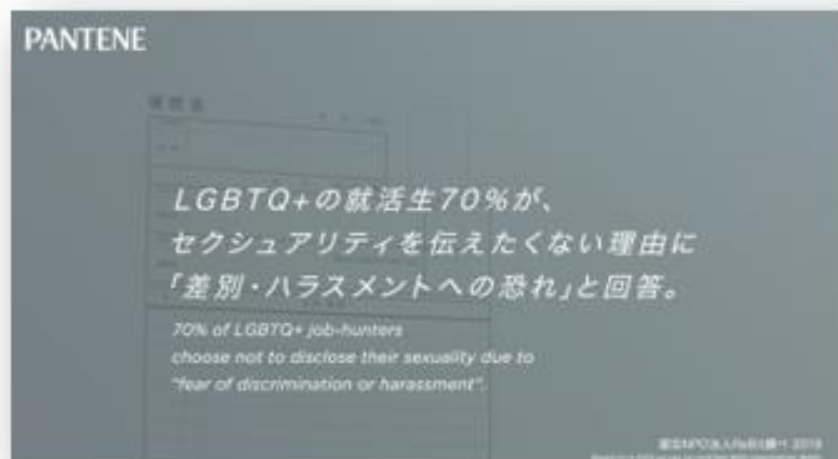
PANTENE

調査結果

LGBTQ+の就活生70%が、  
セクシュアリティを伝えたくない理由に  
「差別・ハラスメントへの恐れ」と回答。

70% of LGBTQ+ job-hunters  
choose not to disclose their sexuality due to  
"fear of discrimination or harassment".

株式会社P&G 2019年  
Pantene is a registered trademark of P&G Intellectual Property.



PANTENE

この髪が私です。  
This hair is me.



PANTENE

この髪が私です。  
This hair is me.



PANTENE

男と女、  
どっちで就活したらいいんだろう。  
Male or female, which should I do my job-hunting as?







# Aspirational Irresistible, Beautiful





# Europe Refillable System

The world's first mass-brand hair care refill & reuse system

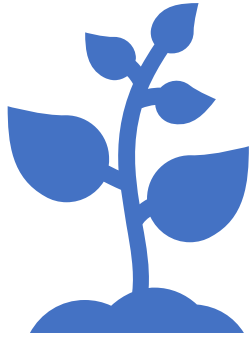






# Responsible Sourcing

# Responsible Sourcing Goals



***Responsible sourcing of priority ingredients*** of natural origin (plant, animal, mineral), including 100% RSPO certified PO/PKO and derivatives by 2022



Join forces with our ***External Business Partners*** and leverage our combined scale to drive environmental sustainability and social responsibility ***performance, programs, and outcomes***

# Definition of Responsible Sourcing

***Responsible Sourcing is the production and procurement of goods and services in a manner that respects human rights, conserves natural resources, and protects natural ecosystems.***



## Sustainability

We use our brands and our scale as a positive force for beauty in the world to benefit people and the planet.

We focus on the greatest opportunities for environmental, social and economic impact. We hold our business partners to the same high standards we have set for ourselves: to use resources responsibly, to preserve the environment, act with social responsibility, respect human rights, and to reduce environmental footprint.

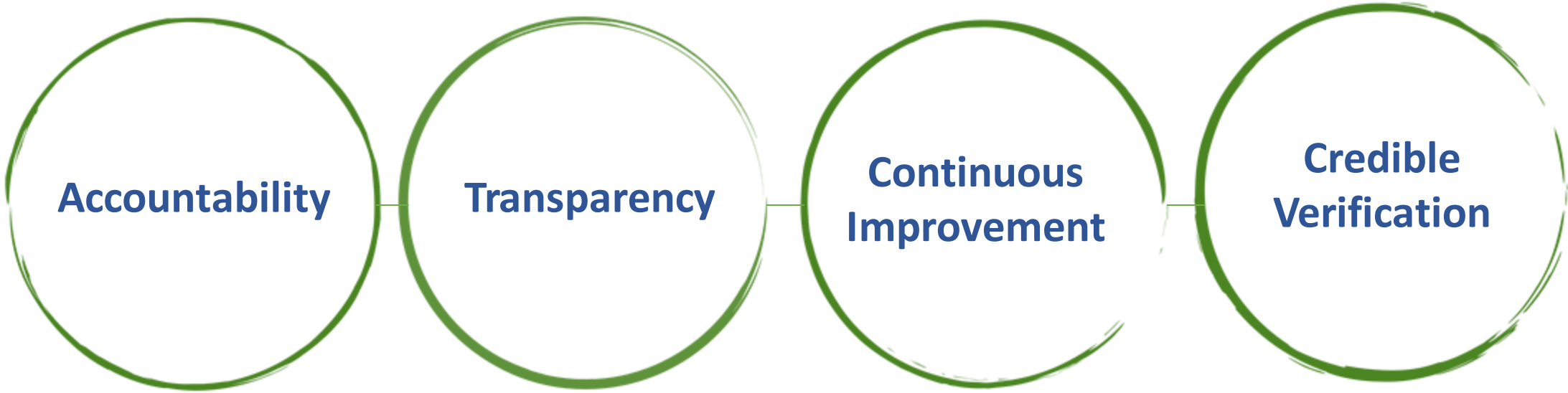
To learn more, read about P&G Beauty Responsible Sourcing.

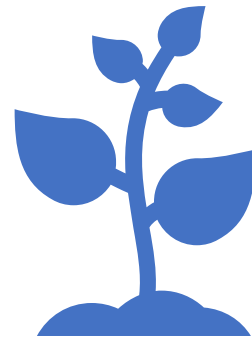
 **P&G BEAUTY RESPONSIBLE SOURCING**





# Supplier Expectations





***Responsible sourcing of priority ingredients***  
of natural origin (plant, animal, mineral),  
including 100% RSPO certified PO/PKO and  
derivatives by 2022

# Beauty Priority Materials

## Current Beauty Prioritized Material List

*List is dynamic and subject to change*



Guar bean derivatives



Palm  
(PO/PKO/POD/PK  
ODs)



Corn  
derivatives  
from the U.S.



Mica



Shea  
Derivatives



Wood  
Pulp



Join forces with our ***External Business Partners*** and leverage our combined scale to drive environmental sustainability and social responsibility ***performance, programs, and outcomes***



# Supplier Ecosystem Longevity Program (SELP)

*ESG Resilience & Continuous Improvement*

## Objectives

1. Identify areas for continuous improvement
2. Create shared value-growth opportunities
3. Incorporate ESG performance as part of the Best Total Value equation

## Our Partners

**ecovadis** +  **RAINFOREST ALLIANCE** + **Our P&G Beauty Supplier Ecosystem**

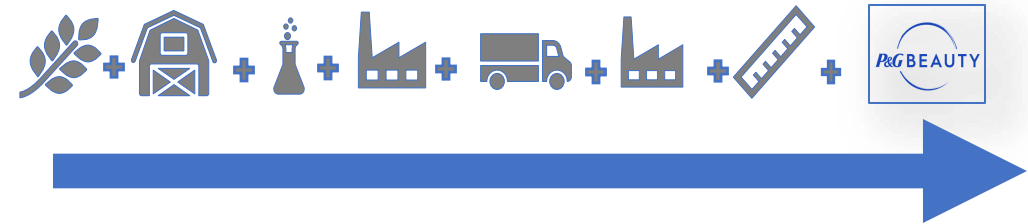
# Supply Chain Transparency

Capabilities and processes necessary to support claims, manage risk, and ensure compliance e.g. new and upcoming mandatory due diligence



“What’s in our products?  
How were they made?  
Who do we trust?  
What can we believe?  
What’s marketing, and what’s legit?  
What is the law?  
Most importantly, what are the implications for our health?”

SARA BROWN, BUSINESS OF FASHION



## Responsible Sourcing Operating Principle

***Transparency: We expect our EBPs to be transparent in the practices they use, and in the physical supply chain of the goods and services they provide to P&G Beauty, such that we have a sufficient level of traceability to assess risk and compliance. In turn, we will be transparent with our stakeholders regarding the steps we take to ensure responsible sourcing in our supply chain ecosystem.***

# TransparencyOne Video



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## Transparency-One Platform for Responsible Sourcing

Transparency-One is a supply chain software helping businesses create a healthier, safer, and more sustainable world for consumers.

[WATCH VIDEO](#)

[REQUEST A DEMO](#)





# Supplier Diversity





# Supplier Diversity – Beauty Care





# Global Strategy for **Equality & Inclusion**

For Our  
**Employees**

For Our  
**Brands**

For Our  
**Partners**

For Our  
**Communities**

## For Our Partners

- Join forces with our External Business Partners and **leverage our combined scale to drive environmental sustainability and social responsibility performance**, programs, and outcomes.
- Become a leader in supporting businesses owned & led by women and diverse groups **along all areas of our value chain** by 2025.

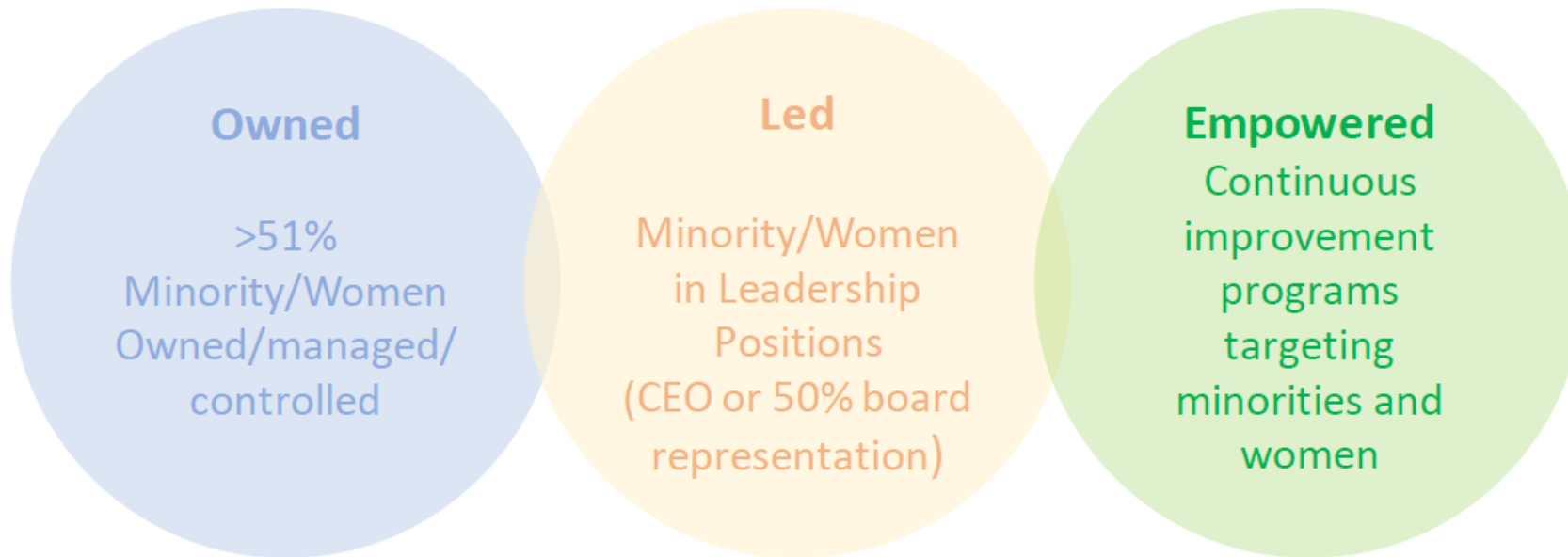


# Beauty –Supplier Diversity

## Vision

Build equality and inclusion into key areas of our supply and value ecosystem, through more equitable spending, support and advocacy of diverse owned and led suppliers.

# Definitions and Scope



- US focus: spend with Diverse Suppliers (Women, ethnic minorities, LGBTQ+, PwD, veterans)
- Focus outside the US: spend with Women Suppliers.



# Equality & Inclusion



“When we lead inclusion within our own unique organizations and invite our partners to create equity and opportunity alongside us, we can more rapidly transform our world together – into a world that sees, values and respects everyone.”





# Thank you!

