

Sustainability Vision 2030

Commitment to Life

Natura &Co **Commitment to Life** sets out our commitments and actions - within a 10 year timeframe - to tackle some of the world's most pressing issues: addressing the climate crisis and protecting the Amazon, ensuring equality and inclusion, and shifting our business towards circularity and regeneration. Our approach calls for an all-encompassing business model that gives back more than it takes.

Our Commitment to Life



To address the **Climate Crisis** and protect the **Amazon**

Reduce our GHG emissions: become net zero by 2030.

Amazon: Zero deforestation.

Science Based Targets for Biodiversity; enforce the Nagoya Protocol.



To defend **Human Rights** and to be **Human-Kind**

For our associates: gender equality, inclusion of under represented groups, and living wage for all.

For our wider network: Measured increases in earnings, education and health.

Intolerance to human rights infringement in our supply chain.



To embrace **Circularity** and **Regeneration**

Full Circularity of Packaging.

95%+ Renewable or Natural ingredients.

95%+ Biodegradable formulas.

Investments and collaborative actions in Regenerative Solutions

About Natura &Co

Our Aspiration

We will dare to innovate to promote positive economic, social and environmental impact – and become the best beauty company **for** the world.

6+
million

consultants & representatives

34+
thousand

employees & associates

35+
thousand

people in the 60 traditional communities that we source from

3000+
stores

and franchises, 200 million consumers

100+
countries

around the world

32.9+
billion R\$

Revenue * 2019 proforma

Natura

Founded in 1969, CFT #1 in Brazil. Carbon neutral since 2007. UN Global Climate Action Award 2019. First publicly traded company to receive B-Corp certification (2014). Natura's EKOS line certified by The Union for Ethical Biotrade (UEBT).



Aesop

Founded in 1987 in Australia, 240 stores in 23 countries. Renowned for products created with meticulous attention to detail, and for refined aesthetics. Aesop Foundation has supported 30+ literacy and storytelling initiatives in Australia.

The Body Shop

Founded in 1976 in Brighton, England, by Anita Roddick, 3,000 stores, +70 countries. "Leaping Bunny" no animal testing certified. Fair Trade program in 31 communities in Africa, EU, APAC and LatAm. B-Corp certified in 2019.



Avon

Founded in 1886 in NYC. 5 million representatives, 55+ countries, donated over US\$1 billion to women's causes. Products of exceptional quality and affordable prices, one of the most democratic beauty brands in the world.

AVON



Aēsop.

Address the **Climate Crisis** and protect the **Amazon**

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Our Commitments

Years to achieve

Net Zero GHG emissions

	0-2	3-5	5-10
Become Net Zero, delivering 1.5 degree 20 years ahead of UN Commitment			
Science Based Targets Initiative (SBTi) for all companies, scopes 1, 2 and 3			

Protect the Amazon

	0-2	3-5	5-10
Expand influence on forest preservation from 1.8m to 3m ha, and from 33 to 40 communities			
Increase revenue streams with additional 55 bio-ingredients (from 38)			
Share at least R\$ 60 mi in value with communities (from R\$33 mi)			
Foster collective efforts towards zero deforestation by 2025			

Help create Science Based Targets for Biodiversity

	0-2	3-5	5-10
Help create targets with a network of partnerships (UEBT, SBTN, BfN/WEF)			
Expand from Natura's 16 year payment of ABS (access and benefit sharing) to the Group by 2025 – as per UN Convention on Biological Diversity (CBD) / Nagoya Protocol			

Today

Total estimated GHG emissions of between 1,800,000 – 2,200,000 tons CO2 eq. (Currently measures around 450,000 tons CO2 eq. carbon emissions*)

Current GHG activity:

- Renewable energy
- Energy efficiency
- Lower Carbon
- Logistics/Distribution Solutions
- Offset emissions through carbon credits projects

1.8 mi hectares of Amazon forest preserved, 33 communities, 38 bio ingredients

R\$ 15 million ABS (Access Benefit Sharing) payments in 2019

Natura Carbon Neutral since 2007.

* Currently the companies have different scopes of measurement

Action plan

0-2 years

Pilot science-based targets for biodiversity

Progressively expand the impact on the Amazon

3-5 years

Expand reduction technologies available in the market for energy, logistics efficiency and packaging

Enter into partnerships to develop new technologies

5-10 years

Create a disruptive new model for sustainable business

Highlights

Net Zero
by 2030

SBTi
for scopes 1, 2 and 3

Zero
deforestation
Amazon

3
million hectares
of Amazon forest
preserved

AVON


natura


THE BODY SHOP

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Defend **Human Rights** and be **Human-Kind**

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Our Commitments

Years to achieve

Our people

	0-2	3-5	5-10
Gender balance: from 35% women on board/senior team to 50% by 2023		█	
Equitable pay, closing the gender gap by 2023		█	
Work towards 30% inclusion, in management, of under-represented groups - racial or ethnic, sexual diversity and gender identity (LGBTI), socio-economically disadvantaged, physical or mental disability			█
Living wage (or above) for all by 2023		█	

Our wider network

Measurable gains for consultants/representatives and sourcing communities earnings, education, health and digital inclusion			█
Increase investments in key causes by 20% to \$600 million (mainly in communities, breast cancer awareness, domestic violence and education)			█
Promote our trusted and reliable model for the future of direct sales		█	

Intolerance to Human rights infringement across our supply chain

Full traceability and/or certification for critical supply chains by 2025: Palm Oil, Mica, Paper, Alcohol, Soy, Cotton		█	
Adopt robust Human Rights policy in line with UN Guiding Principles by 2023		█	

Today



48%+
women
in management
positions



Natura has
measured HDI
improvements among
its consultants for the
last 3 years



Robust code
of conduct covering
ethics, compliance and
anti-corruption

Action plan

0-2 years

While respecting data privacy,
implement measurement to track
% of under-represented groups

Develop HDI-like metric to
measure gains in wider network
that can be used in several
countries

Highlights

50%
women in Board
and Senior team

=
Equitable pay
for women

30%
from under-
represented groups

Living Wage
for all

Full traceability
for critical
Supply Chains

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Embrace **Circularity** and **Regeneration**

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Our Commitments

Years to achieve

	0-2	3-5	5-10
Full Packaging Circularity			
20% (or more) less packaging material (in weight)			
50% of all plastic used to be of recycled content (in weight)			
100% of all packaging material: Reusable or Recyclable or Compostable			
Offset through "collection and reuse" programs to reach 100% responsible disposal where recycling infrastructure not available			
Formula Circularity			
95%+ Renewable or Natural ingredients			
95%+ Biodegradable formulas*			
100% of new formulas will have lower environmental footprint, measured by life cycle analysis (LCA)			
Investment in Regenerative Solutions			
Invest \$100 million (or more) in developing regenerative solutions, such as: Biotechnology e.g. from waste to ingredients, plastics, etc			
Regenerative agriculture in deforested areas to reduce use of chemicals and create alternative to monocultures			
Creation of revenue streams (new ingredients) that are more economically attractive than deforestation			

Today



Animal Testing free



B Corp certification (Natura + The Body Shop)



wide use of refills at Natura



Inclusion of recycled material in packaging

Action plan

0-2 years



Aēsop.

B Corp certification for Aēsop

Start to launch breakthrough regenerative innovation

3-5 years



AVON

B Corp certification for Avon

Scale up some breakthrough regenerative innovation

Highlights

100% packaging circularity

95% + renewable or natural formulas

95% + biodegradable formulas

\$100m+ in Regenerative solutions

AVON



Aēsop.