



SUSTAINABILITY AT ONTEX

Updated 2022


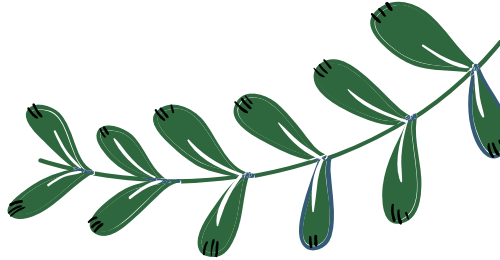
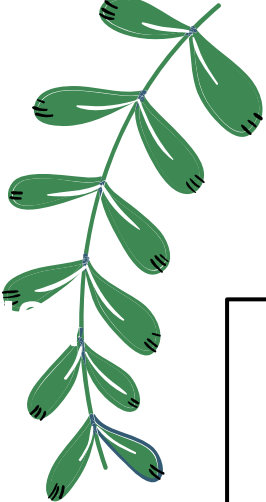




Vision



Ontex



**At Ontex, we create a world where people can embrace life's many changes. We make quality products and solutions in baby care, feminine hygiene, and adult incontinence care. Our people and mission emphasize the delivery of sustainable value to our shareholders, partners, customers and suppliers, while making
a positive impact on the communities around us.**





Our Sustainability Strategy



Ontex

Four Areas of Focus

Circular Solutions



Climate Action



Sustainable Supply Chain



Building Trust



The Ontex sustainability strategy describes our **sustainability ambitions and commitments** for 2030 in line with the UN Sustainable Development Goals.

It is built around four cornerstones.

The Ontex logo, featuring the word 'Ontex' in a white, stylized font with a swoosh underneath, set against a dark green background.



Challenge 1

Climate Change

We believe that climate change is one of the **biggest challenges** that humanity faces. Even if the pledges made at the Paris Climate Conference in 2015 are honored, it still leaves average surface temperatures on track to increase by more than three degrees, resulting in an unpredictable and unmanageable impact on the climate.

The latest IPCC report highlighted the severity of the impact we are already experiencing at 1 °C warming and stated that 2 °C of warming is now considered highly dangerous. Therefore, companies need to increase the resilience of their supply chains and direct operations and aim to stay **below 1.5 °C global warming**.

That is why hundreds of businesses – including Ontex – are setting science-based targets. Some go even further to aim for **net-zero supply chains**.

The same IPCC report includes urgent recommendations for reducing emissions of GHGs into the atmosphere through a rapid transition from fossil fuels to **renewable energy**.

About 2% of our carbon footprint is related to the production of our product. The remaining 98% is in our value chain, with **raw materials** having the biggest climate impact. That's why expanding our climate responsibility to our value chain is essential to address climate change.

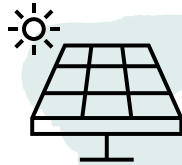
Climate Action: Net Zero Ambition

Ontex 2030 goals



Net zero operations

Our goal is to reduce emissions across our operations (scope 1–2) by 80% by 2030 compared to 2020. From 2030, we offset any remaining emissions.



100% renewable electricity

All electricity we use comes from renewable sources.



-25% scope 3 emissions

We aim to reduce our scope 3 emissions through product design, supplier engagement and optimized logistics.

Challenge 2

Unsustainable Products

By 2030, the global population is expected to reach nearly 8.5 billion, with nearly half a billion moving into the middle class.* This means that more and more people will have a chance at a better life. But increasing individual prosperity will heighten the demand for already **constrained natural resources**.

Global awareness about **plastic pollution** and its impact on our ecosystems continues to grow. Several major global coalitions have been announced to tackle the issue. Businesses are experiencing growing pressure from consumers to reduce single use plastics.

Used personal hygiene products make up a considerable part of household waste. It ends up in incineration or landfill facilities. To address the waste issue, **governments** are increasing pressure to move away from single use products via the 'polluter pays' principle, or so-called EPR schemes**.

How we make and use our products directly affects our **carbon footprint** and our impact on nature. To contribute to our climate action cornerstone as well as addressing the topics mentioned above, we need to move from a linear model – take, use, waste – to a **circular model** where we maximize resource use and reuse.

* <https://www.un.org/sustainabledevelopment/blog/2015/07/un-projects-world-population-to-reach-8-5-billion-by-2030-driven-by-growth-in-developing-countries/>

** EPR stands for Extended Producers Responsibility



Move Towards Circular Products & Packaging Solutions

Ontex 2030 goals



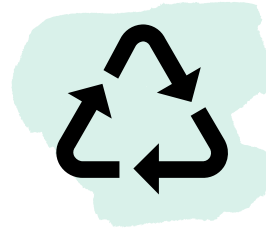
100% sustainable packaging by 2025

- 100% recyclable packaging
- > 30% recycled or renewable content in our **plastic** packaging
- 100% recycled content for all our **cardboard** boxes



Sustainable products

- Replace fossil-based materials
- Reduce carbon footprint
- Optimize design for recycling or bio-degradation



End-of-life solutions

- Find, pilot and implement **solutions for the sanitary waste stream** via partnerships



Zero waste to landfill

- We aim to have a **recycling index** of 100% by 2025

Challenge 3

Diversity, Equity & Inclusion

Women account for half of the global labor supply and about 70% of global consumption demand. Globally, only about half of working-age women are employed, and they earn only about three-quarters of what men earn, even when they have the same level of education and are in the same occupation. On its current trajectory, it will now take 135.6 years to close the **gender gap** worldwide. Various research proves that gender diverse teams achieve better financial and business outcomes.*

Additionally, research shows that while diverse teams do indeed outperform and out-innovate homogenous teams, if diversity is not handled properly, they can also be significantly less effective. **Inclusion & equity** in the workplace is what makes diversity work.**

At the same time, consumers want to buy from a **brand they trust**, and which takes its corporate social responsibility. **Safe working conditions, respecting human rights and ethical business** behavior are important for them. It is about doing the right thing.

* Source: <https://www.weforum.org/reports/global-gender-gap-report-2021>

** Source: <https://www.kornferry.com/insights/featured-topics/diversity-equity-inclusion/the-importance-of-inclusion-in-the-workplace>



Building Trust: We Commit to an Inclusive & Fair Society

Ontex 2030 goals



Zero accidents

We aim for continuous improvement in occupational health and safety, with the ultimate goal of zero occupational accidents



Diversity - Equity - Inclusion

- We aim to achieve gender parity in leadership by 2030
- We want to advance equity and create a culture of inclusion
- We aim to play an active role in the development and career advancement of women



Compliance

Goals under revision



Challenge 4

Responsible Sourcing of Raw Materials

Forests are indispensable. They are our lungs and life-support system, covering 30% of Earth's land area and hosting 80% of its biodiversity. Forests give us the air we breathe while removing carbon dioxide from the atmosphere.

Today, the world's forests are in **serious peril** with the rate of **deforestation** estimated at 10 million hectares per year between 2015 and 2020.

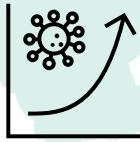
Agriculture remains as the main driver of deforestation, forest degradation and biodiversity loss. **Environmentally responsible sourcing of feedstocks** – especially those of natural origin as the most critical ones – is shifting from a purely voluntary commitment of companies towards a requirement embedded in **legislation**.

Additionally, creating **product & supply chain transparency** is becoming a clear expectation from major retailers and consumers. Additional regulations have been drafted recently in both Europe and the US. It's a practice of disclosing detailed information about products, including **what they contain, how they were produced and where they come from**. It enables the verification of product quality and safety as well as the monitoring of labor practices and human rights across global supply chains.



Drive Positive Change Throughout our Supply Chain to Protect People, Climate & Biodiversity.

Ontex 2030 goals



Improving the sustainability performance of our supply chain

- Continuous improvement of the environmental & social performance of our supply chain
- Solid supply chain due diligence



Ensure sustainable origin of our renewable materials via due diligence and certifications

We will purchase all material from agriculture and forestry from certified suppliers. This means:

- 100% FSC- or PEFC-certified or controlled wood-based material
- 100% organic, BCI or recycled cotton



Creating transparency of our raw material composition to ensure product safety

The UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) is an important **framework for collective action** and impact on the systemic challenges our world faces.

Our sustainability priorities link to all 17 SDGs, with an emphasis on the SDGs that relate most closely to where we believe we make the greatest impact.



Overview Ontex Sustainability Goals 2030

CLIMATE

- -80% scope 1–2 emissions
- 100% renewable electricity
- Offsetting scope 1–2 emissions as of 2030
- -25% scope 3 emissions

CIRCULAR

- 100% sustainable packaging by 2025
- Advance sustainable products
- Pilot end-of-life solutions
- Zero production waste to landfill

BUILDING TRUST

- Zero occupational accidents
- Achieve gender parity in leadership by 2030
- Compliance goals: under revision

SUSTAINABLE SUPPLY CHAIN

- Improving the sustainability performance of our supply chain
- Ensure sustainable origin of our renewable materials
- Product safety & transparency



Ontex