

Sustainability Vision 2030

Commitment to Life: One Year On

In 2020 Natura &Co unveiled **Commitment to Life**, a sustainability vision, setting out commitments and actions to tackle some of the world's most pressing issues within a ten year time frame. It focuses on addressing the climate crisis and protecting the Amazon, ensuring equality and inclusion, and shifting towards circularity and regeneration. Each year, we will update on our progress and challenges against our goals. Here follows our 12 month progress update.



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.



Defend **Human Rights** and 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.



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.

8+
million
consultants &
representatives

35
thousand
employees &
associates

58
sourcing
communities

3700+
stores
and franchises

110+
countries
around the world

36.9
billion R\$
Consolidated
net revenue

Natura

Founded in 1969, CFT #1 in Brazil. Carbon neutral since 2007. UN Global Climate Action Award 2019. We are proud to be the world's largest B Corp. Natura's EKOS line certified by The Union for Ethical Biotrade (UEBT).



Aesop

Founded in 1987 in Australia, 247 stores in 27 markets, renowned for products created with meticulous attention to detail, and for refined aesthetics. Aesop became a B Corp certified company in 2020.



The Body Shop

Founded in 1976 in Brighton, England, by Anita Roddick, around 2,800 retail locations, +70 countries. "Leaping Bunny" no animal testing certified. Fair Trade program in 18 communities in Africa, EU, APAC and LatAm. B-Corp certified in 2019.



Avon

Founded in 1886 in NYC. 6.3 million representatives, 65+ countries, donated over US\$ 1.1 billion to women's causes. Products of exceptional quality and most democratic beauty brands in the world.

AVON



Aēsop.



Our Commitments

		Years to achieve		
	2020 results	0-2	3-5	5-10
Net Zero GHG emissions				
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				
Expand influence on forest preservation from 1.8m to 3m ha, and from 33 to 40 communities	2m ha 34 communities			
Increase revenue streams with 55 bio-ingredients (from 38)	39			
Share at least R\$ 60 million in value with communities (from R\$ 33 million)	R\$ 30m			
Foster collective efforts towards zero deforestation by 2025				
Help create Science Based Targets for Biodiversity				
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				

Our Progress

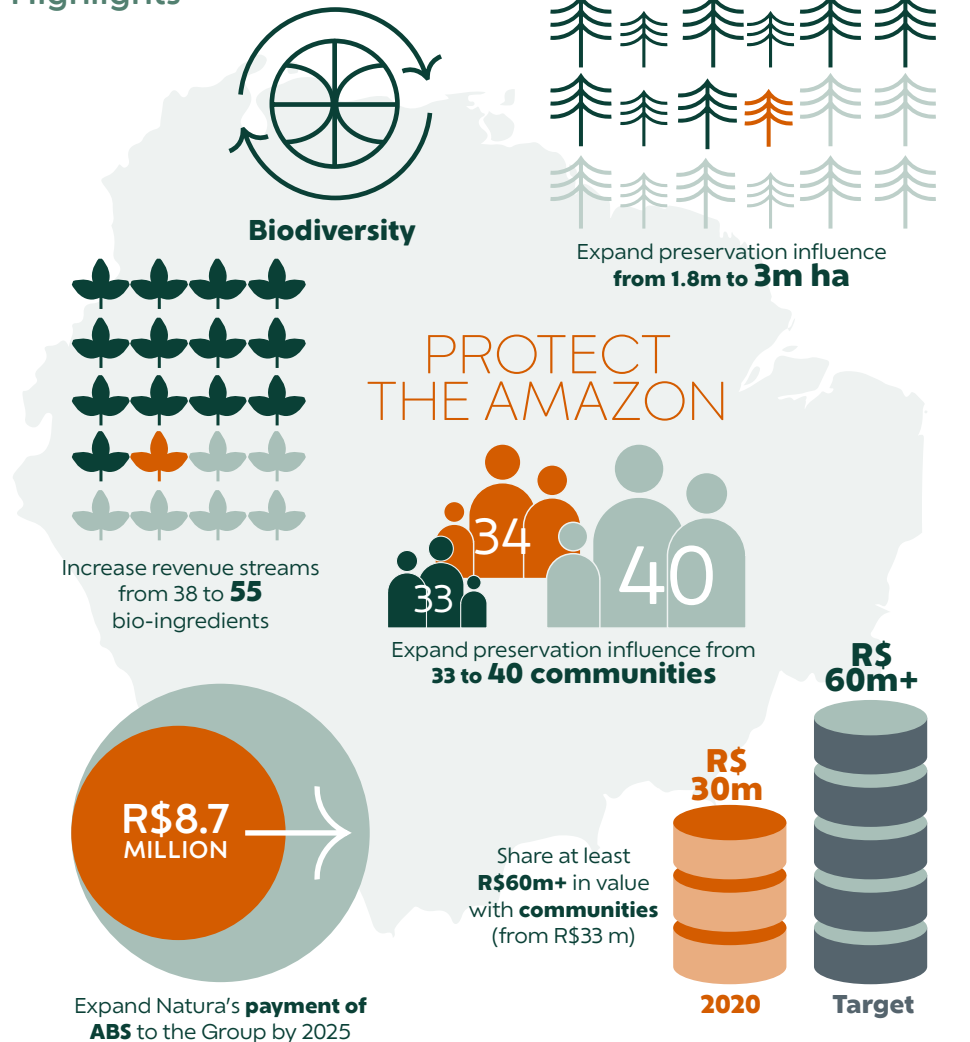
We are consolidating our organizational footprints for scopes 1, 2 & 3 with the Carbon Trust to determine our Green House Gas inventory baseline, to ultimately set and approve Science Based Targets in line with 1.5°C trajectory. (to be concluded in Q4/21).

We are supporting PlenaMata portal, through a partnership between Natura, MapBiomas and InfoAmazônia, which gathers data and indicators of deforestation and initiatives for the conservation and regeneration of Amazon biome.

The purpose of this portal is to engage governments, private sector, civil society organizations and local communities in support of the fight against deforestation and successful conservation and environmental regeneration initiatives (to be launched in Q3/21 at <http://plenamata.eco>).

We are part of the SBTN's Corporate Engagement to apply the initial guidance on science-based targets for nature (to be concluded in Q3/22).

Highlights



Legend applies to all targets

- Up to 2019
- 2020
- Target



Our Commitments

	2020 results	Years to achieve		
		0-2	3-5	5-10
Our people				
Gender balance: 50% women onboard/senior team by 2023	49%		■	
Equitable pay, closing the gender gap by 2023	0.9% gap		■	
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	96%		■	
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 U\$ 600 million (mainly in communities, breast cancer awareness, domestic violence and education)	U\$ 94.8m			■
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	Palm oil: 39.5%, Paper: 92.2%, Alcohol: 41.5%, Cotton: 3.4%		■	
Adopt robust Human Rights policy in line with UN Guiding Principles by 2023			■	

Our Progress

We are currently setting the base line while respecting the privacy legislation in main markets (to be concluded in Q1/22).

We will develop a comparable measure of income among our consultants in 10 key geographies, and will benchmark against the living wage, with a view to increasing earnings (to be concluded in Q4/22).

Natura has been nominated as Chair of the Ethics Committee at WFDSA, to advocate for a strong direct selling/social selling model.

Over the past year we have charted each Group company's current policy and practice related to human rights and mapped these against the best practice captured by the UN GP and drafted policy (to be launched in Q4/21).

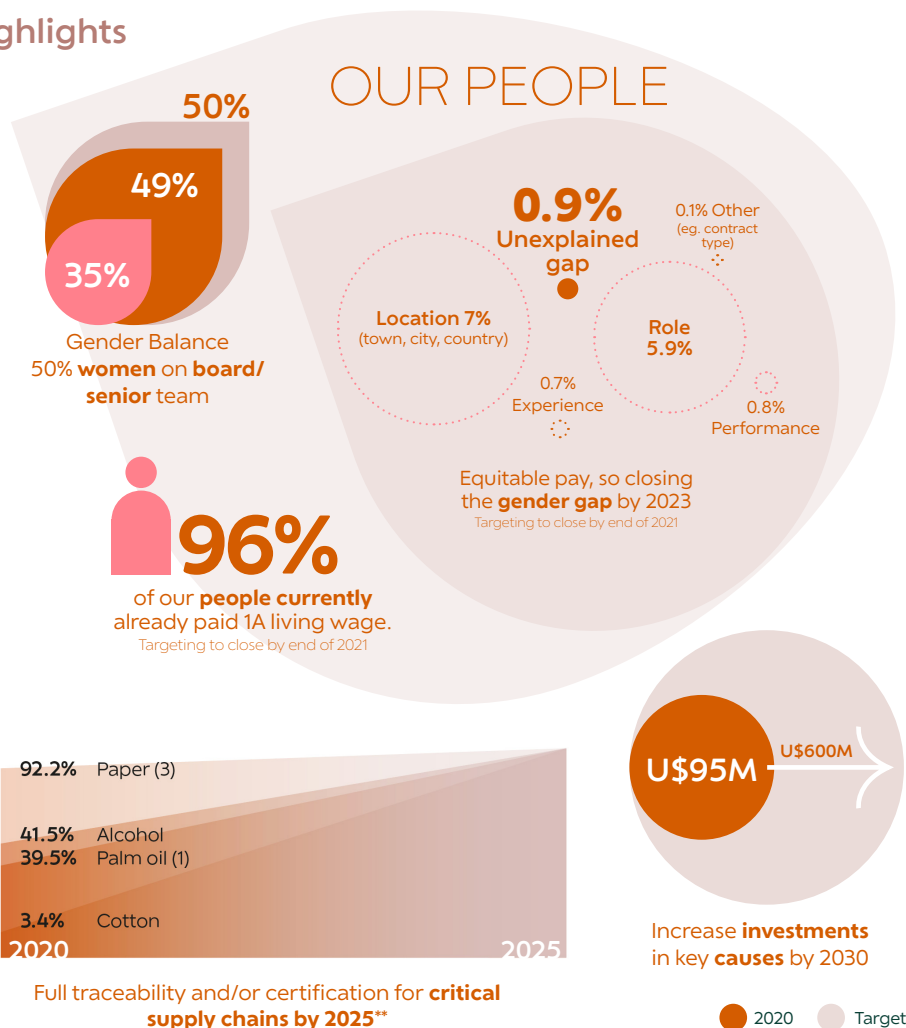
1. ** Certified volumes reported for 2020 are those covered by RSPO credits (book and claim) only. Natura &Co companies source additional physically certified RSPO materials (MB and Segregated/ IP), however, these have not been included in the 2020 report as we are in the process of achieving group-wide RSPO Chain of Custody certification.

2. Mica: In 2020, there was no global certification standard system in place for mica supply chains. We are working with the Responsible Mica Initiative to develop such a system; in 2020, we contributed to the member consultation on the draft RMI Global Workplace Standard for Mica Processors, published in early 2021. We will continue to work with RMI in 2021 to further develop and implement certification standards in our mica supply chains.

3. Just considering paper consumption of Avon: brochures and EMEA paper packaging and Natura: brochures

4. Soy data is still being collected across the Group and we expect to report in subsequent Commitment to Life reports

Highlights





Our Commitments

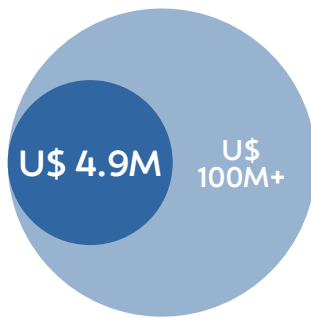
	2020 results	Years to achieve		
		0-2	3-5	5-10
Full Packaging Circularity				
20% (or more) less packaging material (in weight)	0.2%			
50% of all plastic used to be of recycled content (in weight)	7.0%			
100% of all packaging material: Reusable or Recyclable or Compostable	80.8%			
Offset through "collection and reuse" programs to reach 100% responsible disposal where recycling infrastructure not available	24.3%			
Formula Circularity				
95%+ Renewable or Natural ingredients	88.8%			
95%+ Biodegradable formulas	92.8%			
100% of new formulas will have lower environmental footprint, measured by life cycle analysis (LCA)				
Investment in Regenerative Solutions				
Invest U\$ 100 million (or more) in developing regenerative solutions, such as: Biotechnology e.g. from waste to ingredients, plastics, etc	U\$ 4.9m			
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				

Our Progress

The development of the LCA tool methodology that combines an integrated life cycle assessment of environmental impacts to measure and guide our choices will start in the 2Q21 and will be concluded in Q4/22.

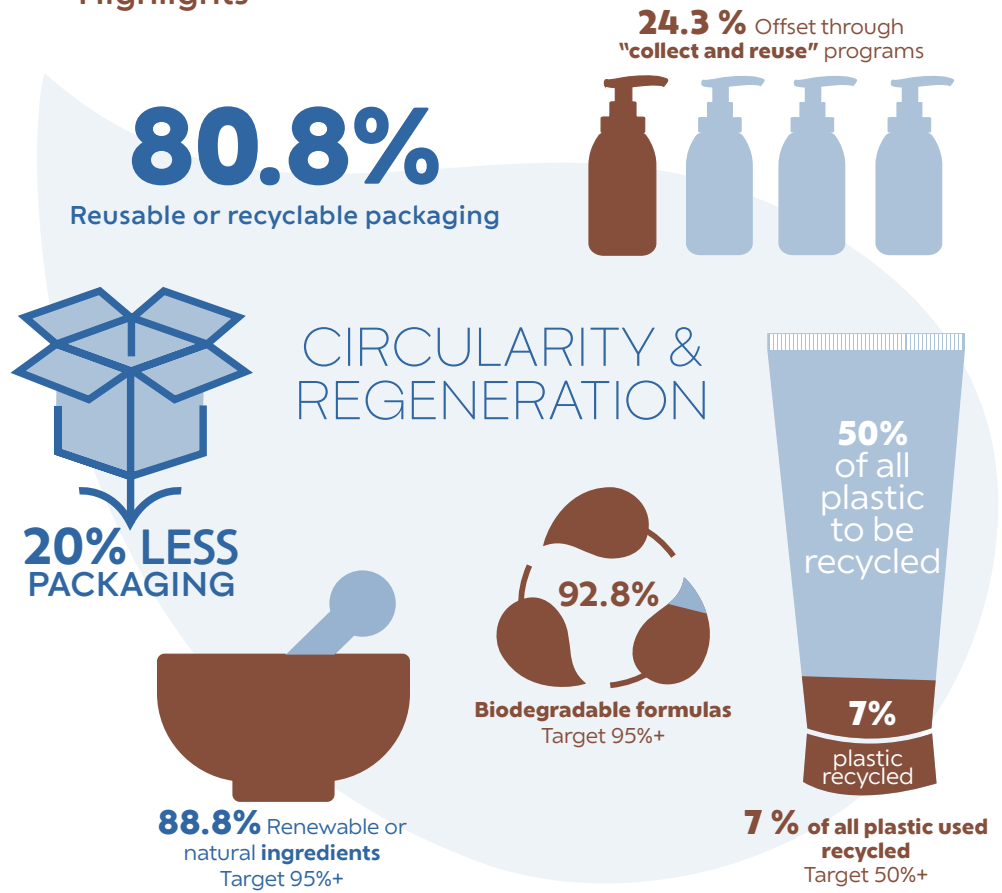
We are committed to explore disruptive regenerative solutions that capture more carbon than they emit, conserve and restore biodiversity and ecosystems and generate quality of life through means that are just and inclusive for all.

For more information about regenerative cases, see our website <https://naturaeco.com/en/commitment-to-life/sustainability-vision-2030/>



Regenerative solutions
(U\$m in 10 years)

Highlights



● 2020 ● Target
Legend applies to all targets