



BYPHASSE  
*Social Responsibility Report*

**INTRODUCTION.....3**  
Committed to you, to yours, to life.....3  
The 2020 Pandemic.....4

**COMMUNITY | Team.....7**  
Supporting employment, entrepreneurship and local development.....9  
Supporting the safety and well-being of employees.....10  
Developing employees skills.....10  
Practicing equality.....11  
Internship program.....11  
Team workshops.....12  
Transmitting our savoir-faire.....12

**COMMUNITY | Partners.....13**  
Sustaining activities.....15  
Product development ..... 15  
Ethical supply chain.....15

**COMMUNITY | Society & Customers.....17**  
Contributing to an inclusive society.....20  
Adaptation to all cultural climate.....20  
Promoting diversity and inclusion.....20  
Transparency through digital.....20  
Supporting vulnerable populations.....20

**ENVIRONMENT.....21**  
Practicing ethically responsible practices: cruelty free.....24  
Repurposing our lines and certifying them vegan.....24  
Local production to reduce carbon footprint.....24

## COMMITTED TO YOU, TO YOURS, TO LIFE

Upon the abrupt arrival of the global pandemic hit by the Covid-19, the awareness of our influence and sense of duty as an essential industry in hygiene and personal care, genuinely grew on us and felt the responsibility to respond to the immediate needs of our community at large.

First of all, ensuring the safety of our employees throughout the entire company remained our priority, and we want to thank them deeply for everything they did and still do amidst the evolution of the crisis.

Securing the relationship with our partners, suppliers and collaborators happened genuinely as our support to one another grew between all parties and a deep sense of solidarity was installed at that specific moment, only tightening our bonds from the long-term relationships built throughout the years.

Nonetheless, the people that remained at the top of our list were our customers. Without you none of it happens, therefore challenging our thinking and creativity to seek new ways of providing and informing you became the number one objective. As everything transitioned to the screens, we aimed to inform you at all times, enhancing the transparency of our company and creating content that could be informative, yet entertaining, as we believed that is at least what we all needed while going through such hard times.

The desire to become an asset during these unprecedented times as well as the urge to responding positively to our social and environmental ecosystem, only served to deepened and reinforced all the commitments we had already been working on for many years and gave more meaning to the core values of our company.

Now, looking at our present and planning our future, our commitment is to continue serving as a vessel of social and environmental progress within all operations, creations, innovation and initiatives built and offered to our customers. Striving for a better world, a better version of ourselves and the constant quest for meaning will continue to be the drive of our company.

## THE 2020 PANDEMIC

As a primary industry in hygiene and personal care, our duty upon the arrival of the pandemic was to urgently support organizations, hospitals and people on the front line. After a year Byphasse is still actively committed to supporting the fight against the virus.





*From left to right, top to bottom: Delivery of Hand Sanitizers and Hand Moisturizers to Hospital del Mar, Hospital Clinic, Formacio FIT, Hospital de Barcelona, Creu Roja, Police Station in Barcelona, Caritas.*

COMMUNITY  
*Team*

## SUPPORTING EMPLOYMENT, ENTREPRENEURSHIP AND LOCAL DEVELOPMENT

As a leader in the market it is essential to Byphasse to cultivate the relationships between the suppliers and stakeholders, as building opportunities to employment and support entrepreneurship and savoir-faire.



Having been experts of the cosmetics industry it is important for us to cultivate the savoir-faire of our suppliers and stimulate the local economies. Our business model has been established under the rule to develop and manufacture locally to have absolute control of the supply chain process, to stimulate local economies, to develop local employment and to reduce carbon footprint. We take pride in contributing to the country's development, as we believe it is through the implementation of new industries that the country and its culture experience growth. Therefore it is our duty to forge the strong ties with local talent and commerce.

## SUPPORTING THE SAFETY AND WELL-BEING OF EMPLOYEES

Creating a safe space for all employees remains the main mission for the human resources department. As leadership and talent remain at the top of the core values of Byphasse, we believe it can only be cultivated in an environment where well-being and safety remain as a top priority to execute properly and expand our creativity.



## DEVELOPING EMPLOYEES SKILLS

As the world constantly evolves, so it does the corporate world, this is why Byphasse likes to adapt emerging techniques and implement new methodologies to improve the team's skills. This year those included the implementation of remote work and online meetings, within the internal team and outsourced collaborators. As well as a high investment in trainings and workshops to nurture the digital and the internal structure of the team.

## PRACTICING EQUALITY

Byphasse is committed to gender equality and developing women's careers at the core of its human resources strategy. Since 2000 when the company was launched it has remained a strategic priority to have a team predominantly managed by women at every level of their careers. Empowering women's talent as well as promoting them through all our channels will continue to be a must for the company.



## INTERNSHIP PROGRAM

Part of our responsibility is to serve as mentors and transmit our savoir-faire to the upcoming generations. Being able to have a platform that can enhance the education of the young ones, is very humbling to us. Through our internship program we have been able to meet very interesting profiles and learn from them as much they did from us.



## TEAM WORKSHOPS

The only way to progress is learning and acquiring new knowledge. That is our philosophy and is one that we take very much seriously, this is why we constantly hire mentors, coaches and agencies that bring to us new tools and practices that can bring the best of everyone's talent and productivity, allowing the work to be more efficient.



## TRANSMITTING OUR SAVOIR-FAIRE

Having become experts in cosmetics, hygiene and personal care products it is an honor to pass on the knowledge from generation to generation, by attracting talents and offering them a platform where they can expand their vision and excel in their endeavors. As well as outsourcing young talents to offer them the opportunity to develop their own businesses.



**COMMUNITY**  
*Partners*



## SUSTAINING ACTIVITIES

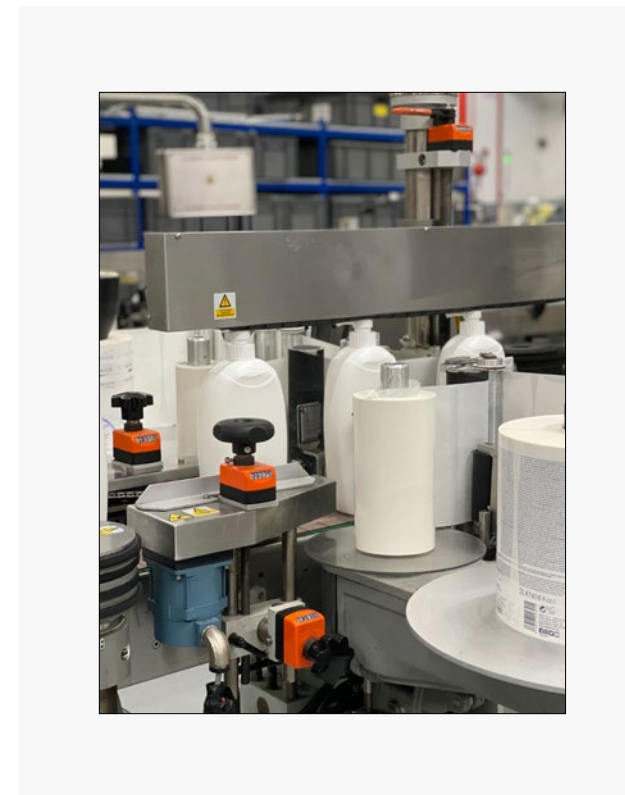
Because of the constant global changes many businesses are finding difficult to stay afloat, and many have to declare closure after decades of operating. The demand is shifting to other nations across the globe, but as a brand headquartered in Barcelona, we have built and maintained through the past 20 years very close ties with our partners, collaborators and local customers in order to maintain our local experts in cosmetics and personal care products.

## PRODUCT DEVELOPMENT

It is with great care that we design our products with attention to detail and passing by all the stages to ensure greatness and high quality from the inside out. Every stage is studied, analyzed and executed responsibly by our in-house team of designers, product developers, product managers, sourcing, trade and regulatory.

## ETHICAL SUPPLY CHAIN

As a global brand it is our responsibility to implement sustainable practices at the core of our supply chain. Producing locally allows us to have absolute control of all production practices and manufacturing processes, as well as choosing carefully partners that are aligned with our core values of respecting the social an environmental ecosystem while implementing safety measures.



**COMMUNITY**  
*Customers*



## CONTRIBUTING TO AN INCLUSIVE SOCIETY

As pioneers in the cosmetics industry we have a great sense of responsibility and we like to operate as role models. One of our missions since day one was to create personal care accessible to everyone, crossing all boundaries of social status, ethnicity, ages and origins. That reflects in the lines of products as every product is designed for all different types of skins, hair and the extensive collection aim to reflect that everyone can find their fit in Byphasse.

## ADAPTATION TO ALL CULTURAL CLIMATE

As we have expanded in 100+ countries, we understand the influence we have when communicating a message that can reflect any individual across the globe, therefore a message that remains neutral and with common human values, a message of self-care and care for your loved ones, by promoting a philosophy of life that embodies the basic pleasures of life: sun, hugs, good food, kisses, caresses and hydration.

## PROMOTING DIVERSITY AND INCLUSION

The multicolor palette portrayed in the 175+ products is an ode to diversity. The wide range of colors chosen as the multiple choices offered are made consciously for everyone to find their fit. We always understood that everyone is unique and deserves to be honored equally. Making feel everyone included is the 'why' we created the brand at first and being able to reflect it from the inside out continues to be what we thrive for.

## TRANSPARENCY THROUGH DIGITAL

As our digital presence becomes increasingly more established, we take it as an opportunity to use it as a vessel to unveil every story that happens behind the product you acquire on the shelves. Our content has become more intentional and focused towards content that aims to fully inform you about the functionality of the product, its development, the practices undertaken at the core of the company and the values we stand by.

## SUPPORTING VULNERABLE POPULATIONS

As promoters of hygiene, we want to bring the knowledge and products to underserved communities. Therefore, we have partnered with Caritas and the Red Cross to ensure that our products get delivered to individuals in need.

ENVIRONMENT



### PRACTICING ETHICALLY RESPONSIBLE PRACTICES: CRUELTY FREE

All products are subject to an intensive quality control process and are dermatologically tested in our laboratories by the most respected experts and scientists within the industry. Once the products are released in the market, we constantly monitor the level of acceptance and tolerance by our consumers, to guarantee their safety and full satisfaction.

### REPURPOSING OUR LINES & CERTIFYING THEM VEGAN

Since 2021, we have been moving towards a more committed choice for our consumers. This is why we offer certified vegan products, free of any ingredient of animal origin and easily identifiable thanks to a quality label visible on the product. This choice is well and truly installed; to date we have over 30 products with vegan certification, our goal being to have more than 70% of our product range certified vegan by 2025.



### LOCAL PRODUCTION TO REDUCE CARBON FOOTPRINT

To follow a good code of conduct, we produce 100% of our portfolio in the European Union, so that we can reduce our carbon footprint. At Byphasse we launch effective and safe products. With cutting-edge technology and as many natural elements as possible, our compositions are created with carefully selected ingredients, textures, and scents. All Byphasse products comply with European Regulation no. 1223/2009 on cosmetic products, and the most demanding standards of quality: ISO 22716:2007 GMP (Good Manufacturing Practices) and ISO 9001:2015 QMS (Quality Management System).

BYPHASSE

