



Coty Environmental Policy & Greenhouse Gas Program

COTY
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Coty's Environmental Policy and Greenhouse Gas Program

At Coty, we are committed to protecting and conserving the natural resources of our planet. We acknowledge the adverse impacts that human activity has had on the environment and take actions to prevent degradation of those natural systems.

Our internal Environmental Reporting Protocol sets out our process for managing, monitoring and reporting Coty's environmental and climate impacts. Our program also covers our supply chain; our Code of Conduct for Business Partners and our Green Procurement Policy set out the environmental considerations that we measure suppliers' CSR performance on. These policies apply to Coty's procurement of products and services (office products).

We comply with all applicable legal requirements with regard to environmental protection in each country or region we operate in and source from, and require our business partners to do the same. We strive to minimize our impact on the planet and particular on climate change.

This policy and any associated procedures apply to all associates and contractors working for Coty.

Through this environmental policy, we aim to:

- Implement environmental actions within the company
- Monitor these environmental actions and improvements internally
- Communicate environmental initiatives internally and externally.

Coty commits to the following principles and practices:

- Complying with all applicable environmental regulations and legislation, and industry-specific legislation, which is audited against ENhesa audit protocol.
- Through our Environmental Management System, monitoring and managing our environmental performance, including on waste, water, energy and greenhouse gas emissions, and working towards specified targets to reduce adverse impacts.
- Reporting on the company's environmental performance internally to our leadership team and all associates, and externally through our annual sustainability report (UN Global Compact Communication on Progress), including reporting of audited environmental performance data at least once a year.
- Reducing the consumption of natural resources in daily operations, including water, waste, paper, energy and related emissions.
- Maximising the recycling of resources.

- Disposing of waste appropriately, in particular hazardous waste, in accordance with applicable local legislations.
- Committing to the principles of preventing pollution to the environment and continual improvement.
- Minimising pollution by taking steps to limit carbon emissions.
- Engaging with our Business Partners on environmental issues and requiring our Business Partners to follow Coty's Code of Conduct for Business Partners, which aligns to our Green Procurement Policy.
- Communicating this policy to relevant stakeholders and making it publicly available via our website.
- Creating environmental awareness through internal communications and celebrating key milestones.
- Reviewing this policy annually, and measuring targets and performance regularly as part of that review.

Climate and Greenhouse Gas emissions Program

We are committed to limiting our impact on climate change. To that end, in 2017 we joined other organizations in signing the We Mean Business open letter, supporting the Paris Agreement. We have company-wide plans to reduce our carbon emissions, with initiatives occurring across our own operations. We recognize that our impact extends beyond our own operations, and therefore ask suppliers to report on climate through the EcoVadis platform.

Our greenhouse gas data is reported according to Greenhouse Gas Protocol, following international standards. The data is audited externally on a yearly basis. Coty is currently in the process validating a new climate target through the Science Based Target initiative. Future greenhouse gas reporting will be done against this target.

We [report](#) our climate-related activities, strategy and emissions through the Carbon Disclosure Project on a yearly basis publicly, since 2020. This reporting includes physical and transitional climate-related risks and opportunities. These are also acknowledged as key risk factors in our [annual financial reporting](#) and are part of our company-wide risk process. Limited scope of greenhouse gas emissions and key initiatives to reduce our greenhouse gas emissions are reported in our annual [Sustainability Report](#) (which serves as our UN Global Compact Communication on Progress). Selected greenhouse gas data in this report is [independently assured](#) by KPMG.

Grievance Mechanisms

We encourage associates and third parties to use the Ethics and Compliance Hotline to raise questions or concerns. The hotline is available through multiple channels and many languages. Reporting can be made anonymously, and each report is investigated.

Governance

The responsibility of delivering our environment, climate and greenhouse gas policy and program is company-wide, with managerial leadership driven by our Chief Scientific & Sustainability Officer, supported by Coty's Executive Committee and Senior Leadership Team, especially the Chief Supply Chain Officer, Chief Procurement Officer, and Chief Brand Officers.

A handwritten signature in black ink that reads "shimei fan". The signature is written in a cursive, lowercase style.

Dr. Shimei Fan

Chief Scientific & Sustainability Officer

3 August 2022