



Annual self-assessment against UEBT membership obligations

NOTE:

This document will be made publicly available to stakeholders through the UEBT website

All information should be related to the previous year. Information provided will be part of the next UEBT membership audit

General information	
Name of the company/entity that is member of UEBT	Weleda Group
Web Page	weleda.com
Company Description (Please write a short description of your organisation, its core activities, and its commitment to biodiversity and Ethical BioTrade)	Weleda manufactures pharmaceutical products, natural cosmetics and dietary products. Approximately 1600 people work full time for Weleda. Weleda uses around 650 natural raw materials for its products, sourced from its own gardens and from external suppliers. 83 percent of the plant raw materials come from controlled organic or biodynamic cultivation, or are obtained from certified wild sources. The enhancement of biodiversity is very important to Weleda. Only intact natural ecosystems create fertile soil and habitats which are essential for the growth of our raw materials. A newly implemented and internationally applicable biodiversity guideline provides a framework of conventions to be followed by all Weleda companies to protect biodiversity. The specifications set out in the Business and Biodiversity Leadership Declaration signed by Weleda in 2008 have also been implemented successfully, and Weleda remains an active member of the initiative.
Date of information provided	

Ethical BioTrade Targets	
Did your organisation set Ethical BioTrade targets? (If no, please specify when the targets will be set.)	<ul style="list-style-type: none"> - Share of plant-based raw materials from organic cultivation was raised from 78 to 83 percent in 2014. We had aimed 80 percent by end of 2015, which we already have exceeded. - Social standards shall be developed and implemented for all suppliers of Weleda (packaging material, indirect materials that are not directly related to our products) - Evaluation of M&E tools and implementation for specific supply chains - Financial support for 10 defined supply chains
How many supply chains has your organisation prioritised? (Fill with numbers only) - prioritised supply chain are those chains in which the Ethical BioTrade standard is implemented in an accelerated way.	<p>None</p> <p>All supply chains are evaluated. This has been done in 2 stages: -Retrospective risk assessments for existing supply chains (released before 2013) -Assesments of all released supply chains since 2013, according to UEBT standard and Weleda evaluation tool.</p>

Implementation of the UEBT Work Plan (WP)	
% of UEBT WP actions that were planned for the last reporting year that have been implemented? (If not all planned actions were implemented, please provide a brief explanation.)	<p>>75%</p> <ul style="list-style-type: none"> - Our retrospective risk assessment will be completed in July 2015. - Training of Weleda staff for UEBT-auditors took place in fall 2014 - 3 supply chains audited by UEBT + Weleda as part of the training - Working group UEBT started for evaluation and risk assessment of Business groups and complex raw materials (like excipients) and to develop a standardized approach

Development of the Biodiversity Management system	
At what stage is the development of the Biodiversity Management System?	Well advanced stage
Over the last year, have you adapted or introduced new internal procedures (e.g. policies, guidelines, questionnaires, audit programmes) to advance on the development of the Biodiversity Management System?	<p>Yes (please describe)</p> <ul style="list-style-type: none"> - Implementation of UEBT-audit program of supply chains - Implementation of International Standard Operating Procedure for Endangered species - New release of International Policy: Weleda Quality of Weleda Natural and Organic Cosmetics - New release of International Policy: Environmental Guideline - In the new environmental handbook the influence to biodiversity is described for every relevant department. In 2015 trainings will be held with all relevant co-workers.

Implementation of Ethical BioTrade Practices in the Supply Chains

<p><i>Please describe which activities have been undertaken over the reporting year to advance on the implementation of the Standard and the Ethical BioTrade principles in the supply chains (e.g. producer training; biodiversity conservation projects, suppliers audits, suppliers questionnaires)</i></p> <p>Do you have different approaches for prioritised and non prioritised supply chains? If so, please specify.</p>	<ul style="list-style-type: none"> - UEBT audits of 3 supply chains - Plan for local financial support within our supply-chains has been set up - Dialogue/workshop with our suppliers, how the implementation of the UEBT standards can be improved. Result: Develop a standardized approach (e.g. Cedex) <p>In general all of our supply chains for raw materials are evaluated with questionnaires for suppliers and producers. The evaluation includes knock-out criteria and a minimum score that allows a supplier release.</p> <p>We have no differentiation of prioritised and non prioritise supply chains. There is a differentiation based on our risk assesment:</p> <p>High risk: these supply chains are definded by volumes, country of origin and other criteria which might indicate higher risks. For these supply chains UEBT-audits will be performed if necessary.</p> <p>Lower risk: Relevant issues and deviations in regards to the UEBT-standard will be handled in the frame of our regular quality audits (no seperate UEBT-audits) if necessary.</p>
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Additional Information	
<p>Documents annexed for public use?</p>	

CONFIDENTIAL INFORMATION	