



## 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	NATUREX - Botanical Extraction / Business Unit "Personal Care"
Web Page	www.naturex.fr
Company Description (Please write a short description of your organisation, its core activities, and its commitment to biodiversity and Ethical BioTrade)	Naturex manufactures natural specialty ingredients for the Personal Care, Food & Beverage and Nutrition & Health industries. Naturex employs over 1,600 people and has 17 production units located in Europe, the United States, Brazil, Australia, Morocco, India and Chile. The group also has 25 sales offices worldwide. Naturex expertise and technologies maximize the full potential of botanicals for beauty brands. The Personal Care business unit offers natural actives powered by biological and clinical studies, as well as botanical extract collections, purified active molecules and a range of botanical oils and butters. The extracts are available in liquid or powder form to cover a wide range of cosmetic applications. www.naturex.fr
Date of information provided	04/30/2015

Ethical BioTrade Targets	
Did your organisation set Ethical BioTrade targets? (If no, please specify when the targets will be set.)	Yes Inner objectives: Create a Responsible Purchasing Charter (achieved) For the year 2015, the objectives are: having a signed Charter for at least 10% of our current suppliers and 100% of our new suppliers Public objectives: Design of an internal software to collect and monitor data on Pathfinder compliant suppliers (our Pathfinder management system) Have at least 10 supplementary Raw Material Supply-Chains qualified under our Sustainability Pathfinder approach each year have 50% of our key suppliers compliant with our Sustainability Pathfinder referential for 2017 and 100% by the end of 2020 Set up 8 action plans for strategic raw materials with the aim of improving the supply chain (RM quality, GACP implementation). For example: financing schooling project in the region where we source chiuri butter; signing a partnership convention with our green tea supplier (long term and better relationship, technical support)
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.	26

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.)	>75% In 2014, NATUREX launched its "PATHFINDER" sustainability program with the strong will to involve everyone in the company in this ambitious approach. "The PATHFINDER" was built as a flexible approach, promoting ways to reach sustainable development adapted to specific contexts, focusing on the continuous improvement of practices. The three main pillars of the Pathfinder are: the "Responsible Purchasing Charter," structured around the 3 core values of RESPECT, QUALITY and PROXIMITY; the "Pathfinder Management System" (=Biodiversity Management Syst.) that meets the UEBT standards, this system works under a declaratory basis; and finally establishment of an ABS compliancy risk assessment and decision tree. All employees have been trained for the Pathfinder. Although the system is now operational, some aspects are still under construction and review: our sourcing procedures and the consideration of the Pathfinder in our audit criteria and schedule

Development of the Biodiversity Management system	
At what stage is the development of the Biodiversity Management System?	Well advanced stage  See above
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?	Yes (please describe) Establishment of the "Pathfinder Sourcing Management" that complies with the UEBT standards, for all our supply chains (on going): -Creation of a Responsible Purchasing Charter -Definition of our sustainability entry indicators for our suppliers and supply chains -Establishment of a Sustainable Supplier Questionnaire based on a declaratory basis -Establishment of an ABS compliancy risk assessment and decision tree

Implementation of Ethical BioTrade Practices in the Supply Chains	
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)	In 2014, 25 Pathfinder compliant supply chains of which 15 are from the Personal Care Business Unit 130 Responsible Purchasing Charter signed Internal training of several teams: RD, quality, purchasing, sales and business unit Ethical and legal ABS agreements on going for 4 supply chains
Do you have different approaches for prioritised and non prioritised supply chains? If so, please specify.	The sustainability Pathfinder program from Naturex concerns all the supply chains, the only difference between prioritised and non prioritised supply chains is: -Non prioritised: Sustainable Supplier Questionnaire and Responsible Purchasing Charter requested for all the suppliers -Prioritised: besides the questionnaire and the charter, a specific action plan is implemented for the supply chain

Additional Information	
Foundation projects: helping financing schooling for girls in Nepal, tree nursery in Chile for the sclerophyll forest	
Documents annexed for public use?	Yes   Pathfinder report

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