H.E. Mr. António Guterres
Secretary-General
United Nations
New York, NY 10017

May 7, 2020

Dear Mr. Guterres,

At Beautycounter, our mission is to get safer personal care products into the hands of everyone. We are enthusiastically renewing our support of the United Nations Global Compact and its ten principles outlining corporate responsibilities in the areas of human rights, labor, environment, and anticorruption.

Beautycounter is known for its unparalleled safety standards. As the leader in clean beauty, we recently expanded our Never List™ to include more than 1,800 ingredients with which we will never formulate. But for us, the pursuit of clean extends beyond our products.

Aligning Sourcing with Our Values

We have worked hard to build a responsible sourcing program focused on ingredients with increased risks for negative environmental and human rights impacts. Beginning with packaging materials and key risk ingredients like mica, vanilla, and palm oil, we are leveraging our purchasing power to improve the lives of the people along our supply chain.

We prioritize business partners who share our vision for fair labor standards and work closely with those partners to deepen our commitment to responsible sourcing, especially as it relates to forced and compulsory labor (with a focus on child labor) and human trafficking. We have strengthened our commitment to human rights and fair labor through our Supplier Code of Conduct, which delineates prohibited behaviors and offers best practices for topics ranging from antidiscrimination in hiring to anticorruption. It also requires compliance with all local, federal, and international laws designed to protect people from unjust working conditions, such as the California Transparency in Supply Chains Act.

To continue leading the clean beauty movement, we are doubling down on our responsible sourcing strategy, starting with mica. Widely used in consumer goods, mica is an important ingredient in creating high-performing color cosmetics. Earlier this year, we shared our mica documentary highlighting both the unethical practices prevalent in the industry as well as how Beautycounter is transforming our supply chain to ensure we are upholding the "responsible" part of our sourcing. By the end of 2020, we will have audited 100 percent of our mica suppliers while partnering with the technology platform Sourcemap to trace who is producing our mica and where it is coming from. In addition, we have partnered with the Kailash Satyarthi Children's Foundation, a leading on-the-ground organization advocating for a world free from child labor. We are excited to share the learnings and best practices from our mica sourcing efforts not only with other beauty companies, but with our peers in the automotive, paint, and electronics industries as well.

Understanding Our Environmental Impacts

In addition to our efforts surrounding human rights and labor practices, we used the last year to better understand our corporate environmental impacts. With the help of a respected third-party agency, we conducted a greenhouse gas emissions footprinting exercise, which enabled us to focus our impact-reduction efforts within our operations and with our supply chain partners. We have committed to using this year to refine our understanding of the energy and water we use, as well as the waste and emissions attributable to our business, throughout our supply chain. That effort will culminate in a comprehensive map of our environmental impacts and specific goals for reducing greenhouse gas emissions, energy and water use, and waste sent to landfill.

In the last year, we have also transitioned to using 100% renewably generated electricity at our headquarters, and continued to offset the greenhouse gas emissions from office and retail energy use, air travel, employee commuting, event production, paper use, and inbound and outbound freight. Additionally, we offset 120% of our water use at our office and retail locations.

Rethinking Packaging

We have improved our product packaging to promote responsible consumption and minimize waste sent to landfill. Our approach has been comprehensive, working with suppliers to design packaging with fewer environmental impacts, ensuring that our on-package disposal guidance is clear and concise, and using our growing platform to advocate for consumer engagement in reuse and recycling processes. For example, in 2019 we eliminated more than 800,000 plastic parts from our packaging, avoiding significant carbon emissions and preventing these items from ending up in landfills and waterways. We are also collaborating with our contract manufacturers to develop concentrated and waterless formulas to reduce water use across the life cycles of our products. We're looking forward to continuing to learn from other UN Global Compact signatories on innovative product solutions.

Advocating for Safer Products for All

Advocacy has been a key pillar of Beautycounter from the beginning, and this past December I was invited to bring our message to Congress as the first clean beauty founder to testify in support of cosmetic safety and reform. On behalf of our movement, I asked Members of Congress to update the Federal Food, Drug, and Cosmetic Act governing personal care product safety and empower the FDA to better protect American consumers. Beautycounter continues to support cosmetics reform in both Washington, D.C. and state legislatures as lawmakers respond to consumers' growing demand for safer beauty products.

Despite the progress we have made, we are just getting started. We look forward to collaborating with our supply chain partners, industry peers, and fellow signatories of the UN Global Compact to advance a principles-based approach to doing business. Beautycounter has always been a company focused on progress, and we will continue to work with our stakeholders to do right by the many hands that bring our cleaner and safer products to market.

> "At Beautycounter, our mission is to get safer personal care products into the hands of *everyone*."

Sincerely,

Gregg Renfrew, Founder and CEO
Beautycounter

BEAUTYCOUNTER